

FOREWORD

We completed the **Healthy Churches Exercise** during the first half of 2003, the exercise by which our churches sought to assess their strengths and weaknesses in the light of the 7 marks of Healthy Churches. Many churches found that they were strong on Building Community or being Open to Others, but less strong on Seeking to Know God's Will or being Energised by Faith. This has led to some constructive thinking throughout the year about how to face the challenges of being lively Christian communities, communities that are both attractive and accessible, particularly to younger families.

These are not easy days for the churches. But the many projects described in this report show that our diocese has plenty of energy and a great deal of imaginative work is going on in the parishes.

The development of lay ministry remains a basic priority. In April, **Amiel Osmaston** began her work as **Ministry Development Officer**. Gradually a team of lay ministry officers is being built up to work with her and to serve every deanery.

Other new arrivals to serve the diocese include **Geoff Hine** as **Finance Resources Officer**, **Paul Wheelhouse** as **Diocesan Youth Officer** and **John Reeves** as **Evangelism Officer**. We warmly welcome them all and are grateful for their contribution to the diocese.

The year saw the departure of **The Dean, Graeme Knowles**, who left us to become **The Bishop of Sodor and Man**. We miss his very lively contribution to the diocese.

Our partnerships continued to flourish with a party of Rural Deans and Lay Chairs visiting Stavanger in September. Four others joined me in Madras for the biennial Diocesan Conference in January.

All in all it has been a steady year with much encouraging work.

+Graham

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DIOCESAN ANNUAL REPORT 2003

DEANERY SYNODS

APPLEBY

*Rural Dean: Canon P E P Norton
Lay Chairman: Mr G Thompson*

Things are not always what they seem. Appleby Deanery reached the end of 2002 with self-congratulations on achieving a long-awaited pastoral reorganisation plan, only to discover six months later that we had been aiming at the wrong target! Another six months of hard work ensued, with a much larger and more representative working party, which produced a rather different and better vision for the future of the parishes and Deanery. The plan envisages six Mission Units, each with an incumbent, together with our yet-to-be-appointed Rural Dean, and a growing team of lay people. It is intended that those with particular skills and interests would be available for the church in the whole Deanery, so that we begin to grow in our faith both as individuals and as communities of God's people.

There are reservations and uncertainties about just where this is going to lead us, and inevitably there will be tensions as new things emerge from the present. We believe though that we go into this under the hand of God; acknowledging that he is the one who will direct our paths and strengthen us to care for and encourage each other.

We must acknowledge the part that Peter Norton, our Rural Dean, played in all this work, with Shelagh alongside him. They have retired to a log-cabin north of the border for a well deserved rest. Whoever follows him will have a high standard to aspire to, but we are in this together.

David Wood

BRAMPTON

This has been a successful year for the deanery. We have been blessed with very good attendances at synod meetings. During the autumn we organised a treasurers' meeting, which cleared up a few misunderstandings as regards the workings of parish share, and which paid dividends, as the amount of share paid, rose dramatically. John

Lee (treasurer of Lanercost) deserves a mention for his help.

Elsewhere Scotby and Cotehill with Cumwhinton are being well looked after by the new Priest in Charge, Gary Cregeen. Gary moved into the deanery from Carlisle and has set up quite a few initiatives, A Christian Basics course, Men's suppers, Gift days and if the February Burns night event is anything to go by, has sparked off a lot of enthusiasm!

The Deanery Pastoral Committee met representatives from Croglin, Wetheral, Holme Eden and Warwick and were really pleased to see how well the four parishes were working together.

We would like to heartily thank both Evelyn Alexander and Tony Blakeman for their invaluable knowledge and input into the Deanery Pastoral Committee and North Archdeaconry Pastoral Committee during the last few years, and would like to welcome Chris Angus and Bill Vander Byl who will replace them on these committees.

Andrew Tyler

CARLISLE

*Rural Dean: Canon P Bye
Lay Chairman: Mrs E M D Metcalfe*

2003 was an up-and-down year. The memory of FMD faded as animals return to the fields, but we lost some well-loved people. Signs of hope? St John's Upperby has begun a training course for the healing ministry, and 15 people have joined St Andrew's Botcherby has just about doubling its congregation. St James has completed some splendid re-ordering and taken 36 young people away to Kepplewray. Caldbeck has started an after-school club for junior children. St Cuthbert's has continued to deepen its links with St Barthelemy d'Anjou, with a small group of teenagers spending Palm Sunday weekend there and a larger group from there spending two weekends in the parish in the summer; and many more.

Thinking ecumenically, Carlisle One-World Centre has opened new premises in Lowthian's Lane and has contributed to some imaginative projects - a children's story-telling event in the Library, an inter-active exhibition "Fortress

Europe” enabling us to understand from the inside the refugee experience. And of course the usual events – Women’s World Day of Prayer, Week of Prayer for Christian Unity, the Good Friday service and many other initiatives – have flourished. One highlight for me was the visit to Stavanger with other Lay Chairs and Rural Deans; our eyes were opened and our ways challenged. Our Deanery still has some problems, particularly some parishes in default on their “share”, but it felt to us that by the end of the year we were making progress towards working together.

Elizabeth Metcalfe & Peter Bye

The Benefice of The Barony Of Burgh

Over the past year the parishes of our Benefice have held three invitation services which have been very well received. The first was a celebration of Lammastide to which all the farming families in the benefice received an invitation; another parish invited all those who had been married in their Church to return for a Songs of Praise, and a third hosted the benefice All Soul’s service.

One of our priorities is lay training. During Lent we followed the USPG course ‘The Christ we Share’. This was followed by ‘Our duty and our joy’ which has encouraged more lay participation in worship. Finally we looked at pastoral visiting on behalf of the Church and invited out neighbours in the Deanery to join us.

Gill Hart

Wigton

2003 was another year of worship, mission and ministry in St Mary’s Wigton. Sunday and weekday services, rotas, crèche, Scramblers, Climbers, Explorers, Pathfinders, confirmations, baptisms, Mothers’ Union, Church festivals, Churches Together in Wigton occasions, services in hospital and homes, concerts, Pram Service, our curate was priested, Stewardship campaign, choir practised regularly and led worship for over 100 services, bell ringers called us to worship in Wigton and all over the place, the weather mostly blessed some open air brass band concerts, Lent services, support for a long term project in Uganda, Healthy Parishes initiative with the Dean of Carlisle, assemblies and religious studies lessons..... Meetings.....

Clearing the roof..... Checking slates in the rain after a gale..... Mostly business as usual.

Geoffrey Ravalde

PENRITH

Rural Dean: Canon D M Fowler

Lay Chairman: Mrs S Ellison

This year our report is about the Penrith Team Ministry, which comprises the town of Penrith and the villages of Newton Reigny and Plumpton Wall. The Team also undertakes the chaplaincy at Penrith Hospital and at The University of Central Lancashire Cumbria Campus.

During the past year we have established a new congregation at Beaconside C of E Junior School. The worship style is informal and the service is attracting young families who had not previously worshipped in our churches. We hope to increase the frequency to two services a month in the near future.

Another new development has been the appointment of a Team Vicar who is also Priest in Charge of Dacre. Anton Muller is Chaplain to Penrith Hospital, where he is in the process of training a team of lay visitors drawn from parishes across the deanery.

On Advent Sunday a major appeal was launched to raise £100,000 for improvements to the west end of St Andrew’s Church. It is hoped to create a more open and welcoming approach from the town centre and to interpret the Christian faith and the historical significance of the building more effectively. In addition a large open space will be created at the west end of the nave and facilities provided for the disabled.

Dick Woodger

CALDER

Rural Dean: The Revd A D Edwards

Lay Chairman: Mr P Baxter

Two issues which have engaged the Synod were certainly of contrasting interest. The first, was the competition for a Deanery Logo. Local Schools and all our Churches were invited to submit their designs, (with a prize for the best 3) with final result as shown. This came from the Sunday School of Seascale Parish. The second



issue and partly following on from the Deanery Pastoral Plan Questionnaire, was the start of discussions concerning the 5 Benefices, in what is tentatively called Calder Central with southern implications. The purpose of this was twofold in the forming of a Mission-shaped unit, thus giving greater Ministerial support, co-operation and encouragement. Watch this space!

On Parish fronts, St James Whitehaven has celebrated its 250 years as a place of Worship and Witness in the Community. Alongside that there were a variety of events and preachers from near and far. At the same time an appeal was launched for vital and necessary work on their Grade 1 listed building.

Whilst at St John's Beckermeth they launched a Saturday Evening Eucharist, which has been well received and supported being especially geared to families with modern input to the worship.

Moresby saw a very busy week with Ian Leitch with the motto "Each One Bring One". Geared around social gatherings over food etc ending with clear presentation of the Gospel in a gracious and challenging way. It proved a tremendous help to many in understanding the faith and wanting to know more. Resulting in a group using the excellent study book of SEAN entitled "Abundant Life" – an 18 session course!



Andy Edwards

DERWENT

*Rural Dean: Canon B Smith
Lay Chairman: Mr M Bonner*

Three meetings of the Derwent Deanery Synod have been held during 2003.

In February, Synod focused on Health and Safety Issues, led by Alan Wilkinson of the Ecclesiastical Insurance Group, and the implications of the Disability Discrimination Act, with special reference to churches, addressed by the Venerable Alan Davies, the Archdeacon of West Cumberland.

In June, on a beautiful summer's evening at Loweswater, Mr Geoffrey Hine, the Diocesan Finance Resources Officer, gave a talk entitled "Everything you wanted to know about

finance resources and were afraid to ask". Geoff described his role as one of encouraging congregational giving (of time and talents as well as money) and secondly to provide access to external funding. Geoff provided some interesting statistics, referred to the limited range of grants available to churches and the government's initiative on VAT recovery for repairs to listed buildings.

In October, Synod received a presentation by the Revd Peter Vivash entitled "A Strategy for Mission Links". Peter introduced himself as the CMS link person for the diocese, a task which takes one third of his time. He spoke of the Partnership for World Mission Group (PWM) within the diocese, which encourages individual parishes to develop links with Christians both overseas and in this country.

In November, the Rural Dean and the Lay Chairman visited our partner diocese of Stavanger in Norway with other Rural Deans and Lay Chairs from Carlisle Diocese.

Brian Smith & Michael Bonner

SOLWAY

*Rural Dean: Canon B Rowe
Lay Chairman: Mrs B Gear*

Sunday June 8th 2003 saw the start of Solway Deanery Year of Mission. Pentecost in Maryport Civic Hall streamers to be made in the colour of flames, these were to be raised aloft during the hymn singing and that was just the beginning. A short playlet performed by a local church drama group and then it was the turn of Bishop James to be under the spotlight with some stiff questioning from our interrogator and the audience, (but what did happen to the juggler). An uplifting service with the hymn singing led by the deanery music group and finally tea, birthday cake and fellowship.

Over a busy weekend in October Roly Baines the Christian Clown came into local schools to entertain children of all ages, he held workshops in which not only children learned various circus skills. I wonder how many of our clergy have used his ideas to entertain during the sermons on a Sunday. On Saturday evening the congregations were encouraged to attend 'an audience with Roly Baines' ninety minutes of fun and laughter with a clear Christian message, an evening enjoyed by all.

February 14th was chosen for the next event, 'A feast of food, fun and fellowship' with entertainment by Stuart Penny, a fabulous feast indeed of both food and song. Stuart entertained us with songs, music on the guitar and the piano, poetry and a few jokes thrown in. The evening was a great success with many people asking for more.

Brenda Gear

BARROW

*Rural Dean: Canon P Mann
Lay Chairman: Mr A Johnson*

Four bishops in town simultaneously, the mayor declares a holiday and shuts the pubs to celebrate with the churches. It was quite a year1878. We kept the 125th anniversary of that great day when four churches (dedicated to the evangelists) were consecrated together. Dean Graeme Knowles led a service to mark our forebears' vision. At our synod we were reminded how different things are now. Our Archdeacon helped us mark the Anglican Methodist covenant and some colleagues from the free churches shared the chapter residential with us. Bishop James led an evening on new forms of ministry. Adaptation to our new world was seen in the start of the South Barrow Team Ministry and ecumenically with the development of the lay workplace chaplaincy service from the paper mill to the town hall and small firms to Asda. It is not only the church that has changed; the heavy industry on which Barrow is built is shrinking and so we had a synod on "Faith and Regeneration" about the new town that is emerging.

Bishop Graham visited us for six days to enquire and to challenge. This was not a "church" visit although we did have a sumptuous deanery dinner but a chance to meet the people involved in many aspects of town life. The people of 1878 would not recognise today but the gospel is the same and this year we have been challenged to have the same courage and vision of God's kingdom in our rapidly changing world.

Alan Johnson & Peter Mann

FURNESS

*Rural Dean: Canon D Sanderson
Lay Chairman: Mrs R McFie*

We welcomed The Revd Colin Honour as our Deanery Training Advisor. He was commissioned at a meeting of the synod at which the Revd Amiel Osmaston spoke about Lay Training and the functions and expectations of the Lay Training Officers. Colin has started consulting parishes about their training needs.

Synod has also considered the Child Protection legislation and the implications for churches of the recent Disability Awareness legislation.

The Urswick group of parishes are involved in the Hidden Britain initiative which promotes tourism in relatively unknown parts of the countryside.

Mission activities have included a service at Broughton centred on road crash victims which also raised funds for a school in Southern Sudan. U1verston have run a very successful parenting course, and similar courses have been held on church premises in Millom. Alan Jones, a synod member is now Chaplain to Asda in Barrow.

Rosemary McFie & Daniel Sanderson

KENDAL

*Rural Dean: The Revd N Davies
Lay Chairman: Mr J Preston*

Perhaps the issue that has concerned us most in 2003 is our Deanery Strategy for Reorganisation. During the past year, a working party set up by the then Rural Dean Canon Tim Evans, and chaired by Canon Peter Mann, deliberated on how best to restructure the parishes of the Deanery, so that they could be more effective in Mission and ministry. Their conclusions were delivered to Deanery Synod in the summer, and were based on clustering, or grouping parishes together into teams.

In September, the Revd Nigel Davies the new Rural Dean's first task was to chair the Synod where the implications of the proposals were debated in full. Everyone crammed into the small Village Hall at Ings. Proceedings were conducted in a spirit of Christian Charity, all who wished had the chance to have their views

heard and the debate was lively and informed. At the end of the evening the Synod – without a vote – entirely through consensus, agreed to adopt the Proposals of the working party.



One view of the Proposed Lyth Valley and Kent Estuary Teams

To the existing team of Kirkby Lonsdale were to be added four more teams. These would come into being as and when clergy moved on, or retired. The reality is that this has proved to be becoming a reality sooner, rather than later, due to clergy movement and the genuine willingness of the laity to work together and put the Strategy into Action. Perhaps the prompting of the Holy Spirit is in evidence in the Synod’s deliberations and decision-making!

Nigel Davies

WINDERMERE

Rural Dean: Canon A Clegg

Lay Chairman: Mr D Wroe

The emphasis within the Deanery over the last twelve months has been to rejoice in its existence and diversity and yet seek ways of being more pro-active and increase the awareness of the workings of the Synod within the parishes.

Inevitably financial matters have taken up a great deal of time but the introduction, two years ago, of regular Parish Treasurers meetings, which have been very successful, has diminished the time taken on finance in the Synod.

Following a critique by a member of the Synod it has been decided to hold at least four meetings per year and extend the length of each meeting by 30 minutes. As an experiment the Synod will be held in the same venue, which is central and has adequate parking.

“Growing Healthy Churches” has continued under the Bishop’s plan and vision. The Revd Amiel Osmaston, Diocesan Ministry Development Officer, has given a presentation to the Synod and commissioned the Revd Ruth Crossley as Deanery ‘Lay Training Advisor’. The Deanery has yet to find a lay ‘Lay Training Advisor’.

After a period of some instability and no little confusion Pastoral Care within the Deanery is now stable and every parish has its own priest or is within a benefice. A new Group, as opposed to a Team, has been created within High Furness and includes parishes from both this and the Deanery of Furness. The indications are that it is working well.

Anthony Clegg & Donald Wroe

DIOCESAN SYNOD

President of the Synod: The Lord Bishop

Vice-Presidents: Canon P Mann (Clergy)

Mr D Leighton (Laity)

Secretary: Canon C Hill

During 2003, there has been a balance between Synod’s concern for domestic matters, such as finance, engagement with the issues of the society in which we are set and, most significantly during the year, looking forwards to the opportunities which God continually puts before His Church.

Discussions of the Bishop’s plan for the Diocese, “From Survival to Revival”, have featured in each of our Synod meetings. In



March, at Penrith, the Bishop of Maidstone set out a very clear challenge for the Church arising from current trends in society. In June, at Troutbeck Bridge,

Synod dealt with a number of housekeeping matters and debated and overwhelmingly agreed, a motion from the Penrith Deanery Synod regretting the way in which interpretations of data protection and human rights legislations have inhibited the work of hospital chaplaincy.

A new Diocesan Synod was elected during the summer and met in November in Workington. At that meeting Canon Peter Mann was elected as Chairman of the House of Clergy and Mr

Donald Leighton, Chairman of the House of Laity, of Diocesan Synod. Thanks were also expressed to Canon Rex Chapman and Mr Nigel Holmes who had retired from their respective posts. Lord Frank Judd spoke on the interrelationship of faith and politics. It was a wide ranging address with, again, much challenge for the Church.

Average attendance increased very slightly to 96 out of a membership of 173 (55%).

Colin Hill

BISHOP'S COUNCIL

Chairman: The Bishop of Carlisle

Secretary: Canon Colin Hill

As with Synod, "From Survival to Revival" was quite the most frequently appearing item on the Bishop's Council agenda for 2003. In particular, the residential meeting in January devoted most of its time to establishing the foundations for the Diocesan plan. Other meetings, as well as devoting time to looking at priorities for the Diocesan budget, finalised a paper setting out the role of Deanery Lay Chairmen and a Job Description for Rural Deans; received reports from the Bishop's Adviser for Counselling (the Revd Richard Glover); progressed the proposal arising from "Progress in Partnership" to amalgamate the Diocesan Pastoral Committee with the Bishop's Council; received a report from Mrs Molly Dow in her capacity as Adviser on Spiritual Direction and had an extensive presentation on the different aspects of the work of the Diocesan Board of Finance.

The thread running through the meetings has, however, been the development of the programme "From Survival to Revival" which now features so prominently in the life of our Diocese.

Colin Hill

COMMUNICATIONS RESOURCE GROUP

Chairman: Canon C Hill

Secretary: Canon R Pratt

The Communications Resource Group supports the work of producing the various Diocesan publications: the monthly mailing to clergy and others; the Prayer Cycle; the Diocesan NEWS; Cumbria WAY; the web-site.

Notable events this year include:

- ◆ the web-site now includes a substantial amount of information.
- ◆ sales of the NEWS have increased; there has been a small price increase from 2.9p to 3.4p a copy.
- ◆ the summer 2003 edition of the WAY, giving a page to each Deanery, was very well received.
- ◆ bookmarks for the Bishops' Lent walk and leaflets about various Diocesan initiatives were produced.
- ◆ the retirement of Alex Stockley meant that she resigned from the Group; Chris Simms moved to Shrewsbury; we are looking for at least one new member – preferably from the south or west of the Diocese, and prepared to be active in one or other of our publications.
- ◆ the Communications Officer has been visiting Deanery Synods

Richard Pratt

COUNCIL FOR MINISTRY AMONG DEAF AND HARD OF HEARING PEOPLE

Chairman: The Venerable G Howe

Secretary: Mrs A Blair

The Ministry among Deaf and hard of hearing people in Cumbria is going through a time of change. The Deaf people who worshipped regularly are now old and frail and there is no group of younger people to take their place. So this year time and energy has focussed on a review of the way forward. An ecumenical working group has met regularly, has had positive discussions, devised and sent out a questionnaire to deaf and hard of hearing people and held a workshop in December at Rydal Hall. The report entitled 'Where two or three are gathered together....' will be ready by June 2004.

The year has been coloured by the sad loss of the Revd Ron Bowlzer in April 2003. Ron was the team leader for the Ministry Team and he is much missed.

The team of two chaplains and two pastoral assistants has continued to be active. Home Communion has been taken to several people on a regular basis. This is very special to the people involved as the service is given in their own language - British Sign language. There have been several funerals of Deaf members in the Carlisle area.

We are looking forward to the next year and working on some of the ideas generated through the review.

Ann Blair



**COUNCIL FOR
PARTNERSHIP IN
WORLD MISSION –**

Linked with Zululand, Madras,
Stavanger & Northern Argentina

Chairman: The Bishop of Carlisle
Officer: Mrs L Tembey

Celebrate our links – hear first hand information – glean a better insight into the real issues faced by our friends Overseas. There are many stories to share. Project work includes: Support Funding for Northwick Hostel Madras, Soup Kitchens in Northern Argentina and the 2003 Lent Offering Appeal for Manguzi in Zululand.

In August the Cathedral Youth Council and in October sixteen of our Rural Dens and Lay Chairs visited Stavanger. Qinisile and Buyi from Zululand stayed with the Rydal Hall Community returning home in December.

The document initiated by PWM. “Strategy for Mission” endorsed by Bishop’s Council and Diocesan Synod has filtered down to most deaneries. We look forward to seeing it being implemented by all deaneries and parishes in 2004.

Good supplies of the beautiful Northern Argentinean Siwok Craftwork are available from the Resources Centre.

Expertise and support from the Mission Agencies is invaluable. The 2003 Harvest Appeal raised £29,988.59 (5% given supports One World Week and Development Work). I have shared information with clergy new in post and continue responding to requests for information from those wishing to hear about the work of World Mission.

Lynne Tembey

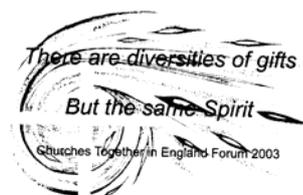
ECUMENICAL AFFAIRS

Bishop’s Adviser – The Venerable George Howe

My personal ecumenical high-light of the year was the privilege of attending the signing of the Anglican-Methodist Covenant at an inspiring service in Central Hall and

Westminster Abbey on All Saints Day. Earlier in the year, here in Cumbria, the Covenant was strongly endorsed by both Methodist and Anglican Synods, meeting separately but on the same day in Penrith in March. The challenge now is to give practical expression to the Affirmations and Commitments in our joint witness to our local communities.

In July I was a delegate to the Churches Together in England biennial Forum at Swanwick – a much more positive experience



than in 2001, reiterating the commonly heard call that we might be freed from restrictive structures and

helped to build on strong local relationships.

The quarterly meetings of denominational officers with the County Ecumenical Officer have been absorbing the recommendations of the review of Churches Together in Cumbria, and the implications for those of us with a particular responsibility for implementing and reviewing our Local Ecumenical Partnerships. A review of the Patterdale LEP is now underway.

I am very happy to respond to invitations from Parochial Church Councils or Churches Together Groups for advice, encouragement and support, or to speak or preach during the Week of Prayer for Christian Unity or at any other appropriate time.

George Howe



THE CATHEDRAL

The Acting Dean: Canon David Weston

The end of the year coincided with the end of Dean Graeme Knowles's five year ministry at the Cathedral, and the beginning of a period of interregnum. These years witnessed the drafting and implementation of the Cathedral's new Constitution and Statutes, the final elements of which, the Cathedral Community Committee and the Cathedral Council, were established in this past year.

Lent 2003 was memorable, with important contributions from four outside speakers, under the auspices of the Cathedral's “Full Measure” stewardship project. On Palm

Sunday J S Bach's St. John Passion was sung in the Cathedral.

We have been very pleased to welcome parishes to our Sunday morning worship, and for our own Choir to go out occasionally to parishes. At the end of August the Cathedral's Youth Choir went to Norway for a successful short concert tour in the link diocese of Stavanger .

The many school visits, predominantly from primary schools, are an important feature of the Cathedral's ministry in the field of education. Traditional close links with Trinity School, Carlisle, remain strong.

Work on the fabric has been limited by financial constraints, but plans for new lighting are being implemented.

David Weston

BOARD FOR MINISTRY AND TRAINING

Chairman: The Bishop of Penrith

Ministry Development Officer: The Revd A Osmaston

Adviser for Training: Canon T Herbert

Secretary of the Board: Dr J Todd

Introduction

This has been an exciting year, with many developments and changes. Board members share the Diocese's vision for a church where all are growing in faith, learning to be disciples of Jesus in our everyday lives, and being encouraged and enabled to share in ministry and mission. The Board is committed to expanding the opportunities for Christian learning, and has done some radical joined-up thinking about ways of integrating the whole programme for clergy and laity. The post of Ministry Development Officer was created to develop this programme, and in May, the Revd Amiel Osmaston took up the role. She has led a major review of existing patterns of training. This has involved extensive consultations and visits to nearly all the Deanery Chapters and Synods. The response has shown much enthusiasm for the evolving proposals, and many useful contributions made by people all round the diocese towards a strategy and action, including major growth in our provision of adult education and training.

Amiel Osmaston

The Board has been concerned to make its budget and accounts reflect these changes in diocesan priorities and provide a realistic yardstick of performance for its officers.

The Board is a channel of accountability for a team of officers whose reports are below, as well as the Adviser on Healing Ministry, Pastoral Care and Counselling, and Deliverance Ministry (the Revd Richard Glover) and the newly-appointed Convener of Non-Stipendiary Ministers (the Revd Martin Jayne).

John Todd

Lay Education and Training

Ministry Development Officer: The Revd A Osmaston

The strategy "Learning for life in Christ" seeks to create a range of learning opportunities at different levels, to provide potential pathways for people on a lifelong journey of growth towards maturity in Christ. Opportunities for Christian learning need to be provided at three levels: in the parish, the deanery and the diocese. For most people there has been a large gap between what may or may not be available in the parish, and the demanding nature of diocesan programmes such as reader training. We therefore need to provide much more at local and deanery level, where training can be reasonably accessible, yet draw on enough people to make events viable. To enable this to happen, the Diocese has taken the significant step of appointing a Deanery Training Adviser to work two days per week in each deanery. It has been exciting to see the answers to prayer as God has enthused the right people to take on these roles! They will advise and encourage parishes to provide a variety of informal small groups for basic Christian learning, for fringe people and for church members. They will also organise ecumenical Deanery groups for discipleship and growth in the Christian faith. For those who wish to grow further and to develop more specific gifts and interests, the Deanery Training Advisers will organise a variety of short courses and learning events according to the needs and wishes of the Deanery. This has already started happening in three Deaneries, and the response has been very positive. At a more demanding level, we intend to establish "Called to Serve", a one-year accredited course on vocation and ministry, for people wanting to serve God more fully or to discern whether they are called to any of the authorised or licensed forms of ministry. We

have worked at clarifying the role of commissioned lay ministers, especially in relation to readers, and are planning a training programme for them to start in September 2004. Please let us know if you can help, and pray for the future realisation of this vision.

Amiel Osmaston

The Ordained Ministry: Calling and Training

Directors of Ordinands: The Revd N J Ash, the Revd J Maycock and the Revd S Prior

The DDOs have continued to enjoy meeting people who explore a possible call to the ordained ministry. We said farewell to Nick Ash after six years and wish him well in his new post in Portsmouth. Stephen Prior has been appointed to work with Jane Maycock and covers the north of the diocese. Both are happy to see either men or women.

The ages of those we met in 2003 ranged from under 18 to over 65. Some have been in full-time employment, some in retirement, some still in school or college. Some have been looking at full-time paid ministry, some at non-stipendiary ministry (full or part-time). Some have been looking at full-time residential training, some at part-time training through CBDTI, and some at mixed-mode training (ask a DDO!). Some have been wrestling or reflecting on their call for some time, others have been suddenly surprised by it. Diversity is the key word - not just God's rainbow people, but his kaleidoscope people.

Jane Maycock

The Ministry of Women

Adviser for Women's Ministry: Canon C. Farrer

We now have 52 women clergy in the diocese, an increase of 3 over last year. Of these, 22 are full time, 2 part time, 15 non stipendiary (of whom 3 are ordained local ministers), and 13 have permission to officiate. We have 12 clergy couples. Women now make up about 19% of stipendiary and non-stipendiary clergy, and 8% of clergy with permission to officiate, and about 14.5% of all clergy.

Carol Farrer

Ordained Local Ministry

Ordained Local Ministry Officer: Canon C. Farrer

No new parishes joined the OLM scheme this year. We currently have five priests and one deacon, and two people in training. Sadly one of our candidates died shortly before he was due to be made deacon in September.

Carol Farrer

In-Service Training and Development for Clergy



*Adviser for Continuing Ministerial Education:
The Revd R D J Dew
Post-Ordination Training*

Officers: The Revd C Taylor and the Revd K Hyslop

Reader CME Officers: Mrs S Norton and Mrs J Proud

This year, in addition to regular activities, new courses were run for First Post Incumbents and for Team Rectors. Others were provided for those changing posts or in mid-ministry.

Planning was begun for the September 2004 Clergy Conference at Lancaster "New Life – New Times" and for a new Clergy Leadership Course for Summer 2004.

There has been growing collaboration with Blackburn Diocese and with other Officers of the Board. The Adviser worked with the Spirituality Adviser on planning a very successful Spiritual Companionship Course.

The Personal Ministry Review Scheme continues to evolve and additional Consultants are trained each year. A major review is planned for 2004.

For health reasons Katie Hyslop had to give up the work of POT Officer. We record warm gratitude for all she has done and wish her well. Colin Taylor continues to develop this important work.

Sheila Norton brought great enthusiasm to building up Reader CME. We wish her well in retirement and look forward to further collaboration with her successor Jean Proud.

Bob Dew

2003 saw two additions to the CME 1-4 (previously POT) programme. Small reading groups with a member of the Bishop's Senior Staff are now established and are reading and discussing with vigour. What books do you

think they are reading? Answers on a postcard! Secondly, a first batch of keen curates is participating in structured school placements around the Diocese. We are excited about this development and hope soon to offer school placements as a training opportunity to others in the Diocese.

Colin Taylor

Reader Ministry

Warden of Readers: The Revd Dr A Billings; Dr J. M. Todd (acting)

In this Diocese 160 readers (and by no means inactive readers' emeriti to the number of 29) assisted the clergy in taking services, preaching and pastoral work. Readers came from all sorts of backgrounds and shared with clergy a two-year part-time training course at the CBDTI. Readers are now being joined in parish ministry by commissioned lay ministers, who undergo more basic training, and serve in one parish only with the particular duties for which they have been commissioned. It becomes increasingly difficult to convince those not hardened in the ways of the Church of England that readers do other things than read lessons! Some new job title such as 'diocesan lay minister' is perhaps overdue.

Nine new readers were admitted in Carlisle Cathedral. Our annual residential training conference was inspired to 'Fresh Thinking on Familiar Texts'. Shelagh Norton continued to urge readers to take up the many opportunities for continuing education and we are profoundly grateful for her pioneering work. Best wishes go to Jean Proud who takes her place.

Our thanks and best wishes go to our retiring Warden, Alan Billings. Alan has been a brilliant educator and will be much missed.

John Todd

Spirituality

Spirituality Adviser: Mrs Molly Dow

During 2003 the Spirituality Adviser –

- ◆ Helped people to find Spiritual Directors
I was able to suggest names to 13 people who asked for help. As far as I know, each of them has found a Spiritual Director.
- ◆ Provided resources for those who give Spiritual Direction

I organised two Resource Mornings (with bookstall) for Spiritual Directors. In March, Canon David Goodacre spoke about '*Discernment in Choices and Transitions*'. In October, Dr Claudia Weaving spoke about '*Do we need Supervision in Spiritual Direction?*'

- ◆ Began training people in Spiritual Direction (or Companionship)

The Spiritual Companionship Course started in October 2003. The 27 participants are 21 women and 6 men. Of these, 8 are ordained and 19 lay. The course finishes in June 2004.

- ◆ Provided some resources for clergy and parishes

I produced the first two QuIPS (Questions and Issues in Prayer and Spirituality) leaflets: '*What Shall I do for Lent, and Why?*' and '*Getting Started in Prayer*'. These leaflets can be photocopied for congregations and/or groups and reproduced in parish magazines. I plan to produce more in 2004.

Molly Dow

CARLISLE AND BLACKBURN DIOCESAN TRAINING INSTITUTE

Chairman: The Bishop of Burnley

Principal: Canon T Herbert

2003 was another good year for the Carlisle and Blackburn Diocesan Training Institute (CBDTI). At the end of the year, the Institute had 27 Anglican ordinands, 2 candidates in training for ministry with the Salvation Army, and 23 candidates for Reader training. However:

- ◆ in September 2003, only one candidate from the Diocese of Carlisle began training with the CBDTI;
- ◆ of the 23 candidates in training for Reader ministry, only 5 are from the Diocese of Carlisle.

These are important statistics for the diocese as it develops patterns of ministry for the future.

The major issue which dominated 2003 was the publication of the Hind report, which was a major review of the provision of theological education in the Church of England. The working party, which was chaired by the Bishop of Chichester, presented its report to the General Synod in July. As a result,

working parties were set up to plan the implementation of the report. While there is much of the report that will significantly improve the provision of training in the Church of England, not least by addressing the connection between different levels of training, however, the key issues for the Diocese of Carlisle is regionalisation.

It is important that the Diocese of Carlisle is active and engaged, alongside the CBDTI, in ensuring that such provision addresses the particular needs of the Diocese of Carlisle.

Tim Herbert

BOARD FOR SOCIAL RESPONSIBILITY

*Chairman: The Venerable A Davis
Officer: The Revd C Laxon*

At its three meetings in 2003 the Board discussed a wide range of issues including: 'Parenting and the role of the family in a changing world', 'Community development projects in Cumbria', 'Parish Pump – Environmental Conference' planned for June 2004 and 'Disability Issues' – material to assist churches in marking the Disability Discrimination Act in October 2004.

In October the Chief Executive of the Church Urban Fund met some members of the Board and others as part of her fact finding tour of the country.

Colin Laxon has been involved in the job descriptions, funding of expenses, and appointment of Urban Officers in the diocese.

We continue to be deeply involved in the ecumenical Social Responsibility Forum and Helen Boothroyd, the forum's officer, and Colin Laxon have worked together on a number of projects.

May I on behalf of the Board and myself publicly thank our Social Responsibility Officer for his ability to deal with an incredible work portfolio, his insights and vision, and for his sheer good humour.

Alan Davis

CUMBRIA INDUSTRIAL MISSION

Chairman and Convenor: The Revd C Laxon

Chaplains have quietly continued their ministries in the Furness Workplace Chaplaincy, Bae Systems, Kimberley Clark, the Mission to Seafarers, BNFL at Sellafield, CORUS and the port of Workington.

Our Anglican Sellafield Chaplain was off work with illness for most of the year and the Revd Ken Wright retired from his post as Chaplain to Workington. An outside review team reported on the Bae Systems chaplaincy. This is still under consideration.

As Colin Laxon wrote last year, the insights and perspectives of our chaplains are greatly appreciated in continuing times of economic pressure and change in our Cumbrian industries.

Alan Davis

SPRINGFIELD HOSTEL



Chairman: The Revd A Billings

2003 has been our first complete year under the authority of "Supporting People" which has introduced new recommendations for homes of multiple occupancy. Having reviewed our past practices and procedures, bringing them into line with Government Legislation our work is still based on the principles and foundations which we have practiced for over 75 years i.e. caring, support and guidance for those in need.

There have been times in 2003 when we have been overwhelmed by the sheer overload of bureaucracy, however, the standard of support given to the girls referred to us has not diminished - this remains paramount in our work.

During the year "Springfield" has been a "hive of industry"; we have had the roof renewed and all the bedrooms are now single with bathrooms conveniently placed on each floor. Amazingly, we were able to stay open during the alterations with as little inconvenience as possible.

We do encourage groups of women who support our work, to come and visit us, hear

about our work and have tea. We would be very happy to extend this invitation in 2004

Jenny Webster

MITRE HOUSING ASSOCIATION

Providing homes throughout the Diocese.

Chairman: The Venerable D T I Jenkins

Secretary: Mrs D Taylor

The Association has at present 130 properties and although we have been unable to add to our stock this year, we have the resources to develop further



when there is an opportunity to do so. During the past year we have been actively looking for sites and have been in negotiation with the Diocesan Glebe Committee about a possible site at Melmerby. We have also been in negotiation with the Diocesan Education Committee about the former church school at Troutbeck, where there is a demand for the kind of housing we provide. The conversion of the former St John's Church at Windermere has been one of our most successful developments.

One of the most satisfying of activities are the well attended meetings with our tenants. We hear from them face to face about any problems with the houses themselves or with our managing agents. The most gratifying thing is that, on the whole, there is nothing but praise for the way our properties are managed and the contribution we are making to the life of local communities.

During the past year we have changed our managing agents. Home Housing, our previous managing agents, no longer wished to act on our behalf and we have been very fortunate indeed in obtaining the services of Eden Housing, who are based at Penrith, and Paul Davies, their chief executive, has already become a good friend to our Association.

I would like to thank the officers, the members of the executive and our President, Bishop Graham, who makes us so welcome at Rose Castle, for their help and support.

David Jenkins

ST MONICA AND ST MARY CHARITY

Chairman: The Revd N Davies

Secretary: Canon C Hill

The Charity has once again been glad to offer financial support to a number of single parents living in the Diocese. Applications were generally received from Health Visitors on behalf of parents, but we would also welcome referrals from clergy. Although we offer only modest Grants of up to £150, these can make all the difference to parents living in extremely difficult circumstances. Most of our Grants this year helped towards the purchase of basic items such as furniture and furnishings, carpeting, safety equipment, fridges and washing machines.



Sadly, some applications had to be refused because of lack of funds. We continue to be grateful to individuals and Parochial Church Councils for their generosity in allocating funds from their charitable giving to the Trust as it continues to offer this expression of the Church's care to families in need. For further details of how to make a gift, please contact Canon Colin Hill at Church House, Carlisle.

Finally, I would like to thank Tim Evans and Barbara Johnson for their contribution to the work of the Trust over many years, and to welcome Nigel Davies and Elizabeth Walton as fellow Trustees.

Rosemary Pickles

DIOCESAN BOARD OF FINANCE LTD

Chairman: Mr H Caldwell

Secretary: Canon C Hill

Finance Secretary: Mr N Barrett

Risk Assessment and a Reserves Policy were two of the issues addressed during the year by the Board, as was the adoption of Standing Financial Instructions for the regulation of the conduct of the financial affairs of the Diocese, the Board itself and all relevant sub committees, officers and staff in relation to financial and associated matters.

A review visit was made by representatives of the Charity Commission during the year to consider the management and administration of the charity and whilst not intended to be an

inspection it certainly felt like one. The most significant item raised was that the Memorandum and Articles of Association, though amended on a number of occasions, had not been submitted for approval to the Charity Commissioners since 1950. The Board is currently reviewing its governing document before submitting to the Commission for approval.

A revised parish share formulae was introduced for 2003 and the Board has been monitoring its implementation. Regrettably the benefit, which the new scheme was designed to give to the most deserving, has not been fully realised because of the capping system used to avoid large swings in assessments. The Board is now committed to investigating the implications of removing capping completely.

Harry Caldwell

Diocesan Parsonages Committees

Archdeaconry Committee Chairmen:

Carlisle: The Venerable D Thomson

West Cumberland: The Venerable A N Davis

Westmorland and Furness: The Venerable G A Howe

Property Secretary: Mr J B Cook

During the year the property secretary has been developing the asset management plan. Putting relevant information into the recently acquired computer programme (purchased with assistance from Marshall's charity)

The Archdeaconry Committees' pro-active approach to cost effective repairs seems to be being well received by both the clergy and the parishes. There is again, a year end expenditure within the authorised budget and that in itself is very gratifying.

The policy, to generally carry out major work alongside the quinquennial repairs rather than with ingoing work following a vacancy, has assisted in holding expenditure within budget. This method of working appears to be receiving support throughout the diocese as the effects of the policy are being seen.



Committee members are pleased to note that the backlog of work caused by the outbreak of Foot and Mouth disease in 2002 has been caught up. Thanks are due to those clergy

particularly affected and who waited patiently for works to be completed.

2003 has been a difficult year in terms of engaging quality contractors to carry out the repair schedules. In Carlisle archdeaconry in particular we were let down by three successive companies who had agreed to undertake the contracts.

Brian Cook



Rydal Hall

Chairman: The Venerable G Howe
General Manager: Mr A Galbraith

2003 was, to coin a phrase, a year of two halves for Rydal Hall. In February, Peter Lippiett, who had been Warden at Rydal for the previous three years, moved on to his new post in the Diocese of Portsmouth. In the absence of a replacement Warden, the reduced core team of permanent staff, together with the resident volunteer Community, worked wonders to maintain the Hall's high standards of service. After a couple a false starts, a new General Manager, Alasdair Galbraith, was appointed in September.

By the end of the year, the new management structure of General was also to be Vicar of Rydal and Rector of Grasmere, was looking promising. The Hall finished the year, despite all its problems, with a healthy balance sheet and feeling optimistic about its future. Total numbers of users for all the facilities – Hall, Youth Centre, Campsite, Ramblers Tea Shop and the Bishop Bulley Barn remained constant, but have still not fully recovered from the decline in use resulting from restriction associated with foot & mouth disease.



Rydal Hall looks forward to an exciting future under its new leadership.

Alasdair Galbraith

DIOCESAN BOARD OF EDUCATION

Chairman: Mr J Brache

Secretary: Canon R Chapman

The Board has met on three occasions during the year and delegates much of its detailed discussions to its committees whose reports are attached.

One important venture which it has assisted by sponsorship is the support for the establishments of a Rural Academy as a specialist technology college involving all the small 11-16 schools in Cumbria including Cartmel Priory Church School. The development of this will be watched with a great deal of interest.

The annual Education Sunday Service took place in the Penrith Methodist Church on the theme of inclusion with the preacher being Mgr John Devine and a short address was also given by Mr John Nellist before his retirement as County Director of Education. The Board continued to host a joint meeting each term with Mr Nellist and representatives of the Roman Catholic Schools Commission of the Diocese of Lancaster.

An important new development was the joint appointment of Mr Paul Wheelhouse as a Diocesan Youth Officer and a Chaplain to Trinity School Carlisle. This was a venture to strengthen the Christian foundation of the school as well as the encouragement of youth work in the diocese. On the latter point I refer readers to the Youth Committee report.

Rex Chapman

Schools Administration and Finance Committee

Chairman: Mr J Lomax

Secretary: Canon R Chapman

The Committee has met on three occasions during the year to deal with many issues affecting our Church Schools. Readers might like to be aware of the important functions of this committee.

It is a joint committee of the Board of Education and Board of Finance. The DBE is required by law to give advice, consent and direction as determined by the DBE Measure to trustees of church educational endowments. The DBF is trustee of many of these and has to consult the DBE on its management. The

committee assists the relationship between the two Boards and currently has delegated powers to act for them.

Some individual school issues have related to sixth form provision in Carlisle, the proposed closure of Lowick School, proposals in connection with St Cuthbert's School Great Salkeld, the trusteeship of Warcop School and Captain Shaw's School Bootle, admission issues at the Windermere Schools and many others.

There has also been the management of a number of previously closed schools and care of the Barchester Trust Funds. Preliminary planning has also been undertaken, along with the Dioceses of Durham and Newcastle, for the establishment of a company under the heading Partnership for Church of England Schools to manage very significant funds made available by the DfES for church schools in the three dioceses.

Rex Chapman

Teaching Advisory Committee

Chairman: Dr J Thorley

Officers: The Revd B J Thomas

The Revd I Davies

The Teaching Advisory Committee met three times in 2003.

Courtesy of Childsplay – the termly Carlisle Diocesan newsletter for Children's Workers



The Committee, on behalf of the Diocesan Board of Education, has continued working on responses to the national report on Church Schools, "The Way Ahead", one of which was guidance for Parochial Church Councils and schools on working together. It is currently addressing the General Synod report, "Sharing the Good News With Children".

Much of the work of the Committee supports County Council Initiatives as well as those of the Diocese including:
Cumbria Early Years Partnership
Cumbria SACRE (Standing Advisory Council for Religious Education)

Church School Headteachers' meetings
Diocesan Section 23 inspections of Church
Schools in Religious Education and Collective
Worship
Cumbria Education Sunday service
Cumbria Association of RE Teachers annual
conference
Diocesan Child Protection Group

Training courses for those involved in schools
and voluntary children's work continue to be
provided through its officers. "Godly Play"
training for church has been further developed,
and courses are also planned for schools.

The Committee continues its responsibility for
providing guidance and support before, during
and after Ofsted and Section 23 inspections,
and for monitoring the reports. Officers also
provide on-going training for Section 23
inspectors.

The Committee also supervises the work of the
Diocesan Resource Centre in Carlisle, and the
Barrow Resource Centre run by the local
churches and based at Ormsgill School.

Ian Davies

Youth Committee

Chairman: The Archdeacon of Carlisle
Secretary: Mr P Wheelhouse

The Committee welcomed the appointment of
Paul Wheelhouse to a shared post of DYO and
Chaplain to Trinity School, Carlisle. During
the interregnum, before his arrival, the
Committee had authorised the production of a
Youth Work Handbook through the good offices of
Alan Whitmore of NISCU. A policy document was also produced
for our Diocesan Youth Centres.



The Bishop of Carlisle continued to support
the work of the Committee with a meeting
with a number of young people at a Bishop's
Day. He has also encouraged the Committee to
develop weekends for young people at the two
Diocesan Youth Centres, and plans are also in
hand for developing a second Ablaze in 2004.

Paul Wheelhouse also began the production of
a monthly newsletter on youth work for
distribution through the Diocesan mailing, to
promote youth events and news and to

encourage parishes to promote their own
events.

The Youth Committee is generally concerned
at the lack of response to initiatives, but is
very supportive of ideas now being undertaken
by Paul Wheelhouse for development next
year.

Rex Chapman



Diocesan Youth Centre - St John's-in-the-Vale

Chairman: Mr K Clarkson
*Chaplain/Warden: The Revd B
Rothwell*

The first half of the year saw many of the
regular users of the Centre coming to stay,
whilst the management committee busied
themselves with meeting the architects to
finalise plans for the redevelopment of the
Centre with the aid of a National Lottery
Community Fund Grant.

The builders moved onto site at the end of
July, and work progressed very quickly
throughout the dry months of the summer. In
October we were able to begin to use the
annexe again. Developments in the annexe
building included the addition of a small
kitchen/common room and the extension of
the building to include a new bedroom. The
facilities throughout were upgraded, and now
the annexe can be let separately from the main
building taking small groups of up to 14
people.

Work continued on the main building through
to January 2004. The facilities now include a
new kitchen and dining room, smaller
bedrooms with mainly en-suite showers and
toilets. Disabled access has been provided
with ramps outside and a lift inside the
building with two toilet/shower rooms
specially equipped for disabled visitors. The
main building can now hold up to 25 visitors,
and when both buildings are used together,
groups of up to 39 people can stay.

Our website has been updated to include full
information and pictures of the Centre and its
facilities - www.cdyc.org.uk

The management committee has been grateful
for the way in which the architects and
builders have worked together to create a
wonderful centre with great facilities. The
centre is now a very flexible building, and is a

great resource for the many church, school and youth groups that come to stay.

Bryan Rothwell



Diocesan Youth Centre - St Andrew's Coniston

*Chairman: Mr D Mills
Warden: The Revd M East*

Brief Review:

Last year has been a good year with a small profit showing in the year end accounts. Bookings have been steady, with only a few glitches over payments, cancellations and other matters. A rent review has been carried out and it has been agreed by all parties to increase rent due by RPI percentage. We hosted the national Residential Centres Wardens' conference in November, which was a productive conference and a good opportunity to receive constructive comments from other centre wardens. The long-serving Maintenance Manager, Alan Parker and his wife Pam (who cleaned for us) retired after 13 years service at the end of December, and we now have two new members of staff in post to replace them. A big thank you for their dedicated service.

Repairs and other centre issues:

Generally the centre is in excellent condition, but we are always looking for ways in which we can improve and/or maintain high standards. During the last twelve months we have renovated some of the Shower/Toilet Facilities, upgraded the kitchen and carried out ongoing redecoration and refurbishment.

Looking Forward:

Bookings for 2004

The centre is filling up well for this year, with few gaps between now and the end of October. We are always looking for ways to encourage churches and groups from within the Diocese to make use of the excellent facilities. If you would like to talk about how you might be able to use the Centre for your church of group, please call me on (014594) 41262.

Mark East

Resources Centre

*Administrator: The Revd B Thomas
Administrative Assistant: Mrs S Emery*

The Diocesan Resource Centre in Carlisle continues to prosper:

- 140 new borrowers were registered during the year.
- Numbers of borrowers and items borrowed are back up to the record levels of two years ago
- Two extra volunteers joined the team of helpers.
- Increasingly schools are using the conference rooms for meetings. The rooms are also being used for diocesan training and other events.

The major re-organisation work at The Centre proved to be a complete stock check of all the items in the



Theology Library and it is anticipated that next year we will be attempting a similarly mammoth task of stock checking all the items in the Resource Library. This will mean that The Centre will be closed to the public in August 2004.

The Barrow Resource Centre managed by Mr Brian Otto continues to provide valuable support to schools and churches in the Barrow area. Carlisle based resources are available through the Barrow Centre but increasingly they are building up an impressive variety of their own resources in a wide range of media. They continue to open on Thursday afternoons (4.00 – 5.30pm) through term time.

Bert Thomas

DIOCESAN COUNCIL FOR EVANGELISM

*Chairman: Dr I Keyes
Officer: The Revd J Reeves*

John Reeves was appointed as part-time Officer for Evangelism in October 2003.

Immediate Priorities

1. Visiting churches in the diocese to observe what evangelism is taking place. This has resulted in several opportunities

to preach. An evangelist needs to listen as well as speak.

2. Sharing a vision for modern parish evangelism at Deanery Synods and Chapters.
3. Speaking at Men's breakfasts and other evangelistic events.
4. Training others who are planning Alpha courses and the like.
5. Working with the Council for Evangelism to see how best to move forward some of the ideas set out in the From Survival to Revival report.

Future Possibilities

1. Faith Sharing Teams to visit other parishes at invitation from Parochial Church Councils (starting summer 2004).
2. Parish Missions 5-10 day events that usually take 6-9 months preparation.
3. Church Planting – preparation and planting.
4. Welcome Group Course. This course uses St John's Gospel to introduce non-church folk to Jesus Christ. Although not a Baptism course as such, it has been successful in introducing baptism parents to Christ.

Needs

1. For Parochial Church Councils to place evangelism as the No 1 priority on their agendas.
2. For the Holy Spirit to give us great sensitivity and lots of creativity as we engage in modern evangelism.
3. For the wise use of John Reeves time and energy.
4. For a new and meaningful love for those who as yet do not know Jesus Christ as God.

John Reeves

TOURISM

Tourism Officer: Miss J Bate



My work focus is presently the Eden District area; it is exciting to start developing and encouraging awareness in parishes of the needs of the visitor/tourist and what churches can offer. The tourism industry in Cumbria supports 47,500 jobs and is worth £1 billion to the local economy. Tourism is enmeshed in the whole Cumbrian economy and parish churches have a role to play in supporting this life-blood industry.

The Open Churches Trust brought their Roadshow to our Diocese in June 2003 - an encouraging event offering fresh ideas and new ways of thinking. All churches that are regularly open should be listed on the OCT website, a huge free benefit (www.openchurchestrust.org.uk). Need help with this? Ask me!

Appleby Deanery ran a pilot project through 8 summer Saturdays called "Churches Open to Tourists" - all 33 churches participated. Following this, 20 churches signed up to join "Search for the Church in Appleby Deanery", to be rolled out in 2004. A promotion of open, welcoming churches, with 3 or 4 linked by 5 circular Church Trails to drive or cycle.

Visitors to Cumbria increasingly use the Internet for information. Are your parish details listed on the diocesan website - www.carlisediocese.org.uk?



Jenny Bate



*County Ecumenical
Officer: The Revd A
Dodd*

The five yearly review having been completed, we have set about the task of implementing the recommendations. These include raising the profile of and relationship to Local Ecumenical Partnerships. Our September meeting incorporated an "Agape" meal, to deepen relationships and ground our work in worship. Local groups are under pressure. We began to address how new ways of relating

may liberate yet not become so diffuse as to lose direction and identity for Christians in local community.

The Social Responsibility Forum had a busy year. A very good discussion day on energy issues in January was followed up by the development of an exciting new project "Eco Communities", which has secured partnership and support from Cumbria County Council and Voluntary Action Cumbria. An excellent public conference was held in Kendal in June. Entitled "Building Partnership: Building Community", we heard excellent keynote speakers (the director of Christian Aid, the Leader of the Iona Community, Tony Cunningham MP and Forum Convener Lord Judd). This conference attracted participation not only from the churches but also from a wide variety of partner organisations working in the field of social issues. Forum work on tourism, rural housing, interfaith understanding and strategic partnerships continued.

Andrew Dodd

Council for Agriculture and Rural Life (CARL)

Chair: M. J Dodgson

Team Leader: Revd D Webster

Last year we reported that CARL was attempting to appoint an ecumenical rural officer for Cumbria. A statement of CARL policy has been agreed by CARL and, together with an outline work programme, has been submitted to Churches Together.



We are pleased that the meetings to establish a Farm Crisis Network for Cumbria have been successful, and that Brian Armstrong, who farms near Kirkoswald, has agreed to be the co-ordinator. He is backed by a very efficient secretary and committee. They were on the look out for a chair person at the conclusion of their last gathering. Brian can be contacted on (01768) 898453

In July 2003, a team from the Church Commissioners visited farms in Cumbria and I had a very useful two days accompanying them on their visits. We saw recovery taking place following foot and mouth, but I also became very aware of the deep hurt and emotional damage that is going to stay with

our farming community for a long time. Please go on giving these families your prayers and your understanding, so that they may continue to be healed.

Andrew Humphries has been unwell, but is making recovery. He was CARL chairman and a team member and has constantly kept the council informed about the local agricultural and rural scene whilst also relating to events at national level. Of late he has been engaged with our local farmers who graze sheep on common land, and contributing to the group of those implementing the recommendations of Sir Donald Curry's January 2002 report on Food and Farming.

The harvest is plentiful, and one full time labourer to coordinate the work would prove immensely valuable! Please pray the Lord of the Harvest.

David Webster



THE MOTHERS' UNION

Diocesan President: Dr E Walton

2003 was another busy year for the 2755 members in our diocese.

A Worldwide Day was held at Rydal Hall in June when members had the pleasure of hearing Kristina Scotland, from Mary Sumner House inspiring us with news of the MU Literary and Development Programme which is ongoing in Burundi, Malawi and Sudan.

Deaneries continue to provide holidays or short breaks for families or individuals who 'have met with adversity' through the Away From It All holiday scheme.

The One to Five Christian Nurture Scheme and its Bursary Fund continue to support baptism and outreach to young families .

At branch level members are involved in the life of the church running lunch clubs, parent and toddler groups, and visiting care homes and hospitals. Volunteers continue to help with the crèche at Haverigg Prison.

A service was held at Kendal Parish Church in November, when Bishop James preached and the Chaplain Jim Hyslop was celebrant. The retiring President, Barbara Johnson, was presented with gifts in appreciation of her hard

work and great commitment over the past six years.

Elizabeth Walton

DIOCESAN PASTORAL COMMITTEE

Chairman: The Lord Bishop of Carlisle

Chairmen of Archdeaconry Committees:

North: Archdeacon of Carlisle

West: Archdeacon of West Cumberland

South: Archdeacon of Westmorland and Furness

Secretary: The Revd J Stagg

There continues to be a considerable number of pastoral changes in various stages of formal and informal discussion throughout the diocese.

The Pastoral Secretary is very willing to help with informal or formal enquiries from anyone with a genuine interest. Please contact him at Church House.

The principal recommendations before the Committee were:

The South Carlisle Team Ministry involving St John's, Upperby and St Elisabeth's, Harraby came into being.

A proposal to create the Cross Fell Group involving the parishes of Addingham, Culgaith, Edenhall, Kirkland, Langwathby, Melmerby, Ousby and Skirwith was put in hand.

A proposal to create the Inglewood Group of Churches involving the parishes of Ainstable, Armathwaite, Hesket-in-the-Forest, Hutton-in-the-Forest, Ivegill and Skelton was put in hand.

Proposals to transfer part of a parish to another benefice and to unite the remaining parishes involving the benefices of Kirkby Stephen with Mallerstang and Crosby Garrett with Soulby, and Brough with Stainmore, Musgrave and Warcop were put in hand. The proposals would also declare Soulby Church redundant.

A scheme to declare the Church of St Kentigern, Grinsdale, in the Benefice of the Barony of Burgh, completed its formal consultations but implementation has been delayed while legal questions over access to the churchyard are being resolved.

A scheme uniting Allonby, Cross Canonby and Dearham came into effect.

Proposals to create a new benefice by union of existing benefices and for the establishment of a team ministry to be known as The Maryport, Nethererton and Flimby Team Ministry were put in hand.

The South Barrow Team Ministry involving St Aidan and St George with St Luke came into being.

Proposals to change the legal name of Barrow in Furness Newbarns and Hawcoat to Barrow in Furness St Paul and to revoke the team ministry were put in hand.

A pastoral order to change the legal name of the Benefice of Kirkby Lonsdale to The Benefice of the Kirkby Lonsdale Team Ministry came into effect.

A pastoral order to hold the benefices of Grasmere and Rydal in plurality came into effect.

The High Furness Group Ministry involving Egton-cum-Newland and Lowick, Hawkshead and Low Wray with Sawrey, Rusland, Satterthwaite, Colton and Leven Valley came into being.

Jeremy Stagg

REDUNDANT CHURCHES USES COMMITTEE

Chairman: Vacant

Secretary: The Revd J Stagg

The Very Reverend Graeme Knowles, Dean of the Cathedral, was Chairman of the Committee until his departure as Bishop of Sodor & Man in November. The Committee has had no need to meet since.

The Secretary is very willing to help with informal or formal enquiries from anyone with a genuine interest. Please contact him at Church House.

St Kentigern's Church, Kirkcambek. The prospective purchaser is continuing to negotiate with the Planning Authorities and it is hoped that a redundancy scheme will be published in the first half of 2004.



St John's Church in the centre of the lovely village of Gamblesby. It is now redundant and plans are being drawn up in discussion with the local authority and the Church Commissioners. In due course the plans will be published for comment.

St John's Church, Gamblesby. After a marketing campaign a large number of bids were received. An offer was recommended to the Church Commissioners and the prospective purchaser proceeded rapidly to draw up plans. However, there appeared to have been a change in planning policy by Eden District Council and this is currently holding up progress.

There have been informal enquiries from PCCs and/or Incumbents concerning the process leading to redundancy of three churches in separate benefices.

Jeremy Stagg

DIOCESAN ADVISORY COMMITTEE FOR THE CARE OF CHURCHES

Chairman: The Very Reverend G Knowles (until 30th November)

Vice Chairman: The Revd R Bailey

Secretary: Mr B Cook

Towards the end of the year the DAC members bade farewell to the Very Reverend Graeme Knowles upon his preferment to Bishop of Sodor and Man. His knowledge of the churches of the diocese and his wit whilst chairing the DAC meetings will be missed.

His Honour, Judge Geoffrey Tattersall, was welcomed at the July meeting and introduced as the new Diocesan Chancellor. He expressed

his wish to work closely with the DAC to assist parishes with their faculty applications.

The committee met 8 times throughout the year and considered 205 applications. As last year many were addressing 'access' issues in order to meet the requirements of the Disability Discrimination Act 1995 which requires access to be available by October 2004.

Members and advisors continue to make visits to parishes to discuss proposals put forward for advice. The feedback



from parochial level indicates that such visits are welcomed and prove to be of invaluable assistance in communicating ideas and creative thoughts between the DAC and the PCC.

Thanks should be expressed to all those involved with quinquennial surveys, architects/surveyors, contractors and the ever hard pressed PCC members.

Brian Cook

CLERGY MOVEMENTS

January

The Reverend Gill Hart, Diocesan Youth Officer (North) and Chaplain to St Martin's College, Carlisle, to be Rector of the Barony of Burgh.

The Revd Douglas Tankard, Vicar of Rockcliffe and Blackford, retired.

The Revd Peter Lippiett, Warden of Rydal Hall and Priest in Charge of Rydal, left to become Spiritual Adviser, Diocese of Portsmouth.

February

The Revd Alan Byrom, Assistant Curate of Leyland, Diocese of Blackburn, to be Team Vicar (Silloth) in the Solway Plain Team Ministry.

The Revd Peter Wodeman, NSM in the Kirkby Lonsdale Team Ministry, retired.

March

The Revd Sue Wicks, Assistant Curate of Whitburn, Diocese of Durham, to be Priest in Charge of St Elisabeth, Carlisle.

The Revd Anton Muller, Assistant Curate of Sandgate with Folkstone, Diocese of Canterbury, to be Priest in Charge of Dacre in plurality with Team Vicar in the Penrith Team Ministry.

The Revd David Ella, Priest in Charge of Lorton, Loweswater and Buttermere and Diocesan Officer for Evangelism, died.

April

The Revd Amiel Osmaston, Ministry Development Officer, Diocese of Chester, to be Ministry Development Officer and Assistant Priest in the Penrith Team Ministry.

The Revd Ronald Bowlzer, Team Rector of the Crosslacon Team Ministry, died.

May

The Revd Jane Natrass, Assistant Curate of Dalston with Cumdivock, Raughton Head and Wreay, to be Team Vicar Designate of Barrow St Aidan.

The Revd Robert Wilkinson, Priest in Charge of Grasmere, retired.

June

The Revd Wendy Sanders, Team Vicar of Chippenham with Hardenhuish, Langley Burrell and Kington and Rural Dean of Chippenham, Diocese of Bristol, to be Team Rector of the Cockermonth with Embleton and Wythop Team Ministry.

The Revd Fergus Pearson, Assistant Curate of Heatherlands, Diocese of Salisbury, to be Vicar of Hensingham.

The Revd Malcolm Johnston, Priest in Charge of Netherton and Assistant Priest of Flimby, resigned.

The Revd Kay Johnston, Priest in Charge of Flimby and Assistant Priest of Netherton, resigned.

The Revd Kenneth Wright, Chaplain to Workington and Assistant Priest at Seaton, Camerton and West Seaton, retired.

The Revd Matthew Peat was ordained Deacon to serve in the Benefice of Barrow St Mary.

The Revd Peter Streatfeild was ordained Deacon to serve in the Solway Plain Team Ministry.

July

The Revd Gary Cregeen, Assistant Curate of St John the Evangelist, Carlisle, to be Priest in Charge of Scotby and Cotehill with Cumwhinton.

The Revd Andrew West, Chaplain of the University of Gloucester, Diocese of Gloucester, to be Chaplain to St Martin's College, Carlisle Campus and Assistant Priest of St John the Evangelist, Carlisle.

The Revd Alex Stockley, Priest in Charge of Levens, Underbarrow and Helsington, retired.

The Revd Canon Tim Evans, Priest in Charge of Natland, ceased to be Rural Dean of Kendal.

September

The Revd Stuart Penny, Assistant Curate in the Uttoxeter Area Ministry, Diocese of Lichfield, to be Vicar of Crosthwaite, Keswick.

The Revd Christopher Sims, Team Rector of the Binsey Team, left to become Vicar of Shrewsbury Holy Cross, Diocese of Lichfield.

The Revd David Kennedy, Team Rector of Barrow St Matthew with St Francis, left to become Priest in Charge of Blackburn St Aidan, Diocese of Blackburn.

The Revd Nigel Davies, Vicar of Burneside, **also** to be Rural Dean of Kendal.

The Revd Irene Fearon was ordained NSM Deacon of the benefice of Netherton with Flimby.

October

The Revd Nick Ash, Vicar of Dalston with Cumdivock, Raughton Head and Wreay, left to become Canon Residentiary at Portsmouth Cathedral, Diocese of Portsmouth.

The Revd John Reeves, Rector of Aldridge, Diocese of Lichfield, to be half-time Diocesan Officer for Evangelism and Assistant Priest in the Eden, Gelt and Irthing Team.

November

The Revd Malcolm Stonestreet, Vicar of Eskdale, Irton, Muncaster and Waberthwaite, retired.

The Revd Chris Goddard to be NSM in the Cockermonth, Wythop and Embleton Team Ministry.

December

The Revd Stuart Evason, Vicar of Heywood, Diocese of Manchester, to be Priest in Charge of Barrow St James and Urban Officer for Barrow Deanery.

The Very Reverend Graeme Knowles, Dean of Carlisle, left to become Bishop of Sodor and Man.