

Archdeaconry of Gibraltar
February 2019

Building up the Body of Christ...
in the Diocese in Europe

Robert Innes
Diocesan Bishop





Andrew
Caspari What
is he for?

Mission

HORNET + 3



Stewardship

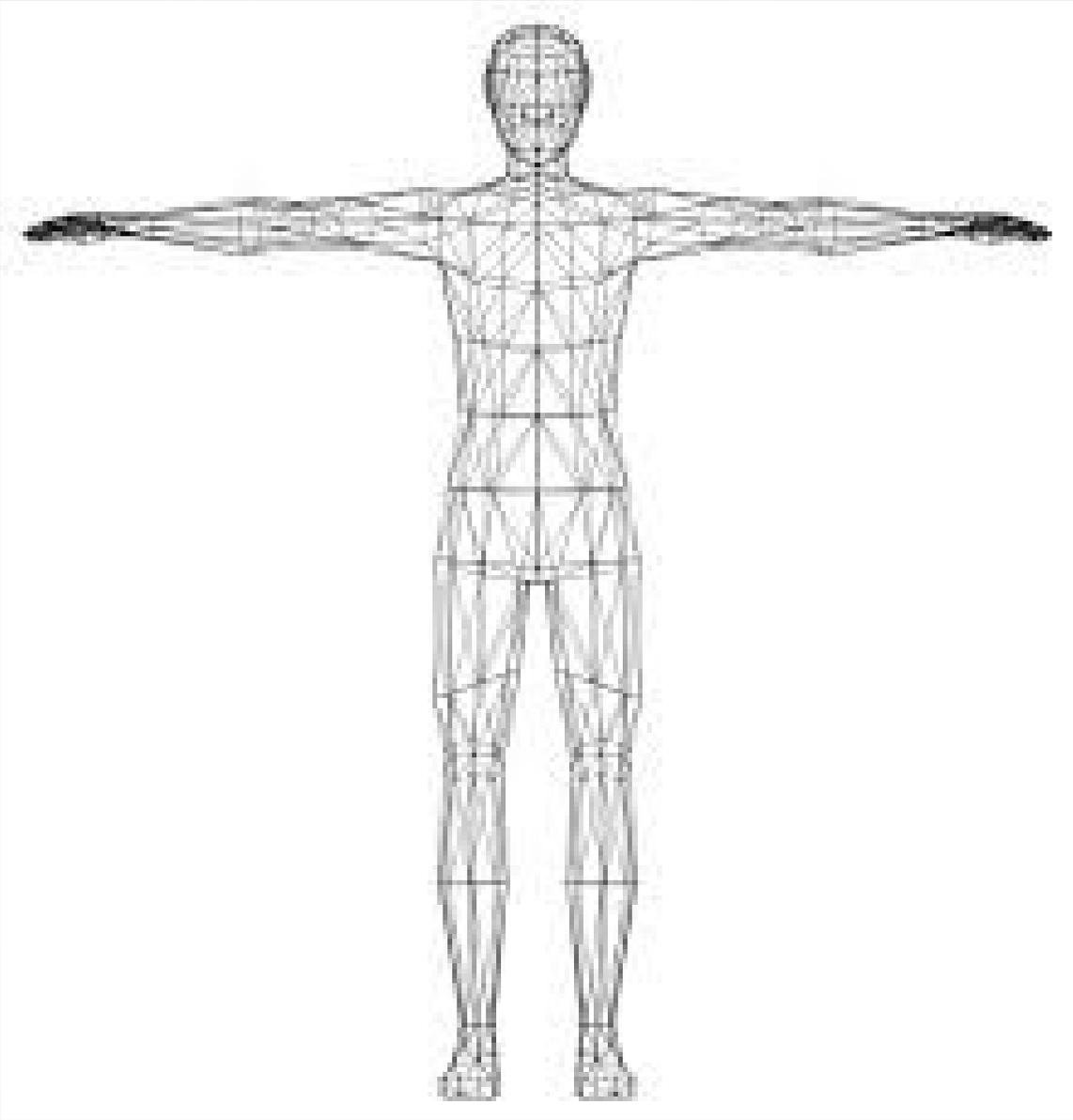




Care

Diocese?





The Diocese is like...

1. The skeleton (providing structure)
2. The blood (moving resources around)
3. The skin (providing protection)
4. The heart (generating energy)
5. The immune system (dealing with things that might hurt us)
6. The ligaments (joining people together)

“A diocese is a portion of the people of God entrusted for pastoral care to a bishop”

“The Diocese...consists of the chaplaincies and congregations in that area designated from time to time by the diocesan bishop””





Diocese in Europe Measure

1980:

1. To provide General Synod representation
2. To empower the Commissioners to pay the Bishop and Suffragan Bishop and to provide the Bishop with a suitable residence 😊
3. To confer pension rights on the Bishops and Clergy performing duties in this diocese 😊😊
4. To treat the Diocese as if it were in the Province of Canterbury (i.e. not 'overseas')

2013: To empower the Commissioners to make payments to us for the development of mission

- The Diocese is governed by the Diocesan Constitution (1995)
- The Diocesan Constitution imports the Church of England's Canon Law:
 - "Subject to the provisions of the Measure and of this *Constitution* and so far as the local law of any state or country shall permit, canons and other Ecclesiastical Law of the Church of England shall, so far as applicable, apply in the Diocese with such modifications or exceptions as, on the submission of the diocesan Bishop after consultation with the Diocesan Synod, are deemed appropriate by the Archbishop of Canterbury"

The Diocesan Board of Finance:

A private limited company and a registered charity

Purpose: to advance the work of the Diocese.

The business part of the Diocese: employing the staff, keeping the accounts and paying the bills.



Diocesan Board of Finance

- Members of the Diocesan Synod are members of the DBF
- The Secretary is the Diocesan Secretary
- The Directors of the DBF are: The Bishop, the Chairman, the members of the Bishop's Council and up to four other nominated members.
- Directors are charitable trustees with serious responsibilities for managing assets responsibly and acting in the charity's best interests.
- UK trustees now have particular responsibility to ensure the adoption of best practice regarding safeguarding.

Where does the DBF get its money?

- Interest on Investments
- Grant aid from the Church Commissioners for England
- But, mainly, common fund contributions given by the generosity of chaplaincy members

Thank you



How are we changing?

1. Changing Culture
 2. Working out the strategic vision
 3. Increasing Professionalism
- ...and with all this, changing faces...

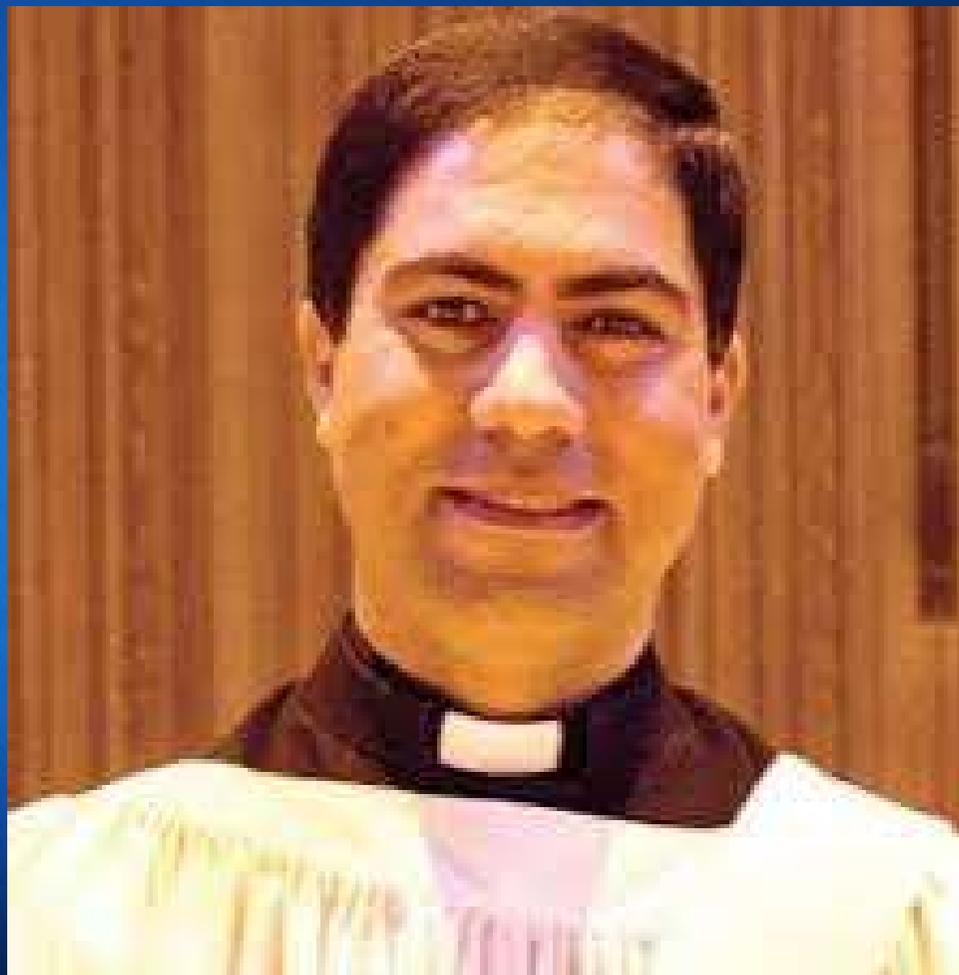
1. Changing Culture

- Greater openness, transparency and trust, e.g. with appointments
- Building the best possible senior team working relationships
- Being the European conscience of the Church of England
- Incarnational/International/Europe-based ministry

2. Working out the Strategic Vision – Walking together in Faith

- Building up the body of Christ
- Sharing with mission agencies and other churches in the evangelisation of Europe
- Striving for a just society and sustainable environment
- Working for reconciliation
- Providing the necessary resources

Mohammad Eghtedarian – Chaplain of St. Nicholas Ankara



2. Working out the Strategic Vision – Walking together in Faith

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Kirrilee Reid: Chaplain to Pas-de-Calais and Refugee Projects Officer



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3. Increasing Professionalism

- Strengthening HR processes, governance and finance capability
- Taking the greatest care to appoint the best possible people
- Creating a proper diocesan registry
- Investment in database technology and using digital communications better
- Maintaining high standards of safeguarding
- Establishing an evidence base for clergy wellbeing

3. Increasing Professionalism

- ...but there is much more to do, and the world is changing fast...

**“If we want things to stay
as they are,
things will have to
change.”**

Giuseppe Tomasa di Lampedusa

2018: a year of decision for the Diocese

- Since its founding in 1980 the Diocese has grown significantly
- At the same time, regulatory demands (Safeguarding, Data Protection, HR) have grown
- And the pace of change is generating more conflict requiring more skilled intervention
- But the resources of the Diocese have not kept pace with increasing complexity and we are now seriously underpowered

Difficult decisions needed

- In 2016 we looked at cutting back and found almost no scope for savings only for transferring costs
- In 2017 the DBF was running a large deficit
- To do nothing means the DBF runs out of money within just a few years (2022)
- My own role includes 'governance and care' for the diocese
- In Autumn 2017 I therefore had to appeal for more income

Key Decisions made in 2018

- Diocesan Synod approves a new financial plan
- Bishop's Council agrees phased increases to parish share (5% 2017, 6% 2018, 8% 2019, 10% 2020)
- Increases cover the key areas of safeguarding, archdeacons and communications
- Bishop's Council agrees a new plan for archdeacons and area deans
- A working party is set up to look at the formula for allocating parish share between chaplaincies

...Changing Faces....

- A new Diocesan Safeguarding Advisor – Andrea Watkins



...Changing Faces....

- A new Diocesan Director of Communications and European Institutions Attache – Damian Thwaites



...Changing Faces....

- A New Appointments Secretary from September 1st - Barbara Omorow



A new Chief Operating Officer (Diocesan Secretary) Andrew Caspari



A new Director of Finance Susan Stelfox



2019: Rolling out the plan for Archdeacons in the Gibraltar Archdeaconry

- A time of transition with two archdeacons stepping down
- Archdeacon Geoff picking up additional responsibility for Italy and Malta from February
- Archdeacon Geoff retires November 2019
- Recruitment of a freestanding, stipendiary Archdeacon for Gibraltar and Italy this year

Area Deans

- David Waller - Mallorca
- Medhat Sabry - Casablanca
- Plan for an Area Dean in Portugal
- Plan for an Area Dean in Southern Spain

Safeguarding – over to
Andrew....

Gibraltar Archdeaconry Synod
Safeguarding
From: Andrea Watkins
Diocesan Safeguarding Manager



Vision for Safeguarding in the Diocese

- A model Internationally focused safeguarding service
- The Diocese in Europe is seen as a leader
- All staff/volunteers are well trained
- Safely recruited staff to work across chaplaincies
- Clergy and Laity feel fully supported
- Safe ministry and mission across the Diocese

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AW2 Secure not only financial commitment but embed culture change

Andrea Watkins, 20/05/2018

AW11 Andrea Watkins, 23/05/2018

The Church of England has 'issues'



Church of England put 'excessive emphasis' on forgiving predators, abuse inquiry told

Mon 05 Mar 2018
By Press Association

Sexual abuse thrived in the Anglican Church due to clerical naivety about exploitation risks and an "excessive emphasis" on forgiving predators, an inquiry has heard.

The Independent Inquiry into Child Sexual Abuse was told that young victims were often made to feel responsible for their experiences when they reported concerns to church staff.

Public hearings are taking place this week examining how the Church of England handled allegations of sexual misconduct stretching back to the 1950s, first focusing on the Diocese of Chichester.

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Archbishop of Canterbury 'ashamed' of Church over abuse

21 March 2018

Independent Inquiry into Child Sex Abuse

Justin Welby on what he has learned about the Church in the wake of child sex abuse inquiry

The Archbishop of Canterbury has said how "ashamed" he is of the Church in the wake of the child sex abuse inquiry.

The Most Rev Justin Welby told the Independent Inquiry into Child Sexual Abuse that it was "horrifying" to read the evidence from survivors.

"I have learned to be ashamed again," he said.

Oxford-educated pastor raped two teenagers after grooming hundreds of children on Facebook

Timothy Storey was convicted of three charges of rape and one count of sexual assault



Chichester child abuse: How did one small Church of England diocese produce so many paedophile reverends?

Evidence at the inquiry concluded that the abuse was 'normalised' because it was practised by so many. Worse still, one member of the clergy believed that God had forgiven him and therefore 'his slate was wiped clean'

Andreas Whittam Smith | @indyvoices | Sunday 29 March 2018 00:00 GMT | 274 comments

15K shares



El Walsh, Christopher Howarth, Gordon Bideau and Michael Myton. Bottom row: Vicky House, Terence Banks and Peter Ball. PA

I have wanted to understand why one small area of the Church of England has had a large number of the clergy sent to gaol for sexual abuse of young people and children. The place is Sussex, and the diocese is Chichester.

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AW6 what kind of diocese do we want to be?

Andrea Watkins, 23/05/2018

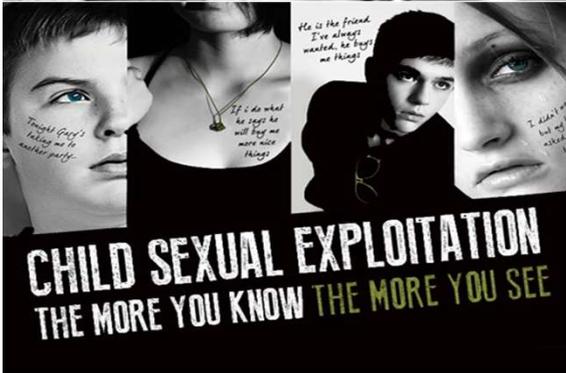
AW7 on backfoot, reactive, only focused on compliance, deficits focused? We only have to look at a few of the recent headlines in the media about church and despite all of the positive mission work that the church undertakes, it is overshadowed by episodes of abuse. Important for us to learn from what has gone wrong in other Diocese and ensure our safeguarding work a high standard.

Andrea Watkins, 23/05/2018

AW12 How do we want to be remembered? For someone thinking about attending church or becoming a Christian, what messaging is out there about the Church?

Andrea Watkins, 24/05/2018

This is also a global concern



Diocese in Europe Safeguarding: Challenges and Opportunities

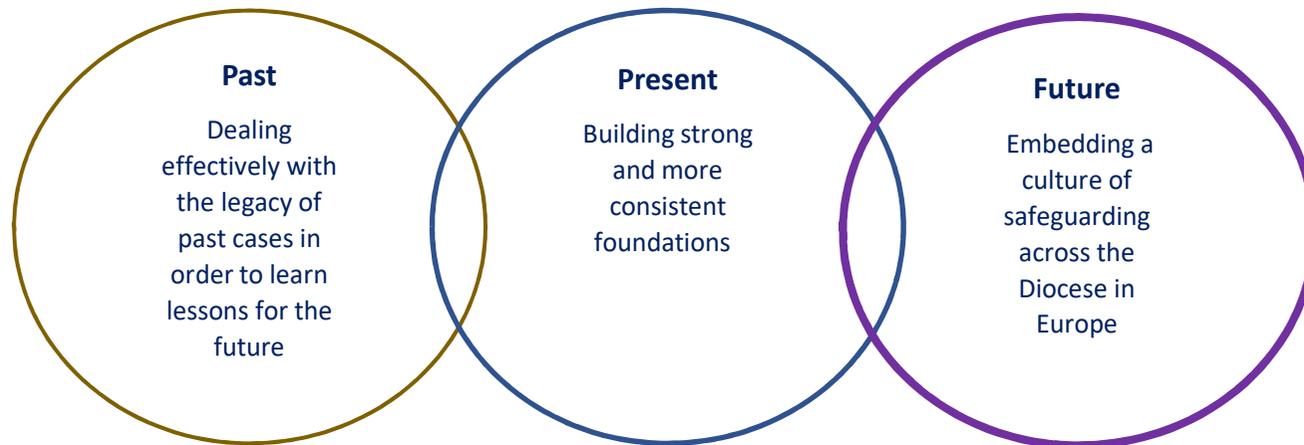
- Chaplaincies located in over 40 countries
- Multitude of legal jurisdictions
- Variability in terms of safeguarding understanding and infrastructure
- Social, cultural, and linguistic diversity across nearly 300 congregations
- Mission and ministry work also extends to refugees, migrants, children and families in crisis
- Deeply embedded ecumenical relationships (Anglican Communion, Conference of European Churches)

Working across 3 Dimensions and 3 Contexts

UK Context

International Context

Diocesan Context



Our aims

- **Promote** an understanding that safeguarding is everyone's responsibility
- **Prevent** harm from occurring in our church communities
- **Protect** children and adults who are at risk of being, or have been, abused or neglected
- **Respond** well to children and adults who have experienced abuse or neglect and its perpetrators

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AW8

AW9

New and Emerging Standards in the Global Voluntary Sector

- UK Charity Commission- enhanced reporting requirements of serious safeguarding incidents
- Emphasis on Core Humanitarian Values (to ensure we operate fairly and ethically with vulnerable groups across the globe)

AW10 Consideration of the 'Due no harm principle'

- Tightened standards on risk management and safer recruitment practices across the sector
- Greater emphasis on responding well to beneficiaries who disclose abuse

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- AW8** these changes are precipitated in part by abuses in the international development sector, IE Oxfam, aid and relief work as there have been grave instances of having sexually inappropriate contact with beneficiaries, lack of reporting and no clear sanctions for misconduct. Many workers simply move on to other aid organizations or charitable agencies, enabling them to commit further abuse
Andrea Watkins, 23/05/2018
- AW9** As a Diocese we operate in an international space and our mission and ministry work can and sometimes will overlap with relief and development sector. This is a fundamental part of missional work across the Diocese. We therefore need to understand the humanitarian landscape and the wider interplay between the Christian mission to help underserved communities within the context of ethical and safe practice. The world is working toward Millennium Development Goals and now there is greater emphasis on how this is done with the highest standards of care to those communities we are seeking to help.. also mention an aspirational commitment to safeguarding
Andrea Watkins, 23/05/2018
- AW10** Consideration of children's rights and social justice based
Andrea Watkins, 23/05/2018

Daily Work Demands of our Team

- Projected increased of 30% case work, core group and responding to initial inquiries and requests for advice
- Projected over 600 checks will undertaken by the DST this year
- On average each case requires 2-3 core groups and multiple case discussions with key individuals
- 30% increase in the number of those who will require safeguarding training (both online an face-to face)

Look Ahead- Additional Tasks for the DST

- Implement findings of the SCIE Independent Audit
- Consider findings from the IICSE final report
- Prepare for Gibraltar Cathedral Audit
- Prepare and respond to the Past Cases Review 2
- Prepare for Safeguarding Progress Overview Visit
- Recruit and train new Trainers across the Diocese to meet identified need
- Respond to consultation requests on national policy documents
- Complete annual safeguarding audit for Archbishop's Council
- Rewrite Diocesan policy and practice guidance in response to national policy revisions & publications
- Attend/report to Deanery/Archdeaconry/Diocesan Synods, Bishop's Staff Meetings and Bishop's Council/ Quarterly DSAC Meetings

Vision for Safeguarding in the Diocese

- A model Internationally focused safeguarding service
- The Diocese in Europe is seen as a leader
- All staff/volunteers are well trained
- Safely recruited staff to work across chaplaincies
- Clergy and Laity feel fully supported
- Safe ministry and mission across the Diocese

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AW2 Secure not only financial commitment but embed culture change

Andrea Watkins, 20/05/2018

AW11 Andrea Watkins, 23/05/2018

This is God's Work – Care as part of Mission

The Safeguarding Hymn (Tune Coverdale)

When the smallest child is valued,
and the strong empower the weak,
and each human life is hallowed
and the unheard voices speak:
then your justice stands like mountains
and your mercy falls like rain,
and you hold the brokenhearted
till they learn to live again.

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Care

Where is the Diocese going?





A Diocesan Prayer

Jesus our Way, Lord of the journey,

Surprising stranger of the Emmaus Road,

Companion both of our sorrows and our joys.

We thank you that you have placed us in these
lands as both guests and hosts.

Walk together with us
so that we may become true signs of your presence.

Stretch our hearts and minds and spirits,

Open our eyes and set our hearts on fire with love for
you,

So that we may share in the transfiguring of this
cherished world,

For your honour and glory. Amen.