



The Diocese in Europe
Annual Review 2017-18

Welcome

Welcome to the 2018 Diocesan Annual Review. The year 2018 has been one of deep and sustained uncertainty for Europe. It is fair to say that one theme has dominated: Brexit.

The UK and European Union have been striving to negotiate terms for the UK to withdraw from the EU, and to outline their future partnership. As I write, the Brexit Summit on 25 November has concluded with an agreement between the UK and the leaders of the other 27 EU Member States. We do not know what will happen next in the UK Parliament. But what we do know is that, for people right across the Diocese in Europe, the level of current uncertainty about the future touches their lives in so many ways, on everything from residence rights to driving licences and pet passports.

As a Diocese we have engaged actively with the UK and other governments and EU institutions, raising issues and concerns about Brexit. We started the year with a discussion with a UK Minister for Brexit, and have continued to meet with senior representatives across EU Member States in the Diocese. I urged a prayer vigil across our Diocese for European leaders and decision-makers in October. As Christians, we should continue to pray that they will show wisdom and act for the common good of over 740 million people in the UK and the remaining EU Member States.

As a Diocese, I am pleased to say that we are continuing to move forward positively. We had an excellent peer review this

summer that commended the reforms we have made and pointed the way towards renewal. We are living out the five-point Diocesan Strategy we agreed in 2016, and the Review elaborates how:

We are *building up the body of Christ*: I am delighted to say there is continuing momentum for growth in the Diocese in Europe. Our Church of England Ministry Experience Scheme (CEMES) now includes six young people in the Diocese.

We are *sharing in the evangelisation of Europe*: Our relationships with our European sister churches develop and deepen. The first Forum Francophone Chrétien in Lyon and a conference with German Protestant leaders stand out this year. They demonstrate clearly that whatever Brexit may hold for the UK, the Diocese in Europe represents an enduring Europe-wide presence.

We are *striving for a just society and sustainable environment*: This includes participation in the humanitarian corridor for Syrian refugees in Belgium, and licensing a new priest in Calais, Revd Kirrilee Reid, to minister among our church communities and support refugee projects. And I'm delighted we're now an Eco-Diocese.

We are *working for reconciliation*: Clergy among us minister in some challenging local conditions and work with a range of mission partners. We are recognising the reconciling and healing role needed in the Brexit context.



And we are *developing proper resources to do our work*: We now have a clear, forward-looking Financial Plan that was agreed in October, and I would like to thank Mike Fegan who, as our interim Diocesan Secretary, has been the driving force for improving our financial and business operations. I believe this plan will underpin the strategic direction we are taking as a Diocese through clergy and lay senior leadership. Several appointments this year have been made to reinforce our staffing and capability. These include a new Chief Operating Officer, Andrew Caspari, who will start work with us in January 2019. Andrea Watkins became Diocesan Safeguarding Manager in August, and Damian Thwaites joined us as my new European Institutions Attaché and Diocesan Communications Director in October. In addition, there will be new stipendiary Archdeacon posts from 2019.

Whatever 2019 may bring, you may be assured that in this Diocese our commitment to walking in faith together, in, with and through Christ, remains undimmed.

+Robert Gibraltar in Europe

Our Bishops



Bishop David ordains Giampaolo Pancetti in Florence, Italy

The Diocese in Europe? Brits abroad? Well not really!

Certainly the historic roots of the Diocese lie in the many English folk who for the past 450 years have found themselves on the continent of Europe for a variety of reasons, diplomatic, economic, family or retirement among them. (In light of the forced movements of peoples across the world today it is useful to remember that some members of our congregations some centuries ago were actually refugees from England during the Marian persecutions!)

Today many who are UK passport holders continue to be a very important sector of the membership in the Chaplaincies. But globalisation in recent years has brought peoples from every part of the Anglican world to Europe and Morocco. So now in our Diocesan family are congregations which are almost 100per cent Tamil, Nigerian, Sudanese and Malagasy. People from

just about every continent are represented in large numbers in many Chaplaincies.

Our clergy include UK nationals, but also nationals of Canada, the USA, Australia, New Zealand, Egypt, Finland, Iceland, Estonia, The Netherlands, Nigeria, Sudan, India, Pakistan and Ireland. At Petertide the ordinands were from Congo, Rwanda and Italy. We have currently twelve men and women training for the diaconate or priesthood, including citizens of Poland, the UK, Russia, Norway, Netherlands, Nigeria and Romania and just beginning their studies this year will another fifteen including citizens of the USA, Latvia and Switzerland.

So perhaps a better way to describe us today is not "Brits abroad" but "The Anglican Communion in miniature".

+David Hamid

Archdeaconries

France and Monaco

The Archdeaconry of France and Monaco is one of the largest and most diverse Archdeaconries in the Diocese, with contrasting opportunities and challenges, and a wide spread of nationalities (not all of whom have English as a first language). We are also seeing new congregations emerge, which adds to the sense of vitality here, and the encouraging signs of growth, despite financial pressures.

There was a good deal of positive energy at our Archdeaconry Synod in Brittany this year. Our outstanding speakers enabled us to confront the uncertainties of Brexit in the light of the Gospel, and the distinctive terrain of Europe as fertile ground for mission. The Bishop encouraged us to grasp the opportunities to become informed – and involved – stakeholders in the future strategy of our Diocese.

We are especially thankful to have welcomed many new clergy to the Archdeaconry during the past year, who bring with them considerable gifts, experience and vision. In particular, our churches in the Paris area (St George's, St Michael's, Versailles and Fontainebleau), with their complementary styles of worship, have new priests to encourage outreach and growth. An exciting new pattern of partnership in mission is beginning in Pas-de-Calais as Kirrilee Reid begins a pioneering ministry as Chaplain and Refugee Projects Officer.



Bishops Robert and David meeting with our Archdeacons

The challenge, as always, is communicating the Gospel ecumenically within the French context. With that in mind, our Archdeaconry website has become an invaluable tool: www.anglicanfrance.fr

Meurig Williams

Germany and Northern Europe

Deanery of Germany

Together with our Episcopalian brothers and sisters within the Convocation, the Church of England parishes in Germany are working to renew the vision and priorities of the long-established Council of Anglican and Episcopalian Churches in Germany (CAECG). As one of the first fruits of that, a weekend for Anglican young people across Germany will take place in Berlin in early 2020. There was also a CAECG Retreat in 2018.

During 2018, the Revd Kara Werner was licensed as Chaplain of St Catherine, Stuttgart. A priest continues to be sought for Heidelberg.

Nordic and Baltic Deanery

Representatives of all the Chaplaincies met together in Iceland in September. We were joined by the Revd Smitha Prasadam, newly licensed as Chaplain of St Alban, Copenhagen. In the light of concerns expressed by several Chaplaincies at the impact of the Diocesan Financial Plan, Mike Fegan, our interim Diocesan Secretary, joined us by Skype to explain the background to what was planned. As to individual priests, the Revd Amos Manga has been deputed to help in peace-building initiatives in South Sudan. The Revd David Oliver has announced his retirement and will leave Vaasa in Finland at the end of 2018.



Revd Tuomas Mäkipää, Revd Smitha Prasadam, Ven Colin Williams

Archdeaconries

The Eastern

Archdeaconry

There have been new arrivals in the Archdeaconry. The Revd Nathaniel Nathaniel, a priest of the Church of North India, was licensed in June as Chaplain of St Clement, Prague. Canon Bruce Bryant-Scott was licensed in October as Assistant Chaplain in Crete, and the Revd James Harris as Assistant Chaplain in Athens. In November the Revd Mohammad Eghtedarian, a former refugee from Iran, was licensed as Chaplain in St Nicholas, Ankara, where 70 per cent of the congregation are predominantly Farsi-speaking refugees from Iran. This last appointment was made possible by generous assistance from both the Intercontinental Church Society (ICS) and the Church Mission Society (CMS). In addition, Bob Hall has been licensed to serve as Reader amidst the congregation in Sofia.

Two congregations have celebrated anniversaries: in Kiev, twenty years, and in St Petersburg, twenty-five years.

In Zagreb, Mark Davies, one of the Churchwardens, has been awarded the BEM for services to the British community in Croatia; while in Moscow, with support from the Moscow City Council, long-awaited work has begun on the restoration of St Andrew's Church building.

Christ Church, Vienna has become one of the first Chaplaincies in the Diocese to make a successful bid to the newly created Mission Opportunity Fund.

Colin Williams

Gibraltar

This last year has seen some exciting developments in Gibraltar Archdeaconry, covering Gibraltar, Spain, Portugal and Morocco.

Camino Chaplaincy Launch Courses



Pilgrims en route to Santiago

For the first time this year our Diocese has had a team of Chaplains with permission to officiate serving the needs of English-speaking pilgrims in Santiago de Compostella. The Chaplains were there during May and June, and September to October, and as well as offering the Eucharist, were available to pray and listen to pilgrims. Next year it is planned that there will also be Chaplains accompanying pilgrims on the Camino. This project has the support of the RC Archbishop of Santiago and will contribute a new dimension to the experience of some of the thousands of pilgrims on the road.

Godly Play

Over the past fourteen months Godly Play Spain has completed six Godly Play courses with the organisation Escuelas Católicas (Catholic Schools).

Celia Paterson from Madrid has run the recent courses with Mercedes Méndez, who is an Asunción Sister, and José Andrés Sanchez, a De La Salle Brother. We hold the courses in a building in the Roman Catholic De La Salle University in Aravaca, near Madrid, donated to the University by IKEA, and which proves to be a wonderful setting for a Godly Play room. About eighteen people attend each of the courses and the attendees tend to be a mixture of primary and secondary schoolteachers, pastoral directors from the different regions of Spain, and catechists. It is a very good example of how we work ecumenically.

Training in Tangier

With the appointment of Fr Dennis Obediegwu in Tangier and support by United Society Partners in the Gospel (USPG), new work among West African migrants has begun. One initiative is a training programme which involves an Access course and a more specific computer training course as a follow-up. A private donation helped to start up the project, and the American Language Centre provides the teaching facilities.



Training in Tangier

Archdeaconries

There are two experienced teachers designing and delivering the courses. The trainees are also given a simple breakfast at the beginning of the day. As well as learning new skills which could lead to work in Tangier or back in Nigeria, the course is raising the profile of St Andrew's Church and increasing the number joining the church.

Sharing with Other Churches and Agencies in the Evangelisation of Europe

St George's, Madrid offers hospitality and a warm welcome to three other church communities on a regular basis. The Charismatic Episcopal Church holds a Eucharist on Sunday afternoons as well as a daily Eucharist at 7 am.

A Spanish-speaking Lutheran congregation meets in the church hall each Sunday morning, and a Serbian Orthodox congregation also holds services at St George's. Around twenty community groups, both English and Spanish speaking, meet at St George's, from mums and toddlers, to Alcoholics Anonymous, to mindfulness practitioners, and linguists.

Geoff Johnstone



The Undercroft of Malta Cathedral ready for Christmas

Italy and Malta

The Archdeaconry of Italy and Malta has seen the licensing and settling in of two new members of clergy: Malcolm Bradshaw, licensed to Venice in November 2017 and settling into his ministry in this mysterious and wonderful city; and Tony Dickinson, licensed to Genoa on St Patrick's Day. Both Chaplains have challenges to face in these small but committed congregations, and our prayers are with them as they explore with their people how God is calling them to serve in their respective cities.

Malta has also seen the formation of a 'new' congregation. Holy Trinity Sliema, formerly part of a single Chaplaincy in Malta, together with the Cathedral and Gozo, became its own Chaplaincy at the AGM in April. Our hope and prayer is that all the congregations in Malta will continue to thrive and be active and committed Anglican presences. The Malta Cathedral building is a hugely ambitious and impressive project. The Cathedral Undercroft now offers a delightful restaurant and visitors' area, and the Appeal continues to attract significant funds.

Vickie Sims

North West Europe

The Archdeaconry of North West Europe, covering Belgium, the Netherlands and Luxembourg may be geographically relatively small, but its rich variety has seen us bursting with activity in an exciting year.

Here are just five of our highlights:

- Our strategic partnerships with the Intercontinental Church Society (ICS) in Rotterdam, Schiphol and Brussels, and with the Mission to Seafarers in Rotterdam, Antwerp and Vlissingen. We are also working closely working with ICS as patron in various places (e.g. The Hague, Amsterdam).
- The appointment in July of a new airport Chaplain at Schiphol (Mark Hafkenscheid) in partnership with the Old Catholics.
- The Pakistani Outreach Project in Rotterdam: a three-year appointment of Revd Humayun Sunil, under the oversight of Rotterdam's Chaplain, Revd Jennifer Pridmore, funded by the Mission Opportunities Fund and ICS.
- We give thanks for a very positive Archdeaconry Synod in the Old Abbey in Drongen early October, with Colin Moulds from Bridge Builders as our guest speaker on transforming conflict.
- And last but not least - St George's Memorial Church, Ypres: one of our smaller Chaplaincies in terms of 'electoral roll', but it is visited by 35,000–40,000 people annually. In this centenary year

Archdeaconries

of Armistice, the church has attracted even more visitors with its Poppy Display of over 15,000 knitted poppies. It was a stunning sight! This extraordinary result was achieved through the initiative and support of the Friends of St George's, and got national media coverage.

Paul Vrolijk



St George's Ypres Armistice Centenary poppy display

Switzerland

Switzerland is the smallest Archdeaconry, and as we all know: small is beautiful.

In Bern, St Ursula's has a regular programme of charitable giving and supports a refugee family. Although in a vacancy, the church has maintained and extended ministry under a series of inspiring locum priests; and they recently completed a challenging building project to save energy and protect the environment.

The year 2018 saw several 'people' events: in April, Betty Talbot was licensed as Reader in La Côte at a service enlivened



Fr Gibson astride his new steed

by the 'Lift Every Voice' Gospel Choir. In September, Christ Church, Lausanne were delighted to welcome their new Chaplain, Revd Christine Bloomfield. And in Montreux, St John's awaits the arrival of their new priest, Revd Paul Ormrod - and it wasn't just the sunset over Lake Geneva that decided matters – though no doubt it helped!

'On your bike, Vicar!' Bishop Robert, not usually noted for blessing bicycles, was on his first visit to St Edward's, Lugano to celebrate the 30th anniversary of Fr Nigel Gibson's priestly ordination. The Chaplain was presented with an electric bike to mark the occasion – but vestments don't make it easy to cycle down the aisle!

Building upkeep is always on the agenda. This year St Peter's in Château d'Oex celebrated the end of a major refurbishment, new lighting and heating and restoration of the stained glass. The now magnificent worship space is enjoyed by 'St Peter's Singers' as they practise for the Sunday service.

In Zürich, children and teens are a central part of St Andrew's church community, their impromptu music group enriches the family worship each month.

The Anglican Church in Basel has been working hard on their vision, based on Matthew 5:14–16 that they should shine their light throughout the Basel region and beyond. New courses have been set up and links with other churches established as they look to be an outward-focused community working out their faith in the world.

Switzerland is home to the Diocesan Environment Officer, Elizabeth Bussmann so we take all things 'green' very seriously (see her separate piece in the Review). During the Climate Concern March in Geneva, members of Holy Trinity showed their support by ringing hand bells as the marchers walked past the church. And finally, we have numerous seasonal Chaplaincies, many served faithfully by ICS Chaplains.

Adèle Kelman



Fellowship after the Lausanne licensing

General Synod

General Synod met twice in 2018 - in February (London) and July (York). Bishop Robert and the six elected members (three clergy, three lay) have continued to seek to promote our Diocese. As well as speaking publicly during sessions, the meetings provide ideal opportunities to meet informally with other members and with Church House staff (e.g. Bishop Robert and David Coulston were able to have a very positive discussion with the National Safeguarding Team regarding a more pragmatic approach to some of the checks we need to do. Watch this space!).

Key topics of especial interest have included: progress on the coming together of the Church of England and Methodists; the raising of the profile of Safeguarding; and caring for the environment (especially the implications for ethical investments). As always, there were numerous legislative matters to attend to. Of particular note for us will be greater flexibility in respect of ministers from other churches and a potentially more pragmatic approach to aspects of lay representation. Incidentally, the issues around human sexuality are currently being carefully considered by the House of Bishops and will reappear on the agenda in due course.

David Coulston



Members of Diocesan Synod meeting in Cologne

The Diocesan Synod

The Diocesan Synod met in Kardinal Schulte Haus near Cologne from Monday 28 May until Thursday 31 May. The Synod consist of a House of Bishops, a House of Clergy and a House of Laity. The Houses of Clergy and Laity are formed from the representatives of the Archdeaconries/Deaneries. Archdeacons, General Synod members and some other persons are members of the Synod based on the office they hold. This was the last meeting of the Synod before the elections which took place in Autumn 2018.

From the presentations in the Synod I would like to highlight the initiative 'Eco-Diocese', a programme to review our congregations' impact on the environment. Creation was also the theme of the Synod's Bible studies led by Rev David Bookless, from A Rocha International.

Other important presentations were from William Nye, Secretary General of Archbishops' Council and the General Synod, on the central Church's support to the Diocese; and from John Preston, Church of England National Stewardship Adviser, on stewardship.

Debates and presentations also included the following: Safeguarding with introduction of the Diocesan Safeguarding Team; the role and duties of Archdeacons; the finances of the Diocese, including the new Financial Plan in the AGM of Diocese Board of Finance; and 'Communications Done Well'. As an encouraging sign of the future, the Synod welcomed a presentation on the Church of England Ministry Experience Scheme (CEMES) by the students participating in the scheme.

Tuomas Mäkipää

Ministry Team



CEMES (Church of England Ministry Experience Scheme Europe) Interns

Vocations from the Diocesan Director of Ordinands

The year 2018 has been something of a vintage year for vocations in the Diocese. We have had nineteen people to selection conferences, and we currently have twenty-six people in different forms of ordination training.

The CEMES induction took place in Lyon at the end of August, and the six young people between eighteen and twenty-nine recruited by the scheme for service in six different Chaplaincies were introduced to what is planned and expected for the year. We also have one person doing a second year. In November the interns will have the second stage of their educational programme, with an eight-day study pilgrimage to the Holy Land, for which they have done considerable preparation in terms of research on sites of archaeological and theological significance.

In the spring of 2019 the education programme takes the group to Brussels and Ypres/leper to think about the centenary of the end of World War One. Five of the seven on the scheme are from other dioceses in the Church of England. We are very pleased that of the twelve who have been on the scheme since it started in 2015, five have been recommended for training and a further five are due to proceed to selection this year. We will have succeeded if those who do not feel called to ordained ministry during the year seek other ministerial opportunities. I shall be going on sabbatical after Easter next year and am grateful to my Assistant Directors of Ordinands colleagues, Barbara Moss and Sam Van Leer for their agreement to deputise for me in my absence. We should be having about ten candidates to BAPs in 2019. The CEMES scheme will be taken over permanently by Dr Clare Amos, the Honorary Director of Lay Discipleship, as part of that growing brief. I am delighted about this.

William Gulliford

Safeguarding

Our Christian calling in our Gospel mission is to ensure wholeheartedly well-being and safety for everyone in our church communities.

We have taken further steps this year to develop our work on Safeguarding across the Diocese following the completion of an Independent Diocesan Safeguarding Audit completed at the end of 2017. Di Smith became Chair of the Diocesan Safeguarding Advisory Panel in early 2018, and I joined as new Safeguarding Manager in August.

Our focus is on giving everyone a better understanding of what action is needed, if and when, Safeguarding issues arise. We have started promoting awareness-raising through a first Safeguarding newsletter, that was issued in October; a second is planned by the end of December. We have launched a Safeguarding telephone surgery every Monday from 9 am to 1 pm GMT. Safeguarding progress reviews will be conducted at a national level across all dioceses between 2019 - 21, including in the Diocese in Europe.

It is essential we are following and applying national Safeguarding policy guidelines in our Diocese. I would like to thank you for all you do to promote this work in your Chaplaincies. My hope is that with your continued commitment to the work that we do, Safeguarding in the Diocese in Europe is seen as aspirational and a reflection of our Christian values of safety and protection for all.

Andrea Watkins

Ministry Team



Our Ministry Team: (Back l to r) Francis Hiller, Bishop David & William Gulliford. (Front) Ulla Monberg, Clare Amos, Elaine Labourel & Debbie Cunningham

Diocesan Director of Ministerial Development

As Diocesan Director of Ministerial Development I have responsibility for post-ordination training (IME Phase 2) of recently ordained clergy and for overseeing the drafting of training agreements between incumbents and assistant curates, and for organising the Annual Seminar for Training Incumbents and Curates. My responsibilities also include the Diocesan Course on Spiritual Direction, and assisting the Bishops in the planning and development of continual ministerial development (CMD). As ministerial review for the clergy is developing throughout the Diocese, I am responsible for pointing clergy to training opportunities requested in their ministerial diocesan reviews (MDRs).

The new deacons and priests are based in Chaplaincies across the Diocese and are diverse not only in terms of backgrounds, church tradition and context of ministry; they also reflect the truly international and multicultural nature of this Diocese.

Training for recently ordained clergy takes place at two annual residential sessions in the first three years following ordination. The theme for the 2018 spring training session was 'Handling Conflict Constructively - An Introduction to Transforming

Conflict in the Church'. This residential also included a session on media and communication. The curates met again in the autumn for a residential session on preaching, 'Breaking Open the Word of God - Preaching in Today's World', facilitated by priests from different parts of the Diocese, including John Wilkinson (Brussels), Smitha Prasadam (Copenhagen), William Gulliford (DDO), and a guest, Sam Leith, Literary Editor of the *Spectator* and columnist for the *Financial Times*, who explored with the group the sermon by Bishop Michael Curry given at the recent royal wedding. This year the theme for the Annual Seminar for Training Incumbents and Curates was 'Making Use of Music in Worship' led by the Revd Canon John Wilkinson who taught the curates to sing the Gospel and the Eucharistic Prayer, and brought to the group his considerable knowledge of music for worship from many different traditions.

'Being a Soul Friend' - the Diocesan course on Spiritual Direction (2017-19) met at St Columba's House for a residential training session led by the Revd Canon John Newsome, the Diocesan Spirituality Adviser; and the Revd Mark Godson. The group was joined for part of the time by the Spiritual Directors already serving around



Being a Soul Friend delegates with Canon Mark Oakley

Ministry Team

the Diocese who came together for a refresher course. This included an inspiring day of reflection on spirituality and poetry with the Revd Canon Mark Oakley, formerly an Archdeacon in this Diocese. A final residential training session will take place in early 2019 at St Columba's House, and a retreat for Spiritual Directors is planned at Drongen Abbey, Belgium for autumn 2019.

Media and communications training for clergy and laity, both face-to-face and online have featured during the last year. Clergy identified, particularly through their ministerial diocesan reviews (MDR), a need for further training in many areas of communication including technology, social media, press relations, strategy. This request was addressed in part when fifteen members of clergy met for a residential Diocesan media and communications workshop at St Columba's House in November.

Ministry and mission in the Diocese in Europe is multicultural, multilingual and richly diverse. Training for our clergy must engage with the challenges and blessings amongst us and reflect both formation in the Church of England as a whole and the ethos of our Diocesan Strategy in particular.

Ulla Monberg



High spirited communication delegates at their workshop

The Journey of Faith

The metaphors of 'journey' and 'pilgrimage' have been very much present in the work of the Honorary Director of Lay Discipleship over the past year.

At the request of Bishop Robert she has drawn up a potential 'Rule of Life' as a resource for clergy and lay people in our Diocese. This Rule is framed by the biblical story of Jesus' journey to Emmaus. It is hoped that it will be shared widely and creatively within the Diocese in the coming year.

Clare has also developed and, on Advent Sunday 2018, launched, a weekly blog which will appear on the Diocesan website. Each week this will focus on the Common Worship biblical readings for the coming Sunday. It is hoped that a wide range of people, laity as well as clergy, will contribute to this blog, offering their reflections from the context of continental Europe.

In her ongoing 'in-tray' Clare is conscious of the need to resource and train people for specific roles in the life of the Church - offering resources to help people discover more about the roles of a Church Council Member or a Churchwarden is going to be a priority in the coming months. Lay discipleship however is not only or even mainly about lay roles in the life of the Church.

Over the coming year Clare is hoping to engage with and promote the national 'Set God's People Free' initiative, resourcing lay people for living out their Christian vocations in their Monday to Saturday lives.

Clare Amos

Ministry Team



Margie Gail licensed as a Reader to Costa Almera & Costa Calida, Spain

Readers

Encouraging Reader ministry is one of the many ways we live out the call to mission and discipleship in the Diocese in Europe. We currently have fifty eight Licensed Readers - fifty six with permission to officiate, and thirty in training. This year twenty six people were licensed to this highly important and valued ministry.

A Funeral Workshop took place in June led by Canon Elaine Labourel and Canon Paul Omrod. Readers are required to do this workshop if they feel called to funeral ministry. The workshop started with understanding the grief journey and moved through the wide resources we have in Common Worship to come alongside people in mourning. There was a sharing too of the cultural differences in funeral ministry in our various locations.



Delegates at October's Preaching Workshop

A Preaching Workshop took place in October 2018 led by Bishop David, Canon Elaine Labourel and Revd Dale Hanson, covering the theology behind preaching the Word as well as practical advice on how to preach effectively. It was a wonderful weekend with good friends, inspiring worship, excellent teaching and fellowship.

The new, updated Reader Handbook was launched in October, giving all the information relating to Reader ministry, including the new academic training scheme. It is available on the website.

Elaine Labourel



CEMES Interns praying at Masala, in the Holy Land



Party time!

Bishop's Appeals

There have been two Bishop's Appeals during 2018, for Lent and Advent:

Lent - Calais area

The Bishop's Lent Appeal was launched to aid the plight of vulnerable, unaccompanied child migrants in the Calais area, reduced to sleeping rough in the open since the closure of the refugee camps last year. According to a 2017 survey of those who had been living in the area on average seven to nine months, a fifth had been there for more than a year. There were very clear indications of police harassment and brutality. More than a third had family in the UK but the process of getting permission for reuniting with their family was causing long delays. Less than 5 per cent had been given any access to information about asylum law. Support to two specific projects was identified:

The first project is a safe house and outreach ministry to child migrants run by an Old Catholic monk, Brother Johannes Maertens, who is a member of our congregation in Calais. The project is called Maria Skobtsova House, named after an



The Appeal minibus already busy in Calais



St Andrew's, Moscow

Orthodox saint and martyr who took care of Russian refugees, migrants, the homeless, and Jewish people in Paris during the last century. These child migrants are very vulnerable to being trafficked as they are often unaccompanied minors. The Christian response to this inhumane situation with proceeds from the Lent Appeal was the purchase of a mini-van to provide a secure means of transport for the children.

The second initiative is a partnership with Canterbury Diocese and the USPG, to recruit a priest to serve as Chaplain to the Pas-de-Calais congregations and as a Refugee Project Officer to give pastoral support and assistance, liaising with the various non governmental organisations and agencies present on the ground. Following this Appeal, new priest, Revd Kirrilee Reid, whose previous experience includes ministering in Greece, was licensed at a splendid ceremony in November in Calais. Kirrilee is now settling in and planning the work ahead in her new ministry.

Advent - St Andrew's, Moscow

This year's Advent Appeal is to enable St Andrew's, Moscow to equip their church with a kitchen. St Andrew's is committed to the work of reconciliation and the building of trust between peoples. It fulfils this key element of our Diocesan Strategy in a unique and powerful way. It is not putting it too strongly to say that St Andrew's Church contributes in a small way to the cause of world peace.

The offering and sharing of hospitality is a key part of the life of many of our Chaplaincies. St Andrew's is no exception. But, at present, food has to be brought in by parishioners or prepared in the parsonage. St Andrew's would love to be able to prepare food on site. A kitchen would further its work of reconciliation. It would strengthen church fellowship. And it would be a place in which some of the orphaned young people could be taught how to cook. We can all appreciate the importance of food and shared meals as a means of furthering mission and outreach. The installation of a new kitchen is a great idea, one worthy of our support.

Mission and Partnerships



Bishop Robert joins Intercontinental Church Society delegates

United Society Partners in the Gospel (USPG)

USPG is the Anglican mission agency that partners churches and communities worldwide in God's mission to enliven faith, strengthen relationships, unlock potential, and champion justice.

This year has continued to see the relationship between USPG and the Diocese in Europe grow. We have continued our joint engagements to minister to refugees and migrants across Europe specifically in places where needs are most acute.

This year we jointly facilitated the appointment of Revd Dennis Obidiegwu, a Nigerian priest serving in the Internal Province of Ghana, to St Andrew's Chaplaincy in Tangiers, Morocco, enabling an embedded, connected and localised response to migration in the western Mediterranean.

We are excited by our pioneering partnership with the Diocese in Europe, Diocese of Canterbury, and Pas-de-Calais Chaplaincy, France to support Revd Canon Kirrilee Reid as a new Chaplain and Refugee Project Officer in the Calais - Dunkerque coastal area, connecting both sides of the English Channel in an integrated refugee response, specifically supporting unaccompanied and separated children.

With St Paul's Church in Athens, Greece we have continued to support the work of ecumenical partners - specifically the Greek Orthodox Church - who are providing legal advice and education and integration programmes for those who are making Greece their home.

Rebecca Boardman

Mission to Seafarers

Founded in 1856, and funded by voluntary donations, today's Mission to Seafarers offers emergency assistance, practical support, and a friendly welcome to crews visiting over 200 ports in 50 countries around the world. Whether caring for victims of piracy or providing a lifeline to those stranded in foreign ports, we are there for the globe's 1.3 million merchant seafarers of all ranks, nationalities and beliefs. Visit our website to find out how we help those facing shipwreck, abandonment, loneliness and danger.

Ijeoma Ajidade

Mission and Partnerships

Intercontinental Church Society (ICS)

In answer to my prayer 'What are you calling ICS to do?' I felt God respond with 'That it was time to do new things'. Since then we have embarked on a process of supporting and seeking to stimulate new work in new ways and in new places, and always in partnership and collaboration with the Diocese. We have supported the development of a congregation in Kortrijk as well as the increasing of the role of the Outreach worker in the EU institutions to a full-time post, both in Belgium. In Turkey we have helped support and finance appointments in Izmir and Ankara. In France we have contributed towards student work in Lyon, the appointment of a new Chaplain in Bordeaux, and in Poitou-Charentes training on Invitational Outreach by Michael Harvey. In the Netherlands we have supported the new work developing ministry to the Pakistani community at St Mary's, Rotterdam. And at Schiphol airport we are supporting the work of the newly recruited Chaplain.

My sense is that a small amount of pressure applied in the right place can generate significant change. Our prayer as ICS is that we may be useful in the hands of the living God to his service and mission.

Richard Bromley

Church Mission Society (CMS)

Increasingly in today's world the concerns of mission agencies such as Church Mission Society and the Diocese in Europe are aligned as we move away from more traditional models of Chaplaincy into something more marginal. That found particular expression recently as a CMS mission partner was licensed as Chaplain, to serve a congregation a majority of whom are from another religious background and many of whom are refugees. And ICS too was an incredibly helpful partner in that venture, without whom it would not have got off the ground.

CMS is also hoping to develop a partnership with the Diocese so that the congregation in Kiev is better served, and might perhaps be able to engage more with the many mission opportunities opening up in that city.

On a personal note, it's been a huge privilege and pleasure to serve as a Canon of the Diocese over the last few years, and to contribute both to the work of the Bishop's Council and Diocesan Synod, and I was immensely touched to be presented with a mitre as a mark of our friendship as I move into new ministry as Bishop of Truro. In a changing world may our personal and corporate partnerships endure!

Philip Mounstephen

The Friends

The Friends of the Diocese is a group whose members have either ministered, lived, or have an interest in the Diocese in Europe. The purpose and aim of the Friends are to support the Diocese by prayer and by using the donations they give for the benefit of the Clergy, Readers and Chaplaincies where funds are not available from other sources. For example, during the years 2017 and 2018, twenty-two applications for language tuition grants were approved; Readers' scarves gifted to several new Readers; and support given to the CEMES in the Diocese in Europe.

The Friends also meet for an annual service, which this year was held in St Mark's Church, Regent's Park. This was a departure from the normal pattern and though a smaller event than usual it was nevertheless a good service followed by an equally good lunch on a glorious autumn day.

It is a privilege to support and be part of this exciting Diocese, so join the Friends and help to make a difference. For information, contact the Honorary Secretary, Jeanne French at dioceseineuropefriends@gmail.com
Mark Pellew and Jeanne French

Diocesan Financial Overview

The central context for Diocesan finance during 2018 has been the development of a new Financial Plan (2019–22), geared to implementing the vision agreed by the Bishop's Council in 2017, as endorsed by Diocesan Synod in June 2018. This statement commended increased Diocesan commitment to communications, paid Archdeacons, and good Safeguarding practice.

To achieve this vision, the major focus of work and Diocesan-wide discussion has been on the level and phasing of proposed increases to the Common Fund, financed by Chaplaincies. In 2017, Chaplaincies' contributions to the Common Fund stood at 5 per cent of their income, and Bishop's Council approved further increases to 6 per cent (2018) and 9 per cent (2019) in a 2018-21 plan; in other words, a doubling of Chaplaincies' contributions in two years.

Following in-depth and inclusive consultation across the Diocese and a Diocesan Synod motion passed in June 2018 on the phasing of Common Fund increases, the new Financial Plan was approved by Bishop's Council in October. Under this plan, the phasing of Common Fund increases has been adjusted, with 10 per cent of income to be achieved only in 2020. This revised phasing of the Common Fund increases will provide additional time for chaplaincies to plan for the increases. Specifically, the new Financial Plan also includes a revised plan to introduce stipendiary Archdeacons.

A working group has been formed to consider the formula for sharing the Common

Fund among Chaplaincies. This Common Fund Sharing Group comprises Clergy and Lay representatives from across the Diocese, and has now met twice. It will consider schemes operated in other dioceses, and will aim to construct a new scheme for the Diocese, which is seen as fair, taking in to account the circumstances of our Chaplaincies, which differ greatly in their ability to meet the Common Fund requirement. This is possibly the most difficult piece of financial work that faces the Diocese, and an update will be presented to Synod in June 2019. It is likely that a new scheme will not be adopted until at least 2020 given the complexity of the work, and the existing scheme will continue to operate for 2019.

Overall, the projected impact of the new Financial Plan, compared to the old plan, is for the Diocese to be in a better financial position in 2021. However, given the deferral of Common Fund increases, the position for the Diocese is set to be worse than the old plan for 2019 and 2020. Further material on Diocesan finances will be published on the website, based on Audited Diocesan Accounts for 2018.

Finally, Bishop's Council in October thanked Michael Hart warmly for his eleven years' service as he stepped down as Chairman of the Diocesan Board of Finance. I am honoured that the Board has asked me to take over from Michael as Chairman, and for the opportunity to continue my involvement with the Diocese following my departure as interim Diocesan Secretary.

Mike Fegan

Did You Know?

Across our Diocese...

19,672 people attended Christmas services in 2017, up 10% on 2016.

361 marriages/wedding blessings were celebrated, up 8% on 2016.

There are currently 332 congregations served by 148 licensed clergy.

We currently have 144 Readers, 51% of whom are female.

21% of the members of our congregations are drawn from the wider Anglican Communion.

At least 18 years of priests' time has been volunteered this year to provide ongoing locum support to licensed priests and to Chaplaincies without a licensed priest.

Look out for in early 2019...

A series of key statistics for the Diocese and Archdeaconries, based on the Church of England's *Statistics for Mission* for 2017, which have just been published. These will include key data on congregational strength.

Our communities and friends across the Diocese



The Revd Kirrilee Reid begins a pioneering ministry as Chaplain and Refugee Projects Officer in Calais



Remembrance Sunday in Athens



Brother Johannes Maertens working with young migrants in Calais



Model of a migrant boat created by one of the vulnerable youngsters



Confirmation in Oslo



Celebrations in the Madrid Chaplaincy

Eco-Diocese



Sunset over Montreux, Switzerland

We are an Eco-Diocese

For a long time I felt a bit like Noah all alone (except for the animals!) But that has all changed since the Diocesan Synod in June, when it was unanimously decided that we should become an Eco-Diocese! Obviously there were already many people in the Diocese doing their bit for our common home on Planet Earth, but the recognition that Creation Care is an integral part of being a Christian, and signing up to the Eco-Diocese scheme gives us all a vision to work towards, each Chaplaincy at its own speed and in its own way. You can find out more from your Chaplaincy Environment rep. What, you haven't got one yet?!), or on the website: <https://ecochurch.arocha.org.uk>

Assisi, Italy 31 August 2018 - the First Ecumenical Prayer for Creation Meeting, which marked the start of the Season of Creation. It was a unique privilege to represent the Diocese at this meeting. Representatives of worldwide Christian churches met in a mood of contemplation and repentance of our individual and collective mistakes, agreeing that Care for Creation is an unequivocal task for all Christians and all churches. To follow Christ today, is to see the multitude of traditions as a gift. To see the unity in diversity. A unity that is an answer to a world threatened by climate change.

I look forward to working with you all in the coming year!

Elizabeth Bussmann
Environment Officer

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'You are the light of the world.
A town built on a hill cannot be hidden.
Neither do people light a lamp and put it under a bowl.
Instead they put it on its stand, and it gives light to everyone in the house.
In the same way, let your light shine before others,
that they may see your good deeds and glorify your Father in heaven.'

Matthew 5.14-16, NIV