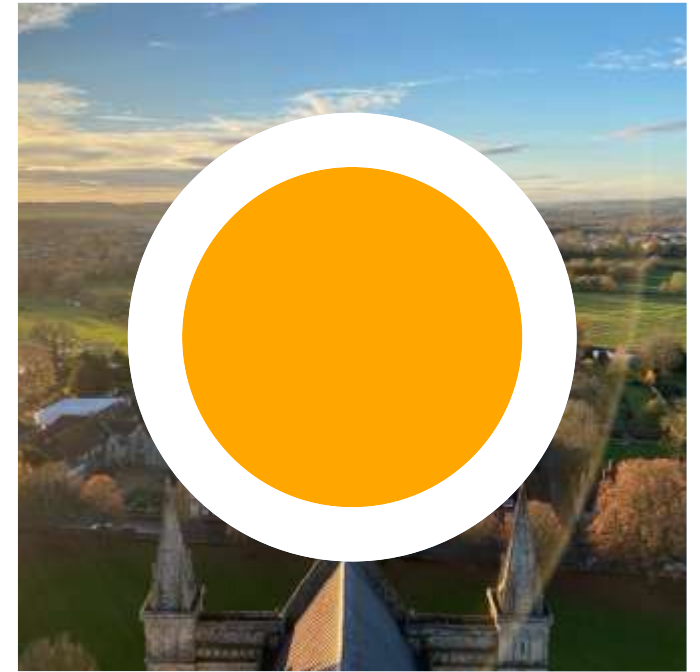




**Diocese
of Salisbury**
Making
Jesus Known



**Annual Review
2024**



“The Spirit of the Lord is on me, because he has anointed me to proclaim good news to the poor. He has sent me to proclaim freedom for the prisoners and recovery of sight for the blind, to set the oppressed free, to proclaim the year of the Lord’s favour.”

LUKE 4: 18 – 19

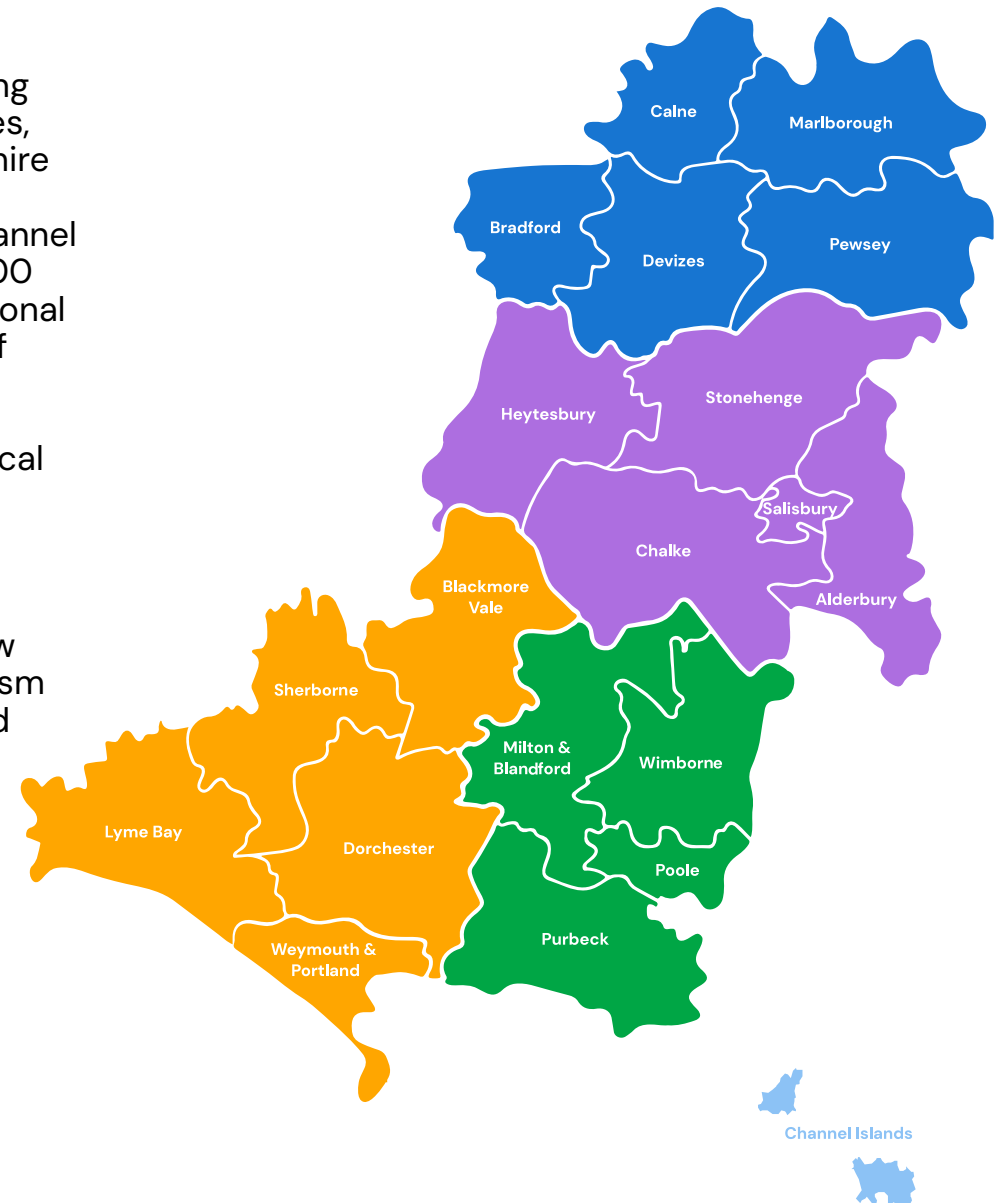
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The Diocese of Salisbury

From the North Wessex Downs to the Channel Islands, the Diocese of Salisbury is a Christian community of people in churches, schools and chaplaincies serving one million people, stretching over 2000 square miles.

We're one of the most geographically diverse Anglican dioceses, covering a wide range of landscapes, from villages on the Wiltshire Plains to Poole and North Bournemouth and the Channel Islands. For more than 1,300 years we have been a regional presence of the Church of England, with a history of serving our communities through prayer and practical action. Our vision, Making Jesus Known, inspires us to continue this work of prayer, hope and service into the future, seizing new opportunities for evangelism and mission, nurturing and supporting all forms of ministry.

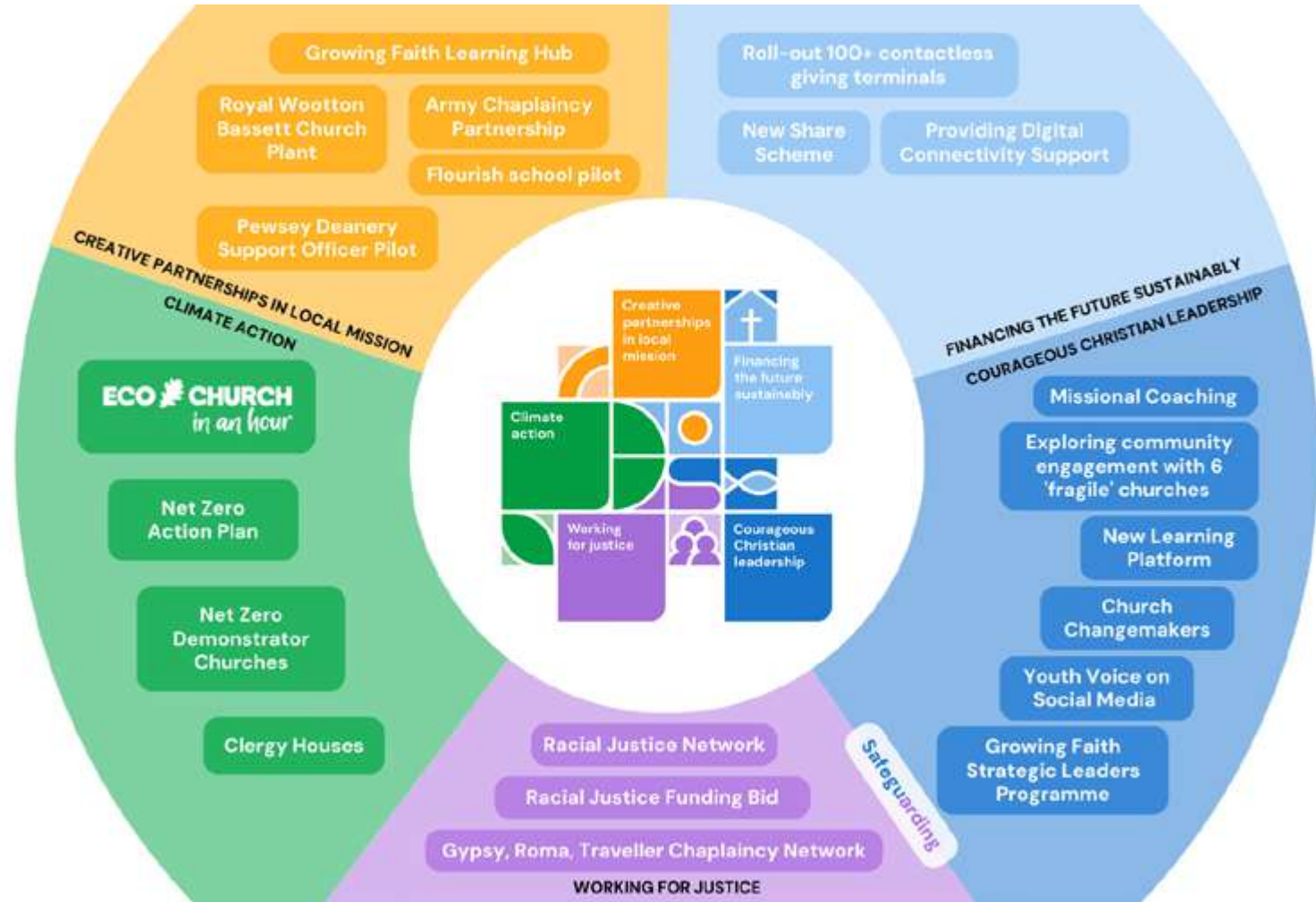


What is our Vision?

Making Jesus Known – the vision for the next decade.

The diocesan vision to 'Make Jesus known, that all may flourish and grow, seeking his kingdom, here and now' was at the heart of the work of the Diocesan Board of Finance (DBF) last year. Staff focussed on working with clergy and volunteers to find new ways to bring the vision to life in each of the five paths, from forming a new justice network for people passionate about seeking justice, working with treasurers to develop the new Share system, supporting the launch of a new church plant, working with the army to develop vocations, placing children and young people's voice at the heart of all we do, and supporting parishes to work towards net zero. Much is happening and God's grace is evident in all things!

Find out more about the vision here: salisbury.anglican.org/making-jesus-known/



Where are we headed?

Our new visual brand opened 2024 conveying the importance of our places and echoing the Easter story which transforms all of life.

We laid foundations to build our ability to Make Jesus Known. The five paths were offered to the local church as a basis for reflection on mission. Vision events took place in four locations with the Bishops and DBF staff. The DBF started to refocus resources seeking to equip and enable the local church in mission.

The Church Changemakers campaign diversified people participating in governance. A new synod and Bishops Council was elected. In all areas we look to increase the voice and participation of younger people.

Reducing church attendance and post holding reinforced the need for courageous Christian leadership. We mapped out an approach to leadership

formation and now seek funding. Growing Faith research gave a range of avenues placing children, young people and families at the heart of our work. We launched Flourish where church and school teams work in partnership to build a worshipping community. We delivered the first regional programme for church and school leaders.

Climate action was inspired by the Eco Church in an hour campaign. We secured national funding for a Decarbonisation Officer and the offer of free energy audits was taken up in a first cohort of churches.

Financing the future sustainably led to the launch of a new Parish Share approach with full transparency about the costs of being church and therefore the choices we now need to make.

DBF staff now work from Emmaus House, a place for meeting and encounter.



“Making Jesus Known remains based on an encounter with Christ which upturns expectations for us as much as it did for the first disciples.”

David Pain
Diocesan Secretary

A photograph of a group of people, likely at a church service or community gathering. In the center, a woman with blonde hair in a ponytail, wearing glasses and a leopard print top, is looking down and smiling. To her left, an older woman with short grey hair is looking towards her. In the foreground, another older woman with white hair and glasses is looking towards the center. The background is filled with other people, some in white robes with gold embroidery. The text "Courageous Christian Leadership" is overlaid in the center in a bold, black font.

**Courageous Christian
Leadership**

Courageous Christian Leadership

Any review of 2024 in the life of the Church of England will look back on some negative moments in our long history. Reflection and renewal are hoped for in 2025. And yet there is much to celebrate in the life of the diocese among the challenges of fast changing times. Phrases like the 'national church' have been over-used, as if it is some entity.

The Church of England is a national church, by law established, in every place for everyone. And yet it is only ever the sum total of its parts. Similarly a diocese, the historic model of mission, gathered around a bishop, in a particular place, with parishes, schools and chaplaincies doing the business of mission in real lives in real time. This is how we Make Jesus Known here and now today.

It has been said recently, that the 'church is always what it

does next.' History is there, and context changes, but if we believe the church to be the people of God, then what we do next is what really matters. This is how the Holy Spirit is able to inspire all to flourish and grow. Perhaps in these days, we need a greater understanding of the church as a movement, rather than a monument.

Thank you for being part of the movement of the Spirit in Salisbury Diocese. Thank you for your ministry, for sharing the good news of Jesus Christ, and for sharing in the living tradition of God the Father.



+ Stephen Lake

The Rt Revd Stephen Lake
Bishop of Salisbury



Vocations

The ministry formation team remains committed to supporting anyone seeking to develop a response to what God is calling them to do with their life.

This year we have recruited four new vocations advisors (Leila Mather, Chris Hunter, Lizzie Campbell and Robyn Golden-Hann) and trained two new Assistant Directors of Ordinands (Sarah Wood-Roe and Steve Annandale) to join the vocation and Diocesan Director of Ordinands (DDO's) teams. Mary Terry is now in a new role as Care of Candidate Chaplain.

In terms of ordained vocations, 2024 represented the lowest number of those attending Bishop's advisory panels nationally for a number of years.

This triggered a roadshow conversation between vocations advisors/DDO's with Bishop Sam Corley

from the National Ministry Development Team to gain further understanding of the wider context.

This diocese also experienced the slightly lower number of eight people completing Bishop's advisory panels ready to commence training. Interestingly, at the end of 2024 the number of enquires and candidates exploring both lay and ordained licenced ministries has rapidly grown to a level not experienced in recent years.

It's hard to get a true sense of what the most significant factors are in these fluctuations and how we can respond. One thing we all have control over is creating good conversations to allow everyone to respond to God's call.

[Revd Nigel Done](#)
Diocesan Director of Ordinands



Lay Ministry

Lay Ministry has continued to flourish as people make use of the diocesan resources offered to develop their skills in pastoral care and leading worship. The revised Pastoral Skills Handbook was published in December 2023, and has already proved popular, making use of the expertise of people in the diocese as contributors, advisors and trainers. It was used as a course for deanery groups of potential Lay Pastoral Assistants, as 'refresher' material in benefices with individuals already engaged in this ministry, and as a foundation course for those seeking to develop pastoral skills for other ministries.

During 2024, there were:

21

local courses run in either pastoral or worship-leading skills. This equipped:

103

new lay ministers.

In addition, the process of recommissioning our 800+ existing lay ministers has begun. This is an opportunity every three years for commissioned lay ministers and their incumbents to reflect together on how their ministry is developing, where they might want to specialise or develop

new areas of work, or whether the time has come to lay down aspects of ministry.

This process will continue into 2025 to ensure people in their local contexts have sufficient time to prayerfully consider and plan together.

Numbers in licensed lay ministry training continued to grow as six began their course with Sarum College in September 2024 and five continued into their second year. The excellent teaching through online tutorials and occasional residential weekends, combined with the flexibility to choose the appropriate academic pathway (essays are not compulsory!) makes this a wonderful resource to equip those discerned for licensed ministry.

Licensed Lay Ministers (LLMs) continue to be supported in their ministry by Bishop Karen and Judy Anderson. It has been encouraging to welcome LLMs into the diocese throughout the year and the decision to change the automatic granting of Permission to Officiate to LLMs from 70 years to 75 years has been warmly welcomed; an indication of how many individuals enjoy active ministry beyond retirement.

[Revd Canon Karen Hutchinson](#)
Lay Ministry Development Officer



Schools

In 2024, the work of Salisbury Diocesan Board of Education continued to enable the flourishing of children and young people in our family of schools. Our Church of England schools continue to help them to learn and grow together in an environment rooted in Christian values.

This year again saw schools supporting students taking their next steps on their journey.

We saw inspirational work in RE and in collective worship, enabling pupils to explore their spirituality. Over 65 inspections of our schools by Ofsted or SIAMS highlighted examples of courageous Christian leadership.

“The school enjoys a strong partnership with St Aldhelm’s Church... supporting the spiritual flourishing of both pupils and staff.”
– Bishop Aldhelm’s School

“The school’s Christian vision is deeply embedded and rooted in biblical teaching. It empowers leaders, staff and volunteers to be united in meeting the needs of the school community.”
– Weymouth St John’s School

The Annual Report of the National Director of SIAMS celebrated Parrett and Axe Primary School in its work to ensure all adults and children felt valued and encouraged.

In June, we welcomed over 4,000 year 6 children to Salisbury Cathedral for their leavers’ service, an event full of joy and celebration.

Our schools and trusts are supported by 565 volunteers in governance, making a difference for children and young people.

We are so grateful and always looking for more. Schools need incredible leaders and we welcomed 24 new heads to the diocese at our commissioning services with Bishop Stephen.

In addition, we worked with schools to deliver projects in support of net zero targets.

In this diverse work supporting education across the diocese, it is a joy to work with and encourage our wonderful family of schools!



Katie Fitzsimmons
CEO of Diocesan Board of Education



Chaplaincy

A key area of courageous Christian leadership is demonstrated through our network of chaplains.

Anna Chaplaincy: Anna Chaplains work with and advocate for older people within the church and community. Most have roles within care homes and other organisations as well as visiting older people at home. One Anna Chaplain said: "I receive a lovely welcome whenever I visit the care home and feel respected by staff and residents". She runs a monthly service supported by a karaoke machine!

Another is regularly involved in Age Concern events and has created a six month bereavement support drop-in course with accompanying written materials, while another is fully supported by her employer to publicise and share her role with staff and customers at work in a large supermarket.



Anna Chaplains build on a foundation of general pastoral skills and experience, and in turn are often involved in training others in this specialist ministry.

Five new Anna Chaplains were commissioned in early 2024 (bringing the total to eight) and Revd Kate Edwards has become the network coordinator, convening regular Zoom meetings for mutual support and ongoing learning alongside the excellent resources and national network provided by BRF Ministries.

[Revd Karen Hutchinson](#)
Lay Ministry Development
Officer

Agricultural: This year, besides walking with farmers as Agricultural Chaplains on their life journey, we had two other 'events' going on at the market.

Annually, the Salisbury Livestock Market holds a Carol Service in conjunction with the Royal Agricultural Benevolent Institution. This service is a great introduction to the Festive Season as well as a time for farmers to connect including Wiltshire Young Farmers. This year the number of attendees more than doubled with Bishop Stephen giving the address.

Before Covid, we wanted to create a Health Hub at the market, inspired by other markets as often farmers look after their livestock far better than themselves.

Enquiries for funding from NHS and Wiltshire Council drew a blank but 2024 allowed a pilot scheme to begin.

There was a fantastic response and full funding is now being sought. From blood pressure to dental care, to mental health checks, there is hope to provide it all. The Gospel is being lived out at the Market with farmers (and their stock)!

[Revd Canon Richard Kirlew](#)
Agricultural Chaplain



Chaplaincy

Hospital: Today's NHS chaplaincy teams are ecumenical and multifaith, supporting the spiritual welfare of NHS patients and staff alike. Chaplains encounter people at times of unusual stress; we meet many people who experience drawing on their faith in Jesus in a new way, helped by the figure of the chaplain who offers a listening ear, counsel, and ministry.

Chaplains are innovating to bring what they offer closer to the heart of hospital life. This year chaplains led "Blue Christmas" outreaches into the public areas of their hospitals, inviting patients, visitors and staff to speak of why Christmas can be a time of hard memories and missing loved ones, and to write on a memory pebble or light a candle.

Police: One of my regular commitments is to visit the Force Control Centre, to support the staff who answer the 101 and 999 calls. Currently located in a temporary venue while building work continues, chaplaincy support is well-received by these officers and staff in this high-stress environment.

The new HQ has been the venue for formal events such as the annual National Police Memorial Day Service in September and observance of Remembrance Day. The year has seen another special commemoration in the dedication of a new memorial to PC Yvonne Fletcher in Shaftesbury, marking her connections in the area.

Revd James Taylor
Lead Chaplain
of University
Hospitals Dorset
NHS Foundation
Trust.



Also this year, Chaplain Anni Douglas was recognised for her six years service to Dorset Police (making a total of 25 years in chaplaincy) and I received an award for 30 years of service as a Police Chaplain.



Revd Canon Simon Evans
Lead Chaplain for Dorset Police



Chaplaincy

Deaf and Hard of Hearing:

In May 2024, I was invited by an Anglican nun to speak to the Mothers' Union about my journey of becoming a Christian and an ordained minister. In June 2024, I was invited to speak at St. Mark's CofE Primary School's assembly. The children were engaged and asked good questions about my deafness.

In June, I had the privilege to speak to the Bishop's leadership team about my role as Chaplain to the Deaf Community. Bishop Stephen suggested inviting deaf people to worship at the Cathedral and I give glory to God for this opportunity.

The number of the Visual Word Ministry's online congregation is steadily growing. We meet regularly on Sunday afternoons via Zoom. We've even had four Australian deaf Christians attending. Hallelujah! I look forward to what 2025 brings for the deaf and hard of hearing communities.

—
Revd Neil
Robinson
Chaplain to the
Deaf and Hard
of Hearing

School: I am a priest, ordained for 27 years, who will never lead a Sunday service for my congregation or celebrate Christmas or Easter with them. The majority are not practising Christians by conventional Church metrics. A significant minority are practising members of other faiths.

Yet each month I take over a thousand 11–18 year olds to the Cathedral for worship. 6th formers will devise and lead beautiful Anglican liturgy. We bless 500 students and over 300 will receive Communion at our Eucharist. 10% of Year 13s are studying A Level Religious Studies. Together we raised £4000 for Alabare and, as we visited the Battlefields of Belgium, we unpacked the starkest questions of human existence.

We have a Gap Year student, funded in partnership with Salisbury diocesan charities, exploring her own vocation.

"It's an unconventional ministry, often an uncomfortable and challenging one. But it is full of promise; full of hope."

—
Revd Stella Wood
Chaplain to Bishop
Wordsworth School



Chaplaincy

Military: This year, building relationships with our military personnel in the Diocese; the focus of our partnerships included:



Armed Forces and Veteran Friendly Churches: to understand what a welcome for serving members of the armed forces and veterans would look like in a parish church in this Diocese.

Diocese of Salisbury and Moral Injury: to develop the potential for the Diocese of Salisbury to become a pilot diocese for ministerial practice development for ministry with veterans with moral injury.

Supporting Armed Forces Chaplaincy: exploring how civilian clergy, and their parishes might offer discrete support to the Armed Forces, when deployed overseas.

Partner for the potential Mission Area on Salisbury Plain: liaising with the Senior Army Chaplain at HQ SW to shape a military element alongside the civilian churches.



The Ven Alan Jeans
Archdeacon of Sarum
Army Chaplain



Creative Partnerships in Local Mission

Creative Partnerships in Local Mission

At the local level our congregations continue to celebrate the good news of Jesus.

Although a number of long-standing clergy have retired this last year and curates have moved on, many significant parochial appointments have been made. These have included creative posts involving church planting in the north of the diocese, chaplaincy and community outreach. The Aldhelm Mission Fund, with a boost to its finances from the St Denys Trustees, has enabled many churches to undertake new missional activity, this has included the appointment of additional resources such as children and family workers which have been match funded by the Aldhelm mission fund.

Support of chaplaincy is central to our work as bishops, and a regular

chaplains forum for lead chaplains has led to some beneficial initiatives. It has been encouraging this year to see the development of agricultural chaplaincy, with a simple training course led by some of our rural missionaries.

Opportunities for gathering clergy and local civic, business and charity leaders continue in Dorset, and this too enables new partnerships to grow.

The creative use of our church buildings is always encouraged and this last year we have seen many open their doors for concerts, family activities, and even an online sound and light event broadcast from the tower of St James', Poole.

An emphasis on work with children and young people remains a priority, and the development of Hope House, in Weymouth, and our

partnership with schools has created a foundation on which future work in that deanery and elsewhere can be built.

Finally, worship remains the bedrock of our church life, and an open door, good response to occasional offices, and a community welcome continue to reflect the love of God. This in turn leads to ecumenical partnership, questions, nurture courses, baptism and confirmation. We continue to be grateful for all our clergy and lay leaders, including many active retired clergy, whose ideas and commitment keep the local church vibrant and welcoming.



+ *Karen Sherborne*

Bishop Karen
Bishop of Sherborne

Church Planting

In October 2024, the Revd Tom Morgan, was appointed to lead a church plant, taking a congregation from the Pattern Church, Swindon and establishing a new worshipping community in Royal Wootton Bassett.

Through collaboration with Revd Jane Curtis, vicar of Royal Wootton Bassett, and colleagues from the Calne Deanery, this church plant will complement the existing work, mission and ministry of the parish church and other local churches.

The church plant will be known as The Light Church and will have a particular focus on engaging those who the church isn't currently connecting with. The Light Church will be a church for all ages, with an emphasis on those under 40.

Part the vision of The Light Church and in partnership

with the diocese is the desire to train and equip lay and ordained leaders to plant new worshipping communities.

Initially The Light Church will meet on Sundays in a local school and will build a network of small groups to support the growth of discipleship, evangelism and mission.

The Light Church was commissioned in February 2025, with their first Sunday service being launched on Easter Day.

Revd Canon Jonathan Triffitt
Director of Mission & Ministry and Bishop's Missioner



Developing collaboration

Over the course of the year, it has been good to see several partnerships and collaborations both deepen and emerge as we support and equip local leaders and churches to respond to the invitation to Make Jesus Known.

New partnerships to emerge this year include collaborating with the **Community Waffle House**. The Waffle House is a social enterprise that resulted in the launch of a community café, that provides a safe place to tackle loneliness, enabling people to connect and enjoy the gift of conversation through their passion for hospitality.

During the autumn, Bishop's Council agreed to offer some financial support as Waffle prepare to open their doors in Lyme Regis.

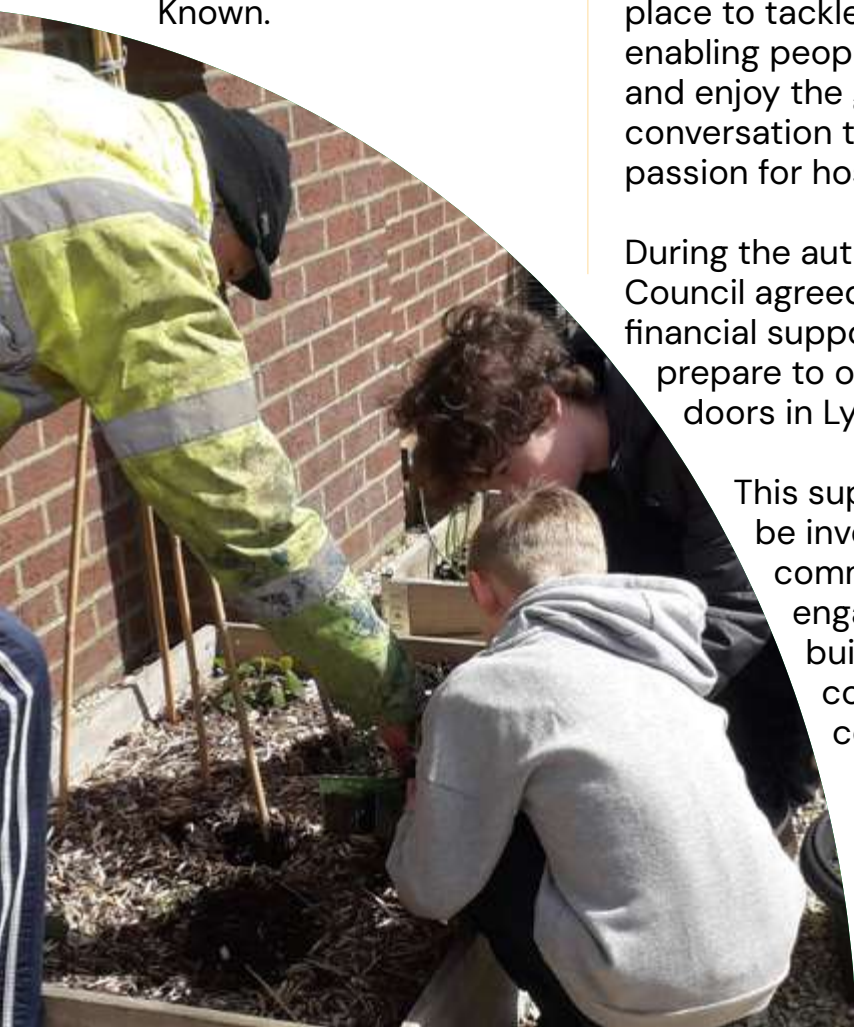
This support will be invested in community engagement and building a wider community conversation.

Another partnership that has been emerging over the year is with **Spurgeons children's charity**. Spurgeons is a family charity, built on a Christian Foundation and the work of its founder Charles Spurgeon. As a charity their vision is to offer early intervention support to help families flourish. The diocese will be furthering their partnership with Spurgeons and churches across Wiltshire.

Poole Missional Community (PMC) has continued to support areas of our development of mission and ministry through offering coaching and mentoring to leaders and local leadership teams. Paul Bradbury has been leading some research on Missional Leadership and supporting pioneering curates and the diocesan pioneering networks. **Sarum College** remains a

key partner in supporting the leadership and formation of leaders lay and ordained. Sarum continue to offer a significant element of Continuing Ministerial Development (CMD) alongside their continued work in the formation of Licensed Lay Minister and ordinands in training.

—
Revd Canon Jonathan Triffitt
Director of Mission & Ministry and Bishop's Missioner



Growing Faith

Growing Faith is the movement that exists to change the culture of the Church of England so that everyone instinctively puts children and young people at the heart of all we do. The Growing Faith approach works in the highest impact area in the crossover spaces between church, school and home, as well as wider community partners.

The completion of the Diocesan Growing Faith research project in Spring 2024, and the national sharing of its findings, provided a range of clear avenues for the development of the approach through routes that matched the Diocese's needs and context. The inspirational audit and road map created with 'Participation People', alongside the research, enabled us to position the voice of children and young people as a key part of the foundations for change.



The laying of the foundations has continued and includes:

The successful bid of £191,700 for Flourish, a national pilot project where church and school teams work in partnership to build a worshipping community from the school community.

Four Flourish pilots are being created by local church and school communities in Shaftesbury Secondary School, St Mary's Primary Bridport, All Saints Secondary, Weymouth and St Laurence Secondary School in Bradford on Avon, each supported by a centrally funded Flourish enabler a day a week.

Mandy Christopher
Head of Growing Faith

The establishment of outreach support from our Growing Faith Learning Hub in Sherborne to other church and school partnerships to support the development of young people's voice and leadership in church and school. This has included supporting development in community engagement with church buildings and listening to the needs and ideas of young people in each of the Flourish locations.

Working with four other south-west dioceses, in partnership with the Growing Faith Foundation, to deliver the first regional cohort of the very successful Growing Faith Strategic Leaders Programme for church and school leaders from our local teams.

Salisbury Cathedral



A significant milestone in the Cathedral's history was reached when our all-too familiar scaffolding was removed, and the exterior of the building could be seen in all its glory for the first time in four decades. Our skilled heritage crafts workers have now turned their attention to the masonry in the Cloister and to two of our most precious south-facing stained-glass windows. Worshipping numbers continued their post-Covid recovery: more people worshipped at the Cathedral at Christmas and Easter than in the previous year, and new services were added to our offer.



An Easter Carol Service drew a crowd to hear the music of the resurrection, while at our first Pet Service a different sound prevailed – that of dogs, hamsters, one stick insect, and their proud owners.



Auditions for the Choir were busy and competitive, and we have a full complement of Choristers.

The new Missioner for Young People, Revd Ross Meikle, introduced 'The Font Service' at 9.00am on Sundays – an informal act of worship with an emphasis on story-telling and community-building.

The events programme was a massive success. Aimed at generating revenue and attracting new audiences, it drew more than 14,000 people to the Sarum Lights show in November, and filled the Nave for our first Silent Disco.

An exciting plan to convert the Leaden Hall, a former school building, into a hub for our administration, schools' work and archive began to make its way through the planning process.

And our Strategic Plan for the next five years was published.

Our mission?

We advocate liberty, encourage creativity, and seek the eternity revealed in Jesus Christ.

Our objectives?

To be a place where faith is inspired, nurtured and discovered; to welcome all and build innovative partnerships; to strengthen our financial resilience; to support and develop our staff and volunteers; and to take action for justice. In 2024 I think we made a good start.

The Very Reverend Nick Papadopulos
Dean of Salisbury

Fundraising for a shared vision

This year the Giving Team was pleased to join Bishop Stephen at parish workshops on our vision to Make Jesus Known. Having a strong vision will help us raise more funds.

We looked at ways to raise unrestricted income, freeing you to use your funds wherever you need and

especially for mission and ministry. Fundraising for our people is our most pressing and important need.

In May, to support churches grow digital giving, we placed over 90 free contactless devices. From our main town centre and suburban churches, to small, rural churches like East Chelborough, Caundle Marsh and Manningford Bruce, we estimate that over half of churches in the Diocese are now able to take contactless, online and QR code donations.

By the end of 2024 we had collectively raised over £500,000 compared with £360,000 in 2023. This is incredible, and a big thank you to everyone who has

embraced digital giving.

Raising funds for building works will always be on the agenda. This year we saw more successful projects being completed with the help of grants, such as an accessible toilet at Winterborne Houghton, and towards a new roof at Chirton. We are working more closely with the Heritage Fund. Their relaunched programme provides more support for Places of Worship, to both save heritage, and fund community engagement work. 'Discover Christ Church!' in Bradford on Avon, and Worth Matravers are two great success stories.

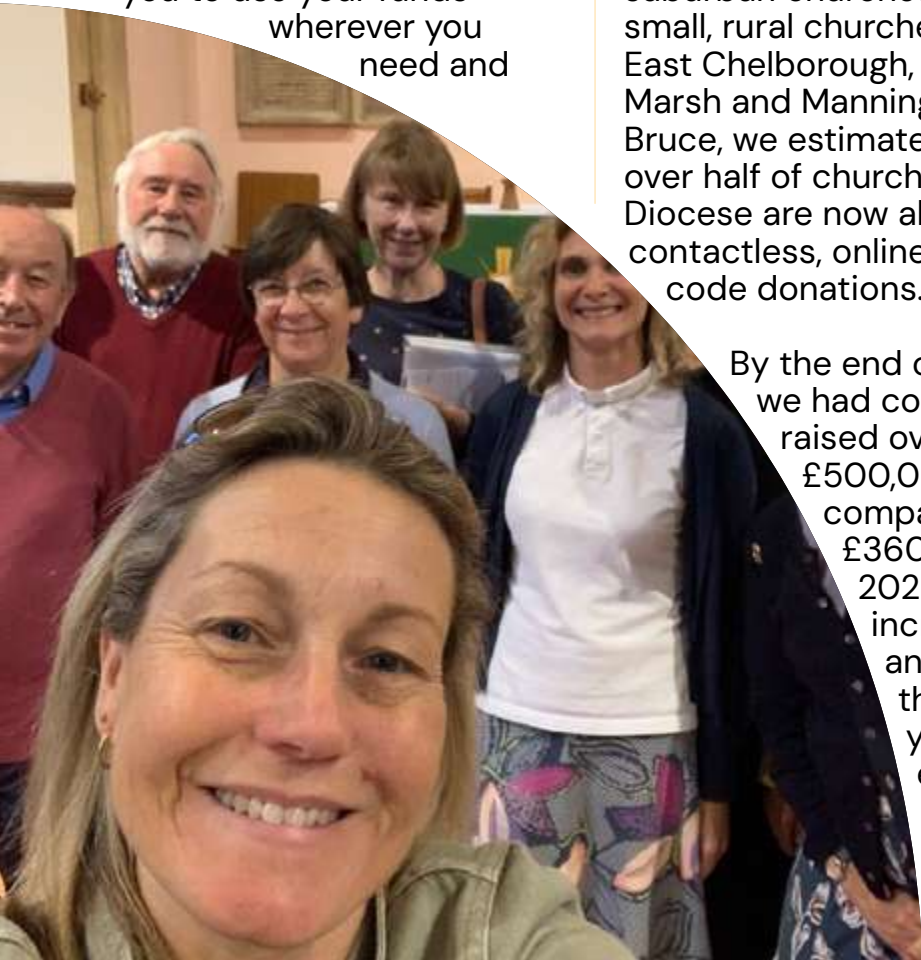
This year the launch of the new Share system saw church members meeting at PCC and Benefice level, working together to find ways to raise the funds we need for our mission and ministry. It is wonderful to be part of this joined-up

approach. After all, we are not fundraising for Share; but for a shared vision.

We heard an inspiring example from Winsley PCC, who set themselves the challenge of raising the total Share request from planned giving, via the Parish Giving Scheme. After reaching this target, they didn't rest on their laurels, instead setting themselves a new target to include day to day running costs too.

Increasing our income from planned giving is a long-term strategy, and one that we can work to achieve over a number of years. It might seem daunting, but as Winsley PCC has shown, if we start make a plan, and set a goal, we can keep track of the progress we're making. A prayer and a plan is all we need!

—
Anna Hardy
Giving Advisor



The Channel Islands: Guernsey

We are delighted that we can continue to offer weekly worship in the fifteen Anglican churches in Guernsey, as well as in the churches in Alderney and Sark.

There have also been occasional services in St Tugual's chapel in Herm during the summer months. Herm has a small resident population, largely focussed on supporting the infrastructure of the island and its summer visitors.

The Revd Penny Graysmith, a vice dean and Rector of St Peter Port, and the Revd Beverley Hervé, Rector of the Vale, ran a course to introduce people from churches across Guernsey to opportunities for pastoral ministry. We were delighted with the response, and hope that all participants will have benefitted – and that some will proceed to be authorised as Lay Pastoral Ministers during 2025.

Recruitment of clergy to serve in the islands is not always straightforward, as island ministry offers unique challenges. However, we were delighted to be able to invite the Revd Samantha Martell to be Vicar of Alderney. Samantha moved with her family from Hampshire in September.

The Deanery of Guernsey is entirely self-sufficient financially, and receives no financial support from the Diocese of Salisbury or the wider Church of England. We were, therefore, delighted to be able to report 100% payment of the parish share, which covers the cost of ministry in our parishes, the running costs of the Deanery of Guernsey and our contributions to the Diocese of Salisbury and the national Church of England. We were able to appoint two people to part time posts, assisting our parishes in their life and ministry.

Eleanor White is supporting our churches in their work with children. As part of our commitment to the best practice in safeguarding, Denise Arnold is working with the Revd Jon Honour, a vice dean, Vicar of Holy Trinity church and Deanery Safeguarding Lead, especially in supporting our parish safeguarding officers.

We welcomed a team from the Diocese of Salisbury in October to speak about how we can better 'Make Jesus Known' in our islands, and continue and develop our mission to and with the people of the Bailiwick through our pastoral care and social outreach.

—
The Very Revd Tim Barker
Dean of Guernsey



The Channel Islands: Jersey



It has been an exciting year in 2024 for Jersey.

Faithful ministry and mission continues in our churches in their local settings and, being a small island, clergy colleagues work collaboratively and collegially, which is a joy.



With the latest appointment of a new Priest in St Brelade, all our posts are currently filled, the first time in more than seven years. Although we find ourselves in a different culture and setting, we have embraced the diocesan strategy but have contextualised it for Jersey.



We are currently focussing on creative partnerships in local mission, with particular reference to our schools, care home ministry and chaplaincy teams and working in partnership with the States of Jersey – our government – to address

social and justice issues and shared opportunities.

Bishop Stephen was present recently when we began a project in partnership with heritage, to use the recently restored Elizabeth Castle for bespoke retreats and events and we hope to launch this in the new year and make it available to those outside of the Island, with a 16 bed facility, which becomes an Island at high tide.

In the new year, we are also employing an Island wide Schools Officer, to work with local churches to strengthen their links with their local schools.

They will provide resources, training and signpost good practice, and provide events for school children, such as “Life Expo”, which was held in St Helier Parish Church where over 1,000 primary school children visited the

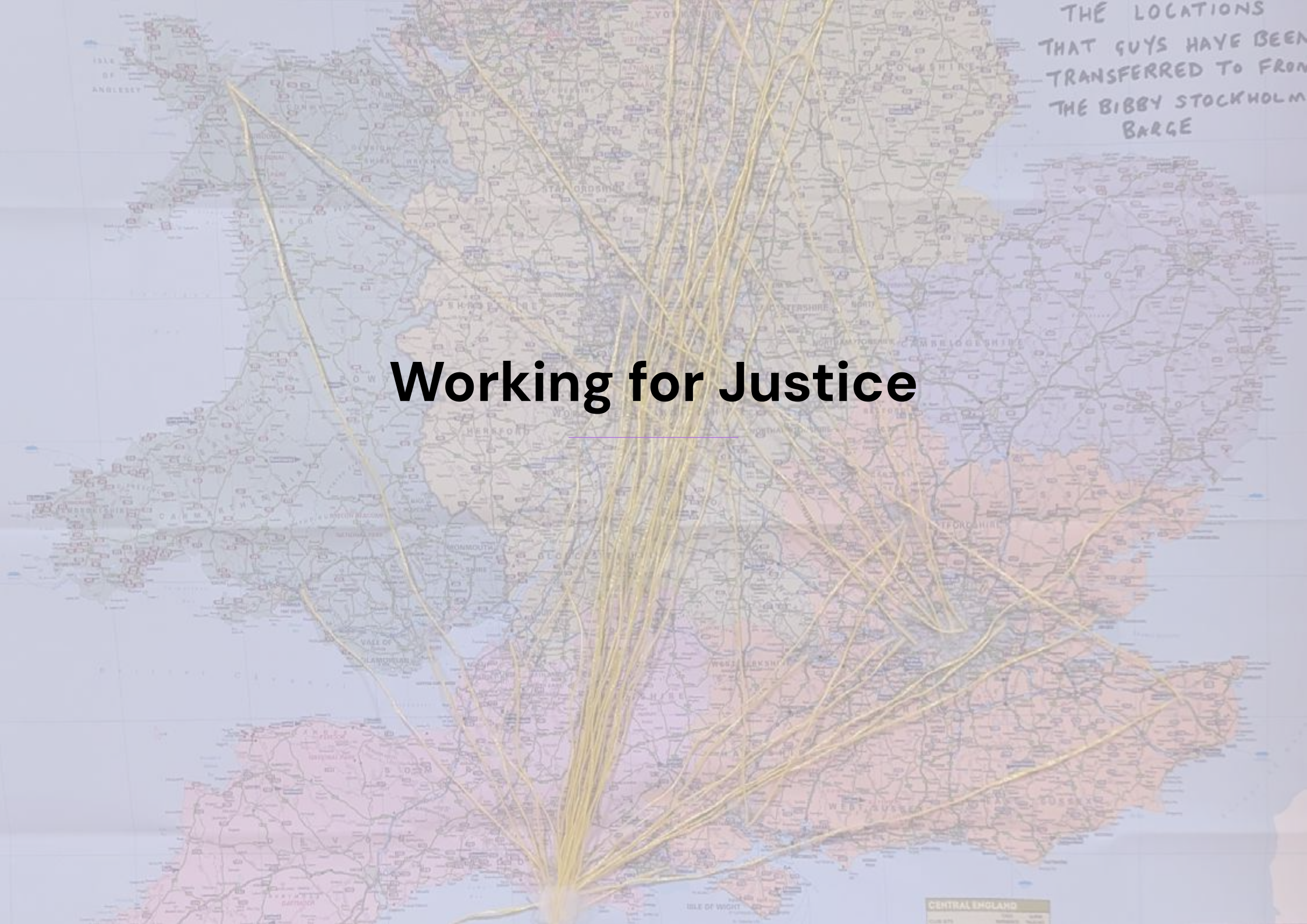
Church for a multi media event on the life of Jesus. Sixteen churches took part in producing the event and this will be repeated in 2025. We also worked with other denominations in St Helier to produce a secondary school version, hosted by Freedom Church.

Other creative partnerships have included producing a strategy for our many care homes so that we can deploy teams across the Island and train them through the Anna Chaplaincy; one church working with Baby Basics, an organisation which helps young mothers and families with financial struggles; St Andrew’s Church working with men with mental health issues in partnerships with other agencies and many more.

The Very Revd Mike Keirle
Dean of Jersey

THE LOCATIONS
THAT GUYS HAVE BEEN
TRANSFERRED TO FROM
THE BIBBY STOCKHOLM
BARGE

Working for Justice



Working for Justice

A key strand of our vision to Make Jesus Known is working for justice – supporting parishes in advocacy work and in their leadership in challenging injustices.

Many church communities quietly get on with Making Jesus Known through acts of social justice and sacrifice acts of hospitality and welcome, some which exist for a season only.

One such season has drawn to a close in Weymouth and Portland deanery with the decommissioning of the Bibby Stockholm barge. Church communities offered pastoral care to those housed on the Bibby Stockholm for more than a year. Led by Rural Dean, Revd Jo Haine, chaplaincy support was provided on board, while churches innovated in a variety of ways to show hospitality and friendship to the men on board. These included cookery sessions,

drop in centres and liturgy and sermons translated into native languages. When the barge was decommissioned by the new government, the men were supported with love and prayers as they were resettled throughout the UK.

Churches continue to support foodbanks, community pantries and community larders. Devizes, Bemerton, Salisbury, Poole, Bridport and Sherborne are just some of the places where local people give to and staff foodbanks. This ministry isn't just about feeding the hungry, it's also about providing companionship, a safe and, warm space and where needed, signposting people to longer term support.

Sherborne also hosted the annual Roma Holocaust Memorial Service at the Abbey. Members of the Gypsy, Roma and Traveller Community from across Dorset lead worship which

paid tribute to those who had lost their lives under Nazi tyranny. Council and community leaders, including Bishop Karen came to support and show solidarity.

In 2025 there will be a national conference based at Sarum College and Salisbury Cathedral which will celebrate Gypsy, Roma and Traveller culture, and explore the campaign for GRT friendly churches, chaplaincy networks, and housing issues among others.

Canon Rachma Abbot ministered as the Bishop's Adviser for Minority Ethnic Concerns, keeping Lament to Action high on the agenda. She will be greatly missed on her retirement early in the New Year, but will return for the conference.



The Ven Penny Sayer
Archdeacon of Sherborne

Safeguarding

It has been a challenging year for safeguarding in the Church of England with a lot playing out through the national media. In the Diocese of Salisbury, we continue to work towards keeping people safe under the following areas:

Culture Leadership and Capacity: Partly in response to last year's independent safeguarding audit, capacity has been increased within the safeguarding team and the Head of Safeguarding now sits within the Senior Leadership of the Diocesan Board of Finance. Progress on recommendations from local and national audits continue to be tracked and overseen by Diocesan Safeguarding Advisory Panel (DSAP).

Prevention: 75% of parishes are now using the

Safeguarding Dashboard which is an online tool used for checking safeguarding compliance. We have focussed on increasing the level of support available for people in safeguarding roles within parishes. We have delivered 10 face-to-face Parish Safeguarding Officer (PSO) workshops (attended by 144 PSO's) and monthly online PSO drop-in sessions regularly attended by around 40 PSO's. A highlight for many PSO's was an invite to a PSO garden party at South Canonry in the summer.

Recognising, Managing and Assessing Risk: The Safeguarding Team provide high quality guidance and support when people contact the team with safeguarding concerns. During 2024 there were 212 new 'concerns' (an increase from 113 during

the previous year). The casework team continue to assess and manage known risks by supporting with risk assessments relating to individuals and working with parishes to uphold Safety Plans. The Safeguarding Team work closely with statutory partners to ensure effective risk management.

331

attended Leadership pathway courses.

182

attended Parish Safeguarding Officer Induction and Workshops



Safeguarding

Survivors and Victims:

During 2024 the dedicated Independent Sexual Violence Advisor (ISVA) left to work for the National Safeguarding Team. Our new caseworker is currently undergoing IDVA (Independent Domestic Violence Advisor) and ISVA training and will be a 'Survivor Champion' facilitating a victim/survivor engagement panel.

This is what victims and survivors have said who have worked with the team:

"I was listened to with empathy and I was completely believed from the beginning."

"For the first time in my life I've been open about what happened to me."

"My goal has been completely fulfilled."

"My previous experience with the Church of England was that I wasn't believed. I was someone who should 'go away' rather than someone to be listened to. It's been a very, very good experience."

This is what Parish Safeguarding officers have said who have worked with the team:

"I think it was informative and well delivered. I learnt a good deal and had the chance to think things through and discuss things." (Leadership training)

"I did very much appreciate the thoughtful and knowledgeable answers from some of the other people on the course. I learned from them, and so that was the benefit and insight that I gained from the course."

Suzy Fatcher
Head of Safeguarding



Sudans Partnership

Most of us will be aware of the crises in Sudan and South Sudan and it is hard not to think that the dreadful situations in both countries are the worst they have ever been in the many years of our partnerships. The UN says Sudan is the worst humanitarian crisis in the world with half the population critically short of food and some 30,000 killed and where rape is used as

a weapon by the forces of the two war lords. Khartoum and other cities have been repeatedly devastated.

As 2024 came to an end, cross border fighting broke out in South Sudan and oil installations wrecked and both countries' economies destroyed, and poverty and starvation abound. We have sustained our support to theological

colleges and schools in both Sudans but we have prioritised humanitarian aid especially food to Sudan where the need is the greatest. Archbishop Ezekiel Kondo primate of the Episcopal Church of Sudan has been a brave and exemplary leader of his people. When the fighting started in April 2023 between the RSF and the Government forces (SAF) we assisted his escape from Khartoum and relocation of his family and staff in Port Sudan. Over Christmas 2024 he made a courageous visit to devastated cities including Khartoum and Omdurman encouraging and comforting his people.

Our Medical Link continues its vital and popular work in Western Equatoria including midwifery training and the distribution of essential drugs to diocesan clinics.

Our Deanery and Parish links remain creative and supportive with their partnered dioceses and more recently, following friendships made at the 2022 Lambeth Conference when many of the ECS/ECSS bishops stayed with us. Marlborough's relatively new link with the ECSS diocese of Morobo, and Sherborne's more established partnership with Ezo thrives.

We continue to work closely with the UK Government and Parliament, and as we face increasing funding challenges we will be seeking more support in 2025. Donations can be made via the [Sudan partnership linked here](#).

—
Revd Canon Ian Woodward
Chair of the Salisbury
Sudans Partnership



Pictured: Creation of the borehole in link Diocese of Morobo

LGBTQIA+ Chaplaincy

In 2024 the chaplaincy formed to offer confidential, non-judgemental spiritual and pastoral care to LGBTQIA+ Christians and those exploring faith.

We unequivocally accept and affirm LGBTQIA+ people, their loved ones, friends, and family.

We offer resources on LGBTQIA+ inclusion for churches and individuals and aim to provide a voice from the LGBTQIA+ community to the diocese in its decision making.

Our eight volunteer chaplains are members of the LGBTQIA+ community and their allies, lay and clergy. Among other things, in 2024 we have:

- Helped lead the ecumenical Salisbury Pride Service
- Attended Chesil Youth Pride

- Started the first Open Table in the diocese, hosted ecumenically and held at Holy Trinity Weymouth

- Offered a 'recommended reading' list – [under Resources here](#)

- Led Trans day of Remembrance events

- In March 2025 we will host the diocese' first LGBTQIA+ Inclusion Training Day

Contact us for support or information. We would love to hear from you: LGBTQ.Chaplaincy@salisbury.anglican.org

—
Revd Kate Wyles
LGBTQIA+ Chaplain



Gypsy Roma Traveller Chaplaincy



The Chaplaincy is based around building trust and fruitful relationships with Romany Gypsies, Irish Travellers, New Travellers, Showpeople and Boaters.

Through numerous visits by the chaplain and volunteer members bonds of trust continue to grow and faith is strengthened. Much advocacy work has been done with individuals and in partnership with Dorset Traveller Charity Kushti Bok. Numerous visits have been made to schools across Dorset and Wiltshire and a number of talk workshops and sermons have been given to church and other groups.

Highlights included chaplaincy work at Appleby Horse Fair, Roma Holocaust Memorial service in Sherborne Abbey and a Romany Gypsy wedding at Hilfield Friary. Significant time and energy has gone into planning a national conference for 2025 to be held at Salisbury Cathedral entitled 'Sanctuary Roads'.

The coming year we plan to build up and train and extend the existing chaplaincy team.

—
Revd Canon Jonathan
Herbert
Gypsy Roma Traveller
Chaplain

Climate Action



Climate Action

When the apostles Paul and Peter describe the church in the New Testament letters, it is often by likening Christians to some object or organism where each part depends on all the others.

The most well-known is a body, of course, but they also describe believers as God's field, or God's household, or as his building, made of living stones.

Each of these images is in some way ecological – that is, it has to do with the way living things relate to each other, in mutual dependence. Much of our thinking about the environment, and the urgent need for 'climate action' stems from this sense of being not self-sufficient islands, but vitally connected to God, the earth and one another.

The Church of England's determined and ambitious plans for reaching Carbon Net Zero by 2030 are central to the action we intend to take as the Diocese of Salisbury. The map to getting there is deliberately hard, to spur us into action: action that is already underway across our schools and churches.

Many of us in 2024 were engaged in the pursuit of eco-church status, for example – one of the surest ways of marking our progress – and indeed most of the steps we can take relate to our buildings, as you will read in the following pages. Historic churches are not especially high emitters of carbon, but nevertheless we are committed to making the transition to more energy-efficient and less oil-reliant heating.

We shouldn't underestimate how challenging it can be to meet such requirements, but greater help is at hand, and the diocese will be working as closely as possible with local congregations in this endeavour – so essential for the future of God's world.



**The Right Revd Andrew Rumsey
Bishop of Ramsbury**



Net Zero and Church Buildings

Since the agreement of the Diocesan Net Zero Carbon Action Plan progress has been steady, though hampered a little by issues around capacity. The approach has been to form strategic partnerships with neighbouring dioceses where we can partner and share ideas to maximise our efforts. This saw the Diocesan Advisory Committee (DAC) Secretary and DAC Chair attend a site visit with Gloucester diocese to learn of their work and to understand the lessons they have learnt and how we can apply it to Salisbury. This has influenced the DAC heating guidance.

The DAC and Church Buildings team has been offering an enhanced package of assistance for those churches dealing with heating faculties. This effort has been strengthened by Joe O'Connell who joined the team late in 2024. As well as helping churches more generally, Joe

will assist the DAC Secretary on processing applications with regards to Carbon Net Zero.

Recruitment of the Decarbonisation Officer was delayed in 2024 but was concluded late on in the year Jarrod Hill joining to work on the top 20% of emitting churches over the two years he is with us to encourage them to fill out the energy footprint tool, undertake an energy audit and start forming decarbonisation groups. This will be exciting progress in our goal of Carbon Net Zero by 2030.

Applications for heating with regards to net zero carbon have become and remain the trickiest applications to deal with for many reasons. The increase in support which includes site visits and online calls, as well as more in-depth application paperwork assistance, broadly welcomed by churches. However, compiling the appropriate

amount of information to show 'due regard' to carbon net zero remains a thorny issue. This is made challenging by some solutions proposed not being entirely appropriate for their setting. Heating is a complicated topic and the Church Buildings team have produced and updated the latest heating guidance as well as supplementing its resources and knowledge.

2024 has been challenging on the church buildings front, but ended on a positive note. The team has grown in strength and experience, and this will enhance the offer to parishes, which should ease the faculty process and enhance the efforts towards reaching our commitment to net zero carbon and caring for creation.

2025 looks exciting and we believe that together we can truly make a difference.



Dan Crooke
Diocesan Lead for Net Zero

Property

Our responsibilities over the year have included 25 changes of occupancy, which represents an 18% increase on that in 2023 (following an increase of 110% from 2022–2023). We have continued to complete a number of Quinquennial surveys this year (32) that has kept us on track to fully catching up on some overdue inspections. These important surveys to assess the condition of the properties determine what repairs and improvements are needed to keep the properties in good order.

The property team looks after around 250 properties in total. Currently 43 are rented on the open market (an increase of nine on last

year) but this is shortly to increase to around 46. This rental income continues to help the diocese fund ongoing works and some major repairs. It also provides a more fluid incoming process for our clergy who can occupy the property sooner as the condition and decoration of the property has been made good in advance in order to be suitable for rental. This helps reduce the time the property is empty.

This initiative also continues to provide a level of social value as the rental market is still experiencing a shortage of rental properties in this area, while persons requiring rental properties are increasing.

During 2024 we have gained an income of around £680,000 via open market rentals but we expect to exceed that sum again during 2025.

We have purchased two properties during 2024 but we expect to purchase a further three properties early 2025.

During 2024 we delivered a number of Net Zero works. The stand-out works were the installation of further Air Source Heat Pumps. Alongside these we delivered a number of component improvements/ replacements such as new double glazing, new thermal front doors, energy efficient lighting and roof insulation top ups. All these help our

clergy to have more efficient houses to live in.

Our focus for 2025 will be to continue our mapping out and delivery of Net Zero works. This will continue to help Salisbury Diocese to move towards both the central Government and Church of England targets.

Derek Bolt
Diocesan Surveyor



Climate Action and Eco Church

Our Network of Parish Eco Church Champions continued to work hard in 2024 for Climate Action and to protect God's gift of nature by signing up to and gaining awards the A Rocha UK's Eco Church Programme. The changes A Rocha UK made to the awards at the end of 2024 were welcomed while acknowledging it brought challenges as it requires deeper and more widespread involvement of the whole community in the Eco Church agenda.

The baton in this creative and faithful Eco Church work that ranges from changing your lightbulbs to installing solar panels, from being inspired by outdoor worship to doubling local pollinators through bee hotels and flower planting, from ethical shopping for the right toilet rolls to reviewing Glebe land use was handed on from David Morgan as he retired after decades volunteering in his diocese role. A across team group formed to continue this

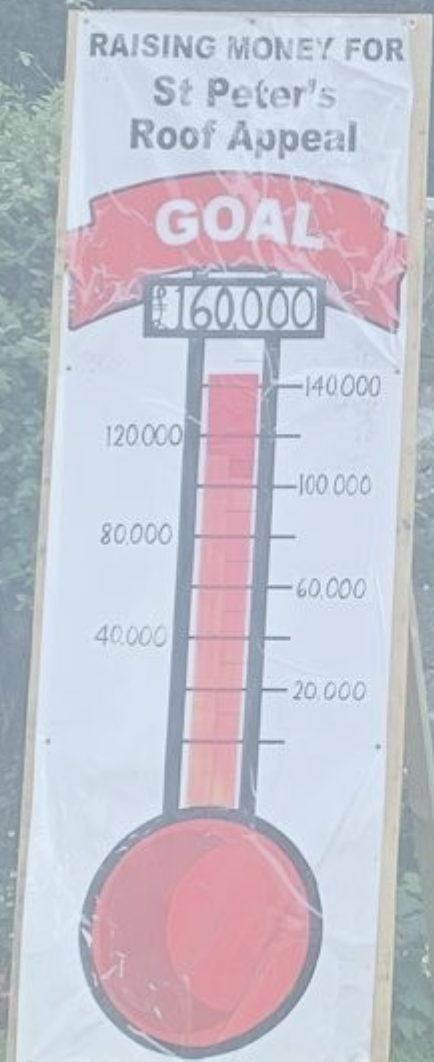
vital work and is working hard to fully include the energy, commitment and leadership of young people and their families and schools.

Bishop Andrew and the DBF team launched the Eco Church in an Hour campaign through a series of short film stories showing the many ways people can start or reignite an Eco-Church journey highlighting that although the Eco Church is an ongoing faithful journey asking profound questions on how we respond to caring for creation, a lot can be achieved in small manageable steps. A new Eco Echo newsletter was piloted and proved popular and aims to share from input from across the Diocese and Eco champion network, inspiration, tips, news of training and relevant advice to support the vital work going on in the parishes as we strive for our next milestone of Eco Diocese Silver.



Revd Lorna Johnson
Growing Faith (with a focus on
Climate Action)

Financing the Future Sustainably



Financing the future sustainably

During 2024 the team has worked hard to make progress towards our strategic objective of financing the future sustainably.

Although– despite our efforts– we ended the year with an operational deficit, this was smaller than we have experienced in recent years and was offset by the profit on sale of assets and investment returns.

We have now rolled out our new share scheme and are going through a transition period as this beds in. We received more share in 2024 than we did in the previous year, reversing the trend we have seen for some time.

The DBF team have done everything they can to control central costs and to ensure that services are configured in the way that is most useful to the parishes we support. Thank you for the positive feedback we have had on our

fundraising team who have successfully helped achieve new levels of digital giving across the Diocese.

I would like to thank all of the team but in particular Antony Macrow-Wood, Archdeacon of Dorset who retires in 2025. Antony stepped in, bravely, as our finance director for the last couple of years and has done a great deal of work on share, our management of our assets and our finance systems which will help us be even more effective at managing our finance in the future.

Jane McCormick
Chair of the Diocesan Board
of Finance



Finance

During the year the Diocese took out group membership of the Association of Church Accountants and Treasurers (ACAT). This gives our parish treasurers access to training and a website full of technical information and advice.

We continue our relationship subsidising the My Fund Accounting, Data Development's accounting package for parishes. This is an easy to use package backed up by help and advice which makes quick work of parish accounts and, because the information is stored in the Cloud, a change of treasurer is easier to manage.

During 2024, Anna Hardy and Harry Neary our Giving Advisors oversaw the giving devices roll out (free of charge).

Over

100 electronic devices

for the first time more than

£500,000

was given electronically in the Diocese.

Liz Wallis our Trusts Officer continues to oversee the administration of parish investments held by the Board of Finance on behalf of parishes and the wider accounts team are always available by phone or email to give advice and assistance.

—
The Ven Antony Macrow-Wood
Director of Finance and Asset Management



Budget, Income and Expenditure

During 2024 our income was £2,333k less than budget but this was partially offset by our expenditure being £1,364k less than budget so the net operating deficit was £969k. Gains on investment and profit on sale of assets amounted to £1,748k which resulted in a net gain in total assets of £779k.

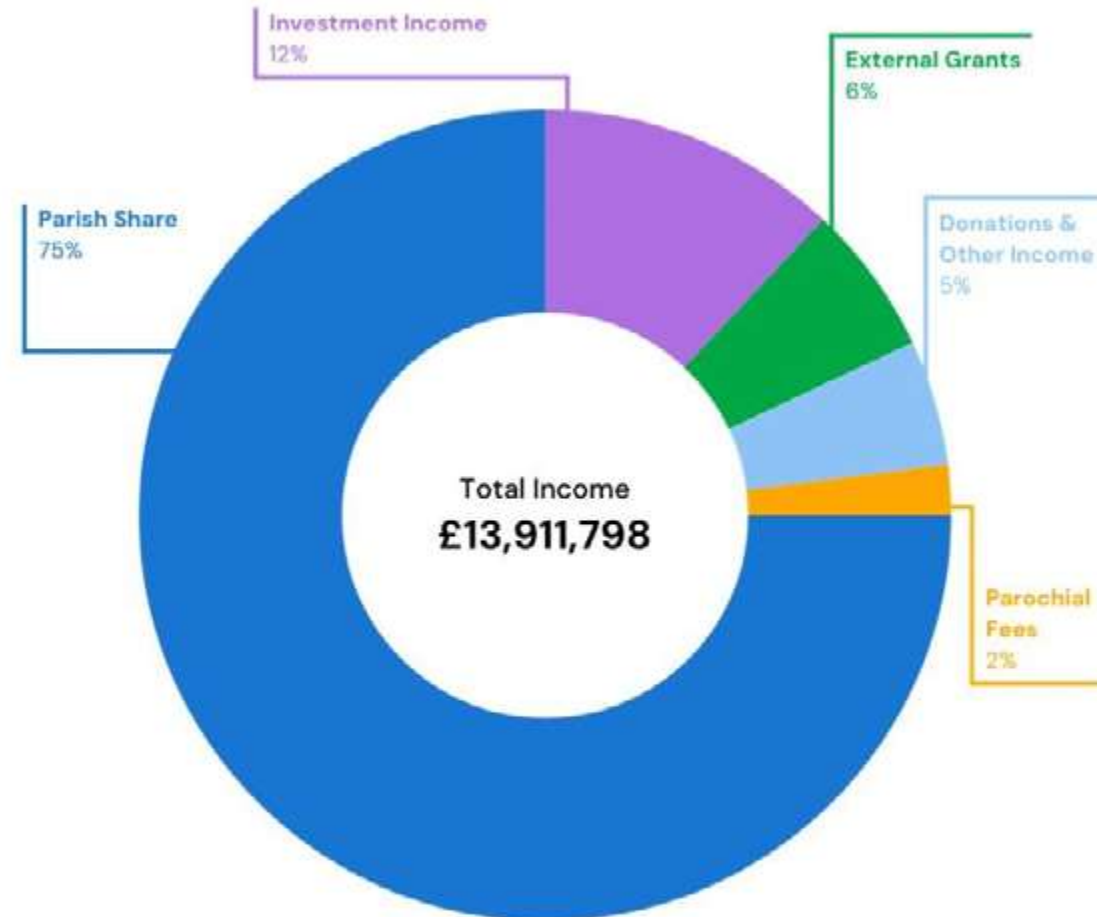
Gross share receipts were £10,416k, which was £408k more than 2023 and a contribution rate of 87% compared with 86% last year. This is the first rise in the contribution rate for a number of years and hopefully indicates we are turning a corner.

The main budget variance in expenditure was £718k less spent on stipends due to the record number of vacancies. This fed through to higher rental income of £150k more than budget due to more parsonages being rented out than anticipated.

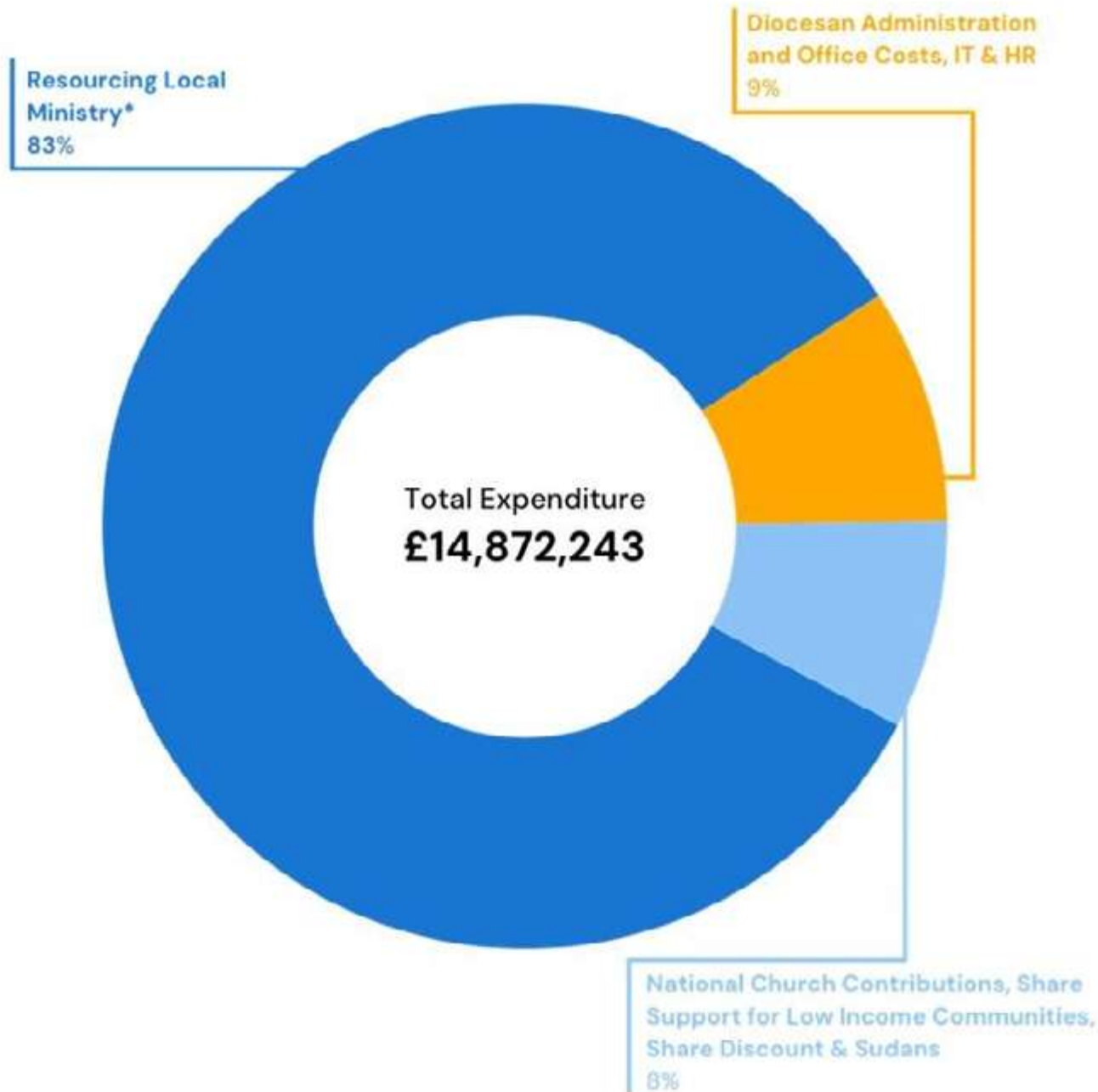
Overall, after funds transfers, the General Reserve fell from £1.9m to £1.3m.

The Ven Antony Macrow-Wood
Director of Finance and Asset Management

NB: All figures are unaudited and rounded to the nearest %.



Budget, Income and Expenditure



*Including stipends, clergy pensions and housing, training, vocations, building support & safeguarding

NB: All figures are unaudited and rounded to the nearest %.

Support for Parishes

Each year, thousands of people contact Parish Support (the main telephone line and email address) for assistance with a wide range of enquiries.

We help with training and events bookings, finding contact details and signpost to information, assisting with mission and finance statistics submissions. Additionally, we support parish governance enquiries and making sense of Church Representation Rules, support clergy and parishes with the statutory processes relating to pastoral reorganisation and in respect of those benefices where the Board of Patronage is the patron, and we listen to your feedback.

The team is also responsible for matters of DBF staff HR, IT, health & safety and office management.

Elizabeth Harvey
Director of Strategy and Operations

Annually, we receive and administer over

1,000 calls

3,500 emails

from parishes and the general public, providing assistance and support

Arrange and administer

51 CMD courses

attended by

537 clergy and lay people

Facilitated the election and appointed of over

190 members

to Diocesan Synod, Bishop's Council and other boards and committees and through the Changemakers campaign, increasing the diversity and representation of the communities we serve.

Working with PCC secretaries, review and update the details of over

3,000 parish roles

As well as organise and service the meetings of Diocesan Synod and Bishop's Council.

Communications

The small communications team of the DBF supports clergy and parishes through sharing stories and resources. This is done through e-bulletins including Grapevine, which goes to more than 5,500 subscribers a week, social media channels and the website, as well as external news media.

We also work closely with our three Bishops.

In 2024, we launched the new diocesan logo and branding, which offers a more modern feel, a creative use of colour, and tells the story both of our faith and our place. We offered banners for parishes to personalise using the new logo and it's been lovely seeing it in use around the diocese.

We ran several campaigns encouraging people to speak up and take action. The Church Changemakers

campaign sought to encourage new voices to stand for synod, and resulted in many new members being elected, including two young adults under the age of 20.

We published a diocesan Lent course, ran three 'Making Jesus Known' events to encourage people to explore and share the diocesan vision, and an Eco Church in an Hour campaign, to encourage congregations to sign up to win an Eco Church Award. Our '30@30' campaign, celebrated 30 years of women's priestly ministry, and our Christmas campaign flew 24 woollen angels around the diocese.

The comms team also work with the media and support parishes with any crisis communications they need and offer social media and publishing training for parishes.

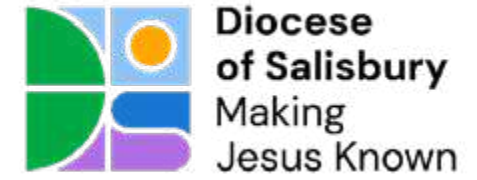
Thank you to all of you who

attended in 2024 and tried out new things!

We have lots of great plans for 2025, including the official launch of a Tik Tok channel run by young people, for young people, and more training and resources for parishes. Do follow us on social media and subscribe to our e-bulletins for regular updates!

—
[Rebecca Paveley](#)
Director of Communications and Engagement





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