



REPORTS TO THE

DIOCESAN SYNOD

BY

BOARDS

COUNCILS AND COMMITTEES

for the year ended 31 December 2017

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BISHOP'S COUNCIL AND DIOCESAN SYNOD STANDING COMMITTEE

The Council has a major role in discussion and consultation leading to policy formation. It acts as the standing committee of the diocesan synod. In addition to dealing with diocesan matters, the Council, together with diocesan and deanery synods, is asked to comment, discuss and draw together diocesan wide responses to major developments within the Church nationally. These are not confined to administrative structures and may encompass proposals for major changes to liturgy, church government and other matters being considered by General Synod or the House of Bishops.

The members of the Bishop's Council are automatically the members of the Finance Committee and thus the Directors and Trustees of the DBF, and also automatically the members of the Diocesan Mission and Pastoral Committee. Business for each of them may be considered at any meeting. This ensures cohesive decision making on these three areas and a co-ordinated review of the risks facing the Diocese, with an annual review of the risk register. The routine business of the Finance Committee and the DPMC is delegated to sub-committees, leaving the Bishop's Council more free to make the strategic decisions on matters of policy or particularly complex cases.

The Council met four times during 2017. Policies considered over the year included the remuneration policy; anti-bribery policy; and complaints policy. In addition to setting the agendas for Diocesan Synod and election arrangements, approving the diocesan accounts and budget, and making appointments to committees, other major matters addressed included matters relating to the Independent Inquiry into Child Sexual Abuse, the Diocesan Peer Review undertaken by reviewers from London and Truro, consideration of future trends around clergy numbers; continuing work around our successful bid for Strategic Development Funding from the Church Commissioners and work on a second bid. The particularly complex mission and pastoral case which began in 2016 continued to demand the Council's attention. In addition to the written reports or minutes received from its sub-committees and various departments, the Council also receives annual oral reports from the Diocesan Safeguarding Adviser, the Diocesan Director of Education, the Director for Apostolic Life and the Secretary for the DAC and Mission and Pastoral Committee in order to monitor their work and provide support and challenge.

Gabrielle Higgins
Diocesan Secretary

MEMBERS OF THE BISHOP'S COUNCIL 2017

Archdeaconry of Brighton and Lewes

Revd Dr Andrew Manson-Brailsford

Mr Martin Cruttenden

Mr John Head

Archdeaconry of Chichester

The Reverend John Eldridge

Mrs Mary Nagel

Mr Colyn Robinson

Archdeaconry of Hastings

The Reverend Nick Cornell (from 23.01.2017)

Mr Philip Bowden

Mr Jacob Vince

Archdeaconry of Horsham

The Reverend Lisa Barnett

Mrs Val Burgess

Mr Guy Leonard

Ex officio

The Right Reverend Dr Martin Warner

The Right Reverend Mark Sowerby

The Right Reverend Richard Jackson

The Venerable Douglas McKittrick

The Venerable Edward Dowler

The Venerable Fiona Windsor

The Venerable Martin Lloyd Williams

The Very Reverend Stephen Waive

The Reverend Canon Julia Peaty (to 18.04.2017)

The Reverend Canon Ann Waizeneker (from 19.04.2017)

Mr John Booth

The Reverend Mark Gilbert

Dr Graham Parr

Appointed by the Bishop

The Reverend Luke Irvine-Capel

Mr Richard Vause (deceased) (to 10.07.2017)

Mrs Lesley Lynn (from 14.07.2017)

Secretary

Miss Gabrielle Higgins (Diocesan Secretary)

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Introduction

Welcome to the third Annual Report of the Safeguarding Advisory Panel for the Diocese of Chichester.

Unlike previous years, which were dominated almost entirely by high-profile casework of which Synod will be aware, 2017 was characterised by a combination of building strength within the Diocese whilst responding to, and preparing for, an exceptionally high level of external scrutiny. Further details will be provided in the body of this report, but considerable progress was made throughout 2017 in regards to both safeguarding training and quality assurance. Given how significant all of these developments have been and are likely to remain, they will be commented on in some detail below.

Audits, Reports and IICSA

Two case reviews were published in 2017, both with regards to cases relevant to this Diocese. The first, by Dame Moira Gibb into the case of the former Bishop of Lewes, Peter Ball, was published in June. The second, by Lord Alex Carlile, was published in December 2017 and focused on the handling of allegations regarding the former Bishop of Chichester, George Bell. Staff and office-holders in the Diocese, including the Diocesan Safeguarding Adviser, spent much of the latter part of 2017 and into 2018 preparing for the three-week public hearing of the Independent Inquiry into Child Sexual Abuse (IICSA), which focussed on the Diocese of Chichester as a case study for its investigation into the Church of England and the Church of Wales. This hearing took place in March 2018.

Additionally, an independent audit of the Diocese's safeguarding work was conducted by the Social Care Institute of Excellence (SCIE) as part of a programme of audits of every Diocese in England. Whilst the audit took place at the end of 2016, it was received and published in 2017. The Safeguarding Advisory Panel worked closely with the Diocesan Safeguarding Team to implement the recommendations of this review, continually monitoring progress towards a Safeguarding Business Plan which was produced by the Safeguarding Team.

This has been a difficult time for the Diocese, which, whilst used to ongoing exposure regarding safeguarding casework, has not experienced the intense formal scrutiny of published reviews since the Archbishop's Visitation in 2012. However, it should be remembered that both Dame Moira Gibb and Lord Alex Carlile were in fact reviewing the Church of England's response to the cases in question, not specifically that of the Diocese of Chichester, and that whilst IICSA selected Chichester as a case study, its investigation is into the Anglican church in England and Wales, not into Chichester in isolation.

Additionally, this scrutiny has brought our attention to encouraging signs of work within the Chichester Diocese. In particular, the Diocese's response to victims of abuse, and its close working relationship with the statutory safeguarding authorities,

has been highlighted. Dame Moira Gibb's report praised the 'remarkable' level of support offered to Peter Ball's victims by the Diocesan Safeguarding Team, and recommended that the model of specialist, independent victim support be considered as best practice by the national Church. This model, which in Chichester is delivered by a seconded Independent Sexual Violence Adviser (ISVA), was also highlighted by Sussex Police in their evidence to IICSA, which praised the work of the Safeguarding Team, particularly in regards to victim support, across a number of complex investigations. The SCIE audit also highlighted the quality of victim support provided by the Safeguarding Team, and the strength of the organisation of the team to ensure this provision. From 2013 until 2017, the ISVA role in Chichester was delivered by Gemma Wordsworth, who was praised by Lord Alex Carlile for the professionalism she brought to her work with 'Carol'. Ms Wordsworth has now left the Safeguarding Team and is continuing similar work with another diocese; the Diocese now has a Service-Level Agreement with the Survivors Network in Brighton to provide ongoing ISVA working as part of the Safeguarding Team, continuing the good practice that has been recognised even in the midst of such intense scrutiny. The workload of the Safeguarding Team came up as a repeated theme in the IICSA public hearings; the Panel were clearly concerned to ensure that the Diocese has placed sufficient priority on resourcing its safeguarding work.

Training and Quality Assurance

The Church of England produced a national safeguarding training framework in January 2016, with a requirement that Dioceses implement the framework across a three-year period. Along with the new requirement under the Clergy Discipline Measure to have 'due regard' to the House of Bishop's safeguarding policy and practice guidance documents (of which the training framework is one), this places, for the first time, a legal requirement on all clergy to ensure their safeguarding training is complete and up-to-date. Across 2017, the Diocese of Chichester delivered the 'Core' and 'Leadership' modules (C1 and C2) to over 2,500 people (lay and ordained), which represents a 150% increase on training delivery compared to preceding years. As of April 2018, over 75% of licensed clergy have completed both C1 and C2 modules, with the remainder booked on to complete this training soon. Perhaps even more encouragingly, 80% of C1 attendees, and 60% of C2, have been lay people, which reinforces a point that Bishop Martin made in his recent article in the *Church Times*, that change in the arena of safeguarding is often lay-led.

In May 2017, the Diocese launched Simple Quality Protects, an online parish safeguarding tool, along with a new and considerably improved safeguarding website. Take-up of SQP has been good across the Diocese, with 88% of parishes having started Level 1, and many having completed this core level. The Safeguarding Team will commence a series of Deanery assessment events for SQP attainment in the Spring, and will also launch SQP Levels 2 and 3 by the summer. SQP provides parishes, for the first time, with a simple tool to enable them to understand what is required of them in their safeguarding provision. It also provides the Diocesan Safeguarding Team with the ability to monitor progress across the Diocese, and to provide support where it is most needed.

Casework

Whilst the intensity of casework has not equalled that of 2015, when a number of high-profile cases came to Court, the Safeguarding Team remains involved with Sussex Police in a number of ongoing investigations, including two, against Jonathan Graves and Ivor Whittaker (formerly known as Colin Pritchard), that have been to Court in the last six months and resulted in a total of 28 years' imprisonment. The Diocesan Safeguarding Adviser has recently updated the Charity Commission in relation to five ongoing investigations (in addition to the two mentioned above).

Martin Richards (Independent Panel Chair)
Colin Perkins (Diocesan Safeguarding Adviser)

DIOCESAN ADVISORY COMMITTEE FOR THE CARE OF CHURCHES

INTRODUCTION

The functions of the Diocesan Advisory Committee are set out in the Care of Churches and Ecclesiastical Jurisdiction Measure 1991 and include advising on:

- (i) the granting of faculties;
- (ii) the architecture, archaeology, art and history of places of worship;
- (iii) the use, care, planning, design and redundancy of places of worship;
- (iv) the use and care of the contents of such places;
- (v) the use and care of churchyards and burial grounds.

There are just under 500 church buildings in the diocese, three-quarters of which are listed: 188 at Grade I. This highlights the historic importance of many of our churches and the need for parishes to receive careful guidance on the maintenance of their buildings and to help in identifying ways to make their buildings relevant to modern worship, whilst preserving their historic and spiritual significance.

COMMITTEE MEMBERSHIP AND STAFFING CHANGES

The Revd Canon Martin Lane was appointed as Chair of the DAC in January 2017. A new six-year membership term began in November 2016, the DAC welcomed five new members; Mr Andy Burrell, Mr Simon Dyson and Ms Elaine Wren (ecclesiastical architects), Ms Polly Meynell (textile artist), and Dr Katherine Prior (churchwarden and fundraising expert). A Planning Day, to provide training for new members and discuss the DAC's priorities for the 2016-2022 term, was held in January 2017.

The DAC team welcomed two new members of staff in 2017; Ms Alex Senior, as DAC and Mission and Pastoral Administrator, and Mr Gregory Moore, as Assistant DAC and Mission and Pastoral Secretary. Alex's role is a three-year post funded by the Church Commissioners' Strategic Development Fund.

ACHIEVEMENTS IN 2017

Applications for DAC Advice

In 2017, the DAC dealt with 204 requests for advice from parishes; 148 requests for Formal DAC advice in respect of faculty applications and 56 requests for Informal advice.

Faculties and Dispensations from Faculty Issued

In 2017, 110 Faculties and 29 Dispensations from Faculty were granted by the Chancellor.

List B Process for Archdeacons' Permissions

The Faculty Jurisdiction Rules 2015 came into effect in January 2016. The administration involved in processing 'List B' applications for minor works is now carried out by the DAC Secretariat and individual DAC members and advisers offer advice, before permission is granted by the relevant Archdeacon. In 2017, the DAC

team continued to work on streamlining the processes involved. 129 Archdeacon's Notices were granted by the Archdeacons during 2017.

Site Visits

In 2017, the DAC made 27 formal site visits to parishes (up from 16 in 2016). The DAC generally uses site visits in order to assist parishes in the very early stages of planning major projects, when DAC advice is the most beneficial. Individual members and advisers of the Committee have also made visits to offer advice on specific problems and to assist parishes in managing the fabric of their church buildings more effectively.

Clergy Chapter Meetings, DAC Roadshows and Training

In 2017, the Secretary and new Chair visited over two-thirds of the deaneries in the Diocese, attending mostly clergy chapter meetings but also some deanery synods. These sessions provided an opportunity to explain the recent legislative changes, answer any questions that clergy have, and explain how parishes can most constructively engage with the DAC. The 2017 DAC roadshows were held in each of the four archdeaconries in September and October on the theme of 'Fundraising for Church Building Projects'. The Roadshows were well attended, with over 300 people attending over four evenings (up from approximately 90 in 2015 and 150 in 2016). A new IME session on the faculty jurisdiction has been added to the IME 5 programme. A programme of training events for clergy and churchwardens involved in looking after church buildings has been planned for 2018.

Conferences and Training

The 2017 Church Buildings Conference in September was hosted by the Diocese of Portsmouth and was attended by the Secretary and Assistant Secretary. In addition to the formal element, these conferences provide a very useful opportunity to network with other dioceses, discuss matters of common concern and identify possible solutions.

The Secretary and Chair attended a one-day workshop on Working with the Church Buildings Council in June and the Secretary also attended a one-day conference in Birmingham in October to celebrate the launch of the revised Crossing the Threshold toolkit, which is a free online resource for parishes wishing to explore extending the use of their church building.

**Dr Emma Arbuthnot
The Revd Canon Martin Lane**

DIOCESAN MISSION AND PASTORAL COMMITTEE

INTRODUCTION

Under the Mission and Pastoral Measure 2011, the Diocesan Mission and Pastoral Committee is responsible for taking forward proposals for pastoral reorganisation, the closure of church buildings, and new uses for closed church buildings. In Chichester, the Bishop's Council, Finance Committee, and Mission and Pastoral Committee meet as one body but the bulk of Mission and Pastoral casework is delegated to two sub-committees. The DMPC(East) Sub-committee deals with casework relating to the Archdeaconries of Hastings and Brighton and Lewes, while the DMPC(West) deals with casework relating to the Archdeaconries of Horsham and Chichester.

Terms of Reference for the DMPC Sub-committees:

To discharge all the functions of the Mission and Pastoral Committee solely relating to the area for which that Mission and Pastoral Subcommittee has oversight, with the exception of the duties under s.6(5) and Schedule 4 of the Mission and Pastoral Measure 2011

ACHIEVEMENTS IN 2017

Meetings of the Sub-committees

The DMPC(West) Sub-committee met three times in 2017, on 6 April, 4 July, and 3 October, and the DMPC(East) Sub-committee met four times, on 16 March, 6 June, 21 September, and 12 December.

Progress with Mission and Pastoral Casework

In 2017, 12 schemes and pastoral orders relating to pastoral reorganisation were completed, in addition to 2 schemes providing for new uses for church buildings. Several long-running church closure cases were also progressed. These schemes represent an unusually high volume of Mission and Pastoral casework; on average the Church Commissioners make 50 schemes per year on behalf of the 42 dioceses of the Church of England, so a large diocese like Chichester could be expected to complete 2-3 schemes per year. We are very grateful to Mr John Bevan, volunteer Mission and Pastoral consultant, without whom it would not have been possible to complete this casework. We are also very grateful to the Registry and the Church Commissioners for their advice and assistance.

Pastoral reorganisation schemes and pastoral orders

The following pastoral reorganisation scheme and pastoral orders were completed in 2017:

Crawley

A scheme to dissolve the parish and benefice of Crawley and create the new parishes and benefices of Crawley, St John, Three Bridges, St Richard, and West Green, St Peter, came into effect on 8 September 2017.

Hellingly and Upper Dicker

A scheme to unite the parishes of Hellingly and Upper Dicker came into effect on 1 January 2017.

Stedham with Iping; Linch with Iping Marsh and Milland

A scheme to unite the benefices of Stedham with Iping, and Linch with Iping Marsh and Milland to create a new benefice called 'Linch with Iping Marsh, Milland and Rake and Stedham with Iping', with the parishes remaining distinct, came into effect on 1 May 2017.

Slindon and Eartham

A scheme to unite the parishes of Slindon and Eartham came into effect on 1 May 2017.

Ifield

A scheme to create a new parish called Gossops Green and Bewbush, St Alban, out of the parish of Ifield, came into effect on 1 April 2017. A second scheme to make the new parish a benefice came into effect on 1 September 2017.

Southover, St John, Lewes, St John sub Castro, South Malling

A scheme to unite these three parishes and benefices and create the new parish and benefice of Trinity Lewes was made in 2017 and came into effect on 1 January 2018. This scheme was linked to a Pastoral Order relating to the South Malling parsonage.

West Grinstead

This scheme to removal the legal effects of consecration from part of the churchyard came into effect 1 August 2017.

Southgate, St Mary

A scheme to create the new parish and benefice of Furnace Green from the parish and benefice of Southgate, St Mary, came into effect 1 September 2017. The scheme also renamed the parish and benefice of Southgate, St Mary, as 'South Crawley'.

Roffey, Colgate, Rusper, Lower Beeding and South Crawley

A scheme to transfer the parish of Colgate from the benefice of Rusper and Colgate to the benefice of Roffey, and unite the parishes of Colgate and Roffey, to form the parish and benefice of Colgate and Roffey, leaving Rusper as a parish and benefice on its own. The scheme came into effect on 20 September 2017 and also included some changes to the boundaries between these parishes and the neighbouring parishes of Lower Beeding and South Crawley.

Salehurst, Hurst Green and Robertsbridge

Following a scheme in 2016 which united the benefices and also united the parishes, this second scheme to recreate the parishes of 'Salehurst and Robertsbridge' and 'Hurst Green', came into effect on 1 December 2017.

Pastoral (Church Building) Schemes

The following church building schemes were also completed or progressed:

Aldrington, St Leonard

The Sub-committee continued to consider the future of the building of Aldrington, St Leonard, and explored closing the church for worship in order to use the building for a mission initiative. Consultation is ongoing.

Eastbourne, St Elisabeth

In 2017, work to resolve the future of this closed church building continued. Proposals for a scheme providing for the demolition of the church and the redevelopment of the site were circulated for formal consultation. A number of objections have been received by the Church Commissioners and these will need to be addressed before the scheme can proceed. It has also been agreed that the proposed scheme should not come into effect before late 2018, in order to allow time for a local organisation to attempt to raise enough funds to relocate the Feibusch murals from the under-crypt to a new home.

Hastings, All Souls

This church closed on 19 February 2008 and was vested in the DBF. A scheme providing for the sale of the building for use as an exhibition space and sculpture gallery was made in 2016. A planning application is now being prepared to allow this scheme to come into effect.

Hove, St Patrick

The Sub-committee continued to consider the long-term future of Hove, St Patrick. The Bishop's Mission Order established in 2015 is due to come to the end of its three year term in 2018. Discussions regarding the future of the lease of part of the building for use as a shelter for the homeless are ongoing.

St Leonards, St Leonard

The Sub-committee continued to consider the future of this church building and problems associated with the surrounding site. A Working Group was established by the Archdeacon of Hastings in late 2016 and this group continued to meet regularly in 2017 to work on resolving the situation. It is hoped that a scheme for the legal closure of the building will be completed in 2018. The building will then be vested in the DBF while proposals for a second scheme to resolve the long-term future of the building are developed.

Worthing, Holy Trinity

The Sub-committee took forward proposals for a closure scheme in relation to Worthing, Holy Trinity. Consultation is being taken forward and it is hoped that the church will be legally closed and made available for a new use in 2018.

Suspensions

The Sub-committees continued to monitor suspensions of patronage and the lifting of suspensions in relation to benefices in the Diocese.

Dr Emma Arbuthnot (Mission and Pastoral Secretary)
The Rt Revd Mark Sowerby (Chair of the DMPC(West) Sub-committee)
The Rt Revd Richard Jackson (Chair of the DMPC(East) Sub-committee)

EDUCATION

DEPARTMENT NAME: EDUCATION DEPARTMENT DIRECTOR'S REPORT 2017

Department Staff	
Diocesan Director of Education and MAT Director	Ann Holt
Assistant Director of Education – Business Development & Management	Lesley Hurst
Head of School Organisation and Effectiveness	Ruth Cumming
Senior School Improvement Officer	Mandy Watson
Capital Assets Programme Manager	Sally Collins
Capital Assets Project Officer	Heather Broadbent
Governor Development Officer	Rose Wisdom (from 9/17)
Christian Distinctiveness & Communications Administrator	Vanessa Vollebregt
Events and Training Administrator	Yasmin Heasman
Executive Assistant & Governor Services Administrator	Michelle Perry
MULTI ACADEMY TRUST	
Chief Executive Officer	Lesley Gannon (until 9/17)
Chief Financial Officer	Darren Carpenter (3/17 to 8/17)
Chief Operating Officer	Darren Carpenter (from 9/17)
Chief Education Executive	Mark Talbot (from 9/17)
Finance Consultant	Mike Jackson
Group Executive Principals	David Etherton (until 7/17)
	Anne Hanney (until 7/17)
Senior Education Leader	Beruk Berhane (from 9/17)
Business Support Officer	Tania Little (from 4/17)
Executive Assistant	Sally Poole
Academies Business Officer	Josephine Izard (from 12/17)

Purpose and Function of Department

The purpose and function of the Education Department, working under the direction of the Diocesan Board of Education, is to lead, support and promote the work of all those involved in Education within the Diocese and especially those working in and with schools. There are now two teams working with schools; the DBE appointed team and the team that staffs the Diocesan Multi- Academy Trust whose work is overseen

by the Diocese but who are not employed by the DBF. Schools in MATs are under the direct control of the MAT.

In 2017 we have exercised our functions by:

- Beginning to roll out the Church of England Vision for Education seeking to secure schools that are “deeply Christian” while reaching out to whole communities by “serving the common good”
- Working with the Local Authorities and the Regional Schools’ Commissioner (RSC) to develop a local system that makes effective provision for children across Sussex
- Working with a number of Multi-Academy Trusts that include diocesan schools and our 3 Local Authorities to strive for excellence in all things in our church schools as they serve their communities in the name of Christ
- Using a network of Diocesan Effectiveness partners to help the DBE hold schools to account through good governance and professional reviews
- Challenging our schools and parishes to offer to children, staff and parents a life enhancing encounter with Jesus Christ

1. Introduction- Learning with meaning and purpose: To know God and shape the world

The world of Education never stands still but 2017 saw less direction from the DFE other than on the National Funding Formula which presents a challenge to all our schools going forward and most especially our small schools. In turn the inability of more schools to buy in to the Partnership Agreement makes the work of the DBE more dependent on funds from the DBF and ultimately parish share. This is why we are working tirelessly to place the work of the Education Department as mainstream to the Diocesan Strategy.

With so much emphasis in Education on the economics it is more important than ever that we offer to young people in our schools a world view that goes way beyond the purposes of skills building and getting a good job, important as those things are, and emphasises the sense of identity, the wisdom and the hope that our Christian Faith gives us. All of these are the themes in the Church of England Vision for education that we are rolling out with many schools rewriting their own vision statements to reflect this.

2. Progress

During 2017 86% of our schools were judged to be good or outstanding. 48 of the 157 schools were inspected by Ofsted during the year. This is encouraging as the number of good or better schools has steadily risen over the past three years, despite the Ofsted framework having increased the expectations on schools. The number of schools requiring improvement has fallen and we have only one school requiring special measures. The task of turning round a school in special measures is seriously challenging and continues to tax the MAT who took it on with the special measures

judgement, as well as the wider diocesan team. However we are beginning to see some light at the end of the tunnel and the RSC is very pleased with the way we have handled this.

92% of schools are currently graded as good or outstanding through the SIAMS inspections. 17 of the 52 schools inspected in the academic year 2016/17 achieved outstanding, 30 good and 5 required improvement. During 2018 the framework will change to be more in line with the Vision and we expect this to be more challenging for some schools. We are embarking on a training programme for schools, inspectors and critical readers.

3. School leadership

We have continued with our practice of supporting all head teacher recruitment processes including the interviews. In 2017 there were 19 new head teachers appointed. The national shortage of candidates for headship as well as teaching has affected the size of field for posts. Some governing bodies have had to repeat the recruitment process more than once and have had to take risks in appointing people who have less experience than is desirable. This has a knock on effect in terms of the ongoing support needed from the diocesan team via training and continuing professional development.

We have been impressed with the dedication of most governing bodies as they have undertaken this important task of securing good Christian leadership for our schools.

4. Training and support

During 2017 the programme of continuing professional development and school based review has continued, funded through a combination of diocesan funding and contributions from schools made through the payment of the partnership agreement. The CPD programme is designed to be of benefit to school staff, governors and clergy. 452 people took part in training and 86 schools have now undertaken the Understanding Christianity training. The Head teacher conference focussed on inspirational leadership with Bishop Martin preaching and presiding at the Eucharist.

Particular focus was given to the Year of the Bible during 2017 with a major art competition. There were over 700 entries and many deaneries donated money to the prize fund so that 36 prizes could be awarded in two ceremonies to schools and individual pupils.

Going forward we shall need a new model for providing training with more school based work given that schools cannot afford supply cover and travel time. This will require more central staff time.

5. Governance

We were delighted to appoint Rose Wisdom to our core team as Governor Development Officer. She has brought real expertise to the training programme and

increased the amount of guidance on our new website. Recruitment of Foundation Governors continues to be a challenge but the quality and commitment of those recruited is high since moving to a skills based approach. More schools are entering in to federations which often involves joint governance as well as executive headship. We have encouraged this joint working but have reservations about putting too many schools into one federation as this spreads the leadership too thinly.

6. Admissions and small schools

With changes in demography a number of our small schools face an admission challenge. Falling rolls mean even less money and fewer teachers. We have worked closely with East and West Sussex in the planning of places. Sadly, we did close the Pells School in 2017. All the pupils were found places in other schools in Lewes along with those staff who wished to be redeployed. Rodmell School will close in 2018 and there will be other hard decisions to be made in future. A new report has been produced looking at the viability of small schools and Chichester was part of the working party to produce this.

7. School Buildings and Capital Assets

The capital asset LCVAP funding for 2017-18 for VA schools came to an investment of £2.5 million. Projects included the extension of external play areas, the expansion of schools to include additional forms of entry and adjustments to buildings following some changes in the age of transfer.

The introduction of the BACS system has made invoicing more efficient and all historic debts bar one have been recovered.

We are in the process of disposing of various sites. Some monies will revert to the descendants of original donors and some will come in to the Education Foundation Accounts.

8. Academies

There is no doubt that with the lack of a lead and incentives from the DFE the process of academisation has slowed down across the region. Only Christ Church, St Leonards Primary School joined DCAT in 2017. Despite the slower growth the Trust remains financially stable thanks to the excellent financial management by the COO, Darren Carpenter.

Unfortunately we lost the recently appointed CEO in September 2017. Since then the work of the MAT has been led by Darren Carpenter, Mark Talbot, Ann Holt and other directors. After going out twice to recruit, Mark Talbot, Principal of St Catherine's College will become the MAT CEO full time from September 2018.

The Bishop Otter Academy Trust has also been formed to accommodate schools in the Brighton and Shoreham area as well as the new St Clement's School when it opens.

There are more schools in the academy pipeline for 2018/19.

9. Supporting the partnership with clergy and parishes

The Education Department has continued to run a programme specifically to support parish involvement in schools and to induct new clergy in working with schools. We completed nine regional briefings across the Diocese in the Autumn Term sharing updates on national as well as local developments.

A highlight of each year are the Leavers' Services at which a range of our clergy, including this year Bishop Martin, speak. We themed this year's services to fit in with the Year of the Bible.

We have facilitated a very successful partnership with Open the Book and now have 135 people from parishes trained as Story tellers to work directly with Church schools.

We have also been working on a Diocesan Affiliation Scheme for community and Free Schools which will be launched in 2018.

10. Conclusion

In 2017 we began the preparations for my retirement in 2018. Unfortunately it was not possible to recruit on the first time round and so we shall try again in 2018. We are looking in an Education market where salaries for senior leaders have risen and it is proving challenging for the Diocese to compete. This is so for other senior posts that we have failed to fill which is why we came in under budget at the end of the year.

The current team are highly skilled and dedicated and have pulled together in the face of some difficult challenges as we are required to be ever more accountable to Government for the performance of schools and the Church for the Christian distinctiveness of each school as our contribution to the Church's mission in our diocese.

For me these last three years have been demanding but also incredibly rewarding and I want to thank Synod and the DBE, now chaired by Bishop Mark for the privilege of this appointment as I thank our God for the joy of serving Him. It will be hard to leave!

Dr Ann Holt OBE, Diocesan Director of Education
March 2018

MISSION FUND

The members of the Mission Fund Committee are:

The Venerable Fiona Windsor – Archdeacon and Chair
Mr John Sherlock
Mr Martin Auton-Lloyd
Mrs Margaret Heald
Mrs Liz Henderson
The Rev Jane Willis
The Rev Angela Martin
The Rev Mark Betson
The Rev Rob Dillingham
Gabrielle Higgins (attendee)
Dan Jenkins – Youth Officer (as a consultant to the group)
Lisa Williamson – Communications (as a consultant to the group)
Mr John Kemp – Finance (as a consultant to the group)

A maximum of £45k can be awarded to churches for missional projects. Up to £2,000 can be fast tracked outside of the twice yearly meeting by emailing the Archdeacon who will then consult the committee and make the decision.

As applications arrive they are processed by the Archdeacon and a member of the committee is selected by their skill sets/interests who then acts as an advocate to the parish or group of parishes who are making the application. This ensures that the application is fully investigated. The committee then meets twice yearly in March and October. A full discussion about the application is presented by the advocate at each Mission Fund meeting. For Youth applications Dan Jenkins the Diocesan Youth Officer acts as our consultant. There are conditions which need to be met if appointing Youth/Children's/Family worker if a grant is awarded:

- Dan Jenkins is involved in the recruitment and interview process
- If a youth worker the parish will need to take a group to May Camp
- Yearly reports/updates are required as to how the appointment is effecting mission and ministry and continuing sustainability of the project after the grant has ended.

The application form can be downloaded from the website, type 'Diocesan Mission Fund' into the search engine.

When filling in applications it is always helpful to have not only a parish perspective but also a Deanery perspective. particularly with Mission and Ministry and how the initiative will impact and dovetail overall into the Deanery strategy. That is why the Rural Dean's signature is important on the application form. This also gives an opportunity to share your plans with the Deanery Synod.

In October 2017, grants were awarded to:

- St Thomas Groombridge – Youthworker Total £16,840k

- Chichester Anna Chaplaincy Total £24,536k
- St Andrews Burgess Hill – Schools Missioner Total £45k
- YMCA – Christian Chaplain Total £44,447k

Small grants have been awarded across the year ranging from technology funding, through setting up Messy Church, to advertising banners which have helped churches to have a broader impact with less money than that of a full Mission Fund grant. Each grant was for under £1,000.

The Mission Fund Committee are now also overseeing the distribution of funds for closed churches. The funding is kept completely separate from the Mission Fund with the committee operating purely as a part of the approval process for these applications.

The Mission Fund’s income is now generated from the DBF and the All Churches Trust following the end of funding from the Archbishops’ Council.

The Ven Fiona Windsor
The Archdeacon of Horsham

COUNCIL FOR APOSTOLIC LIFE

Apostolic Life encompasses the call of all the baptised to be witnesses for Christ; to follow their vocation to service in the Kingdom.

Terms of reference:

- To nurture and shape within the Diocese a culture of Apostolic Life
- To discuss and advise on policy and strategy for central work to resource parishes in their evangelism and discipleship development. The Council will seek to integrate this with the wider work of discerning lay and clerical vocations and training those thus called in effective mission and ministry
- To monitor attainment of targets and effective use of resources
- To ensure a programme of events, courses and training that serves the whole diocese.

The Council for Apostolic Life has had a change of episcopal oversight, with Bishop Martin taking over from Bishop Richard in September 2017. The council met twice in 2017. As appropriate, one or two additional people were invited to each meeting to enable informed and fruitful discussion on particular agenda items.

The Council has not discussed all aspects of the department's work, but focussed on key areas of strategic development, namely: re-imagining lay ministry; church planting/Apostolic partnerships; transforming conflict workshop and reader training.

Apostolic Life staff for 2017

Full-time posts:

Director for Apostolic Life: The Revd Canon Rebecca Swyer

Executive Secretary: Zoe Smith

Parish Development Officer and Deputy Director: The Revd Rob Dillingham

Diocesan Director of Ordinands: The Revd Daniel Inman

PA to DDO: Wendy Greenan

Officer for Lay Ministry and Vocation: The Revd Jayne Prestwood

Diocesan Youth Officer: Dan Jenkins

PA to Youth Officer and OLMV: Sam Alsop

Strategic Development Project Officer: Nick Adlam

MDR Coordinator: Ruth McBrien

Officer for Pastoral Care and Counselling: Rebekah Golds- Jones

Part-time posts:

Vocations Officer: The Revd Dr Paul Redparth (0.5 post)

Generous Giving Officer: Mr John Sherlock (0.8 post)

Strategic Projects Coordinator: Nakita Ainsworth (0.5 post)

Children and Family Work Adviser: The Revd Irene Smale (0.5 post)

CMD Officer: The Revd Dr Tim Watson (0.5 post)

Youth Leadership Development Officer: Dani Taylor (0.5 post)

Sustainability & Fundraising Officer: The Revd Lawrence Maclean (0.5 post)

Honorary posts:

Young Vocations Officer: The Revd Robert Norbury

Spirituality Advisor: The Revd Canon Dr Andrew Mayes

The work of the department also benefits from the input of a significant number of volunteers, for which we are profoundly grateful including those undertaking roles of Assistant DDOs, Reader tutors and module facilitators, IME Phase 2 module tutors and Lay Ministers of Communion trainers.

PURPOSE & FUNCTION OF DEPARTMENT

The department for Apostolic Life takes overall responsibility for the delivery of the diocesan strategy and in particular the Church Growth and Re-imagining Ministry threads. The focus is on growth in Christ: encouraging people to know, love and follow Jesus and to grow as disciples in worship and witness to the truth of the gospel.

ACHIEVEMENTS IN 2017**Pastoral Care of Clergy and Their Families**

A new area of work for the department in 2016 was the pastoral care of clergy and their families. A new pastoral care policy was launched formally at diocesan synod in November 2016. The policy is web-based and designed to be accessed directly by clergy and their family members. It is updated on a regular basis, suggesting appropriate people, organisations and resources to offer support and guidance. A new post of Officer for Pastoral Care and Counselling was created with effect from February 2017 to offer confidential support to clergy and members of their household.

The new Officer, Rebekah Golds-Jones, is now a year into post and has processed over 70 referrals from clergy and their immediate families. She has built a team of over a dozen freelance counsellors and psychotherapists who are actively working with clergy and their family members, including art therapists, trauma therapists, child psychotherapists, couple and family therapists and adult therapists. Confidentiality has been stressed since the commencement of the service, and this has been positively reflected upon both by those accessing the service and also those in other supporting positions within the Diocese. A further development is to explore the provision of 'debrief' sessions for clergy following difficult events, such as supporting families through a traumatic death.

In addition to actively providing therapeutic support, Rebekah has also commenced a wellbeing newsletter which focuses upon a different aspect of wellbeing with each publication. This supports the more preventative work which Rebekah aims to develop further, alongside further development of the pastoral resource within the website.

Youth

Dan Jenkins worked to produce a Lent course for youth based on the Diocesan Lent course for the Year of the Bible. Six youth work sessions were produced that mirrored the teaching of the adult Lent course but incorporated games, creative prayer and worship ideas, practical takeaways and weekly challenges, video clips featuring youth workers from around the diocese and discussion questions targeted at teenagers.

Dan has worked with his team of volunteers to continue to develop May Camp. 2017 saw a further increase in the number of individuals and parishes attending May Camp. The event was a great success and was followed by mini May Camp at St Andrew's, Burgess Hill in November. The continued success of the leadership stream has led us to appoint Dani as youth leadership development officer.

In October, Dani Taylor started working for the diocese with a remit for developing young leaders in the diocese. Dani is working in partnership with Dan as well as the wider vocations team, May Camp, and the DOC in the development of a year out scheme as well as looking at how we can engage young people in leadership roles at a parish level too.

Dan has also run quarterly networking and training events for salaried youth workers, delivered training for parishes on youth work, publishes a monthly ebulletin and is still advising the Diocesan Mission Fund. His work with the Mission Fund ensures that parishes interested in applying for funding for salaries have thought clearly about what they want before applying for money, meaning that investment in the parish is both more effective and more likely to be sustainable.

Children's and Family

Irene Smale has offered a number of training seminars and resources to support parishes in the following areas:

- The Theology and Best Practice of Children's Ministry
- Children's Spirituality
- Church in a Box with Archdeacon Fiona Windsor
- Age Appropriate Ideas and Resources
- Admitting Children to Communion before Confirmation Resources
- Creative Multi-Sensory Worship / Prayer Spaces
- Teaching the Bible to Children
- Practical Workshop on All-Age Services
- Introduction to Godly Play
- Introduction to Messy Church
- Praise Party / Family Fun Day / All Age Services

For the Year of the Bible and the Year of Prayer 2017/18, Irene has developed ideas and resources which can be found on the Diocesan Youth web site and are regularly updated.

Lay Vocation and Ministry

Following the review of lay ministry which began in January 2016, a new post of Officer for Lay Vocation and Ministry was created and the Revd Jayne Prestwood was appointed to this role. She began working for the diocese in February 2017. Jayne has concentrated her work this year on establishing some new initiatives and reviewing and assessing existing structures. In October the first of these new initiatives, the Living Faith course, was launched. Living Faith is an 18-week diocesan discipleship course which is designed to help people find and grow in the discipleship to which God is calling them. 64 people are taking the course, at venues in Chichester, Hove and Eastbourne and the course will begin its second run in January 2019.

During 2017 plans were also developed for an Authorised Lay Ministry training programme in the diocese. Authorised Lay Ministers share in the public ministry of the local church, as they serve their local parishes. ALM ministry takes many different forms depending upon the parish base, but in general ALMs lead or establish a team of people working in an area of ministry and they also work to encourage and develop the gifts of others. ALMs are 'authorised' by the Bishop to exercise a particular ministry within their local parish. They do not hold the Bishop's licence. During 2017, 19 Lay Ministers of Holy Communion training courses ran in deaneries across the diocese.

The transition in Reader training from a diocesan based course to training provided by St Augustine's College of Theology has now almost been completed. Our current first year students are the first cohort of Chichester students who are studying exclusively at St Augustine's teaching bases at Southwark and West Malling. Streamed sessions at Hove will finish at the end of the current academic year. Those training for Reader ministry now train on a 2-year pathway with a further one year of post licensing training organised by the diocese.

Also, during the past year, the diocese has begun to grapple with the recommendations of the Renewal and Reform report 'Setting God's People Free'. SGPF advocates for a radical change in culture in the church to enable the whole people of God to live out the Good News of Jesus confidently in all of life, Monday to Saturday as well as Sunday. Chichester Diocese volunteered and was chosen to be a pilot diocese for the SGPF initiative and as part of this process a core group from the diocese which includes Jayne, and is led by Archdeacon Fiona, will be joining with other dioceses to form 'learning communities' sharing best practice and developing new initiatives.

Diocesan Director of Ordinands/Vocations

The DDO works with the team of Assistant DDOs to see ordination candidates through the process of initial enquiry, discernment and national selection (Bishops' Advisory Panels). Support and maintenance is provided to ordinands undertaking Initial Ministerial Education (IME) Phase 1 training at theological colleges or courses. 12 candidates were ordained to the diaconate in 2016 and 15 to the priesthood. The DDO oversees the title-post process for curates, along with Rebecca Swyer.

In 2017 the vocations team (of ten Vocations Guides and ten Assistant DDOs) continued to work towards a 50% increase in vocations to ordained ministry by 2020 (which expects 27 candidates recommended per year). There were encouraging signs in this respect, with a rise from 45 to over 100 people engaged in some kind of discernment to an authorized ministry in the Church of England. 23 people were expected to attend a BAP in the 2017/18 academic year (a 77% increase on 2016/17). Of these, nine are women, four of whom are under 30. Of the men, 6 are under 30. 17 of the candidates are for stipendiary ministry and 6 for self-supporting ministry. This increase was aided by a Young Vocations Day held at the Palace in March (which 22 people under 30 attended), organized by our Young Vocations Officer (Robert Norbury), and a Vocations Day at St Peter's Brighton in September, organized by our Vocations Officer (Paul Redparth).

Generous Giving

The role of generous giving officer was established in 2017 to help local churches with raising the financial support that they need for current growth and for the future. A major part of this work has been the continuation of stewardship advice and provision of appropriate systems, notably the Parish Giving Scheme, which has now become a national organisation supporting many dioceses. The main project of this year has been the legacy campaign that was launched in November.

Parish Development

Rob Dillingham was made Deputy Director of Apostolic Life in 2017. Rob has been involved in facilitating the vision initiatives focussed on delivering the diocesan strategy and has done this with over 30 parishes this year. This has resulted in running a number of workshops from the outcomes of the vision sessions. Rob has also been involved in 2 deanery reviews and working with the parishes affected. He continues to take a lead role in IME6, writing and co-delivering the Leadership and Collaboration module. We launched the Galilee Programme, which Rob oversees and contributes to, and are half way through the first cohort. Rob along with the Strategic Projects Coordinator is moving forward the 'Thy Kingdom Come' national prayer initiative within the diocese. Rob has gathered a team of people, drawn from clergy and key lay people, to offer parish development across the diocese.

Continuing Ministerial Development (CMD) and Ministerial Development Review (MDR)

The first 2-year cycle of MDR ended in December 2017, and has been run efficiently, in no small part due to the administrative skills of Ruth McBrien: clergy undertook their reviews with a bishop, archdeacon or the dean, and most then had a 1-2-1 follow-up interview with the CMD Officer. Following the external review of the scheme and processes by the Revd Canon Sue Penfold, Director of Ministry in the Diocese of Blackburn, the paperwork for the second 2-year cycle (which will begin in January 2018) has been modified, and a number of new ways of offering effective MDR follow-up have been piloted, including small group CMD coaching workshops.

A new Apostolic Life CMD publication, "Developing Ministries", was launched in September 2017: this lists all the Diocesan ministry training opportunities available to

both clergy and lay ministers offered by Apostolic Life officers and colleagues in other Church House Departments, and will be regularly updated throughout the year.

SDF

The first of our church partnerships funded by the Church Commissioners' Strategic Development Fund have started and have already seen a large increase in attendance and discipleship. The three churches where this growth and renewal is based – St Johns, Crawley; St Matthias, Brighton and Holy Trinity, High Hurstwood – are all led by newly licenced Priests and are assisted by a support team to help manage the administration and deliver new initiatives e.g. setting up a new parent and toddler groups, Alpha, Life Explored, and community support work. Across all three churches, weekly attendance has risen from 145 to 425.

Sustainability & Fundraising

Lawrence MacLean has worked hard across the whole diocese supporting the DAC roadshow, and working one to one with a number of parishes to help them think through their fundraising and sustainability projects.

Rebecca Swyer
Director for Apostolic Life

COUNCIL FOR PROMOTION OF THE COMMON GOOD

Bishop Richard took over the Chair of the Council as part of the shuffle of Episcopal responsibilities in September of 2017. The Council brings together interested parties from a range of social and community groups. It seeks to share and disseminate best practice and catalyse networking across a range of social issues to further our contribution to the Common Good.

Presentations over the last year have come from a URC minister in Bognor pioneering a chaplaincy to nursing homes, St Luke's Advice Centre briefing us on the very serious problems people are having with the rollout of universal credit, and the new Director of Brighton Voices in Exile outlining their work with refugees.

Bishop Richard has visited Calais with Safe Passage, looking at work with refugees there, particularly unaccompanied minors. This has led to collaboration with the group in Hastings working to promote the town as a City of Sanctuary, including a lobbying meeting with the Home Secretary. The Council has donated £5,000 to Citizens UK as it seeks to mobilise community action in Brighton and Hove.

Supported staff include Mark Betson the Rural Officer and a contribution with the Church Urban Fund to fund Diane Watts' work with Together in Sussex. Diane has been providing resources to help parishes engage more effectively with their communities.

The Council has a budget sufficient to organise a few study days. There was one on Disability on November. Two are planned for 2018 on the Theology of the Common Good in June, and a more practical workshop on making a difference in your community in November.

The Right Reverend the Bishop of Lewes

SUSSEX WORKPLACE MINISTRIES

SOUTH EAST COAST AMBULANCE NHS FOUNDATION TRUST

I am the Senior Chaplain of South East Coast Ambulance Service; I currently look after a team of 29 voluntary Chaplains across the Trust, which covers a geographical area - Brighton & Hove, East Sussex, West Sussex, Kent, Surrey and North East Hampshire. As senior Chaplain, I support and encourage the voluntary Chaplains who represent a cross-section of denominations within the Christian faith: Church of England, Baptist, Roman Catholic, Methodist and the Free Churches. The Chaplains are both lay and ordained and all are accredited within their own denomination. The Chaplains give their time voluntarily and many have responsibilities within their own local Church communities.

As well as supporting the Chaplains in their ministry, I liaise with the Trust: meeting regularly with the Chief Executive, board members and the Volunteers sector of the Trust. I am also part of a group tasked with ensuring that the Staff are well supported and the Christian faith has a voice and is recognized when dealing particularly with Christian patients.

In 2016, when I became Senior Chaplain to the Trust it was in a state of unease, and the Trust was put into special measures after the Care Quality Commission report. Following the arrival of a new Chairman and Chief Executive, the Trust has slowly made improvements that are closely being monitored by CQC and the areas of concerns are being addressed.

One significant area of concern which has affected staff has revolved around the necessary changes to the management structure and the amalgamations of Local stations to create Make Ready Stations. In this Diocese we currently have three Make Ready Stations located at Crawley, Polegate and Tangmere and the future plan is to close some of the smaller stations, but retain some for standby points to ensure that Ambulances and resources are readily available as and when required.

SECamb's new HQ, based in Crawley, was officially opened in 2017 and is now operational. All Emergency Calls received from the West of the Trust are handled there. The HQ also has office space for the administration of the Trust and is available as a venue for meetings.

All these important changes within the Trust along with the CQC report has had an inevitable 'knock on' effect on the staff and its morale; the Chaplains are on hand to offer support, encouragement and a listening ear.

Our primary support and ministry is to the Ambulance Staff, although there are times when we find ourselves responding to the welfare needs of the relatives of the person receiving medical treatment. This can be anything from a moment of prayer, if requested, to a conversation to ease anxiety in a stressful situation. The Chaplains

endeavor to meet the needs of the staff from a simple 'drop in' to a station; I personally find it invaluable to join the frontline staff on a 12 hour shift, which gives me the great opportunity to get to know staff, hear about their families, their concerns, anxieties and their joys.

Whilst being with the frontline staff or in the Emergency Operations Centre, it gives chaplains a unique insight to the daily challenges faced by the staff.

I, along with three other chaplains, are on call for a week at a time as 'On Call Duty Chaplain'. We have a dedicated telephone number for SECAmb Staff, Community First Responders and family members to access 24/7. We can offer pastoral support via the 'phone call' or direct them to their local chaplain or in extreme pastoral need go out with the Crews wherever they may be.

We can be called upon at any time; invited to lead a hot debrief, where we discuss the major incident and offer support. This can involve Ambulance staff, Police and the Fire Brigade. This will depend upon the nature of the job for which the staff requires support.

As I said last year, but is worth repeating, despite the unsociable hours and the unpredictable nature of being 'on call', it is a huge privilege and honour to support the Ambulance Staff, often after they have attended what can be a life changing event. This support often continues for many weeks and months afterwards as crews come to terms with the life changing experiences; the benefits of this support will hopefully ensure that the staff do not have to take long term sick leave due to stress or trauma.

The Revd. Stephen Merriman
SECAmb Senior Chaplain
CFR Lead Chaplain

GATWICK AIRPORT CHAPLAIN'S REPORT APRIL 2018

Gatwick Airport continues to thrive and in December 2017 we passed the 45 million passenger mark. There are now over 30,000 people who work here, for over 600 companies, one of which is the Church of England! More than 50 Airlines cater for just over 280,000 flights a year, serving 228 destinations, to 74 countries, more countries than any other UK Airport.

The Chaplaincy team continues to fluctuate in personnel and we suddenly lost my other full time colleague, Major Peter Hawkins from the Salvation Army, in November. This was not without its difficulties as we were only given 6/7 weeks' notice. The SA has a different approach to personnel moves, and was it wasn't clear as to if he would be replaced and in what capacity. As the Lead Chaplain of the Team, I went to see his immediate manager and was told that they hoped to be replacing him, but at the time did not have anybody in mind, and unusually for the SA the post would be advertised.

In the end a Major Ian Payne arrived in late December and started work full time in January 2018.

Gatwick Airport Chaplaincy hosted the British Isles and Ireland Chaplains Network meeting in November and as the co-ordinator of the group I wanted to give them a change from our usual meetings. We meet twice a year for a day meeting and we have now encouraged, because of the distances travelled, a meal and fellowship the night before our meeting. With my close links and usual weekly visits to the Gatwick Police station I arranged a self-defence demonstration and then a practice for those who felt brave, in the Police training room, equipped with padded walls. It certainly was exhilarating actually being able to hit and thump a pad!

Previously, for many years, I have been mentoring the Newcastle Airport Chaplain. As my role as the Co-ordinator of the BI & I Chaplains Network expands, I have been facilitating the departure of one Southampton Airport Chaplain and negotiating with Bishop of Southampton and the airport CEO for the appointment of a new Chaplain. It was a privilege to be asked to mentor the new chaplain when they are appointed. There have also been meetings at London City Airport with Southwark Diocese to expand the hours and role of a new Chaplain there. Also I have been continuing in the negotiations with Southend Airport and the Chelmsford Diocese, to appoint their first ever Chaplain.

In the summer I was approached by the Media department of Church House Westminster, and asked to make a Video for their Publicity Dept, and it was put on their website. It was a humbling thing to do and I felt very privileged to be able to promote "Chaplaincy" generally, and its value, in today's Multi-Faith society.

Once again I was asked by St Augustine's College of Theology in February to have a Student on Placement. This time it was a change to have a Reader in Training, and from our own diocese too! Dominic de Souza-Campbell arrived and it was then a pleasure to support him at his Licensing on 23rd September.

Jonathan Baldwin
Gatwick Airport Chaplain

DIOCESAN OVERSEAS COUNCIL

1) Introduction:

The Diocesan Overseas Council (DOC) exists to serve the Diocese of Chichester by promoting awareness and engagement with the wider World Church. The DOC brings together different groups responsible for the official Companion Links that the diocese enjoys with the six dioceses making up the Internal Province of West Africa (IpWA) and 5 dioceses in the Anglican Church of Kenya (ACK). It also provides a forum for the Church of England's mission agencies and Christian development and relief agencies to relate to the diocesan structures.

Following the recent reorganisation of episcopal responsibilities, and the Bishop of Horsham's appointment as Chair of the DBE, the Bishop of Lewes now chairs the DOC.

2) Developments in the last 12 months:

- a) **Conversations with the dioceses of Freetown, Sierra Leone and Guinea** led to the appointment of a Links Officer in each. It is hoped that the appointment of WMO "equivalents" will facilitate greater coordination and a noticeable improvement in communications and joint decision making. The Links Officer for the Diocese of Freetown is the Revd. Harold Johnson, Vicar of St. Matthew's, Aberdeen. His Guinean counterpart is Mr. Desmond Coker.
- b) **Review of School Links and Partnership with the DBE:** As reported last year, the DOC has followed through on its decision to expand school linking efforts to include primary schools in our Kenyan Companion Link dioceses. A DOC led visit in May included Lesley Hurst (Assistant Director of Education) who went with the brief of exploring new models for School linking and how these may enhance our diocesan schools' quest for "distinctiveness".

The visit was successful. Lesley Hurst describes the new model she devised, its objectives and desired outcomes as follows:

The International Schools Linking Programme has been developed as a joint project between the Diocesan Overseas Council and the Diocesan Board of Education. This programme has been developed to encourage fellowship and companionship between our own church schools, and those in our Companion Link dioceses. Starting with a small number of schools in Kericho and Nyahururu dioceses in Kenya, it is hoped that this programme will be used across all of our formal links.

The programme encourages schools to develop their relationship over time, in a sustainable and meaningful manner. There are three levels of achievement; Gold, Silver and Bronze. Each of these levels reflects a different stage of the relationships between the schools and indeed starts to encourage local churches and communities to also become involved.

It is vital that these links do not lead to reinforcing stereotypes nor focus too much on difference. Therefore, the programme has been established to promote a

commitment to equal partnership, a commitment to educational aims for pupils on both sides and a commitment to effective communication.

Full details of the programme can be found on the on the education department website in School Resources at the following link <https://schools.chichester.anglican.org/parish-links/>

A list of new School links established in the last 12 months is available from Lesley.

- c) Parish Linking:** As reported in 2017, a review of parish links undertaken in 2016 resulted in a commitment to creating *“one or two (new) links per year”*. These, *“where possible”*, to involve *“local church schools in the (relationship).”*

The DOC’s team of volunteers has focussed on two specific fronts:

- i. Resurrection of dormant links: we are currently in dialogue with St. Paul’s, Chichester (Freetown) and St. Augustine’s, Scaynes Hill (Guinea) with a view to enabling and supporting these communities as they re-engage with their respective link parishes; and,
 - ii. The creation of new links: St. Wulfran’s, Ovingdean is keen to develop a link with a parish in the Diocese of Freetown; following the death of Mary MacPherson (a long-standing member of the DOC), St. Mary’s, Ringmer is exploring linking with the Anglican Diocese of Guinea; Holy Trinity, Hurstpierpoint – birth place of Bishop Hannington (*“Apostle to East Africa”*) – is in dialogue with the Diocese of Nyahururu to identify a suitable link parish in Kenya.
- 3) Formation for Mission:** This year saw the second Curates/Readers’ visit to Kenya take place. It built upon the evolving and deepening partnership with Carlile College, its Centre for Urban Mission (Church Army Africa, Nairobi) and Berea Christian College (Nakuru) and our own IME 4-7 programme and the Readers Council. The success of this programme lies in its focus upon that mutuality arising from the sharing of experiences, theological reflection, and the exploration of the impact context has upon missiological thinking, the identification of priorities and resources and praxis.

The exposure of our Curates and Readers to a rich diversity of African rural and urban realities and time to pray and reflect together on these brought out remarkable depth, new wisdom and a renewed commitment to mission at home. Observations included comments on the depth of the poverty seen, yet the filling of the church with people praising God, with a church school giving both education and nutrition to the poorest people; the openness to pray with each other, and how forward thinking the church is in looking to convert the people of Kenya; the missional work of the C.U.M in bringing God into places where there is no hope, no future, no prospects of life – but Jesus comes to bring abundant life; and the impact of the support from the Chichester Diocese.

- 4) Youth:** Young people in this country have a real interest in and respond powerfully to the mission work of the World Church. This interest is often sparked through encountering Christians from other cultures and contexts and witnessing examples of holistic mission transforming people's lives at the grassroots. Discovering the transformational power of the Church as it serves the world and thus its relevance can lead to a renewal of faith and a commitment to engage in mission at home.

It has long been the DOC's hope and intention to develop an interface between young people in our diocese and the ministry with children and youth in our Companion Link dioceses. Although there is a history of occasional visits by groups of young people from our parishes to Africa this has been somewhat haphazard. There has never been any real partnership or formal coordination between the DOC and the Diocese of Chichester's Youth Department, let alone our partners, until now.

The DOC, in consultation with Dan Jenkins, funded Judi Cox's visit to Kenya. Judi is a well-respected and experienced Youth Worker from Horsham. Judi joined the Curates/Readers' visit. She and the WMO met with Bishop Joseph Muchai (Nakuru), who holds the ACK provincial portfolio for Children and Youth, and with the Diocesan Youth Worker for Nakuru. Judi was also able to visit St. Nicholas' Home and youth projects in both Nakuru and Nairobi.

A meeting with Dan Jenkins and other senior Youth Workers is planned for late January 2018 to explore next steps.

- 5) Lambeth 2020:** Previous Lambeth Conferences have relied heavily upon Companion Diocesan Links to provide hospitality and orientation programmes for the bishops (and accompanying spouses) from the wider Anglican Communion. Lambeth Palace has confirmed its hope that CofE dioceses will be willing to act as hosts again.

The dates and theme of the Lambeth Conference are now known. *The Conference will run from the 23rd of July to the 4th of August 2020 and will focus on the theme: "God's Church for God's world."*

The DOC is beginning to consider the elements required for a draft hospitality programme. It will include visits to link parishes and schools and opportunities for our guests to engage with our bishops, our Diocesan MU and, it is hoped, our Accounts, Education and Youth departments.

Bishop Martin has requested that an opportunity for meetings to explore the "issues of the day" affecting the CofE and the Anglican Communion be built into the programme. Given the sensitivities around some of these topics, and the cross-cultural power dynamics that could hinder open and honest dialogue, thought must be given to initiating these discussions with our Companion Link dioceses on their "home ground". This will, it is hoped, diminish the inhibiting

effects that come with being “the guest” in African cultural thinking while providing us (Chichester) with a genuine opportunity to listen and to hear our partners’ perspectives and concerns.

- 6) Visits undertaken in the last 12 months:** five visits have been undertaken, to Sierra Leone & Guinea Conakry; to The Gambia; to Liberia; to Nakuru, Nyahururu, Kerich and Baringo; and to Nakuru (Berea CC), Baringo and Nairobi (Carlile College). In addition to the Curates/Readers visit, reasons for visiting included the developing of schools links, attendance at the Liberian Provincial Synod and Strategic Planning Workshop, and the 1st official CofE post-Ebola visit to Sierra Leone and Guinea.
- 7) Visits to the Diocese of Chichester:** A delegation from Freetown visited Wivelsfield, Findon Valley and St Paul’s Chichester in August 2017, and discussed the new School Linking mechanism with Lesley Hurst.
- 8) Proposed visits 2018:** Two visits to Kenya are planned for 2018, one taking teachers from Chichester schools to develop the school linking model and one to attend the official inauguration of the Diocese of Baringo and the enthronement of its first diocesan bishop, the Rt. Rev’d. Musa Kamuren. A group travelling to Cameroon for the 15th anniversary of the foundation of the Diocese of Cameroon and the 10th anniversary of Bishop Dibo Elango’s consecration will also visit school links and trial new link models, and another visit will take place to Sierra Leone to engage with the IpWA’s ongoing Strategic Planning and discuss preparations for the Lambeth 2020 Conference.
- 9) List of DOC approved grants (2016 – 2017):** the DOC approved 17 grants totalling nearly £87,000, £31,490 to ACK and £55,210 to IpWA. The purposes of the grants included purchase of a new vehicle or musical instruments; scholarships for Carlile College; roof works and latrines; and food security and farm field schools.

Closing comments: 2017 has been a busy, rich and enriching year. The DOC has grown in confidence as its partnership with our colleagues in other diocesan departments have deepened and matured and in the process enabled the realisation of potential and new joint initiatives. Our DOC team of volunteers, too, has played a vital role in opening up Diocesan Links to the “grassroots” thus seeking to enable our diocese to live into its “catholic” identity as part of the World Church rather than apart from the World Church.

It has not, however, been a year without challenges both at home and in Africa. The post-Brexit referendum’s negative impact on the value of Sterling has meant that our Harvest Appeal funding’s effectiveness has been eroded. Consequently, as post-Ebola reconstruction continues to be a priority for our West African Companion Link dioceses, the DOC needs to work even more closely with them to ensure that our support can be more effectively focussed. Our participation, therefore, in the IpWA’s ongoing Strategic Planning and efforts to become self-sustaining become all the more important.

In the case of Kenya, we are noting that the stronger dioceses e.g. Nakuru are no longer interested in funding support from Chichester but rather in opportunities for mutual encounter and learning, the sharing of experience and missionary praxis, and accompaniment in prayer. This suggests that our new mechanism for school linking can indeed be built upon a base of friendship rather than the expectation of funding (and the underlying “donor - recipient” mindset). It also permits the DOC to be more strategic in its funding support for the newer and more vulnerable missionary dioceses e.g. Maralal and the new diocese of Baringo.

In our own context, it has been gratifying to note that the hard work of the last five years is beginning to bear fruit. Partnership with our colleagues in Accounts, the DBE, IME 4-7, the Readers’ Council, and Youth Department are helping place our own diocesan life and ministry in its true “global” context. This is also finding its expression at the “grassroots” with an increasing number of parishes and schools wanting to connect with and integrate a sense of being part of a “greater reality” as they journey in mission here in the UK.

Rev’d Fr. Ian Hutchinson Cervantes
World Mission Officer – Diocese of Chichester

DIOCESAN EUROPEAN ECUMENICAL COMMITTEE

Two main events dominated the Diocesan European Ecumenical Committee (DEEC) during 2017; the sad news of Bishop Geoffrey Rowell's death and the 17th Coburg Conference.

Bishop Geoffrey and the Chairmanship of the DEEC

The first was the very sad news of Bishop Geoffrey Rowell's death on Trinity Sunday; he was Chair of the DEEC. Bishop Geoffrey, along with the new Secretary, Hedley Christ, had planned to develop the work of the Committee so that it would have a wider focus within Europe and European Christian traditions, and also with other faiths, not only in Europe but also the Middle East. Bishop Geoffrey, who had been Bishop of Europe between 2001 and 2013, brought a wide range of experience and knowledge to the Committee. He also brought an extreme warmth, intelligence and enthusiasm to the Committee showing his great commitment to ecumenism. He will be sadly missed.

As a result of the sad loss of Bishop Geoffrey, in August 2017 Bishop Mark of Horsham was given the responsibility of becoming the new Chair to the DEEC. He joined the Committee in November 2017, where he acknowledged the debt of the Committee to Bishop Geoffrey's Chairmanship, and, indicated that although he could not match Bishop Geoffrey in his wide understanding of ecumenism, he was very pleased to have been given this appointment as, the work of the DEEC is very important as part of the Diocese's mission.

Coburg Conference

The second main event of 2017 was the 17th Coburg conference, held in Selbitz, Germany in October. These conferences began in 1985 out of the close connection of the Chichester Diocese with the Dioceses of Berlin-Brandenburg, Bamberg, and Bayreuth; a connection going back to the Second World War. The theme of the conference was 'The Role that Communities Play in the Renewal of Today's Church'. The conference took place within Christusbruderschaft (Brotherhood of Christ), a Lutheran community of 120 nuns, 6 monks and 100 other members including married couples and families. They were a true blessing to the conference, providing worship through offices and song, many of the songs having been composed by the nuns, and hospitality and spiritual support, including the wonderful art of Christamaria Schröter.

These German Dioceses, which include the Roman Catholic and Lutheran churches, and the Chichester Diocese, discussed their own types of communities and how they were vital to the spiritual renewal of both clergy and laity. They are places which could renew the individual, 'recharge the batteries', and bring us closer to God, through Christ and the Holy Spirit. Such communities are vital to maintain a balance in Christian life. The conference itself drew upon the wonderful spirituality of the nuns of the Christusbruderschaft.

Both in discussion and dialogue the conference participants discovered the many ways that communities engage with the Church and with the world. The traditional

communities of nuns and monks could offer spiritual guidance, being places of retreat. However, new types of communities were emerging, communities with a different structure from that of the traditional communities. These emerging communities offer not only a traditional type of structure, of monks and nuns vowed to poverty, chastity, and obedience, but also a structure for couples, or nuns and monks living within society who had not vowed their lives in such a traditional way. Two delegates of the conference, one of whom was from Chichester, were of one such community, Chemin Neuf.

The conference also discussed how these communities, both traditional and emerging, could help the Church in its renewal, particularly within parishes. It considered how parishes should support their clergy by encouraging their involvement with such communities, so that they too may be renewed and thereby bring renewal to both themselves and their parishes. Such engagement also was important for the whole of the parishes; these communities can enliven the life of every Christian. The conference discussed how being involved with these communities offers spiritual guidance, spiritual renewal, and bringing us closer to God and what God wants from us. These communities therefore, help us to reconnect with God in a deeper, enriched, and holy way.

The Chichester delegation was privileged to be part of the community's worship. Canon Tim Schofield preached on the last day, saying that in Christ, we are all a community of giving to each other, just as God sent Jesus and the Holy Spirit as a gift to us. On the last day too, Reverend Helena Buque led morning prayer. The other delegates read from the Scriptures, led prayers, and during the Eucharist formed, with all of the delegates, a choir to sing for the sisters of the community in grateful thanks for their warm, gracious, and generous hospitality.

The full report of the Conference can be obtained from Hedley Christ.

Report of the Committee's work.

The Committee usually meets four times a year and, apart from conducting the usual constitutional business, either receives reports from delegates to ecumenical conferences or hears from individuals who have an ecumenical approach to their ministry, both clergy and lay. During 2017 the committee heard about the potential link with the Orthodox Romanian church, the Reverend Canon Dr Christine Hall giving a presentation on the Romanian Church.

The Reverend Andy Birks and the Reverend Jamie Gater spoke of their experience of the Feuerstein Conference. They reported that this conference is a link between Chichester Diocese and the United Church of Berlin-Brandenburg; the Lutheran Evangelical Church (EKD), district of Bayreuth, Bavaria; and the Roman Catholic Diocese of Bamberg, Bavaria. They reported that the conference had given insight into the current state of the German Church Settlement, its structure and difference from the Church of England. In particular, they saw how the German Churches were building ecumenical committees, how they were working together ecumenically

through visits to local churches, challenging ministers to be more ecumenical, and how the ministers could develop engagement with the churches.

The conference consisted of lectures on: the ways of doing liturgy together, although it was recognized that there was no reconciliation regarding the Eucharist; the Year of Mercy and how the Church of England had engaged with this event; the commemoration of five hundred years of the Reformation, and a discussion of the delegates' personal views of the Reformation. The conference also covered the nature of ecumenical partnerships, particularly in Bavaria with Lutheran/Roman Catholic partnerships in villages, social involvement with the local churches and school visits by ministers.

The conference included a number of social events where the delegates could meet and talk with each other, getting to know one another, and discussing how they were undertaking partnerships and developing their own parish links/relationships. These meetings also stimulated theological discussions, particularly on the nature of developing relationships. There was also a monastery visit, in which a service was held, and discussion on the theme of looking inside the person rather than their outward appearance.

Sadness was expressed that the Roman Catholics were unable to be part of the Mass. It was finally reported that the next Feuerstein Conference will be in Berlin, October 2018. There was also thanks to Fr James Grant for his translations of the German into English.

The Reverend Keith Perkington reported that he had attended the European Ecumenical Study Course in Josefstal, Bavaria, an annual event organized by the Lutheran Church in Germany. There were about forty delegates representing fifteen European countries. The dominations included Anglican, Czech Hussite, Eastern Orthodox, Lutheran, Reformed Lutheran, and Roman Catholic churches. The study course lasted for ten days.

Mr Perkington reported that the theme, for the 2016 study course, was Art and Faith, and that he was asked to attend because of his own artistic background. He produced three artistic objects (and photographs) which he had brought back with him and represented, for him, the conference, and a symbol of the ways to live together, encountering each other, despite our differences. That art was also a means of developing friendships, and reconciliation. The conference included many forms of art, including film as a means of mission; photographs and how these can show various aspects of worship and mission, particularly and recently with respect to refugees/working with refugees; how art was seen from a Reformed perspective; how art was used for shock and provocation, and how design was also important as a means of worship and fellowship – Keith using Coventry Cathedral as an example. He also reported how art could be used as a means of reconciliation and bringing people together, including children. All of this he felt was represented by his first object; a stone painted in gold.

His second object, a cross of nails, he felt represented the five hundred years of Reformation and how art can help in building reconciliation. The third object, a wooden shield, was important to the Hussite church and aided their discussions of the Hussite church, its structure, language, and its spiritual and sacramental theology. The delegates attended Mass in three Hussite churches.

Mr Perkington reported that these study groups and social events made him appreciate how we can live together, listen to each other and share our experiences, histories, convictions, and beliefs, and that art is a good means by which this may be done.

Mr Hedley Christ
Secretary to the Diocesan European Ecumenical Committee