

LOCAL MINISTRY DEVELOPMENT LEAD

RECRUITMENT PACK

2026



DIOCESE
OF TRURO

ABOUT US

The Diocese of Truro encompasses the whole of Cornwall, the Isles of Scilly, and the western edge of Devon. The diocese is located on a peninsula and is flanked to the north and west by the Atlantic Ocean and to the south by the English Channel, so you are never far from the sea, a factor that influences so many of our lives here, and our faith. In total, the diocese spans a considerable area of 1,370 square miles but has one of the smallest populations, 573,000, of any diocese.

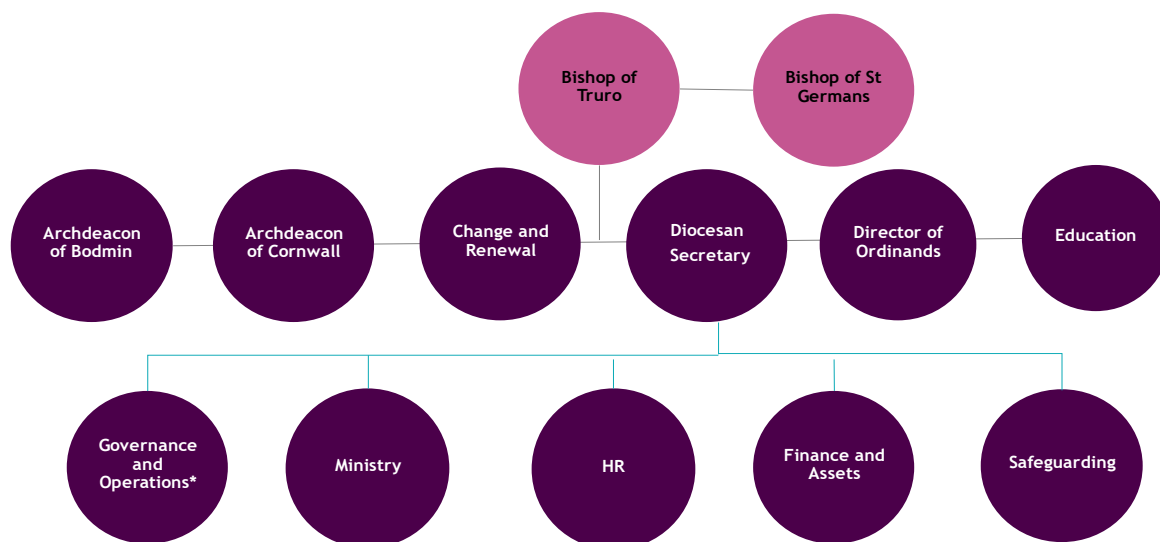
Here in Cornwall, we have a remarkable and distinct Celtic heritage and Christian faith, stretching back many centuries from the days of Piran and Petroc through to John Wesley and Billy Bray, to name but a few. Today, we are the happy inheritors of that heritage, and in our ministry and life together we seek to continue to make Christ known in our specific Cornish context. We are committed to reaching out to the young, serving the poor and caring for the earth. Our ten-year [diocesan strategy](#) for Change and Renewal seeks to honour the legacy of the past and to build a fruitful and sustainable church for the future in which church communities of every size, tradition, character and style are confident in their calling to worship, witness and service.

A predominantly rural county, Cornwall has a rich industrial heritage (particularly in tin and clay mining). Whilst there has been a decline in both farming and fishing since the 1960s, these are still two significant industries in the county. More recently, there has been a thirst to engage in new technologies, including aviation, with a growing business park and enterprise zone, Aerohub, based at Newquay airport. However, with so much of our history and culture being dependent on the land and sea, there is an increasing awareness and concern for the preservation of the natural environment, which is deeply rooted in the heritage that surrounds us. Part of our vision is therefore entitled 'Creation Care' and encourages individuals and communities to cherish creation, cut carbon emissions, and advocate for environmental concerns. As a diocese we are committed to the Church of England's target of achieving Net Zero carbon emissions by 2030.

Our rich industrial, fishing, farming, and cultural heritage combined with Cornwall's beautiful landscapes and coast make the county a uniquely inspiring place to live and

work. Not surprisingly, Cornwall's spectacular landscape and mild climate also make it a popular tourist destination. Today, tourism makes up around a quarter of the economy. However, despite the lure of the coastline and dramatic moorlands, there is great variation in poverty and prosperity in Cornwall, with some areas among the poorest in England in terms of per capita GDP and average household incomes, whilst others have seen a surge in house-prices due to an influx of second homeowners, retired people and the increased popularity of remote working. This has led to many young families finding home-ownership unaffordable in some localities. Our diocesan strategy therefore places a significant investment of time, money, prayer, gifts and love in missional service to communities and people experiencing deprivation, as well as to young people and families. This includes an increased awareness of the opportunities to work in partnership in order to grow fresh expressions of church, including supporting pioneering ministries and chaplaincies in harder to reach communities.

We employ, through the Truro Diocese Board of Finance (TDBF), just over 50 staff. Our staffing structure is below.



* includes buildings, land and environment

Local Ministry Development Lead

In 2020 our bishops invited every parish to pray, dream and plan for a **fruitful and sustainable** future. This work has resulted in **12 Deanery Plans** and an overarching **Diocesan Plan for Change and Renewal**, with an emphasis on building our volunteer (known as lay) ministry capacity and resources to support our clergy and parishes.

The Diocese of Truro is now seeking a Local Ministry Development Lead to help grow and sustain lay ministry across Cornwall. This is a new role and a unique opportunity to shape the future of ministry in a beautiful and spiritually rich part of the country, working alongside clergy, lay leaders, and diocesan colleagues to support collaborative, context-based leadership.

This role will contribute directly to the diocesan Plan for Change and Renewal, and support our wider commitment to [Growing Younger](#) by enabling intergenerational, inclusive, and contextually rooted leadership.

THE CONTEXT

The Diocese of Truro is committed to nurturing a church that is both fruitful and sustainable, rooted in the Cornish context and shaped by the gifts and calling of all God's people.

A key strand of this vision is the development of collaborative patterns of ministry through

the Oversight-Local pattern of ministry – a framework that seeks to enable every worshipping community to be led, cared for, and empowered to grow. This model represents significant culture change in how ministry is structured, and is grounded in the values of discernment, shared leadership, and contextual mission. Its implementation requires thoughtful engagement, theological reflection, and practical support.

PURPOSE OF THE JOB

To lead the development, training, and support of local lay ministry across the Diocese of Truro, with a particular focus on discerning, training, and commissioning Local Leaders as part of the Oversight-Local pattern of ministry.¹

The post-holder will ensure that lay ministry is embedded in parish life through robust training, clear role boundaries, and collaborative working agreements, enabling every worshipping community to flourish in its local context.

¹ LINK to Sens Kernewek

KEY RESPONSIBILITIES

1. DEVELOP AND DELIVER LOCAL MINISTRY PATHWAYS

- Oversee delivery and lead development of lay ministry training focusing on local leaders through the Sens Kernewek programme
- Ensure training reflects the theological vision of collaborative leadership, rooted in local context and mission
- Support the formation of commissioned lay ministers in partnership with clergy (e.g. Worship Leaders, Pastoral Ministers), ensuring clarity of role boundaries, good recruitment and safeguarding practice, and compliance with Church of England guidance and statutory requirements (e.g. GDPR, Equality Act)
- Facilitate reflective practice groups
- Oversee Foundations in Christian Ministry as a key pathway for discerning lay vocations, including those exploring discipleship, leadership, and new expressions of ministry

2. SUPPORTING LOCAL LEADERSHIP DEVELOPMENT

- Support with incumbents and benefice ministry teams to develop role descriptions and working agreements with Local Leaders, including supervision, accountability, and role clarity
- Promote the distinctiveness of Local Leaders as spiritual, relational, and missional leaders in their community
- Encourage deaneries and parishes to identify and support emerging lay leaders, including those serving in new worshipping communities
- Support the long-term sustainability of Local Leaders through post-commissioning formation, including pastoral supervision, short courses, and peer gatherings

3. MEASURING IMPACT

- Track progress in lay ministry development, including recruitment, training, and commissioning of Local Leaders
- Monitor and support uptake of discipleship resources and tools in parishes
- Contribute to diocesan efforts to gather and analyse data on lay ministry and discipleship,
- Report regularly to the Head of Ministry and contribute to Ministry Team planning and review

4. WORKING WITHIN THE MINISTRY TEAM

- Serve as a team leader within the Ministry Team, taking shared responsibility, alongside other team leads, for the delivery of the overall Ministry Plan focusing on the implementation of the Oversight-Local pattern of ministry

- To line manage Lay Ministry Development Officers and work with the Ministry Programme Coordinator
- Collaborate with Archdeacons and Bishops to support the discernment, training, and commissioning of Local Leaders
- Champion the Ministry Team's aim to "encourage, equip and enable" and model the team values of faithfulness, curiosity and mutuality
- Attend and participate in team and staff meetings

5. HEALTH AND SAFETY

- To adhere to the Diocese of Truro's Health and Safety policy and procedure as well as any other related laws
- To do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life.

6. GENERAL

- Advocate for and model best practice in safeguarding
- To adhere to the Diocese of Truro's Safeguarding policy and procedure as well as any other related laws and to do all that is reasonable to promote care and safety in the fulfilment of the role and in daily working life for all who may be vulnerable. This includes a responsibility to remain up to date with your own safeguarding training at the level appropriate to the role.
- To undertake other duties, as may be required from time to time, to ensure the effective and efficient fulfilment of the role.
- To undertake relevant training required to best carry out the role, if required.
- The role will require the post-holder to travel extensively across the diocese to conduct meetings, and deliver presentations, talks and training at times which fit in with the needs of parishes and deaneries.

NB This job description is a summary of the key areas of responsibility in the job. It is not intended as a definitive statement of job content and will be reviewed periodically and may be subject to amendment.

KEY RELATIONSHIPS

The key relationships for the post holder are with:

- Head of Ministry
- Lay Ministry Development Officers
- Archdeacons and Bishop of Truro
- Clergy, deanery and local leaders

PERSON SPECIFICATION

CRITERIA
ESSENTIAL
Experience
Significant experience of involvement in mission and ministry
Experience of developing and delivering training programmes, particularly for volunteers
Significant experience of people management and development
Knowledge and Skills
Strong understanding of ministry development and leadership formation
Knowledge of different approaches to adult learning and training
Excellent organisational and administrative skills
Strong communication skills (written and verbal), including public speaking and facilitation
Strong analytical and problem-solving skills
Appreciation of, and appropriate level of competency in, new technology and IT, including an understanding of social media
Ability to work effectively within a team
A clear and evidenced commitment to safeguarding
Personal Qualities
The ability to communicate own personal faith and spiritual life
Pro-active and able to work on own initiative
Ability to support others through change and complexity
Understanding of, and commitment to, equity, diversity and inclusion
Other
Ability and willingness to travel around the Diocese as required
Due to the nature of the role, there is an occupational requirement to be a practising Christian
DESIRABLE
A certificate or equivalent professional qualification (e.g. in theology or education)
Experience of a leadership role within a church (paid or voluntary)
Experience in adult education, pastoral supervision, or leadership coaching
Full driving licence and own transport

SAFEGUARDING

We recognise that the care and protection of children, young people and vulnerable adults involved in church activities is the responsibility of the whole church and all our staff.

This role will actively promote a culture of safeguarding, ensuring it is embedded in all training, projects and approaches to ministry.

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.
- Responding to those that may pose a present risks to others.

Our policies, procedures and approach are detailed on our website [here](#).

SAFER RECRUITMENT

The Church of England is committed to the safeguarding and protection of all children, young people and adults, and the care and nurture of them within our church communities.

We will carefully select, train and support all those with any responsibility within the church in line with safer recruitment principles.

Diversity



We understand the benefits of employing individuals from a range of backgrounds, with diverse cultures and talents. We aim to create a workforce that:

- values difference in others and respects the dignity and worth of each individual
- reflects the diversity of the nation that the Church of England exists to serve
- fosters a climate of creativity, tolerance and diversity that will help all staff to develop to their full potential.

We are committed to ensuring that all employees, job applicants, stakeholders and other persons with whom we deal are treated fairly and are not subjected to discrimination. We want to ensure that we not only observe the relevant legislation but also do whatever is necessary to provide genuine equality of opportunity. We expect all of our employees to be treated and to treat others with respect. Our aim is to provide a working environment free from harassment, intimidation, or discrimination in any form which may affect the dignity of the individual.

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.

WHAT WE OFFER

SALARY

The salary for this role is £37,000-39,000 per annum full time (depending on skills and experience).

HOURS

This role is 28 hours per week (0.8FTE)

MANAGEMENT

Your employer will be The Truro Diocesan Board of Finance Ltd and you will report to the Head of Ministry.

PENSION

We offer membership of the Church Workers' Pension Fund (CWPF) **Pension Builder Classic scheme**. Our employer contribution is 9% (if you make no contribution) and up to 15% depending on the level of your contribution.

LEAVE

Our annual leave entitlement is 25 days plus 8 Bank Holidays for full-time staff, rising to 26 days after 2 years' service. We also close our offices between Boxing Day and New Year's Day and give an extra day off at Easter on Maundy Thursday (the day before Good Friday).

STAFF HEALTH & WELLBEING

We regard the wellbeing of our employees as a priority. This ranges from small things like free tea and coffee, and free eye tests, to an employee counselling service and assistance programme, and a wider focus on health and wellbeing through our staff wellbeing group.

This role includes some working at evenings and weekends. However, we do not expect or encourage staff to work excessive hours and look to our senior managers to model a sustainable workload as an example to their teams and other professional leaders.

WORKING IN CORNWALL

You will be based at our offices in the heart of Truro, Cornwall's bustling capital city, in the Old Cathedral School, next to the Truro Cathedral (with homeworking where agreed).

We have light and airy open plan offices and offer free car parking on a bookable basis.

For more information on these and other benefits see the [Working with Us](#) page on our website.

**Our prayer is simply this:
that we become an ever more hopeful,
confident church that seeks the mind,
heart and will of God in Cornwall,
for the communities he calls us to serve,
and for the wider world beyond these shores.**

Will you join us in our mission?.....

GET IN CONTACT

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