

# QUESTIONS UNDER STANDING ORDERS

March 2018



## Neil Smart – Lyndhurst Deanery

### 1. *To the Canon Principle*

***Is there any evidence from other Dioceses of the effect of an initiative similar to the Bishop's Commission for Mission on the impact of lay ministry?***

The Bishop's Commission for Mission is closely related to Authorised Lay Ministries of other dioceses. In the report *Serving Together* which conducted research in 2015/16 there were 4,037 authorised lay ministers in the 18 dioceses who gave returns. However no evaluation of the impact of such lay ministry has been conducted by the national church. Ministry Division is appointing a new post for developing lay ministry this year which may include such an evaluation. The Diocese of Winchester School of Mission will hold an annual day for re-equipping the laity who serve with a BCM and as a result of these days each year some evidence to assess the impact of the ministry will be available. Laity who serve with a BCM are immediately accountable to their incumbent for evaluating the impact of their ministry and their role description.

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## Stephen Moruant – Arlesford Deanery

### 2. *To the Head of Operations*

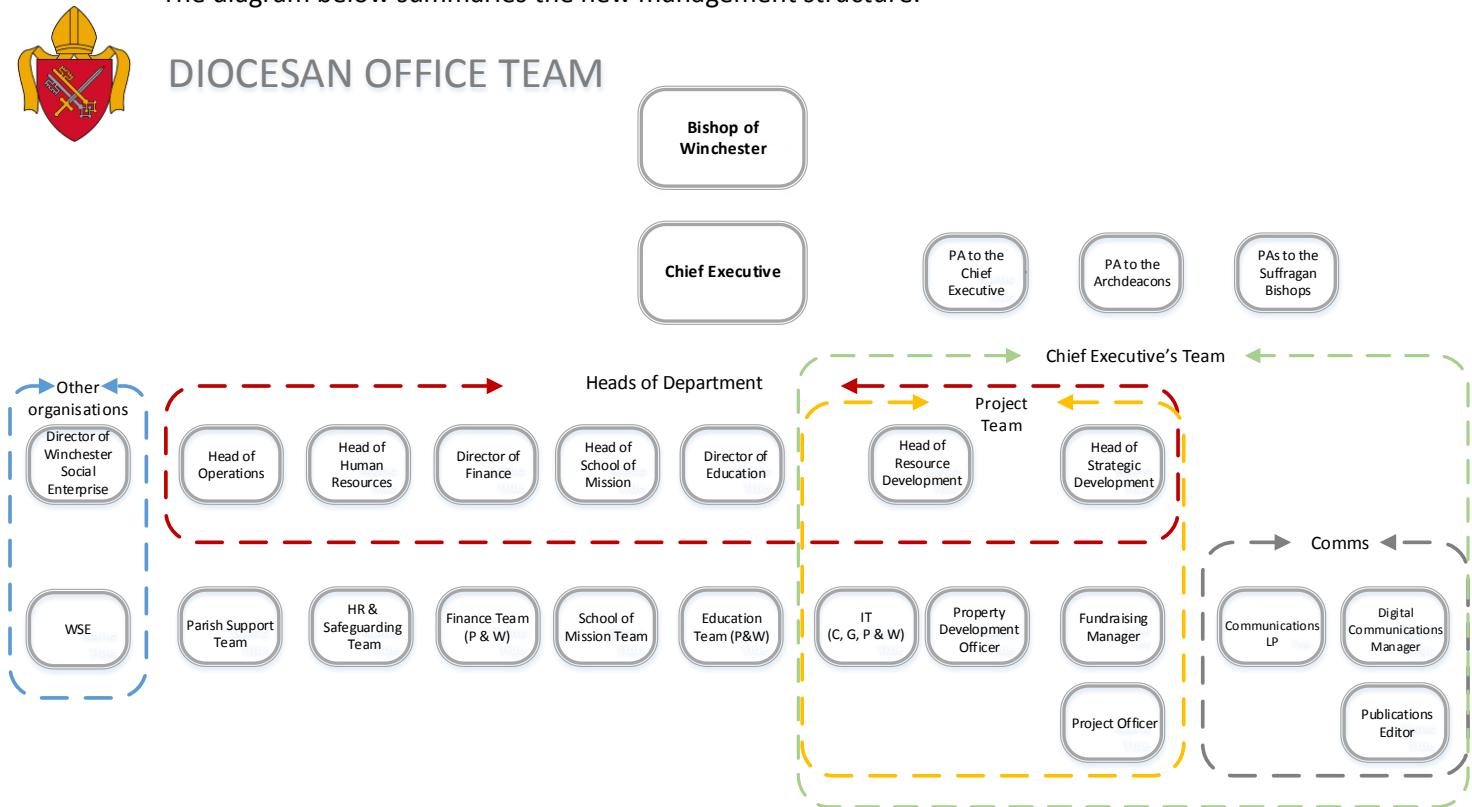
***The member has requested an update on recent restructuring to the Diocesan Team.***

In late November 2017 the Chief Executive restructured his Heads of responsibilities in order to ensure our structures were aligned to supporting our new mission strategy:

1. A new Projects Team was created reporting directly to the Chief Executive. Mark Lowman was appointed as Head of Strategic Development supported by Siobahn Cole moving into the role of Projects Officer. Anthony Smith, Head of Resource Development, also joined the Projects Team with a remit to focus on operational projects and act as Champion for the Major Development Area strand of the strategic plan.
2. Responsibility for line managing the Safeguarding Team passed to Susan Beckett, Head of HR in addition to her other duties.
3. A new Parish Support Team was formed under the leadership of the Head of Operations (see below).
4. Since then the shared finance team across Guildford, Portsmouth & Winchester has been reviewed. The additional workload arising from each diocese running their own strategic projects has resulted in an unsustainable burden on a single Director of Finance. Guildford has therefore decided to leave the joint working arrangements and Malcolm Twigger Ross has opted to take on the role of their Director of Finance. Portsmouth & Winchester will continue to share a Finance Team and is now in the process of recruiting a new Director.

All these changes are cost neutral to the diocesan budget, with either posts being funded from changes arising from restructuring or through funding from the Strategic Development Fund Grant.

The diagram below summaries the new management structure:



February 2018

### Parish Support Team

The new Parish Support Team includes the following areas of work:

1. The Clerical Registry
2. Common Mission Fund
3. DAC
4. Diocesan Database & Directory
5. Environment & Fair Trade
6. Grants & Funding Support
7. Mission & Pastoral Planning
8. Office Services and Old Alresford Place e
9. Property
10. Stewardship
11. Synodical Governance support

In creating this new team a range of changes to roles and responsibilities were made. The diagram below summaries the new structure. Please note that the role of Pastoral Secretary has been taken over by Jayne Tarry (Parish Support Adviser) in addition to her other duties.

