

FOREWORD

This has been the year of The Plan. It was a natural development of the Healthy Churches Exercise held in 2002-2003.

Named **From Survival to Revival**, The Plan was launched in Lent with a Lent Course in 6 sessions. These matched the 6 themes of The Plan: Discipleship, Worship, Ministry, Mission, Youth and Giving. After doing the Lent Course and studying the Vision Leaflets for each of the 6 areas, parishes chose their aims and prioritised them for action in 2005. A most uplifting service was held on November 13th in the Cathedral when parishes offered their chosen aims to God. A great deal of productive energy has been released and the parishes are now seeking to implement their first two aims.

This has been a year of many changes in the Bishop's Staff and Officers of the Diocese. **Archdeacon Alan Davis** retired, as did **Canon Rex Chapman**, Diocesan Director of Education for 20 years. **Canon Colin Hill** moved from Diocesan Secretary to Archdeacon of West Cumberland. **Canon David Jenkins** is the new Director of Education and **Mark Boyling**, the new Dean. The new Diocesan Secretary is **Derek Hurton**. We welcome all three very warmly to the diocese.

In the 2003 Annual Report, I omitted to highlight the changes at Rydal Hall although they were mentioned elsewhere in the Report. We appointed as Commercial Manager, **Alasdair Galbraith** and as Chaplain, **Cameron Butland** who is both Vicar of Rydal and Rector of Grasmere. These arrangements are working well and an exciting new vision for Rydal is emerging.

An excellent Clergy Conference was held in September with **David Day** and **Mark Greene** as speakers.

The training of Lay Ministry continues to develop and grow through the work of **Amiel Osmaston** and the Deanery Training Advisers. We see this as vital to our strategy for the renewal of the Church. All must use their gifts and play their part if the Church is to grow.

The challenges to God's Church at present are enormous. Some of our congregations are distinctly on the older side. We need to reach families and young people. Our buildings need to be used more by the community and to have a modern attractive "ambience" if they are to be accessible to people who don't at present come. Fresh expressions of Church need to be encouraged alongside the existing congregations. All this can be draining for the clergy who often carry responsibility for several parishes. Maintaining the old while reaching out for the new is not easy. So we need to pray and support our clergy showing them our willingness to work with them in these challenging days.

But there is a lot of energy and vision around! Things will happen under God if we keep praying 'From Survival to Revival'

+Graham Dow

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DIOCESAN ANNUAL REPORT 2004

DEANERY SYNODS

APPLEBY

Rural Dean: Canon J A H Clegg

Lay Chair: Mr D Thomas

"I am still confident of this: I will see the goodness of the Lord in the land of the living."

Psalm 27:13.

In many ways 2004 was a year of continuing change and growth for Appleby Deanery. One group of parishes, centred on Kirkby Stephen, became a single benefice and in the process closed one church building. Another (Brough, Musgrave and Warcop), after a long, and fruitful, interregnum welcomed a new minister who also has a responsibility for establishing and encouraging young churches in the area. A third (Appleby, Murton cum Hilton and Ormside) also welcomed a new minister, after a rather shorter gap, who is also our new Rural Dean and a fourth (Kirkby Thore, Temple Sowerby and Newbiggin) saw their Lay Minister ordained Deacon whilst one of the old groupings (Asby, Bolton and Crosby Ravensworth) was split, the latter two joining the four centred on Morland to form the new Leith & Lyvennet Group of parishes, even though their former minister was still in residence.

It was Dag Hammarskjöld, the former UN Secretary-General, who said, "For all that has been, Thanks. For all that shall be, Yes." It is in that spirit of thanks and anticipation that we continue to look to our future under God.

Anthony Clegg & David Thomas

BRAMPTON

Rural Dean: Canon C J Morris

Lay Chair: Mr A Tyler

This year the deanery decided to respond to a request from the Music and Arts Group to invite the Saltmine Theatre company to perform Emma's Mystery, a play concerning a young girl overwhelmed by life, relationships and schoolwork. Also included was a drama workshop for youngsters. The event took place at William Howard School and was organised by Eileen Clark et al from Wetheral. It was an outstanding success and served to

show that the youth can be involved within the church.

After having been praised for coming top of the league as far as Parish share is concerned, the deanery again held a meeting at the end of the year with treasurers and is actively looking at the whole concept of parish share and its make up.

At Synod meetings Peter Vivash led a discussion on Strategy for Mission Links, while Amiel Osmaston challenged us to think seriously about lay training.

Most parishes in the deanery have been discussing priorities following the Bishops' Diocesan Plan and they were well represented at the Cathedral service in November.

The long interregnum at Rockcliffe and Blackford continued throughout the year although the end eventually came in sight. We would like to record the gratitude of the deanery to churchwardens Bill Semmens and Bob Musgrave and their colleagues who have coped without a resident priest with great efficiency and much good humour. Their gain was to be the Eden, Gelt and Irthing Team Ministry's loss when, already without a Team Rector, the Team Vicar, Jan van den Berg, moved across the deanery and solved our lack of a Training Adviser combining his parochial duties with the joint appointment for the Brampton and Carlisle Deaneries.

Chris Morris & Andrew Tyler

CARLISLE

Rural Dean: The Revd J Libby

Lay Chair: Mrs E Metcalfe

One group of parishes - the Barony of Burgh - wants to tell the world about its Open Day, held on a beautiful Saturday in August. People came from as far as Barrow, Newcastle and Edinburgh, and all five churches displayed their riches to a large number of appreciative visitors.

The rest of this report must be taken over, at the request of the Deanery Synod, by the FLOOD - Carlisle's own answer to Noah. Over 3,000 homes were affected and most of these

are still (at the time of writing) not habitable; the role of the churches was magnificent, heartening and public, and in this not only our



Picture courtesy of Cumbrian Newspapers

own C of E., but Christians from about forty congregations and fellowships all worked together in what was a truly ecumenical response. St Aidan's church suffered badly, but Our Lady and St. Joseph's offered hospitality. The Deanery, we feel, has grown in koinonia.

And the church has a healing task to do; many people have found it a traumatic experience. Their homes have been invaded, and the feelings of helplessness and hurt - not to mention the confusion of things like insurance claims and the sheer hard work of cleaning up the mess - sorely need healing. By the time you read this, memories of those not so directly involved will be distant, and healing for those still in shock will, we hope, be on the way. Thank you for your prayers; please keep them up.

Elizabeth Metcalfe & John Libby

PENRITH

*Rural Dean: Canon D Fowler
Lay Chair: Mrs S Ellison*

Early in the year our deanery Synod welcomed Amiel Osmaston to talk about the Deanery Lay Ministry Advisers, followed by the Revd Chris Casey and the Revd Helen Mary Brett Young being licensed for work in the Penrith Deanery.

In June we held a special service of Holy Communion in St Andrew's Church Greystoke to celebrate our 100th Deanery Synod. Past Deanery Lay Chairmen and Secretaries and Treasurers were invited as well as past Rural Deans. Our preacher for the occasion was The Right Reverend David Jenkins, the retired Bishop of Durham. Afterwards we were served refreshments in the church. On display around the side aisles were the parishes' connections with the world wide church

through missionary agencies and projects which we are supporting.

At our September meeting we looked at the replies from the parishes from Survival to Revival. With the help of our Lay Ministry Adviser, Chris Casey we highlighted areas the deanery should take on as teaching opportunities to support the parishes with their aims.

At our final synod of 2004 Geoffrey Hine looked at the way our parish share is calculated and ways in which we can encourage people to raise the vision to fund our mission. A lively synod ensued with some sharing of ideas and concerns. All the deanery synods have been well received and hopefully have been of use for the ongoing work for the Gospel.

David Fowler

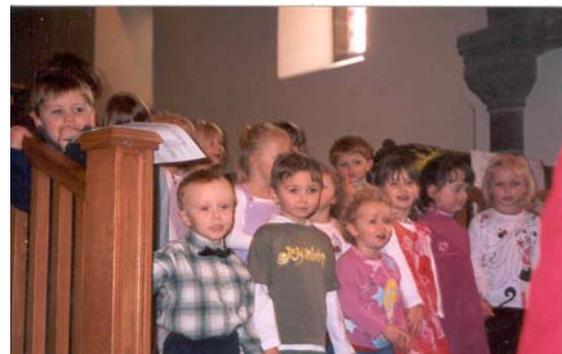


CALDER

*Rural Dean: Canon A Edwards
Lay Chair: Mr P Baxter*

One of the major encouragements which we often neglect is the faithful ongoing ministry of our churches within the community as well as our relationships with other Christian churches.

An illustration of this ministry is well founded in St. Mary's with the "Gosforth Goslings". This ministry is to the under 5's and their families on a monthly basis with an informal



pram service, which attracts 14-18 children. They also contribute to the Sunday family service about 2-3 times a year

Changing the "familiar" in church life is always interesting. St John's Hensingham have been through such a process relating to their morning family service in order to maintain their emphasis on bible teaching and children's work. Now, after 20 minutes the teaching is separate.

History, often explains the make up of various churches in an area. This is the case in the Crosslacon team. With it came strong animosity between denominations, which in the late 1800's boiled over into riots! Today's climate sees a vastly different picture, With co-operation between the denominations, as in recent months with the joint services, pulpit exchanges and hunger lunches, and more is planned.

Sometimes Parishes needs require drastic and innovative ways to meet an urgent need. Such



was the case at St Andrew's Mirehouse when both the church wardens did a sponsored "Pane walk" to raise funds to pay for the urgent replacement of the church hall windows.

Being church in today's climate means faithful, innovative and courageous in God.

Peter Baxter

DERWENT

Rural Dean: Canon B Smith

Lay Chair: Mr M Bonner

In this year's reflection on Deanery Life we are focussing on two parishes, which were singled out by the Daily Telegraph in a supplement entitled '100 Hundred Favourite Churches' published in December 2004. 3,500 churches had been nominated from across the British Isles; 100 were selected for the supplement and from these, a researcher visited ten churches personally, two of which were in Derwent Deanery - St James Buttermere and Keswick St. John. This is what she wrote:

ST JAMES BUTTERMERE

Highly recommended for those who feel closer to God when surrounded by nature. The tiny stone church is perched above a lake enclosed by the hills. Wordsworth wrote, "A man must

be very unsensible who would not be touched at the sight of the chapel of Buttermere."

KESWICK ST. JOHN

A warmer welcome would be hard to find. Wandering around the pink, stone building to gaze at the hills, I passed several local people, who all smiled and asked if I'd like to come inside for the service.

Afterwards, before I could rise from my pew, I was implored to stay for biscuits and coffee. I found myself surrounded by inquisitive parishioners -where was I from, what hills had I walked, how was the Tube these days?

St John's was the birthplace in 1875 of the Keswick Convention, a three-week evangelical union, held every July, that explores the Bible through readings and teaching. The convention now attracts international speakers and crowds in their thousands.

St John's offers a strong, steady hand to its sizeable flock every Sunday. The morning and evening Sung Eucharists follow a familiar pattern: Common Worship liturgy at 10 am and Book of Common Prayer at 6 pm. There is no ultra-modern or ultra-traditional worship, just solid ministering.

This is the stalwart Church of England parish service with a listening congregation; committed minister, sensible preacher and competent organist and choir. We had old familiars from Mission Praise, including There is a Redeemer and The King of Love my Shepherd is.

The sermon moved from the previous day's wedding of two members of the congregation to the party in heaven that happens when a sinner is saved.

Brian Smith & Michael Bonner

SOLWAY

Rural Dean: Canon B Rowe

Lay Chair: Mrs B Gear

Solway Deanery's contribution to the 2004 Annual Report focuses on the Maryport, Netherton & Flimby Team Ministry.

Maryport, Netherton and Flimby were obvious candidates for team ministry. Maryport has three Anglican churches each half a mile apart. Flimby has in recent years oscillated between being cared for by the clergy of both parishes.

In recent years Netherton and Flimby have had a succession of incumbencies. Time had come for change that would allow mutual support, with shared mission and resources.

Our journey to team ministry began with the group ministry formed in 1997. The Group paved the way to the team that came into being in July 2004. Initially there were three stipendiary clergy, one of whom worked two-thirds within Solway and Calder deaneries. The Netherton lay reader (Mrs Irene Fearon) became an OLM and was priested in 2004. Mr Geoff Moore was also licensed as a reader in the same year. Now all are licensed to minister within the team area.

The Revd Elaine Jones, our one-third team vicar, moved on to be a vicar in Coventry. We have been joined by the Revd Kevin Ellis who has specific responsibility for Netherton and Flimby and brings to the team valuable gifts in teaching and theology.

The value of Team ministry lies in mutual support and shared vision. We share our evening worship (and some festivals), change 'pulpits' and have partly merged our parish magazine (full merger is on the way). We have commenced a team Emmaus course and share confirmation preparation. The Team meet regularly for support and prayer and we have appointed the Revd Dick Woodger as our first team consultant.

Our legal instrument retains each parochial identity, so we retain three Parochial Church Councils and independent financing. The Team Council meets every four months; all suggestions must be ratified by each Parochial Church Council.

The value of Team Ministry comes from a sense of fulfilling the Musketeer's motto, '*One for all and all for one*'! It required trust, good communications and a true sense of being 'team'; this I believe, we are now well on the road to achieving.

David Bickersteth

The best visions are both God-given and human shaped! What is my vision for the Maryport, Netherton and Flimby Team Ministry?

I think it is two-fold. First that collectively as four congregations we would be confident in the mission God has given to us, and second

we would be identifiable as Christians in our communities. The two are in fact interrelated.

The first part is being addressed by Emmaus-type groups, as well as walking and being with people, encouraging them to take risks. This is not something done overnight. Neither is becoming identifiable with and in our communities. One of the primary ways I see my ministry developing in this area is by working with schools, and with current Youth and Community-based projects, as well as initiating some when it seems right to do so. This will in time, I pray, lead to people being attracted to Jesus, especially on the large estates in Maryport with which the Church has little contact. This is a long-term aim, but then I hope to be around for a good while.

Although it is long term, there are signs of good things to come already, one example of which is a group of non-Church teenagers who are working with me. They seem to be representative of the fact that Jesus' model of being where people are remains as good a place to begin, as it ever did.

I hope you will pray for us, as we pray for you.

Kevin Ellis

BARROW

Rural Dean: Canon P E Mann

Lay Chair: Mr A Johnson

People shouting from shop windows at a donkey with Mary and Joseph walking through the Sunday shoppers to a stage with tap dancing angels – is this a fresh expression of church? Well it was in a way. The Christmas story was taken by the churches (with finance from the Borough) to the people on a crisp and very cold day. It was a good way to end 2004 when, as a deanery, we had been inspired by Damian Feeney one of the authors of "Mission shaped church" to look at new ways of mission. We were also challenged about domestic abuse – the great hidden problem. Members of synod were able to give personal testimony of their suffering and the impact was so great a motion was put to Diocesan Synod.

Finally we thought about all-person ministry with the licensing of our new Lay Training Adviser – George Wilson. Our new urban officer had his first full year and is already well known in local voluntary and government circles.

At the end of the year we were saddened by the sudden death of Brian Otto one of the driving forces behind the new deanery and also founder of the Resources Centre and sub-warden for readers.

Life in the parishes continues in its distinctive, different ways and a survey was carried out to find what each can offer the deanery from the prayer of waiting to Kidzone to chocolate sleepovers for youngsters to running nurture courses to a lantern procession through the streets for Candlemas. We hope the parishes are different in style but united in mission.

Alan Johnson & Peter Mann

FURNESS

Rural Dean: The Revd G Wemyss

Lay Chair: Mrs R McFie

Standing still, or moving forward seems to be the challenge as set out by the Deanery Synod meetings for 2004. We see a church which is moving forward with all involved together.

The meeting of synod in February allowed the setting up of the structures to enable this with the commissioning of the Revd Colin Honour as the Deanery Lay Training Adviser. This was followed by a presentation by the Revd Amiel Osmaston about Lay Training and the function of the Lay Training Officer.

During this year we have also been challenged by the "Survival to Revival" exercise taking place in the parishes. One key feature which is of concern to parishes is the lack of finance to pay parish share and still be able to promote mission in the local area. June brought Mr Geoffrey Hine (Diocesan Finance Officer) to synod to look at *Issues of Parish Finance*. This talk stimulated a number of parishes to ask for preliminary talks which may lead to stewardship campaigns of some kind.

The October meeting began with worship led by the Archdeacon of Westmorland and Furness and the presentation of a licence to the Revd Gary Wemyss as Rural Dean. This was followed by each parish giving a brief presentation of their "Survival to Revival" strategy. Finally, a presentation was made to Canon Daniel Sanderson on his retirement as Rural Dean after almost ten years.

From all of these challenging meetings has come a plan for the training needs of the deanery which are to be incorporated in 2005.

Rosemary McFie & Gary Wemyss

KENDAL

Rural Dean: The Revd N Davies

Lay Chair: Mr J Preston

2004 has been the year when the planned changes in deanery structure started to be implemented. It had become clear that there would be a major turnover in stipendiary clergy before 2010, and the opportunity had to be taken to restructure the deanery to cope with the smaller numbers of stipendiary clergy allowed under our Sheffield allocation. The decision was taken by Deanery Synod to reform into 5 Team Ministries – one of which already existed. During 2004 the Revd Laurence Shutt retired from Arnside, and the Revd Brian Pedder from Old Hutton, New Hutton and Grayrigg, and the Revd Ian Davies moved to the Isle of Man from Beetham.

First off the mark was Preston Patrick which joined the existing Kirkby Lonsdale Team. The next development was the laity of the parishes that are planned to form the Kent Estuary Team, coming together and starting to plan their future together. In fact the clergy did not become involved until towards the year end. By this stage we had welcomed the Revd David Cooper to Arnside, with part of his job description being to build the Kent Estuary Team. There will be rocky patches ahead, notably over some issues of churchmanship, but there does seem to be a will, at least amongst the laity, to make it work.

The Lyth Valley looking towards Crosthwaite



The Beacon Team (North East from Kendal) has made a promising start, this time being clergy led rather than laity led. In the Lyth Valley Team, the decision has been taken to

appoint a “Rural Missioner” – part time to the Team and part time to the rest of the Deanery.

John Preston

WINDERMERE

Rural Dean: The Revd R Coke

Lay Chair: Mr D Wroe

We sadly bade farewell to Anthony Clegg, seeking pastures new, and joyfully welcomed Robert Coke as our new Rural Dean. Synod strove to be lively, relevant and pro-active. Groups, teams and benefices worked successfully, shared resources, initiated mission and ventured ecumenically.

‘From Survival to Revival’ was uppermost in our minds. Our thinking was focused by our DTO, the Revd Ruth Crossley, especially at Synod. She also led courses to improve leading of worship.

Parish Treasurers’ meetings helped the Deanery pay a record 99% of parish share – a great achievement and a model of good practice.

Ambleside Anglicans and Methodists voted overwhelmingly for an LEP and the sharing of buildings. Alpha and Emmaus led to new house groups. The contemporary ecumenical service for young people prospered. **The Cartmel Peninsula Team** pioneered Communion before Confirmation and gave a presentation at Synod. Allithwaite launched a four year Alpha project. **Grasmere** and **Rydal** enjoyed a weekly ecumenical meeting for meditation and silent prayer. The five churches in the **High Furness Group**, now sharing one vicar, genuinely grew together. **The Leven Valley Benefice** saw the growth of group services. Haverthwaite’s church and school interacted more closely. In **Windermere**, St Martin’s and St Mary’s ran a joint Marriage Preparation Course (29 couples). St Mary’s is being remodelled for better worship facilities, community use and meeting space. The Christian rock band ‘TVB’ visited the Lakes School sponsored by Churches Together. Their concert attracted 280 young people. Their visits to classes convinced Christian and other students that Christianity is ‘cool’!

Robert Coke & Donald Wroe

DIOCESAN SYNOD

President of the Synod: The Lord Bishop

Vice-Presidents: Canon P Mann (Clergy)

Mr D Leighton (Laity)

Secretary: Mr D Hurton

Throughout 2004 Synod oversaw the process of developing and implementing the Diocesan Plan “Survival to Revival”. The plan was launched in Lent and the process culminated in a Service in the Cathedral in November at which members were joined by representatives from parishes who presented their Aims for the coming year.

At the March meeting, held in Barrow, there was a local flavour, when the leader of Barrow Borough Council and the Manager of the West Lakes Renaissance spoke about the future plans for the town. The meeting also discussed a new strategy for developing ministry “Learning for Life in Christ”; the Diocesan Mission Strategy and the formation of Mission Units; and received a report on the visit to Stavanger by Lay Chairmen and Rural Deans.

The summer meeting in Workington heard about tourism initiatives in the Eden Valley and life in Calder Deanery past and present; voted on the future of Ordained Local Ministry; steps to make progress following the signing of the Anglican/Methodist Covenant; and amendments to the Diocesan Board of Finance Memorandum and Articles of Association.

In November, in addition to the Cathedral Service related to the Diocesan Plan, Synod received a presentation about the highly significant national report “Mission Shaped Church” and was encouraged to think about how “fresh expressions of church” could be encouraged in the Diocese. At the same meeting, Synod debated a motion from Barrow Deanery Synod about domestic abuse and as a result prompted deaneries and parishes to consider what they could do to respond. Synod also heard about plans for changes to the future structure and funding of ordination training; approved the Diocesan Budget for 2005; and took note of the plans for elections to Deanery and General Synods.

Derek Hurton

BISHOP'S COUNCIL

Chairman: The Bishop of Carlisle

Secretary: Mr D Hurton

“Survival to Revival” featured at all the meetings but was particularly prominent at January’s residential meeting when the Vision Leaflets and the mechanisms for reporting back were the main items for discussion. Other items considered at that meeting were Mission Units and the work of the Council for Agriculture and Rural Life.

The Council considered the appointment of a new Diocesan Secretary and budget priorities in May as well as two matters of national importance: the Structure and Funding of Ordination Training and the Review of Clergy Terms and Conditions.

In September the Council gave preliminary consideration to a Diocese-wide consultation and presentation on staffing and finance which would take place in 2006. Bishop Anthony from Zululand attended and spoke about his Diocese. The Council also heard a report on the successful “Down to Earth” Conference organised by the Board for Social Responsibility as well as considering the final budget.

At its November meeting the Council gave its support to plans for the major works at Rydal Hall to improve the infrastructure and facilities. The Communications Officer reported on his work including the diocesan website and the new Director of Education gave his views on his first months in post. Council also received a report on the appointment of a new Diocesan Registrar.

Derek Hurton

COMMUNICATIONS RESOURCES 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 Prayer Cycle has become the Prayer Diary – enlarged and edited now by Bishop Ian Griggs.

- With the support of Churches Together in Cumbria and of many local Churches Together groups, we advertised on the Radio for the first time. We used a Christmas advert produced by the Churches Advertising Network. It seems to have gone down very well.
- The NEWS and the WAY continue to flourish.
- The Website has been completely redeveloped, is kept much more up-to-date, has a ‘clickable’ map, and is looking very good.
- The Diocesan Directory has a better cover and binding and, thanks to advertising, was issued free to all serving clergy.
- Clive Pattinson’s sterling work on advertising covers most of the cost of the WAY and the Directory.

Richard Pratt

COUNCIL FOR MINISTRY AMONG DEAF AND HARD OF HEARING PEOPLE

Chairman: The Venerable G Howe

Secretary: Mrs A Blair

‘Where two or three are gathered together in my name’

The main achievement of 2004 was the publishing of the above Review with the aim of ‘making the Church available, relevant and attractive to deaf and hard of hearing people of all ages in Cumbria’. This was the result of 18 months hard work by a small group of deaf and hearing people. 250 copies of the report were printed and there is just a handful left. A video version in BSL (British Sign Language) was also made.

The Report was launched at the Harvest Festival Service in Rydal in October. This was a joyful occasion attended by people from Cumbria and Lancaster. It was an ecumenical service with Father Peter McDonough who is Deaf himself as the guest preacher. Border TV broadcast an excellent item on the service and the Review.

The Review has an ambitious but realistic programme of action. Work has started on identifying skills and knowledge in the members of the Council. The Ministry to Deaf people is carried out by volunteers. Progress is not that fast when everyone is so busy with commitments.

Goodbyes

Our long serving Chaplain the Revd Janice Murray announced her retirement – she will be much missed. Also Doreen Barker, representative from the Methodist Church on the Council has resigned.

Welcome

The timing of the arrival of two new faces was just right; the Revd Heather Carter who worked with Deaf people in Uruguay and Richard Moriarty who worked with Deaf people on Iona. Both are welcome additions to the team.

Pastoral Care

Chaplains, the Revd Monica Webster and the Revd Janice Murray and Pastoral Assistants Marie Bryan and Judith Slater have continued to provide home visits and Home Communion to members of the Deaf Community, many of whom are very frail. In the Carlisle area Janice conducted funeral services for several well loved older members. All have been involved with talks to community and church groups.

We look forward to the year ahead.

Ann Blair



**COUNCIL FOR
PARTNERSHIP IN
WORLD MISSION –**
Linked with Zululand, Madras
(Chennai), Stavanger & Northern
Argentina

Chairman: The Bishop of Carlisle
Officer: Mrs L Tembey

2004 has been a year packed with visits, exchanges; continued financial giving for project support as well as encouragement for deaneries and parishes to consider ways for strategic PWM initiatives. It has been a year filled with many highs as well as a few lows.

Within the Mission Agencies, restructure meant the loss of valuable and valued personnel. Sadly, as giving from parishes and individuals declined, job losses and a change of direction for Mission focus were inevitable.

The Bishops Harvest for the Hungry Appeal raised over £28,000, a wonderful amount from our parishioners.

Ten senior staff from Stavanger Cathedral spent a hectic but happy time in the diocese in June. Nine delegates – eight priests as well as a retiring Bishop Anthony from Zululand – attended the September Clergy Conference. Many people within the diocese met with our friends following the Conference.

Clergy exchange between Carlisle and Madras took place between the Revd Clive Shaw, curate from Solway Deanery and the Revd Dani Paulraj. Clive is happy to share his experiences with parishes.

Four Overseas visitors spent time in our schools interacting with young people through the Church Mission Society “Interchange”. Grateful thanks to our schools and schools Advisers and especially the Revd Peter Vivash who contributed so much to the success of the programme.

In December the terrible tsunami brought so much destruction and death. The generosity shown by so many in our diocese was greatly appreciated. Over £127,000 was given directly through the Diocese, with more going via the Aid agencies.

Lynne Tembey

ECUMENICAL AFFAIRS

*Diocesan Ecumenical Officer: The Venerable
George Howe*

There are signs that the Anglican-Methodist Covenant is beginning to generate interest in the possibility of closer relationships, and the sharing of resources, in a number of places around the Diocese. Some are at an early enquiry stage. Developments at Ambleside are well advanced, where the Methodist Church will share use of the new Parish Centre, having sold their church building and offered the proceeds of sale towards the completion of the Centre. Following a Declaration of Intent, a new Local Ecumenical Partnership will be inaugurated in July 2005.

After last year’s Annual Church Meetings, I wrote to Churchwardens to remind parishes of the opportunities afforded by the Covenant to build relations not just with local Methodists but with our other ecumenical partners as well. I will, of course, be glad to give further advice. During the course of the year a review of the Local Ecumenical Partnership at Patterdale led to a very positive re-appraisal and our recommendations were well received.

My regular meetings with fellow denominational officers, and the County Officer, Andrew Dodd, provide an invaluable forum, not only for monitoring developments, but also for informed debate and sharing of news. At the end of the year, we acknowledged with gratitude Susan Holmes' commitment to ecumenism, as she prepared to retire as Registrar. Susan always tried to ensure that legislation enabled rather than impeded churches worshipping and witnessing together.

George Howe



THE CATHEDRAL

*The Dean: The Very Reverend
Mark Boyling*

The Cathedral Chapter saw a significant change of personnel in 2004. I took up post as Dean in October. Canon Rex Chapman retired in May and was succeeded as Residentiary Canon and Diocesan Director of Education by Canon David Jenkins. Canon Colin Hill moved in September to become Archdeacon of West Cumberland.

The Cathedral has sustained its primary commitment to offer worship to God and offer a house of prayer for all within the Diocese. We were the venue for a number of Diocesan Services (The Maundy Thursday Renewal of Vows, Ordination Services, the Celebration of the Ministry of Women, and the From Survival to Revival service in November) and were delighted to welcome parishes from the diocese to worship with the Cathedral company on Sundays from time to time. The Cathedral Choir and the Cathedral's Youth and Voluntary Choirs, as well as the Clergy members of Chapter, have been pleased to accept invitations to assist in worship in parishes across the diocese.

The Cathedral continues to develop its work of education. Canon Jenkins' work as Diocesan Director of Education bears valuable fruit in events focused on the Cathedral which involve young people from church schools in the diocese.

Mark Boyling

BOARD FOR MINISTRY AND TRAINING

*Chairman: The Bishop of Penrith
Ministry Development Officer: Canon A Osmaston
Adviser for Training: Canon T Herbert*

Introduction

At the beginning of 2004, the Board for Ministry and Training drew up a vision, strategy and action plan for developing "Learning for Life in Christ" for all church members and clergy in this diocese. This was enthusiastically accepted by Diocesan Synod in March. It has been enormously encouraging to see the way in which virtually all the action planned for 2004 has been successfully implemented, including a few extra developments! Each of the Board's various Officers and Advisers have had responsibility for defining and implementing their own part of the action plan. However, we have all worked closely together as a team, and there has been an increasing level of collaboration and integration. I would like to thank all the Officers and Advisers for a tremendous amount of creative and self-sacrificial work over the past year. A summary of each of the main areas of development is given below.

Amiel Osmaston

1 Lay Education and Training

Ministry Development Officer: Canon A Osmaston

a) **Deanery Training Advisers** are a vital part of the new diocesan strategy for developing "Learning for Life in Christ" for all church members. The Synod's decision to invest significantly in this new work has borne fruit in exciting ways:

- ◆ One or more Deanery Training Advisers (DTAs) have been appointed in each deanery: Mary Brown in Kendal, Chris Casey in Penrith, Ruth Crossley in Windermere, Colin Honour in Furness, Elaine Jones in Solway and Calder (now moved), Malcolm Lake in Derwent, Carole Marsden in Appleby and Jan van den Berg in Carlisle and Brampton (recently appointed). The DTAs work together as a team, led by Amiel Osmaston. This creates a coherent strategy across the diocese, while also responding to the diverse needs of the deaneries.

- ◆ The DTAs have visited nearly all the parishes and clergy, offering advice and support in developing Christian learning and discipleship. As a result, several parishes have started to use fringe contact materials (e.g. the “Essence” course); basic faith courses (e.g. Alpha, Christianity Explored, Start, etc.); and ongoing discipleship courses (e.g. Emmaus, Saints Alive, Footsteps, etc.).
- ◆ Once the churches had identified their priorities in response to the diocesan plan “From Survival to Revival”, the DTAs worked with the Rural Deans to analyse these. They identified the main priorities across the deanery, and worked out what training was needed in order to equip the churches to fulfil their priorities. Many courses have already been run as a result of this, e.g. on sharing one’s faith; participating in public worship by leading, speaking, reading or doing the prayers; setting up a pastoral visiting team; leading school assemblies and family services etc.
- ◆ The DTAs have developed their role as Vocations Advisers, being the first stage of discernment for people exploring a vocation to lay or ordained ministry.

b) The new **Called to Serve** course is coming to birth. This is a course on calling and ministry for committed Christians who want to serve God more fully in the world and in the Church. The course has now been validated for an H E Certificate (through St Martin’s, Lancaster, via CBDTI). It is being planned ecumenically. To make it accessible it will be run simultaneously in Kendal, Cockermouth and Carlisle. It is due to begin in October 2005, and will be spread over a year.

Amiel Osmaston

2 Commissioned Lay Ministry

*Warden of Commissioned Lay Ministers (CLM’s):
Canon A Osmaston*

This new form of authorised lay ministry has recently been developed. It is varied, flexible and complementary to Reader Ministry. Most

CLMs are people who were already engaged in some pastoral, outreach or leadership role in their church, and have been put forward by their parish for training and official authorisation. 14 Lay Ministers have now been commissioned and are pioneering the first ‘Core Year’ of the training, which is spread over 4 years. They have responded enthusiastically to the training, and their parishes are appreciative. We already have several people sponsored by their parishes to start training in 2005.

Amiel Osmaston

3 Reader Ministry

Warden of Readers: Dr John Todd (acting in 2004); now The Revd Peter Vivash

There are 138 licensed Readers in the Diocese, and a further 35 have permission to officiate or, as Readers Emeriti, are officially retired but minister occasionally.

Four new readers were admitted at the Annual Service at St Barnabas’ church, Carlisle. Two had been trained by the CBDTI. The other two were admitted without training because they had already qualified as Methodist Local Preachers, but they will have a year’s further training with the CBDTI.

It was hoped that six new candidates (apart from the ex-Methodists) would start training, but two found that the demands of their jobs were incompatible with giving their best to the CBDTI course, and dropped out of training for the time being. However, the four are an improvement on the two in 2002 and three in 2003.

The advent of Commissioned Lay Ministers, and the more flexible way to ordination in later life are undoubtedly affecting recruitment to readership. If the ministry of the church as a whole is extended as a result, the church as a whole will benefit. Nevertheless, it is to be hoped that more Christians will find that readership provides an all-round ministry of preaching, teaching and pastoral work which can be exercised anywhere in the Diocese, and which remains distinctively lay. Readers have been the clergy’s closest assistants and are a significant and stabilising element in many ministry teams.

The Venerable Dr David Thomson led a Readers’ retreat in March which was appreciated by many. Angela Ashwin and

Bishop Alec Graham led a lively gathering at the November Conference, on 'Prayer, Public and Private'.

It was with joy and relief (tinged with a little regret that no Reader was prepared to accept the appointment) that the Readers welcomed the Revd Peter Vivash as Warden for the start of 2005.

John Todd & Peter Vivash

4 Spirituality

Spirituality Adviser: Mrs Molly Dow

During 2004, I have:

1. Helped people to find Spiritual Directors

In 2004, I was able to suggest names to 20 people who asked me for help. As far as I know, each of them has found a Spiritual Director.

2. Provided resources for those who give Spiritual Direction

I organised two Resource Mornings (with bookstall) for Spiritual Directors.

In March, I spoke about "*When Someone Seems Spiritually Stuck*"

In October, Bishop Martin Wharton spoke about "*Prayer and Temperament*"

Starting in 2005, there will be three Resource Days a year, one per term, for Spiritual Directors / Companions. Different subjects will be addressed in the morning and afternoon, so that people can choose whether to come to one or both.

3. Concluded the first Spiritual Companionship Course and started planning the second

In 2003–4 there were 27 participants. 8 ordained and 19 lay people. The course finished in June 2004. Several, but not all, the participants felt ready to be available to offer Spiritual Direction. Others felt more drawn to other areas of ministry at present. Tutors sought to help them discern the right next step. The second course, improved in the light of experience, will run from October 2005 to June 2006.

4. Provided some resources for clergy and parishes

In 2004 I produced four more QuIPS (Questions and Issues in Prayer and Spirituality) leaflets:

No. 3 "I Think I Ought to Read the Bible, But, ..."

No. 4 "I've Been Asked to Lead Intercessions, What do I Need to Bear in Mind?"

No. 5 "Forgiveness 1 – Being Forgiven by God"

No. 6 "Forgiveness 2 – Forgiving Others"

These leaflets can be photocopied for congregations and/or groups and reproduced in parish magazines. I plan to produce more in 2005.

Molly Dow

5 Healing

Healing Co-ordinator: Mrs H Hardcastle (with Bishop Graham)

I was hopeful that it would be possible in the Diocese of Carlisle to teach skills in healing ministry following my past experience in London and Coventry of teaching both clergy and lay people. We started with the training of group leaders at Rose Castle in November 2003. Then in 2004 three Learning Healing Ministry weekends were held at different locations round the diocese: Westfield in Workington; St Thomas, Kendal and Upperby, Carlisle. Over 200 participants attended, learning skills in prayer ministry in small groups of about five people. A weekend was also held with those receiving Post Ordination Training.

On the Sunday mornings, the learning groups from the different weekends visited a total of 43 churches, with their healing ministry being well received. On two occasions nearly thirty people came forward for prayer.

During 2004 our former Adviser in Healing and Counselling Ministry, Richard Glover, left the diocese. Helen Hardcastle has been appointed to act as Coordinator of the Healing Ministry. She is a member of the Training Team and Board for Ministry and Training and receives her support from Canon Amiel Osmaston and from the Bishop.

The challenge is now to build up more healing teams in deaneries and parishes.

+Graham

6 Counselling & Deliverance

Adviser: The Revd R Glover (now moved)

In the summer we sadly said goodbye to Richard Glover, who has moved to York Diocese. He had nobly worn four hats, as Adviser for Spirituality, Healing, Counselling and Deliverance (until he passed on the first two of these). As Counselling Adviser, he carried a heavy case-load himself. The Board is now seeking to appoint someone to a more limited role, as a point of referral to a range of trained counsellors. The two teams of Deliverance Advisers (in the North and South of the diocese) continue to be available to help clergy and parishes on request.

Amiel Osmaston

7 The Ordained Ministry: Calling and Training

Director of Ordinands: The Revd J Maycock (South) and The Revd S Prior (North)

This has been my first year as a joint DDO, working with Jane; as previously, the work has been divided geographically. This year eight went forward to conferences, with five recommended. At the moment, a greater number of candidates appear to be going to selection conferences from the south than from the north or west. One of the candidates not recommended attended a day run by CPAS, *When the Church says 'No'* and spoke highly of it: the Church is increasingly recognising its need to care for non-recommended candidates.

People coming to test a vocation to ordination are overwhelmingly mature candidates, many of whom are looking to serve in a part-time and voluntary capacity. While this is particularly marked in our diocese, it is also a national trend; in response, CPAS held a *Younger Ordinands Conference* in Warwick last September which we attended.

At a national level, Ministry Division is modifying the structure of the selection conference and including two new selection criteria (*mission* and *evangelism*), reflecting the need for leadership in these areas in the church's life. Jane and I attended day

conferences explaining these changes so that we can better prepare candidates.

An Ordinands' Day at Rose Castle in July was much appreciated.

Stephen Prior

8 Non-Stipendiary Ministry

Officer for Non-Stipendiary Ministers (NSMs): The Revd M Jayne

The unpaid ordained ministry in this Diocese seems to be flourishing as men and women respond to the call of God to his service in many and varied ways. Certainly there is no typical minister, and the Diocese has struggled over the years to actually maintain a list of who these servants of the church may be. It was evident at a meeting of ministers at Rydal Hall in March that the somewhat haphazard development of the unpaid ministry, in addition to giving great joy, had given rise to some tensions. The issues which arose at that meeting are now the basis of an evolving policy statement which is due to be discussed widely this year by the NSMs. It is hoped that this might lighten some burdens and also give encouragement for the use of the great range of gifts available to the church. It is evident that the service of the unpaid ministers will be of increasing importance as the realities of a truly collaborative ministry break in upon our pastoral strategies. It will take great wisdom and humility to make best use of the opportunities laid before the diocese.

Carol Farrer has stood down as the Diocesan Ordained Local Ministry Officer and is greatly missed as a wise counsel to those following a challenging vocation.

Martin Jayne

9 Ordained Local Ministry

Officer for Ordained Local Ministers (OLMs): Canon C Farrer

The OLM Scheme has dealt with small numbers since inception, but those parishes and ordinands who have come through it have greatly appreciated the opportunities the Scheme gave them. Recently there have been changes in the categories of sponsorship for candidates for ordination, giving greater flexibility for candidates to come forward for a 'local' ministry. At the Diocesan Synod in June 2004 it was decided to discontinue our

OLM Scheme. In future 'OLM type' ordination candidates will go through the Directors of Ordinands, and together they will look at the candidate's potential sphere of ministry. This means that although OLM as such is no longer an option, similar possibilities are still there.

Our existing OLM clergy have the option to remain as OLM, or, after four years ordained ministry, to consider possible transfer to Non Stipendiary Ministry. Also, a small group has looked at the good things we have learned from OLM, and the possibilities of incorporating these in our procedures for all ordination candidates.

Carol Farrer

10 Ministry of Women

Adviser for Women's Ministry: Canon C Farrer

At the end of 2004 we have 58 women clergy in our diocese (having briefly reached 60 during the year). These are spread unevenly over the diocese, ranging from 11 in Carlisle Deanery, to 3 in each of Furness, Solway and Brampton Deaneries.

The 58 are made up of 23 full time, 2 part time, 16 NSM (of which 3 are house for duty), 4 OLM, and 13 Permission to Officiate. We now have 13 clergy couples.

From the figures in the 2004-5 Diocesan Directory, women now make up nearly 23% of stipendiary, non stipendiary and OLM clergy and just over 8% of Permission to Officiate clergy, which comes to 16.4% of all clergy.

Carol Farrer

11 In-Service Training and Development for Clergy



Adviser for Continuing Ministerial Education (CME): The Revd R D J Dew

*Officer for CME 1 - 4 (curates): The Revd C Taylor
Reader CME Officer: Mrs J Proud*

'New Life-New Times' was the theme of our Diocesan clergy conference held at Lancaster in September; how to do ministry and mission in a fragmented fast-changing culture. Thanks are due to John Libby and his planning group for a packed and well-organised programme

that still gave space for invaluable meeting and sharing with colleagues.

The pilot four-day Leadership in Ministry Course in the summer (for clergy in the south of the diocese) was well received, and with some fine-tuning it will be repeated twice in 2005. Other regular training events were maintained.

Our scheme for review of ministry has now been in existence for ten years. Expectations both of the clergy and of the church as 'employer' have changed considerably over that time. A small working group under the chairmanship of Peter Mann was commissioned to make proposals for the future and reported at the end of the year. Implementation of the proposed new scheme will begin at the end of 2005.

The outworking of the Hind Report overshadows all our planning and will have a particular impact on CME 1-4 (formerly POT). Colin Taylor writes: -

2004 saw the bedding down of our structured school placement programme. This training opportunity will be available to all diocesan clergy, readers and others in the autumn of 2005. A number of other dioceses have shown a keen interest in copying the Carlisle programme - I feel a franchise coming on! With the Hind report continuing to rumble in the background we are, in partnership with our ecumenical colleagues, developing a CME 1-4 programme up to Master level to be rolled this out in September 2006. It's an exciting time for CME 1-4.

Bob Dew

12 Cursillo

Spiritual Director: Revd Jean Radley

The Cursillo Movement in the Carlisle Diocese celebrated its tenth anniversary in 2004. Introductory weekends were held at Rydal Hall in April and October. Away from the everyday pressures of life the participants and team formed a Christian community,



Participants and Spiritual Advisers from Cursillo 18 at Rydal Hall October 2004

learning, praying, sharing, singing, and living together. During these weekends the teams of lay people and spiritual Advisers give a series of talks covering the basics of Christianity and centring on the mission concepts of prayer, study and action.

There are now over 150 members in the Diocese and of these most meet regularly in small support groups for mutual encouragement and support in the life of grace. Most of our members have, after their introductory weekend, become more active in their churches as gifts are awakened. Three of

From left to right:

Mrs Lyn Radcliffe, The Right Revd James Newcome, The Revd Jean Radley, The Revd Alex Armstrong (retiring Spiritual Director)



Lay Director Lyn Radcliffe welcomes the Revd. Jean Radley as the new Spiritual Director for Cumbria Cursillo in October 2004 during the closing Eucharist following Cursillo 18 at Rydal Hall.

our members are at present, in training for the ordained ministry, and one became a Commissioned Lay Minister in 2004. As in previous years, individual members reported a new confidence in mission, and their varied new activities include sick visiting, leading worship and intercessions, preaching, reading lessons, and leading house groups.

Cursillo is committed to supporting the Diocesan Plan, *From Survival to Revival* particularly in the areas of Discipleship, Mission and Ministry.

Jean Radley

CARLISLE & BLACKBURN DIOCESAN TRAINING INSTITUTE

*Chairman: The Bishop of Burnley
Principal: Canon T Herbert*

2004 was a good year for the Carlisle and Blackburn Diocesan Training Institute (CBDTI). It continues to maintain good number of students in training (28 ordinands;

24 Readers training – 9 ordinands and 9 Readers from the Diocese of Carlisle).

In 2004, the course was re-validated to include Level III and thereby making it easier to accredit prior learning.

The dominating feature on the landscape has been the implementation of the Hind report. Whilst the Hind report offers much that is good in terms of a structured education, including adult education, IME and CME 1-4, however, its implementation and, in particular, regionalisation has proved to be immensely difficult. One of the problems which faces Carlisle diocese is maintenance of an effective structure for ordination training. It is incumbent, therefore, upon the CBDTI and the diocese to ensure that, whatever the outcome of this process, the needs of the Diocese of Carlisle are addressed.

Finally, another important development this year has been the increasingly close relationship between the CBDTI and St Martin's College, Lancaster. The benefits of this relationship do not simply accrue to the CBDTI but are beginning to spill over into the diocese and, in particular, with the emergence of the course *Called to Serve*.

Tim Herbert

MITRE HOUSING

*Chairman: The Venerable D Jenkins
Secretary: Mrs D Taylor*

Although the Association's Balance Sheet shows a sound financial position with reserves available for further development we have been unable, this year, to add to our current stock of 130 houses. The planned development at Melmerby, to which a Housing Corporation grant had been allocated, has been halted by the temporary moratorium in rural planning permissions imposed by Eden District



Council. This followed reduced housing allocations for Cumbrian authorities in the Regional Planning Guidance for the North West with its emphasis on 'brownfield' land development and the Government's overall policy that, at all levels, development should be concentrated in key service centres.

The Association is also faced with uncertainty with regard to future access to Housing Corporation funding. It has been made clear by the Corporation that future development will almost certainly be limited to Approved Partners, and the main criteria for achieving this status is the size of the programme and the competitive development costs i.e. value for money. Small associations like ourselves will, in future, have to work in partnership with other associations to have any chance of achieving costings acceptable to the Housing Corporation. Through our managing agents, Eden Housing, we are exploring the possibilities for future partnering.

Throughout the year we have held a series of successful tenants' meetings and have been pleased at the very positive response from the tenants to the service provided by Eden Housing Association. We continue to be grateful to its Chief Executive, Paul Davies, to its Director of Finance, Chris Judson, and to all its officers for the professional and caring way in which they manage the affairs of the Association.

The Association is also appreciative of the interest of the President, the Bishop of Carlisle, and we look forward to the Annual Meeting at Rose Castle on May 16.

David Jenkins

BOARD FOR SOCIAL RESPONSIBILITY

Chairman: The Venerable C Hill

Officer: The Revd C Laxon

The third stage of the Disability Discrimination Act came into force on 1 October 2004. What were well-meaning attempts to improve access to church buildings and services have now become a legal requirement. Through our guide "Open for All", commended by the Disability Rights Commission, and work with parishes we have sought to be of practical help during a time of transition. For the first time disability issues were included in post-ordination training. Volunteers to serve on the Disability Issues Group are wanted so that we can be even more responsive to local needs.

Our successful "Down to Earth" conference in June was part of a national series with the theme "Help the Planet - Think globally; Act locally." Sponsors included The Conservation Foundation and the Department of the Environment, Food and Rural Affairs. For parishes there was an important role, with others, in educating, informing, encouraging and doing what must ultimately help us all. The newly established Cumbria Steering Group for Promoting Eco Communities, announced at the conference, is an important vehicle for this as is a network of Deanery "correspondents" who, it is hoped, will report on matters.

Colin Laxon

ST MONICA AND ST MARY CHARITY

Chairman: The Revd N Davies

Secretary: Mr D Hurton



I have found being a Trustee of this Charity for the past few years most worthwhile in that it is able to assist people who are experiencing real hardship. This relatively small Charity's income can be used to assist single people who are resident in the Diocese of Carlisle who have the care and custody of a child or children, a single woman who is expecting a child and the child or children in the care or custody of such people. In the past year grants have been made to assist with the purchase of furniture, carpets, a pram and safety equipment.

The income of the Charity is however not large and therefore our policy is to limit any one grant to £150. Often the Trustees would like to be able to give more in individual cases of great need. We are most grateful to individuals and Parochial Church Councils who already give generously from their funds. In order to make more of a difference may I encourage other people in the Diocese and Parochial Church Councils to make a contribution. For details of how to make a gift, please contact Eleanor Scott at Church House, Carlisle.

Susan Holmes

SPRINGFIELD HOSTEL



*Chairman: Canon A Billings
Manager: Mrs J Webster*

2004 was a year of challenge and apprehension, having been given stringent guidelines by the Government and local housing authority, as to what was expected of us!

If occupancy was the yardstick of our success then we excelled. However, we cannot measure our success by numbers, but rather by the lives of those who come to us in despair and leave us with renewed confidence and hope for a better future, as a result of help and direction received at "Springfield".

The majority of those referred to us were teenagers, typical of many in that category today, who, because of their family circumstances and indulgent behaviour have become alienated from parents who are unable to cope with them.

Certainly these teenagers present many problems and are a tremendous challenge to those seeking to help them.

We have also housed women of all ages with mental health problems, and so often, they too are suffering as a result of fragmented relationships, and require much understanding and support.

Springfield Committee is very supportive and the various churches they represent take an active interest in our work, giving practical aid where necessary. For this we are extremely grateful in this demanding work.

Jenny Webster

DIOCESAN BOARD OF FINANCE

*Chairman: Mr H Caldwell
Secretary: Mr Derek Hurton
Finance Secretary: Mr N Barrett*

The cost basis of the Diocese dominated Board discussion during the year with increasing numbers of parishes identifying difficulties in meeting parish share demands. It was decided that capping of share payments should be removed in 2005 as the consequences of removing capping were fairer and easier to

deal with than the adverse effects of continuing with capping.

In setting the budget for 2005 the Board was minded to limit the average increase in parish share to no more than 5%. In doing so it was decided not to implement the decision of General Synod to increase stipends by 4.4% above the annual rate of increase over two years, but over four, and to make a further call on the use of reserves. This led to a decision to launch a consultation with parishes in 2005 about finance, staffing and deployment of clergy.

A paper was prepared by the chairman proposing a restructuring of the Board which would improve the effectiveness and efficiency of the work of the Board and this will be taken forward in 2005.

We were sorry to lose the services of our secretary during the year but were pleased to appoint Derek Hurton from a strong field of candidates to the position.

Harry Caldwell

Diocesan Parsonages Committees

Archdeaconry Committee Chairmen:

Carlisle: The Venerable D Thomson

West Cumberland: The Venerable A N Davis (until end of August). The Venerable C Hill (from September)

Westmorland and Furness: The Venerable G A Howe

Property Secretary: Mr J B Cook

The year commenced with a Parsonage Conference at Rydal Hall led by Mr H Caldwell (DBF chairman) and the Property Secretary. It was a useful day for the newer committee members by helping them understand their role though possibly less so for those who have served for some time. Established principles and methods of working were reaffirmed.

During the year the Venerable A Davis retired and the Venerable C Hill was welcomed upon his appointment as Archdeacon of West Cumberland.

The routine work of quinquennial surveys, repair schedules and generally maintaining the parsonage houses has continued with major schemes of work have being completed at a number of houses.

Alternative contractors have been identified with improved results in performance and standards of workmanship. There is still a need for continuous monitoring to ensure that as far as possible 'value for money' is achieved in the work undertaken.



There were two house fires during December, one in a house we lease for a curate, the other in a parsonage. Fortunately the occupiers were not injured, repairs are in hand.

Brian Cook

Rydal Hall



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

After the uncertainty of recent years, Rydal Hall's future now looks secure and very exciting. Perhaps the biggest boost it has received during 2004 has been the full realisation of the commitment and belief in the Hall's mission from all concerned. Individual guests, the parishes and groups, the Board of Management and organisations like the Friends of Rydal have all demonstrated their total support for the essential changes that are necessary if Rydal Hall is to become fully used and financially sustainable. The future work of the Hall has been clearly identified in its new Mission Statement: *'Rydal Hall offers hospitality in a place of beauty. The Hall is open to all, its ethos being rooted in Christian faith and the power of love, providing a sensitive, caring environment which invites reflection and personal growth.'*

We cannot pretend business has been as good as we would like during 2004. Never-the-less, the foundations for future development have been laid during what has been a busy year. Some immediate improvements have been undertaken which are already attracting positive comment and new custom. The

entrance passage-ways have been improved and redecorated as have many other areas throughout the Hall. Offices have been remodelled, a new shop created, new beds acquired and new bedding provided throughout. Behind the scenes our kitchens and associated equipment have been upgraded. Heating in the Bishop Bulley Barn has been repaired and improved and a wood-burning stove is now installed in the Bunkhouse. Our marketing has targeted new groups and improved service provided for existing users.... all small improvements in themselves, but adding up to make Rydal a brighter, busier, more efficient and welcoming place.

The long term future of the Hall depends, however, on the planning undertaken during the past year and it is that that has been taking up much of our time. The work on the Garden Restoration is due to start any day, thanks to the tremendous fund raising effort of an extremely dedicated committee and professional team, culminating in a splendid launch day with special guest Eric Robson. To date it looks as if in excess of three quarters of million pounds has been raised for the project. Considerable work has also gone into the preparation of plans and schemes for major improvements to the main Hall with new electrical, plumbing, heating and fire detection systems due to be installed latter in 2005.

While there may appear to be no conspicuous major events to report for 2004, a lot has happened behind the scenes... a year of preparation and rebuilding for an exciting and positive future.

Alasdair Galbraith

DIOCESAN BOARD OF EDUCATION

*Chairman: Mr J Brache
Secretary: Canon D Jenkins*

The D B E has had a busy and successful year. The work of the Board relies heavily on the Committees, where each committee reports to the Board following their deliberations. Thanks are due to their members who work hard, as indeed, the Chairs: viz : Dr John Thorley (Teaching Advisory Committee) Mr John Lomax (Schools' Committee) and the Venerable David Thomson (Youth Committee).

There have been two successful Headteachers' Conferences as well as a Conference for newly

appointed Church School Heads. Whatever the particular conference theme, it is discussion and fellowship generated on these occasions which seems to be appreciated greatly by all participants.

Service to the Church Schools is a paramount aim of the Board and our two Advisers, Bert Thomas (North) and Ian Davies (South) have worked hard in partnership with Schools and Sunday School Staff. Their work is much appreciated and both are to be thanked for all their efforts.

A somewhat "sad" but also "joyful" occasion took place when Canon Rex Chapman retired after 27 years as Diocesan Director of Education. His work as Director, as Canon of the Cathedral and with many Diocesan Committees was, as always, completed with charm, intelligence, efficiency and warmth. Canon Chapman's knowledge of the rules and regulations governing schools was outstanding; indeed, second to none! And many Schools owed him a great deal.

A wonderful retirement occasion took place at Rydal Hall where Bishop Graham hosted a farewell party for Canon Chapman and many, many Heads. We wish, not only Rex, but Margaret a long and enjoyable retirement in Scotland.

Life goes on, and we are delighted that our new Director – Canon David Jenkins – has taken up his new post. We welcome him and offer him our best wishes.

Jeffrey Brache

Schools Administration and Finance Committee

Chairman: Mr J Lomax

Secretary: Canon D Jenkins

As a joint Committee of the Boards of Education and Finance, this committee has an important role in utilising the assets of the Barchester Fund both to help with cashflow for building projects in Voluntary Aided Schools and also to ensure the prudent custodianship of Diocesan resources. To this end, during the year the membership of the Committee has been reviewed and it is hoped soon to welcome increased representation from the Board of Finance. Schools which have used the services offered by the Diocese have without exception praised the quality of administration and advice received

(particularly so when compared with the County's preferred provider, CAPITA); this is most reassuring for the Committee but primarily is a huge compliment to the officers involved.

The insurance of schools buildings and property has been under detailed scrutiny: there is a possibility that some elements are being duplicated and the committee is hopeful that real savings to the Board may be identifiable here.

Particular School issues this year have included Lowick School whose closure was finally ratified (but the "Lowick New School" now operates as an independent school leasing the premises from the Diocese); the closure of St Cuthbert's School, Great Salkeld; the decision to reorganise Trinity School and St Kentigern's School, Keswick as a single school to be named St Herbert's; and the decision of the Learning and Skills Council to initiate a two-year consultation period on the future organisation of Post-16 Education in Carlisle (where the Diocesan interest - Trinity School - is by some considerable margin the greatest provider of Sixth Form provision).

The Government finally decided not to proceed with the proposed scheme "Partnership for Church Schools" which was to have made significant funds for school buildings available to regional groups of Dioceses across the country. This was a particular disappointment to the Dioceses of Carlisle, Durham and Newcastle who had between them invested considerable resources of time and energy during the past eighteen months.

The Committee expressed a fond farewell to its previous Director, Canon Rex Chapman, but was delighted to welcome the new Director, Canon David Jenkins, and to hear his ideas for the future development of Education and Children and Youth Work in the Diocese.

John Lomax

Teaching Advisory Committee

Chairman: Dr J Thorley

Officers: The Revd B J Thomas

The Revd I Davies

The Teaching Advisory Committee met three times during 2004, on 11 February, 25 May, and 7 October.

Headteacher mentoring was discussed at each of the meetings during the year. The main issue has been that heads of church schools have often had a mentor from a non-church school, who could not therefore advise on specific issues relating to church schools. This matter has now been satisfactorily resolved through consultation between the LEA officer responsible for mentor training and the two Diocesan Advisers.

The Early Years Partnership, which has been a matter of concern in the past, is now operating more successfully. Bert Thomas, Diocesan Adviser, continued to chair the EYP, and Stephanie Fern continues as the TAC representative.

The National Society proposals for changes to the Section 23 scheme for the inspection of church schools have been discussed at some length at two meetings. It has been decided, with the approval of the Board of Education, that for the moment the Diocesan Advisers will work with the diocesan team of Section 23 Inspectors to develop Section 23 inspections along the lines already begun within the diocese, using school self-assessment profiles. Elements from the National Society proposals will be used, but not the full scheme, since aspects of it do not appear to be following trends within the whole Section 10 inspections process used by Ofsted. It has also been discovered that other dioceses are following a similar path to the Carlisle Diocese in this matter.

At each meeting the Diocesan Advisers have presented a report on their activities within the diocese. These reports have covered courses run by the Advisers, their involvement in headship and other appointments, and the work of the Resources Centre, which continues to be heavily used by schools.

There has also been a report by the Diocesan Advisers at each meeting on schools experiencing particular difficulties of any sort. These have ranged from schools in Special Measures to schools experiencing temporary problems with the appointment of heads or other senior staff.

John Thorley

Youth Committee

Chairman: The Archdeacon of Carlisle

Secretary: Mr P Wheelhouse

We have two main aims: supporting and establishing groups within parishes/deaneries, and supporting young people from churches where there are few or no other young people. At the beginning of October was Ablaze – nearly 200 young people overnight in the Cathedral with bands, workshops, worship etc. Ablaze will now be held on the first Friday in October every year.

On the first and third Saturday in the month is 0:-), a youth orientated worship event, run by and for young people.

Along side NISCU we have produced a CDrom of advice and ideas. We hope this will be a starting point from which parishes will be able to develop good practice in youth work. We have had a successful year of residential work, with outdoor pursuit residentials and Bishops weekends. There are plans to extend these next year.

We are now producing a (quarterly) newsletter, aimed at young people, which can be used in parish magazines or on its own. The newsletter goes alongside the web site (from where it can also be downloaded) as a way of keeping young people in touch with what is going on, and with the web forum as a way of supporting each other. www.ablaze.org.uk

Paul Wheelhouse



**Carlisle Diocesan Youth
Centre – St John's in the
Vale**

Chaplain/Warden: The Revd B Rothwell

Chairman: Mr K Clarkson

The early part of January 2004 saw the completion of building work at the Youth Centre. After five years of planning, and with the help of a grant from the Community Fund of the National Lottery, the Youth Centre has been refurbished. The work has included providing disabled access to the main building, adding a kitchen/common room to the annexe and upgrading the old dormitories, which have been replaced with smaller, mainly en-suite rooms. The Youth Centre, which welcomes groups from all over the country, is used by Schools, Churches, Scouts and Princes Trust

volunteer groups. The work on the building has enabled us to let the two buildings either separately or together, and so groups from 10 up to 39 young people can be accommodated.

Throughout the year, we have been working with the Architect and Contractors to complete the final bits and pieces that were outstanding, and in December 2004 we held an open weekend. This gave an opportunity for people to come and look round the new facilities, and also to celebrate the reopening of the Centre and thank all those who had been involved with the project. All who have visited the Centre have remarked on the quality and flexibility of the facilities. If you would like to find out more, or to look at some of the pictures of the Centre, please visit our website: www.cdyc.org.uk

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, achieving over 70% capacity for the year. Most groups use the centre to access the fells and lake, however an ever increasing number of Schools & Brownie groups are booking with us. The Bishops' Lent weekends, organised by Paul Wheelhouse (DYO), have made a good start. It will be important to support and encourage these as part of the Diocesan Plan's focus on Youth.



Generally the centre is in excellent condition, but we are always looking for ways in which we can improve and/or maintain high standards. The Management committee has

agreed to a price increase from April 2005 to £8.50 per person per night.

Looking Forward:

Bookings for 2005

The centre is filling up well for this year, with a large proportion of groups re-booking and an increasing number of enquiries for new bookings. Word of mouth plays a significant part in spreading the news about the excellent facilities and position of St Andrew's Youth Centre – in the heart of a thriving village yet close to mountains and lake. If you know of groups looking for a weekend away (not just youth groups) please encourage them to make contact. Within this



Diocese we have plenty of excellent facilities that are sadly underused by our local churches and groups. We are always looking for ways to encourage churches and groups from within the Diocese to make use of the opportunities available. Paul Wheelhouse is seeking ways, along with all the Diocesan Centres to provide opportunities for small groups and individuals to be nurtured and encouraged in their faith. If you would like to talk about how you might be able to use the Centre for your church or 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 was closed during August, 2004, for major stock checking and re-organisation of the resources and records. About half the resources were covered in this time. A significant part of the budget was spent in new shelving and materials to enhance the display of resources which also facilitate borrowers in more readily finding their way around.

In addition to this the main development of resources this year has been in

- AVA materials for RE
- Spirituality
- Big Books and book sets for literacy
- Stories and poetry for spiritual development and reflection
- Ageing and spirituality

We have also increased the range of periodicals to which we subscribe and have begun to replace audio and video cassettes with CDs and DVDs.

Access to the internet is now available to members by arrangement.

The Barrow Resource Centre continued to open throughout the year despite some complications with the facilities provided by the Ormsgill Community Centre and also difficulties in attracting funding. The sudden death of Mr. Brian Otto, the manager of the centre, was a tragic loss leaving many challenges for the new year.

It was Brian's vision, enthusiasm and commitment which lead to the establishment of the Resource Centre and its development in recent years. His loss has provided a stimulus to review the organisation and to develop provision there in the coming year.

Bert Thomas

EVANGELISM

Chairman: Dr I Keyes

Officer: The Revd J Reeves

Evangelism is as much a physical task as it is a spiritual one. In less than a year I have clocked up over 20 thousand miles driving around the diocese, encouraging congregations to believe that there are many creative ways to reach out to others with the fantastic gospel of God. I now truly understand the meaning of: **'How blessed are the feet of those who bring good news'** (Romans 10 verse 15).

It is a privilege to share at Parochial Church Councils from Barrow to Cockermouth; to preach in Grange as well as Carlisle. My aim is to encourage all of us to do what God does, and place Evangelism as number one on the agenda. I know this not always easy but it is the only way forward if we sincerely long to move from Survival to Revival.

Please pray for the new Together Teams (faith-sharing), as we prepare to travel around Cumbria staying for weekends in Parishes. If you would like to know more about these teams give me a call on **016977 41864**. I now have a small prayer support group that meets regularly in Scotby, but would like to hear from others who will be willing to pray for me at a distance.

It is a joy to be involved in a work that seeks to introduce others to our Lord Jesus Christ.

John Reeves

TOURISM

Tourism Officer: Miss Jenny Bate

In 2004 I have worked with many parishes, spoken at Diocesan Synod, Deanery Synods, clergy chapters, and a national conference.

I would like to share the example of four parishes in my focus area of Eden District - Kirkoswald, Lazonby, Great Salkeld and Renwick. Together we have developed a church tourism project.

Phase 1 placed good visitor information in the churches, and web site entries with the Open Churches Trust. Phase 2 produced a 15-mile trail linking the churches. A trail leaflet has been printed called "*On the Trail of Saints in Eden*" giving the route, with a map, and some details about each church. Fliers and posters placed in local Tourist Information Centres, and other strategic places, give the project publicity and indicate the trail is cycle friendly.



*Welcome
to these
Open
Churches*



Each church tells the story of the saint to whom they are dedicated - St. Oswald, St. Nicholas, St. Cuthbert and All Saints - hence the title of the trail leaflet. The four churches are each producing a short walk from the church door; one has obtained advertising support from local businesses to fund this.

These parishes have worked hard to develop their own special ministry catering for the needs of tourists, both spiritual and practical. Can I help you likewise? T - 017683 72361
E - tourism@carlisle-diocese.org.uk

Jenny Bate



County
Ecumenical
Officer:
The Revd A
Dodd

**CHURCHES
TOGETHER
in CUMBRIA**

Bishop James succeeded the Revd David Emison as President. We began charitable registration procedures. Council meetings sought information from various speakers to advance the ecumenical process through relevant questions to the churches: Cumbria County Council outlined plans for the next 10 years; trainers from all denominations together spoke about their work. How does this information challenge our mission in the county?

Interest in learning more about other faith communities showed in oversubscribing of the second Meet Your Neighbour visit (Blackburn). A Church Leaders' statement urged Christians not to vote for the BNP.

Sustainable Communities, a CTiC partnership with the County Council, Eden LA21 and others, held an inspiring launch day, with several local communities keen to be pilot projects. The Social Responsibility Forum responded to consultations on regional and county issues. A Forum discussion day led to the distribution of a paper on the arms trade to all churches.

New ecumenical workplace chaplaincy practice was agreed. Local ecumenism remains strong, and co-operation between churches is developing, but structures are under pressure: new ways of relating ecumenically therefore need to be considered.

Andrew Dodd

Council for Agriculture and Rural Life (CARL)

*Chairman: Mr J Dodgson
Team Leader: The Revd D Webster*

CARL's text for 2004 could well relate to the death of a grain of wheat: CARL has been letting go of much that has worked in the past in order to be equipped for a different way of working in the future.

During the year it became clear that CARL would not be able to obtain funding for an Ecumenical Rural Officer. Members came to realise that change would be necessary before CARL could continue successfully to promote

the rural church. In particular they concluded that core work would always be the responsibility of the churches, whilst some outside funding might be found for projects of benefit to the whole community.

At the end of November 2004 it was agreed to change the name of CARL to 'The Churches' Rural Forum'. Churches Together in Cumbria is the body responsible for the Forum, and it includes rural officers and those appointed because of their relevant experience or expertise. The idea of a separate team of rural officers has been abandoned. However, within the Diocese, there is a suggestion that a rural officer might be appointed (with expenses paid) to each archdeaconry and these officers, along with those from the other denominations, may care to meet from time to time - but there will no longer be a formally constituted team. The task of appraisal within CARL will continue throughout 2005 and, from this, it is envisaged that a work programme will emerge for 2006 onwards.

The seventh Rural Ministry Seminar was held at Newton Rigg College in July 2004. Participants reported that it overall was a good seminar. Of the 23 participants, 19 were from outside Cumbria - including 3 from Scotland. Revd Bob Wilkinson who organises these seminars says that, because a great deal of work is involved, it is essential that there be much greater real and actual support from the Churches in Cumbria. He calls for a commitment from the main churches to each year sponsor the attendance of a specific minimum number of lay and ordained people. CARL supports him in this and is very grateful for the all the effort Bob puts into this annual venture.

With encouragement from CARL, Farm Crisis Network (FCN) was launched in Cumbria during the Agricultural Show season. Brian Armstrong, the FCN coordinator reports: "There was a representation at the two main County shows at Carlisle and Kendal. This was achieved with the help of our hosts, the National Farmers Union and Barclays Bank and we are grateful to them for their support.

Over the year a volunteer base of ten people has been set up. There is a mixture of skills amongst the volunteers, and they are geographically well placed to serve the needs of FCN. This bodes well for the different kinds of referrals we receive from our farming contacts.

Our funding support has come from Cumbria Community Fund, the Hadfield Trust, and Barclays Bank. All funding is earmarked for our own county, and the National Network takes care of the admin for this.

At the moment we are averaging about one referral a month but this could become more when Single Farm Payment starts to take effect. We do not yet know how farmers will deal with the changes in the coming months.

We hope to be joining with FCN volunteers from Yorkshire and Northumberland this summer for a training and information-sharing day.”

So we say “Goodbye CARL and welcome Rural Forum” and we look forward to reporting next year under the banner of Churches Together.

David Webster

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

2004 was a busy year for the Committee as significant pastoral reorganisation continued to take place across the Diocese.

The Committee recommended the following proposals:

Unite the benefices of Holme Eden and Wetheral with Warwick.

Dissolve the Derwent Valley Group Ministry and unite the benefices of Brigham, and Great Broughton and Broughton Moor.

Transfer the Benefice of Bridekirk into the existing Cockermouth with Embleton and Wythop Team Ministry.

The following Schemes came into being:

The transfer of 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. Soulby church was also declared redundant.

The creation of the Inglewood Group of Churches involving the parishes of Ainstable, Armathwaite, Hesketh-in-the-Forest, Hutton-in-the-Forest, Ivegill and Skelton and the new parish of Calthwaite.

The creation of the Cross Fell Group involving the parishes of Addingham, Culgaith, Edenhall, Kirkland, Langwathby, Melmerby, Ousby and Skirwith.

The creation of a new benefice by union of existing benefices and for the establishment of a team ministry to be known as The Maryport, Netherton and Flimby Team Ministry.

The legal name of Barrow in Furness Newbarns and Hawcoat was altered to Barrow in Furness St Paul and the team ministry was terminated.

The dissolution of the benefice of Crosscraze and Preston Patrick and transferring Preston Patrick to the Kirkby Lonsdale Team Ministry.

The appropriation of part of the churchyard of the church of St Mary, Ambleside for the building of a parish centre.

Amending the Patronage Board of the benefice of Egton-cum-Newland and Lowick and Colton being one of the benefices in The High Furness Group Ministry.

The declaration of redundancy of the Church of St Kentigern, Grinsdale, in the Benefice of the Barony of Burgh, completed its formal consultations but implementation is still delayed while legal questions over access to the churchyard are being resolved.

10 suspensions of presentation were renewed.

At the end of the year there were 130 benefices. Presentation was suspended at 63 of these.

Jeremy Stagg

REDUNDANT CHURCHES USES COMMITTEE

Chairman: Vacant

Secretary: Mr B Cook

There are currently 4 churches in redundancy and the committee is working actively to

achieve alternative planning uses and then to seek buyers. Unfortunately, progress is slow.



St Luke's Church, Soulbly which has recently been made redundant.

The change in the planning regime at Eden District Council is frustrating attempts to identify possible alternative uses for those redundant churches within their area.

The planning future of the church at St John, Gamblesby is still not resolved and so no progress has been made with any sale, yet the costs of routine maintenance and insurance are still being borne by the DBF. All the offers received last year have now fallen!

It is anticipated that the sale of St Kentigern, Kircambeck will be completed during January 2005.

The Revd J Stagg was secretary until December when he departed to take up a living in the Diocese of Lichfield. The Committee is very grateful for his hard work as secretary.

Brian Cook



THE MOTHERS' UNION

Diocesan President: Dr E Walton

The Mothers' Union theme for 2004 was Building Relationships. As it was also the UN International Year of the Family, the MU with 3.5 million members in 75 countries held special events. Our Diocesan celebration was held at Greystoke Church on 18th September when members, families and friends came from all corners of the diocese for a family fun day. They joined in various activities which included making puppets and flags to represent countries of the world and constructing a large symbolic bridge.

The afternoon concluded with a service of praise with songs from Africa, and prayers for our communities and the world. It was a pleasure to have Archdeacon Christopher

Mchunu and Sister Lindiwe from Zululand with us for this happy occasion.

The ongoing diocesan projects continue, providing holidays for needy families through the Away from It All holiday scheme and caring for visiting children in the crèche at Haverigg Prison. Many members are involved in 'Knitting and Stitching' gowns and garments for stillborn and premature babies at the main hospitals.

The One to Five Christian Nurture scheme continues to enable outreach to baptism families and help set up youth projects and parent and toddler groups.

The Trustees who are responsible for all the work in the Diocese met four times, and the Diocesan Council which receives reports from the Worldwide Council met on two occasions.

Elizabeth Walton

DIOCESAN ADVISORY COMMITTEE FOR THE CARE OF CHURCHES

Vice-Chairman: The Revd R Bailey

Secretary: Mr B Cook

During the year Venerable Alan Davis retired and members wished him a long and happy retirement. The Venerable Colin Hill was welcomed upon his appointment as Archdeacon of West Cumberland.

The committee met 8 times throughout the year and considered 194 applications, many addressing 'access' issues in order to meet the requirements of the Disability Discrimination Act 1995 which required compliance by October.

Members also considered (and visited) a number of large and ambitious schemes proposing exciting opportunities for the development of mission within the complete reordering of church plant. Such imaginative schemes are warmly welcomed and encouraged by the committee.

Members and Advisers continue to make visits to parishes to discuss proposals put forward for advice. Such visits prove to be of invaluable assistance in communicating ideas and creative thoughts between the DAC and the PCC.

There is concern amongst members at the apparent lack of interest of people wishing to assist the DAC with its work. A range of advisers are needed to assist in the careful consideration of schemes of work affecting the many highly listed buildings in our care.

As always, 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 Revd Canon Peter Norton, Vicar of Appleby in Westmorland and Rector of Ormside, Rural Dean of Appleby and Priest in Charge of Kirkby Thore with Temple Sowerby and Newbiggin, retired.

The Revd Richard Mitchell, Team Vicar in the Kirkby Lonsdale Team Ministry, left to become Priest in Charge of Badgeworth, Shurdington and Witcome with Bentham, Diocese of Gloucester.

The Revd Cameron Butland, Team Rector of the Witney Team Ministry and Area Dean of Whitney, Diocese of Oxford, to be Rector of Grasmere and Vicar of Rydal and Chaplain to Rydal Hall.

The Revd Margaret Jenkinson, NSM in Lanercost with Kirkcambbeck and Walton and Gilsland with Nether Denton, to be NSM in Lorton, Loweswater and Buttermere.

March

The Revd Murray McBride, Assistant Curate in the Lawres Group, Diocese of Lincoln, to be Vicar of Aspatria.

The Revd Angela Whittaker, Assistant Curate at Houghton le Spring, Diocese of Durham, to be Team Vicar in the Kirkby Lonsdale Team Ministry.

April

The Revd Simon Paul, Priest in Charge of Broughton in Duddon, left to become Chaplain at Ranby House School, Retford, Diocese of Southwell.

The Revd Alun Jones, Assistant Curate of Fenham, Diocese of Newcastle, to be Priest in Charge of Carlisle St Herbert and Carlisle Deanery Urban Officer.

The Revd Michael Kendall, Assistant Curate of Houghton with Kingmoor, Carlisle, resigned.

May

The Revd Terry Wilcock, NSM at Oundle with Ashton and Benefield with Glaphthorn, Diocese of Peterborough, to be NSM Curate in Charge of Crosscake.

The Revd Neil Steadman, Carlisle Hospitals Chaplain and Assistant Priest in the Carlisle Holy Trinity and St Barnabas Team Ministry, retired.

The Revd Canon Rex Chapman, Diocesan Director of Education and Canon Residentiary of Carlisle Cathedral, retired.

June

The Revd Shaun Sandham was ordained Deacon to serve in the benefice of Workington St Michael.

The Revd Chris Tinker was ordained Deacon to serve in the benefice of Houghton with Kingmoor, Carlisle.

The Revd Gary Weston was ordained Deacon to serve in the benefice of Barrow St Paul.

The Revd Ian Hardcastle was ordained Deacon to serve in the benefice of Carlisle St James.

The Revd David Jenkins, Vicar of Broughton and Area Dean of Preston, Diocese of Blackburn, to be Diocesan Director of Education and Canon Residentiary of Carlisle Cathedral.

July

The Revd Anne Baker, NSM at St Bees, to be Priest in Charge of Eskdale, Irton, Muncaster and Waberthwaite.

The Revd Brian Magorrian, Assistant Curate of Bishopwearmouth, Diocese of Durham, to be Priest in Charge of Brough with Stainmore and Musgrave with Warcop.

The Revd Jim Baker, Team Rector of the Whitehaven Team Ministry, retired.

The Revd Kevin Ellis, Assistant Curate of Matson, Diocese of Gloucester, to be Team Vicar Designate in the Maryport, Netherton and Flimby Team Ministry.

The Revd Marcus Nodder, Assistant Curate of Carlisle St James, left to become Associate Vicar of St Anne with St Peter, Limehouse, Diocese of London.

The Revd Laurence Shutt, Vicar of Arnside, retired.

The Revd Leslie Fraser, NSM Assistant Priest of Bridekirk, retired.

August

The Venerable Alan Davis, Archdeacon of West Cumberland, retired.

The Revd Daniel Sanderson, Assistant Priest of Dalton with Askam and Ireleth, ceased to be Rural Dean of Furness.

The Revd Brian Pedder, Vicar of Grayrigg and Old and New Hutton, retired.

The Revd Peter Tollerson, Assistant Curate of Ulverston, left to become a member of the RAF Chaplains Department.

The Revd Philip Barber, Team Rector in the Eden, Gelt and Irthing Team Ministry, retired.

The Revd Gary Wemyss, Vicar of Egton cum Newland and Lowick and Colton, **also** to be Rural Dean of Furness.

The Revd Robert Coke, Vicar of Ambleside and Brathay, **also** to be Rural Dean of Windermere.

The Revd Bert Galloway, Rector of Gosforth with Nether Wasdale and Wasdale Head and Industrial Chaplain to Sellafield, retired.

September

The Revd Canon Colin Hill, Diocesan Secretary and Residentiary Canon of Carlisle Cathedral, to be Archdeacon of West Cumberland.

The Revd Robert Ireton, Vicar of Carlisle St Michael, Stanwix, left to become Priest in Charge of Erith and Chaplain of Trinity School, Belvedere, Diocese of Rochester.

The Revd Ian Rumsey, Team Vicar in the Cockermouth, Embleton and Wythop Team Ministry, left to become Vicar of Holy Trinity, Hurdsfield, Diocese of Chester.

The Revd Stephen Walker, Team Rector of the Drypool Team Ministry, Diocese of York, to be Team Rector of the Binsey Team Ministry.

The Revd Andrew McCafferty, Army Chaplain to the 39th Engineering Regiment, to be Team Rector of the Crosslacon Team Ministry.

The Revd Canon Anthony Clegg, Team Rector of the Cartmel Peninsula and Rural Dean of Windermere, to be Priest in Charge of Appleby and Ormside and Rural Dean of Appleby.

The Revd Stephen Carter, Priest in Charge of Montevideo, to be Vicar of Dalston with Cumdivock, Raughton Head and Wreay.

The Revd John Libby, Vicar of Carlisle St James, **also** to be Rural Dean of Carlisle.

The Revd John Richardson, NSM at Broughton, Diocese of Blackburn, to be NSM in Lanercost with Kirkcambeck and Walton and Gilsland with Nether Denton.

The Revd Beverley Lock was ordained Deacon in the Benefice of Kendal St George.

The Revd Martin Dew was ordained NSM Deacon in the benefice of Natland.

The Revd Lois Fulker was ordained NSM Deacon at in the Egremont and Haile Team Ministry.

The Revd Marion Mashiter was ordained NSM Deacon in the benefice of Burneside.

The Revd Kathleen Richardson was ordained NSM Deacon in the Benefice of Kirkby Thore with Temple Sowerby and with Newbiggin.

The Revd Deborah Preston was ordained OLM Curate in the Kirkby Lonsdale Team Ministry.

The Revd Richard Glover, Priest in Charge of Barton, Pooley Bridge and Martindale and Diocesan Adviser on Healing and Counselling, left to become Priest in Charge of the benefice of The Lower Swale, Diocese of Ripon and Leeds.

The Revd Alan Wackwitz-Marshall, NSM in the Carlisle Holy Trinity and St Barnabas Team Ministry, died.

October

The Revd Peter Bye, Vicar of Carlisle St John the Evangelist and Rural Dean of Carlisle, retired.

The Revd Gavin Walker, Team Vicar in the Egremont and Haile Team Ministry, retired.

The Revd Canon Mark Boyling, Canon Residentiary and Precentor of Liverpool Cathedral, to be Dean of Carlisle Cathedral.

The Revd Peter Simpson, Vicar of Lamplugh with Ennerdale, retired.

The Revd John Bannister, Team Vicar in the Whitehaven Team Ministry, to be Team Rector in the Whitehaven Team Ministry.

The Revd Anthony Adams, Priest in Charge of Wooton with Glympton and Kiddington, Diocese of Oxford, to be Priest in Charge of Broughton with Duddon.

December

The Revd Anton Muller, Priest in Charge of Dacre and Team Vicar in the Penrith with Newton Reigny and Plumpton Wall Team Ministry, resigned.

The Revd Judith Morgan, Assistant Curate of Great Broughton and Broughton Moor and Brigham, left to become Priest in Charge of Doxford, Diocese of Durham.