

THE DIOCESAN TEAM

This paper points to some of the ways that your diocesan team at the Old Cathedral School supports the work of the church in Cornwall, the Isles of Scilly, and the two best parishes in Devon.

The team support more than 300 churches, 200 PCCs, more than 250 clergy, with nearly 100 readers, and well over 200 local worship leaders and local pastoral ministers. The Diocesan Board of Finance is the charity that employs the team here as well as providing core diocesan governance and leadership capacity.

We want you to know what we are up to, what we are prioritising, and putting it bluntly because PCCs are asked to pay for some of this work we want you to know where your money goes.

Our operational priority in 2025 has continued to be supporting stipendiary clergy, you can see this through our budget (our biggest budget lines are for clergy stipends and clergy housing) and through our work to move quickly on clergy vacancies.

Safeguarding informs all our work and is one of the areas where workload has increased most, we don't think the increase is because there is more wickedness, but because people know how to report, because we are less tolerant of bad behaviour, and because increasingly victims and survivors trust the church as somewhere that leaders will have been trained and where

they will be supported. I want to pay tribute to parish clergy and parish safeguarding officers – you are where we make the difference in safeguarding.

Bishop David has re-committed the diocese to the work of Change and Renewal, there is a small team here to support that but the real work again has to happen in parishes and deaneries as you respond to the changing need of Cornwall through faithful service.

This is where your MMF goes, to provide clergy and to support our life as a diocese. In this diocese as in others there is a three-way partnership of funding; local funding through MMF, diocesan through DBF resources, and national funding, mostly Lowest Income Communities Funding (LICF) – in this diocese the proportion that comes from parishes is relatively small but that three-way partnership is still crucial.

I am proud to be part of the team here, and to be part of the Diocese of Truro family, I am grateful to God for you all and for your generous faithfulness from the furthest flung cathedral to the tiny church at the heart of its community.

Thanks be to God, and may God continue to bless us

SIMON CADE DIOCESAN SECRETARY

COMMUNICATIONS

- **58** comms requests from parishes
- **18** parish transition profiles created or amended
- **240** comms support requests from diocesan teams
- **67** news stories produced
- **90** articles written & shared on the diocesan website
- **51** videos loaded to Youtube
- **6,627** receiving our news via Twitter, Facebook and Instagram, **874** talking with us in Facebook groups.
- **3,300** signed up to our email newsletters.

CHANGE & RENEWAL

- **£959,600** of Lowest Income Communities Funds shared with deaneries and **£235,291** of Mission Funding
- Recruited **10** Strategic Rural Deans and capacity in this role through training, development and administrative support
- Development of Growing Younger programme for work with children, young people and families
- Continued to support the work of the Deanery Implementation Teams, helping them achieve various goals including the establishment of Community Interest Companies, the employment of key staff, increased work around CYP&F, encouraging and growing lay roles and reviewing and reshaping plans
- Assisted deaneries with change requests that enabled greater sustainability both in terms of ministry provision and finances.
- Developed a dashboard to give deaneries a better view of the work in their areas, enabling more strategic decision making and potentially assisting in future funding applications.
- **£11,233.67** raised for **20** local projects and the foodbanks) with the Christmas Giving catalogue.

FINANCE & ASSETS

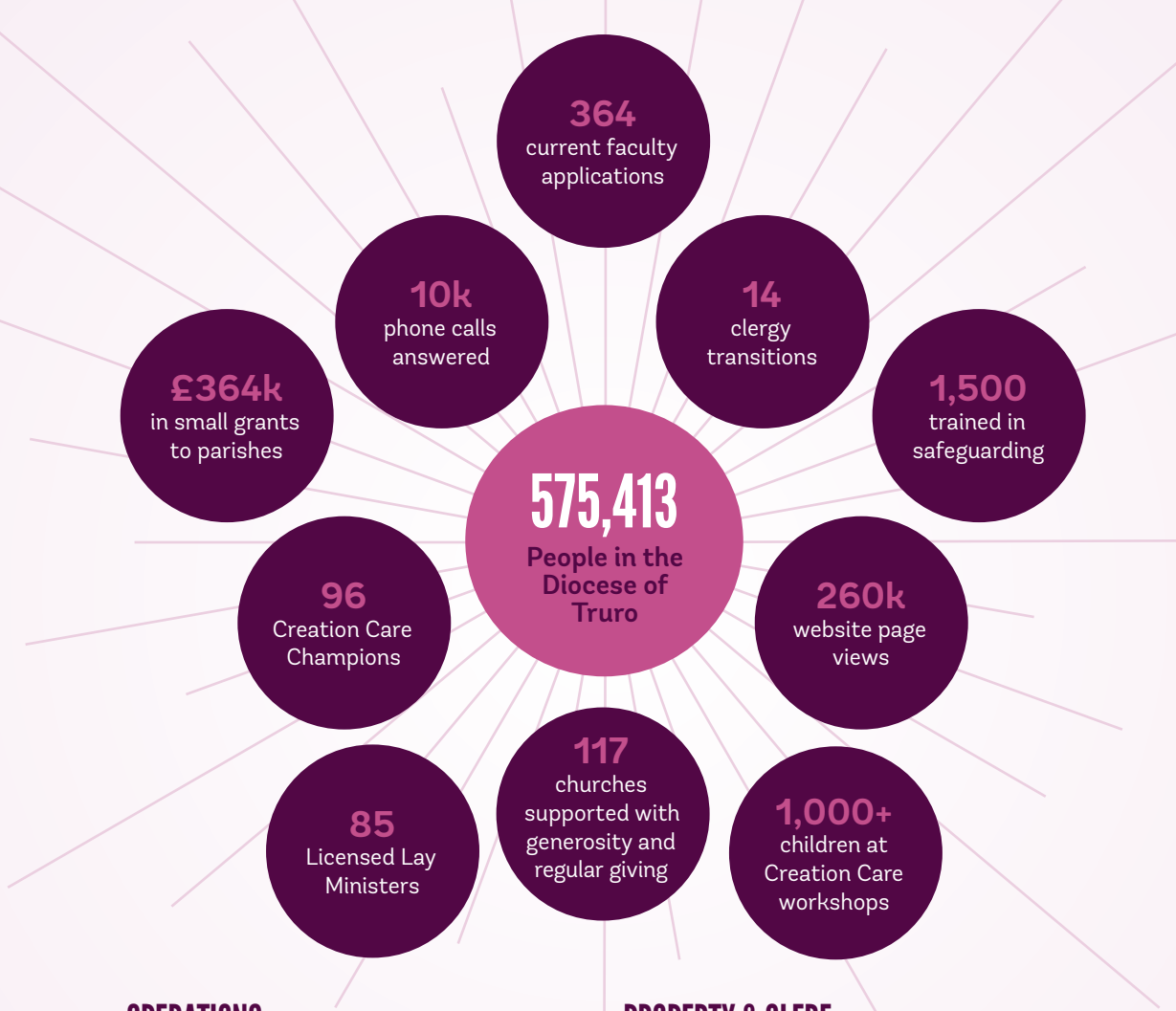
- **19** projects received **£36,548** from Funds for Mission.
- **21** treasurers trained.
- **8** provided with Cashbook training.
- **8** consultation events for MMF formula with **110** responses.

SAFEGUARDING

- **1,500** people received safeguarding training.
- Support and access for victims and survivors (Trauma informed).
- Support to parishes on safeguarding advice, governance, and training Cathedral provision.
- Investigation and escalation to statutory agencies (Multiagency working).
- Provision of the case management system.
- Provision & support for parishes with the Dashboard & Hubs.
- Oversight/management of persons of risk.

EDUCATION

- **43** church schools supported to improve outcomes.
- **13** MATs partnered with to enable all to flourish.
- **1** formerly closed Church School reopened providing specialist provision for pupils with individual needs.
- **300+** attendees accessing **30+** different training and development offers.
- Visits to schools by Bishops, Archdeacons and senior staff to see the work of schools first-hand.
- **5** diocese-wide worship events bringing thousands of pupils together.
- **1000+** pupils accessed Creation Care workshops bringing churches and schools together.
- **32** schools supported on their Eco-Schools journey.
- Flourishing Schools Programme embedding into all MATs we partner with.
- A wide range of support offered to all schools and partners regarding admissions, HR, recruitment and induction.
- Coaching, mentoring and pastoral support for school leaders, teachers and those involved in governance.
- **250** people supported in their school & trust governance roles.



OPERATIONS

- Supporting all diocesan teams with reception, admin, event hosting & training.
- **86%** churches supported with the collation of the Statistics for Mission.
- **81%** churches supported with the collation of Return of Parish Finance.
- **87%** churches supported with the collation of Energy Footprint Tool.
- **10** technical queries a month re parish governance.
- **12** elections run.
- **51** parish officers trained
- **6** pastoral schemes completed
- **15** in progress/planning
- **99.5%** of churchwardens commissioned across **8** Archdeacons Visitations.

PROPERTY & GLEBE

- **119** houses managed for clergy housing or income
- **47** move in or major refurbishments for clergy homes
- **10** clergy homes with new energy efficiency interventions
- **28** properties now EPC A (from 13 in 2024)
- **16** fewer EPC D and E rated than in 2024
- **25** full energy property surveys
- **2000** acres of Glebe managed for income and community good
- **200** affordable homes built in Cornwall since 2011 & more hoped for
- **45** Glebe sites at various stages of development
- **36** new houses consented on Glebe

HUMAN RESOURCES

- Clergy Handbook revised and published
- **71%** response rate to 2025 clergy wellbeing survey enabling new action plan and priorities
- **7** national employment awards/ schemes accreditation achieved or maintained.

CREATION CARE

- **80** churches engaged with Kernow Green Church Awards (KGCA).
- **97** engaged with Eco Church Award (ECA) - **2** golds, **12** silvers
- **42** bronze awards & **1** bronze Church House, **1** bronze Cathedral,
- **1** bronze diocese.
- **250+** annual attendance at **11** Creation Care Network Gatherings.
- **3** Creation Care Service of thanks & celebration.
- **60** Living Churchyards.
- **24** new church decarbonisation audits.

DIOCESAN ADVISORY COMMITTEE (DAC)

- **32** DAC visits
- **76** List Bs
- **40** Faculty petitions recommended
- **4** Temporary permissions
- **364** active online applications.

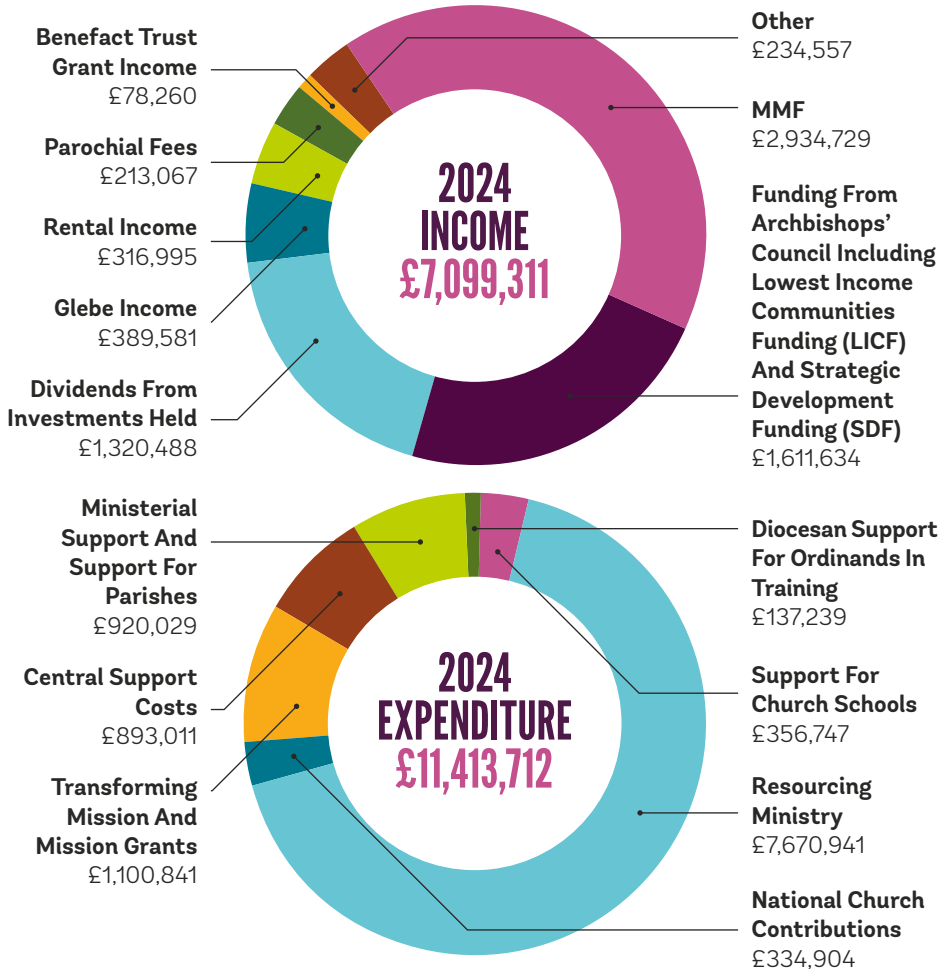
CHURCH BUILDINGS FOR MISSION

- **76** Church Building Support Officer (CBSO) church visits
- **£104,165** externally sourced for CBSO salary
- **£137,250** minor repairs & improvements grants issued to churches
- **38** Cut Carbon Support Officer visits to churches
- **£126,500** externally sourced for Cut Carbon Support Officers for schools & churches.
- **£28,736.85** 'Quick Wins' net zero grants issued to churches
- **£75,000+** obtained for 'Give to Go Green' grants for **10** churches
- **£65,000+** net zero demonstrator grants secured for 2 churches
- **£20,000** boiler hardship grant obtained for a church.

MINISTRY

- **8** new Ordinands (**4** Self Supporting; **4** Stipendiary) beginning their training.
- **15** Curates & Training Incumbents provided with training and support.
- **14** Transition processes supported.
- **4** people being supported through the national discernment process.
- **243** Local Worship Leaders (including **1** newly commissioned).
- **198** Local Pastoral Ministers (including **3** newly commissioned).
- **22** including **2** new Local Lay Leaders trained through Sens Kernewek.
- **85** Licensed Lay Ministers, including **4** newly licensed and **4** in training.
- On-going training and support for lay ministers.
- **7** undertook Foundations in Christian Ministry Course.
- **13** Local Lay Pioneers trained and commissioned.
- **10** in training.
- **1** Pioneer Licensed Lay Minister licensed with **2** in training
- Clergy MDR and AMD programmes (Post of First Responsibility; Ministers with Oversight Responsibility).
- CMD Programme including two Bishop's Study Days open to all Clergy & LLMs.
- Pastoral Supervision for Clergy pilot completed with very positive feedback received.
- Cathedral Event to celebrate and give thanks for the ministry of Retired Clergy.
- Clergy wellbeing supported including providing mentoring, coaching and counselling.
- **12** Podcasts produced
- **80** organisations represented at Meet the Funders Spring event featuring **8** potential funders. **1** Meet the Funders workshop delivered
- **1** clergy recruitment day. **1** clergy recruitment video produced
- **28** joined the 'Gather' collaboration with CMS 4th June
- 'Beyond the Walls' online seminars launched in collaboration with South West Dioceses.
- **5** 'Thinking Pioneering' events; and monthly 'Pioneer Voyagers' online reflective practice groups
- **6** vision days facilitated for benefices
- The generous giving team have worked to encourage giving and develop a culture of generosity over all **12** deaneries. The generous giving team have supported **117** churches with generosity and giving, including contactless giving support in **93** churches".

INCOME & EXPENDITURE FOR 2024



Faculty fees paid

£14,525

Grants to parishes for mission initiatives

£733,008

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