

CHANGING ATTITUDE

ANNUAL REPORT June 2004 – December 2004

Introduction

Changing Attitude Trust is a registered charity and a company limited by guarantee. The trustees are the directors of the company and are also the shareholders. They appoint new trustees/directors, aiming to reflect a wide diversity of experience from among Anglicans sympathetic to *Changing Attitude's* objectives. *Changing Attitude* has continued to evolve in the 7 months covered by this report, pursuing its objectives of advancing the Christian religion particularly but without restriction through the development of a mature theology of sexuality within the Church of England and the Anglican Communion.

This Annual Report covers a period which continues to be momentous for the worldwide Anglican Communion, a period of rapid social change and significant legislative progress for lesbian and gay people in British society. *Changing Attitude* has been well-placed to respond effectively to these dynamic events.

Funding

We continue to be funded by major three year grants from the Community Fund - £186,793, the Northern Rock Foundation - £50,000 (to hold conferences in the Northern Dioceses and form 6 diocesan information and advice groups) and Comic Relief - £40,000 to employ a half-time Office Manager for three years.

Staff

Colin Coward continues to work full-time as Director, Sally Rogers as half-time Development Worker and Brenda Harrison as half-time Office Manager.

Supporters

Changing Attitude continues to attract healthy numbers of new supporters. On 31 May 2004 the database totalled 507 (373 in 2003). Of 460 active supporters (325 in 2003), there are 315 paid subscriptions (235 in 2003), 44 partners (20 in 2003) and 101 free or unpaid subscriptions (70 in 2003). Forty nine newsletters are sent free to patrons and other groups (45 in 2003).

Diocesan Support, Information and Advice Groups

One new group, Lincoln, was formed in October, bringing the total to 20, covering 22 dioceses. Groups meet in Birmingham, Bristol, Canterbury, Chelmsford, Chester, Guildford, Leicester, Lichfield, Lincoln, Liverpool, London, Manchester, Newcastle/Durham, Oxford, Ripon and Leeds, St Albans, Southwark, Wakefield/Bradford, Worcester and York.

Events

A **Christmas Concert** by the London Gay Men's Chorus on Saturday 27 November at Pinner Parish Church was well attended and a great success. A sum approaching £1,000 was raised. **Lichfield Diocese** held a meeting on Saturday 4 December organised by the bishop, and very well attended. In addition to Colin Coward, there were three other speakers, two members of staff from Ridley Hall Cambridge and Professor Liz Stuart. Significant numbers of Lichfield Changing Attitude members were present and for them the day was very empowering.

Welcoming and Open Congregations

We now have 13 churches registered as welcoming and open congregations. Details are advertised on the *Changing Attitude* website as churches that are welcoming to lesbian and gay people.

Newsletter

Two editions of the *Changing Attitude* Newsletter were produced during this 7 month period. The newsletter contains details of Changing Attitude groups and events as well as extensive reports of news and events. The newsletter is widely appreciated by supporters and continues to be sent to all bishops, DDOs, SROs and Course and College Principals.

Publications

Changing Attitude published two new booklets in 2004. *Sexual Ethics* is a Report of the Lesbian and Gay Clergy Consultation Working Group, edited by Andrew Henderson. *All God's Children ... Lesbian and Gay people in the Anglican Church* is a brief guide to understanding the role and history of lesbian and gay people in the Anglican church and is available free for church bookstalls and group events.

Web Site and Online Forum

The web site is maintained by Colin Coward since its redesign. The web site is regularly updated with group news and news of events in the church and wider society. With new software we were able to update the site quickly on the 18th October with our press release and news about the Windsor report. Phil Gardner in Leeds has agreed to become our new web master and will redesign the site in 2005.

The online lesbigay Anglican forum hosted by YahooGroups now has 212 members (165 in January 2004) and generates a healthy level of activity, mainly news-based.

Directory of human rights

We have begun to construct a directory of human rights for each country in which the Anglican church has a presence - 78 countries. The information includes legal status, age of consent, partnership legislation and cultural attitudes, with comments made by bishops in each country. The directory will be published on the web site.

Finance

To help bring our accounting year closer in line with the reporting requirements of our funding bodies we have changed our financial year-end from 31 May to 31 December. The attached financial statements therefore cover the seven-month period of 1st June 2004 to 31st December 2004.

In the period we received £58,100 and spent £64,500. The resulting excess of expenditure amounted to £6,400 which, when offset against funds held at 1 June 2004, left £32,900 funds in hand at 31 December 2004. These funds are earmarked for the continued development of Changing Attitude's work.

From our total expenses of £64,500 we spent £37,200 (58 per cent) on activities to further our main objectives, including provision of advice, information, publicity, conferences and meetings of supporters. We also spent £10,600 (16 per cent) on support costs; £9,800 (15 per cent) on generating funds; and £6,900 (11 per cent) on management and administration. The bulk of our costs are for the salaries of our three staff (£37,700 in the period). The trustees are unpaid.

The Trust's income included £43,600 grants and individual supporters' contributions of £14,400. We give our grateful thanks to our supporters and to grant-giving bodies (the Big Lottery, Northern Rock Foundation and Comic Relief) for helping to maintain and expand the Trust's activities.

General Synod

General Synod met in July and November 2004. We will be welcoming synod members on Monday from 1.00 to 2.00 with the Joint Strategy Group banners and the banner we produced for the Windsor report launch. Paul Collier has produced leaflets to hand out. Paul, Anthony and Stephen have tabled questions about the new Civil Partnership legislation and its effect on the employment of gay clergy. The House of Bishops report on the Windsor report will be debated on Thursday. Opinion is growing that this is an attempt to close discussion and agree, now, with all that Windsor proposes.

Lambeth Commission

Changing Attitude agreed to prepare a submission to the Lambeth Commission on behalf of the Joint Strategy Group. It was sent to the Commission on 26 August having been through several drafts. The Commission was appointed by the Archbishop of Canterbury in reaction to the consecration of a gay bishop in the USA and the approval of gay blessings in New Westminster, Canada.

Windsor Report

The Commission's findings were published as the Windsor Report. In consultation with Inclusive Church we developed a strategy of response to the report on publication day. David, Sally and Colin were present at the press conference in St Paul's Cathedral. We gave numerous TV, radio and newspaper interviews and David was pursued by a European TV crew.

We commissioned a new banner which attracted a lot of media attention and featured on the BBC1 1.00pm and 6.00pm news, BBC News24 and BBC World and Channel 4 news at 7.00. We placed quarter page adverts in the Church Times, republishing the Lambeth Pastoral letter on the 15th and an advert for Changing Attitude on the 22nd. The Church of England Newspaper commissioned a 500 word reaction which was published alongside Phillip Giddings and Andrew Cary on the 21st.

Reactions to the Windsor report were predictable. It offers valuable tools for taking the listening process forward in the Church. The international dimension has become the more critical arena. Secular and ecclesiastical progress in the UK has been substantial. The resolve of African and other bishops has been strengthened by well-funded, aggressive conservative Episcopalians in the USA.

Inclusive Church

Changing Attitude is a founding member of Inclusive Church (IC), a member of the executive and the Co-ordination Group. We helped develop a strategy for maximising the election of pro-inclusive church candidates to General Synod in 2005. Our diocesan groups will play a vital part in this campaign. IC is employing Erica Wooff for a year, half-time, to co-ordinate the GS election strategy.

Civil Partnership Bill and European Employment Directive

The **Civil Partnership Bill** will give gay couples the same rights as married heterosexual couples. As the legislation has progressed, bishops have both supported and opposed the legislation in the House of Lords, some supporting conservative evangelical wrecking motions. Following representations from the Archbishop's Council and other church groups, the government agreed to include a clause in the British version of the **European employment directive** granting religious organisations the legal right to exclude gay and lesbian people from employment for the first time. *Changing Attitude* has responded to supporters in making our views heard on both these issues.

Joint Strategy Group

The group has continued to meet every three months, maintaining communication between groups and developing a strategy of working together where possible. Colin Coward and Sally Rogers have represented *Changing Attitude*.

Trustees

Sister Rosemary, CHN, Jean Mayland and Barry Naylor were appointed trustees.

Patrons

Marilyn MacCord Adams agreed to become a patron.

And thank you ...

Once again, we would like to offer our thanks to our supporters, patrons, funding bodies and bishops, for the many different ways in which they have offered help and encouragement during the year. Some have given very significant practical and financial help and we are grateful. To know that supporters are there, working, praying and often caring passionately, has helped sustain energy and commitment to the pursuit of a holy, just and inclusive Church.

Trustees at December 2004

Jenny Clark, Irene Cowell, Susannah Izzard, Sanjay Kumar, David Page, Stephen Peters, Bob Williams, Rowan Williams

Patrons

Rt Revd Paul Barber, Rt Revd Michael Bourke, Bishop of Wolverhampton; Rt Revd Michael Doe; Rt Revd Richard Holloway; Revd Bill Kirkpatrick; Sister Una Kroll; Rt Revd Richard Lewis, Bishop of St Edmundsbury & Ipswich; Rt Revd Stephen Lowe, Bishop of Hulme; Jean Mayland; Marilyn MacCord Adams; Rt Rev Hugh Montefiore; Rt Revd John Oliver, Christina Rees, Rt Revd John Saxbee, Bishop of Lincoln; Rt Revd Dr Peter Selby, Bishop of Worcester; Rt Revd Robin Smith; Rt Revd Alan Smithson; Revd Dr Anne Townsend, Rt Revd Roy Williamson

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