

The Diocese of Salisbury Annual Review 2016

What makes you
Come ALIVE?

Gift
Talents
Communities

Renewing **HOPE**
Pray • Serve • Grow

 THE CHURCH
OF ENGLAND
DIOCESE OF SALISBURY



A Christian Heart in Every Community

The Diocese of Salisbury serves over 932,000 people, covering most of Dorset (including all of Poole and parts of North Bournemouth), most of Wiltshire, four villages in Hampshire and one in Devon.

The Diocese is mainly rural with many small villages, but some pockets of urban development. Poole is one of the fastest growing areas of the country. There are over 570 places of worship, nearly 90% listed grade I or II*.

The Salisbury Diocesan Board of Finance (SDBF) is responsible for most activities carried out at diocesan level, including the financial aspects of providing ministry. The SDBF aims to empower clergy and people to use their gifts for ministry and mission.

The Church of England exists most powerfully at the local level, the level of the parish and benefice. It is only through the work of parishes, schools and deaneries that the Gospel can be made a living force.

The Diocese's Strategic Vision is *Renewing Hope: Pray Serve Grow*. The three key priorities underpinning this vision for the next ten years are: Deepening Discipleship, Nurturing Vocations and Sustaining Ministry.

1. **Pray:** we will maintain a Christian presence at the heart of every community in our diocese through worship, prayer and discipleship.
2. **Serve:** we serve our parishes, communities and neighbours and will work to help them make Christ known through loving service.
3. **Grow:** we support parishes, schools and their leaders to grow in confidence, in numbers, in depth and in impact.

If our primary focus is on prayer and serving others we believe we will flourish.

Supporting Rural Ministry

Significant thinking went into a package of new measures to improve resilience, confidence and impact in our rural parishes.

These include: rural placements for ordinands and curates; a rural ministry training pathway through Sarum College with approval in principle from the National C of E; and residentials for rural incumbents.

The SDBF made a bid for strategic development funding. If successful in 2017, this will take the new measures forward at an accelerated pace, and will

fund additional measures to increase support for rural ministry and mission.

The Energising Local Ministry project worked with two large benefices (of 8 and 11 churches) to help them in a shared life with laity assuming a joint leadership role, and leadership and gifts being shared across churches.

In one of these, the United Benefice in Lyme Bay, this culminated in a first ever Plough Sunday service where half of the 115 people attending were not regular churchgoers.

Vocations and Discipleship

2016 saw significant growth in the number of people actively exploring a vocation to Christian ministry. A total of 60 people attended one of four Vocation Enquiry Days, an increase from 23 in 2015.

More people were referred to the Diocesan Director of Ordinands' team to explore ordination, as well as licensed and commissioned lay ministries.

With many clergy close to retirement, we need to increase vocations to ordained ministry by 60% over the next decade to keep numbers level. It renews our hope that this has got off to a flying start.

A diocesan *Pray Serve Grow - Ministry Experience Scheme* launched in September for four 18-29 year olds to get full time experience of ministry for a year as they explore a possible call to ordination. The SDBF provided a house for this community in Poole.

12 new deacons were ordained, taking the number of

curates in training in the diocese to over 40, of whom 33 are preparing for incumbent ministry.

The new online booking and payments system opened up the Continuing Ministerial Development programme to wider participation by lay people, with more than 2,000 active accounts by year end.

Called to Lead, our new Diocesan initiative, launched in October and early take up is promising. A series of Residentials for Rural Leaders also got off to a flying start. A third survey of clergy wellbeing was carried out.

A new Discipleship Co-ordinator joined in September, with a brief to help lay people deepening their Christian commitment, including in secular employment.

The review of training of Lay Pastoral Assistants (LPAs) and Lay Worship Leaders (LWLs) placed greater emphasis on the importance of vocational discernment.



Mission and Evangelism

Ministry for Mission (M4M) continued to support the development of new worshipping communities in the Diocese. Research identified 91 new worshipping communities that offer an alternative welcome to those who don't or won't come to traditional Sunday services.

367 places were taken up on Ministry for Mission training events in 2016, compared to 258 in 2015. Feedback showed that these courses were having a direct and positive impact on mission initiatives in parishes.

The six existing M4M hubs have strengthened and four

new hubs have started. These cover ministry in areas of new housing, Messy Church, and pioneer ministry, with a breakfast church hub to follow in 2017.

The Bishop's Mission Order for Poole Missional Communities was renewed for a further 2 years, with agreement on the terms of support from local parishes.

The Confirmations Project made progress in supporting parishes to re-energise this sacramental ministry, and the number of confirmations stabilised at 551 (546 in 2015) after decades of consistent decline.

Children and Young People

The Salisbury Diocesan Board of Education (DBE) is one of the largest in the country, with 183 primary and 12 middle and secondary church schools and academies. Ofsted judged 89% of these to be 'good'.

By supporting leadership, training and governance, it aims to inspire, empower, enable and encourage work with children and young people. It supports teachers, governors, clergy and lay people to provide religious

education and encounter. An Adviser for Work with Young People supports work beyond schools.

Subscription to DBE services evidences a significant increase in engagement by schools during 2016.

The Diocese of Salisbury Academy Trust grew to eight primary schools, with further growth expected. It will open a new church primary in 2018.



Buildings and Clergy Housing

The Diocese aims to help people make church buildings fit for 21st Century worship and service, by cutting bureaucracy while ensuring our treasures are safe.

In January, new rules for works which do not require faculty were introduced. No objection was raised to 94% of applications to the Diocesan Advisory Committee for the Care of Churches (DAC) for a Notification of Advice. There were no cases where it was decided not to recommend works.

Parishes are supported through site visits for major schemes, and through specialist informal advice on matters from organs to bells, clocks to heating.

12 churches were awarded grants totalling £564,700 under the government's Listed Places of Worship Roof Repair Fund, an increase on the Round One outcome.

The 2015 DAC Awards were presented at June Diocesan Synod to Holy Trinity Bradford on Avon, Cranborne, Damerham, Sarum St Thomas and Tolpuddle.

As well as managing 238 clergy houses, the Diocesan Property Department now works with 68 church schools and academies, carrying out building projects bringing in over £514,000 in fees. This reduces share for parishes and generates income for new projects.

An exhibition was held to mark Capability Brown's 300th anniversary at Milton Abbey, owned by the Diocese, which secured a Heritage Lottery Fund grant of £1.25 million, to make it once again a place of spirituality and mission based on Benedictine principles.



Promoting a Safer Church

The safeguarding requirements on parishes have become greater, partly due to tighter national policies aiming to raise awareness of the issues involved.

A new Safeguarding Training Officer was therefore appointed and 25 training courses were delivered, along with four workshops for Parish Safeguarding Representatives.

New policies set out the training requirements for parish staff and volunteers, the complaints process against a clergy person or church officer, and the way we welcome and manage sex offenders who wish to worship in our churches.

The website is an important resource for parishes, with useful information and templates. We incorporated several new Practice Guidance documents from the National Safeguarding Team into our practice.

We submitted a large number of documents to the Independent Inquiry into Child Sexual Abuse (Jay Inquiry) and set up a local panel to respond to the Inquiry. We reviewed the Past Cases Review of 2008 and await the national report into the way this was handled.

The Diocesan Safeguarding Adviser was involved in a number of cases: some required direct involvement, others needed advice.



Social Justice

The Diocese's Social Justice Programme helps parishes and people fulfil God's call to them to be agents for justice in God's world.

Over 500 people participated in social justice events in 2016. 260 more engaged with the Social Justice Programme via social media and e-mail bulletins.

There are now 36 Social Justice Champions (SJC), against a target of 15. They ran successful events about refugees and inequality. The two events on refugees were especially well attended, and led directly to a

debate in Dorset County Council and the formation of an interfaith refugee support group. SDBF supported the programme by making a house available in Poole.

New work will involve Champions with special interests in financial inclusion and disability issues.

The Diocese continues to provide a house for a domestic violence refuge in Salisbury.

The Community Foundations' *Surviving Winter* appeals raised over £60,000, with Diocesan communications channels a key part of encouraging contributions.



Prayer and Spirituality

In June, parishes, church schools, hospitals and prisons received the gift of a Renewing Hope candleholder and prayer card from the Bishop. These are in frequent use across the diocese, reminding us of our common life and the presence of the Holy Spirit whenever Christians meet.

The *Pray* Forum, chaired by Bishop Michael Perham,

former Bishop of Gloucester, began in 2016. Bishop Michael made a significant contribution to our life as a Diocese.

The Forum draws together people who are involved in fostering prayer, spirituality, liturgy and worship. It put considerable work into planning a number of linked prayer initiatives for the first half of 2017.



Bishops' Work and Global Links

Bishops' work is funded by the national Church. The Diocese welcomed Bishop Karen to the See of Sherborne in February after a superb Westminster Abbey service.

Our bishops worked to ensure that our parishes and people could help shape *Renewing Hope: Pray Serve Grow* and our priorities for the next ten years. Bishops and Archdeacons visited all nineteen Deaneries to learn how they have responded to this strategic vision.

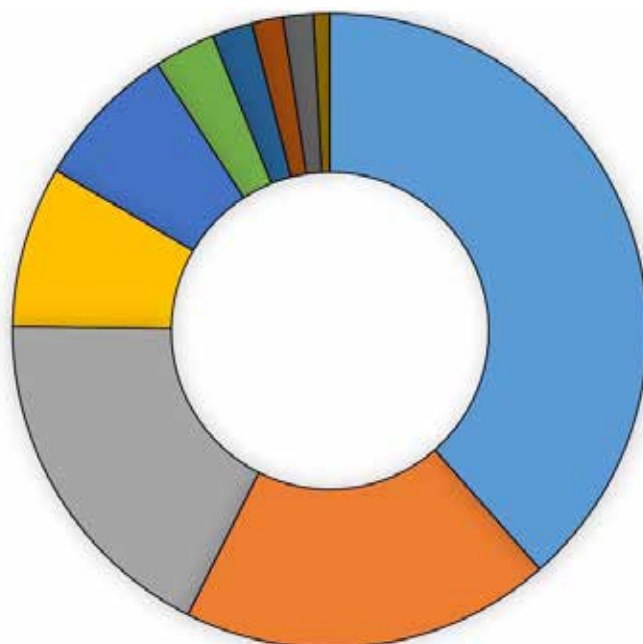
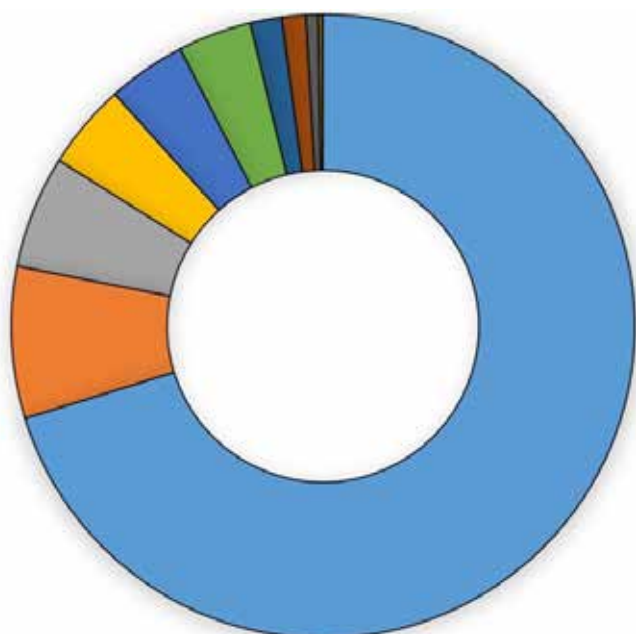
At these, they discussed progress on three strategic priorities: Deepening Discipleship, Nurturing Vocations and Sustaining Ministry. They outlined the financial challenges achieving the targeted growth in vocations.

Bishop Nicholas played a major role as C of E lead on the environment, particularly in promoting the Season of Creationtide, an Orthodox-led ecumenical idea.

Bishop Edward wrote the Christmas message for *Country Life*, and all three bishops led prayer walks.

Several visits in both directions were made with our sister Diocese of Évreux in Normandy and the Evangelical Lutheran Church in Latvia. Our relationship with South Sudan and Sudan was cemented by visits and local and Diocesan fundraising. Three South Sudanese bishops attended February Diocesan Synod. Visitors from Latvia attended in November.

Financial Analysis: Year to 31.12.16



Income: £13.46m

£000

Parish share	9,455
Investments	1,058
Other donations and grants	785
Parochial fees	597
Gain on disposal of assets	547
Property fee income	514
Third party stipends	220
Rental income from clergy houses	168
National Church Institutions	84
Other	35

Expenditure: £13.42m

£000

Clergy stipends	5,169
Support for ministry and mission	2,533
Clergy housing costs incl. ingoing works	2,393
Clergy pensions less deficit reduction	1,104
Archbishop's Council	994
Milton Abbey	420
Other parish ministry expenses	277
Diocesan links overseas	212
Clergy removal, resettlement & grants	208
Glebe administration and governance	113

Performance in the year:

SOFA	2016	2015	Variance
	£000	£000	£000
Income	13,463	13,461	2
Expenditure	(13,423)	(12,744)	(679)
Net income (before investment gains)	40	717	(677)
Investment gains	1,384	138	1,246
Net movement in funds	1,424	855	569

NB: Although there is an overall increase in funds of £1,424k, most of this is attributable to unrealised gains on investments. Without this, the overall gain in funds is £40k.

Performance against budget:

	2016	2015	Variance
	£000	£000	£000
Share income	9,590	9,785	(195)
Net expenditure	9,722	9,785	63
Deficit against budget			(132)
Reconciliation performance against share to increase in Funds:			
Share under provision previous year:			(56)
Pension deficit payments			640
Gain in investments			1,384
Improvements to properties			(741)
Movements in other funds			329
Net income per SOFA:			1,424

Please note: Income and expenditure includes budget for share and movements on all other funds.



Our witness and worship are made possible by 787 Churchwardens, 615 Foundation Governors, 896 Lay Pastoral Assistants, 170 Licensed Lay Ministers, 133 Lay Worship Leaders, 420 Retired Clergy with Permission to Officiate, 209 Stipendiary Clergy, 119 Self-supporting Clergy, and YOU.

Thank you!