

May 2024



# HOUSE FOR DUTY MINISTER PENRYN BENEFICE CARNMARTH SOUTH DEANERY

## PROFILE & STATEMENT OF NEEDS

*St Gluvias,  
Mylor with Flushing,  
Mabe with Ponsanooth*



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# INTRODUCTION

Carmarth South Deanery have embraced a call to mission and ministry in and around Falmouth and Penryn.

Through the 'On the Way' consultation process a vision has been born in the deanery for the growth of a variety of new ministries, both lay and ordained, that will enable the deanery to embrace, with a renewed confidence, the **diocesan vision**.

Through prayer, consultation, and soul searching, Carmarth South Deanery has established two new benefices - the Benefice of Falmouth and the Benefice of Penryn. The new Benefice of Penryn includes the parishes of Mabe with Ponsanooth, Mylor, Flushing and Penryn. The churches and ministers within these new benefices, are committed to working together in mutual support, encouragement, and sharing of resources.

I arrived in November 2023 as the new Oversight Priest for Penryn Benefice. A vital part of the new plan for Penryn Benefice has been to appoint a House for Duty Priest who can work in partnership across the benefice.

At the heart of our vision is a partnership across the churches of Carmarth South for the sake of the gospel; the sharing of gifts, resources, and skills for mission and ministry is seen as essential for the long-term fruitfulness and sustainability of the parishes involved.

We are looking for a House for Duty Priest who can embrace the opportunities for mission and ministry that are emerging in the new Benefice of Penryn. A person who we can support and encourage by bringing their unique gifts and talents. Someone with a heart to serve

God in our communities, and who would enjoy being part of a friendly and supportive group of churches with a committed and active team of lay and ordained ministers.

## REVD EMMA DUROSE OVERSIGHT PRIEST FOR THE PENRYN BENEFICE



# 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**  
**BISHOP OF ST GERMAN'S**



# OUR RURAL DEAN

The vision for the deanery is one of unity in Spirit and purpose to: preach the gospel and reach the missing generations in the two towns of Falmouth and Penryn, as well as the villages that surround them.

In Christ, we recognise that our communities and churches are, unsurprisingly, very different. Together, we seek a way to be church which reflects our differences and draws upon each other's strengths.

Following Pastoral reorganisation, the Deanery of South Carnmarth now consists of two benefices: Falmouth and Penryn.

Our deanery plan allows for ministry in each benefice to include: A combination of Stipendiary (fte), Self-Supporting and PTO priestly ministry; plus, established Pastoral ministry and local worship leading teams. We also have one Reader within the deanery. The Stipendiary priest also carries the responsibility of oversight for the benefice.

The Falmouth Benefice includes the parishes of Budock, Mawnan, King Charles the Martyr, All Saints Church and New Street.

The Penryn Benefice includes the parishes of St Gluvias (Penryn), Mabe with Ponsanooth (one parish with one PCC), Mylor and Flushing.

A third benefice, Penwerris, situated in Falmouth, co-exists within the deanery, reflecting a desire to maintain its identity as a 'Society Church'. Missional work is already under way there under the banner of Christians against Poverty.

## **A DEANERY-WIDE MISSION AND MINISTRY PLAN**

There is already a Mission centre in Falmouth known as 'Fairwinds Café' at King Charles the Martyr Parish Church. It is an ideal place for engaging with the poor and marginalised as well as the student population. A second 'pop up' mission centre base is also envisaged for Penryn. Both centres are deanery initiatives, with LICF funding. The Missioner, working alongside the Oversight Priest, will look to help establish priorities for such mission in the Penryn Benefice.

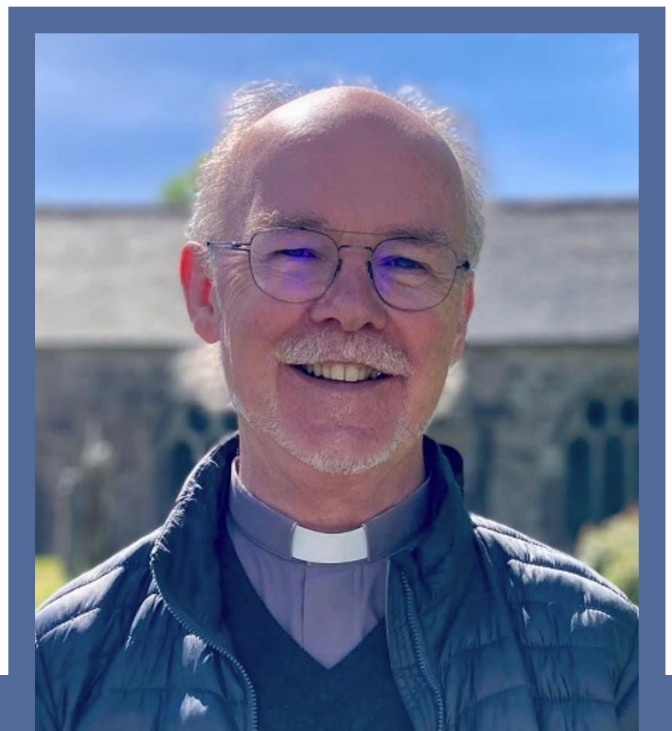
In addition, the Christians against Poverty (CAP) debt centre is now well established and, very much, a deanery initiative. The work continues to grow, with added requirement for more befrienders from the deanery, to accompany the

CAP manager on home visits. Training is provided and all safeguarding procedures are strictly adhered to. It is encouraging to note those who engage with CAP find it so rewarding. It is an enormous privilege to see the way in which people are helped to be set free from emotional as well as financial debt. Funding for this ministry is from LICF.

The deanery also finances a schools' worker on a part-time basis. The role includes supporting work that already takes place within our church schools; as well establishing new initiatives such as 'Advent Adventures' and 'Explore Easter'. Finally, our deanery budget also allows for admin assistance for each benefice.

[READ OUR DEANERY PLAN HERE](#)

## **THE REVd GEOFF BENNETT RURAL DEAN, CARNMARTH SOUTH**



# OUR VISION

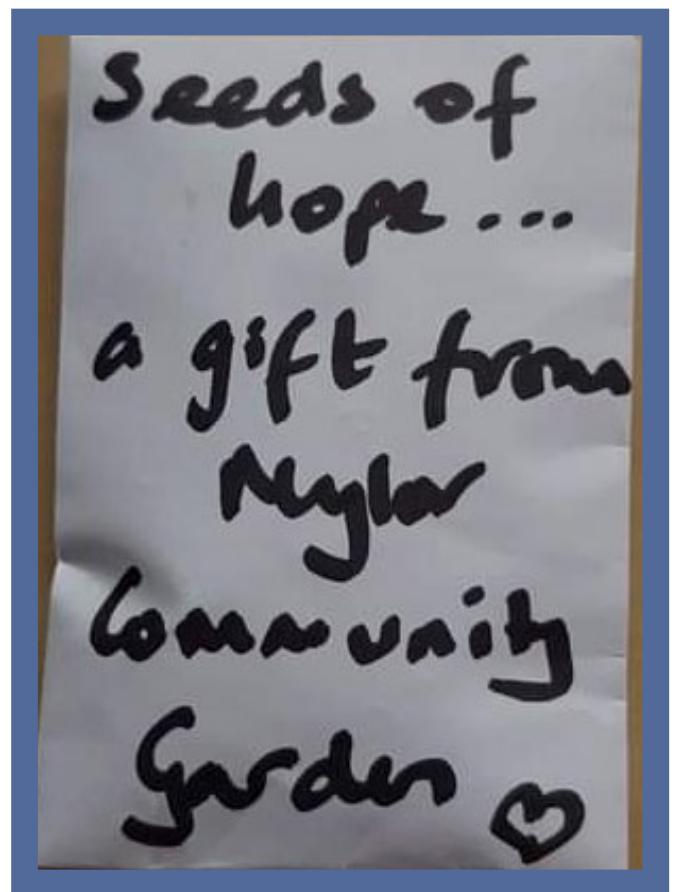
*To worship God, to know Christ better and, with the Holy Spirit's help, make Him better known through the entire community*

## VISION

- We will be a church dedicated to worshipping and following Jesus, growing together in faith and discipleship, and working actively to support the people we live among.
- We will work together in our parishes and with others across our deanery and beyond, as we serve our local communities and care for the vulnerable.
- We seek to reach out and bring people of all ages to faith and to the knowledge of the love of God in their lives.

## MISSION & MINISTRY PRIORITIES

- Teach and make disciples, growing in our own faith.
- Engage with and be more involved in our community, responding to the needs and injustices in our society
- Reach out and serve families and young people.
- Encourage inclusive and creative worship and opportunities for prayer.
- Be a welcoming place for all people and all ages.
- Ensure our churches and facilities provide holy and sacred places.



# HOUSE FOR DUTY MINISTER

## ROLE SPECIFICATION

- To have a heart for mission, particularly to engage with and build relationships with the community.
- To embrace and lead worship, creatively in differing contexts and traditions.
- To complement and work with the Oversight Minister
- To support and actively engage in the deanery.
- To discern and nurture lay ministry.

	ESSENTIAL	DESIRABLE
EXPERIENCE	Experience of working with a wide variety of people, both lay and ordained, to enable ministry opportunities to flourish	
	Imaginative and creative ways of working with young people.	Leading mission and outreach.
	Preaching and teaching, embracing, and adapting to different contexts and traditions with a joyful acceptance of a variety of forms of worship.	Leadership of worship in a variety of styles
KNOWLEDGE & SKILLS	Excellence in leadership of ministry and mission to grow the church.	
	Good communication skills	
	Be imaginative, creative, flexible, and prepared to think 'outside the box'	
	The ability to relate to people of all ages and recognise and encourage the gifts of others.	
	A confident and compelling communicator who can open our hearts and minds to God	
	An understanding of the mandatory requirements of safeguarding, equity, diversity & inclusion.	
	IT proficient, for example with Microsoft Office, email etc	Social Media skills
	Good time management and self- care	
	Willingness & ability to travel around the deanery	Full driving licence
PERSONAL QUALITIES	An inspirer and bearer of hope for the Church	
	Prayerful & compassionate with an openness & generosity of spirit	
	Good measure of wisdom, grace, patience and compassion	
	A passion for people and an enthusiastic desire to bring them to faith.	

# OUR VICARAGE

## LOCATION

**Mabe Burnthouse, TR10 9HN**

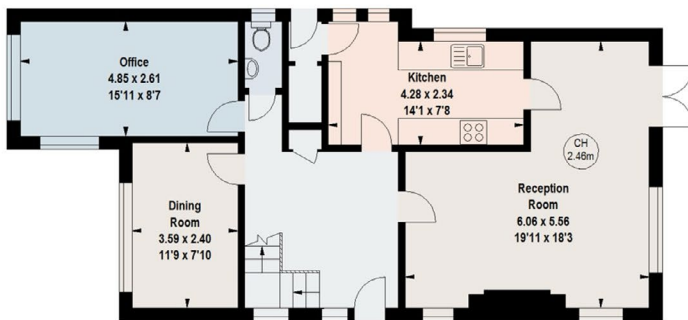
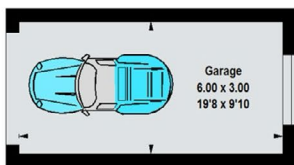
The floor plans and photos give an indication of The Vicarage within the village of Mabe, situated on the edge of Penryn.

The village has a good local store and a popular pub. There is a well used community hall hosting a weekly luncheon club and there are hourly buses into Falmouth passing through Mabe with train services from Penryn to Truro and beyond.

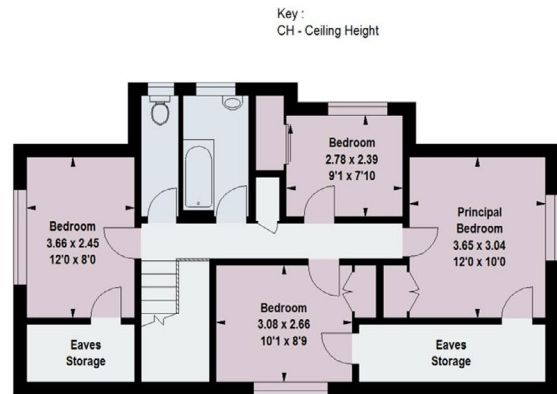
The detached house, originally built in the 1930s has been extended and sits in a good sized, but easily maintained garden, within the village.

A full refurbishment and upgrade has just been completed, the floor plans show a four bedroomed dwelling with good sized rooms, open plan to a degree on the ground floor but with a well-positioned study/office and a separate dining room.

There is gas fired central heating, the property is EPC rated D and overall is in good order.



**Ground Floor**



**First Floor**

Key :  
CH - Ceiling Height



# OUR MINISTRY TEAM

## MISSION AND MINISTRY IN PENRYN BENEFICE:

- **One full-time stipendiary clergy:** The appointment of an Oversight Minister for the Penryn Benefice was made in 2023.
- **One house-for-duty clergy:** This House for Duty Priest for Penryn is the final post we need to appoint to complete the Ordained Ministry Team across the Carnmouth South Deanery.
- **Local worship leaders:** In the Penryn Benefice we currently have seven Local Worship Leaders. The Local Worship Leaders lead a variety of different services across the benefice. Training for additional local worship leaders is ongoing within the diocese and further training will continue to be offered in the future.
- **One self-supporting minister:** Serving as Priest in Charge of Flushing.
- **Permission to Officiate:** We have super support from three clergy with permission to officiate and also enjoy good support from clergy outside the benefice who assist with taking services.

## DEANERY MISSIONER

We have a Deanery Missioner who is pursuing some exciting missional opportunities across Carnmarth South Deanery. We are continually praying and seeking missional opportunities to engage in the Penryn Benefice.

## CHILDREN, FAMILIES AND SCHOOLS LEAD

We have an excellent part-time Children, Families and Schools' lead. Through her work across Carnmouth South Deanery all the key stage 1 children are involved in Advent Adventure work and key stage 2 children are involved in Easter Explore. These workshops are run with support from the local churches and they are a huge blessing providing vital links with the schools. We are in the process of introducing a spring workshop for Year 6 Children called Pilgrimage and Moving on.



## ADVENT ADVENTURES

350 school children, aged five to eight, enjoyed Advent Adventures workshops, supported by 21 volunteers.

The workshops gave pupils the opportunity to make Christmas wreaths, dress up as nativity characters, hear the Christmas story, and make prayer baubles helped by an army of volunteers from the churches. Biscuits and refreshments were then enjoyed as the sessions ended.

The workshops are part of Carnmarth South's deanery plan to build relationships with children, young people, families, and schools. Ensuring volunteers from each church take part in the workshops to develop the building of relationships with their local school is a vital piece of the work.

# OUR MISSION AND MINISTRY

The following services and facilities are offered across the deanery:

- New Street Church based at All Saints Church in Falmouth continues to lead mission and outreach to the “missing generations”.
- Christians against Poverty (CAP) debt centre. Carnmouth South employ a full time CAP worker leading a team of volunteers.
- Part-time Children, Families and Schools’ lead working with schools and supporting local families.
- Chillioi, set up by our Deanery Missioner, is a thriving, fully inclusive fellowship for people of various ages, genders, sexualities, races, and denominations.
- Connections with the Falmouth and Exeter University Campus through our Deanery Missioner and lay lead volunteers.

PARISH	1ST SUNDAY	2ND SUNDAY	3RD SUNDAY	4TH SUNDAY	5TH SUNDAY	MIDWEEK
<b>FLUSHING</b>	10am Holy Communion or Sunday Worship				Joint service across the benefice	School Collective Worship
<b>MABE &amp; PONSANOOTH</b>	10am Holy Communion or Morning Prayer					Luncheon club monthly
<b>ST GLUVIAS</b>	10am Eucharist					
<b>MYLOR</b>	BCP Communion Parish Eucharist	Service of the Word	BCP Morning Prayer Parish Eucharist	Service of the Word		
<b>ALL SAINTS MYLOR</b>						Eucharist or lay-led morning prayer

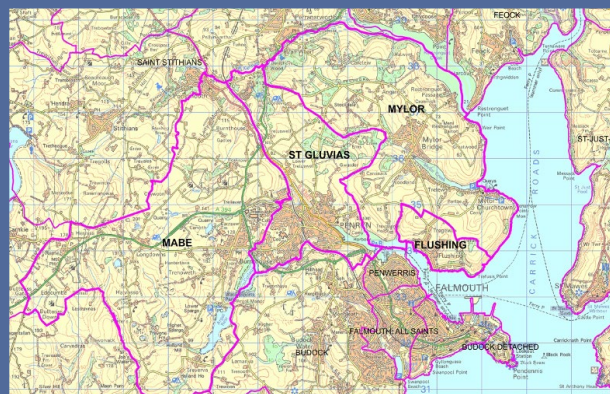
# OUR LOCAL AREA

Penryn Benefice is one of the most beautiful, diverse and vibrant places to live in Cornwall. Set against part of the Fal estuary the four parishes are home to five churches. The populations of each parish, Penryn 11,194, Mylor 2,700, Flushing 750, Mabe 2,100 with Ponsanooth 1,700, gives a total population of 18,444, excluding the universities of Falmouth and Exeter which are based in Penryn and have about 6,000 students.

Falmouth and Penryn are buzzing with life and energy. Local government investment and the university have brought a revival of prosperity, and this is one of the most popular places for young people to meet and socialize in Cornwall. The previously major industries of shipbuilding, fishing, quarries, and agriculture still exist on a smaller scale. Falmouth has become a busy harbour with some beautiful sandy beaches, and the area is a popular holiday and retirement destination with a lively commercial port. Across the deanery local pubs and cafés are thriving and there is a flourishing, supportive, artist community. Many small-scale creative businesses have outlets through local markets. There is an openness to seeking new ways of being and doing church which connects with the diversity of local people. For example, Easter Morning sunrise services by the sea, and a recent 'service' of wassailing was held for Loveland in the Glebe field of St Gluvias to bless the apple trees. Each parish has a unique character, and they enjoy a close sense of community in which the church is still very much at the heart of major gatherings.

30% of children in Cornwall live in poverty and there are many areas in Penryn and Falmouth of significant social need. The deanery has a team of CAP workers and our Deanery Missioner, and Family and Schools' worker are funded through monies from the Low Income Community Fund. Our Deanery Missioner has projects working with single parents, young people, and a growing LGBTQ+ church community. We also work closely with churches from other denominations to meet local needs. Highway church in Penryn organises the Food Bank, and our Schools' and Family worker runs a parenting group in conjunction with the local Vineyard Church. Churches Together for Falmouth and Penryn take services once a month in all the local residential and care homes. In the last academic year, our Schools' and Family worker has led workshops at Christmas and Easter for all the local school children across the deanery connecting with 300 children at each event.

There are many missional opportunities and we hope that the person who is interested in this post would want to engage with supporting work that is already happening and bring new, fresh ideas and energy.



# OUR PARISHES

## MABE AND PONSANOOTH

Mabe is a rapidly expanding community which has had a new surge of vitality over the last few years with the arrival of Falmouth and Exeter University Campuses which lie within the parish.

The students have brought an energy and diversity to the area which have given it a great buzz resulting in an expansion of housing and revitalising the retail and hospitality industry across the Penryn Benefice.

The population of Mabe and Ponsanooth Parish is approximately 3,000 and includes two primary schools. The opportunities for mission are exciting and we are looking for someone who can help us to build stronger links between the church and community groups. The Mabe Brownies already have a strong connection with the church, as you can see from the recent Mothering Sunday photo, and our Local Lay Worship Leader has started a missional midweek service once a month in the Community Centre which is seeing steady growth.

Mabe and Ponsanooth are surrounded by areas of Outstanding Natural Beauty including the Kennall Valley Nature Reserve and as you can see from the photo, dogs



are a regular feature at services. St Laudus Church is situated outside the village of Mabe in a beautiful location overlooking Argal reservoir. St Michael's is near the village centre.

The churches of St Laudus and St Michael's share a congregation taking it in turns to move between the two churches on a weekly basis. St Laudus and St Michael's have been working on building connections with the local community through various events (music, talks, poetry and film nights) which attract local non-churchgoers into our buildings, extending our welcome and growing a sense of ownership.

Mabe and Ponsanooth parish pay their parish share in full.

### For more information please visit

**Mabe:** <https://www.achurchnearyou.com/church/2371/>  
<https://www.facebook.com/mabechurches>

**Ponsanooth:** <https://www.achurchnearyou.com/church/2373/find-us/>



# OUR PARISHES

## MYLOR

Mylor Parish lies within an area of outstanding natural beauty and owes its existence to the sea. The village centre is at the head of the creek, a thriving community well served by shops, a local school, doctors surgery, and two village halls. As a waterside parish there is an appreciable amount of economic and leisure activity. St Mylor church and All Saints are Mother and Mission church.

Our much loved St Mylor Church, situated at Mylor Harbour, is open daily, receives many visitors and is very popular for weddings, with a minimum of six per year.

At the present time, meeting weekly in All Saints, we have the Mylor Makers, a craft group, a Friday prayer group, and a very successful Saturday drop-in coffee event. The Community Garden, which surrounds the church, very much lives up to its name with various community organisations, including the school and Brownies, closely involved.

Two Home groups are currently held in members' homes, a parish breakfast is held on the third Sunday of the month in Mylor Cafe, and All Saints is open as a community warm space on Wednesdays and Saturdays.

Mylor congregation consider itself to be an inclusive, God centred, community focused Eucharistic Anglicans.

### MISSION AND MINISTRY

- We meet regularly for prayer in the Upper Room;
- We manage a Community Garden, involving St Mylor school and Brownies. Lay Weeders, churchyard care;
- We have a Homegroup;
- Mylor Makers crafting group;
- Saturday Pop up café;
- Parish breakfast in Mylor Cafe every 3rd Sunday in the month;
- All Saints is open as a community Warm Space on Wednesdays and Saturdays;
- We are linked with the Ukraine Refugee Support Group. The historic 1948 Ukrainian Cross is in our parish.



### For more information please visit

<https://stmylor.org.uk/>

St Mylor: <https://www.achurchnearyou.com/church/2375/>

All Saints: <https://www.achurchnearyou.com/church/2672/>

# OUR PARISHES

## FLUSHING

Flushing is a thriving waterside community which sits opposite Falmouth at the mouth of the Penryn River.

Formerly home to the Captains of the Falmouth Packet Ships, Flushing maintains its own unique identity. It is a popular holiday destination and as a result has a highly fluctuating seasonal population.

The parish church of St Peter's sits in the midst of the community.

The village is home to a Voluntary Controlled Church of England Primary School which has expanded in recent years and has a roll of 78 pupils, a significant number of whom are from outside the village and some who make the daily journey to school on the Falmouth - Flushing ferry. St Peter's Church actively supports the school with two foundation governors, one of whom is Vice Chair of the Governing Body and the other who takes a weekly collective worship in the context of an "Open the Book" session.

As the school does not have a hall, the church regularly hosts end-of-term and seasonal services like the Christingle and Nativity as well as being available whenever the school requires a large communal space for events.

The worshipping community at St Peter's is about 40 strong and is drawn from a wide spectrum of faith traditions: we have Anglicans, Methodist and Roman Catholic members who all worship together. Flushing Methodist church closed around 5 years ago and the congregation merged with that of St Peter's making it the village church in every sense of the word. Our pattern of services is generally alternate Eucharist and Sunday worship taken by our current Priest-in-Charge and other licensed ministers.

The church plays an active role in the community and hosts a summer fete each August Bank Holiday on the Bowling Green where the local residents and the many seasonal visitors all come together.

The grade 2 listed church is structurally sound and in



good repair, financially stable and viable and sees itself as an integral part of the Flushing Community.

We have an online presence via A Church Near You and Facebook.

**For more information please visit**

<https://www.achurchnearyou.com/church/2370/>

# OUR PARISHES

## ST GLUVIAS WITH PENRYN

Penryn is among Cornwall's oldest towns. There has been a church building in this area since the sixth century when St Gluvias settled by the river. By 1216, when the Bishop of Exeter founded the town of Penryn, St Gluvias was already a parish church. In 1265 Glasney College was established in Penryn by Bishop Branscombe of Exeter, and its importance made Penryn known all over Britain and Europe. The current church was built in 1318 and restored in 1883.

St Gluvias Church is a vital part of Penryn town, and there has been a long and close association with Penryn Town Council. Civic Services – usually held in St Gluvias Church – are well attended. In addition to the PCC-elected churchwardens we also have a Mayor's Warden, who attends the Mayor for both church and civic occasions.

The church hosts events and concerts, and this year has seen several student groups from the university asking to use the church for filming and photography. There is additionally a close connection with Loveland who rent the Glebe land field near the church, and with a team of volunteers, grow and provide food for people struggling with poverty across the deanery.

The tower supports eight bells and hosts outings from other towers.

St Gluvias is within the Catholic tradition of Anglicanism where the Blessed Sacrament is reserved in church, incense is used at the sung Mass and vestments are worn. The devotion of Stations of the Cross is held in Lent and the Triduum is celebrated over Holy Week and Easter.

Our Community Hall is situated in the town, is well used and is within walking distance for the school to participate in the workshops led by our Schools' and Family Worker. It provides a space for activities run by town groups: Brownies, WI, Art Classes etc. For a period of time it was a Warm Hub, this has now moved to a larger hall in the town and is run together with members from Penryn Town Council. Little Sparks is a thriving church run group for parents and children meeting on



St Gluvias  
Church  
Penryn, Cornwall



a Thursday Morning. At present there is a surplus of funds which have been used to install a state of the art projector and screen. The Community Hall currently uses solar panels and there are plans in place to further insulate the building and install a more efficient and eco friendly heating system.

The community garden at the hall has been running for ten years.

St Gluvias Church pays its parish share in full.

**For more information about our Church and Hall please visit**

Church and Parish: [stgluvias.org.uk](http://stgluvias.org.uk)

Community Hall: [stgluviashallpenryn.org.uk](http://stgluviashallpenryn.org.uk)

# OUR INFORMATION

## OTHER DENOMINATIONS

- Light and life
- Harbour (Elim) Church catering for the needs of predominantly of the university students.
- Mylor churches work closely with the Mylor Methodist Church. The Methodist Church in Flushing has now combined with St Peters and former leaders and musicians of the Methodist Church take an active part in leading services and worship. The Methodist Church in Ponsanooth has been instrumental in introducing our schools and family worker to the local school.
- Falmouth Vineyard Church meets in the Old Carpenter shop, Islington Wharf. They enjoy a multi-generational fellowship of worshippers. In the evenings, the facility is used by Stirring the Waters - a well established Christian Fellowship.
- Highway is a lively evangelical free church which has a heart for serving the poor and marginalised. A busy food bank, on the premises, serves both Falmouth and Penryn.

## SCHOOLS & COLLEGES

- The Penryn Campus of the Universities of Exeter and Falmouth lies within the Penryn Benefice and represents an opportunity for greater outreach across the benefice and deanery.
- Flushing C of E Primary and Pre School: 78 pupils
- Mylor Village School: 140 pupils
- Mylor Pre School
- Penryn College - 1,200 students
- Penryn Primary and Nursery - 380 students
- Mabe Primary and Nursery - 175 students
- Ponsanooth - Pre-school & Kennall Vale Primary - 157 students.



Penryn College



Flushing C of E School



KENNALL VALE  
SCHOOL

FALMOUTH  
UNIVERSITY

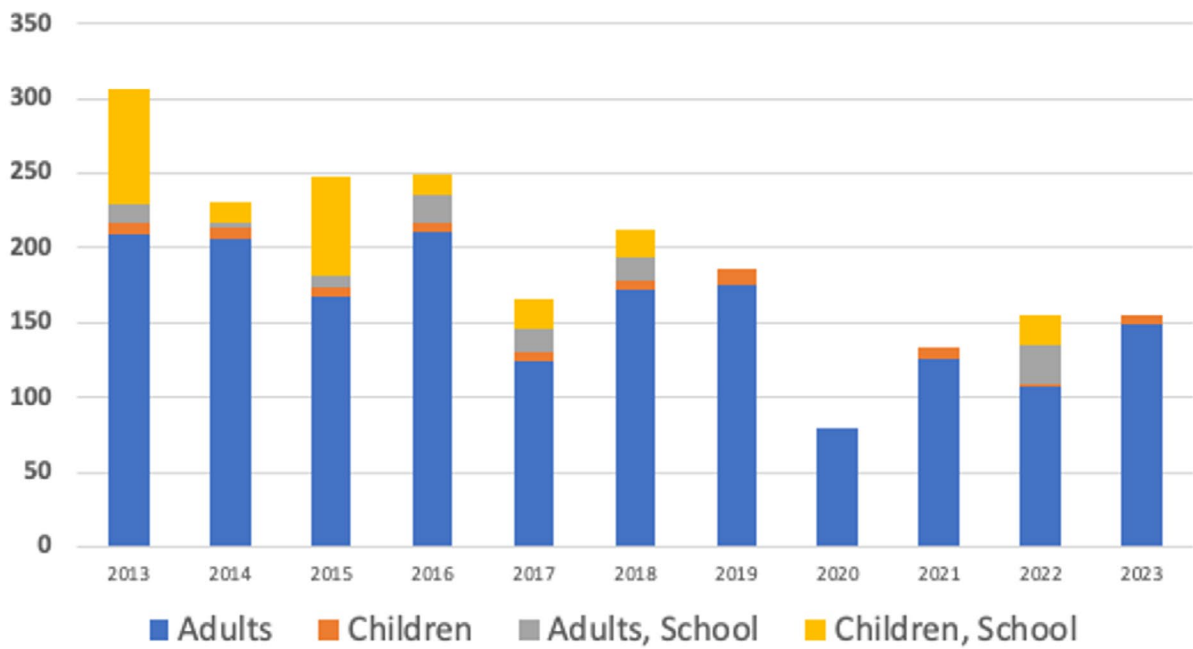


University  
of Exeter

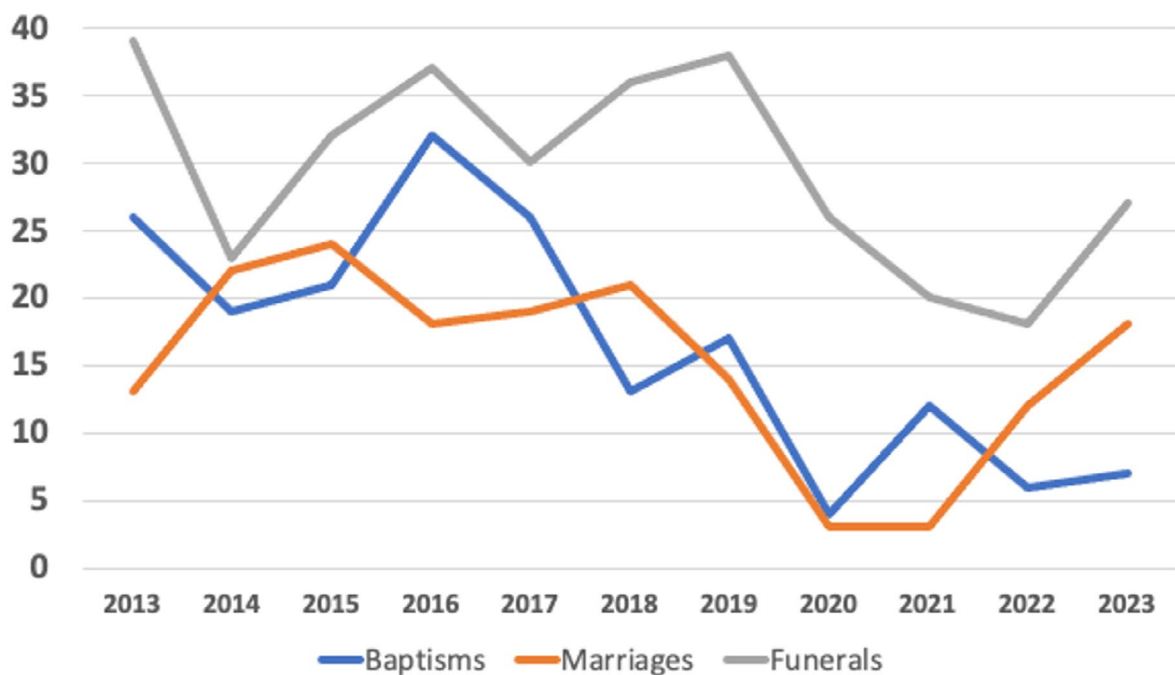


# ATTENDANCE INFORMATION

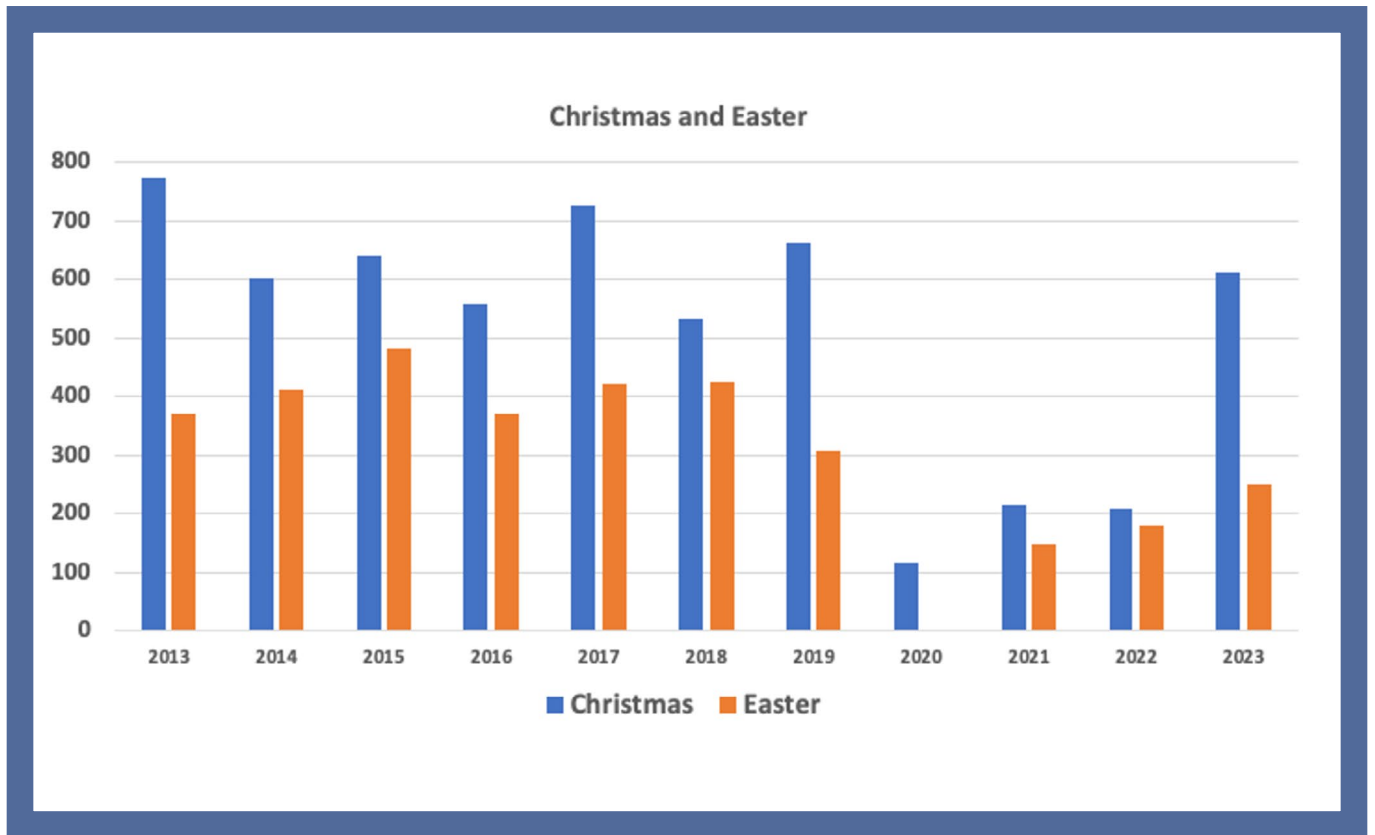
## Average Weekly Attendance



## Baptisms, Marriages and Funerals

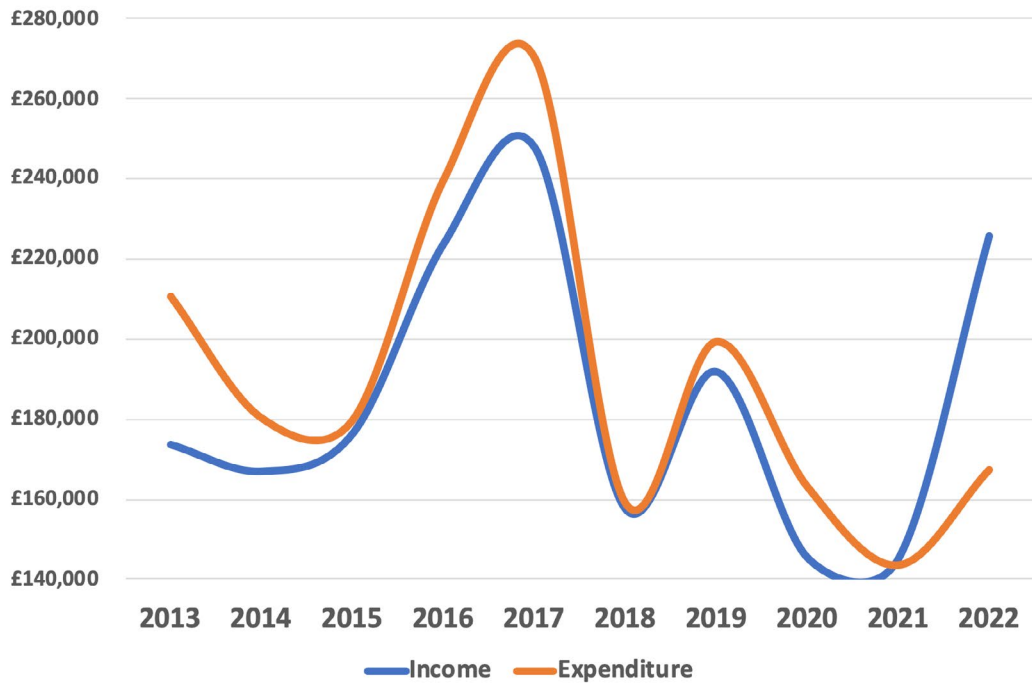


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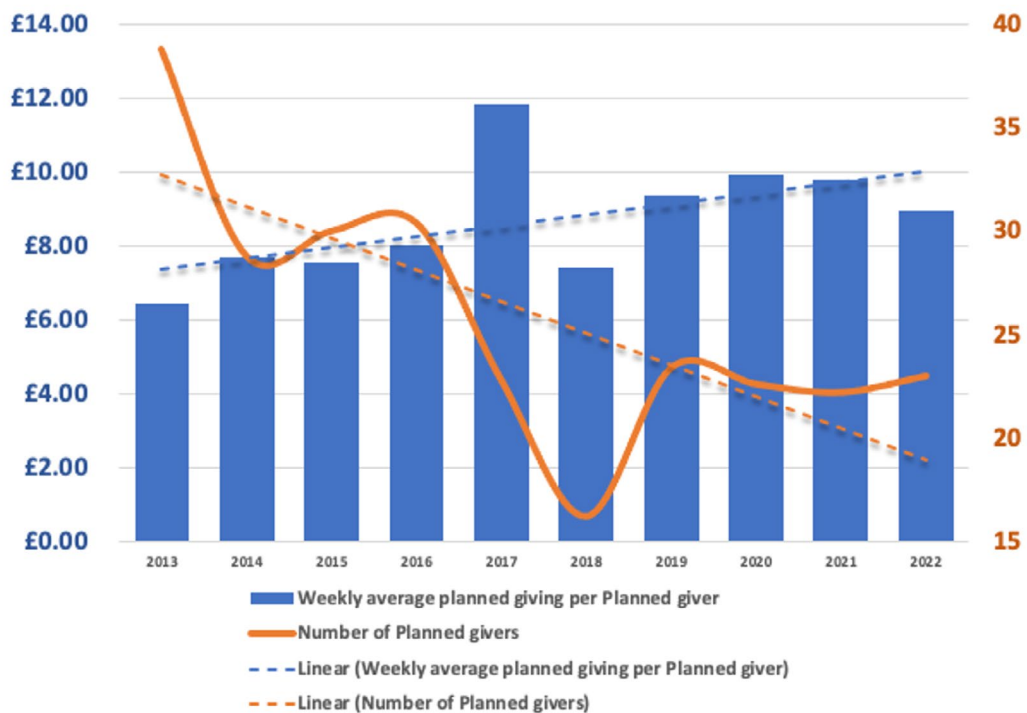


# FINANCIAL INFORMATION

### Income and Expenditure



### Regular Givers



# 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](https://www.churchofengland.org) (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](#).



# 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.

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## CLERGY WELLBEING

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.

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?

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

**FIND DOCUMENTS**

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- Clergy Handbook
- Clergy Wellbeing**
- Curates & Training Incumbents
- Ministerial Development Review
- Self-Supporting Ministers



## MORE INFORMATION

If you would like to find out more about this post, please email:  
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