Diocese of Southwark

serving the people of God in South London and East Surrey

Review of 2012
(including Calendar 2013-14)

www.southwark.anglican.org
The year 2012 will be remembered for the Queen’s Diamond Jubilee and the success of the London Olympics and Paralympics. The Jubilee set the scene for a summer of celebration and, along with the Olympics, underpinned a sense of national pride. For Londoners there was a recognition that communities can come together to celebrate what we share in common. The outpouring of voluntary endeavour in support of the common good extended more widely a principle at the heart of faith and community engagement. This has left a lasting legacy of goodwill and set a standard for the future.

The Diocese of Southwark was a focus for the Olympics when the Torch Relay passed through 85 Parishes and passed 31 of our churches. Special activities included the ringing of bells, the serving of food and each of the area Bishops cheered on the relay when it passed through a part of their Episcopal Area. Boroughs in the Diocese also hosted elements of the Games with Road Races in Putney and Kingston, three other sporting events in Greenwich, cycle races in Surrey as well as tennis in Wimbledon, the scene of Andy Murray’s remarkable feat. The Games were an opportunity for many Parishes and church schools to share an understanding of the Christian faith within the context of sporting activity.

A key part of the year was the launch of Faith Hope Love: my Call to Mission. My intention in promoting the Call has been for Parishes and individual Church members to renew their commitment to sharing the message of the Gospel with the wider community. It is my strong hope that all Christian disciples worshiping in the Diocese will work together for renewal in holiness and social action expressed in ways which are both personal and corporate.

The activities organised to mark the Olympics were an example of what is possible when people come together to celebrate and share goodwill that is rooted in faith. The celebrations and activities brought together a cross section of Church and community and encapsulated the working out of the Call to Mission. Ensuring that the message of the Gospel was brought into the heart of the celebrations.

During the year changes at every level were also a part of the continuing life of pilgrimage and the journey of faith that we share together as the people of God. Of particular importance were the appointment and consecration of Michael Ipgrave and Jonathan Clark as the Bishops of Woolwich and Croydon respectively. Their installation brought the Episcopal Team up to full strength and means that together the Bishops can both share in and lead the Diocese in Mission, responding to the ever changing nature of South London and East Surrey.

Alongside the Bishops, other key appointments within the Diocese in 2012 were Andrew Nunn who was installed as Dean of Southwark in the Cathedral with Bruce Saunders becoming Sub Dean, both in January. In September Gilly Myers was installed as Precentor, having previously served as Precentor in Manchester Cathedral.

In the wider support of the Diocese Morag Ellis QC was appointed Deputy Chancellor in November. The work of the legal advisers to the Diocese is a very important part of the wider ministry of service and perhaps the least well known.
Towards the end of the year the findings of the 2011 census were published and in looking forward it will be important that, where appropriate, they underpin our planning for the future.

The Diocese is not immune to the financial problems that are being faced by individuals and families and it is important that we are able to budget for all of the work that we do in God’s name. In the light of financial shortfalls I commended ‘A Strategy for Ministry’ which has been endorsed wholeheartedly by Diocesan Synod and will be implemented by Bishop’s Council. This is intended to tackle immediate challenges in the context of a strategy for the longer term provision of and support for mission and ministry throughout the Diocese. We must begin with prayer rooted in committed and loving service of our people, celebrating our life together in Christ with gladness and joy.

In the wider Church of England we said farewell to Archbishop Rowan who had been a good friend and regular visitor to churches and schools in the Diocese. It was hoped that his retirement would have been marked with a positive vote in the General Synod on the ordination of women to the Episcopate. Sadly, to the disappointment of many, this was not the case.

2012 was a year of celebration for the nation. For the Diocese of Southwark it was also a year for reaffirming our shared call to mission. We can look forward with hope for the future built on firm foundations of faith in the risen Lord.

The retirement of Christine Hardman as Archdeacon of Lewisham and Greenwich took place in November. Christine’s ministry was greatly appreciated within the Woolwich Episcopal Area and across the Diocese and was marked by a farewell service in the Cathedral. I am glad that Christine continues to hold my licence at the Cathedral.

The Church is not an island set apart from the community. The Church is the Body of Christ, the Word made Flesh, entering fully into the context and condition of our humanity. In this wider context increasing social problems in many communities are evident in the growth of foodbanks and the continuing work of winter shelters for the homeless. These are based in parish churches or wider ecumenical partnerships of local churches. Such partnerships are also shown at their best in relatively new initiatives like Street Pastors. These are all signs that faith motivates hope and love to reach out to people in need. Through projects and community engagement of this kind the ministry of the Church is offered to many people who will hear of the love of God through the activities of committed volunteers.

This Calendar

As well as a reminder of the work done by the Boards, Working Groups and Committees of the Diocese, the Review contains key Diocesan dates (where known at time of going to press but please check 2014 dates).

Details of Parish activities can be found month by month in the Diocesan newspaper - The Bridge - as it is impossible to convey a true sense of the extensive work of the Parishes in a brief document such as this Review.
This has been another year of farewells and welcomes in the Croydon Area.

During 2012, Sylvia Pepperell and Pat Rose retired after many years of holding the fort at the Area Office. Lu Gale’s work shifted to a full-time focus on Diocesan responsibilities, and Robert Norbury stood down from his role as Area Director of Ordinands. At the beginning of 2013, we also said farewell to Barry Goodwin after his eighteen months as Acting Archdeacon of Croydon.

My own ministry began on Ascension Day, May 17th, after my consecration in March. Susan Wheeler and Nadina Bedlow joined us during the year as Archdeacons’ and Bishop’s PA respectively, and we eagerly await the arrival of Chris Skilton as the new Archdeacon of Croydon. Mark Williams has been appointed as our new Ecumenical Advisor, and Angela Gbebikan as Women’s Ministry Advisor.

Among all these changes, thanks are due to the Archdeacon of Reigate, Danny Kajumba, for helping to maintain some sort of continuity, and to the Area Deans who have and are shouldering extra responsibilities. We look forward in the coming year to the appointment of two priests with part-time responsibilities in Parish Ministry Development and Lay Ministry and Training.

Owing to retirements and moves, there are a remarkable number of vacancies in Parishes across the Area. As well as making some savings in posts, we look forward to welcoming new priests to the Area, and to sharing together in the service of the gospel.

The Rt Revd Jonathan Clark
Bishop of Croydon
# September 2013

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**Did you know?**

The Croydon Episcopal Area covers the boroughs of Croydon, Sutton, Tandridge and parts of Bromley, Reigate & Banstead and Mole Valley, stretching from Streatham Common in the north to Gatwick in the south, and from West Wickham in the east to Worcester Park in the west. It is geographically the largest of the three Areas - two thirds of the total.

There has been a Bishop of Croydon since 1904 but the Croydon Episcopal Area, in its current form, did not come into being until 1985 after Central Croydon was transferred from Canterbury Diocese to Southwark.

The Area has two Archdeaconries; Croydon and Reigate, eight Deaneries, 104 Parishes (120 churches) with a total Electoral Roll of 16,797. There are 20 Primary schools, four Secondary schools, three Church of England Foundation Schools, two colleges and many private schools besides. There are also six hospitals. The Croydon Area has 113 stipendiary clergy; 44 non-stipendiary clergy; 98 Readers and 79 Southwark Pastoral Auxiliaries.
The Kingston Area Mission Team supports the mission and ministry of the Church in the five London Boroughs of South West London – Lambeth, Merton, Wandsworth, Richmond (south of the Thames) and Kingston. This work is primarily carried out through the 103 Parishes, 46 Church of England schools, and chaplaincies in three universities, two prisons and seven hospitals and hospices.

During 2012:

- in February, Bishop Christopher’s Call to Mission was launched at St Mary’s, Putney. Incumbents, chaplains, members of the Southwark Diocesan Board of Education, school heads and members of religious communities gathered together for this encouraging and inspirational occasion. It emphasised the unity of the mission of the Diocese showing that the bedrock of the Church’s mission remains lively Christian faith being exercised through our Parishes, chaplaincies and schools.

- Parishes and Deaneries continued to reflect on the results of the major “Signs of Growth” survey. This had highlighted important areas of engagement which would encourage church growth. Several examples of innovative mission including church grafts, new congregations planted, and considerable creative community engagement have resulted.

- our Churches responded magnificently and creatively to the Olympic events in the Kingston Area. They provided hospitality and engaged with many who took part or came to watch the cycling and the tennis which took place at Wimbledon.

- our link with the Diocese of Matabeleland continued to go from strength to strength. Bishop Cleophas came after Easter and visited St Mark’s Academy in Mitcham, the Kingston Episcopal Area Office, Archbishop Tenison’s School and St Cecilia’s School and the Parish of St Mary the Virgin, Mortlake.

- We held three Area Symposia which covered subjects such as ‘Spirituality, Ageing and Mortality: the Church’s ministry with older people’, ‘God and Mammon: Christian perspectives on global finance, poverty and justice’ and ‘Light in the Darkness’, an Advent Quiet Day. These provided support and encouragement for our clergy and readers.

- at the end of October it was announced that, in early 2013, Chris Skilton would move from being Archdeacon of Lambeth to be Archdeacon of Croydon. Chris has given superb service and ministry to the Lambeth Archdeaconry and to the whole Kingston Episcopal Area and I could not have wished for a better colleague. My prayers and good wishes are with him.

- I had a 3-month sabbatical in Berkeley, California, where I explored issues of truth claims in science and religion; I am very grateful to the Archdeacons, Bishop Christopher, the Area and Assistant Bishops and everyone else who supported the Area while I was away.

- the support in the office from our two PAs, Margaret and Tina, remained absolutely invaluable and I am deeply grateful to the whole team as well as to the clergy and people of our Area who work so hard to support its mission and ministry.

The Rt Revd Dr Richard Cheetham, Bishop of Kingston
**October 2013**

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**Did you know?**

The Kingston Episcopal Area is the western ‘third’ of the Diocese of Southwark. Within the five Boroughs it covers are found a variety of landmarks and institutions including Richmond Park, the London Eye, the All-England Lawn Tennis Club at Wimbledon, Battersea Dogs and Cats Home, the iconic Battersea Power Station and Kew Gardens.

The area includes the Archdeaconries of Lambeth and Wandsworth and eight Deaneries, containing some 101 Parishes with a combined electoral roll of just under 20,000. There are two Universities; one College of Further Education; five Church Secondary Schools; 41 Church Primary Schools as well as three Church of England Foundation Secondary Schools. There are three Religious Communities, three Prisons and seven Hospitals and Hospices in the Episcopal Area.

The Episcopal Area is served by 127 stipendiary and 69 non-stipendiary Clergy; 100 Readers; 66 Southwark Pastoral Auxiliaries; and two Lay Assistants. Many retired clergy and other ministers also provide valuable service.

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The Woolwich Area Mission Team seeks to provide advice and encouragement to the 90 Parishes and 10 Deaneries with the Woolwich Episcopal Area, which covers the London Boroughs of Southwark, Lewisham and Greenwich (with some Parishes also in Lambeth, Bromley and Bexley).

**Particular emphases in 2012 have included:**

- churches, schools and chaplaincies responding to Bishop Christopher’s Call to Mission, ‘Faith, Hope. Love’, which was launched in the Woolwich Area at St Alfege, Greenwich in January
- some Deaneries starting to find creative ways to strengthen their life and sharing of resources, as commended by the Diocesan Strategy for Ministry
- active encouragement of strengthened links between parish churches and church schools, and other schools with a Christian foundation, including a series of episcopal visits
- churches working together, both within the Church of England and ecumenically, to respond imaginatively to the Olympic and Paralympic games (two of the sites were in the Woolwich area).

In addition, the work of visitations, ministerial reviews and pastoral reorganization continued; six new parish priests were appointed and five new deacons were ordained to titles in the area, together with the licensing and commissioning of several accredited lay ministers; a large number of mission grants were made available to Parishes in the area; work began on building two new churches, at St Michael & All Angels, Camberwell and St Hugh, Bermondsey.

The membership of the Area Mission Team changed very significantly over the year:

- Michael Ipgrave, formerly Archdeacon of Southwark, was consecrated as Bishop of Woolwich at Southwark Cathedral in March, and welcomed by the area at St Barnabas, Eltham in April
- Dianna Gwilliams, Vicar of St Barnabas, Dulwich, took on the additional role of Acting Archdeacon of Southwark for a period of a year
- Christine Hardman, Archdeacon of Lewisham & Greenwich, retired from full-time ministry in November, though continuing to be licensed as a non-stipendiary priest at the Cathedral
- Maggie Elkin, the Area Bishop’s PA, had to take several months leave in the autumn due to illness; her work was covered by Jenni Hewitt, the Archdeacons’ PA, together with Simon Brears; when Jenni subsequently took maternity leave, Simon covered her work, as Maggie returned to the office
- Ruth Worsley, the Diocesan Parish Development Officer, whose work had been focused particularly in the Woolwich area, left at the end of the year to become Archdeacon of Wiltshire.

**The Rt Revd Michael Ipgrave**
**Bishop of Woolwich**
November 2013

November is Will Aid month
www.willaid.org.uk

Did you know?
The Woolwich Episcopal Area runs along the River Thames from Blackfriars Bridge to the barrier at Woolwich and beyond to Thamesmead forming part of a vibrant global metropolis.

It encompasses the three south-east London Boroughs of Southwark, Lewisham and Greenwich. In addition there are a few Parishes in the London Boroughs of Bexley, Bromley and Lambeth.

The Area has ten Deaneries and 88 Parishes across the two Archdeaconries of Southwark and of Lewisham & Greenwich. There are three Further Education and five Higher Education institutions, two CofE Academies, three Church Secondary schools and 32 Church Primary Schools. Also within the Area are HMP Belmarsh, HMP YOI Isis, two Hospices and five major NHS Trusts.

The Woolwich Area has 114 stipendiary clergy; 66 non-stipendiary clergy; 58 Readers and 45 Southwark Pastoral Auxiliaries.
The Mission Group seeks to serve the Parishes and chaplaincies of South London and East Surrey as they share in God’s mission.

The heading of ‘Mission’ embraces a wide range of areas of work, each of which is overseen by a specialist sub-group. These are:

- evangelism
- developing an awareness of global perspectives
- fostering ecumenical relations with Christians of other traditions
- building good relationships with people of other faiths
- spiritual formation – enabling and shaping the expression of our faith in prayer, worship and daily living
- responding to the mission opportunities offered by the London 2012 Olympic and Paralympic Games.

The post of Canon Missioner was vacant for most of the year; the Revd Stephen Hance, Vicar of The Ascension, Balham Hill was appointed to the post in 2012 and installed in January 2013. The Revd Ruth Worsley served as Parish Development Officer until December 2012, when she was appointed as Archdeacon of Wiltshire. Chris Chapman works as Adviser on Spiritual Formation and three part-time officers served during the year, John Richardson (Ecumenical Projects Officer), Siriol Davies (Inter-Faith relations Adviser) and the Revd Nigel Stone (Diocesan Olympics Adviser until December 2012). John Beaumont, the Groups Support Officer, left the Diocese in September 2012.

The work undertaken during 2012 included

- the launch of ‘Faith Hope Love: Bishop Christopher’s Call to Mission’, which engaged individuals and then Parishes and institutions and Deaneries across the Diocese in mission.
- resourcing and supporting work in Parishes, Deaneries and schools in mission and outreach projects around the 2012 Olympics. These included a schools Olympics Music Festival in the Cathedral, special occasions to celebrate the Torch Relay, ‘Opening Night’ events in a number of churches, Holiday Clubs and community activities
- further work on supporting Parishes in their work with those in later life, mindful of the evidence from the ‘Signs of Growth’ survey that those aged 80+ were finding greater challenges to their spiritual life and well-being
- ongoing work by the Parish Development Officer in a number of Parishes around the forming of vision and strategy for the future and more effective use of church facilities for mission.

The Venerable Chris Skilton
Acting Chair
### December 2013

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**Did you know?**

Southwark is a Diocese of rich variety, diversity and liveliness. It includes most of London south of the River Thames, from Surbiton in the west to Thamesmead in the east, and extends south through Croydon to the rural villages of East Surrey and on to Gatwick Airport on the Sussex border.

With a population of over 2.6 million, Southwark is the third most populous Diocese in England but one of the smallest by area, giving an average population density of 7,945 people per square mile.

Despite covering nearly half of the capital city and containing a number of major tourist attractions along the southern bank of the Thames (e.g. the London Eye, the Tate Modern, the Globe, the National Maritime Museum and the O2), much of the Diocese is unseen by the 26 million overnight visitors to London each year.

The Diocese encompasses areas of deep deprivation and the greatest affluence; monochrome local authority estates and picture postcard villages; ancient settlements and areas of major regeneration - Southwark has it all.

FreeDigitalPhotos.net
The ever changing nature of issues that need serious consideration and reflection is a key element of work and ministry in the arena of public policy and social responsibility. 2012 was, in this case, the same as every other year with the focus on areas of work reflecting an ever changing political agenda.

A key issue remaining at the centre of the Public Policy Group’s (PPG) discussions was the environment. The PPG considered how Christians on a personal and Parish level could work for a better understanding of the importance of theological reflection and practical action. The PPG assisted discussion in the Diocese by supporting an Environmental Sub-group, convened by Bishop David Atkinson, to review Diocesan policy and ensure that it reflected current thinking.

November’s Diocesan Synod received a report from the Sub-group who proposed a renewed Diocesan Environment Policy. The Policy was received and accepted by the Synod; the intention is that this will be taken forward at Parish and Deanery level in the years to come.

The problems of wealth and poverty across the Diocese continued to be of concern to the PPG. A particular issue is the disparity between individuals in the higher income bracket in contrast to the increasing number of individuals and families who are described as being the squeezed middle.

In 2011 there was an increase across the Diocese in the number of foodbanks offering support to those caught in the trap of reduced incomes. This group includes people on benefits or low incomes and an increasing number of families whose income is being reduced due to the recession. Projects such as foodbanks are often in areas that are most associated with communities that might expect to have a reasonable standard of living.

The need for provision to be made for those caught up in problems of reduced income will be exacerbated by proposals put forward by the Government to reduce State Benefits. The March Diocesan Synod received a presentation on the potential problems that individuals and families could face in the future. The changes are mostly due for implementation in 2013 though the implications needed serious consideration well in advance of this.

An important element of the proposed changes is linked to the provision of Housing Benefit, of particular importance in London where housing costs are much higher than in other parts of the country. In November a conference was held at Trinity House organised in partnership with Housing Justice, London Churches Group for Social Action and the Joint Public Issues Team, the day was devoted to a discussion of the potential problems and how London Churches could best respond in both a pastoral and practical ways. An important new initiative that will contribute to the wider debate and promotion of pastoral responses is the development of a Joint Venture with the Church Urban Fund. ‘Together Southwark’ will be a vehicle for supporting practical action and financial support for Parishes who are offering ministry alongside the poorest.

The focus of the work of the PPG is reflection that leads to and supports action that is rooted in practical theology. ‘Faith Hope Love: Bishop Christopher’s Call to Mission’ encapsulates the call of the Church to minister to the whole communities and, in the context of public policy, to the poorest in our communities.

London can be described as ‘a nation within a nation’ because of its economy and the size of its population. In reflecting on the theological and pastoral elements of public policy we are constantly reminded that living in a global city requires us to have a vision for the common good that draws in all humanity and is based on a vision of the Kingdom of God.

Terry Drummond CA
Bishop of Southwark’s Adviser on Urban and Public Policy
**January 2014**

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**Did you know?**

Sociologically, Southwark Diocese has a wonderful richness and diversity. The 2001 census showed that 25% of the population of the Diocese come from ethnic minorities. There are major African and Caribbean communities as well as significant groups from the Indian sub-continent, Latin America and the Far East. There remains a major challenge for the Church to demonstrate that multi-cultural and equal opportunities policies are being delivered. Many of the ethnic minority groups are second and third generation and include well established and professional people. Some are recent arrivals and many of these send remittances home.

Many religions other than Christianity have a significant presence, particularly in inner south London; in the urban parts of the Diocese there is also an enormous range of different Christian groups. Nine out of south London’s 12 boroughs fall within the top 50 most religiously diverse local authorities in the country. There are more than 60 non-Christian places of worship in the south London boroughs.
Children and Youth

The Diocese’s work with children and young people was overseen in 2012 by the Children and Youth Development Group (CYDG), their aim being to train, equip, resource and inspire those working with children and young people. The CYDG supports Parishes by providing an advice helpline, events and training.

In 2012 we continued to focus on supporting existing networks across the Diocese linking Youth and Children’s workers. CYDG supported events such as the Diocesan Youth Pilgrimage to Taizé, the Woolwich Area Youth event and October Youth “Light Mass” in Croydon North Deanery and continued to offer a full programme of Godly Play training.

2012 saw the introduction of “Cornerstones”, our new training session for Sunday School teachers. It was well received, particularly by the clergy who came to a session specially laid on for them. It was also the year that CYDG was able to publish, on its section of the Diocesan website, a Youth Work Handbook full of useful resources and food for thought.

CYDG has continued to work with other organisations in the Diocesan family. Amongst other things we arranged a second workshop on storytelling by Bob Hartman as part of the Continuing Ministerial Education programme. We also worked collaboratively with the Association of Black Clergy to produce 30 30 Vision, a day conference to mark the 30th anniversary of the establishment of the Association. CYDG has also played its part in supporting ‘Faith Hope Love: Bishop Christopher’s Call to Mission’, providing wristbands for churches to give to their children and young people and starting work on resources to help churches engage their children and young people in the second phase of the Call to Mission which will be available on the website in early 2013.

These are just some of the highlights of the work we have been involved in. More information can be found on our pages of the Diocesan website.

CYDG sees supporting the spiritual development of children and young people, and those who work with them, as a fundamental part of Christian Mission and looks forward to future progress in this key area.

The Rt Revd Jonathan Clark
Chair

Education

The Diocesan Board of Education is a statutory body that actively supports the effectiveness and development of Church of England schools and chaplaincy in Higher and Further Education institutions and in schools.

The Board specifically seeks to nurture the Christian ethos and distinctiveness of our church schools; to support and develop church school leaders; to promote excellence in religious education and collective worship; to provide high quality professional advice to school governors and trustees and to advise on the maintenance and improvement of school buildings and facilities. In addition, Diocesan Synod requires the Board of Education to have oversight for the provision and development of chaplaincy in Further and Higher Education.

There are 106 Church of England schools in the Diocese (91 primary schools and 15 secondary schools; of which 5 are academies) that educate and care for more than 36,000 children and young people.

During 2012 we have worked:
• to develop our programme of training and development for church school leaders
• to continue to improve our knowledge of church school effectiveness
• to broker school to school support and strategic partnerships
• to continue to support and strengthen school governance through high quality guidance and training
• to provide additional school places in response to local need
• to secure capital investment for Diocesan schools
• to enable new opportunities to share good practice and develop education chaplaincy, particularly in Further Education.

During 2012 developments have included:
• partnership working with other Anglican and Roman Catholic Dioceses and the National College for School Leadership on a pan-London strategy for school leadership succession planning

...cont
Diocesan Advisory Committee

Did you know?
The Diocesan Board of Education oversees Church of England schools within the Diocese of Southwark. It works in close partnership with 12 local authorities and with other regional and national education bodies as part of its aim to provide professional, expert advice and assistance to support schools, colleges and universities in their endeavours to promote education and an understanding of the Christian Gospel.

The development of future school leaders is central to the effectiveness and distinctiveness of church schools. The Board of Education provides an extended programme of training and development for RE co-ordinators, middle leaders, aspiring deputy headteachers and headteachers.

The Southwark Diocesan Head Teachers’ Association (SDHTA) connects colleagues across the Diocese and works in close partnership with the Board to nurture a strong sense of belonging to the Diocesan ‘family’ of schools, including through an annual residential conference.
• training around the revised Ofsted inspection framework and a continuing improvement of inspection outcomes for Diocesan schools
• a programme of training courses in Religious Education, Collective Worship and Spiritual, Moral, Social and Cultural (SMSC) development for school staff and Incumbents
• showcasing of ‘outstanding’ and improving schools to support ‘good’ and ‘satisfactory’ schools to move forward
• advice and guidance for schools in response to the need for additional school places to meet the increased demand
• revised guidelines on school admissions and appeals
• guidance and resources for schools to support leadership and management and school self-evaluation

Further information may be found on our website.

These developments have contributed to the overall aim of ensuring that the work in education is at the heart of the Church’s mission and service to the wider community and are a tribute to the dedicated, skilled and hard working staff in our schools, colleges, and universities and at the Board of Education.

The Rt Revd Dr Richard Cheetham Chair
Did you know?

The Diocesan Board of Education’s continuing commitment to investment in schools is bringing forward increased levels of capital investment through the Building Schools for the Future and Primary Capital Programmes.

Local authorities in the Diocese are experiencing a significant increase in demand for Primary school places. A number of Diocesan schools have been identified for possible expansion and some local authorities will require new schools in order to provide sufficient school places.

Schools are being encouraged to work collaboratively with other schools, local providers and agencies to provide a range of extended services. These may include: childcare, parent and family support, after school activities, access to health and specialist services, community access and adult and family learning.

There is a network of Higher Education chaplains supported by a part-time Chaplaincy Development Officer. This is a key area for development, requiring new and innovative approaches to chaplaincy.
The main focus of the work of the Minority Ethnic Anglican Concerns Committee (MEAC) in 2012, through its Executive Officer and the members of the Committee, has been to encourage vocations from the Black and Asian ethnic minority community who worship in Parishes across the Diocese.

A day conference organised by the Church of England Ministry Division and the Diocesan Director of Ordinands gave encouragement and direction to the Diocesan Episcopal Area MEACs, asking that they seek to promote a better understanding of the importance of the call to ministry for all Christians and specifically Minority Ethnic vocations. It emphasized that the role of clergy and laity in Diocesan organisations is to help those in Parishes/Areas to discern Minority Ethnic vocations, whether for ordained, licensed or commissioned ministry, and to offer the appropriate support and nurture.

The Signs of Growth Survey across the Diocese has shown that 35% of the members of our worshipping congregations are Black and Minority Ethnic (BAME) Anglicans. A key area of the work for the MEAC officer is to raise the profile of Minority Ethnic contributions to Parish and Diocesan life, and to help coordinate the work of the three area MEACs and the BAME Forum. It is important to recognise the key role they play in encouraging greater lay BAME involvement and in promoting a shared understanding across the diversity of cultures that are represented in our Parishes. It has been good to see the strengthening of the MEAC groups across Croydon, Kingston and Woolwich, for which new terms of reference were agreed in 2012. Each group is supported by the Area Bishop, and meets regularly to plan and execute a variety of activities. Going forward there are plans for a web presence, a regular Newsletter and a series of seminars on vocations, coaching and leadership.

In October, during Black History Month, the Cathedral, in conjunction with Kingston Area MEACC, hosted a day which celebrated the ethnic diversity of the Diocese. Through the seminars and the worship, the day offered opportunities for all Christians to learn more about and to give thanks for the different cultural traditions that exist in our Parishes and enhance our places of worship. The service focused on a theme of “For all the Saints” and the liturgy involved honouring past and present BAME people who have contributed to the growth and development of the church.

A key area of work for MEAC is the continuing series of workshops and training sessions which explore the value and differences that exist within cross cultural ministry. The MEAC Officer is central to this process, and working alongside the Convenor of the Kingston Area MEAC, offers cultural diversity training to all new Curates and Incumbents in the Diocese. In drawing on the skills of the MEAC Executive Officer and the Area MEACs, clergy from different cultural backgrounds and other participants in the workshops are better able to serve the communities in which they minister.

The challenge of building up a sense of community across cultural boundaries is an important part of the ministry of the whole church, especially in a Diocese as diverse as Southwark. This challenge is not only for our BAME members but for all Christians. In celebrating our diversity we are deepening our life and fellowship together within the Body of Christ. We are thankful, therefore, for all the work undertaken in this area.

*The Rt Revd Christopher Chessun Chair*
**April 2014**

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*Did you know?*

Many Southwark Parishes have members with roots in a variety of cultures and are able to contribute insights from other Christian traditions. Nearly 35% of members of Diocesan congregations are from ethnic minorities - an increase from 18% in 2002.

Much progress has been made in recent years to ensure that our congregations are a more appropriate reflection of the communities in which they are set. In 2007, 54 Parishes in the Diocese reported that they had black or ethnic majority congregations - an increase of 15 from 2002. Many ethnic minority communities include second and third generation families and professional middle class church members with talents to offer.

There is still much to be done to ensure that Minority Ethnic members assume their rightful place in the affairs of the Diocese at all levels. This includes leading worship, senior appointments, and representation on Parochial Church Councils, Deanery and Diocesan Synods, and Committees.
As seems to be the case every year, 2012 was a busy one for the staff of Communications and Resources (C&R). The many big national events during the year helped to ensure that there was even greater than usual variety to what we did!

C&R has two Diocesan wide tasks: we are there to help Parishes to consider how they look after, and use, the resources which God has given to them and we also manage the communications function within the Diocese. We do this both by sharing the good news stories from around the Diocese and by managing the way in which any items of ‘not-so-good’ news reach the public.

In 2012 the staff of C&R were thus involved in:

- working with 64 Parishes to help them think about stewardship matters. The staff’s involvement varies from brief telephone calls and e-mails to a sustained number of visits in order to help with stewardship campaigns of varying sorts, including TRIO. Staff and Committee members have preached on stewardship matters in a range of Parishes as well
- seeking to ensure that Gift Aid reclamation continues in our Parishes even though HMRC have introduced changes in how this is done. The staff have spent a good deal of time working on understanding and sharing information concerning the new Gift Aid Small Donations Scheme and the use of electronic Gift Aid submissions. Four Gift Aid events were held which were attended by 56 Parishes/people
- ensuring Parishes were able to consider their giving in relation to those in their Deanery and in the same income category as they are in by sending out comparative giving graphs showing the level of their giving in 2011
- helping to prepare the 2013 Fairer Shares materials for those Parishes due to be re-assessed
- offering courses in both stewardship and communications for the clergy as part of the Initial and Continuing Ministerial Education programmes
- preparing and issuing 66 Press Releases on behalf of the Diocese and the Cathedral and some on behalf of Parishes as well
- publicising Diocesan and local church involvement in the Olympics. C&R Staff were to be seen rushing around photographing the Olympic torch as it passed through the Diocese and publicising it through Flickr and other social media outlets, and ensuring that photographs and events from around the Diocese were well publicized
- covering the events surrounding the Queen’s Jubilee weekend including the dedication of the new window to commemorate it in the retrochoir of the Cathedral
- producing ten editions of Noticeboard for the clergy; ten editions of the Diocesan newspaper - The Bridge; the Diocesan Directory; the Annual Review; publicity materials for the Bishop’s Lent Call; Money Matters and other publications as well as ensuring that the Diocesan website and database were kept up to date
- the Strategy for Ministry Report: the Director was on the groups that worked on this and is Vice Chair of the Implementation Group
- promoting and helping to organise the Diocesan Pilgrimage led by the Bishop and the Dean. Towards the end of 2012 the Director was part of an advanced party ensuring that all went smoothly
- beginning to make greater use of social media to share what we are doing.

The Committee and I would like to express our thanks to the staff for all they do and the diligence with which they do it.

The Venerable Chris Skilton
Chair
### May 2014 Calendar

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**Did you know?**

*C&Rs* (Communications & Resources) was formed in 1992 by the amalgamation of the Communications Officer’s role and the Christian Stewardship Department. It was thought that a major obstacle to promoting Christian Stewardship in the Diocese was a communications issue and that joining the two areas would help ease the difficulty.

Over the years the Communications side has grown to keep pace with the rise of the media in all its forms. This includes responsibility for the Diocesan Website, the Diocesan newspaper - The Bridge, design & layout of Diocesan publications and liaison with local and national media.

The Stewardship side helps Parishes with issues like living as Christian disciples, managing the world’s resources and using all that God has given to us. *C&R* can help Parishes with stewardship in many ways including advice on, or planning and implementing, stewardship programmes, preaching on stewardship, advising on fundraising and on how to focus church resources.
The Board for Ministry and Training supports the education of those preparing for ministry and also the continuing education of those already engaged in ministry, both ordained and lay. It does this through vocational discernment, theological education and practical theological reflection. The Board encourages and resources a wide range of learning for ministry through courses, residential sessions, and grants.

The Board also provides Safeguarding training for parish officers.

The main developments for 2012 were as follows:

- negotiating a service level agreement with SEITE to provide initial training for Lay Readers on an HE Diploma programme validated by Canterbury Christ Church University. In 2012, the Bishop admitted and licensed 11 new Readers; there are currently 38 in training
- an expansion of the vocations team and the provision of a vocations forum held every other month. There are now 33 vocations advisers, and four parish priests from the Croydon Episcopal Area have taken on part-time area DDO responsibilities
- new work to encourage more vocations amongst black and minority ethnic people, including a formal consultation event on BME vocations, attended by 60 clergy from across the Diocese
- continuing research into non-stipendiary ministry with the aim of encouraging more vocations and building good foundations to further the development of this ministry. 8 NSMs were ordained in 2012, and there are currently 10 in training
- implementing the new Diocesan programme for Ministerial Development Review for clergy
- the introduction of ‘Vocation and Calling’, a course for clergy approaching the last decade of their stipendiary ministry
- the introduction of ‘Leading in Ministry and Mission’, a two year development programme for new Incumbents, based on feedback from the first participants in ‘New Leadership’ in 2011.

Jeffrey Risbridger
Acting Chair
Did you know?

**Ministry & Training** exists to provide knowledge and skills training for those exercising authorised parochial ministry. This covers a wide area of work. In Ministry & Training, you will find the people responsible for some of the lay Christian education in the Diocese, for the training of Readers and Southwark Pastoral Auxiliaries, for the discernment of a possible calling to ordained ministry and for the continuing professional development and formation of lay and ordained ministers. The Diocesan Safeguarding Adviser is also part of Ministry & Training.

The work of Ministry & Training is enhanced by contributions from across the Diocese and is made possible by a high quality administrative team.

Everything undertaken by officers in the Ministry & Training Department is done to further Christian ministry. Ministry is exercised whenever we serve others; Christian ministry is the service of others in imitation of Jesus of Nazareth, of whom we are told that he came, not to be served, but to serve.
This Committee oversees the work of the Property Department in maintaining the 382 houses in the Diocese’s Residential Property Portfolio. This includes all Parsonages, as well as some Team Vicars’ houses, and certain other houses, among them the houses of Area Bishops and Archdeacons. The Committee also oversees the Parsonage Replacement Programme. It reports to the Diocesan Board of Finance.

The work of the Committee benefits Parishes by:

- maintaining the Incumbent’s house in good condition
- helping to maintain good morale within clergy families and within Parishes by providing good living accommodation
- where appropriate, working with Incumbents and Parishes to replace financially unsustainable houses with high quality well-insulated modern parsonages built to 21st Century standards
- striving to comply with the Church of England’s policy of reducing the carbon footprint of the housing stock through the replacement of the less energy-efficient houses.

What this Committee has done in 2012:

- completed the external redecoration of 35 houses. A further 20 houses due for external repainting had to be held over to 2013 because of the exceptionally wet summer in 2012

How the Committee does this:

- the Committee’s budget in 2012 was set at 19% of the total budget of the Diocesan Board of Finance. This is the second largest expense heading in the budget after the ministry fund which pays for clergy stipends and pensions
- the Committee works with finite resources, so cannot meet every request, but it does always exercise the greatest care for the clergy in overseeing its housing
- the policies underlying the Parsonage Replacement Programme were approved by the Diocesan Synod in 2007. Broadly these policies seek to replace financially unsustainable parsonages; these houses are of various periods, but are in all cases ones that are relatively expensive to maintain. The older ones tend also to be over-sized against the current Green Guide specification laid down by the Church of England. None of this can happen without the support and participation of the Parishes concerned
### Did you know?

The Parsonage & Property Maintenance Committee is responsible for all matters of maintenance of houses for clergy and lay workers, owned by the Board as corporate, parsonage or glebe property.

It monitors and progresses the parsonage replacement programme and is responsible for the sales and purchases of new parsonages paid for through the Diocesan Parsonages Capital Fund, and, working in conjunction with the Executive and Glebe Committee, the sale and purchase of Glebe and Board property for ministry appointments.

It ensures that any parsonage replacement scheme involving another party, such as the Board corporate, glebe or parish properties, is done in conjunction with the Sites Committee.
with the rapid increase in energy costs seen in recent years, these very large houses have also become very difficult for clergy families to afford to heat. In addition, retaining these houses would be contrary to our commitment to reduce carbon emissions.

where Parishes are seeking to rationalise and make better use of their buildings, they often find a joint scheme for hall and parsonage replacement has financial advantages for the parish as well as for the clergy and the Diocese. This can provide the parish with modern buildings better suited for mission, and enables the clergy to live in houses built to modern standards. The Property Department staff are always happy to discuss ideas with Parishes with a view to achieving mutual benefits.

all new houses benefit from a range of energy sources. These have included solar panels, multi-fuel burners, geothermic energy, and heat recovery systems, as found most suitable for the location and house.

**Performance against budget**

The Committee’s expenditure is always carefully monitored against budget. In 2012 the total expenditure came in slightly below budget. The financial challenges in 2013 and 2014 will make performance against budget more important than ever. None of this can be achieved without great effort from the staff of the Property Department to all of whom the Committee records its appreciation and thanks.

**The Revd Canon Barry Goodwin, Chair**
### Did you know?

Southwark Cathedral is the oldest of the three great London ‘cathedrals’ (AD606). It has a contemporary ministry reflecting its diverse history. Located a few yards from the river Thames accessibility is, nevertheless, faster, easier and greater than for many shire-cathedrals because public transport links are second to none. The parish population has grown considerably as a result of regeneration, which has incorporated socio-economic deprivation alongside enormous wealth; additionally the Cathedral’s daughter parish, St Hugh’s, almost exclusively consists of local authority housing. The congregation fully represents the economic, educational, ethnic and social diversities of the area.

The Cathedral congregation has trebled in the past dozen years; attendance, notably at Christmas and Easter, has quadrupled. Many live locally but a proportion travel considerable distances.

In this respect it leads the way nationally as an example of the evangelising potential of excellence in liturgy, music and preaching.
Church Buildings

Sites Advisory and Redundant Churches Uses Committee

The Sites Committee serves two purposes. ‘Sites’ is responsible for monitoring the progress of development schemes, property transactions and the disposal of parish properties. ‘Redundant Churches Uses’ decides the future use of church buildings that are closed for regular public worship through pastoral schemes and dealing with matters arising related to those already closed.

2012 was another busy year for this Committee which reviewed an average of 86 cases at each of the four scheduled meetings in its dual role as ‘Sites’ and ‘Redundant Churches Uses’. Unfortunately two meetings organised for January and March had to be cancelled due to unforeseen circumstances.

The work of the Committee affects people in the Parishes by:

- encouraging Parishes to crystallise their vision to achieve enhanced facilities and to become better equipped for mission. It is important to consider current issues of sustainability and the desire to reduce the carbon footprint. Utility bills have escalated in the past year making it very expensive for the Parishes to maintain large and older buildings.
- working with Parishes who wish to maximise the potential of their buildings, often achieved through a joint scheme, offering modern 21st Century hall facilities and parsonage replacement.
- continuing to offer advice to those Parishes hoping to find tenants for their properties. The economic downturn continues to impact on income making it difficult to find suitable tenants with the ability to pay market rent.
- maintaining morale within Parishes by assisting with the co-ordination of the various parties involved in the development or disposal process related to Parish properties and offering ongoing support and advice so that they do not feel isolated or daunted by the complex procedures and situations that often arise.

What you need to know about the work of the Committee in 2012:

The Committee is pleased to report that the work on the Voluntary Registration Scheme of church land continues. The pilot scheme has successfully completed and we are working systematically on the second tranche. A generic application has been approved by the Land Registry which will speed up the process and can be used for all the different types of property within our extensive portfolio.

Among the larger scale cases discussed by the Sites Committee were the following:

- Gipsy Hill, Christ Church
- Bermondsey, St Hugh
- Bermondsey, St James w Christ Church and St Crispin
- Thornton Heath, St Paul
- Battersea, St Peter & St Paul
- New Malden & Coombe, Christ Church & St John
- Plumstead, All Saints
- Plumstead, The Ascension
- Upper Norwood, St John the Evangelist
- Merstham & Gatton Team Ministry

Among the cases discussed by the Redundant Churches Uses Committee were the following:

- Battersea, St Paul
- Battersea, St Peter
- Bedford Hill, St John the Divine
- Bermondsey, St Crispin
- Brixton, St Matthew
- Deptford, St Luke
- East Wickham, St Michael (old church)
- Forest Hill, Christ Church
- Tulse Hill, St Matthias
- Woolwich, St Michael

The Revd Canon Dianna Gwilliams
Acting Chair
The Diocesan Mission and Pastoral Committee (DMPC) has the responsibility for keeping the arrangements for pastoral care of the Parishes in the Diocese under review.

Suggestions for change may come from the Parishes themselves, Bishops, Archdeacons, Deaneries or the Committee and the process involves consultation with a wide range of interested parties. When the Committee favours a change it makes recommendations to the Diocesan Bishop. The Committee works within the legal framework of the Mission and Pastoral Measure 2011 and is supported by the six Archdeaconry Mission and Pastoral Committees. Following the publication of the Strategy for Ministry report in November 2012, it is expected that proposals for pastoral reorganisation will increase.

Completed pastoral reorganisation

The following Pastoral Schemes and Orders took effect from the dates shown in 2012:

- **1 Feb**: formation of the Forest Hill Team Ministry
- **1 Mar**: formation of the Furzedown Team Ministry
- **4 Mar**: Bishop’s Mission Order for the Lugandan congregation at Waterloo, St John
- **1 Apr**: appropriation to the PCC of part of the churchyard at Kingston, All Saints
- **1 May**: enlargement of the Kingston Team Ministry
- **1 Jul**: change of name of parish of Peckham, All Saints
- **1 Jul**: appropriation to the PCC of part of the churchyard at Chipstead, St Margaret.

Suspension of presentation

Following consultation, and with the consent of the DMPC, the Bishop may decide to suspend the Patrons’ right of presentation to a benefice while possibilities for pastoral reorganisation are explored or new parsonages constructed. This is carried out within the terms of the Pastoral Measure 1983 and the Diocesan policy on suspensions. In these cases, a Priest-in-Charge, rather than an Incumbent, is appointed to a benefice. Fourteen benefices were newly suspended (or restricted*) during 2012 and the suspension (or restriction) to nine benefices was lifted, or not renewed, during the year - leading to an increase in the number of benefices that were the subject of suspension or restriction of presentation from 46 (as at 31 December 2011) to 51 (as at 31 December 2012). A full list of benefices suspended or restricted may be found on the Diocesan website or is available from the Pastoral Department at Trinity House.

*The Patrons’ right of presentation to a benefice may be restricted by the Bishop for up to one year if he requests the DMPC to consider the possibility of pastoral reorganisation involving that benefice.

The Venerable Stephen Roberts
Chair
The formal role of the Diocesan Advisory Committee (DAC) is to advise the Diocesan Chancellor on the suitability of all works to churches that require a Faculty.

The DAC also provides help and advice to Parishes on a range of matters ranging from boilers to extensions. In all its work the DAC is required to “have regard to the role of the church as a local centre of worship and mission.”

Although there was a marked reduction in the level of metal theft from churches and churchyards throughout the year, the problem still remains. The MP for Croydon South, Richard Ottaway, introduced the Scrap Metal Dealers’ Bill during 2012. This will become law during 2013 and will bring much needed regulation to the scrap metal industry.

The 2012 budget brought unwelcome proposals from the government for the imposition of VAT (at 20%) on alterations to listed buildings. However, after a high profile national campaign, the government agreed to provide extra funding to the Listed Places of Worship Grant Scheme. This has extended the scope of the scheme to include alterations to listed places of worship in addition to restoration works and gives much more certainty to Parishes about the amount of VAT that is recoverable.

The Committee said farewell to the Archdeacon of Southwark, the Archdeacon of Lewisham & Greenwich, Daniel Golberg (architect member) and John Medhurst (trees adviser) who have all brought much wisdom to the DAC over the years. The Committee welcomed Dianna Gwilliams as Acting Archdeacon of Southwark, John Parker as trees adviser, Karen Butti as an architect member and Robert Whytehead as archaeological adviser.

A number of major schemes of extension, redevelopment or re-ordering were considered by the DAC during the year including Peckham, St John with St Andrew; Streatham Vale, The Holy Redeemer; Wallington, Holy Trinity; Clapham, Christ Church.

Cyril Young
Chair
This is the main decision making body of the Diocese, operating on a three-year cycle. Deanery elections to Diocesan Synod took place during the first half of 2012 and the first meeting of the new triennium took place on 10th November 2012. At this meeting, new Chairs of the Houses of Clergy and Laity were elected.

Synod met three times during the year under the presidency of Bishop Christopher. Varied agendas promoted debate and discussion of policy, finance and matters of concern to the Church at a time of continued transition for the Diocese.

**Presidential Addresses included the Bishop of Southwark’s reflections on:**

- ‘Faith Hope Love: Bishop Christopher’s Call to Mission’
- Strategy for Ministry
- Women Bishops
- the Church as a place of welcome and safety
- valuing and empowering the Laity
- Vocational renewal
- Breathing New Life into Deaneries
- the first Diocesan Synod of the new triennium and Synodical government
- the appointment of Bishop Justin Welby as Archbishop of Canterbury
- the consecration of Bishop Michael and Bishop Jonathan

**Other topics included:**

- the Anglican Communion Covenant
- Poverty and Benefits
- the Church Urban Fund and Together Southwark
- The Bishop of Southwark’s Lent Fund
- Diocesan Environmental Policy
- Quinquennial Inspections
- General Synod
- Annual Report and Accounts for 2011
- Budget for 2013

**Simon Parton**

**Secretary**
Meeting four times per year, the Bishop’s Council carries out delegated tasks and initiates items for action from the Diocesan Synod. Presentations, reports and discussion during 2012 included items on:

- ‘Faith Hope Love: Bishop Christopher’s Call to Mission’
- Strategy for Ministry
- Church Urban Fund
- Clergy Discipline Measure
- reporting programme for groups and committees
- General Synod
- the Anglican Communion Covenant
- Ministry Development Review
- Reader Training
- Non-stipendiary Ministry
- the Ordinariate
- finance
- the Scrutiny Group
- Representation on the Inter-Diocesan Finance Forum
- the Minority Ethnic Anglican Concerns Committee
- the Mission Shaped Ministry Course
- Budget 2013
- Parochial Fees
- Diocesan Environmental Policy
- Quinquennial inspections
- the Role of the Bishop’s Council
- the Vacancy-in-See Committee
- Bishop’s Council representation on other boards and committees.

**Governance & Finances**

**The Bishop’s Council**

We are all aware that the UK economy continues with a very slow recovery and this continues to affect the Diocese in the same way as individual Parishes. The major concern for the Board of Finance is the shortfall in the offerings from Parishes to the Fairer Shares scheme. The collection rate for 2012 was 96% of what we asked for, leaving another deficit to be financed out of the modest Diocesan Reserves.

**Summary Results for 2012**

Our income for 2012 totalled £19,050,000 and expenditure was £20,336,000 giving a deficit for the year of £1,285,000. We transferred in £779,000 from our Designated Funds, in accordance with our budget, but this still left £506,000 to charge against our free reserves so that by the end of December the Diocese only had just over £5m left to meet future needs.

Income fell short of the budget by £400,000, mainly due to the fact that there was a shortfall in the Fairer Shares collection of £520,000, which represents the cost of about 10 clergy posts. This was however offset by improvements in our Investment and other income. Disappointingly our clergy costs exceeded the budget by £80,000 as our clergy numbers remained above budget throughout the year. In addition we had to meet £185,000 to fund the deficit on the lay staff pension scheme which is being paid off at this rate over a five year period.

**Committees**

The Board of Finance is fortunate in having the support of the Committees which continue to manage the many aspects of the Diocese. Their Reports appear in this Annual Review and provide brief details of their work.

_Simon Parton_

_Secretary_
Strategy for Ministry

In November 2012 the Diocesan Synod approved the Strategy for Ministry Report which had been worked on during the year. Only one third of our Parishes currently contribute enough to cover the cost of £50,000 for an Incumbent and in addition nearly 50 Parishes have either not paid their Share or have only paid a proportion. The Strategy highlights the need to reduce clergy numbers by 30, or approximately 10%, over the next 5 years and combine this with other ways of providing support to Parishes. The whole document can be viewed on the Diocesan website, as can the detailed Accounts for 2012.

The Strategy for Ministry Report has asked that during 2013, a thorough review of the Fairer Shares system should be carried out. This will help to address the continuing shortfall in the collection which we experience from the current system. This does not mean that we will reduce the total we need to meet the clergy costs, but to look at ways in which these costs can be spread over the 294 Parishes in the Diocese.

Thanks

As usual, I am indebted to the many members of the Board of Finance for their support during this challenging time. Staff at Trinity House continue to provide the vital and loyal support which is so necessary to ensure that the administration of the legal and other requirements are met, and I must thank all clergy and particularly our Archdeacons for their willingness to help with the difficult financial decisions we have had to make during 2012.

John Kempsell FCA
Chair
Did you know that over **80%** of Diocesan income comes from the Parish Share?

Where does your money go?

**2012 Income vs Budget**

<table>
<thead>
<tr>
<th>Source</th>
<th>Income</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parish Assessments</td>
<td>£15.2m</td>
<td>£15.7m</td>
</tr>
<tr>
<td>Funding from outside Diocese</td>
<td>£1.3m</td>
<td>£1.2m</td>
</tr>
<tr>
<td>Funding from Diocesan Assets</td>
<td>£2.0m</td>
<td>£1.9m</td>
</tr>
<tr>
<td>Parochial Fees</td>
<td>£0.6m</td>
<td>£0.6m</td>
</tr>
</tbody>
</table>

**2012 Expenditure vs Budget**

<table>
<thead>
<tr>
<th>Area</th>
<th>Expenditure</th>
<th>Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ministry Stipends</td>
<td>£10.9m</td>
<td>£10.8m</td>
</tr>
<tr>
<td>Ministry Housing, Training &amp; Support</td>
<td>£6.0m</td>
<td>£6.0m</td>
</tr>
<tr>
<td>Area Mission Teams</td>
<td>£1.5m</td>
<td>£1.6m</td>
</tr>
<tr>
<td>Board of Education &amp; Welcare</td>
<td>£0.4m</td>
<td>£0.4m</td>
</tr>
<tr>
<td>Governance, Admin, C&amp;R</td>
<td>£0.9m</td>
<td>£0.8m</td>
</tr>
<tr>
<td>National Church Responsibilities</td>
<td>£0.6m</td>
<td>£0.6m</td>
</tr>
</tbody>
</table>

How each £1 of Parish Share was spent in 2012

- **Clergy**: 83p
- **Area Mission Teams, Parish and Group Support**: 8p
- **Administration (including cost of generating funds)**: 4p
- **Board of Education & Welcare**: 2p
- **National Church responsibilities**: 3p

£50,000

The average total cost of providing and supporting an Incumbent in Southwark Diocese in 2012 (including stipend of £24,000).
STATISTICAL PROFILE OF THE DIOCESE

Population (2011): 2,670,000
Area: 317 sq. miles
Episcopal Areas: 3 (Woolwich; Kingston; Croydon)
Archdeaconries: 6
Deaneries: 26
Benefices: 262
Parishes: 294
Churches: 364 (incl. 185 listed buildings)

Electoral Roll Total: 49,900
Average Weekly Attendance (2011): 42,500
Average Sunday Attendance (2011): 36,400

Bishops: 4 (Diocesan plus 3 Area Bishops)
Archdeacons: 6 (incl. 1 woman and 1 black & minority ethnic)

Stipendiary clergy: 358 (incl. 82 women and 29 black & minority ethnic)

Non Stipendiary Ministers: 202
Clergy with Permission to Officiate: 257
Readers: 259 (incl. 80 with Permission to Officiate)

Southwark Pastoral Auxiliaries: 190

Hospital Chaplains: 26
Prison Chaplains: 5
University Chaplains: 9
School Chaplains: 18
Church Primary Schools: 91
Church Secondary Schools: 15 (incl. 5 Academies)

Church Army Officers: 4
Religious Communities: 5

Parliamentary Constituencies: 25
GLA Constituencies: 4
Local Authorities: 16 (incl. 12 London Boroughs)
**Diocesan contacts**

Unless shown, contacts can be reached by phone on: 020 7939 9400 or by e-mail: at name.surname@southwark.anglican.org

**Secretariat**
Diocesan Secretary: Simon Parton

**Pastoral**
Deputy Diocesan Secretary: Andrew Lane

**Property**
Diocesan Surveyor: Eric Greber

**Communications & Resources**
Director: Wendy Robins (mobile: 07831 694021)

**Ministry & Training**
Director of Ministerial Education: Currently vacant

**Minority Ethnic Anglican Concerns**
Executive Officer: Lola Brown

**Education**
Director: Colin Powell, 020 7234 9200

**Finance**
Financial Controller: Mark Gregory

**Diocesan Working Groups:**
- **Children & Youth Development Group**
  Contact: Children and Youth Development Group Enquiry Line, 020 7939 9412
- **Mission Group**
  Acting Chair: Chris Skilton
- **Public Policy Group**
  Chair: Stephen Sichel, e-mail: sichel@tiscali.co.uk

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**Trinity House**

The Diocese of Southwark, Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW Telephone: 020 7939 9400

Trinity House is the official business address of Southwark Diocese, the Diocesan Board of Finance and the South London Church Fund. It is the administrative centre for the Diocese of Southwark and the staff are there to help you.

A full list of contacts can be found on the Diocesan website at: www.southwark.anglican.org

**Contacts: Bishops and Senior Staff**

- **Bishop of Southwark**
  The Rt Revd Christopher Chessun
  The Bishop's Office, Trinity House.
  Tel: 020 7939 9420 Fax: 08432 906894
  bishop.christopher@southwark.anglican.org

- **Bishop of Kingston**
  The Rt Revd Dr Richard Cheetham
  Tel: 020 8545 2440 Fax: 020 8545 2441
  bishop.richard@southwark.anglican.org

- **Bishop of Croydon**
  The Rt Revd Jonathan Clark
  Tel: 020 8256 9630 Fax: 020 8256 9631
  bishop.jonathan@southwark.anglican.org

- **Bishop of Woolwich**
  The Rt Revd Dr Michael Ipgrave
  Tel: 020 7939 9407 Fax: 020 7939 9465

- **Dean of Southwark**
  The Very Revd Andrew Nunn
  Tel: 020 7367 6727 Fax: 020 7939 6725

- **Archdeacon of Croydon**
  The Venerable Chris Skilton
  Tel: 020 8256 9630 Fax: 020 8256 9631

- **Archdeacon of Lambeth**
  The Venerable Simon Gates (from 1 Sept)
  Tel: 020 8545 2440 Fax: 020 8545 2441

- **Archdeacon of Lewisham & Greenwich**
  The Venerable Alastair Cutting
  Tel: 020 7939 9400 Fax: 020 7939 9465

- **Archdeacon of Reigate**
  The Venerable Danny Kajumba
  Tel: 020 8256 9630 Fax: 020 8256 9631

- **Archdeacon of Southwark**
  The Venerable Dr Jane Steen
  Tel: 020 7939 9400 Fax: 020 7939 9465

- **Archdeacon of Wandsworth**
  The Venerable Stephen Roberts
  Tel: 020 8545 2440 Fax: 020 8545 2441

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