



# ALL SAINTS HIGHERTOWN AND BALDHU

Parish Plan 2024

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# All Saints Highertown and Baldhu Parish Church (ASH) Parish Plan for 2024

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## Introduction

All Saints Highertown (ASH) is a warm, open, multi-generational, diverse Church which welcomes new members from varied spiritual backgrounds and lives by an inclusive theology with an open Altar while at the same time being deeply rooted in Scripture and the Church of England. It sits at the heart of Highertown and serves a large parish including the socio-economically diverse populations of Highertown and Malabar together with several schools, the district general hospital, the higher education college and the County Council administrative centre.

The Parish of ASH is set to continue to expand extensively over the next two decades. In recent years, the Penn an Dre, Gloweth and Copperfields developments have all been undertaken within the parish. The Langarth development, within the Highertown Parish, is essentially a new town, bringing 100 new homes a year for the next 20 years. The Dudman Farm development, also within the parish, adds another 275 homes. This therefore represents a huge opportunity and challenge for ASH: to grow, thrive and serve the spiritual needs of this expanding community. With the permission and support of the Deanery, this is a challenge we wish to accept and believe we can meet.

We believe ASH represents a crucial part of the Deanery plan for Truro and this plan aims to form the basis for how we rise to this challenge and develop a strong and thriving church to meet these various needs.

This Parish Plan has been developed through prayer and discussion with the congregation of ASH and the Deanery representatives, together with written contributions to the plan from the congregation and the Parochial Church Council (PCC). It is therefore a collaborative effort, and we believe it reflects the needs and vision of the whole church.

## Our Mission at ASH

Our mission is Jesus' mission: to bring good news to the poor, and proclaim release to the captive, sight to the blind and freedom to the oppressed.

We aim to be a Christ-centred, Spirit-led, inclusive and outward-facing Church that proclaims the love of God in word and deed to the people of Highertown and beyond.

We aim to use our God given talents, experiences, resources and spiritual gifts to make a difference in the community and beyond.

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## The ASH Strategy Summary

The strategy for the future of ASH is summarised as follows:

### Leadership

- ASH hopes and prays for strong leadership with its own, outward-looking incumbent with the church and community at their heart, supported by and collaborating with the wider Deanery
- ASH seeks to develop a strong and stable leadership team around the incumbent, led by the Spirit and in collaboration with the Trinity Benefice and Deanery to meet the needs of the expanding community.

### Ministry

- Home-groups: ASH aspires to grow our home group network (both in person and on-line) with a regular pattern of bible study, prayer and ministry and discipleship courses to help the church apply what we learn to our own individual lives.
- Pastoral Care: through small groups (Prayer ministry, Creation Care, Café-church, Toddle etc) ASH will encourage, challenge and nurture its members and those outside of the church through prayer and fellowship to support its congregation and encourage new members to the church.
- Worship: ASH will build and develop our worship team in a Christ-centred way to establish worship in other forms and at other times during the week to help more people come closer to God through worship.

### Community

- ASH will strive to realise the full potential of the new Life-house Project in engaging with the Parish and bringing the work and message of the living Christ to the Heart of the Community through engaging more with various users of this space, such as toddler and baby groups; youth and music groups; social support groups (e.g. ACTS 435, Children's Clothing Bank, , AA and dementia support and other support groups) as well as attracting new users, such as skills and learning development organisations.
- To make the Lifehouse a hub for the community through welcoming people into the café as a place to meet, providing a warm hub in the winter and encouraging activities to address loneliness and isolation.
- To expand and develop our mission to the young people of the community through invitation into the Life-house and the church and through increasing engagement and visibility with the various schools and colleges of the community. We would aspire to working with the Deanery to employ a youth / young people's pioneer in due course.

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- To work more closely with existing pastoral support in the various large centres within the parish (e.g. The Royal Cornwall Hospital, County Council, Higher-Education College) to bring more people to know Christ and to minister to those in need.

## Leadership at ASH

We recognised that we are, and always have been, an inclusive church with an open altar and that we want this to continue, led by an outward looking incumbent who has mission at the heart of their service.

The people of ASH have been blessed with many excellent vicars and leadership teams over the years. We have a strong desire to remain as a stand-alone parish going forward. We recognise the huge potential in the growing community and its many spiritual and physical needs. We also acknowledge this is a huge challenge and believe that this requires a full-time Vicar or Priest-in-charge, preferably residing in the neighbouring vicarage. We also acknowledge the scope of work is too great for one person and requires a strong and developing leadership team who will lead us in delivering the outreach to the community as well as helping to build our congregation. We believe that the right person and team would lead us in looking outward to face these opportunities and challenges. We believe that this outward-facing, team-based mission will also help build the church from the centre.

The ASH Church grounds possess a spacious, neighbouring vicarage which sits conveniently at the heart of the community. We would strongly encourage a new incumbent to live in this family home where they can be at the centre of the community and close to the developing church.

For details on the financial plan to support this proposal, see pages 9 & 10 (Financial Plan).

**Summary: For the church to move forward, strong leadership with an outward looking incumbent with mission to the church and community at their heart has to be established and supported by the Deanery**

## The Wider Leadership Support

ASH benefits from a strong and experienced leadership team which has led us faithfully through a period of uncertainty and rebuilding since the loss of our previous incumbent and the Transforming Mission in 2022. This team includes the Reverend Janette Mullett, two retired vicars a lay reader and a Church Army officer who are active members of the PCC and make up the leadership team. They continue to work to serve the church and community and would form the basis of a developing leadership team moving forward.

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We have an excellent Parish Administrator who is embedded in the local community and has a real heart for service.

We also have a strong PCC with members from across the community with diverse gifts and servant hearts. Members serve in local groups and within the church forming many links with the community. The Church has a heart for community service and social justice. Amongst the activities which have grown out of the Church are a food bank, childrens clothing bank, environmental activities, a thriving toddler group serving the local community and service to the socio-economically deprived parts of the community e.g. ACTS 435, which aims to serve the needs of the poor in the community with gifts of household goods and services where needed.

ASH also benefits from a gifted team of worship leaders with numerous musical talents and backgrounds which blesses the church with both traditional and modern worship which serves both traditional and modern worship styles with sensitivity and humility.

Given the enormous potential and challenge of serving the existing Highertown community and the expanding communities of Langarth and Dudmand Farm, the challenge is huge and exciting. Meeting this challenge will require the support of the Deanery with its transforming ministry team.

We would therefore welcome close collaboration with the Deanery network. Over a ten-year period, we would plan to develop a ministry to Langarth, potentially with a pioneer minister to assist the ASH Leadership team, ideally with a Youth and Families Minister to support outreach to the young.

Therefore, we would also be open to more collaboration with the new Trinity Benefice and the Deanery. One of our objectives is therefore to establish more regular links to work together with the Deanery and the various organisations which are partners to the Deanery and play a crucial role in outreach to the developing Langarth and with regard to LICF activities.

**Summary: The future of ASH will depend on the development of a strong and stable leadership team to support the incumbent in collaboration with the Trinity Benefice and Deanery and led by the Spirit to meet the needs of the expanding community.**

## The Church Ministry

### Discipleship

Our aim is to help everyone have a deeper understanding and experience of their place as a Disciple of Jesus, and to learn how our spiritual journey with Him can change the physical world around us.

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**Home-groups:** before and going into the pandemic, ASH had several home-groups both in person and as the pandemic developed, these moved on-line. Despite the loss of a permanent incumbent and the transforming ministry team and since the pandemic, we have managed to maintain some home groups, including some very successful groups which have led to new people becoming embedded within the church. We recognise how essential these groups are to the ministry and fellowship of Christ and we desire to develop and expand these going forward. One of the objectives of the church leadership would be to develop and grow these groups in ways that meet the needs and abilities of the fellowship of the church. We also aim to re-establish a regular pattern of discipleship and Confirmation courses to help people make that first step in their journey with Jesus.

**Prayer-ministry:** ASH has an active prayer ministry team who pray together and provide prayer support both within the services and during day to day life where they pray for guidance and support for both internal and external issues within the church. We wish to focus on this and grow this team to provide essential prayer for the church and community.

**Summary: to grow a home group network (both in person and on-line) to encourage everyone in their deepening relationship with Jesus with a regular pattern of bible study, prayer and ministry to help the church apply what we learn to our own individual lives.**

**Worship:** our aim is to reflect the joy and pleasure of knowing Jesus, and to be a worshipping community that loves the Lord God with all its heart, soul, strength and mind.

The diversity and quality of the sung worship at ASH is something many members enjoy. We are informed by history in our worship, but we also look to the present for contemporary styles and tastes to meet the needs of the whole church. We know that worshippers have come from other Christian faiths and forms of worship and are at different places on their Christian journeys. This is something that we embrace. We are blessed with a diverse and talented group of musicians and worship leaders who offer a range of worship styles. We would wish to develop these teams further and add more creative prayer and worship sessions outside of Sunday Services.

**Summary: to build our worship teams and styles in a Christ-centred way and to establish worship in other forms and at other times during the week to help more people come to worship God.**

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## ASH within the Community

Our aim is to be a welcoming and inclusive Christian community that reflects the love of God in all that it does. We aim to serve the needs of the community around us with Jesus Christ as our inspiration and strength. Examples of current activity within the local community include:

- working very closely with the Pen an Dre residents' association on Christmas and Easter Fayres and in supporting two youth groups (funding and venue).
- keeping Creation Care high on our agenda, winning a silver award for the church and supporting local schools to work around this topic in our garden and church building.
- our annual Christmas Tree Festival has been a great success - with trees representing each of our user groups and open to the public so that people can discover what is happening on our site. There is huge potential for this to develop further.
- we have established links with Threemilestone School - through representation on the Governing Body and work within the school
- The church has become an important signposting service to those in need in our community

## The Life-house Project

The ASH church buildings were established in 1880 and although they have been updated since then, it is recognised that some parts of the building are in desperate need of modernisation. This has been the focus of a massive, concerted effort at ASH to fund-raise £1.7 million for a new community building called the Life-house Project. This target has now been realised and the ASH site is about to undergo a dramatic and much needed improvement with the addition of a complete re-build of the existing hall and offices to establish a community-facing building fit for the 21<sup>st</sup> century.

This project will allow us to develop new community-based activities and services to bring Jesus to the heart of the community. Many local groups use our existing buildings: (toddler groups, social support services, such as Alcoholics Anonymous, dementia support groups, youth groups, orchestras, choirs, music groups and community groups, to name a few). At present, some of these groups have relatively little interaction with the church. One of the goals of the Life-house project will be greater involvement of the church with these different groups so that they become more closely connected with what goes on in the Church and ultimately closer to God.

We recognise the need to reach out and engage more with our local communities. As well as the future community projects, there are other current or imminent mission fields, such as Copperfields, the new development in Gloweth and Dudman Farm that require our focus. Initially, we would plan to reach out to these estates to introduce



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ourselves as their local Anglican church whilst the Lifehouse construction takes place, explain the purpose of Lifehouse and invite those in the community to come and see.

The future team at ASH would wish to commit to working with the Deanery team on the outreach to low-income families. Initially, this may involve inviting collaboration with existing projects, which could be invited back to ASH to work within the Life-house building once it is open, perhaps establishing a community cafe. This could be in addition to their café in Hendra in a commitment to working with them on outreach in Malabar.

Other areas for potential engagement and development include the Royal Cornwall Hospital: a huge employer within our parish with which we do have historic links. ASH also hosts a Filipino church on a Sunday afternoon. This represents an excellent opportunity to work together for the benefit of the community and to bring Christ to more people within the Parish. The Council Administrative Centre, County Hall also resides within the parish. ASH would be open to guidance and advice from within the Deanery on how we could serve and support this important provider of services.

**Summary: to realise the full potential of ASH and the Life-house Project in engaging inclusively with the Parish and bringing the work and message of the living Christ to the Heart of the Community.**

## ASH and Young People in the Community

ASH already serves the very young of the community with a thriving, volunteer led and Christ-centred toddler and baby group. We are eager to see more for the young people in the community and attract more young people into the church. We recognise this is an area of unmet need, in part due to a lack of resources which were diverted away from the church when the Transforming Ministry was placed elsewhere. With God's help, this is something we desire to change. ASH aspires to the development of an outreach to young people and eventually fund and attract a Youth Worker. We realise that current funding streams may constrain us and we would aim to work creatively with external bodies and with the Deanery team on a cross-Truro approach perhaps including the Methodists and Baptists in a collaborative approach.

We also recognise the need to strengthen our links with the local schools and college. This will require a more strategic and outward-looking view and will need volunteer time. This may also require Deanery support with training and empowering before venturing out. One of the aims of the Life-house is to facilitate skills and education providers to deliver courses to the hard-to-reach and we have had a number of letters of support from providers keen to do so. One of these is Truro College. We would be keen to build relationships with the schools and Truro college to engage with young people.

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**Summary: to expand and develop our mission to the young people of the community around ASH through invitation into the Life-house and the church and through increasing engagement and visibility with the various schools and colleges of the community.**

## Financial Forecast for ASH Future Proposal

The financial forecast to account for the proposed ASH Parish Plan is laid out in the following table.

The first column shows the actual accounts from 2023. The middle column shows forecast accounts for 2024 including a proposed MMF payment of £17,000. The third column shows the forecast accounts once the Lifehouse project is fully up and running (figures for 2025 are not shown as the project will not be opened until August 2025). You will notice a significant uplift in projected income which we anticipate will form the starting point for funding our proposed incumbent and ultimately youth worker and pioneer minister in the future.

The figures in the third column (ASH Forecast 2026) were produced over a year ago in August 2023 (prior to the new 'On the Way' MMF call) in conjunction with David Oglethorpe of Truro Diocesan Board of Finance. They take into account a reasonable rise in rates of hire and increased utilisation of both the new, upgraded Lifehouse facilities (including main hall and meeting rooms) and the worship space. They are the same figures given to Cornwall Council, Shared Prosperity – Good Growth Fund and the National Lottery as part of our applications for their grants. In total the grants they have pledged amount to over £1.5m. There is no income assumed for the café, it is non-profit making.

Please also note the plans allow for repayments to the Diocese for the Lifehouse project Loan in addition to an increase in MMF payments.

Given the size of the parish of ASH and its projected growth over the next twenty years, we hope that the Diocese can see the case for support for an incumbent leader and can also visualise the potential for financial self-sustainability based on these figures.

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Table 1. Financial Forecast for ASH Parish Plan

	Actuals 2023	Forecast 2024	ASH Forecast 2026 (inc. Lifehouse Business Plan)
<b>Income (£)</b>			
Congregational giving			
Net amounts under Gift Aid	23,782	21,011	33,800
Tax recovered	5,479	7,047	9,515
Other giving	10,225	11,840	18,641
Gift days and sundry donations	4,262	3,485	2,520
	43,748	43,383	64,476
Other Income			
Property rental/hire	14,628	20,922	75,411
Fees to PCC	3,217	677	5,156
Insurance claims	794	0	0
Legacies	5,000	0	0
<b>Total Income</b>	<b>£67,387</b>	<b>64,982</b>	<b>145,043</b>
<b>Expenses (£)</b>			
MMF	30,800	17,000	48,620
Incumbent expenses	95	0	788
Church running costs (inc. Lifehouse)	4,575	9,482	9,011
Utilities	5,222	7,119	7,560
Church Maintenance	2,669	2,541	3,780
Upkeep of churchyard		936	630
Salaries, wages, honararia	10,253	11,607	31,500
Training and education	0	0	525
Church administration	3,354	3,665	2,685
Independent Examiner	1,470	3,000	3,403
Other	0	1,137	
Loan Repayment			30,000
<b>Total Expenses</b>	<b>58,438</b>	<b>56,487</b>	<b>138,502</b>
<b>Surplus/Deficit</b>	<b>8,949</b>	<b>8,495</b>	<b>6,541</b>

Table 1. ASH Current Income and Expenditure and Projected Growth 2024 – 2026

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## Conclusion

We at ASH recognise the challenge and huge potential for the future of the ASH within the Parish and expanding community. We are also aware that this will only happen by the grace and power of Jesus Christ working within us, with the right leadership and with support from and collaboration with our partners within the Deanery and wider church.

With God working through us, we believe this is possible because *we can do all things through Christ who give us strength.* (Philippians 4:13)

On behalf of the Parochial Parish Council, we commend this plan to the Diocese.