



REPORTS TO THE

DIOCESAN SYNOD

BY

BOARDS

COUNCILS AND COMMITTEES

for the year ended 31 December 2020

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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 four times during 2020, embracing Zoom technology to allow meetings to continue despite the pandemic.

- The annual consideration of the statutory accounts and management accounts in April and the budget in July looked closely at the impact of the pandemic and lockdown. In November the Council agreed a proposal for a Parish Share Jubilee.
- Five Year Outlooks were presented to almost every meeting, together with updates on Planning for the Future looking both at the vision and strategy for the next quinquennium and at the financial challenges and strategy. The pandemic caused a delay in planned engagement with deaneries, but that was subsequently taken back up in 2021.
- The Council considered the Chichester Strategic Development Fund application, centred on Brighton and Hove as a result of the national criteria set, and unanimously approved the bid with enthusiasm at its July meeting.
- Recommendations to develop and support Self-Supporting Ministry were discussed in November.
- The programme of in-depth discussions of the highest risks on the risk register and regular reviews of the register, particularly in light of the pandemic, continued. In addition to reviewing the annual return to the Charity Commission, the Council approved the audit plan, received an update on safeguarding at each meeting, focussing in particular on the Past Cases Review project and the challenges of national changes to the training framework, and considered serious incident reports.
- Further work on the fundraising initiative for ordination training was undertaken in the early part of the year, but put on hold because of the pandemic.

- Policies considered over the year included a revised family friendly policy and a revised ethical investment policy, with further discussion after Diocesan Synod's feedback on it. In addition, the Committee Handbook was updated, and terms of reference for a new Communications Steering Group were approved.
- The impact of lockdown on Diocesan Synod was discussed, and it was agreed to cancel the May Synod and have a pared down November Synod, with essential business covered by a Zoom meeting. Council also made a bye law to enable the required Board of Finance Annual General Meeting to go ahead by Zoom. There were as ever election and appointment matters to address, notably approval of the appointment of Darren Oliver as Diocesan Registrar.
- 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.
- Council also said farewell to Philip Bowden, and thanks were given for his dedicated service as chair of the Finance Committee and for steering it so well.

Gabrielle Higgins
Diocesan Secretary

MEMBERS OF THE BISHOP'S COUNCIL 2020

Archdeaconry of Brighton and Lewes

Mr Martin Cruttenden
Mrs Milly Murphy
Revd James Hollingsworth

Archdeaconry of Chichester

Mr Bradley Smith
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 Richard Jackson (to 07.01.2020)
The Right Reverend Ruth Bushyager (from 15.07.2020)
The Right Reverend Will Hazlewood (from 15.07.2020)
The Venerable Dr Edward Dowler
The Venerable Fiona Windsor (to 31.07.2020)
The Venerable Martin Lloyd Williams
The Venerable Luke Irvine-Capel
The Very Reverend Stephen Waine
The Reverend Canon Julia Peaty
The Reverend Canon Ann Waizeneker
Mr John Booth
Mr Philip Bowden (to 30.05.2020)
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

2020 saw the publication of the final report of the Independent Inquiry into Child Sexual Abuse (IICSA) investigation into the Churches of England and Wales. For the Diocese of Chichester this brought to a closure a four-year sequence which began with the announcement of the Diocese as the subject of IICSA's case study. Neither the case study report nor the final report made any specific recommendations for the Diocese. IICSA's primary recommendation for the Church of England was drawn from evidence given by the Diocesan Safeguarding Team, which in itself was drawn from the positive experience of managing safeguarding challenges across the Diocese in cooperation with the senior staff team, including senior clergy.

Team

Colin Perkins, the Diocesan Safeguarding Adviser, was seconded to the National Safeguarding Team for most of 2020, returning in October. Colin's role was covered during his secondment by Jason Tingley, who has since joined the National Safeguarding Team, and Claire Coles, who continues to work with the Diocese, managing the Past Cases Review (2) project. Vicky Martin, Assistant DSA, continued her work with the Department to manage safeguarding casework across the Diocese. Morag Keane, also an Assistant DSA, retired in April 2020. Barbara Storer joined the Department in May, taking over Morag's responsibilities to lead on safeguarding training and quality assurance, particularly via the Simple Quality Protects programme. Kim Nash and Micaela Mitchell continued to work with the Department throughout 2020, with particular responsibilities for administering the training and SQP programmes across the Diocese. In addition, Helen Irving's secondment from the Survivor's Network continued. Helen, an Independent Sexual Violence Adviser, supports survivors of sexual abuse within the Diocese.

Training

As with most areas of Diocesan life the safeguarding training programme was seriously impacted by the Covid-19 lockdown. Whilst Basic (C0) and Foundation (C1) training was able to continue as these courses are delivered online, no Leadership (C2) training courses were delivered between March and September 2020. The National Safeguarding Team delivered a new version of the Leadership course, which began to be delivered in Chichester via remote methods (Zoom) in October. Some aspects of this new course proved challenging; in response to these challenges the Chichester Department re-wrote a number of aspects of the course materials, with agreement from the NST. Whilst the lockdown delay inevitably created a backlog of course completions, the Diocese is now back up-to-date with its safeguarding training across all key roles.

Quality Assurance

The Simple Quality Protects programme has continued throughout 2020, despite lockdown, with verification meetings occurring via Zoom. The excellent progress that was observed throughout 2019 continued in 2020: over 60% of parishes have now

received their full certificate of completion for Level 1 SQP with almost all remaining parishes having completed by far the majority of the requirements for Level 1.

Past Cases Review (2)

In February 2020 Bishop Martin wrote to all parishes in the Diocese, requiring them to inform the Diocesan Safeguarding Team of any safeguarding concern in relation to church officers, for which record or memory exists in the parish, that the Team were not already fully aware of. All parishes have now replied. In September 2020 four highly-qualified Independent Reviewers began reading through all records held by the Diocese, including all clergy files, to verify that all known safeguarding cases have been dealt with appropriately, with a particular focus on ensuring that safeguarding risks are managed effectively, concerns have been reported to the statutory authorities, and sufficient support has been offered to survivors. The work of PCR2 continues in 2021, with a projected end date of June.

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 stood down as DAC Chair in early 2020 and the Revd Paul Doick took up this role in February 2020. Under his leadership, the DAC has continued to function well, despite the challenges presented by the coronavirus.

The Church Buildings team lost its Team Administrator role at the end of 2019 and this role has not yet been replaced. The original plan was to restructure the team and recruit for a new Pastoral Reorganisation Officer in early 2020; due to the coronavirus, recruitment for this role has been postponed to early 2022 at the earliest.

ACHIEVEMENTS IN 2020

Coronavirus and the Online Faculty System

The restrictions imposed as a result of the coronavirus from March 2020 had a significant impact on the work of the DAC, as many of the department's records were offline, making it difficult for staff to work from home, and site visits were not possible for much of the year. Many parishes with major building projects were significantly affected, due to delays to building works and the knock-on impact of the effect of Covid-19 on parish finances.

Despite the challenges presented by the coronavirus, the work of the DAC continued with minimal interruption. Committee meetings were moved online from March

2020 and List B and faculty applications continued to be processed within the usual timeframes. The introduction of the Online Faculty System helped enormously with dealing with applications remotely. From autumn 2019, List B applications had been processed through the OFS but the original plan was to wait for the revised Faculty Jurisdiction Rules to come into effect in April 2020, before beginning to use it for faculty applications. Due to the coronavirus and the need to work from home, faculty applications were moved onto the Online Faculty System early, in March 2020, and all applications since then have been processed online. This has allowed parishes, the Church Buildings team, the DAC, and the Registry staff and Chancellor, to access applications remotely and process them with a minimum of disruption. This has reduced the department's printing and posting costs significantly. In 2021, the Church Buildings team are planning to organise training for parishes on the Online Faculty System and to encourage more parishes to register so that they can upload their own applications.

Applications for DAC Advice

In 2020, the DAC dealt with 130 requests for advice from parishes; 99 requests for Formal DAC advice in respect of faculty applications and 31 requests for Informal advice (slightly down from the 121 formal requests and 53 informal requests received in 2020). It was encouraging to see this number of applications for building projects during such a challenging year for parishes and fundraising.

Faculties and Minor Matters Orders

In 2020, 69 Faculties and 24 Minor Matters Order 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 April 2020, the Faculty Jurisdiction Rules were amended and revised versions of List A (works not needing permission) and List B (works the Archdeacon may authorise) came into effect.

In 2020, 132 Archdeacon's Notices were issued under the List B process. The majority of applications were processed within 1-2 weeks of the required information being submitted.

Site Visits

DAC site visits were not possible for much of the year, due to the coronavirus restrictions. Only 16 site visits were carried out in 2020, compared to 30-40 in a normal year. It is hoped that it will be possible to schedule some extra site visit days over the summer of 2021, in order to catch up with site visits that had to be postponed.

FUNDRAISING

Understandably, during the first coronavirus lockdown many churches put building projects and fundraising on hold. But the demand for support bounced back very quickly after May, and it was pleasing to see how many parishes determined to push ahead with essential repairs and development projects despite the pandemic. In some cases, the near cessation of regular activities seems to have given parishes room to think more creatively about their building's needs and how they could better serve their communities. There was a big increase in demand for advice and funding information related to wi-fi installation and improved audio-visual provision in churches. Overall, the Fundraising Adviser provided tailored fundraising and project management advice to 66 parishes by phone or email in 2020 (compared with 73 in 2019). She also visited five churches (compared with 28 in 2019); site visits were obviously restricted by the pandemic, and there is now a backlog to be made up in 2021.

The fundraising sector was severely disrupted by coronavirus, with a lot of grant-awarding bodies rapidly reworking their grant schemes to address the emergency. A lot of the Fundraising Adviser's time therefore went on keeping abreast of this fluid situation and updating parishes about coronavirus-related grants, many of them with very short application windows. In November, it was particularly rewarding to see four of the diocese's major parish churches awarded grants for major building works from the government's Culture Recovery Fund.

Dr Emma Arbuthnot (Senior Church Buildings and Pastoral Reorganisation Officer)
The Revd Paul Doick (DAC Chair)
Dr Katherine Prior (Diocesan Fundraising Adviser)

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 identifying 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 2020

The DMPC(West) Sub-committee met three times in 2020, and the DMPC(East) met four times, to consider proposals for pastoral reorganisation, church closures, and suspensions.

Impact of coronavirus and progress with casework

On the advice of the Church Commissioners, the publication of pastoral reorganisation schemes for consultation was paused from late March to late July, as it was felt that those who wished to object to schemes could reasonably claim that they had not seen the public notices due to the national lockdown.

Despite the delays caused by coronavirus, a significant amount of progress was made with cases in 2020. Ten schemes and pastoral orders were completed; six pastoral reorganisation schemes, two orders to terminate group ministries, two orders to amend the names of parishes and benefices; and a scheme to appropriate a small area of churchyard to the PCC.

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 schemes and pastoral orders were completed in 2020:

Bury, Coldwaltham, Hardham and Houghton

This scheme united the three parishes of Bury with Houghton; Coldwaltham; and Hardham, and came into effect on 1st January 2020. A subsequent pastoral order to

amend the name of both the parish and the benefice to “Bury, Coldwaltham, Hardham, and Houghton” came into effect on 1st February 2020.

Littlehampton, St Mary and St James

This scheme united the parish of Littlehampton, St Mary and Littlehampton, St James to form a single parish called “Littlehampton, St Mary and St James”. The benefice name was amended to match the name of the parish. The church of St Mary was named as the parish church of the new parish and the church of St James was made a chapel of ease. The scheme came into effect on 1st March 2020.

Cuckfield and Bolney

This scheme united the benefice of Bolney, which had previously been held in plurality with Cowfold, with the benefice of Cuckfield, with the parishes remaining distinct. The scheme came into effect on 1st March 2020. A subsequent pastoral order amended the name of the benefice to “Cuckfield and Bolney”.

Lower Beeding and Cowfold

This scheme united the benefice of Cowfold, which had previously been held in plurality with the benefice of Bolney, with the benefice of Lower Beeding, leaving the parishes distinct. The scheme came into effect on 1st March 2020.

Moulsecoomb (Coldean), Stanmer and Falmer

This scheme created the new parish of Coldean, within the benefice of Moulsecoomb. The church of St Mary Magdalene at Coldean was named as the parish church of the new parish. The scheme also made a minor alteration to the parish boundary with Stanmer and Falmer. The scheme came into effect on 1st March 2020.

Wadhurst, Tidebrook and Stonegate

This scheme united the three benefices of Wadhurst, Tidebrook, and Stonegate, which had been held in plurality for several decades. The scheme came into effect on 1st June 2020.

Heathfield and Waldron

This pastoral order terminated a Group Ministry, which had covered the benefices of Heathfield and Waldron and was no longer needed. The order came into effect on 1st December 2020.

North Brighton Group Ministry

This Bishop's Pastoral Order terminated a Group Ministry that had been established in the 1990s. Following consultation within the deanery, it was agreed that the Group Ministry was no longer needed, and the order came into effect on 1st January 2020.

Polegate

This scheme appropriated a small area of churchyard land to the PCC, so that it could be transferred to a neighbour in exchange for an area of a similar size, in order to tidy up the boundary. The order came into effect on 2nd December 2020.

Closed Churches

No churches were closed for public worship in 2020 but plans to find new uses for church buildings closed in previous years were progressed.

The demolition of Eastbourne, St Elisabeth was carried out by the Church Commissioners in 2020, and it is hoped that the site will soon be sold for redevelopment, resolving this long-running case.

Approval was given for the closed church of Chichester, St Bartholomew to be sold for use as a dance studio.

The current list of church buildings for which new uses are sought includes Hastings, All Souls; Holtye, St Peter; Hammerwood, St Stephen, St Leonards-on-Sea, St Leonard; Worthing, Holy Trinity; and West Lavington, St Mary.

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)

Mr Scott Ralph (Property Director)

The Rt Revd Ruth Bushyager, Bishop of Horsham (Chair of the DMPC(West))

The Rt Revd Will Hazlewood, Bishop of Lewes (Chair of the DMPC(East))

EDUCATION

Amidst the challenges that we have all faced this year, we have been exploring and developing our role within the Household of Faith. The COVID pandemic has presented challenges but also numerous opportunities, as I hope you can see in this report.

School Within their Local Communities

With 155 schools spread across the diocese, our leaders are always going to find themselves at the heart of their communities. The restrictions of COVID and the linked lockdowns made this role even more significant.

Whilst so many elements of our local communities were forced to close, our schools remained open throughout to key workers. There were also significant periods where wider opening of schools saw the whole school body return to full time education. Whilst this was not always easy, full and safe opening was clearly the biggest desire of our school leaders and they rose to the challenge with impressive determination.

Throughout the past year, our schools have been instrumental in holding threads of our communities together in a way that has rarely been required before.

The Response of the Education Team

The landscape of education changed considerably in March 2020 and it will not fully return to what we would view as “normal” until September 2021. This led us to adapt both our method of working and the purpose of it.

It quickly became clear that our Headteachers and Governors were under immense pressure. Whilst we did not take our minds off school effectiveness and the day to day business of our statutory responsibilities, it was clear that pastoral support was going to be our priority. Given that onsite visits were no longer possible, we developed a regulated system of email and phone contact with our Headteachers. Regular pastoral support calls were made and the feedback was extremely positive. Written communication to all school leaders (Headteachers and Governors) was routinely increased, often to fortnightly letters that were a mix of practical information, spiritual and pastoral support. Again, direct feedback has been both regular and highly appreciative.

We adapted our training approaches and the impact has been obvious and immediate as we moved to online platforms:

- 147 school leaders attended our Autumn Briefings (the annual figure is usually around 100)
- Between September 2020 and March 2021, we ran 24 courses for Governors and 393 attended. (In the entire school year of 2018/19, only 393 governors attended a total of 43 courses. To date, we have matched the numbers of the whole previous year in only six months and with half the number of courses.)

The move to online training has certainly improved accessibility although we will need to apply wisdom when deciding which training will still need to be delivered in

person as we begin to look towards a future return to “normal” ways of working. Nevertheless, we see these numbers as a measure of impact. They do not only reflect the improved use of technology but we believe the increased engagement demonstrates the growth in our relationships that the proactive approach through lockdown led to.

Growing Partnerships

The pandemic led to a wide range of excellent partnership work at the parish/school level. During this period, schools would often be the only places where any form of gathering could happen. Once again it demonstrated a key point where church meets school and many parish/school partnerships capitalised on this to support communities in both practical and missional ways.

As both worshipping and school communities return to some sort of more regular routine, we are finally getting to launch our Growing Partnership document. This has been ready for some time but we did not believe that either sets of leadership had the capacity to handle any additional work in the circumstances.

We believe that Growing Partnerships is a supportive document enabling both worshipping community and school to work as a united Household of Faith to carry out God’s mission in the community. It is designed to outline ways of mutual support and service and it is based on the practice that we have already witnessed across our diocese. The launch will involve several key strategies that include:

1. An Opening Letter from the DDE and Chair of the DBE
2. A film outlining the purpose of the document
3. Webinar training for Heads, Clergy and Governors
4. Input into the Governors Briefing in June
5. Our Headteachers’ Conference in July is on the theme of Growing Partnerships

Our hope for Growing Partnerships is that it will align the school with local worshippers so that together, they can forge a relationship that will have a missional impact on their communities. It will also relate to the Growing Faith project that is seeking to develop the relationship between worshipping communities, families and schools.

The Educational Landscape

Inspection

Both Ofsted and SIAMS inspections have been suspended since March 2020. Ofsted continued with Monitoring Visits in this time, followed by Section 8 inspections of schools Requiring Improvement. All our schools have been judged to be ‘taking effective action.’ A full inspection service is currently scheduled to be re-instated in the Autumn term, although this may be Covid dependent.

This will be an important time for SIAMS. Every DBE in the country has agreed to a new national model of delivery. This means that the entire inspection process will

be carried out centrally leaving our team to focus on supporting schools and developing practice across the diocese. We believe this will bring a far greater sense of consistency in the approach to inspection and this will increase the value of the process in the view of all stakeholders. It will also enable us to act purely in service and support of our schools without any of the conflict of interest involved with inspection.

91% of our schools are now good or outstanding in Ofsted terms. The national average is currently 86%. Because of the changes to the SIAMS Schedule in the past couple of years, it is too early to provide meaningful data relating to the current figures for SIAMS.

School Organisation

Federations

Federations are becoming the preferred option for small schools in West Sussex. We continue to work alongside the Local Authority with groups of schools as they explore this strategy and several new federations are coming into being. East Sussex have used this strategy for some time. Currently we have 30 schools in 16 different Federations across the diocese.

Academies

This has been a busy year in terms of academies. We are delighted to see the Bishop Luffa Learning Partnership come into existence as Rumboldswyke CE Infant School became an academy. This gives our Church of England Schools in the area another strong option to consider if they choose to become an academy.

At the same time, Clapham and Patching CE Primary School joined the South Downs Education Trust. This is not a church led MAT although the Trust did willingly agree to adopt the recommended Articles of Association from the National Society without opposition in order for their trust to be able to take in a Voluntary Controlled Church of England school. This has enabled us to develop a positive partnership, and has introduced a church school ethos into a previously secular trust

In addition to this Steyning Grammar School joined Bohunt Education Trust. This was a very complicated process. It was agreed at an early point that none of our already established diocesan MAT's were in a position to handle the complexity of the school and we have developed a positive partnership with Bohunt who are keen to support the Christian ethos of the school.

From this point however, the DBE has decided to strengthen its position regarding schools becoming academies. They have now adopted the clear line that schools will only be allowed to join non church trusts once all diocesan options have been "fully exhausted". In truth, this would have applied to these individual cases but we felt it wise to reassert that principle in order to give schools a clear understanding.

It is also fair to say that our academy provision is becoming stronger and our capacity is considerably increased. 16 Church of England schools across the diocese now have

academy status, making up 10% of all Church of England schools in our care. We now work with 4 diocesan MAT's with church majority governance structures, 3 non-church MAT's who have adopted church minority governance structures and one stand-alone academy. We believe that this approach has significantly mitigated against the risk of any one diocesan trust failing and provides a strong network of support to benefit all our schools.

DCAT is growing well and is now operating in the neighbouring dioceses of Portsmouth and Winchester. This has been very well received by the Regional Schools Commissioner and is bringing increased capacity to our own schools. We are also in the process of developing a MAT in partnership with Hurstpierpoint College which will support schools in that locality. BOAT continue to be in talks with several schools. This gives us a much wider range of options for our schools at a time when we expect government policy to push harder for schools to change their status to academies.

Schools Condition Allowance

This is the new process of handling our capital investment in Voluntary Aided Schools, replacing the LCVAP programme. We have 49 of these schools and the Diocese is responsible for the maintenance and development of their buildings. Previously we used to bid into a broad "Faith Schools" pot that was paid to the local authorities but now we have specific money allocated and paid directly to us to manage as we see fit. This year, the budget is around £2million. This new approach has required our approach to be stronger and more robust but the support of the Business Development Committee, Finance Department and the outstanding work of our officers has enabled us to make the most of the flexibility that the system affords.

In Conclusion

I would like to thank you for your ongoing support. Our team is very hard working and they are passionate about the schools in our care. Over the past year, the team has been reimaged and streamlined but we are confident that we have maintained a very high quality of support for our schools. We appreciate greatly the resource offered us by the diocese and we handle it with care.

The Board of Education continues to be a source of wisdom and support. We are also indebted to the work of the nominated Executive body who engage in debate with wisdom and compassion. I would also like to thank, on behalf of all our team, Archdeacon Luke for his kind and very engaged leadership. We all appreciate how seriously he takes his involvement.

This time of challenge has also been a time of opportunity. The coming eighteen months will be a time where we build on the successes of this year to ensure that our schools thrive in their community and that our role within the Household of Faith is one of value and impact.

Trevor Cristin
Diocesan Director of Education

DIOCESAN MISSION FUND

The Mission Fund awards grants to churches for missional projects. The Diocesan Mission Fund deployed part of the grant from the All Churches Trust as well as an amount from the Pastoral Fund to support outreach mission initiatives within the Diocese. It supports both new work and developments of current activities that need further financial assistance. In the last year the Mission Fund has awarded £23,000 towards projects including parish children's & families worker and a series of small grants which enabled a young person to begin youth work training and to a church with equipment for live streaming across a number of churches. All projects are linked closely to the Diocesan Strategy.

**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 once in 2020 (one meeting had to be cancelled during the first period of lockdown). Two dedicated places are now set aside on the Council for those in authorised or licenced lay ministry. This is to ensure there is appropriate lay representation, following the dissolution of the Council for Lay Ministry and Discipleship.

PURPOSE & FUNCTION OF DEPARTMENT

The department for Apostolic Life takes overall responsibility for the delivery of the diocesan strategy and offers support, training and encouragement to individuals and parishes. 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 2020

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 Keir Shreeves

PA to DDO: Wendy Greenan

Officer for Lay Vocation and Ministry (OLVM): The Revd Jayne Prestwood

Diocesan Youth Officer: Dan Jenkins

PA to OLVM: Sam Grennan

MDR & CMD Administrator: Ruth McBrien

Head of Wellbeing for Clergy and their Families: Nicola Canham

SDF Programme Manager: Stuart Britton (from September 2020)

Part-time posts:

Vocations Officer: The Revd Dr Paul Redparth (0.5 post) (until March 2020)

Children and Family Work Adviser: The Revd Dr Irene Smale (0.6 post)

CMD Officer: The Revd Dr Earl Collins (0.5 post)

Deputy DDO: The Revd Canon Lisa Barnett (0.5 post) (until January 2020)

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 2020

Children's and Family Work

In 2020 Irene Smale held various meetings with children's leaders to establish Hubs in Horsham, Cuckfield, Crawley and Worthing. She held face to face consultations with leaders at St Helen's Ore, St Andrew's Furnace Green, St Matthew's Worthing, St Peter's Henfield, St Mary's Horsham. Irene hosted training days in Mega Messy Church at St Paul's Chichester with Lucy Moore and Additional Needs training at Church House with Mark Arnold of Urban Saints. Irene was involved in writing a Diocesan Strategic Development Plan for children's and family work, preparation of ALM children's and family work elective on Moodle, the provision of At Home resources for leaders during lockdown, Thy Kingdom Come resources, Zoom meetings with the National Network to provide resources.

Youth

2020 started with continuing to implement the new youth and children's work strategy developed in 2019. A key aim was putting youth work training online that is accessible for anyone. Advising youth and children's workers on running youth and children's activities remotely and responding to the pandemic was a top priority in 2020. May Camp ran completely online and had hundreds of live participants with over a thousand hits in the following week.

New training and hubs were planned with some meetings continuing online and planning for others to start as social distancing guidance is relaxed.

Lay Vocation and Ministry

In January 2020 the second run of the Living Faith course began with venues in St Leonard's, Woodingdean and North Bersted. 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, but the final term was delayed until the autumn and completed online as a result of the pandemic. January also saw the commissioning 58 ALMs for ministries of pastoral care, preaching, community and family ministry.

In March 2020 the planned lay conference 'Empowering Lay Ministry' at the University of Sussex was an early casualty of the pandemic after several speakers

needed to withdraw. The autumn's ALM training also needed to be postponed and will resume in autumn 2021.

Diocesan Director of Ordinands/Ordained Vocations

In 2020, the process was paused briefly due to financial concerns brought about by the pandemic. However, 16 candidates ((SM 9 (4 men and 5 women), SSM 7 (1 man and 6 women)) were accompanied and subsequently recommended for training after attending national Temporary Online Discernment Panels.

The start of the new national Shared Discernment Process was delayed a year due to the crisis. Nonetheless, the diocesan discernment team worked on new local procedures needed for the national process and began assessing candidates against the new Qualities.

Moving from using St Marylebone in London for psychotherapeutic assessments to local qualified assessors was successful. This change has not only reduced costs but improved the way assessments are integrated into our diocesan discernment process.

The first lockdown made moving some ordinands into the diocese from their TEIs challenging. Still, 17 deacons ((12 SM (10 men and 2 women), 5 SSM (3 men and 2 women)) were ordained in an extensive sequence of parish-wide celebrations in September and October rather than June.

Vocations were encouraged on Vocations Sunday with a short video from the DDO talking about Vocations and Crisis. The diocesan team continued to work with a good number of candidates, including those from underrepresented groups.

There were 44 ordinands-in-training. Some were in lockdown in residential colleges and others spent much of the year working online.

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. The first two candidates selected for locally deployed SSM ministry were ordained and will play a full part in their cohort of curates.

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. Most of the teaching took place via zoom, due to pandemic restrictions.

A number of sessions were held for training incumbents during the year (mostly via Zoom) 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)

Throughout 2020, the CMD Officer, Revd Dr Earl Collins, continued to organise and deliver a wide range of workshops for clergy (with the addition of some for Lay Readers and ALMs) covering, theological, spiritual, and practical topics. From March onward, due to the pandemic, these were held by Zoom. The 2019-2020 Galilee Programme for clergy renewal concluded.

The CMD1 course for First Incumbents also continued by Zoom and plans were made to continue it in 2021. 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.

Various members of the Apostolic Life Department were also actively involved in three theological/pastoral projects in 2020: preparing the 2021 Lent Course (steered by Bishop John Ford); the commission for reviewing and improving preparation for baptism and confirmation; and the commission for reviewing and improving preparation for first communions. In addition, the CMD Officer is involved in the diocesan liturgical committee chaired by Archdeacon Edward.

The MDR scheme was suspended in 2020, due to the pandemic and changes in key members of the senior staff.

Wellbeing for Clergy and Families (WCF)

The Covenant for Clergy Care and Wellbeing was made an Act of Synod in Feb 2020. The WCF service as headed up by Nicola Canham has been providing a service to help maintain and promote the wellbeing of clergy and their immediate family members since 2018.

In 2020 the WCF service started 4 new Reflective Practice Groups (RPG's) for the confidential pastoral supervision of clergy. RPG's meet monthly for 18 months and are facilitated by independent qualified and experienced practitioners. These have been run via Zoom and during the first 6 months of the covid-19 pandemic ran fortnightly to increase support for clergy.

The WCF service also provides short term confidential counselling to clergy and their immediate family members. We currently have 7 counsellors who provide different

modalities of counselling so that we can offer therapy to children, couples, families and individual adults. These sessions have been run via Zoom during the pandemic.

We also run psycho-educational workshops and this year a number of clergy attended the Managing Anxiety using CBT workshop via Zoom. NC has also provided wellbeing support for clergy via the DoC weekly e-bulletin and the Clergy wellbeing page on the DoC website and has been attending Chapter meetings to help support clergy wellbeing at this challenging time.

Generous Giving

During 2020 John was very busy providing consultancy and advice on how to set up contactless and direct debit giving (e.g., PGS). He has been instrumental in providing a wide range of creative options and in sharing best practice across the diocese.

Support given to parishes in relation to generous giving remains a high priority. Therefore, we will be re-appointing the role when John retires on 30th April 2021.

In September 2020 we applied for and won a grant from the national church to fund a generous giving adviser role to compliment the parish adviser role. This recruitment will happen in early 2021.

Parish Development

2020 brought challenges about how to help parishes stay in touch with the ever changing Covid regulations. This involved working closely with the Communications team to ensure information got out to parishes in a timely manner and acting as a consultant, answering questions and queries on the regulations and their application. Rob Dillingham also was part of the Covid strategy team for the diocese considering and delivering a response to the national lockdown

SDF (Strategic Development Fund)

During 2020, the existing SDF projects have continued to flourish as they enter the final stages of their planned activities; these projects are expected to ramp down during the first half of 2021.

Stuart Britton joined the team in September (funded by a Capacity Bid) to lead the submission of a second SDF bid application, and therefore the diocese has submitted a successful first stage application during November 2020 and the Strategic Investment Board has invited the diocese to submit a final stage application for March 2021. This is an exciting bid that looks to revitalise the church and renew the city of Brighton of Hove through the accelerated development of two resource churches. These resource churches from different traditions of catholic and charismatic evangelical, will focus on seeing growth in numbers, depth and impact. These two churches will achieve this through church partnership, leadership training, evangelism, discipleship and the sharing of God's love.

This highly anticipated project is expected to be awarded mid 2021, at which point Stuart's role will transition to the managing the delivery of this project.

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

COUNCIL FOR PROMOTION OF THE COMMON GOOD (CPCG)

The Council met twice in 2020 due to the Covid pandemic. The Council were pleased to welcome the new Bishop of Lewes in July. 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.

The Council for the promotion of the Common Good seeks to facilitate discussion, nurture learning and share good practice. It covers three broad areas of concern reflecting God's love for:

- The Individual
- The Community
- The Natural World

The Council does not have a budget other than what has already been allocated to Workplace Chaplaincy, Family Support Work and Overseas Partnership. The Council has been grateful for the support and activity of the new Bishop of Lewes as Chair and the assistance of the Bishop's PA in co-ordinating meetings and minutes with assistance from the Archdeacon of Hastings.

There has been an increased interest in The Environment and the Council welcomed a presentation by Debbie Beer, the Diocesan Environmental officer. It has formed an Environmental subcommittee chaired by the Archdeacon of Brighton and Lewes to look at all aspects of environmental concern and to begin to address the challenge set by General Synod to become carbon neutral by 2030. It was proposed that there are items discussed at each meeting: - Homelessness, debt, food deprivation, domestic abuse, environment, disability, inclusivity, rural affairs.

There have been some resignations and we thank those members who have stepped down from their involvement. We also welcome to new members of the Council to move forward with new ideas and continue our work with established areas such as Modern-Day Slavery, Together in Sussex and Refugees.

With the pandemic dominating the majority of 2020 the Council will review where the work it does would be most useful. The Council continues to value the benefit of the multi faith contributions and the ability to plan and work together on common themes.

**The Rt Revd Will Hazlewood
Bishop of Lewes**

SUSSEX WORKPLACE MINISTRIES

CHAPLAINCY TO THE SOUTH EAST COAST AMBULANCE NHS FOUNDATION TRUST

The SE Coast Ambulance Service area extends from Dover in the East, to Farnborough in the West, thereby embracing not only Sussex but Kent, Surrey and NE Hampshire. At the present time there are 26 voluntary chaplains from the mainstream Christian Churches covering this extensive 'patch'. As last year, a colleague in Kent and I jointly share the Senior role, ably assisted by Assistant Senior Chaplains in East and West Sussex and Surrey.

To say that last year was different both for the Staff of SECamb and the Chaplaincy would be an understatement. The Covid-19 pandemic put a huge strain on the Trust. Many of the frontline issues have been covered by the media and in programmes on TV. Behind these pressures, the 111 call centres at Ashford and Dorking were overwhelmed, necessitating a new extension at Crawley HQ. In turn this meant a re-organisation of the building with many office-based staff now working from home. Some of the additional call-takers, after speedy training, came from the airlines where they had been made redundant. The main 999-call centre (within the Crawley HQ building) expanded into several rooms normally used for meetings etc. Although under enormous pressure for months on end, the staff have consistently responded magnificently and with good, if sometimes 'dark' humour.

From the chaplaincy point of view it has been a frustrating year. For a time, because of the pandemic and various Trust restrictions, chaplains were unable to visit local ambulance premises. When the rules were changed, because of the Government advice on Shielding and the rules on Lockdown, several chaplains were understandably fearful of entering SECamb premises lest they contract the virus from frontline medical staff and take it home to their families. A further issue for us was that, because of the intense pressures in the control rooms, the managers, who would normally have contacted us seldom did, when an intervention, following a serious incident, could well have been beneficial. One bright spot, however, was that some chaplains were able to maintain contact with frontline staff through helping with welfare cars and vans, loaned by Ford, which brought refreshments and drinks to them at hospital sites where shops were closed because of the pandemic.

Looking ahead, hopefully 2021 will be a more 'normal' year for Staff and Chaplains alike!

**Revd Francis Pole
Joint Senior Chaplain**

GATWICK AIRPORT CHAPLAIN'S REPORT APRIL 2021, FOR YEAR ENDING 2020

What an unprecedented year this was to become. Gatwick Airport was still slowly moving ahead, at the start of the year, with its growing monthly passenger numbers, and we were predicted to top 47 million that year. January was on track to host 2 million passengers. However, the passenger growth slowed down considerably with the outbreak of Covid 19 in China in December 2019. Then in January our Chinese flights stopped and the Aviation world started to change dramatically, and Gatwick Airport was no exception.

In March the country was suddenly plunged into Lockdown. As the majority of the Gatwick Chaplaincy Team were 60 + and/or had underlying health issues, I remained the only Chaplain still working at the airport.

Thankfully for me, even though I am not a paid employee of Gatwick Airport Limited (GAL), provided me with a laptop, enabling me to work from home, in respect of the Government guidelines. These guidelines cut out many of my regular weekly and monthly departmental and company visiting. Instead I had to rapidly develop a telephone and email Chaplaincy ministry. Every year the Chaplaincy team members continue to fluctuate and in the summer our part time Roman Catholic Deacon decided that he was going to retire.

The upside to this Lockdown and the Government Furlough Scheme, meant that when I did meet people they were quite happy to talk, as the of constant daily pressure of getting planes up in the air, wasn't there anymore. People could and did open-up, in a very deep and personal way.

Nearly every airport company started a redundancy preprogramme and it turned out that hundreds were to leave Gatwick airport. At first it wasn't an issue, and then with so many companies loosing staff, and especially whilst most were on the Government's Furlough Scheme, a real sense of bereavement crept in. Many people lost close working colleagues, some of whom had been part of their daily working lives for years. I found in many conversations this had created a great sense of anxiety and personal sadness, which hadn't been acknowledged before.

Before 2019 I had never heard of 'Zoom', but was like every other member of the clergy, thrust into new technology as a way of keeping our worship services live. Twice a week, Sundays, and Wednesdays I would broadcast the Holy Communion services and have continued to do so.

I continued to support the Crawley Interfaith Network and their monthly Zoom meetings, as well as the Crawley Healing Network, which is an East Grinstead Deanery initiative.

**Revd Canon Jonathan Baldwin
Gatwick Airport Chaplain**

DIOCESAN ENVIRONMENT OFFICER

In its first three months 2020 seemed to promise a very significant expansion and development of environmental awareness and action across the diocese, building on previous achievements and equipped by new national Church of England environmental initiatives and resources. Six more of the diocese's churches joined the Eco Church scheme (<https://ecochurch.arochoa.org.uk/>), requests from parishes and deaneries for speakers and advice increased, and the prospect for increased supportive networking between parishes looked good. In early February the Church of England launched its high profile national 'LiveLent' 2020 campaign on the theme 'Care for God's Creation', with adult and children's resource booklets and apps. This drew on the Archbishop of Canterbury's 2020 Lent Book, *Saying Yes to Life* by Ruth Valerio, a theological reflection on Genesis 1 and its contemporary relevance. In the same month came the General Synod's call to all parts of the Church of England to draw up a climate crisis plan of action to cut carbon emissions year-on-year, with the very challenging target of reaching Net Zero emissions by 2030.

The Covid-19 pandemic drastically slowed down this growth and engagement, both through its direct health and lockdown impacts, and through the re-focusing of local and diocesan resources to meet more pressing community and church needs in the changed and changing situation. In particular, it was not possible to respond very actively straightaway to the Net Zero 2030 challenge.

Nonetheless, in summer and early autumn four more churches joined Eco Church, and requests for practical advice began to resume. The Diocesan Environment Officer was invited to join the Council for the Promotion of the Common Good, where environment became one of the regular agenda items. By the end of 2020, the total Diocese of Chichester membership of Eco Church stood at 61 churches, with 14 of these at Bronze award level and 4 at Silver. Further progress had been made on most of the criteria for the Bronze award as an Eco Diocese, and it seems realistic that this will be achieved before the end of 2022, if not sooner.

Given the circumstances, our parishes engaged quite well with the new national Church of England online Energy Footprint Tool, launched in April. This records the annual energy used by church buildings and church halls, and calculates the resulting carbon emissions, reporting the results at parish, diocesan and national level. 2019 data from utility bills was submitted by 36% of churches, while another 15% began the process but did not complete it. Only nine other dioceses had a higher percentage submitting. However it is important going forward that as many churches as possible provide this data.

In early December a new group, chaired by the Archdeacon of Brighton and Lewes, was set up to coordinate and promote the Diocese's response to climate crisis planning and the Net Zero 2030 target, but approaching this within the broader framework of the global ecological crisis, of which climate change is only one part. The first meeting of the group, online, took place in January 2021.

Revd Debbie Beer, Diocesan Environment Officer

DIOCESAN OVERSEAS COUNCIL

As the realities of the Covid 19 Pandemic set in, in April 2020, as Companion Links Officer I requested an online meeting with Canon Richard Bartlett, the Director of Mission Engagement for USPG, with the proposal for a partnership in working and funding grants in our West African link Dioceses where USPG is already working. This partnership was approved by the Bishops Council and USPG and we made a grant from the Harvest Appeal via USPG to the Dioceses of Bo and Freetown for Covid 19 support. The USPG grants committee meets once a week and with their on the ground network was able to follow up in terms of obtaining extra information required for the grant proposal quickly. The DOC has also approved emergency grants for computer equipment for two of our sponsored students from Kericho Diocese, so that they could continue to engage in online learning at St Paul's University in Limuru Kenya when the university changed to an online platform due to the Covid 19 pandemic. A new student was sponsored for ordination training for ministry in the Diocese of Maralal and two of our sponsored students at Carlile College have graduated and moved on to curacy in Maralal and Baringo Dioceses. The Lambeth Conference, planned for July 2020 has been postponed. It will be important to continue with the pre-conference planning for the rescheduled date of July 2022.

I would like to take this opportunity to thank the members of the DOC, everyone on the Accounts Department, the Publicity Team and Bishops Council, who have provided invaluable support and especially to Bishop Martin and Bishop Ruth who have each assisted and supported the work of the DOC with insight and care during a challenging year both nationally and throughout the wider world.

Revd Christine Keyte
Diocesan Companion Links Officer

DIOCESAN EUROPEAN ECUMENICAL COMMITTEE

The Year 2020-2021 has, like so many activities over the last few months, been affected by the Coronavirus, or, more accurately, by the reaction to the Coronavirus. As a result, only one meeting has occurred, there generally being four meetings, over this period and that, via Zoom. However, it was with great joy that the Committee welcomed Canon Dr. Daniel Inman, Chancellor at Chichester Cathedral as the new Chairperson. He brings with him a range of skills, interests, and experiences that will lead the DEEC into new directions. The Committee also welcomed two new members. Firstly The Revd. Canon Andrew Wingate who, has many years' experience working in Inter-Faith relations; with and beyond the Abrahamic faiths. Secondly The Revd. Andrew Wadsworth who, has for many years, been involved in ecumenical activities.

The major reflection this year for the DEEC is the forthcoming Coburg Conference to be held in Bamberg. The first conference took place at the Jugendhaus in Neukirchen, north of Coburg in September 1985 and, its location gave its name to what was to become a series of conferences, held every other year, between the four delegations: The Diocese of Chichester, The Evangelical-Lutheran Church of Bavaria, The Evangelical Church of Berlin-Brandenburg-Silesian Oberlausitz, and The Archdiocese of Bamberg. A meeting, via Zoom, was held on 28th September 2020, to discuss the theme of this conference which, we pray, will occur in person, between 30th September 2021 and 4th October 2021. We all felt that the theme could not ignore what has happened as a result of the coronavirus. In particular because, there has been criticism over the role of the churches during this pandemic. Three potential themes therefore were agreed: (1) After the Pandemic: our mission now; (2) Facing the Pandemic: our mission now, and (3) Mission of the Church today: reflections on the Pandemic. Each of the potential themes have therefore slightly different emphases. The structure of the conference was also discussed.

Finally, and sadly the DEEC was informed of the passing of Ursula Benker-Schirmer who created the tapestry at the Shrine of St. Richard in Chichester Cathedral. Sadly, Ursula succumbed to the coronavirus. Dean Robert Holtby who sought to enrich the retro-choir of the Cathedral, particularly because this part of the Cathedral had been a major centre of pilgrimage in the Middle ages. This site also being the shrine of St. Richard. Dean Holtby felt that it lacked "symbol and colour to stir the imagination and inspire devotion appropriate to the shrine". A large tapestry was commissioned by the Dean and Chapter to cover the screen behind the St. Richard Altar. The tapestry artist, Ursula Benker-Schirmer from Marktredwitz in North Bavaria was, at the time, working at West Dean College and, she put forward a design. The design used traditional Christian symbols together with elements reflecting the life and legend of St. Richard, choosing colours which would be in sympathy with the vivid reds of the nearby Chagall window. The tapestry was woven partly in Marktredwitz and partly in West Dean. Dean Holtby wrote, "The tapestry...became a sign of Anglo-German reconciliation and friendship. It was also a symbol of Christian Unity." Ursula's work is renowned and she will be sadly missed. When next passing the tapestry perhaps take a moment to reacquaint yourself and offer a prayer for Ursula.

Hedley Christ, Secretary to the Diocesan European Ecumenical Committee