

DIOCESE OF EXETER



THE CHURCH
OF ENGLAND
IN DEVON

Operational Report Diocese of Exeter



October – December 2018

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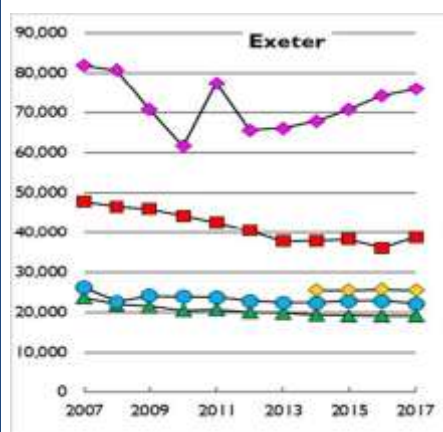
Welcome to the final Operational Report of 2018.

This is the first year we have reported on the work of the Central Service Teams in this way and we hope it helps to show how we support and enable mission and ministry across the Diocese. As ever, we are always happy to receive your feedback and would love to hear from you. Please feel free to contact my Executive Assistant, Annemarie Kendell (annemarie.kendell@exeter.anglican.org) if you have suggestions on how we can further improve our reporting in 2019.

As we enter into the new year, we look forward with confidence and hope that we can continue to make new disciples and bring the good news of the Gospel to the people of Devon.

Nationally, recent decades have seen attendance at Church of England church services gradually fall. Most key measures of attendance fell by between 10% and 20% from 2007 to 2017, a trend that has continued in 2017. However, the Diocese of Exeter's Statistics for Mission are starting to reflect the success of our focus on growth over the past three years as detailed below:

◆ Christmas attendance ■ Easter attendance ▲ Usual Sunday attendance ● Average Adult weekly plus Child Sunday attendance ◆ Worshipping Community



Our vision & strategy to Grow in Prayer, Make new Disciples and Serve the People of Devon with Joy has seen our total worshipping community stabilise and grow over the past three years, reversing a long-term trend of decline. We have also seen substantial growth at Easter and Christmas, presenting a fantastic opportunity to engage significant numbers of people on the fringe of our worshipping communities:



**Stephen Hancock,
Diocesan Secretary**

	2016	2017	% change 2016-17
Easter communicants	27,846	20,056	4.3%
Easter attendance	36,102	38,796	7.5%
Christmas communicants	28,743	29,484	2.6%
Christmas attendance	74,237	75,922	2.3%

Data is never perfect, or tells the whole story, and attendance figures are only a proxy but this is good news. Ultimately, mission and growth are in God's hands and we continue to pray for guidance as we support and enable ministry across the Diocese.

Governance

Meetings taking place during the period:

Diocesan Synod and Annual General Meeting of the DBF (13th October 2018)

Summary of core business transacted:

Approval of DBF annual report and consolidated financial statements for 2017, approval of diocesan budget for 2019, presentation concerning 'Setting God's People Free', approval of a bid to the Strategic Development Fund for a Resource Church in Exeter, approval of a policy on domestic abuse and receipt of a report from General Synod.

Bishop's Diocesan Council (1st December 2018)

Summary of core business transacted:

Review of operational reporting, update on strategic planning, receipt of a report on self-supporting ministry, update on the review of the Common Fund scheme of assessment, election of the Chair of the Vacancy in See Committee, review of the DBF risk register, agreement of updated policy on disclosure of interests, approval of guidelines for members of mission and pastoral committees and of the Church Buildings Strategy Committee, appointment of the Chair and an additional member of the Assets Group and agreement of actions relating to 'Setting God's People Free'.

Work related to elections carried out during the period:

Triennial council and committee elections (Bishop's Diocesan Council, Diocesan Board of Patronage, Diocesan Board of Education, Vacancy in See Committee and the Archidiaconal Mission and Pastoral Committees)

Other statutory processes carried out during the period:

Circulation of documentation to parishes relating to Annual Parochial Church Meetings and the preparation of new parochial electoral rolls.

Vacancies and attendance rates:

Vacancies on Diocesan Synod:

7 out of a possible 58 elected lay members and 11 out of a possible 60 elected clergy members

Vacancies on Bishop's Diocesan Council:

2 out of a possible 8 elected lay members, 1 out of a possible 4 elected clergy members and 2 out of a possible 5 nominated members

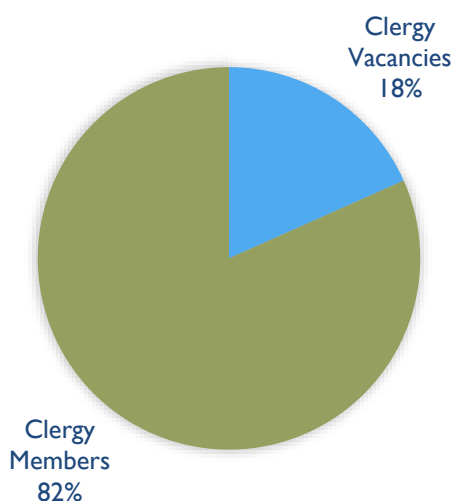
Attendance rate at the meeting of Diocesan Synod

84 out of 116 elected, nominated and ex officio members = 72%

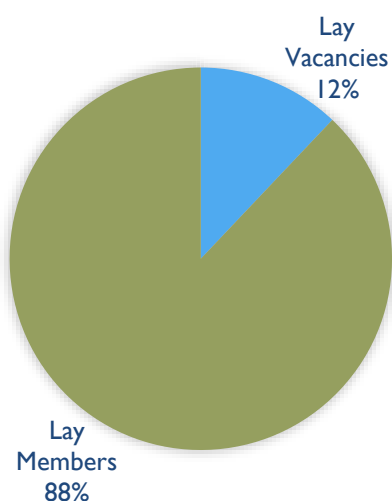


Vacancies and attendance rates:

Vacancies on Diocesan Synod

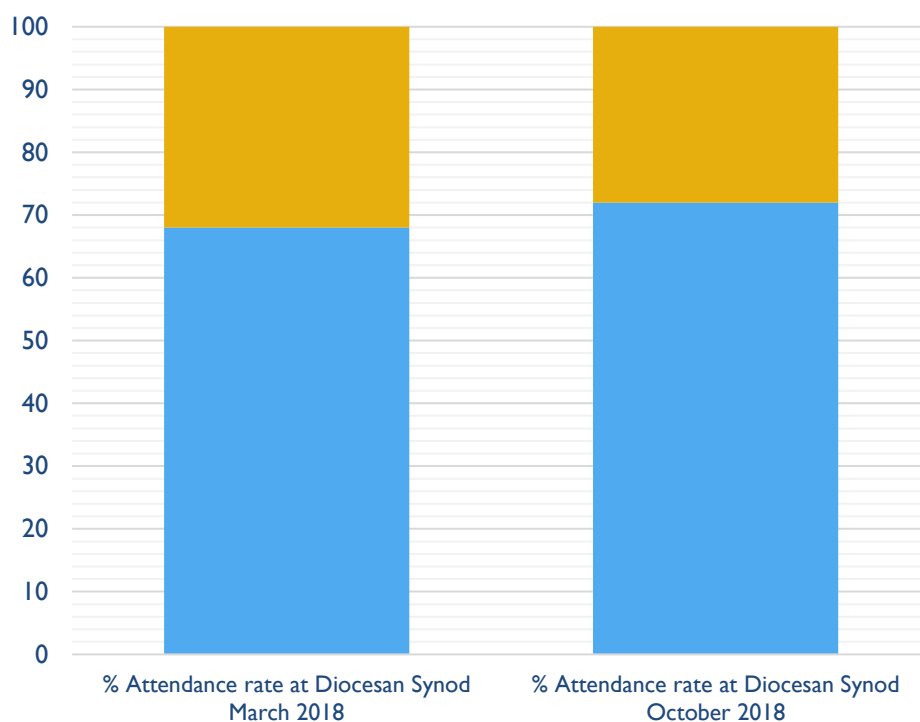


*11 vacancies out of a possible
60 elected members*

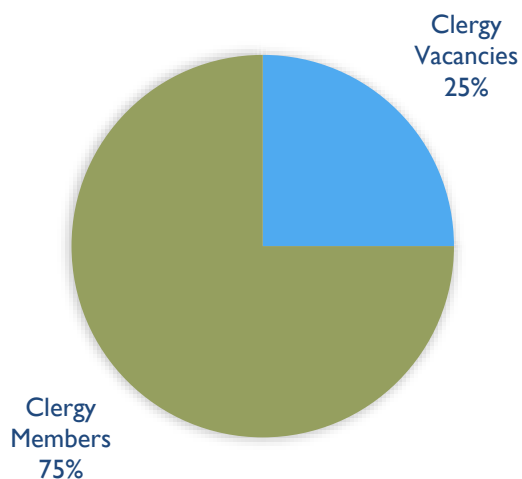


*7 vacancies out of a possible 58
elected members*

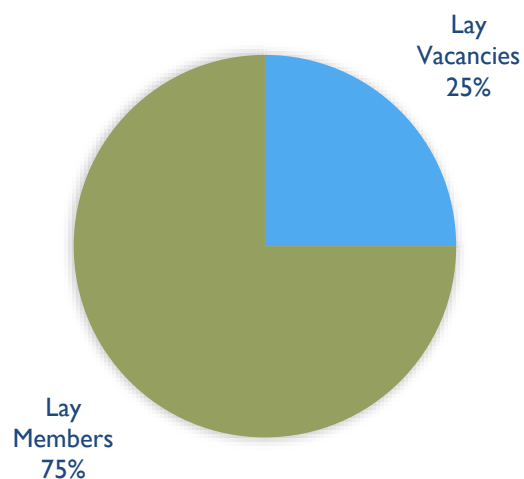
% Attendance rate at Diocesan Synod meetings in 2018



Vacancies on Bishop's Diocesan Council

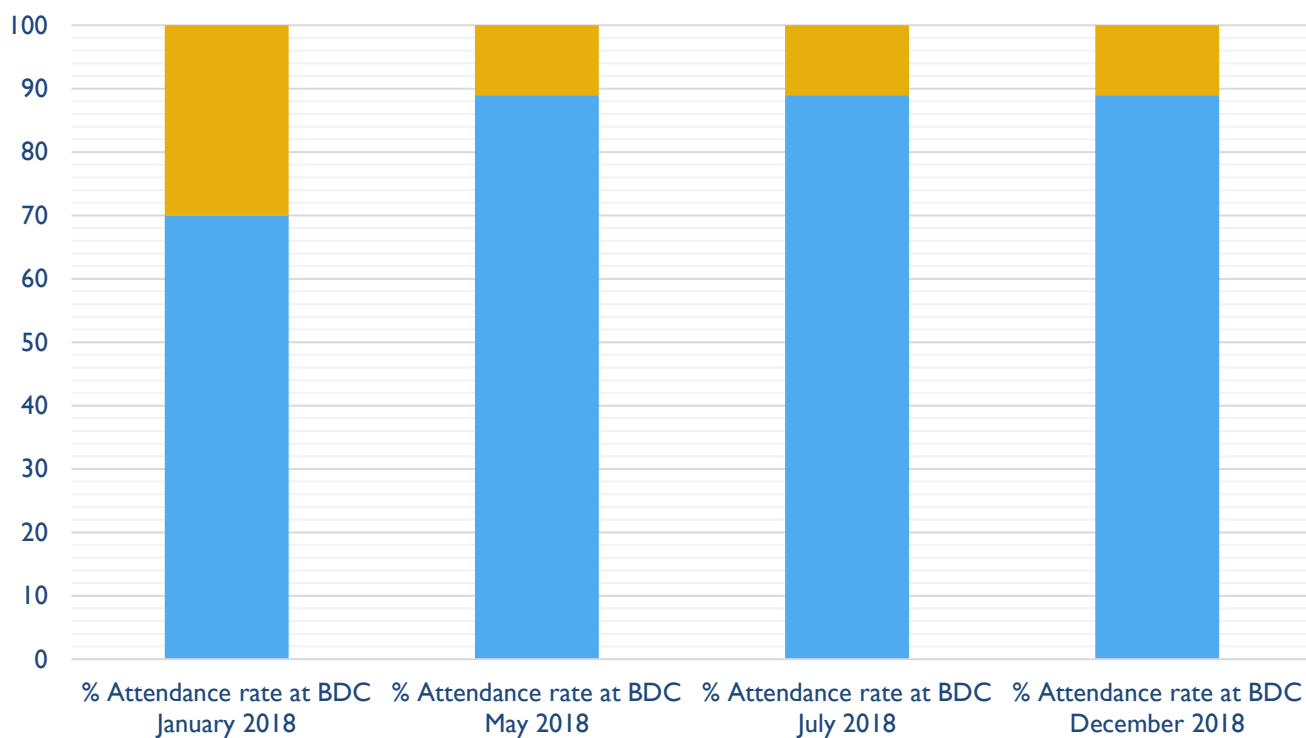


*11 vacancies out of a possible
60 elected members*



*7 vacancies out of a possible 58
elected members*

% Attendance rate at Bishop's Diocesan Council Meetings in 2018



Mission and Pastoral Office & Mapping

Pastoral Schemes and Orders

Between 1st October and the end of December, work was completed on Pastoral Schemes to:

- (i) unite the benefice of South Brent and Rattery with that of Staverton with Landscope, Littlehempston, Buckfastleigh and Dean Prior.
- (ii) unite the benefice of Ermington and Ugborough with that of Diptford North Huish Harberton Harbertonford Halwell and Moreleigh.
- (iii) unite the benefice of All Saints Torre with that of Torquay Saint John and the creation of a plurality with the benefice of Torquay Saint Luke.
- (iv) unite the parishes of Gidleigh and Throwleigh.
- (v) close St Michael's Church in Honiton (a chapel of ease on the edge of the town) and vest it in the DBF pending the resolution of its future use.
- (vi) rationalise of the site of the Church School in Black Torrington.

Work in hand includes Pastoral Schemes and Orders which if effected would:

- (i) unite the benefice of Abbotskerswell with that of Kingskerswell with Coffinswell.
- (ii) unite the benefices of Newton Ferrers with Revelstoke; Brixton and Yealmpton ; and Wembury and establish a Team Ministry
- (iii) unite the benefices of Ivybridge with Harford; Sparkwell; and Cornwood
- (iv) move the parish of Devonport Saint Aubyn from its current benefice to a different benefice
- (v) Move the parish of East Buckland between Deaneries

In most cases this also involves amending the patronage, making provision for parsonage houses and providing for the re-appointment of clergy currently in post as well as various other provisions.

Suspensions

The patrons' right of presentation was suspended, re-suspended or restricted in five benefices during the quarter. However, the percentage of benefices where presentation is currently suspended is currently at a ten year low.

Bishop's Mission Orders

The Bishop's Mission Order for 'Plymouth Partnership in Mission' was finalised, signed and sealed.

The Bishop's Mission Order for 'Sherford Church of England Community Church' was amended with new provision being made for the Visitor.

Mission and Pastoral Committees

Three Archidiaconal Mission and Pastoral Committees met during the course of the quarter.

Guidelines were produced on the role and function of the Diocesan Mission and Pastoral Committee, the Archdeaconry Mission and Pastoral Committees and the Church Buildings Advisory Committee. These were approved by the DMPC at its meeting in December.

Church Buildings Strategy Committee

This committee meets once per quarter and is now included as it is a sub-committee of the Diocesan Mission and Pastoral Committee. Under its new Chair the committee is re-focusing its work to ensure that it fulfils its legal obligations. There are currently nine Church Buildings on the case-list.

Growing the Rural Church

The Mission and Pastoral Secretary continued to provide advice to the GtRC Team, including work on Festival Churches. Several possible changes in structure are currently under discussion. The Secretary attended the GtRC Conference in Coventry and led sessions during three training days for Churchwardens and a course for new Pioneer Ministers.

Clergy Appointment Processes

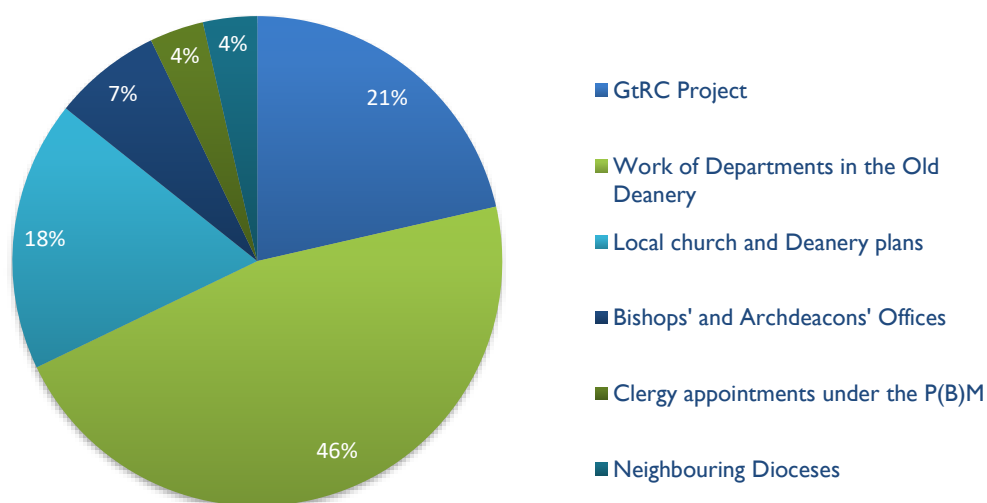
The Designated Officer under the Patronage (Benefices) Measure 1986, on instruction from Bishop's Staff, has worked on the administration of four separate appointment processes during the quarter.

Mapping

The Diocesan Mapping Officer produces parish and other related maps under licence in association with the Church Commissioners and Ordnance Survey. The purposes of these are fourfold:

- To illustrate changes in proposals for pastoral reorganisation and any resulting Pastoral Schemes.
- To illustrate the boundaries of parishes and benefices to which priests are licenced in order to support their ministry responsibilities and their cure of souls.
- To support the work and discussion of diocesan groups. These include 'Growing the Rural Church', the Mission & Ministry Development Team and Mission & Pastoral Committees.
- To help local groups in compiling their own parish/benefice/Mission Community profile as part of clergy selection and appointment processes.

Maps produced during Q4 2018



Diocese of Exeter: Quarterly Operational Report ~ Q4 2018

Finance

Achievements

- In the case where participant forms were not received for the 2019 Common Assessment, all but one were contacted by phone to confirm the correct figure
- The 2019 Common Fund assessment was distributed on time

Challenges

- Continuing to chase outstanding accounts for 2017
- Preparing for year end

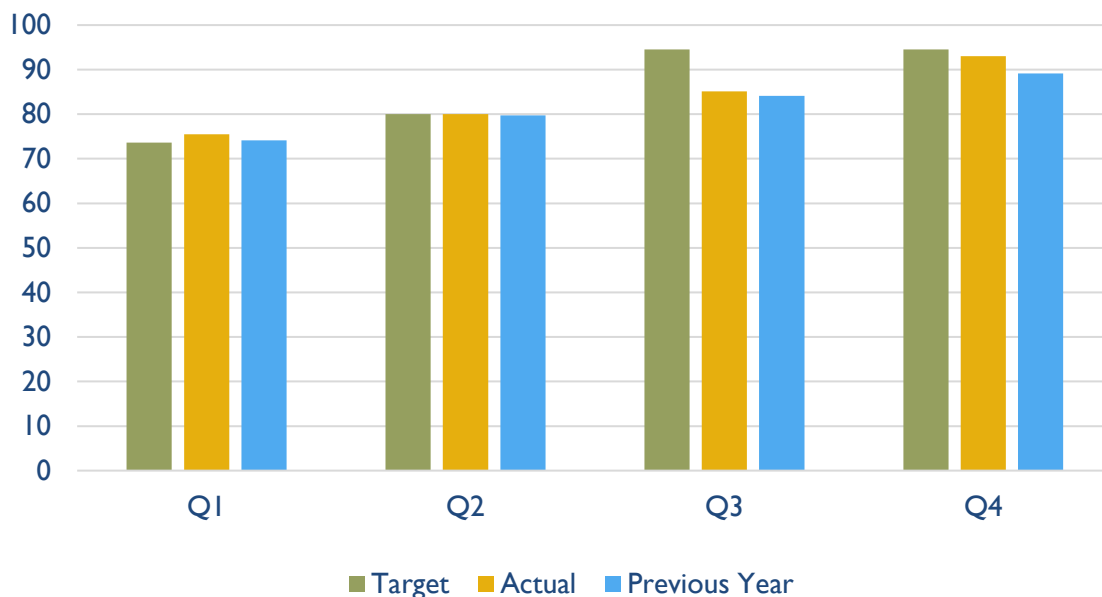
Management Accounts for the period ending 30 September 2018

	Actual £000	Budget £000	Variance £000
Income	8,860	8,703	157
Expenditure	9,887	10,542	655
Deficit in the Quarter	(1,027)	(1,839)	812

2018 Common Fund Collection figures for the period ending 31 December 2018

Common Fund	Request £000	Contributions £000	Target %	Actual %	Comparison to Previous Year %
As at 31 st March	2,337	1,765	73.6%	75.5%	74.1%
As at 30 th June	4,673	3,739	80%	80.01%	79.74%
As at 30 th September	6,993	5,955	94.5%	85.15%	84.15%
As at 31 st December	9,323	8,552	94.5%	93.01%	89.12%

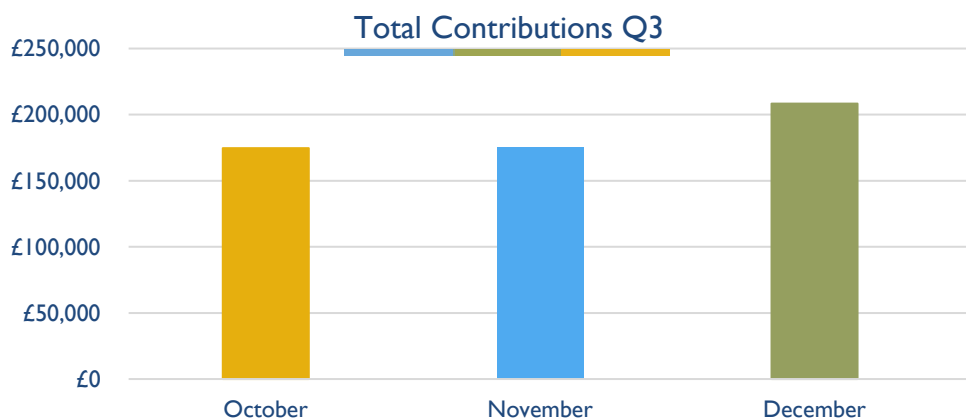
Common Fund collection Rate % against targets - 2018 Comparison



Stewardship

Parish Giving Scheme as at 31st December 2018

Number of registered churches receiving funds	196
Total number of donors	2,430
Total contributions, including Gift Aid (October, November, December)	558,251

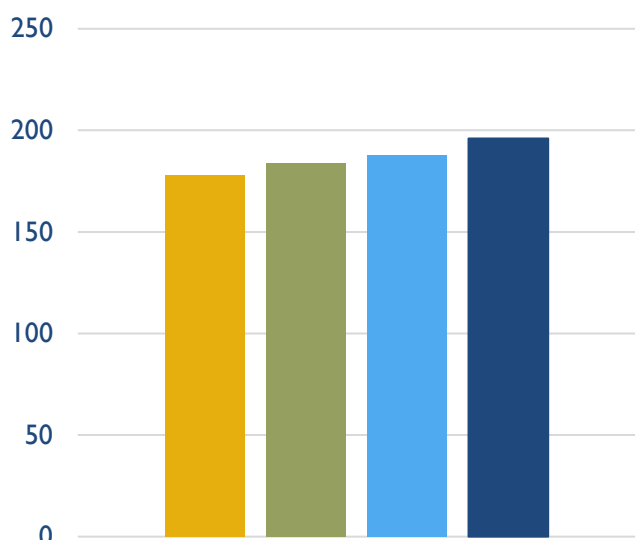


Diocese of Exeter: Quarterly Operational Report ~ Q4 2018

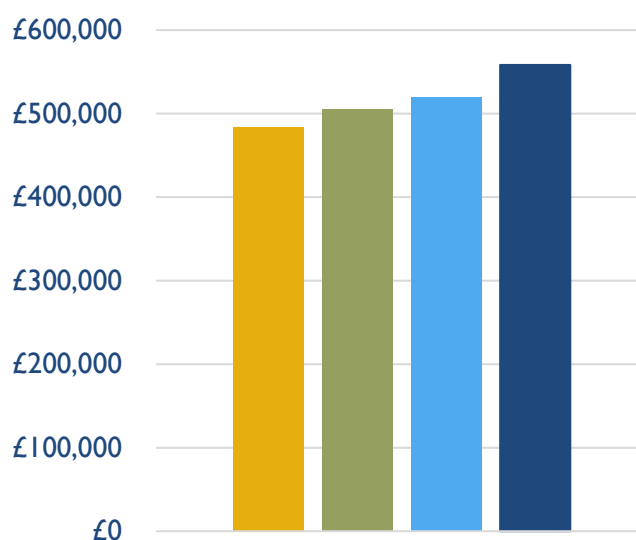


Parish Giving Scheme Comparisons - 2018

Number of Registered Churches receiving funds



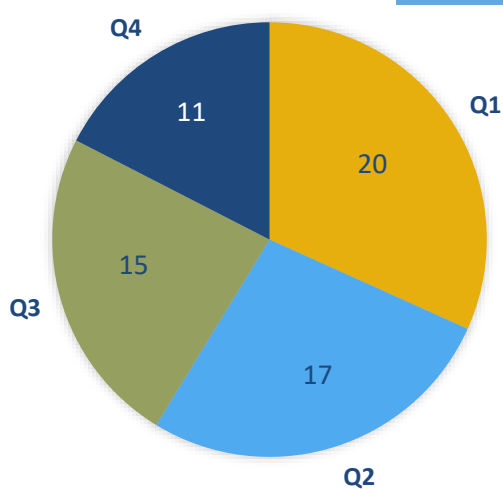
Total Contributions



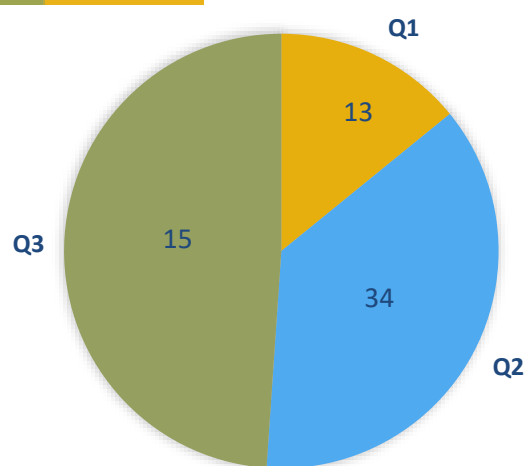
Parish Engagement

Number of visits to speak at a service or to a PCC	11
Number of treasurers attending training sessions	No workshops held in this quarter

Parish Engagement by Quarter 2018



Number of visits to speak at
a service or to a PCC



Number of treasurers attending
training sessions

Communications

Achievements

- Calendar and Annual Report 2019 delivered for October Synod
- Bishop Jackie signed up for 'Pause for thought' on BBC Radio Devon first week in January
- Twitter updated and maintained over Christmas period
- Re-print of 2,000 'Pocket guides to safeguarding' organised in December
- News, events and vacancies published on the website during run-up to Christmas
- Updates to safeguarding web pages including diocesan domestic abuse policy promotion and information. Safeguarding newsletter emailed to 859 recipients in November.

Challenges

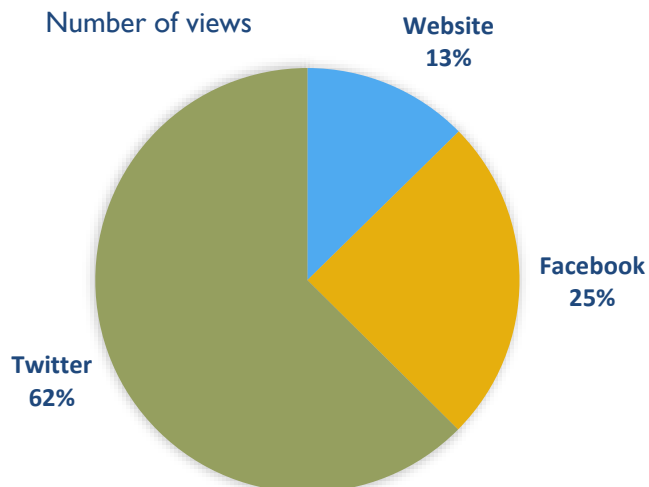
- Ongoing updates and changes to website including staff changes/departures during December
- Continuing staff shortages in the communications team.

Engagement through Social Media

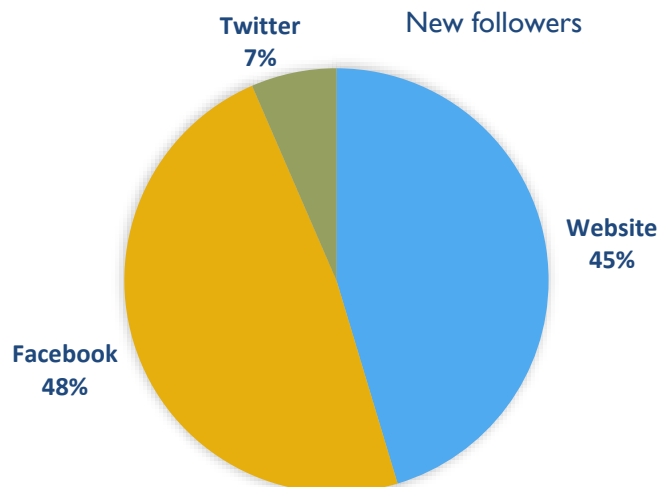
	Website	Facebook	Twitter
Most followed story	Jackie Searle ordained bishop today	<i>"Those who oppress and spread hatred cannot triumph over the souls of those who rejoice and celebrate"</i> , said the new Bishop of Crediton in her first sermon in the diocese. The Rt Revd Jackie Searle was speaking at her welcome service in Exeter Cathedral on Sunday.	On Christmas Day we thank God for the gift of his son Jesus Christ – the light of the world. We pray for all those who attend Christmas services, that they may catch a glimpse of God's light and love.
Number of followers	458 page views	898 people reached	People saw this tweet on twitter 2,267 times
New followers	195 entrances people coming directly to this page	Total engagements 207 including 50 likes/loves and 8 shares	Total engagements 28 including 19 likes



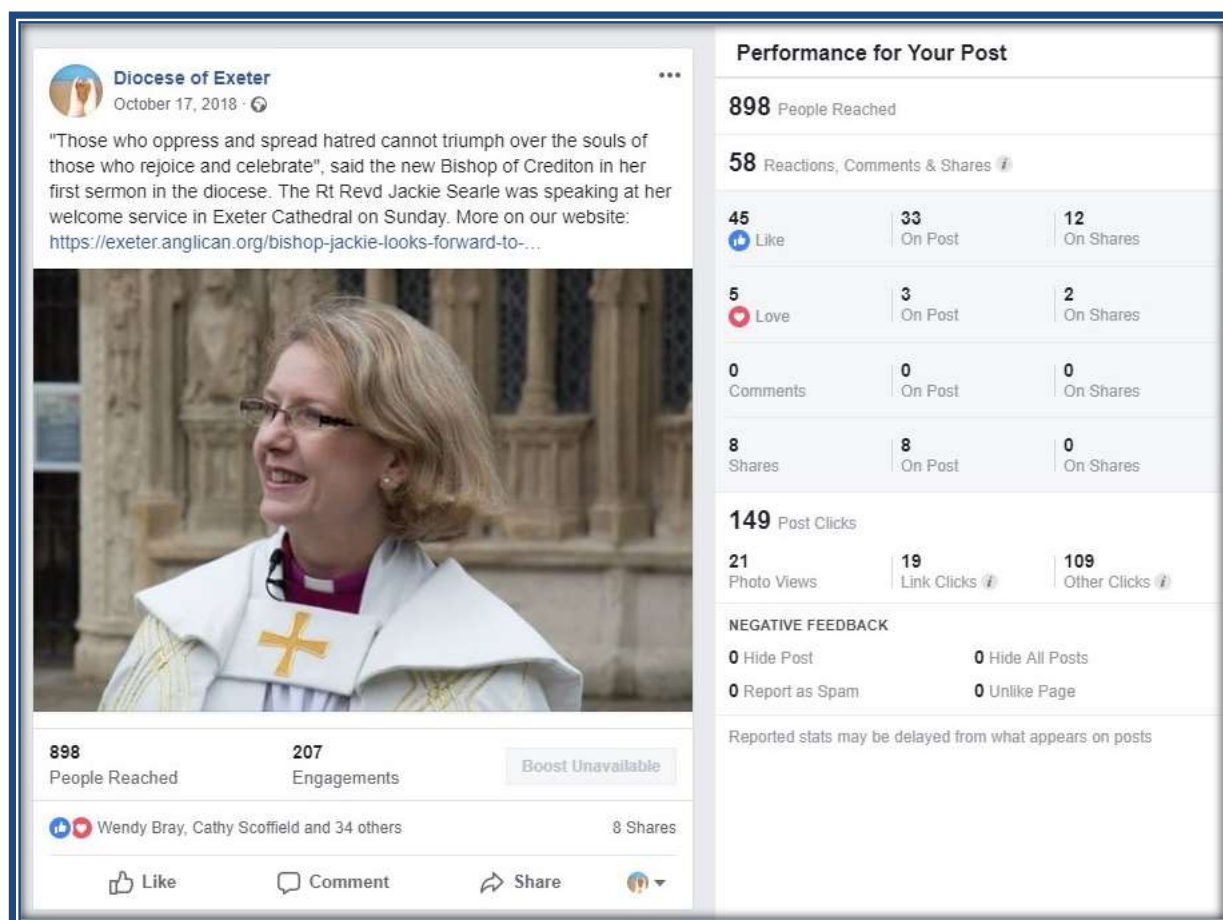
Most followed story –
Number of views



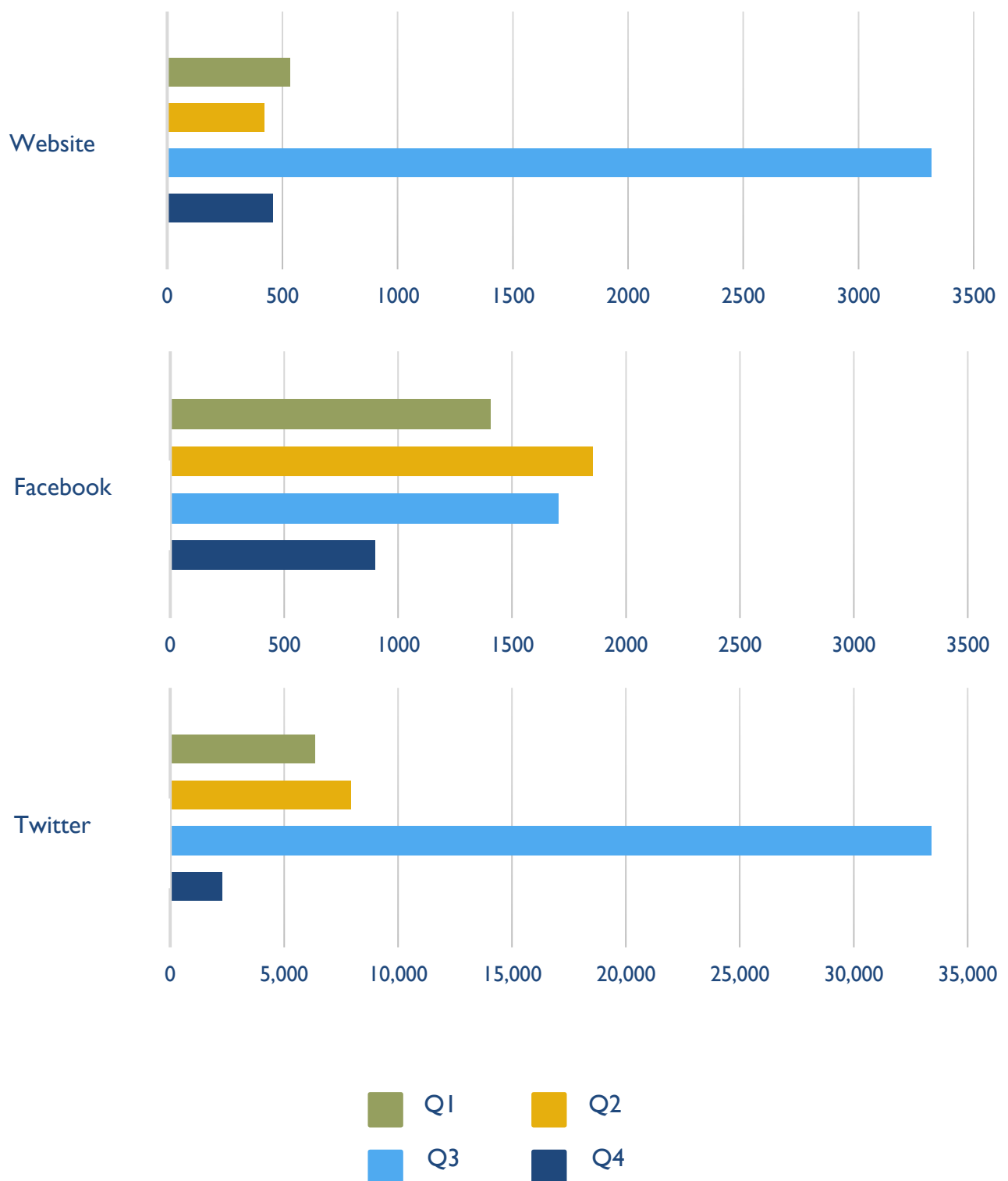
Most followed story –
New followers



Our most followed story



Comparison of Social Media engagement in top stories - 2018



Safeguarding

Achievements

- We supported the Independent Chair of the Diocesan Safeguarding Advisory Panel at a regional meeting of the South West Independent Chairs on 8th October.
- The NSPCC have invited us to engage in the 'Together for Childhood' project, a national pilot programme to prevent child sexual abuse at a community level.
- As a team we have contributed to the Churchwardens' Training Days in each archdeaconry.
- James and Phill attended the Torbay Safeguarding Adults Forum on 17th October to learn more about the local impact of County Lines (the national dangerous drug network), and to see how the new partnership intelligence reporting system works with Devon & Cornwall Constabulary.
- Phill attended national training on Domestic Abuse in the faith context with Restored
- Charlie attended the national SCIE Learning Event on 30th October to hear the overall feedback from SCIE (Social Care Institute for Excellence) after the national programme of Safeguarding audits they had carried out in every Church of England Diocese.
- On 3rd November and 8th December we held the regional Parish Safeguarding Reps forums in Plymouth and Exeter. Attendees undertook the Safer Recruitment (SI) training as well as receiving key updates on Safeguarding developments.
- On 7th November we facilitated our first Safeguarding training delivery at Lee Abbey.
- Charlie delivered a specialist Safeguarding training session for Bell Tower Captains partnership with the Devon Association of Ringers, the Guild of Devonshire Ringers and the Roman Catholic Diocese of Plymouth.
- On 21st November we supported the film premiere at Plymouth University of 'The Prison of Silence', a feature length film following the lives of two men who had been abused as children and looking at the impact on them and those around them. This film was commissioned by Operation Emotion, a Plymouth charity supporting adult male survivors of sexual abuse.
- Charlie attended the regional Anglican Methodist Safeguarding Group in Bristol
- Charlie contributed to the evaluation of risk assessment processes in the Church of England at a national meeting in London on 23rd November
- We hosted a networking and support meeting for our volunteer trainers on 27th November, where we introduced the new combined CO/CI face-to-face training materials to delegates.

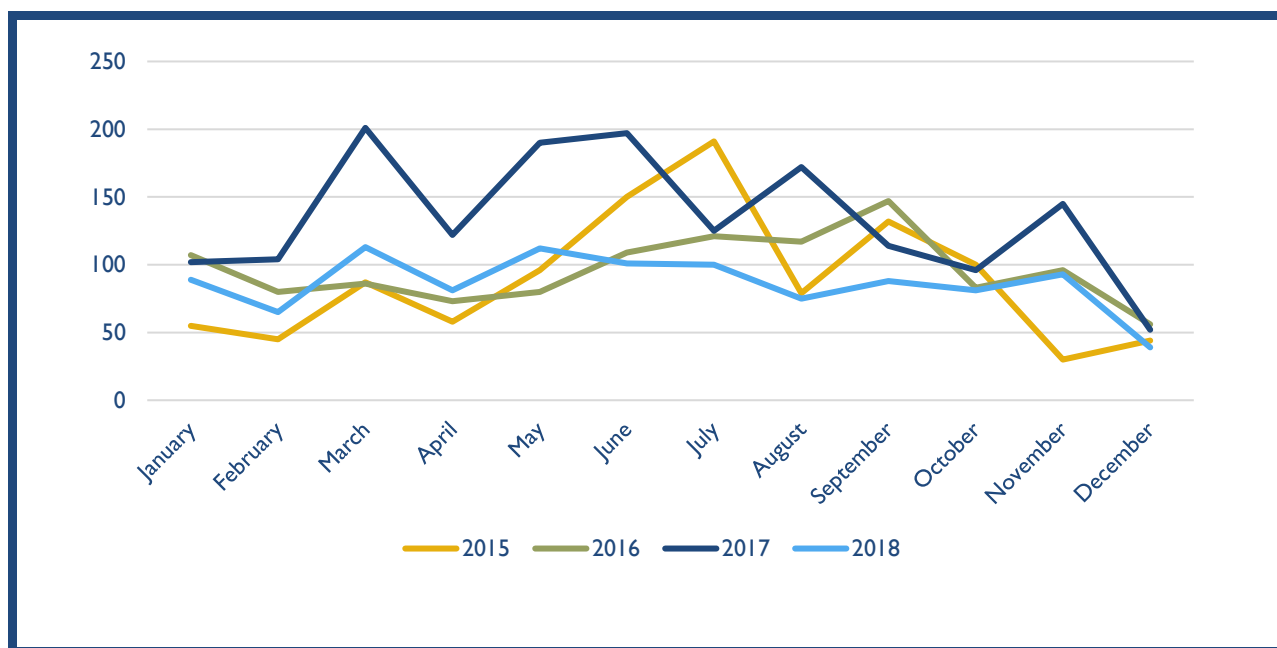
Challenges

- We continue to work with the cathedral in preparation for their Audit of Safeguarding arrangements being undertaken as part of the National programme.
- Numbers of clergy enrolled for the Domestic Abuse seminars in March 2019 are currently below expectations and we are working to increase clergy engagement.

Disclosure and Barring Service Checks

The EDBF undertake to coordinate all DBS applications submitted in relation to parish officer and Diocese related roles, both ordained and lay.

Monthly processed DBS Checks – Year on Year

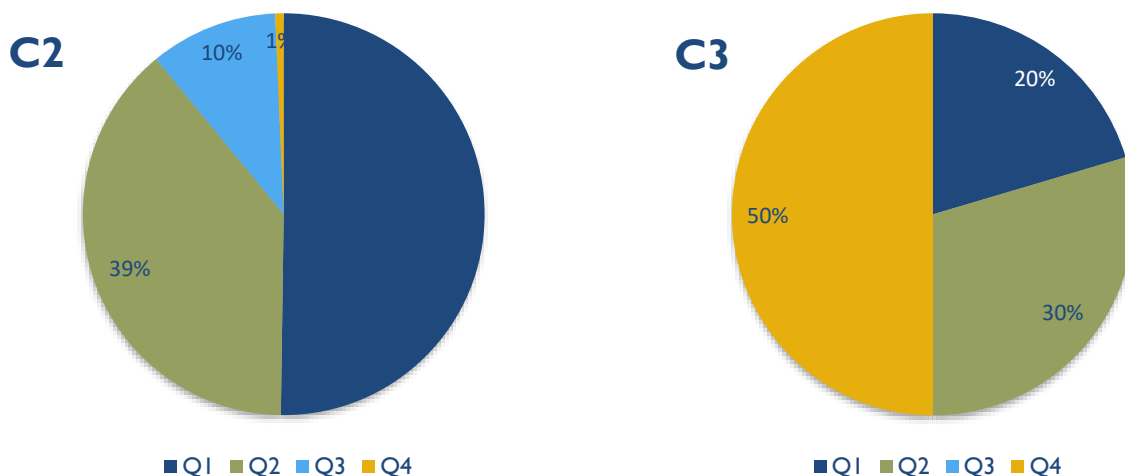


Rev'd Marisa Cockfield recorded an excellent service for broadcast on BBC Radio Devon on Sunday 25th November (the International Day for Ending Violence Against Women and White Ribbon Day). Rev'd Cockfield worked with our team to produce the service themed around Domestic Abuse and we owe her special thanks for her time and effort. Our thanks go to Rev'd Peter March also, who was interviewed on Radio Devon following the service and talked about the Torbay churches engaging with the Torbay Family Safety Partnership in training Domestic Abuse champions in our church communities. This training is scheduled for February 2019.

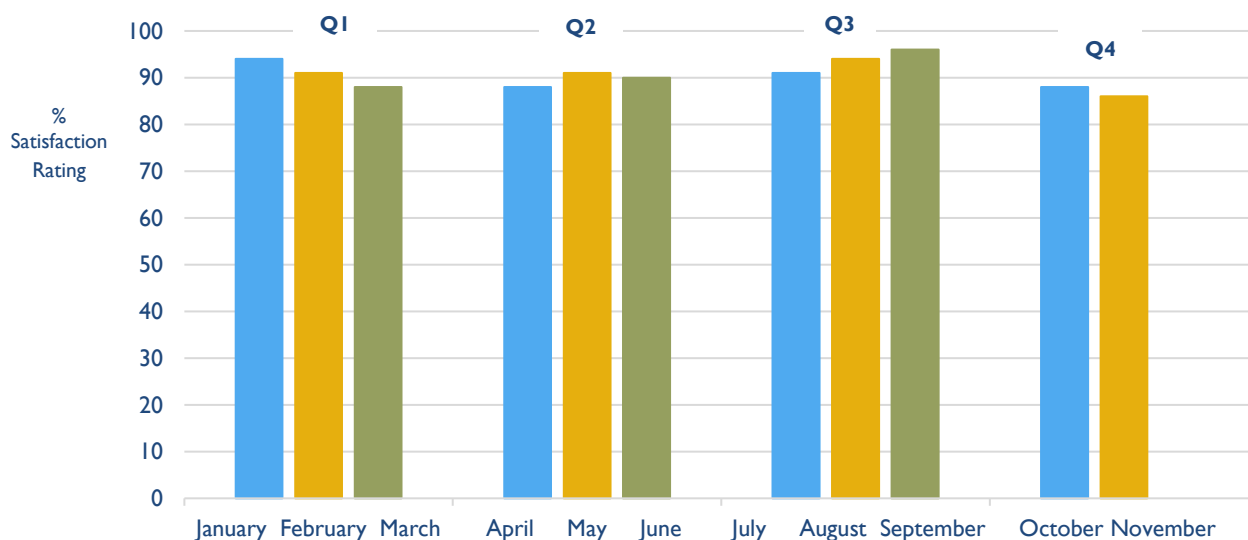
Safeguarding Training: Courses delivered in house - Q4

Courses delivered in-house	C2	C3	Average Satisfaction Rating
October	68	49	88%
November	40	71	86%
December	0	0	N/A
Total for Q4 2018	108	120	87%

Numbers trained in-house in 2018 – by Quarter



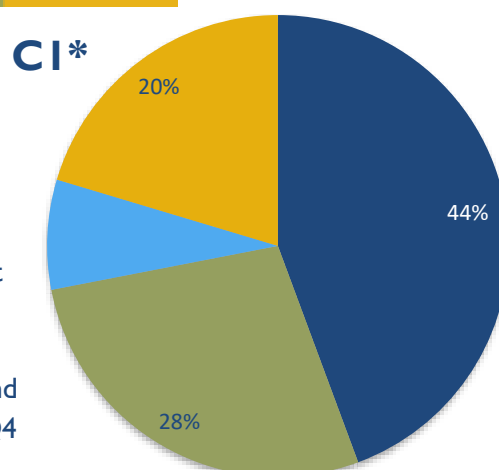
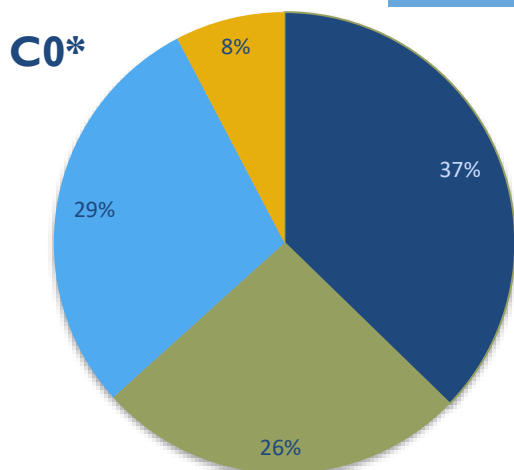
Comparison of Average Satisfaction Ratings – 2018



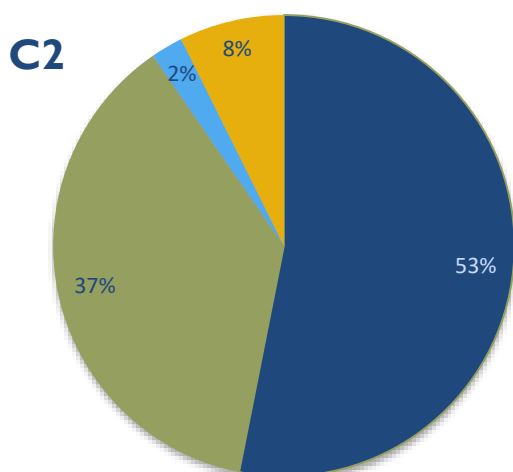
Safeguarding Training: Commissioned by PCCs - Q4 2018

	C0	C0/I combined	C2	C3	Average Satisfaction Rating
October	13	43	27	23	93%
November	0	52	63	43	82%
December	0	0	0	0	
Total for Q4 2018	13	95	90	66	87%

Numbers trained in 2018 – by Quarter



* NB Does not include figures from the new combined C0 and C1 training in Q4



Satisfaction ratings in Q4 were slightly lower than in previous Quarters of 2018. The introduction of the combined C0/C1 training has had a mixed response from people being trained, and the resource materials have been reviewed in the light of comments from those attending training. There has been really positive engagement with training overall, and feedback has been very positive: "The C3 Safeguarding Course I attended today was excellent, really excellent. Not only do I feel more confident in ministry with the knowledge that the trainers (Phil and James on this occasion) [so interactively] imparted — the format was indeed extremely engaging — but I see now that Safeguarding is not simply something to keep on top of whilst doing mission, rather it is mission..."



Clergy Housing

Quinquennial Projects – Year to date			
Pre-2018 Schemes Completed	Total 2018 Quinquennial Schemes	2018 Quinquennial Inspections Completed	2018 Schemes Completed
7	52	51	34 *

Ingoing Projects – year to date	
Schemes In hand	Schemes Completed
4	29 *

*Includes 5 combined quinquennial repairs/inging schemes, counted in both categories

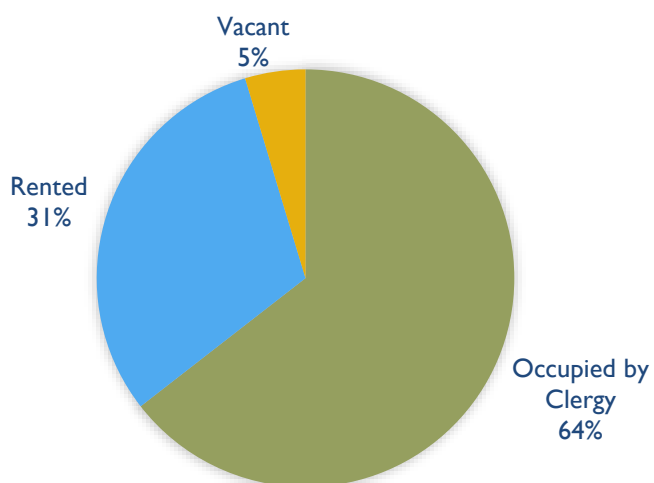
Current Use

Number of Clergy houses in portfolio	321
Occupied by Clergy	207
Rented	99
Vacant	15

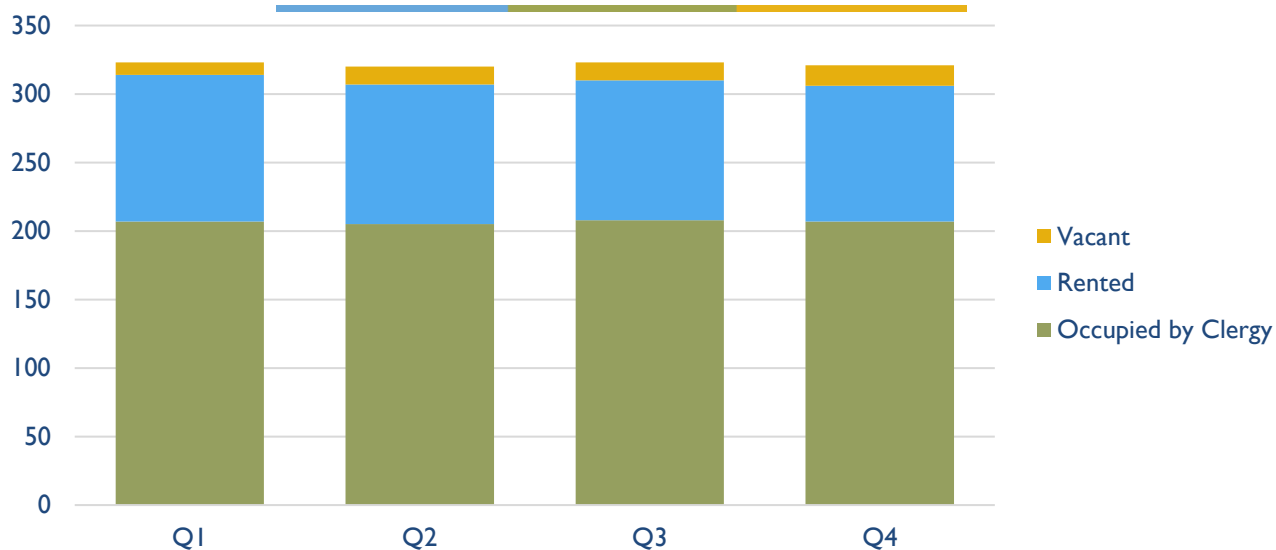
Sales and Purchases

Houses on market for sale	0
Houses sold	2
Houses purchased	3

Current use of Clergy Housing in portfolio – Q4 2018



Comparison of use of Clergy Housing in portfolio - 2018

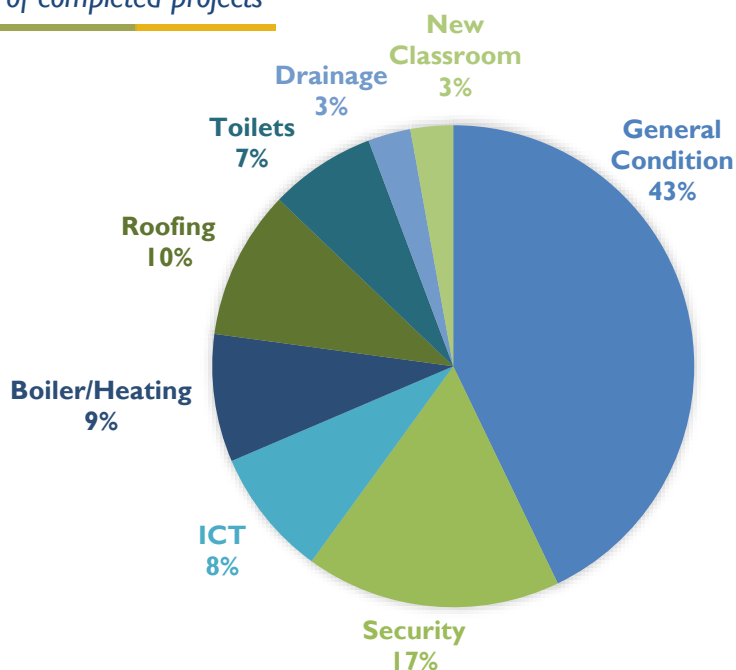


School Building Projects

	VA Schools	Academies
Total number of School Building Projects	70	38
Number of completed School Building Projects	41	29
Number of schools converted to Academy	12	
Fees earned through EDPS Ltd	£240,340	

Breakdown of completed projects

General Description	Number of Completed Projects
General Condition	30
Security	12
ICT	6
Boiler/Heating	6
Roofing	7
Toilets	5
Drainage	2
New Classroom	2



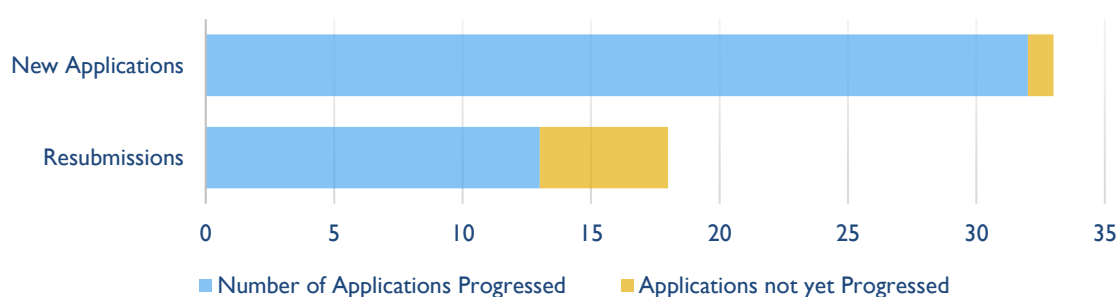
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Church Buildings

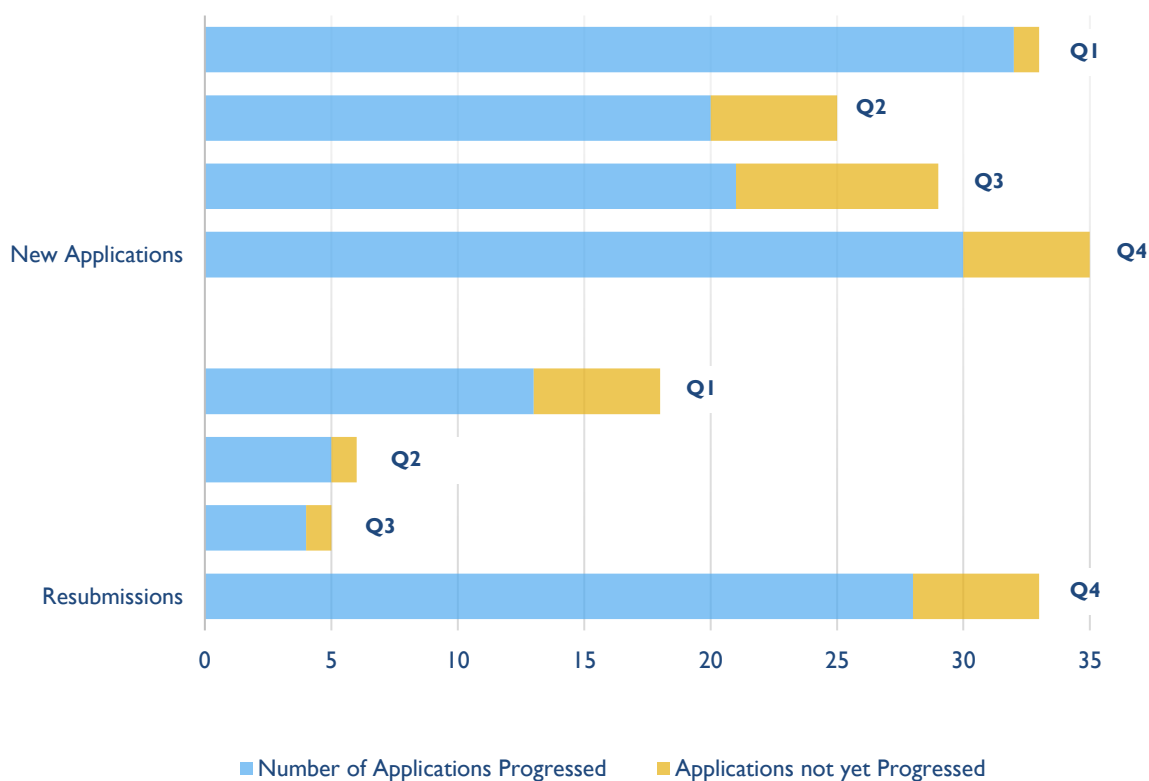
TASK	Total no. of cases considered by DAC *	New Applications (Incl.informal and formal advice)	No. of new applications progressed at first review	Resubmissions	Number of resubmissions progressed
Faculty Applications	69	33	32	18	13

* (including sub-committee, Informal Advice and Formal Advice)

Applications Q4, 2018



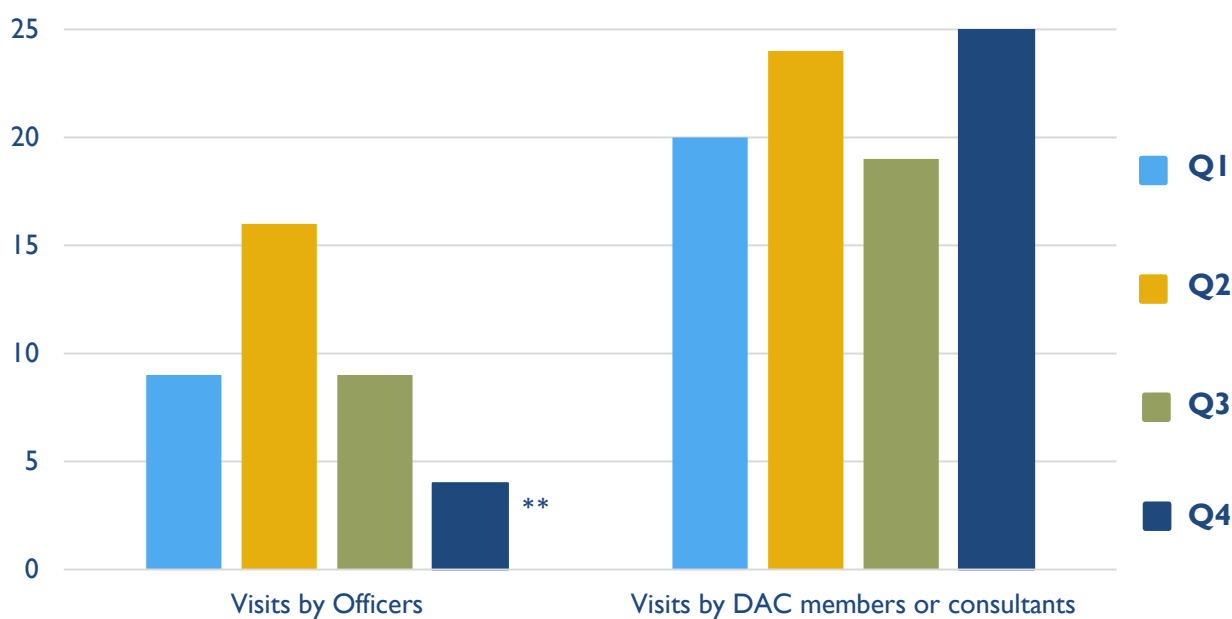
Comparison of Applications - 2018



TASK	Received	Approved	Undetermined at the end of Q4
List B	44	23	21

Number of site visits completed in Q4, 2018	
By Officers	4
By DAC members or consultants	28

Number of Site Visits completed in each Quarter 2018



**** NB:** During Q4 the DAC was understaffed whilst waiting for the arrival of the new Diocesan Advisory Committee Secretary, Nigel Pratt. Visits by officers were lower than usual because of this, and DAC members and consultants made additional visits to support the work of the Church Building Adviser, Charlotte Vickers.

New Housing Areas

Formal planning consultation responses submitted / processes engaged with:

Participation in consultation processes concerning the emerging plans for East Cullompton.

Submission of a consequential amendment to the Plymouth and South West Devon Local Plan in respect of Sherford

Headline description of developments in New Housing Areas during the period:

Work continuing on transfer to EDBF of the Cranbrook site for the place of worship and to secure future planning use.

Meeting of the Diocesan New Housing Areas working group (21st November 2018)

Summary of core business transacted:

Discussion with Director of Education re new church schools in new housing areas

Approval of Trinity, Exeter NHA growth fund grant application

Review of NHA growth fund projects (in preparation and delivery)

Discussion of group membership and diversity of perspectives

Reflection on the state of play in Cranbrook and Sherford

Meeting of the Diocesan New Housing Areas practitioners' network (16th October 2018)

Members of the network met with and received training from professional planning consultants on how to relate to and work effectively with the secular planning system in respect of large scale new housing developments.

2018 Diocesan New Housing Areas Growth fund projects in preparation and delivery:

In Preparation:



Alphington



Landkey



Sticklepath



Tavistock



Trinity, Exeter
(Approved)

In Delivery:



Derriford



East Okehampton



Sherford



St. Jude's – Now concluded



Position of the new town of Cranbrook



Growing the Rural Church

Achievements

- Our conference, 'Building Conversations: Churches for Rural Communities' took place on 31st October 2018 in Coventry. We hosted 90 delegates from across the country who enjoyed our keynote speakers and a range of workshops from our partners. Among our delegates was the Rt Revd Richard Frith, Bishop of Hereford and Chair of the Rural Affairs Group of General Synod, wrote to us following the conference saying, *"I was thoroughly impressed with it all. There was plenty of information and challenge; it was managed brilliantly and the standard of presentation was outstanding. I am very impressed with the work that you are doing..."*
- Closer to home, we have had some good news on number of our projects in the area of funding. The Friends of Huntshaw, whom we helped set up in early 2018, have successfully applied for £25,000 towards restoration of the church. Likewise, the Community/Church Project team in Meshaw have successfully applied for £10,000 towards a feasibility study into re-ordering the church as a community space.

Challenges

- We have a number of overarching programmes due to be implemented in 2019. These are focused on Festival Churches, Welcoming Churches and Pilgrimage. Our challenge is to balance these strategic pieces of work involving multiple churches with our individual project work.



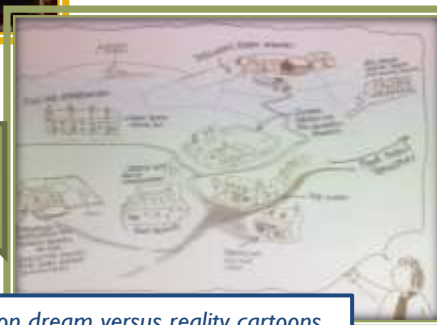
Bishop Robert Opening the 2018 Growing the Rural Church (GtRC) conference, 'Building Conversations: Churches for Rural Communities'.



Marian Carson, GtRC Project Manager, challenging delegates to consider how the church can help to meet modern rural needs.



Charlotte Vickers, Church Building Adviser, Adrian Hough, DPMC Secretary and Sarah Cracknell, GtRC Project Officer ready to get the conference underway!



Rural Devon dream versus reality cartoons courtesy of Bill from @mosaiccreative

Diocese of Exeter: Quarterly Operational Report ~ Q4 2018

Education

Achievements

Positive monitoring inspections of schools in challenging circumstances; new SIAMS hubs established; better attendance at our leadership briefings; more proactive support for multi-school groupings; good partnership working with LAs and finalising our strategic plan for 2019-22.

Challenges




Uncertainty in the system (DfE/RSC too quiet); recruitment of Governors and Directors; rebrokering academies and sustaining the viability of small schools.

RAG KEY

Worse trend/result than previously

Trend/result in-line with previous

Better trend/result than previously

Total of school, university and college visits undertaken by the team	98	
Other education related meetings undertaken by the team	58	
Percentage of schools buying SLA (figure is schools buying in academic year 2018/19 so far)	62%	

Commentary: The number of schools buying back into our SLA has doubled over the last three years.

Total number of training events run	13	
Number of delegates attending training	439	
% of schools attending diocesan training programme	60	

Commentary: Fewer events are being run than this time last year but attendance needs to cover costs.

Income raised through training	£4,630	
Income raised through SLA (annual total)	£21,725	

Commentary: A positive picture despite the severe shortage of funding in schools.

Number of schools supported to achieve academy status	5	
Number of MATs with church articles	14	

Commentary: The number of schools considering academy status is slowing considerably.

School Inspections

OfSTED and SIAMS Inspection Summary				
Quarter	OfSTED inspections published	OfSTED judgements	SIAMS* Inspections published	SIAMS judgements
October to December 2018	6	0 Outstanding 4 Good 2 Requires Improvement 0 inadequate 4 schools ↓ 2 schools ↔	No SIAMS inspections undertaken during this time	

* Statutory Inspection of Anglican and Methodist Schools

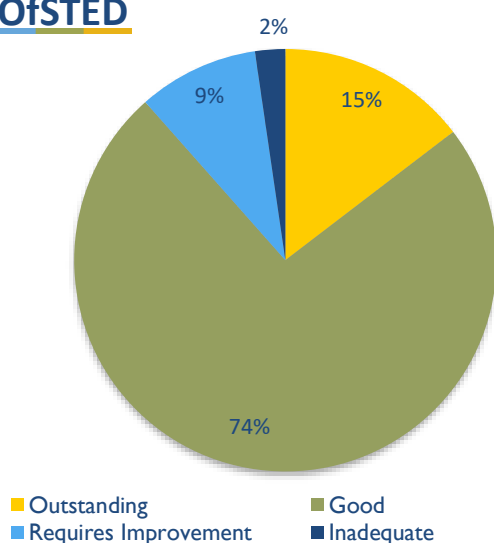
Grade	OfSTED	SIAMS
1 Outstanding	14% (18)	42% (55)
2 Good	72% (94)	50% (65)
3 Requires Improvement	12% (16)	6% (8)
4 Inadequate	2% (2)	1% (1)

Total schools inspected

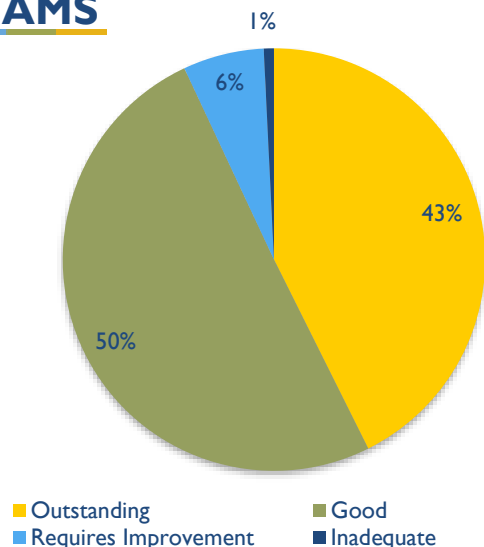
131 (133)

131 (133)

OfSTED



SIAMS

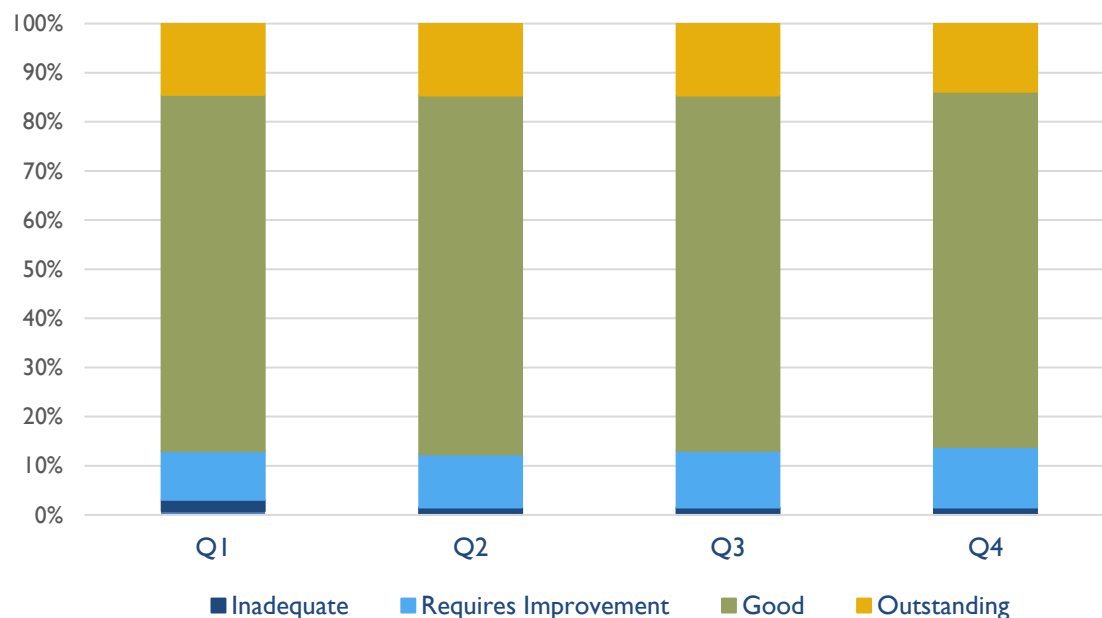


Diocese of Exeter: Quarterly Operational Report ~ Q4 2018



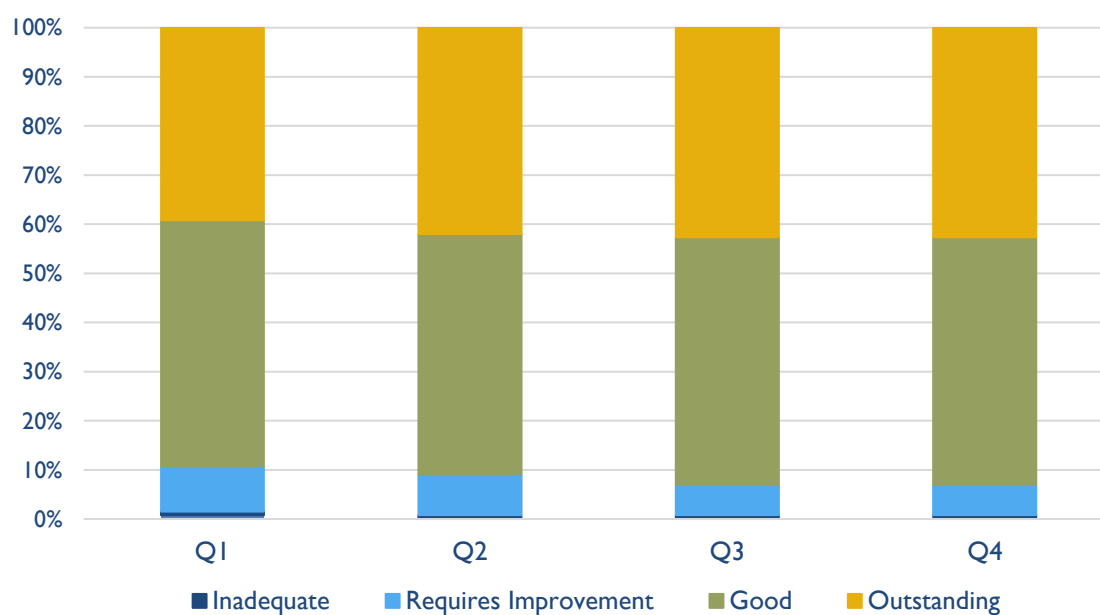
Comparison of % of schools in each category per Quarter in 2018

OfSTED Inspections



Commentary: Changes in the inspection frameworks make it more difficult to draw conclusions over time. However, the expectation on schools steadily increase so that it is harder to retain the highest grades. Our results reflect national trends, comparing well against Devon averages and against other South West dioceses.

SIAMS Inspections



Mission and Ministry

The fourth quarter of 2018 passed very quickly in the Mission and Ministry department. We had a number of training events for clergy including beginning our new training programme for first incumbents. This has become a very supportive group who is it privilege to work alongside. We also held to very successful training days led by London Institute for Contemporary Christianity entitled “Life on the Front Line” as part of our response to the “Setting God’s People Free” initiative.

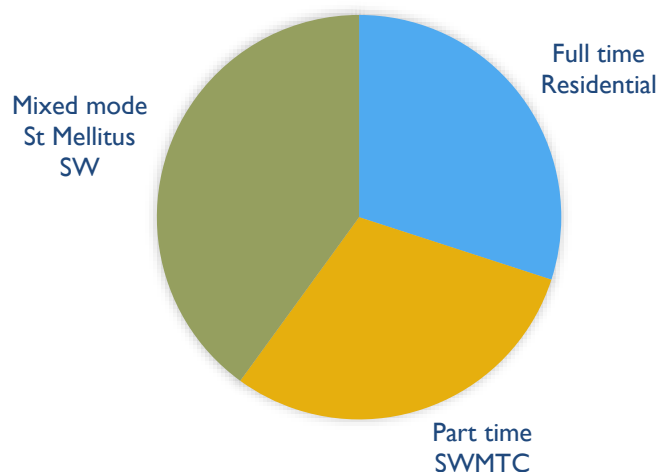
The year-end saw the retirement of Canon Becky Totterdell as DDO. Becky has done a magnificent job of supporting candidates for ordained ministry through the process of discernment and training. We are delighted that Rev John Fisher takes on this role in April. Meanwhile Andrew Godsall is providing valuable cover. We also celebrated over 30 years of service by Martin Goss as Director of Church and Society as he retired and Sally Farrant also moved on. Both have given an enormous amount to the work of the diocese.

At the same time, Rev Helen Bays stood down from coordinating our Spiritual Direction training and referral service. She has given magnificent service in a voluntary capacity.

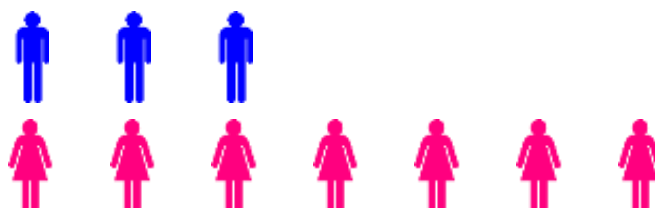
The staffing of the department is being restructured in line with our diocesan priorities. Plans are in place to refresh and develop our Youth Work across the Diocese and we are looking forward to welcoming a new Church and Society Officer shortly.

Numbers entering training in September 2018

Training Type	September 2018
Full time training (residential)	3
Part-time (SWMTC)	3
Mixed mode (St Mellitus SW)	4
TOTAL	10



Gender breakdown



Ordinands

The final quarter in the DDO office can often be like the start of a new school year: ordination candidates are settling in to their new schools and new faces are emerging in the hope of starting next year.

Just to recap on new starters in 2018 - 10 new ordinands entered training in September: 6 women, 4 men. 3 are training residentially, 7 locally. 3 with SWMTC and 4 with St Mellitus SW. 26 ordinands in total are in training either residentially or on a local course. 15 women, 11 men. 8 of those are likely to enter ministry in a self-supporting capacity. Of those 8, 7 are women. This trend suggests that we are less good at attracting or enabling women into stipendiary ministry. That echoes the national trend.

Of the 26 currently in training 7 are under 35. Of those 7, 4 are women, and all of those intend to begin ministry in a stipendiary post.

Approximately 40 are in the process of discernment. We anticipate that 20 of those should go to a national selection conference by the cut-off date of 30th June 2019. 10 of those are women. 4 are under 35.

The other important fact relating to the final quarter was the move of Canon Becky Totterdell out of the role of DDO. Interviews were held and John Fisher from CPAS (Church Pastoral Aid Society) has been appointed as her successor.

Andrew Godsall, Acting Diocesan Director of Ordinands

Total number of ordinands in training



Ordinands likely to be:

Self-Supporting



Stipendiary

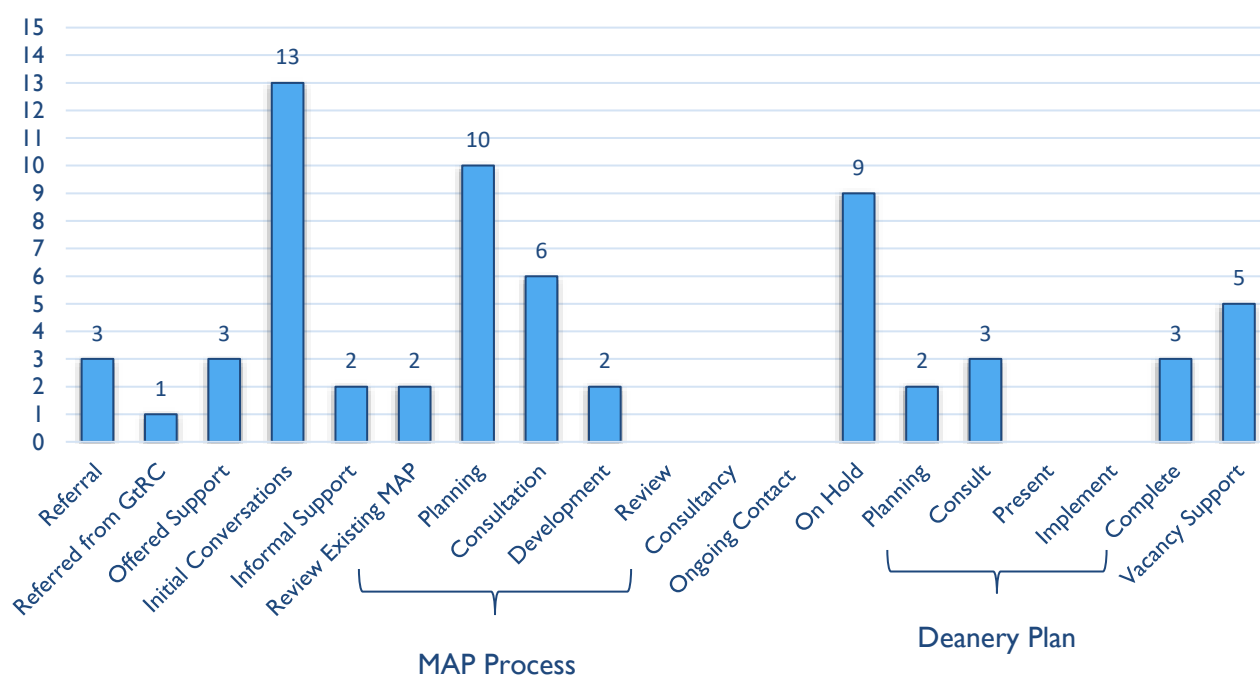


Mission and Ministry Development Team

Achievements

- Supported the 'Building Conversations: Churches for Rural Communities' day conference run by Growing the Rural Church in October. Jon co-led a seminar with Sarah Cracknell about joined up working.
- Team members facilitated several Vision Days for Mission Communities writing a Mission Action Plan or Parish Profile. Piloted a vision day based around the liturgy of the Eucharist, which was well received.
- Appointed The Revd Mike Clark as Development Team Adviser for Barnstaple Archdeaconry. Mike starts on 14th January 2019.
- Sam and Penny are now trainers for the 'Stories on the Street' material, following a four-day training session in November.
- Jon gave a seminar at St. Mellitus College SW as part of their Leadership Track.
- Supported the New Incumbents' programme for 2018/19, starting at their residential at Buckfast Abbey in October and continue with seminar on 'Strategic leadership when you're new in post'.
- Sam has offered particular support to Moreton Deanery as they discuss options for their deanery plan and as Moretonhampstead plan for a vacancy from March 2019.
- Penny has been working closely with Sidmouth as they have moved towards advertising a double vacancy, for Team Rector and Team Vicar.
- Sharing learning with other teams, with sessions dedicated to Deanery Planning and Vision Days.

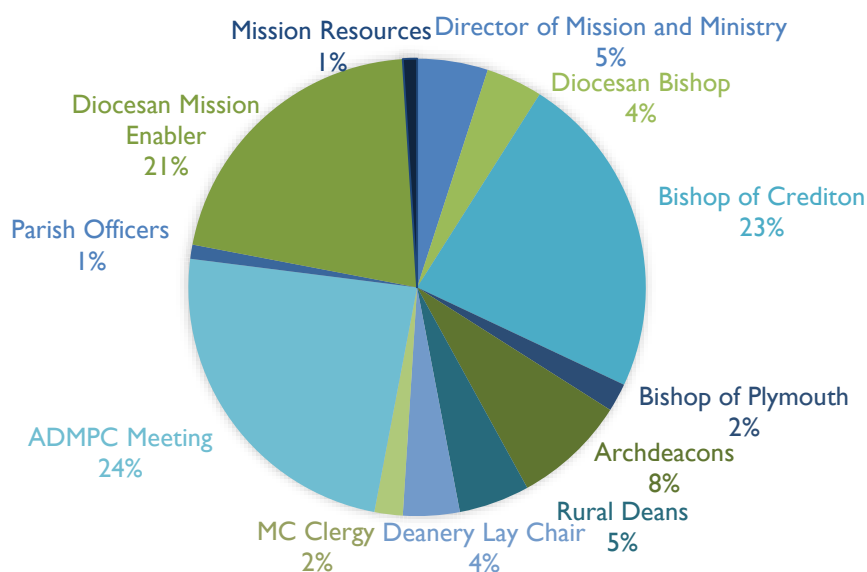
Mission Communities and Deaneries: Stage of Engagement with Development Team



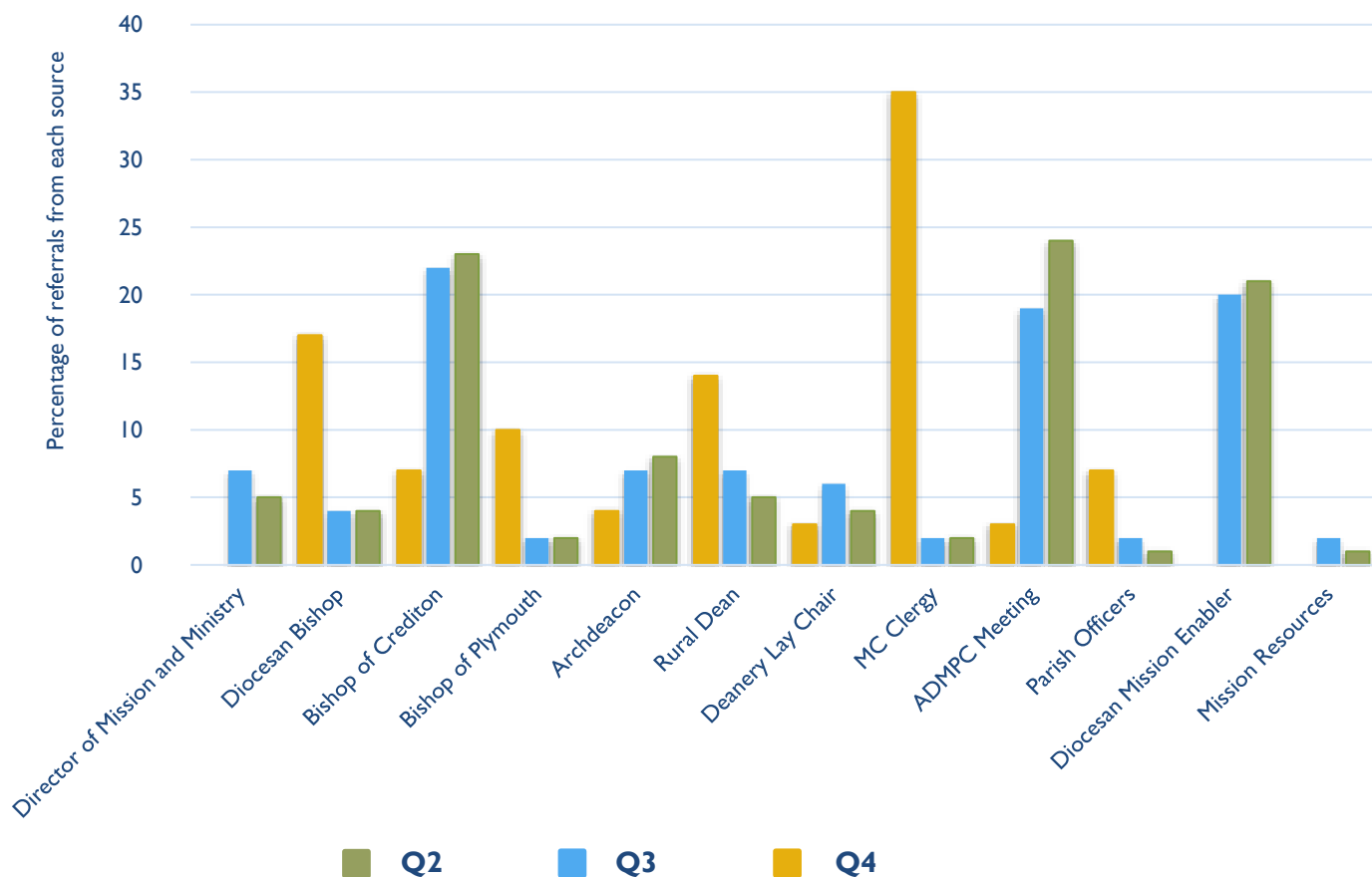
Diocese of Exeter: Quarterly Operational Report ~ Q4 2018



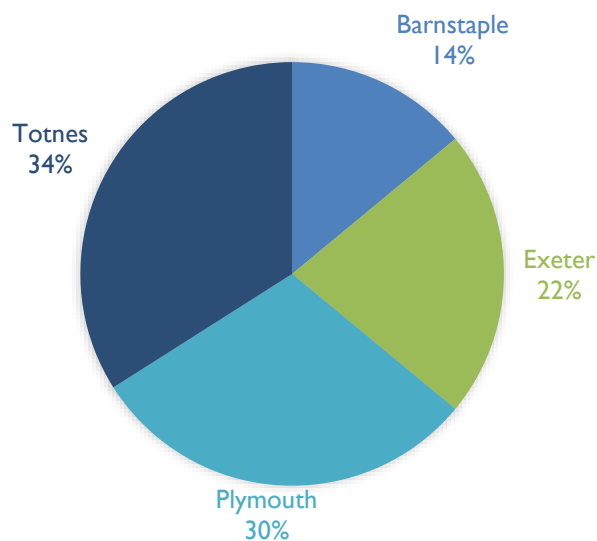
Source of referrals for active projects



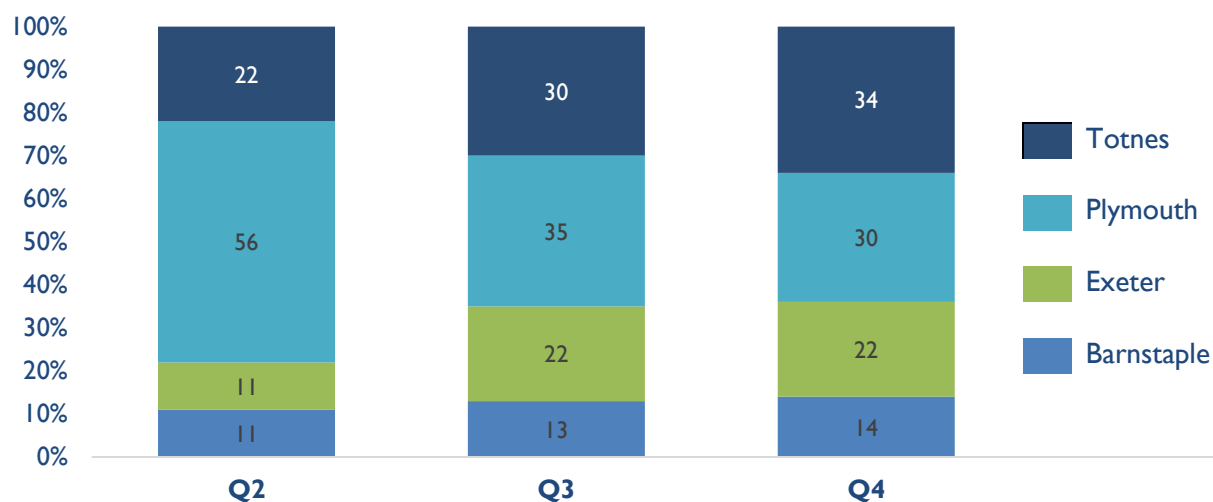
Comparison of Sources of Referrals - Q2, Q3 and Q4 2018



Active Projects in each Archdeaconry



Comparison of Active Projects in each Archdeaconry Q2, Q3 and Q4 2018



Opportunities

- Continue to develop *action learning* sets for practitioners in similar settings, e.g. in *Large Mission Communities and Market Towns*. The Market Towns Learning Community launch will take place in March 2019.
- Mike Clark starting as Barnstaple Adviser in January.
- MMDT members undertaking *action learning* set training from 3D coaching in March 2019.
- Developing a new tool for Deanery Planning in the first quarter of 2019.

Diocesan Mission Enabler

Achievements

Successful delivery of first diocesan church planting course – teams from Ernesettle and Whitleigh (SDF funded plants), Sherford, Newton Abbot, Seaton (Derriford)

Exploring Evangelism course with new cohort – session 1 and 2 completed

Bishops in Evangelism: Little Dart MC, Newton Abbot including commissioning of a MC evangelism team by +Nick; St Mark's Exeter with + Jackie

Mission Shed

- Successful launch of Torbay Mission Shed (our 5th local hub)
- Presented seminars on Mission Shed at GTRC conference

Mission Shed (local mission resource hubs) included in CofE National Report of good examples of Learning from Creative Thinking and Planning for Rural Mission and Growth Nov 2018

Plymouth Partnership in Mission Charitable Incorporated Organisation launched, Bishop's Mission Order signed off

Well subscribed CMD sessions of whole life discipleship (Setting God's People Free agenda)

Challenges

Running Mission Sheds on little budget

Lack of dedicated admin and social media support

Whole life discipleship training



Take Heart Create Workshop



Mural from rural rehab centre



Church planting course

Commissioning lay evangelists



Children's Ministry Adviser

Achievements

- Ecumenical training 'Working in Schools' 25 attendees
- Godly Play National Trustee and Trainer residential
- Cadbury Deanery training day 'Reaching Families'
- 121 mentoring 15 children's leaders across Devon
- 2 Introductions to Godly Play (Saltash and Barnstaple)
- Open the Book development planning Plymouth
- CMD 'Working in Schools' 5 attendees
- IME 'Ministry amongst children' 21 attendees
- Topsham PCC 'Reaching Families'



Godly Play
Residential
October
2018



Lay Discipleship

Achievements

- Four consultations happened around the Diocese, attended by over 110 people. The feedback was positive, and the input has been really helpful.
- Launching 'Grass Roots Disciples' as a new four part learning opportunity. This will be happening twice in each Archdeaconry through 2019.
- Jon Curtis was licenced by Bishop Robert at the October meeting of the Diocesan Synod.

Challenges

- It's exciting and encouraging to see offers of help for facilitating this learning – the building of a coherent and supportive team is really key for the success of this project.
- Making sure that this is the start of an embedded journey of learning for all disciples in this Diocese, as we explore where and what to develop next.

Church and Society

Achievements

- Dementia-friendly carol services in Paignton and Plymouth
- Interfaith conference on dying
- Multi-faith visit to South Devon farm (DEFAN)
- Revision of Mental Health Roundtable
- EcoChurch Gathering at Plymouth
- Food Poverty Summit in Exeter
- Managing staff departures and handovers

Devon Earth Faith
Network at Hacombe



Fair Access to Food Meeting



News from Plymouth Archdeaconry

- Pray for the new church plants around Plymouth: Whitleigh, Ernesettle, Ham, Sherford and north Plymouth, for the ministerial teams moving forward with this work.
- Give thanks for the Dementia Friendly Carol Service at St Paul's Stonehouse prior to Christmas and for the work of Transforming Plymouth Together and our co-ordinator Chris Forster.
- Pray for the preparations for the Bishops in Mission in the Archdeaconry in 2020 and for our involvement in the Mayflower Celebrations in 2020.
- Pray for those recently appointed to new posts and for those currently advertising to fill vacancies: for a Team Vicar in Yealm & Erme Mission Community, Buckland Monachorum with Milton Combe, Lifton Benefice, and Ivybridge.
- Pray for our Rural and City Deans: Nick Law, Anne Legge, Jennie Appleby and David Gill.

Transforming Plymouth Together

During Modern Slavery week in October we held an awareness session in the centre of Plymouth working with other churches, the Police, the City Council and City College. We had a stand in the city centre on the Thursday to speak with the general public. This included work done by City College (picture attached) We also managed to put videos about Modern Slavery on the big screen in Plymouth. This was well supported and we spoke with many members of the public, including someone who disclosed that they were a Modern Slavery survivor of over 6 years, this was very emotional for the volunteers there. On the Saturday we co-hosted a walk for Freedom in the city with well over 100 people from many churches in the city taking part. Then on the Sunday (Freedom Sunday) I had previously written to every Anglican church in the diocese and every church in Plymouth encouraging them all to pray together on the Sunday using some words from Bishop Robert and a prayer from the Clewer Project. We also sent out other details about the issue of Modern Slavery and trust that many churches joined in the prayer for freedom.

In December we once again held our Dementia carol services in Plymouth and Torbay. The Plymouth one had around 70 people attend, those living with dementia and others caring for those living with dementia. Acting Archdeacon Nick Shutt led and Bishop Nick spoke, and in Torbay I (Chris Forster) led it with contributions from the Archdeacon of Totnes and Roger Carlton, we had well over 100 people attend this service.

Modern Slavery Week displays in
Plymouth City Centre



Walk for Freedom



Dementia Carol Services at
Paignton Parish Church and
St Paul's Church Stonehouse.



Strategic Programmes

Plymouth

- We still have legalities to complete for the Plymouth project, but progress has been good. The St Chad's plant led by Rob Fowler at Whitleigh is doing well with strong Sunday attendance and mid-week community involvement.
- St Aiden's in Ernesettle led by Adam Price is up and running from the beginning of the year and has also got off to a very promising start.
- Adam Price is also working on joint Christians Against Poverty provision between St Aiden and St Budeaux.
- We have now started working on getting things ready for the St James the Less, Ham plant which is due to open in early 2020. The church needs some extensive repair and refurbishment, so we have started getting the necessary approvals and planning in place.

Exeter

- Our Stage One application for a resource church in Exeter, which was approved at the October meeting of the Diocesan Synod, has been approved by the Church Commissioners. We are due to submit the detailed stage 2 application by the end of April. All dioceses which have been selected for a stage 2 application were invited to Church House in early January to discuss their expectations. Rafael Krasnodębski, attended on our behalf.

Strategic Focus Groups

- The Bishop's Strategy Group (BSG) has asked four focus groups to look at our strategic emphasis on making new disciples in four demographic groups:
 - Children up to the age of 15 and young families;
 - Youth between the ages of 17 and 25;
 - People over the age of 55
 - 'Fringe' Christians – those on the verge of Christianity
- Each group has invited members from Synod, parishes, relevant professions, clergy and diocesan staff. Each group is sponsored by one of our bishops.
- The first three groups have already held fruitful meetings exploring our options. All the groups are to report back to the BSG by the 13th March. The outputs will be shared with Diocesan Synod on 30th March.

Rafael Krasnodębski, Strategic Programme Manager

