



PRIEST IN CHARGE WITH OVERSIGHT RESPONSIBILITIES IN THE TRIBUTE CLUSTER

PARISH PROFILE & STATEMENT OF NEEDS



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OUR ARCHDEACON

The deanery of West Wivelshire has started work to implement a deanery plan that offers a vision of fruitfulness and sustainability for the churches and the parishes they serve. It is a deanery in good shape and good heart with an energised Chapter and supportive Rural Dean. There is plenty to celebrate in each of the clusters and opportunities for closer working.

The Tribute Cluster of four parishes is not yet a single benefice but work is underway to make the strong relationship between the parishes a legal reality. That will give rise to new opportunities, strategic working and options to explore mission and ministry in different ways. Work to build cohesion and mutuality within the benefice will be important.

The journey of recent years has seen significant change within the parishes, some challenges plus new life and innovation. Here is a group of parishes with vision and energy to grow under the enabling and supportive leadership of an Oversight Minister. The priest for this cluster will have a heart to work collaboratively with the wider deanery and the instinct and gifts to identify and equip local leaders with whom they can share the ministry and be a 'team'.

The ability to embed oversight ministry requires an understanding and honouring of the presence of the church in each community, and an awareness that the priest is shepherd, sentinel and more – not seeking

to be the one to 'do' all but rather understanding their distinctive calling and helping others to do the same. This is a lovely cluster of parishes in a beautiful part of rural south-east Cornwall. Come prayerfully, with an open heart, sleeves rolled up, and a pair of wellies!

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, 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.

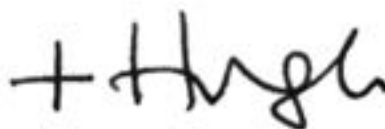
So we seek clergy who are faithful in prayer and worship, and who are missional in imagination and heart; those with a pastoral passion for people and communities and their flourishing. We are looking for joyful and hopeful disciples and ambassadors of Christ: people who share the Gospel with energy 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

Along with every deanery in the Diocese of Truro, West Wivelshire is implementing our Deanery Plan which gives focus to our worship, discipleship, and mission and ministry in this beautiful part of South East Cornwall.

At the heart of our plan, and the focus of our activities, is our desire to engage across our communities; to be and bring the good news of Jesus Christ to everyone. In particular, the Deanery Plan sets out our aim to develop our work with families and young people and those parts of our community where there is poverty and social disadvantage.

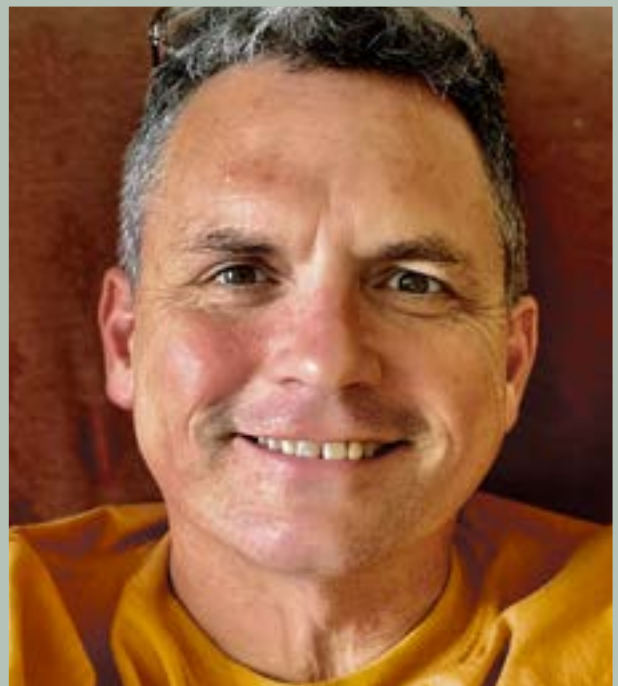
We are also working hard to develop all-member ministry within our parishes. We are developing ways to work together to identify, encourage and equip all the people of God in active ministry and mission. The Tribute Cluster is looking for an Oversight Minister who can help the parishes to continue their journey of engagement with God and their communities with fresh ideas and lots of energy.

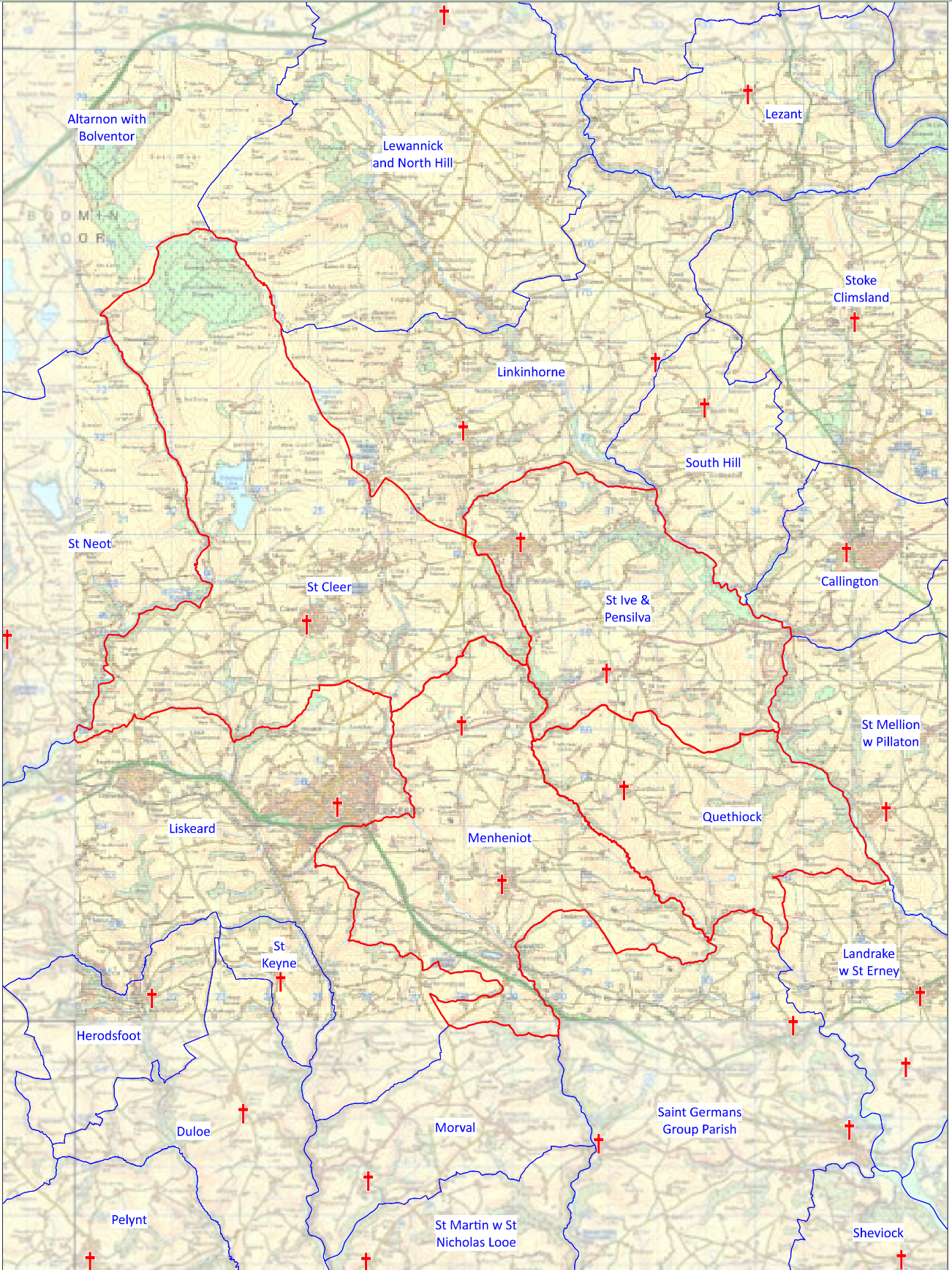
West Wivelshire deanery consists of five benefices of largely rural and coastal communities, with Liskeard and Looe being the main towns. It is a great place to live, particularly if you love the outdoors and want to take advantage of our wonderful moors, woodlands, coastal path and beaches.

South East Cornwall is a wonderful place to live and minister. It is well connected with the rest of Cornwall through road and train links and visits 'up country' – what the Cornish call the rest of the UK – are really easy.

We are a small (yet perfectly formed) and supportive Chapter, which values encouragement, fellowship, collaboration and the occasional pub meals rather than simply downloading information. We are looking forward to welcoming, supporting and working with the new Priest in Charge for the Tribute Cluster. We have some ideas of our own and would love to hear and support a vision that you have to make Jesus known amongst us.

REVD BEN MORGAN-LUNDIE
RURAL DEAN





This map was compiled for the Diocese of Truro by Alistair Sutherland in October 2024 with digital data from Field Dynamics. It contains parish data supplied by the Commissioners of the Church of England, church location data from A Church Near You, and Ordnance Survey data reproduced with the permission of Ordnance Survey on behalf of HMSO. © Crown copyright and database right 2024. All rights reserved. Ordnance Survey licences nos 100040148 and 100019918. Please note that some legal parish names may be abbreviated here for clarity.

OUR VISION

‘Through worship and visible service, spread the love of God to inspire, engage and include all in our diverse communities’

Our cluster of five churches was only established in 2019 but in that time a sense of togetherness and cooperation between the parishes has increasingly developed. In a rural setting, the five churches serve a wide area and

communities with varying needs. Within each church there have been significant positive developments in recent years and there is no doubt that it is a lovely area in which to live and work!



OUR PARISHES

ST LALLUWY'S, MENHENIOT

The Parish Church of St Lalluwy (Grade I) has been used for worship since the 13th Century, having a capacity of about 240. The PCC is currently considering ways in which the church building may be adapted for future use and in response to essential repair work, for example to the tower. As well as bells, the tower houses a clock which provides a valued community service.

The Vestry Room is used for a variety of village and church activities, while located adjacent to the vicarage is a Holy Well.

The three churchyards are managed following the objectives of the Living Churchyards scheme.

The PCC believes that the main church services should be conducted with traditional dignity and ceremony without extremes of practice. However, as evidenced in recent times, it is open to a range of worship styles in order to meet the needs of a diverse worshipping community. On Sundays, Holy Communion services occur once or twice a month while lay led services take the form of Morning Worship. On the fourth Sunday of the month a morning Café Church service is held with evening prayer later in the day. At 10am every Thursday a Holy Communion service takes place.

Services held in the churchyard and on a farm demonstrate that acts of worship are not confined to the church buildings! It also demonstrates the willingness of a largely 'mature' congregation to embrace meaningful, appropriate and diverse expressions of worship.

The church is a focus for the wider community, having an important role with regard to baptisms, weddings and funerals as well as for village events such as Remembrance Sunday, Christmas services and for school and playgroup events/services. Wider and greater community involvement with the church is not only due to varied worship but also to the range of groups/activities with which the church has become associated. These include Kowetha, Mothers' Union, Teatime church, Home Study Groups, Scout group, village school (which is not a church school but wishes to continue to build good links with the church), Liskeard Foodbank, Baby Basics, Royal British Legion, Playgroup, The Old School, Oakleigh House.



OUR PARISHES

ST JOHN'S, PENSILVA

St John's Mission Church is a timber-framed building built on land donated by the Reverend Hobhouse, initially clad in corrugated iron and affectionately known as the Tin Tabernacle. The church was re-ordered in 1996, when the corrugated iron was removed and replaced by a pebble dashed exterior.

We are aware of a number of needs in the wider community. These include pensioners and young families on limited incomes requiring facilities that do not need transport to access them. Due to health issues and age many do not have access to cars, others find driving at night difficult. Therefore, for community worship the church needs to be central to that community.

The church is situated centrally in Pensilva, a large expanding village with a population of approximately 1,600 located in St Ive parish, established when the centre of population moved from St Ive in the 1800s.

The primary school is not a church school. However, a close relationship with the church is established.



The congregation of St John's is mainly elderly enjoying traditional low-church worship. The PCC wish to strengthen links with St Ive by forming a joint PCC.

The church has one Reader and two Worship Leaders.

Recently a programme of Teatime Church has begun to reach out to young families. In addition, young families are encouraged through our Christingle and light festival.

St John's Mission Church serves the community through our Memory Café for those with memory problems and their carers. Also through the Good Grief Café, offering prayer and consolation to those who suffer loss of whatever kind.

A midweek Morning Prayer is well attended.



OUR PARISHES

ST HUGH'S, QUETHIOCK

Quethiock is an extremely rural parish with, at its heart, the village itself. Here St. Hugh's church, the C of E Primary School and the Parish Hall are situated. There are also two hamlets within the parish, Trehunist and Blunts. The surrounding areas consist of many outlying farms, rural properties and cottages; all connected by a web of single track lanes wending their way through undulating and beautiful countryside.

Apart from farming, a wide range of occupations are represented, alongside a large retired community. There is also an element of commuting.

The school is part of the St. Barnabas Church of England Multi Academy Trust. There are 72 pupils on roll (July 2024) and there is also a pre-school. Some children from the parish attend but most come from elsewhere. The latest Ofsted rating was Good. The school emblem is the Swan of St. Hugh and the preschool is known as the Cygnets. Leavers normally go to Callington Community College but can also choose to go to Liskeard Community College. The school has a strong Christian ethos, with activities both in-house and at St. Hugh's.

St. Hugh's (www.sthughquethiock.org.uk) is a glorious



and well-loved medieval church which underwent a very necessary and radical renovation in the 1880s. Another restoration took place in the 1990s, resulting in the church that can be seen today. Outside, the churchyard is a haven for wildlife where people can sit and enjoy the tranquillity. The active PCC has just adopted a Parish Creation Care policy.

There is a regular congregation at services which include Holy Communion, Morning and Evening Worship, for which we are very fortunate to have a wonderful organ and organist. Our services are weekly, thanks to the generosity of our Licensed Reader. Church festivals are very well supported by parishioners of all ages. Whilst the current ethos is quite traditional, the PCC would consider adapting gradually to include other, perhaps more family-friendly, forms of worship. We are working urgently to provide toilet facilities, which will also provide something of a relief to our large social event audiences(!). Members of St. Hugh's congregation organise a popular monthly pop-up lunch café, which provides an opportunity for residents to meet for a meal within the village, as well as raising much needed funds.



OUR PARISHES

ST CLEER

St Cleer Parish Church, a beautiful medieval building, lies in the middle of the village. We try to be at the heart of the community also. There are excellent links with village organisations like the Memorial Hall and the Open Doors project.

The congregation is diverse, coming from different walks of life, and of varying churchmanship. On Sundays, about 30 people regularly attend. This number is growing slowly. We hold some of the cluster Tea Time Services for families.

Our Electoral Roll numbers 59. Our pattern of worship was based on the modern Catholic tradition. In recent years there are more services of the Word (we have three Local Worship Leaders (LWLs)). When Holy Communion is celebrated (usually twice a month) this is now in the central tradition of churchmanship. Our congregation is broadly liberal in its approach to matters of sexuality and the LLF initiative, while those of traditional views are respected.

We are able to meet our MMF commitments.

The village population (3257 people) is also spread around its outlying communities. The nearest town Liskeard is 3 miles away. People tend to work in Liskeard or commute to Plymouth.

We have two primary Schools. We enjoy links with St Cleer Primary Academy and want to develop links with Darite Academy. After primary school, most pupils go on to secondary education at Liskeard.

Two church members are Anna Chaplains. www.annachaplaincy.org.uk We want to grow this ministry. We have one Residential Home.

Relationships across our cluster are excellent. We hope to see a Pastoral Scheme formalising these arrangements completed soon.

Our congregation is generally mature in years and we would dearly love to see younger people and children join us.



OUR PARISHES

ST IVE

This medieval church has an illustrious history. In 1150, King Stephen gave the manor to the Knights Templar. Canon Hobhouse became the Rector in the mid-nineteenth century, his daughter Emily was an international humanitarian heroine, following her work during the Boer War. **Emily Hobhouse | Boer War, Suffragette, Relief Work | Britannica**

The church is a thriving and welcoming place of worship having survived temporary closure. The premises are well maintained and in a good condition. There is a car park and kitchen. The congregation is growing with two services a month after which there are refreshments served as a time for fellowship and socialising. There is a strong relationship with the Methodist Church.

Monthly concerts, table top sales & flower festivals draw in the community and visitors. During Lent weekly Lent Lunches are popular with the whole village, as are the summer Cream Teas. These well coordinated events are organised by the PCC, a hard working group led by two dedicated Churchwardens.

The newly opened "Story of Emily" on the site of the old Rectory is supportive of the church.



The PCC wish to strengthen links with St John's, Pensilva, by forming a joint PCC.

The village of St Ives is small with many outlying farms and hamlets.

There are several young families in the village, the church hopes to encourage more to join events and become part of the regular congregation.

There are many older parishioners; the church maintains a high level of pastoral care for those who need it, as well as welcoming their expertise and life experience.



OUR PARISHES

ZOOM CHURCH

During the Covid 19 pandemic we began to meet as a cluster on Zoom. In addition to Sunday morning worship an Evening Prayer time began at 7 pm every evening. This followed the Common Worship Contemporary prayer service, available on the diocesan website or in books.

Amazingly four years later these services continue. In total there are 12 worshippers, from around the cluster but also one person working away from home in Evesham, one from Cheltenham and one from the U.S.A. The age range is from early twenties to late eighties.

Sunday services are led by a Reader or Local Worship Leader. Evening prayers are led by the attendees, taking it in turns, if they would like to. This is a wonderful opportunity for people who are unwell at home or in hospital, away from home, disabled, or unable to physically get to a church, to feel part of a congregation. Sunday services include hymns, bible readings and a reflection, within the usual structure of a church service.

Zoom Church is a true cluster wide congregation, supporting each other spiritually and physically, as needed, and supported by the priest, who attends on an ad hoc basis.



OUR HOPE

Simply recorded, our main hope is that our new Priest in Charge will further develop the established strengths of our cluster in order to 'grow the church' in this part of God's Kingdom. In achieving this, we would look to that person to encourage our congregations' spiritual growth through inspirational worship and teaching as well as to build upon

the existing pastoral care across the cluster. We would also hope that our new Priest in Charge will strengthen the links between all the churches, schools and other organisations in our parishes, being sensitive to and willing to embrace the diverse and specific needs of a rural community.

OUR SCHOOLS

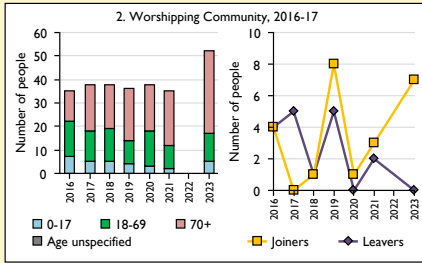
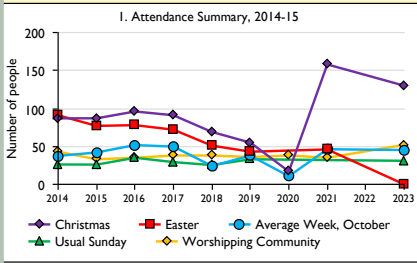
SCHOOL	TYPE	NUMBERS ON ROLL	OFSTED RATING & DATE	SIAMS
MENHENIOT	Primary (not church affiliated)	156	GOOD (2024)	N/A
PENSILVA	Primary (not church affiliated)	97	REQUIRES IMPROVEMENT (2023)	N/A
QUETHIOCK (ST BARNABAS MAT)	Primary (C of E)	72	GOOD (2022)	GOOD (2018)
ST CLEER ACADEMY (BRIDGE MAT)	Primary (not church affiliated)	232	GOOD (2024)	N/A
DARITE ACADEMY (BRIDGE MAT)	Primary (not C of E)	49	GOOD (2019)	N/A
LISKEARD COMMUNITY COLLEGE (SE CORNWALL MART)	Secondary (not church affiliated)	1,175	GOOD (2020)	N/A
CALLINGTON COMMUNITY COLLEGE (WESTCOUNTRY SCHOOLS TRUST)	Secondary (not church affiliated)	890	GOOD (2023)	N/A

PERSON SPECIFICATION

ESSENTIAL	DESIRABLE
Leading parishes and individuals in growth and discipleship, including growing a church.	
Pastoral care, having both oversight and engagement, within congregations and communities.	
Working collaboratively with others and nurturing leadership qualities and vocations.	Developing, supporting and supervising a pastoral team.
	Involvement in schools and community groups.
Ministering in rural situations	Encouraging relationships both across the Cluster and ecumenically.
	Leading major projects and initiatives with multiple stakeholders, from initial funding to completion.
A commitment to excellent safeguarding practice which seeks to protect the most vulnerable in our communities.	
Demonstrating vision and strategic thinking, and the ability to enable change.	
An understanding and commitment to valuing equity, diversity and inclusion within our communities.	
	Able to prioritise, time manage themselves, whilst maintaining a good work/life balance
A good preacher and able to engage with the diverse styles of worship and traditions across the churches.	Able to encourage and develop new styles of worship and outreach
	Confident in talking about giving and finances, encouraging planned giving as a mark of discipleship.
An understanding of the role of health and safety in ministry.	Knowledge of the Governance requirements for PCCs
Committed to personal prayer and spiritual growth.	
Willingness and ability to travel across the benefice and deanery.	Full UK driving licence and access to own transport.
IT literate and comfortable in using and engaging with new technology	Comfortable in engaging with various media platforms
A good communicator and listener, caring and discerning	
Mission-focused, with a passion for bringing people to faith	
Understanding of and commitment to the strategic objectives and Plan for Change and Renewal of the diocese.	

ATTENDANCE INFORMATION

MENHENIOT



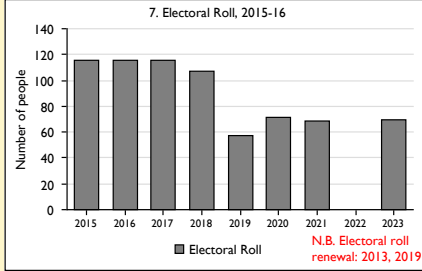
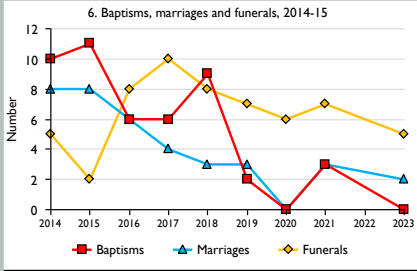
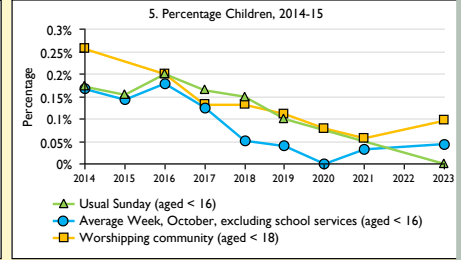
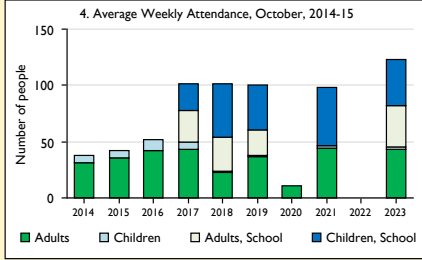
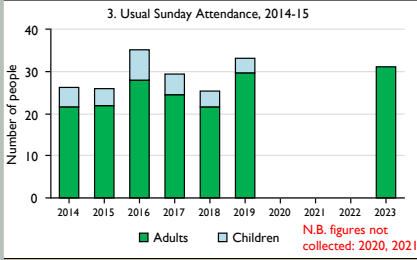
Parish Census and deprivation summary
Parish population (2021): 1730

	Parish	Diocese	National
% aged 0-19	20%	20%	23%
% aged 20-44	22%	26%	33%
% aged 45-69	39%	34%	31%
% aged 70 & over	19%	19%	14%
% Christian	52%	45%	46%
% non-Christian religion	1%	2%	11%

Parish deprivation rank (IMD 2019): 2495
(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcgis/1Ra54CS>
<https://www.churchofengland.org/researchandstats>
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2023): 1 **Parish Code: 390306**



This dashboard contains figures as submitted by churches currently in the parish

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.

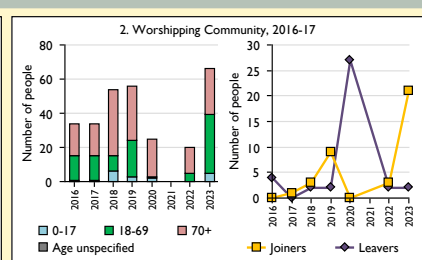
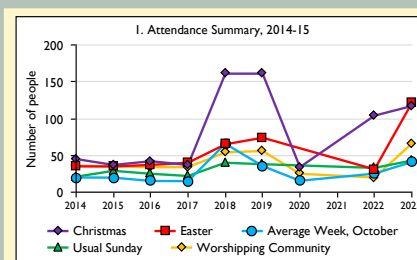
Census data: taken from the 2021 national Census.

Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.

The above statistics have been mapped onto parish boundaries so are approximations.

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

STIVE & PENSILVA



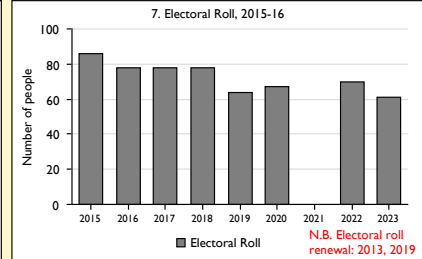
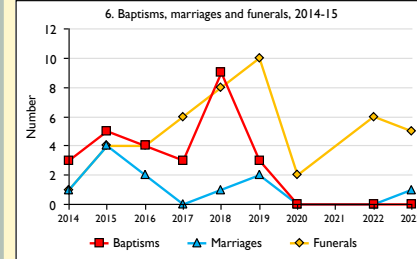
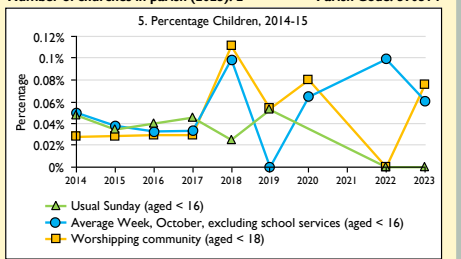
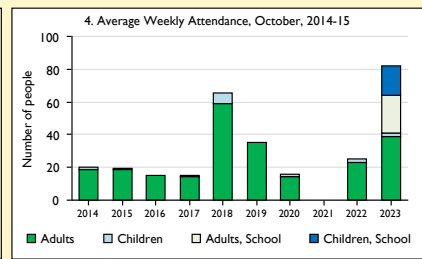
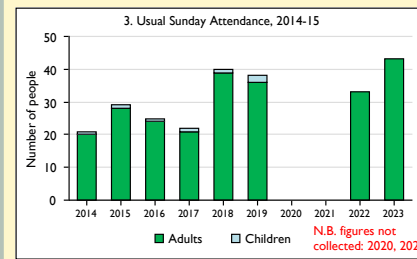
Parish Census and deprivation summary
Parish population (2021): 2296

	Parish	Diocese	National
% aged 0-19	19%	20%	23%
% aged 20-44	20%	26%	33%
% aged 45-69	40%	34%	31%
% aged 70 & over	21%	19%	14%
% Christian	48%	45%	46%
% non-Christian religion	2%	2%	11%

Parish deprivation rank (IMD 2019): 3210
(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcgis/1Ra54CS>
<https://www.churchofengland.org/researchandstats>
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2023): 2 **Parish Code: 390314**



This dashboard contains figures as submitted by churches currently in the parish

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 2021 national Census.

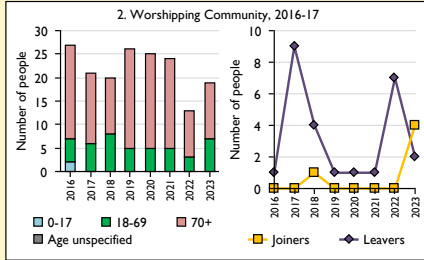
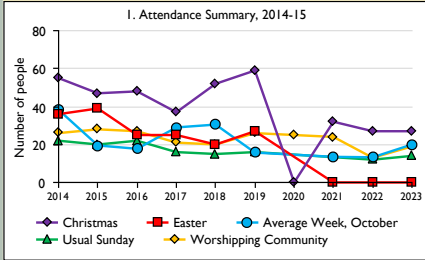
Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.

The above statistics have been mapped onto parish boundaries so are approximations.

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ATTENDANCE INFORMATION

QUETHOCK



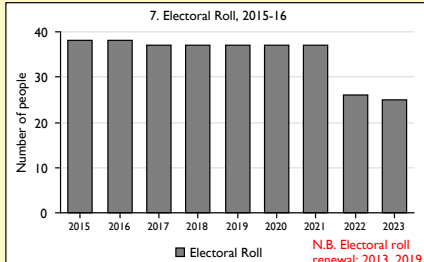
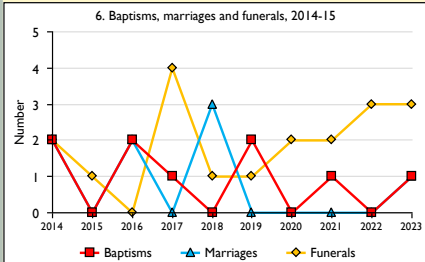
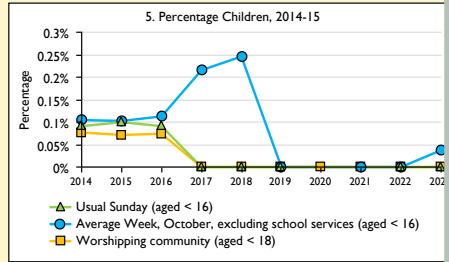
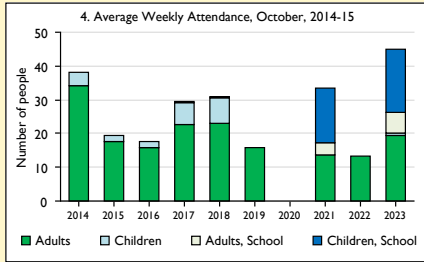
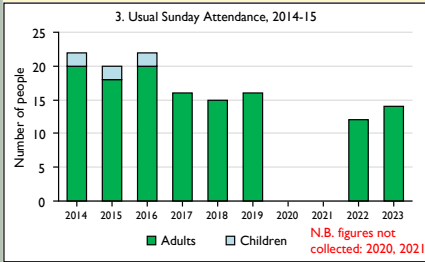
Parish Census and deprivation summary
Parish population (2021): 477

	Parish	Diocese	National
% aged 0-19	16%	20%	23%
% aged 20-44	18%	26%	33%
% aged 45-69	46%	34%	31%
% aged 70 & over	20%	19%	14%
% Christian	53%	45%	46%
% non-Christian religion	1%	2%	11%

Parish deprivation rank (IMD 2019): 3692
(1=most deprived parish in the Church of England, 12,239=least deprived)

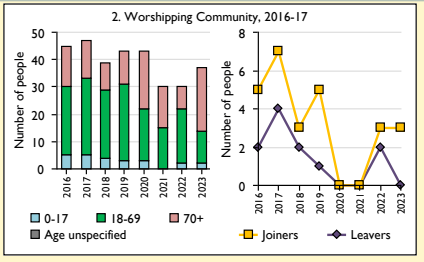
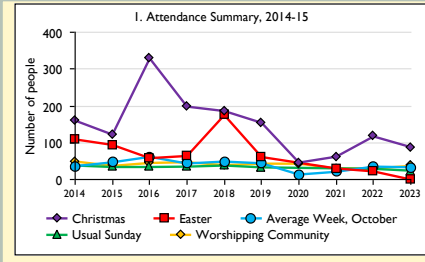
For more detailed census & deprivation info: see <http://arcg.is/1Ra54CS>
<https://www.churchofengland.org/researchandstats>
<http://www2.cuf.org.uk/poverty-england/poverty-map>

Number of churches in parish (2023): 1 **Parish Code: 3903**



This dashboard contains figures as submitted by churches currently in the parish
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 2021 national Census.
Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.
The above statistics have been mapped onto parish boundaries so are approximations.
For more information, see: <https://www.churchofengland.org/researchandstats>

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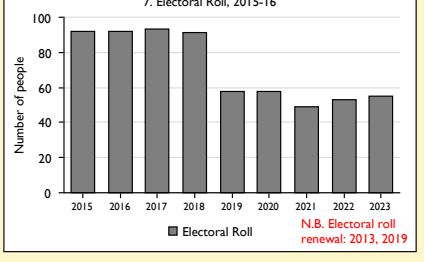
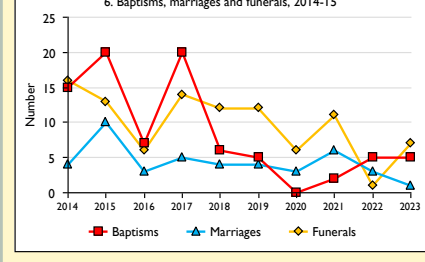
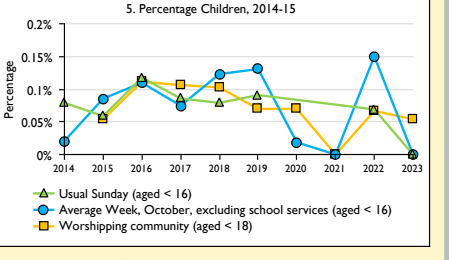
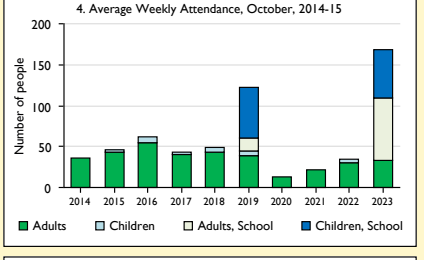
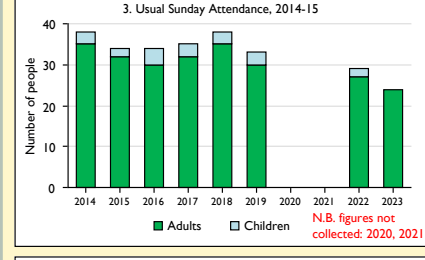
Parish Census and deprivation summary
Parish population (2021): 3351

	Parish	Diocese	National
% aged 0-19	16%	20%	23%
% aged 20-44	22%	26%	33%
% aged 45-69	41%	34%	31%
% aged 70 & over	21%	19%	14%
% Christian	46%	45%	46%
% non-Christian religion	2%	2%	11%

Parish deprivation rank (IMD 2019): 2814
(1=most deprived parish in the Church of England, 12,239=least deprived)

For more detailed census & deprivation info: see <http://arcg.is/1Ra54CS>
<https://www.churchofengland.org/researchandstats>
<http://www2.cuf.org.uk/poverty-england/poverty-map>

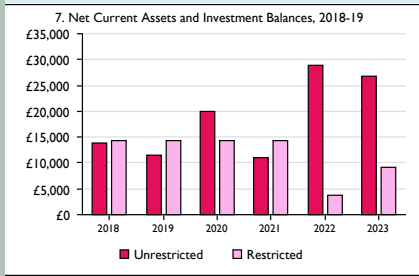
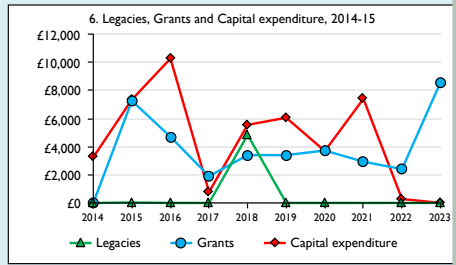
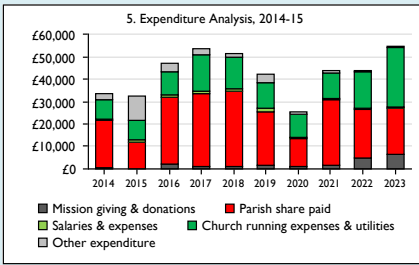
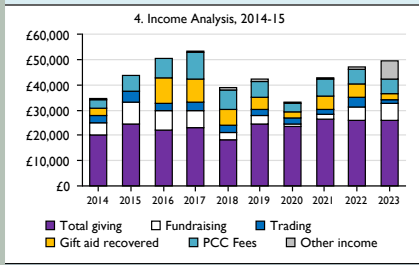
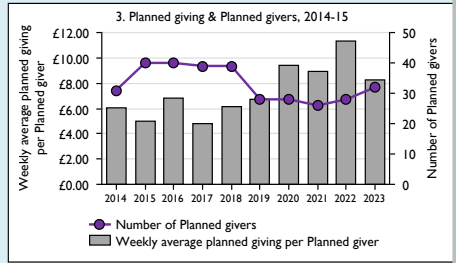
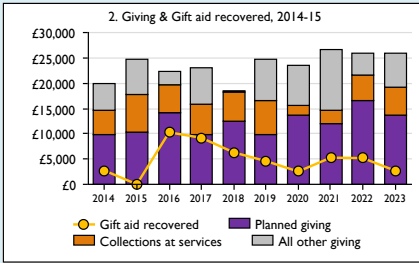
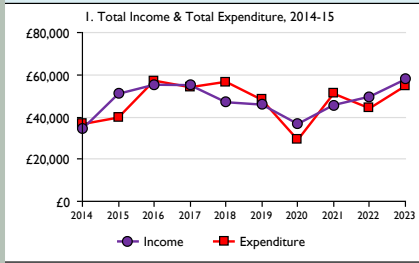
Number of churches in parish (2023): 1 **Parish Code: 390313**



This dashboard contains figures as submitted by churches currently in the parish
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 2021 national Census.
Deprivation statistics: IMD taken from the English Indices of Deprivation, published by the Ministry of Housing, Communities & Local Government, Sept 2019.
The above statistics have been mapped onto parish boundaries so are approximations.
For more information, see: <https://www.churchofengland.org/researchandstats>

FINANCIAL INFORMATION

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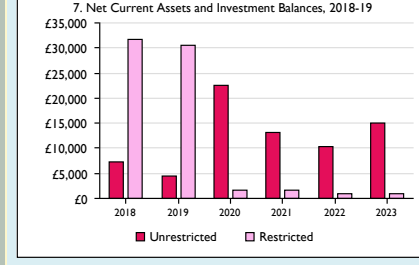
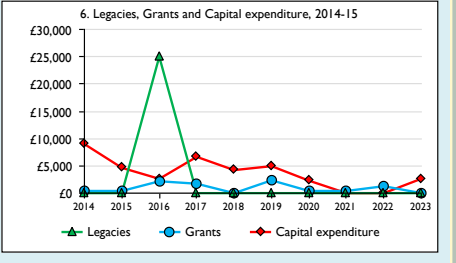
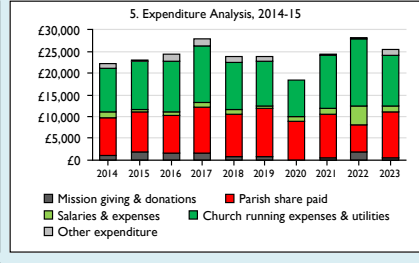
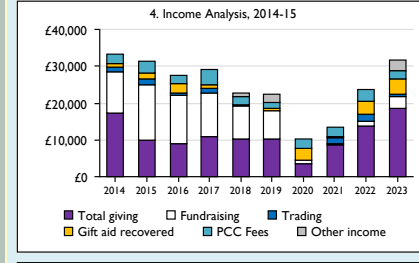
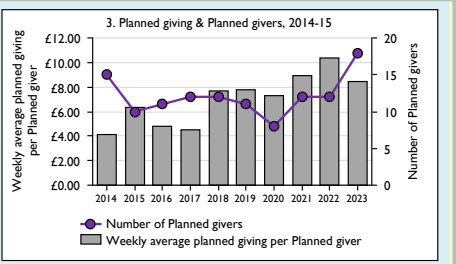
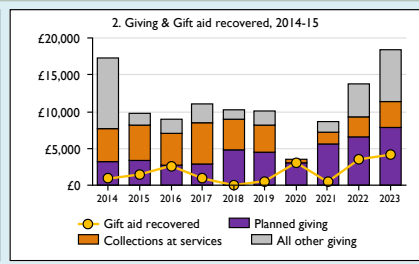
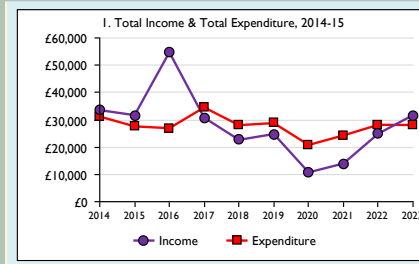


Weekly average planned giving per planned giver (2023)
Parish: 8.25
Diocese: 0.0

Notes & definitions
This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.
Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.
Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.
Graph 4 shows income other than grants and legacies.
Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.
Graph 4: **Other income** = Dividends, interest, income from property + Any other income.
Graph 5 shows expenditure other than capital expenditure.
Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.
Graph 5: **Running expenses & utilities** also includes governance costs.
Graphs 1-6: Unrestricted and Restricted amounts have been combined.
For further definitions please see the guidance notes attached to the Return of Parish Finance:

Number of churches in parish (2023): 1
Parish code: 390308

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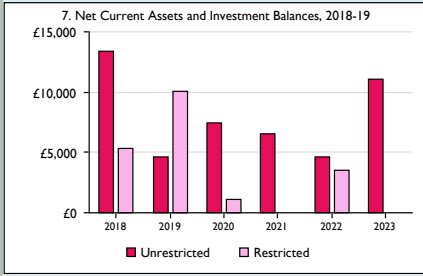
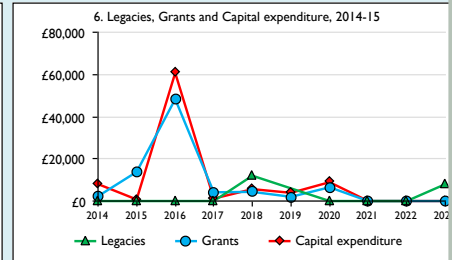
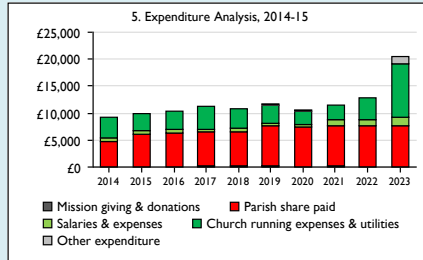
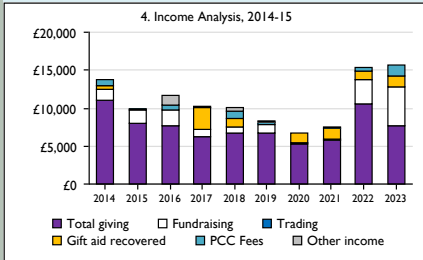
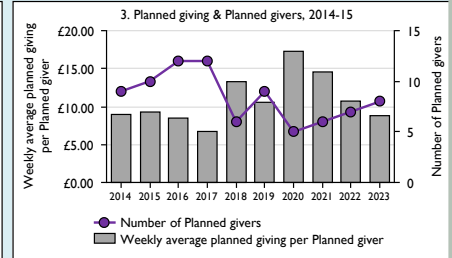
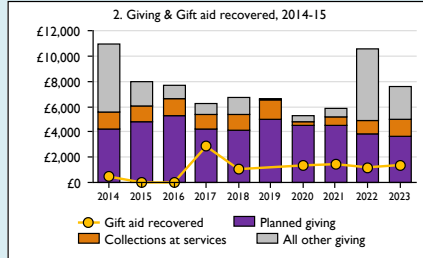
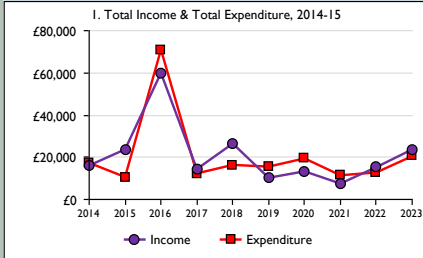
Weekly average planned giving per planned giver (2023)
Parish: 8.46
Diocese: 0.0

Notes & definitions
This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.
Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.
Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.
Graph 4 shows income other than grants and legacies.
Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.
Graph 4: **Other income** = Dividends, interest, income from property + Any other income.
Graph 5 shows expenditure other than capital expenditure.
Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.
Graph 5: **Running expenses & utilities** also includes governance costs.
Graphs 1-6: Unrestricted and Restricted amounts have been combined.
For further definitions please see the guidance notes attached to the Return of Parish Finance:

Number of churches in parish (2023): 2
Parish code: 390314

FINANCIAL INFORMATION

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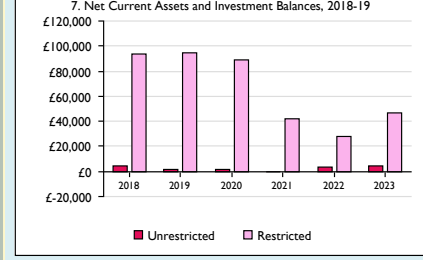
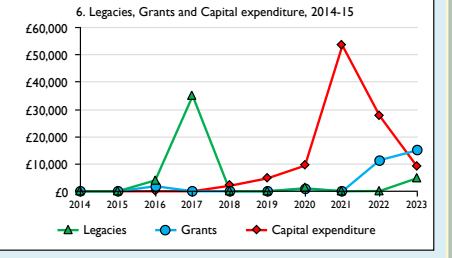
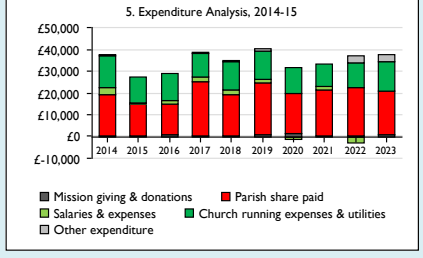
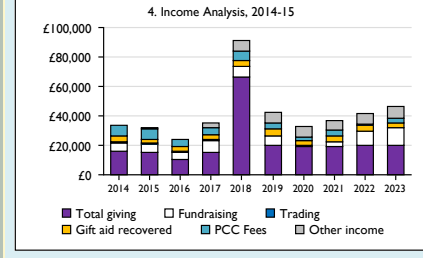
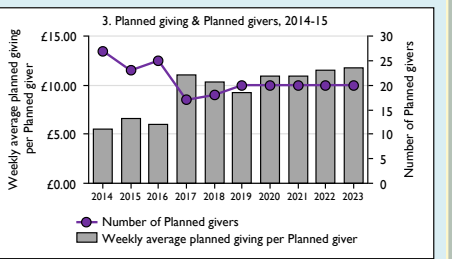
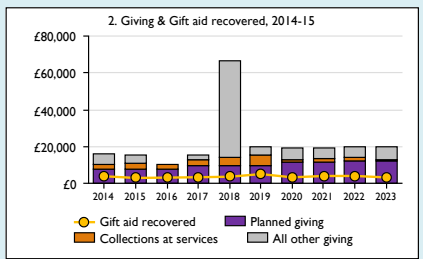
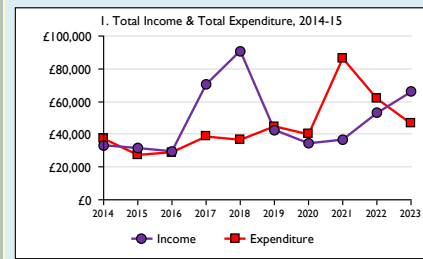


Weekly average planned giving per planned giver (2023)
Parish: 8.87
Diocese: 0.0

Notes & definitions
This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.
Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.
Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.
Graph 4 shows income other than grants and legacies.
Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.
Graph 4: **Other income** = Dividends, interest, income from property + Any other income.
Graph 5 shows expenditure other than capital expenditure.
Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.
Graph 5: **Running expenses & utilities** also includes governance costs.
Graphs 1-6: Unrestricted and Restricted amounts have been combined.
For further definitions please see the guidance notes attached to the Return of Parish Finance:

Number of churches in parish (2023): 1
Parish code: 390317

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Weekly average planned giving per planned giver (2023)
Parish: 11.8
Diocese: 0.0

Notes & definitions
This dashboard contains figures as submitted by churches currently in the parish; gaps may be the result of missing returns.
Graph 2 shows a detailed breakdown of the **Total giving** figure in graph 4.
Graph 3: **Planned giving** = Tax efficient planned giving + Other planned giving; **Planned givers** = Tax efficient planned givers + Other planned givers.
Graph 4 shows income other than grants and legacies.
Graph 4: **Total giving** = Tax efficient planned giving + Other planned giving + Collections at services + All other giving, including special appeals.
Graph 4: **Other income** = Dividends, interest, income from property + Any other income.
Graph 5 shows expenditure other than capital expenditure.
Graph 5: **Other expenditure** = Fund-raising activities + Mission and evangelism costs + Cost of trading + Other expenses.
Graph 5: **Running expenses & utilities** also includes governance costs.
Graphs 1-6: Unrestricted and Restricted amounts have been combined.
For further definitions please see the guidance notes attached to the Return of Parish Finance:

Number of churches in parish (2023): 1
Parish code: 390313

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) 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 menu with links: ABOUT US | FAITH, LIFE & PRAYER | WHAT'S ON | NEWS | CONTACT US | DIRECTORY LIVE. Below the menu is a search bar with the text "Search our website" and a magnifying glass icon. The main navigation bar is dark purple with white text: OUR VISION | CREATION CARE | EDUCATION | GOVERNANCE | MINISTRY | PARISHES & DEANERIES | SAFEGUARDING | SOCIAL ACTION. The "MINISTRY" link is highlighted. Below the navigation bar, the page is titled "MINISTRY > FOR CLERGY >" and "CLERGY WELLBEING". On the right side, 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. The main content area features a quote: "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 the quote is a paragraph: "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, there is another paragraph: "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



MORE INFORMATION

If you would like to find out more about this post, please contact Archdeacon Kelly Betteridge for an informal chat.
E archdeacons@truro.anglican.org

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E info@truro.anglican.org
www.trurodiocese.org.uk

