
Minutes

Penwith Deanery Implementation Team (DIT)

11/01/2024 at 6pm

Held in St Pol de Leon Church Hall, Paul

Attendees:

Rev Dr Nick Widdows (NW) – Rural Dean and Chair; Daniel Garside (DG); Daniel Mantell-Roberts (DMR) - Change & Renewal Project Support Officer; Rev Karsten Wedgewood (KW); Mike Laramy (ML); Kay Short (KS); Mary Wooding (MW); Helen Purchase (HP); Maureen Edwards (ME); Fiona Vinnicombe (FV).

Minute taker – Sarah Cashmore (SC) – Deanery Administrator

Agenda item 1 – Opening prayer and welcome

NW opened the meeting reading Psalm 24 followed by prayer.

Agenda item 2 – Minutes of last meeting & matters arising

Minutes of the previous meeting were approved as an accurate record by the majority who were present at the last meeting and signed.

Agenda item 3 – Safeguarding – Update on proposed Deanery Safeguarding Policy

SC confirmed she had contacted the Diocesan safeguarding team at Truro to request advice re: need for a 'Deanery Safeguarding Policy'. She had reported to them, the views of Penwith DIT who feel that there is a general lack of willingness to volunteer for safeguarding roles because so much training is on-line and this inevitably puts people off from volunteering.

The safeguarding team confirmed they did not believe a separate Deanery policy was necessary at this time as each parish should be working under their parish safeguarding policy. They also sent a list of the present safeguarding officers, current as of 19th December 2023 it showed just two safeguarding officer vacancies within the Deanery, one at Sennen and one at Zennor.

KS - Madron also without a safeguarding officer. SAC - the list sent from the safeguarding team at Diocese showed the safeguarding officer was recorded as 'Benefice' officer. KS confirmed this is incorrect, Officer is for Gulval alone. SAC will contact safeguarding to let them know that Officer is responsible for Gulval alone and not the whole benefice.

KW - confirmed there needs to be a safeguarding officer at Sennen and this will need to be raised with the PCC there. FV - previous Safeguarding officer covered Land's End benefice and when she finished individual parishes appointed their own safeguarding officer, raised concerns at the total level of training for individuals when they are willing to take on different roles, it's enormous. DG – previous requests for help also not always met in regard to making training available at appropriate times, or being willing to come and provide face to face training. HP explained their safeguarding officer undertook group training which was very helpful

as group interaction and discussion much more effective than doing it alone at home. This is an effective way of undertaking the training. SC confirmed the same had happened at SJiF/Wild churches St Ives.

Lengthy discussion took place amongst DIT in regard to how safeguard information could be cascaded out in a simple format for Synod so that individual volunteers know exactly what they are required to cover in training from a safeguarding point of view. Ideas discussed were to compile a 'Safeguarding Deanery Newsletter', and send it out to those who are subscribed to the newsletter or to compile a simple 'hand out' sheet with information and make it available to synod in regard to what different roles within our churches need. SC to compile what parishes need and what each role requires to be covered by safeguarding. Use of the dashboard will be helpful in compiling this information.

- Action point – SC to notify Diocese Safeguarding team in regard to Christina covering Gulval church only - ACTIONED
- Action point – SC to liaise with Diocese Safeguarding team further and compile a handout which provides safeguarding information in regard to volunteer roles within our churches and the training requirements for roles - ACTIONED

Agenda items 4 – Recruitment updates.

NW – Nothing from Madron to report, still awaiting advert for MG&H, diocese have delayed this slightly due to huge number of vacancies and non-availability of Bishops and Archdeacons for interviews. DMR – confirmed. Also there is reticence to advertise too many vacancies at once as there is only ever a limited pool of people looking at vacancies, and if too many are advertised together this will spread applicants too thinly.

DG – Towednack are keen to be involved in the process as wish to continue with plan. Is there opportunity for some from the PCC to be involved in the interview process, not ask questions but just listen in? KS – Certainly Gulval & Madron would have no issues with this. NW – this happened with Hayle. DMR – also included Parish visits. HP – Carbis Bay/Lelant sat and observed interviews, MK – so that they were available to answer any questions raised by candidates. KS – confirmed 11th March for parish visits, 12th March for interviews. DG – will take this back to Towednack PCC and liaise from there.

NW – 5th March is then installation of new Rector at Godrevy. HP – has decision been made in regard to venue for service? NW – need to check Gwinear to see what it's like. HP – happy either way, good to support Gwinear as St Erth held the interviews. NW and HP to discuss further.

NW – Next week we have Land's End meeting with board. Think there will be a decision made next week. KW – what about profile for Land's End who is working on this? NW - nobody at present, we await decision following which we then move the proposal forward. DMR – hopeful that if approved, Julian who was transitions adviser, has capacity to take this back on and move it forward. FV – previous profile could be tweaked and worked on without too much change.

NW – that's Land's End, not really any more news, we continue to pray over and await the decision although aware of some opposition. DMR – fair to say thoughts on this are mixed among members of Programme Board but relates to risk that NW has mentioned. Have sought legal advice as to whether post could be fixed term but the answer was no. If Board agree the role change, they are in effect taking on the risk factors as outlined.

A discussion about the specifics of the proposal followed.

NW – brings us on to the news from Penzance. Revs Sian and Andrew Yates are retiring in April. This does make it clearer for the DIT. Will need to work closely with parishes, but it will be clearer in regards to knowing

what posts we need to fill. Can advertise the posts together but the process now going to enter is as soon as Land's End is sorted we focus on putting together a new proposal for Penlee. Will need to be a change request again.

A discussion about the details of the possible proposal followed.

NW – next steps therefore, after next week we start drafting proposal, outline shape of what roles may look like then circulate to DIT. Need to plan how we go forward with it, whether straight back to PCCs or to test it with PBfC&R first. Hope is that by time Sian and Andrew have left we are clear as to what posts we are advertising for. MW – different PCCs in Cluster do work together well and will be able to come together for this process. Discussion took place about Patronage and what this means for Penlee and for the process going forward.

Agenda item 5 – Children, Youth and Young Families' Workers Proposal

NW – referred to document prepared and presented like a change request. Wish to move on with this now. Will forward this subject to amendments we make tonight. DMR – under change management hopeful this is something Ruth can agree. Thinks she will, as not really a change request rather a re-allocation of the underspent LICF.

Discussion ensued about roles and wording of document, whether four part time or two whole time equivalents and appropriate funding of posts using underspend. Salaries are definitely met by LICF funds available and remaining underspend could be made available for projects. ML – confirmed underspend is available to them for use and they will manage that, they can apply for added funding if required but underspend there to allow them to fund projects

Further discussion about some of the specifics of the role followed.

NW asked SC to start drawing up job description ready for next DIT to approve. SC – next DIT date is before Synod meeting. NW – we can meet beforehand in a month's time as there may be quite a bit to discuss. May be worth meeting before Synod – do people have a preference. DMR – will be on Paternity leave from 6th Feb but if we can get job description in week before, should be ok. He has already got a job description from Powder that we could tweak to start us off. NW – wish for this sorted quickly, circulate it, confirm if happy with document to approve and if needed, meet to discuss it in more detail before Synod. SC and DMR will try and get document sent out quickly by end of next week. NW – can we make a date for Zoom meeting to approve - 5.30pm on 24th? All agreed and diarised.

- Action point - SC to amend document remove appointments covering East and West – input instead 'working across the deanery'.
- SC and DMR work together on preparing CY&YF Workers tabled form, into final document subject to amendments as agreed and DMR submit to Ruth Marriott as soon as possible.

Agenda item 6 – Information sharing and updating PCCs

SC – has received requests from different members of PCCs in regard to sharing information from DIT. General agreement from DIT that sharing information is a good thing, the more people that are aware, the better and good for transparency etc. Previously agreed something would be shared in Deanery News but this hasn't yet happened. Discussion about how best to do this. NW – process perhaps could be that SC prepares a bullet point of issues discussed, send to NW for him to agree and it can be posted in Deanery News.

DIT agreed all should be sharing with PCCs anyway but some have three or four PCCs to share with as they represent benefices. SC had enquired about process of sharing with PCCs and was informed by Diocese we

can forward Minutes with confidential points redacted, this subject to agreement of Rural Dean who has final say of what should and shouldn't be shared. DMR – a good idea, some sort of executive summary could be sent out if people happy to delegate that to NW to sign off. ToR say that Rural Dean decides what is confidential so if people happy NW can decide what is shared and what redacted if a PCC request a copy of the Minutes. General agreement that if there is a 'summary' from DIT it can go into deanery news to be shared in this way. Further discussion took place about how best to share with PCCs and whether we can approve Minutes by circulation but this would significantly add to levels of correspondence. FV - requested Minutes in a more timely way rather than being sent out with the Agenda. HP – asked that whatever is decided is laid out in a very clear way.

NW – aim therefore is...

- Circulate draft Minutes within a week.
- Members can respond within a further week with potential amendments. If controversial, we will need to discuss amendments at next meeting.
- NW then states which points are confidential.
- Confidential items are redacted and a revised copy sent to DIT before the next meeting.
- Redacted version can be shared by DIT members with their benefices.
- A bullet point summary will be agreed by NW and published in the Deanery News.

KS – where items are redacted, rather than leaving a blank point, can we provide a short summary without including the important information so that people know exactly what has been discussed. All agreed. DG – before next Synod can we also decide what we are going to say to Synod to report progress, e.g. "this is where we were in November, this is where we are in February, and this is where we hope to be in May". FV – can DMR provide a further action tracker and change log? DG – prefer something simpler than that for Synod as explained above. DMR very happy to provide this together with the other documents, provide the summary at the front in very simple language. DG – this will show progress etc. FV – will also look much more positive in regard to what has been happening. Discussion then took place in regard to people's understanding of the DIT, what we do, whether information had previously been sent out and what is happening.

DG – questioned what happens about the churches/parishes that don't wish to continue with the diocese. NW – not a topic for this group but sits with the Archdeacon. DMR – conversation was held with Archdeacon Paul in regard to this topic.

- Deanery plan has been written and approved and is effectively the template for pastoral reorganization.
- Archdeacon formally begins that process including consultation with PCCs and eventually it will be sent to the Church Commissioners. This point, through established process that parishes can formally say they don't wish to be a part of plan and Archdeacon takes them through the process.
- That not yet begun with S or Z. No timetable thought yet in place as lots of issues have slowed process. So, process exists, but is the Archdeacon that takes PCCs through it and it is through this process that S and Z will get to have their say.
- Church Commissioners are Arbiters and will make decision after having heard representations from all parties.
- Hope is that the Archdeacon can work and mediate with parties and there is then no need for the issue to go before Church Commissioners as all happy.

NW – in meantime we are trying to meet with S and waiting to hear back from them with suitable time.

Agenda item 7 – Any Other Business

KS – Save the Parish are compiling a list of priests/PTOs and she was asked to confirm numbers which don't look right to her. She will send to NW and liaise with him about this.

At request of NW, KS closed meeting in prayer.

Agenda item 8 – Date of next meeting

Synod meeting in February with possible zoom meeting on Wednesday 24th January at 5.30pm if needed.

Next scheduled DIT to be held in March at Madron. KS will send out directions.

Request was made for clear directions of meeting venues to be included going forward so that people know exactly where to attend the meetings. SC apologised that this hasn't been done by her previously but will ensure they are included in future.