



REPORTS TO THE

DIOCESAN SYNOD

BY

BOARDS

COUNCILS AND COMMITTEES

for the year ended 31 December 2019

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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. 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 five times during 2019.

- As 2019 was the beginning of a new three year term for elected trustees, an additional meeting in February focussed on trustee training, delivered by Don Bawtree, partner at DBO with particular expertise in charities and a Reader in the Diocese.
- Planning for the Future was a focus at almost all of the meetings, looking both at the vision and strategy for the next quinquennium and at the financial challenges and strategy. This linked in to the regular consideration of the statutory accounts and management accounts for the previous year, the budget for the following year and the five year financial outlook. Work continued on the creation of a training fund to help fund the increase in vocations to ordained ministry, although sadly the coronavirus subsequently prevented its launch.
- Plans for the appointment of two new suffragan bishops were also discussed by the Council.
- The annual review of the risk register included detailed revision work by a sub-committee of the Council and a programme of in-depth discussions of the highest risks began. In addition to reviewing the annual return to the Charity Commission, the Council considered the Governance Code and an assessment of diocesan policy and practice against the Code, approved the audit plan, received an update on safeguarding at each meeting, and considered serious incident reports and reporting arrangements.
- Policies considered over the year included the expenses policy; the remuneration policy; the annual leave policy; the password and acceptable use of IT equipment policy; a fully revised sickness absence policy; and a new visitor policy and mobile phone policy. Advice to PCCs on charitable giving and email voting was discussed.

- In addition to setting the agendas for and reviewing Diocesan Synod, there were as ever election and appointment matters to address, covering plans for Deanery Synod elections in 2020, vacancies on diocesan boards, councils and committees, appointments to other bodies such as Family Support Work or trusts connected with parishes, and another General Synod by-election.
- In addition to the written reports or minutes received from sub-committees, the Council also received annual oral reports from the Diocesan Director of Education, the Diocesan Safeguarding Adviser, the Secretary for the DAC and Mission and Pastoral Committee, and the Director for Apostolic Life in order to monitor their work and provide support and challenge.

Gabrielle Higgins
Diocesan Secretary

MEMBERS OF THE BISHOP'S COUNCIL 2019

Archdeaconry of Brighton and Lewes

Mr Martin Cruttenden
Mrs Milly Murphy
Revd James Hollingsworth

Archdeaconry of Chichester

Mr Bradley Smith
Mrs Janine Hobbs (to 17.11.2019)
Revd David Twinley

Archdeaconry of Hastings

Miss Alison Marchant
Mr Jacob Vince
Revd Philip Coekin

Archdeaconry of Horsham

Mrs Val Burgess
Mrs Lesley Webster
Revd Martin King

Ex officio

The Right Reverend Dr Martin Warner
The Right Reverend Mark Sowerby (to 13.07.2019)
The Right Reverend Richard Jackson
The Venerable Dr Edward Dowler
The Venerable Fiona Windsor
The Venerable Martin Lloyd Williams
The Venerable Luke Irvine-Capel (from 09.05.2019)
The Very Reverend Stephen Waine
The Reverend Canon Julia Peaty
The Reverend Canon Ann Waizeneker
Mr John Booth
Mr Philip Bowden
The Reverend Canon Mark Gilbert
Mrs Lesley Lynn

Appointed by the Bishop

Mrs Sara Stonor

Secretary

Miss Gabrielle Higgins (Diocesan Secretary)

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Introduction

The report of the Independent Inquiry into Child Sexual Abuse (IICSA) into the Case Study completed on the Diocese of Chichester and Bishop Peter Ball was published in May 2019. The report was highly critical of the history of the Diocese regarding safeguarding, but much more complimentary of the present, drawing particular attention to the relationship between the Diocese and the statutory safeguarding agencies in Sussex, particularly Sussex Police, and the success of the co-working involved. The report also highlighted the success of the Diocese in implementing support for survivors of abuse. Both the co-working with the police and the model of working with Independent Sexual Violence Advisers that the Diocese has employed since 2013 were identified as national best practice, with a recommendation that all Dioceses implement similar approaches.

During 2019 the primary focus of the Safeguarding Team was to assess the progress made by parishes across the Diocese using Simple Quality Protects, the online checklist that the Diocese are using to improve safeguarding standards. Beginning in Summer 2019 and ongoing currently, the Safeguarding Team are visiting each Deanery, meeting representatives from each parish to verify the progress they have made towards each of the twenty items listed in SQP.

Safeguarding Team

The Safeguarding Team benefitted greatly from the arrival of Victoria Martin in February 2019. Vicky has extensive experience as a Detective Sergeant in Sussex Police in safeguarding investigations and offender management, and has taken the primary role of leading on casework within the team. One of her main tasks throughout 2019 has been to support parishes who have registered sex offenders in their congregation, ensuring that the best safeguarding practice is followed in each case. Vicky's arrival allowed Morag Keane, who has been in the team since 2014, to focus on Simple Quality Protects and the delivery of safeguarding training across the Diocese. The Diocese continues to work with the Survivors' Network to support survivors of abuse during criminal investigations and other situations.

Training

Delivering safeguarding training has once again been a major focus of the team's work. Prior to 2019 the team had primarily focused on ensuring that all clergy were up-to-date with their full safeguarding training requirement, but during 2019 that focus expanded to include all key lay roles. In addition to almost 100% compliance regarding safeguarding training for licensed clergy, the Diocese is now at over 90% compliance for licensed readers. Figures for other key parish officers are gradually increasing, with a considerable uptake in training bookings amongst these roles across 2019.

Quality Assurance

The progress across the Diocese with Simple Quality Protects has been extremely encouraging. All members of the safeguarding team have noted the efforts made by

parishes to achieve full compliance with SQP, and the extent to which parish personnel have been genuinely proud of these achievements. Feedback regarding SQP has been very positive, with parishes particularly appreciating the increased confidence they feel from knowing that they have all the necessary steps in place. By far the majority of parishes across the Diocese have completed their Level 1 SQP requirements, representing a very considerable achievement over the last three years.

Past Cases Review

Along with all other Dioceses and Cathedrals the Diocese of Chichester is undertaking a review of all known information in relation to allegations or reports of abuse. This national initiative seeks to ensure that all cases of known or suspected abuse that can be identified have been so. The Diocese of Chichester is taking a broad interpretation of the national guidelines for the Past Cases review, to ensure that every possible bit of information regarding known or suspected risk is properly managed across the Diocese.

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 will run until October 2022. The Revd Canon Martin Lane was appointed as Chair in early 2017 but decided in late 2019 that he would like to stand down from this role in order to focus on his parish ministry. We are very grateful to Martin for the valuable contribution that he made to the DAC over the past nine years as a member and then as Chair of the Committee. Following consultation with the Chancellor, the Church Buildings Council, and the Bishop's Council, the Bishop has appointed the Revd Paul Doick to take over as DAC Chair from February 2020.

In late 2018, the DAC welcomed three 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. These new members have made a very positive contribution to the work of the DAC.

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. This post was made permanent in late 2019.

ACHIEVEMENTS IN 2019

Applications for DAC Advice

In 2019, the DAC dealt with 174 requests for advice from parishes; 121 requests for Formal DAC advice in respect of faculty applications and 53 requests for Informal advice.

Faculties and Dispensations from Faculty Issued

In 2019, 106 Faculties and 42 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 2019, 120 Archdeacon's Notices were issued under the List B process.

Site Visits

In 2019, the DAC made 35 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 2019, Church Building Roadshows were held in each of the four archdeaconries in September and October on the theme of 'Planning Church Building Projects'. The Roadshows were well attended, with approximately 200 people attending over four evenings.

Four training events (one in each archdeaconry) were organised in partnership with Ecclesiastical on the theme of Insurance and Health and Safety Issues for Parishes. These events were attended by approximately 200 people.

Two training events aimed at new incumbents and churchwardens were also held in 2019, on the theme of 'Looking after Church Buildings and Applying for Permissions'.

The Senior Church Buildings Officer delivered an IME session on looking after church buildings and churchyards, as part of the IME 5 programme. There was also a session for new incumbents on the care of church buildings and managing church building projects.

The 2019 Church Buildings Conference in September was hosted by the Diocese of Blackburn and was attended by the DAC Chair, Senior Church Buildings Officer and Church Buildings Officer.

Dr Emma Arbuthnot
Senior Church Buildings and Pastoral Reorganisation Officer

The Revd Paul Doick
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 2019

Each Sub-committee met three times in 2019 to consider proposals for pastoral reorganisation, church closures, and suspensions.

Progress with casework

In 2019, twelve schemes and pastoral orders were completed; four pastoral reorganisation schemes, six orders to terminate group ministries, an order to tidy up parish boundaries; and an order to create a plurality. 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 2019:

Chanctonbury (Ashington, Washington and Wiston with Buncton)

This scheme united the three parishes of Ashington, Washington, and Wiston with Buncton to create the new parish of Chanctonbury. The benefice name was also changed to match the new parish name. The scheme came into effect on 1 April 2019.

Aldrington and Hove, St Philip

This scheme divided the parish and benefice of Aldrington to create the two new parishes and benefices of Aldrington and Hove, St Philip. The scheme came into effect on 1 August 2019.

Hove, St Philip and Hove, St Barnabas

Once the scheme above had been made, this pastoral order to create a plurality was made in order to allow the benefices of Hove, St Barnabas and Hove, St Philip to share a priest. It came into effect on 1 December 2019.

Horsham and Broadbridge Heath

This scheme created a new parish and benefice of Broadbridge Heath out of the parish and benefice of Horsham and reduced the number of team vicars in the Horsham team ministry by one. The scheme came into effect on 1 November 2019.

Central Hove Group Ministry

Shoreham and Southwick Group Ministry

Portslade and Western Hove Group Ministry

East Brighton Group Ministry

The Deans and Whitehawk Group Ministry

North Brighton Group Ministry

Six Bishop's Pastoral Orders were made to terminate the group ministries named above. The first five orders came into effect on 1st November. The consultation on the proposals to terminate the North Brighton Group Ministry had to be re-run so this order did not come into effect until 1st January 2020.

Durrington, Findon, Clapham, and Patcham

This Pastoral Order to rationalise the boundaries of the parishes named above came into effect on 1st December 2019.

Bury, Houghton, Hardham, and Coldwaltham

This scheme to unite the three parishes within the benefice came into effect on 1st January 2020. The consultations in respect of this scheme began in 2018 but there was a delay due to an objection that was subsequently withdrawn.

Closed Churches

No churches were closed for public worship in 2019 but plans to find new uses for church buildings closed in previous years progressed. The current list of church buildings for which new uses are sought include Hastings, All Souls; Holtye, St Peter; Hammerwood, St Stephen; St Leonards-on-Sea, St Leonard; and Worthing, Holy Trinity. The scheme for the demolition of Eastbourne, St Elisabeth was made by the Church Commissioners in late 2019 and it is hoped that this long-running case will be resolved in 2020.

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

EDUCATION

We have faced a wide range of challenges over the past twelve months. I know I do not need to say how much recent events have disrupted our work, but we have adapted well and we continue to progress. I feel we have achieved a lot however there is still a great deal to do, but I suspect that is a statement I will always be able to make.

1. New Ways of Working

Strategic Planning

During my first year it was important to gain a wide perspective of the work we do. This year I have tried to enable us to become less reactive and learnt to take a little more control of our own agendas. This will be an ongoing journey.

The natural evolution of this approach is to work towards a longer-term plan as we seek to write a new Vision and Strategy for the DBE. This will take time and discussion but the purpose is to set a direction for our key actions and policies for the next three years. This will seek to give us core principles to work with amidst some of the political changes ahead of us and the financial challenges that will influence us. This will also identify the key priorities for officers to focus on in the coming three to five years.

Diocesan Board of Education

We have been delighted to welcome Archdeacon Luke Irvine-Capel as our new Chair. He is also the Chair of DCAT, our Multi Academy Trust. This strategy has been very valuable as we seek to work closely together. Archdeacon Luke brings a calm and wise approach to our meetings and methods of working.

Key to our progress this year has been the implementation of our Executive Board. 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.

What has been obvious is the increased depth of debate and analysis of key issues which has greatly enabled our officers and our full DBE to work in a more informed way. We all feel very supported by the Executive and this comes from the positive challenge they offer, the wisdom they provide and the breadth of expertise that is open to us to access.

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 we have been remodelling the way we carry out our in-school support. Both Ofsted and the Regional Schools Commissioners 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. It is also this

relationship that enables our schools to be effective as Church schools with a distinctly Christian Ethos. Without the work of this team, the missional aspect of a church school is so much harder to fulfil and we see it as crucial to our purpose as a team.

For several years the way of addressing this has been the use of consultants as Diocesan Effectiveness Partners. This scheme has been successful but it was also very expensive and was no longer affordable within the current budgetary climate. Our response has been to dramatically reduce our consultancy budget and grow our in-house team. We have made good appointments and this system will be fully operational in September 2020.

2. New Challenges

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 and new budget allocation formulae. This is particularly relevant for smaller schools (120 pupils and less) which represent 47% of our diocesan schools.

The hard end of this challenge has been the consultations of closure being carried out in both West and East Sussex. Only one of these has reached a conclusion to date but four of our schools have been directly involved in this process. This is a very demanding time for us but it is even more challenging for the communities directly involved.

The positives coming out of this have been some very exciting initiatives and increasingly we are working with schools looking to develop new partnerships and federations. Schools are showing a creative response to these challenges and it is exciting for us to be learning alongside them and sharing our experience on a wider basis.

Academies

The Diocese of Chichester Academy Trust now has 9 schools in it, with an additional two potentially joining very soon. DCAT now includes one school in Hampshire following a request from the Regional Schools' Commissioner to rebroker a school from a failing trust. We are pleased to watch their growth and development at this time.

The Bishop Otter Academy Trust remains in a state of "anticipation". There continue to be delays in the opening of St Clement's Free School due to a variety of reasons beyond their control. However, the trust continues to look at new ways of working and supporting schools in their area.

We continue to enjoy a positive relationship with TENAX who manage one of our schools in Crowborough. Ark William Parker in Hastings merged with Helenswood School (a maintained school) and reopened as Ark Alexander in September 2019 as a

co-educational school. We are continuing to look at ways in which to strengthen our relationship with Ark and ensure that the Christian distinctiveness and ethos of the school is not lost.

LCVAP

The system by which Voluntary Aided Schools access capital funding has been completely revamped. Our Buildings and Property team have been working for some months on introducing the new system. This involves the funding coming directly to the diocese and the DBE overseeing its distribution. The challenge has been to establish a system that is fair, thorough and transparent. We feel we are now ready for the new system to have a positive impact on our schools. The system will now be referred to as School Condition Allocations (SCA).

3. New Initiatives

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 have recently completed a new Peer to Peer Mentorship scheme. This was supervised by the University of Brighton and was 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. In all sixteen Headteachers took part in the scheme and their feedback was overwhelmingly positive. We have therefore agreed to carry out the programme again this year in a similar format. It is also something the National Society have taken an interest in, so we look forward to seeing the way this progresses.

Church and School Partnership

The partnership between local households of faith and our schools can be hugely empowering for both parties. A strong and united bond can have significant impact in terms of local mission, and it is a place where the work of our schools can genuinely add value to the wider aims of the Diocese.

For some time, we have been working on developing a partnership covenant which will embody the key principles that we believe can make this relationship more effective and to help both partners to define the impact they are looking to make.

Recent events have delayed this as our Headteachers' Conference had to be cancelled. That was a key point for rolling the programme out. However, we will regroup and aim for a launch in the Autumn with follow up in the Headteachers' Conference at March 2021.

Governor Recruitment

There is a national shortage of school governors across both state maintained and Church schools, and in some dioceses this situation has become critical. Whilst acknowledging this problem we have not reached as challenging a position as others.

However, in order to avoid that we have adopted a recruitment strategy. A new information leaflet has been written and printed and this will be supported by a new video that has been filmed aiming to encourage volunteers. We hope to visit deaneries during the Autumn Term to use these materials to encourage the sort of discussion that will generate further volunteers so that our diocese does not experience the worrying shortfalls being experienced elsewhere.

4. Impact

School performance

90% of our schools are now good or outstanding in Ofsted terms. The national average is currently 86%. Our progress in this area has been rapid in recent years and is a reflection the hard work our school leaders put into their communities and the quality of support they are given.

Christian Distinctiveness

We are now working to a new SIAMS schedule. It is early days and the schedule is very different to the old one. In many ways it presents greater challenge and it focusses on how central a place the school's Christian vision occupies. We applaud this move, but it will take schools some time to articulate this as effectively as they may choose.

The signs from our early inspections have been encouraging. There have been challenges but we do feel our schools and our team are making positive progress together.

We held twelve Leavers' Services across the diocese in June. They remain very popular and they attracted over 3,500 year 6 pupils but we are unsure about whether they will take place this year and we are looking into virtual alternatives that will allow this year's Year 6 cohort to still be able to access this service.

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**

DIOCESAN MISSION FUND

The Mission Fund awards grants to churches for missional projects. The maximum award available during 2019 was £30,000, following the cessation of Church Commissioners grants to the Mission Fund. Up to £500 can be awarded by the Chair as part of our small grants scheme following email consultation with the Committee.

As applications arrive, they are processed by the Chair 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, by typing '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 2019, the Committee met once, in March, and grants were awarded to:

- Trinity, Lewes - £21k split over three years
- St Peter's West Blatchington - £30k split over three years
- St Margaret's Ifield - £18k split over three years
- St Mary Magdalene and St Denys, Midhurst - £30k split over three years
- Annunciation, Brighton: Music initiative - £2k paid in one lump sum
- St Paul's, Chichester - £20k split over two years
- Wadhurst school pastors - £20k split over two years

Small grants have been awarded to:

- Lewes Passion Play - £1k

The Diocesan Mission Fund Committee also oversees grants from the proceeds of sale of closed churches and of parsonage and glebe properties. 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 Revd Rob Dillingham
Deputy Director of Apostolic Life

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.

The Council's terms of reference are:

- 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 2019. 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 wellbeing and 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 2019

Full-time posts:

Director for Apostolic Life: The Revd Canon Rebecca Swyer

Executive Secretary: Luci Fievet

Parish Development Officer and Deputy Director: The Revd Rob Dillingham

Diocesan Director of Ordinands: The Revd Dr Daniel Inman (until October 2019); the Revd Dr Keir Shreeves (from November 2019)

PA to DDO: Wendy Greenan

Officer for Lay Vocation and Ministry: The Revd Jayne Prestwood

Diocesan Youth Officer: Dan Jenkins

PA to OLVM: Sam Alsop

MDR & CMD Administrator: Ruth McBrien

Head of Wellbeing for Clergy and their Families (previously called Pastoral Care and Counselling): Rebekah Golds-Jones (until February 2019); Nicola Canham (from March 2019)

Part-time posts:

Vocations Officer: The Revd Dr Paul Redparth (0.5 post)
Children and Family Work Adviser: The Revd Dr Irene Smale (0.6 post)
CMD Officer: The Revd Dr Earl Collins (0.5 post) (from July 2019)
Youth Leadership Development Officer: Dani Taylor (0.5 post) (until July 2019)
Deputy Head of Pastoral Care and Counselling: Sue Mulvoy (0.4) (until June 2019)
Deputy DDO: The Revd Canon Lisa Barnett (0.5 post)

Honorary posts:

Young Vocations Officer: The Revd Robert Norbury
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 2 module tutors and Lay Ministers of Communion trainers.

ACHIEVEMENTS IN 2019**Children's and Family Work**

The following projects were coordinated and led by Irene Smale in 2019:

Hubs to Support Children's and Family Work Leaders

Throughout 2019 Irene worked on establishing deanery wide Hubs to support volunteer children's and family work leaders. Hubs have now been set up in the deaneries of Hastings, Rotherfield, Chichester, Brighton, Horsham, Worthing, Cuckfield and soon tba Crawley. The aim of Hubs is to provide:

- Networking support at peer level for children's and family leaders across parishes
- Prayerful encouragement for the children's leaders and the congregations they serve
- Sharing of ideas and resources across parishes and deaneries
- Friendship for those new to children's work and in particular those who have just completed the ALM children's leadership elective
- Spiritual and theological input from selected qualified and experienced leaders
- Pastoral support for busy volunteers
- Leadership training for ongoing professional development in children's and family work

ALM Family Elective

Irene delivered training for the ALM Family Elective throughout the autumn of 2019 at Church House, Hove, which 7 attended.

Children's Leaders Conference Sept 2019

Irene coordinated and led a conference for children's and family work leaders in Sept 2019 with keynote speakers Mary Hawes and Sandra Millar. Just over 100 attended the 2-day conference held at St Andrews Burgess Hill. Another similar conference is planned for 2021 after receiving very positive feedback.

Youth Children's and Family Work Strategic Development Plan 2020-25

Irene, Dan Jenkins and Rob Dillingham worked through the process of an SDP in 2019.

Training and Events

Irene also coordinated a number of training and events for children's leaders, conducted individual and group PCC consultations.

Youth

The youth team produced a six-week Lent course for youth which was based on the Year of Vocation and titled 'Who am I?' The course looked at our identity and loosely followed the adult Lent course and made use of some of the same videos. The resource 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. 2019 saw a further increase in numbers on previous year's attendance at May Camp with approximately 580 people in attendance including leaders! The event was a great success and was followed by Mini May Camp at St Andrew's, Burgess Hill in November. We changed the structure of Mini May Camp this year with a much clearer gathered start and finish. This was the best Mini May Camp we've run so far in terms of organisation, feel of the event and number of attendees.

Dan continued to run quarterly networking and training events for salaried youth workers, delivered training for parishes on youth work, published regular e-bulletins and advised the Diocesan Mission Fund. Dan also delivered training for IME and led public speaking training for young people.

Lay Vocation and Ministry

Jayne Prestwood has concentrated her work this year on consolidating and expanding existing initiatives. In January 2019 the second run of the Living Faith course began with venues in Eastbourne, Hastings, Hove and Crawley. 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. 60 people completed the course. January also saw the commissioning of our first 38 ALMs for ministries of children's work and pastoral care.

In March 2019 the diocese held a lay conference 'Everyday Disciple' at the University of Sussex as part of our ongoing engagement 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. The keynote speaker at the conference was Nick Shepherd, Programme Director for SGPF and the programme also included personal stories about 'everyday discipleship' and workshops aimed at equipping lay people for living out their faith. Over 100 people attended the day including parish champions for SGPF.

In October 2019 the second run of the Authorised Lay Ministry training programme began. 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 2019 the diocese offered training in pastoral care, family ministry, preaching, and community ministry. 60 students trained on the course.

Diocesan Director of Ordinands/Ordained Vocations

The Diocesan Director Ordinands (The Revd Dr Dan Inman and then the Revd Dr Keir Shreeves) works with the Deputy DDO (the Revd Canon Lisa Barnett) and 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 Stipendiary Ministry and 3 SSM candidates were ordained to the diaconate in 2019 (5 SM imported; 2 SM released). 11 were ordained to the priesthood. The DDO oversees the title-post process for curates, along with Canon Rebecca Swyer.

In 2019 the vocations team (consisting of Vocations Guides and 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, the same number as 2018. Of these candidates, 37% were women (7 out of 19) and the average age was 37.

By the end of the year we had 47 people in training (Year One = 19, Year Two = 10 and Final Year = 18). Overall, 29% were woman and the average age was 36, which positively reflects our targets to increase the number of female ordinands and to lower the average age of candidates. There is still a recognised need to continue to encourage ordained vocations from underrepresented groups – women, BAME and working-class candidates.

There remained over 70 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).

IME 2

Rebecca Swyer oversees the programme for curacy training, which 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, focussing on subjects pertinent to the stage of curacy or diocesan/national initiatives, e.g. sessions focussed on the responsible use of social media.

Assessment in curacy has been used more strategically to plan for future deployment of curates.

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

Since his appointment in July 2019 the new CMD Officer, Revd Dr Earl Collins, has overseen the development and delivery of a range of workshops - practical, spiritual and theological - for on-going clergy formation. These have included topics such as *lectio divina*, Benedictine spirituality for Anglicans, and theology and depth psychology. The "Developing Ministries" training brochure is 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.

The Galilee Ministerial Development programme (in its second cycle, begun in May 2019) continued to provide sessions for experienced clergy, focused on the challenges and opportunities of ministry. These included meetings devoted to practical leadership, vision and strategy in parish renewal and the understanding of *missio Dei*. The sessions are continued and deepened through the reflective groups to which the participating clergy belong. These groups seek to develop further the theological and spiritual input into this programme.

October 2019 saw the launch of the new CMD1 programme, a series of developmental and wellbeing activities aimed at supporting and encouraging those who have just undertaken posts of first incumbency. It is an interactive programme in which participants are invited to engage with one another's wisdom and experience, though along with substantial input from invited speakers. The context is one of spiritual sharing and fellowship, i.e. Evening Prayer and a meal in common punctuating sessions on spiritual and psychological wellbeing. The first session was on keeping and maintaining good boundaries, the second on acquiring the skills and knowledge pertaining to buildings and churchyards.

A Clergy Wellbeing Handbook was produced, giving essential information about where clergy can access resources for their physical, mental, and spiritual wellbeing.

Pastoral Care of Clergy and Their Families, now re-named the Wellbeing For Clergy and Families (WCF) service, as informed by The Church of England Covenant for the Care and Well-being of Clergy.

Following the departure from the diocese of Rebekah Golds-Jones in February 2019, Nicola Canham took over heading up this service. Sue Mulvoy also departed from the diocese. Nicola has continued to develop the service to provide wellbeing support for clergy and families.

The WCF service continues to use a number of fully qualified and accredited counsellors and psychotherapists to provide time limited (12 sessions) of child/family/couple and individual adult therapy to members of clergy and their immediate family members. The service also provides Reflective Practice Groups (RPG's) which are facilitated by an independent practitioner and have proved an effective and valuable source of support for clergy who have attended.

The WCF service has also facilitated a training day for clergy on Stress Management. Going forward we hope to increase the number of didactic and experiential training workshops promoting clergy and family wellbeing.

To promote confidentiality, Nicola has introduced a database called CPOMS which each therapist uses to record client notes in line with the requirements of the therapist's accrediting body and insurance company. Additionally, all sessions are held in premises that promote client confidentiality which a number of people have expressed their gratitude for.

Spirituality

The departure of Andrew Mayes in 2018 provided an opportunity to review our provision of spiritual direction in the diocese. Fr Brian Murphy was asked by Bishop Martin to undertake a confidential and comprehensive review of spiritual direction that looked at: discernment of vocation to this ministry; initial training; ongoing support and supervision; and practical infrastructures of the diocesan spiritual direction network.

The decision was subsequently made to dissolve the network as it was clear that we do not and cannot provide adequate resourcing and oversight of this very important area. This does not mean the end of spiritual direction in the diocese as those with a gift for this ministry will continue to exercise it, drawing others who seek their support and wisdom. Many of these have not been part of the diocesan network. We encouraged those on the network to become part of the network of the London Centre for Spiritual Direction. Anyone in Sussex can access their online directory or use their 'matching' service. We began a discussion about what possibilities there might be for the Centre to train supervisors or run development days for spiritual directors within the diocese.

Generous Giving

As Parish Advisor in the Finance Team John Kemp's duties were reorganised and stewardship added to his duties. He moved from the Finance Team and has settled into Apostolic Life.

Proper governance of our churches as charities goes hand in hand with good stewardship.

With a focus on generous giving, during 2019 John arranged many stewardship and governance seminars at a variety of venues throughout the diocese, focusing on encouraging parishes to re-think their strategies for welcoming new parishioners to worship the living God and focusing on increasing regular giving at all levels of society.

By the end of the year, 21 new churches had been encouraged to join the Parish Giving Scheme; making a total of 203 churches offering this method of regular giving to its congregants. A few churches were assisted to offer PGS to the wider group of all parishioners, but with limited success.

The message given was twofold: that regular giving pays regular bills and, that the majority of regular giving is provided by those who come to worship. Churches were encouraged to think about the need for increased levels of regular giving, correcting the long-held belief that somehow the central church provides all the finances: emphasising that parish ministry costs are by far the largest cost of running each church.

John also included references to legacy giving in the seminars and arranged a template of a simple legacy policy for download from the diocesan website.

Parish Development

Rebecca's return meant Rob Dillingham was able to focus more on parish development work again. Rob worked with over 40 parishes directly and continued to develop the team of facilitators. In 2019 we launched a Leading Your Church into Growth (LYCiG) programme with eight parishes.

A successful 'Prayer and Praise' event was held at the Brighton Dome to celebrate Pentecost, part of the national 'Thy Kingdom Come' initiative.

Rob also took over responsibility for line-managing the communications team within the diocese.

SDF (Strategic Development Fund)

During 2019, the ongoing management of the three existing projects was undertaken by Rob Dillingham, 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. We postponed the second bid until summer 2020.

Revd Canon Rebecca Swyer
Director for Apostolic Life

COUNCIL FOR LAY MINISTRY AND DISCIPLESHIP

Council Purpose

The Council for Lay Ministry and Discipleship was formed to promote and support lay ministry in the diocese and to encourage vocations to lay ministry. 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.

Living Faith

The Council was encouraged by the continued excellent progress of the Living Faith course in 2019 and considered that, with the infrastructure in place, the main challenge going forward is to encourage greater numbers to attend from a wider spread of churches across the Diocese. The Council discussed and proposed a number of ways of heightening the profile of the course.

Authorised Lay Ministry

The Authorised Lay Ministry programme was also expanded during the year with a number of new electives being added, resulting in almost 60 new ALMs being commissioned by Bishop Martin at the Cathedral in January 2020.

Licensed Lay Ministry

The Council developed and agreed the revised and updated 'Practices and Regulations for Readers in the Diocese of Chichester', which is due to be released in the Spring of 2020.

Lay Ministry Conference

Following last year's successful Discipleship Conference at Sussex University, plans were put in place for a 2020 Lay Ministry Conference (for both LLMs and ALMs) with Carrie Myers, recently appointed Lay Ministries Officer for the Church of England, as lead speaker. However, following the outbreak of the coronavirus, the conference has now had to be put into abeyance.

Dr Peter Mansell
Diocesan Warden of Lay Ministry

COUNCIL FOR PROMOTION OF THE COMMON GOOD (CPCG)

The Council met four times in 2019 and also enjoyed hospitality courtesy of the Bishop of Lewes in June. It is made up of elected representatives from across the diocese, both lay and ordained, and a variety of ecumenical partners including Roman Catholic, Methodist and United Reformed nominees. It is only able to facilitate discussion and some training as there is no elected officer to carry forward any work that the Council may wish to pursue or any budget for additional work outside the finances already allocated to workplace chaplaincy, Family Support Work and overseas partnership. The Council has been grateful for the support and activity of the Bishop of Lewes as Chair and the assistance of the Bishop's PA in co-ordinating meetings and minutes up until his translation to the See of Hereford at the end of the year and is hopeful that this may continue once a new Bishop is appointed.

The Bishop on behalf of the Council organised two training events during the year which were both held at the i360 and were well attended. The January event was in partnership with the Clewer initiative about Modern Slavery and the November event was on community organising in collaboration with Citizens UK. The Council received presentations from Peace of Mind about mental health training for churches and Green Pastures and the Transom Trust about financing of accommodation for homeless people. Follow up work on these initiatives and most 'frontline' aspects of common good activity have been taken on by Together in Sussex who employed a mental health and wellbeing co-ordinator in February and a Hear Here co-ordinator in December, both of these roles being part-time. Kevin O'Brien (Chair) left the diocese and TiS in August and Diane Watts (Development Officer) left at the end of 2019.

The initiative begun by the Bishop of Horsham to establish Citizens UK in the diocese came to fruition at the end of April with the launch of Brighton & Hove Citizens with a General Assembly focussing on the local elections with representation from the local leaders of the three main political parties and all the founding member organisations. The CPCG helped to enable this launch with some seed funding and continuation funding is being sought.

The Council awaits the appointment of new Bishops to Horsham and Lewes in 2020 and looks forward to working with them on this important work.

The Revd Martin Poole

SUSSEX WORKPLACE MINISTRIES

SOUTH EAST COAST AMBULANCE NHS FOUNDATION TRUST

Once again I am pleased to report on the Ambulance Service Chaplaincy. When I took back the role as Interim Senior Chaplain in August 2018, I did not think that I would still be in post for the whole of 2019 - but here I am! That said, I now share the role of Senior Chaplain with an excellent colleague in Kent.

Only a few years ago the Trust was rated 'Unsatisfactory' and, until the 2019 inspection: 'Needs improvement'. Needless to say, the 2019 CQC inspection was greeted with some apprehension but also with a degree of confidence, knowing that a lot of improvements to the Trust had been made. As things turned out, some aspects of the Trust, such as patient care, were judged to be 'Outstanding', and all the rest were rated 'Good'. A huge tribute to Staff at every level!

From a chaplaincy point of view this has been a busy year, with literally hundreds of incidents where support was requested and provided by local chaplains in Sussex. These ranged from deaths of babies and young children to cardiac arrest of young adults: from serious road traffic collisions to several distressing suicides. From one minute to the next one never knows whether, and when, a call may come – and the chaplaincy team is available 24 hours a day, 7 days a week, with calls being taken day and night by a (rotating) member of the Senior Team.

Because of a number of vacancies, and to support existing chaplains, and/or because of absences because of sickness or holidays, we can always do with more chaplains for the Trust. An area without a local chaplain - of which there are several - means that one of the team has to travel many miles to support crews and attend de-briefs following serious incidents at the Ambulance premises.

So, when reading this, if anyone would like to be considered for the chaplaincy role, whether ordained or lay and holding some recognized position in their local church, please contact me in the first instance. Uniforms are provided and all reasonable expenses, including mileage, are reimbursed.

Revd Francis Pole
Joint Senior Chaplain
francis.pole@virgin.net - 07764-752608

GATWICK AIRPORT CHAPLAIN'S REPORT APRIL 2020, FOR YEAR ENDING 2019

Gatwick Airport still strives ahead with its growing monthly passenger numbers, and we are predicted to top 46.4 million this year. This is the same predicted growth as last year. The growth has slowed down considerably with the demise of yet another Airline/Travel Company, Thomas Cook, on the 23rd September 2019.

Each day on average there are still roughly 24,000 people working here. We now have 60 long haul routes and over 250 different destinations. Since being owned by GIP there has been over 2 billion pounds invested, over nine + years. Gatwick now has a wonderful educational link with a great number of schools and has around 50,000 students engaging in Learn Live broadcasts from the airport. Gatwick Airport Limited is a major investor into the area, having £1m from the Gatwick Foundation Fund, helping out approximately 100,000 people.

Each year the Chaplaincy team members continue to fluctuate. In the summer of 2019, our full time Salvation Army colleague, Major Linda Perkin, was told that the local Salvation Army Core, which her husband looked after, Redhill, was to close. This meant for both of them a house move to Sittingbourne in Kent. Luckily Linda agreed to stay here as the Free Church Chaplain and commute. This did mean that two retired officers (Major Lesley Webb and Captain Vinnie Stolle) from the Redhill Corp, agreed to help Linda out, and take her Monday services, and have joined the team. This now makes us in total 2 full time chaplains and 9 part time.

In July, on the 11th, we had a great celebration for the ending of our 45th year of the Airport Chaplaincy. I managed to miss the start of it! Some past Chaplains came back to help us celebrate, and after a service of Thanksgiving, we had a tea party complete with cake! There have only been four Anglican chaplains in all those 45 years. The Rev Philip Bloy did 15 years, then came Stuart Wilson, who did 7 years. Phil Hughes came after him and did 6 years, and I have been here for 17 years.

This year for a change, there have been no Students on placement.

I continue to enjoy the quarterly meetings of Diocesan Interfaith Group, working with Godfrey Kesari our Diocesan co-ordinator, and the team. As well as working with the Crawley Interfaith Network, and their monthly meetings, in December we had a Christmas event, at the Three Bridges URC church, and each faith tradition contributed something to the evening. We had honoured guests as well as the Crawley mayor, a local Hindu, Raj Sharma, a long time member of our group and Davina Irwin Clark, the High Sheriff for West Sussex and her chaplain/consort Peter.

**Revd Canon Jonathan Baldwin
Gatwick Airport Chaplain**

DIOCESAN OVERSEAS COUNCIL

2019 was a year of consolidation and planning for the DOC. The grant application process has been overhauled and there are new forms in place for applying for student support grants and for organisational grant applications. Two more of our sponsored students in Kenya graduated in 2019 and have moved on to Diaconal ordination and curacy. We have also issued two new student grants to parish clergy in the Diocese of Kericho who would like to engage in further study. They have been encouraged in and endorsed for their studies by their local diocesan Bishop and the funding has been administered through St Paul's University, Limuru, Kenya and the Diocese of Kericho. During the latter half of 2019, much of DOC action has been directed towards preparations for the pre-Lambeth hospitality to be offered by our Diocese to the Bishops of our Companion Link Dioceses in July 2020, which has now been postponed to July 2021. A specific task group has been set up to take the planning further chaired by Canon Mark Payne.

A meeting for representatives from all our diocesan schools with links to schools in our link dioceses was held at Church House in September, with constructive discussions about building and maintaining school links. As Diocesan Companion Links Officer, I attended the Partnership for World Mission Conference at the Hayes Centre in Swanwick in Derbyshire in November, a meeting for Link Officers and representatives for World Mission in the Church of England and Anglican Communion, and preparations for Lambeth 2020 hospitality was one of the points of discussion on the agenda. Plans will hopefully continue in preparation for our Diocesan pre-Lambeth hospitality now to take place in 2021, when the current lockdown restrictions are lifted.

During this challenging time I would ask for prayers for our Companion Link Bishops and their Dioceses, who are facing, along with the rest of the world, the realities and difficulties brought about by the Coronavirus Pandemic in tandem with challenging local circumstances such as a possible lack of infrastructure and resources. We look to continue to build on our continued heritage in links of fellowship and friendship and look to offer support to our Companion Dioceses both now and in the years to come.

Revd Christine Keyte
Diocesan Companion Links Officer

DIOCESAN EUROPEAN ECUMENICAL COMMITTEE

The year 2019/2020 for the DEEC has been one of great joy and one of great sadness. The great joy was holding, in October 2019, the Coburg Conference in Chichester. The great sadness was the loss of Bishop Mark who, became the Chairman of the DEEC following the sad death of Bishop Rowell. Bishop Mark, who became Chairman in 2018, brought great enthusiasm for the Diocese's ecumenical work even though, as he admitted, he had had little experience. Along with his enthusiasm he also brought his organizational skills and commitment to development of the Coburg Conference that was to happen in Chichester. I shall always remember, with great affection, our time spent developing the conference at The Bishop's House in Horsham; he always brought great fun to those meeting. The Committee wish him well in his new role as Principal of The College of the Resurrection, Mirfield, an area of the country from which he came and had great love of.

The second sadness is the departure of Canon Tim Schofield from the DEEC. Canon Schofield has been a member of the DEEC since January 2014 and has been a major force within the DEEC, acting as Chairman more than once. Canon Schofield, with his warm friendship and love for our fellow dioceses has generated great affection from both within the DEEC and particularly from our German brothers and sisters. His tireless support for ecumenism, his spirituality and his deep thoughtfulness, brought a true sense of purpose to the Committee. He will be irreplaceable and deeply missed. The Committee wish him well when he retires this year.

Coburg Conference

The great joy was the 18th Coburg Conference which, this time around, was held in Chichester. 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 Church's Response to Populism: Dietrich Bonhoeffer and Bishop George Bell as Exemplar, (Die Antwort der Kirche auf den Populismus. Dietrich Bonhoeffer und Bischof George Bell als Vorbild)'. The conference took place within Chichester Cathedral and the Committee would like to say a big thank you to all the Cathedral staff who made the Conference such a success, particularly the kitchen staff who provided such wonderful food; one delegate said to me this was the best food he had had of all the Coburg Conferences. Also, Charlotte for her wonderful organizational and 'meet and greet skills' which seem so effortless, and Canon Tim for organizing the Conference trip to Lambeth Palace and Westminster Abbey. Finally, to Helena, James, and Sherian for helping with the transfer of the German delegation from airport to Chichester and back again.

The Conference began with the Dioceses reporting on the issues and problems they were encountering relating to the increase in populism. It was clear that the all the Dioceses were seeing similar issues and had similar concerns. Central to this Conference was the relationship between Bishop Bell and Dietrich Bonhoeffer and how they, facing the issues of populism of their day, understood their response and the response of the Church. Within this context the Coburg Conference discussed the

following issues. What can be considered as the populist movements, what are the issues that most urgently need challenging and how might the churches respond to these challenges? What does the task of the churches' response to the modern populist movements mean? What approaches may be considered and what actions can or should be taken; including reflections upon itself? The Conference sought to address these questions through the works of two individuals who had to face these questions: Dietrich Bonhoeffer and Bishop George Bell. Through their understanding, was there a way in which we could perceive a means by which the Churches should act now. As a result, the conference considered the following three positional papers. First, Bishop George Bell, "The Rights of God and the Rights of Man – Reflection on the Political Theology of George Bell"; second, "The Thought of Vicarious Representative Action in Dietrich Bonhoeffer's Ethics"; and third, "Dietrich Bonhoeffer and the Catholic Understanding of the Common Good".

Bishop John Hind spoke warmly of how Bishop Bell faced these issues of human frailty, how his friendship across boundaries and his continuing hope in being bound together in Christ could bring peace to Europe. Being in Christ is about being truly human, being in control of polarisation and of dehumanisation. Applying the precepts of Christian faith to national and international affairs was the driving force of his social and political engagement. At the beginning of the Second World War Bishop George Bell reminded the Church that the Church, in any country fails to be the Church if, it forgets that its members have a fellowship with peoples of every nation. The Church's role is different from the state and should declare certain basic principles which can and should be the standards of both international and social order.

So too with Dietrich Bonhoeffer, who drew upon the Discipleship in Christ which should define the life of a Christian. He describes Christian existence as adherence to Christ; as being drawn into the form of Jesus Christ. Being conformed to Christ, Christians should not retire to the limited churchly-religious segment of reality alone. One cannot escape from the seriousness of Christian living, an ethic of the extraordinary. Rooted in Bonhoeffer's thinking was the nature of Christ's vicarious representative action (*Stellvertretung*), Christ as a man for others, a life centred on the living for others. Thus, vicarious representative action is a life of responsibility, to be for others and thereby to be free from self, to be an ethical agent. The nature of vicarious representative action is an action of the individual and the Church.

What then can we learn from Bishop Bell and Dietrich Bonhoeffer; from their friendship and their thinking? The Christ-centeredness of both leads to an ethic of standing where Jesus stands, taking responsibility with him for representing the world. This ethic, to speak on the behalf of, to stand in for, and with, every human situation, does not mean we are responsible for the whole world, but responsible to give life to others, wherever we may find it. This means being open to situations we cannot predict or conceive of. For both Bell and Bonhoeffer, we cannot stand as individuals. Like it or not we are part of the community and dependent on community. Individuals give life to us as we give life to them. Only by giving life are we ourselves alive. Being responsible for others is be ready to stand in for and with other humans, when we come upon it.

Each diocese then asked of itself, what practically can we do now? What is the message of Bishop Bell and Dietrich Bonhoeffer for us today? The Church itself must also act, as a Church. A programme of Reclaiming Jesus in which the Church distances itself from popularists using the Christian identity. One of our German Cathedrals produced a poster Reclaiming Jesus which declared: Love-is-good-for-your-soul, hatred-destroys-your-Soul. Such a campaign provides a positive message, using positive statements. Part of Bonhoeffer's and Bell's approach was in providing messages which counteract the ideas of intolerance. The Church therefore needs to develop the means of its message, one which can be relied on for portraying the nature of Christian values, the Christ centred message of love. In doing so the dioceses committed themselves to:

- Determining how we can communicate the good, cutting across boundaries.
- Creating networks and links with others involved in sending the same message, Christian and non-Christian.
- Listening, so that we create the right way to challenge.
- Understanding that we have differences between dioceses, differences in countries and differences between town and country, but the problems and concerns are much shared and we need to share our experiences.
- Identify ways, means, and methods of promoting counterarguments, showing Christ's love and the danger to the soul of engaging with hatred.
- Understanding that we need the power of the Holy Spirit and being empowered by the Holy Spirit.
- So important is prayer, that we should pray for each other and with each other.

Bishop Bell's and Dietrich Bonhoeffer's inspiration makes us alert and alive to the world, alert and alive to the Lordship of Christ through his vicarious suffering. They remind us that we too have to live with the pain of powerlessness, and how we may cope with the sense of powerlessness. We need to go back to the Father, engage in contemplative prayer, and focus on the redeeming power of the Cross. Both Bonhoeffer and Bell show just how we can share our experience, be watchful for God's Kingdom, but most importantly, provide us with mutual support.

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

Report of the Committee's work.

The Coburg Conference therefore took up most of the work of the Committee for the year 2019/2020. However, during this year new members to the Committee were identified and were invited to join the Committee. We look forward to meeting them at the next DEEC meeting, whenever that may be. The DEEC also looks forward to the appointment of a new Chairperson. The Committee extends the Grace to you all.

Hedley Christ
Secretary to the Diocesan European Ecumenical Committee