



Reports and Accounts 2018

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BISHOP'S FOREWORD

The words and figures of this annual Report may appear conventional. Behind what is here, and offers proper accountability, is generous ministry in the name of Jesus Christ. Thousands of people contribute to the mission of the Gospel which is summarised in these accounts and in the explanations of our activity in the past year. Across the communities, parishes and chaplaincies of the Isle of Wight and south-east Hampshire lay and ordained Christians live with generosity to share the good news which changes their own lives and also brings hope and help to those of others. I thank them all for their many acts of love and witness, and also for their generosity in resourcing the work which these accounts and report reflect.

Properly these pages are only a partial snapshot. The report of the Board of Finance reflects the finances of the Diocese of Portsmouth and the work for which it is responsible and which it resources. In nearly 150 localities the reports of each parish show the mission and ministry which is locally funded. So the fullest summary needs both the diocesan and a parish's annual report and I invite you to hold the two together for the best picture of ministry and priorities. To Live|Pray|Serve means moulding ourselves to the pattern and example we see in Jesus, and also playing our parts in doing that together in our parish and in our diocese.

This Report shows to the Diocese, and to many others beyond, how we have carefully and wisely used God's gifts to us. Christian stewardship of all things, including money, is central to all of this ministry and I am personally grateful to those people, volunteers and paid, who give careful oversight to the good, efficient and effective use of God's gifts.

Best wishes.

A handwritten signature in black ink that reads "Christopher". The signature is written in a cursive style and is preceded by a small cross symbol. A horizontal line is drawn underneath the name.

The Rt Revd Christopher Foster
Bishop of Portsmouth

DIOCESAN SYNOD

In accordance with our Standing Orders, Synod met twice in 2018. Snow in March caused on meeting of Synod to be cancelled. Reports of proceedings are available on the Diocesan website at:

<https://www.portsmouth.anglican.org/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). Business for all these bodies may be conducted within the context of any meeting of the Council.

The Council met eight times in 2018, the third year of the triennium. They set the agenda for Diocesan Synod meetings and in their role as DMPC reviewed multiple pastoral matters, undertook formal consultations and commended pastoral reorganisations to the Bishop for his approval.

Other decisions and discussions of note:-

- Plans to submit the next bid for Strategic Development Funding.
- Policy on bringing Church Plants into Parish Share
- Releasing funds for urgent clergy housing repairs
- Additional resource into safeguarding to facilitate additional training for parishes

In their role as Diocesan Board of Finance the Council received and adopted the Board's statutory accounts for 2017, oversaw 2018 in year management accounts and prepared the 2019 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:

<https://www.portsmouth.anglican.org/diocesan-finance/>

Victoria James
Diocesan Secretary

BOARD OF FINANCE

- Parish Share cash collected was 98.76% of 2018 apportionment. A clear demonstration of the commitment and generosity of our parishes.

Fairer Shares 2018					
Deanery	apportionment	Shortfall brought forward	Total	Cash paid	Shortfall carried forward
	£'000s	£'000s	£'000s	£'000s	£'000s
Fareham	767	0	767	757	10
Gosport	360	33	393	356	37
Bishops Waltham	542	5	547	540	7
Havant	994	3	997	997	0
Petersfield	555	0	555	555	0
Portsmouth	602	3	605	599	6
Cathedral	113	0	113	113	0
Isle of Wight	1,049	457	1506	1023	483
				4940	543
Written off **				29	(29)
Total	4982	501	5,483	4,969	514

** Through Viability Focus Process IoW

Fairer Shares 2019			
Deanery	Apportionment	Shortfall brought forward	Total
	£'000s	£'000s	£'000s
Fareham	793	10	803
Gosport	369	37	406
Bishops Waltham	553	7	560
Havant	1017	0	1017
Petersfield	577	0	577
Portsmouth	612	6	618
Cathedral	119	0	119
Isle of Wight	1079	454	1533
Total	5119	514	5633

The full Annual report and Accounts should be read in conjunction with this report as that document gives the full overview and detail of the finances for 2018. A copy is available at www.portsmouth.anglican.org

Statement of Financial Activities for the year ended 31 December 2018

	Note	Unrestricted funds		Restricted funds	Endowment funds	Total funds 2018	Total funds 2017
		General	Designated				
		£	£	£	£	£	£
Income and endowments from							
Donations							
Parish contributions	2a	5,062,937	-	-	-	5,062,937	4,740,419
Archbishops' Council	2b	441,870	-	197,627	-	639,497	480,172
Other donations	2c	158,198	1,784	15,913	-	175,895	192,190
Charitable activities	3	1,104,979	15,000	2,178	-	1,122,157	1,165,005
Other trading activities	4	268,812	-	-	-	268,812	264,241
Investments	5	391,126	93,931	164,841	91,871	741,769	677,891
Other	6	144,414	-	-	-	144,414	164,470
Total incoming resources		7,572,336	110,715	380,559	91,871	8,155,481	7,684,388
Expenditure on:							
Raising funds	7	30,886	-	-	-	30,886	29,118
Charitable activities	8	7,396,916	693,430	235,529	-	8,325,875	7,451,036
Total	10	7,427,802	693,430	235,529	-	8,356,761	7,480,154
Net income/(expenditure) before investment gains							
		144,534	(582,715)	145,030	91,871	(201,280)	204,234
Net gains/(losses) on investments	16	10,880	(14,295)	10,604	(13,686)	(6,497)	950,561
Gain on sale of Wickham Glebe land		-	-	-	3,084,703	3,084,703	-
Net income/(expenditure)		155,414	(597,010)	155,634	3,162,888	2,876,926	1,154,795
Transfers between funds	14	531,020	889,587	(164,039)	(1,256,568)	-	-
Other recognised gains/(losses)							
Gains/(losses) on revaluation of fixed assets	15	164,490	-	-	1,308,138	1,472,628	305,740
Actuarial Gain/(Loss) on pension deficit		-	-	-	(144,000)	(144,000)	105,000
		164,490	-	-	1,164,138	1,328,628	410,740
Net movement in funds		850,924	292,577	(8,405)	3,070,458	4,205,554	1,565,535
Total funds at 1 January 2018		13,522,131	3,037,622	4,475,742	48,837,301	69,872,796	68,307,261
Total funds at 31 December 2018	20	14,373,055	3,330,199	4,467,337	51,907,759	74,078,350	69,872,796

Balance Sheet as at 31 December 2018

	Note	2018		2017	
		£	£	£	£
FIXED ASSETS					
Tangible Fixed Assets	15		55,405,844		54,206,535
Investments	16		18,202,624		16,308,099
			73,608,468		70,514,634
CURRENT ASSETS					
Debtors	17	811,013		633,867	
Cash on Deposit		3,816,343		2,100,639	
Cash at bank and in hand		220,695		982,928	
		4,848,051		3,717,434	
CREDITORS: amounts falling due within one year	18	2,431,889		2,265,532	
NET CURRENT ASSETS			2,416,162		1,451,902
Total assets less current liabilities			76,024,630		71,966,536
CREDITORS amounts falling due after more than one year					
Pension scheme liabilities	19	1,826,100	1,946,280	1,922,400	2,093,740
Loans		120,180		171,340	
NET ASSETS			74,078,350		69,872,796
FUNDS					
Unrestricted income funds:					
General funds			14,373,055		13,522,131
Designated funds			3,330,199		3,037,622
			17,703,254		16,559,753
Restricted funds			4,467,337		4,475,742
Endowment funds			51,907,759		48,837,301
TOTAL FUNDS	21		74,078,350		69,872,796

MISSION & RESOURCES

GENERAL

The Mission and Resources department underpins the diocesan strategy of live | pray | serve. Its role is to promote growth by enabling the Diocese to have the required people and resources where and when they are needed.

The many activities that are undertaken by the team fall into three categories:

- those that enable others, e.g. clergy, parishes, Mission Discipleship and Ministry, CSR, Mission and Education, to undertake mission;
- those that evidence past performance and underpin future strategy; and
- those that promote sustainability based on the strategy.

A summary of areas of work that the team 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 chairpersons
 - the protection of children and adults at risk of harm 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 fall 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 department also deputises for the Diocesan Secretary, undertaking some of the responsibilities of the office in an 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	
Purbrook St John the Baptist	01 June 2019	
Fareham St Peter & St Paul	01 September 2019	
Hayling South St Mary	30 October 2019	
Barton St Paul	11 January 2020	
Southsea St Luke and St Peter	02 March 2020	*
Swanmore (Ryde) St Michael & All Angels	01 April 2020	
Bembridge Holy Trinity	08 April 2020	
Portsea (Copnor) St Alban and Portsea St Saviour	16 April 2020	*
North End St Mark	20 April 2020	*
Portsea (North End) The Ascension	12 May 2020	*
Southsea St Simon	18 August 2020	
Sandown Christ Church and Sandown St John	31 October 2020	*
Shanklin St Blasius	31 October 2020	*
West Leigh St Alban	01 March 2021	
Eastoke St Andrew and Hayling North St Peter	03 March 2021	
Southsea St Margaret of Scotland	03 March 2021	
Brighstone and Brook with Mottistone in plurality with	10 March 2021	*
Brading and Yaverland	15 June 2021	
Milton St James	15 June 2021	
Southsea Holy Spirit	15 June 2021	
Shanklin St Paul	01 August 2021	*
Calbourne with Newtown, Shalfleet and Thorley in plurality	02 September 2021	*
Lake with Shanklin St Saviour	26 September 2021	*
Blendworth with Chalton with Idsworth	14 December 2021	
Ryde All Saints	14 December 2021	*
Rowlands Castle	01 February 2022	
Newport St John	02 April 2022	
Soberton with Newtown	15 May 2022	
Hambledon	07 October 2022	*
Freshwater and Yarmouth	01 November 2022	*
Totland Bay Christ Church	15 February 2023	*
Wymering with Cosham	18 June 2023	
Portsea St George	29 June 2023	
Hart Plain	19 September 2023	
Hook with Warsash	21 November 2023	
Ryde Oakfield St John the Baptist & Holy Trinity Ryde	26 February 2024	
Wroxall St John the Evangelist	14 May 2024	
* Pastoral Scheme or Order in progress		

PASTORAL SCHEMES

During 2018, the Mission and Resources team supported parishes through discussions, progressions and completion of proposed pastoral schemes and orders. Work on the more complex pastoral schemes will continue into next year.

DIOCESAN ADVISORY COMMITTEE (DAC)

- The full DAC committee met 10 times in 2018.
- 50 new cases were submitted for faculty recommendation.
- 36 cases were submitted under List B.
- Members undertook 16 site visits across the Diocese.

The DAC was chaired by the Cathedral Dean, David Brindley, until his retirement in June 2018. The Ven Peter Sutton was then appointed as an interim chair.

The diocesan staff continued to work with parishes through direct contact and use of the faculty online system. The Committee aims to continuously review its help and guidance to parishes.

MISSION STATISTICS & FINANCE RETURNS

The Mission and Resources team has continued to provide focused support to our parishes to assist them with completing the mission statistics and finance returns on the online system. This support enabled Portsmouth to achieve a 100% return for the Statistics for Mission 2018 return with all information submitted before the deadline and 94% return for Finance Returns for Year End 2017.

PROPERTY

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

A total of 539 works orders were completed in 2018. The expenditure commitments were as follows:

- 16 % (15% in 2017) on vacancy works.
- 27% (14% in 2017) on reactive works.
- 57% (84% in 2017) on quinquennial repairs/works.

During 2018, general repair work was the highest spend during the year at £703,000 (including capital works) which represents 65% of the total budget (including the agreed additional funding).

In 2018, the next highest single area of expenditure was on roofing works, which accounted for 17% of the budget and is a result of significant roofs repairs completed at Bembridge Vicarage, St Peter's Vicarage Southsea and Farlington Vicarage.

In 2015, Bishop's Council agreed to release £600,000 from Board of Finance reserves, these costs have been funded through the sale of properties identified through the annual strategic housing reviews. This three-year project to improve clergy housing concentrated on the refurbishment of kitchens and bathrooms. The project has concluded and has resulted in the following works being completed on clergy housing:

ITEM	NUMBER
New Kitchens	31
New Utility Rooms	12
New Bathrooms or Shower Rooms	33
New Cloakrooms	12

This has made a significant impact on the quality of some of our clergy housing, however only 31% of our clergy housing stock has benefited from these works.

The Property Department, for the second year, completed all of the planned quinquennial works on our parsonages.

In addition to the usual quinquennial, vacancy and reactive works, the property department has, over the last 12 months, completed a number of major projects, some of which are briefly described below:

- a) **St Peters Vicarage and Baker Court, Southsea** – refurbishment including re-roofing; external redecoration, new windows and site improvements.

- b) **Holy Spirt Vicarage, Victoria Grove, Southsea** – major refurbishment including roof repairs, new windows and doors, new kitchen, bathroom/shower Room/cloakroom refurbishment, garden clearance and

internal redecoration, heating upgrade (the Parish was very supportive and arranged for the rooms to be redecorated which were not redecorated by the Diocese).

- c) **Grays Court, Portsmouth** – refurbishment including new kitchen, bathroom and shower room, redecoration and new floor coverings. External redecoration.

- d) **The Vicarage, Barton, IoW** – Internal and external refurbishment including fascias and soffits, gutters, external redecoration and new doors at rear. Re-organisation and refitting of the kitchen, replacement of the bathroom and creation of a shower room, together with internal redecoration.

- e) **Cosham Vicarage** – External refurbishment including fascias and soffits, gutters and redecoration. Internal works include replacement of the shower room and some redecoration.

- f) **Bembridge Vicarage IoW** – Complete re-roof and refurbishment of all windows, doors and external joinery.

- g) **Purbrook Vicarage** – internal refurbishment including bathrooms, kitchen and redecoration.

The Property Department, with the assistance of Carter Jonas as Glebe Agents, continues to proactively manage 300 acres of glebe land on the mainland and Isle of Wight. As reported in 2017, planning permission was granted on part of Wickham Glebe for 82 houses (40% affordable) and public open space. The housing land was sold in 2018 generating an income of £3,200,000; after costs, half of the funds are being utilised as match funding for the Strategic Development Fund bid from the Church Commissioners and the remainder has been placed in reserves to offset parish share for the time being.

The freehold property of Easterholme in Yarmouth, Isle of Wight was sold in 2018. The Property Department has also agreed to purchase a new house on the Berewood development, which completed in late Spring 2019.

SAFEGUARDING

The following information summarises the safeguarding work undertaken across the diocese during 2018 and sets out the priorities and action plan for 2019.

Resources and Management

At the start of 2018, the Safeguarding Team was made up of two part-time Diocesan Safeguarding Advisers (0.6/0.3), supported by a part-time Safeguarding Administrator, (0.6).

Five volunteer trainers were recruited in 2016 to assist the DSA in delivering C1 foundation face-to-face safeguarding training across the Diocese. This arrangement was reviewed in June 2018, amid discussions about the resourcing of training.

In order to meet the need for safeguarding training for parishes in evenings and at weekends, approval for the appointment of a temporary part-time Diocesan Trainer was given by the Bishop's Council in December 2018. Jill Kingston subsequently joined the team for six months. During this period, resourcing remains under review.

The safeguarding team continued to be supported by a large number of people across the Diocese including approximately 130 Parish Safeguarding Officers.

The Diocesan Safeguarding Advisory Panel (DSAP) has operated since 2005, with quarterly meetings every year. Membership includes individuals with key roles within the Diocese as well as external representatives from statutory partners including the police, local authority and health. Richard Wilson has been the chair of the Safeguarding Advisory Panel since 2013.

It remained a challenge to recruit sufficient representatives from Local Authority and other agencies to support the work of the DSAP. This will remain a focus in 2019 with key appointments being sought for representatives for local authority safeguarding services from the Isle of Wight.

Policy and Practice Guidance

During 2018, the Church of England National Safeguarding Team introduced new practice guidance on responding to concerns and allegations, and also issued the Parish

Safeguarding Handbook and associated resources. The House of Bishops has approved all such documents and the Diocese is required to act in accordance with this guidance. Diocesan Synod adopted the Parish Safeguarding Handbook in November 2018 following which all material was made available via the diocesan website.

Training

The provision of effective training remains crucial to the promotion of good safeguarding practice and the prevention of harm.

In 2018, the National Safeguarding Team commissioned an independent evaluation report into the Safeguarding Learning and Development framework, and consultation of this work will continue into 2019.

At the end of July 2018, two online safeguarding training modules (C1–Adults and C1-Children) commissioned by the Diocese in 2014 ceased to be available due to the closure of the e-learning provider, Kwango. As a result, the Diocese replaced these courses with the national church combined on-line C1 module. In total 875 people undertook on-line training during 2018.

From February to November 2018 31 face-to-face courses were delivered as part of the Diocesan safeguarding training programme to 405 participants. These included the C2/3 Leadership module, the S1 Safer Recruitment module, and the S3 Domestic Abuse Awareness module, which is currently delivered by an external trainer from Portsmouth City Council.

DBS and Safer Recruitment

The Diocese processed 1164 DBS applications in 2018. In June 2018, approval was sought to outsource DBS checks to an independent provider. This was agreed in November 2018, and arrangements for online DBS checks using Thirtyone:Eight were put into place at the end of the year, with the aim to fully outsource the process by the end of June 2019.

Case Work

In October 2017, the national policy, *'Responding to, assessing and managing safeguarding concerns or allegations against church officers'* identified a more detailed

process in how dioceses and parishes manage safeguarding cases. There was no need for a significant change in how the Diocese responds to such issues as current practice was largely in line with the new national policy.

This policy also updated the response to those who pose, or may pose, a risk within the church community; previously the wording of the policy required that the individual was subject of a risk assessment and safeguarding agreement for the duration that they were involved with the church. The wording of the updated policy suggests that there is an end date to the duration of an agreement; the approach now taken within the Diocese is that the Diocesan Safeguarding Advisory Panel reviews all such cases to determine if it is appropriate for an agreement to be ended or kept in place and reviewed at a later date. During 2018, the Church of England was one of the institutions scrutinised in the Independent Inquiry into Child Sexual Abuse (IICSA). As a result of formal information requests to the Church of England from IICSA, the diocese was required to provide a large volume of detailed information during 2018, which had an impact on the DSA's time.

In 2018, the Church of England approved the implementation of a second Past Case Review, which will be implemented on a phased basis over 2019 and beyond, and this could be a potential area for further resource for the diocese.

Approval was given to purchase a new case management system in June 2018. 'Safe Base' was installed in October 2018 and work continues to transfer the case files over from the current record system.

New safeguarding cases for 2018 – 4 individuals subject to a new safeguarding agreement for attendance at services for worship; 4 concerns relating to adults and 5 relating to children. A number of allegations were reported to the diocese regarding church officers, these being 2 non-recent allegations against clergy, one recent allegation against a member of clergy and 2 allegations relating to church officers who are not clergy.

MISSION, DISCIPLESHIP AND MINISTRY

During 2018 MDM continued to pursue its goal of offering 'Creative Kingdom Engagement' to the diocese through advice and teaching, facilitation and coaching. Our goals have continued to be those set out in 2015 seeking to improve the church's mission in regard to depth impact and number by:

1. Engaging in prayer as a priority in every aspect of life
2. Resourcing quality, accessible worship that facilitates encounter with God
3. Supporting vibrant, living, sustainable churches
4. Creating communities that are engaging with young people (11-25) and young families for a life of discipleship
5. Promoting the expansion of pioneering and Fresh Expressions

We have been seeking to:

1. Encourage people to engage in the life and worship of the church, and allow newcomers and returners to feel that they belong in the church. **Growth in number.**
2. Encourage Christian people to talk about matters of faith and ethics in the public sphere, especially those who have public roles (e.g. MPs and those in government), and to demonstrate their faith in acts of community support. **Growth in impact.**
3. Inspire people with the Christian faith in such a way that it shape and moulds the way in which they see the world, so that their thoughts and actions spring out of their faith. **Growth in depth.**

The five MDM priorities have been chosen and implemented to address these issues.

We thank all those who are involved in our work, including those staff who have left the Diocesan team or moved on to other work and roles, including Ben Mizen, Belinda Davies and Victoria James.

Lay Discipleship and Ministry:

The lay discipleship and ministry work focuses on growing churches in depth, so that they are able to grow in impact and number. During 2018 the rewritten Living Faith course continued to run both at the cathedral and on the Isle of Wight. The course has continued to be a place in which vocations to lay and ordained ministry grow and are supported.

We also continue to offer a range of discipleship and nurture courses to parishes, including Table Talk and Fruitfulness on the Frontline. A new development in 2018 was the promotion of the Live Lent booklets, which were offered to parishes free of charge. Over 1500 copies were distributed in the diocese. We also gave copies of Talking Jesus to every incumbent at the Diocesan Conference in the autumn to ensure that every parish intentionally engages with the challenge of evangelism.

Training for Lay Pastoral Assistants and Lay Worship Leaders is now well established, especially on the Isle of Wight through the work of Nigel Porter, and in 2018 a new Occasional Preacher ministry was added to the commissioned lay ministries that we offer. The new course ran on the island during the autumn and new occasional preachers were commissioned in January.

LYCIG follow up has continued to be a major feature of diocesan lay leadership strategy. Although an event with John Bell was delayed by the weather until 2019, an event on inter-generational worship and one on the Seven Sacred Spaces spirituality audit model did take place. We planned a large church leadership follow up event for February 2019 which would be led by Tim Sledge.

Worship:

The second of the MDM goals focuses on the church's need to grow in depth and number. At a practical level the renewal of worship took place through LYCIG follow up activity. New Common Worship resources were distributed to thirty benefices to enable them to make use of the additional provisions that have been made since CW was introduced in 2000. Sadly, a day planned for March with John Bell on music and renewing worship had to be postponed due to snow, but took place in March 2019. A CMD day on funerals was planned for clergy and Readers in January 2019.

Discussions took place in 2018 about the formation of a diocesan liturgical group and this met for the first time in early 2019.

Mission Development:

2018 was Andrew Hargreaves' first full calendar year in post as Mission Development Officer having started in post in September 2017. His work was shaped by a desire to see disciples of Jesus Christ in our parishes grow in Depth, Impact & Number. The three MDM team goals in our Vision to engage in Creative Kingdom Engagement that were particularly pertinent to his role were:

- i. Engaging in prayer as a priority in every aspect of life
- ii. Supporting vibrant, living, sustainable churches &
- iii. Promoting the expansion of pioneering and Fresh Expressions

Practically, he engaged in our 'LYCIG follow up programme', working with a number of parishes and deaneries with both their planning and reviews of progress. As part of this, he assisted a number with launching LYCIG local for their congregations looking to enhance their depth, impact and numbers.

Five parishes engaged with bespoke training in evangelism and he led 10 'vision in mission' planning days or evenings with PCCs or whole congregations. He worked with a further 12 parishes in the Viability Focus Process helping them to formulate sustainable mission and stewardship plans. In the year he completed mission consultation and orientation visits to 63 parishes, meeting with 41 incumbents and a further 4 pioneer ministers, and he had the privilege of 24 Sundays speaking on mission engagements across 18 churches. Andrew has also overseen the diocesan youth work group until a new diocesan Children's and Youth Adviser is appointed.

The Mission Opportunities Fund panel were delighted to see the imagination, faith, variety and passion for the gospel expressed in 23 different applications asking for a total of £63,406 in funds of which we were able to grant £28,678 to help 15 of those 23. Other tranches of work included assisting the consultations and some future planning for our 'Resourcing Growth' project and being part of the group working with 8 pilot churches in the diocese as part of the national 'Setting God's people Free' initiative. Finally some time was given to advance planning and preparation for a major ecumenical prayer initiative for Thy Kingdom Come 2019.

Stewardship:

Stewardship focuses on depth, impact and number in that it seeks to not only make churches thriving and viable, but that it also takes individuals on a journey of deepening discipleship.

The Viability Focus Process continued to be a focus of the Stewardship work in 2018 working with 12 parishes to develop their stewardship plans in the context of discipleship. This process has seen a number of parishes progress significantly addressing both their mission plans and financial sustainability.

The Parish Giving Scheme has proved a successful Stewardship tool since it was launched in the Diocese in 2015. It now is a fundamental part of our Stewardship strategy

and parish have responded extremely positively and the monthly statistics highlight the generosity of our congregations. By the end of December 2018 there were 60% of parishes actively using the PGS meaning Portsmouth has the fastest proportional growth nationally. 25% of the planned givers in the Diocese were giving through the PGS by the end of the year, 56% of whom had opted to have their giving rise annually in line with inflation.

Victoria James left the Stewardship Adviser role to become Diocesan Secretary in October and we thank her for her hard work in this area over the past four years.

Buildings Development:

Through Archdeacons consultations many parishes fed back that the management and ongoing conservation of their church building was a significant amount of work. Parishes requested more support in this area and the Diocese recognised the importance of support for parishes undertaking major reordering schemes. Subsequently the role of Diocesan Buildings Development Officer was created with the aim to help parishes to create living and sustainable churches that grow in depth, impact and number.

The role of a Buildings Development Officer (BDO) was seconded as a job share to two existing staff members – Catherine Gray and David Cain. This would be a trial period to look at how this role would work and develop before considering funding this longer term.

The BDO role started in April 2018 with a remit to:

- Build a case load by developing relationships and offering practical support for parishes currently undertaking major works.
- Liaise with other groups such as amenities societies and the local council as required.
- Assist in grant writing and overall strategy of projects.
- Provide training (either in-house or out sourced) relating to grants and building projects and provide information on current funders.
- Send information to parishes that relates to buildings and national policy changes.
- Work with parishes to look at developing long term plans for building maintenance and development.
- Develop an understanding of strategic funding and facilitate in collection of evidence for monitoring of this work.

The Buildings Development Officers have worked closely on three projects that are all playing a significant role in promoting pioneering and fresh expressions:

- St Margaret's Southsea – working with the new church plant to make the building safe, re-open this for worship and re-order to enable new initiatives for community use.
- St George's Portsea and Copnor St Alban – work to enable the partnership use of these two churches. BDOs are working with Harbour Church to look at shared use of space and manage any changes that are required.
- St Luke's Southsea – The parish have plans for a major reordering of the church and new church hall to significantly increase the community use. BDOs are supporting the parish in fundraising, project planning and processes.

There is a significant amount of practical work to be undertaken by the Diocese to oversee the safety and ongoing maintenance of the building once it has closed. The Building Development Officers have worked with two closed churches on the Island.

Other Achievements: the Buildings Development Officers have worked with several other parishes to look at plans for reordering schemes and have been able to help them through the faculty process. Fundraising workshops are planned for 2019 to support parishes in developing a strategy and obtaining grant funding.

Pioneer Development:

This is a central part of the MDM vision, and is the fifth strand of our strategy. Through the pioneering work we seek to grow new ecclesial communities in the diocese using a 'belong, believe, behave' model of mission. The lay pioneer development stream within MDM was delayed in 2018 due to the challenges of recruitment. With the appointment of Greg Bakker as a new Dean of Pioneer Ministry and lay pioneer development officer in January 2019, work in this important area has begun. We thank Peter Hall for the support that he has given to the pioneer fellowship over the past three years before his move into the DDVO post.

Greg's appointment has ensured that the pioneer fellowship meetings have resumed. These gatherings are a key foundation stone for supporting the development of our stipendiary pioneers. The function of the group is to provide pastoral support as well as being a learning community.

Pioneer development is currently exploring a strategy for promoting the expansion of pioneering and Fresh Expressions. The MDM department is looking specifically at two programs to support the learning of lay pioneers who take up the challenge to establish a Fresh Expression following the diocesan pioneering conference in October.

MDM is also exploring a partnership with CMS and Matryoshka Haus to develop the Hodgett & Bradbury Pioneer Spectrum diagram into an interactive and 3 dimensional tool which vocations advisors can use with those exploring their calling to pioneer ministry.

Spirituality and Healing:

This work has focused on delivering the first of the team goals, and is very much focused on the question of the depth of discipleship. Workshops and provision of written resources enable local clergy, lay ministers to lead with confidence in the area of spirituality, raising the bar of spiritual awareness and reflective practice across the diocese. Much of the work is in response to the 'live pray serve' goal of deepening people's relationship with God. Introducing people to different forms of spirituality and giving them space to reflect on their relationship with God enables them to be more intentional and more confident in prayer and discipleship. The Inspire course continues to run to deepen people's spiritual capacity, and the Engage course continues to provide a significant deepening of spiritual and leadership capabilities.

Spiritual direction: 51 interviews took place with the Spirituality Adviser with those seeking spiritual director, mostly people on vocation pathways. We continue to have regular coordinated supervisors' meetings and three ongoing training sessions for spiritual directors took place. There has been ongoing training and supervision is in the service of providing spiritual direction, which is appropriately professional, and observes safeguarding and other guidelines, to enable the flourishing of directees in a safe space. We are aiming to develop a pool of well-resourced spiritual directors, in order to support the increasing numbers of ordinands and lay ministers coming forward in the diocese. The training course is an expanded version of the previous course and lays significant emphasis on developing discernment, building on the listening skills we teach in the early part of the course. We will be able to have confidence in the skills of the course participants.

Parochial engagement continued to seek to broaden and deepen experiences of prayer and spirituality: two intercessions workshop and a prayer workshop took place; two sessions on 'Seven sacred spaces' for clergy were facilitated; St Faith's Havant took 60 LifeLines booklets and 100 Toolbox for Prayer booklets for their special focus on spirituality in the autumn; a Lent course was led at Newport, average attendance 16; a Week of Accompanied Prayer was led at Carisbrooke with 19 participants, and several requests for spiritual directors resulted. Also six spirituality days, two quiet mornings for treasurers & PCC members, and three quiet days took place over the year.

New healing guidelines were produced during 2018 and these will be made available to parishes to support their work. A very successful healing day for clergy was led by Bishop James Newcome in the autumn.

Vocations:

Although vocation is not explicitly mentioned in the five MDM goals, it is foundational for communities who are developing in prayer and worship and seeking to grow in number and depth. 2018 was a challenging year for the DDO team, but a very fruitful one in which long term ministerial experience schemes, vocational promotion and discipleship support began to make an impact on vocational numbers.

There was a lot of change in the Diocesan Director of Ordinand's Team in 2018, with the DDO being away on sick leave for a number of months and then departing in June. We thank those involved in the team for all their hard work during the DDO illness and vacancy in progressing and supporting so many new vocations that a record number of candidates went to diocesan panel in autumn 2018 and January 2019: there was a threefold increase in candidates by comparison with the previous year. Peter Hall was appointed as the new Diocesan Director of Vocations and Ordinands, and took up post in December, and oversees vocations to both ordained and lay ministry. Responsibility for the selection of Readers (Licensed Lay ministers) will be transferred to the new DDVO in 2019 with the first selection conference taking place in summer 2019. The bishop has asked that a new Vocations Team be constituted and this is in progress; three new part-time Associate DDOs (for the mainland) have been invited to take up post to augment the current team, which includes two existing part time ADDOs, one for the Isle of Wight and one for the mainland. In addition a new team of Vocations Advisers (VA) has been recruited and will be commissioned after Easter 2019.

A vocational book promotion was piloted at the Chrism Mass on Maundy Thursday with every cleric and Reader being encouraged to read a vocational book and hand it on to a member of their church who might have a call to licensed ministry. Preachments occurred on Vocations Sunday to promote the work throughout the diocese. A very successful vocations lunch event was held between the two ordination services at the Cathedral in June. These events have raised the profile of vocations in the diocese and have generated some enquirers to enter the discernment process for ordination. The new DDVO has put in place a programme of visits to Deanery Chapters around the diocese to promote the national “Vocations Conversation” programme.

Six candidates entered training in September 2018: 2 on the Portsmouth Pathway, 2 in mixed-mode training and 2 in residential training. (In addition four began Reader Training at the Pathway.) We currently have a further eight ordination candidates in training: 5 on the Portsmouth Pathway and 3 in residential training; none of these are identified as training for ordained pioneer ministry.

2018 has been a very successful record breaking year in respect of accompanying people who have been exploring a call to be ordained: seventeen candidates have recently gone to diocesan discernment panel. Following these, six candidates have already been sponsored by the bishop to attend a Bishop’s Advisory Panel in early 2019 with a view to beginning training in September 2019, one of these is a potential Ordained Pioneer Minister and will attend a Pioneer Panel if his BAP leads to a recommendation for training. One candidate has already been (conditionally) recommended for training and the remainder attend their BAPs in the coming months. In 2018 a further 7 candidates were on the path to attend locals Panels in early 2019 and another 8 are having serious vocations conversations.

Initial Ministerial Education 4-7:

IME 4-7 exists to deliver all five goals of the MDM team by supporting the formation of clergy and Readers during their initial phase of ministry, so that they grow the church in depth, impact and number. IME is integrated into the holistic training offered by MDM beyond the key skills required for ministry, and curates have been a key part of the LYCIG initiative over the past three years which has equipped them to missional ministry in the years ahead. IME support and supplements the training provided in the training parish, and can involve placements in other church setting to widen new ministry experience. At

the end of IME 4-7 there is an end of curacy process to ensure that clergy are ready for the next stage of ministry.

IME 4-7 in 2018 saw eight new deacons and five new priests ordained at Petertide. The total number in curacy at this key transition point midway through the year was twenty-seven curates of whom seven were self-supporting. We were delighted to be able to place a curate on the Isle of Wight in 2018 and this should increase by two further curates in 2019. Curates are spread across the Diocese in a mix of urban, sub-urban and rural settings.

Training courses in 2018 for curates included sessions on: Reconciliation (Confession), Self-care (with the Clergy Wellbeing Group), Making sense of Spirituality for older people; Lego Serious Play, Legal Matters, Speaking Truth to Power (at the House of Lords), Education Matters, Anglican Identity, Self-Management and a day of preparation for moving to a new post. 2018 also included a pilgrimage to the Holy Land for curates with Bishop Christopher to support both their preaching and spiritual development.

Continuing Ministerial Development:

As with IME 4-7, CMD provides support for all five team goals, and there is a conscious attempt to provide a balanced diet of training over the course of the year. We also attempt to balance the strategic needs of the diocese and parish with those of individual clergy. Since autumn 2017 new systems have been put in place to ensure that new clergy are given a bespoke training package to support them in the first years of incumbency and to ensure that existing mission initiatives continue to be embedded in the benefice. We continue to support sabbatical leave, and also supported a number of clergy studying for further degrees.

A diocesan conference took place in the autumn at High Leigh with a focus on what Christianity has to say in the contemporary world. Sir David Normington, Bishop James Jones and Ruth Valerio were our keynote speakers, and Professor Loveday Alexander was our conference theologian. This year the more emphasis was put on the small group workshop activities, which were very well received. We thank Jo Spreadbury and her team for their support for conference worship.

In 2018 we worked with Church Pastoral Aid Society to create a missional leadership programme for sixteen incumbents which will take place in 2019. The course will consist of ten teaching sessions and the opportunity to meet monthly with a mentor. It is our hope that this work will be a close fit with previous LYCIG missional support. We are also hoping to offer Lead Academy support to some of our larger churches.

For several years now CMD has been available to clergy and Readers, and increasingly events are being deliberately planned for both. Since 2018 we are also including those with Permission to Officiate so that retired clergy and Readers have access to training.

A number of key CMD events took place in 2018: Introduction to the Enneagram (personality typing tool); a Lent Quiet Day with Angela Tilby; a Bishop's Training Day on gender Inequality; a day on Making peace with church conflict; a training day on working with dementia was led by James Woodward; a Mindfulness Day with Revd Tim Stead; a Healing Ministry training day with Bishop James Newcome; and a Gilmore Fraleigh day with Anthony Rustell.

Work for the future:

In 2019 we will continue to support the established LYCIG work, but our shift will move to thinking about how we support churches that can become resource churches, pioneering, rural ministry and Anglo-Catholic mission. The next three years will see an increasingly specialised and tailored pattern of support for churches that will see the further integration of the areas of support offered by MDM.

MISSION AND SOCIETY & COUNCIL FOR SOCIAL RESPONSIBILITY

The work of Mission and Society was the subject of a review in 2017 and touched on in a 2018 review of the work of the Council for Social Responsibility (a separate charity not reported on here), chaired by the Revd Paul Chamberlain. Following the part-time temporary secondment of the Head of Mission and Society to the Winchester Social Enterprise, the DBF has agreed to continue this and to employ a part-time specialist in social justice in 2019, working in collaboration with CSR.

CSR's work relates to aspects of the diocesan strategy particularly in building the common good and making an impact, not least around the work of the rapid development programme, and Good Neighbours.

Various specialist advisers support particular areas of work under the heading of Mission and Society, including Rural Advisor, Urban Ministry, Forces Chaplain, Liaison Lead against Modern Slavery and Chaplaincy to Commercial Port.

MISSION & EDUCATION

The stated aim of the joint Diocesan Board of Education with Winchester Diocese is to:

- enable every child and young person in church schools to have a life enhancing encounter with the Christian faith and the person of Jesus Christ;
- nurture them to learn at their full potential; and to assist them in becoming good citizens and to contribute to The Common Good of society.

We seek to achieve this by supporting church schools in their pursuit of excellence, helping parishes to engage with schools and colleges, and by promoting religious education, collective worship and spiritual development.

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.

This feeds into, and is underpinned by the National CofE Vision for Education, encapsulated in the document: Deeply Christian; Serving The Common Good.

Objectives for the Education Team :

To serve The Common Good by transforming society through Education we aim to:-

- i. inspire and equip parishes to engage proactively with educational settings
- ii. engender a deeper sense of identity and belonging within the Diocesan/National family of Church of England schools and academies
- iii. ensure that all schools celebrate and embrace the Church of England Vision for Education
- iv. effectively and efficiently implement the Diocesan and DfE academies and free schools programme
- v. proactively address the leadership, teaching and learning of R.E.
- vi. ensure that all schools continually improve their effectiveness across all aspects of provision

Headlines of our 2018 work include:

- Having completed the first phase of training for schools on the national *Understanding Christianity* project, we began a hugely popular similar programme for clergy, which is ongoing due to interest.
- Introduced schools and parishes to the *Heartsmart* programme which is underpinned with Christian Values and focuses on emotional and mental health. 27 schools are now *Heartsmart* trained and deliver the full programme.
- Completed a full review of our Governor Training programme, and undertaken a recruitment campaign in conjunction with two national charities.
- Introduced hugely successful and over-subscribed training and support for schools and parishes on *Open The Book*, *Godly Play* and *Prayer Spaces*
- Worked alongside the Local Authority to open a new all-through school on the Isle of Wight (*The Bay*)
- Commenced training for schools, Foundation Governors and clergy on the new Statutory Inspection of Anglican (and Methodist) Schools (SIAMS) Framework
- Delivered training for Curates on their role and responsibilities for CofE Schools
- Begun initial engagement with colleagues on the Department for Education's proposals on Relationships and Sex Education
- Worked closely with the Local Authority on a series of high profile matters relating to diocesan schools that received high profile media attention
- Initiated a first 'Quiet Day' for Headteachers, Governors and clergy with great success, including the creation of a portable labyrinth for use in schools and

- parishes.
- Continued to represent the diocese and Church of England in Local Authority Committees, Boards and Councils.
 - Provided detailed advice and guidance to schools and parishes on a range of ethical or contentious matters
 - Commenced new programme of in-school support for the teaching of RE

COMMUNICATIONS

The calendar year 2018 was the first year of a new diocesan magazine, **@CofEPortsmouth**. The glossy publication was published four times in the year, and won plaudits across the diocese for its high production values and page-turning content. The first year was intended to be a trial year. In December 2018, our Bishop's Council expressed its enthusiasm for the magazine to continue in its current format.

The communications team (which consists of one person for 4 days a week and one person 2 days a week) experienced some changes in 2018. Lewis Jones stepped down as webmaster in summer 2018. His replacement Sophie Lister then stepped down in October and was replaced by Matt Lockwood. Matt also brings graphic design skills to the role, and so has been able to use those alongside his regular role as webmaster.

Work also continued to develop the diocesan website further, to promote our parishes and church schools in the secular media, and to increase our impact via social media.

PORTSMOUTH CATHEDRAL REPORTS

A full range of Reports, Accounts and future development plans of our Cathedral may be found on their website at this link:

<https://www.portsmouthcathedral.org.uk/downloads-index>

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 2018 were approved by the Directors on 8 May 2019 at the Annual General Meeting of the Board of Finance. The Auditors have made an unqualified report

on those statutory financial statements which will now be duly 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:

<https://www.portsmouth.anglican.org/diocesan-finance/>