



REPORTS TO THE

DIOCESAN SYNOD

BY

BOARDS

COUNCILS AND COMMITTEES

for the year ended 31 December 2018

INDEX	PAGE
Bishop's Council and Diocesan Synod Standing Committee	2-4
Safeguarding Children and Vulnerable Adults	5-6
DAC and Church Buildings	7-8
Diocesan Mission and Pastoral Committee	9-10
Education	11-13
Mission Fund	14-15
Council for Apostolic Life	16-22
Council for Lay Ministry and Discipleship	23
Council for Promotion of the Common Good	24
Sussex Workplace Ministries	25-26
Diocesan Overseas Council	27
Diocesan European Ecumenical Committee	28-29

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. 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 2018.

- In addition to the annual review of the risk register and the annual return to the Charity Commission, risk management work included approval of the audit plan, an update on safeguarding at each meeting, and updates on GDPR and the migration to a new IT and accounting system.
- The regular consideration of the statutory accounts and management accounts for the previous year and the budget for the following year was accompanied by a good deal of work on planning for the future, including consideration of the five year financial outlook and future objectives, a report on a vision day, work on developing the strategy for the next five years and discussion on the potential to create a training fund to help fund the increase in vocations to ordained ministry.
- Policies considered over the year included the write-off policy; the expenses policy; family friendly policies; the annual leave policy; the working time policy; the password and acceptable use of IT equipment policy; and education policies about solar panels on schools, the cluster fund and payment for capital works for voluntary aided schools. The Committee handbook was also reviewed and updated, and a new structure for lay ministry proposed to Diocesan Synod.
- In addition to setting the agendas for and reviewing Diocesan Synod, there were many election matters to address, with elections to Diocesan Synod and the various Boards, Councils and Committees; a General Synod by-election; and nominations for representatives from the diocese to the national Clergy Discipline Measure panel. The Council reviewed the trustee role description in advance of elections to the Bishop's Council, and also addressed matters relating to a trust of the proceeds of sale of a former church, including the appointment of trustees, and approved a Scheme for a PCC.

- Other major matters addressed included Strategic Development Funding, where the Council decided not to proceed with a second bid, a complex complaint, and insurance issues.
- In addition to the written reports or minutes received from sub-committees, 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 2018

Archdeaconry of Brighton and Lewes

Revd Dr Andrew Manson-Brailsford (to 31 July 2018)
Mr Martin Cruttenden
Mr John Head

Archdeaconry of Chichester

The Reverend John Eldridge
Mrs Mary Nagel
Mr Colyn Robinson (to 24 May 2018)

Archdeaconry of Hastings

The Reverend Nick Cornell (to 5 September 2018)
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 (to 30 June 2018)
The Venerable Dr Edward Dowler
The Venerable Fiona Windsor
The Venerable Martin Lloyd Williams
The Very Reverend Stephen Waine
The Reverend Canon Julia Peaty (from 12 May 2018)
The Reverend Canon Ann Waizeneker
Mr John Booth (to 12 May 2018 and from 10 November 2018)
Mr Philip Bowden (ex officio from 13 May 2018)
The Reverend Canon Mark Gilbert
Dr Graham Parr (to 31 July 2018)

Appointed by the Bishop

The Reverend Luke Irvine-Capel
Mrs Lesley Lynn
Mrs Sara Stonor (from 19 January 2018)

Secretary

Miss Gabrielle Higgins (Diocesan Secretary)

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Introduction

2018 was dominated by the activity of the Independent Inquiry into Child Sexual Abuse (IICSA), which conducted two public hearings in relation to the Diocese of Chichester. The report in relation to those offences is expected to be published in the second quarter of 2019. Evidence provided to IICSA by partner agencies, particularly Sussex Police, was extremely positive about the changes made in the Diocese in the last eight years in terms of culture, practice and leadership. In particular, Sussex Police made mention of the level of victim support provided by the Diocese in relation to two major criminal investigations – Operations Perry and Dunhill – and the very high level of cooperation and communication between the Safeguarding Team and themselves. When asked by IICSA to itemise the communication between themselves and the Safeguarding Team, Sussex Police explained this was an impossible task as such communication had been a routine occurrence over many years.

Casework

Whilst Operations Perry and Dunhill had come to an end in 2016 and 2017 respectively, 2018 remained a busy year for casework, with a number of ongoing investigations. Following the departure of Gemma Wordsworth from the Safeguarding Team in 2017, the Diocese entered into a Service Level Agreement with the Survivors' Network to provide Independent Sexual Violence Adviser (ISVA) services to the Team. Helen Irving was recruited and began her work with the Safeguarding Team in January 2018, working with Sussex Police in supporting a number of victims of abuse. The partnership between the Diocese and Survivors' Network is unique, and represents a further development of the pioneering work the Diocese began in 2013 regarding supporting survivors of abuse.

Training

The Diocese made very considerable strides during 2018 in ensuring that all licensed clergy have the requisite, up-to-date safeguarding training. We are now effectively at 100% compliance with his key requirement. By far the majority of PTO clergy in the Diocese also have the required training. The Safeguarding Team are now focusing on key lay roles, ensuring that parish safeguarding officers and churchwardens have all their training up-to-date.

Quality Assurance

The uptake of the Diocese's safeguarding quality assurance tool, Simple Quality Protects, continued throughout 2018. The demands of IICSA meant that plans to begin the assessment and acknowledgement of parish achievements on SQP Level 1, which were due to take place in 2018, had to be delayed and are due to begin in the second quarter of 2019.

Safeguarding Team

In addition to the recruitment of Helen Irving, mentioned above, the Diocese advertised for a full-time Assistant Diocesan Safeguarding Adviser in 2018. The successful applicant, Victoria Martin, began working for the Diocese in early 2019 and has already made a significant impact to the work of the Team, allowing other team members to focus on training and development, particularly Simple Quality Protects. Kim Nash and Micaela Mitchell remain working with the Team, focusing on DBS checking and the ongoing roll-out of the training and SQP programmes.

Safeguarding Advisory Panel

Martin Richards QPM, former Chief Constable of Sussex Police, continues as Chair of the Independent Safeguarding Advisory Panel, which acts as a 'critical friend' for the Diocese regarding its safeguarding practice and provision. Panel members come from senior positions in the various statutory authorities in Sussex. The Diocese remains extremely grateful for the ongoing support of the Panel in 2018 and into 2019.

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

DAC AND CHURCH BUILDINGS

INTRODUCTION

The functions of the Diocesan Advisory Committee are set out in the Care of Churches and Ecclesiastical Jurisdiction Measure 2018 and include advising the Chancellor, Archdeacons and parishes 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, including 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 assistance in making their buildings suitable for worship and mission in a twenty-first century context, whilst preserving their historic and spiritual significance.

DAC MEMBERSHIP AND TEAM CHANGES

The current six-year term began in late 2016 and the Chair, the Revd Canon Martin Lane, was appointed in early 2017. In late 2018, the DAC welcomed four new members who had been appointed by the Bishop to fill casual vacancies; Ms Alma Howell to represent the Local Planning Authorities, the Revd Vanessa Baron as a clergy member with artistic expertise, and the Revd Mark Heather as a clergy member representing Diocesan Synod. Mr Jonathan Cerowski was also co-opted as an additional architect member.

The team's name was changed from DAC and DMPC to 'Church Buildings and Pastoral Reorganisation' in order to make it more accessible and the team was also transferred from the Governance department to the Property department. At the end of 2018, Dr Katherine Prior was appointed as part-time Diocesan Fundraising Adviser, with a remit for advising parishes on fundraising for church building projects.

ACHIEVEMENTS IN 2018

Applications for DAC Advice

In 2018, the DAC dealt with 208 requests for advice from parishes; 146 requests for Formal DAC advice in respect of faculty applications and 62 requests for Informal advice.

Faculties and Dispensations from Faculty Issued

In 2018, 136 Faculties and 63 Dispensations from Faculty were granted by the Chancellor.

List B Process for Archdeacons' Permissions

Since the Faculty Jurisdiction Rules 2015 came into effect in January 2016, the administration involved in processing 'List B' applications for minor works has been carried out by the Church Buildings team on behalf of the Archdeacons. In 2018, 126 Archdeacon's Notices were issued under the List B process.

Site Visits

In 2018, the DAC made 30 formal site visits to discuss proposals with parishes in the early stages of planning major projects. 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.

Roadshows, training events and conferences

In 2018, Church Buildings Roadshows were held in each of the four archdeaconries in September and October on the theme of 'Opening Churches, Reducing Risk, and Engaging Communities'. The Roadshows were well attended, with over 300 people attending over four evenings.

Five training events aimed at new incumbents and churchwardens, on the theme of 'Looking after Church Buildings and Applying for Permissions', were organised during 2018 and were attended by approximately 100 people.

The Senior Church Buildings Officer delivered an IME session on looking after church buildings and churchyards, as part of the IME 5 programme.

The 2018 Church Buildings Conference in September was hosted by the Diocese of Salisbury and was attended by the DAC Chair, Senior Church Buildings Officer and Church Buildings Officer.

A Study Day for architects and surveyors on the diocesan approved lists was held at Lancing College in October and was attended by approximately 50 people.

Dr Emma Arbuthnot (Senior Church Buildings and Pastoral Reorganisation Officer)
The Revd Canon Martin Lane (DAC Chair)

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 the 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.

ACHIEVEMENTS IN 2018

Each Sub-committee met three times in 2018 to consider proposals for pastoral reorganisation, church closures, and suspensions.

Progress with casework

In 2018, nine schemes and pastoral orders were completed, including three pastoral reorganisation schemes, three pastoral orders, and two church closure schemes. Several long-running pastoral reorganisation and 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, and to the Registry and the Church Commissioners for their advice and assistance.

Completed schemes and pastoral orders

The following pastoral reorganisation scheme and pastoral orders were completed in 2018:

Maybridge and West Tarring

This scheme to unite the benefices of Maybridge and West Tarring came into effect on 29 June 2018.

Slindon and Walberton

This pastoral order to rationalise the boundary between the parishes of Slindon and Walberton came into effect on 1 September 2018.

St Leonards-on-Sea, St Leonard

This scheme to close the church of St Leonard for public worship came into effect on 1 September 2018. The church is located under an unstable cliff and there are also major issues with the fabric. Following the closure scheme, there is a two-year 'use-seeking' period, during which the Diocese and Church Commissioners will liaise with

the interested parties and work towards resolving the long-term future of the building and site.

Worthing, Holy Trinity

This scheme to close the church of Holy Trinity for public worship came into effect on 1 September 2018. The parish are moving forwards with plans to sell the adjoining flat and hall. Following the closure scheme, there is a two-year 'use-seeking' period, during which the Diocese and Church Commissioners will liaise with the interested parties and work towards resolving the long-term future of the church building. As it is Grade II* listed, it is anticipated that it will be possible to adapt it for another use but that there will need to be consultation with Historic England and the Local Planning Authority.

St Leonards-on-Sea, St Peter

This scheme to transfer a small area of churchyard, which was omitted from an earlier scheme and was causing legal difficulties, came into effect on 1 October 2018.

Henfield with Shermanbury and Woodmancote

This scheme to unite three parishes and streamline administration came into effect on 1 January 2019.

Brighton, St Martin and Brighton, St Matthias

This pastoral order to move the boundary between the parishes of St Martin and St Matthias, came into effect on 1 January 2019.

Portslade and Mile Oak and Hangleton

This pastoral order to rationalise the boundary and amend the name of the parish of Portslade and Mile Oak so it matched the benefice name, came into effect on 1 January 2019.

Sedlescombe and Whatlington

This scheme to unite the parishes of Sedlescombe and Whatlington and streamline administration came into effect on 1 January 2019.

Closed Churches

Plans to find new uses for church buildings closed in previous years, including Eastbourne, St Elisabeth; Hastings, All Souls; Holtye, St Peter; and Hammerwood, St Stephen, were also progressed.

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 (Senior Church Buildings and Pastoral Reorganisation Officer)
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

DIRECTOR'S REPORT 2018

Having been in post for just over six months, I feel that the key priorities for our team are becoming easier to identify.

Small and Rural Schools

The issue of sustainability for small and rural schools has been a major concern and it will continue to be in these times of tight funding. This is particularly relevant for smaller schools (120 pupils and less) which represent 47% of our diocesan schools. The funding crisis impacts on all our schools but the smaller (and often rural) schools have fewer ways of mitigating the financial challenges.

We have now written and circulated a draft Strategy to support schools in finding a path forward through these challenging times. This has been received positively by our schools. This will soon be followed by a more comprehensive guide to the process of federation and a step by step guide to becoming an academy.

We will need to be open to looking at new ways of working. Academy chains will often be reluctant to work with small schools because they are less economically viable, so federation is a strategy that is being encouraged in both West Sussex and East Sussex. This can work but it does not solve all the problems we encounter.

Sadly, we may also have to face some school closures in the future but we are doing all we can to help our schools to be sustainable.

Academies

The Diocese of Chichester Academy Trust now has 7 schools in it, with an additional seven scheduled to join by the end of 2019. Of particular interest is their project of creating a hub of five small, rural primaries. All these schools are looking to convert to academies together. This makes them a cohesive economic unit whilst retaining their distinct individual identities as schools. We commend DCAT on the innovative nature of this approach and we hope it will be a template for future growth and development.

The Bishop Otter Academy Trust remains in a state of "anticipation". There continues to be delays in the opening of St Clement's Free School as a site priced at a suitable level has been hard to find. We regularly discuss the situation with the Regional Schools Commissioner who is very aware of our concerns about this. In the meantime the trust continues to work on its infrastructure in readiness for becoming a fully functioning MAT.

We continue to enjoy a positive relationship with TENAX who manage one of our schools in Crowborough. Ark William Parker in Hastings is now well on its way through the process of merger with Helenswood School making it a co-educational school.

Headteacher Welfare

One of my priorities on arriving in this job was to find ways of supporting headteachers with the demands and stresses of their challenging role. We are just about to launch a new Peer to Peer Mentorship scheme. This will be supervised by the University of Brighton and is unusual in the strong emphasis of equality within the mentoring relationship. The scheme is designed to enable Headteachers to develop a strong, mutually supportive relationship that works on both a personal and professional basis. It is also something the National Society have taken an interest in so we look forward to seeing the way this progresses as we are very optimistic about its potential to promote sustainability for our Headteachers.

School performance

87% of our schools are now good or outstanding in Ofsted terms. The national average is currently 86%.

In order to equip ourselves to adapt in the rapidly changing nature of the educational world, we are required to review the way we currently work.

Diocesan Board of Education

We are led by a very representative and diverse Board of Education. There are many strengths in the way it operates but as the speed of change in the educational world accelerates, our way of working needs to adapt.

We have created a new Executive Body within the current DBE structure and this is launched this month. The aim of this is to enable a greater depth of debate about key issues and handle routine pieces of business whilst empowering the main DBE body to have a more strategic role.

There are several key principles behind this new Executive:

- 1) It will be completely answerable to the DBE. Some areas of routine business may be devolved but all key decisions will be made by the main body itself.
- 2) The Executive will research and discuss key issues and present summary findings or recommendations for the DBE to consider.
- 3) The Executive will be made up solely of members of the DBE and its constitution will be representative of the main body.

We are confident that this structure will enable the DBE to operate in a manner that is more efficient, responsive and informed.

Education Team

We have a strong team in the Education Department. They have a high level of competence and they are prepared to work hard. We are able to carry out our main body of work effectively but the wider issue of in-school support remains a concern. Ofsted expect dioceses to have a strong impact on what is happening in their schools and this is impossible to achieve without direct contact and involvement.

For several years the way of addressing this has been the use of Diocesan Effectiveness Partners. This scheme has been very successful and there is no doubt this has greatly equipped our team to carry out School Improvement work far more effectively. The problem with this model is that it has been carried out on a consultancy basis. This is expensive and the funding for this project is running out. We therefore need to adopt an approach that is more sustainable. We are in the process of looking into new and different ways of working that will enable us to offer a similarly high quality of support in a more viable way.

Christian Distinctiveness

92% of our schools are good or outstanding in their SIAMS inspections. This is one of the highest set of outcomes to date and it provides us with a very solid platform to build upon. However, we now need to draw a line under this data as the Framework has been completely revised. This has led to a new benchmark in terms of expectation and schools will find this a challenge to achieve. There is a stronger emphasis on the distinctively Christian nature of the school's vision and how this impacts on the whole of school life.

We subsidised 3 candidates on the pilot of the Church of England Professional Qualification for Headship (CEPQH).

We will hold twelve Leavers' Services across the diocese this year. They remain very popular and they will attract over 3,500 year 6 pupils. This year they will be themed around the Year of Vocation.

The Mission of the Church within our Schools

As a team we are looking at how we can serve the mission of the church in closer partnership with the wider church. Already we are developing closer relationships with the Apostolic Life Team. Next year we aim to focus on strengthening the crucial relationship between parish and school by looking at what they can provide for each other. By working in a closer and more practical partnership, we can have a far greater impact.

Conclusion

Life in education will always be fast paced and challenging but that is a big part of its attraction. Amidst all this we must never lose sight of our value and our purpose and I have used these words from St Paul which I think give a shape to our mission in schools:

“May the God of hope fill you with all joy and peace as you trust in him, so that you may overflow with hope by the power of the Holy Spirit.” Romans 15:13

**Trevor Cristin, Diocesan Director of Education
26 March 2019**

MISSION FUND

The members of the Diocesan Mission Fund Committee are:

The Venerable Fiona Windsor – Chair

Mr Martin Auton-Lloyd

Mrs Margaret Heald

Mrs Liz Henderson

The Revd Jane Willis

The Revd Angela Martin

The Revd Rob Dillingham

The Revd James Hollingsworth

Mr Dan Jenkins – Youth Officer

Mrs Lisa Williamson – Communications (as a consultant to the group)

Ms Hannah Heron – Finance (as a consultant to the group)

Ms Gabrielle Higgins (attendee)

The Mission Fund awards grants to churches for missional projects. The maximum award during 2018 was £45,000, although following the cessation of Church Commissioners grants to the Mission Fund, this has been reduced to £30,000 for the future. Up to £1,000 can be awarded as part of our small grants scheme and can be agreed without the Committee 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 applicant has worked through the application process properly and thought strategically about their project. 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 a grant is to be awarded to appoint a Youth/Children's/Family worker:

- Dan Jenkins is involved in the recruitment and interview process
- If a youth worker, the Parish will need to take a group of young people to May Camp
- Yearly reports/updates are required as to how the appointment is affecting 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 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 for parishes to share their plans with the Deanery Synod.

In 2018, the Committee met once, in March, and grants were awarded to:

- Ashington, Chanctonbury Churches Childrens Leader **£10k**
- Barcombe, Interparish Children's and Families **£30k**
- FSW, supporting vulnerable families in Crawley **£40k**
- Sycamore Tree Course, prison fellowship **£13,500 to cover 3 courses**
- St John the Evangelist, Southbourne, Family & Youth Minister **£40k**

Small grants have been awarded across the year ranging from funding May Camp, to Passion plays, each grant was for £1,000 or under.

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

The Diocesan Mission Fund's income comes from the DBF and the All Churches Trust. Further discussion is on-going as to how we continue to fund the Diocesan Mission Fund.

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 met twice in 2018. The Council has not discussed all aspects of the department's work, but focussed on key areas of strategic development, particularly: the development of lay discipleship and ministry; church planting/Apostolic partnerships; clergy CMD.

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.

Apostolic Life staff for 2018

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 (acting head of department from end of March to beginning of December)

Diocesan Director of Ordinands: The Revd Dr Daniel Inman

PA to DDO: Wendy Greenan

Officer for Lay Vocation and Ministry: The Revd Jayne Prestwood

Diocesan Youth Officer: Dan Jenkins

PA to Youth Officer and OLVM: Sam Alsop

Strategic Development Project Officer: Nick Adlam (until September 2018)

MDR, CMD & Pastoral Care and Counselling Administrator Ruth McBrien

Head of Pastoral Care and Counselling: Rebekah Golds-Jones

Part-time posts:

Strategy and Resources Officer: John Sherlock (0.8 post) (until March 2018)

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

Strategic Projects Coordinator: Nakita Ainsworth (0.5 post) (until August 2018)

Children and Family Work Adviser: The Revd Dr Irene Smale (0.5 post)
CMD Officer: The Revd Tim Watson (0.5 post) (until September 2018)
Youth Leadership Development Officer: Dani Taylor (0.5 post)
Sustainability & Fundraising Officer: The Revd Lawrence Maclean (0.5 post) (until April 2018)
Deputy Head of Pastoral Care and Counselling: Sue Mulvoy (0.4) (from April 2018)

Honorary posts:

Young Vocations Officer: The Revd Robert Norbury
Spirituality Advisor: The Revd Canon Dr Andrew Mayes (until March 2018)

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, Living Faith and ALM session leaders and facilitators, IME Phase 2 module tutors and Lay Ministers of Communion trainers.

ACHIEVEMENTS IN 2018

Spirituality

The Year of Prayer included a number of initiatives to help clergy and laity develop and deepen the life of prayer and spirituality within the diocese. Resources and events sought to strengthen the connection between an individual's prayer life and corporate prayer and worship and tied in with Thy Kingdom Come.

Andrew Mayes led several quiet days and teaching sessions across the diocese before he moved to the diocese in Europe in late spring 2018.

The task of matching enquirers to spiritual directors is now undertaken by Kate Woodgate, who took over from Deborah Hennessy.

A review of spiritual direction in the diocese began, which will be completed in 2019.

Children's and Family Work

The role of the Children's and Family Work Adviser is to support, encourage and equip parishes and clergy for ministry with children and families in areas of spiritual nurture and mission through individual and corporate bespoke consultations, training, events and making available new resources. A range of training events have been offered.

Irene Smale works in collaboration with members of the Apostolic Life Team and other teams in Church House such as the Schools Department, Safeguarding and Communications, and with selected networks such as the National Diocesan Advisers, external organisations, publishers and children's charities.

A regular E-News is sent to a growing network of over 450 children's and family work leaders and clergy. The mailings incorporate information on training and events, information on new published resources, ideas and suggestions to support parishes in celebrating various festivals in the church calendar.

Irene has produced and promoted resources for the Year of Prayer and offers approaches to the Diocesan Strategy for Children's and Family Work which can all be

found on the Diocesan Youth and Children's website. The website also includes guidelines for Best Practice in Children's Ministry.

A policy document for 'Admitting Children to Communion before Confirmation' was agreed in 2018, which is available on both the Diocesan website and Youth and Children's website, with accompanying resources.

Irene facilitated the Authorised Lay Ministry Course Elective in Children's Work Sept – Dec 2018. She is now working on the 5 Year Strategic Development Document for 2020-2025 for Youth Children's and Family Work which was initiated in August 2018 and is a work in progress.

Youth

The youth team produced another six-week Lent course for youth that ran alongside the Year of Prayer Lent course. The course used the same images as the adult Lent course and was structured as six sessions that incorporated games, creative prayer and worship ideas, practical takeaways and weekly challenges, video clips, and discussion questions targeted at teenagers.

Dan Jenkins has worked with his team of volunteers to continue to develop May Camp. 2018 saw a further increase in numbers on previous year's attendance at May Camp with over 500 tickets sold! The event was a great success and was followed by mini May Camp at St Andrew's, Burgess Hill in November.

Dani Taylor finished writing and planning *Pursuit*, the new diocesan year out scheme, and has been working hard to recruit six associates to participate in the year, starting in September 2019. The year will see associates on placements with churches across the diocese with central training in leadership and support in discerning vocation. Pursuit is open to 18-30 year olds that would like to give a year to serve God in a local church.

Dan has also run quarterly networking and training events for salaried youth workers, delivered training for parishes on youth work, publishes a monthly e-bulletin and advises 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 effective and more likely to be sustainable.

Lay Vocation and Ministry

Jayne Prestwood has concentrated her work this year on establishing some new initiatives, reviewing and assessing existing structures and consolidating existing initiatives. In March 2018 a new process for authorising and training Lay Ministers of Holy Communion was launched. This allows incumbents to train their own candidates and has been well received in the diocese.

Also, in March a reorganisation of the structures that support Reader ministry was completed and a new Council for Lay Ministry and Discipleship established to replace the Readers committee. This reorganisation was made to provide broader structures

of support and a clearer strategic focus on developing lay ministry and supporting the whole life discipleship of lay people across the diocese.

In May the first run of the Living Faith course completed. 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 completed the course, at venues in Chichester, Hove and Eastbourne.

In October 2018 the new Authorised Lay Ministry training programme was launched 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. In 2018 the diocese offered training in children's work and pastoral care. 40 students began training of which 38 were later commissioned.

Also, during the past year, the diocese has continued 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. During 2018 the diocesan core group continued to play its part in the national diocesan learning communities, recruited 51 parish champions to help roll out SGPF at a local level and identified 10 pilot parishes to test both local and national initiatives. Members of the core group also visited over half of the deaneries to give presentations at deanery synods.

Diocesan Director of Ordinands/Ordained Vocations

The Diocesan Director Ordinands (the Revd Dr Dan Inman) works with a team of Assistant DDOs to accompany ordination candidates through the process of initial enquiry, discernment, national selection (Bishops' Advisory Panels) and training. Support and maintenance are provided to ordinands undertaking Initial Ministerial Education (IME) Phase 1 training at theological colleges or courses.

11 candidates were ordained to the diaconate in 2018 and 12 to the priesthood. The DDO oversees the title-post process for curates, along with Rebecca Swyer.

In 2018 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 in this diocese). 19 people were recommended to begin training in September, which was a 73% increase on our 2017 figure of 11. Of these candidates, 39% were under 32 (5 men, 3 women) out of 8 women and 11 men in total. 4 of the 19 were recommended for self-supporting ministry. By the end of the year we were consequently overseeing 40 people in training (19 male SMs-in-training/1 SSM; 12 female SMs/8 SSMs). There remained over 100 people in discernment for some form of authorized ministry in the Diocese

and the earlier stages of discernment are overseen by the Revd Dr Paul Redparth (Vocations Officer) and the Revd Robert Norbury (Young Vocations Officer). At the end of the year, the Diocese appointed the Revd Canon Lisa Barnett to assist with the oversight of selection as a Deputy Diocesan Director of Ordinands.

IME Phase 2

The programme for curacy training runs in partnership with St. Augustine's College of Theology and includes some collaboration with the dioceses of Rochester and Canterbury. The programme provides significant flexibility to shape training according to the needs of the cohort and the identified strategic needs of the diocese.

Curates have the option of engaging with the programme via an academically validated route (a Common Awards BA or Pg Dip), whereas for others it is appropriate to follow a non-validated route. Either way, the taught programme seeks to work alongside parish-based training to aid ministerial formation and encourage and enable theological reflection and reflective practice.

Training incumbents participated in two training days to prepare for their curate. Additional sessions were held during the year as a means of ongoing support. Assessment in curacy has been used more strategically to plan for future deployment of curates.

A group of curates participated in the bi-annual Feuerstein Conference in October 2018, hosted by the Protestant Church of Berlin, Brandenburg and Silesian Upper-Lusatia (EKBO) and held in Berlin. The Lutheran church in Bayreuth and the Roman Catholic Archdiocese of Bamberg also send delegates to the conference. The topic was *Managing Diversity* and gave the curates an opportunity to explore issues of ecumenism and the challenges and opportunities facing the church in Germany.

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. The paperwork for the second 2-year cycle (which began in January 2018) was modified and the follow-up interview became optional.

The "Developing Ministries" training brochure has been regularly updated and posted on the website and e-bulletin. It lists all the Diocesan ministry training opportunities available to both clergy and lay ministers and opportunities provided by some external bodies.

A number of CMD training events were offered, though this was somewhat limited due to the departure of the CMD officer mid-year.

Pastoral Care of Clergy and Their Families

Rebekah Golds-Jones continued to develop the counselling service, processing regular 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.

Sue Mulvoy became part-time Deputy Head of Pastoral Care and Counselling, which made it easier to cover the whole diocese and ensure there is monitoring of referrals when either member of staff is sick or on leave.

Confidentiality has been stressed since the commencement of the service, and this has been positively reflected upon both by those accessing the service and those in other supporting positions within the Diocese.

In addition to actively providing therapeutic support, Rebekah also began to develop more proactive approaches to clergy wellbeing. This included training days, a wellbeing newsletter and three reflective practice groups.

Generous Giving

During this period John Sherlock left the organisation and is pursuing a career in consultancy. The function was then transferred to Finance department.

Parish Development

During 2018, much of Rob Dillingham's time was spent covering the Director for Apostolic Life's role, which limited the amount of proactive parish development work. Nevertheless, Rob worked with over 25 parishes directly and developed a team of facilitators across the diocese who helped deliver parish development initiatives. In May, every parish was bought a copy of 'Talking Jesus', a video-based evangelism course which was well received.

This year the first cohort completed the Galilee Programme, a ministerial development programme for experienced incumbents. This was a major success and the next cohort starts in 2019.

A successful 'prayer and praise' event was held at the Cathedral to celebrate Pentecost as part of the national 'Thy Kingdom Come' initiative.

During 2018, the Strategic Projects Coordinator, Nakita Ainsworth, was selected for ordination training and left her post. She was not replaced, and the coordination of the Year of Vocation moved to the Palace, supported by the Apostolic Life department.

SDF (Strategic Development Fund)

During 2018 we decided as a diocese not to pursue a second SDF bid at this point in time. The ongoing management of the three existing projects was done by Nick Adlam (until he left in September), the incumbents and the relevant Archdeacons. The

projects progressed well during the year and all three are now 100% bigger in regular attendance than 12 months ago.

Sustainability & Fundraising

Lawrence MacLean left the diocese in April and a review began about how we support parishes in their fundraising and sustainability projects.

**Revd Canon Rebecca Swyer
Director for Apostolic Life**

COUNCIL FOR LAY MINISTRY AND DISCIPLESHIP

Formation and Purpose

The Council for Lay Ministry and Discipleship was newly formed in 2018 to promote and support lay ministry in the diocese and to encourage vocations to lay ministry, in line with the 're-imagining ministry' strand of the diocesan strategy. It also exists to develop and support a culture of discipleship in the diocese and to ensure that lay people are appropriately supported, trained, and encouraged for mission and ministry in their lives outside of church related activities.

Council Membership

The first meeting of the Council took place in October 2018 with the following initial membership: Rt Revd Richard Jackson (Chair), Revd Jayne Prestwood, Dr Peter Mansell, Geoff Peckham, Margaret Green, Roland Ell, Jane Eales, Greg Potter, Revd Richard Hayes, Revd Trish Bancroft, Revd Louis Wilson, Revd Alan Weaver.

Authorised Lay Ministry

The Council discussed the new Authorised Lay Ministry initiative launched in 2018 with two initial electives in children's ministry and pastoral ministry. The Council was encouraged by the take up and enthusiastic reception for the initiative with around 40 new ALMs due to be commissioned in the Cathedral in January 2019.

The Council also discussed and endorsed plans to expand the number of potential electives in 2019 to include mission enabling, family ministry, community ministry, worship and liturgy, preaching, and ministry in the workplace.

Licensed Lay Ministry

The Council discussed the impact of the development of Authorised Lay Ministry on the existing and future Licensed Lay Ministers (Readers) who play such a vital part in most parishes across the diocese. It was agreed that new initiatives were needed in 2019 to enable Readers to develop their own ministry as well as playing a key role in the encouragement of other lay ministers – authorised and locally recognised.

Living Faith Course

The Council discussed learning opportunities from the first running of this course for those in the laity looking to explore or deepen their ministry. The Council endorsed plans to run the Course in an expanded number of locations across the diocese in 2019.

Discipleship Conference

In response to the Church's 'Setting God's People Free' initiative and our own 'Year of Vocation', it was agreed that the 2019 Lay Conference would focus on these themes as part of the Council's wider remit to encourage the discipleship journey of all lay people in the diocese.

Dr Peter Mansell (Diocesan Warden of Lay Ministry)

COUNCIL FOR PROMOTION OF THE COMMON GOOD

The Council brings together representatives from a variety of different organisations and other denominations in order to co-ordinate and advise on our work. The Council is largely a convening and encouraging group since it has no budget for an executive officer. Mark Betson was the Rural Officer throughout 2018, departing in January 2019 for a national role.

The Council organised two study days in June and October. One was on Faith in the Public Square at which Dr Hannah Stromen and Dr Stephen Roberts gave excellent presentations. The second featured a variety of workshops including Running a Food Bank, Dealing with Loneliness, Conducting a Parish Audit, and Mental Health Awareness. Towards the end of the year work was done on planning for the launch of the Clewer initiative on Modern Slavery in early 2019.

We had a visit from Nahida Shaikh presenting on her work with the Council on Prevent. Revd Chris Hodgkins presented on his work as a Rural Business Chaplain. The Director of Voices in Exile came to tell us about how the recent grant from the Diocese had been spent.

We also discussed issues around Universal Credit and the impact on the poorest in society. This fed into a discussion about issues for the Bishops to bring to their annual meeting with MPs.

Throughout the year the Council has worked closely with the Together in Sussex project. Diane Watts (Officer) and Kevin O'Brien (Chair) have been in attendance at our meetings and provided valuable input and local knowledge.

Rt Revd Richard Jackson
Bishop of Lewes

SUSSEX WORKPLACE MINISTRIES

SOUTH EAST COAST AMBULANCE NHS FOUNDATION TRUST

It is always a pleasure to write this annual report. I do so this year, having taken back the reins as Senior Chaplain from Stephen Merriman who sadly resigned from the Trust during the year. (I previously held the role from 2012-2016.)

Last Year Stephen wrote a very full account of how the Trust works, and I do not wish to repeat what he wrote. If you are interested, do, please follow the link:

https://www.chichester.anglican.org/media/documents/document/2018/05/Report_Book.pdf

Within the Trust this year, there has been a certain amount of re-organisation, partly following the CQC inspection, which in turn has meant some local ambulance stations have closed, Ambulance Community Response Posts established, and Make Ready Centres planned or opened. The value of Make Ready Centres is that ambulances are cleaned and disinfected, with any equipment and medications replaced, and minor maintenance/repairs carried out.

It is my personal belief is that, unless the Staff are looked after, especially the frontline crews and those who support them, they will be less able to give of their best to patients. We Chaplains are available 24/7 through a single contact phone number, which is answered by one of the Senior Team who will follow up an incident, where appropriate with a local chaplain.

Sadly, the 25 strong chaplaincy team has lost some local chaplains during the year due to illness and increasing age; several, including myself are over 70! Two also resigned due to having too much 'on their plate' and having to re-balance their priorities. As a result, we have vacancies in Haywards Heath/Burgess Hill, Hove, and Tangmere. **If anyone is interested in becoming a very part-time Chaplain to the Trust, please contact me!** The main condition for being considered for chaplaincy is either that you are ordained, or that you hold a Bishop's Licence, e.g. as a Reader.

Finally, if you, as reader of this report, would like to visit the new Headquarters building with its Control Centre in Crawley, or a Make Ready Centre, please do not hesitate to get in touch.

**Revd Francis Pole, Senior Chaplain
07764-752608**

GATWICK AIRPORT CHAPLAIN'S REPORT APRIL 2018

Gatwick Airport still strives ahead with its growing monthly passenger numbers, and we are predicted to top 46.4 million this year. Each day on average there are 24,000 people working here. We now have 62 long haul routes and over 250 different destinations. Since being owned by GIP there has been over 2 billion pounds invested, over nine + years.

On 27th December 2018, London Gatwick Airport announced it had been sold to VINCI Airports. They bought % 50.01 and the other % 49.99 will still be run by GIP Ltd. our present management. The transaction is expected to complete in the first half of 2019. Initially this could have been difficult for the Chaplaincy, as with all the other departments, but as we still have % 100 support of Stewart Wingate the present CEO, and the management Board, we continue to function as per normal.

Each year the Chaplaincy team members continue to fluctuate. In January 2018, we welcomed a new full time Salvation Army colleague, only to find that in April he was taken away from us. This left us rather short staffed, until we were blessed with two new colleagues in August. Major Linda Perkin, Salvation Army, arrived to take over as the other full time Chaplaincy member. Linda was commissioned as a Salvation Army officer in 1977 and has predominately been in church leadership in the West Midlands and Essex.

The other blessing came as a new RC priest, Fr Binoy Nylliatingle Thomas, from the Syrian Marabal congregation. Fr Binoy was ordained on January 5th 2007 for the Diocese of Europe, to work in Gibraltar as a port chaplain and also for the Gibraltar Prison Board. Fr Binoy is now with us for three days a week.

This year for a change, the Student on placement was Adan Earl, and he is in training for the URC Church.

This past year, March to March, I have been the Chaplain to the High Sheriff of the Bailiwick of West Sussex, Caroline Nicholls DL. It has been a fascinating year and very varied. Caroline was the Gatwick PR Department manager, and led the Airport interview panel for the Chaplain's job I applied for, some 16 years ago. One of the highlights was the Judges Thanksgiving Service we held in Christ Church Worthing, a real tricky service to get right. Luckily the deputy Sheriff knew all about the protocol for the procession from the Town Hall to the Church, and the seating plan in the church!

For the past four years I have been coordinator of the British Isles and Ireland Airport Chaplains Network, and after a visit to Belfast International Airport in May, my second term office finishes. So I have decided to let someone else take over, and concentrate more on being one of the Diocesan Interfaith Officers for Crawley. There have been many interesting monthly meetings and +Martin came to one in December to speak at a 'Promoting Interfaith dialogue event' organised by the Ahmadiyya Muslim Elders Association, Crawley, with the theme "Serving Humanity" to promote cohesion and integration. I was also invited in March by Ahsdan Ahmedi, to the Ahmadiyya Muslim Community UK, National Peace Symposium 2019 at their Morden Mosque, one of the largest in Europe.

Revd Canon Jonathan Baldwin
Gatwick Airport Chaplain

DIOCESAN OVERSEAS COUNCIL

The building of school links has continued throughout the year. A group of teachers from the Diocese led by Christine Emson made a visit to some schools in our Kenyan Companion Diocese in February 2018. This has helped further links between some of our schools and schools in Kenya. Essential work has been done in this regard by Christine Emson and Margaret Lumley, who have continued the work with our school and parish links in East and West Africa. The Revd Lionel Whatley and a team of volunteers made a working visit to St Nicholas Children's Home in Nakuru in October 2018 which went well. The dormitory and sports facilities were refurbished. Our Diocese also has, over the past three years, sponsored five students at theological Colleges in Kenya and one student in the Gambia, three of whom have graduated and are now moving on to Diaconal Ordination and Curacies in parishes, some of which are right on the frontline of the realities of church's work in Africa.

Other projects have been sponsored including a musicians' education project in the Diocese of Guinea, and a rice cultivation project in Sierra Leone which assisted with the costs related to the rice harvest which had to take place within an urgent time period. The Revd Canon Ian Hutchinson Cervantes, the World Mission Officer, moved on to work with the Mission to Seafarers in the Autumn. We are grateful to him for his work over the past six years in looking to encourage our links with our Companion Dioceses and wish him well in his move to Panama. In planning for 2019 the DOC will be looking at ways to streamline procedures regarding funding requests and ways of working, looking as always to setting up a framework for building continued relationship with our Companion Dioceses and offering support to projects making a real-life difference. The Revd Christine Keyte will be taking up the new role of Companion Links Officer. This is envisioned as being a different role than that of the previous World Mission Officer, involving more collaborative work with various teams in our Diocese and projects in our Companion Dioceses and is a voluntary position.

Revd Christine Keyte
Rt Revd Richard Jackson
Bishop of Lewes

DIOCESAN EUROPEAN ECUMENICAL COMMITTEE

The main themes for the Diocesan European Ecumenical Committee (DEEC) during the last year have revolved around the upcoming Coburg Conference, to be held in Chichester between 10th – 14th October 2019; the nominations for new members to the DEEC; the parish links, and the Cathedral's European Ecumenical Partnership.

Membership of the DEEC

Over the last year the DEEC has lost a number of its members. The Revd Tim Watson, who brought an understanding of communities to the committee and, in particular, the new emerging communities such as Chemin Neuf, of which he was a member, has moved to Australia. Mrs Anne Dunkley, who joined the Committee in 2009 and brought a valuable link with the Roman Catholic Diocese of Arundel and Brighton, retired from the Committee this year. So too, did the Revd Michael Brydon with his link to Tur Abdin and the Orthodox church, and the Revd Nick Cornell as communications officer. The Committee would like to thank them for their many years of service to the Committee.

Coburg Conference 2019

In October the Chichester Diocese will be host to the Coburg Conference; a conference held every other year between the Diocese of Chichester, the Evangelical-Lutheran Church of Bavaria, the Evangelical Church of Berlin-Brandenburg-Silesian Oberlausitz, and the Archdiocese of Bamberg. Each conference sets the theme for the next conference and the last Coburg Conference, held in Selbitz, Germany, set the theme as 'How Should the Churches Respond to the Modern Populist Movements'. The Committee has therefore developed this theme with particular reference to the relationship between Bishop George Bell and Dietrich Bonhoeffer who, during their life-times, had to consider much the same question. The four-day conference will consider this issue in the light of guest speakers, and with the aim of providing some practical recommendation for the churches.

Parish Links

One of the important aspects of the work of the DEEC is the parish links the churches of the diocese have, not only with other churches within Europe but also throughout the world. In particular this year, the link between Arundel and Stegaurach, a parish link beginning in 2002 which includes biennial visits, had this year thirty-seven parishioners from Arundel visiting Stegaurach. One important element of this link is FEAST (Foundation for Education and Social Transformation) which sponsors children from the poorest of Southern India to attend school. As part of this link there is to be a sponsored walk, cycle, run and swim from Arundel to Nagercoil in India, some 5253 miles, called FEASTATHON, to raise money to build seven houses.

Other parish links this year included the Findon-Schney-Lichtenfels link in which a five-day visit was made to Schney. On the Sunday of the visit the group went on a 'Worship

on the Way' walk in which Bible readings and prayers were held at various stages on their walk through the forest. The Crowborough-Pegnity link, whose focus is on music, held a joint choir workshop followed by sung worship at an international service held in Bayreuth Cathedral. Finally, the link between St. Paul's Chichester and Paul Gerhardt Church, Berlin, whose link is also musical through their choirs, gave a concert. The visit culminated in a performance of the Halleluiah Chorus. The importance of these links, particularly in a time of uncertainty, are truly significant for the Diocese and the DEEC would like to encourage more parishes to form such links.

Cathedral's European Ecumenical Partnership

Beyond the parish links the Cathedral's European Ecumenical Partnership also forms part of the work of the DEEC. This partnership, beginning in the 1930s, welcomed two preachers from Germany to the Cathedral. In May 2018, Canon Wolfgang Klausnitzer from the Roman Catholic Cathedral of Bamberg spoke about the importance of fostering genuine ecumenical relationships as a witness to a world ravaged by division. We must remember, said Wolfgang, the early Church dictum "Unus Christianus Nullus Christianus"; you cannot be a Christian alone. As Christians we need to bridge our divisions in the spirit of agape.

The second visit was of Bishop Dorothea Greiner, from the Lutheran Diocese of Bayreuth, who, preached, on the Feast of St Richard, on our need to grow in love. We Europeans, she said, have particular difficulty with love to the stranger and foreigner. Yet Jesus meets us in love and putting the question, as an outsider himself, do you love me? She spoke of the one hundred and fifty Iranians and Afghans who had been baptised in Bayreuth and how their love for Jesus had transformed them as it must transform us. She spoke warmly of one particular transformation, about prejudice being overcome and how we too, through the love of Jesus can be transformed, loving him more dearly and following him more nearly, day by day and step by step.

The DEEC therefore looks forward to the Coburg Conference in October, to further links with our many brothers and sisters in Christ, throughout the world, and developing a deeper commitment to the work of ecumenism both Christian and Non-Christian. This we see this as our vocation in this year of vocation.

Hedley Christ
Secretary to the Diocesan European Ecumenical Committee