

Deanery Plan

St Austell

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Approved by Deanery Synod	28 th September 2021
Endorsed by Bishop	October 2021
Rural Dean	Howard Flint
Lay Chair	Mike Rowe

Introduction

What has prompted the OTW process and what is its aim?

The On the Way (OTW) process was introduced by the Diocese in January 2021. The process is a response to a number of factors including a financial deficit in the Diocese, falling numbers in congregations, and a decline in MMF payments – which cover clergy costs. Bishop Philip has been honest concerning the financial deficit – ‘*we either seek to manage it, profitably, fruitfully and strategically, or else it will master us*’. However, finance is not the only reason. There is also the need to address the priorities in *The Saints Way* - linked to the overarching vision for the Diocese. These include; understanding and responding to poverty in our communities and finding creative ways to involve children, young people and families within our churches.

OTW is a process to enable parishes to listen to God and to discuss how they and the Deanery as a whole can be sustainable and fruitful now, and for the future. This should lead to the development of a Deanery Plan which demonstrates how the Deanery can ‘live within its means’ (being sustainable) and grow God’s Kingdom in the churches and communities we serve (being fruitful). The Diocese has encouraged churches & Deaneries to take the initiative about the decisions concerning the future structure of their Deanery and the future of mission and ministry in their parishes.

St Austell Deanery – response to OTW and summary of approach taken

Rev Elizabeth Wild and Ian Alford were asked by the Bishop to be the OTW Advisors for St Austell in January 2021. Their role has been to help clergy and others navigate their way through the OTW process, and act as a ‘neutral sounding board’. They have been with the OTW Deanery Team throughout the process – in both a supportive and challenging role.

Elizabeth and Ian met with the clergy and it was agreed to form an *OTW Deanery Team* comprising the licensed clergy and Deanery Standing Committee members, who would meet fortnightly. There was a strong desire from the clergy to work more as a team which underpinned much of the approach taken.

On the Way was launched at an open Deanery Synod zoom meeting on 16th February.

Initial conversations took place with licensed clergy and representatives from parishes in transition or where their incumbent was on sabbatical (8 parishes)

The Community Questionnaire was sent out as widely as possible in March and 166 responses were received from 24 families, 137 individuals and 4 organisations.

Conversations with retired Clergy and Readers in the deanery took place in April.

Proposals were shared with a second open Deanery Synod on 23rd June, followed by meetings in the three local Areas.

Email correspondence, telephone and zoom conversations took place throughout the process.

Face-to face meetings have taken place in the Western, Central and Eastern Areas (proposed new Deanery structure)

Deanery Vision

We have felt strongly as we have talked and prayed together that God has been speaking to us. Throughout this process, the concept of 'relationships' has emerged strongly. It has been evident to the OTW Team that our relationship with God is central to everything we are doing now and for the future. Our conversations and discussions have reinforced the importance of our relationships with each other – and the need to 'heal old wounds' in some cases – and with our local communities.

Therefore, the notion of relationships has informed the Deanery vision.

Deanery Vision

**'A Church that is Equipping God's People for Relationships
with God, with One Another, with the Local Community'**

'We value and celebrate our different traditions new and old'

Everything needs to start with relationships - with God, each other and the community. Exodus 18 has been particularly pertinent for us as it speaks of greater collaboration between leaders (v12), for ordained leaders to work more sustainably as they potentially take on new parishes (v18) and therefore the need to equip new local leaders to be present in the community week by week (v21).

Mission Priorities

Our vision is to enable all of God's people to bring in the Kingdom;

- in their own lives through a focus on discipleship
- into the church and local community through developing leaders
- into the lives of children and young people through work with schools, ministry to families and outreach
- into the lives of the poor through social action.

What God has been saying on the way

As indicated above, we feel God has been speaking to us throughout this process. This has taken place as we have shared scripture, in the silences and when we have prayed together. God has also been speaking to us through others, in our conversations, meetings and email correspondence. The following is a summary:

Acknowledge the contribution and loyalty of our 'older parishioners' – whose age offers wisdom, and whose enthusiasm in many parishes, 'keeps the local church alive'

Our relationships with God and each other are central to building strong foundations – in our churches and communities

Working in teams - and teamwork - provides support and helps stimulate creative ideas

We need 'local leaders' - who are part of a team – and who are well supported and enabled to provide a local presence.

Encourage intergenerational ministry

Wider Community involvement – 'the church going out'

Specific and creative use of buildings

What people say about us – summary of questionnaire feedback

The Community Questionnaire indicated that the most attractive features of the local church are the people, the building, the services and the connection to the local community. The church is described as supporting local community needs, offering activities, engaging with the local school and providing pastoral care. Things that make involvement with church difficult were: the Covid-19 pandemic, family and work commitments, the nature of the congregation, the church's distance from home and lack of car parking, the tradition of the church and age or infirmity.

How & What are we doing now?

The Diocese asked us to consider and reflect on what we are doing at present. As a structure, they provided a set of headings linked to the Diocesan vision and The Saints Way. The exercise provided a way of acknowledging the good things that parishes are doing – and why we are doing them (*desired outcomes*). It also provided an opportunity to consider which things to take forward, and build on to be more fruitful & sustainable in the future. Equally, we were encouraged to think about activities that we may no longer need to do.

The following is a brief summary from across the Deanery:

Working with Poverty

ACTS 435 and actively supporting the work of Community Food Banks and Community Larders
Christians against Poverty (CAP)
Providing lunches – through local churches
Parish Nurse scheme

Deanery Outcomes: To feed people in poverty, physically, emotionally and spiritually. To challenge the unjust structures of society. To connect and build a trusting relationship with the local community and to connect people with God

Children, young people & Schools

Baptisms – alongside post-baptism events.
Open the Book (OTB) – strong links in many parishes.
Family Worship - All age worship and family-oriented services
Messy Church – In particular areas, MC is vibrant and growing.
Schools – assemblies, welcoming children into church for curriculum activities
Partnership with other churches
School Chaplain scheme
Kids Matter Parenting programme
Youth Alpha
Young People group

Deanery Outcomes: To enable children and young people to hear about God and to be welcomed into a relationship with God and their local Christian community. To build stronger relationships and trust with local schools.

Discipleship

Bible Study groups – in person and on-line
Specific study & discussion groups – Lent, Pilgrim courses
Home Groups
Café Church
Street Pastors
Alpha
Prayer groups / walks
Worship

Deanery Outcomes: To enable and equip people to live life, God's way. To teach and enable people to develop their faith in a deeper way. To support people in the way they live out their faith and calling. To develop relationships and learn together in groups / teams.

Community Life

Newsletters – communicating church and wider community activities

Local Organisations – playing an active role in local community organisations

Local events / festivals – playing an active part in both Christian and secular events

Partnerships – e.g., Walking for Health through NHS referrals, transformation of local hall with other community volunteers

Engagement – church members on Parish and school governing bodies

Deanery Outcomes: To strengthen the relationship within and between churches and the wider community. To demonstrate 'faith in action'

Global Church

Financial - supporting Charities – e.g., Tearfund, those who work with street-children.

Sponsorship – e.g., sponsoring a child through 'Compassion'.

Deanery Outcomes: To raise awareness of the needs of others particularly in 'developing countries' – responding to human need. To inform and encourage 'action' – generous giving & challenging unjust structures that contribute to poverty in other parts of the world.

Creation

Church buildings – a range of environmentally friendly measures are in place and being introduced in many church buildings – e.g. Lighting, solar panels, making wise environmental choices, recycling etc.

Churchyards - churchyard eco survey completed - also introducing a nature trail in the churchyard, bird boxes in place, bat boxes in process, insect habitat areas, also natural meadow areas. Living churchyards

Raising Awareness – preaching and teaching, clergy & Diocesan Environmental Officer. Attendance at Creation Fest

Deanery Outcomes: To raise awareness, inform and safeguard the integrity of creation. To demonstrate a 'Christian love for creation' at a local level.

New Faith

Occasional Offices – examples of contact and interest in learning more.

Worship & Pastoral Ministry -

Courses & Activities – e.g., men's and women's breakfasts, 'Christianity Explored' course.

Deanery Outcomes: To teach, baptise and nurture new believers.

Growing Faith

Bible Study

Training for Worship Leaders and Pastoral Ministers

Worship

Learning together – groups, building fellowship and spiritual maturity

Deanery Outcomes: To deepen faith, and grow vocations. Grow in confidence in our faith – demonstrate 'our faith in action'.

Leadership

Training for Worship Leaders and Pastoral Ministers -

Developing Leadership Teams – Encouragement of lay people to take on leadership roles

Pastoral visitors / teams - evidence across the Deanery of dedicated and reliable pastoral visitors

Deanery Outcomes: To develop confident and competent clergy and lay leaders across the Deanery.

Diversity of Callings

A diverse range of callings is evident across the Deanery – Readers, Worship Leaders, Pastoral Ministers, prayer-walk leaders. In addition, there are also examples of people using their skills in many practical ways – helping folk in the local community

Deanery Outcomes: To recognise the gifts and skills of others and grow 'our vocations' in our parishes and across the Deanery

Money

Parish Giving scheme, Regular Giving – There is a varied picture across the Deanery in term of payment of MMF.
Fundraising – Generally a good response across the patch
Investing for the future – e.g., School of Ministry project started in St Austell which can benefit the whole Deanery

Deanery Outcomes: St Austell Deanery can pay it's MMF contribution to the Common Fund. To raise awareness, inform and teach about generous giving.

Buildings

'Open Churches' – A real desire across the Deanery to have churches open for people to pray, and for visitors interested in the history of the buildings
A respite for Pilgrims – use of several churches and halls for refreshments for walkers
A community resource – there is also evidence of churches being used for a range of other activities – engaging with the local community – e.g., concerts, lunches
Maintenance requirements – An acknowledgement that some church buildings will require major work if they are to be fully functioning churches. Other churches have been well maintained over the years.

Deanery Outcomes: To treasure, transform and safeguard our churches and buildings, now and for future generations – in an effective and efficient manner.

Deanery Response – How we expect to change

Structure of the Deanery – 3 new areas (map in appendices)

As you are aware our MMF contributions pay for our clergy. Based on the 2019 giving, and utilising the Lowest Income Communities Funding (LICF) monies – the Deanery can ‘afford’ 6 FT clergy. To clarify, each Diocese receives an annual amount of money from central C of E funds. This amount is for funding mission in communities with the lowest incomes in each Deanery. We are proposing that the LICF monies allocated to St Austell Deanery are used to help support clergy costs - but we need to clearly demonstrate how those monies will make a difference in areas of deprivation. (see *Deanery priorities and actions*)

As the map shows, the pastoral reorganisation creates 3 new areas - Western, Central and Eastern - across the Deanery. (A ‘nod to the past’ as the Clay companies used the terms ‘Western, Central and Eastern areas’). Each area will have 2 FTE clergy. As the Vision indicates there is a focus on relationships - with God, with one another and with the local community’. There is a strong desire with the clergy and lay people to work in teams and develop a shared ministry across a particular ‘patch’. The plan also includes developing local leaders in each parish.

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The OTW team took into account geography, demographics, churchmanship, local culture and history when deliberating about the structure of the Deanery. Generally, there has been an acknowledgement that change is required and a positive response to the 3 new areas.

Oversight ministry

We are proposing that 2 (FTE) priests will work collegially in each Area to oversee mission and ministry across ‘their area’, providing vision, direction and leadership for a number of existing and new congregations.

What will oversight look like?

- As part of a team (of at least 2 clergy) they will meet regularly for prayer and collaborative working, and to share the responsibility of sharing the Gospel in their area with their respective teams. Precise arrangements will be locally established.
- Ensure that worship happens across the area, which is sustaining and builds up the Body of Christ.
- Coordinating the ministry in the area that they are responsible for
- Supporting local ministers by being a prayer partner; a “go to” person of integrity and a loyal colleague in the work.
- Equipping local ministers with the training and advice they need, as well as offering ‘on the job’ experience and reflection.
- Providing passion for the Gospel and ministry to which the team is called.
- Encourage risk taking and retaining a high level view of the work in the area
- Working closely and collaboratively with the second priest in the area- especially on strategy, mission and the direction of ministry
- Enabling mission to happen on people’s ‘front line’
- Leading the establishment of a culture of generosity, love and worship
- Identify, build, and enable local ministry teams for each congregation. (We are not starting from a blank canvas but building on a promising foundation of good ministry across the Deanery.)
- Honouring all that is good and godly already, and seeking the Holy Spirit’s guidance in moving into new things

Each Area will also need to consider simplifying governance arrangements and streamlining bureaucracy to enable the clergy and ministry teams to focus more on mission and ministry.

Local Leaders

Some parishes are already blessed with local leaders – Readers, Church Wardens, Worship leaders and others. However, some parishes are really struggling to recruit people to key positions in their church.

How will Local leaders operate?

- They will provide a “presence” in each church community, being seen and available, and allowing clergy to work more strategically across the area, or deanery.
- there will be one ‘named person’ in each church.
- they will be the local “go to person” for the congregation and local community, in the first instance

- We have **23 churches** (currently) in our Deanery, and so envisage needing **23 local ministers** - and imagine some having deputies for various local or personal reasons.
- Local leaders will be 'signposting' to the congregation and community when needs arise; directing people to what they need (eg. to other resources such as an administrator/ clergy/ registrar/ etc.)

How will local leaders be selected and recruited?

- Ideally they will live in that community or close by
- Usually these leaders will not necessarily be a Church Warden, as they already have a significant workload
- their giftings will be matched to the needs of the particular context in which they serve
- some potential local leaders will already have received training (eg. readers or Local worship leaders) -and speech candidate will need to have an appraisal to assess what they need in terms of additional training and experience
- The local priests should be well placed to identify potential Local leaders, and to carry out the necessary appraisal and to sketch out a training programme

How will local leaders be trained and equipped?

- The deanery will need to decide if there is one stream of training or whether each area provides contextualised training (given diversity in churchmanship). A single stream would seem preferable in terms of effectiveness and continuity, as well as consistency of approach.
- We would look to the Diocese for a guiding structure for focal ministry training
- It is envisaged that training could take place locally if it is area based - or if on a deanery-wide basis, the envisaged School of Ministry based at the Trinity Centre in St Austell would be offered as a well placed central alternative.
- We would envisage receiving input from outside facilitators to enable training modules.
- Clergy and other well equipped persons (from anywhere) would initially deliver the necessary training (it would be hoped that from the second cohort onwards, gifted newly trained Local leaders could play a significant part in the training of future cohorts).
- The School of Ministry would provide good, well resourced teaching spaces, with high quality broadband and modern facilities, allowing for multiple groups to meet at the same time.
- This would enable the development of a learning community (beginning and ending in worship or communal meals etc.).

In many places we acknowledge those already in leadership roles are tired and stretched as often they are fulfilling several roles

It's envisaged that this will be county-wide problem and therefore a Diocesan initiative may be required to help recruit and provide on-going support to local leaders.

Actions: This part of the DP will need to be established in the early months of implementation (late 2021/early 2022)

Deanery relationships and healing

The vision for the Deanery is underpinned by relationships – with God and with each other. We are aware, through feedback, individual conversations and personal experience that some relationships have become strained over recent years. This may be due to a number of factors including; churchmanship, theological differences, perceptions, rural v urban and interpersonal differences.

We feel it's important to listen to one another and explore the reasons for the tensions, and differences that have arisen over time. Our hope is that this will lead to a greater understanding – of each other, clarifying any misconceptions and a start to a 'healing process' and a spirit of reconciliation.

Actions - Over the coming year, or longer we would like to see opportunities created where people can come together in a 'safe space' to hear about and discuss differences. This may be in the form of a Retreat for a day or a shorter group meeting.

Annual Deanery event

During our discussions, it was mentioned that 'back in the day' there used to be deanery events – a coming together of folk from across the deanery. We felt, in the spirit of 'one body' that this could be a great way to meet people from different parishes, perhaps share food together and celebrate the life and work of the whole deanery.

Deanery priorities, actions – next steps

We were asked as a Deanery to describe key actions and the desired outcomes that will build on the existing work in the parishes. We have focused on key topics, taking into account the feedback from parishes to propose actions that will lead to further fruitfulness and greater sustainability.

Given the proposed new structure, we would expect these actions to be discussed in more detail within the 3 Areas as people come together to discuss their particular priorities

Topic	Actions	Outcomes
GOD'S PLAN	<ul style="list-style-type: none"> ● We want to be open and ready when God nudges us by His Holy Spirit ● to respond in prayer, worship and action 	<ul style="list-style-type: none"> ● See God's Kingdom come in power and grace ● Our churches to grow in faith and numbers, and in our responsiveness to God!
Poverty	<p>Clergy – leading, across their Area with ongoing initiatives (ACTS 345, food larders, CAP) whilst taking a more strategic view.</p> <ul style="list-style-type: none"> ● Developing partnerships with other Christian and community groups ● recruiting and supporting volunteers ● raise awareness, teach & inform ● encourage generous giving 	<p>To help alleviate financial, physical and spiritual poverty in our communities and across the deanery</p> <p>Develop a Deanery plan to address 'poverty'</p> <p>To work in a more effective and efficient way</p> <p>To work in a spirit of partnership</p> <p>Confront the unjust structures of society</p>



<p>Intergenerational ministry</p>	<p>Clergy – continuing to take the lead, and working across their Area to ensure there is an effective approach to working with children and YP.</p> <ul style="list-style-type: none"> • having a conversation with the Diocese – suggested engagement with schools at a ‘higher level’ to discuss access to and activities with schools • Recruit and build a team who are passionate about work with children & work with schools. • Encourage churches to develop family-oriented worship to foster an intergenerational approach to some services. • Continue to encourage creative ways of using church buildings and outdoor spaces to ‘attract’ children and families. 	<p>To enable children and young people to hear about, and be welcomed into a relationship with God</p> <p>To build strong and trusting relationships with our local schools</p> <p>To provide a ministry and mission to children, young people and their families that they feel is relevant & transforming.</p>
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<p>Discipleship, Growing Faith & New Faith</p>	<ul style="list-style-type: none"> ● We will undertake a review to understand how post-COVID discipleship groups are meeting ● To include each area considering new ways of meeting to encourage and equip followers of Jesus in their relationships with God, one another and their local communities. (e.g., Zoom, YouTube channels). ● Areas to intentionally work together to build 'trust in returning' to gatherings, services and deanery events ● Review the discipleship courses and experiences are currently in place and design partnerships across the areas/deanery, and replicate in other locations as appropriate to create deanery wide expressions. 	<ul style="list-style-type: none"> ● Obtain a clear picture of current discipleship programmes and o resource them more effectively, leading to growth in love and devotion of God ● Increased numbers of new Christians, in addition to better equipped existing disciples. ● Better connections and networks across the deanery ● Greater awareness of where newcomers and 'seekers' can be encouraged and brought to faith. ● Partnerships across areas, as trust grows. ● Planting of new worshipping communities.
<p>Leadership</p>	<ul style="list-style-type: none"> ● Clergy to be equipped and supported in acquiring new knowledge and skills in our rapidly changing social context. ● Launch the 'School of Ministry' to provide opportunities for lay and clergy leaders to share, grow and 	<ul style="list-style-type: none"> ● Growth of confidence, collegiality and effectiveness of leadership across the deanery. ● Benefit to the whole deanery in terms of partnership and mutual learning. ● Expressed needs being met

	<p>partner in mission.</p> <ul style="list-style-type: none"> ● Create a new forum for the exchange of good practice amongst local leaders (lay and ordained). ● Carry out an audit of local leaders ● Our Diocese to provide a mechanism/process for the identification and recruitment of suitable local leaders to work in areas. ● Work with the Diocesan staff to integrate a 'local leaders' mechanism' into an overall strategy for the Deanery (and beyond?). 	<p>through the School of Ministry equipping and partnering with parishes wishing to work together.</p> <ul style="list-style-type: none"> ● A steady flow of new leaders to act in all areas of the deanery. ● Raised levels of awareness and competency in leadership skills required in this new season. ● Improved provision of local leaders. ● Improved role definition for clergy, as they move towards "oversight" mode ● An agreed mechanism for recruitment and appointment of local leaders in place and operating.
<p>Money</p>	<ul style="list-style-type: none"> ● Form a working group to explore reasons behind MMF shortfall ● Seek advice from the Diocesan Stewardship team in devising an intentional plan to meet 2022 MMF call, and beyond. ● Invest in the future growing of new leaders by including the fiscal development of the School of Ministry in the Deanery budget. ● Link community activities to generating income, where 	<ul style="list-style-type: none"> ● St Austell Deanery pays 2022 MMF in full on the way to being sustainable. ● Increased use of PGS and Generous giving Initiatives. ● Deanery starts to contribute to the future leadership stream via the School of Ministry. ● Better use of buildings, and increased revenue to parishes.



	<p>appropriate.</p> <ul style="list-style-type: none"> ● Review the potential income revenue from church buildings and share good practice. 	
<p>School of Ministry</p>	<ul style="list-style-type: none"> ● The finished development of the Trinity Centre will be the base for the establishment of a School of ministry, aimed at equipping the whole deanery. ● The basis will be partnership and mutual learning. ● An audit of needs will initially inform the 'streams' on offer to the deanery. inform part 	<ul style="list-style-type: none"> ● The growth of deeper and more fruitful relationships with God, one another & our communities. ● The provision will be in response to needs expressed in the deanery for equipping disciples for ministry and mature service in Christ. ● Where parishes or areas have particular experience of skills, these will be shared via the programme where possible as examples of good practice for the benefit of local leadership teams

<p>Transforming Mission (TM)</p>	<ul style="list-style-type: none"> ● Audit expressed needs across the deanery and respond collegially ● Make available TM staff expertise across the deanery for the initiation and reformation of work with young families, young adults and those currently beyond church <p><u>For example:</u></p> <ul style="list-style-type: none"> - offer templates to parishes for the establishment of young adults groups based on 'games nights' and media competitions - discover & share best practice in setting up a mothers and baby midweek group, and share it across the area (or deanery) - exemplar the running of discipleship courses 	<ul style="list-style-type: none"> ● Local congregations resourced in imagining the church differently in each local context ● Increase awareness of what TM can offer to parishes and areas ● TM becoming a catalyst for deeper relationships across the deanery ● Numerical & financial growth ● Growth in confidence and capability in being a mission-minded people who have Good news to share ● The expansion of service and mutual flourishing ● Development of strategic planning
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	<ul style="list-style-type: none">- run worship workshops and seminars, from choral to chorus styles, covering the broad range of styles in our deanery and national church: drawing in local expertise and sharing fruitful expressions already being run to show all-round variety - create opportunities for churches to explore together how their existing contacts on their “frontline” can be developed in local contexts eg. walking football group/ lunch parties/deanery sports events & barbecues ● Equipping local parishes to think strategically - eg. helping with/staffing/leading	
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	<p>vision creation and implementation through weekends away, and PCC away days</p> <ul style="list-style-type: none">● Modelling and offering what we are learning in St. Austell parish, as we also shape ourselves for fruitfulness and remain sustainable● Provide profiles of TM staff members outlining their areas of gifting, expertise and passion, and how they can be contacted.● Launch the School of Ministry.	
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<p>LICF monies</p>	<ul style="list-style-type: none"> • Use £108,000 LICF funding to fund 2 clergy posts in the Western and Central areas to address the physical, emotional and spiritual needs of our poorest communities <p>It is recognised that the LICF funding is to be targeted towards making discernible impact for improvement in the quality of physical, spiritual and community life in the parish:</p> <p>In the Central area : The Priest's role will focus on relief of financial poverty by:</p> <ul style="list-style-type: none"> -enabling Acts 365 - contributions and distribution of Foodbank and Fairshare food - encouraging use of Christians against Poverty resources. - encouraging more able parishes to support poorer parishes particularly at Christmas eg. co-ordinating the collection and distribution of Christmas food hampers and gifts across parish boundaries. 	<ul style="list-style-type: none"> • Relieve poverty • Develop work in schools, family centres and community hubs • Emergence of new schemes for Messy church, Youth facilities and activities focussing on expressed needs • Engage families experiencing debt with CAP advice, support and advice so that they can be raised out of debt and adopt a sustainable financial situation. • Grow trust between care agencies and Christian congregations across all areas • Exchange of ideas in the Deanery and multiplication of local expressions of helping
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	<p>- through substantial links with the school including redistribution of school uniforms to poorer families.</p> <p>The Priest's role will focus on relief of spiritual perspective by:</p> <ul style="list-style-type: none"> - enabling outdoor worship where no indoor facilities exist -organising improvements to school grounds encouraging wildlife through worship linked to looking after the environment and God's Creation. -promoting and encouraging the planning of building a Prayer Hut in the school grounds to contribute to the spiritual welfare of the local community in the future by providing community space for counselling, children and youth work, and work with the elderly preventing isolation. -supporting the setting up of faith based 'Kids Matter' which supports parenting courses through the school, -coordinating Light parties at Halloween in the school, -supporting online Bible study programmes for those unable to afford to leave their house on a regular basis. <p>In the Western area:</p> <p>The priests role will focus on the relief of poverty and spiritual deprivation:</p> <ul style="list-style-type: none"> - discharging oversight of the volunteer team who run Foodbank 	<p>the poor and vulnerable</p>
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	<ul style="list-style-type: none">- Poverty and deprivation in Brannel has a knock on effect on well-being and mental health, and we want to explore our response to that further with young mums especially. Also social isolation of elderly.- Oversight of Messy Bags / messy church & provision of school holiday activities are particularly valued by those who do not have resources for holidays / days out.- Oversee our plans for a Children's and Families' Worker in St Dennis; who will engage with families in particular need.- plus initiatives such as parenting courses amid good support for local travelling Community Food Larder locally with volunteers from the Church helping with the latter.- Supporting and developing the local initiative of The Foodbank in Roche which is run and staffed by members of the Methodist and Anglican Churches and is well supported by both.	
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	<ul style="list-style-type: none">- The current Parish Priest is a member of the China Clay/Minorca Lane Community Sort Group which consists of Cornwall Councillors, health care and social prescription providers, The Hall etc. There is a very deprived area in Roche parish (although closer to Treverbyn) called Minorca Lane, in which a number of agencies are trying to work together to support residents. this would be a key area for the LCIF priest's work- Offer a priestly presence in the area in low-income communities.- The motivation of unmotivated, apathetic and worn down people is key, when expectations are low and skills poor, in order to be a focus and springboard for initiatives that build up individuals and communities, and o be a bridge between the professionals and community needs.- The priest is to be a listening ear to God and for the community, identifying the often hidden issues	
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	<p>and what response is needed to those revelations to build up the whole people.</p> <ul style="list-style-type: none">- The priest with oversight can enable groups to develop, sometimes being the initiator, then by encouragement, support, training, can see them flourish as people grow mentally and spiritually finding self-worth. The Community benefits immensely by a ripple effect.- Encouraging and overseeing pastoral support of Pastoral Ministers and Befrienders is a key part of the role, along with supporting staff in schools and promoting Open the Book- Combatting isolation where there is Rural or Community isolation and mental Health issues, along with enabling groups for gathering opportunities such as, men's talking together, a chatter bench for the lonely where engagement with others is encouraged, are key.	
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	<ul style="list-style-type: none">- Post suicide support groups alongside prevention is a need in these communities. Specific bereavement support gatherings help prevent long term mental health issues.- Spiritually enabling safe, quiet prayer spaces, opportunities to gather for worship and support, teaching and prayer enriches the community.- Encouraging post baptism follow up and engagement in church and community, tea-time services, baptism celebration and all age worship, having welcoming areas for children allows families to flourish together spiritually.● Devise strategies in the group & plan programmes designed to engage with the elderly, young, poor and vulnerable● Re-examine the proposal (2020) to employ a child	
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	& family worker in the Central Area	
Buildings	<ul style="list-style-type: none"> • Each Area will undertake an audit to maximise the use of churches and buildings – for both income generation and fruitfulness • Encourage each church to build on existing activities that engage with the local community and also create opportunities for revenue. 	<ul style="list-style-type: none"> • Increase in community engagement ...and mission • Increased revenue

On The Way - St Austell Deanery- 9 FAQ's

1 Will we be able to have the same services as now?

That will depend on what the congregations want, what new things you want to try out and the availability of ordained and lay ministers. We hope that OTW will encourage new thinking and experimentation in what and when we offer gatherings for worship. We recognise we need to make sure that we cover worshippers across the Deanery.

2. What will happen if we want a Eucharistic service every week?

The good news here is that the Bishops have now agreed that we can have Communion by Extension. This means that, **with the agreement of the Parish Priest and PCC**, a suitably trained lay minister, such as a Reader, Churchwarden or a Local Worship Leader, could distribute previously consecrated bread and wine along with a special service.

3. Will we be able to have different clergy or will we always have the same ministers each week?

We hope that most churches will want to benefit from the breadth of what God has given us in the Deanery, whilst local customs and practices are respected.

4. Will each church still be responsible for its own finances?

“Yes”. MMF will be calculated for the whole deanery, with each “area” asked to contribute the true cost of ministry in line with the recent document explaining the actual cost of ministry.

We certainly need to support one another as we go forward, and part of the plan is to create a finance network of people who will assist the Treasurer and monitor income streams.

5. Is the Diocese making financial savings too?

“Yes” - for example, moving from Church House to cheaper premises. The staff are just about to embark on a voluntary redundancy scheme with the aim of saving £250,000 by 2023. Some people think that all the money from the parish share goes to the Cathedral: this is not the case. The funding Truro Cathedral receives comes directly from the Church Commissioners and not from MMF payments.

6. How soon can parishes in transition recruit?

Once the plan has been approved, all areas will be encouraged to meet and establish a regular pattern of praying and working together on common goals. Those who are in transition will be able to get on and create Parish profiles, if not already completed and recruit.

7. Will TM make any difference to our parish?

That really depends on whether you want to engage with the opportunities TM offers. We hope that areas can identify common needs and make use of the expertise that is available. It is intended to be a mutual learning opportunity, which we hope will be both exciting and rewarding as we work together.

8. Where will we find the ‘local’ ministers mentioned in the plan?

We already have a number of Readers, Lay-worship leaders and retired, ordained clergy who serve in our deanery. These may be approached to become ‘local ministers’ for a specific parish. We also hope that lay people who have potential to embody this role, will be identified and encouraged to gain what training they need.

9. Where is God leading us in this?

These changes come from decreasing congregation numbers plus older congregations equalling financial limitations in the Deanery. What we have discerned is that the pandemic has made us stop and reflect what being the church of Jesus means today. The Holy Spirit has been leading our thinking as we have prayed together faithfully in the planning and consulting stages. We can see new shoots of growth in our understanding and love for one another, as we realise we all have one calling - to worship and proclaim Jesus Christ as Lord to our neighbours and visitors - albeit in different styles, customs and expressions.

Appendix – Risks

The following are the main risks associated with the Deanery Plan.

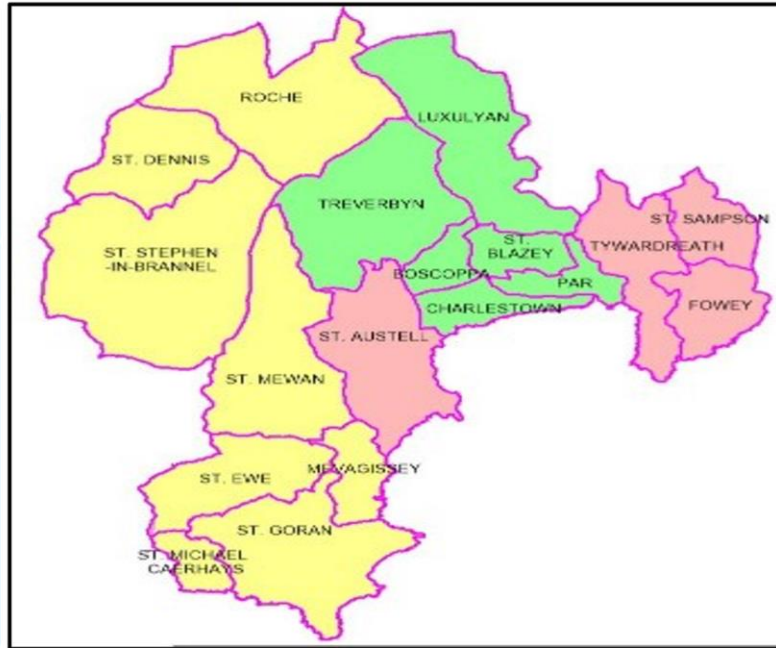
Risk	Consequence	Like liho od	Imp act	Sco re	Controls/Actions
The plan is not approved by the Deanery Synod	<ul style="list-style-type: none"> • We remain in the same place, without resolving current issues • Slow decline • Closure of churches 	M	H	H	<ul style="list-style-type: none"> • Core team continues to communicate with the deanery • Local area meetings ongoing
Lack of support from clergy/people/congregations	<ul style="list-style-type: none"> • No real change • Dwindling connection and impact in local communities • Continuing shrinkage of worshipping communities 	L	H	H	<ul style="list-style-type: none"> • Careful listening as process moves forward • Clear communications to PCCs and Synod reps
Sustainability not evident Lack of income	<ul style="list-style-type: none"> • Gradual erosion of 'presence' and proclamation of the Gospel message in communities 	H	H	H	<ul style="list-style-type: none"> • We need all parishes to receive regular teaching on stewardship • Promotion of the Parish Giving scheme (PGS)

					<ul style="list-style-type: none"> ● Creation of Finance team around the Treasurer ● Target setting which is realistic (quarterly) ● Regular reporting of progress area by area
Fruitfulness not evident	<ul style="list-style-type: none"> ● Stagnation and continued slow decline entering into 'spiral' ● Loss of excitement and passion ● In some places - closure 	M	H	H	<ul style="list-style-type: none"> ● Running of discipleship courses (Alpha/Freedom in Christ/Fruitfulness of Frontline etc.) ● Deliberate change of culture through vision exercises and strategic planning in parishes and areas ● Enabling the acceptance and embracing of TM and the School of Ministry as key drivers in becoming more fruitful and equipped for mature Christ-like service

Proposed new structure – 3 Areas Western, Central & Eastern

Deanery Structure

Three Parish Areas		
Western	Central	Eastern
Roche	Luxulyan	Golant
St Dennis	Treverbyn	Tywardreath
St Stephen	St Blazey	Fowey
St Mewan	Boscoppa	St Austell
St Ewe	Charlestown	
Mevagissey	Par	
St Gorran		
Caerhays		



Each new Area will have 2 Full Time Equivalent Clergy