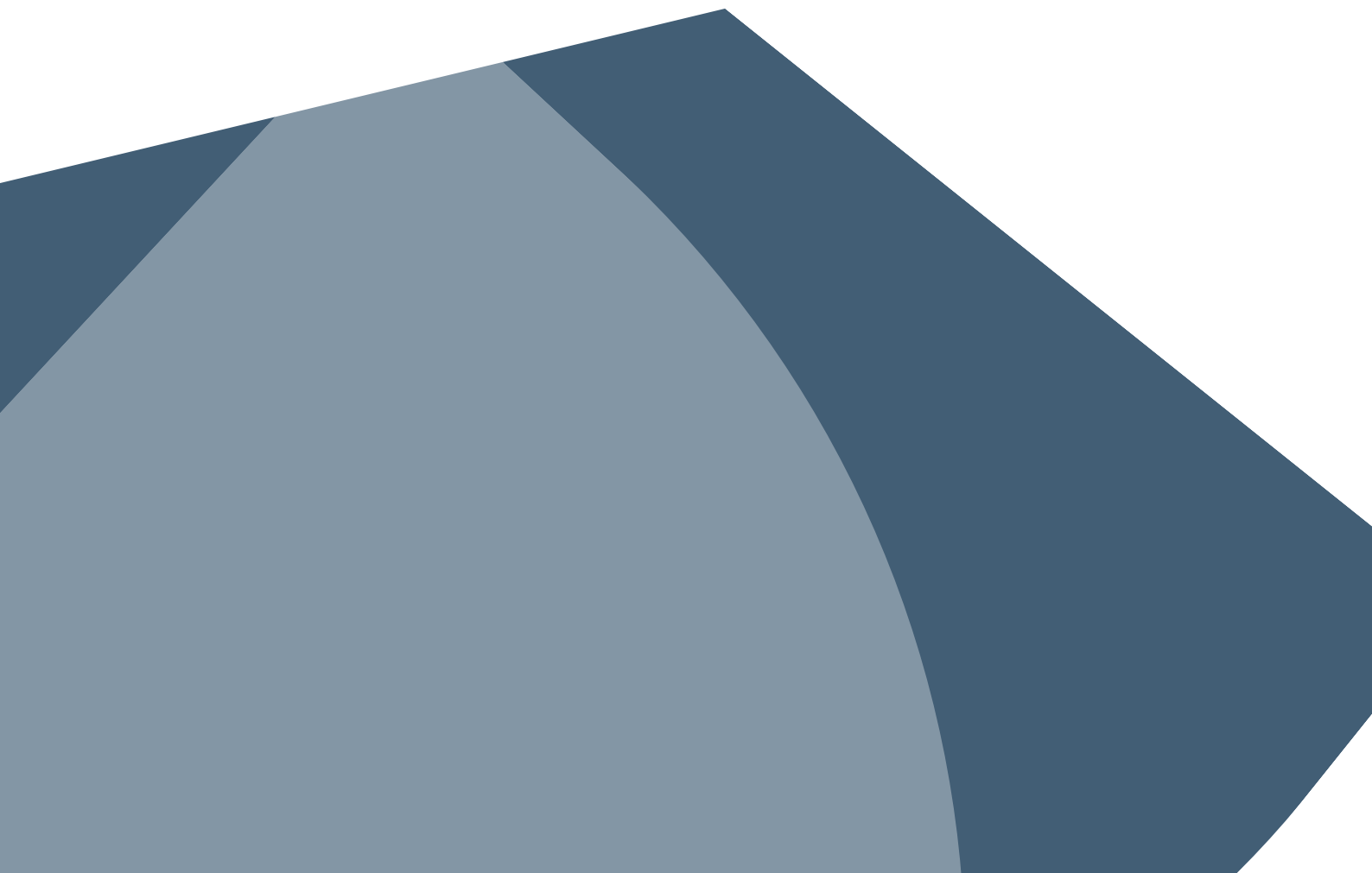


2025 ANNUAL REVIEW



DIOCESE of
WINCHESTER



FOREWORD FROM BISHOP PHILIP

Scripture gives us many metaphors for what it means to be the Church: the body of Christ, a living temple, a flock guided by the Good Shepherd. But at this time of year I reach for the image Jesus gives us in John 15: “I am the vine; you are the branches”, a picture of connection, dependence and shared life. It is also a picture of growth—steady, Spirit-led growth that often begins beneath the surface before it becomes visible.

This year’s annual review tells the story of a diocese that is learning to live more deeply from the Vine. Across our parishes, chaplaincies and schools, we have seen signs of resilience and renewal in the face of some significant financial challenges. The recent Statistics for Mission show that our overall worshipping community grew again in 2025, not dramatically but consistently, like the slow thickening of a branch. This is across all metrics (from the numbers of both children and adults attending our churches, to the number of baptisms and marriages, to the congregation sizes at Christmas and Easter) and in almost all areas our figures were also above the Church of England national average. Our vocations numbers are still very healthy and, thanks to the generosity of so many of you, we saw an increase of £445K in contributions to the Common Mission Fund in 2025, compared to 2024.

These are not simply encouraging statistics; they are fruits of a shared life rooted in Christ and the faithful, often unseen work of our clergy, diocesan staff, lay leaders and volunteers who have tended their part of the vine with prayer, imagination, and perseverance; who have chosen hope over anxiety, collaboration over isolation, and generosity over scarcity.

I am deeply grateful to our God and for every person who has played a part in this shared flourishing. Thank you for your faithfulness, your creativity, and your willingness to abide in the love of Christ. As we look to the year ahead, may we continue to deepen our roots in him and bear fruit for His glory.



WALKING THE WESSEX WAY

VALUES GUIDING WALKING THE WESSEX WAY

Serving



Prioritising the common good.

Being humble ourselves, looking to the needs of others, especially those on the margins and where their need is greatest.

Paying attention to the local, within a care for the whole.

Learning



Open to ideas and the gifts of others in collaboration.

Looking for mutual learning opportunities and growth in wisdom and excellence.

Honouring the past whilst focusing on a sustainable future for all.

Growing



Recognising our potential both personally and for mutual flourishing.

Seeking to equip and encourage others, enabling them for the challenges of this generation and beyond.

Recognising and wanting to make best use of the experience, wisdom and talent across our parishes.

Loving



Acting as good stewards of all that is entrusted to us.

Respecting & valuing every person; seeing God's image in others.

Engendering a sense of mutual care, community and interdependence.



21.9K

People in Our
Worshipping
Communities

226

Parishes

347

Church
Buildings



Parish Clergy

116.5

1.27M

Population of
Diocese

13

Deaneries

100

Church of
England
Schools



Licensed Lay Ministers
(Including LLM PTO)

140

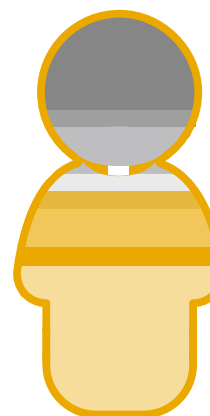
Common Mission Fund

The Diocese of Winchester is largely funded by the Common Mission Fund (CMF). The Common Mission Fund is money given by every parish to provide and support clergy, and to further our work in every parish. As a diocese, we do not have sufficient other sources of income to cover the costs of our wider support infrastructure.

Rooted in biblical generosity, The Common Mission Fund traditionally contributed the large majority of our core income but fell below 50% since COVID-19. Our goal is to restore it to sustainable levels.



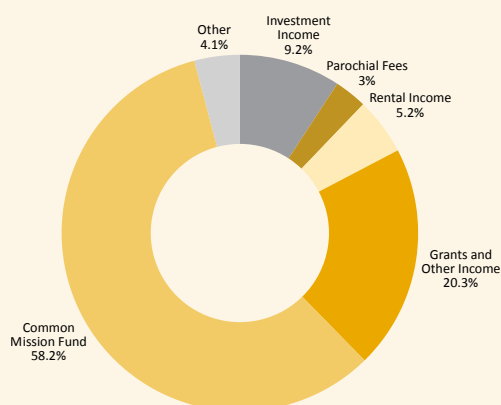
Clergy Costs



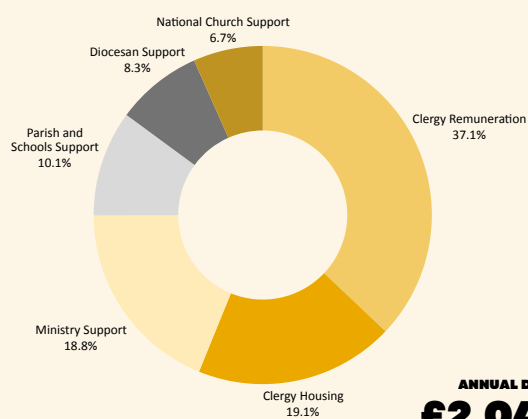
Housing Costs
Grants
Curates
Clergy Support Staff
National Insurance
Pension
Share of Curate Costs
Stipend

**ANNUAL COST
£79K**

2025 Income



2025 Expenses



**ANNUAL DEFICIT
£2.04M**

Ordination of Priests



Southampton Youth Fest



HIGHLIGHTS OF 2025

Bishops' Study Day



Chrism Mass



Chaplains Day



Ordination of Deacons



Year 6 Leavers' Celebration



HIGHLIGHTS OF 2025

Bournemouth Beach Baptisms



Bishop Kelly's Service of Welcome



Unsung Heroes of Southampton



LEARNING TOGETHER

The Diocese of Winchester continues to be shaped by a commitment to becoming a **community of learners**—curious, humble and attentive to the movement of God in our midst. In 2025, we sought to cultivate spaces where many different people from our diocesan family could explore faith, deepen understanding, and discern God's call.

Learning Through Study

On 12 March 2025, **132 clergy** gathered for a **Bishops' Study Day** hosted by Bishop Philip and Bishop Rhiannon. The day focused on theological reflections surrounding responses to Prayers of Love and Faith (PLF). Guest speakers Revd Canon Professor Liz Stuart MBE and Revd Dr Andrew Goddard offered two distinct Christian perspectives, modelling gracious listening and thoughtful engagement. The purpose was not debate but understanding, creating opportunities to learn from one another.



Bishops' Study Day, March 2025

A major new initiative launched in 2025 was the **Exploring Theology** online programme. **53 participants** took part in the course in its inaugural year which was designed as a space to wrestle with questions about God, Scripture, and the world. For many, the course sparked further steps in discipleship and ministry, including enrolment in **BCM training programmes**, becoming a key pathway for nurturing confident, theologically grounded lay ministry.



Learning Through Education

Our Church of England schools continued to be recognised nationally for excellence, innovation and Christian distinctiveness. The Diocesan Board of Education and Education Team were invited to lead **regional and national pilots**, reflecting the high regard in which their work is held. For example:

- **Chatting Faith** reached its final pilot year, with 18 parishes partnered with schools and 144 families involved
- Schools participated in the international pilot of the Church of England's **Difference** course on peacebuilding and reconciliation
- Five diocesan schools joined the national pilot for **Christianity as a Global World Faith**
- The Diocese again had the **largest number of Christian Aid Global Neighbours Award schools** in the country: 21 schools accredited, 2 schools achieving the Gold Award twice

The year's Annual Project, **TriWonder**, celebrated the joy and wonder of being in God's creation. Over **3,000 card animals**, each bearing a prayer, were displayed in a stunning installation at Winchester Cathedral, seen by thousands of visitors.

Key Figures for Our Schools

£411,000 government funding across 12 Voluntary Aided Schools for 16 building projects

£86,000 managed for eco-projects



79 GOVERNORS trained over eight days on Christian Vision and Values

9 SESSIONS delivered for Foundation Governors

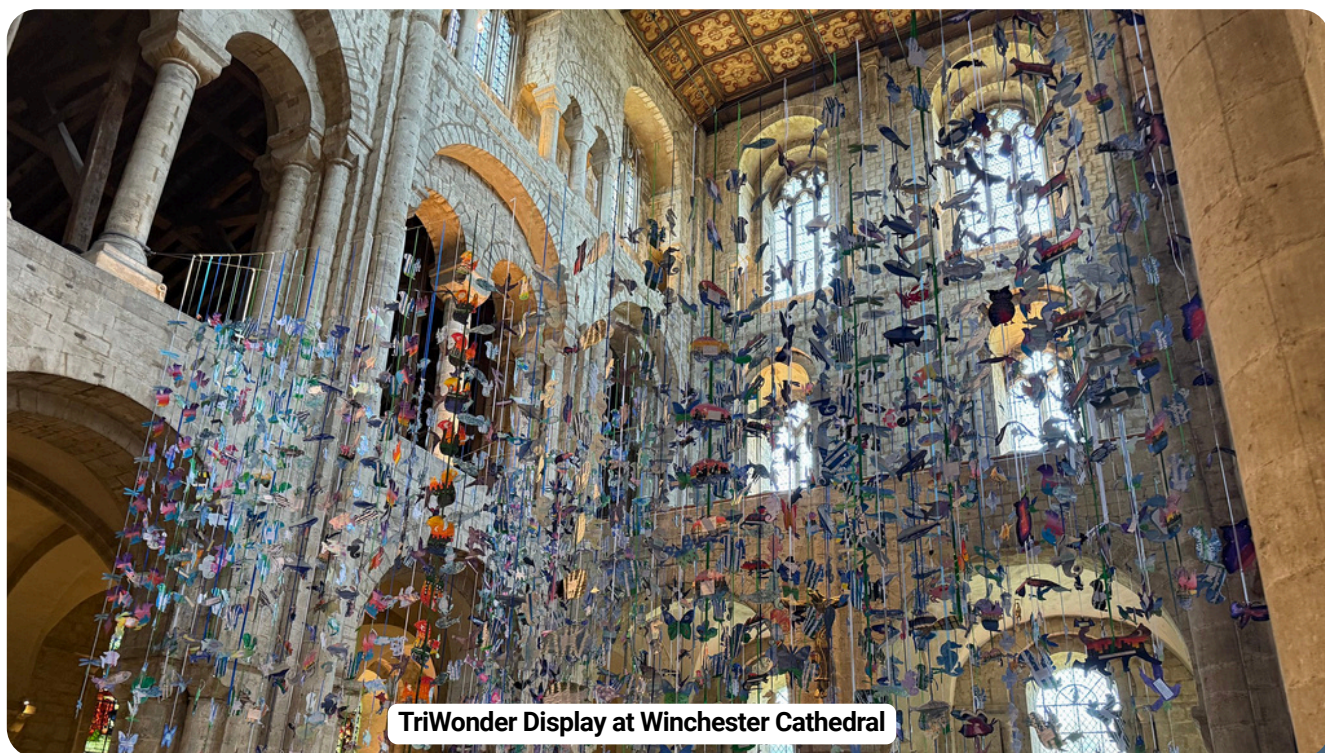


15 SCHOOLS supported through Headteacher recruitment

21 GOVERNING BODIES supported in SIAMS preparation



12 RE NETWORK MEETINGS with over **200 ATTENDEES**



SERVING TOGETHER

Service lies at the heart of our diocesan life. In 2025, we continued to model the **sacrificial love of God** by equipping parishes, supporting leaders and strengthening the structures that enable mission and ministry to flourish. Serving together means offering our gifts for the good of others, and this year saw remarkable dedication from clergy, lay ministers, volunteers, and our diocesan team.

Serving Through Vocations

- The Ministry and Mission team supported **26 candidates** through the discernment process, with **18 recommended for ordination training**. In 2025 we welcomed **12 new deacons**, marking the culmination of years of prayer, discernment and training, joining **39 curates** already in training and formation across the diocese.



Ordination of Deacons, June 2025

We also celebrated the commissioning of over **30 new lay leaders**, strengthening the breadth of ministry offered in local contexts and offering a powerful reminder of how God equips people of all backgrounds to serve His Church. This included those receiving Bishops Commission for Mission in pastoral care or leading worship, as well as seven new licensed lay ministers.



IT'S BEEN A JOY AND DELIGHT GETTING HERE. I'VE SHARED WONDERFUL MOMENTS WITH MY PRIEST AND WITH THE REST OF THE CONGREGATION WHO HAVE BEEN ON THE JOURNEY WITH ME. I'VE FELT SUPPORTED AND ENCOURAGED ALL THE WAY THROUGH AND IT'S MEANT A LOT TO ME.

*Stephen Scott, Christ Church Freemantle
Bishop's Commission for Mission Worship*



I THOUGHT THIS WAS A WAY THAT I COULD USE MY PROFESSIONAL SKILLS AS AN EDUCATOR TO SUPPORT OUR CLERGY AND THE PARISH AND ENCOURAGE OTHERS WITHIN THE PARISH TO USE THEIR TALENTS TO SUPPORT AND NURTURE PEOPLE IN THE FAITH.

*Leonie Hicks, St Michael's North Stoneham
Bishop's Commission for Mission Worship*



- Alongside the wider vocations work, 2025 held our first **Young Vocations Event**, an initiative is designed to grow the pipeline of younger vocations — nurturing a sense of God’s future among young people and encouraging them to consider how they might serve.



Young Vocations Event, March 2025



CHURCH FEELS LIKE HOME TO ME. I LOVE TALKING ABOUT GOD AND TEACHING PEOPLE. I'M REALLY PRAYING AND TRYING TO DISCOVER WHAT GOD DOES WANT ME TO DO. I'M NERVOUS BUT EXCITED TO BE HERE TO FIND OUT MORE!

*19 Year Old Rhys Minterne
Intern at St John's Church, Hartley Wintney*

Serving Through Practical Support

The Parish Support Team delivered a full programme of events to equip parishes for safe, effective ministry, as well as offering opportunities for networking and building relationships, including:

- Parochial Fees Workshop and follow-up webinar series
- Caring for Your Church Building event
- Church Warden Training Day
- Parish Admin Day
- Racial Justice Engagement Event
- Creation Care & Sustainable Buildings Day
- Deanery Roadshows and Clergy Breakfast Briefings
- Thank-you teas for retired clergy, PTO clergy, and those on the clerical registry
- The Archdeacons also reintroduced Parochial Visitations, supported by new documentation, training, and webinars



Parish Administrator Day, July 2025



Clerical registry clergy covered **1,028 SERVICES** in 2025, averaging **85 SERVICES PER MONTH** across **41 PARISHES**

39 GOVERNANCE MEETINGS and working groups, including Bishop's Council, Diocesan Synod, Finance Committee, Property Working Group, Diocesan Environment Group, Racial Justice Group



Serving God's Creation

In a time of environmental uncertainty, our commitment to caring for creation continues, serving also as a witness to God's love for everything He has made. Our shared efforts reflect a growing diocesan conviction that environmental stewardship is integral to mission, worship and daily Christian living.

- The 9 member Diocesan Environment Group met four times to guide and support this work
- 320 parishes complete the Energy Footprint Tool (92%), demonstrating widespread engagement
- We finished the year with 180 Eco Church registrations across the diocese, showing continued momentum toward sustainable, environmentally conscious ministry



St Saviours Iford Cuts Electric Bill In Half Through Give to Go Green Grant

Grants for Reducing Carbon Footprints

Greener Edge National Church Audit Grants



**CHURCHES RECEIVED
AUDITS AND SOLAR
PV REPORTS**



**CHURCHES
CLAIMED UP TO
£500 EACH**

Give to Go Green Grant



AWARDED

CHURCHES



Heating Feasibility Grants

GRANTS



TOTAL

Quick Wins Grant



APPLICATIONS

AWARDED



ROUNDS

Serving Through Generosity

In 2025, we continued to support parishes in developing confidence in both planned and digital giving, recognising that healthy stewardship is at the heart of Christian discipleship. Parishes received extensive support in developing confidence in digital and planned giving:

- **25+ parish visits** offering support and training
- **69% of parishes** using the Parish Giving Scheme (national average: 45%)
- Parish Giving Scheme giving increased from **£5.5m to £5.7m**
- Other digital donations rose from **£538,974 to £679,987**, with the average gift increased from **£9.42 to £10.11**
- Four training sessions for parishes using **Cornerstone** (the national Church's new financial tool) with 11 parishes participating, 72 users across 41 churches by year end

Case Study: Card Reader Try-Before-You-Buy

Following the national rollout in 2024, the Diocese expanded support for card readers. At All Saints, Fawley, the treasurer reported:

“The duration of the loan covered the Christmas period, and I saw our giving increase at some services threefold... As we move forward, becoming a society less dependent on cash, I would recommend installing a card reader for digital donations.”



DAC Activity 2025

147 CASES progressed

340 NEW APPLICATIONS
(List A, List B, Faculty)



93 SITE VISITS

£50K MR&I GRANTS
awarded across two rounds



Safeguarding

Safeguarding continues to be a fundamental theological and statutory imperative for us all. During 2025, our safeguarding team saw a 42% increase in the number of referrals and requests for advice over the previous year. This rise is due to the increased training and awareness across our parishes, clergy and volunteers. This has required additional staffing resource to be added to the team during the year as workloads increase.

99% of our parishes are now using the Online Parish Safeguarding Dashboard tool, with a new Safer Recruitment module launched earlier in the year. We remain grateful to all our Parish Safeguarding Officers for the vital role they play in keeping people safe from harm.

GROWING TOGETHER

Our God-given commission is to grow His kingdom — making disciples of all ages and from every nation. Growth is not simply numerical, but a vision to become an ever-widening, thriving and inclusive community where people encounter Christ and deepen their faith.

Growing in Mission

As a sign of renewed focus on mission, in November we invited clergy for a Bishops' Study Day with guest speaker Revd Sue Cooke from Leading Your Church into Growth (LyCiG). The day focused on practical tools and spiritual principles for growing healthy, mission-shaped churches.

Over the course of 2025, 10 parishes took part in the CCX Grow Course with five learning community days held. Participating parishes covered topics such as Vocation (what is God's calling for our parish?) Formation (how do we grow disciples?) Mission (how do we share our faith and create a culture of welcome?) and Multiplication (how do we nurture the vocations of others and release sustainable missional capacity in our congregations?).



Bishops' Study Day, March 2025



Mission and Ministry Start of Term Service, September 2025



Blessings to Go, August 2025

Growing Younger

A key priority continues to be nurturing the faith of children, young people, and families. In September 2025, **81 people** attended our Growing Younger: Children, Youth & Families event, exploring how to build flourishing ministries for the next generation. We also hosted two dedicated days for clergy, youth, children, and family workers, with a combined **attendance of 54**, strengthening networks and equipping leaders for this vital area of mission.



Growing Younger: Children, Youth & Families, October 2025

Growing Through Parish Renewal

- The Strategic Development Team supported two further Parish Revitalisation and Renewal projects in securing national funding: **Townsend Estate, Bournemouth**, an inner-city estates project offering valuable learning for wider estates mission, and **St Denys, Southampton** – a revitalisation from within, demonstrating that parishes with strong existing leadership can flourish with targeted financial support rather than external planting teams.
- Our Resource Churches continued to thrive, with some showing remarkable growth. At **Lord's Hill**, the revitalisation is growing so rapidly that the church is now facing the welcome challenge of outgrowing its worship space.
- The third and final cohort of rural multi-parish benefices was awarded **GRPP (Growing Rural Parishes Project)** funding. Across the diocese, this now totals **9 projects across 12 benefices**. While rural growth often takes time, we are encouraged that three benefices from the first cohort have already recorded **4-17%** growth in attendance. This affirms that removing obstacles to mission – rather than imposing uniform models – is an effective approach for rural contexts.
- With growth comes the challenge of sustainability. As SDF/DIP funding cycles conclude, the **Strategic Development Team** is working closely with partner churches to ensure that growth is embedded, realistic, and supported by long term planning. This remains a key focus for the coming years.

I FOUND LORD'S HILL CHURCH AND HAVE A NEW LEASE OF LIFE NOW. I HELP AT THE CHURCH, I HELP WITH THE TODDLER GROUP AND AT ALPHA AND AM LIVING AN ACTIVE LIFE IN CHRIST NOW.

Peter, Volunteer at Lord's Hill Church, Southampton



Lil' Flames Toddler Group Helps Build Community and Faith at Lord's Hill Church

LOVING TOGETHER

There is nothing more central to the Christian life than love — love for God, love for one another and love for our neighbours. In 2025, the Diocese has been focused on strengthening a culture that of care and compassion in which all are celebrated and included.

Loving Through Gathering

This year saw a significant increase in gatherings and networking events across the diocese. Spiritual directors, chaplains, lay leaders, and women clergy all benefited from dedicated opportunities to meet, share, pray, and support one another. These events helped deepen relationships and foster a culture of mutual encouragement.



Loving Through Honouring

2025 was also a year of recognising those who quietly and faithfully love others. Our Unsung Heroes event in Southampton celebrated individuals whose service often goes unnoticed but whose impact is deeply felt in their communities.

WHAT I LIKE ABOUT MY JOB IS THAT I'M HELPING OTHERS AND I'M ALSO SUPPORTING MY CHURCH, WHICH I LOVE. MY CHURCH IS PARTICULARLY INTERESTING IN THAT WE HAVE A LOT OF NEURODIVERSITY AND WE SUPPORT A LOT OF FAMILIES WHO MAYBE WOULDN'T NECESSARILY COME TO A USUAL SUNDAY SERVICE OR EVEN COME INTO CHURCH ITSELF. WE DO A LOT OF WORK WITH THE COMMUNITY TO SHOW THEM THAT THE CHURCH IS ABOUT FAMILY AND FELLOWSHIP.

Sarah Parker, Unsung Hero in Maybush Parish



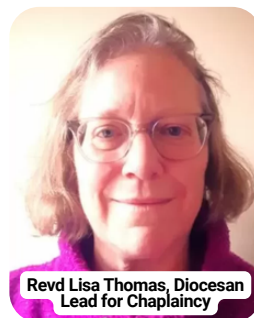
Unsung Heroes Honoured in Southampton, September 2025



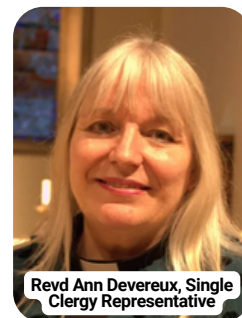
Loving Through Care

We made significant progress in investing in clergy wellbeing, introducing a suite of extra support options including mentoring, coaching and pastoral reflection groups. In addition, the appointment of specialist chaplains has helped offering

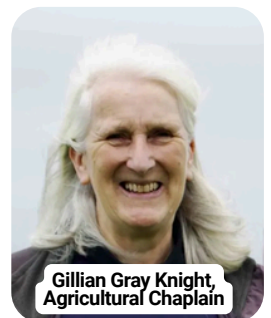
person-centred care and support for different ministries and callings. We also welcomed our first **Agricultural Chaplain**, strengthening pastoral support for rural communities.



Revd Lisa Thomas, Diocesan Lead for Chaplaincy



Revd Ann Devereux, Single Clergy Representative



Gillian Gray Knight, Agricultural Chaplain

Loving Through Justice

Our **Racial Justice Group** continued to grow as a community of learning, advocacy, and fellowship. The 13-member committee met several times throughout the year, including an engagement event with **Revd Guy Hewitt**, Director of the Racial Justice Unit, and a Christmas celebration to mark the year's work.



Loving Through Worship and Prayer

We continued to gather as a diocesan family for worship, including the Chrism Mass where we prayed for and sent Bishop David with our blessing as he prepared to become the next Bishop of Truro after 24 years of service in our diocese. Quiet mornings during Advent and Lent offered further opportunities for spiritual nurture and reflection.



Chrism Mass and Bishop David's Farewell 2025

After saying farewell to Bishop David, we were delighted to welcome the Rt Revd Kelly Betteridge as the new Bishop of Basingstoke in August 2025.

A Service of Welcome was held at St Mary's Andover, which involved wonderful contributions from school children from across the north of the diocese.



Loving Through Storytelling and Communication

The Communications Team continued to cultivate a culture of celebrating the contribution of every member of our diocesan family, by:



- In person visits and then writing **173 news stories** highlighting parish and school ministry
- Issuing **18 press releases** for media coverage
- Hosting several workshop days for bespoke parish communications reviews
- Visiting over **12 parishes** for on site communications support
- Other major communications campaigns included celebrating the arrival of Bishop Kelly, hearing from our hardworking parish safeguarding officers for Safeguarding Sunday, a Lent 'Wilderness' teaching series which brought together contributions from all learners in our mission and ministry programmes, a teaching series from senior clergy for Thy Kingdom Come, and youth worker reflections for Racial Justice Sunday



APPENDIX I

ANNUAL REPORT

2025 SNAPSHOT

Letter from the Chair

I have often heard Bishop Philip describe his role as being a 'curator of the culture of the diocese'. It sounds like a simple phrase but it captures so much about the nature of episcopal leadership and the purpose of the diocesan team in supporting, nurturing and leading our parishes and communities into the calling of God.

To speak of culture is to recognise that the life of our diocese is shaped not only by structures and strategies, but by shared worship, relationships and expectations that are committed to a life in Christ. Culture influences how we respond to challenge, how we steward all that has been entrusted to us, and how open we are to the Holy Spirit. It is within this lived, everyday culture that the mission of the Church is either constrained or allowed to flourish.

We are conscious that our diocese faces significant challenges and it is all too easy to frame these as just financial. Society is continuing to change at a rapid rate, along with shifting patterns of family life – the Church has always been in the centre of our culture and it is our passion and mission to make sure we continue to be so. To keep up with these changes we are asking more and more of our volunteers and asking hard questions about the sustainability of ministry in some contexts. To wrestle with these realities honestly is not a failure of faith, but part of faithful stewardship, responsible governance, and our unwavering confidence in the provision of God!

At the same time, we hold a deep conviction that our task must not be to simply manage decline or mitigate risk, but to foster a culture in which Christ can be at work among us. We must collaboratively create the conditions in which prayer, trust, generosity, learning and courage can grow; where people are supported rather than overwhelmed; and where parishes and worshipping communities are enabled to discern and respond to God's call within their own contexts.

The role of the Winchester Diocesan Board of Finance, and the diocesan team, is therefore to serve this wider Kingdom purpose: to steward resources wisely, to provide clarity and support, and to shape systems and practices that encourage hope, collaboration, and faithfulness.

In doing so, we seek to play our part in nurturing a diocesan culture that is confident in God's faithfulness, realistic about the challenges but always open to the transforming work of Christ, calling everyone in our diocesan family to the shared vision expressed by St Paul: "Let us not become weary in doing good, for at the proper time we will reap a harvest if we do not give up" (Galatians 6:9).

Reverend Ian Dighé

Chair of the Winchester Diocesan Board of Finance (WDBF)



APPENDIX I

ANNUAL REPORT

2025 SNAPSHOT

Statement of Financial Activities

For the year ended 31 December 2025:

		Unrestricted funds		Restricted	Endowment	Total	Total
	Note	General	Designated	Funds	Funds	2025	2024
		£'000	£'000	£'000	£'000	£'000	£'000
Income and endowments from:							
Donations							
Parishes	2	8,347	-	-	-	8,347	7,902
Archbishops' Council	2	173	-	2,651	-	2,824	2,093
Other	2	96	-	3	-	99	149
	2	8,616	-	2,654	-	11,270	10,144
Charitable activities	3	834	-	97	-	931	685
Other trading activities	4	803	-	14	-	817	910
Investments	5	629	30	592	68	1,319	1,339
Other	6	(98)	-	-	10	(88)	(55)
Total Income		10,784	30	3,357	78	14,249	13,023
Expenditure on:							
Raising funds	7	(3)	-	-	-	(3)	(7)
Charitable activities	8	(13,567)	(39)	(2,678)	-	(16,284)	(14,648)
Total Expenditure		(13,570)	(39)	(2,678)	-	(16,287)	(14,655)
Net Operating Surplus/(Deficit)		(2,786)	(9)	679	78	(2,038)	(1,632)
Gains/(Losses) on investments:							
Net (losses)/gains on investments		(137)	21	(264)	(512)	(892)	604
Net (expenditure)		(2,923)	12	415	(434)	(2,930)	(1,028)
Transfers between funds	10	13,696	(100)	(1,004)	(12,592)	-	-
Net (expenditure)/income after transfers		10,773	(88)	(589)	(13,026)	(2,930)	(1,028)
Other recognised gains:							
Gains on revaluation of fixed tangible assets		(369)	-	(121)	629	139	4,302
Net movement in funds		10,404	(88)	(710)	(12,397)	(2,791)	3,274
Total Funds at 1 January 2025		35,716	1,757	11,526	137,284	186,283	183,009
Total funds at 31 December 2025	17	46,120	1,669	10,816	124,887	183,492	186,283



Diocese of Winchester Prayer

Gracious God, who alone brings growth to your Church,
send your Holy Spirit to bring fruitfulness from our serving,
wisdom from our learning, joy in our growing,
grace to our loving and unity in our purpose.

Through Jesus Christ our Lord

AMEN