

# STATEMENT OF CONDITIONS, NEEDS & TRADITIONS



For the Rural Dean  
of Penwith and  
Incumbent for  
the parishes of  
Madron and Gulval



October 2022



DIOCESE OF TRURO  
DISCOVERING GOD'S KINGDOM  
GROWING THE CHURCH



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# INTRODUCTION

Combining parish based ministry with Deanery Leadership this full time stipendiary post consists of Rural Dean for Penwith (.5) and Incumbent of Gulval and Madron (.5).

Penwith Deanery has embraced a bold vision engaging with the diocesan priorities to 'serve the poor, reach the young and care for the earth' and are looking for a new part time Rural Dean who will be foundational to the leading and implementing of their Deanery Plan.

“ We are excited at all that God is doing in Penwith Deanery and trusting in the Lord to bring the person of His choosing to lead the Deanery forward. ”

An experienced team leader, the new Rural Dean will have a heart for caring for the clergy in the Deanery and be instrumental in the recruiting and leading of a new team for mission and ministry of both lay and ordained colleagues. They will also play a leading role in enabling the coming together of parishes across the deanery through pastoral reorganisation. This is a crucial appointment for the Diocese which will enjoy appropriate resourcing and support.

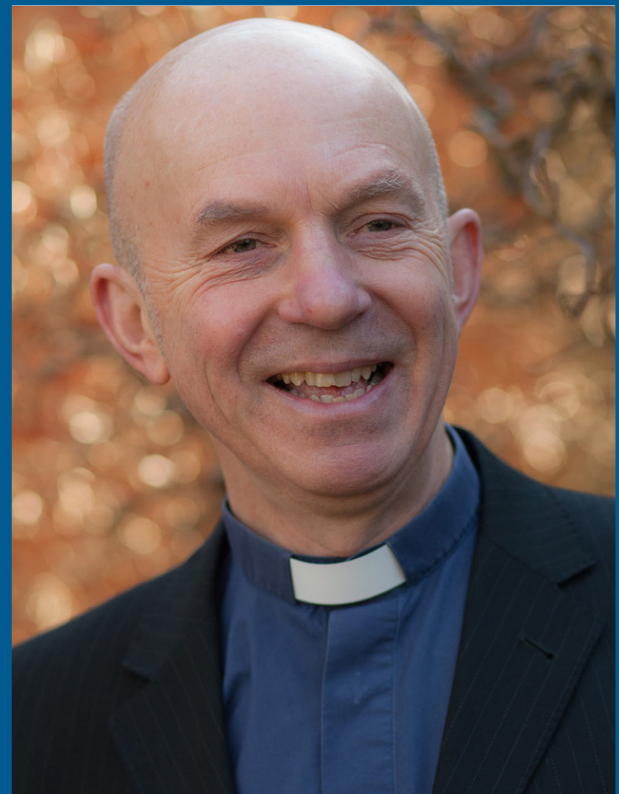
The Benefice of Gulval and Madron is situated in a picturesque location on the edge of Penzance with one secondary school in the parishes and significant opportunity for outreach in the local community. The Benefice is looking for a new incumbent to help lead them in new ways of mission and ministry.

This new role combines significant leadership responsibility for a Deanery with a plan for change that needs implementation, with the crucial ministry of a parish priest in two local communities and would suit someone called to both oversight and parish based ministry.

We are excited at all that God is doing in Penwith Deanery and in the parishes of Gulval and Madron and are trusting in the Lord to bring the person of His choosing to lead the Deanery forward to serve him in this next important chapter of Christian witness in Cornwall.



**THE VEN PAUL BRYER  
ARCHDEACON OF CORNWALL**



# 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.

“ 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 ”

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**



# DEANERY PROFILE

Situated in the far west of Cornwall, Penwith Deanery has a population of 64,520 and covers an area of 120 square miles. It is famous for its beautiful coastline of rugged cliffs and sandy beaches.

The principal towns in the Deanery are Penzance, St Ives and Hayle, with approximately 50% of the residents living in these three towns. There are 26 parishes in the Deanery.

## AGE PROFILE

Whilst almost a quarter of the people living in the Penwith area are aged over 65. (lower than the Cornwall figure of 30%), the percentage of those attending the

churches aged over 75 varies from 90% in Hayle to 29% in Zennor with the Deanery average of around 50%. There are high levels of deprivation in the Penwith deanery; 16% (10,194 people) are living in high levels of income deprivation. One third of the 10,194 live in three parishes: Madron, St John's, Penzance and St Mary's, Penzance.

## CHURCHES

20 of the 29 Deanery churches are listed as Grade 1 or Grade 2\*. This brings both significant challenges and significant opportunities.

## LOCAL AREA

All our parishes connect to Penzance for shops, doctors' surgeries, a range of hospitality venues and recreational pursuits, with easy rail and road access to Truro.

However, many of our families have financial constraints which mean some children and young people do not have



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access to the stunning beaches nearby, or experience the variety of cultural and creative opportunities a short drive away.

There are two respected secondary schools at Heamoor and Penzance and pupils tend to progress to either Penwith & Truro College (there is a campus in Penzance) for further education, or attend Cornwall College within which is Duchy College (an agricultural and horticultural centre for vocational studies).

In many ways our parishes are diverse, with hardworking families living alongside retired households who have family and friends who go back a lifetime (truly Cornish!). Also, there are those who venture to the area to create an alternative lifestyle linking to the creative and digital industries. The agricultural and fishing industries are struggling; similarly, there are areas of extreme poverty and deprivation a short walk away from some of the most prosperous in society. There are many holiday homes and campsites in the area.

## LEADERSHIP TEAM

The Deanery currently has 7.5FTE stipendiary priests, supported by three SSM and three Curates. There are 20 priests with PTO, 14 Readers: three in each of the Godrevy Team, the Lelant & Carbis Bay Benefice and the Penlee Cluster; two in St Ives and one in each of Sennen and Madron & Heamoor. One Reader is currently licensed to the deanery. We also have several Local Worship Leaders and Local Pastoral Ministers.

Additionally, the Deanery Plan has allocated funds for:

- A Pioneer Minister (based in Hayle)
- A Discipleship Co-ordinator
- A Monastic community warden
- A Kingdom Enterprise/HeartEdge Officer
- A Children and Family team (4 x ½ time posts across the deanery including the ½ CYF mentioned above)
- A Pilgrimage and Heritage Officer Post (part-time)
- An Administrator
- Rural Poverty Officer (part time).



# DEANERY PLAN

We want to celebrate the roots of our Christian tradition that have marked the landscape and decorated it with church buildings which speak of the continuing desire to worship and have places of stillness. We want to encourage interest in pilgrimage and in Celtic Christianity and the part played then and now by the historic churches of Penwith.

We desire growth in the number and variety of worshipping communities, alongside a careful nurturing of existing worshipping communities.

We desire to serve the needs of people in Penwith's towns and villages, responding particularly to the economic and social difficulties experienced by those of all ages. Our priority is to engage with people and community organisations to respond to the needs of families and of people struggling to make ends meet.

We recognise that the gifts of God vested in the people of Penwith are a rich resource that need to be encouraged to blossom. Each church community needs both ordained and lay leaders equipped and empowered to lead and sustain church life.

The Deanery Plan has agreed five particular areas on which to focus:

- Discipleship and growing faith
- The poor, schools & young people and community life
- Buildings and money
- Creation, pilgrimage and hospitality
- Life giving leadership and diversity of calling

There are currently ten parish groupings/clusters/



**Pictures credit: Benjamin Elliott, Unsplash**

benefices in Penwith Deanery; the Deanery plan is reorganizing this into two Groups (East and West) which will be the focus for worship, pastoral care, community service and outreach. The pattern of the worshipping life within the two Groups is to be based on partnership between ordained and lay people, including those who emerge from the **'Sens Kernewek'** programme, with Local Ministers identified, trained and licensed to individual parishes.

The vision of the West is for a Group Ministry with a Joint Church Council (JCC), organised into three benefices, (Penlee with Sancreed, Land's End, and Gulval, Madron, Towednack & Zennor), who are seeking ever closer integration and team working in order to focus on these objectives:

- Develop youth and families work;
- Develop lay and ordained pastoral ministry;
- Discipleship training.

The vision for the East is for a Group Ministry with a Joint Church Council (JCC) with the four current benefices (St Ives and Halsetown; Lelant and Carbis Bay; the Godrevy Benefice [5 parishes]; Mount's Bay Benefice [4 parishes]) reducing to three (St Ives and Halsetown; Mount's Bay Benefice; and the new Hayle Estuary Benefice [7 parishes]).



# † Madron and Gulval Parish Churches

## BENEFICE PROFILE

### GULVAL

Gulval church is of ancient foundation and is a Grade II\* listed building. It was reconsecrated in 1336, though there had been a building on the site since at least Norman times. There is a kitchen area in the choir vestry and a toilet in the upper churchyard.

It has two churchyards the lower of which, whilst having very few plots, is still open for burials. The upper churchyard, due to its picturesque location at the heart of the village, opposite the pub, is frequented by walkers daily and contains 'the pirate grave'. As a place of historical significance, and because it is part of the St Michael's Way (a pilgrimage walk) it is a heritage landmark and a peaceful place of sanctuary, just a short walk away from Tremeneere Sculpture Gardens.

The tower has eight bells, the tenor bell being 12% cwt. In recent years the number of ringers has fluctuated and our band includes ringers from other towers in Penwith.

### MADRON & HEAMOOR

Parish Church at Madron is a grade 1 Listed building and was consecrated in 1336. It has a closed graveyard which is maintained primarily by the County Council, but also a team of hard-working volunteers. The roof was re slated in 2003/4 and a new bell frame and bell restoration in 2005; there are eight bells and a good happy band of Ringers who do their best to ring for every service and practice on Monday evenings. There is a well-used kitchen area, a new toilet has recently been installed, the building has modern gas central heating with new boiler upgrade 2021.

St. Thomas's Mission Church in Heamoor was built in 1892, it is heated by gas central heating, has chairs as opposed to pews, it has a connected two-story building with church meeting room, kitchen and toilet facilities, printing room and storage space plus a large room upstairs, these room are hired to various local groups including: Sewing, Textiles, Art and creative writing. Both of our buildings are lovingly cared for and well maintained by a dedicated team of people.

For further information please visit <https://www.madrongulvalchurches.org.uk/>



# † Madron and Gulval Parish Churches

## BENEFACTIVE VISION

Be strong and courageous. Do not be frightened and do not be dismayed, for the LORD your God is with you wherever you go. (*Joshua 1.9*)

We want to be a vibrant, growing church, loving God and our neighbours enthusiastically. We want to put God first in our lives, with 24/7 worship, Bible study, prayer and caring. We love our communities, the old and the young, those in special need, and we want to love and serve them in as many ways as we can.

For this work we need to encourage, support and stimulate each other. In pursuit of this vision we will:

- develop our worship of God - in music, in styles, joining together and with our Methodist friends, encouraging youth participation and leadership;
- show special concern for those with greater needs - mums and young children, families, the elderly;
- need guidance and encouragement to make good judgements about our priorities and capacities;
- open our buildings more and use them in creative ways for the benefit of our communities;
- grow in our knowledge of God through Bible study, prayer and meeting together regularly;
- give generously, with faith in God to supply all our needs.





# † Madron and Gulval Parish Churches

## WORSHIP

We have a cycle of services that meets the worship needs of our congregations. Predominantly, these have been focussed on a set of printed service sheets and the main service follows a Common Worship format. There has been a strong tradition of hymn singing, but new songs have been introduced and there are keen singers who lead as a choir in Madron and Gulval churches.

Alongside Holy Communion services, we have occasional themed services including Celtic liturgy, Healing Services and Songs of Praise. We have monthly BCP services at Gulval and a weekly BCP Evensong with Matins on the 5th Sunday at Madron. There is a desire to restart Evensong at Gulval.

More contemporary worship songs are sung at the monthly Families@4 and at outreach events such as 'Picnic and Praise', Christingles and other seasonal services. We celebrate other themed services such as: Sea Sunday, Feast, Carers Sunday and Care for Creation.

We have committed organists at all three churches and the potential to create a music group.

In the recent past, we have held home groups and Bible studies. These have been faithfully attended but were not particularly focussed on outreach and we need to consider how to make them accessible for all those wishing to participate. A recent six week study on Acts created a strong sense of wanting to be more hospitable, particularly using our church buildings for meals and refreshments.



	1ST SUNDAY	2ND SUNDAY	3RD SUNDAY	4TH SUNDAY	5TH SUNDAY
GULVAL	11am Holy Communion	11am Family Service	11am Holy Communion	11am Matins	11am Family Service
MADRON	11am Family Service 6pm Evensong	11am Holy Communion 6pm Evensong	11am Morning Prayer 6pm Evensong	11am Holy Communion 6pm Evensong	11am Matins 6pm Evensong
HEAMOOR	9.30am Family Service	9.30am Holy Communion	9.30am Morning Prayer	9.30am Holy Communion	9.30am Family Service



# † Madron and Gulval Parish Churches

## COMMUNITY

Young people tend to progress to Penwith, in Penzance, for further education or travel to Cornwall College Camborne, Duchy College at Rosewarne or Truro College. Their choice will depend on their chosen vocation as each campus has specialisms.

Traditionally, the economic sustainability of the area relied on farming, fishing and mining and other rural industries with tourism providing seasonal employment. However, since digital advancements, a plethora of micro-businesses have evolved, and many creative enterprises have meant new opportunities.

Cornwall has one main hospital at Treliske, Truro, although some treatments and surgery are carried out more locally at West Penwith Hospital in Penzance and St Michael's, in Hayle – where there is also end of life care. Our churches have had positive links, through the choir, with residential care homes.

We have links with our village Methodists and meet for various joint service annually and whilst that continues in Madron, the chapel in Gulval was closed at the end of August 2022. In Penzance, there are other non-conformist churches and a Roman Catholic Church with Quakers meeting at Marazion.

The age profile of our main congregations is at least 95% over 60, though we have a number of families including young children in the worshipping community at Families@4, which we launched in 2021 to provide a continuation of the journey for our baptism families.

## SCHOOLS

There are two large secondary schools in close walking distance from St Thomas's with dozens of pupils walking past daily.

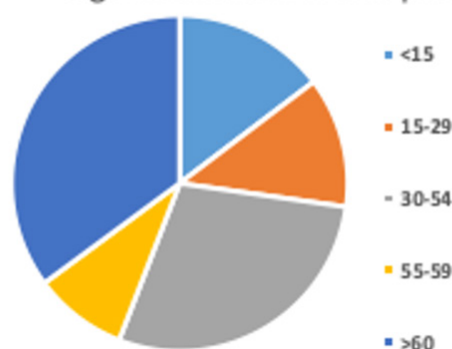
Both schools are attended by pupils from several miles around, some from recognised designated areas of extreme poverty. There have been positive links, via the ministry team, and assemblies have been open to church representatives. We would like to offer youth activities and a safe place for young people, in digital poverty, to use WiFi. Two new half-time paid positions of Children,

### Benefice census summary

Benefice population (2018): 7768

	Benefice	Diocese	National
% aged 0-17	20%	19%	21%
% aged 18-44	27%	30%	37%
% aged 45-64	29%	29%	25%
% aged 65 & over	24%	22%	16%
% Christian	58%	60%	59%
% non-Christian religion	1%	1%	9%

### Age distribution in civil parish



Youth and Families' workers have been agreed in the deanery plan. Further secular funding is being explored to update St Thomas's into a community hub.

There are primary schools in the villages, namely Madron Daniel Church of England School, in Madron, Heamoor Primary School, Trythall School, in Bone Valley, and Gulval School. Mount's Bay Academy (which has specialist status as a sports and community college) is located within Madron parish.

# † Madron and Gulval Parish Churches

## FINANCIAL INFORMATION

The Deanery Plan includes a Generous Giving campaign which, along with the buildings review, we hope will help us to explore sustainable and ad hoc income streams, and engage more effectively with our communities as well as encouraging generous giving in our congregations.

### MADRON CHURCH

Madron Church is very fortunate as the majority of our congregation contribute by monthly direct debit and most of this is Gift Aided. This accumulates over £1,000 per month which covers our utilities, insurance and other monthly payments including our MMF of just over £8,000 this year.

Other means of income such as church fetes and coffee mornings, help towards the upkeep of the church.

### GULVAL CHURCH

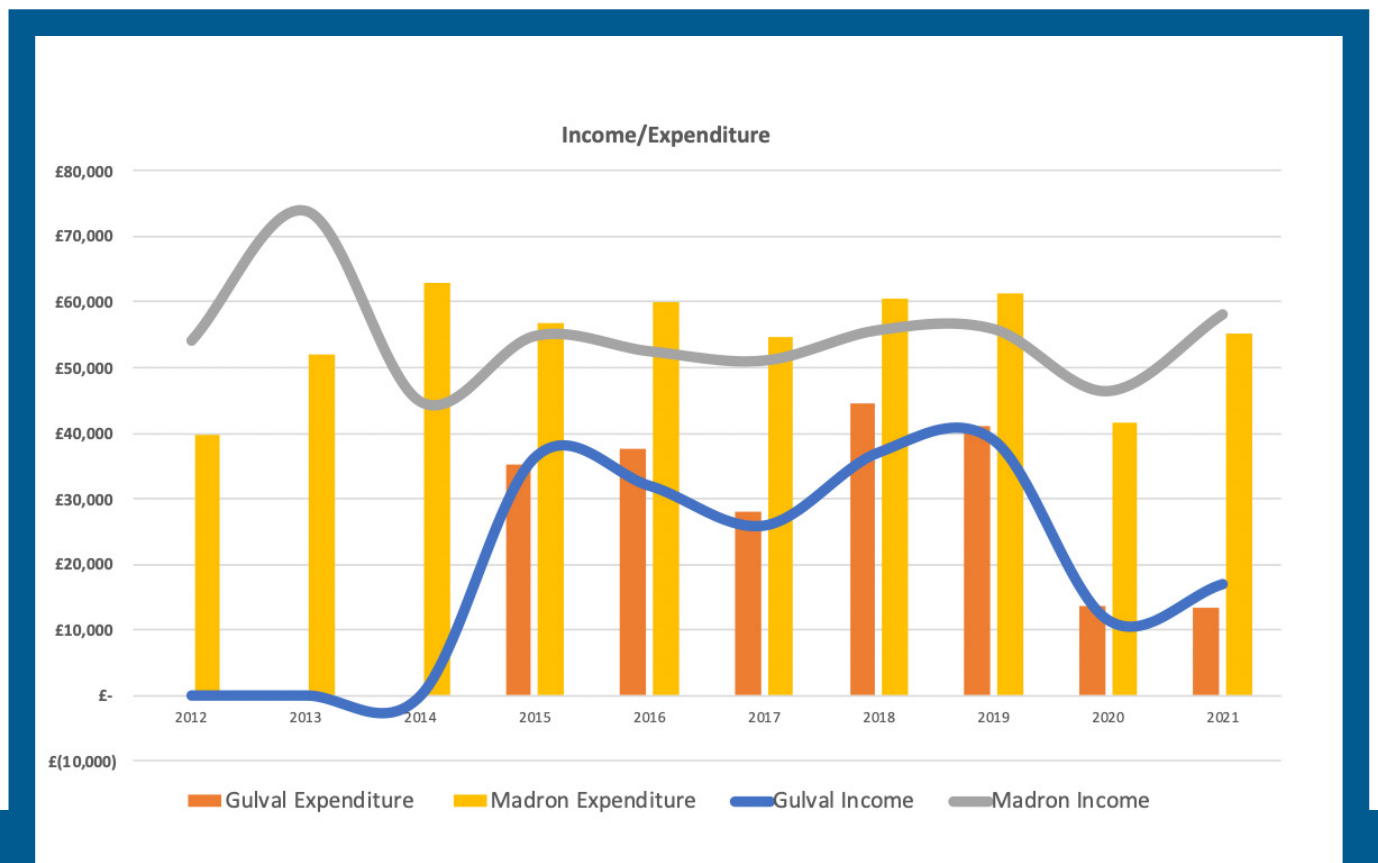
Gulval Church lost a number of the congregation during the pandemic and this has impacted on giving and our ability to meet ongoing costs. In addition, many of the traditional fundraising activities have not yet restarted post-Covid.

The church currently costs around £1200 per month to keep open, not including MMF, the call for which last year exceeded total income by some margin, and there are ongoing concerns as to how the call can be met in future years. This year's call of £5,430 has been met in full.

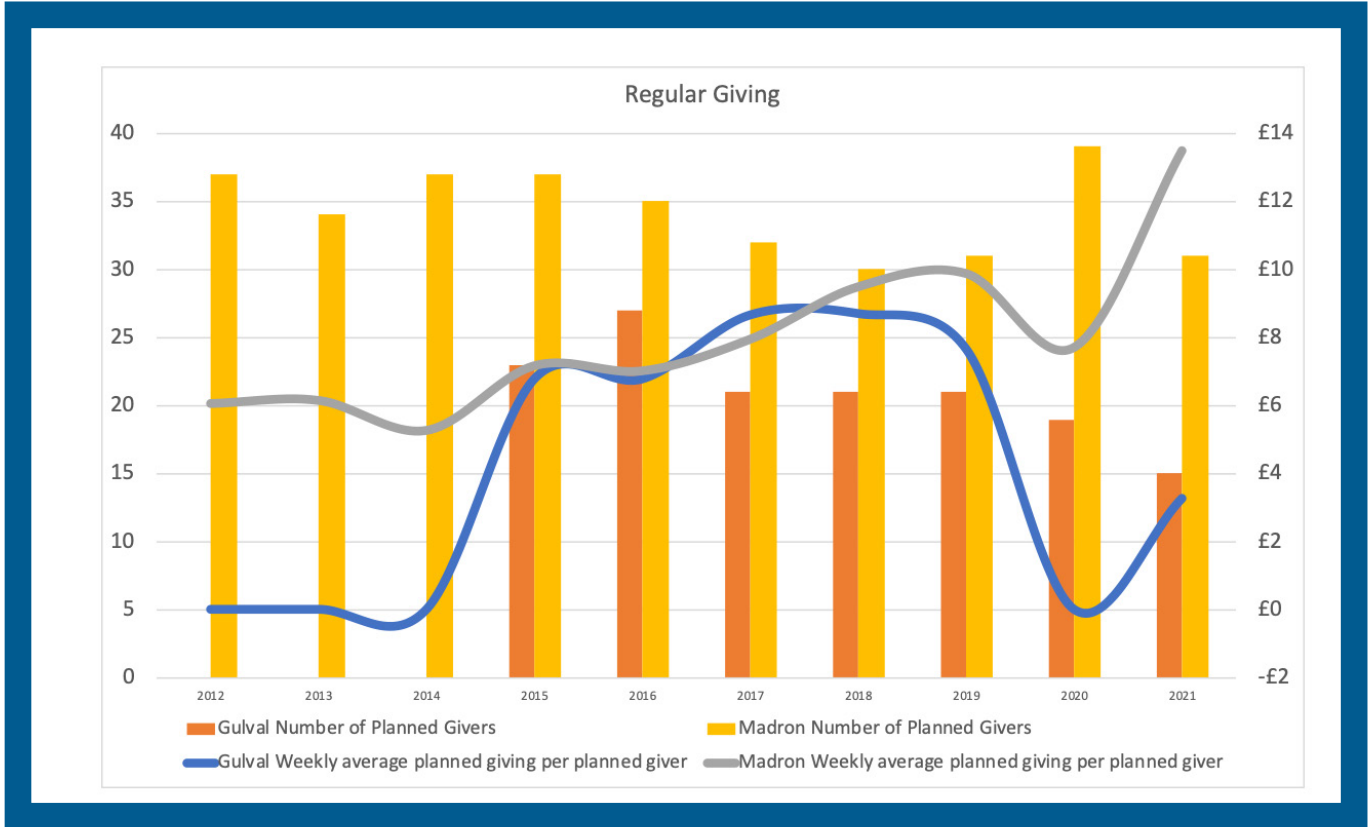
Significant repairs to the tower are needed for which there are currently very limited funds.

### MMF

	MADRON		GULVAL	
	PAID	CALL	PAID	CALL
2021	£25,270	£35,270	£5,000	
2020	£23,876	£33,876	£8,000	£22,913
2019	£34,223	£34,223	£15,000	£31,327



# † Madron and Gulval Parish Churches



## POLICIES

Both Parochial Church Councils are working towards a full suite of governance policies and both accept the re-marriage of divorced persons in Church (depending on the circumstances).



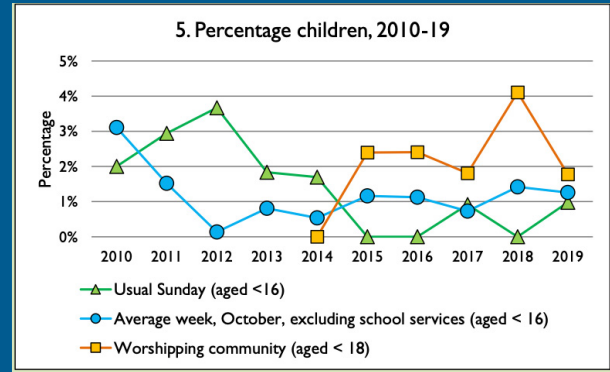
# † Madron and Gulval Parish Churches

## OUR BENEFICE INFORMATION

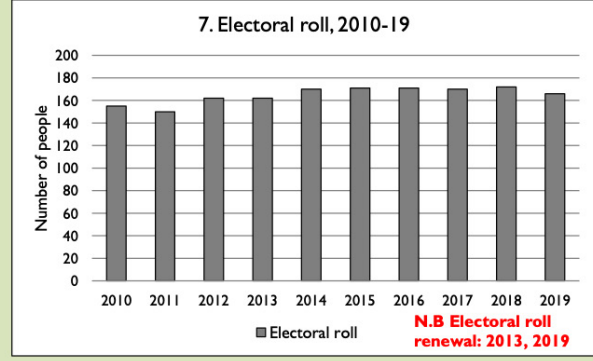
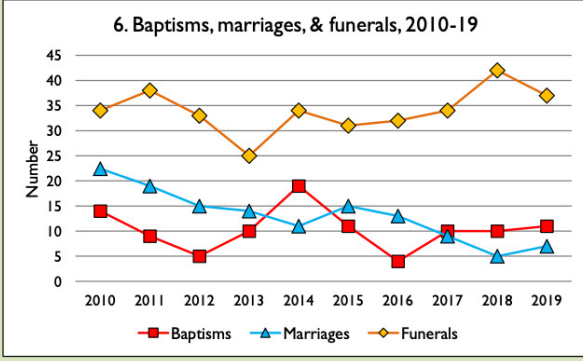
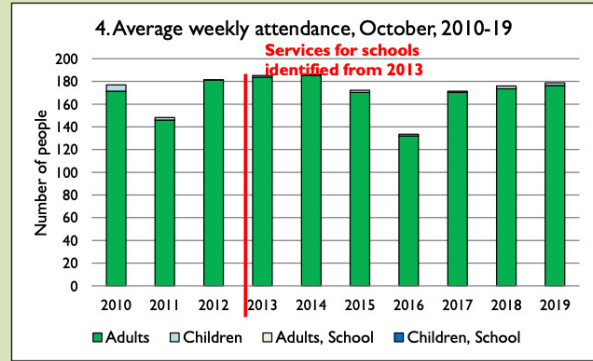
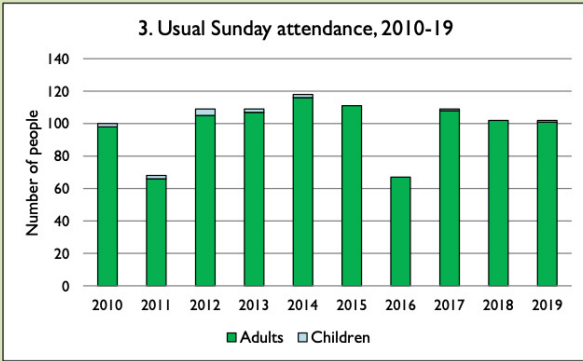
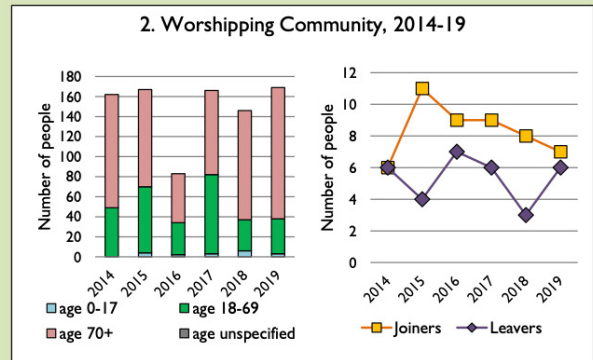
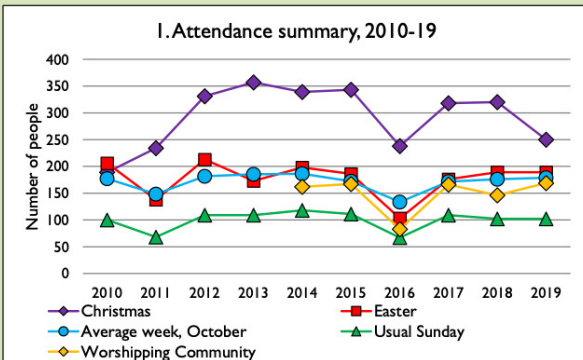
The pandemic has undoubtedly impacted our parishes, and whilst we have welcomed some new members, numbers are significantly below 2019 levels.

The Electoral rolls currently stand at 58 for Gulval and 88 for Madron. Usual Sunday Attendance figures are 23 at Gulval, 30 at Madron and 10 at Heamoor.

As part of the Deanery plan, it is planned to create a single Benefice to include Gulval, Madron, Towednack & Zennor, led by an incumbent with responsibility as Rural Dean (this role), two Self Supporting Ministers, three PTOs, one Reader, and ½ CYF Leader.



### Dashboard for the benefice of Gulval and Madron in the Deanery of PENWITH



# **STATEMENT OF NEEDS, DUTIES AND RESPONSIBILITIES**

For the Rural Dean of Penwith  
and Incumbent for the  
parishes of  
Madron and Gulval

# STATEMENT OF NEEDS

## RURAL DEAN - DUTIES & RESPONSIBILITIES

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

The Rural Dean will:

- Develop an engaging and welcoming culture within the Deanery;
- Provide active and collaborative leadership, offering encouragement, direction and support across the churches and communities in the deanery;
- Be able to exercise confident leadership with appropriate authority and diplomatic skills;
- Lead and embed safe and healthy working practices and policies including safeguarding, wellbeing, and health and safety;
- Have responsibility for chairing the Deanery Implementation Team with oversight of the mission of the Deanery as established in the Deanery Plan;
- Fulfil the responsibilities of the Rural Dean as required by the Bishop (see page 19).

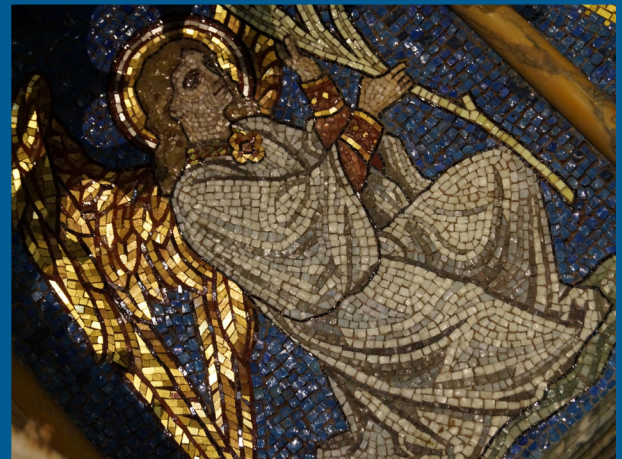
† *Madron and Gulval Parish Churches*

## INCUMBENT - DUTIES & RESPONSIBILITIES

We are seeking a spiritually mature leader who has gifts of strategic, visionary leadership and a deep desire to work collaboratively alongside us, to reach the 'lost generations' with the love of Jesus Christ.

As a faithful Bible teacher, our new incumbent will have the energy and imagination to take the lead in engaging with village and rural communities, helping us to be vibrant, growing worshipping congregations, loving God and our neighbours with enthusiasm.

We need encouragement and support to care pastorally for all ages. For this we are looking for guidance in prioritising and implementing a range of church and community activities, that use our church buildings creatively.





	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>	Be 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	<ul style="list-style-type: none"> <li>■ Exercise the ministry of Rural Dean, involving both pastoral and strategic working closely with the Archdeacon and the Episcopal College</li> <li>■ Leading a team of lay members</li> </ul>
	A missional mindset for ministry which seeks, and acts upon, all opportunities to grow the church numerically and spiritually.	Leading mission and outreach
	Be excited by the opportunities of rural ministry, whilst being realistic about the challenges	
	Experience of pastoral care in the community having both oversight and engagement with it	Involvement in schools and community groups
	Experience and joyful acceptance of a variety of forms of worship	Leadership worship in a variety of styles
<b>KNOWLEDGE &amp; SKILLS</b>	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	
	Able to help parishes take difficult decisions when necessary	
	A willingness to embrace change and experience of leading and supporting others through change	Have significant experience of leading change
	Be imaginative, creative, flexible The ability to relate to people of all ages An ability to recognise & encourage the gifts of others	
	An understanding of the mandatory requirements of safeguarding, equality, diversity and inclusion	
	IT proficient, for example with Microsoft Office, email etc	
	Willingness & ability to travel around Deanery	Full driving licence
	An inspirer and carrier of hope for the Church & the Kingdom in times of significant challenge & change	
	Able to communicate clearly and directly, using tact and diplomacy as and when required	Able to manage conflict constructively
	Prayerful and compassionate with an openness and generosity of spirit	
<b>PERSONAL QUALITIES</b>	A passion for people and an enthusiastic desire to bring them to faith	
	Good time management & self-care	

# RURAL DEAN'S RESPONSIBILITIES

## RESPONSIBILITIES

### PASTORAL

To exercise pastoral care for members of the clergy and their families in the Chapter and to let the Bishops and relevant 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 regarding the potential for the health and growth of the parish within the Deanery and any pastoral reorganisation that might be required to facilitate this.

### PASTORAL PROFILE

Along with Archdeacon and Wardens the Rural Dean helps to guide the parish towards identifying candidates for any new appointment. This will involve helping facilitate the PCC in the drafting of a parish profile, identifying strengths and weaknesses in the parish, and the drawing up of a person specification.

### PCC VACANCY MEETINGS

The Rural Dean is present alongside the Archdeacon at the informal PCC vacancy meeting and at the formal Section 11 meeting of the PCC where the Parish Profile and Person Specification is agreed.

### SHORTLISTING & 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 the parish plan and rehearse the service of 'Celebration of a new Ministry' for new appointments.

The Rural Dean along with Wardens acts as sequestrator for the parish during the vacancy.

## VISITATIONS

Archdeacons' Parish Visitations (VIPs) are conducted across the Deanery once every six years. The Rural Dean accompanies the Archdeacon during the visitation.

## MEETINGS

### DEANERY

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

### DIOCESE

Bi-monthly Archdeacon, twice per year with Bishops, Archdeacons and Senior Staff, Diocesan Synod (Ex Officio)

# VICARAGE

Madron Vicarage was purpose built in the 1990s, it is situated across the road from the church and has stunning views of Mounts Bay and St Michael's Mount.

The house is set off the road and has a large front garden with a drive to the rear garden and garage.

It is a four bedroom property with gas central heating and full double glazing renewed approximately 3 - 4 years ago.

The house itself consists of a study/office by the main door with a vestibule and connecting door leading to a lounge, dining room and kitchen also renewed 3 - 4 years ago and utility room, four bedrooms and bathroom upstairs.





# CONTACT

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

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## GET IN CONTACT

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**DIOCESE OF TRURO**

DISCOVERING GOD'S KINGDOM  
GROWING THE CHURCH