

Penwith Deanery Plan Day

Agenda

Purpose

To reset relationships, strengthen a collaborative culture, agree three shared priorities, and begin building an action plan that is challenging, achievable, and genuinely owned, with clear success criteria.

10.00 Opening and Framing the Day

We will open the session with Eucharist including a welcome followed by a clear framing of our purpose. The aims and intended outcomes of the day will be set out, ensuring everyone understands why we are here and what we want to achieve. Together, we will agree some simple ground rules to support openness, respect, and collaboration throughout our conversations.

Archdeacon to lead Eucharist and then I will set out the day and simple ground rules. Eucharist to ground us in a shared worship and where we will “communicate” one another.

10.45 Resetting Relationships

This session focuses on rebuilding trust and resetting how we work together. Through a guided discussion, we will explore what we need from one another, identify the conditions required for a genuinely collaborative culture, and agree the principles we want to live by as colleagues. This is the foundation for the work that follows.

People to move to sit next to someone new. Questions to be asked: How has the process felt for you in the past? What was good and what could have been better? What disappointments are you still carrying? (Discussion in pairs). Then What lessons can we learn in moving forward, and what would those principles look like? At the end What feels newly possible now?

11.30 Break

A short pause to refresh, reflect, and prepare for the next stage of the discussion.

11.45 Identifying Shared Priorities

The group will move into dialogue about the challenges and opportunities we face. We will explore themes together and test where there is alignment, aiming to identify the three priorities that we will commit to as a collective. By the close of this session, we will have clarity on the shared agenda that will guide our joint action.

Move from semi-circle to tables. Tables of 6 would be ideal – what are the most significant challenges that you see in your parish, benefice, worship area and the deanery? What is urgent and needs dealing with quickly? What are the opportunities? Where should we focus our collective attention? 20 minutes for challenges and 20 for opportunities then back to plenary but in situ 35 minutes to agree 3 priorities.

1.00 Lunch

Midday prayer followed by a really good lunch! – Put up Flip Chart Sheets with the Priority Headings

1.45 Building the Action Plan

In this session, we will begin the process of turning priorities into action. For each of the three agreed priorities, the group will define what success looks like, identify a small number of practical actions, and allocate ownership and responsibility. This

Back to tables – In put on success criteria (measured, timely etc) and some context Diocesan and National and the funding available. Each table to come up with

will form the first draft of a shared action plan that is both ambitious and achievable.	one sentence success statement for each priority. After 20 minutes move onto clarifying the agreed success criteria for each priority. Then show the finance slide – we have £100,000 a year for 5 years. Then ask people to write on post it notes practical actions/projects that they want to suggest to be stuck on the Flip chart paper with the priorities and success criteria written on them. (Cluster the ideas together and help start the discussion about prioritising).
2:45 Refreshments	Finish the clustering
3.00 Testing the Action Plan	
Here we will review the emerging plan and ensure it is robust. The group will ask: is this both ambitious and realistic? Are the success criteria meaningful and measurable? Does every participant feel genuine ownership of the commitments? The plan will be tested against these questions to strengthen collective confidence.	Back to semi-circle -Use the questions to the left to test the plan and ask – What is one risk to delivery? What is one condition for success?
3:30 Next Steps and Commitments	
This session will confirm the immediate actions to be taken and the process for reviewing progress. We will agree who is responsible for the first steps, how we will hold each other accountable, and what rhythm of review and communication will help us stay on track.	Get agreement to allow a small group to flesh out the details and send that out to every participant, work it through with the help of the relevant Diocesan team members with a the final plan being sent to the Deanery Synod for approval 28 th January and then for the Deanery Implementation Team to be reformed with the necessary skills matched to the plan. Agree the means of communication – website etc and the reporting frequency.
3:45 Closing Reflections	
The day will end with a round of short reflections from each participant group. Everyone will have the opportunity to share what they are taking away, what has shifted for them, and what gives them energy for the work ahead. This closing moment will reinforce shared commitment before we formally end the session in prayer.	Ask one person from each of the tables to answer these questions and then finish with Night Prayer. (Tea and coffee etc available afterwards to mop up anyone with idiosyncratic issues that haven't been covered).