

The Diocese of Salisbury

Annual Review 2017



Renewing **HOPE**
Pray • Serve • Grow

 THE CHURCH
OF ENGLAND
DIOCESE OF SALISBURY



A Christian Heart in Every Community

The Diocese of Salisbury serves over 932,000 people, covering most of Dorset (including all of Poole and parts of North Bournemouth), most of Wiltshire, four villages in Hampshire and one in Devon.

The Diocese is mainly rural with many small villages, but some pockets of urban development. Poole is one of the fastest growing areas of the country. There are over 570 places of worship, nearly 90% listed grade I or II*.

The Salisbury Diocesan Board of Finance (SDBF) is responsible for most activities carried out at diocesan level, including the financial aspects of providing ministry. The SDBF aims to empower clergy and people to use their gifts for ministry and mission.

The Church of England exists most powerfully at the local level, the level of the parish and benefice. It is only through the work of parishes, schools and deaneries that the Gospel can be made a living force.

The Diocese's Strategic Vision is *Renewing Hope: Pray Serve Grow*. The three key priorities underpinning this vision for the next ten years are: Deepening Discipleship, Nurturing Vocations and Sustaining Ministry.

1. **Pray:** we will maintain a Christian presence at the heart of every community in our diocese through worship, prayer and discipleship.
2. **Serve:** we serve our parishes, communities and neighbours and will work to help them make Christ known through loving service.
3. **Grow:** we support parishes, schools and their leaders to grow in confidence, in numbers, in depth and in impact.

If our primary focus is on prayer and serving others we believe we will flourish.

Children and Young People

The Salisbury Diocesan Board of Education (DBE) is among the country's largest. 194 church schools serve 43,000 children. 80 schools are academies either within 18 multi-academy trusts or stand-alone.

The Diocese of Salisbury Academy Trust (DSAT) has 13 schools and worked on opening, in September 2018, the first new church school for fifteen years.

88% of church schools were judged good or better at inspection; of these, 40% are judged outstanding. The remaining 12% of schools are satisfactory.

Twenty-one initiatives with children and young people included: mentoring, prayer spaces, confirmation and discipleship; support for governance; introducing schools to *Understanding Christianity*, support for schools to join multi academy trusts and support for the development of new trusts.

A four-day external review concludes 'the DBE is now an organisation of rigour, strategy, foresight and inspiration with strong and transformational leadership'.

Rural Hope

One of the year's most significant events was the award of £1.27 million by the national church to support the Diocese as a leader in innovation for growth in the rural church over 4½ years through *Rural Hope*.

The rural church has a unique dynamic which is deeply rooted in the wider community. Clergy in the countryside exercise an incarnational ministry and are an important focus in their communities.

The four main strands of *Rural Hope* are:

- **Leading into Growth**, to support ordained and lay leaders, in groups and as individuals. This will be done through training and mentoring; seed-corn funding for mission projects; residentials for rural incumbents. It will be supported by locally-based field officers. Some residentials were held in 2017.
- **The Rural Ministry Experience Scheme** for young adults aged 18-30 to explore if God is calling them

to ordained ministry in a rural setting. Two young people started this scheme in 2017.

- **The Rural Training Pathway**, a new pathway in ordination training based at Sarum College. This will enable ordinands to follow a rural path. Licensed Lay Ministers training at Sarum can also take part in elements of this course. This will benefit the church nationally as well as locally. Four ordinands started on the programme in 2017.
- **Rural Placements** to give serving urban and suburban clergy the chance to experience ministry in the countryside, helping them consider a move.

In November, a part-time Programme Manager for Rural Hope took up post.

A pre-existing rural development programme, Energising Local Ministry, will continue to run, with an increased number of Benefices involved.



Mission and Evangelism

The number of confirmations increased by 15% in 2017 to 643, with those aged under 18 growing by 20%. The Diocese has been employing a part time Young People's Confirmations Project Worker for two years.

As part of a three-year project, a number of new mission hubs have been established, including a Messy Church Hub in Dorchester, a Breakfast Church Hub in East

Dorset, and a Chaplaincy Hub in Salisbury.

217 places were taken up on mission training courses, with positive feedback.

A Mission Policy for the large number of New Housing areas in the Diocese was adopted in November by Diocesan Synod.

Vocations and Discipleship

We aim to increase lay and ordained vocations to renew ministry and mission. The past year saw more people exploring vocation, a larger team of people to respond to enquiries, and more referrals to the Diocesan Director of Ordinands. At the end of 2017, 74 people were actively exploring a vocation. Four Vocation Enquiry Days were attended by 54 people. The team of Vocation Advisers grew to 30 and along with five Associate Vocations Co-ordinators (volunteers) to help move people efficiently through the process. In 2017 25 people were referred to the DDO Team (up from 14 in 2016). Young Vocations Advisers have been

busy mentoring young people, and staffed ten schools' careers events in the Diocese.

The number of people offering themselves for LPA and LWL ministry has remained strong, but did not quite keep up with retirements through the year. There was a decline in referrals for exploring a vocation to Licensed Lay Ministry from six to four.

There was progress in integrating ordained and LLM initial training, in partnership with Sarum College. Much work was carried out towards a relaunch of an updated Aldhelm Certificate in 2018.



Buildings, Housing and Finance

In addition to its statutory core work of looking after parsonages and curates' houses, the Property Department now works with over 70 Voluntary Aided Schools and Academies. The DBF set up a separate trading company on 1 July 2017 to handle this work. Total fee income raised from property project management and surveyor work was more than £560k.

The Diocese launched the Parish Giving Scheme in May, allowing worshippers to give by Direct Debit for the first time and inflation proof their gifts and simplify Gift Aid recovery.

A programme of deanery visits and training helped

lead to 74 parishes being registered (over 15%) by year's end, and 479 donors giving regularly, with 59% inflation-proofing their gifts. This is ahead of the national "anticipated take up curve".

A further decline in fairer share membership of 1.8% was disappointing. A financial strategy to support the current priorities is being developed, as this is key to long term growth in numbers, depth, and impact. The Diocese will face financial challenges should the targeted 60% increase in vocations be achieved.

Share collection remains excellent at **98%**, but the DBF does not budget for any share shortfall.



Promoting a Safer Church

Four new policies were adopted over the year: the new overarching C of E policy 'Promoting a Safer Church'; 'Responding Well to Domestic Abuse'; 'Safeguarding Training and Development' Practice Guidance 2017; and 'Safer Recruitment' Practice Guidance.

Training and guidance was delivered on each, as part of an overall training programme which reached more than 2,000 people. 80 local safeguarding trainers were trained for parishes and deaneries.

Local involvement in setting future priorities was

fostered by holding an event for 40 Parish Safeguarding Representatives and local trainers on challenges for 2018 and what needs to be done.

Four workshops were held on Offender Management Agreements. All existing agreements were reviewed.

Some 200 parishes responded to a questionnaire on the steps they have taken to comply with their legal requirements in accordance with national policy, aimed at assisting us complete an audit of safeguarding practice around the Diocese.



Social Justice

A target of achieving EcoDiocese status by the end of 2018 was set. Salisbury is one of seven dioceses to have registered the intention of working towards this goal. By end 2017, eight parishes achieved a bronze award and Hilfield Friary received the first ever Gold Award.

Simple environmental steps at Church House include toilet rolls and paper being sourced from greener suppliers, cleaning products changed, and the installation of cycle racks. Church involvement in Creationtide has been encouraged and a network of parish "EcoChampions" has been grown.

A three year Social Justice Action Plan 2017-2020 was endorsed by Diocesan Synod in February, with work focused around four themes: food, finance, environment and sanctuary.

Ten Dorset foodbanks met Oliver Letwin MP to share concerns, especially on Universal Credit. A new project in Blandford, Community Kitchen, welcomes anyone to share meals during school holidays.

Local churches continue to be at the heart of support for refugees: Warminster churches provided a third house, and Shaftesbury's churches provided two houses.



Prayer and Spirituality

In a new departure, 25,000 copies of a pocket booklet, *Praying Together*, were distributed free of charge to parishes. This included a short bible reading, reflection, prayer, and action for each day in Lent. These were also available via the *PrayerMate* app and a daily e-mail.

This means the Diocesan Cycle of Prayer is now also available via PrayerMate or a daily e-mail, with several hundred people subscribing to each.

Considerable work was put into the Diocesan Cycle of Prayer, with better content from parishes sought, and schools encouraged to engage actively for the first time. The design of the PDF version was renewed.

Bishop Karen led a St Aldhelm's Day pilgrimage intended to be part of a greater Diocesan offer of pilgrimages in the years to come.



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Bishops' Work and Global Links

Bishop Karen continued to oversee communications work and took over leadership of the Pray Forum. Several 'Bishop's Breakfasts' were held in both urban and rural locations to enable links between churches, the community sector, public services, and business.

Bishop Edward led on the confirmation project, chaired the Learning for Discipleship and Ministry Council and was helped lead development of the rural strategy.

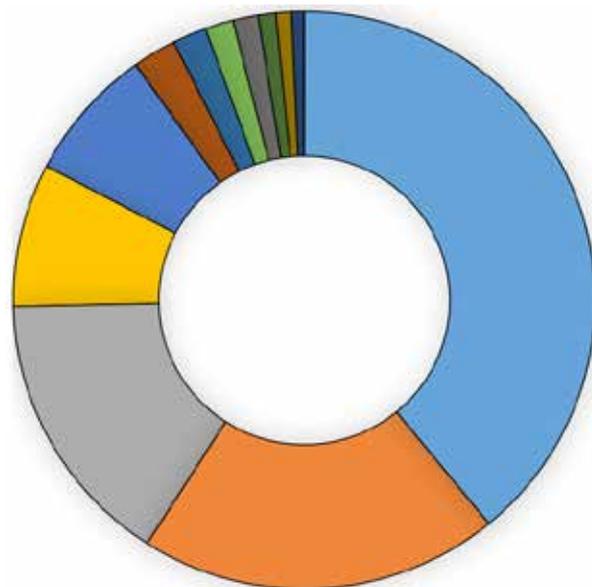
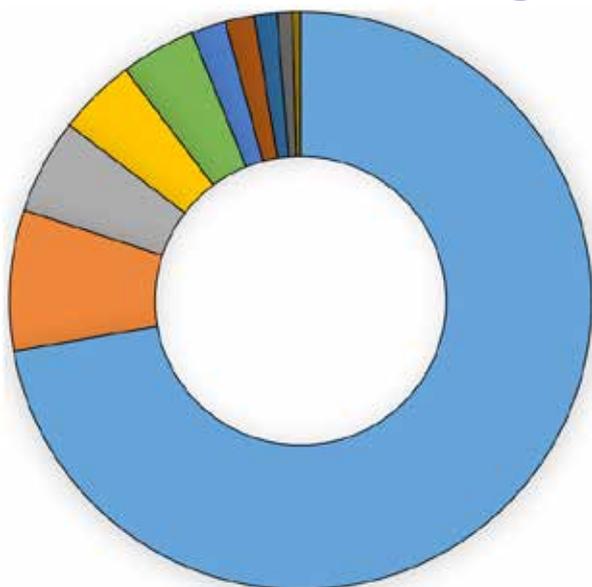
Bishop Nicholas is a member of the House of Lords and is the Church of England's lead on the environment. He spoke in the Lords on the intergenerational fairness and refugee issues as well as on the environment.

The Diocese's link with Sudan saw representation at the enthronement of the first Primate of Sudan. More than £100,000 was raised for famine relief in South Sudan in addition to longer-term local fundraising projects.

Several clergy from the Evangelical Lutheran Church in Latvia attended the clergy conference and participated in workshops and discussions. Relations with the RC Diocese of Évreux continue to be warm with visits in each direction to support mutual learning.

The appointment of an interfaith adviser enabled new strands of work to begin and stronger relations to be built with local communities of other faiths.

Financial Analysis: Year to 31.12.17



Income: £13.71m

	£000
Parish share	9,895
Investment returns	1,082
Other donations and grants	729
Parochial fees	596
Property fee income	570
Gain on disposal of assets	264
Rental income from clergy houses	223
Third party stipends	170
National Church	118
Other	61

Expenditure: £13.54m

	£000
Clergy stipends	5,289
Support for ministry and mission	2,709
Clergy housing costs incl. ingoing works	2,111
Clergy pensions less deficit reduction	1,085
Archbishop's Council	1,013
Diocesan links overseas	328
Other parish ministry expenses	257
Milton Abbey	212
Clergy removal, resettlement & grants	189
Glebe administration and governance	133
Loss of disposal on assets	118
Expenditure on property projects	95

Performance in the year:

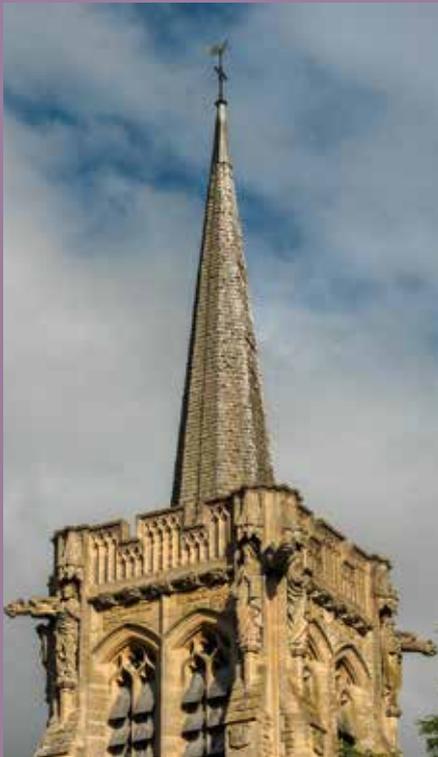
SOFA	2017	2016	Variance
	£000	£000	£000
Income	13,708	13,463	245
Expenditure	(13,539)	(13,423)	(116)
Net income	169	40	129
(before investment gains)			
Investment gains	1,275	1,384	(109)
Revaluation investment property	1,036	N/A	1,036
Net movement in funds	2,480	1,424	1,056

NB: Although there is an overall increase in funds of £2,480k, most of this is attributable to unrealised gains on investments. Without this, the overall gain in funds is £169k.

Please note: Income and expenditure includes budget for share and movements on all other funds.

Performance against 2017 Budget:

	Actual	Budget	Variance
	£000	£000	£000
Share income	9,895	10,029	(134)
Net expenditure	9,872	10,029	157
Surplus against budget			23
Reconciliation performance against share to increase in Funds:			
Pension deficit payments			688
Gain in portfolio investments			1,275
Gain in investment properties			1,036
Improvements to properties			(509)
Movements in other funds			(33)
Net income per SOFA:			2,480



The Diocese of Salisbury is one of God's small miracles. In 550 churches, 93 new worshipping communities, 195 schools and academies and innumerable local charities and groups we are a Christian presence in every community.

To everyone of 34,900 on the Church Electoral Rolls, 763 Churchwardens, 582 Foundation Governors, 847 Lay Pastoral Assistants, 130 Licensed Lay Ministers, 193 Lay Worship Leaders, 409 Retired Clergy with Permission to Officiate, 203 Stipendiary Clergy, 70 Self-supporting Clergy, and YOU, may we say...

Thank you!