



Reports and Accounts 2015

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BISHOP'S FOREWORD

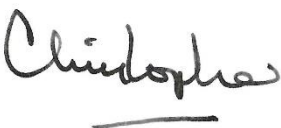
The following report offers the diocese, Synod, and the wider community a detailed account of the ministry that has been undertaken in 2015 in the Diocese of Portsmouth with the support and work of our governance structures and our central teams. The quantity and quality of services and support offered to our parishes and people has never been higher.

The report records the development and implementation of our 'Live, Pray, Serve' strategic purpose and among many initiatives I notice, for instance, the response to my charge to invest in deepening lay discipleship and in drawing out and equipping lay leadership. As always this report reflects the annual round of statutory governance duties undertaken on all our behalf. This business is conducted professionally and wisely by our skilled administrators and I am very aware that the ever changing legal landscape and related demands this brings, requires a great deal of our staff. For example, we are all perhaps aware to some degree of the constant changes in Education law and policy. These directly impact the work of our schools and academies, and our education team have risen again to the challenge of effectively advising and supporting them.

Another example, perhaps less well known, has been the change in accounting policies required this year which have impacted our finance staff heavily. In terms of the management of our clergy housing, this year has seen a step change achieved in the service provided under our new diocesan surveyor and property manager. I am grateful to him, his team and the managers supporting him, for this and for the positive influence this is so clearly having in affirming and supporting ministers and their families.

I want too to take this opportunity to thank all who work and serve within our parishes, chaplaincies and communities, and in the deaneries and diocese, whether paid or volunteers, for your dedication and commitment in all you do in the service of Christ and of the kingdom.

With my prayers for you all and for our shared ministry in God's mission as together we Live, Pray and Serve.

+ 

The Rt Revd Christopher Foster
Bishop of Portsmouth

DIOCESAN SYNOD

Synod met twice in 2015. Summary notes and also the full minutes of Synod meetings where agreed are available on the Diocesan website at

http://portsmouth.anglican.org/who_we_are/diocese/diocesan_synod/

BISHOP'S COUNCIL

The Bishop's Council is the Standing Committee of Synod. Members are also Directors of the Diocesan Board of Finance (PDBF), and fulfil the functions of the Diocesan Mission and Pastoral Committee (DMPC). The same members are also Directors and Trustees of the Portsmouth Diocesan Council for Social Responsibility (PDCSR) and the Portsmouth Diocesan Education Trust (PDET) and business for all these bodies may be conducted within the context of any meeting of the Council.

The Council met 8 times in 2015, the final year of their triennium of tenure. They set the agenda for Diocesan Synod meetings and in their role as DMPC received, commented on and endorsed archdeaconry and deanery plans for ministry and advised the Bishop on appropriate matters. The Council continued strongly to support strategic proposals to invest in Pioneer Ministry across the diocese and a bid was submitted for Church Commissioners one off grant funding of £0.9m to support deployment of pioneer ministers going forward.

In their role as Diocesan Board of Finance the Council received and adopted the Board's statutory accounts for 2014; oversaw 2015 in year management accounts; and prepared the 2016 budget. Investments and assets which are held on behalf of all parishes in the diocese were effectively managed to produce a very creditable return. Copies of completed full statutory accounts are available at

http://portsmouth.anglican.org/who_we_are/diocese/diocesan_finance/

The implementation of a revised apportionment system for parish share was also finally agreed, following lengthy working group focus and wide consultation, and will be implemented over a three year transition period from 2016 – 2018 model.

Very many pastoral schemes were considered by the Council in 2015 and this, coupled with an identified need to dedicate more time to planning for future major development areas and related ministry deployment issues, led the Council to the decision to set up a new body for a trial period of two years from 2016 to advise them: the mission and pastoral advisory sub-committee.

Wendy Kennedy
Diocesan Secretary

DIOCESAN BOARD OF FINANCE

Financial Summary

- Parish Share cash collected exceeded the 2015 budget as headway was made in clearing prior year outstanding share.
- Investments performed well – our total return in the year was 8.1%
- Clergy vacancies were again longer than hoped for resulting in reduced expenditure.
- Overall this led to an operational surplus of £440,000 with £208,000 being allocated to clearing the outstanding lay pension deficit liability which will in turn bring savings to the parish share budget in future years.
- PCC income continued to increase although no of planned givers also continued its slow decline. (2014 figures, latest available).

Summary performance against 2015 budget			
	Actual	2015 Budget	Variance
	£'000s	£'000s	£'000s
<u>Management accounts</u>			
Income			
Parish share	4,754	4,742	12
Earmarked income	2,453	2,301	152
General income	185	178	7
Total Expenditure	(6,952)	(7,221)	269
Surplus/(deficit) per management accounts	440	-	440
Settlement of remaining pension deficit	(208)		
Other	83		
Per Statutory Accounts (General Fund)	<u>315</u>		

Fairer Shares 2015					
Deanery	Apportionment	Shortfall brought forward	2015 Total	Cash Collected	Shortfall carried forward
	£'000s	£'000s	£'000s	£'000s	£'000s
Fareham	757	-	757	753	4
Gosport	320	(0)	320	315	5
Bishops					
Waltham	516	28	544	533	11
Havant	975	14	989	960	29
Petersfield	484	21	505	477	28
Portsmouth	694	52	746	741	5
East Wight	533	219	752	515	237
West Wight	463	107	570	470	100
Total	4,742	441	5,183	4,764	419

Fairer Shares 2016

Deanery	Apportionment	Shortfall brought forward	2016 Total
	£'000s	£'000s	£'000s
Fareham	762	4	766
Gosport	330	5	335
Bishops Waltham	523	11	534
Havant	978	29	1,007
Petersfield	504	28	532
Portsmouth	708	5	713
Isle of Wight	1,010	337	1,347
Total	4,815	419	5,234

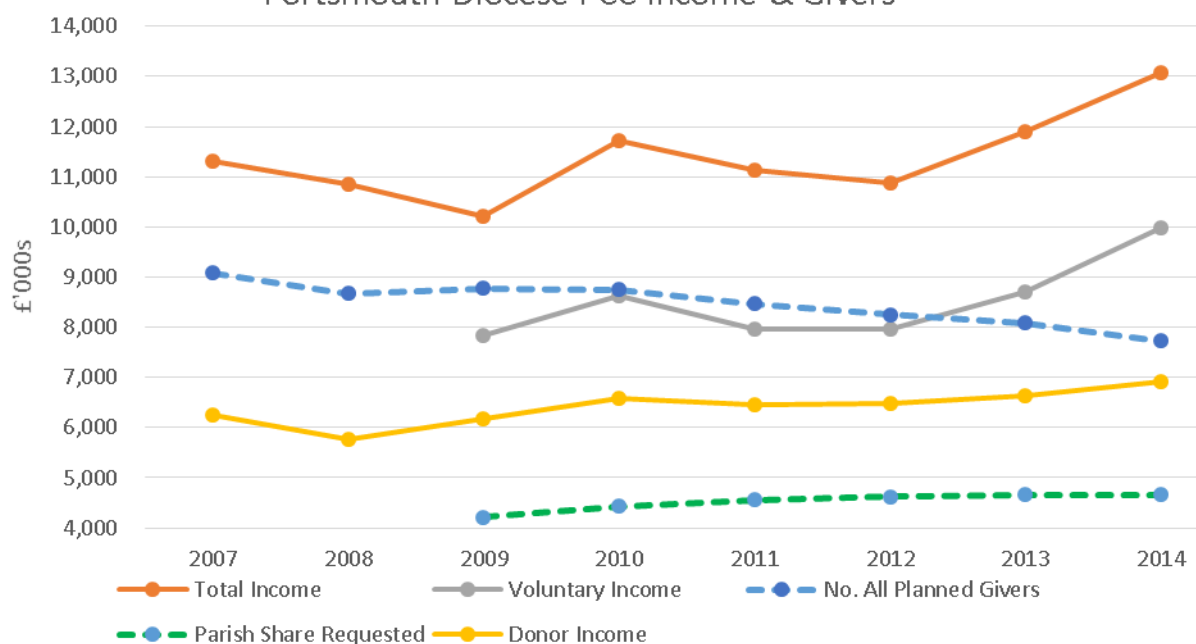
Analysis of Statutory accounts net income

£'000s

NB 2015 saw significant changes in accounting requirements, particularly pension deficit repayments are now taken out of the income statement.

Operational Surplus	440
Parish share (prior years)	(103)
Parsonages repairs (from funds b/fwd)	(130)
Office refurbishment (from funds b/fwd)	(85)
Book loss on property disposals	(95)
Pension deficit repayments	259
Restricted donation (for clergy families)	282
Other	4
Net income (all funds)	572

Portsmouth Diocese PCC Income & Givers



Summary/Extracts from Statutory Accounts

Statement of Financial Activities for the year ended 31 December 2015

	Note	Unrestricted funds General £	Unrestricted funds Designated £	Restricted funds £	Endowment funds £	Total funds 2015 £	Total funds 2014 £
Income and endowments from:							
Donations	2						
Parish contributions		4,651,007	-	-	-	4,651,007	4,632,691
Archbishops' Council		473,013	-	-	-	473,013	486,006
Other donations		141,412	13,277	292,072	-	446,761	174,267
Charitable activities	3	1,116,238	8,074	-	3,000	1,127,312	1,062,468
Other activities	4	259,469	-	-	-	259,469	81,113
Investments	5	329,466	134,308	40,172	56,835	560,781	668,970
Other	6	-	17,901	-	40	17,941	72,644
Total incoming resources		6,970,605	173,560	332,244	59,875	7,536,284	7,178,159
Expenditure on:							
Raising funds	7	5,578	-	-	-	5,578	20,961
Charitable activities	8	6,554,952	264,326	44,569	-	6,863,847	6,564,058
Other	9	94,941	-	-	-	94,941	19,824
Total	10	6,655,471	264,326	44,569	-	6,964,366	6,604,843
Net income/(expenditure) before investment gains		315,134	(90,766)	287,675	59,875	571,918	573,316
Net gains on investments	16	53,620	107,655	22,566	147,006	330,847	1,136,706
Net income/(expenditure)		368,754	16,889	310,241	206,881	902,765	1,710,022
Transfers between funds	14	(48,828)	(118,195)	(1,774)	168,797	-	-
Other recognised gains/(losses)							
Gains/(losses) on revaluation of fixed assets	15	(136,930)	-	-	(622,178)	(759,108)	(390,788)
Net movement in funds		182,996	(101,306)	308,467	(246,500)	143,657	1,319,234
Total funds at 1 January 2015		12,971,086	3,959,824	1,090,816	43,830,891	61,852,617	60,533,383
Total funds at 31 December 2015	20	13,154,082	3,858,518	1,399,283	43,584,391	61,996,274	61,852,617

Balance Sheet as at 31 December 2015

	Note	2015		2014	
		£	£	£	£
FIXED ASSETS					
Tangible Functional Assets	15		50,949,643		51,940,022
Investments	16		12,699,698		<u>11,277,065</u>
			63,649,341		63,217,087
CURRENT ASSETS					
Debtors	17	379,693		699,500	
Cash on Deposit		1,694,864		2,001,676	
Cash at bank and in hand		1,483,880		<u>873,491</u>	
		3,558,437		3,574,667	
CREDITORS: amounts falling due within one year					
	18		2,440,108	1,872,771	
NET CURRENT ASSETS			1,118,329		1,701,896
Total assets less current liabilities			64,767,670		<u>64,918,983</u>
CREDITORS amounts falling due after more than one year					
Pension scheme liabilities	23	2,448,000	2,771,396	2,639,700	3,066,366
Other creditors		323,396		<u>426,666</u>	
NET ASSETS			61,996,274		<u>61,852,617</u>
FUNDS					
Endowment funds:					
including revaluation reserve			43,584,391		43,830,891
of £	2,154,621				
2014:	2,629,793				
Restricted income funds:					
including revaluation reserve			1,399,283		1,090,816
of £	246,094				
2014:	223,528				
Unrestricted income funds:					
General funds					
including revaluation reserve			13,154,082		12,971,086
of £	503,040				
2014:	395,385				
Designated funds					
including revaluation reserve			3,858,518		3,959,824
of £	831,718				
2014:	915,028				
TOTAL FUNDS	24		61,996,274		<u>61,852,617</u>

MISSION & RESOURCES

GENERAL

The Mission and Resources Section exists to support the mission and strategic purpose of our diocese and parishes as we live, pray, and serve together. Mission and Resources exists to sustain the business and governance of the Diocese while also having a significant role in supporting parishes in a variety of ways. A summary of areas of work that the Section undertakes is as follows:

- Supporting all those working in the parishes throughout the diocese, especially:
 - parishes undertaking pastoral reorganisation
 - parishes embarking on major property developments
 - parish treasurers and deanery finance committee chairmen
 - the protection of children and vulnerable adults through the work of the Safeguarding Team
 - parish advice with regard to employment matters; promoting good working practice, especially in the area of human resources
- Supporting the work of Mission, Discipleship and Ministry; Mission and Education; Mission and Society and the finance team.
- Ensuring compliance with legislation that governs the core work areas within our diocese
- Supporting the work of the Diocesan Synod and the Bishop's Council

These broad areas of work fell within the section's remit:

- Central Services (including Synodical Government, Diocesan Advisory Committee, Pastoral Measure and general administration support)
- Safeguarding: Protection of children and adults who may be at risk of abuse or neglect
- Human Resources
- Information Technology
- Legal (coordinating the interface between the central organisation and the Diocesan Registrar and contracting other legal services as required)
- Property (including facilities management)
- The Head of Section also deputises for the Diocesan Secretary, undertaking some of her responsibilities in her absence.

Suspension of the Right of Presentation

The Bishop's Council keeps under review (and advises the Bishop when required on) the suspension of the right of presentation to livings. Benefices currently affected by this procedure are below (the dates indicate when the suspension will lapse if no scheme is made):

Benefice	Expiry date
Milton St James	15 June 2016
Southsea Holy Spirit	15 June 2016
Lake with Shanklin St Saviour	26 September 2016
Blendworth with Chalton with Idsworth	14 December 2016
St Lawrence St Lawrence	14 December 2016+

Ryde All Saints	14 December 2016
Rowlands Castle	1 February 2017
Elson St Thomas	6 March 2017+
Bridgemary St Matthew	6 March 2017+
Soberton with Newtown	15 May 2017
Hambledon St Peter & St Paul	7 October 2017
Portchester St Mary	16 November 2017
Alverstoke St Mary	19 November 2017
Crookhorn the Good Shepherd	19 November 2017
Totland Bay Christ Church	15 February 2018
Lee on the Solent St Faith	24 July 2018
Hart Plain	19 September 2018
Hook with Warsash St Mary	21 November 2018
Fareham St John the Evangelist	21 November 2018
St Helen's with Seaview	21 November 2018
Ryde Oakfield St John the Baptist & Holy Trinity	
Ryde	26 February 2019
Wroxall St John the Evangelist	14 May 2019
Purbrook St John the Baptist	1 June 2019
Fareham St Peter & St Paul	1 September 2019
South Hayling St Mary	30 October 2019
Niton and Whitwell	30 December 2019+
Barton St Paul	11 January 2020
Chale St Andrew	3 February 2020+
Southsea St Peter and St Luke	2 March 2020+
Swanmore St Michael and All Angels	1 April 2020
Bembridge Holy Trinity	8 April 2020
Wootton St Edmund	16 April 2020+
Portsea St Alban & Portsea St Saviour	16 April 2020
Portsea North End St Mark	20 April 2020
Portsea The Ascension North End	12 May 2020
Binstead in Plurality with Havenstreet St Peter	1 July 2020+
Southsea St Simon	18 August 2020
Shanklin St Blasius	31 October 2020
Sandown Christ Church & St John	31 October 2020
West Leigh St Alban	1 March 2016
St Andrew Eastoke, Hayling Island and North	
Hayling in plurality	3 March 2021
Southsea St Margaret of Scotland	3 March 2021
Brighthstone and Brook with Mottistone in plurality	
with Shorwell with Kingston	10 March 2021
Brading and Yaverland	15 June 2016

+ Pastoral Scheme or Order in progress

Agreed these suspensions be lifted, but not yet actioned

Diocesan and General Synod Elections

The diocesan and general synod elections were held in 2015 and supported by the Mission and Resources Team.

Diocesan Advisory Committee (DAC)

- The full DAC committee met 10 times in 2015.
- 70 new cases were submitted for consideration/recommendation.
- 16 were approved under Schedule B.
- The DAC discussed 4 cases which had come to the Committee in previous years which were ongoing or required revisions.
- Members undertook 22 site visits across the Diocese.
- The average items per meeting is around 17 but the September meeting was very busy with a case load of 34.

The DAC is chaired by the Dean, David Brindley, and the committee continuously reviews its help and guidance to parishes. During 2015, the committee discussed how to aid parishes in the Listed Places of Worship grant scheme. The committee, whilst noting a drop in metal theft, had encouraged some parishes to research alternative materials to prevent further theft.

The Chair of the DAC and the DAC Secretary attended various meetings regarding the new faculty simplification process. Various processes were set up for the online system to come into force in 2016. The Archdeacons and DAC Team undertook training on the new Schedule A & B lists and the whole committee were trained in the use of the online application portal.

Mission Statistics & Finance Returns

The Mission and Resources team has continued to provide focussed support to our parishes to assist them with completing the mission statistics and finance returns on the online system.

For the second year in a row, Dr Bev Botting said that the Diocese of Portsmouth had the highest proportion of churches submitting their returns of any diocese with a return rate of 100% for the mission statistics.

Last year the rate of finance returns was 94.7% submitted. Through concentrated support we hope that this will increase for the returns to be submitted this year as central church are increasingly using this information to guide how resources are expended centrally to promote mission, outreach and growth as well as resource planning.

Pastoral Schemes

During 2015, the Mission and Resources Team supported parishes through discussions and progressions of 12 proposed pastoral schemes and orders. The move to one deanery on the Isle of Wight was completed so that it could come into effect on 1st January 2016. The moving of parish boundaries between the parishes of Wymering and Portchester was also completed. The others will continue through 2016.

Property

The Property Department is responsible for the management and maintenance of parsonages, freehold and glebe properties.

The new Property Manager and Surveyor began working for the diocese in February 2015 and has had a significant impact on the work of the Property Team since then.

A total of 519 works orders were completed in 2015. Of these works reactive repairs accounted for 30% of the expenditure, vacancy works came to 35% and the final 35% of costs was used for quinquennial repairs.

General repair work was the highest spend during the year at £371k, 60% of the budget and was a significant increase on the previous year. The next largest expenditure, £76k was spent on general plumbing works and accounted for 13% of the budget. This work included the usual leaking taps but also significant work on heating and boilers. A further £54k, or 9% was spent on roof repairs and £32k, 6% was spent on new double glazing and doors.

There were two key indicators that there was a substantial improvement in the houses of our clergy. Firstly, the percentage of funds needed for reactive repairs was 18% lower than in 2014 and secondly the increase in the general repair work costs for the year which was a result of numerous significant refurbishments of properties.

The increase in funding for clergy housing in the annual budget and the previous four years' work addressing serious but basic problems with our properties resulted in more funding being available within the year's budget to tackle refurbishments comprehensively rather than doing patchwork repairs.

As previously reported, Bishop's Council agreed to release £600k from Board of Finance reserves through the sale of properties identified through the strategic housing review as surplus to requirement. During 2015, plans were submitted to and discussed by the Property Sub Committee and recommended to the Bishop's Council. Housing improvements for our clergy will be undertaken in 2016, 2017 and 2018 with this funding.

Safeguarding

In 2015, central church embarked on a programme of external independent audits of the safeguarding practices of each diocese.

The Diocese of Portsmouth, with three other dioceses, volunteered to be part of the pilot for this audit and Portsmouth was the first diocese to be audited by the Social Care Institute for Excellence (SCIE).

The audit, published in January 2016, concluded that Portsmouth's Church of England diocese was well on the way to developing a robust safeguarding culture to protect children, young people and vulnerable adults. The significant emphasis on safeguarding has come from the top, with the bishop providing a clear lead.

The auditors were impressed with the openness and desire to learn evident within the diocese, and the commitment of clergy, staff and volunteers to care for those vulnerable older and younger people who engage with its churches.

The full report can be downloaded from our website here:

http://portsmouth.anglican.org/fileadmin/images/What_we_do/child_protection/Diocese_of_Portsmouth_safeguarding_audit.pdf

During 2015, the national safeguarding team launched its transformation plan which aimed to introduce greater consistency to safeguarding practice across all dioceses. As a result, the focus of the work and projects set in 2015 for our diocese was slightly altered to accommodate the necessity to align our processes to those of the national church.

Disappointingly some workshops during the year had to be cancelled due to low bookings. As a result, four workshops were run for Policy training, attended in total by 35 delegates. However, the e-learning modules continue to be accessed by a number of workers and volunteers across the Diocese, and in total 488 individuals completed the modules – 288 for children and 200 for adults. In addition, there were a number of group sessions organised in parishes, led by Parish Safeguarding Reps, of which over 100 delegates partook. This initiative has proven to be very successful, and will become part of the Diocesan training programme in 2016.

During 2015, 1211 DBS checks were processed through the Diocesan Safeguarding Office. Whilst the Update Service has begun to be used more regularly, the checks undertaken through this facility account for less than 3% of the total number of checks administered. There is a continuing concern that some volunteers may be working in parishes that have not been cleared to work in accordance with our safer recruitment policy and this is a priority area of work with parishes in liaison with the Archdeacons.

In 2015, the safeguarding team launched a new initiative of parish reviews in order to develop and strengthen its approach to safeguarding throughout the Diocese. Ten parishes were selected to participate in the first sample, of which nine partook. Whilst none of the audits gave rise for serious concern, there were some common themes that arose, such as record keeping and storage. Each parish will receive a report of their safeguarding provision with areas colour coded to indicate safeguarding priorities to tackle. Further parish reviews are scheduled for 2016.

In 2015, the new Diocesan Lone Working Policy was agreed, subject to additional guidance notes to be added in regard to risk assessments and recording of pastoral encounters. In addition, the revised Safer Recruitment guidance was distributed throughout the Diocese, which updates the information in the 2010 handbook.

Jenny Hollingsworth

Head of Mission and Resources

MISSION, DISCIPLESHIP & MINISTRY

In 2015 Mission Discipleship and Ministry was at the forefront of think about how the new strategic priorities identified in Live Pray Serve could be delivered across the diocese and our parishes. The two key work streams associated with our work are Making Disciples and Growing Churches. These themes and priorities very much fit with a national picture in which the national church is reviewing the way in which the church engages with society.

The national church has set ambitious targets for dioceses, such as an increase of 50% in the number of ordinands and the development of lay ministries that facilitate evangelism and discipleship. 2015 encouraged us to review the work of the team and think of creative new ways in which to engage the churches of our diocese.

Ordained and Reader Ministry Training (IME 1-3):

The national Resourcing Ministerial Education (RME) report formed the focus of discussion regarding vocations in 2015, and will continue to be the focus for the formation of policy in future years. It has set before us the challenge of re-thinking the way in which we fund theological training so that we can increase the number of those in training.

Portsmouth Pathway: 2015 was a particularly exciting year for the Diocese of Portsmouth in regard to ordination training and training for Reader ministry, as September saw the launch of the Portsmouth Pathway scheme in partnership with Ripon College Cuddesdon. Early in the year we agreed the syllabus with Ripon College, Durham University and the national church, and in August Dr James Grenfell joined us as the Director of the Pathway. After a flurry of work to upgrade the facilities at St Luke's for students, the Pathway was launched in September with nineteen students in the first and second years. In 2016 there will be around thirty students spread over three years, which is a larger number than some traditional theological colleges.

It has been wonderful to see the Pathway community at St Luke's form as a place of prayer, study and social interaction. Students eat, pray and study together each Tuesday as part of their preparation for ministry. The collaboration between ordinands and Reader trainees has been a real benefit of the scheme, and it is my hope that it lays a solid foundation for future patterns of ministry. This investment in local ministry training will a significant factor in encouraging new contextualised mission shaped ministry in the future, and it is interesting to note that many other dioceses are now creating their own pathways for training.

Reader candidates on the Pathway course now have access to a range of learning resources that were previously restricted to those training for ordination, and are given the opportunity to fully engage with a wide ranging theological training. Readers are now being given book grants to support their study at the same level as those given to ordinands.

Vocations to ordained ministry: 2015 saw eight candidates recommended for ordination training, all of whom are now studying either at college or on the new Portsmouth Pathway Course. There are a total of nineteen ordinands from the diocese currently in training. An additional seventeen candidates are actively discerning their call to ordained ministry, most of whom will go forward to Bishops' Advisory Panels in 2016 and 2017.

New Associate DDOs have been appointed, one for the mainland (Claire Towns) and one for the Isle of Wight (Dr Amanda Bloor), and there were some changes to the membership of the Discernment Team. A new vocations course 'Called to Serve' was piloted in the autumn as part of a new pro-active emphasis in the discernment process. A Vocations Morning was held in November and two further Vocations Mornings are booked on the mainland for 2016. There is a full Vocations Day on the Isle of Wight being prepared, which promises to be exciting.

As part of our response to the RME we have decided to create a new Diocesan Director of Vocations and Ordinands for 2016. The aim of this post will be to co-ordinate both the ordained and lay elements of the vocations work, so that those entering the vocations process can be directed to the appropriate form of lay or ordained ministry. We thank Canon Robin Coutts for his hard work and wisdom in his ministry as DDO and pass on his thanks to all the many members of both the Discernment and Examining teams who supported this work over the last 12 years.

Initial Ministerial Education (IME 4-7):

IME continues to be a priority for the diocese for those engaged in the early years of ministry in order to give an opportunity for breath (through placements in the cathedral and other churchmanship traditions) and depth (through allowing time for critical reflection) in ministry.

Pilgrimage to the Holy Land: At the beginning of the year the entire cohort of curates undertook a Pilgrimage to the holy sites in Israel with Bishop Christopher. This gave a unique opportunity both to experience the sites in which Christ conducted his ministry, but also a chance to learn as a group in the company of the diocesan bishop. It will be an experience that will have a lasting impact on the ministry of many.

IME Programme: The national regulations regarding key competencies to be completed before the end of curacy is now well embedded in the life of the national church and the diocese. Increasingly the emphasis is on keeping paperwork to a minimum and using the process to create high quality reflection on the experience of ministry. IME assessment folders are thus becoming thinner, but with a strong emphasis on the need for ministry to include good reflective practice. Alongside these processes Venerable Peter Sutton (IME 4-7 Officer) has continued to keep a regular round of pastoral catching up with curates and training incumbents.

IME courses continue to take place both in the form of whole curates group and also in year groups. Courses range from theological input to practical hard skills training such as preaching and voice production. As with the pilgrimage, these courses provide both content for curates and also the chance to share experiences of ministry that provide mutual support and greater breadth of learning.

Continuing Ministerial Development (CMD)

All licensed ministers are able to access CMD which aims to support and enhance ongoing ministerial development. Identification of learning and development needs through the Ministerial Development Review (MDR) process informs the shape of the CMD programme, as well as the tailoring of training on an individual basis. Adopting lifelong learning as the culture of all licensed ministers continues to be a challenge especially as there are so many competing demands for time. Nevertheless the provision of CMD continues to be well received.

CMD Programme: There was one Bishop's training day in 2015 delivered by the Royal Navy about the Armed Forces Covenant. Due to the Diocesan Conference in September there was no second Bishop's Training Day although there were two key training days about the Occasional Offices. Following the piloting of materials for 'The Funerals Project' this diocese was the first to receive the national roll out in May 2015 followed in October by 'Baptism Matters'. Sadly during 2015 two CMD days had to be cancelled, one due to small numbers and the other due to the ill health of the speaker.

Transitions in Ministry: The provision of Consultations at times of transition by the Regional Training Partnership continues to be a much appreciated resource by those who attend. In 2015 2 people attended the Consultation for new Area Deans; 6 clergy and 4 spouses attended 'Preparing for Retirement'; 4 attended 'Post of First Responsibility'; and 1 attended 'Working with the Newly Ordained'. The TiM advisers have identified significant changes in expectations and complexities of 'First Posts', and the CMD adviser has been involved in working to remodel this Consultation along with

the CMD adviser from Bath and Wells Diocese. This reshaped Consultation will be run from March 2016.

Extended Ministerial Development Leave (formerly sabbatical): As anticipated numbers taking EMDL are beginning to rise with 3 people taking EMDL in 2015 plus 1 person taking the first half of EMDL which is split over 2015/16. The backlog of those who have never taken EMDL is beginning to reduce, and it is hoped that this investment in study, retreat, reflection and rest will envision those returning to parishes (and other contexts) following a period of EMDL.

Further Degrees: Funding in this area continues to reduce as numbers receiving a small grant from the Diocese for further study reduced to 1.

Coaching Training for Senior Staff: Training in coaching techniques has been identified as a key skill to develop that can assist in making conversations more effective. Those engaging with the MDR process, and other senior staff, were invited to attend two days of training delivered by '3D Coaching' in early 2015. Coaching training for Area Deans, Lay Chairs, and others will be delivered in 2016 to enable more people in the diocese are developing these skills.

Stewardship:

The work of the Stewardship Adviser continues to focus in two main areas. Firstly, to assist parishes in developing effective stewardship practices so that PCCs and individuals develop in seeing giving and financial management as part of discipleship. Secondly, to support parishes to ensure their financial practices are sound with effective management and planning as well as assisting them to communicate effectively around financial issues in order to improve the ability to fund ministry and mission. The overall aim is to develop sustainable and vibrant churches across our Diocese.

Parish Giving Scheme: One of the major projects for 2015 was the Diocese joining the Parish Giving Scheme (PGS). This is a method of giving to local churches by direct debit. Portsmouth was the eighth Diocese to join the PGS and has seen a very positive response by parishes, with a growing number of parishes benefiting from the various features of the scheme, which include improved cash flow, inflation proofed income and reduced administration.

From April 2015 9 parishes were involved in the pre-launch phase during which our local resources and systems were tested and improved. Following the success of the pre-launch the PGS was launched across the Diocese on 1st September 2015. By the final gift run of 2015 (1st December), a further 14 parishes were active with gifts flowing through the scheme, plus the Cathedral and the Portsmouth Diocesan Board of Finance. In addition to this a further 30 parishes were registered.

Many of the parishes involved with the PGS reported an increase in giving having launched the scheme in parish. The average weekly gift through the PGS in our Diocese was £13.30 which is higher than the overall Diocesan Average (£11.40) and National average weekly gift (£13.00) shown in the National Statistics which details the average weekly gift given through all methods of giving combined. Across the active parish 65.6% of donors were opting to increase their giving annually in line with inflation; this is an especially positive response to this element of the PGS and higher than the take up across the PGS Diocese where the overall take up rate in December 2015 was 56.5%.

During 2015 there has been a clear shift in focus in parishes where stewardship is more clearly linked to mission and growth. During 2016 work will continue to further develop the PGS in our Diocese and that it continues to function as a helpful springboard for reinvigorated stewardship work and continued good practice across our Diocese.

Mission Development:

Supporting vibrant, Living, Sustainable Churches: The work of parish development continued during 2015 with the broad aim of encouraging all parishes to enter into an ongoing process of Mission Action Planning. Typically this involves a vision day for the PCC and/or the wider parish, followed by a process of deciding what the priorities in mission are for the parish. Occasionally parishes approach this process with a specific piece of work in mind, e.g. Welcome, or Fresh Expressions. This then acts as a springboard for the ongoing mission development of the parish.

An additional specific area of parish development is the work with parishes in vacancy. This presents an opportunity for parishes to take stock of their mission priorities and to give a missional edge to their parish profile. This has already proved fruitful in some parishes where the work done has enabled the new incumbent to start shaping the ongoing mission of the church.

During 2015, the Mission Development Officer engaged with eleven different benefices in some form of parish development process, including four in vacancy.

Another important piece of parish development work was the running of a LYCIG conference with Winchester Diocese in March 2015. Nine parish priests, together with members of their teams, took up this opportunity and this has had an ongoing impact as they have been sharing the insights of LYCIG with their parishes. This will become even more significant in the future with the open invitation to all remaining incumbents to LYCIG in October 2016.

In addition to the process driven work, the Mission Development Officer is asked for informal consultation by priests or lay leaders (usually churchwardens) on mission-related matters. These interactions are difficult to record but they certainly contribute to the aim of building healthy churches in the Diocese and also help to add to the good reputation of the MDM in our parishes.

Expansion of Pioneering and Fresh Expressions: The Diocese's pioneer project has involved mission development in a number of areas:

- Developing the initial implementation of the diocesan pioneer review: I produced the job description for the Dean of Pioneer Ministry, developed the diocesan 'milestones' framework for the review of pioneer ministry, and advised on the development of job descriptions for the first round of pioneer minister appointments.
- Supporting the Archdeacon of Portsdown in producing our bid for Strategic development funding.
- Running the Mission Shaped Introduction course as part of our developing lay pioneer scheme. Live, Pray, Serve

Lay Training and Discipleship:

Our diocesan provision of lay training and discipleship was reviewed in 2015 with two clear conclusions: the work needed to be expanded, and such work needed to be resourced and supported centrally but delivered locally in order to create capacity for this expansion. The result has been the creation of a lay ministry framework and a number of discipleship groups.

Lay ministry framework: Over the past two years a number of parishes have started to engage with training lay ministers, especially pastoral assistants. In 2015 MDM created a lay ministry framework to encourage initially two types of ministry: lay pastoral assistants (LPA) and lay worship leaders (LWL). Using a course that has been adapted from Salisbury diocese around fifty people will have been trained as pastoral assistants on the Isle of Wight by the end of 2016, and additional groups have met or are planning to meet, such as that at the cathedral. Deaneries, clusters and parishes are asked to consider if this short ten week course might be a way forward for them to increase their pastoral capacity. The lay worship course has yet to take place, but Dr Nigel Porter (Lay training Officer for the Isle of Wight) is planning to start one soon.

Additional ministries that we are presently working towards include lay pioneers and authorised local ministers. The former have started to be trained through the Mission Shaped introduction programme, with the aim of providing lay people with the training and support to begin local fresh expressions. The latter is a new ministry, open to lay and ordained, that will provide a focal person for each church community within a benefice cluster, and we hope to begin training for this ministry in 2016.

Discipleship: A national report launched in 2015 pointed to the importance of dioceses supporting the discipleship work of parishes so that Christians live out their faith in everyday life. Our diocesan response has included a re-write of the syllabus for the Bishop's Foundation Course so that it is more explicitly linked to vocation and mission, and creating new opportunities for learning.

We have also expanded our provision of discipleship courses by working with deaneries and churches to create local Exploring Christianity groups. This course, which we have developed in collaboration with Bath and Wells diocese, was previously the foundation of our Reader training scheme, and provides an excellent theological foundation for anyone interested in finding out more about their faith. A number of additional groups are now meeting (one in Petersfield deanery and one at the cathedral), and a number plan to meet in the coming year.

We have also begun to create a new shorter discipleship course called The Way. This is made up of three short seven week units and is aimed at providing theological knowledge and skills for those who are interested in finding out more so that they can be more active disciples. It begins with spirituality and prayer, considers scripture and doctrine, and ends with the church and mission.

Youth and Children's work:

Our Children's and Young People's work continues to make an impact on the national church. Ben Mizen was part of the National Society Children's and Youth Development Group advising and reviewing on programme for Church Of England. He has presented, spoken and taught on youth ministry and intergenerational work at a two conferences in other dioceses. He has been working with the National Adviser to deliver new adviser training - "exploring your diocesan role"

In 2015 youth and children's work in the diocese has been focused on the work streams of

- Making disciples of Christ
- Growing our churches
- Equipping people for lifelong learning

Making disciples of Christ: A number of schemes are focused on promoting discipleship among young people. Discovery - In 2015 all of the diocesan support for youth and children's work has been "rebranded" as Discovery. Discovery seeks to serve those who work with young people children and families in their mission and ministry. We take seriously that growing disciples takes investment and dedication from leaders. This is reflected in the new website and social media streams for communication.

Gap Year - this programme continued to run with four participants in parish placements in 2015. Central support by the diocesan youth adviser, included a fortnightly academy training sessions, parish visits, retreats and social programme. Support programme was run in partnership with local Christian Office. The programme continues in 2016.

Young Vocations - In 2015 the young vocations team expanded from having 2 champions to having a group of 10 lay and clergy leaders as "vocations chaplains" to support young people who wish to explore "calling". This group work with a simple message of encouraging parishes to offer opportunities for young people to listen to God. Sessions on vocations were run as part of the Diocesan Conference with over 50 clergy attending 3 seminars.

Youth Council - In 2015 Natalia Kerr (East Cowes Parish, Isle of Wight & Discovery Gap Year Student) and Dunkan Wheatley (Christ Church, Portsdown) continued to represent our diocese on the Council. Natalia continues to be core member of the Council.

Growing our churches: We have worked with our parishes to raise the awareness of issues relating to working with children and young people and provide skills, training and support.

Youth & Children's Leader Training Programme - the Key was offered across the year but had a low uptake running only once. However, the number of parishes seeking individual support and an enhanced personal deal have increased. See below

Learn to Listen - Youth participation training for youth leaders was delivered in four locations with over 30 youth leaders attending. - including the Isle of Wight

Zombies Vs Aliens Youth Event - December 2015 - a participation event with 25 young people and 10 leaders. Working with futurist Dr. Graeme Codrington explored what young people thought about the future, faith and the church. Video responses were recorded and then used in adult seminar the next day.

Boost: Mission Market Place - in October over 120 leaders and volunteers attended a market place of resources for mission with children and families in Portsmouth Cathedral

Schools Work Training For Curates - working in partnership with the Board of Education a session on work within schools was delivered as part of IME 4-7. 30+ curates attended across both of the diocese that our joint Board of Education covers.

SoulNET Youth Leader Breakfasts - Over 30 youth leaders and volunteers continue to attend this regional youth leader breakfast run in partnership with Soul Survivor. Meets bi-monthly.

Discovery Website & Social Media - The youth and children's leader website is accessed with over 1000 individual hits per month. Notably there are peaks around Advent, Christmas, Lent and Easter. Links to Facebook (100+ followers) and Twitter (300+followers) also attract attention to the site

Discovery Email Digest - monthly digest emails to clergy, diocesan officers, workers and volunteers continue to be effective with a steady circulation of over 1000.

WorkerNET – Employed Youth & Children's Worker Network – in 2015 the number of paid youth, children's and families workers that the diocese supports number 21. This group meets for support, prayer and professional development 6 times a year. A notable success was a day retreat with Hopeweavers. It is worth noting that a high percentage of our workers are part-time.

Parish Consultations - In 2015 thirty-four parish, group and deanery consultations/support visits took place. These included: Being on the committee for Portsmouth Deanery Youth Project as it moved to being a chaplaincy project in local schools; resources, curriculum and programme advice for youth and children's programmes; advice and practical assistance for parishes looking to employ a worker; visiting groups - youth groups, messy churches and toddlers groups; one to one mentoring with key leaders and workers; presenting at PCCs, Deanery Synods and church services – raising awareness of youth, young vocations and children's matters - especially with the Discovery Gap Year; reviewing children and youth provision in 4 churches (requested); custom training days for youth and children's teams at 3 parishes; supporting school days at Portsmouth Cathedral. Especially secondary school days in July when Discovery Gappers contributed to the creative programme; supporting and Developing Ministry with Parishes - Advice to PCCs, clergy, youth workers and others was provided in the following areas: detached work, employing workers, youth worship, youth leader support, all-age worship, music, technology, baptism preparation, communion before confirmation, starting a group, finding volunteers, working in schools, curriculum resources, risk assessment and programme development.

Equipping people for lifelong learning: We continue to provide opportunities for parishes and ministers to engage with young people's and children's work.

Generations & The Church – training was devised and delivered for PCC and congregation of St Paul's Sarisbury Green. Using materials and video clips from Graeme Codrington.

Reader Training on worship - November 2015 day on creative Worship (including youth and children and intergenerational worship) twelve participants in a complete day focused liturgical theology and practical applications.

Spirituality Activities

Our Spirituality Adviser, Dr Ruth Tuschling, continues to make a contribution both to the life of the diocese, as it seeks to Live, Pray and Serve, and to the life of the regional church. She has acted as chair of the Regional Training Partnership spirituality project group, and took part in national working group to draw up good practice guidelines for spiritual direction (just published by the Retreat Association, February 2016). She led the deacons' ordination retreat for Chichester diocese at Park Place.

Awareness of prayer and spirituality resources has been raised through preachments at St Luke's Southsea (and also Holy Week), St Mary's Hayling, St Peter's and St Andrew's Hayling, Hambledon, Binstead, St Alban's West Leigh, and also Portsmouth Cathedral.

Prayer: We have encouraged prayer through a range of activities. Prayer workshops have been held to facilitate practical steps in prayer at St Matthew's Bridgemarky, St Mary's Portchester, St Columba's and Holy Trinity Fareham, St Clare's Warren Park. Three prayer mornings were held for the Discovery gap year students. A prayer station was held in the cathedral for election day.

Spirituality courses: The training course for spiritual directors, Engage, continued until July 2015. Of the 13 participants, most are in process of applying to join the network of spiritual directors, or have already begun directing. They have either joined existing supervision groups or the two new groups that have been formed.

The foundation course in spirituality, Inspire, began in September 2015 with 18 participants. This course is also valuable for expanding people's leadership skills, as we ask former participants of the course to come back and act as mentors. We have six mentors as well as a teaching team of five, and occasional speakers. Because of the worship element in every session, participants are also being equipped to lead 'quality, accessible worship that facilitates encounter with God'

Quiet days and retreats: The spirituality day programme continued with a mix of clergy and lay speakers, several of them past participants in the Inspire course: Holy Reading (March); Bonhoeffer (April) ; Time to be Me (May) ; The food of love (June) ; What is prayer and how do you do it (July, IoW) , Let go and let God (July); My God and my all (September, IoW) , Reorientation, led by the Spirituality Adviser 6.

In response to attendance patterns next year's programme will have fewer events and will include a half day on the mainland and the Isle of Wight, to see if shorter events are more popular. The Spirituality Adviser led a Lent Quiet Day for clergy and lay readers in the cathedral: attendance 13; a Lent Quiet Day for Binstead and Havenstreet; an Advent Quiet Day for Hawkley.

Weeks of Accompanied Prayer are continuing the rolling programme of an event in every deanery: Petersfield March 2015, 17 participants. Fareham November 2015, participants 24. The Spirituality Adviser led opening and closing worship and acted as supervisor to the prayer guides. After each week several participants began seeing a spiritual director and others booked onto diocesan courses. Some of the prayer guides are already experienced spiritual directors, others are moving into spiritual direction and using this as a training opportunity.

A deanery-based pilgrimage project is planned for 2016. Planning is ongoing for the Petersfield pilgrimage down the Shipwrights' Way to the cathedral (early May 2016) and

the launch of a network of pilgrimage routes on the Isle of Wight (launch event 31st July 2016).

Spiritual direction: There have been one-to-one interviews with 36 people seeking a spiritual director. The Spirituality Adviser co-ordinated the spiritual direction supervision groups and hosted the supervisors' regular meetings, and began running a supervision group herself in October, one of the two new groups to accommodate Engage course completers.

A number of training events for occurred for serving spiritual directors: Personality type in the one-to-one session; Enneagram; recognising warning signs of mental health issues.

Discipleship teaching: Spirituality has continued to inform the discipleship teaching in the diocese, in order that a link is made between active discipleship and prayer, and the Spirituality Adviser led 3 sessions on Bishop's Foundation course, 1 session on Readers' training course, 1 session on 'Called to Serve' vocations course; 1 session for IME; Module 1 of the Exploring Christianity course.

Healing Ministry:

The Diocesan Healing Group has met on 4 occasions through the last year. The aim of the Group remains to encourage, support and facilitate Healing Ministry within the Diocese of Portsmouth, with the defined objectives:

To maintain communication and liaison with those involved in healing ministry at parish level and in chaplaincy.

To encourage the development of Deanery-based Healing Groups to encourage and support individuals and groups within parishes engaged in healing ministry.

To be a resource for advice, support and training in healing ministry for individuals and groups, lay and ordained.

To stimulate and create awareness of the opportunities for healing ministry both within a pastoral and also a missional context.

To explore the potential for broadening the interaction between the Church's healing ministries and those of Healthcare and Social Services in our localities.

Our core values include the understanding of wholeness and healing within the context of salvation as revealed in the ministry, death and resurrection of Jesus; an inaugurated but not fully realised eschatology; and an emphasis on developing lay participation in healing ministry, with appropriate training and accountability. Part of our vision is to see a Healing Prayer Ministry Team in every Parish.

Following our Healing Day in October 2014 our main focus this year has been on furthering the work of encouraging training in Healing Ministry at parish and Deanery level: This fits well within the "Live, Pray, Serve" Strategy of the Diocese and the Priorities identified by the Ministry, Discipleship and Mission Team in the following ways: Engaging in Prayer as a Priority: Prayer Ministry Training emphasises the importance of personal prayer life and corporate prayer in teams. Part of the process of training encourages a deepening of spiritual growth and engagement with scripture.

Resourcing quality, accessible Worship that facilitates encounter in God: Most Prayer Ministry takes place within the context of worship and emphasises accessibility (importantly to include opportunities for those not necessarily used to church services), and encounter. Ministry often takes place in parishes within a Eucharistic or Communion context.

Supporting vibrant Living Sustainable Churches: release laity, clergy. Our training this year has seen encouragement and engagement by both Clergy and Laity in the organizing and delivery of healing prayer ministry. Growth in the prayer ministry of Laity continues to develop. (To this end the Group invested this year in purchasing copies of each of the Acorn Christian Healing Foundation's course leaders' handbooks for "Growing a Healing Ministry" and "Just Listen" to enable churches with limited resources to hold courses.)

The following are the highlights of main areas of activity this year:

Isle of Wight: Following a meeting at East Cowes in March 2015 attended by 32 people from churches across the island and including members of the Carisbrooke Priory community plans were made to hold training courses for healing prayer ministry in 3 localities on the Island . There have been delays however in commencing these, including incumbent vacancies and the unification of Deaneries for the Isle of Wight. It is expected that at least one course based in West Wight will commence soon.

Portsmouth Deanery: The Portsmouth Deanery Healing Group has met on 3 occasions in the last year and over 5 evenings from 7th September to 5th October 2015 a training course was held at St Mark's Church North End based on the Acorn "Growing a Healing Ministry" course. 21 people attended the course (1 Clergy, 20 laity) with 16 completing the majority of the course, participants being drawn from churches across the Deanery and included 2 from Havant. The course was generally well received, the main comments being that it would have benefitted from longer time allocation and that the venue had limitations. The course is planned to run again this autumn for Havant and Portsmouth Deaneries and it is intended to run over 6 evenings rather than 5 to allow for extra time and material.

Cathedral Healing Service: On 18th October 2015 to coincide with St Luke's Day a Healing Service was held in the evening at Portsmouth Cathedral which was led by Bishop Christopher and attended by a congregation of approximately 100 people of whom an estimated 30 people came for prayer ministry with anointing. The Address was given by Mrs Angela Painter, CEO of Burrowswood, Christian Hospital and Retreat Centre . Invitations had been sent to those working in the Health Services in the Diocesan area, both in Hospitals and in the Community, as well as those in Parish Prayer Ministry to acknowledge and pray for those in both aspects of health and healing vocations. The service was also attended by some from Mental Health Charities who were to benefit from the Bishop's 2015 Lent Appeal. Following the service refreshments were provided and Bishop Christopher made a presentation of monies raised during the Lent Appeal to representatives of the charities.

Prayer Ministry Training Day: On 27th February 2016 a Diocesan Training Day was held at St Jude's Church Southsea aimed at those already in Parish Healing Prayer Ministry Teams entitled "Refresh Your Healing Ministry". This was facilitated by Dr David Pearson and the talks were led by Revd Wes Sutton, Director of Acorn Christian Healing Foundation. During the morning after a time of worship teaching was given on the deeper understanding of the theological context of Christian Healing as well as teaching on Spiritual Gifts and Specific areas of ministry. After lunch there was the opportunity to pray for one another in 3s as well as an opportunity to receive prayer for healing, facilitated by a small team from Acorn. In the last session there was a time of prayer for teams and parishes grouped by Deanery locality. All parishes across the Diocese were invited to send appropriate representatives and specific contact with parishes was assisted by those listed in the Archdeacons' Returns from 2015 as being the main contact for parishes for Healing Ministry. The day was attended by 104 participants from parishes throughout the Diocese including several clergy as well as laity and was generally well-received. There will be a need to follow up some responses from parishes for further help to develop Healing Ministry.

Priorities for 2016: It is intended that this year will be a further year of developing healing ministry at parish level with Deanery-based locality training courses and discussion with parish teams in order to consolidate and follow up leads established over the last 2 years. It is hoped that there might be an opportunity for clergy to focus on healing as CMD within the next 12 months. The next Diocesan Healing Day is planned for Autumn 2017. It is hoped that Portsmouth Cathedral will take the opportunity to hold another Healing Service during this autumn.

Anthony Rustell, Head of Mission, Discipleship and Ministry

MISSION & SOCIETY

The Mission and Society section is the part of the diocese that engages with the world outside the immediate door of the church. It is involved in helping the church to understand the world better and the world to understand the church and its values better.

Council for Social Responsibility

It has been a productive and busy year for CSR in which the focus has been on local delivery and development of the next 3 year business strategy, following on from 'growth' to work towards long term 'sustainability'. Work began on the new strategy in May, and was followed up with some single focus meetings until a new one was formed at the end of the year. This included an agreed and clearer expression of CSR's vision and values.

We are at a key crossroads in time; some would call it a 500-year social and spiritual delta. We can either respond to this challenge positively or not. We can allow just an inward and individualistic approach to result or we can offer an alternative approach based on communities working together and looking outward based on a renewed Anglican approach of building the common good for all.

CSR's Vision is for the development, renewal and flourishing of local communities building the kingdom of God. This will be done in a positive partnership with local Anglican communities and key aligned allies, through generous acts of transformative investment and action, in socially, financially and environmentally sustainable ways for the common good.

Our values are based on a strong social vision – living the gospel – in which we work alongside (with) whole communities; identifying new opportunities; joining in with what God is already doing; co-designing and working out what will resonate and transform them for the good of all, developing new relationships based on local Anglican communities. CSR will encourage change, challenge the status quo, and aim to do so with fun, creativity, passion, energy and commitment.

1. Good Neighbours Support Service (GNSS)

In 2015, GNSS built on the strong foundations laid following the previous year's re-structuring and consolidated the effective new delivery model of serving local groups by running 12 resource cafés around the county approximately every 2 months. The two staff, manager, Elizabeth Foulds, and Groups + Networks Adviser, Angela Smith, have worked extremely hard maintaining a valued and effective service. An excellent annual conference was held in October. Various other get-togethers and training sessions were held over the year.

The number of volunteers has gone up yet again and now number 4,036. The number of tasks has also increased to 158,051. The impact report commissioned on the work (based on the previous year's (lower) figures), puts a value on the work undertaken of about £7.9m with a Social Return on Investment (SROI) of £55:£1. This compares to an SROI of £44:£1 in 2010 (itself still a significant result).

We continue to look for opportunities to develop GNSS beyond Hampshire, possibly as a social franchise, and are in active dialogue with people in a number of other counties and one diocese. Next year GNSS will celebrate 40 years of work across Hampshire.

2. rapid development programme (rdp)

Following enquiries, several pitches for running rdp in other dioceses were made in 2015, and while one did not take place until Jan 2016, a significant new programme was delivered for Bristol Diocese. Presentations were made to the SW Stewardship Advisers meeting in Glastonbury (which resulted in a contract for 2016) and the South East Diocesan Secretaries meeting in Canterbury. We hope to have three more programmes as a result in 2016.

rdp follow-up programmes are being delivered in Paulsgrove, in Portsmouth, West Leigh in Havant, and Southsea (St Luke's). CSR has agreed to invest some of its own resources in these places.

3. Mind the Gap Training programme

We continue to work with international business speaker, futurist and Christian, Dr Graeme Codrington with whom we produced the video training package Mind the Gap on generational differences. A major day conference – Zombies vs Aliens, was held in December with Graeme who kindly gave his services to us for free with about 100 delegates from all over the diocese of Portsmouth and beyond. We were fortunate to secure a great location for the event, - the Ben Ainslie Racing HQ in Old Portsmouth. The feedback was all very positive with a clear preference for repeating more one off events and helping churches to think further about the impact on them of changes in technology, the environment, and demographics.

4. Leadership and Innovation

We have continued working with the Kaospilots School in Denmark as its philosophy, values and programmes are useful informants for our own work here. This year, we participated in the Educator Masterclass programme in Denmark, and as a result, have arranged for them to run this programme for a wider group in the UK in 2016 including from within the diocese.

5. Other work

We have continued to work with the Faculty of Cultural and Creative Industries at the University of Portsmouth in two areas, architecture projects and social start-up. Three local parishes received 30 Brazilian student architects in the summer of 2015, for ten day projects in which they developed team ideas to help the churches better engage with their local communities. Fun, ideas and positive new approaches were generated as well as experience with real 'clients' for the students.

Working with the Centre for Enterprise, we contributed to the design of a social start-up programme in which students with enterprising ideas were supported and mentored to produce effective business plans and implement them.

Other Mission and Society work

Communications Team (led by Neil Pugmire together with Julie Minter)

Communications around our diocese includes:

- 8,000 copies of the Pompey Chimes, distributed via churches and some church schools 10 times a year, which shares positive news about what God is doing in our diocese

- the diocesan website, which attracts 6,000-9,000 visitors a month. This will shortly be revamped so it can be accessed more easily via tablets and mobiles
- the eBulletin, which is sent to 1,000+ office-holders in parishes, deaneries and the diocese each month and contains important information and resources
- media liaison, which involves the secular media publishing the good news we send them, including a regular 'church column' in each of The News' four editions every Thursday;
- social media, which allows us to get our messages across and have dialogue with others via Facebook, Twitter and Instagram.

We support parishes in their communications via:

- full-scale communications audits, helping parishes to create and implement a communications strategy
- bespoke help for parishes via the creation of logos or branding guidelines; direct help for parish magazine editors and webmasters; and help writing or sending press releases to the media
- the hosting of 30 or so parish websites, designed in Wordpress so they can be viewed on tablets and mobiles.

Inter-Diocesan West Africa Link (IDWAL) led by Canon Graham Morris

2015 started with a visit from Bishop Victor Atta-Baffoe, the newly enthroned Bishop of Cape Coast Diocese linked with Petersfield Deanery which occasioned a well-attended Diocesan event in Petersfield. Visits followed from Bishop Matthias (Ho), Bishop Festus (Sunyani), and Archbishop Daniel (Province of West Africa). Sadly, UK visas for lay visitors continue difficult to secure.

At diocesan level, IDWAL continues a supportive relationship with St Nicholas Seminary (Cape Coast) and the newly instituted Anglican University College of Technology (Sunyani) and, with support from Bishop Christopher, continues to encourage the Internal Province of Ghana as they develop their strategic plan for future mission. Deanery and parish links, where leadership is good, are flourishing well. Others struggle to maintain regular communication. It is encouraging to see continuing development of the new Portsmouth Deanery link with the Diocese of Ho. A Portsmouth facilitated annual retreat for Ho diocesan clergy now seems a permanent fixture. Five deanery / parish groups have visited Ghana during the year, including eleven pupils and two staff from Ryde School when David Tamcken was installed as a Lay Canon at Bishop Aglionby's Memorial Cathedral (Tamale).

IDWAL has worked closely with other interested parties including Us, St Benedict's Priory (Salisbury), relatives of the late Bishop Aglionby and the Diocese of Swansea & Brecon who are developing a link with the newly formed Diocese of Ashante-Mampong. We are now at an interesting juncture in our work with the Internal Province of Ghana. In recent years there has been an awareness of the growing tension between our initial parish to parish, school to school and village to village work, and our work at the Episcopal and the Provincial levels. In many ways we are a 'victim of our own success'. A Committee Away-Day has been arranged, in order to stand back, review and revision the future directions for Portsmouth IDWAL.

Urban Ministry Group (led by Canon Bob White)

The Urban Ministry group has continued to meet through the past year. At our meetings we seek to explore common issues or concerns facing those in our communities. We also offer support to those who minister in sometimes challenging situations. There are some familiar and recurring themes for the group relating to the impact of Benefit and other 'cuts' on the services and support offered to those on the margins and the

impact on their lives. There is also reflections on the struggle of balancing the need for us to provide both space and affirmation for those who come 'seeking refreshment' (physical and spiritual) because of the 'heavy yoke' they are bearing and also to seek to maintain the structure of Parish life and the buildings and the need for people to 'do' various tasks. There are a number of discussions surrounding the lack of skills and gifts for certain tasks and duties, while recognising how best we can allow the natural gifts and talents we find to flourish. One of the other conversations that we regularly have is how to best adapt the material provided by the wider church – which is often from a 'culture' that is different to the one we minister within – and how to raise a greater awareness of the many good things that are happening within our communities. The Group is always looking to welcome those who share a concern for ministry in Urban Areas and if you would be interested then please do make contact.

PORVOO Link (Revd Connie Sherman)

In November 2015 the diocese and two parishes welcomed colleagues from Stockholm Diocese.

Two parish links (one on the mainland and one on the Isle of Wight) and potential ordination training and curacy links have been explored

Diocesan Disability Adviser (Revd Robert Sanday)

The role of Diocesan Disability Adviser has been reappointed after a hiatus with a 1 day/week role. We were delighted to appoint the Revd Robert Sanday who was already our chaplain to the deaf and hard of hearing and has vast experience in this area.

Port Chaplain (Revd Phil Hiscock)

The Port, in addition to the Cross Channel and other ferries, continues to respond with a more 'personalised' welcome with cruise ships usually arriving early in the morning and departing late afternoon. In addition to the growing numbers of passengers involved, the number of crew members, predominantly Filipino and Eastern European, visiting the port has grown exponentially. A continuing programme of pastoral visits is in place. The need to communicate 'home' is very real for the crews and we attempt to facilitate this with SIM and telephone cards and wifi access. We are in regular email contact with a number of ships' crews.

The changes coming as a direct result of the preparations for the new aircraft carriers are now well underway and in addition a further clearance project in the commercial port area is now almost complete which will allow larger containerised freighters to use the Albert Johnson and Flathouse Quays.

The chaplaincy work continues to involve building relationships with authorities, enterprises, shipping and crewing agencies, port and Naval Base operators, ferry and ship owners and the local community in addition to the seafarers.

Interfaith Adviser (Andy Marshall):

Most of my interfaith contacts and work takes place in the setting of the University of Portsmouth chaplaincy, with some contact with other community and faith representatives in the city.

Continued good relations with Al Mahdi centre, and building links with the Central Mosque and the Jami Mosque.

This year's Chaplaincy Festival of Light (offering all student the opportunity to gather together and share their faith with other students in a way that is non-prescriptive and non-judgemental) went extremely well. We engaged the Student Union in helping to host and arrange the event, and was supported by the Catholic Student Society, the Christian Union, the Pagan & Spiritual Society and the Islamic Society. Students learned from each other, and links were established across the committees.

As a result of the Festival of Light event, the Christian Union and the Islamic Society arranged a collaborative event, looking at the person of Jesus, as viewed from the perspective of each faith. Each society invited a speaker, and the evening had about 50 in attendance, with hospitality being offered by the Islamic Society.

The university's memorial garden has now been completed, and we continue to support them by drawing up relevant guidelines for staff and students, and facilitating opportunities to use the space for remembrance.

The University of Portsmouth Chaplaincy team was recognised in a survey of International students, who reported a 98% satisfaction rating with the support offered by Chaplaincy ... the highest rating across all 62 HE institutions surveyed globally. This is evidence of the effectiveness of our working with students from a range of different faiths and countries.

And Finally

Following a piece of work that CSR undertook for the Diocese of Winchester around their social engagement, I stepped down from the (25%) role of Head of Mission and Society in November to undertake a two year (50%) secondment to their new Winchester Social Enterprise (continuing with the CSR part of the role in Portsmouth for the other 50%). This makes sense with the very positive and good collaboration over Good Neighbours, rdp and the work with the Kaospilots as well as the linking into Hampshire-wide issues. An appointment should be made in due course for the remainder of the secondment to the vacant part of the role.

Nick Ralph.

Head of Mission and Society

PORTSMOUTH & WINCHESTER BOARD OF EDUCATION

The Joint Diocesan Board of Education seeks to serve God by contributing to educational policy and provision within the dioceses

- supporting church schools in their pursuit of excellence
- helping parishes to engage with schools and colleges
- promoting religious education, collective worship & spiritual development
- networking with chaplains in higher and further education
- working with local authorities and other partners.

(Mission Statement : May 2011)

Our Diocesan Vision for Education

Education is about enabling people to encounter God in Christ, so that they may know his abundant life, be equipped to serve others in the vocation and role to which God calls them and encouraged to appreciate and care for the world that God has made and the riches of human culture.

Called by God to share in his mission to the world, our diocesan vision for education is:

- to enable every child and young person to have a life-enhancing encounter with the Christian faith and the person of Jesus Christ' (Going for Growth p.11);
- to nurture them to learn their full potential;
- to assist them in becoming good citizens and to contribute to the common good of society.

Priorities and development areas

During the current academic year we have introduced a strategic approach to refining distinctively Christian School Values and regularly lead evaluation and training sessions for senior staff teams, whole staff training and governor support and training. The impact of this work is tangible as evidenced in school inspections.

- Our provision on training in Spirituality is over-subscribed and is well received by Heads, Teachers and Foundation Governors.
- Our current provision for academies is developing and changing. In Portsmouth Diocese, we are working alongside school based clusters to support them in forming Multi Academy Trusts (MATs). We are working closely with the Local Authority (LA) and the Regional Schools Commissioner (RSC) to ensure our provision is coherent and complementary as the work of Hampshire LA particularly is exceptional within the landscape, and we remain in regular discussion over strategy for the benefit of all children in our region.
- The growth of the permanent team is being intentionally enhanced through initiatives with Deaneries and PCCs, and is typified by the establishment of Associate Staff. We are currently supporting about 20 experienced volunteers to enhance our outreach and training capabilities.
- Our work with Foundation Governors is a focus for next year, both in terms of modes of delivery, support and content.

STRATEGIC PRIORITIES

Our work is informed and aligned to the emergent Church of England's National Foundation for Educational Leadership: we are committed to its work to recruit more teachers and school leaders, who have a desire and calling to work in church schools, providing them with support, training and pathways for promotion.

Recruitment Issues

The recruitment of suitably qualified headteachers who are committed to the Church ethos of our schools remains a significant area of the team's work. Headteacher recruitment and retention is a national problem and schools are increasingly having to enter into federation arrangements in order to secure appropriately qualified leaders. However, securing the headteacher's commitment to the Christian ethos of the school during the appointment process is absolutely key to ensuring that the Church foundation continues to be upheld.

The engagement of our advisors in the headteacher appointment process does represent a significant investment of time (usually two full days and at least three evening meetings) but this can pay off in terms of building positive relationships and developing the governors' own understanding of what it means to be a Church school.

In order to encourage more prospective headteachers to come forward within the Church school system, we have run a three day leadership development course in conjunction with Guildford diocese. This offered 26 deputy headteachers the opportunity to receive high quality input on leading a Church school and to visit exemplary Church schools within our dioceses.

SIAMS Inspection

Thirty-six of our schools received a SIAMS inspection (the National Society's Statutory Inspection of Anglican and Methodist Schools) in 2015. Each school that is inspected receives a half-day visit from one of our advisors roughly a year ahead of their inspection to discuss progress since the last inspection and to discuss areas for development. This is usually followed up with a number of staff meetings to bring staff up-to-date on Christian values, spirituality, collective worship and related matters. A training session on monitoring the impact of Christian ethos will also usually be provided for governors.

Inspection Grades for the past year

During 2014, we had begun to realise that greater moderation of SIAMS inspection grades was required as disproportionately high numbers of schools were being judged to be 'Outstanding'. To this end, we have facilitated termly moderation meetings with the inspectors who work across our diocese. While it may seem counterintuitive to be wishing the numbers of schools that are awarded the highest grade to be moderated downwards, we feel that the 2015 grades are representative of a more robust application of the SIAMS inspection criteria.

In addition to moderation, we continue to train and update our SIAMS Inspectors and to share good practice, inform them of recent developments and to heighten their awareness of expectations.

2014 Grades

Calculate SIAMS Grade Percentages During A Specified Time Period		Start Date:	01/01/2014	Close Form	
		End Date:	31/12/2014		
	Overall Grade	Distinctiveness	Collective Worship	Religious Ed.	Leadership
Grade 1:	15 54%	14 52%	14 50%	5 50%	14 50%
Grade 2:	12 43%	11 41%	13 46%	4 40%	12 43%
Grade 3:	1 4%	2 7%	1 4%	1 10%	2 7%
Grade 4:	0 0%	0 0%	0 0%	0 0%	0 0%
Total:	28 100%	27 100%	28 100%	10 100%	28 100%
	Calculate Overall Grades	Calculate Distinctiveness	Calculate Collective Worship	Calculate Religious Ed.	Calculate Leadership

2015 Grades

Calculate SIAMS Grade Percentages During A Specified Time Period		Start Date:	01/01/2015	Close Form	
		End Date:	31/12/2015		
	Overall Grade	Distinctiveness	Collective Worship	Religious Ed.	Leadership
Grade 1:	20 65%	20 65%	14 45%	5 38%	20 65%
Grade 2:	9 29%	9 29%	15 48%	6 46%	9 29%
Grade 3:	2 6%	2 6%	2 6%	2 15%	2 6%
Grade 4:	0 0%	0 0%	0 0%	0 0%	0 0%
Total:	31 100%	31 100%	31 100%	13 100%	31 100%
	Calculate Overall Grades	Calculate Distinctiveness	Calculate Collective Worship	Calculate Religious Ed.	Calculate Leadership

Support schools causing concern - Four schools across the dioceses were causing sufficient concern that regular support meetings were held with the Local Authority partners. All of these schools have made good progress and only one was still causing concern.

Support Voluntary Aided (VA) schools in developing school buildings as inspirational places for learning. Secure all available government

£1.5 million building projects were undertaken under the Locally Controlled Voluntary Aided Programme (LCVAP). Each school was responsible for using its Devolved Capital Funding (DFC) amounting to £330k, (including 'Roll-over') in line with governmental guidelines and Diocesan advice and support. We have supported our academies in the joint Portsmouth & Winchester Diocesan Academies Trust (PWDAT) in their bids for capital grants.

Admission policies - Admission Policies for all VA schools were scrutinised amended as necessary and agreed by the Diocesan Boards of Education (DBEs) in accordance with the School Standards & Framework Act (SSFA) Regulations. The National Dioceses Admissions & Appeals Group had noted that there were several objections

taken to the Local Government Ombudsman (LGO) by the Humanist Society. This would be reported to the Department for Education (DfE) with the concerns expressed by members. Complaints to LGOs were treated differently by each LGO and there did not appear to be a common standard.

Appeals Admission and Exclusion Appeals are now being run by the Local Authorities. Diocesan advice is being sought more often by VA schools. Appeal Panels do not appear to know the difference between VA and Community Schools with some decisions being questionable.

Governance. All schools had New Instruments of Government agreed. A new Governance Handbook had been published by the DfE and was sent to all new Foundation Governors and those being re-appointed. There is now a legal requirement that all Governors have DBS Checks carried out prior to appointment or as soon as possible afterwards. All current Governors will be required to have a DBS Check in place by April 2016.

New Admissions - A new Admissions Code is due to be published which will affect all schools. Policies will have to be amended to be in line with legislation.

PARISHES

Encourage parishes to engage with local schools - Towards the end of the year a greater use of email systems had been used to send relevant information to clergy and the foundation governors of schools. Initial work has commenced with Area Deans and some Deaneries to raise the profile of work with both Community and Church Schools.

Courses

In addition to bespoke training for schools, in 2015 we promoted our Collective Worship and Spirituality courses more actively to clergy and foundation governors. These have been extremely popular and the impact of an improved understanding of spirituality and the place of collective worship has been highlighted in a number of SIAMS reports.

Our spirituality course has been particularly successful over the past two years; we have trained 180 delegates on 8 courses so far, with 75% of our schools having sent a representative.

RE

Our RE Continuing Professional Development (CPD) sessions were very successful last year, with each meeting being extremely well attended, with the majority of Diocesan schools having now accessed the training. Seven groups have been successfully maintained, including one on the Isle of Wight and one in Bournemouth. In all groups, attention was drawn to the last OFSTED national RE report and the National Society national RE report on the provision of RE in schools with a particular focus on the lack of sufficient theology being taught in schools in RE lessons. The groups then looked at different ways in which audits might be carried out with staff in order to identify future needs for staff training in the light of the developing curriculum.

A large number of new teachers have joined some of the groups. Some of these are from schools that have not sent representatives previously and others are new RE managers. Enthusiasm has been expressed by these new teachers to attend future sessions.

Follow-up sessions with RE leaders in their schools have taken place to review their whole school RE curriculum map and ensure that the school is well resourced. With a focus on theological thinking, teachers were guided to carry out tasks and make references to biblical texts in exploring Christian festivals. They were also provided with ideas and discussion opportunities to consider how they might effectively support staff in their schools in more accurate teaching about Christian doctrine.

The impact of this is that more RE leaders have the confidence and are sufficiently well informed and equipped to be effective ambassadors for high quality RE in their schools.

PARTNERSHIPS Update

- a. Numerous and routine meetings were attended by the team/individuals of which a high percentage was with Hampshire. These meetings covered planning, liaison between the several dioceses and LA partners, Scrutiny Panels, Admissions and Schools Forums. Attendance at these meetings was a major contribution to the building and maintaining of our statutory relationship with LA partners.
- b. Many volunteers continued to support and represent the dioceses on the many committees, panels, Standing Advisory Councils for Religious Education (SACREs), Children's Trusts, Early Years Partnerships and others in each of the 6 LAs in the dioceses. Some were regular representatives; others were available to support the work of the Education Team as required. Their time and support was much appreciated.
- c. School Leavers Days were held at our two cathedrals. Around 1500 - 2000 children and young people attended services and workshops to celebrate the end of their time in their current Church Schools. These services were supported by the Bishops and Archdeacons and many incumbents. This serves to establish and strengthen the links between our family of Church Schools and our cathedrals in Winchester and Portsmouth.

GENERAL

- a. Staffing: Four new members of staff joined the team: Amanda Johnston (Academies Officer); Abigail Eales (Education Officer), Julie Stirling (PA to The Director of Education) and Barbara Millett – who joined as part-time job-share with John Gorrie (Buildings officer) who reduced his hours. Liz Hodson moved to half-time work.
- b. Academies - There is a mixed economy with regards to the academies across the two dioceses. There are currently 3 academies in the Portsmouth and Winchester Diocesan Academies Trust (PWDAT) – our joint diocesan sponsored academy trust. There is 1 secondary academy in the Winchester Diocese, which is jointly sponsored by the PWDAT and Winchester University. A new 'mixed multi-academy trust' came into operation from the 1st July 2015. Ocean Trust currently contains 4 schools, 3 of which are Winchester church schools and 1 community school. The Director of Education is a Member of this Trust and the Academies Officer a Director. Another new 'umbrella trust' containing 7 standalone academies came into operation from the 1st November 2015. Of the 7 schools, 2 are Winchester diocese schools, 1 is a Salisbury diocese school and the remaining 4 are community schools. The Director of Education is a Member of this Trust and the Academies Officer a Director in our two diocesan schools. We have 5 Mark I academies which standalone. However, we have recently re-engaged with these academies all of which remain part of the Anglican family although not part of the PWDAT. Our academy schools are all treated with engagement in the same way, regardless of their status and the Academies Officer is in frequent contact and working with the majority of them, in a variety of ways
- c. The last year has seen the PWDAT entering a new phase of proactive engagement and monitoring of the 3 sponsored academies. A robust programme of challenge and support exists, supported by a clear committee structure. The academisation agenda is now firmly embedded in the country's education system and will not change.

Jeff Williams
Director of Education

PORTSMOUTH CATHEDRAL

Since the introduction of the Cathedral development plan in 2014, our work is now shaped under four main groupings, and the main actions under each heading have been:

Transformative Worship

- Messy Cathedral – this goes from strength to strength with numbers exceeding 70 on a regular basis.
- Toddlers' Service – this continues to do well with new families most weeks and demonstrates a valuable support network.
- The 'Working with Families' marketplace event in October focusing on parenting brought new families into the Cathedral.
- Fresh Expressions – interest in worship through art continues and the community art day produced 'Stations of the Cross' artwork for display through Easter.

Challenging Discipleship

- Pilgrim Course – the modules ran very successfully.
- Soul Spark – delivered post-Christmas with 20 people, some brand new to the Cathedral.
- Homegroup – a new group started in April.
- Annual Theme – the theme of 'Political Awareness' launched in Lent was expressed in sermons and lectures. The first 'Lent Lecture' by Owen Jones attracting 170 people, most of whom were non church attenders. A six week course looking at political philosophy was led by David Carpenter after Easter and in the Autumn we ran a course looking at the book 'Together for the Common Good'. We were also involved with the national initiative by the AEC called 'People InSpired' under which, in April, we gathered together people to discuss local issues around the General Election.

Generous Hospitality

- Welcomers & Welcome Area – we have renewed the team of welcomers, purchased new display stands and display screen giving more and better information to congregations and visitors.
- New Logo & Website – our new logo and website, small refinements rather than big changes, have been well received.

Prayerful Engagement

- Funerals project – we hosted the national launch of 'Gravetalk'
- Cathedral Sing – this continues to go from strength to strength delivering high quality experience of group singing to schools across the Diocese.
- Education – our Education Officer has increased the number of workshops, utilising existing and new volunteers.
- Portsmouth Deanery – strong links with the Deanery have continued, and we are supporting a number of Deanery initiatives, specifically the 'Older Person's Advocate' scheme.
- Cathedral Innovation Centre – we continue to work closely together and teamed up to deliver the 'People InSpired' initiative as mentioned above.

A major focus of the year has been the maintenance and repair of the Cathedral and its various properties. The major repair works to the Cathedral have been the stripping off of old damaged plaster and cementitious material of the internal South Transept wall and external Eastern Chancel wall and the repointing of both with the more appropriate lime mortar, allowing the building to breath and mitigating against water ingress and the drawing in of salts through the stone. Extensive repairs to the wooden and lead areas of the Tower Cupola to prevent leakage in the future and very significant structural renewal of timbers and steels in the Belfry restoring the Tower's structural integrity has been underway since the summer and will continue through until the early summer of 2016.

Further details of our work during the year, together with our annual accounts and our full report of activities can be found on the Cathedral website.

David Brindley

STATEMENT RE NON-STATUTORY ACCOUNTS

The foregoing reports and accounts are not the statutory financial statements of the Portsmouth Diocesan Board of Finance. Statutory financial statements for the year ended 31 December 2015 were approved by the Directors on 27 April 2015 at the Annual General Meeting of the Board of Finance. The Auditors have made an unqualified report on those statutory financial statements which have been delivered to the Registrar of Companies.

The non-statutory accounts may not contain sufficient information to allow for a full understanding of the financial affairs of the Board of Finance. For further information, the full statutory accounts, including the reports of the auditors on those accounts, should be consulted. The accounts are available for inspection at the Diocesan of Portsmouth, 1st Floor, Peninsular House, Wharf Road, Portsmouth, PO2 8HB and may be accessed on the Diocesan Website at:-

http://portsmouth.anglican.org/who_we_are/diocese/diocesan_finance/

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