

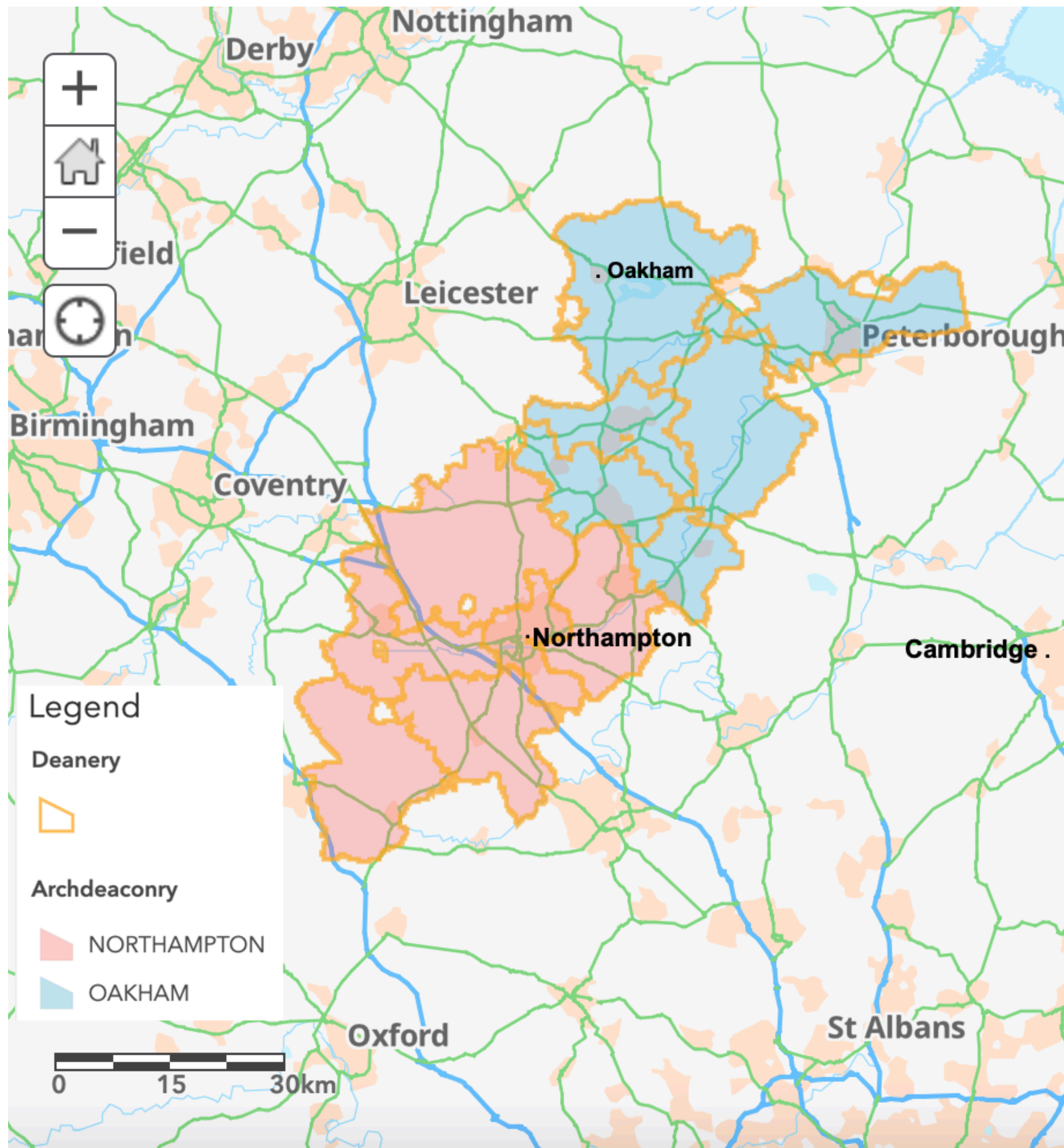
The Diocese of
Peterborough

STATEMENT OF NEEDS

for the appointment of the next Bishop of Peterborough



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Sunrise on Easter Morning at St Mark's Wellingborough

Welcome to the Diocese of Peterborough!

We hope this document will give some insight to a diocese which delights in all its diversity.

A diocese which includes all or part of three different counties where rural and urban, wealth and poverty, tradition and radicalism co-exist, sometimes in conflict but often in alignment and healthy partnership.

A diocese where mission is built around relationships rather than over-arching strategies, where the local is valued and context honoured.

A diocese which recognises the reality of the missional challenges we face and is not afraid to try new things.

A diocese where the role of the Bishop is crucial in giving identity, unity and coherence to the whole.

We pray for a Bishop who will enjoy this diversity, offer us new perspectives and insights and work with us to further the mission of Christ and uncover the treasures of the Kingdom in this place.

Very Revd Chris Dalliston Dean of Peterborough and Chair of the Vacancy in See Committee.

An Opening Prayer

Almighty God,

Our Loving Father,

Our Saviour Lord Jesus,

Our Spirit of Truth & Peace.

We want to hear your voice in this place.

We want to see your blessing in our Diocese.

May springs burst forth and the desert flower,

May your kingdom come and your will be done

May you be glorified here.

Amen.

Key Requirements for our Bishop

Sharing the Love of Christ



Deep Love of Scripture

with a competency and confidence in handling scripture that is expressed with humility and holiness.

2 Timothy 3:14-17

... All scripture is inspired by God



A Pastoral Heart

ensures supporting clergy is a key priority.

1 Thess 2:7-8

...we were gentle among you, like a nurse tenderly caring for her own children.
...



Promotes Unity

both within our diocese and the wider Anglican Communion

John 17:20-21

...they may all be one. As you, Father, are in me and I am in you, may they also be in us...

Sharing the Vision of Christ



**A Vision
for Mission
and Evangelism**

with a proven
record
of growing
churches

Matthew 9:37-38

The harvest is plentiful, but the labourers are few; .. ask the Lord of the harvest to send out labourers...



**Promotes Mission
to Families /
Young People**

engages with all
generations, using
principles of the
Growing
Faith objectives.

Matthew 19:14

'Let the little children come to me, and do not stop them; for it is to such as these that the kingdom of heaven belongs.'



**Excellent
Communicator**

with a passion for
engagement.

Romans 10:14

...how are they to believe in one of whom they have never heard? And how are they to hear without someone to proclaim him?

Sharing the Work of Christ



**Sustains /
Renews Local
Ministry**

strengthening weaker parishes, having the organisational skills to reform structures.

Acts 1:8

...you will receive power when the Holy Spirit has come upon you; and you will be my witnesses ... to the ends of the earth



**Encourager
of Lay
Ministry**

seeks to develop/encourage this valuable resource

Romans 16:1-16

...welcome her in the Lord as is fitting for the saints, and help her in whatever she may require from you, for she has been a benefactor of many...



**Supports
a breadth in
Ministry**

ordains both men and women and upholds the 5 Guiding Principles for mutual flourishing

1 Peter 2:4-5

...like living stones, let yourselves be built into a spiritual house, to be a holy priesthood...

The Person We Seek

Late Morning at Rutland Water

A Leader in Mission

- A proven record of growing churches with a clear focus on how to achieve growth and revitalisation through God's word and engagement in society.
- A strong advocate for developing the Growing Faith objectives as we seek to connect young people with the good news of the Gospel and engage with all generations in our churches.



Promotes Mission to Families / Young People



A Vision for Mission and Evangelism

A Passionate Teacher

- An engaging teaching style that is rooted in a love of Scripture and qualities of personal holiness which challenges and encourages all to deepen their faith and increases the prayer life in the parishes.
- Able to discern a clear vision for how discipleship and ministry of all types can flourish.



Deep love of Scripture

A Prophetic Voice

- An excellent communicator who is as effective in speaking in public forums on matters of faith, social justice, the environment and public policy as they are in preaching and engaging with church congregations.



Excellent Communicator
Passion for Justice

A Transforming Leader

- Affirms the centrality of parish ministry and possesses the leadership and organisational skills to determine how struggling parishes can be revitalised so that all parishes can thrive using the gifts of both clergy and laity.
- Able to focus on increasing opportunities for more people to consider and pursue vocations in all types of ministry.



Sustains / Renews
Local Ministry



Encourager of
Lay Ministry

A Focus on Unity

- Encourages the growth of a welcoming culture for all.
- Wholeheartedly ordains men and women and upholds the Five Guiding Principles for mutual flourishing.
- Provides supportive leadership to clergy and congregations in their different approaches to the blessing of same-sex couples.
- A clear emphasis on the provision of pastoral care and able to identify opportunities to reduce the burdens on clergy and lay leaders that hinder their mission and ministry.
- Builds on our partnership and friendship with the Diocese of Seoul and promotes a wider understanding of the worldwide Anglican Communion.



Supports a breadth of
Ministry



A Pastoral Heart



Promotes Unity



Voices from our Consultation

A bishop for all people.

A bishop whose love includes everyone, the rich and poor, aliens refugees and strangers, regardless of sexuality, the sick, the weak, the defeated, the searching and the pilgrims, and those who do not fit.

A bishop who empowers each parish to flourish at a local level whilst offering central resources and highlighting what has worked well so it can be replicated, encouraging the sharing of local resources and skills with like-minded parishes. All without imposing a top-down blueprint.

A bishop who is proactively focused on encouraging our churches to go to the places where families, children and young people are.

A bishop who encourages clarity, encouraging each church to be honest and open about where their passions lie: whether that be LGBTQIA+ inclusion or love of tradition, using the Book of Common Prayer, favouring contemporary worship, encouraging lay ministry and participation or favouring a leader-led style. There is room for everyone at God's table. Whilst the Bishop themselves should show no favouritism to anyone but accept everyone.

St Andrews, Kettering



Voices from our Consultation

It will be amazing to have a bishop who can affirm those who find change difficult, but at the same time speak about why Jesus expected it to happen.

A kind and compassionate bishop who grows more like Jesus every day.

A bishop who hosts an 'Open Camp' for the clergy and laity, where all are welcome to sit around the campfire and talk about their hopes and dreams and needs and problems. All are supported and encouraged.

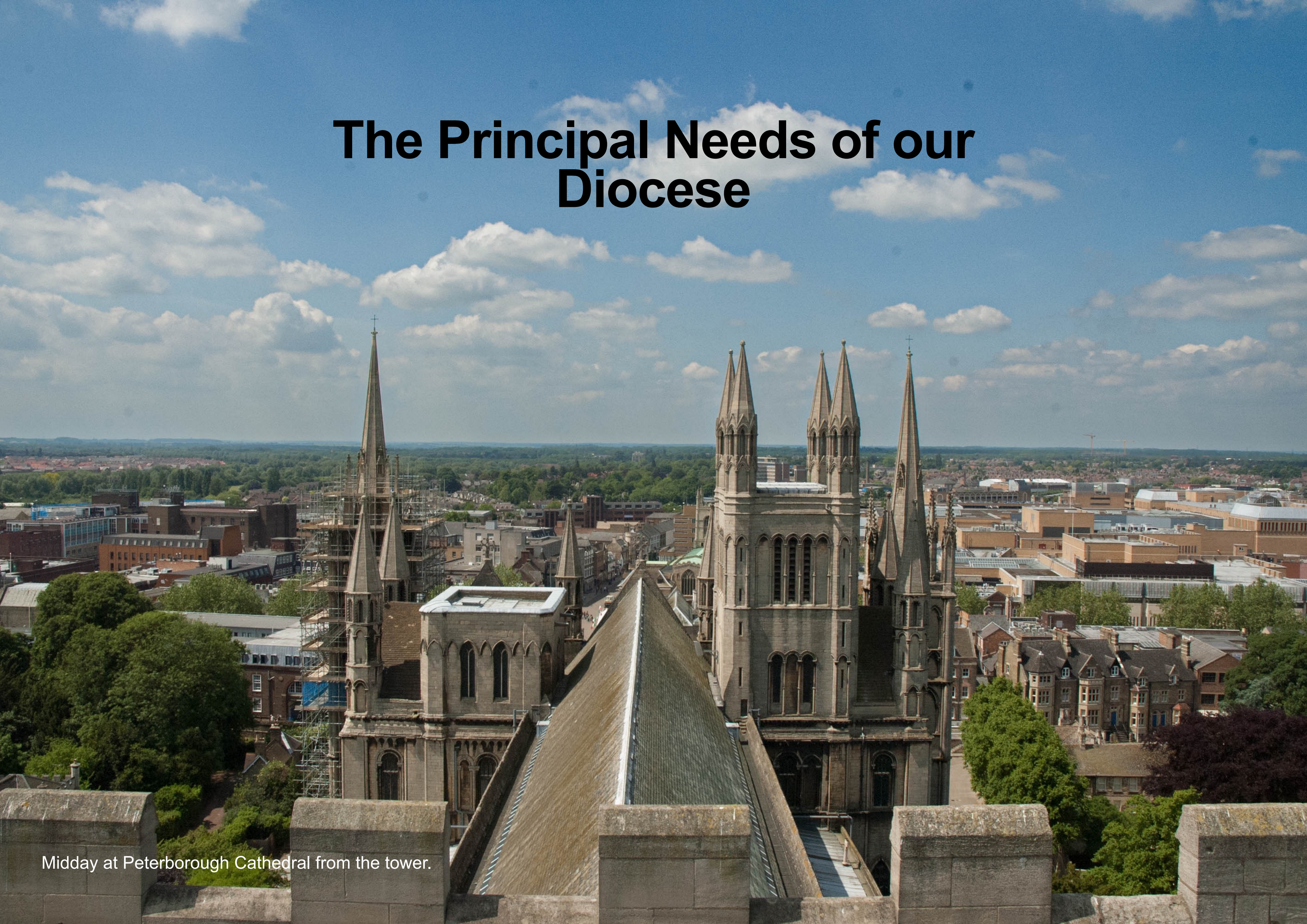
It would be amazing to have a bishop who affirms intergenerational ministry and mission, supporting those trying new ways of being church.

A bishop who loves scripture, loves prayer, loves people.

A bishop with experience: of being an incumbent, of fostering growth, of communicating well at a national level and at a local level.

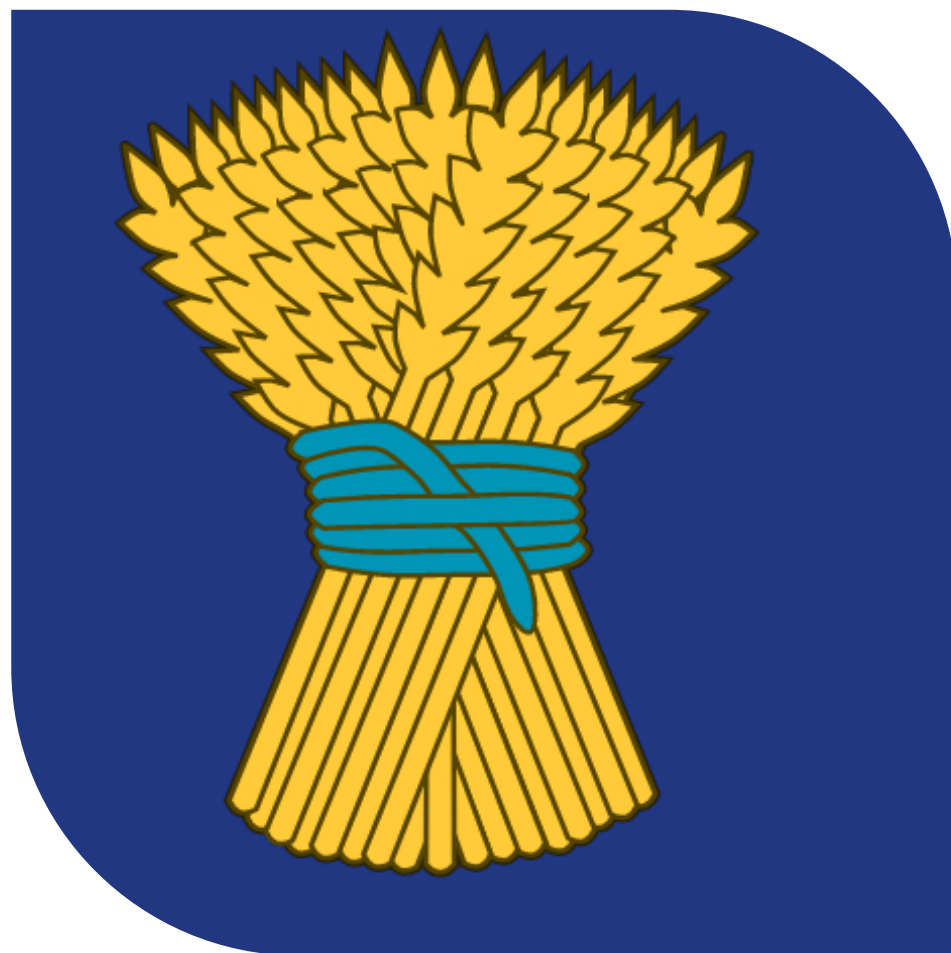
The Principal Needs of our Diocese

Midday at Peterborough Cathedral from the tower.



Some Key Challenges

95% of our diocese are outside the Christian Church.



Unreached harvest



Schools

Large number of CofE schools and good relationships with many other schools across our diocese present a wonderful opportunity for evangelism and discipleship.

Elderly congregation

This is despite most of the population growth in our diocese being working age families.



New estates / communities



30% growth in our larger towns in last 10-20 years - a pressing need for church planting in these new estates.

Some Key Challenges



Elderly Congregations

Our worshipping congregations are typically elderly, but most of the population growth in our diocese is of working-age families. The Growing Faith objectives are vital in addressing this challenge.



Climate Justice

The need to increase our efforts to reach our Net Zero by 2030 target. A particular challenge for rural parishes with medieval churches and limited resources.



Intervention in struggling parishes or unreached areas

The Diocese has an implicit strategy of championing grass-roots parish ministry with little or no 'top-down interference'. But some parishes don't have the resources and energy to grow ministry. Creating larger benefices or part-time clergy posts reduces parish share but does not stem decline. Intervention is needed to revitalise some rural and urban parishes.



Easing the burden on clergy:

Even our best clergy are severely stretched and tired, particularly in multi-parish benefices. We hope a new bishop will find ways to lighten the burdens, enabling clergy and lay leaders to further God's mission and encouraging church growth in all areas.



New estates and communities are being built without a spiritual heart

Population has grown by an average of 30% in our larger towns in last 10 to 20 years. There is a pressing need for church planting in these new estates. Some progress has been made, such as through clergy involvement in the community at Stanton Cross (Wellingborough) and through provision of a church school at Monksmoor Park (Daventry), and Hayfield Cross (Kettering).

Growing Faith



Growing Faith

This is a summary of our mission activity and how we are addressing our needs.

- **The Diocesan Mission Team** provides support to clergy and parishes and helps identify future developments for sharing the Good News and nurturing believers.

- **Individual churches** take local initiatives in mission and evangelism through courses, special events and services, and encouraging a general outward-looking perspective.

- **The Gen 2 Team** (Generation to Generation team) works closely alongside the Mission Team in growing children's and youth work in a wide range of settings across the Diocese.

- **The Diocesan Education Team** make the most of the missional opportunity provided by having children and young people in many church schools.

- **Churches** build relationships with their local schools (Church & Non-Church) and use resources like Open the Book whenever possible.

- Although we lack a **social responsibility officer**, the Diocese has supported many parishes with social action as a way of serving and showing God's love in their communities.

- **Churches and individual church members** are actively involved within the structures of local society – such as local councils - speaking for those in need and challenging injustice as needed.

- **Churches** are increasingly active in responding to the needs of the environment, locally, nationally and internationally, including responding positively to encouragement by the Diocesan Environment group for parishes to work towards A Rocha's Eco Church Awards.

Mission and Outreach

Mission Projects - A recent mission survey of the diocese highlighted a wide variety of different ways of reaching out to the community.

Alternative Church:

- Café Church
- Forest Church
- Messy Church
- Open Table, Pride Services and Inclusive Church Services
- Street Prayer Team
- Good Friday Walk of Witness
- Holy Land Pilgrimages

Meeting people's needs:

- Winter Night Shelters
- Winter Support Hubs
- Food Banks
- After School clubs
- School assemblies
- Prison Ministry
- Chaplaincies

Growing Faith Trailblazer:

GFT is framed around the church-home-school model. 90% of benefices are engaged with a local school, either primary, secondary or both and involve the incumbent and/or lay leaders in activities ranging from pastoral support for pupils and staff to leading collective worship, from taking RE lessons to hosting 'Happiness Clubs' after school.

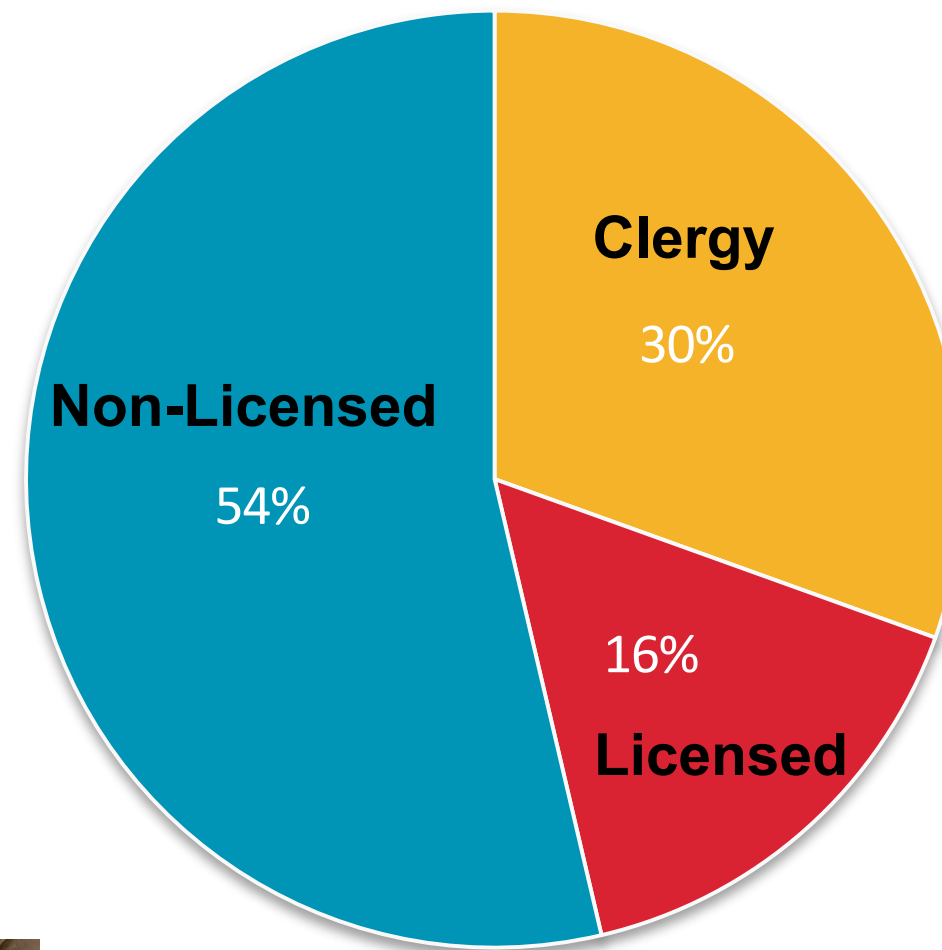


Toddler Groups: Communicating national data that 74% of families with under 5's are connected to a local church is encouraging volunteers to set up toddler groups. A new group at Potterspury has attracted more than 25 families in six months and established links with the Nursery and Primary Schools.

Mission and Outreach

Growing Disciples:

- Faith Exploration e.g. Alpha
- Annual Bishop's Bible Day
- Open the Book in Schools
- Lent Courses
- Living in Love and Faith Courses
- Online Thought for the Day
- Leading Your Church into Growth



A 2018 mission survey showed that an almost equal number of our Mission Projects are led by Licensed and Non Licensed leaders



Connecting through Interests:

- Art Projects and exhibitions
- Music including Choirs and Concerts
- Sports
- Science and Nature e.g. Space and Dinosaur exhibitions at the Cathedral
- Health and Wellbeing
- Food and Social
- Gym
- Chill and Chat & Knit and Natter
- Eco Church Events
- A Rocha's Eco Church Awards

Mission and Outreach Examples

Chapel Gym, Corby: Five years ago, a redundant church was converted into a charity community gymnasium. This gives support, friendship and scope for physical and mental wellbeing to over 800 members. Pastoral opportunities have been numerous and there are links with those on benefits, school drop-outs, substance abusers and ex-prisoners as well as all ages from Corby area. Charity outreach includes free martial arts for children, exercise classes for MIND, etc.



Peterborough's homeless residents since 2018. The charity has been active in the city since 2009 and over the years have run winter night shelters, emergency accommodation, multi-agency community support teams, Covid 19 initiatives and Street Chaplaincy.

Chaplaincy in the Diocese: The Diocese supports a growing network of Lay and Ordained Chaplains (full-time, part-time, paid and honorary) who serve to share the love and welcome of Christ in a wide variety of contexts. Chaplains are serving in traditional roles in hospitals/hospices, the Military (RAF, army), prisons, schools (primary and secondary) and universities. However, they can also vibrantly be found in parks, in town centres, amongst the homeless, on the waterways, alongside the police, fire brigade and sports clubs and within many other organisations who have asked for chaplaincy support. Wherever Chaplains serve they listen, they care and they offer spiritual inspiration to all.

The Garden House project: which is based at the Cathedral, is one of the activities run by the Light Project Peterborough charity. It has been the multi-agency hub of day time support for

Mission and Outreach Examples



Tove Benefice supports Ukraine:

Tove in Towcester has been supporting Ukrainians both in their country and as guests of local families.

Some of the ways they have helped.

- St Lawrence's collecting and sorting 20 tonnes of aid and transporting it to affected cities.
- Sending aid supplies to a refugee centre in Koblynica, Poland for those fleeing war.
- Fundraising concert for DEC and local families.
- Connecting guest families together with picnics and BBQs.
- Driving donated vehicles to Lviv filled with donated humanitarian aid and medical supplies.
- Welcoming and supporting Ukrainian guest families in the community.

Peterborough Pride:

The annual festival attracts people from the surrounding area. The Cathedral and the Town Hall have raised a rainbow flag during Pride Week for the last 5 years to support the 21,855 people in the Diocese who reported having a sexuality other than heterosexual (2021 census data). Several churches help steward the parade and offer refreshments from a prayer tent.



Pride flag over the Cathedral



TDoR 2022

Transgender Day of Remembrance service:

An annual ecumenical service to remember the lives that have been lost in the year due to violence and discrimination. Census data shows 4,933 people under the transgender umbrella live in the Diocese.

Mission and Outreach Examples

Moulton Parish Church: has implemented two major church growth projects in the last seven years. The first was a church 'graft' to Billing, a village 4 miles away. 7 years on, the Church is starting to see considerable growth, especially around its family service with 30-40 people attending. The lessons learned at Billing were instrumental in shaping the plant to Duston and Upton in 2021. A community survey and formation of a core planting team, was done to build relationships with Grace Church Upton. Between 80-90 people meet for worship every Sunday morning at Upton Meadows Primary School despite the backdrop of the Pandemic. Planting and revitalisation is a core part of MPC's mission.

King's Sutton, Newbottle & Charlton

Benefice: is seeing growth through their Parent & Toddler Worship, Children's Church, Family Services and 'The Nest' social group for parents and carers. They aim to form 'sticky Christians' who will persist with a lifelong pilgrimage in the faith.

Online Church: During lockdown, many of our churches took their services online to continue serving the needs of their congregation. Many who have continued with a hybrid style of in-person and online services report still reaching a good number, keeping connected with those who cannot get to the service. Some prayer meetings, home groups, Alpha courses and daily offices also remain online with good support.

Outdoor Forest Church: during lockdown and since we have seen an increase in churches working outdoors. Forest church involves people in worship, Christian reflection and community-building, generating a network of leaders and equipping them through bespoke training. All of these groups are intergenerational and reach people outside the normal sphere of the traditional Church.



Diocesan Enablers - Vocational Development

How we are equipping our leaders to fulfil our growing faith objectives.

Lay congregational leadership/focal ministry:

There are opportunities for well-discerned, supported and trained lay people to lead congregations, albeit not necessarily imposed top-down within the Diocese. The Director of Vocation and Formation is considering how best to support isolated small congregations in rural multi-parish benefices, including training individuals for focal ministry.

Pioneering and planting: In the past, the Diocese has planted pioneer clergy into new estates and unreached areas. More recently, paid clergy have only been deployed to existing parishes or to large benefices unsuitable for pioneers. This has resulted in a skills drain of trained pioneers to other dioceses that offer planting and pioneering posts.

Training for churchwardens, evangelists and pioneers:

The Diocese is partnering with Church Army on a Faith Empowered certificated course for the first time this year with training for lay evangelists and discussions are underway regarding churchwarden training.

Leading Your Church into Growth (LyCiG):

Following an introduction for all clergy on LyCiG, there has been a steady uptake of clergy and parishes taking up LyCiG training organised by the Mission Team. The online and in-person training has led to a growing demand for and acceptance of LyCiG as a real aid to mission.



Diocesan Enablers - The Gen2 Project

How we are equipping our leaders to fulfil our growing faith objectives.

The Gen2 Project: This project received a £1.1m investment from the Church Commissioner's Strategic Development Fund over six years, 2018-2024. It aims to enable us to change the culture of our church, prioritise younger generations and see them as fellow disciples journeying together in the way of Jesus. We are achieving this by creating a pathway of training and employment for children, youth and family workers.

New Specialist posts: We have seven deanery mission enablers. They are developing innovative projects with children, young people and families. They support parishes to start new activities, train volunteers and support others to refresh their ministry to engage with their communities.

Volunteer Training: Specific training courses for children's ministry and youth ministry are equipping 80 volunteers each month, including teenagers as emerging leaders.

Clergy recruitment and training: We aim for all clergy to have confidence and competence with children and young people. All of our curates spend one day per year with the Gen2 Team and we aim for issues related to younger generations to be included in general clergy training programmes.

Young Adults Ministry Experience: Almost 100 young adults have spent a year on our intern programmes in the last 11 years. Many are now serving God in church-based ministry in the Diocese or elsewhere, including two of our youngest incumbents and six of our current curates.



Safeguarding

The Diocese of Peterborough is committed, as part of the Christian church to living in the spirit of the Gospel, to protecting and caring for everyone, particularly children, young people and those who are vulnerable. Our expectation is of a bishop who will provide visible leadership and responsibility for safeguarding.

As a diocese we are committed to:

- Ensuring a safeguarding culture where everyone is treated with respect, and all are comfortable about sharing concerns.
- Supporting all our volunteers, clergy, advisers and lay people to achieve the standards laid down in the Safeguarding Policies of the Church of England.
- Working with individuals who have criminal convictions, or where other safeguarding risks are identified, to ensure that they and all members of the church community are safeguarded.
- Holding to account everyone responsible for the safety and wellbeing of children and vulnerable adults in the diocese.
- Supporting victims of safeguarding failures and ensuring the thorough investigation of all new and historic safeguarding complaints.



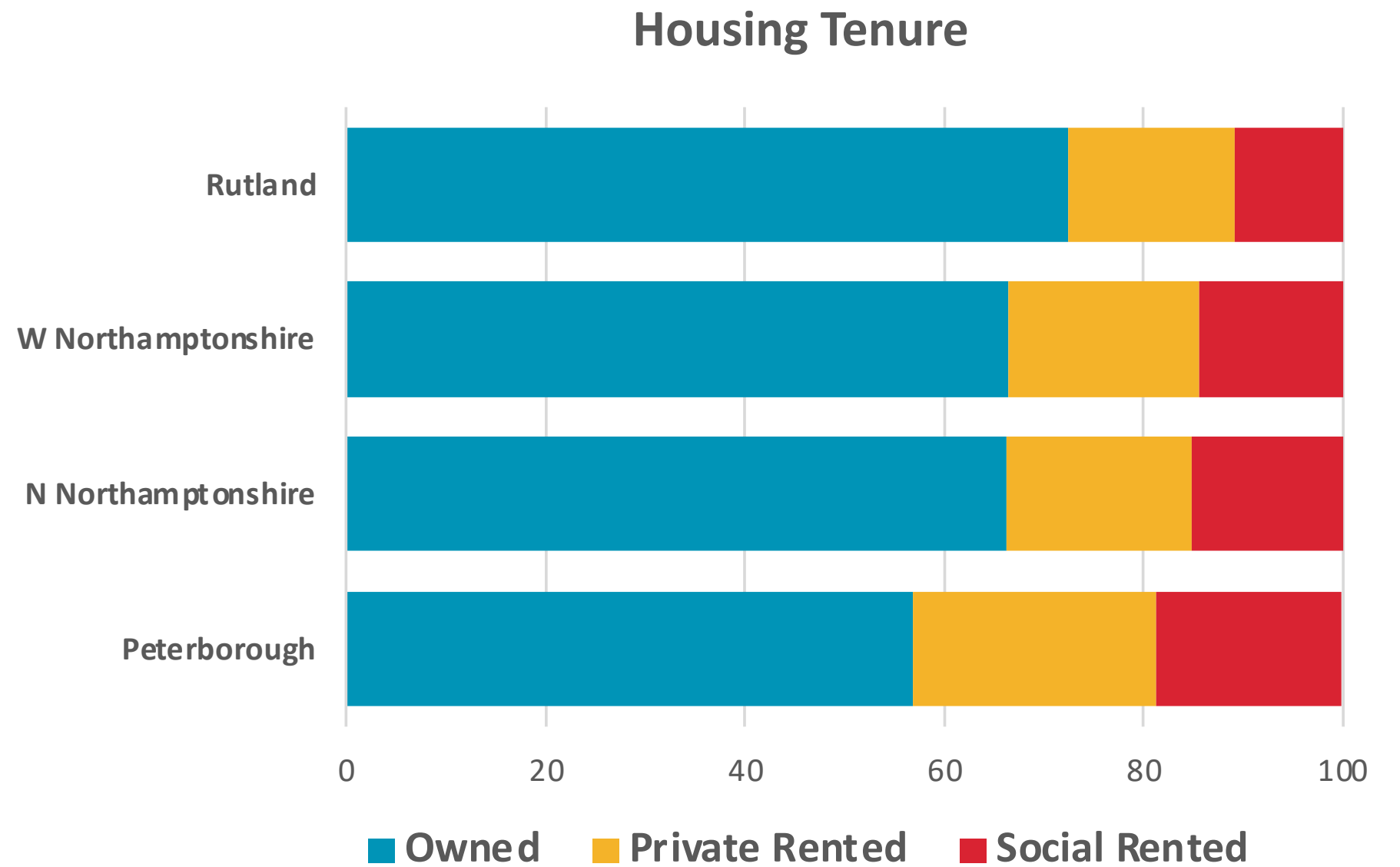
Our Region



Looking over Northampton at dusk

The Communities We Serve

Rutland is a rural upland area. It boasts being the smallest county in England, only 17 miles east to west and 18 miles north to south. Its two towns are Oakham and Uppingham, each with a famous school. At the centre of the county is Rutland Water, a large artificial reservoir. It is a centre for fishing, birdwatching (including ospreys), boating and the site of a nature reserve. Rutland Water covers 1,200 hectares and serves the growing urban areas of Northamptonshire and Peterborough. It has a population of 41,000 and the lowest population density of 108 people per square kilometre. Apart from agriculture, the main economic activity, there is some industry producing electrical products, cement, plastics, and clothing.



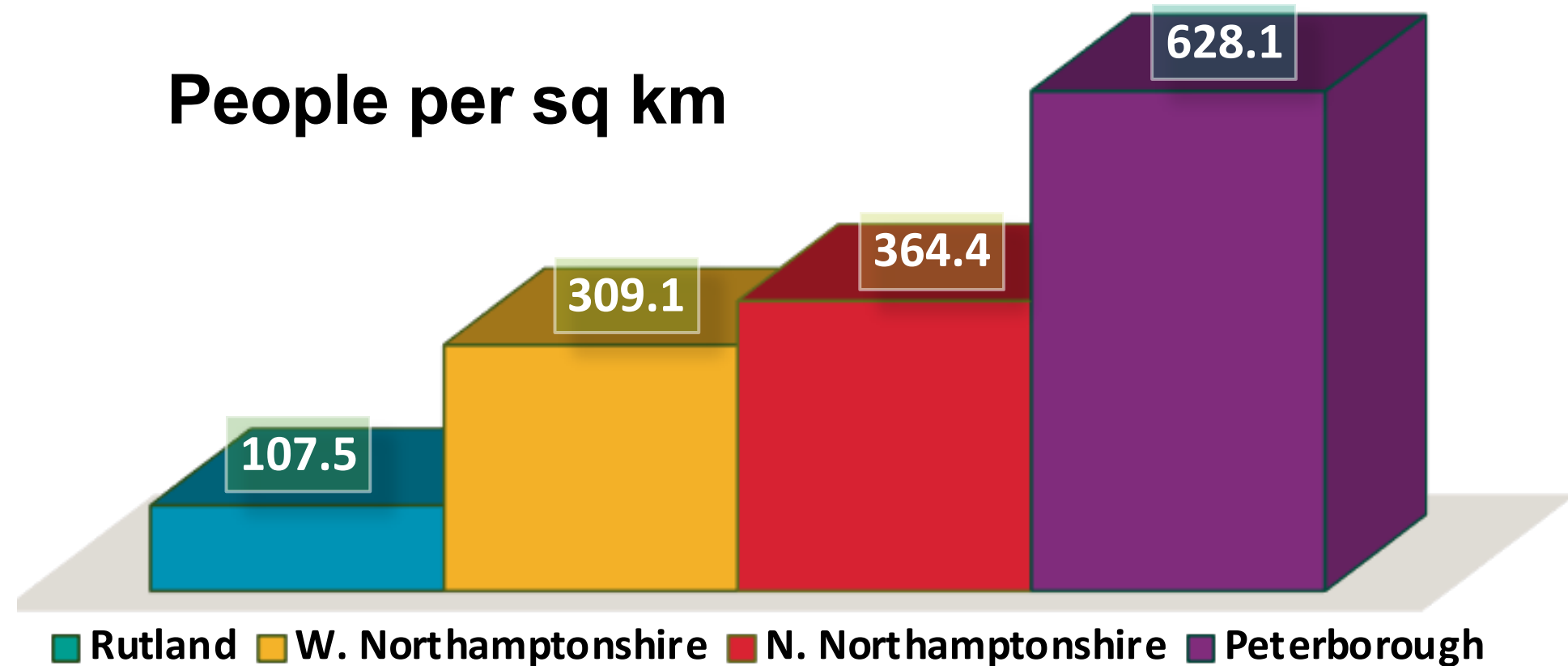
Northamptonshire, The county of Northamptonshire has a rich history and a variety of towns with their own distinct identity and civic pride. Significant challenges in the recent past saw the reorganisation of local government following the collapse of the County Council and the establishment of two unitary authorities, West and North Northamptonshire. The process of readjustment is a substantial and challenging one with continued significant pressures on social and care services across the region.

The Communities We Serve

Northamptonshire cont.

There has been considerable growth in population since 2011 and the number and size of planned residential developments across the County suggest this will increase, opening challenges and opportunities to the Church in the process. Northampton itself, is the largest settlement in the Diocese (246,000) and sits central to the County (albeit administratively in West Northants) with a largely rural hinterland to the west and a cluster of old industrial communities (Kettering, Corby, Wellingborough, Rushden, Higham Ferrers, Raunds) to the north east. The County is known for its historical shoe industry (and some high-class production remains) and its central location and accessibility to road networks has seen a huge growth in the logistics sector with a proliferation of warehouses and industrial parks along its main arteries. These networks and the County's geography can reduce the sense of a coherent identity with its different parts looking outwards rather than to the centre.

Albeit there has been an emphasis on strengthening business connectivity and technological development through the University of Northampton and a number of vocational colleges and institutions. Tourism and leisure have been important contributors, especially to the rural economy, in a county with areas of outstanding beauty and historic significance. In this diverse context, only a few institutions (e.g. the Lieutenancy and the Shrievalty) offer a sense of continuity and coherence. With its strong relational emphasis, the Diocese has an important role in connecting communities right across the county.



The Communities We Serve



Peterborough is a medium-sized city that lies on the margin of the Fens, a low-lying area of peat and silt and an area of great fertility and massive agricultural output. A number of the region's products are processed in Peterborough's factories. Now one of the fastest-growing cities in the UK, Peterborough also has significant Asian and East European communities. Government 'levelling up' funding has been directed to the city including £43m to regenerate the station gateway. The retail heart of the city is also in need of regeneration. Situated on the main rail line between London and Edinburgh, at a junction with cross-country routes, it is a choice location

for warehousing and distribution. It is home to companies like Amazon and Ikea as well as big industry names like British Sugar and Perkins Engines. In 2020, Peterborough was ranked the most affordable London commuter town - with a train to London taking just 39 minutes. With the introduction of gigabit technology in the city, home working and global connectivity are facilitated. It has one of the highest business start-up rates in the country. Sustainable lifestyles are entrenched within the city. In May 2020, Peterborough had the most houses with solar panels on the roof of any city or town in the UK.



Population 2001: 156,061 2011: 183,631 2021: 215,700

The Communities We Serve

The population of Peterborough Diocese is 941,000, of which 40% are under the age of 30. The worshipping community is 17,600.

Sexual Orientation



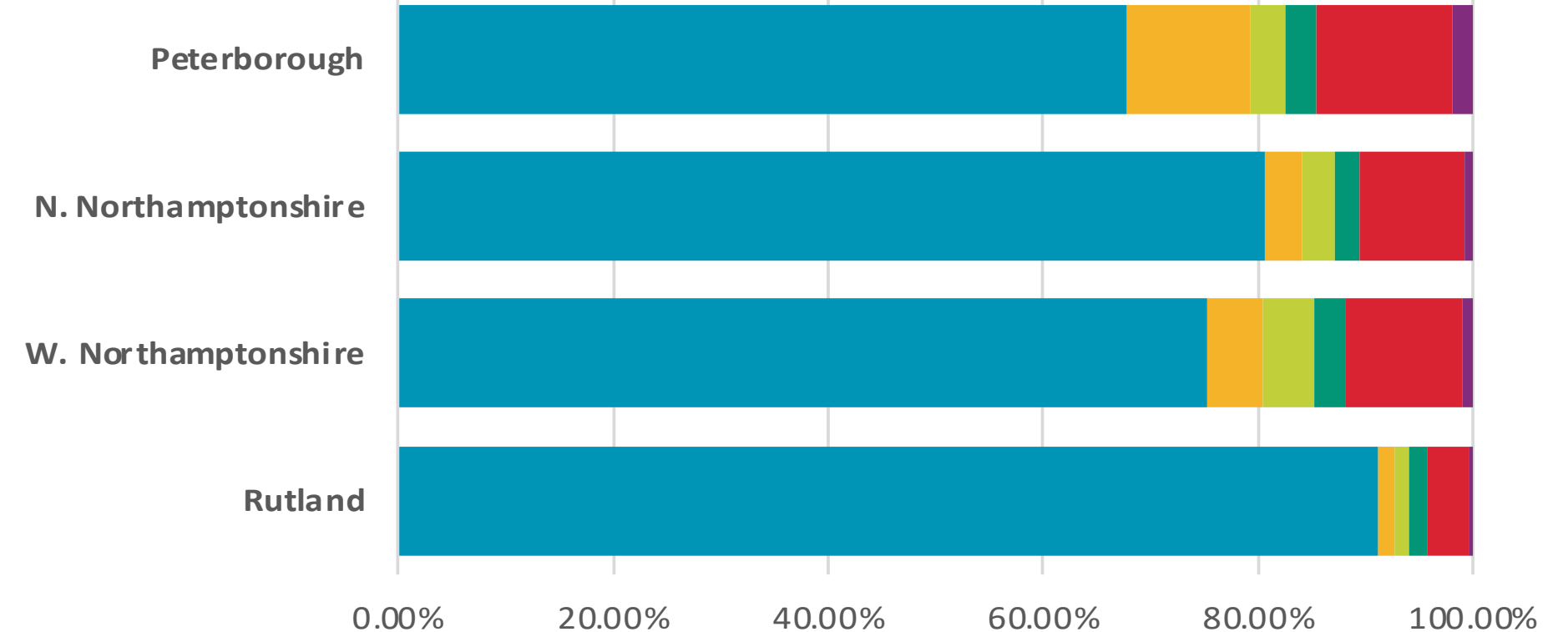
- Straight/Heterosexual 90%
- Other sexuality 2.6%
- Not Reported 7.3%

Other Sexualities Breakdown



- Gay/Lesbian 44.8%
- Bisexual / Pansexual 51.7%
- Asexual 1.9%
- Other 1.4%

Ethnicity in the Diocese



- White:UK avg 75.73%
- Asian: avg 6.09%
- Black: UK, Caribbean or African avg 3.75%
- Mixed: avg 2.62%
- White Other: avg 10.73%
- Other: avg 1.08%

Gender Identity



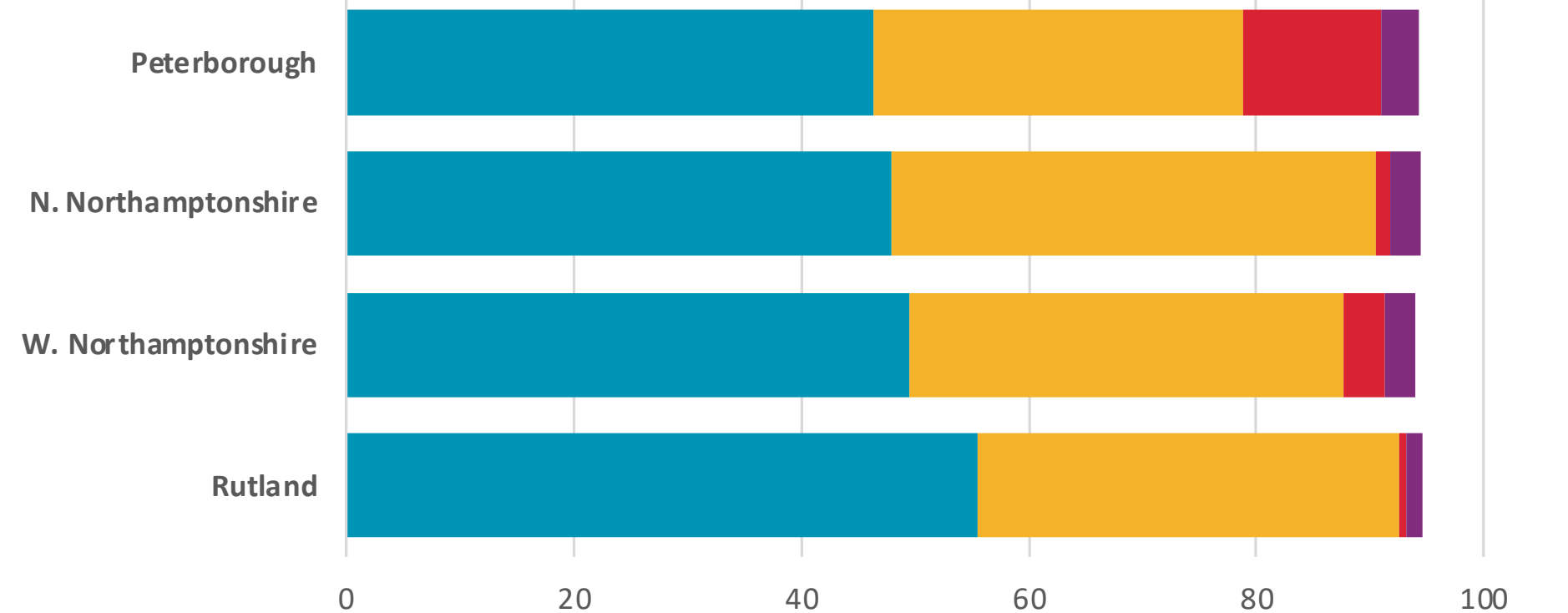
- As at Birth 93.27%
- Other than at birth 0.59%
- Not Reported 6.14%

Other Identity breakdown



- Different but not specified 51.39%
- Trans Woman 17.68%
- Trans Man 18.59%
- Non Binary 6.79%
- Other gender identity 5.55%

Religion in the Diocese



- Christian avg 49.7%
- None avg 38%
- Muslim avg 4%
- Other 2.5%

Education

There are 176,000 children in school in the Diocese, of which more than 20,000 are students in 103 Church schools, the latter group are participating in Christian worship regularly and invitations are frequently extended to family members to join in worship too.

Two new Church of England schools have been set up in the last ten years to meet local needs; Hayfield Cross CE Primary School and Monksmoor Park CE Primary School.

94% of our church schools and academies have been graded as Good or Outstanding by Ofsted and 100% have been graded Good or Excellent, under the new SIAMS schedule.

There are over 5,000 pupils in independent schools with a diocesan heritage and two universities, the University of Northampton with 12,000 students and the new Anglia Ruskin University Peterborough. There is a growing engagement with students at UoN through the chaplaincy and a student mission leader.



The Gen2 Team works alongside our clergy and lay workers to use this fertile mission ground as a springboard for faith based on the Growing Faith objectives.

90% of our benefices are engaged with their local schools and we are encouraging and enabling churches to strengthen those partnerships to increase the active participation of families in church life.

Our Resources



Looking over Peterborough at night













Our Diocese

The Diocese of Peterborough, founded in 1541, has 378 churches covering Northamptonshire, the northern part of Peterborough and the county of Rutland. Peterborough Cathedral is our mother church. With around 200 clergy and a similar number of lay ministers, we serve a population of just under a million people. Until 1927 the Peterborough Diocese covered what is now the (modern) Diocese of Leicester.

The Diocese covers 1,166 square miles.



Our Churches

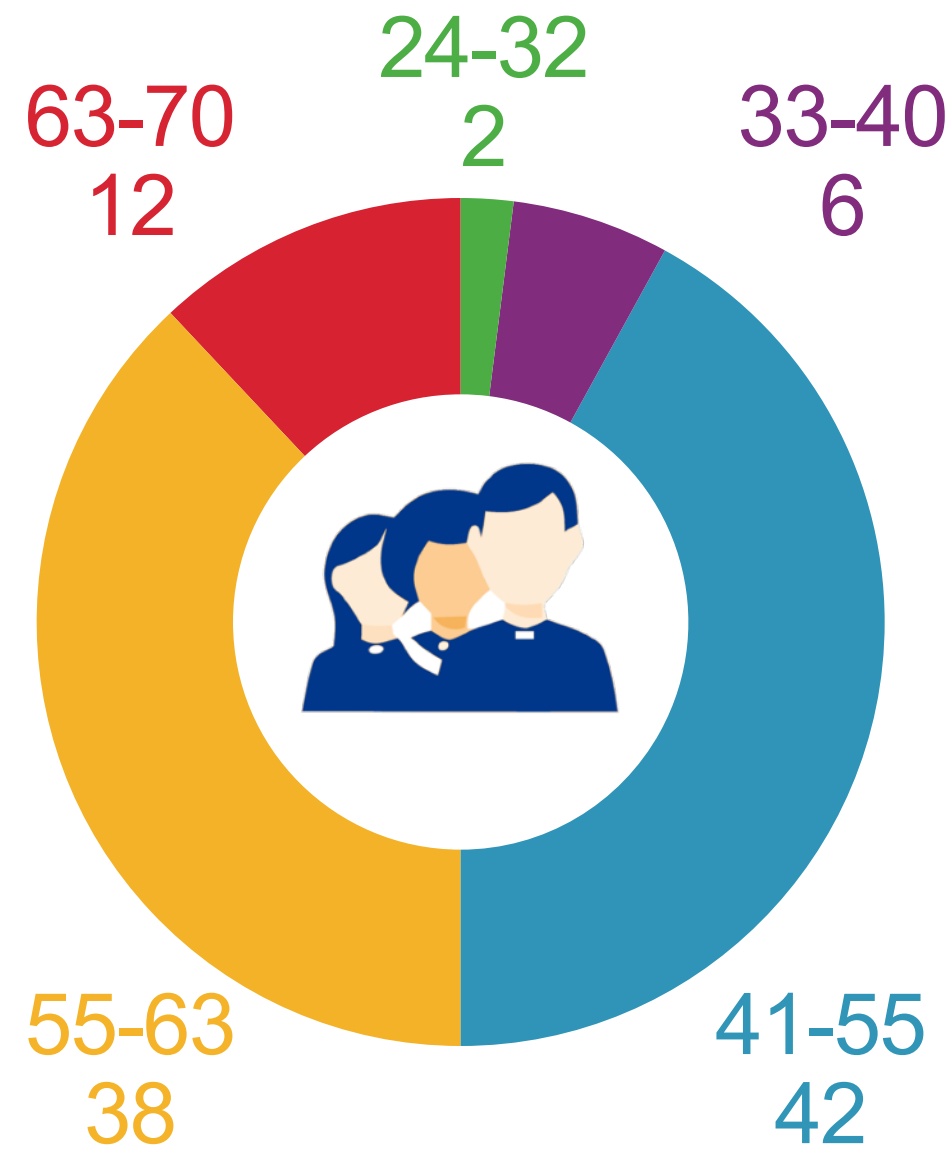
Brackley	33	
Brixworth	43	
Corby	19	
Daventry	26	
Grtr Northampton	31	
Higham	15	
Kettering	26	
Oundle	36	
Peterborough	32	
Rutland	48	
Towcester	35	
Wellingborough	34	

The parts of the City of Peterborough that are south of the River Nene, fall within the Diocese of Ely. The Bishop of Peterborough has been commissioned as Assistant Bishop in the Ely Diocese so they can exercise pastoral care in these parishes, which include Stanground, Orton, Woodston, Yaxley and Fletton.

Churches and Parishes in Numbers

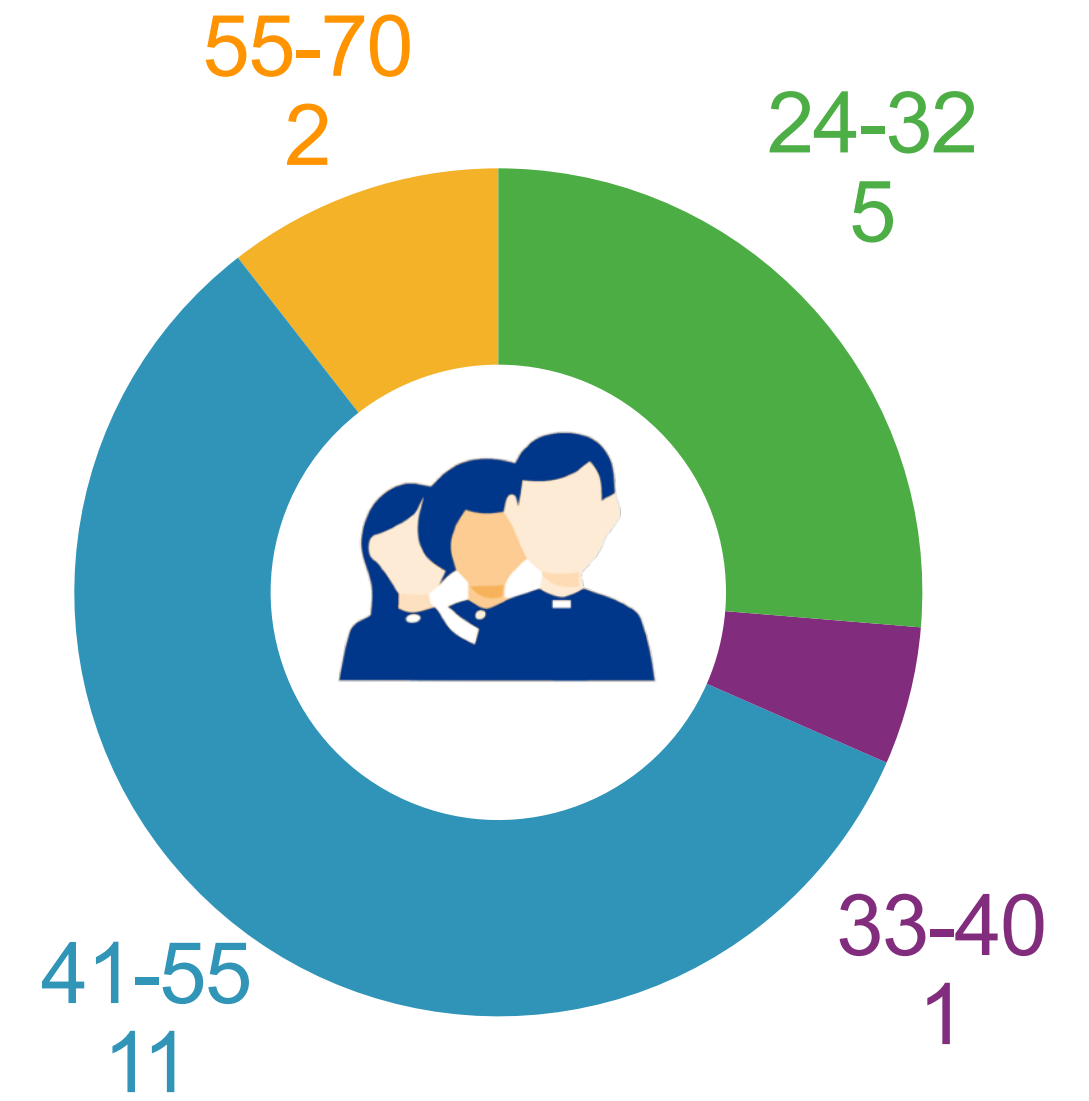


Age of stipendiary clergy

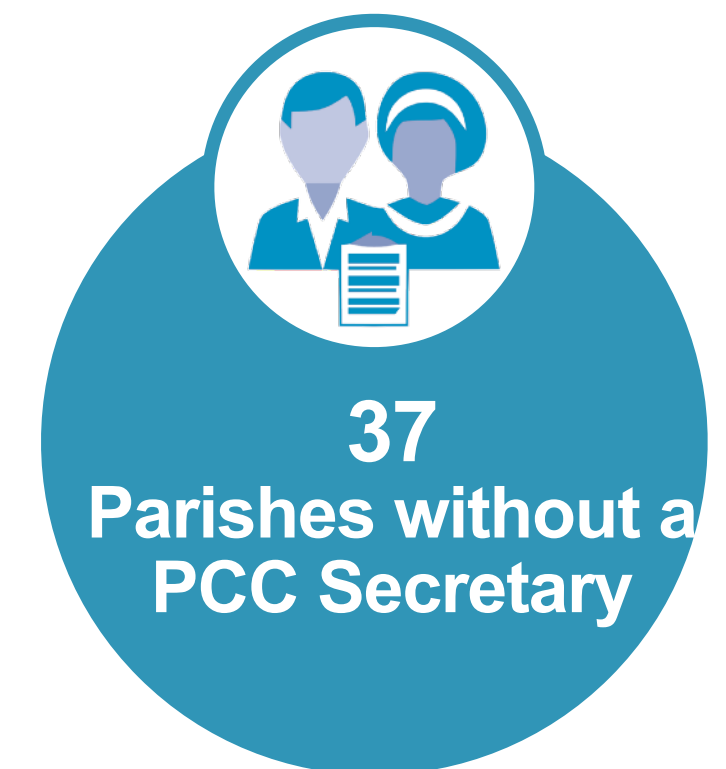


Average age of clergy 54

Age of Curates



Average age of curates 44



Peterborough Cathedral



Peterborough Cathedral is one of the great Norman buildings of England, the jewel in the City's crown, a place of worship and learning, and a significant visitor attraction. It has a large and diverse congregation, a strong choral tradition and a music outreach programme and is engaged in a wide range of initiatives in the City. The Cathedral is an important place of gathering for the Diocese, (notwithstanding the challenges of geography, at one end of a large diocese), used as a venue for teaching events and licensing as well as ordinations and the daily office.

After a well publicised financial crisis in 2016, finances are now well-managed although building a sustainable business model remains challenging. A creative and entrepreneurial approach to income generation seeks to ensure an alignment between our events and our core values as a place of mission and ministry.



The implementation of the new Cathedral's Measure has gone smoothly with Peterborough already aligned with many of its provisions and with a talented team of non-Executive lay members of Chapter.

Launde Abbey

The diocesan retreat house, Launde Abbey – a place of prayer, hospitality, community and sanctuary - hosts many ministry training events, staff meetings and retreats for both parishes and individuals lay and ordained.

A significant shared moment each year is Peterborough's ordination retreat. Led by Warden Revd Alison Myers, the small 'Launde Community' sustains a daily rhythm, offering hospitality of prayer as well as food and accommodation. The Warden runs a rich programme of open retreats and monthly quiet days, and is re-shaping the well-received Holy Listening course to train spiritual directors ecumenically and regionally.

Launde Abbey is run by an independent trust and, although not directly supported financially by the Diocese, it benefits from diocesan 'business' and support of other kinds, from both Peterborough and Leicester. It has weathered the pandemic and is creatively and successfully rebuilding its work and ministry for the current context.

As it does so, there are opportunities to develop further Launde Abbey's relationship with, and contribution to, the life of Peterborough Diocese.

Fellowship of Spiritual Directors

The Diocese seeks to promote the practice of spiritual direction through a network of Spiritual Directors, who work alongside people requesting spiritual direction. They also provide training, supervision and support to those wishing to join the Fellowship.

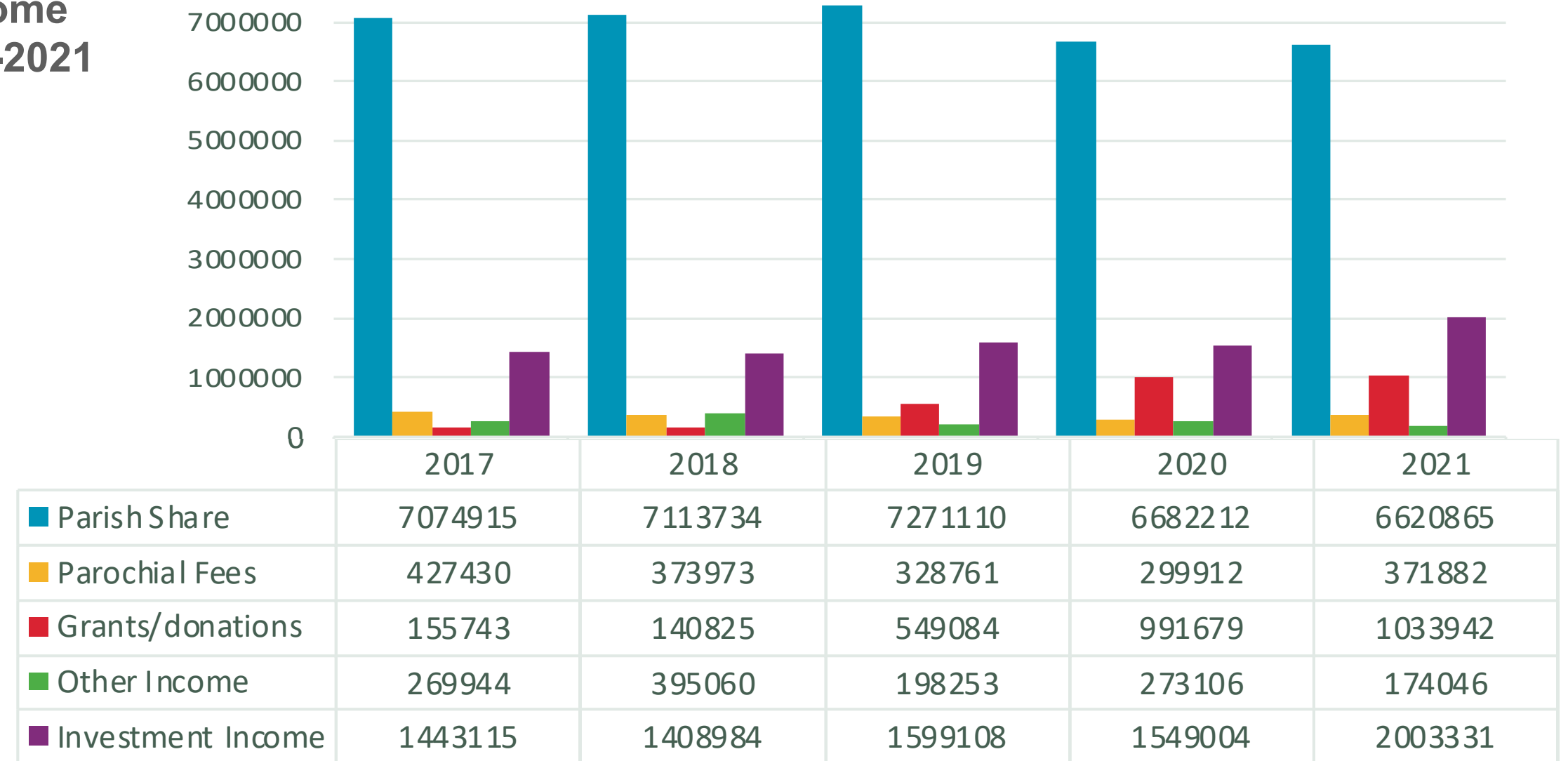


Finance

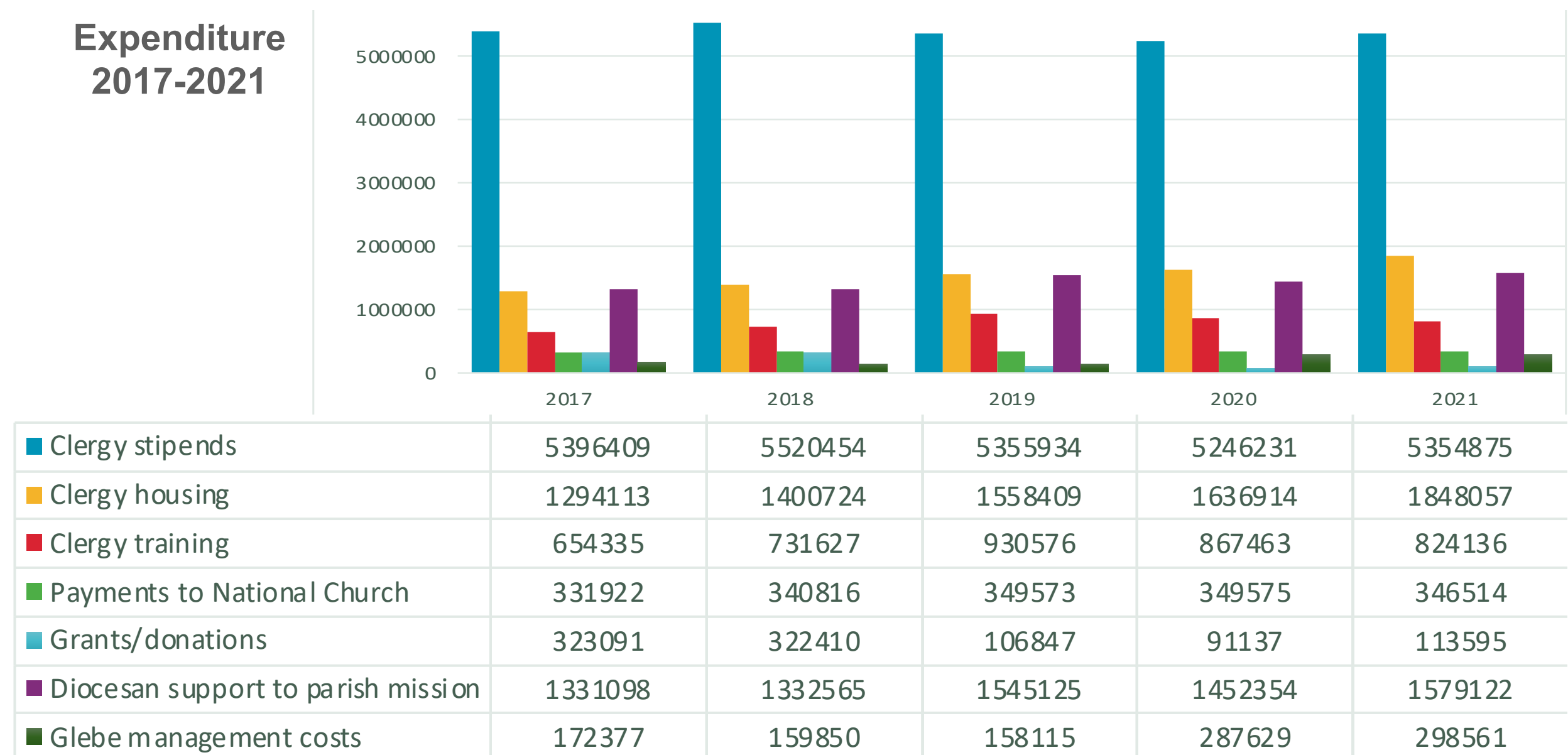
As can be seen from the annual report for 2021, the finances in the diocese have weathered the pandemic somewhat better than we estimated at the beginning, and better than many other dioceses, although pre-pandemic there was a very slow downward trend in percentage share received.

The DBF has a primary objective of supporting ministry and recognises the essential need for leadership and careful evidence-based experimentation and change in how ministry is carried out, under the guidance of the bishop and senior leadership team.

**Income
2017-2021**



**Expenditure
2017-2021**



Finance

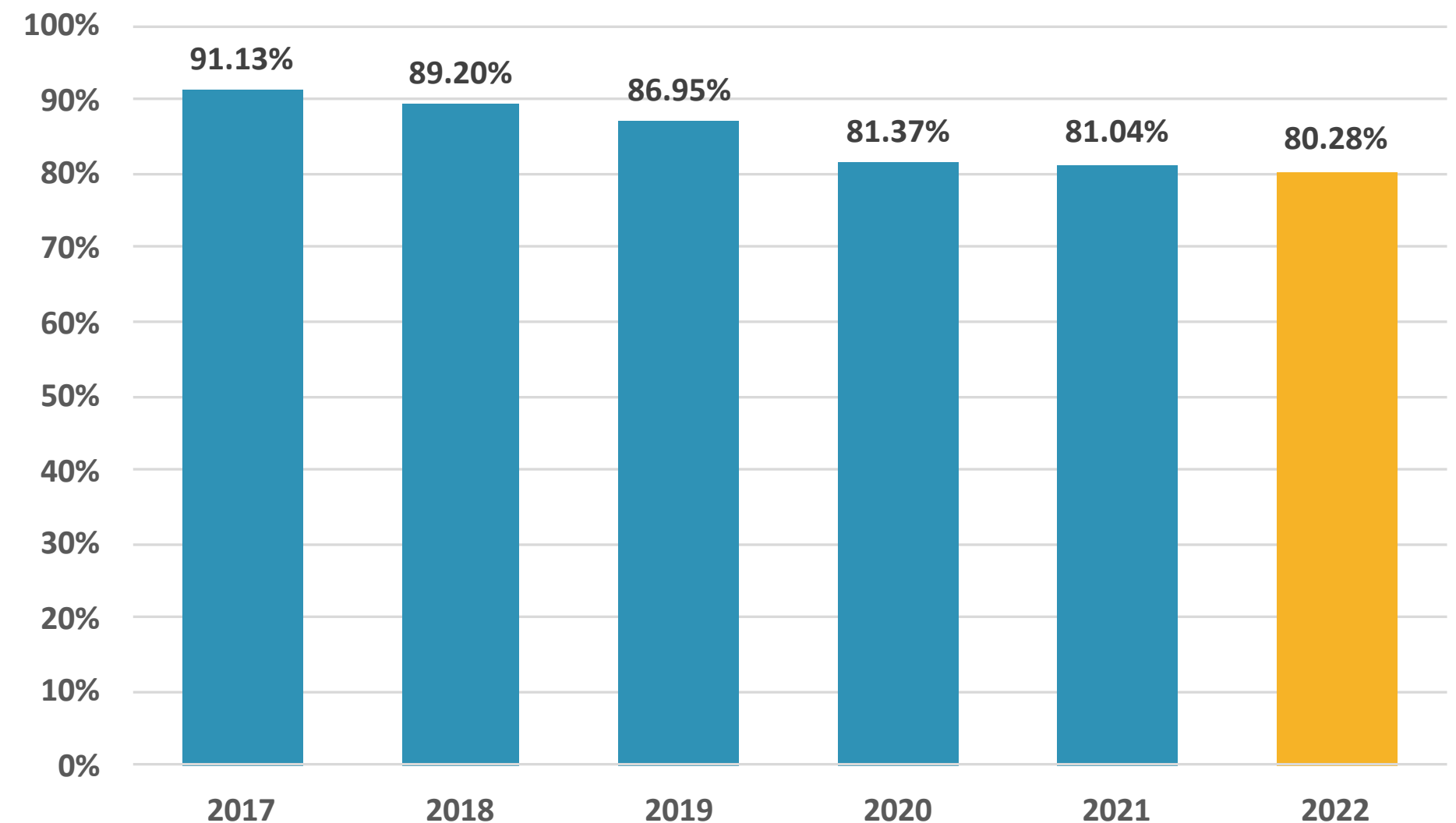
A whole-time-equivalent priest costs £67,000 in our diocese (includes training for successor and pension for predecessor.)

We need to address:-

1. the reduction in Parish Share submitted by the parishes (down from 86.95% in 2019 to 81.28% in 2022)
2. the pressure on parishes for fuel costs, and cost-of-living rises for church members.
3. the difficulty in finding and deploying clergy in part-time, multi-benefice posts
4. that teaching about stewardship and the opportunities it presents is patchy in the parishes and is quite a large reason for parish share being below the asking level.

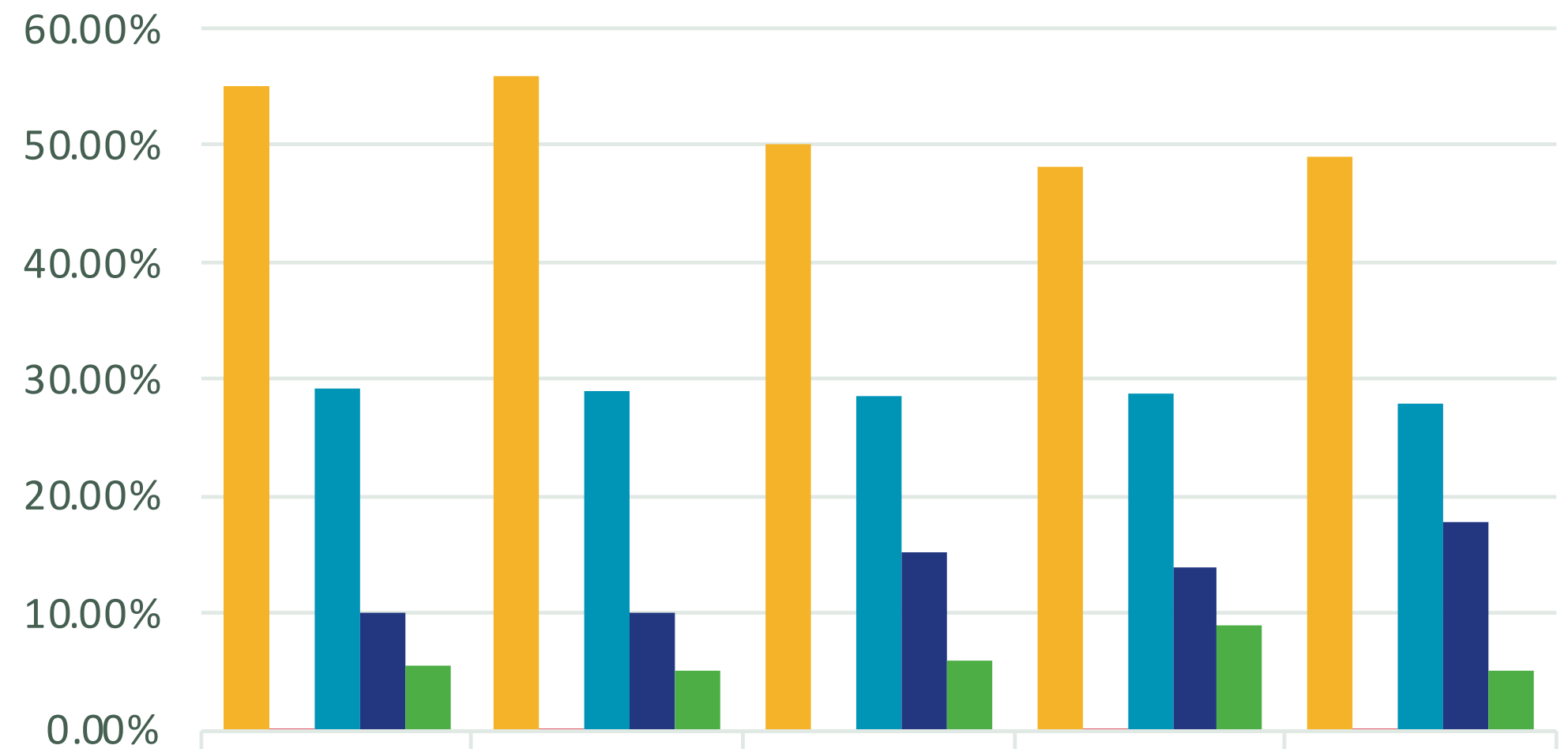
To do this the Board of Finance is reviewing the Parish Share formula 2023 for implementation in 2024. We have kept the share the same for parishes for the last two years and for the current year.

Parish Share “collection” rate



Finance

Giving is more sustained in those benefices in the Parish Giving Scheme. Small rural multi-benefices and multi-ethnic city centres have the hardest time sustaining stewardship giving. Currently, there are about 100 of the 348 parishes in vacancy. We have the sixth largest diocesan portfolio of glebe land in England and are gradually moving the balance of investments vs land towards 50/50 by judiciously selling land, when we can obtain a better return on our assets to support ministry. This process cannot continue indefinitely, and this is another reason for the review and subsequent changes.



	2017	2018	2019	2020	2021
Tangible Assets - land & buildings	55.03%	55.82%	50.18%	48.15%	49.10%
Tangible assets - other	0.01%	0.01%	0.00%	0.03%	0.02%
Investments - glebe land & buildings	29.17%	28.94%	28.65%	28.74%	27.90%
Investments - other	10.18%	10.18%	15.27%	14.00%	17.87%
Other net assets	5.60%	5.05%	5.89%	9.07%	5.10%

We support an unincorporated DBE with 103 C of E schools. We have sought to increase the experience and robustness amongst committee members, not only on the Board itself but also with sub-committees dealing with audit, investments, and parish financial management (through the two effective stewardship officers). The Board is in a review process to improve its effectiveness.

Bishop's Leadership Team

We are clear that leadership in the diocese is not a solo activity. Episcopal ministry is shared with a suffragan colleague and a strong leadership team. Our lack of diversity is a concern.



+John Holbrook
Bishop of Brixworth



Andrew Roberts
Diocesan Secretary



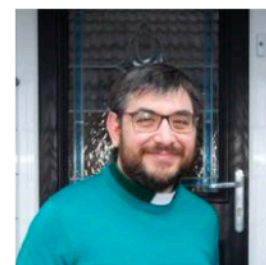
Chris Dalliston
Dean of Peterborough



Peter Cantley
Director of Education



Alison Booker
Archdeacon of Oakham



Haydon Spenceley
Director of Ordinands/
Director of Vocation & Formation



Richard Ormston
Archdeacon of Northampton



Pete White
Director of Children & Youth



Paula York
Dean of Women's Ministry



Charlie Nobbs
Director of Mission

The central administration of the Diocese is based in the Diocesan Office attached to the Bishop's Palace in Peterborough and in a modern office unit at Bouverie Court in Northampton

The Bishop's Office Staff includes:

Alex Tolley PA to the Bishop of Peterborough
Rachel Lomas Assistant PA to the Bishop of P'boro
Suzanne Carter PA to the Bishop of Brixworth
Steve Benoy Bishop's Chaplain



A Closing prayer

Loving Father

We thank you for your mercy.

We, your Children,

We are the body of Christ in this place.

Show us the servant that you have chosen.

Empower your servant to guide us in your way

That you may be glorified here.

Amen.



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Registered Office: The Diocesan Office, The Palace, Peterborough PE1 1YB