

SUFFRAGAN BISHOP OF LEWES

STATEMENT OF NEEDS



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From the Bishop of Chichester



Who are we, as the Diocese of Chichester? We are the young and old, ordained and lay, the women and men who form the Church of England in Sussex. We are the disciples of Jesus Christ. The joys, hopes and sorrows of the world are our joy, hope and sorrow, too. But the mystery of the truth about life in all its fullness – that is the gift of Jesus Christ that we have received and are asked to share with all who are ready to receive it. We are, through baptism into him, a royal, priestly and prophetic people.

“To serve this royal priesthood, God has given particular ministries. Bishops are ordained to be shepherds of Christ’s flock and guardians of the faith of the apostles, proclaiming the gospel of

God’s kingdom and leading his people in mission. Obedient to the call of Christ and in the power of the Holy Spirit, they are to gather God’s people and celebrate with them the sacraments of the new covenant. Thus, formed into a single communion of faith and love, the Church in each place and time is united with the Church in every place and time.”

(from The Ordination and Consecration of a Bishop, Common Worship)

+Martin Cicestr:

The Diocese as the emblem of Sussex

Geography

The Diocese of Chichester almost exactly covers the counties of East and West Sussex and the city of Brighton and Hove. It has an area of 1459 square miles and stretches for nearly a hundred miles along the south coast of England and as far north as Gatwick Airport. It is one of the largest dioceses in the country. Chichester Cathedral is at the far western end of the diocese, a two-hour drive from Rye in the east.

The landscape is a mixture of downland, woodland and coastal environments with urban development established along both the coast and the area around Crawley and Gatwick Airport. The new South Downs National Park includes a significant tract of land in East Sussex.

The road and public transport network is efficient from north to south in the centre of the diocese and along the coast, but travelling around the diocese can involve considerable driving, especially in the deeply rural areas.

The administrative County of East Sussex covers an area of 667 square miles, and is comprised of the districts of Lewes, Rother and Wealden and the boroughs of Eastbourne and Hastings; the old ceremonial county also includes Brighton and Hove. The city of Brighton and Hove covers 33.8 square miles.

Social demography

There is still the feeling that East and West Sussex are distinct. West Sussex seems more prosperous, whilst the East, for all its attractions, is poorer and under-resourced by comparison. Also, as a longstanding result of the Reformation, there are more evangelical churches in the East than in the West.

The diocese

The population is about 1.5m living in nearly 656,000 households, and the majority live in the towns and cities along the south coast and in the town of Crawley near Gatwick airport. Apart from that, the diocese is largely rural, with populations centred in villages and small market towns.

The prosperity associated with south east England means that most people enjoy a good standard of living and some would be considered wealthy. There are pockets of deprivation in places such as Hastings, Littlehampton, Bognor Regis and Crawley and in some rural areas; these people feel the impact of poverty in an area with higher-than-average costs of living.

Owner-occupation is above average, but homelessness is also high due to high cost of accommodation. Many homeless families and younger single people are in temporary accommodation.

The Bishop of Lewes will serve two archdeaconries, that of Brighton, which covers the unitary authority of Brighton and Hove, with a further rural area to the north east and that of Hastings, which broadly covers the remainder of the county of East Sussex. It is proposed that archdeaconry boundaries will change with the creation of a fourth archdeaconry. The archdeaconries of Brighton and Hastings refer to the new proposed arrangements.

The archdeaconry of Brighton

This archdeaconry includes the three deaneries of Brighton, Hove and Lewes and Seaford.

Brighton and Hove achieved city status in 2000. The population is 273,400; 88.6% White, 4.9% South Asian, 2.3% Black and 2% Chinese. Several local wards fall into the lowest 5% in terms of national deprivation measures, although the city is more prosperous than its neighbouring coastal towns.

Brighton is a very lively city that attracts a large number of visitors year round who come to experience traditional seaside amusements, sporting events, and all forms of arts and entertainment. Brighton's visitor attractions include the Royal Pavilion, the AMEX football stadium, the Theatre Royal and the famous Brighton Pier. It has one of the largest LGBT communities in Europe and the Pride carnival in August is a major event, attracting up to 150,000 visitors.

Traditionally thought of as largely elderly, Hove has an increasing number of young families and houses divided into bedsits and flats housing people from a great diversity of backgrounds. It is sometimes considered a suburb of Brighton but has its own identity.

The city has two universities, Sussex and Brighton, and the latter has campuses in Eastbourne and in Hastings and a training hospital.

The deanery of Lewes and Seaford includes the town of Lewes, the county town of East Sussex with a population of over 16,000, an area of the South Downs National Park and coastal towns, including the port of Newhaven.

The archdeaconry of Hastings

This archdeaconry includes the deaneries of Battle & Bexhill, Dallington, Eastbourne, Hastings, Rotherfield, Rye and Uckfield

The area is more rural in character and the population is just over 500,000 people of whom:

- 26% are over pensionable age (national average is 19%)
- 43% are over 50 (national average is 34%)
- 55.8% are working age (national average is 62.1%)
- 17.9% are under 16 (national average of 18.9%)

The county has the highest levels of the very elderly in England (over 85 and 90 years old). Life expectancy stands at 78.3 years for men (against a national average of 76.9 years) and 82.1 years for women (against a national average of 81.1 years).

Population projections suggest that planned new housing over the period 2006-2026 will result in population growth of around 13,100 people (2.6%). Almost all of this change is projected to occur within the post-retirement age groups, with the very elderly aged 85+ projected to increase by 61%.

The urban coastal strip gives way to country beyond Hastings to the east. There is some significant arable and sheep farming but the rural areas are primarily made up of small plots of permanent pasture owned by individuals whose primary income is not through farming. Public transport is poor and many people commute to London for work.

Although this area faces some challenges in terms of social deprivation, there are signs of development and regeneration, for example, in the resurgent arts scene in Hastings.

History

The Diocese of Chichester was founded in 681 by St Wilfrid, who converted the Kingdom of the South Saxons and built the first cathedral at Selsey. The See of Chichester was established in 1075 at the Council of London and the cathedral was dedicated in 1108.

At the time of the Reformation, the population of East Sussex consisted mainly of yeoman farmers and was influenced by the Lollards from Canterbury and Rochester. West Sussex, by comparison, has always had large landed estates, which at that time were largely Roman Catholic.

During the Civil War, Chichester Cathedral was sacked by Parliamentarians, but the 13th century roundel of the Virgin and Child in the chapel of the Bishop's Palace was successfully concealed from harm.

The diocese has been served by many distinguished bishops, including Richard of Chichester (1197-1253; translated to sainthood in 1276), Bishop Luffa (1091-1123), Bishop Sherburne (1508-1536), who commissioned the Lambert Barnard portraits in the cathedral, and Bishop Otter (1836) who took an interest in the promotion of education.

In the 20th century, Bishop Bell (1929-1958) became well known both for his interest in the arts and for his work during and after World War II, during which time he assisted refugees and promoted peace and reconciliation.

The diocese has a rich heritage of art and learning derived from this long history and its architectural heritage includes examples from almost every era of church construction since Saxon times.

The Household of Faith

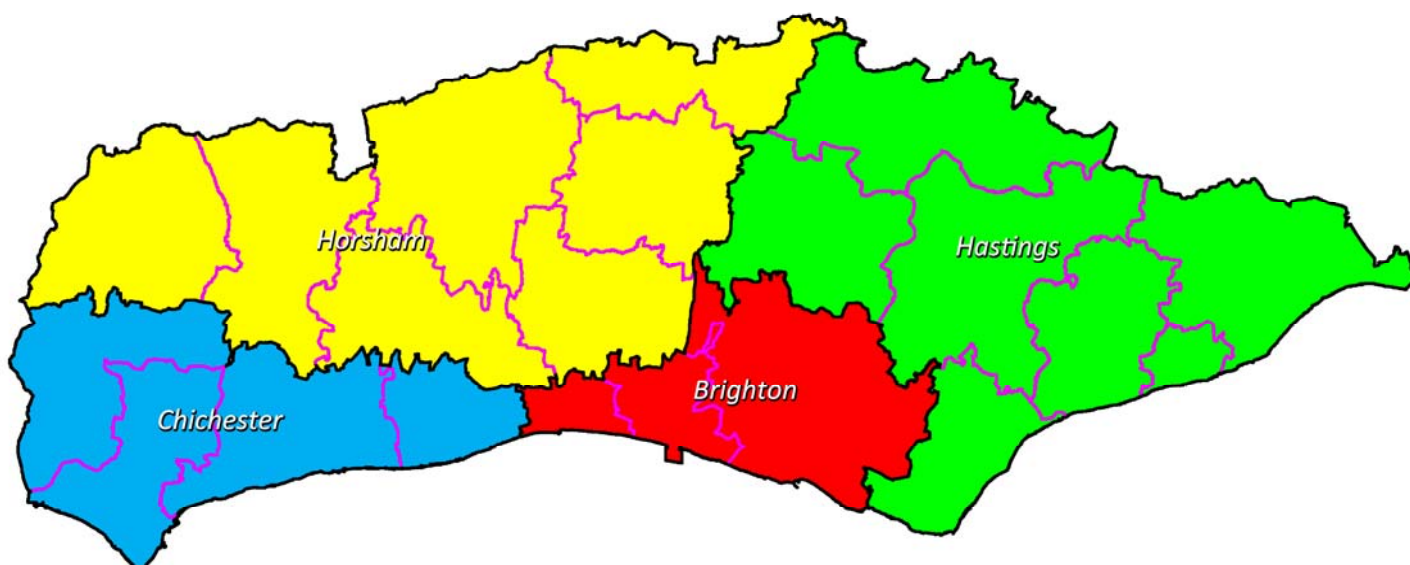
The diocese

The diocese extends to 506 churches in 365 parishes which are served by 412 clergy and employed lay workers and 267 Readers. The parishes are grouped into 286 benefices.

The diocese is now structured to operate on the basis of a Diocesan Bishop and two Suffragan Bishops, following the withdrawal of the Area Scheme. The Bishop of Horsham is broadly responsible for West Sussex and the Bishop of Lewes for East Sussex and Brighton and Hove.

The benefices are grouped into 21 rural deaneries, which in turn form three archdeaconries at the moment, the archdeaconry of Chichester, the archdeaconry of Horsham and the archdeaconry of Lewes and Hastings. It is proposed to rearrange the deaneries into four archdeaconries, two of which, Brighton and Hastings in the east of the diocese, will be served by the new Suffragan Bishop of Lewes. The new archdeaconries will be organised and named as:

- Brighton – Brighton, Hove and Lewes & Seaford deaneries
- Chichester – Arundel & Bognor, Chichester, Westbourne and Worthing deaneries
- Hastings – Battle & Bexhill, Dallington, Eastbourne, Hastings, Rotherfield, Rye and Uckfield deaneries
- Horsham – Cuckfield, East Grinstead, Horsham, Hurst, Midhurst, Petworth and Storrington deaneries



The diocese is already reviewing the deployment of clergy with a view to achieving greater sustainability across the whole, having regard for the ability of parishes to fund ministry and the diverse needs of urban, rural, wealthy and deprived areas. At the current rate of ordinations this will result in a 10% drop in stipendiary numbers overall in due course.

The parishes in the area to be served by the new Bishop are keen to see him appointed and looking forward to a new era of leadership and growth.

The archdeaconry of Brighton

It is proposed that this archdeaconry will include the three deaneries of Brighton, Hove and Lewes and Seaford.

Brighton deanery is at the present time developing a Mission Action Plan, as are all other deaneries in the diocese; the plan looks at the mission and how to use staffing and buildings to the best advantage. The MAP has roots in a detailed review from 2005 that recommended the establishment of 5 group ministries in the deanery. The group ministries were created to establish and encourage greater mutuality in mission and ministry in view of falling numbers of stipendiary clergy and to decide how they are to be deployed, as well as identifying the potential for further pastoral re-organisation. Group ministries encourage more permeable parish boundaries and greater unified thinking amongst clergy and laity regarding, for example, common pastoral issues. Of the 5 recommended, there are presently only 4: East Brighton, North Brighton, North East Brighton, Deans and Whitehawk. The central Brighton group has not been formed and instead there is an informal 'Wagner grouping' of conservative catholic churches. There are 28 parishes in the deanery and two Fresh Expressions, Christ Church and 'Beyond', the latter linked to St Luke's parish, Prestonville.

The churchmanship in Brighton deanery spans the Anglican spectrum from evangelical worship to the catholic tradition. Central Brighton has a concentration of conservative catholic parishes with some outstanding Victorian church buildings. In 2009, the diocese welcomed a plant into St Peter's Brighton from Holy Trinity Brompton and this plant is now a vibrant and growing church.

Church attendance in 2012 was approximately 1.7 % of the population, one of the lowest in the diocese. However, removing the attendance figures for St. Peter's from the overall total shows the deanery lost 44.8% of its adults and 35.8% of its children since 2000 (October count). St. Peter's represented 28% of attendance in the deanery as whole in October 2012.

Hove deanery has three group ministries legally established: Central Hove, Shoreham & Southwick and Portslade and Western Hove. It is in particular need of vibrant, firm and energetic leadership. It has not seen much church growth over a number of years. The churchmanship in this deanery is mainly catholic. However, Bishop Hannington Church is a leading evangelical church in the deanery and diocese.

Lewes and Seaford deanery is large in area and has 34 churches, 5 of which have average Sunday congregations of less than 10. It consists of both town and rural parishes. There is the county town of Lewes (population 16,000), the seaside town of Seaford (14,000), Newhaven (8,500) with its port and the urban priority area of Peacehaven (18, 000). In between are lots of beautiful villages ranging in size from Ringmer (4,500) to Southease (population 41). It is the largest deanery in the diocese.

The deanery synod meets four times a year and has just brought out a new deanery strategy. The deanery chapter officially meets four times a year, enjoys an annual group supper and a 'fish n' chip' gathering in the summer. It also has a 24-hour away day in September/October at Penhurst Retreat Centre.

The archdeaconry of Hastings

Coastal Deaneries

Eastbourne deanery is large and diverse. It is clear from the amount of new housing being built and proposed in and around Eastbourne that the town is set to grow. This will have an impact on the way the churches relate to one another and to the town churches and there are important implications for the numbers of churches as a whole. Significant increases in parish share have put a strain on parochial finances. Several parishes are struggling to pay their full share and many are discouraged to the point where they would not necessarily agree to help their neighbours.

There are still some suspicions and even areas of hostility to overcome. There are clergy who will only engage with like-minded colleagues and some whose alignment with the parish they serve is not ideal. There has been a lack of consultation regarding appointments made.

Battle and Bexhill deanery is centred on the Victorian resort of Bexhill-on-Sea and the historic town of Battle and is relatively small, both in population and in area. Bexhill has some areas of real deprivation, but is largely a popular retirement area with a healthy local infrastructure. Battle is an obvious focus for tourism, but at its heart it is a very traditional East Sussex small country town. The surrounding villages all have their own identities and mixed populations. Some from the area commute to London by rail.

The deanery is served by eleven benefices, comprising 16 parishes and 17 churches. It also encompasses the Crowhurst Christian Centre of Healing and the Ashburnham Place, a Christian conference and prayer centre. There are excellent relationships within the clergy chapter and members of the deanery synod and all are striving to work together to maximise the mission in a way that is consistent with financial viability.

Hastings deanery covers the 'joint town' of Hastings & St. Leonards-on-Sea. It is one of the areas of poverty in the diocese and includes some of the most socially deprived wards in the country. There are 12 parishes with a wide range of churchmanship, from conservative evangelical to liberal catholic. There are four Church primary schools and one church-sponsored secondary academy.

Recent years have seen significant changes and challenges. The 2011 deanery strategy resulted in a reduction of 4.5 stipendiary posts and there has been a large turnover of clergy, with five in post for less than 2 years and two parishes currently in interregnum. A full-time Anglican Tertiary Education Chaplain has been appointed. Recently, some church-led social action projects have started in collaboration with other denominations: the Baptist Church, the Methodist Church, New Frontiers and the Roman Catholic Church. These include a Winter Night Shelter, a CAP Debt Centre and a food bank.

Rye deanery is situated at the extreme eastern end of the diocese, approximately 52 miles from Church House, Hove and nearly 90 miles from Chichester. It is predominately rural in nature, stretching from Bodiam in the north to the English Channel to the south and from Fairlight and the Hastings Borough boundary in the west, to Camber and the Kent border in the east. It includes some 16 churches and 2 chapels of ease, ranging from a massive, cathedral-like church in Rye to a little church at East Guldeford. The main employment is connected with agriculture and tourism. Rye itself is one of the few medieval hilltop market towns in the country. It is a centre for tourists all year round and there is a large influx of holidaymakers to Camber in the summer, as they come to visit the area's long sandy beach. There is a large fishing fleet based in Rye, as well as some light industry and boat building at Rye Harbour.

Inland deaneries

Uckfield deanery is largely rural, with the town of Uckfield at its centre. Uckfield continues to expand and is by far the largest population in the deanery. There is some evidence of social deprivation, for example, there is a food bank operating there. In contrast, much of the Ashdown Forest, a conservation area, also falls within the deanery and strict regulations prevent development surrounding it. Farming is the main industry apart from Uckfield and the Forest. It is an area that attracts tourists and is also a draw for those hoping to marry in country churches, which in turn provides an opportunity for outreach. Several parishes have engaged, or are engaged, in re-ordering their churches and endeavouring to meet 21st century standards for facilities, specifically concerning toilets, kitchens and social space. This reflects awareness of the need for mission to all and engagement with the community. The deanery has many church primary schools. Finance and pastoral strategy continue to be a concern, but parishes generally try to meet their full ministry costs.

Dallington deanery is possibly the most rural of the deaneries in the east. It has a total population of approx. 50,000 people, of which approx. 30,000 are to be found in the two towns of Heathfield and Hailsham (covering 5 parishes). The other 20,000 are covered by 15 churches. The deanery has always struggled from a lack of a sense of identity. In many ways, it is 'the hole in the middle' of East Sussex, and is made up of parishes that would otherwise find themselves on the periphery in any other deanery. The west of the deanery is mainly town communities, the east is very rural; and within the deanery there are extremes of wealth and poverty to be found. The size of the deanery also militates against working as a whole. Due to these issues, the parishes of the deanery seek to make the present arrangements work as best they can, realising that there is no easy alternative. The chapter, particularly, works well together.

Rotherfield deanery is rural in parts, but also has considerable numbers who commute up to London; it is hoped that the new bishop would have an understanding of the different pressures of rural life and working in the city. In a similar way to Rye, the deanery is conscious of the distance between it, Church House, Hove and Chichester and it would hope to increase a sense of connection to the diocese as a whole. The deanery includes congregations of a full range of churchmanship and attaches importance to respecting different traditions and viewpoints.

There are many private preparatory and public schools in East Sussex and many special schools, including Chailey Heritage near Newick.

Diocesan Statistics

- 365 parishes within 286 benefices; 506 church buildings.
- Church membership is 41,500. Sunday attendance (adults and children) has declined by 15.6% since 2000 (adults - 14.8%, <16s -20.4%).
- 53,800 on electoral rolls.
- 3880 baptisms and 805 confirmations.
- If all posts are filled, there will be 315 stipendiary clergy (44 of those would be stipendiary title posts)
- 36 House for Duty appointments.
- 26 Distinctive Deacons with 5 in training.
- 62 (stipendiary and NSM) curates in IME 4-7.
- 267 readers, plus an additional 16 in training.
- 3 Fresh Expressions of which 2 have Bishop's Mission Orders.
- 9 Team ministries.
- Although most stipendiary clergy are engaged in full-time parochial ministry, the diocese maintains its interest in specialist ministries, such as airport and workplace chaplaincies, as well as a team of volunteer chaplains to the police force and the fire and rescue and ambulance services.

The area to be served by the Bishop of Lewes

Details for new Bishop of Lewes

Deanery	Population	Number of Benefices	Clergy*	Population per stipendiary equivalent	Engagement %	2012 October count		Change 2000-2012		%PMC**
						Adults	<16	Adults	<16	
Brighton	165032	23	23	7175	1.7	2451	397	-3.9	3.1	83.6
Eastbourne	120978	20	19.2	6301	2.5	2649	357	-4.7	14.1	88.4
Hove	122559	12	14	8754	1.6	1650	318	-12.7	-29.3	76.9
Hastings	85372	13	10.66	8009	1.3	998	139	-14.6	-10.9	80.2
Battle and Bexhill	52966	13	9.66	5483	2.2	1025	155	-20.8	-26.6	89.5
Rotherfield	41397	12	10	4140	4.0	1426	211	-21.2	-31.5	97.4
Rye	24150	8	8.5	2841	2.7	610	43	-25.3	-63.9	71.2
Dallington	48475	12	9.75	4972	2.1	946	90	-29.5	-45.8	72.8
Uckfield	34417	10	8.5	4049	2.6	808	95	-31.5	-43.8	81.3
Lewes and Seaford	86363	18	18.4	4694	2.4	1820	227	-35	-29.5	75.2
Totals	781709	141	131.67	5937	2.1	14383	2032	-22.1	-26.3	81.7
(Brighton Deanery without St. Peter's data)						1761	247	-44.8	-35.8	

*Stipendiary equivalent, including light duty (1/2) and HFD (1/3), not including title curates

** Percentage of ministry cost pledged in 2013. 93% represents covering costs when fees etc. are taken into account

Churchmanship

There is a great deal of diversity of theological outlook which represents the full spectrum of churchmanship embracing the traditional catholic and conservative evangelical positions. In the Lewes episcopal area there are significantly larger numbers of conservative evangelical parishes in the rural and coastal areas. In Brighton and Hove, the proportion of catholic parishes is greater but there are significant numbers of both conservative catholics and liberal catholics. Across the whole area there are many churches that self-identify as 'Church of England'. The recent General Synod Article 8 reference on Women in the Episcopate showed relatively balanced results both for and against the draft legislation at both deanery and diocesan synods.

The Book of Common Prayer continues to be used extensively, especially in rural parishes. Church attendance in rural areas is significantly higher than the Diocesan and national average.

Women's ministry

Historically, women's ministry has not been encouraged or flourished in the diocese, leading to a perception outside it that this is not a good place for women to minister. In the past, the diocese had three bishops who did not ordain women to the priesthood and there was reluctance in some areas to appoint women as incumbents. For the future, a majority of lay people and clergy welcome women's ministry and would like to see change in this area of diocesan life.

These figures, organised to reflect the proposed archdeaconries, give some indication of the extent of women's ministry.

	Brighton and Hastings Archdeaconries	Horsham and Chichester Archdeaconries
Stipendiary clergy	153	162
Female Incumbent/Priest in charge	3.5	11
Female House for Duty	2	1
Female NSM Priest/Deacon	4	9
Female curates in training	6	7
Female NSM curates in training	7	9

As can be seen from the table, the diocese is completely out of step with the national church, where women represent at least 30% of the clergy. In the diocese as a whole, approximately 14% of stipendiary posts are occupied by women which is below the national average of approximately 22%.

Women and men across the diocese who support women's ministry would strongly recommend that the new Bishop is someone who will both ordain women to the priesthood and help to change this situation.

Diocesan structures serving the parishes

The Bishop of Chichester and his leadership team

At the time of the appointment, the Bishop's senior staff is planned to be as follows:

The Rt Revd Martin Warner, Bishop of Chichester
The Rt Revd Mark Sowerby, Bishop of Horsham
The Bishop of Lewes
The Very Revd Nicholas Frayling, Dean of Chichester Cathedral (*retiring February 2014*)
The Ven Douglas McKittrick, Archdeacon of Chichester
The Archdeacon of Brighton
The Ven Philip Jones, Archdeacon of Hastings
The Ven Roger Combes, Archdeacon of Horsham
The Revd Canon Julia Peaty, Dean of Women's Ministry
Angela Sibson, Diocesan Secretary

The Bishop's Chaplain is the Revd Jason Rendell (in attendance)

The Chairman of the House of Clergy is the Revd Mark Gilbert
The Chairman of the House of Laity is Dr Brian Hanson, CBE
The Chairman of the Finance Committee is Mr John Booth.

The diocese elects 16 members of General Synod

Governance

The governance structures that underpin the work of the Diocesan Synod are under review to achieve greater clarity in roles and decision-making.

A simplified structural table is shown in Appendix 1.

Planning for the future

A thorough review is being undertaken to establish a new vision and strategy for the diocese for the period 2015 – 2020. The Diocesan Bishop is engaged in a Visitation to all the deaneries which will conclude in October 2014. A clergy conference is planned for September 2014 at the University of Kent, Canterbury, by which time it is planned to have a strategy for the diocese for the period 2015 – 2020 that can be shared and discussed.

The need for a new vision and strategy for the diocese arises out of perceived changes in the society in which the Church functions and within the Church itself. These changes offer a wide range of opportunities and challenges that will shape and influence future plans. The following influences directly impact both the life of the diocese now and its future vision and strategy:

- The changing profile of those offering themselves for vocational service and the implications for new vocations and forms of ministry.

- The financial situation in the diocese and parishes; the need to carefully examine how the resources available to the diocese are put to use and to design plans which protect the inheritance of the past and reflect intergenerational equity.
- The prospect of large quantities of new housing being built within the next two to three years and within the period 2015 – 2020 and beyond.
- The call to give time and attention to the problems of poverty and exclusion in communities.
- The continuing work to meet the needs of safeguarding, both in terms of keeping safe and responding well to victims and survivors.
- The changes in education policy and the academies programme requiring change in our ways of working and the extent of our responsibilities.
- The priorities and demands of the city of Brighton and Hove and the need to appoint a fourth Archdeacon to oversee the city and its wider context and hinterland.
- The call to continue to the common good as part of the Church of England, especially in times of financial stringency in public spending.

The purpose of the plan will be to set the direction for those 5 years, providing a foundation for the growth of the church and its vision across the diocese. It is planned that the strategy will aim to develop confidence in faith and in sharing it widely so that spiritual life and vocations are nurtured and encouraged. Safety and wellbeing in church communities will be a priority, as will the need to equip church members to be of service to the wider community. All of this will be underpinned by sustainability in assets and resources.

The new Bishop of Lewes will play an active part in forming and creating these plans for the future.

Diocesan services and programmes

Finance and Assets

The diocese has significant holdings in land and buildings and the portfolio is estimated at £130m. It includes five areas of major glebe land, 130 smaller glebe areas, parsonages, churches closed for public worship, and other houses and buildings. Many of these are of historic importance. The diocese has £31m in investments.

The key financial facts are as follows.

- Based on the results for the year 2012, the diocese has an annual income of £16.75m and expenditure of £16.76m, resulting in the diocese having an operating deficit of £10k. The main contributing factors to the running deficit are reduced investment income and increasing pension costs.
- Parish contributions total £13.35m and represent 80% of income. Investment income amounts to 11% of the total. The remaining 9% of income was generated by fees, grants, donations and rental income.
- The average weekly giving per planned giving member is £10.39, excluding Gift Aid. By deanery, the range is between £15.50 per week and £6.09.
- Across the diocese, some £30m is given to and through parishes, of which about £15m is planned giving.
- Managing, maintaining and developing the property assets of the CDBF is necessary in order to promote the mission of the Church; there is a management service for all houses (currently 360 in round terms) maintained by the diocese.

Evangelism

The Mission and Renewal team seeks to encourage and expand the spiritual life of churches and to facilitate the mission and evangelism that flows from this.

The team leads vision days for PCCs, Deaneries and Teams, including individual consultancy with Church leaders and resources for the mission action planning process (MAPS). Training in evangelism and participation with parishes in local mission initiatives is also an integral part of the work. The team regularly visits churches to preach and lead worship. They also visit individual parishes to attend workshops on prayer from various traditions.

Conferences on prayer and healing are provided as a resource for the diocese and there is a service to help people find spiritual directors.

The work of ecumenism is presently under review and is likely to build on the progress made through Churches Together in Sussex towards a more project-based approach.

There are good ties with other faith communities through the offices of 2 voluntary Inter-Faith Advisors. There are also active interfaith forums in Brighton, Crawley, Hastings and Worthing

Over the years, the diocese has developed connections with many overseas churches. The diocese is linked with the dioceses of Nakuru and Nehahuru in Kenya, and with the dioceses of Sierra Leone, Gambia and Cameroon. The diocese has European ecumenical links with churches in Bamberg, Berlin and Bayreuth in Germany, and the Cathedral of Chartres in France, and has recently established links with the Cathedral of Ravenna in Italy. Many individual parishes have strong links with their twinned partners in Europe.

The Church in Society advisor encourages community engagement. The main areas of current work are ministry amongst the deaf, industrial chaplaincy, managing the emergency response plan and drawing up a diocesan environmental policy. The Mission and Renewal team is also involved in the Church and Countryside Group.

The team gives advice on the best possible stewardship of resources in the parish and how to encourage giving in the most efficient way, including the Parish Giving Scheme. There are two part-time Stewardship Advisors, one for each half of the diocese. There is a three-year rolling strategy with one of the following areas serving as the focus each year: amount given, efficiency of collection and engagement with potential donors. In 2013, the main project has been the roll out of the Parish Giving Scheme.

Lay and ordained disciples

The Discipleship and Ministry Team is responsible for the development of discipleship, and of lay and ordained ministry. The areas of responsibility include:

- Education for discipleship, in particular, managing and developing the courses that make up the Bishop's Certificate: the *Following Jesus* course and the *Developing Discipleship* programme (which together are used by about 500 people a year). The team also arranges training for Lay Ministers of Holy Communion.
- Supporting parish-based learning and ministry, including resourcing parish-based pastoral teams.
- Vocational Discernment and selection for Reader Ministry. Initial training for Reader ministry, and CME for Readers. There are 29 currently in training.
- Vocational discernment and selection for ordained ministry. There are about 100 in the discernment process at any one time, and support for ordinands in initial training (IME 1-3) at college, or on courses. There are 52 currently in training.
- Initial Ministerial Education 4-7 (IME 4-7) for newly ordained clergy, including training for Training Incumbents, Assessment and Formation during, and at the end of curacy, and support for curates and their incumbents during Title posts. There are currently 61 curates.
- Continued Ministerial Education (CME) for clergy: including training during first Incumbency, and at other key transition points.
- Ministerial Development and Review for about 500 clergy (Continuous Assisted Review of Ministry (CARM)).
- Managing and Developing *the Magnet* – a centre for the renewal of Church and community in St Leonards-on-Sea East Sussex, with a large theological library.

The diocese has strong links with universities in both East and West Sussex. The University of Sussex has a full-time Anglican chaplain, and the University of Brighton has a part-time Anglican chaplain, who also holds a parochial post. The University of Chichester, which is a Church of England University, has a full-time chaplain who is also a priest. Chichester University has direct links with the diocese, as it validates IME 4-7 training. The diocese also has links with SEITE, which provides the course mainly used by the diocese for non-residential theological training (IME 1-3). The team works closely with the University of Chichester, the South East Regional Training Partnership and the Warden of Readers, an honorary member of the team, and the Diocesan Readers' Committee.

Young people and families

The youth and children's department offers training in children's and youth work skills for upwards of 3,000 volunteers, supporting 45 locally-employed workers and equipping young people and their leaders through events such as the May Camp, with 400 visitors annually.

The team is involved in national conferences for both children and young people. It runs a residential retreat centre for youth groups called 'St Bartz', located near Lewes. A major focus of the team's work is on training that equips the local church for evangelism and discipleship.

Work with families is undertaken by Family Support Work, an independent diocesan charity that provides support and advice for families in need, through practical mentoring and the provision of home/school support.

Education

The diocese has 158 Church of England schools made up of 60 aided schools (of which four are secondary schools) and 98 controlled schools (of which three are secondary schools) serving over 37,000 pupils in three local authorities: East Sussex, West Sussex and Brighton & Hove. In addition, one community school has signed a partnership agreement with the diocese. This is one of the largest education programmes in the country.

There is a wide diversity of schools reflected in the mix of VA and VC status, the large number of very small primary schools and also some of the largest church-founded secondary schools in the country. The schools are located in a variety of communities ranging from the very rural, the coastal, the urban and market towns.

The schools are distinctive and inclusive, exemplifying the Anglican commitment to provide Christian education to local communities, particularly the disadvantaged, and they reflect a breadth of history and church traditions.

The diocesan education priorities are:

- to focus on raising standards and positive outcomes for all pupils in Church schools.
- to promote the distinctive Christian ethos of our schools, in religious education and collective worship.
- to continue to develop a sustainable family of Church schools and academies to serve local communities.
- to support the development of the schools' leadership and staff teams and the services provided, negotiating through a time of considerable change.

The post of Diocesan Director of Education is currently vacant and it is proposed to recruit in the spring of 2014 when further structural and organisational change to meet the evolving educational agenda has been implemented.

Safeguarding

In 2008, along with every diocese in England and Wales, the diocese conducted a Past Cases Review (the Meekings' Report) into cases involving clergy and other personnel, where child-protection concerns were indicated. A subsequent and consequential report, written by Baroness Butler-Sloss, is available on the diocesan website: <http://safeguarding.chichester.anglican.org/documents/reports/>

The See of Lewes has experienced an unprecedented series of challenges regarding safeguarding over the last fifteen years, arising from a history stretching back at least until the early 1970s. More recently, the conviction of Colin Pritchard in 2008 for offences of child sexual abuse marked the start of a concentrated period of increasingly serious revelations, initially surrounding the late Roy Cotton, now acknowledged to have been responsible for repeated offences of child sexual abuse over at least a forty-five year period. The independent review of these two cases was conducted by Roger Meekings, and the subsequent report by Baroness Butler-

Sloss uncovered repeated failures to grasp the reality or the seriousness of offending behaviour by clergy, to respond effectively to victims and liaise appropriately with the public authorities.

The Butler-Sloss report led to an investigation by Sussex Police, named Operation Perry, culminating in the sentencing of Robert Coles and Gordon Rideout for eight and ten years respectively, for offences of child sexual abuse. Meanwhile, the diocese was subject to an Archbishopal Visitation regarding safeguarding, which produced a highly critical interim report in August 2012 and a final report in May 2013, which, whilst noting the very considerable progress made by the diocese regarding safeguarding, nevertheless cautioned against complacency and emphasised the importance of acknowledging that, for survivors of abuse, their experience is an ongoing one that cannot be considered 'over'.

Throughout this period, considerable and increasing levels of concern were expressed by public authorities responsible for safeguarding in East Sussex, most particularly by the Director of Children's Services for East Sussex County Council and the Chair of the Local Safeguarding Children's Board, although these concerns were shared throughout the LSCB and ESCC. Nevertheless, the close involvement of the diocese in Operation Perry, and the subsequent (and ongoing) Operation Dunhill, allowed public authorities in East Sussex to gain some confidence in some aspects of the diocese's safeguarding work.

This process was aided very considerably by the arrival of Bishop Martin, who, along with Angela Sibson, the Diocesan Secretary, spoke at East Sussex LSCB in January 2013 about the response of the diocese to the Archbishopal Visitation and the increasing priority being given to safeguarding. This visit was extremely well received and the change in culture vis-à-vis safeguarding in the diocese has been warmly welcomed by public authorities across Sussex, most notably in the East.

Amidst this on-going culture change, it will be vital for the incoming Bishop of Lewes to work closely with the Bishops of Chichester and Horsham, the Archdeacons, the Diocesan Secretary and the Diocesan Safeguarding Team to continue to build the confidence of the public, the public authorities, clergy, churchgoers and, crucially, victims of clergy sexual abuse. Maintaining good relationships with those public authorities responsible for leading safeguarding will also be important.

It will be crucial that the incoming Bishop of Lewes conveys to the clergy a sense of confidence and achievability regarding safeguarding – morale has been severely damaged. Finally, and most importantly, some victims of childhood sexual abuse by clergy in the See may well expect to meet with the new Bishop, who must assure them that the culture change they have begun to see will continue, whilst acknowledging that, as noted in the final report of the Visitation, 'the past will be ever present' and that, therefore, 'what has happened must always be seen as a present and ongoing challenge'.

Diocesan Advisory Committee for the Care of Churches

The function of the Diocesan Advisory Committee is set out in the 'Care of Churches & Ecclesiastical Jurisdiction Measure 1991'. Its functions are wide ranging but include advising on:

- (i) the grant of faculties;
- (ii) the architecture, archaeology, art and history of places of worship;
- (iii) the use, care, planning, design and redundancy of places of worship;
- (iv) the use and care of the content of such places;
- (v) the use and care of churchyards and burial grounds.

During 2013, the committee considered 160 applications and made 20 formal site visits to help parishes formalise their projects; 64 Chancellor's Faculties passed the Seal, 67 Archdeacon's Faculties were authorised and 48 Dispensations from Faculty were granted. Recent projects include the installation of a sculpture by

Maggi Hambling, the Spirit of Resurrection, together with a new nave altar at Mayfield St Dunstan, which was unveiled just before Easter this year; and the commission and installation of a new pipe organ at Whyke, St George.

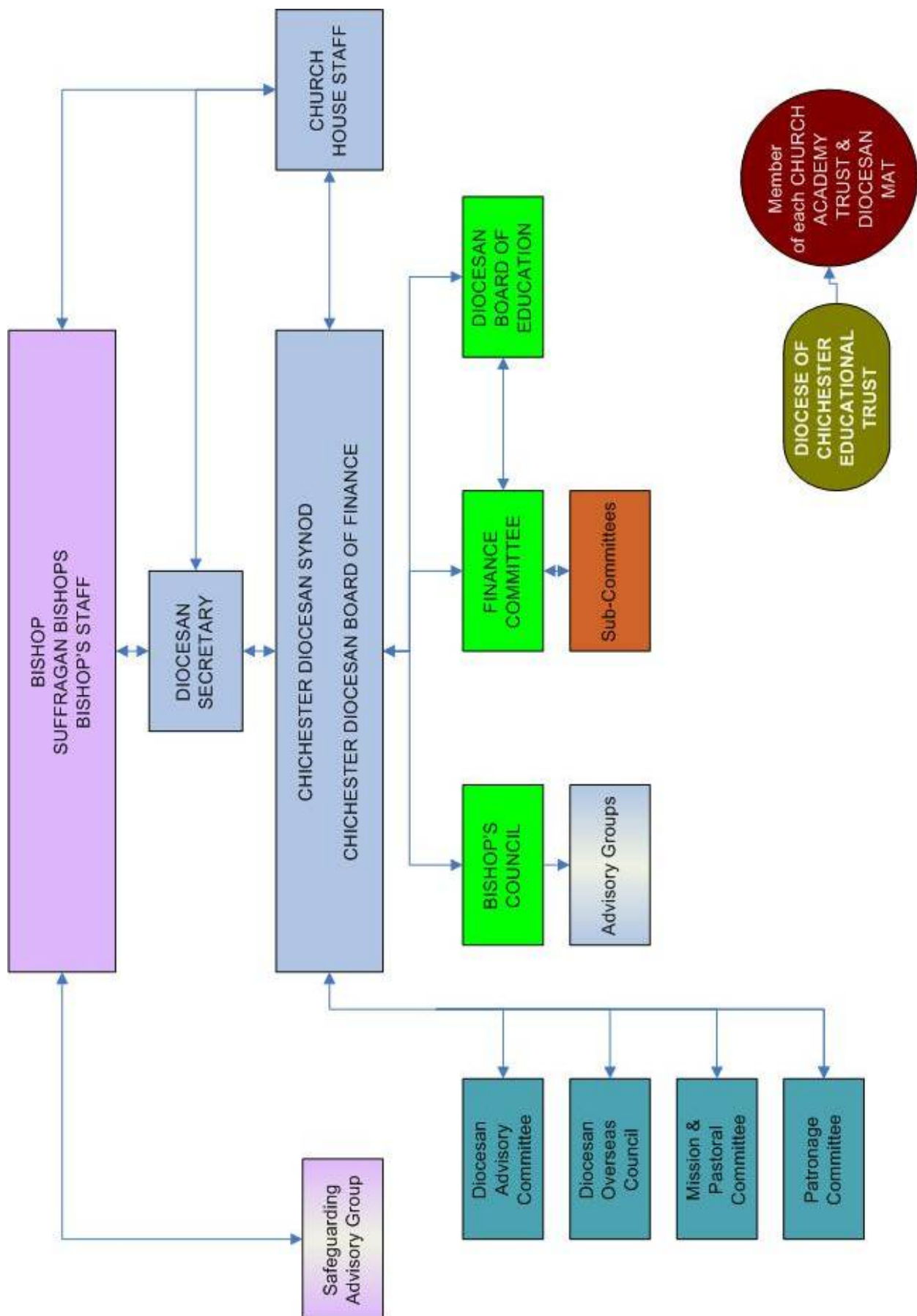
The DAC holds archdeaconry road shows each year for those involved in the care of church buildings and an architects' study day so that best practice and most up-to-date information can be disseminated.

Administration and Church House, Hove

Administrative support and advisory staff for all departments are based at the Diocesan Church House in Hove, which is situated geographically near the centre of the diocese. Members of the Diocesan Bishop's staff are based at the offices at the Bishop's Palace in Chichester which is also the residence of the Bishop. Statutory boards are run through the administrative structure at Diocesan Church House and most meetings of boards and councils are held there.

There is a small communications unit there which manages press and PR activities and the communications in the diocese, whose work is under review by a communications group in order to ensure that the channels and content reflect contemporary needs.

Appendix 1 - Committee Structures



Appendix 2 – Web Links

Local Authorities

East Sussex County Council	www.eastsussex.gov.uk
Brighton & Hove City Council	www.brighton-hove.gov.uk/
Eastbourne Borough Council	www.eastbourne.gov.uk
Hastings Borough Council	www.hastings.gov.uk/
Lewes District Council	www.lewes.gov.uk/
Rother District Council	www.rother.gov.uk/
Wealden District Council	www.wealden.gov.uk

Local Councils

Battle Town Council	www.battletowncouncil.org.uk/
Charter Trustees of Bexhill	www.rother.gov.uk/article/5166/Bexhill-Charter-Trustees
Crowborough Town Council	www.crowboughtowncouncil.gov.uk/
Hailsham Town Council	www.hailsham-tc.gov.uk/
Lewes Town Council	www.lewes-town.co.uk/
Newhaven Town Council	www.newhaventowncouncil.gov.uk/
Peacehaven Town Council	www.peacehavencouncil.co.uk/
Polegate Town Council	www.polegate-tc.co.uk/
Rye Town Council	www.ryetowncouncil.gov.uk/
Seaford Town Council	www.seafordtowncouncil.gov.uk/
Telscombe Town Council	www.telscombetowncouncil.gov.uk/
Uckfield Town Council	www.uckfieldtc.gov.uk/
Winchelsea Corporation	www.winchelsea.com/Corporation.html

Neighbouring County Councils

West Sussex County Council	www.westsussex.gov.uk/
Kent County Council	www.kent.gov.uk/

Lieutenancy and Shrievalty

The Lord Lieutenant of East Sussex	www.east-sussex-lieutenancy.org.uk/
The High Sheriff of East Sussex	www.highsheriffs.com/EastSussex/

Emergency Services

Sussex Police	www.sussex.police.uk/
South East Coast Ambulance Service	www.secamb.nhs.uk/
East Sussex Fire and Rescue Service	www.esfrs.org/
HMP Lewes	www.justice.gov.uk/contacts/prison-finder/lewes
Beachy Head Chaplaincy Team	www.bhct.org.uk
RNLI	www.rnli.org

A selection of cultural centres

Brighton Gallery and Museum	www.brighton-hove-rpml.org.uk/museums/brightonmuseum
Brighton Theatre Royal	www.atgtickets.com/venues/theatre-royal-brighton/
Charleston Manor	www.charleston.org.uk
De La Warr Pavilion at Bexhill-on-Sea	www.dlwp.com
Farley Farm at Chiddingly	www.farleyfarmhouse.co.uk
Jerwood Gallery at Hastings	www.jerwoodgallery.org
The Towner Gallery at Eastbourne	www.townereastbourne.org.uk
Glyndebourne	www.glyndebourne.com

There is a large number of theatres in Hastings, Eastbourne, Lewes and Brighton as well as many successful choirs spread through the county.

Appendix 3 - East Sussex Housing Development

In Hailsham and Hellingly, parishes in the Dallington deanery, development is proposed as follows:

Number of dwellings under/awaiting construction:

Hempstead Lane (north and south) 400
Hellingly Hospital 400
Battle Road 250
Ersham Road 70
Arlington Road East tbc.

Future Plan:

North and East Hailsham 1300

This represents at least 2,500 houses (allowing for additional smaller developments) across 5 main sites and an estimated increase in population from 21,500 to 29,000 for greater Hailsham, and for Hailsham parish itself from 18,000 to 21,500, or well over half of the entire deanery.

Wealden DC estimate full completion within 10 years.

