

May 2023

# RURAL DEAN & STRATEGIC LEAD EAST WIVELSHIRE DEANERY

## PROFILE & STATEMENT OF NEEDS

This is an interim appointment  
for an initial term of three years.

*Love God, Serve People, Make Disciples*



DIOCESE OF TRURO

DISCOVERING GOD'S KINGDOM  
GROWING THE CHURCH





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# OUR ARCHDEACON

In response to The Saints' Way vision the Deanery of East Wivelshire has been engaging in the On the Way process to seek and discern a fruitful and sustainable future under God.

With a plan approved by deanery synod in June 2022 the deanery is now embarking upon an exciting journey of implementation that is about the flourishing of churches and communities and about seeking the Kingdom of God in and for south east Cornwall. Could it be that God is calling you to be part of that?

Not for the faint-hearted, this quest for someone to take on a new role, as Rural Dean and Strategic Lead, is a recognition that whilst there are many good and glorious things about the life of the parishes there is also a need to face change boldly and faithfully. Someone is needed to give a careful lead in the deanery, working alongside the Change and Renewal Team enabling culture change, focusing on mission, building collaboration and teamwork, embedding a pattern of oversight and local ministry, honouring the good that is evident and embracing the intentions of the deanery plan and the journey it outlines.

As the deanery transitions from six benefices to three and from traditional patterns of parish ministry to an oversight and focal/local model, there is the imperative for this post-holder to understand and embrace the opportunity held by this new approach. The deanery plan does not seek to dissolve parishes, close buildings or burden clergy with unrealistic clusters of churches; instead, it seeks to identify, encourage and enable the ministry of the Body and raise up local leaders in various contexts and settings who can work with and under the leadership of Oversight Ministers. Some of that work has already begun.

The Rural Dean and Strategic Lead will be involved in developing a team of lay and ordained ministers who will work collaboratively across the deanery but each with their specific area of responsibility. They will need the experience and wisdom to lead with sensitivity and encouragement, the eyes to see and affirm much of what is already in place, and the courage to help enable the new. It will require a leader and encourager, someone with a pastoral heart and strong sense of priestly calling but with the strategic and change management skills to enable this wonderful deanery to become all that it seeks to be by God's grace.

Often parish profiles seek Jesus himself to take on the job.

This one is more realistic in searching for the Apostle Paul! I recognise the scale of what we are inviting you to consider but I can assure you there are encouraging things happening in this beautiful part of God's creation; please ponder whether this post could be your next big adventure.

Feel free to contact me if you would like to have an information conversation as part of your discernment process.

*K Betteridge*

**THE VEN KELLY BETTERIDGE  
ARCHDEACON OF BODMIN**



# OUR BISHOP

In the Diocese of Truro we are deeply committed to following what we call The Saints' Way. We see ourselves as part of a story of the grace of God, made manifest in Cornwall, which stretches back many hundreds of years, possibly to the very earliest days of the Christian faith. It's a story that calls us on into the future too, in loving mission, ministry and service.

As we follow The Saints' Way we will be deeply committed to Christ and to all that he calls us to be and to do; and to Cornwall, this very special place with its own particular culture, history and identity.

We can only follow that Way faithfully if we see it as our corporate calling, as the body of Christ. So we encourage ministers of the gospel to come and join us here who are committed to setting the whole people of God free in their God-given calling, to make Christ known here in Cornwall, today.

So we seek clergy of missional imagination and heart; those with a pastoral passion for people and communities and their flourishing. We are looking for joyful and hopeful disciples and ambassadors of Christ: people who share the Gospel with energy and commitment, in word and in deed - and above all with love - and who enable the communities they lead to do the same.

We are looking, therefore, for people who, on this journey, are imaginative and realistic, creative and determined and are deeply hopeful of a better future. But we also want to work with those who recognise that they are not perfect and will sometimes fail, who learn from their mistakes and will take the initiative in seeking reconciliation with others.

We are convinced that all ministers need the support and companionship of others and we help priests in a number of ways so that they never work alone. In this spirit, we encourage those who can forge good relations with others, and actively collaborate with them for the sake of the Kingdom, to join us here in the Diocese of Truro.

I pray that as you consider this opportunity you might discern God's calling and purpose for you in this next chapter of your own discipleship, mission, ministry and service.



**THE RT REVD PHILIP MOUNSTEPHEN  
BISHOP OF TRURO**



# THE DEANERY AND VISION

The Deanery of East Wivelshire is one of six in the Archdeaconry of Bodmin. It comprises 19 parishes, mainly small and rural in nature but with some larger villages/ small towns.

The parishes are grouped currently in six benefices; the deanery plan envisages three benefice groupings in future and pastoral reorganisation is underway to make that a reality.

There is an interim Rural Dean in post and a Lay Chair and we are optimistic of having a full and energetic synod for the next triennium. There is a good level of engagement from the current Deanery Synod and growing involvement in the deanery plan as we seek to move towards more collaborative models of ministry.

In November 2022 a Deanery Implementation Team (DIT) was established to begin the work of facilitating the implementation of our deanery plan (details below). The team was approved by Deanery Synod and has commenced work on five key workstreams to deliver the deanery plan. The team is accountable to both Deanery Synod and the Diocesan Board of Change and Renewal, and it is envisaged that the newly appointed Rural Dean and Strategic Lead will take over responsibility for the DIT as Chair of the group.

## VISION

*To present the gospel of Jesus Christ in such a way that brings people to Christ, develops their faith, and transforms them into disciples with the confidence to go into the world and reach others for Christ, with some becoming mature and fruitful leaders.*

Our work to create a deanery plan has led to the following priorities for mission:

- **TAKING FAITH SERIOUSLY**

We will strengthen our existing congregations through regular discipleship programmes, feeding them spiritually and encouraging their growth in the Lord. We will encourage daily prayer, reading and studying the Bible, both individually and in groups, and will be open to all ways of developing a deeper faith.

- **WORKING TOGETHER**

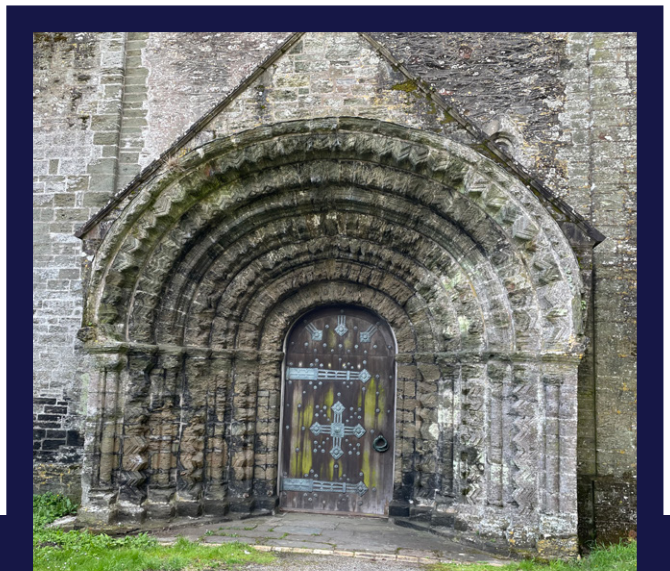
We will work in co-operation with congregations across the deanery, rejoicing in our variety of traditions and sharing our skills, gifts and resources thus recognising our need of each other so that we become a united Anglican presence in South East Cornwall.

- **COMMUNITY ENGAGEMENT**

We will reach out to our local community, sharing God's love and engaging with social action through Christians Against Poverty and by working with a range of organisations, agencies and groups including schools, colleges, health care providers and churches. In engaging with the wider community, we will be intentional in finding pathways to connect with faith, so that the Kingdom grows through our community engagement.

- **REACHING OUT TO FAMILIES**

We will reach out to families, young people, children and schools, offering a variety of activities such as accessible worship, classroom teaching and pastoral support. We recognise there is work to do in understanding better their needs and the opportunities available in order for us to more effectively meet people where they are.





# OUR DEANERY PLAN

The vision of the Diocese of Truro is summed up in **The Saints' Way**. All the deaneries of the diocese have been engaged in a process called 'On the Way'; an opportunity and invitation to consult, listen, pray and discern over a six to eight month period that would lead to a plan for mission and ministry that is both fruitful and sustainable into the future.

The deanery plan for East Wivelshire was approved by deanery synod at the end of June 2022 by a 68% majority, each benefice represented in the voting.

You can access the [deanery plan](#) and [Annual Plan \(2023\)](#) here.

Since then we have drawn together a Deanery Implementation Team (DIT) to begin working on some of the priorities of the plan, recognising that this is a plan for the next eight to ten years and that it will require significant culture change within our deanery to make the dreams a reality. We are currently in the "regroup to advance" stage of our plan and that includes these five areas of focus:

- **PASTORAL REORGANISATION SCHEME**

Archdeacon Kelly Betteridge is leading this element of the plan to achieve three benefices within the deanery. Transitions meetings have commenced in each of the three proposed benefices to appoint Oversight Ministers, who, with the Rural Dean and Strategic Lead, will form the core of the Ministerial Leadership Team.

- **MINISTRY, WORSHIP & DISCIPLESHIP**

Development of this workstream is now being led by the

Interim Rural Dean, Reverend Canon Lynn Parker. Following an audit of worship services across the deanery, the DIT invited all members of the ordained and lay ministry team to begin to explore how our resources for worship can be shared in the future. There is encouragement for our existing benefices to run or engage with Christian basics and discipleship courses and other small group initiatives.

- **MISSION AND GROWTH PROJECTS**

Again, development of the Mission workstream is now being led by the Interim Rural Dean, Reverend Canon Lynn Parker, following an audit of mission across the deanery. The DIT invited every parish to contribute ideas and suggestions for how mission can be developed across the deanery.

The DIT is in the process of appointing two CAP Debt Advice Workers to strengthen and extend our reach across SE Cornwall through the team managed at Liskeard.

Working closely with the Interim Rural Dean, the DIT is preparing role profiles for school chaplains who - working as a team - will provide a resource for schools in each of the three proposed benefices from September 2023.

The DIT is also in the process of appointing a part-time Pioneer Minister as an interim post in advance of a longer-term strategy outlined in our deanery plan.

- **GOVERNANCE, RESOURCING & OPERATIONS**

The next quarter (April to June) of the Annual Plan will see the DIT reviewing all aspects of governance across the deanery with the aim of achieving a simplified structure with an effective, efficient and inclusive resource culture.

- **FINANCE & ESTATE STRATEGY**

One of the first tasks for the DIT was to review our Mission and Ministry Fund allocations to ensure that the deanery could meet the budget for our deanery plan in 2023 and we are working closely with our new Treasurers Forum and Generous Giving Advisor to achieve financial sustainability. There has been significant progress in developing a greater culture of understanding and collaboration amongst our parish treasurers.



# OUR LEADERSHIP TEAM

*Our vision for working together is best translated as ‘teamwork’, where, across parish and benefice boundaries, we share our skills, gifts and resources and recognise our need of each other.*

The core of our clergy Deanery Leadership Team will comprise the Rural Dean and Strategic Lead plus the three Oversight Ministers from the proposed new clusters of parishes.

This team will work as part of and alongside the synodical governance structure of the deanery and with the Deanery Implementation Team (DIT) whose focus is the implementation of our deanery plan. This role will work with the Change and Renewal Team to successfully implement the discerned plans. Each deanery has a Project Support Officer from the Change and Renewal Team to help them in practical ways to progress their plans, and build local skills in project management for the future.

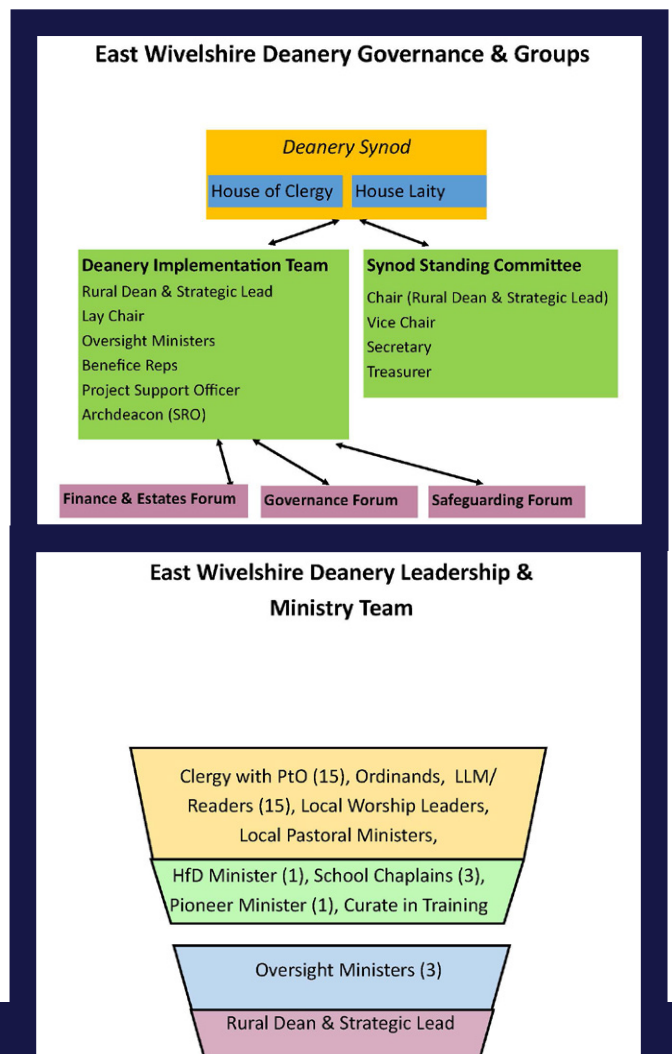
Clearly, leadership happens in a range of contexts and the wider team includes leaders, lay and ordained; we are keen to ensure that all leaders are part of the on-going mission and ministry of the deanery and feel included in the plan and valued for what they contribute.

We cannot overstate the importance of a team approach to leadership across the deanery and will be looking for a range of complementary skills, experience and interests as new appointments are made. Most importantly, we expect this team to lead by example.

The team ethos will extend to the school chaplains, once appointed, and Pioneer Minister. We have taken the decision to strengthen and extend the reach of the existing CAP Debt Advice Team operating from Liskeard, rather than set up something new in East Wivelshire.

Beyond that, we need to look at bringing together and developing the teams necessary to develop our ministry, worship, discipleship, mission, governance and operations. It is only by working together that we can realise all the many skills and talents that will be necessary to deliver our vision.

It is envisaged that the Rural Dean and Strategic Lead will enable and encourage collaborative leadership amongst the Oversight Ministers and oversight of ministry across the deanery including specific responsibility for the school chaplains and Pioneer Minister.





# OUR MISSION & MINISTRY

## MINISTRY TEAM

When the pastoral reorganisation and current recruitment processes are complete, our team will comprise:

- The Rural Dean and Strategic Lead
- 3 Oversight Ministers (Incumbents)
- 3 School Chaplains
- 1 Pioneer Minister (part time)
- 1 House for Duty Priest

In addition we currently have:

- 1 Curate
- 15 Clergy with Permission to Officiate
- 15 LLM/Readers
- 1 Ordinand
- 1 Children and Families worker (in Callington)
- Approximately 60 commissioned Local Worship Leaders and Local Pastoral Ministers

We also have practical project management support skills in the diocese from the Change and Renewal Team who lead on change and renewal across the diocese. This post will bring together the theological and cultural change required at a clerical and lay level alongside the work of implementation from the Change and Renewal Team.

## CHURCH BUILDINGS

We have 32 church buildings within the deanery and two chapels; only two are not listed and many still lack basic facilities like toilets. However, they are much treasured heritage assets within their communities and loved by locals and tourists alike.

## SERVICES & STYLES OF WORSHIP

There is a variation in service patterns in each of the existing benefices, ranging from those that are holding a weekly Sunday Eucharist in almost every church in the benefice through to those that have a mix of Morning Prayer and Eucharist (lay reader and priest led respectively) in just one or a small number of their churches each Sunday. Equally, some are able to offer regular weekday Eucharists in some of their churches, others are not.

Overall, there is a strong emphasis on Eucharistic worship. There are concerns about sustainability of some patterns of worship coupled with a desire to develop alternative expressions of worship alongside more traditional services. Clearly, some congregations are quite used to worshipping in a number of churches within their benefice, whereas others are more reluctant to join in worship with another church and in a building other than their own.





## MISSION & OUTREACH

Our mission audit indicates that outreach activity currently falls into distinct categories; hospitality and wellbeing, children and families, outdoor activities, and discipleship courses. There is an acknowledgement that our approach is mainly 'attractional' and we want to take steps to become more missional and incarnational.

**Hospitality** is offered in the form of drop-in cafés / warm space (offering free food), breakfasts, community lunches, teas and a Christmas Day lunch.

**Wellbeing** includes a balance group (gentle exercises) and also a 'weigh and pray' to encourage one another.

**Children and Families:** Several parishes are involved with 'Open the Book', school assemblies, and six run 'Messy Church'. Three parishes have their own adult and toddler group, and several are involved in their local Foodbank. One parish has lay-led baptism preparation and one parish has recently started a youth group, mostly from former or current Messy Church members.

**Outside activities** range from an outdoor animal service, Forest Church, churchyard maintenance with local students, living churchyard, peace garden within a churchyard, organised walks, and offering a recycling collection point.

**Discipleship:** Five parishes either are, or have been involved in running Alpha courses, one is hoping to restart 'Beer and God' a discussion group based in the local pub and another runs regular 'Pub Theology' meetings. There are a small number of home groups restarting after the Covid lockdown. There are aspirations towards discipleship training.







# OUR DEANERY AREA

East Wivelshire is in the far south-eastern corner of Cornwall, just across the River Tamar from the university city of Plymouth. The main towns are Callington in the North, Saltash, the gateway to Cornwall in the centre and Torpoint in the south-east on the river Tamar with its chain ferry link to Plymouth and Devon. Bordered by Bodmin moor and the spectacular coastline of Whitsand Bay, large parts of the area are designated Areas of Natural Beauty (AONB) and Sites of Specific Scientific Interest (SSSI). There is a total population of approximately 52,049.

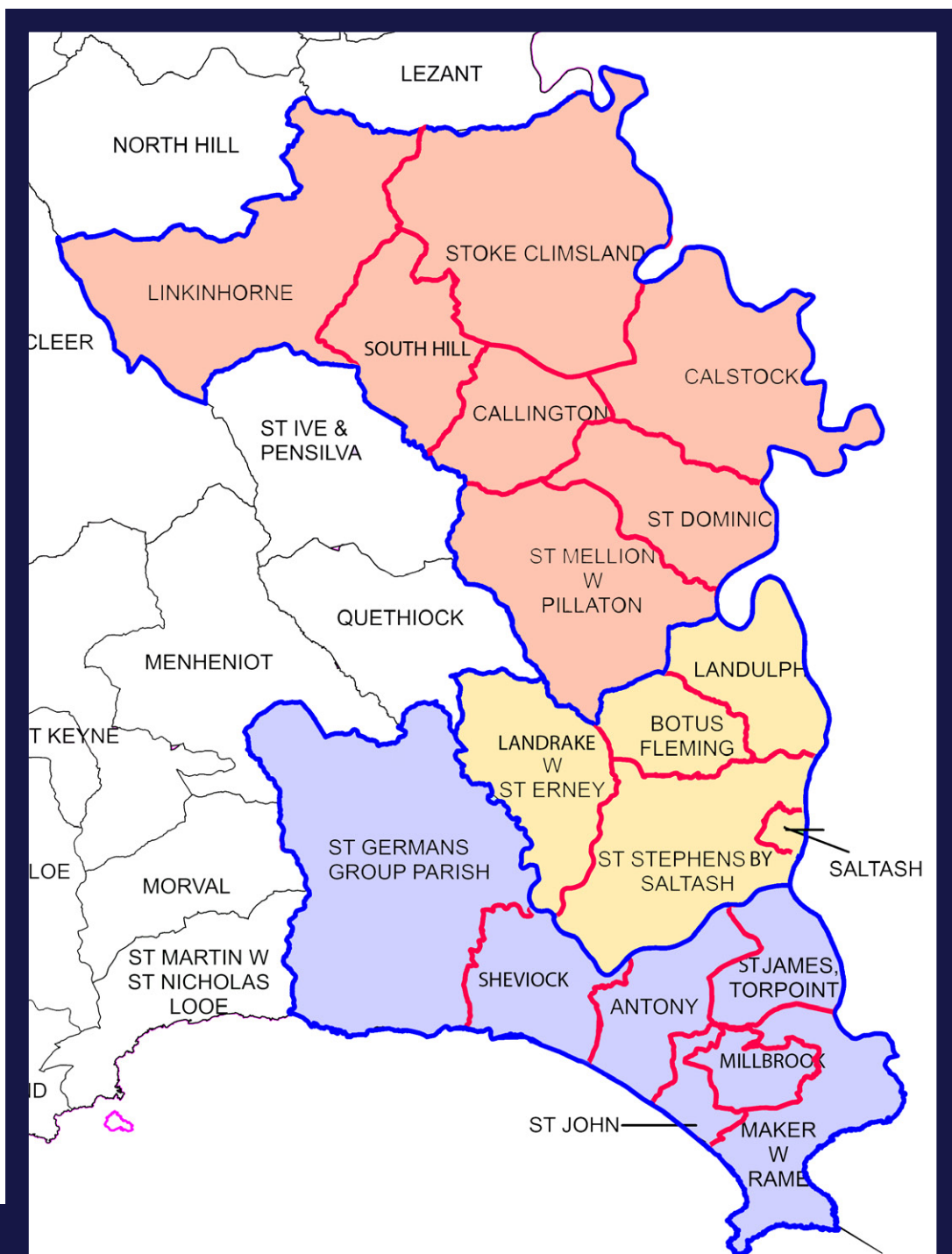
With good rail access to the rest of the country from stations at St Germans, Saltash and Plymouth, the main arterial road is the A38 heading west further into Cornwall. The A388 provides good access to Callington and the A374 to Torpoint, but many of our parishes are in a rural setting – narrow lanes and subject to delays with agricultural vehicles and holiday traffic. Public transport is non-existent in some areas.

Agriculture, some limited fishing and boat building, food production, light industry, education and tourism provide the main employment within the deanery, with many making the commute to Plymouth with larger employers being Derriford Hospital, the University of Plymouth, and the naval dockyard. The Royal Navy Training base is at HMS Raleigh in Torpoint and there is a large military community around this area.

The total percentage of the deanery population in income deprivation is estimated at around 10%, which broadly follows the population, so it is not just a problem for the more urban areas. Housing affordability is a particular problem within Cornwall and a recent report from the Institute of Cornish Studies' Social and Economic Research Unit concluded that "whilst there are variations in house prices and rents across postcodes, there are very few postcodes where there is no affordability crisis."

# OUR PARISH CLUSTERS

The proposed pastoral re-organisation (underway) provides for three benefices of broadly similar sized populations for the Deanery of East Wivelshire, each combining a town and rural parish mix.





# PROPOSED NORTHERN CLUSTER

To the north of the deanery, this proposed benefice will unite the four parishes of the Callington Cluster and three parishes of the Tamar Valley Benefice (with the exception of Landulph).

This new grouping of the parishes of Linkinhorne, Stoke Climsland, South Hill, Callington, Calstock, St Dominic, and St Mellion with Pillaton will be 59 square miles with a total population of approximately 17,767 (2018) with 13 churches. In 2021 there were 350 on the electoral rolls of the parishes that will form the new benefice.

The parishes that include the towns of Calstock and Callington have the largest populations - 6341 and 5241 respectively; Stoke Climsland has a population of 2,425 and Linkinhorne 1,568 with the remaining rural parishes having much smaller populations in the region of 500 -900.

Schools in the grouping:

Callington Community College – 869 on the roll  
Callington Primary School (Duchy Academy Trust) – 389 on the roll

Calstock Primary School– 85 on the roll federated with\*  
Stoke Climsland School - 192 on the roll  
\*shares governing body, executive Head and staff

Delaware Primary Academy, Delaware – 146 on the roll and  
Gunnislake Primary Academy, Gunnislake (years 5 & 6) – 40 on the roll

Harrowbarrow School, - 104 on the roll  
St Dominic C of E Primary School, St Barnabas MAT – 87 on the roll  
St Mellion C of E Primary School, St Barnabas MAT – 30 on the roll  
Upton Cross ACE Academey – 102 on the roll

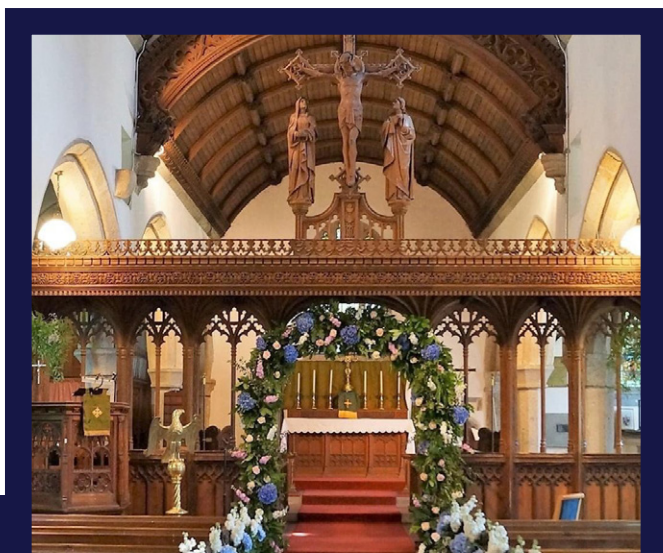
The Lowen School, Gunnislake – Independent Special School – 7 on the roll

Duchy College – campus at Stoke Climsland - approx. 200 places

## OUR SHARED VISION

Our shared vision for the proposed new northern benefice is to be a nurturing, faithful and joyful community, which is both creative and brave, ready to inspire others prayerfully and lovingly. We will seek to achieve this by:

- offering a range of traditional and contemporary worship, using appropriate liturgy and medium, that includes and cares for the existing congregation and attracts new members;
- being a central, welcoming and relevant focus with an open and loving heart to provide outreach to our whole communities through hospitality;
- delivering a range of Bible-based teaching appropriate for different settings and enabling our discipleship to bring people to faith, being led by prayer;
- being a church that engages with all ages, within the church congregations and the wider community; sharing the love and teaching of the gospel in a nurturing and relevant way.



# PROPOSED CENTRAL CLUSTER

At the centre of the deanery, and just across the iconic Brunel Bridge from Plymouth, this proposed benefice brings together the parish of Landulph with the parishes of Saltash, St Stephen-by-Saltash, Botus Fleming, and Landrake with St Erney. With the exception of Landulph these parishes have been working together for some time.

At 21.8 square miles, this will be smallest benefice by area but will have the largest total population of approximately 19,200 (2018). There are 6 church buildings in the parishes and in 2021 there were 215 on the electoral rolls.

The largest population is in the parish of St Stephens by Saltash with 13,210 which combined with the smaller parish of Saltash (3313) gives a population of 16,523, the largest conurbation in the deanery. The rural parishes of Botus Fleming and Landrake with St Erney have populations just over 1000 with Landulph having the smallest population of 500.

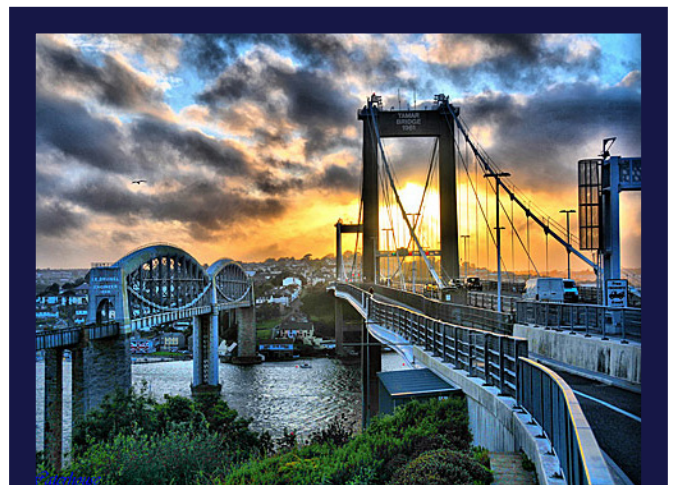
Schools in the grouping:

Saltash Community School – 1238 pupils  
Sir Robert Geffery's Voluntary Aided Church of England Primary School – 224 pupils  
Bishop Cornish Church of England Voluntary Aided Primary School Saltash – 195 pupils  
Brunel Primary and Nursery Academy Saltash – 272 pupils  
Burraton Community Primary School Saltash 412 pupils

St Stephens Community Primary School Saltash 385 pupils  
Landulph School – 72 pupils  
Fountain Head House School (Independent Special Needs) – 24 pupils

## OUR SHARED VISION

The parishes of Saltash, St Stephen by Saltash, Botus Fleming and Landrake with St Erney, have warmly welcomed being united with Landulph, and having only recently commenced their transition meetings, are currently working on their shared vision for the proposed central benefice.





# PROPOSED SOUTHERN CLUSTER OF PARISHES

In the south of the deanery, bordered by the Whitsand Bay coastline and River Tamar, the third new grouping will bring together the two existing benefices - the Benefice of Maker with Rame, Millbrook, Saint John and Torpoint and the Benefice of St Germans with Antony and Sheviock. The proposed benefice will comprise the following parishes: the St Germans Group Parish (including Hessenford, St Germans, Tideford and Donderry), Antony, Sheviock, Torpoint, Millbrook, St John and Maker with Rame.

The new benefice, at 35.9 square miles comprises seven parishes with 13 church buildings and a total population of approximately 15,080 (2018). The population swells dramatically during the holiday season with a high number of holiday and second homes along the coastal

villages and the “temporary residents” at HMS Raleigh, the Royal Navy’s training establishment. In 2021 there were 280 on the Electoral Rolls of these parishes.

The largest population is in the town of Torpoint (7,844). The largest of the rural parishes is Millbrook with a population of 2,320, with the remaining rural parishes having populations between 273 and 856.

Schools in the grouping:

Torpoint Community College – 712 on the roll  
Carbeile Junior School Torpoint – 355 on the roll  
Torpoint Nursery & Infant School – 259 on the roll  
Foulanesend Community Primary – 93 on the roll  
St Germans Primary – 89 on the roll  
St Antony Primary (St Barnabas MAT) - 80 on the roll  
Donderry Primary (St Barnabas MAT) - 107 on the roll  
Millbrook Primary ( St Barnabas MAT) - 106 on the roll

## OUR SHARED VISION

Our shared vision for the proposed new southern benefice is to share the gospel of Jesus in an accessible and relevant way. To achieve this we seek to:

- be visible in our Christian worship, to be welcoming and encouraging to our parishioners, and to grow our church in discipleship;
- reach people by offering a warm welcome at all gatherings; sharing food, drink and friendship;
- enable people to feel heard, to see that we will come alongside them and not be phased by the messiness of their lives;
- be open to all, meeting and reaching the needs of the community in this modern age.





# OUR RURAL DEAN & STRATEGIC LEAD

## NATURE OF THE POST

The post of Rural Dean and Strategic lead is one that is being created in response to the deanery plan and with the aim of helping the deanery to move forward in mission and ministry, becoming more sustainable and fruitful in the years ahead.

It is an exciting new post and one that is key to the implementation of the deanery plan and integral to the life of the deanery over the coming years. It will need a special blend of gifts, graces and experience to combine the more traditional aspects of the role of Rural Dean role, such as the support and care of clergy, with the strategic vision and energy to enable a new season of mission and ministry in the deanery.

A key responsibility will be to inspire and support people, parishes and priests to transition to a model of oversight and local ministry in which Oversight Ministers lead a 'community of communities', equipping and enabling the whole people of God to participate in the whole mission of God.

The Rural Dean and Strategic Lead will be licensed as Assistant Curate in each of the benefices of the deanery, enabling them to minister across the deanery and provide support at a local level.

## SUPPORT & WELLBEING

We recognise that this and most clergy roles are demanding. Providing support and caring for your wellbeing is important to us.

There is commitment at senior level and within the diocesan structures to:

- ensure that, at a strategic level, clergy wellbeing is explicitly referenced, and embedded in, all projects and work,
- it is adequately resourced and funded; and
- that we champion clergy wellbeing, challenge unsupportive behaviours and attitudes, and lead by example.

The diocese has a Clergy Wellbeing Group, with the aim of embedding the principles of the Covenant for Clergy Care and Wellbeing into the day-to-day policies and practices of the diocese.

The group has agreed an action plan based on the themes and actions recommended in the booklet "How Clergy Thrive" by Liz Graveling and the useful resources guides that accompany it.

The diocese offers:

- occupational health and other confidential support services;
- a new pastoral supervision scheme
- a page on the diocese website dedicated to clergy wellbeing with resources and information;
- regular wellbeing articles, tips, and information in our clergy newsletter - Ministry Matters;
- workshops for PCCs to discuss clergy wellbeing boundaries/expectations, and a plan to run more
- encouragement to clergy to report sick absence, offering to support them more effectively when they are ill including more frequent OH referrals;
- a revised MDR process to include (among other things) questions encouraging clergy to reflect on their physical, emotional and spiritual wellbeing.

## ACCOMMODATION

- It is our intention to base this post centrally within the deanery. Accommodation options will be explored with the successful candidate.

## EXPENSES

The Rural Dean and Strategic Lead will be able to claim up to £2000 per year from the Diocesan Board of Finances for expenses arising from their role as Rural Dean. These claims will relate to:

- a) Travel expenses
- b) Paper/printing/postage etc.
- c) The employment of administrative support
- d) Hardware or bills relating to the running of a deanery office
- e) Hospitality – e.g. extending support to a clergy colleague taking them out for lunch.

The deanery will pay agreed expenses associated with separately funded deanery projects, e.g. through Lower Income Community Funding (LICF) or Mission Funds.

# ROLES & RESPONSIBILITIES

The Rural Dean and Strategic Lead will:

Fulfil the responsibilities of a Rural Dean as required by the Bishop outlined on the next page.

Working with the Director of Change and Renewal, the Deanery Leadership Team, the Rural Dean and Strategic Lead will be responsible, with the Deanery Implementation Team (DIT), for further enabling the implementation of the deanery plan and the programme of change and renewal it outlines. They will help the plan to take root in the whole deanery, overseeing development of specifics to enable the deanery to move forward in mission and become more fruitful and sustainable in ministry.

This will require:

- Oversight and development of the Deanery Leadership Team and working effectively with the Change and Renewal team; to support and develop the DIT;
- Active, sensitive and collaborative leadership that offers encouragement, direction and support across the deanery teams, parishes, churches and communities;
- Enabling of a wide-reaching Deanery Ministry Team comprising ordained colleagues (incumbents, curates, SSMS and PtOs) Readers/Licensed Lay Ministers, Local Pastoral Ministers and Local Worship Leaders, school chaplains and the Pioneer Minister;
- Investment, with others, in the development of leaders, both lay and ordained;
- Enabling and leading engaging events and acts of worship in different contexts and traditions;
- Developing a culture of engagement and welcome within the deanery;
- Working closely with Churchwardens and other key lay office holders;
- Leading and embedding safe and healthy working practices and policies including safeguarding, recruitment, wellbeing and health and safety.

## SPECIFIC RURAL DEAN RESPONSIBILITIES

As well as exercising a pastoral ministry in the deanery, the Rural Dean is a strategic leader appointed by the Bishop to be engaged with the diocesan vision across all parishes in the deanery.

## RESPONSIBILITIES

**Strategic** – To lead both clergy and lay members in the deanery in the implementation of the diocesan vision and deanery plan. To work with the Change and Renewal Team, particularly the Director of Change and Renewal and the Project Support Officer.

**Pastoral** – To exercise pastoral care for members of the clergy and their families and to let the Bishops and Archdeacon know when the well-being of a member of the clergy or their family gives cause for concern or when their personal circumstances change. Similarly, for churchwardens and their families.

## VACANCIES

**Pastoral Reorganisation:** The Rural Dean has a key strategic role in the appointment process and any pastoral reorganisation that might be required to facilitate this.

**Vacancy Profile:** Along with the Archdeacon and Wardens the Rural Dean helps with identifying candidates for any new appointment. This will involve helping facilitate the drafting of a profile and the drawing up of a person specification.

**Vacancy Meetings:** The Rural Dean is present alongside the Archdeacon at a range of vacancy meetings.

**Shortlisting and Interviewing:** The Rural Dean along with the Bishop, Archdeacon and Parish Representatives is involved in the short listing and interviewing of candidates.

**Service of Celebration of a new Ministry:** The Rural Dean helps plan and rehearse the service of 'Celebration of a new Ministry' for new appointments.

**Sequestrator:** The Rural Dean along with Wardens acts as sequestrator for the parish during a vacancy.

## VISITATIONS & MEETINGS

Archdeacons Visits in Parish (VIPs) may be conducted across the deanery once every six years. The Rural Dean accompanies the Archdeacon during the visitation and sometimes deputises for the Archdeacon.

**Deanery:** Chair Chapter, Jointly Chair (with Lay Chair) Deanery Synod/Standing Committee/Pastoral Committee

**Diocese:** Monthly with the Archdeacon; twice per year with Bishops, Archdeacons and Senior Staff; Diocesan Synod (ExOfficio).

# QUALITIES WE SEEK

	ESSENTIAL	DESIRABLE
EXPERIENCE	Strategic thinker and enabler of change with experience of leading projects and initiatives with multiple stakeholders.	Experience of partnership in community projects with non-church agencies
	A priest who is an experienced team leader and line manager, with experience of working with a wide variety of people, both lay and ordained, to enable ministry opportunities to flourish.	Experience as a Rural Dean, involving both pastoral and strategic elements Working closely with the Archdeacon and the Episcopal College Leading a team of lay members
	Experience of collaborative ministry; excited by the opportunities whilst being realistic about the challenges.	Experience of both rural and town ministry
	Experience of enabling a mixed ecology; growing the established, investing in the new.	
	Experience of enabling pastoral care in the community, having both oversight and engagement with it.	Experience of involvement in schools and with community groups.
KNOWLEDGE & SKILLS	A missional mind set which seeks, and acts upon, opportunities to grow the church numerically and spiritually.	
	Understanding of Oversight Ministry and Local Ministry.	
	Be a confident and compelling preacher and teacher, able to embrace and adapt to different contexts and traditions, able to demonstrate excellence as a leader in ministry and mission to grow the church	Experience and gifts in leading mission and outreach Experience of helping parishes to take difficult decisions
	An enabler and encourager of others; ability to recognise and develop the gifts of others, unthreatened by their successes and strengths.	
	An understanding of the mandatory requirements of safeguarding, equality, diversity and inclusion with experience and confidence embedding good practice in church settings.	
	Understanding of the role of health and safety in ministry.	
	IT proficient, for example with Microsoft Office, email etc	Experience of remote working and social media
	Willingness and ability to travel across the benefice or deanery as the needs of the role require.	Full UK driving licence and access to own transport



# QUALITIES WE SEEK

PERSONAL QUALITIES	ESSENTIAL	DESIRABLE
	A strong and compelling personal faith with a practical approach to discipleship.	
	An instinctive collaborator and partnership builder.	
	An inspirer and carrier of hope for the Church and the Kingdom in times of significant challenge and change.	
	Prayerful and compassionate with humility, openness and generosity of spirit.	
	Able to communicate clearly and directly, using tact and diplomacy as and when required.	
	Able to manage conflict constructively.	
	Imaginative, creative and flexible.	
	Good time management & self-care	
	Someone who is led by Christ.	

# OUR INFORMATION

The tables on the following pages provide information for the six current benefices of the deanery. The proposed pastoral reorganisation will group the parishes into three benefices as follows:

## THE NORTHERN BENEFICE (PROPOSED)

All but one parish (Landulph) from the Tamar Cluster will be united with the Callington cluster of parishes. It has not been possible to extract the Landulph data.

## THE CENTRAL BENEFICE (PROPOSED)

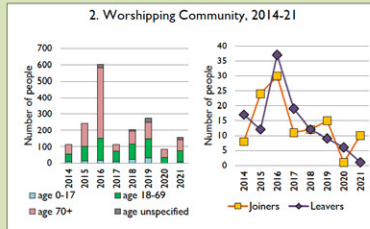
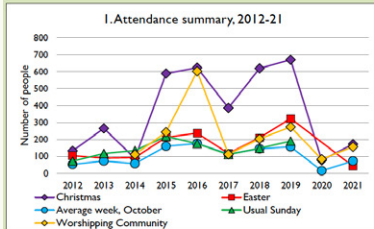
The parish of Landulph will be united with the parishes of the benefice of Saltash and the benefice of Landrake with St Erney and Botus Fleming. It has not been possible to include the data for Landulph.

## THE SOUTHERN BENEFICE (PROPOSED)

The parishes of the benefice of Maker with Rame, Millbrook, St John and Torpoint will be united with the parishes of the benefice of the St Germans Group with Antony and Shevioc.

# OUR INFORMATION

## Dashboard for the benefice of The Tamar Valley in the Deanery of EAST WIVELSHIRE

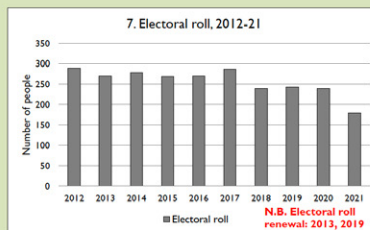
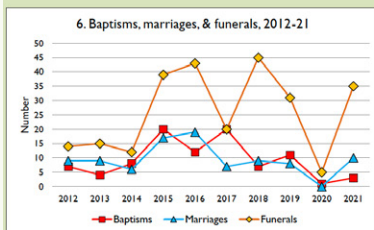
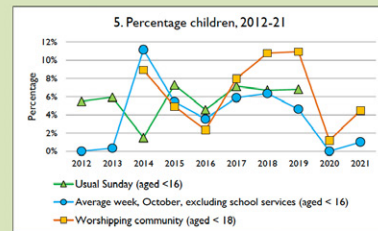
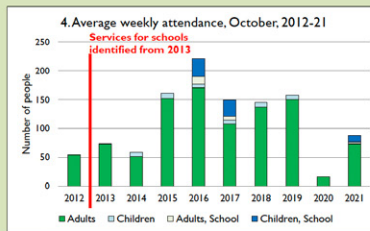
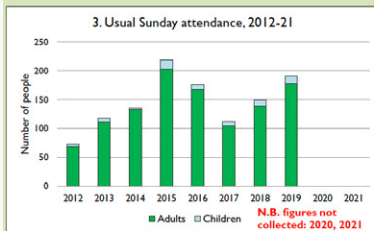


**Benefice census summary**  
Benefice population (2018): 8545

	Benefice	Diocese	National
% aged 0-17	18%	19%	21%
% aged 18-44	23%	30%	37%
% aged 45-64	35%	29%	25%
% aged 65 & over	25%	22%	16%
% Christian	60%	60%	59%
% non-Christian religion	1%	1%	9%

For more detailed census information: see <http://arcg.is/1Ra54CS>  
<https://www.churchofengland.org/researchandstats>

Number of churches in benefice (2022): 9      Benefice code: 39/1968  
Number of parishes in benefice (2022): 4



This dashboard contains figures as submitted by churches currently in the benefice.  
**Attendance statistics:** taken from annual Statistics for Mission returns.  
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.  
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.  
Baptisms: all baptisms & thanksgivings.  
Marriages: marriages and services of prayer & dedication after civil marriages.  
Funerals: those held in church & at crematoria/cemeteries.  
Because of pandemic-related church closures, Easter figures were not collected in 2020.

**Census data:** taken from the 2011 national Census and the 2018 population update. Census statistics have been mapped onto benefice boundaries so are approximations.

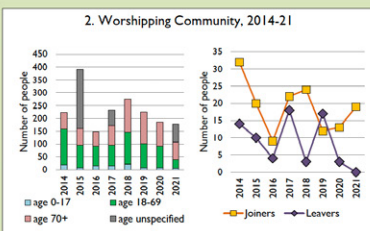
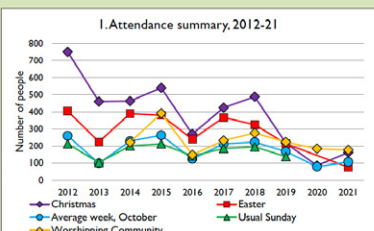
For more information, see: <https://www.churchofengland.org/researchandstats>

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Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.  
Number of churches included in returns: 2012: 5; 2013: 4; 2014: 5; 2015: 9; 2016: 9; 2017: 5; 2018: 8; 2019: 9; 2020: 3; 2021: 7.  
Produced by the Research and Statistics Unit, Church House, Great Smith Street, London SW1P 3AZ. Date of production: 31/5/22.  
Every effort has been made to ensure that data is reliable. We would be pleased to be notified of any significant errors or omissions by email to [statistics.unit@churchofengland.org](mailto:statistics.unit@churchofengland.org)

## Dashboard for the benefice of The Callington Cluster in the Deanery of EAST WIVELSHIRE

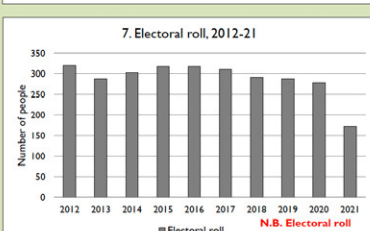
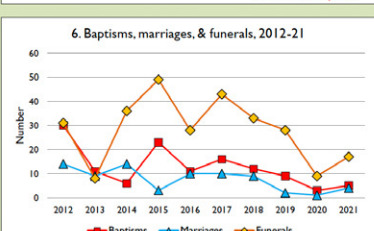
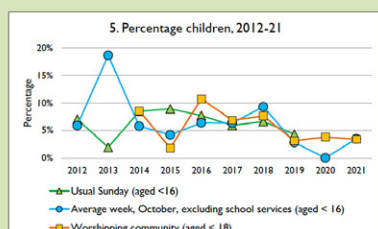
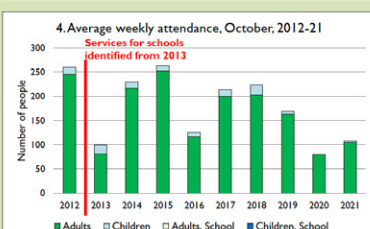
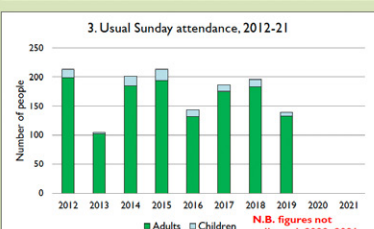


**Benefice census summary**  
Benefice population (2018): 9743

	Benefice	Diocese	National
% aged 0-17	20%	19%	21%
% aged 18-44	29%	30%	37%
% aged 45-64	31%	29%	25%
% aged 65 & over	20%	22%	16%
% Christian	61%	60%	59%
% non-Christian religion	1%	1%	9%

For more detailed census information: see <http://arcg.is/1Ra54CS>  
<https://www.churchofengland.org/researchandstats>

Number of churches in benefice (2022): 5      Benefice code: 39/0128  
Number of parishes in benefice (2022): 4



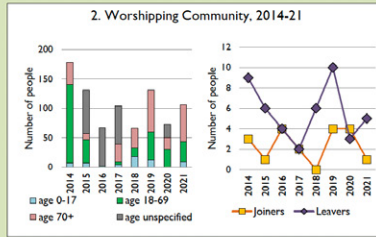
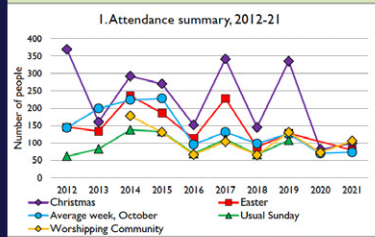
This dashboard contains figures as submitted by churches currently in the benefice.  
**Attendance statistics:** taken from annual Statistics for Mission returns.  
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.  
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.  
Baptisms: all baptisms & thanksgivings.  
Marriages: marriages and services of prayer & dedication after civil marriages.  
Funerals: those held in church & at crematoria/cemeteries.  
Because of pandemic-related church closures, Easter figures were not collected in 2020.

**Census data:** taken from the 2011 national Census and the 2018 population update. Census statistics have been mapped onto benefice boundaries so are approximations.

For more information, see: <https://www.churchofengland.org/researchandstats>

# OUR INFORMATION

## Dashboard for the benefice of Saltash in the Deanery of EAST WIVELSHIRE

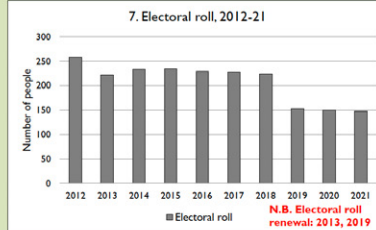
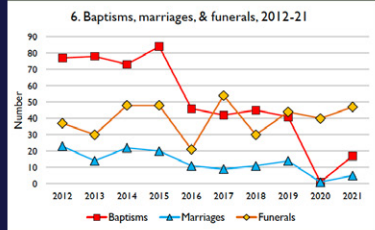
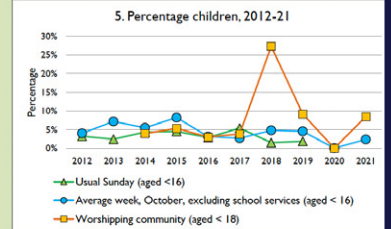
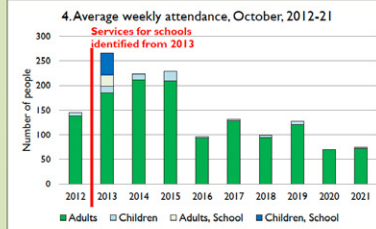
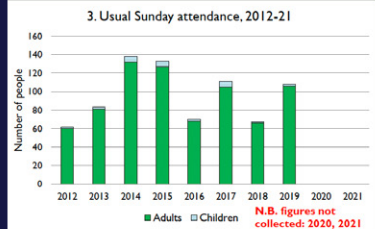


**Benefice census summary**  
Benefice population (2018): 16523

	Benefice	Diocese	National
% aged 0-17	20%	19%	21%
% aged 18-44	31%	30%	37%
% aged 45-64	30%	29%	25%
% aged 65 & over	19%	22%	16%
% Christian	66%	60%	59%
% non-Christian religion	1%	1%	9%

For more detailed census information: see <http://arcg.is/1RaS4CS>  
<https://www.churchofengland.org/researchandstats>

Number of churches in benefice (2022): 2      Benefice code: 39/185BK  
Number of parishes in benefice (2022): 2



This dashboard contains figures as submitted by churches currently in the benefice.  
**Attendance statistics:** taken from annual Statistics for Mission returns.  
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.  
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.  
Baptisms: all baptisms & thanksgivings.  
Marriages: marriages and services of prayer & dedication after civil marriages.  
Funerals: those held in church & at crematoria/cemeteries.  
Because of pandemic-related church closures, Easter figures were not collected in 2020.

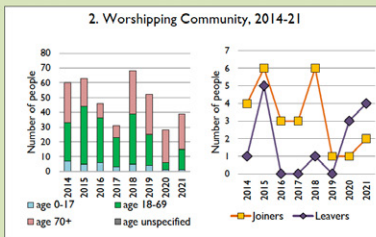
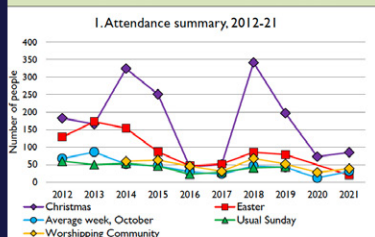
**Census data:** taken from the 2011 national Census and the 2018 population update.  
Census statistics have been mapped onto benefice boundaries so are approximations.

For more information, see: <https://www.churchofengland.org/researchandstats>

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variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure.  
Number of churches included in returns: 2012 2; 2013 1; 2014 2; 2015 2; 2016 1; 2017 2; 2018 1; 2019 2; 2020 2; 2021 2.

## Dashboard for the benefice of Landrake w St Erney and Botus Fleming in the Deanery of EAST WIVELSHIRE

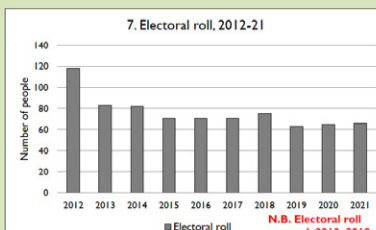
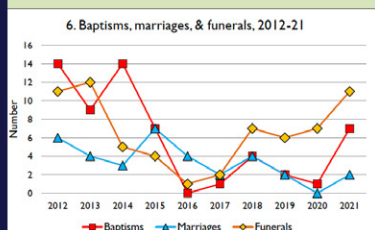
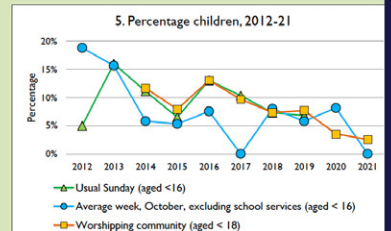
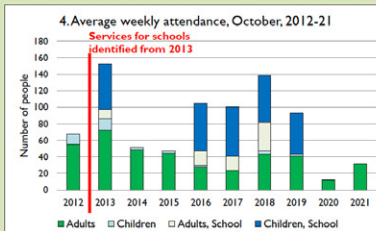
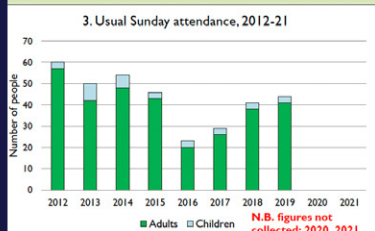


**Benefice census summary**  
Benefice population (2018): 2156

	Benefice	Diocese	National
% aged 0-17	20%	19%	21%
% aged 18-44	28%	30%	37%
% aged 45-64	34%	29%	25%
% aged 65 & over	18%	22%	16%
% Christian	66%	60%	59%
% non-Christian religion	1%	1%	9%

For more detailed census information: see <http://arcg.is/1RaS4CS>  
<https://www.churchofengland.org/researchandstats>

Number of churches in benefice (2022): 3      Benefice code: 39/061BP  
Number of parishes in benefice (2022): 2



This dashboard contains figures as submitted by churches currently in the benefice.  
**Attendance statistics:** taken from annual Statistics for Mission returns.  
Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools.  
Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day.  
Baptisms: all baptisms & thanksgivings.  
Marriages: marriages and services of prayer & dedication after civil marriages.  
Funerals: those held in church & at crematoria/cemeteries.  
Because of pandemic-related church closures, Easter figures were not collected in 2020.

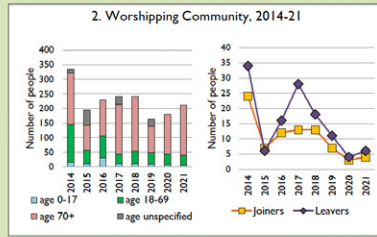
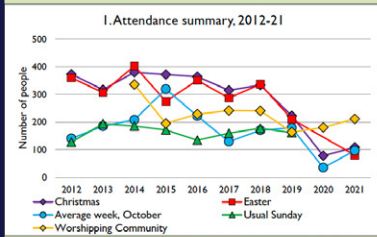
**Census data:** taken from the 2011 national Census and the 2018 population update.  
Census statistics have been mapped onto benefice boundaries so are approximations.

For more information, see: <https://www.churchofengland.org/researchandstats>



# OUR INFORMATION

## Dashboard for the benefice of Maker with Rame, Millbrook, Saint John and Torpoint in the Deanery of EAST WIVELSHIRE

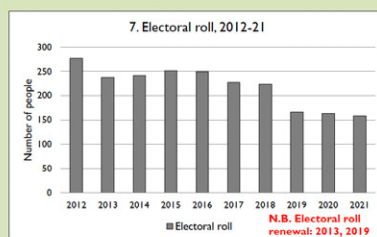
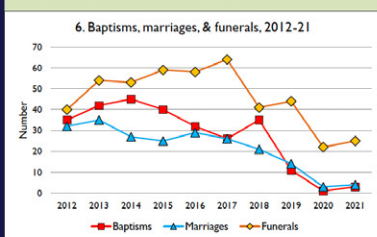
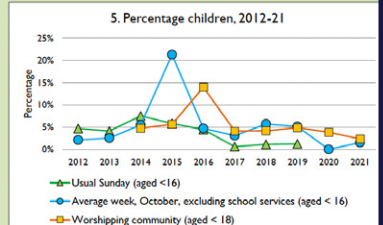
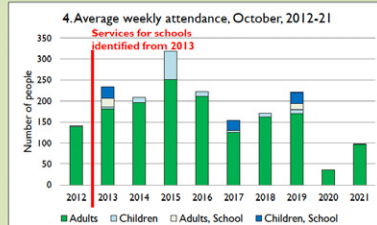
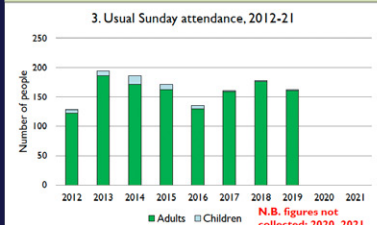


**Benefice census summary**  
Benefice population (2018): 11369

	Benefice	Diocese	National
% aged 0-17	20%	19%	21%
% aged 18-44	29%	30%	37%
% aged 45-64	31%	29%	25%
% aged 65 & over	20%	22%	16%
% Christian	62%	60%	59%
% non-Christian religion	1%	1%	9%

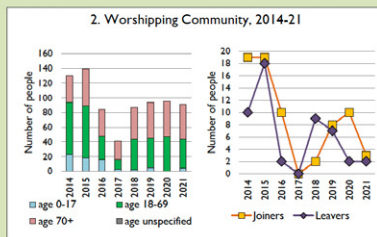
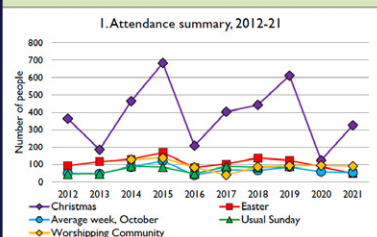
For more detailed census information: see <http://arcg.is/1Ra54CS>  
<https://www.churchofengland.org/researchandstats>

Number of churches in benefice (2022): 7  
Number of parishes in benefice (2022): 4  
Benefice code: 39/087A



This dashboard contains figures as submitted by churches currently in the benefice. Attendance statistics: taken from annual Statistics for Mission returns. Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools. Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day. Baptisms: all baptisms & thanksgivings. Marriages: marriages and services of prayer & dedication after civil marriages. Funerals: those held in church & at crematoria/cemeteries. Because of pandemic-related church closures, Easter figures were not collected in 2020. Census data: taken from the 2011 national Census and the 2018 population update. Census statistics have been mapped onto benefice boundaries so are approximations. For more information, see: <https://www.churchofengland.org/researchandstats>

## Dashboard for the benefice of Saint Germans with Antony and Shevlock in the Deanery of EAST WIVELSHIRE

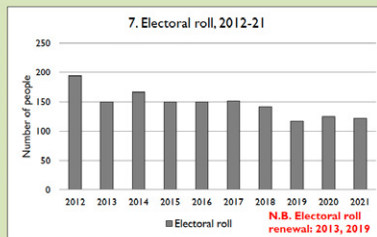
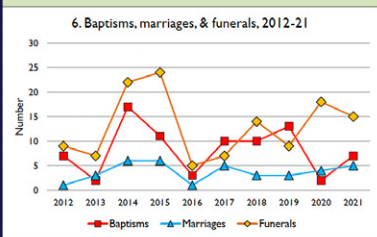
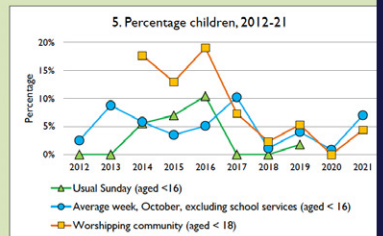
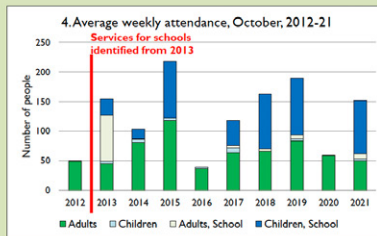
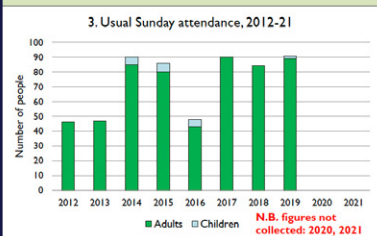


**Benefice census summary**  
Benefice population (2018): 3711

	Benefice	Diocese	National
% aged 0-17	18%	19%	21%
% aged 18-44	23%	30%	37%
% aged 45-64	36%	29%	25%
% aged 65 & over	23%	22%	16%
% Christian	63%	60%	59%
% non-Christian religion	1%	1%	9%

For more detailed census information: see <http://arcg.is/1Ra54CS>  
<https://www.churchofengland.org/researchandstats>

Number of churches in benefice (2022): 6  
Number of parishes in benefice (2022): 3  
Benefice code: 39/153C



This dashboard contains figures as submitted by churches currently in the benefice. Attendance statistics: taken from annual Statistics for Mission returns. Average weekly attendance: attendance at Sunday and midweek church services & fresh expressions in October; Figs 1 & 5 do not include attendance at services for schools. Easter: Easter Eve & Easter Day; Christmas: Christmas Eve & Christmas Day. Baptisms: all baptisms & thanksgivings. Marriages: marriages and services of prayer & dedication after civil marriages. Funerals: those held in church & at crematoria/cemeteries. Because of pandemic-related church closures, Easter figures were not collected in 2020. Census data: taken from the 2011 national Census and the 2018 population update. Census statistics have been mapped onto benefice boundaries so are approximations. For more information, see: <https://www.churchofengland.org/researchandstats>

Variations in attendance from year to year may be the result of changes in the number of churches that submitted returns, or changes in parish/benefice structure. Number of churches included in returns: 2012 3; 2013 2; 2014 6; 2015 6; 2016 2; 2017 6; 2018 6; 2019 6; 2020 6; 2021 6.

# OUR FINANCIAL INFORMATION

At this stage, you would probably expect to see a table with the Mission and Ministry Fund (MMF) call and MMF paid, and the number of churches who paid 100%, 75%, 50% etc. The truth is the deanery hasn't met its total MMF call for over a decade as the payments never managed to catch up with the ministry costs. In short, the system was broken.

Therefore, in November 2022 facing a massive MMF shortfall, the Deanery Implementation Team (DIT) brought all the parish treasurers together and asked a simple question, "what would they actually be able to pay by the end of the year?" And at the same time took the time to explain what the MMF paid for, and would pay for in this coming year. We also explained that if we could demonstrate our confidence in meeting the MMF call for 2023 this would release the much-needed LICF and Mission Funds to help us grow.

The result? In 2022 the MMF paid was £294,483 and whilst only 76% of the original call, more importantly this was higher than the reduced MMF call for 2023. This has then released the £60,000 of LICF Funding and £70,000 of Mission funding enabling us to proceed with the recruitment of CAP Debt Centre Coaches, a part time Pioneer Minister and three school chaplains.

We then went on to allocate this year's MMF on an affordability basis, setting some parameters that no parish would pay more than 60% of its Unrestricted Income and for smaller churches, no more than 50%. We were left with only four parishes who faced an increase in MMF allocation and are working closely with them to support them. The proposal for the 2023 MMF allocations are on the Deanery Synod [website](#).

We have the first opportunity for a decade to stabilise our financial situation, the implementation of our deanery plan paced to that which is affordable. We are actively reviewing parish giving to develop individual, tailored growth targets for parishes and working hard to embed a sense of responsibility for the payment of the MMF. Yes – there are still enormous challenges to face with (listed) building costs, but we are embedding an approach of working together, as a team, to resolve our financial challenges.

We are not looking for our Rural Dean and Strategic Lead to be an accountant, nor are we expecting that of our Oversight Ministers. We are seeking for them to support our treasurers, helping them to work together as a team, from the novice to the experienced accountant, in order to deliver a sustainable financial future for our deanery.

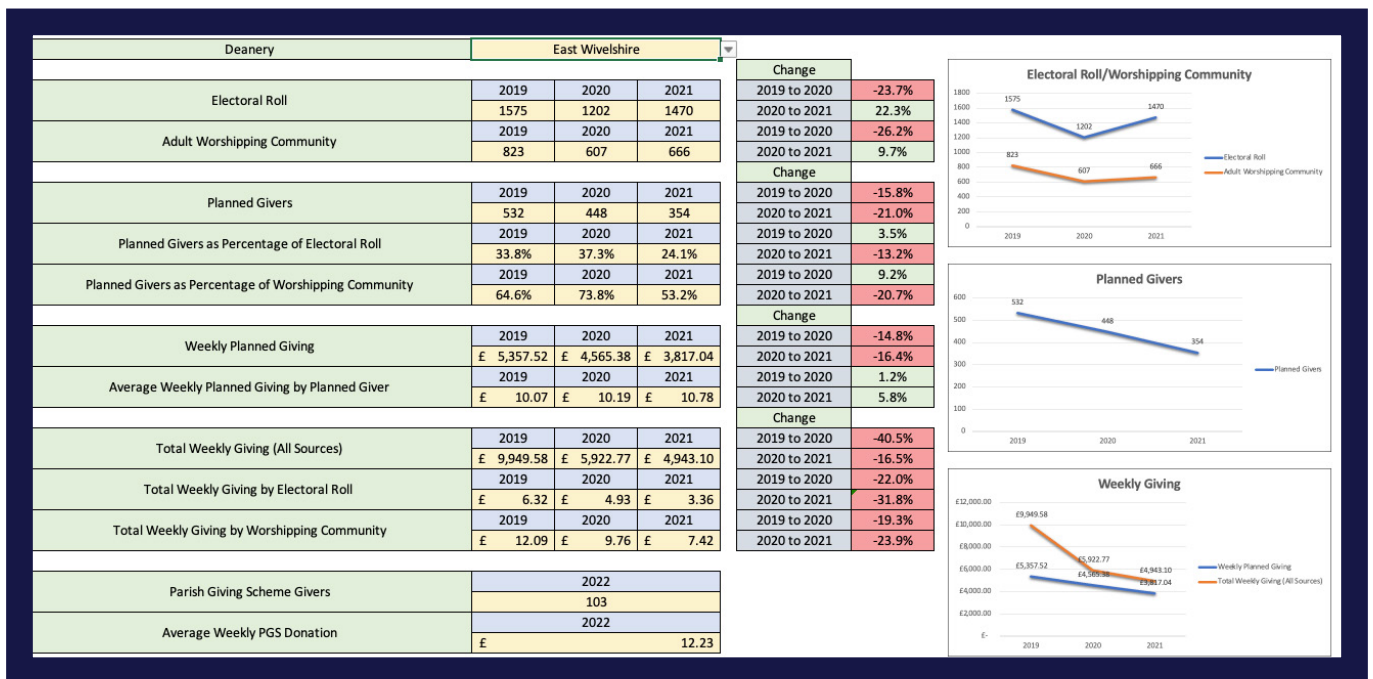


# STEWARDSHIP

Planned givers have decreased by a third and pre-pandemic weekly giving has not yet recovered after halving. Encouraging signs are that the worshipping community has stabilised, now with an upward trend. By using the National Giving MINT/IDEA framework we will ensure giving mechanisms are in place and functioning

well and plan to embed generosity by regular teaching, discipleship and a shared vision.

We know the huge differences between parishes and an individual agreed approach for each church is vital, using the framework as a "next step".





# SAFEGUARDING

This role will be key to ensuring the responsibility of the whole Church in the care and protection of children, young people and vulnerable adults involved in Church activities across the deanery.

Everyone who participates in the life of the Church has a role to play in promoting a Safer Church for all.

Our approach ensures that we promote [The Church of England safeguarding policy](#) statement based on five foundations and offers six overarching policy commitments:

- Promoting a Safer environment and culture
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the Church
- Responding promptly to every safeguarding concern or allegation
- Caring pastorally for victims/survivors of abuse and other affected persons
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- Responding to those that may pose a present risk to others.

Our policies, procedures and approach meet those requirements and guidance as issued by the Diocesan Safeguarding Team.

## MORE INFORMATION

If you would like to find out more about this post, please contact Archdeacon Kelly Betteridge for an informal chat.

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