

Diocese of Salisbury

Annual Review 2022

Contents

03	WHAT IS THE DIOCESE OF SALISBURY?	14	GIVING AND STEWARDSHIP Anna Hardy
04	INTRODUCTION Bishop Stephen	14	PROPERTY The Ven. Antony MacRow-Wood
05	WELCOME David Pain	15	EDUCATION Canon Joy Tubbs
05	THE SEES OF DORSET AND RAMSBURY Bishop Karen and Bishop Andrew	15	MINISTERING TO THE GYPSY, TRAVELLER AND ROMA COMMUNITY The Revd Jonathan Herbert
07	SHAFTESBURY HUB WORK Lizzie Whitbread	16	SUDANS PARTNERSHIP The Revd Canon Ian Woodward
07	CHAPLAINCY Steve Inglis	16	PARTNERSHIP: CATHEDRAL The Very Revd Nick Papdopoulos
08	HOSPITALITY AND GENEROSITY Communications Team	16	CHANNEL ISLANDS The Very Revd Mike Keirle and The Very Revd Tim Barker
08	LAY MINISTRY The Revd Karen Hutchinson	17	FURTHER WORK
09	VOCATIONS The Revd Nigel Done	17	FINANCIAL SUSTAINABILITY Jane McCormick
11	RURAL HOPE The Revd Sarah Keen	18	FINANCE David Pain
11	PARISH SUPPORT Elizabeth Harvey		
13	SAFEGUARDING Jem Carter		



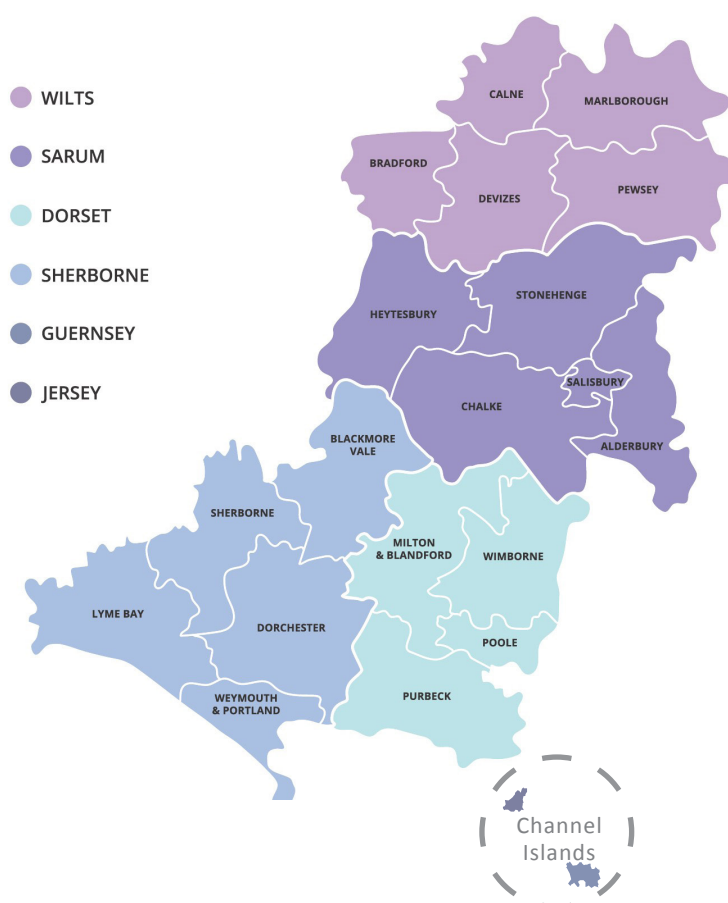
Geography of the Diocese

From the North Wessex Downs to the Jurassic Coast

The Diocese of Salisbury is a Christian community of churches, schools and chaplaincies serving one million people, stretching over 2000 square miles, from North Wiltshire to the Jurassic Coast and Channel Islands.

We're one of the most geographically diverse Anglican dioceses, covering a wide range of landscapes, from rural villages to the diversity of Poole and North Bournemouth.

For more than 1,300 years we have been a regional presence of the Church of England, with a history of serving our communities. Today, as always, we are committed to encouraging people to explore their faith in Jesus Christ and discover how God's love can transform lives.





Introduction from The Rt Revd Bishop Stephen Lake, Bishop of Salisbury

Early in 2022 came the announcement that I was to be the new Bishop of Salisbury. From the very first day, as I returned home to the diocese under crystal clear skies, I wanted to set my future ministry firmly in the context of our future lives together, as Christians seeking God's Kingdom. Both on that first day and since, I spent time with children and young people talking about our future and have had the privilege of seeing not only young lives being shaped by our Christian distinctiveness but also by the professional gifts of our outstanding teachers. I have seen so much new life emerging across the Diocese in our churches, in our schools and our work with partners, as I have spent the months since beginning my public ministry in June in visiting as many parishes and schools as I can.

I have found much joy still in being here, returning to the place where I was born and found faith. Thank you to you all for welcoming me so warmly. That welcome of course now extends to the Channel islands who have become attached to the diocese, bringing a new sense of belonging and hope for the future.

A particular thank you to Bishop Karen, who acted for many months as diocesan Bishop, working to sustain the diocese through challenging times. I am very grateful for her steady leadership and the wisdom she has shared with me.

Yet, 2022 has been for us all a really challenging year too, with seemingly relentless change; the war in Europe, parliamentary turmoil and new prime ministers, the death of HM The Queen and the cost of living crisis. The first of these post-Covid years has been anything but a relief. As the world rushes on, we need to remember the change and the trauma we have all experienced, and the impact that has had on us individually and in our church communities. My heartfelt thanks go to the many, many volunteers who have continued throughout working to support not only the life of our churches, but the wider life of communities across the diocese,

I am often asked what is my greatest challenge as bishop? I would point to two things that are linked. The first is that I continue to be surprised by how some Christians treat other Christians. The way in which we judge or 'other' one another is not a clear sign of the Kingdom. And then there is the financial challenge we face, in common with many other dioceses and charities, particularly post Covid. As we look and plan for the next decade, we want to reach out to people across our diocese in new ways and for that to happen, we all need to support each other generously, with compassion.

As we develop our future in witness to Jesus Christ, we must continue to hold these challenges before us.

I pray for every blessing on us all in 2023.



Introduction from David Pain, Diocesan Secretary

2022 will be remembered as the year of three Prime Ministers, two Monarchs and one new Bishop of Salisbury. Signs and symbols of change are all around us. In times of great economic and political uncertainty, I am very grateful to everyone who has contributed with time and money to the work illustrated in this review.

Through the management of historic assets and careful stewardship of your parish Share contributions we support the ministry of the diocese with priests and lay ministers. My colleagues have continued to provide a wide range of support services: maintaining clergy homes, ensuring our churches are safe places for all, guiding how church buildings are adapted for mission, enabling the governance of the church, and supporting fundraising and communication. With national funding we were able to help churches provide a warm space in their communities.

The costs of administration to enable all of this represents 7% of our expenditure which is very modest for a charitable organisation.

Bishop Stephen is leading a review of the diocesan vision and plan and we are preparing for forthcoming change with a shift in our culture and ways of working: becoming simpler, humbler, bolder.

Like any move, packing up to leave Church House has led to reminiscing over fond memories to be cherished as well as dusty discoveries! In 2023 we are moving in with colleagues from the Diocesan Schools Academy Trust at Wilton. As a sign and symbol of a changing church and a changing pattern of work we will deepen collaboration and reduce costs and carbon.



The Rt Revd Karen Gorham, Bishop of Sherborne

2022 has been a year of encouragement and, whilst return to a regular church routine has been slow, there have been many new initiatives, particularly congregations connecting with families and offering outreach ministry to the local community. Archdeacon Penny, Antony and I have celebrated new serveries being installed, many lay ministers being commissioned and an increase in confirmation services and candidates. We have been able to support 20 benefices in vacancy and rejoice in 12 successful new fulltime clergy appointments being made, and the development of two new hospital chaplaincy teams. The Sherborne Office, at Ash Farm, continues to support the work of clergy and church wardens, by arranging clergy ministry reviews, processing Permission to Officiate applications from retired clergy (24 new applications and 45 renewals) and dealing with, our often complex, diary engagements.

It was good to see local churches responding so pastorally to the sad death of Queen Elizabeth II, and how together church and civic leaders gathered across the county to mark both her death and the acclamation of our new king.

A number of Dorset churches have celebrated particular achievements including churchyard extensions in Sandbanks, Puddletown and Witchampton, St Mark's Helston marked 150 years and the Poole Christian charity Roots to Routes opened its new building. Stepping back from being Acting Bishop halfway through 2022 has enabled me to inhabit more of a local role again, although wider church and diocesan responsibilities occupy a great deal of episcopal time, including a joyful Lambeth Conference, a reminder to all of us of our broader calling to serve God's world.



The Rt Revd Andrew Rumsey, Bishop of Ramsbury

'What is the church for?' This was a question (from a 12-year-old student at Wyvern St Edmunds Academy in Salisbury) that heralded the start of 2022 for me as bishop – and one

which I pondered regularly amidst a year in which successive momentous occasions were held in the steady pastoral hands of our local churches.

The arrival of some seventy Sudanese and South Sudanese bishops and their spouses following the Lambeth conference in August was a particular highlight for me, having prepared in a stop-start way for this since 2019. New friendships were forged, and much mutual learning went on during that week, for which we continue to be grateful.

Driving around our market town churches on the day after the death of Her Majesty the Queen, I was impressed again by the way in which our communities respond readily and lovingly at times of loss and change.

Among our church life are many markings of significant anniversaries (last year, the twentieth year of the White Horse Team in Westbury and the three-hundredth of Great Wishford Primary School, among others), and in these ways also we process what is taking place and offer it all to God.

No less so with the growth of our children – and the year was marked by substantial numbers of young people coming to Confirmation. In one busy week last summer, over one hundred such candidates came forward, many from independent schools in Wiltshire, after careful preparation by our excellent chaplains.

With so much in church life that presses upon our ministers and volunteers, the year nevertheless concluded with ample evidence that 'what the church is for' – sharing the life of Christ locally in ways that people can see and feel – rises yet to the surface and overflows with great thanksgiving to God.

Shaftesbury and Sherborne hub work

The Diocesan Children and Young People's (CYP) team has been working with church and school leaders in Sherborne and Shaftesbury to enable them to work together across their communities meeting the needs of children, young people and families, within a Community Hubs project.

The Community Hubs key focus is to enable the expression of vibrant faith in action: Jesus said to see through children's eyes: thus each project springs from ongoing school consultations and is driven by CYP as agents of change with the aim of understanding and sharing learning about how church, school and households can work together to explore, share and live out faith.

This work has been chosen as one of 12 national Growing Faith Learning hubs. To understand and share learning about church, school and household working together across communities to explore, share and live out faith.

The new provision achieving this includes:

Community Action: In Shaftesbury a Gazebo Village on a local housing estate was the focus of a DreamScheme providing opportunities for

families to come together engage in reflection, learning and community action. It included a prayer space, work at a community allotment, litter picks, and craft for the local hospital. Relationships were nurtured between CYP, parents, community and church volunteers showing that all are welcome, and all bring their unique gifts that can be used for the common good.

Building CYP's voice and agency: In Sherborne CYP inspired the Town Council and over 60 local stakeholders to support them to form a youth council to co-create young person and family friendly plans, activities and environment projects, drawing on pupil & parents' opinion from across local schools and the church community. This is enabling young people to feel valued and consider each other's needs.

Wellbeing and Mental Health: In Shaftesbury advisers have trained 50 school students as peer mentors to increase pastoral support and encourage pupils to spot the Christ light in each other

Chaplaincy

Chaplaincy, both nationally and in the Diocese continues to develop and grow in exciting and encouraging ways. As a Diocese we have been exploring how to better support, resource and develop this critical and invaluable ministry, recognising the often unseen but incredible range of people, both lay and ordained, who are faithfully and consistently coming alongside people where they are – which is almost always outside the walls of the inherited church within an ever-increasing variety of contexts. From hospitals, care homes, the emergency services, the law courts, police, the deaf and hard of hearing community, the military, schools, university, town centres and shops, charities, businesses and the farming and agricultural community and more.

One area in particular that has been developing over the course of the year has been agricultural chaplaincy. Supported





by funding from the Aldhelm Mission Fund the team, which is present at the Salisbury Livestock Market every week and headed up by Richard Kirlew, has been growing.

As Richard explains: “There is a real sense that chaplaincy is gaining momentum. Having been consistently present over a significant period of time there is a huge acceptance [of chaplains] now. Farmers and market staff alike are articulating how much they value us and miss us when we are not there. With all the issues farmers have to face – from financial through to mental health or isolation - it’s very important for us to be there. And particularly now with the flux that the farming community faces. People are coming to talk about the issues they are facing, and we are really seeing chaplaincy take off.”

Alongside this in his capacity as Rural Mission Enabler Richard Hancock is working with Richard, Tony Gilbert and Steve Mullins, exploring the wider development of agricultural chaplaincy across Dorset. The threads are coming together in what is a very exciting time for this invaluable ministry.

Hospitality and generosity

The Diocese, with thanks to funding from the national church, gave grants to 90 parishes to contribute towards the cost of running a warm space in their church or church building. Churches who didn’t apply for funding towards

a warm space were given a small grant towards their own heating costs over the winter..

In Burbage, All Saint’s Church joined forces with the parish council to open up a Warm Space in their village hall called “Fill the Gap”. Their aim was not just to provide a warm space, but also to offer a place where the community could gather together, eat, and enjoy each other’s company.

The Revd Dr Colin Heber-Percy, Team Vicar of All Saints, said: “It’s been an enormous success. The collaboration aspect has been wonderful because it’s the community and the church coming together – fusing together in a meaningful and positive way.”

Earlier in the year, several clergy and parishioners opened their homes to refugees from Ukraine. Some clergy houses were also made available to house refugee families. The hospitality and generosity of so many people across the Diocese was inspiring as people responded to Jesus’s words ‘Truly, I say to you, as you did to one of the least of these my members of my family, you did it to me’.

Flourishing Lay Ministry

Lay ministry is flourishing in all corners of the diocese, supported by Karen Hutchinson as Lay Ministry Development Officer, Steve Inglis as Mission Coordinator and the Parish Support team. 108 people were equipped for vital ministry in their churches in 2022 through the Lay Pastoral Assistant and Lay Worship Leader courses, and eight completed the CMS Pioneering course, hoping to be commissioned as Lay Pioneers in 2023 to grow and lead new worshipping communities as part of the *mixed ecology of the local church.

One said: “This course has challenged my understanding of the relationship between Pioneer mission and the traditional church. It has helped me to understand the challenges, barriers and opportunities Pioneers face.”

Another said: “Here are some words that come to mind as I travelled the journey of the CMS Pioneer Course 2022: profound, challenging, unfathomable in areas obvious in others, exciting, thought provoking, on the edge and a real blessing.

“I am thrilled that the Church of England is doing something creative to bring people to Jesus, and so glad the church is thinking outside the box.”

Karen also oversees the discernment and training of Licensed Lay Ministers, delivered by the Sarum College team through a mix of online tutorials, local practice, and a termly residential. Four new lay ministers were licensed in September 2022, and a larger number of people are currently exploring training for this ministry in response to the vocational events held online in Autumn 2022.

Steve leads the opportunities for chaplains, lay and ordained, to network and learn from each other, and a stimulating day conference was held in November 2022 as we recognised the ‘frontline’ missional presence of chaplains in many different contexts.

Bishop Karen and Karen Hutchinson wish to thank all those who support, encourage and exercise Lay Ministry across the diocese including the local tutors, mentors and those involved in discernment.



Vocations

In recent years the national church has changed the lens through which it looks to discern lay and ordained leaders. The impact of this is just beginning to be seen in those taking up posts as curates and LLMs. The new shared discernment framework now looks at how six qualities are lived out in a person’s life. See these six qualities on the next page.

When we work with someone exploring a calling to be ordained, we look to see what each of the six qualities mean for them in four directions of their lives or ‘domains’:

- As a follower of Christ,
- within the church,
- in the world
- in themselves.

So, for example we might look to hear how someone reveals their love for God in the domain of the world and it should be ‘whole heartedly, generous and attractively engaging with God’s world’. One of the reasons for this change is to make sure we don’t miss the calling in people who don’t come in standard ‘vicar shapes’. Two of the questions would be useful for everyone in a church to explore:

1. Are there people who reveal some of these qualities but might not see themselves as vicar or lay leader material, but with some encouragement should explore their vocation further?
2. What if every church congregation were to spend some time thinking how it lives out these qualities? If it were to become second nature to order mission and ministry around these, the next time you are looking for a vicar, you will be singing from the same hymnsheet!

In 2022, using the new framework, the diocese worked with 46 people who are at various stages of exploring how their vocation might lead to a licenced lay or ordained ministry. In July 2023 we are hoping to ordain ten people as deacons and 12 as priests.

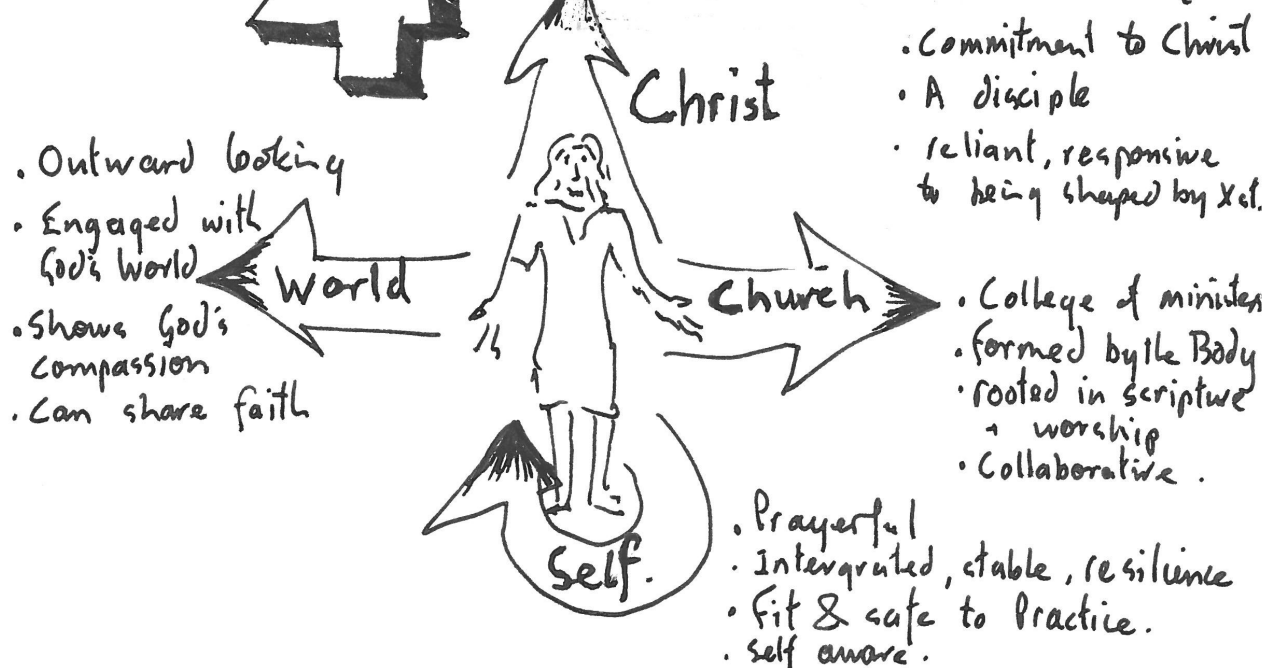
Qualities for Discernment

(NOT 'Criteria' for 'Selection')

Inhabit the Qualities



4 Dimensional living.



Rural Hope

2022 saw the culmination of five years of focused activity on the Rural Hope programme. With the constraints of lockdown over, Rural Hope saw an amazing flourishing of missional initiatives. Local rural ministry teams across the Diocese, with the support of the Rural Field Officers and putting to good use what they had learned through Thrive and Flex, established a total of 23 new worshipping communities (over the original target of 6), attracting 324 regular new worshippers with no previous experience of church (the target was 228).

Over the course of Rural Hope, 46 ministry students took part in the Rural Training Pathway at Sarum College, from a target of 24. Regular feedback has reported high levels of satisfaction with those now in rural ministry stating that the Pathway provided essential insights into the peculiarities of ministering to rural multi-parish benefices and their local communities.

Each year in July, under the auspices of Rural Hope, all the final year (IME6) curates have undertaken rural placements across the Diocese (including the Channel Islands). For many it was a chance to see how another rural benefice operates. For those from more urban areas, these placements have proved a revelation and led to them pursuing first posts of responsibility in rural areas.

The five young people who undertook rural placements as part of the Ministry Experience Scheme all reported a profound impact on their discernment of their calling. Three have progressed into the ministry selection process, one has become a cathedral verger and the fifth is considering a future in diocesan administration in the longer term.

A key emerging theme in terms of Rural Hope activity has been an increasing focus on the environment. Outdoor forms of church that began as a necessity during lockdown grew in scope and diversity during 2022. One reason is their appeal to families concerned



with green issues and the opportunities they provide for young people to take on leadership roles. A good example of this is the lay-led Muddy Church in Pewsey which involves a guided reflective walk and linked God-centred activities. As a regular worshipper says, 'It helps me connect with God through creation.'

Parish Support

The Parish Support team is a first point of contact to our parishes across the diocese – we help people to book onto training courses, complete forms, find contact details or information, respond to List Bs and faculty enquiries and applications, help with Church Representation Rules and other synodical governance enquiries, and we listen to your feedback. The team also supports DBF staff with matters of human resources, IT, health & safety and office management.

During 2022, we have been working with others to simplify the governance structures of the diocese and the DBF to ensure they are more transparent, simpler and that they clarify responsibilities and accountabilities. As part of this process we are reshaping governing bodies from 37 to around 19.

Here is just some of the support we provided to parishes in 2022:

- Each week, received and responded to over 200 calls and emails from parishes and the general public requiring assistance and support
- Supported over 1,300 participants with booking and attending 122 safeguarding and continual ministerial development (CMD) courses
- Working with the Safeguarding team, supported almost 800 Lay Worship Leaders and Lay Pastoral Assistants with renewing their DBS checks and safeguarding training
- Supported our 432 parishes to submit Mission and Finance Statistics Returns
- Provided advice and support to parishes about their responsibilities around Annual Parochial Council Meetings
- Organised and provided administrative support for Diocesan Synod, Bishop's Council and other key governing bodies, as well as for Clergy and Archdeaconry Days
- Provided advice and resources to help parishes with elections for more than 1,300 lay deanery representatives at elections to be held early 2023

- Annually the team liaise with PCC secretaries to review and update the details of over 3,000 key parish roles as part of the 'Parochial Information Form' process.

- The Church Buildings team (CBT) and Diocesan Advisory Committee (DAC) reviewed 119 faculty applications in 2022. In the last few years, the CBT has worked with parishes and the DAC to improve the quality of faculty applications and this means that 8 in 10 are now progressed (in 2019 it was just 6 in 10).

- Using delegated authority, the Church Buildings team approved a further 19 applications, making the process easier and quicker for parishes.

- We assisted clergy and parishes exploring options and possibilities around pastoral reorganisation. In 2022 we supported schemes to form a new parish of the Gussages in the benefice of Knowlton Circle and to dissolve the benefice of the Bridge Parishes and reallocate its constituent parishes to neighbouring benefices. We also supported bishop's pastoral orders to terminate the Bridport and Valleys Group Ministry and to rename the benefice of Hampreston and Ferndown.

- Our Ramsbury and Sherborne offices have been supporting the daily administration for the Bishops and Archdeacons, including being a point of contact for churchwardens and clergy seeking information on churches, faculties, or pastoral re-organisation. The offices looked after appointments of clergy and licensing, PTOs for retired clergy moving into the area, the upkeep of contact information, managing parochial vacancies, issuing Statements of Particulars, ensuring pastoral support for clergy and their families and coordinating ministry reviews.



Strengthening Safeguarding

2022 was a busy year for the Diocesan Safeguarding Team, with a variety of different challenges throughout the reporting period. In addition to the Diocese Safeguarding support is also provided to the Cathedral.

During 2022 our priorities were:

Survivors and Victims – listening to, engaging with and learning from those with lived experience of abuse.

Prevention – creating resilient environments to prevent abuse from taking place.

Responding to risk – assessing and managing known Safeguarding risks.

Survivors and Victims

Throughout 2022 we promoted the new Independent Sexual Violence Adviser (ISVA) that the Diocese has commissioned on a part-time basis to support church related victims and survivors of abuse. This has proved very successful.

Salisbury is one of only a handful of Dioceses now making this dedicated provision available. The National Safeguarding Team currently have an ongoing project to adopt similar arrangements across the country – recognising this as best practice.

Prevention

Developing Safeguarding ‘resilience’ through awareness raising is an integral part of ensuring our parish churches are safe spaces for all. During the past 12 months, the Safeguarding team focused on the theme of Domestic Abuse. During the Covid period it was widely acknowledged that the volume of domestic abuse episodes increased exponentially, yet this was not reflected within the Diocese where reported incidents of this

nature were extremely low. As a result ten workshops were run across the Diocese (also encompassing the Channel Islands) resulting in some 300+ people receiving the latest updates on this important area of Safeguarding work.

Responding to risk

The Diocese became an early adopter of the National Safeguarding Case Management System (NSCMS), the new integrated case management platform within the Church of England. This system will play a significant part in managing risk, ensuring referrals are captured in a high quality, standardised format, with the ability to be able to search records and link them when necessary, as well as being able to readily share referrals with other Dioceses and the National Safeguarding Team (NST).

PCR2

In October 2022 the latest independent review of Safeguarding casework and personnel files in the Church of England was published (known as PCR2). Coinciding with this was the release and circulation of the Salisbury Diocese and Channel Islands local PCR2 reviews.

The local reviews, while identifying some areas of development were largely positive, particularly with regards the standard of current case files and investigations.

Channel Islands

With the formal legal processes to link the Channel Islands to the Diocese of Salisbury complete, the Safeguarding team have continued to cement relationships with both Deaneries, making visits to each of the Islands. Safeguarding training and Safeguarding updates were provided to both deanery Chapters.

While Safeguarding provision has undoubtedly improved within the Diocese over the last few years, there remains much to be done, as the tactics of those intent on causing harm within our church communities continue to evolve. It

is essential that we strive to remain one step ahead and do everything we can to protect children, young people and adults at risk from abuse.



Giving and stewardship

“We raised £90 in a couple of weeks - and we weren’t even trying!”

This has been a year of trying new ways to encourage giving across the Diocese, with many parishes purchasing contactless card readers, and trying online giving and QR codes for the first time. It’s been impressive to see how many parishes have rolled up their sleeves and given it a go, and been surprised with their success.

Stourton PCC and Moreton PCC both raised over £5,000 in 2022 through a Payaz machine, predominantly from tourists and visitors, and St Swithun’s in Bridport raised £90 in the first two weeks after putting in a CollecTin, without actively promoting it! Taking a SumUp to the Church Tent at the Gillingham & Shaftesbury show taught us a lot, including patience and resilience - but we will be doing it again in 2023!

Of course, some churches benefit from tourists more than others, but don’t assume that if you are rural or hard to get to, you cannot encourage people to visit. Many churches are on Ride+Stride routes, and East Chelborough, the sixth smallest church in England, is on a pilgrim route and has begun using QR codes to raise funds from walkers.

This coming year, the Giving Team look to better support you with advice on grant funding; whether it’s for heritage or community projects. Using our church spaces for the benefit of our wider communities, and reaching out to new people, is an intrinsic part of our Christian faith and discipleship. Being able to communicate this, both to funders, and to friends, will be the key to growing God’s Kingdom across the Diocese of Salisbury.

Property and buildings work

In line with managing the parsonage houses and curates houses there have been some 10 changes of occupancy in 2022. As part of ingoing works to these properties there were major refurbishment works carried out to the Watercombe, Stalbridge. Trowbridge, and Tidworth houses.

The Property team looks after about 250 properties and rents out about 35 properties at any one time, (mainly empty properties due to clergy vacancies) bringing in an income of £590,000 during 2022. There are additional costs incurred to refurbish these properties for private rental, however this should result in significant savings on ingoing works when new clergy appointments are made.

There were 3 properties identified for sale in 2022: Whiteparish, Great Wishford and Marlborough, however these did not complete until new year.

The only property purchased in 2022 was 2 Wellington Road, Parkstone, Poole which is to replace the existing eight bedroomed Edwardian benefice house 2 Birchwood Road.

The latter will be sold when the outcome of a planning application to build an additional house on part of the garden is known.

Salisbury DBF Consultancy Ltd

In addition to its statutory core work the Property Department now works with over 60 Voluntary Aided Schools and Academies via a separate Trading Company. The Consultancy hasn't had the easiest of years with a degree of staff turnover caused by skill shortages in the industry, however it has still brought in a fee income in excess of £280,000. The Company is also being used to develop initiatives such as 2 Birchwood Road above. The last winter has demonstrated the difficulties of heating some of our older and larger parsonages.

Partnerships in Schools

The work of the Salisbury Diocesan Board of Education (SDBE) continues to be highly respected by schools and has played a significant part in protecting and developing the Christian character of church schools and in shaping the educational landscape across the Diocese, for the greater good of all schools. The importance of supporting headteachers and senior leaders in their formation as spiritual leaders has become a significant focus, including in the summer of 2022, when a conference for school leaders and clergy reflecting on their shared leadership within their communities received great feedback.

Across the year, 800 school and parish leaders attended courses organised by the SDBE; of particular note is the Trust-wide impact of training. For example, one Trust sent 16 church and maintained members of staff on a programme to support leaders in the articulation of vision. In addition, the re-imagining of the way that excellence in Religious Education and collective worship is developed has added additional capacity and momentum to the work of the SDBE.



Ministering to the Gypsy, Traveller and Roma community

In July over 100 Gypsies and Travellers gathered at Kingston Maurwood College in Dorchester for the unveiling of a large 10 foot wooden sculpture called the Legend Pole. The pole was carved by New Traveller and chainsaw artist Gary Orange to celebrate the culture of nomadic people in Dorset.

Revd Jonathan Herbert from this diocese is the Church of England's only funded Chaplain to Gypsies Travellers and Showpeople.

He said: "It's great to have a permanent memorial to showcase the rich history of nomadic people in Dorset and it was wonderful to see the pride local Travellers had in the sculpture. It's also great to have a positive story about Travellers as sadly too often the Travelling communities are portrayed negatively in the press.

"Over 80% of Travellers would describe themselves as Christian and it's really important that the church reaches out to these often marginalised and misunderstood communities. Excitingly in June 2023 we will see the launch of Gypsy Roma Traveller Friendly Church which will aim to do this".

Sudans Partnership

2022 was a remarkable year for our Salisbury-Sudans Partnership. In July and August the decennial Lambeth Conference was held in Canterbury where some 700 bishops and their partners from across the Anglican Communion shared fellowship and study at the invitation of Archbishop Justin Welby. From there, some 50 bishops plus their wives from the Episcopal Churches of Sudan and South Sudan travelled to Salisbury for a week of hospitality and fellowship in the faith in our deaneries and parishes.

It was a wonderful to renew old acquaintances and make new friendships with parishes and deaneries from across our diocese from Marlborough to Lyme Bay.

With welcome speeches from Bishops Stephen and Andrew and lunch in the Cathedral School and much photography and animated conversations, we gathered for Choral Evensong in the Cathedral before our guests left for their host's homes and parishes.

There for the next few days, they got to know the joys of Dorset and Wiltshire, the churches, hills, farms, towns and villages and, for many, their first glimpse of the seaside. Long lasting memories were made. Despite the challenges of Covid-19 and remaking return travel plans, enthusiastic, thankful, and abiding friendships continue to bind us together.

These local links are at the heart of our partnership and underpin our medical and education priorities together with our development, and advocacy initiatives for a lasting peace in both Sudans. We pray our partnership will flourish and bring peace, prosperity and love to all our brothers and sisters there.

Salisbury Cathedral

The inauguration of Bishop Stephen's ministry on Sunday 19 June 2022 was one of the highlights of the Cathedral's year. Featuring

a newly-commissioned piece of music by David Halls, our Director of Music; personal welcomes (in Latin!) from two of our Senior Choristers; a processional liturgy which took us to every part of the building; and those gold envelopes, it was an unforgettable occasion.

Only a fortnight later Bishop Stephen returned to the Cathedral to ordain deacons and priests for the Diocese for the first time. Two further Diocesan celebrations took place here in the early summer. The first was the series of School Leavers' Services, brilliantly led by Rise Theatre, who persuaded everyone in the building to sing 'Whose planet? God's planet!' with gusto. And then, as the Lambeth Conference ended, Bishops and their spouses from South Sudan joined us for lunch at the Cathedral School and a wonderful Evensong.

It had seemed that 2022 was the year in which normality might return to Cathedral life. It was certainly a huge joy to gather with colleagues from across the Diocese to celebrate the Chrism Eucharist on Maundy Thursday (although we missed Bishop Karen, who had succumbed to Covid). But in early September, all sense of normality was lost with the death of Her Late Majesty Queen Elizabeth II. In the ten days that followed more than 7,000 messages were left in our Books of Condolence. Bishop Stephen led the county's mourning in a special service held the day before the state funeral – which was watched on our large screen by more than 700 people. It remains a huge privilege to serve this extraordinarily diverse community.





Channel Islands

The evening of 17 November 2022 was a special moment for the Church of England in the Channel Islands: a service was held in Salisbury Cathedral to welcome the Bailiwicks of Jersey and Guernsey to the Diocese. This implemented the recommendation of the 2019 report of the Archbishop of Canterbury's Commission, whose task was to determine where the Islands might best flourish in their future attachment to the wider church.

During Evensong, the Bishop of Salisbury preached and the deans of the two islands were also installed as Canons of the Cathedral. This was witnessed by a large group of visitors from both Islands, including the Islands' Lieutenant-Governors, who are representatives of the Crown.

The Deans, the Very Reverends Tim Barker and Mike Keirle, had just completed a pilgrimage from Winchester Cathedral to Salisbury Cathedral, walking along the Clarendon Way. They are members of Bishop's Staff and Bishop's Council. In February 2023, representatives from Guernsey and Jersey attended their first Diocesan Synod for ten years, and received a warm welcome by those present.

Dean Tim said: "For the Islands, this is an opportunity to build new relationships, engage with the wider church and flourish with new friends in Jesus Christ, as we journey together

in proclaiming God's kingdom, here and now. For the Diocese of Salisbury, this is essentially a cost neutral exercise and has only marginal impact on the Diocesan budget. We hope that the Islands' new attachment to the Diocese will be an enriching experience for everyone as we learn from one another. We thank the Diocese of Salisbury for your warm welcome!"

Further work

Leadership Training

During May – July 2022, 14 local leaders from the Diocese participated in the Future Change Framework a series of workshops led by the RSA (Royal Society of Arts). The focus of the workshops was to empower and build the confidence of local leaders to capture critical insights from the pandemic and take these learnings to inform and shape future decisions that will impact the life of the church and wider community.

Military

The Venerable Alan Jeans, Archdeacon of Sarum and Bishop's Liaison with the Armed Forces, was invited by Bishop Stephen to spend up to a day a week in this role. Alan has been working with the military commanders based in and around the Diocese for many years, and Bishop Stephen has asked that the focus should be on developing the military/civilian integration between the military bases and their neighbours in parishes, schools and the wider community; support for veterans; and deepening the links with the Army Cadet Force. Alan received his military MBE for services to the Army Cadet Force in May 2022, from the then Prince of Wales, now our King Charles.

Financial sustainability

In my first annual review as chair of the Diocesan Board of Finance I would like to take the opportunity to thank my predecessor, Nigel Salisbury, for the work he did to support the professionalisation of the Board and to put us on a 5 year path to eliminating the

operating deficit and putting our finances on a sustainable footing. Unfortunately, whilst some things have been achieved, we have not made as much progress on this in 2022 as we would like. The combined impact of Covid and cost of living increases on giving, and of inflation on costs such as property repairs has meant that our share receipts and income on investments held by the Diocese have together been insufficient to meet the cost of clergy stipends, housing costs and other necessary costs of ministry. We have managed to cover the resulting deficit with profits realised on the disposal of assets but obviously this is not something we want to continue to do.

During the year we have taken a lot of action to try and reverse this position. We are reviewing parish share to make it easier for parishes to raise their contributions. We have taken action to improve the income earned from our glebe properties and are considering the disposal of low income producing assets where the proceeds could be better invested. Bishop Stephen's arrival this year gives a renewed energy to the life of the Diocese and I am confident that the actions we are taking will support his vision for the future with the solid, sustainable financial underpinning it will need.

Income and expenditure

How do we fund ministry and mission in the Diocese of Salisbury?

"As Christians, we seek to respond to the challenges we face together, by resourcing the church to support people and places in need. In the Diocese of Salisbury, all our parishes contribute to Share, which pays mission and ministry costs. Thank you for all you contribute." Bishop Stephen

As you will see from the graphics, we had a deficit of 744k in 2022, and reserves were used to cover the shortfall in parish share. We are committed to putting ourselves on a sustainable financial footing to secure ministry

across the diocese into the future, and respond to the needs of the communities we serve. This will require bold and imaginative solutions. A diocesan plan for the next decade, which will embrace this financial challenge, is being shared in the Spring of 2023.

Income: £14.273m

£9.903m

Parish Share (72%)

£2.415m

Parochial fees, donations, grants and other income (13%)

£214k

Overseas mission (Sudans) (2%)

£820k

Investment Income (6%)

£921k

Rental Income and SDBF BC Ltd (7%)

Expenditure: £15.017m

£10.828m

Direct Ministry (72%)

£1.809m

Parish and Ministry Support (12%)

£309k

Work with Children and Young People (2%)

£1.092m

Diocesan Administration & IT (7%)

£506k

National church central costs (3%)

£211k

Overseas mission (Sudans)(1%)

£263k

SDBF BC Ltd (2%)

Management accounts

	Actual	Budget	Variance
Income	14.273m	13.679m	593k
Expenditure	15.017m	14.679m	(339k)
Operating deficit	(744k)	(999k)	(255k)
Unrealised loss on Investments	(2,662k)	0	(2,662k)
Realised Profit on sale of Property	245k	0	245k
Movement on Pension	310k	0	310k
Movement funds for period	(2,852k)	(999k)	(1,852k)

Diocesan Balance sheet

The balance sheet value has reduced by £2.8m in 2022, as values of investments dropped and reserves had to be used to meet the shortfall in share:

Opening balance

£128.4m

Decrease in investments book value

(£2.6m)

Funding the shortfall in share

(£0.7m) operating deficit

Other movements

£0.5m

Closing balance

£125.6m (all pre audited figures)

The DBF has funded 17 clergy posts during 2022 as a result of the shortfall in parish share

Despite a reasonably strong balance sheet of £125.6m, £92.8m (74%) is tied-up with clergy property.

Where are we going from here?

The financial challenge we have in the Diocese of Salisbury is faced to varying degrees by every diocese in the Church of England. Fundamental to the plan for the next decade is ensuring the diocese is on a secure financial footing – doing so means making challenging decisions with courage, confident in our vision of God's Kingdom. The new vision and plan will ensure the Diocese is in a good place to secure money from the Church Commissioners to help to fund new projects and forms of ministry. However, the national Church won't fund all the changes we need to make – if we are truly to live out the Kingdom, here and now, then we each need to respond with compassion and generosity, offering all we are and all we have, to God.