

# STATEMENT OF CONDITIONS, NEEDS & TRADITIONS



For the Priest in Charge  
of the parishes of  
Madron and Gulval

August 2024



DIOCESE  
OF TRURO



# CONTENTS

<b>3</b>	<b>Our Bishop</b>
<b>4</b>	<b>Our Rural Dean</b>
<b>5</b>	<b>Benefice Vision</b>
<b>6</b>	<b>Our Minister</b>
<b>7</b>	<b>The Parsonage</b>
<b>8</b>	<b>Ministry &amp; Mission</b>
<b>9</b>	<b>Our Parishes</b>
	Gulval
	Madron & Heamoor
<b>10</b>	<b>Area &amp; Community</b>
<b>12</b>	<b>Statistics</b>
<b>13</b>	<b>Financial</b>
<b>14</b>	<b>Clergy Wellbeing &amp; Support</b>
<b>15</b>	<b>Safeguarding</b>
<b>16</b>	<b>Contact</b>



# 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, mutually accountable to one another. 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 who are faithful in prayer and worship, and who are missional in 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 curious 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 HUGH NELSON  
ACTING BISHOP OF TRURO**



# OUR RURAL DEAN

The benefice of Madron and Gulval incorporates some beautiful rural settings, as well as some of the more deprived parts of Penzance; the creative and edgy urban centre of the deanery.

It is a benefice where the churches, whilst hit hard by the pandemic, have been blessed by energetic and committed leadership – both under the previous incumbent and through the existing team of lay and ordained ministers – meaning that there will be a strong and supportive team to help a new incumbent as they seek to bring new initiatives and growth to the churches in this area.

The role will incorporate more traditional parish ministry amongst the tight knit communities of Madron and Gulval, as well as a more pioneering approach in the Mission Church at Heamoor, a flexible and exciting space with huge opportunity for creative outreach into the local estates.

The Anglican churches in this benefice are ready to grow and are excited to welcome a new leader. They are looking for a priest who can do two things:

1. Work collaboratively with the existing team of lay and ordained ministers to bring new energy to the good work already happening across the benefice.
2. Building on the already successful 'Families@4' community at St Thomas's, collaboratively lead a pioneering work into the estates of Heamoor which is especially focused on being accessible to those from more deprived parts of the community.

The Deanery Plan sees the benefices of the western grouping in the deanery linking together. For Madron and Gulval this means that particular collaboration will be expected with the Penlee Cluster (the churches who cover the other half of Penzance), as well as with the benefice of Towednack and Zennor to the North. It could even mean that it is appropriate to become the priest-in-charge of one or both of these churches (though this is a matter for future discernment).

For this role we need someone with a passion for growing the church and sharing the gospel, who has lots of ideas

and knows how to make good ideas work, who will love the places in the benefice and enjoy living here, who will love the people in the churches but will also know how to connect naturally with the different communities that make up this area.

There is already a wonderfully committed team in the benefice who will be a great support to the new priest. There is also lots of support from the wider deanery – both financially and in terms of emotional support, advice, and practical help – but our new priest will need to be resilient, have a willingness to take risks, and a clear idea for reaching those on the margins with the good news of Jesus Christ.

Get a snapshot of our beautiful deanery in this [video](#).

## THE REVD NICK WIDDOWS RURAL DEAN



# 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.

In pursuit of this vision we will:

- develop a pioneering approach to reaching and serving those in our community, so that we can make a difference especially to those with greater needs;
- continue to develop our worship of God – through services in a range of styles, making them more accessible to our local communities, joining together with our Methodist friends, and encouraging youth participation and leadership;
- open our buildings more and use them in creative ways for the benefit of and mission to our communities;
- strive to do all we can to conserve our God given creation in our churches, churchyards and in our personal lives.





# OUR MINISTER

## DUTIES & RESPONSIBILITIES

- We are seeking a pioneering leader who is strategic and visionary, who has a deep desire to work collaboratively alongside us and with other ministers in the deanery, reaching our communities with the love of Jesus Christ;
- Our new Priest-in-charge will help us to develop and deliver our vision to share God's love and serve our community;
- We are looking for someone to lead our ministry team, encourage us and support us to develop our individual gifts, in particular caring pastorally for all ages.

	ESSENTIAL	DESIRABLE
<b>EXPERIENCE</b>	Pioneering and missional ministry	Leading a team of lay members
	Working with a wide range of people, both lay and ordained, to enable the church to flourish.	Leading mission and outreach
	Experience of pastoral care in the community having both oversight and engagement with it	Working in both rural and urban outreach
	Experience of teaching and preaching with a joyful acceptance of a variety of forms of worship	Involvement in schools and community groups
		Leadership worship in a variety of styles
		Experience of growing the church
		Experience of leading significant change
<b>KNOWLEDGE &amp; SKILLS</b>	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 benefice	Full driving licence
	An inspirer and carrier of hope for the Church & the Kingdom in times of significant challenge & change	
<b>PERSONAL QUALITIES</b>	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	
	A passion for people and an enthusiastic desire to bring them to faith	
	Good time management & self-care	
	Be imaginative, creative, flexible and fun	
	Passionate about the environment & the stewardship of God's creation	

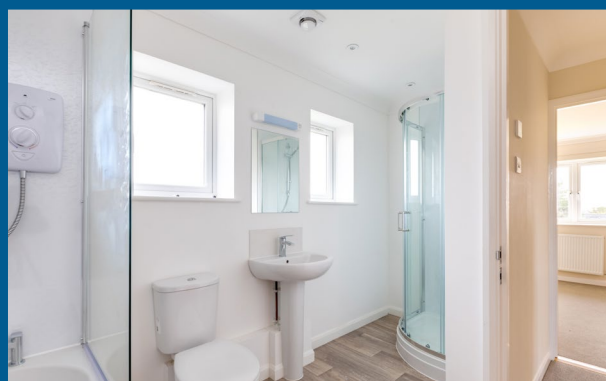
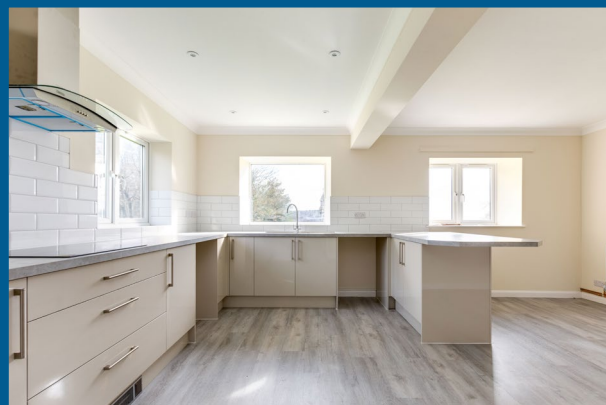
# OUR PARSONAGE

Madron Parsonage 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 recently installed solar panels and a heat pump and full double glazing renewed approximately three to four 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 three to four years ago and utility room, four bedrooms and bathroom upstairs.





# MINISTRY & MISSION

## MINISTRY TEAM

Our Ministry Team consists of two retired priests with PTO, and two SSM priests (one recently ordained) and a Licensed Lay Minister, who work full time, so sustaining ministry is very much a shared venture. The team meets regularly to support and encourage one another, pray together and discuss worship and pastoral matters.

## 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.

## WORD

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.



## MISSION & MINISTRY

Our churches have always been popular for baptisms and tradition plays an important part for local families. In 2021, recognising that baptism is the start of the faith journey, we started a monthly benefice service, Families@4, which we hold at St Thomas's, to provide a continuation of the journey. It is loosely based on a Messy Church model and has enabled local families to connect with God and with each other. It has grown over the last two years with a faithful core and around 45 attendees now participating, made up of families from across the benefice, some of whom are exploring baptism and confirmation.

There is no doubt that we need a focus on growing our churches to enable them to be fruitful and sustainable, and the PCCs are keen to explore ways of doing this, perhaps using LYCiG or similar as a model. There is a large mission field across the benefice and local consultation outside of the churches is needed so that actual local needs are identified, considered and responded to.





# OUR PARISHES

## 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 Tremenheere Sculpture Gardens. A team of dedicated volunteers from the village and church carry out routine maintenance in the churchyard every month, accompanied by coffee and cake.

The QI was completed in March 2021 with the tower roof being identified as needing re-roofing within five years. We are working with our architect to progress.

The tower has eight bells, the tenor bell being 12½ cwt. In recent years the number of ringers has fluctuated, and our band includes ringers from other towers in Penwith.

## MADRON & HEAMOR

**The 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 fitted in 2021.

A team of volunteers clean the church weekly and provide flowers when appropriate and also for special festivals such as Easter, Christmas, and Harvest when the church is always beautifully decorated.

Minor maintenance is also carried out. The quinquennial took place in November 2022 with no major issues were indicated.

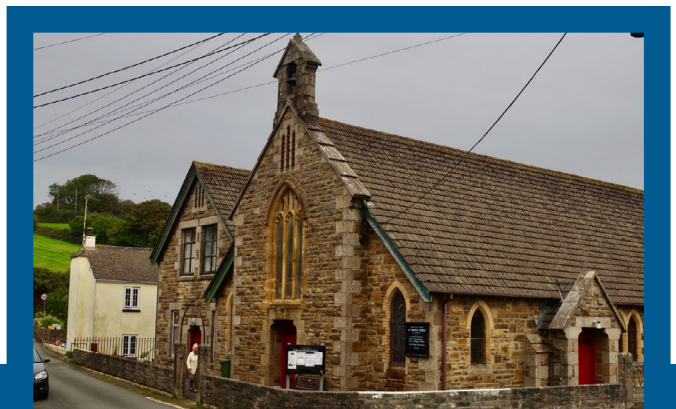
Madron church recently gained a bronze eco church and take creation care very seriously. The carbon foot print of church and its attendees has been measured for the past two years and we have "off set" the difference to an environmental charity.

**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. These facilities have great potential for use in the future by both church and community.

Our successful and growing families@4 service takes place at St Thomas recognising both the potential of the buildings and the needs of young families in the Heamoor area.

As at Madron a dedicated team maintain the buildings both internally and externally.

For further information please visit <https://www.madrongulvalchurches.org.uk> or find us on facebook here <https://www.facebook.com/groups/223018019078400/>



# AREA & COMMUNITY

Within the benefice, set in an area of beautiful scenery including sea views, farmland, moorland and beaches, the villages of Gulval, Madron & Heamoor are warm, friendly and lively with a wonderful community spirit. They have many interest groups meeting in the village and church halls that cater for all ages and include the WI, local history groups, keep fit, choirs, coffee mornings, quiz nights and yoga. All the villages have community groups that aim to speak for the communities. There is an active scout group in Heamoor for youngsters from the ages of 4 to 18. There are playing fields in Madron and a cricket club in Gulval. There are public houses in each village.

The villages are served by a regular bus service to and from Penzance where local amenities are centered.

Cornwall has one main hospital at Trerule, Truro, although some treatments and surgery are carried out more locally at West Cornwall 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.

Our churches have links with our village Methodists and meet for various joint service annually and whilst that continues in Madron and Heamoor, sadly Gulval Methodist Chapel closed in 2022, though a number have been welcomed into the Gulval congregation. In Penzance, there are other non-conformist churches and a Roman Catholic Church and a Quakers meeting at Marazion as well as independent and free churches.

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.



Digital Map from Dotted Eyes.  
Reproduced by permission of Ordnance Survey on behalf of HMGO.  
© Crown copyright and database right 2020. All rights reserved.  
Ordnance Survey Licence Number 100019918.



## SCHOOLS

The benefice is home to a number of primary schools and a large secondary school.

Madron Daniel Church of England (VA) Primary School is part of the An Baya Federation which includes St Mary's Church of England (VA) Primary School in Penzance. Both schools have a strong, distinctive Christian ethos rooted in a culture of community and underpinned by the An Baya strapline 'Together we can make a difference'. The incumbent of St Mary's and the incumbent of Madron are ex-officio Foundation Governors. The new executive head of Madron Daniel School is now in post, we held a commissioning service for her and she has met with the PCC to discuss ways in which we might work together in the future.

Heamoor Primary School, Trythall Community Primary

School in Bone Valley and Gulval School provide primary education in the villages. Mount's Bay Academy in Heamoor, which has specialist status as a sports and community college, along with Humphrey Davy School in Penzance, cater for secondary pupils from the parishes. There have been positive links, via the ministry team, with all schools, and assemblies have been open to church representatives.

Both secondary schools are in close walking distance of St Thomas's and there are opportunities to creatively respond to the needs of those who attend, particularly those from designated areas of extreme poverty. The use of St Thomas's as a community hub was suggested when putting together the Deanery Plan and is something the PCC would like to explore further as we seek to serve our community.

School	Type	Pupils	Ofsted
Madron Daniel Church of England Primary School	Primary & pre-school	40	Needs improvement (just appointed new Executive Head)
Heamoor Primary School	Primary	186	Good
Mount's Bay Sports Academy	Secondary	1,008	Good
Trythall Community Primary School	Primary & pre-school	65	Good
Gulval School	Primary & pre-school	212	Good

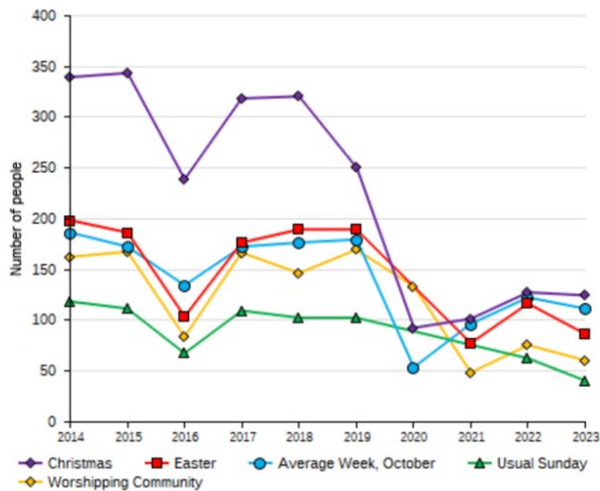
## CARE HOMES

There are a number of care homes in and around Penzance with two being located in Gulval Parish – Ponsadane and Trevaylor Manor (for specialist dementia care).

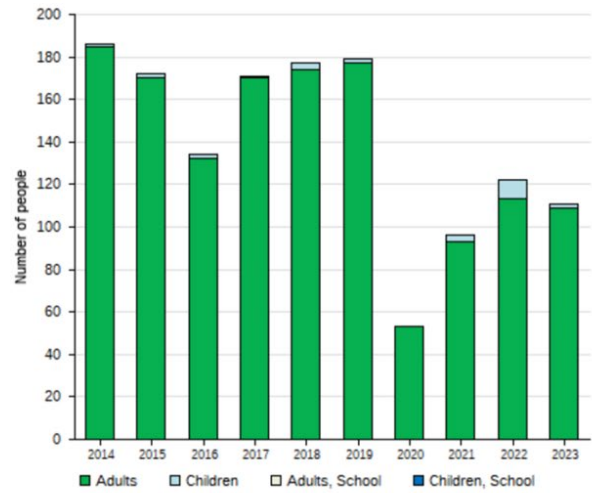
Before Covid we held regular services at Ponsadane and there is a continuing opportunity there which could be developed.

# STATISTICS FOR MADRON & GULVAL

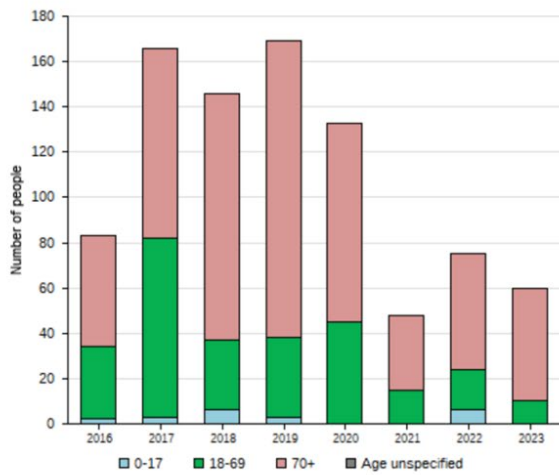
1. Attendance Summary, (2014-2023)



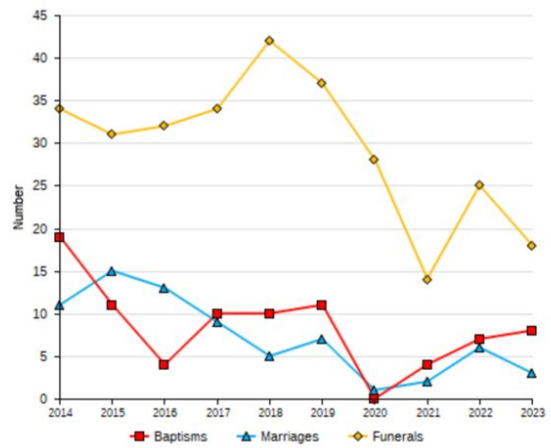
4. Average Weekly Attendance, (2014-2023)



2. Worshipping Community, (2016-2023)



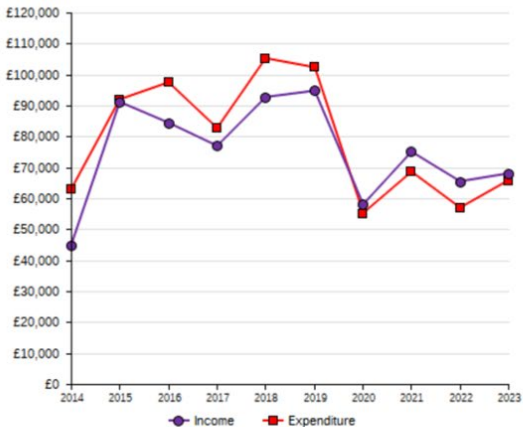
6. Baptisms, marriages and funerals, (2014-2023)



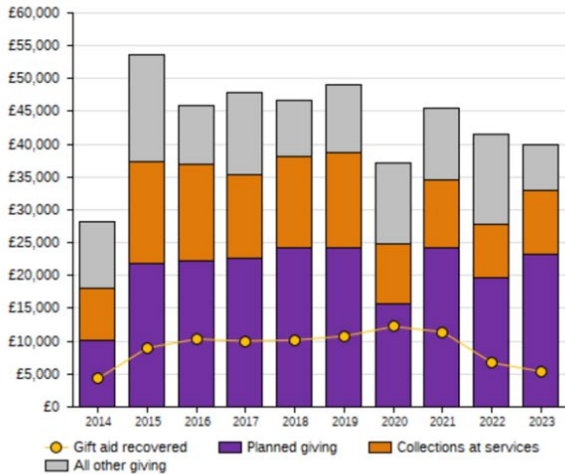


# FINANCIAL INFORMATION FOR MADRON & GULVAL

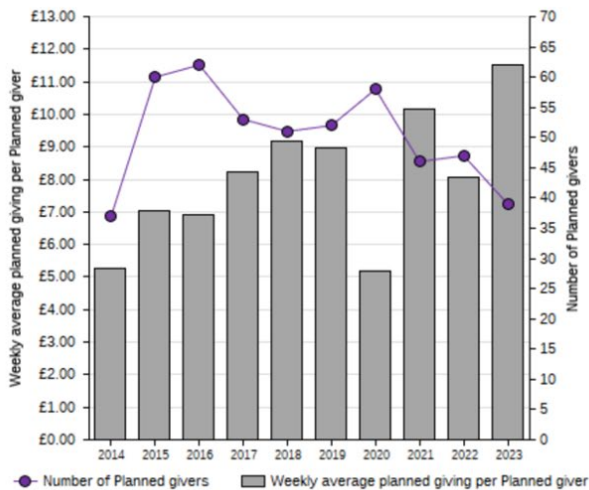
1. Total Income & Total Expenditure, (2014-2023)



2. Giving & Gift aid recovered, (2014-2023)



3. Planned giving & Planned givers, (2014-2023)



# SAFEGUARDING STATEMENT

These benefices recognise that the care and protection of children, young people and vulnerable adults involved in Church activities is the responsibility of the whole Church.

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](#) ([churchofengland.org](http://churchofengland.org)) 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](#)



## SAFEGUARDING - EVERYONE MATTERS - EVERYONE'S RESPONSIBILITY

The Diocese of Truro strives to be trauma informed, and is committed to developing safer policies, cultures, and practices.



# SUPPORT & WELLBEING

This mission area team recognises that this and most clergy roles are demanding. Providing support and caring for your **wellbeing** is important to us. There is a commitment at senior level and the organisation generally 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 diocesan 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.

The screenshot shows the Diocese of Truro website. At the top, there is a navigation bar with links: ABOUT US | FAITH, LIFE & PRAYER | WHAT'S ON | NEWS | CONTACT US | DIRECTORY LIVE. Below this is a search bar with the text "Search our website" and a magnifying glass icon. A dark purple navigation bar contains the following menu items: OUR VISION | CREATION CARE | EDUCATION | GOVERNANCE | MINISTRY | PARISHES & DEANERIES | SAFEGUARDING | SOCIAL ACTION. The main content area is titled "MINISTRY » FOR CLERGY »" and "CLERGY WELLBEING". On the left, there is a large image of a landscape with the text "BE STILL AND KNOW THAT I AM GOD" repeated four times. To the right of the image, the text reads: "Ordained ministry for many is not just a calling, but goes deeper. It is something that you know is what and who you are in every part of your being, and have to do. However, the challenges that come with that passion and belief can become too great, or overpowering." Below this, a question is posed: "How far does the sense of deep vocational fulfilment continue into the day-to-day life of ordained ministry? Amid the growing pressures and trials of daily life, how can clergy continue to flourish in their life with God and with other people?" At the bottom, it states: "Clergy can struggle with these questions. It is why clergy wellbeing is not only a national priority of the Church of England, but also of the bishop, the senior team, and diocesan staff. The Big Conversation that the Church of England has asked dioceses to have is an initiative that we will be taking forward in". On the right side of the page, there is a "FIND DOCUMENTS" section with a "< BACK" link and a list of documents: Clergy Handbook, Clergy Wellbeing (highlighted), Curates & Training Incumbents, Ministerial Development Review, and Self-Supporting Ministers.

# MORE INFORMATION

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

**E** [archdeacons@truro.anglican.org](mailto:archdeacons@truro.anglican.org)

---

## GET IN CONTACT

**T** 01872 274351

**E** [info@truro.anglican.org](mailto:info@truro.anglican.org)

**www.trurodiocese.org.uk**

The Old Cathedral School,

Cathedral Cloes, Truro

TR1 2FQ

