

ANNUAL REVIEW 2024



FOREWORD FROM BISHOP PHILIP

Dear friends,

It is a genuine joy to write this foreword – a genuine joy because there was so much in 2024 for which we must thank our God. This review helps us do just that, whilst also pointing forward with hope into the future.

A key theme of 2024 was discovering afresh our rich heritage as a Diocese, a heritage that has blessed both us and the wider world over many centuries - as we have thought about a new diocesan vision of 'Walking the Wessex Way', through 'Serving, Learning, Loving and Growing'. You will notice that this whole review is structured around those four pillars, and that there are good things to report against all of them.

One of the things that has given me particular joy personally has been to see many of us step into new ministries. It was a privilege to commission over 70 people into different lay ministries last October, all trained and encouraged by our own diocesan Mission and Ministry team. Unlike much of the rest of the Church of England, our ordinand numbers are healthy. And it's not just the numbers that encourage me, but the quality of people involved. It rejoices my heart that we have a culture in our Diocese which graciously invites people to step forward in this way, and to hear and heed the call of God.



Lay Licensing Service October 2024

We had comings and goings – particularly notably we welcomed Bishop Rhiannon here in 2024, and I'm delighted by the faith, hope and love she brings us. And we should also remember the sad loss of Canon Gary Philbrick, who died very unexpectedly last August. Gary was so well loved in this Diocese: who else would have drawn around 2000 people to a funeral in the middle of August? We should continue to 'be more Gary', as we were enjoined during that service.

FOREWORD FROM BISHOP PHILIP

Whilst 2024 was also a challenging time in the Church of England more widely with our vulnerabilities in safeguarding sorely exposed, and the resignation of the Archbishop of Canterbury just after a very fruitful visit here, I remain very grateful to our excellent safeguarding team for their work, but we have no cause for complacency and must redouble our efforts to ensure that God's church is as safe as it possibly can be.

Finances too remain a challenge with income £1.6m less than expenditure last year. But we are doing a lot of work to address those challenges and indeed to seek further national investment, with dedicated focus on Bournemouth and Southampton as well as our rural parishes, while also ensuring that help and support is widely available across our benefices.

And many of our own statistics are increasingly encouraging: our 'Worshipping Community' increased by 6.8% between 2023 and 2024 placing us in the top 5 dioceses for growth, while child 'Usual Sunday Attendance' was up by 10.2%.

Yet there is much to do! I do sense a movement of God's Spirit across this country in a way I haven't for many years. We need to ensure we ride that wave through our own dedicated prayer and service, as we look to our God for growth.

And perhaps above all else I'm just delighted by the life I see week by week in our parishes, schools and chaplaincies, as the people of this Diocese give themselves with creativity, prayer, dedication and joy to the work of the Kingdom of God.

For all you are and do – thank you so much. May God bless us all in this year to come.

+Philip
Bishop of Winchester



FOREWORD FROM COLIN HARBIDGE

My study window at home looks out over the local allotments. I am always struck by the variety and ingenuity of the structures people build for their plants to grow on. As well as the traditional trellis and bamboo canes, I can see scaffolding poles, old pallets, and even a recycled badminton net - all of them covered in various varieties of plants and vegetables. Most people will rightly be more interested in what grows on the frameworks rather than the structures themselves. It is however still important to check that the structures remain strong and are fit for purpose or else all the careful tending, watering and growth is put at risk.

This Annual Review offers a look at the role of the Winchester Diocesan Board of Finance and wider Diocesan Structures that support of parishes and worshipping communities over the last 12 months. It cannot capture the huge wealth of ministry, mission, care and service that is provided through our churches, schools and chaplaincies in full. The Review, along with our Annual Report & Accounts, is however an important element of good governance and the accountability for those of us entrusted with diocesan roles making sure that the structures we are responsible for are cared for, function well and able to support new growth.



One of the great joys for me in recent weeks has been the news that our diocesan worshipping community grew by 6.8% in 2024. That has been down to the huge hard work, sacrifice and dedication of our clergy, lay ministers, church officers and volunteers across our diocesan community, support in part we hope by the Diocesan Team.

May I take this opportunity to record my sincere and deep gratitude for all that our church members and leaders do day after day, and week after week to share the gospel, love their communities and grow Christ's Church.

Colin Harbidge
Diocesan Secretary

HIGHLIGHTS OF 2024



Chatting Faith video



Diocesan Synod



Chrism Mass Service



Bishop Rhiannon meets her new diocese



Lay Licensing Service

HIGHLIGHTS OF 2024



30th Anniversary of Women's Ordination to the Priesthood Service



Education Team's Gamechanger Project at Winchester Cathedral



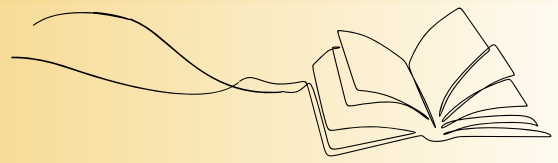
Archbishop Justin Welby visits the Diocese of Winchester



Bishop Rhiannon's Service of Welcome



Bishop Philip visits churches and schools across the diocese, 'Walking the Wessex Way'



This diocese has been a major engine of Christian learning and education, from the time of King Alfred onwards, through the establishment of schools and abbeys, churches and priories, and as a community we remain characterised by our appetite for learning and discipleship. In 2024, Ministry and Mission in our diocese was relaunched, following a comprehensive review, with a fresh vision for serving the whole body of Christ - equipping those in the vocations process and curates in training, people exploring lay ministry, and all those seeking to grow in their faith and knowledge. It was a year defined by creating lots more fresh opportunities for fellowship and for sharing best practise, through a packed programme of events and workshops, networking meetings and celebration events.

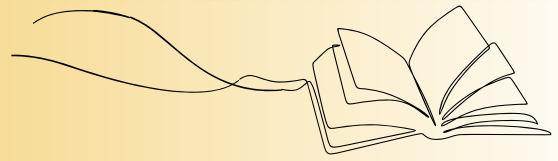
Highlights include:

- 4 Bishops' Commission for Mission courses were run in 2024 (Children, Youth and Families, Pastoral and Worship, and Beyond Church Walls), plus ongoing formational training for 38 Ordinands/LLMs/lay preachers!
- Welcoming Carrie Myers, Head of Lay Ministries at the National Church as our keynote speaker on our Celebration Day, raising the profile of lay ministries and supporting the work of dioceses to create a church in which lay ministries flourish and thrive.
- Strengthening support through networking events for Chaplains, Spiritual Directors, CYF workers, and others who have studied through the BCM/LLM/BPP offering a chance to meet together and feel affirmed and connected.



Rev'd Rob Rees, SSM Champion and ADDO, here offering our diocese's first contribution to the National Online Service

a year defined by creating lots more fresh opportunities for fellowship

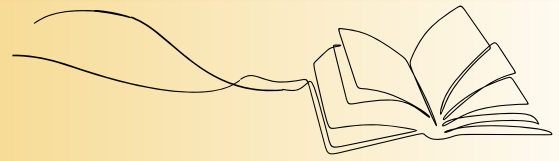


- A wonderful service of praise and testimony, giving thanks for the licensing of 70 lay ministers at Winchester Cathedral called to use their gifts for Christ
- Continuing Ministerial Development training responsive to the needs of parishes, including preaching workshops that helped clergy, preachers, and lay ministers develop their skills
- A range of other activities from Advent and Lenten Quiet Days, First Post Clergy residenceals, Area Dean training, plus the appointment of a new Champion for Self-Supporting Ministry was appointed in Revd Rob Rees, Rector of the Dever Benefice.



Ministry and Mission Graduation Celebration Service

we give thanks for the licensing of 70 lay ministers at Winchester Cathedral called to use their gifts for Christ

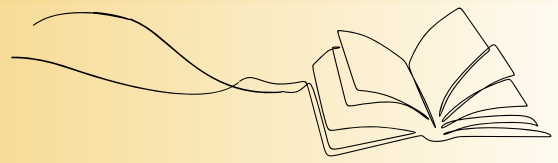


CASE STUDY

In February, those training for Licensed Lay and Ordained Ministry joined together with the National Minority Ethnic Vocation Officer for the Archbishop's Council, Rosemary Davidson, and Racial Justice Adviser, Polly Falconer, for a Racial Justice Training Day framed by the biblical verse from Amos 5, with the aim of providing graspable and practical steps which people could take to 'let justice roll like a river' in their context. As ministers in training and future leaders in the Church of England, the attendees were encouraged to use their position, privilege, and power to challenge racism, injustice and unconscious bias, helping to establish equity and cultures of mutual respect, united in the body of Christ.



Racial Justice Training Day



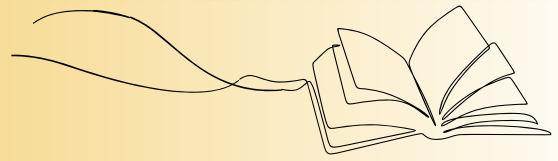
In 2024 our Joint Board of Education with Portsmouth Diocese became a separate Charitable Incorporated Organisation, registered with the Charity Commission, though still fully integrated with our Diocesan Governance, oversight and accountability, including trustees voted and recommended by Synod to reflect clergy and laity.

Highlights included:

- In 2024 our diocese was recognised as having the largest number of schools who have qualified for the Christian Aid Global Neighbours Award (and indeed, Gold Award holders!), reflecting our commitment to social justice and how children contribute to this important Biblical theme.
- We also became one of only twelve pilot dioceses with a grant to develop and deliver a programme we created called 'Chatting Faith' which uses well-known secular children's books as a springboard for promoting conversations about God and Faith in a normalised and contextually relevant way.
- Our Education Team have long championed Racial Justice, and our work and commitment continued in 2024, and the resources and ideas we generate are routinely used in other places. These included being invited to be keynote presenters at the National Racial Justice Day.
- Our annual project was called 'Gamechangers', concluding with an Antony Gormley-inspired installation at our Cathedral that received national media interest, with over three thousand mini statues receiving great interest by visitors from across the world.



Epiphany Chalking the Doors at St Mary's CE Junior School Old Basing



Gamechangers Project

PAINTPOTS

Since setting up a new social enterprise in 2015, there are now 6 full-time nurseries and 7 PaintPots preschools, all with Outstanding or Good Ofsted ratings, looking after 900 children with 190 staff. In Oct 2024, Paint Pots Pre-School & Nursery Limited became registered charity in its own right whilst maintaining the aim of putting the Church of England back into early years work by running excellent early years provision and remaining invested in areas of disadvantage.



In the pattern of St Swithun, former Bishop of Winchester known for his servant-hearted care of his people, the life of this diocese is still marked by loving service in innumerable ways. The diocesan team continues to work dedicatedly to support our parishes and communities through advice and help in many practical areas of church life, such as stewardship and grant funding, the Common Mission Fund (CMF), digital giving and alternative income generation, the Clerical Registry, Clergy Housing, and the Diocesan Advisory Committee for the Care of Churches (DAC).

Highlights included:

- The diocese gained a re-elected Diocesan Synod and Bishop's Council in 2024, which involved organising the election processes and inducting new members, enabling those in our parishes to get involved in our governance processes.
- We successfully moved the WDBF team back to the office back to OAP following a refurbishment of the building and started working with parishes on enabling them to make use of our facilities.



Welcome Service at Old Alresford Place



Welcome Service at Old Alresford Place



CASE STUDY

Since the refurbishment work was completed at Old Alresford Place, the diocese has offered the use of the building and grounds to parishes across the diocese, for away days, training, and other events. Revd Ed Dines, Vicar of St Barnabas Winchester, said that Old Alresford Place was, “a very good place for hosting the event, providing a range of different spaces for both older and younger people. We would definitely use again (and hopefully will!)”

Joe Pavey, Worship & Production Pastor at Basingstoke Church, said, “Old Alresford Place was a brilliant location to host our retreat day, a beautiful building set in ample grounds, with plenty of space in the rooms for various activities. The catering facilities were more than adequate for our sized group, and the AV equipment provided was easy for volunteers to set up and use. The location also provided easy access to countryside walks. We liked it so much that I believe we've booked to come back to you for our next one!”



Basingstoke Church's retreat day at Old Alresford Place

Other highlights included:

- The team led and supported 31 governance meetings (Bishops Council, Diocesan Synod, House of clergy, House of laity, Lay Chairs Forums, Deanery Finance Chairs Forums, Diocesan Finance Committee, Property working group).
- The DAC received 328 new faculty applications through the online faculty system and carried out 101 site visits! And the MR&I grant scheme received 109 applications with 58 projects awarded a grant.
- The Clerical Registry covered a total of 1664 services, averaging 139 services per month.

the DAC received 328 new faculty applications and made 101 visits



CASE STUDY

In November, Bishop David attended a special service of thanksgiving at St Barnabas the Encourager in Darby Green to celebrate the culmination of a year of building work. The work offers greater opportunities and flexibility for the church to open up their facilities to the community and share the love of God. Revd Faith Bailey said, "It's really exciting and we're seeing the congregation grow. It's the easy welcome into church really. I think the congregation has grown in size from around the mid thirties to fifty in the last year. I hope we will see more integration with the community and the church needs to grow."

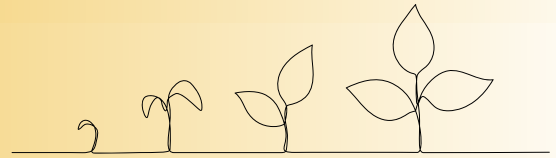
To make these improvements, the church had help from the Diocesan Advisory Committee, who also worked with them to consider how making the changes to the building would have a positive impact on the community, which was used in their grant application. Revd Faith's husband Stuart stated that, "It's a lot easier to apply for a grant when you're talking about real change that you'll make to people's lives."



Building work at St Barnabas the Encourager



Celebration service after the completion of building work at St Barnabas the Encourager



The diocese has a rich history of following the Holy Spirit in mission, discipleship and founding new Christian endeavours, including the Mother's Union which is now a global organisation. Today we are still working for the revitalisation and renewal of our churches, equipping and enabling them for the challenges of this generation and beyond, and this passion and drive towards expanding the Kingdom has been at the heart of our work in 2024.

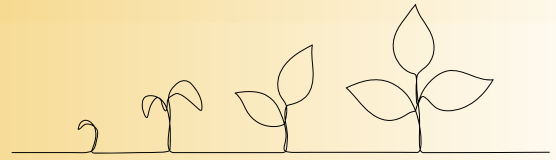
DISCIPLESHIP GROWTH

- The Strategic Development team have been working closely with parishes receiving national funding with much fruitfulness. In 2024, two Parish Renewal and Revitalisation Projects at Lord's Hill Church, Southampton and St Andrew's Charminster, Bournemouth, saw congregation numbers grow significantly, as well as many people attending Alpha and being baptised. Towards the end of the year, we submitted a Stage 2 PRRP bid for the revitalisation of St Clement's Boscombe which was approved earlier this year.



Revitalisation celebration at Lord's Hill Church Southampton

GROWING



- Another four rural parishes successfully gained funding under the Growing Rural Parishes Programme and are making excellent progress in developing benefice websites, and resourcing children's ministry and administrative roles, freeing up ministry leaders' time to plan ahead for growth.
- Our ongoing resource church projects at Andover Parish, St Wins Totton, Basingstoke Church, and St Mary's continued to flourish, as does the innovative Pillar project supporting young people with mental health issues, and now expanded to Lord's Hill Church.



Launch of the Pillar project

DIGITAL GROWTH

We also saw flourishing in the area of parishes developing their Digital Giving with diocesan support - through individual visits to parishes, plus webinars and events focused on alternative income generation such as a Legacy Giving and Treasurer Training Days, and through resources provided through the Generous June campaign:

- The number of Active Digital Accounts (Card Reader and online giving – excluding PGS) in the diocese grew from 47% to 60%+ between 2023 and 2024.
- We ran an effective Card Reader Rollout and by September we had seen a total of over £71,000 raised across 44 parishes through the use of heavily subsidised card readers and the single most successful church, raised over £7,000 in 12 months - St Andrew's, Bournemouth. This was followed up by Card Reader 'Try Before You Buy' initiative.
- By the end of 2024 there were 5,400+ registered donors using the PGS in the diocese either monthly, quarterly or yearly. Winchester is third overall in the country for number of registered givers using the scheme.
- As a result of this work and the hard work of parishes, the average weekly giving stats have improved year on year from 2021 (2021 - £17.08, 2022 - £18.00, 2023 - £19.44)



VOCATIONAL GROWTH

We are grateful for a large number of vocations in our diocese, especially in a national context of a declining numbers of ordinands, and we rejoiced with the 15 men and women made deacon in 2024.



Deacon Ordinations 2024

We were also excited by the appointment of two Young Vocations Champions, Revd Helen May and Revd David Roberts, who have begun work encouraging younger generations to explore God's calling.



Recording of Young Vocations podcast



Following in Jesus's greatest commandment to love God and neighbour, the loving service that has emanated from this diocese has changed our communities and the wider world in countless ways over many generations. The WDBF sought to continue this legacy in 2024 through many initiatives of care, nurture and fellowship, making sure all our activities are underpinned by this most important of Christian virtues.

Highlights included:

- We began 2024 with a wonderful time of refreshing and restoration at the Clergy Conference, where we were encouraged by guest speaker Rt Revd Dr Graham Tomlin and other workshop leaders on the theme of 'returning to the centre of our calling', as well as offering busy clergy a time of rest and connection.



Clergy Conference 2024

- Other times of fellowship included a special service to mark the 30th anniversary of women's ordination to the priesthood, with guest preacher Rt Revd Jo Bailey Wells, giving thanks for the many gifts of the women now ministering in our diocese.



30th Anniversary of Women's Ordination to the Priesthood Service



Filming of the Racial Justice Strategy Reflections video



Creation Care and Sustainable Buildings Day

- A Racial Justice Strategy was passed by Diocesan Synod which recommends actions and resources for ensuring our diocese reflects the true diversity of God's Kingdom and is growing in a culture of belonging and inclusion.
- We have sought to redouble our efforts in loving God's creation through a programme of targeted projects, including launching the first Net Zero Carbon grant funds from the diocese which led to 34 Energy Audits of parishes, plus facilitating other grant funding from Quick Wins and Give to Go Green. We also saw 14 new awards (including a 3rd gold award at Brockenhurst) and 12 new registrations in 2024.



- £43,000 of welfare grants were paid to support members of clergy and their dependents during the year.
- The diocese made Clergy Wellbeing a priority by listening carefully through our annual survey, and then investing in several new initiatives including a appointing and training a new mediation team, an offering of coaching, supervision and mentoring for clergy, and the opportunity to join Action Learning Sets, bolstering the support structures we have around our people at a time when the task of ministry is evolving.

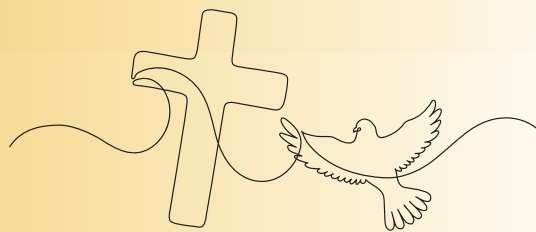


Our new team of mediators trained to work with parishes experiencing pastoral challenges

£43,000 of welfare grants were paid to support clergy and their dependents

APPENDIX I

ANNUAL REPORT SNAPSHOT



Here you can read a few highlights from the 2024 Annual Report - the full report can be read at <https://winchester.anglican.org/governance/annual-reports/>

ANNUAL REPORT INTRODUCTION

In his letter, St Peter calls the Church to be “like living stones, who are being built into a spiritual house to be a holy priesthood” resting on Jesus Christ, our “precious cornerstone”. The past year has been a season of foundation laying for our diocese, of assembling the living stones which are the right people and the right resources, creating a strong and unified base on which God can build. We have seen this in a number of significant reviews that have taken place – reviews of Housing, the Common Mission Fund and the School of Mission – which have already led to positive changes and greater sustainability and stability in these key areas.

Bishop Philip has exercised strong pastoral leadership and led our diocesan family to be rooted in Christ, commending the four pillars of his Walking the Wessex Way vision: Serving, Learning, Growing and Loving, and we are so encouraged by the additional episcopal vision and energy brought by Bishop Rhiannon. These developments are already bearing fruit, and we are encouraged by some early signs of strengthening, with CMF up by 11.1% in Q1 2025 and recent Statistics for Mission showing that our diocesan worshipping community increased by 6.8% in 2024.

However, we are not complacent, since our income was nearly £1.6m less than expenditure and that is clear evidence of the challenges still faced by our diocese, though for now increases in value of property and investments have covered this deficit. Our deanery level finance consultation process is proving to be a positive mechanism for engaging and listening to our parishes and clergy about these challenges, and we are working hard on our Strategic Mission & Ministry Development Plan for the next 10 years which will enable us to access national church funding to be invested positively in clergy and parishes where there is already so much innovative, creative, faithful and sacrificial ministry taking place.

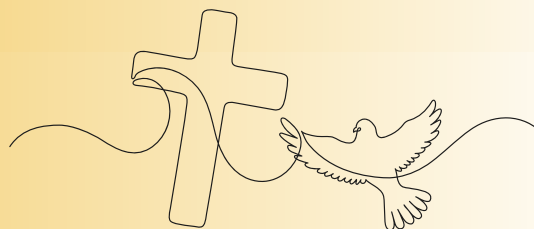
I hope you will join with me in St Peter’s prayer, that our hope and expectation will be that God will further the good work He has established in the Diocese of Winchester, and that we “may declare the praises of Him who called us out of darkness into His wonderful light. For once we were not a people, but now we are the people of God.”

Ian Dighé
Chair of the Winchester Diocesan Board of Finance



APPENDIX I

ANNUAL REPORT SNAPSHOT



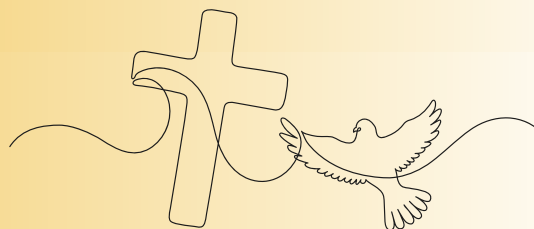
STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2024:

		Unrestricted funds		Restricted	Endowment	Total	Total
		General	Designated	Funds	Funds	2024	2023
	Note	£'000	£'000	£'000	£'000	£'000	£'000
Income and endowments from:							
Donations							
Parishes	2	7,902	-	-	-	7,902	8,362
Archbishops' Council	2	277	-	1,816	-	2,093	1,595
Other	2	121	1	27	-	149	180
	2	8,300	1	1,843	-	10,144	10,137
Charitable activities	3	615	-	70	-	685	644
Other trading activities	4	882	-	28	-	910	1,040
Investments	5	664	31	614	30	1,339	1,226
Other	6	(1,589)	-	63	824	(702)	132
Total		8,872	32	2,618	854	12,376	13,179
Expenditure on:							
Raising funds	7	(7)	-	-	-	(7)	(30)
Charitable activities	8	(12,742)	(52)	(1,854)	-	(14,648)	(12,976)
Total		(12,749)	(52)	(1,854)	-	(14,655)	(13,006)
Net income/(expenditure) before investment gains		(3,877)	(20)	764	854	(2,279)	173
Net gains on investments		158	14	171	261	604	2,960
Net income/(expenditure)		(3,719)	(6)	935	1,115	(1,675)	3,133
Transfers between funds	11	1,117	41	(1,127)	(31)	-	-
Net (expenditure)/income after transfers		(2,602)	35	(192)	1,084	(1,675)	3,133
Other recognised gains/(losses)							
Gains on revaluation of fixed tangible		214	-	111	4,624	4,949	1,409
Remeasurement of pension scheme provision		-	-	-	-	-	-
Net movement in funds		(2,388)	35	(81)	5,708	3,274	4,542
Total Funds at 1 January 2024		38,105	1,722	11,607	131,575	183,009	178,467
Total funds at 31 December 2024	18	35,717	1,757	11,526	137,283	186,283	183,009

APPENDIX I

ANNUAL REPORT SNAPSHOT



NUMBER OF DIOCESAN EMPLOYEES

The average number of persons employed during the year based on full-time equivalents:

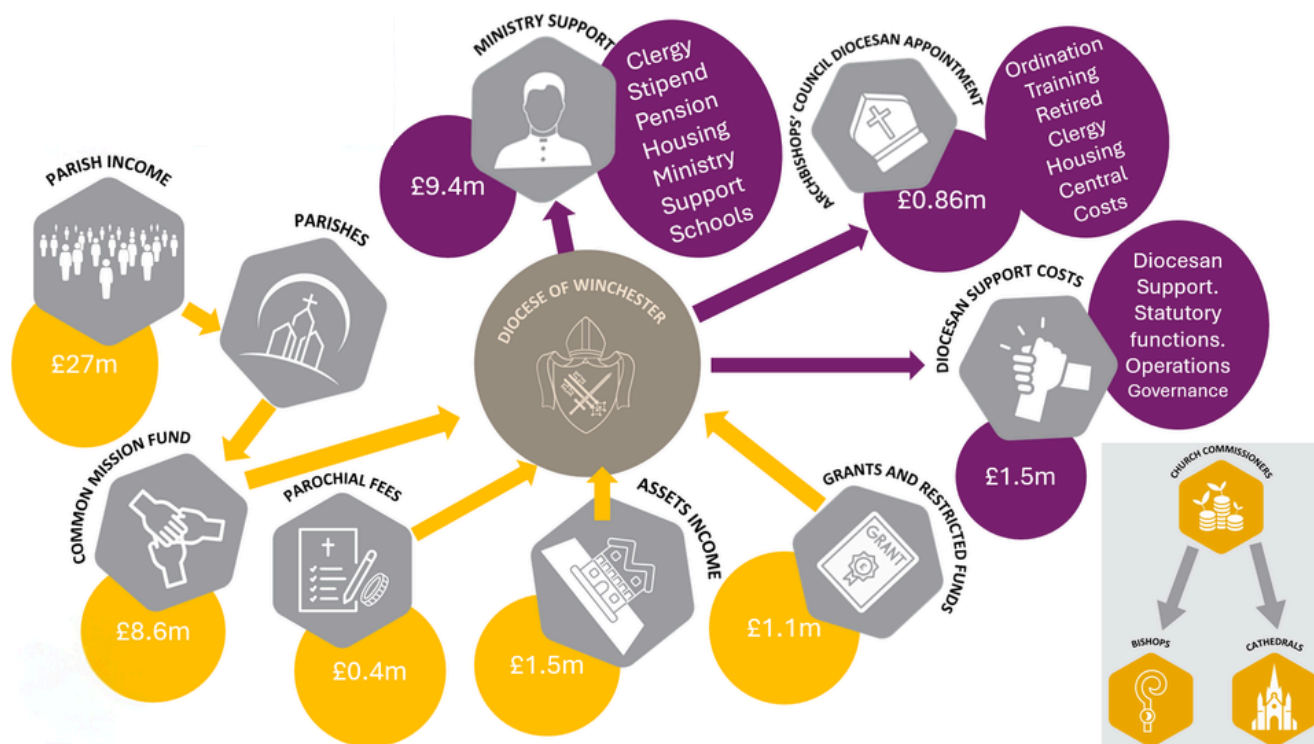
Resourcing ministry:

Winchester School of Mission
Strategic Development
Administration and Financial management
Safeguarding
Property
Fundraising

2024 fte	2023 fte
8	10
3	3
24	23
5	5
2	3
2	2
44	46

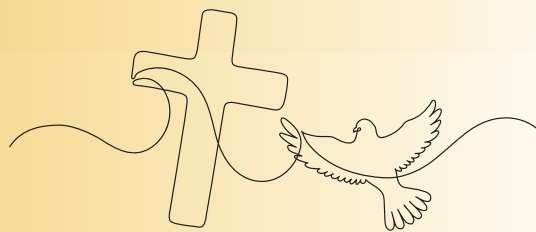
Approx. 10.5 FTE roles are funded by third parties through grants or other recharges

FINANCIAL FLOWS IN THE DIOCESE OF WINCHESTER



APPENDIX II

DIOCESAN TEAM MEMBERS



With thanks to all our diocesan team members for their hard work in 2024...



Amy Roche



Angela Brown



Angi Nutt



Beverley Teahan



Cathy Laird



Chris Hill



Colin Harbidge



Frances Ter Haar



Gabriel de Sousa



Georgi Thompson Leask



Hannah Melvin



Helen O'Sullivan



Howard Jameson



Jane Hammond



Jane Kelly



Jayne Tarry



Jean Burgess



Jeff Williams



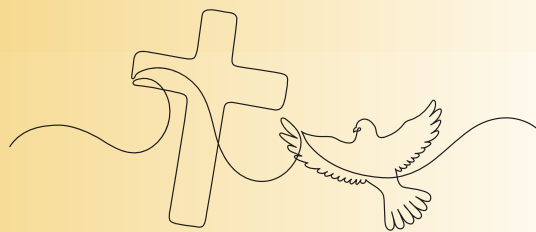
Jemima Lewis



Jordan Shepherd

APPENDIX II

DIOCESAN TEAM MEMBERS



With thanks to all our diocesan team members for their hard work in 2024...



Libby Davis



Lucy Howlett



Mark Teahan



Nick Ralph



Nigel Wright



Philip Mounstephen



Rhiannon King



Richard Brand



Richard Wharton



Rob Sanders



Sam Scott



Sarah Keen



Sarah Stockton



Steve Hill



Sue Bowen



Susan Hine



Theresa Parker



Tracey Nicholls



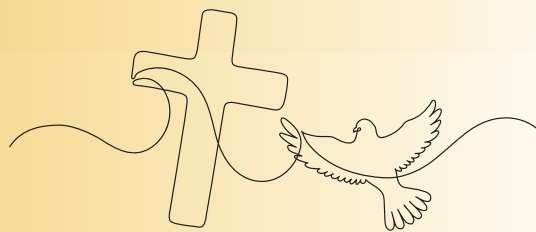
Will Howard



Wendy Atkinson

APPENDIX II

DIOCESAN TEAM MEMBERS



Plus our other dedicated staff who are not photographed above:

- Andy Symes
- Cat Curtis
- Catrin Bucknall
- Elaine Allman
- Elaine Coe
- Emma White
- Helen Hart
- Jackie Rowlands
- Jon Whale
- Jo Waller
- Kate Seagrave
- Katie Ash
- Lia Tilidze
- Lynda Mumford
- Michelle Pride
- Mike Lalley
- Natasha Nield
- Paul Gelman
- Rhiannon Balme
- Richard Streatfield
- Sam Powell
- Siona Jeffery
- Stephanie Kinge
- Sue Pakenham-Walsh
- Susan Beckett
- Tracy Sebborn
- Yvette Hoyland

