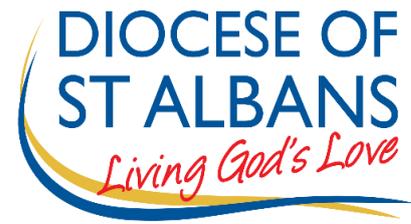


ANNUAL REPORTS
of
DIOCESAN BOARDS AND COMMITTEES
FOR 2020
(excluding the Diocesan Board of Finance)

CONTENTS

- 1. THE BISHOP'S COUNCIL**
- 2. THE DIOCESAN ADVISORY COMMITTEE**
- 3. THE DIOCESAN BOARD OF EDUCATION**
- 4. THE BOARD FOR MISSION AND MINISTRY**
- 5. THE VERULAM HOUSE FUND TRUST**
- 6. THE BOARD OF PATRONAGE**

Bishop's Council and Standing Committee of the Diocesan Synod



Annual Report 2020

Terms of Reference: The Council has a dual role and function, acting as the Standing Committee of the Diocesan Synod and giving advice to the Bishop on any matter about which he consults the Council. During the year the Council met four times, the Policy Sub-Committee met once and the Agenda Group met four times.

Living God's Love

In early January, a Joint meeting with the Council and the Diocesan Board of Finance took place to discuss the common vision for the life of the Diocese, following the end of the second phase of Living God's Love. It was agreed that there appeared to be little desire to change the vision, but that stakeholders wished to embed the vision further to make a real difference in the life of the churches, chaplaincies and schools. Unfortunately, following the introduction of COVID-19 restrictions, further discussions were postponed. However, it was agreed that the main challenge to be faced as the Diocese emerged from the pandemic, was how to build upon the new modes of worshipping and to adapt and incorporate these into the strategy for the future. It was also decided that the Youth Development strategy should be updated to suit the online and home streaming climate.

The impact of the Covid-19 pandemic dominated the business of the Council during the year.

COVID-19 – Early in Lockdown, the Council were briefed on steps that had been taken before and during Lockdown. The Council noted that the Chairman of the Diocesan Board of Finance and the Director of Finance had attended a Bishop's Staff meetings to provide regular reports on the impact of lockdown restrictions on diocesan finances and to ensure that there was 'joined up thinking' going forward. The Council noted that as a result of the financial position, a decision had been taken to furlough 19 curates and a number of the Holywell Lodge staff. The Council noted the advice that had been received from the National Church during the early part of the first Lockdown. The Council had acknowledged the impressive amount of work that had been done to ensure that everyone followed the guidelines.

General Synod Elections:- Early in the year, the Council noted that the Privy Council made an order on 20 May 2020 under Section 84 of the Coronavirus Act 2020 to postpone to 31 July 2021 the elections to the General Synod.

Diocesan Finances - In July, the Chairman of the Diocesan Board of Finance updated the Council and highlighted that the 2019 Accounts had been finalised and were signed and filed with Companies House. The Council acknowledged and thanked the Director of Finance and the Finance Team, the Archdeacons and others for the many hours of meetings that had taken place with Clergy and Treasurers to address the financial issues arising from the pandemic. In October, the Council noted that St Albans were sixth in the table out of 42 Dioceses in Parish Share collection rates for 2020.

Safeguarding:- During the year, the Council received regular reports and noted that the Safeguarding Team continued to promote Safeguarding policies and practice whilst dealing with a substantial workload. The Team had continued to work throughout Lockdown and had been extremely busy, with both the part time posts being furloughed, at different times. The Council acknowledged that the outstanding Safeguarding Team were driving a cultural change, where the victim would always be at the centre of any recommendations going forward, and whilst this cultural change was likely to be a very painful process, there was a determination to push this through. The Council noted that there had been no major issues as a result of the Past Cases Review 2, completed before Lockdown restrictions began.

Diocesan Mission and Pastoral Committee:- The Council acting as Mission and Pastoral Committee continued to receive regular reports from the Mission and Pastoral Executive Committee and considered draft proposals for pastoral reorganisation to promote appropriate models of ministry to support mission in each part of the Diocese. The Council approved the Stodden Churches Scheme to establish a joint PCC and noted that the Scheme would be presented to the parishes' deferred APCM when restrictions allowed. The Council also recommended the Bishop's Mission Order and the Memorandum of Understanding for Oak Church Stevenage to the Bishop and it took effect on 1st September.

The Council received updates on the work of the **Development Plans Monitoring Group** which included progress reports on new housing developments in the Diocese and parish responses to new opportunities for growth.

Budget and Accounts:- In July, the Council approved the budget and accounts for presentation to Diocesan Synod and received updates from the Chairman of the Board of Finance on planning assumptions for the 2021 Budget.

Covenant for Clergy Care and Wellbeing:- In July, the Council unanimously recommended that the Covenant should be discussed at separate meetings of the Houses of Clergy and Laity, with feedback given at the virtual Diocesan Synod meeting on 17 October 2020.

BAME Charter:- The Council endorsed an Ethnic Minorities Charter for the Diocese and commissioned a 'Lessons Learnt' review on handling appointments.

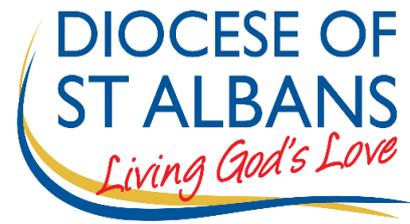
Becoming an Eco Diocese: Working together in the face of a climate emergency: The Council received a presentation from the Diocesan Environment Officer, Mrs Rachel Johnston, and unanimously approved the constitution and terms of reference for a Diocesan Environment Group and supported the proposal from St Albans Deanery Synod for a debate at the Diocesan Synod in October 2020. [Synod moved to work toward net zero emissions and for St Albans Diocese to register with A Rocha UK for the Eco Diocese Programme to seek to achieve a bronze aware by the end of 2022].

Boards and Committees: During the year, the Council received regular reports from the Board for Mission and Ministry, and the Board of Education.

Diocesan Synod Triennial Elections for 2021-2024: The Council unanimously agreed to recommend to Diocesan Synod that the numbers to be elected to Synod for the next triennium should be calculated in the way as in the current triennium.

St Albans Diocesan Advisory Committee

Annual Report 2020



Chair: Dr Christopher Green

The DAC is a statutory body whose functions are set out in ecclesiastical legislation. Its role is to advise the Chancellor and parishes on proposals for works to church buildings and churchyards and church furnishings, and to advise more generally on the care and development of churches. In line with statutory provision and the priorities of Living God's Love, the Committee has regard to churches as local centres of worship and mission, in which

- *people can encounter God and be drawn into a worshipping community*
- *parishes can reach out in mission*
- *local communities can be transformed.*

Main achievements and themes in 2020

Context and future plans

2020 was a challenging year for everyone involved in caring for church buildings. The Coronavirus pandemic limited the ability of parishes to take forward schemes of development, conservation and repair. The reduced number of visits to parishes by DAC members – 21 compared with 61 in 2019 is a measure of this. Activity has declined in all the areas of concern with which the DAC deals, except where the pandemic has made PCCs look for new ways of reaching their congregations. The DAC has been busy advising parishes how best to install equipment to make live-streaming of services possible. The pandemic was not the only challenge for parishes and for the DAC in 2020. In February, General Synod set a new target for the Church of England to become carbon 'net zero' by 2030. Since then, a DAC working group has been exploring the pattern of energy use in our churches and developing advice to help parishes find realistic ways to reduce their carbon footprint. Then in May another new challenge. Following the death of George Floyd in Minneapolis, concerns about links between the Church of England and the historical slave trade assumed a new significance – chiefly as represented in memorials in our churches and churchyards to people who benefitted from slavery. Another new DAC working group has been preparing advice to help parishes respond to this challenge.

These challenges remain with us in 2021. When parishes are affected by them, the DAC is here to offer advice and reassurance.

- Stevenage, St Nicholas and Ware, Christ Church completed major reordering schemes and Sandy, St Swithun completed an ambitious programme of high-level tower repairs.
- The oversubscribed ***From Vision to Reality*** Workshop organised by the Support Officer with the DAC and Flourishing Churches teams encouraged and enthused parish representatives embarking on church building projects.
- Parishes were kept informed and supported through the many developments in Covid-19 arrangements through the DAC team's updates, with the most up-to-date guidance and advice and information carefully compiled to avoid overwhelming parishes. At St Albans, St Saviour a Faculty was granted by the Chancellor to permit the church to be used as a temporary additional Chapel of Rest for a local funeral director in response to an urgent need identified through the supportive working relationship between parish and funeral director.

- Through focused continuing DAC support, Royston continues to progress works following the major fire and Houghton Conquest and Furneux Pelham are taking forward their proposals for roof repairs/replacement following serious metal theft.
- The updated Churchyard Regulations and Memorial Application form were completed, replacing the 2004 Regulations, with completely new separate guidelines for clergy. This provides a clearer framework for the clergy to engage with members of the public on the sensitive area of burial, commemoration and memorials.

Going Deeper into God

- Despite the numerous changes of 2020, parishes have continued to consider the potential for their buildings to assist in carrying out their Mission Action Plan priorities. The DAC was able to assist parishes in developing proposals through site visits and advice on applications. This included:
 - Improving facilities and/or access, such as at Ickleford and the ongoing phased proposals at St Albans, St Peter
 - Reordering projects to enhance worship, such as at King's Langley

Making new disciples

- The emergence of increased use of livestreamed services enabled many churches to reach new members of their communities:
 - Fixed livestreaming cameras were installed in several churches to enable parishes to continue to livestream after the pandemic, including Luton, St Anne, Linslade, St Barnabas and Watford, St John the Apostle and Evangelist.
 - Broadband installations to enable worship to be streamed were installed in places such as Rickmansworth, Watford, St Peter and Bovingdon.
- Proposals for improved access continued to make buildings more welcoming, such as at East Barnet and external handrails at Barley and Whipsnade

Transforming Communities

- Church buildings can offer an opportunity for parishes to transform the wider communities in which they live and worship. The DAC has provided advice and support on a range of cases which provided such opportunities:
 - A temporary re-ordering licence was granted at Luton, All Saints to create a temporary clothes bank for a local refugee community which was being housed in local hotels during the COVID-19 outbreak.
 - A Faculty granted Cockayne Hatley permission to install equipment on the church tower to provide the village with broadband
 - Site visits to discuss options for lowering the carbon footprint at Chipping Barnet
 - Projects at detached churchyards to improve community use and conservation at Great Berkhamsted Rectory Lane Cemetery and Leavesden Hospital Cemetery

Specialist support

Environmental matters: The DAC set up a new working group to begin to establish a DAC strategy for church buildings, to help parishes achieve the net zero carbon target by 2030. In 2020, the group focused on collecting and collating information. Members of the working group and DAC officers had participated in online webinars which had been set up and were available on the Church of England

website. The DAC team is working towards incorporating the Energy Footprint Tool on the Diocesan Portal, which will provide a base figure for the carbon footprint of church buildings.

COVID-19 – AV/Internet Proposals: The Diocesan Chancellor quickly provided a practical and sensitive framework for assessing and permitting temporary and longer-term works and for negotiating the issues with displaying public notices. More than 30 cases relating to livestreaming worship were considered by DAC members, who provided advice relating to the type of equipment, locations within the church and cable routes. Many churches required internet installations in the building, where DAC advice on appropriate cable routes – especially through churchyards – was both important and helpful. The Chancellor issued more than 20 Interim Faculties for livestreaming and internet installation cases which were deemed urgent due to the priority to enable churches to continue to offer worship when attending worship was restricted.

Support Officer's work

The Support Officer's work in partnership with Historic England continued to reap benefits for the care, maintenance, repair and development of church buildings. His work added several churches as priorities for focused support through the national *Heritage at Risk Register* and enabled Houghton Regis to complete major repairs and heritage engagement activities grant-aided by the National Lottery Heritage Fund and other bodies. Flamstead is now in the delivery phase of its Heritage Fund supported repairs and heritage activities project. Parishes were given support with a succession of Covid-19 related grants with challenging deadlines.

Nearly all the 150 churches identified as being at risk of metal theft have now been enabled to install an insurer-approved alarm system, with the financial help of the Beds and Herts Historic Churches Trust and Allchurches Trust.

Appendix: 2020 Statistics (2019 in brackets)

- **6** (6) DAC meetings, 5 of which took place virtually using Microsoft Teams
- **21** (61) visits by DAC members and staff
- **293** (418) cases completed

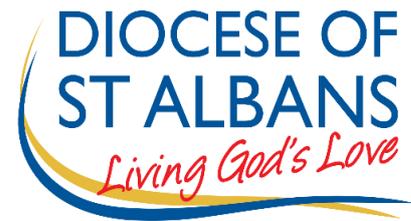
Notifications of Advice for Faculties	144 (177)
Archdeacons' Letters of Authority	145 (231)
Archdeacons' Temporary Re-ordering Licences	4 (10)

For matters including:

Extensions/New Build	4 (5)
Re-ordering/alterations	27 (30)
Repairs	64 (107)
Furniture/fittings	27 (49)
Services/M&E (mechanical and electrical)	63 (58)
Churchyard (incl. trees, benches, signage)	77 (96)
Other (e.g. bells; organs; clocks)	31 (73)

Diocese of St Albans Board of Education

Annual Report 2020



Living God's Love in Education: Working together for the common good

Introduction

During 2020, the Board of Education provided pastoral and spiritual leadership to its schools as they dealt with the significant impact of the COVID pandemic. The outworking of this has been strong pastoral care for Headteachers and Chairs of Governors, combined with high levels of technical and professional support which has enabled them to manage the complex demands placed upon them. Whilst 2020 may not have been a year for flourishing, the church schools across the Diocese have remained safe and secure and have provided for the educational and spiritual needs of their whole community.

Church schools Living God's Love in new ways

Church schools within the Diocese have remained open throughout the pandemic and have sought to *Live God's Love* in new ways. Alongside their colleagues in the maintained and academy sectors, they have gone the extra mile to ensure that their pupils have been cared for, kept safe, fed well and provided with a high-quality education. Church schools have not been immune from the effects of the pandemic. In October 2020, teacher Caroline Coster returned to Henlow Church of England Academy to be reunited with her former class. She contracted sepsis in March 2020, after a COVID infection, which saw her lose both her hands and feet. Whilst Caroline has now retired from Henlow Academy, she intends to train her dog Duke as a therapy dog to bring into school, as well as being part of the academy's ongoing charity work. Caroline has described the last few months as 'incredible', saying:

"They have been incredible in so many ways. Life changing, of course, in terms of my illness and subsequent surgeries, but I have felt enveloped and supported by love – from family and friends; from colleagues, pupils, past pupils and parents at Henlow Academy where I have taught for the past 20 years; from colleagues in wider education; from complete strangers; from the wonderful staff at Bedford hospital and most of all from God."

The DBE would like to recognise the amazing work undertaken by the school leaders, staff, governors and communities of our 138 schools, along with all schools nationally, who have ensured that the re-organisation of learning and staffing have been maintained throughout the year.

Throughout the first period of lockdown and the subsequent re-opening of schools to all pupils in a COVID-secure manner, a deep sense of Christian community sustained and nurtured church schools as they sought to *Live God's Love* in new ways. Collective worship was moved online and streamed to class bubbles and, as restrictions were eased, innovative ways were found to worship together and to ensure that community bonds remained strong.

On their return to the new academic year, Townsend CE School felt it was important to provide for all within their community an opportunity to share their experiences of being away from school and ways to move forward together. Led by the Well-being Team and Head Students, a physical space,

One Voice Shared, One Community Connected, was created at the heart of the building to share the worries, losses and hopes experienced by all.

Harvest was a very special time at St Augustine's Academy, Dunstable, which saw its first ever 'Wild Worship'. The whole school met, socially distanced, in the school field and Forest School areas, and Revd Ricky Turner led them in an act of collective worship filled with prayer, song, and appreciation for the nature all around them. Families and staff donated food items and the local foodbank was overwhelmed with the generosity shown by their community.

The DBE is thankful to parish priests, who alongside mastering online worship in their churches, continued to support virtual acts of collective worship in schools and developed new, creative ways for school communities to worship together.

Resourcing schools, families and churches

During April and May 2020, members of the Schools Team collated and disseminated resources from the various national groups in which they participate, including the Directors of Education Network, the Diocesan Governance Group, the Diocesan Admissions Group, the Diocesan School Effectiveness Officers Group and the Diocesan School Buildings Officers Group.

In addition, the team also supported the creation and the publication of a number of resources, including:

- *Worship at Home* - a suite of resources including *Journeying with Jacob*
- *Rebuilding Community* - a resource for schools prepared by the South-Eastern Education and RE Diocesan Advisers Group (SEER) and
- aspects of *Faith at Home* - www.churchofengland.org/faith-action/faith-home

This combination of professional, pastoral, and technical support nurtured and sustained schools through what were challenging times.

Organisational and financial management

The Board of Education held its first remote meeting by Zoom on 26th March and its work continued largely unaffected throughout the rest of 2020; it held a further four meetings across the year.

Like many others, the Board took the difficult decision to furlough five members of staff across June, July and August 2020. This was a strategic decision based on when furlough would have the minimum impact on the schools the DBE works with. Furloughed staff were given a two-week period to transition back to full working in September which included two catch-up sessions with their line managers. This approach meant that the DBE was able to provide a full programme of pastoral and professional support, including an online programme of training, during the autumn term 2020.

As a result, the DBE successfully charted what has been a complex financial environment during 2020, ending the year with a surplus of £18,999. Reduced core costs combined with a decrease in staffing costs offset a smaller-than-expected reduction in income from investments and from its training and development offer. This enabled the Board to proceed with plans to invest part of its cash reserves and c£200,000 was placed with CCLA early in 2021.

Key achievements

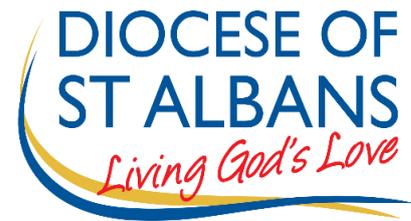
- The delivery of '*Lent 2020 - God in this Place*', a diocesan-wide programme of prayer and worship for schools
- During the period March to June 2020, the DBE contributed to nationally co-ordinated resource creation projects for the benefit of schools and families across England and Wales
- Working with the diocesan Youth & Children's Work Team to produce worship resources, including regular acts of collective worship for schools, Worship at Home, Leavers' services, Harvest Festival and Christmas
- The creation of the Poppy Academy Trust, a Church of England trust serving Radlett, and the approval of the Poppy Hill Church of England Trust, serving the area of Central Bedfordshire around Henlow
- The expansion of the Diocese of St Albans Multi-Academy Trust to include Studham, Ravensden and Northill Church of England schools
- The appointment of a new Chair for the Diocese of St Albans Multi-Academy Trust, Mike Bailey CBE
- The pastoral and professional support for school leaders and governors throughout the pandemic.

Future plans

- Support school leaders and governors as they strategically plan a post-COVID education which will enable their pupils and staff to flourish
- Explore options to widen the scope and nature of the Board's training and development offer to schools
- Continue to collaborate with the Youth & Children's Work Team to resource faith at home, school and in a parish setting
- Work with local partners to expand Church of England secondary education provision
- Refine the organisation and management of the Board through the introduction of the new DBE Measure 2021.

Diocesan Board for Mission and Ministry

Annual Report 2020



The work of the Mission and Ministry Department supports the Diocesan vision of Living God's Love and aims to enable parishes, churches, leaders and chaplaincies to go deeper into God, transform communities and make new disciples. A summary of the Board's work and achievements in 2020, together with plans for the year ahead, are shared in this report.

For three quarters of 2020, Mission and Ministry were separate departments, although came together to report to one Board. However, in the autumn, following a period of consultation, the decision was taken to merge the Mission and Ministry Departments and to re-organise several of the staff posts. This was partly due to the need to make financial savings, and also to enhance a more collaborative approach to work across the important areas of mission and ministry, within the diocese. Revd Canon Tim Bull (formerly Director of Ministry) is now Director of Vocations, Revd Canon Tim Lomax is the Director of Mission and Ministry and Revd Kate Peacock is Deputy Director of Mission and Ministry. In what was an unprecedented and challenging year, because of Covid and lockdown, plans had to change in response to need & were adapted due to the furloughing of a number of staff members. However, we have been reminded again that God is always at work for good and there were many developments:

Flourishing Churches Team

- Swiftly adapted to the challenges that 2020 brought. Contact increased with our parishes and churches through Zoom Cafes, Round-table meetings and Webinars, a significant number of leaders were supported and encouraged this way.
- Provided a wide range of 'How to' Guides – covering finance, on-line giving, on-line worship, seasonal worship – each one centred around missional opportunities and support.
- Planning ahead:
 - Support will be given to churches as they review their Mission Action Planning – a new simple and engaging tool has been developed to help this process.
 - The team's closer collaboration with colleagues in Youth Ministry and Children's Ministry will help parishes prioritise their ministry with families and young people.

RNP

- Set up, recruited for (began January 2021, with a cohort of 14 people), the first Pioneer Enabler training course, delivered with CMS (Church Missionary Society) - for each parish represented this will create new lay pioneer leader capacity.
- Gathered and shared stories to encourage and promote the amazing work that is happening in our parishes, and to keep dialogues open in new and interesting ways.
- Planning ahead:
 - To create opportunities for closer collaboration with the Youth Missioner and the Children's Mission Enabler to work with local leaders and find new ways of engaging with families, children and young people.
 - To develop our Conversations programme, in order to support our parishes' needs to develop and meet changing needs of their worshipping congregations and wider communities.

Children's Mission Enabler

- Provided many creative resources for live-streamed worship. These were viewed 200-300 times each week, the Zoom Crib service was downloaded over 2,000 times.
- Hosted Zoom cafes, retreats, and events for church leaders and for families themselves. Created and facilitated on-line space for people to grieve, to cry, to be frustrated, and also to dream, plan, and share creative innovations, equipping dozens of churches with the resources and confidence needed to stay in touch with families and continue supporting children as disciples.
- Planning ahead:
 - Continue developing collaborative working with RNP, the Ministerial Training team, and in the MAP process.
 - Support churches as they look ahead, working with them to re-start, rebuild, or re-imagine ministry with children and families, post lockdown.

Youth Mission Enabler

- The Youthscape Youth Ministry Research Project, completed last year, invited every church in the Diocese to consider their youth provision. This research, along with Youthscape's expert statistical analysis, has led to the production of an exciting and vital report into how the Diocese supports young people to grow in faith (entitled Faith in Young People).
- Provided ongoing support to clergy, employed workers and volunteers to creatively enable digital discipleship and wellbeing support, as lockdown restrictions disrupted usual youth provision.
- Planning ahead:
 - We are prayerfully hopeful that the release of the 'Faith in Young People' report and a new youth strategy will encourage fresh partnerships and accessible resourcing for the sake of young people, as we emerge from the pandemic.

Community & Justice Network (CJN)

- Money was made available from the 2020 CJN Budget and used during lockdown to support parishes; firstly, in areas with notable poverty to help with food provision for local families, and, secondly, to contribute to the purchase of equipment for live-streaming services.
- Responding to needs seen during lockdown, on-line training and engagement was offered - in two key areas; a Freedom and Healing training course, and from July to December, monthly webinars, hosted by the Mental Health Awareness Group giving a professional and safe space to discuss pastoral support and individual needs.
- Planning ahead:
 - The profile of ministries and work of the CJN will be raised, recognizing that our social responsibility work, part of our Living God's Love vision, seeks to reach out where there is need or injustice.

Environment Work

- Over 7,400 participants attended the first ever online conference held in our Diocese, 'Eco church: Working together to Net Zero' on Saturday October 10th.
- The Diocese made a significant commitment to sustainability across all its operations on October 17th when the Synod voted to register as an 'Eco Diocese', aiming to reach Bronze award level within two years.

- Planning ahead:
 - To introduce an Energy Footprint Tool as part of the Diocese's commitment to the Church of England target of net zero carbon by 2030.
 - A Diocesan Environment Group will be formed to inspire, encourage and support all departments of our Diocese in caring for God's creation.
 - Parishes will be encouraged to support the *Climate Sunday* campaign.

Vocations Team

- Successfully negotiated the impact and challenges of covid, in making suitable alternative arrangements for the ordinations of 14 Deacons and 13 Priests, and also the move to on-line for seeing candidates, events and national selection.
- Managed DDO staffing with Philip Waller working full-time for eight months, and Tim Bull taking on the role of Director of Vocations.
- Planning ahead:
 - Revise our diocesan procedures to work with the introduction of the six new Qualities for discernment and selection.
 - Continue to increase the diversity of candidates across the spectrum, including but not limited to, candidates who are of BAME heritage, who are younger, and who come from a range of educational backgrounds.

Continuing Ministerial Education

- Training was adapted to online and the roll out of Unconscious Bias training continued (143 trained so far). We are looking to increase the reach and impact in this important area.
- Imaginative and inspiring training was planned with a rich variety of events from Christianity and Democracy, to Faith in the Public Square with Bishop Rose Hudson-Wilkin and Conflict Training. In addition to the regular regional training for First Incumbents, New to Post leaders, and those preparing for retirement.
- One to One coaching, mentoring and consultancy has continued to be offered ,and the pool of coaches expanded to meet demand.
- Planning ahead:
 - To stay alert and aware of the training needs of our leaders and for a post-pandemic church.

Initial Ministerial Education (Phase 2) Training

- Additional training of Deacons with their Training Incumbents was undertaken, using the Myers Brigg approach to focus on the effectiveness of their working relationships.
- Also, bespoke training for final year curates, using Myers Briggs and leadership, and 'moving on' skills, with particular attention to applications and interviews
- Planning ahead:
 - Greater integration of 'growing younger' into the IME2 programme (both additional specific training and embedding into existing training)
 - Similarly, the integration of a 'pioneer ministry' mentality for all curates through additional specific training and embedding into the existing training.

Lay Ministry (inc. Readers)

- The inauguration of Foundations saw numbers that far exceeded our hopes, with 42 participants on the course beginning training for various ministerial roles.

- Paper produced that gained the necessary approval for removal of Reader PTO status, to transfer those with PTO to licenced status - to provide parity of recognition to all Readers regardless of their age.
- Planning ahead:
 - Embed pioneering as an integral part of lay training.
 - Development of lay training opportunities for those involved in children's/youth work.

Ministry Support

Mission and Ministry Development Reviews (MMDRs) were paused during the first lockdown, but when restrictions were lighter, they were continued online, over the phone and, where possible, through socially distanced meetings. In the autumn, the process of recruiting a new cohort of MMDR consultants began.

Support In Your Ministry (SIM) continued to provide confidential support to about 100 ministers through 50 volunteer Assistants, who worked through lockdown using a combination of phone, video and socially-distanced face-to-face meetings.

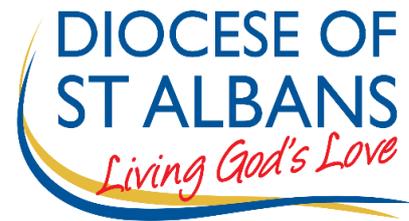
The Wellbeing Forum, which began informally meeting in late 2019, produced a new booklet 'Flourishing in Ministry' which was circulated to all lay and ordained ministers in the diocese.

- Planning ahead - work is ongoing to draw up a response to the Covenant for Clergy Care and Wellbeing which will be considered at the March meeting of Diocesan Synod.

Revd Canon Tim Lomax (Diocesan Director of Mission and Ministry)

Verulam House Fund Trust

Annual Report 2020



The objects of the trust are:

- a) To support diocesan, deanery or parish projects promoting spirituality, education, service or witness and/or
- b) To grant bursaries to individuals for the development of spirituality, education, service or witness.

Income in 2020 was **£37,198** as compared to £40,567 in 2019. Despite some considerable uncertainties in the financial markets at a time of political flux and the uncertainties due to Covid-19, the Trustees have continued with their policy of aiming to improve income where possible, whilst not compromising capital values. Despite the challenging financial markets, especially investments based on UK equities and property, The Trust investment funds based on global equities have performed well and the trustees were pleased to see a modest increase in the fund value at the year end.

Total expenditure in 2020 was **£41,371** as compared to £27,779 in 2019. This increased expenditure when compared to last year, results from a large number of grants, totalling almost £8,000, made to parishes seeking financial assistance with the purchasing of electronic equipment for online services during the pandemic and a higher average value to the grants and bursaries awarded in the course of the year. Whilst the expenditure exceeded the income for the year by some £4,173, this was less than 10% of the cash balance that remained from previous years. Collectively, the bursaries and grants awarded in 2020 continue to reflect the Trustees' desire to give as much support as possible to deserving projects and individuals, in varied parts of the Diocese and to support ministry and mission in as great a diversity of forms and contexts as possible given the applications received.

16 bursaries were awarded in 2020, compared to 28 in 2019. This reduced number of applications to the Trust is unsurprising given the restrictions resulting from the Covid pandemic and the impact this has had on plans for Extended Study Leave, retreats and training courses and study. It has, however, allowed the trustees to award a higher average value for these successful bursary applications. The total expenditure on bursaries was **£9,768** as compared to expenditure in 2019 of £14,096. The majority of bursaries continue to be granted in support of ministerial education and assistance with extended study leave for clergy but the trustees were pleased to notes that six of the bursaries were to support lay education

The Trustees also made grants totalling **£31,853** to 11 projects within the Diocese, as compared to £18,455 to 11 projects in 2019. The wide range of activities supported is shown below.

PROJECTS

Project Name	Project nature	£Amount
'Radiant' female youth ministry (Oak Church, Stevenage / Stevenage Pioneer Youth Trust	Weekly lunchtime drop-in session at two schools and a youth night termly	1,709.40
STEP (St Albans and Harpenden Christian Education Trust)	Step Media Project video production and editing	2,000.00
Toddington, Chalgrave, Westoning, Harlington and Tingrith Family Mission Outreach Worker	Develop Family and Youth Mission	3,000.00

United Benefice of Standon, Puckeridge, the Mundens and Sacombe Rebuild Mexico project via Red Balloon Organisation	Project organised by Urban Saints and Amor Industries for young people to build a house for a family in need in Tijuana, Mexico	3,000.00
St John the Baptist, Farley Hill	Eden Project towards funding team leaders	4,000.00
Christ Church, Bedford	Installation of audio-visual equipment	1,000.00
The Haven (267 Project)	Covid response and youth work	1,000.00
St John, Hatfield	Missional re-engagement with children and families in South Hatfield	5,000.00
Equipment Grant Requests (various parishes)	Provision of equipment to parishes for online services in the pandemic	7,943.00
St Mary, East Barnet	Provision of equipment to parishes for online services in the pandemic	200.00
<i>In addition, the following grant was awarded but has yet to be paid due to delays in the project starting, and whilst other sources of funding are sought:</i>		
Hoddesdon PCC	Towards a Family Link Worker	3,000.00

The position of clergy representative for the Archdeaconry of Hertfordshire currently remains vacant and we hope to recruit a suitable trustee soon. Geoff Perrin stepped down from his role as Deputy Clerk to the Trustees and Mrs Wendy Cruickshank has succeeded him. We record our thanks for his involvement and support for the work of the Trust, and that of Lydia Becket, Accounts Assistant in the Diocesan Office, who has attended meetings during the past year.

The Trustees have continued to be mindful of the need to support the three themes of “Living God’s Love”. The objects of the Trust align well with the objectives set out in Living God’s Love. Specifically:

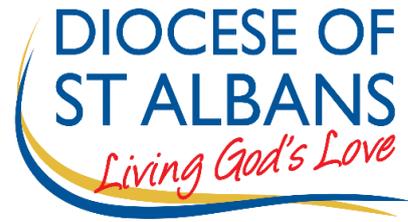
- (a) Going deeper into God – the Trustees have consistently supported courses of study for both lay and ordained applicants which both help the individuals concerned to gain greater insight into theological issues and also benefit the wider Church when the benefits are disseminated and result in teaching and shared insights with congregations. We have also been pleased to support a significant number of churches as their ministry and worship patterns were adjusted, and many turned to offering an online presence for worship and ministry during the pandemic.
- (b) Making new disciples – the Trustees have continued to be particularly concerned to promote work with children and young people, in parish contexts in Toddington, Hoddesdon and also ministry in schools and with young people offered by STEP, the 267 Project and Oak Church, Stevenage.
- (c) Transforming communities – the Trustees are pleased to have been able to support a number of projects seeking to promote Christian justice and welfare, pastoral care and wider support in the community. This year, these have included the Eden Project in Farley Hill and overseas with a building project with young people in Mexico.

The Trustees will continue to make grants in line with the objects of the Trust and, in so doing, will aim to support the objectives of Living God’s Love as fully as possible. As ever, much will depend on the nature of the applications received and the Trustees look forward to a good volume of applications which will support and enhance both mission and ministry within the Diocese as we seek to grow in faith and number.

*The Reverend Will Gibbs
Chairman of Verulam House Fund Trust
February 2021*

Diocesan Board of Patronage

Annual Report 2020



Chairman: The Reverend Susannah Underwood

Terms of Reference

To exercise any right of patronage held by the Board in relation to (currently 22) benefices across the diocese.

Living God's Love

The Board engages with Living God's Love through participating in the appointment process and seeking to appoint high calibre clergy who are able and ready to engage fully with the diocesan vision of Living God's Love. In making appointments and in continuing contact with the benefices in its gift, the Board supports the outcomes of spiritual and numerical growth.

Meetings held

The Board met at the end of February and again in December, via Teams, but continued to deal with matters concerning the livings in its gift through the Covid-19 pandemic. There were - unsurprisingly - few vacancies during the year, but the Board was delighted to support the filling of the vacancy at *Aldenham, Radlett and Shenley Team* arising from Canon Javaid Iqbal's appointment as Archdeacon of Doncaster by the appointment of current Team Vicar Dan McCarthy.

New appointments

The Board was involved with making appointments to 2 benefices during the year at Harpenden St John and Ouzel Valley and informally with the appointment of a Priest-in-Charge at Wilden with Colmworth and Ravensden.

Current vacancies

As at 31st December 2020, there were vacancies in the Board's livings at:

- Oxhey, St Matthew
- South Mymms & Ridge
- And a Team Vicar post at Aldenham, Radlett and Shenley

Pastoral Reorganisation

The Board was consulted on proposals for possible changes to ministerial provision or suspension of presentation in a number of cases.