

# Reports and Accounts 2019

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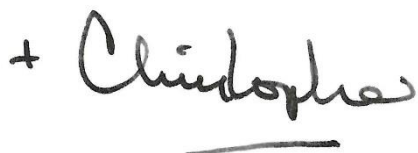
## BISHOP'S FOREWORD

This report will go out to Diocesan Synod members in 2020, an extraordinary year. The circumstances of 2020 mean that we are looking back at 2019 at a later stage in the year than usual. In many ways the events and achievements of 2019 feel so very long ago and almost a different time. This report offers us, and others beyond our diocese, a reminder of the breadth of work undertaken by so many people in this Diocese, the care and diligence in undertaking the tasks with which we have been entrusted, and the drive and vision to develop new projects and bring new possibilities into the communities that we serve. I hope that it brings to mind the day to day reality of the ministry in which we share, and in particular the important sense that we do not work alone; rather, we rely upon each other, and can do so with confidence.

There is therefore much to be thankful for in this report, and it is indeed indicative of the hard work and dedication, that can often go unnoticed, but is always appreciated. So I want to take this opportunity to thank all those who have worked to produce this report, and all who contribute either as staff or volunteers in Diocesan roles, in Parishes and Deaneries, in chaplaincies, schools, and local communities, and in any way to fulfil our common calling to make known the good news of the Kingdom of God.

I commend this report to you with thanks, and with the assurance of my continued prayers for us all as we strive for continued growth in depth, impact and number.

Best wishes.

A handwritten signature in black ink, starting with a cross symbol and the name 'Christopher' in a cursive script. A horizontal line is drawn underneath the signature.

The Rt Revd Christopher Foster  
Bishop of Portsmouth

## DIOCESAN SYNOD

In accordance with our Standing Orders, Synod met three times in 2019. Reports of proceedings are available on the Diocesan website at:

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

Over the course of the three Synods, time as spent looking at Live|Pray|Serve and its continued development through the implementation of the Resourcing Growth Project (see Bishop's Council section below). Synod also spent time hearing about the successful Peer Review which was undertaken in January 2019 and supported our approach as we seek to grow in depth, impact and number through the Live|Pray|Serve strategy.

## BISHOP'S COUNCIL & BOARD OF FINANCE

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). Business of the PDBF and the DMPC may be conducted within the context of any meeting of the Council. Until March 2019, the same members of Bishop's Council were also Directors and Trustees of the Portsmouth Diocesan Council for Social Responsibility (PDCSR). At that time however, Bishop's Council agreed that the Council for Social Responsibility should have a governing body separate from Bishop's Council.

The Council met nine times in 2019, the first 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. Key decisions in 2019 both as the DBF and latterly as DMPC related to the development of Live|Pray|Serve and the commitment to grow in depth, impact and number. This vision and commitment led to the Resourcing Growth Project which looked to resource team ministries in Newport, Gosport and areas of Havant. After a decision of the Pastoral Committee, the schemes for Newport and Gosport proceeded.

Investments and assets which are held on behalf of all parishes in the Diocese were effectively managed to produce a very creditable return and Bishop's Council made various decisions during the course of the year in their capacity as custodian trustee.

In their role as Diocesan Board of Finance the Council received and adopted the Board's statutory accounts for 2018, oversaw 2019 in year management accounts and prepared the 2020 budget.

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 2019. A copy is available at

<https://www.portsmouth.anglican.org/diocesan-finance/>. In summary, the overall diocesan finances ended the year with a surplus of £1,705,129. This was due primarily to an increase in the market value of investments held of £2.2m.

General fund income from which the DBF meets its main obligations was £7,295,955 (2018: £7,572,336), a decrease of £276,381. Within that overall general fund income, the parish share collection rate fell to 93.4%, compared to 98.8% in 2018. Total income on other funds was £1,341,254 (2018: £583,145).

General fund expenditure was £7,853,601 (2018: £7,427,802) an increase of £425,259 (5.7%), mainly reflecting fewer clergy vacancies in 2019. Expenditure from other funds was £1,418,052 (2018:£928,959), an increase of £489,093. This increase primarily relates to strategic development projects.

## 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 chairmen
  - 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 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 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
Bembridge Holy Trinity	8 April 2020
Portsea St Alban	16 April 2020+
Portsea North End St Mark	20 April 2020+
Southsea St Simon	18 August 2020
Shanklin St Blasius	31 October 2020+
Sandown Christ Church	31 October 2020+
Sandown St John	31 October 2020+
West Leigh St Alban	1 March 2021+
St Andrew Eastoke, Hayling Island and North Hayling in plurality	3 March 2021
Southsea St Margaret of Scotland	3 March 2021
Milton St James	15 June 2021#
Southsea Holy Spirit	15 June 2021#
Shanklin St Paul	1 August 2021+
Lake with Shanklin St Saviour	26 September 2021+
Blendworth with Chalton with Idsworth	14 December 2021
Rowlands Castle	1 February 2022+
Newport St John	2 April 2022+
Portsea St George	29 June 2023
Hart Plain	19 September 2023
Hook with Warsash St Mary	21 November 2023
Ryde Oakfield St John the Baptist & Holy Trinity	
Ryde	26 February 2024
Catherington & Clanfield	13 April 2024+
Wroxall St John the Evangelist	14 May 2024
Purbrook St John the Baptist	1 June 2024+
Fareham St Peter & St Paul	1 September 2024
Portsea All Saints	14 October 2024
South Hayling St Mary	30 October 2024
Barton St Paul	11 January 2025
Portsea St Saviour	16 April 2025+
Portsea The Ascension North End	12 May 2025+

+ Pastoral Scheme or Order in progress

# Agreed these suspensions be lifted, but not yet actioned

NB: If suspensions are not renewed prior to the date of expiry procedure under Patronage (Benefices) Measure 1986 for filling vacancy applies.

## PASTORAL SCHEMES

The Resourcing Growth project, that was approved by Bishop's Council in 2018 and received funding from the national Strategic Investment Board in 2019, was based on a number of strategic pastoral

reorganisations in Gosport, Havant and the Isle of Wight deaneries. The aim of these reorganisations was to create single parish benefices, across geographic coherent areas, to enable better coordination of mission energy, finance, and

staffing, with strong vision and leadership, aided by skilled operations/administrative support, underpinning all ministry and mission in the areas.

Following an extensive period of informal and statutory consultations, one scheme for Bridgemaury, Elson, and Rowner went through the process unopposed and a public hearing was held by the Church Commissioners' Mission, Pastoral and Church Property Committee to consider the other three schemes and agreed to a revised version of the proposals for Newport and Carisbrooke, requested a further process to enable the scheme to proceed for Forton; Gosport, Christ Church; and Gosport, Holy Trinity and rejected the proposals for Leigh Park, Warren Park and West Leigh. The successful schemes will now come into effect during the course of 2020.

#### DIOCESAN ADVISORY COMMITTEE (DAC)

- The full DAC committee met 9 times in 2019.
- 51 new cases were submitted for faculty recommendation.
- 33 cases were submitted under List B.
- Members undertook 18 site visits across the Diocese.

The committee is made up of the three Archdeacons, Diocesan Synod reps, local authority and amenity society reps, architect and surveyor members and clergy/laity reps. Peter Sutton, Priest-in-Charge Greatham, Empshott and Hawkey with Priors Dean, continued as 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. Further changes to the faculty legislation are awaited in 2020 and will be assimilated to parishes when this comes into force.

#### 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 2019 return with all information submitted before the deadline. Due to current circumstances and the inability of parishes to have their APCMs there is a low rate of Finance Returns for 2019.

#### PROPERTY

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

A total of 637 works orders were completed in 2019. The expenditure commitments were as follows:

23 % (16% in 2018) on vacancy works.

28% (27% in 2018) on reactive works.

49% (57% in 2018) on quinquennial repairs/works.

During 2019, general repair work was the highest spend during the year at £607,137 (including capital works) which represents 66% of the total budget. The next highest single area of expenditure was on roofing works, which accounted for 11% of the budget.

The Property Department, once again, completed the planned quinquennial works on our parsonage within the year.

In addition, the usual quinquennial, vacancy and reactive works, the property department has, over the last 12 months, completed the following repair and improvement works to the following clergy housing:

- a) **Hambledon Vicarage** - internal refurbishment, new bathrooms and external works.
- b) **Litchfield Road, Copnor** – new shower room and internal repairs.
- c) **166 Shearer Road** – refurbishment of kitchen, internal redecoration and external repairs/redecoration.
- d) **5 The Boltons, Wooton Bridge** – new windows and doors, internal and external maintenance and repair
- e) **The Rectory, Northwood, IoW** - construction of an extension and internal reordering to provide an enlarged family kitchen.
- f) **The Vicarage, Steep** – removal of an internal wall to enlarge the kitchen and complete general repairs.
- g) **The Rectory, East Meon** – new windows and external works.

## SAFEGUARDING

The following information summarises the safeguarding work undertaken across the diocese during 2019 and sets out the priorities and action plan for 2020.

### STAFFING

A successful recruitment process at year end 2018 resulted in the appointment of Jill Kingston to the new post of Diocesan Safeguarding Trainer. Jill comes from a police background and has undertaken the role of Parish Safeguarding Officer in her local parish. She formally joined the team in January 2019. Therefore, at the start of the year, the Safeguarding team comprised of two part-time Diocesan Safeguarding Advisers (0.6/0.3) and a part-time Safeguarding Trainer (0.6) who are all supported by a part-time Safeguarding Co-ordinator (0.6).

### DIOCESAN SAFEGUARDING ADVISORY PANEL

Safeguarding policy and practice continues to be overseen within the diocese by the Safeguarding Advisory Panel (DSAP). This group is made up from individuals with key roles within the Diocese, as well as external representatives from statutory partners including the Police, Adult and Children Services, and meetings occur quarterly. Richard Wilson retired as Chair of the DSAP in June 2019, and Revd Leslie Rogers was formally appointed to the role in the same month.

A review of the function of the DSAP during the last quarter of 2019 led to the successful appointment of additional independent representatives onto the panel. The revised terms of reference also incorporated the establishment of a sub-group to consider casework, risk assessments and safeguarding agreements for those individuals requiring them across the diocese.



It is expected that both groups will provide an effective structure for overseeing the work of the DST going forward, and will become further embedded during 2020.

### SAFEGUARDING ACTIVITY DURING 2019

#### DBS and Safer Recruitment

Arrangements for on-line DBS checks using an independent provider (Thirtyone:eight) were introduced at the beginning of the year, and by the end of July 2019 all parishes within the diocese had been set up and registered to use the on-line system. This was a notable achievement, and the feedback from those using the on-line system was positive. The DBS Recruiter training held by Thirtyone:eight on the 1<sup>st</sup> May was also very well received by those who attended.

The diocese processed 480 DBS applications during 2019 before it de-registered as a DBS umbrella body on the 1st July. 464 on-line applications were made by the end of 2019, with the majority being processed in less than 7 days.

Seven alerts were received from Thirtyone:eight as a result of blemished DBS checks. Six of these cases were risk assessed by the Diocesan Safeguarding Adviser – Casework, as safe to appoint, and one remains outstanding.

The National Church of England Safer Recruitment on-line training module which was scheduled to be available by September was delayed, which resulted in the diocese adding more Safer Recruitment modules into the training programme. During 2019, five Safer Recruitment face-to-face training sessions were delivered by the DSA – Policy and Training, with a total of 78 attendees.

### SAFEGUARDING TRAINING

Changes to the National Safeguarding Training and Development Practice Guidance in July 2019 set out the revised framework of expectations and requirements for safeguarding training. The diocese was well positioned to implement the new changes, and updated its Training Policy and Pathways, and the Leadership module to reflect the new guidance. In addition to the national training modules, PCC members are offered a Basic Awareness session, and this has been well received by those who have attended.

Course	Sessions	Completed
Leadership	14	230
Foundation C1 (face-to-face)	19	276
Foundation C1 (on-line)	-	513
Basic Awareness C0 (face-to-face)	4	50
Basic Awareness C0 (on-line)	-	248
Domestic Abuse Awareness	13	218
Safer Recruitment	5	78
<b>TOTAL</b>	<b>55</b>	<b>1613</b>

### POLICY AND PRACTICE GUIDANCE

In the first quarter of 2019, The NST issued printed copies of the Safeguarding Parish Handbook to all dioceses to distribute to each parish, which summarises the safeguarding responsibilities of parishes, as outlined in the House of Bishops' safeguarding policies and practice guidance. New practice guidance on 'Safer Environment & Activities' was also issued during the year by the national team. A Whistle Blowing Policy was adopted by the Bishop's Council at its meeting in December 2019.

#### QUALITY ASSURANCE

The purchase of an on-line tool to help churches keep track of their safeguarding practices was approved in the last quarter of 2019. The Safeguarding Dashboards programme will be promoted in the diocese in 2020, and rolled out to all parishes throughout next year.

#### CASE WORK

The implementation of the Past Case Review identified for completion in Dioceses in 2019 was delayed by the Church of England; the required completion date was amended to the end of 2020. The first phase of contact with parishes began in the Diocese in December 2019, and prompted a number of enquiries regarding the extent of enquiries required to be conducted in parishes.

The Safebase case management system is now in use for all new cases and extensive work was undertaken to back record convert all cases to the database in the last quarter of 2019.

During the course of 2019 there were four reports of concerns or allegations relating to church officers which required a response through the core group process; one of these resulted in a conviction and a second is in the court system awaiting a trial date. In addition, there was an increase in the number of contacts regarding the welfare of vulnerable adults in the Church community in relation to concerns regarding their mental health and other emotional difficulties.

The following information relates to cases where a member of the Safeguarding Team was involved in the response and management of the case; and the case has been presented to the Diocesan Safeguarding Advisory Panel for discussion. There are many other cases dealt with by parishes following consultation and advice from the safeguarding team; at present these contacts are not collated.

Category of case	Numbers and comments
Concern – Vulnerable adult	11 cases involving vulnerable adults have been discussed with external agencies; some being referrals, telephone advice or direct contact with the GP. 1 of these individuals with convictions due to mental health is supported in his attendance at church under a safeguarding agreement.
Concern - child	4 referrals have been made to children’s services regarding the welfare of children.
Domestic Abuse	1 case concerning Domestic Abuse has been referred to the local authority.
Allegation against or involving a Church Officer	4 allegations have been made regarding Church Officers, as previously stated 1 resulted in a conviction and another is awaiting trial. One of these cases concerns an omission, by a church officer, to report a safeguarding matter.
Offenders attending church	6 individuals with convictions or information that they may pose a risk have expressed a wish to be involved in church. 4 are safely included in attending church under a safeguarding agreement; 1 was relocated in another diocesan area on release from prison and 1 had limited involvement in church and did not wish to continue in that involvement.
Victim support	One of the victims involved in the allegations against church officers was supported through the diocesan victim support process; the others were supported by other agencies or dioceses. The diocese is currently acting as the local point of contact for a victim, resident in the diocese, of clergy abuse within another diocese – he is receiving therapeutic support through the police.

## Mission, Discipleship and Ministry

Throughout 2019 Mission, Discipleship and Ministry continued to pursue the diocesan vision for mission, discipleship and evangelism contained in Live|Pray|Serve. As a department, ‘Creative Kingdom Engagement’ is our goal, and so raining and support continued to be given to projects that sought to build up the faith of congregations and nurtured church growth.

Over the past four years this work was seen through the lens of five key priorities:

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

Initially through LYCiG (during 2016-2018), and then also through the pioneering conference 'Reach' in 2019, we have sought to make the third and fifth areas of work our key focus.

During 2020 we will focus our work on the renewal of worship and support for work with children and families.

In late 2019 the team evaluated their performance in fulfilling these goals, and set out new goals for the next four years which are based on the national mission, evangelism and discipleship goals. They are:

We support the life of the diocese, so that every person is

1. Equipped to be a prayerful witness to Christ
2. Released, to live out the Good News of Jesus

So that every church

3. Prioritises children and young people through evangelism and discipleship
4. Is a Welcoming Community that nurtures faith
5. Is working towards the development of a new Christian community

So that every variety of leader in the local church

6. Is trained & equipped to lead in evangelism and release disciples

## MISSION DEVELOPMENT

After the years of successful mission action planning inspired by LYCiG, we continue to encourage engagement in mission and evangelism at the local level. The last big LYCiG gathering occurred in February 2019, when around 100 people gathered in the cathedral for a mission day, as an encouragement to parishes who had begun the journey towards planning for church growth and a celebration for those who had already implemented plans. The highlights from this year include: The co-ordination of 'Thy Kingdom Come' praying for people to come to know Jesus Christ culminating in our first open air prayer rally at Portchester Castle which was attended by approximately 2000 people from around 90 Anglican churches with a further 26 churches from other denominations present. During the week there were ecumenical prayer nights across 9 different geographical areas ranging from one event to daily in Portsmouth.

The establishment of 'Speak', a diocesan team of evangelists

The establishment of a catholic clergy mission group, market town clergy mission group and both a clergy and lay rural mission group to encourage good missional practice and learning between parishes across the diocese

The delivery of over 25 training sessions involving evangelism, mission planning or vision casting with over fifty missional 1-2-1s with clergy and lay people

The continued support to senior team in their Viability Focus Process and Resourcing Growth programmes

Investment into parish leadership through the organisation and hosting of the CPAS Missional leaders Programme for 15 clergy and Lead Academy Programme for six of our larger parish leadership teams

Oversight of the Mission Opportunities Fund which saw c£35k distributed to 16 parishes, c£20k of applications dismissed and a further £13k given to our pioneers through the SDF programme. We look forward to the continuation of these initiatives in 2020 as well as responding to God's missional leading across the diocese.

## PIONEERING AND FRESH EXPRESSIONS

The Mission, Discipleship, and Ministry (MDM) team made significant progress in actively promoting the expansion of pioneering and new Christian communities in 2019 following the recruitment of a pioneer development officer to coordinate this work.

The two day Reach Conference in October was the primary focus of promoting pioneering. With the guidance of nationally recognised speakers, Reach provided an opportunity for participants to explore the pioneer model and consider how this approach might help them to take new steps in engaging with their local communities.

Following on from the Reach Conference, the MDM team launched the "How to Pioneer" workshops in November. This series of five workshops seeks to identify, train and support lay pioneers as they undertake the starting of new Christian communities.

In the coming year, MDM team, will actively explore ways of creating a framework to help pioneers qualitatively measure the impact of their work within their local communities. In addition, the MDM team will work in collaboration with the national church to develop and implement a training strategy for parish priests who aspire to collaborate with lay pioneers in their local communities.

## PIONEER AND MISSION EVALUATION

The evaluation for the Pioneer Project continues and there is starting to be more accurate recording from parishes about what constitutes a Fresh Expression of Church. We have entered another annual data collection period for the Pioneer Project and this involves co-ordination of two surveys for Fresh Expressions; a leader's survey and an attender survey. These surveys will give parishes and the diocese an insight into the development of each Fresh Expression and an insight about who is attending each Fresh Expression.

Collecting qualitative data from pioneer ministers has enabled a rich source of information to be collected that can be used to continue to inform and shape future provision:

One pioneer minister reports that when engaging in conversations with young people that he describes his own Christian beliefs and this has led to further conversations with the young people (e.g. I have experienced this...). The young people are open to talking about spirituality even if it is not what they believe.

One pioneer minister has a loose vision of empowering and supporting local young people to live as good citizens and as part of a community in a positive way.

One pioneer minister recognises that he needs support to deliver his vision and that he cannot do it alone. The pioneer minister reports having some really talented skills amongst members (e.g. people preaching) and that they have put their trust in people to undertake these duties.

For one pioneer minister their ministry seems to be understood and supported well by existing church members. In another context there is a strong invitational message of bring your friend with spiritual conversations happening very often. Stories of how people are growing in openness to Jesus include one couple cancelling their original marriage plans and are now organising their wedding so that they can get married in church and one individual started by playing football and now he feels called to ordination.

Diocesan data continues to be collected and prepared for diocesan staff and is starting to be used to make data related decisions. The diocese will be participating in “The Big Church Survey” that will be launched in 2020. This is a unique opportunity for all parishes to know more about who is attending their church and will provide helpful and accessible reports for both our parishes and the diocese. Further details available at: [www.bigchurchsurvey.org](http://www.bigchurchsurvey.org)

## CONTINUING MINISTERIAL DEVELOPMENT

CMD continues to support licensed ministers and those with permission to officiate by providing a range of training opportunities. Licensed clergy continued to benefit from the Extended Ministerial Development leave scheme, and both licensed clergy and Readers received financial support to attend conferences and complete academic courses.

Two Bishop’s Day’s took place. The first was led by the Church Army on Pioneering and Fresh Expressions research. Many found the day too statistical and rather underwhelming. The second day, which was led by the Heart Edge Group from St Martin in the Fields, was on social engagement, and was found to be rather more inspirational and useful.

The major piece of CMD training offered in the year was a CPAS led Missional Leadership course. This was a substantial financial and time investment which sought to provide support for incumbents and allow them to thrive in their current ministry.

CMD funding continued to be focused on training for church growth with grant remaining available for LYCiG and a number of incumbencies courses that encourage and support church growth. Lead Academy support is being provided for leadership teams in larger churches to enable them to further grow. The Regional Training Partnership’s First Incumbency Course was reshaped and led in a Portsmouth style to encourage evangelism and church growth.

A significant innovation in the autumn was the introduction of special Reader focused training days. The first two have been on liturgy and worship, and have been well received, but a full programme of events is planned for 2020..

## INITIAL MINISTERIAL EDUCATION 4-7

IME 4-7 (otherwise known as IME Part 2) continues to take place to support curates through a formational stage of their ministry. IME provides training opportunities, pastoral support and a nationally agreed assessment framework to ensure that clergy are ready at the end of curacy for a post of responsibility. Our curacy assessment continues to take place within the framework that has been created by the Regional training Partnership. There are normally between 20 and 25 curates in the IME process.

Specialist training during the year included a day on healing ministry, a day with John Truscott on church administration, and a 3D Coaching course called Moving On, which enables third year curates to move to a new post successfully.

## DIOCESAN BUILDINGS DEVELOPMENT

In response to parish feedback on the need for more support in the management and development of church buildings, the role of Buildings Development Officer (BDO) continued to support this. This

role comes under the MDM team to enable buildings and mission to be work together thereby creating vibrant, living and sustainable churches.

Catherine Gray and David Cain continued this seconded role as a job share. The Buildings Development Officers have worked closely on three projects that are all playing a significant role in promoting pioneering/fresh expressions as well as creating sustainable buildings:

**Harbour:** a number of reordering projects have taken place across three church sites (St Albans, St Georges and All Saints). The BDOs supported the parishes to ensure faculties are completed and works are undertaken correctly.

**St Luke's:** work has involved giving one day a week (April to November) to be part of their Appeals Team. This has involved the creation of the team who then worked to apply for funding for the co-worker space and urgent building remedial works. The Appeals team has also started to work to set up a long term business plan and fundraising strategy as the parish are looking to further expand their site to include a café, flats and a new hall.

**St Margaret's:** work has taken place to secure the building and re-open it for public worship. The new congregation are exploring ways in which to use develop the church which will include a new heating system, toilet & kitchen facilities and improvements to the electrical & lighting. A new team of architects are working with the parish to look at how this is to be achieved.

Work has also been undertaken with a number of parishes looking to take on hall extension projects. The Building Development Officers have attended meetings with parishes looking at project planning, fundraising and appropriate permissions.

**Closed Churches:** The BDOs continue to support the work exploring the re-use of church buildings. No churches have been closed in 2019.

**Fundraising workshops:** Parishes had requested fundraising training and a seminar was written specifically to provide this. Three training sessions have been run in Portsmouth, Ryde and Fareham with around 65 people attending across the sessions. The first two sessions also involved input from Hampshire Islands and Historic Churches Trust who provided feedback on their grants.

**Help with the faculty process:** The BDO team has been able to provide support for parishes in completing the faculty forms online and ensuring all the necessary paperwork is attached. This aims to help churchwardens who often feel burdened by the administration involved. This work has allowed for more informal site visits to take place to offer initial thoughts before the DAC is approached. Finally the BDO team are able to liaise with amenity societies and arrange visits to ensure consultation does not significantly length the process of applying for works.

Throughout the work of this role the aim is to provide expertise on buildings, DAC and legal matters and grants funding support to churchwardens and clergy in the management and development of their buildings to enable their ministry.

## VOCATIONS

The number of candidates entering the vocations system and going on to diocesan discernment panel substantially increased in late 2018, and in December 2018 we were very fortunate in having Canon Peter Hall join the team as the new DDVO. 2019 has been a very successful year for the DDO team as many of those candidates then went on to successfully enter training, and numbers entering the diocesan vocations system have continued to increase.

**Selection of Ordinands and Readers:** Some years ago, the Church of England set itself an ambitious target to raise the number of ordinands by 50% by 2021. In 2019, Portsmouth diocese exceeded this target and raised the number of ordinands by 84%, making us fifth in the league table of dioceses. Bishop Christopher sponsored nine candidates for a Bishop's Advisory Panel (BAP) in 2019 and all nine were recommended for training, three of those being under the age of thirty and one being subsequently recommended as an ordained pioneer. These nine have now begun training; four training locally on the Portsmouth Pathway, four in mixed mode training with St Mellitus, London and the other Ordinands training residentially at St Stephen's House. In preparation for their BAPs, candidates were encouraged to attend one of three BAP Training days we organised in the diocese to ensure that all our candidates were as prepared as possible for their BAP.

A good number of new candidates entered the discernment process in 2019, meaning that there may well be ten candidates attending a BAP in 2020. To get us to this point we held two Diocesan Discernment Panels in the spring and one in the autumn. We are not seeing many people offering to serve as SSMs (Self Supporting Ministers) which we need to monitor; this could be due to changes in society and the fact that many people have to work longer and do not retire early in the way that have done in previous decades.

In contrast to the general rise in vocations to the priesthood and diaconate, we have had very few enquiries about a vocation to reader ministry. We held one Selection Panel in the summer and the sole candidate was recommended for training; she began this at the Pathway in September.

**DDVO Team Changes:** Our team of Assistant DDOs has expanded and has experienced some changes in staffing. Amanda Bloor remains as 0.2 WTE ADDO, primarily seeing candidates from the Isle of Wight. Claire Towns (0.2) left the team in the autumn and we welcomed Emma Racklyeft (0.2) and Julie Price (0.1) to the team. There was also a change in the list of those acting as Vocations Advisors, with some people standing down and others coming in new to the role.

**Promoting Vocations:** The DDVO has visited five of the seven deanery chapters and spoke at one deanery synod meeting to promote the national "Great Vocations Conversation" initiative and answer questions on vocations. We also hosted a Vocations Lunch between the two ordination services in June; we had a variety of speakers (including pioneers, a licensed pastoral assistant, a Reader and a distinctive deacon). On Vocations Sunday 2019 the DDVO, and some of the MDM team accepted invitations to preach on the topic of vocation. In October, the DDVO went to talk as part of the Harbour Interns Programme about discerning a vocation.

At the end of the year the new national Shared Discernment Process was unveiled. This will mean a lot of adjustment to our own diocesan system from 2020 and may well have an effect on the number of potential Ordinands we send for national selection in 2021.

## DISCIPLESHIP

Living Faith continued to be central to the offering of a local theological basics course. It now runs at the cathedral in Portsmouth and also on the Isle of Wight. The course continues to offer a theological introduction to those exploring vocation or preparing for training.

MDM offered parishes a copies of the national Pilgrim Lent booklet and later in the year the Follow the Star leaflets at Christmas. We continue to offer a range of discipleship resources to the diocese, including pre-Alpha material such as Table Talk. Please contact the team if you require advice or resources to enable your church to grow in depth.



## WILD GROUP

The new diocesan worship and liturgy group met in 2019. Two Reader CMD days on liturgy took place under its banner on the use of Common Worship and approaches to the Book of Common Prayer. Training days for Readers are already planned on Holy Week and Assisting at the Eucharist in 2020. The WILD Group will lead a Bishop's Day in 2020 on Renewing Worship.

## CHILDREN AND YOUTH

Bethan joined the MDM team in September to encourage and support children and youth work in parishes, and also to work with Mission and Education in supporting the church's role in schools.

A significant part of her work has been to enable good networking and joined up approaches. She developed good working relationships with employed youth and children's workers in diocese, clergy/lay leaders and other organisations working with children and young people in the diocese, and has set up Facebook group and weekly mailing to support and encourage employed youth and children's workers.

Bethan's work has linked MDM with the work of the Education team, and she has been developing an understanding of the main frameworks and strategies for working with church schools by meeting with and shadowing members of the Education team. She has also begun

working with Education team to create collective worship resource pack to accompany diocese-wide launch of Same Boat music project, and has begun working with Education team to produce practical and online resource bank for Prayer Spaces in Schools to equip parishes to run events.

MDM has now begun to support churches through the process of appointing employed youth and children's workers and have begun putting together HR toolkit for supporting churches through this process.

A major new piece of work was begun at the end of the year. We have launched Youth and Children Champions initiative. This aims to put in place a key contact person in every church community who can be the spokesperson and diocesan contact for youth and children's ministry. We hope that over the course of 2020 and beyond this will enable church communities to be more aware of the needs of children and young people.

## SPIRITUALITY

Spirituality is likewise focused on creating greater depth in our churches, especially through the work of the spiritual direction. We seek to introduce people to different forms of spirituality and give them space to reflect on their relationship with God to enable them to be more intentional and more confident in prayer and discipleship. The workshops and provision of written resources seek to enable local clergy and lay ministers to lead with confidence in the area of spirituality, raising the bar of spiritual awareness and reflective practice across the diocese.

**Leadership:** In 2019 there were 7 trainees on Engage course, which represents a significant deepening of spiritual and leadership capabilities.

A taster event for clergy short course in spiritual direction (to start Jan 2020) took place. 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 course participants will

be confident spiritual directors when they graduate in July. We aim to have 17 new directors joining a list of currently 45 spiritual directors.

32 interviews took place with those seeking a spiritual director, mostly people on vocation pathways. The Spirituality Adviser continues to co-ordinate and provide the necessary support for the spiritual directors: ongoing training and supervision 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.

**Events:** A Lent course took place at Portsmouth Cathedral, with average attendance 12-15. There were 6 spirituality days, 2 quiet days, and 2 ikon days and an ikon evening. A residential retreat for clergy was run in the summer and received very positive feedback from those who took part. There were also 3 prayer workshops, and a workshop on eucharistic liturgy.

**Resources:** 1600 Diocesan Lent course booklets produced and distributed to parishes and groups. The Spirituality Adviser worked on preparing the pilgrimage map which should be a useful outreach tool for rural parishes, including advising parishes on formulating their leaflets.

## HEALING

The Diocesan Healing Group has met on 4 occasions through 2019. Although this year has seen less activity than in previous years we have had encouragement in some new areas of training and awareness of healing ministry.

Our focus fits within the Live|Pray|Serve strategy of the Diocese and the priorities identified by the Mission, Discipleship and Ministry Team in the following ways:

- Engaging in Prayer as a Priority: Prayer Ministry Training emphasises the importance of personal prayer life, including a deepening of spiritual growth and engagement with scripture, as well as corporate prayer in teams.
- Resourcing quality, accessible Worship that facilitates encounter in God: Most Prayer Ministry takes place within the context of worship and emphasises accessibility and encounter.
- Supporting vibrant Living Sustainable Churches: release laity, clergy. We have continued to see engagement by both Clergy and Laity in developing healing prayer ministry within parishes.

The following are highlights for our involvement in Healing Ministry in Portsmouth Diocese during 2019:

**The Healing Guidelines.** Comprising the documents “Guidelines for Healing Prayer Ministry for Parish Prayer Ministry Teams in the Diocese of Portsmouth”, “Safeguarding Guidelines for Healing Prayer Ministry”, “Example of Prayer Ministry Role Description” and “Description

of Appropriate Training for Prayer Ministry” completed at the end of last year were approved by the Bishop and formally adopted: They are now accessible on the Diocesan website. This was an important piece of work to be completed for the Diocese and it is hoped that the documents will prove of help for parishes seeking to develop healing ministry.

**Healing Group Leaflet for Parishes.** During the year we also produced a leaflet explaining the role of the Healing Group and how we can be a resource for the development of healing ministry within

parishes. This leaflet is now also available on the Diocesan website and it is hoped might also be used by members of the MDM Team when they have opportunity to engage with parishes for other reasons.

**Prayer Ministry Training.** A shortened training course for prayer ministry was delivered for St Margaret's Community Church, Southsea over 2 evenings in March, adapted to cater for the needs of this congregation plant. This was well-received and emphasized the need for good probity and accountability.

**IME:** For the first time a Healing and Deliverance Day was included in the IME programme for curates and was held on 23rd November. David Pearson and Revd Wes Sutton of Acorn Christian Healing Foundation led the exploration of Christian healing in theological, medical and practical aspects including mental health issues. Revd Paul Armstead outlined the Church of England's Guidelines for Deliverance ministry and gave some examples of what this might involve. The day was generally well-received and it is hoped that this would continue to be part of the curriculum.

**Deanery Healing Groups:** The Portsmouth Deanery Healing Group met on 4 occasions during this year and continues to be a forum for encouragement for those involved in healing ministry and those who have received training but yet to have established prayer ministry within parishes. A Deanery Healing Service was held at St Margaret's Community Church, Southsea on Saturday 8th June. This was an informal service adapted to the format of this church and was well-attended and appreciated by those who participated.

**Diocesan Healing Day 2020:** Plans are now in place to hold our next Healing Day on Saturday 31st October 2020 at Portsmouth Cathedral. Bishop James Newcome has been invited to give the opening address as well as leading a seminar. As in previous years the day will close with a healing service led by Bishop Christopher.

## MISSION AND SOCIETY & COUNCIL FOR SOCIAL RESPONSIBILITY

Following the review of CSR's structure and work and taking into account the advice of the auditors that there needed to be a clearer relationship between CSR and PDBF, the trustees of CSR which had been the same as PDBF agreed to change the Memorandum and Articles of Association to appoint new trustees with a majority independent of the PDBF with the Bishop as honorary President. This was implemented from September 2019 and CSR now reports completely separately and is demonstrably not controlled by PDBF. For further details of its work, please refer to the CSR 2019 Annual Report.

An MOU now exists between CSR and PDBF setting out clearly the work involved and the level of support and has been agreed by both sets of directors/trustees.

In terms of key areas of work, one of the major areas was the training day with HeartEdge ([www.heartedge.org](http://www.heartedge.org)) with The Revd Dr Sam Wells and his team from St Martin-in-the-Fields. They work, ethos and values have a significant overlap with Mission and Society's approach in that they focus on four areas: Commerce, Culture, Congregation, Compassion.

Mission and Society's other work has continued through the following people:

Rev Edwina Fennemore Liaison Lead against Modern Slavery; The Clewer Initiative & The Hampshire & Isle of Wight Modern Slavery Partnership:

Portsmouth Diocese continues as a participating member of [The Clewer Initiative](#) as it moves into the next phase. The Clewer Initiative has secured funding for a further 10 years, 2020-2030, with the next stage of its strategy supported by new members of the national leadership team. It is moving from a 3-year project into a period of sustained awareness raising, and action at a local, national and international level. Achievements and developments within the last year, have included new local and national partners (including the Mother's Union), strengthening and valuing the importance of greater collaboration. There has been a broad development of resources for schools and for Collective worship, resources to support specific vulnerability for homeless people. The Rural Toolkit has focused attention on the recruitment of seasonal workers, vulnerability in supply chains in farming and rural communities. The 2020 Lent course's spotlight on County Lines (the movement of drugs by young people from one region to another) provides examples of the vulnerability of children within our communities and is a fast-growing aspect of child exploitation in the UK. In May 2020 will see the launch of a County Lines focused schools resource aimed for raising awareness directly with school children. Development of online resources have continued with modern slavery online safeguarding training available. The Safe Carwash App continues to be invaluable in mapping vulnerability of people in this industry and assisting the police in specific operational work. Locally, the Hampshire and Isle of Wight Modern Slavery Partnership has delivered specific awareness events (October 2019, Guildhall Square), awareness through statutory and other agencies and contributed to achieving local partnership goals around, Purse, Prevent, Protect, Prepare. The Partnership has evolved into operational subgroups to enable a greater focus on delivering measurable goals in all aspects of its partner work. The involvement of Portsmouth Diocese has been enhanced through stronger links with sea faring (Phil Hiscock) and safeguarding participation (Ian Berry). As liaison lead, I continue active involvement across the national, regional and local agendas.

**Rev Bob White: Liaison Link for the Urban Ministry Group:**

The urban Ministry Group has continued to meet regularly through the year – drawing together those who minister in Urban areas or Outer Estates. It seeks to offer support and to share experiences as well as to identify and understand the challenges faced in those areas. It has been in contact with the Estates Evangelism Network and has been visited by Revd Andy Delmege, the Urban Estates Mission Enabler from Birmingham Diocese and the Chair of the National Estate Churches Network. He led an interesting reflection on the ministry of Father Dolling in Portsea (over 100 years ago) and the challenges and opportunities for ministry we have today. The Group continues to explore how we support those in these areas and how we can raise the understanding of the communities we seek to serve in God's name.

**Rev Dominic Jones, Forces Chaplain:** The last year has been a great year for the Hampshire Constabulary Chaplaincy team. We currently have 12 volunteer chaplains in addition to my role as the Force lead and we cover a wide geography of Hampshire and the IOW but we are lacking chaplains in the area that the Diocese of Portsmouth covers. The team currently consists of chaplains from the Jewish, Buddhist & Christian faiths and recruitment is ongoing to widen our diversity. The team and I continue to support many officers and staff quietly, confidentially and discreetly offering them a listening ear and someone to offload to and it is a real privilege to do so.

**Rev John Owen, Rural Advisor:** Hannah Rich of the GRA:CE Project (Growth, Relationship & Action in the C of E) is targeting rural parishes this year to get feedback, including from some in our Diocese. I've been involved with the Almshouse Association in a bid to secure recognition from the South Downs National Park that almshouses are regarded as 'social housing'. Good progress to date but

the recognition is not yet certain. Links with Hampshire Rural Forum and the Country Trust (which arranges farm visits for children from urban areas) are well established.

**Rev Phil Hiscock, Chaplaincy to Commercial Port:** During the year in the port there has been growth in ferries, cruise ships and general freight traffic. The diversification in freight continues and banana ships have returned. The visits, contacts and networking continues. Work continues in respect of human trafficking and Modern Slavery. During the Corona Virus Crisis a Virtual Chaplaincy had been set up, capitalising on the established contacts and networks. This was much appreciated across the port.

**Rev Robert Sanday, Chaplain with Deaf People:** Over the past year we have held regular acts of worship in Winchester and Portsmouth Dioceses and on the Isle of Wight at Easthill Home for Deaf People. We are very grateful to the Sisters of Bethany who host the Deaf Church Group on the first Sunday of the month for our Communion Service. I have also advised individuals and groups on issues relating to Disability and access to buildings, and of course signed at funerals and other services that Deaf people are attending.

## 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 2019 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
- Our 'Bee Inspired' project has had significant impact across our schools, with ecological and other transformational and tangible educational and community results. This received media interest at national as well as local levels. Significant developments and links between parishes and schools was a notable outcome
- SIAMS training under the new framework was delivered across all of our schools
- Understanding Christianity – training for all schools was completed, with additional training for Diocesan Clergy warmly received.
- Global Neighbours Aard – seminars and training for Headteachers and Clergy attended by large numbers and many schools are now in receipt of the National Bronze Award.

## COMMUNICATIONS

During 2019, our parishes and central team communicated with each other, and with our communities, via:

- The quarterly magazine, @CofEPortsmouth, which was distributed to 7,500 worshippers and C of E school pupils throughout the diocese;
- The diocesan website, which includes a wide range of news, events and information;
- A regular eBulletin, which was sent to all clergy, Readers, and diocesan, deanery and parish officers across the diocese;
- Regular press releases outlining good news stories from our parishes sent to local, national and church media;
- Very active social media accounts, which allow for ongoing dialogue with churchgoers and non-churchgoers.

Parishes were also given training in how to communicate effectively, via full-scale audits of parishes' communication methods; training sessions for groups of people; and bespoke advice for individuals people and parishes. For full details, see: [www.portsmouth.anglican.org/communications](http://www.portsmouth.anglican.org/communications).

## 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 2019 were approved by the Directors on 19th October 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 duly delivered to the Registrar of Companies and the Charity Commission.

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/>