

REVIEW AND FINANCIAL SUMMARY

The National Level of the Church of Sweden 2018

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Faith can save lives

THE ARCHBISHOP'S COMMENTS

In the past year we faced more sociopolitical tribulations than we have seen for several decades. Threats to democracy have been highlighted, and questions are being asked as to how democracy can and must be developed to stand strong. This gives us reason to look at democracy in our Church.

VIRTUALLY NO ORGANISATION IN SWEDEN can compare itself to the Church of Sweden when it comes to teaching people about democratic work and responsibility. This teaching is continually in progress in parishes and dioceses, with its foundation in baptism. It also takes place in an impressive way in activities run by the Church of Sweden Youth. It is beneficial if we decreasingly regard the influence of young people as a sidetrack to normal democratic work, and instead, like the Lutheran World Federation, always involve young people in our decision-making bodies.

We recall an exceptional summer, which left drought, fires and the emergency slaughter of farm animals in its wake. But also the realisation that even one of the most well-organised countries in the world cannot manage on its own and needs help from other countries. The positive significance of the EU became tangible, while the frightening perspectives of climate change edged closer towards us. Feelings of climate anxiety and climate guilt will challenge the pastoral care skills of priests and deacons. What was stated in our bishops' missive about climate several years ago is now also finally being stated in secular media: broad collaboration in everything that constitutes expressions of human dignity is necessary. This includes spiritual-existential issues. This includes faith and the church.

The climate work of the Church of Sweden has received positive recognition in UN contexts several times. This is something to be pleased about, but definitely no reason for us to rest on our laurels. We manage a great deal of land and capital. We manage a message of love that forces us to be trustworthy in our actions as a church, as a Christian fellowship and as individuals. How do we live as created co-creators? How do we manage these assets and this message? How do we change what, how and how much we consume and produce? How do we live in both our powerless dependence on the Creation and our power over it?

During the autumn Sweden became a new meeting place for the wider ecumenical world. Fifty years after the important Assembly of the World Council of Churches (the WCC) in Uppsala in 1968, the Church of Sweden hosted ACT Alliance's General Assembly, the WCC's Executive Committee and a joint ecumenical weekend.

The WCC has celebrated its 70th anniversary, and its work and voice are today indispensable to its churches and to the rest of the world. ACT, Action by Churches Together, is much younger. It was founded as recently as in 2010, and has now grown into an alliance of about 150 churches and faith-based organisations that operate in more than 100 countries and strive to achieve positive and long-term change for poor and marginalised people. We are a major and committed member of these movements. And we are slightly special because our international work is integrated in the Church of Sweden rather than being run in a separate organisation.

When we meet in the worldwide church, it becomes so clear that we share the challenges of life and of the world with each other. The Gospel of Jesus Christ gives us a shared language and hope, even though our actual circumstances in life may differ quite radically.

The programme *En värld av grannar – interreligiös praktik för fred* (A world of neighbours – interfaith practices for peace) really got under way in the past year. It brings together best practices and aims to develop and deepen relationships between faith communities and faith-based organisations working for social and spiritual sustainability in both Sweden and Europe as a whole.

What is distinctive about the programme is that it starts with a focus on practical work at grassroots level rather than on dialogue at leader level. Our employees have established contacts in several European countries, from Scotland to Greece and Hungary.



The narratives that they bring home with them are radical and shocking, both in terms of the fantastic work being done and the appalling difficulties that exist.

Faith can save lives. It is therefore important to note that our joint initiative for teaching and learning has made a considerable degree of progress. Today the level of knowledge about faith is not just low in society as a whole; amongst ourselves in the Church there are also major needs for teaching and learning. A great deal of positive work is already taking place in dioceses and parishes, but we still lack a shared overall approach. Bearing in mind what the situation requires, we need to achieve a lot more. And we need to do so together throughout our Church – as pointed out and encouraged by our General Synod. It is positive that the thematic General Synod in 2019 will focus on teaching and learning. In close consultation with the bishops, our employees have listened attentively to people's accounts

of their experiences in all dioceses. In collaboration with dioceses and parishes, this work will now continue. The goal is a joint programme that may vary locally, but should nonetheless be recognisable throughout the country. Just as self-evident in Sweden as swimming lessons, and just as well known as confirmation!

As a church we can never refrain from communicating what we have seen and heard. Because God “has saved us and called us to a holy life – not because of anything we have done but because of his own purpose and grace. This grace was given us in Christ Jesus before the beginning of time,” as stated in the Bible (2 Timothy 1:9).

ANTJE JACKELÉN

ARCHBISHOP AND CHAIR OF THE CENTRAL BOARD OF THE CHURCH OF SWEDEN

Cooperation for a sustainable church

THE SECRETARY-GENERAL'S COMMENTS

I am pleased to note that nearly six million people have chosen to be members of the Church of Sweden in 2018. Through their membership, they show that they want to support the Church of Sweden's extensive and positive work. People take part in services of worship in parishes throughout the country, children are baptised, young people are confirmed and churches are filled with people celebrating at weddings and grieving at the end of the earthly life of their loved ones.

PASTORAL WELFARE WORK AND THE SOCIETAL RESPONSIBILITY OF THE CHURCH OF SWEDEN

Through surveys I know that the pastoral welfare work of the Church of Sweden, the Church's responsibility for people's social situation, is for many people one of the reasons why they choose to remain members. Based on the Christian faith, the starting point for the pastoral welfare work is to contribute to a good society, characterised by care for our fellow human beings and the Creation. In local parishes, this work takes place through encounters with people in vulnerable situations. It may consist of support to deal with grief and cope with the life ahead, the opportunity for parents and children with meagre financial resources to take part in camp activities run by the Church at subsidised prices for a few days during the summer holidays, or providing asylum seekers with language training and the opportunity to be part of a social community.

The Church of Sweden collaborates with other civil society organisations and with government agencies. The fact that the Church of Sweden has established relations that together make a difference in crises became clear during the forest fires in Sweden last summer. During this time, several parishes collaborated with the fire service and with organisations that are part of local POSOM groups, of which the Church has long been a member and works to provide psychological and social care in serious crises alongside other group members.

Together with the dioceses, the national level of the Church supports and coordinates the community service *Jourhavande präst* (Duty priest), which offers urgently needed pastoral care during the night, when many other community functions are closed. It is a service that everyone can use anonymously when they are worried, in crisis and in need of counselling. The phone calls are conveyed via the emergency services switchboard SOS Alarm, which is reached by dialling the emergency phone number 112, but the duty priests can also be contacted digitally, via email and a chat function.

According to a collaboration agreement with the Swedish Civil Contingencies Agency (MSB), the national level is also responsible for recruiting clergy to the Swedish Response Team (SRT), which has been set up to support Swedish government agencies abroad and citizens in the event of serious accidents or disasters.

THE SIGNIFICANCE OF ECCLESIASTICAL CULTURAL HERITAGE TO SOCIAL SUSTAINABILITY

Through their membership, many people want to contribute to ecclesiastical cultural heritage, to church buildings, to music and to the traditions that we have been enriched with. Ecclesiastical cultural heritage is deeply rooted in history, but is constantly developed and renewed. As steward of a rich cultural heritage, the Church of Sweden is a self-evident part

of society's social infrastructure, in both rural and urban areas. The ecclesiastical cultural heritage constitutes a resource in society, and church buildings renew their role and significance as meeting places. We add new narratives to our old ones. It is natural for the Church of Sweden to raise the subject of social sustainability alongside existential and spiritual dimensions of sustainability.

Many members of the Church of Sweden have chosen to make their membership an active one by volunteering in their parish, singing in a choir, becoming elected representatives or employees, or being ordained as deacons, priests or bishops to work in the Church.

All the knowledge, experience and diversity that people contribute are an asset and form the building blocks of a church that is open to everyone, which is what the Church of Sweden wants to be.

A SUSTAINABLE CHURCH

One of the goals of the Central Board of the Church of Sweden is that the national level should contribute to enabling the parishes to fulfil their basic task locally, and that the conditions for Church life that is sustainable in the long term should be strengthened. Coordination and collaboration are key requirements, and the efficiency of the administrative cooperation needs to be heightened and sustainable solutions for the future created. This is to ensure that even in economic slow-downs, the parishes will have sufficient financial resources to hold services of worship, provide education and perform pastoral welfare and mission work.

During the previous term of office, the Central Board of the Church and the Diocesan Boards together defined the direction of the work and identified prioritised areas. This is why there is now a Church-wide archive, a document and registration system and a procurement catalogue with a large number of framework agreements that generate significant annual savings. In 2018 the savings made linked to the framework agreements amounted to SEK 157 million. As regards accounting and payroll, joint working methods with system support have been drawn up, and the majority of the dioceses have established functions within the dioceses that provide services. For example, more than 10,000 people received their salary via the joint system in December 2018.

The joint IT solutions create opportunities for sharing skills, and the need for geographic proximity is currently decreasing in several areas. Technological developments are advancing, so it is important that for the joint IT platform – a hub for administrative cooperation – to be further developed for greater cooperation, efficiency and cost savings. To make it



easier for additional parishes to connect to the platform, the General Synod has decided to subsidise such new connections until 31 December 2020.

The aim is that there will be equivalent, cost-effective, qualitative and sustainable activities in the administrative area throughout the Church of Sweden, even if the conditions differ. The General Synod has also been using new working methods during the year, and a new digital tool for meetings was brought into use. The working methods of the Central Board have also been further developed, for instance through the transition from paper documents to digital documents.

To create Church life that is sustainable in the long term within the Church of Sweden, the Church Board has invited the Diocesan Boards to engage in more in-depth talks to develop clear, effective decision structures and distribution of responsibilities. The aim is to help day-to-day activities to be maintained in the long run at a financially sustainable level that simultaneously allows scope for future development needs and initiatives.

Cooperation is a prerequisite for a sustainable church, and the national level wants to be a uniting force in the Church of Sweden, supporting the dioceses and helping to enable the parishes to perform their basic task.

HELÉN OTTOSSON LOVÉN
SECRETARY-GENERAL

Facts about the Church of Sweden

The Church of Sweden has

5.9

million members,

58

percent of the population.



Number of people baptised	49 000*
Number of people confirmed	26 900*
Marriages in the Church of Sweden	16 300*
Funerals in the Church of Sweden	67 000*
Number of attendances at services of worship	14 500 000*

Numbers of parishes

1 337

Numbers of parishes abroad

31

Number of adults in drop-in activities (number of visits/year)

2.7 million*

Number of adults in regular activities

150 700*

Number of children and young people in drop-in activities (number of visits/year)

1.5 million*

Number of children and young people in regular activities

135 000*



* The data are for 2017 and have been rounded off.



Number of occasions of contact
500 000*

Number of visits to hospitals,
prisons or group homes
97 000*

Number of home visits
114 000*

Number of employees

21 600

Number of elected
representatives*

27 400

Volunteers in pastoral
welfare work

27 800*

Volunteers in activities for
children and young people

11 900*

Volunteering young leaders

13 500*



Fundraising by the Church of Sweden's
international work collected

SEK **161** million.

In addition, the Church received

SEK **203** million, mainly from Sida
(the Swedish International Development
Cooperation Agency), the fundraising
foundation Radiohjälpen and the EU for
its international work.



The Church of Sweden
owns and manages

about **3 400**
buildings, most of
which are protected
by the Historic
Environment Act.



The Church of Sweden has staff abroad
in 40 locations in 23 countries, as well
as mobile priests on three continents.

Thirty-one of these are parishes
according to the definition in the
Church Ordinance. In 2017 more than

700 000 visits and **700**
weddings were registered.

* The data are for 2017 and have been rounded off.



Engraving of a dove at the bottom of the baptismal font. Mariestad Cathedral.

The past year

REPORT ON ACTIVITIES

Our mandate

The evangelical-lutheran faith community, the Church of Sweden accommodates a wealth of different activities that express the basic faith, creed and doctrine that the Church of Sweden stands for. The primary unit is the parish, which has the basic task of holding services of worship, educating, and conducting pastoral welfare and mission work. Regionally, the Church of Sweden takes the form of dioceses that have the task of promoting parish life.

At the national level, whose activities are described in this Review and Financial Summary, the Central Board of the Church of Sweden is in charge of the Church's joint affairs:

- surrounding world and relations, which includes representation, official relations with other churches and faith communities, and international mission and pastoral welfare work;
- support to dioceses and parishes, which includes support for the basic tasks of the dioceses and parishes, training for professions in the Church of Sweden, research, work with cultural heritage, work among Swedes abroad, and administrative support functions;
- standardisation and management.

The mandate of the Church of Sweden at national level is considerable, and its activities are consequently both broad and far-reaching. The parts of the national level's work that are highlighted in this report on activities are therefore only a fraction of the overall work conducted at national level and are examples from the past year.

Surrounding world and relations

REPRESENTATION

The Church of Sweden exercises active representation by maintaining good relations with decision-makers, acting as a consultation body on material circulated for comment and by being an active voice in public debate. The message of the Church of Sweden must have a clear theological foundation, be well balanced between the different activities and perspectives of the Church and have a solid basis in adopted policies. This involves adding theological perspectives to various societal issues and speaking out clearly about the responsibility for the Creation, human dignity, redress and freedom in the contexts in which important decisions are made and implemented, within politics, management and in civil society.

The Church of Sweden is represented by, among others, the Archbishop, the chair of the General Synod, the vice chair of the Central Board and the Secretary-General. In 2018 the Church of Sweden submitted 30 responses to referrals received for comment in fields such as minority policy, residence permits, long-term support to civil society and a strengthened position and better living conditions for transgender people. Several meetings with ministers and government agencies took place during the year regarding issues of importance to the Church of Sweden, such as refugees and their right to be reunited with their families.

THE ARCHBISHOP AND THE BISHOPS

The Archbishop is often in demand in public discussions and debates. In the course of the past year the issues raised included the equal value of all people, religious independent schools, respect for the faith of con-



During the year Archbishop Antje Jackelén undertook several trips, including one to India, where this photograph was taken.

verts in the asylum process, democracy, the Swedish Academy (the independent cultural institution) and artificial intelligence. There are few opportunities for long conversations and few occasions on which to assess thoughts in today's fast-paced media climate, which is why the contemplative discussions with invited guests in the podcast *Prata till punkt med arkebiskopen* (Have your say with the Archbishop) have continued.

The Archbishop repeatedly highlights the indispensable role of civil society and faith communities in Sweden and elsewhere in Europe. Together with other bishops in Sweden and other religious leaders, the Archbishop expresses her concern about a society that is increasingly fragmented, and the need to create conditions for democracy and trust and to safeguard cohesion and integration.

During the year the Church of Sweden gained three new bishops. In March Dean Susanne Rappmann was ordained Bishop of Gothenburg Diocese, and in June Diocesan Curate Åsa Nyström was ordained Bishop of Luleå Diocese and Cathedral Dean Thomas Petersson was ordained Bishop of Visby Diocese.

THE ARCHBISHOP IN INDIA AND MYANMAR

At the start of the year the Archbishop took part in a

delegation trip to India and Myanmar, together with church leaders and other representatives of the four church families within the Christian Council of Sweden. The programme included meetings with Christian churches and representatives of other religions, as well as visits to various social projects. The importance of a secular state protecting and promoting freedom of religion so that different faith traditions can live alongside each other and contribute to the common good was particularly evident in India. The aim of the trip to India and Myanmar was to support and deepen relations and to draw attention to the fact that democratic scope for minorities is under threat in many parts of the world, not least in this region.

GOTHENBURG BOOK FAIR

As in previous years, encounters between culture, theology and existential issues were in focus on the *Se människan* ("See the human being") stage, the Church of Sweden's programme at the Göteborg Book Fair in September. Visitors to the fair were offered nine seminars and more than 70 discussions with topical authors such as Sara Stridsberg, Maciej Zaremba and Leif GW Persson. About 11,000 people took part in



Every day during the week of political debates in Almedalen, the Church of Sweden invites representatives of political parties to take part in discussions followed by an evening service with holy communion (Nikodemus talks) in Visby Cathedral. In the photograph Cathedral Dean Mats Hermansson and journalist Lisbeth Gustafsson are talking to party secretary Gunnar Strömmer.

these events. The Church of Sweden also held a literary service of worship and was the co-organiser of eight major seminars during the book fair that this year shone the spotlight on various aspects of democracy. A new feature of the Church's programme in 2018 was the stand *Teologiska hörnan* (Theological corner), a meeting place for everyone who wanted to chat and reflect on theological issues. About 30 theologians were on hand to discuss theology based on their specialist subject areas.

Another new feature was that the discussions with authors on the *Se människan* ("See the human being") stage were broadcast as podcasts.

POLITICAL DEBATES AT ALMEDALEN WEEK AND JÄRVA WEEK

The Church of Sweden took part in the week of political debates in Almedalen in early July with the aim of contributing to sustainable development in society through its knowledge, experience and contemplation in collaboration with other organisations. The Cathedral Parish that performs its basic task among people who participate in the weeklong events in Almedalen receives support from Visby Diocese and the national level of the Church. Five other dioceses contribute by

representing the Church of Sweden during the week, as well as several bishops, clergy, deacons and other employees, elected representatives and volunteers from the whole of Sweden. The overall theme for the Church of Sweden's initiatives was *Medmänsklighet är vägen till Innanförskap* (Compassion is the way to inclusion), and as an example of collaboration, a seminar was organised in cooperation with the Segerstedt Institute about old and new antisemitism, as well as the public reading of texts about the victims of the Holocaust in a central location in Visby. Author Johannes Anyuru and gynaecologist and pastor Denis Mukwege, who was awarded the Nobel Peace Prize later in the year, were two of the Church's guests in the programme.

Stockholm Diocese organised a number of seminars during the week of political debates in the Järva area of Stockholm in June, and Spånga-Kista Parish was responsible for the Church of Sweden's stand, among other things. The Archbishop took part in a seminar about the role of faith communities for democracy together with Rabbi Ute Steyer and a representative from Rinkeby Mosque, Ibrahim Bouraleh.

RELATIONS WITH OTHER CHURCHES, FAITH COMMUNITIES AND RELIGIONS

ACT Alliance

Through its international activities, the Church of Sweden is one of about 150 members in ACT Alliance, Action by Churches Together. ACT Alliance was founded in 2010 and is a global collaboration between churches and faith-based organisations for disaster relief, development and lobbying in more than 100 countries.

The Lutheran World Federation (LWF)

The LWF brings together 145 churches within the Lutheran family of churches for fellowship and work to change people's living conditions. The LWF represents 74 million people in 98 countries. The Church of Sweden has been a member since the LWF was founded in Lund in 1947.

The World Council of Churches (WCC)

The WCC is a communion of 348 churches with the main goal of Christian unity and cooperation between churches for peace and justice. The WCC brings together churches and faith communities from over 110 countries and represents 500 million Christians from various traditions. The Church of Sweden has been a member since the WCC was founded in 1948.

THE CHURCH OF SWEDEN HOSTED INTERNATIONAL MEETINGS

At the turn of October-November, several international meetings were held in Uppsala. Action by Churches Together, ACT Alliance, met for its third General Assembly, hosted by the Church of Sweden and Diakonia – two ACT Alliance members. The theme of the assembly was *Hope in action – putting people first*. On the same day that the General Assembly ended, WCC's Executive Committee started its weeklong meeting.

A special day of collaboration titled *Joint Day* was organised on the topic of international pastoral welfare work for ACT Alliance and the WCC. The day was about collaboration and sustainable development.

In connection with these meetings, an ecumenical weekend was held because it was 50 years since the WCC's fourth Assembly met in Uppsala in 1968. Martin Luther King was going to preach, but he was murdered a few months earlier. Since then a globe-shaped votive candle holder, *Folkförsoningens träd* (The tree of reconciliation), has been standing in Uppsala Cathedral, and the tradition of having votive candle holders has spread to nearly every church in Sweden. Representatives of churches in Sweden and the wider world also met on this occasion to talk about today's ecumenical challenges. The weekend concluded with a service of worship in the cathedral, with the votive candle holder placed centrally by the altar.

During the weekend, the Archbishop presented the St Erik's plaque to the moderator of the WCC, Agnes Abuom, for her contribution to the ecumenical movement and her many years of work for justice and peace.

ECUMENICAL CONFERENCE IN ROME ABOUT XENOPHOBIA AND POPULISM

The Archbishop took part in the WCC's and Vatican's conference in September about xenophobia, racism and populist nationalism in connection with global migration. The meeting was attended by about 200 church leaders and representatives from various sectors of society, including UN bodies, and the meeting agreed on a statement for the dignity, respect and rights of migrants.

STATEMENT FOR CHRISTMAS ABOUT REFUGEES

About 20 European church leaders, including the Archbishop, signed a statement for the right of asylum and the importance of maintaining dignity in the reception of refugees. During a ceremony in Brussels in early December the statement was presented to Mairead McGuinness, First Vice-President of the European Parliament, with responsibility for dialogue with religious and non-confessional organisations. It was presented by representatives of the Churches' Commission for Migrants in Europe (CCME) and the Conference of European Churches (CEC). In the statement the church leaders urge Europe's Member States, inhabitants and political leaders to safeguard human dignity and not become indifferent to the suffering of other people. The statement referred to the foundations for the EU's asylum and migration policy and was based on the experiences gained by the churches through their extensive work for and with refugees in Europe.



The delegates at the international meetings that the LWF, WCC and ACT Alliance held in Uppsala during a week in the autumn of 2018 met on a Joint Day about collaboration and sustainable development.

INTERNATIONAL MISSION AND PASTORAL WELFARE WORK

LONG-TERM DEVELOPMENT COOPERATION

The Church of Sweden strives to bring about internationally and ecumenically coordinated mission and pastoral welfare measures as well as long-term development cooperation. The activities are designed on the basis of long-term, strategic cooperation with other churches, ecumenical networks and development organisations.

The task of the Central Board of the Church of Sweden also includes coordinating, planning and developing the work, involvement and financing of the Church and its parishes regarding international mission and pastoral welfare work. The international work is mainly financed using funds raised (collections and donations) and grants received from Sida. The international activities of the Church are assessed by the Swedish Fundraising Control organisation. Our inter-

national work has received certification to Core Humanitarian Standard, CHS, which means that accountability and quality permeate the international work of the Church of Sweden, and that people who live in vulnerable situations are to be involved and that they, as well as the organisations that provide funding for the work, are to have confidence in the partners of the Church of Sweden.

The Church of Sweden supports and collaborates with churches, organisations and networks in more than 40 countries in Africa, Asia, Latin America and the Middle East. The aim of the long-term development cooperation is to counteract injustices and poverty by focusing on their root causes. This is achieved by the Church of Sweden strengthening and helping cooperation partners to take rights-based action in the civil sector for sustainable, democratic societies that are imbued with justice and equality. Such a working method bolsters people's own resources and involves them in processes to improve their living conditions.

HUMANITARIAN AID AND FUNDRAISING

The Church of Sweden saves lives and mitigates suffering in acute humanitarian situations. The work is primarily coordinated and performed within ACT Alliance, but also in collaboration with other partners. For example, the Church of Sweden has held training in psychosocial first aid for people in crisis, together with Ugandan and South Sudanese partners in Eastern Africa.

The peace talks in South Sudan are not being respected, and the conflict in the country remains ongoing. People have therefore continued to flee due to the risk of starvation, and about four million people were refugees during the year. In its contact with Sida, the Church of Sweden has emphasised the importance of religious actors' work for peace and humanitarian and long-term development work in South Sudan. This has taken place in preparation for a new Swedish

development aid strategy.

The difficult situation with isolation and occupation for Palestinians on the West Bank and in Gaza is exacerbated by people's limited freedom of movement and meagre access to medical care.

The Augusta Victoria Hospital in Jerusalem is the most important hospital in Palestine and is supported by the Church of Sweden. The hospital gives Palestinians access to the qualified medical care that should be the right of all human beings. During the year the Church of Sweden increased its financial contribution to the hospital.

In 2018 SEK 161 million was raised from private donors as well as from dioceses and parishes for the Church's international work. All the donations collected are included in the fund-raising results reported to the Swedish Fundraising Council (FRII). This means that the



The international work of the Church supports leisure activities for girls and boys in refugees camps. Habiba is both a coach and a referee in the girls' football league in the Kakuma refugee camp in Kenya. Especially for girls, active leisure time is the way forwards towards equality – a way in which they can gain their own identity and the opportunity to participate in activities and decisions that shape their future.

Church of Sweden's proportion of donations collected in the campaign *Världens barn* (Children of the world) and through the fundraising foundation Radiohjälpen are included in the year's total fundraising result of SEK 172 million. The Church of Sweden's volunteers and employees also make active contributions to the *Världens barn* fundraising campaign.

ELECTION OBSERVERS TO ZIMBABWE

The Church of Sweden sent election observers to Zimbabwe for the country's local, parliamentary and presidential elections in July, invited by the Apostolic Christian Council of Zimbabwe to be part of an international ecumenical team of election observers. The Church of Sweden has long experience of working in Zimbabwe and has had a series of employees stationed there for more than 100 years. There is a great deal of trust in the Apostolic Christian Council of Zimbabwe as a legitimate actor in an otherwise polarised society. The role of the churches in Zimbabwe can be compared to the central role that the churches played in South Africa as an actor in the work to bring about the fall of apartheid. The council has a leading role in grouping civil society players and jointly demanding accountability from the new government in issues such as the importance of the participation of young people and women in society, compliance with the constitution, and the agenda for the National Peace and Reconciliation Commission.

In September a three-party exchange took place between the Church of Sweden, the Apostolic Christian Council of Zimbabwe and the Christian Council of Tanzania, on the following theme: The Role of the Church in the Public Space in Times of Shrinking Democratic Space. Church leaders used Bible study and theological contemplation as starting points for discussing motives and opportunities for religious actors to work for human rights in a shrinking democratic space.

CONTRIBUTION TO TRUTH COMMISSION IN COLOMBIA

In cooperation with the international development organisation Diakonia, the Church of Sweden has highlighted the increasingly difficult situation for human rights defenders in Colombia. As part of the delicate peace accord in Colombia in the spring of 2018, a Truth Commission has been appointed to document the abuses and violations of human rights committed during the civil war. The Commission will compile testimonies from victims in Colombia and other countries, and the Church of Sweden has been approached for support in this work. The Church of Sweden has launched an initiative with the Swedish Foundation for Human Rights and Colombians in exile in Sweden to assist the Commission in compiling and documenting testimonies in Sweden. The Church is also working on the issue in Colombia with its partners in the country.

ACT CHURCH OF SWEDEN

In May 2018 the Central Board of the Church of Sweden decided to change the name of the Church's international work to *Act Svenska kyrkan* (Act Church of Sweden), and in June ACT Alliance's global Governing Board decided that a logotype similar to the one used by the alliance may be used. The new name makes a clear link to the joint work performed internationally among the 150 churches and organisations in ACT Alliance. The new logotype will be launched in May.

The Swedish Theological Institute (STI) in Jerusalem

The STI is an institute for theological studies in Jerusalem focusing on the theology of religions and meetings between religions, especially between Christianity and Judaism, as well as ecumenical contacts with Christians from various church traditions.

Social media – church on the internet

Being a church online involves creating digital spaces for encounters between people and between people and God. The official accounts of the Church of Sweden are mainly on Facebook, Instagram and Twitter. One example of a post that has reached many people in 2018 is the animated film answering the question of why we celebrate Christmas. This reached about 790,000 people, and the film was shown 1,718,000 times. The film was also used in the app Kyrkan – the Church (for children) and on the internet.



The Church of Sweden's Educational Institute

At the Church of Sweden's Educational Institute, future deacons, parish educational officers, church musicians and priests complete their pastoral theology training. A total of 87 people qualified in 2018.

Support to dioceses and parishes

NEW BOOK OF WORSHIP

On Whit Sunday, 20 May, the new Book of Worship for the Church of Sweden came into use in the parishes in celebratory circumstances. Decided on by the General Synod in November 2017 following lengthy preparation work, the new Book of Worship aims to facilitate parishes' opportunities of developing their local services of worship and highlighting what is common throughout the Church of Sweden. The implementation of the new Book of Worship in collaboration with the dioceses made its mark on 2018. General and in-depth information has been distributed, and current web-based tools have been updated so that orders of service for parishes, priests, church musicians and choirs can be created in these tools.

A main volume, music volume and missal containing the order of service and music for services with holy communion and other services of worship have been published, and a copy of the missal was presented to all churches in the Church of Sweden during the spring.

Work is in progress on test translations into national minority languages and Swedish sign language. Translations may in future also include other languages used in Sweden today, such as English, Arabic and Farsi.

In connection with the decision on the new Book of Worship, the General Synod commissioned the Central Board to continue working on the music for services of worship and add music to the Book of Worship, for example from Sami tradition and from partner churches outside of Europe. This initiative was launched during the year, as was the planning to work on part two of the Book of Worship, contains ordination services for priests and deacons, consecration of bishops and reception services for new vicars.

A PROGRAMME FOR LEARNING ABOUT AND TEACHING THE CHRISTIAN FAITH

Teaching people about the Christian faith is a task for the whole of the Church of Sweden. For a church that is open to all, it is natural to teach as often as the opportunity arises, and through forms that pave the way for dialogue and discussions. The Church of Sweden's conditions for talking about the Gospel have changed, for example because people have fewer points of contact with the Christian faith. This is significant to the Church's opportunities to talk about the Christian faith in a way that relates to people's thoughts, experiences and emotions. If there is a lack of points that link the language of the Church to people's concrete lives, talk about God risks losing its meaning. Talking about the Christian faith in dialogue with contemporary society and in a meaningful way is something that needs to take place everywhere in the Church of Sweden.

People who actively seek their parish attend services of worship and activities, but many people encounter the Church in other contexts. In particular, digital channels have become increasingly important arenas for contact, information and conversations about the Christian faith. Voices in public debate are also heard by many people.

With a new long-term and far-reaching initiative, the foundation is now being laid for joint development work for learning and teaching.



The new Book of Worship for the Church of Sweden was brought into use at a service with holy communion in Uppsala Cathedral on Whit Sunday, 20 May 2018. Here cathedral organist Ulric Andersson is studying the music volume.

A programme spanning several years was launched in 2018, and together with dioceses and parishes, activities are being planned to strengthen knowledge of the Christian faith and create opportunities for deeper understanding of complex issues that concern basic values.

The three parts of the programme are:

- Collaboration between the national level, dioceses and parishes to make the work on learning and teaching clearer and more systemised. This includes taking stock of ongoing work, organising the existing material and making it available and, if necessary, producing new material.
- Work with a digital platform that gives the general public access to a broad and deep understanding of the Christian faith in accordance with the Church of Sweden's theological tradition.
- Initiatives that help the Church of Sweden to become more involved and visible in public debate about religion, existential issues, ethics and valuation issues, with the aim of heightening knowledge of the Christian faith in a broad sense.

The Central Board's initiative for the Church's teaching and mission for people of all ages, *Dela tro – dela liv* (Share faith – share life), launched in 2012, has made a contribution to the parishes' long-term planning in their teaching responsibility for lifelong learning. This

initiative was phased out in 2018; evaluation is underway and experiences gained will also contribute to further work on learning and teaching.

COMMUNICATION SUPPORT

A joint education project in cooperation with eight dioceses was started during the year: *Kommunikation som mission – en gemensam verktygslåda för relevans och närvaro* (Communication as mission – a joint toolbox for relevance and presence). The aim is to strengthen the parishes' ability to perform effective communication work and make parish work visible. This includes situational analysis, strategic planning, communication in relevant channels and equipping non-professional communicators to enable them to contribute to the Church of Sweden's communication work.

A MAJOR CHURCH MUSIC SYMPOSIUM

In a collaboration the Church of Sweden and the Sensus study association organised a national church music symposium in Uppsala in September, the sixth of its kind. The theme of the symposium was Church music – cultural heritage in motion, about traditional and new musical forms of expression. The symposium is an arena for skills development and a meeting place, mainly for church musicians. About 1,200 people took part.

The world is changing at high speed. With roots clearly anchored in history, melodies, text and expressions have constantly shifted.

Child impact assessment

Child impact assessments are carried out in the Church's activities when decisions are made. The UN Convention on the Rights of the Child is used to assess whether the consequences of the decision are positive or negative from a child's perspective.

Cultural grant

Each year the Church of Sweden awards cultural grants totalling SEK 500,000 in music, film, literature, performing arts and pictorial arts.

The role of church music also changes, and candidates wanting to stand out favourably at job interviews of tomorrow are expected to have visions regarding both producer responsibility and diversity perspectives.

The issues that were discussed were the challenges faced by the Church of Sweden in terms of managing and further developing the musical heritage, issues such as: How many people will join in and sing the hymns on the first Sunday in Advent in a few decades' time? What is the Church's significance for the music scene in Sweden? What should church musicians' training contain?

MUSIC PLATFORM

In May, following a long seminar process with church musicians and theologians in dioceses, groups of parishes and parishes, the Central Board of the Church of Sweden decided to establish a platform for music to provide guidance in musical issues for the national level. The platform can also be used as inspiration and guidance for parishes, groups of parishes and dioceses. It describes motifs, principles and values to relate to in collaboration with other players on the music scene, and strategies for management and renewal of music as cultural heritage.

NEW LITURGY PRIZE AND SAMI CULTURE PRIZE

During the year the Church of Sweden established a liturgy prize that intends to reward ongoing work with innovative music, dramaturgy, text and sermons. The prize, which will be awarded every two years starting in 2019, will also encourage work to create participation in services of worship. The criteria that the nominees will have to meet include encouragement of creative use of the Book of Worship and contributions to encounters between old familiar elements of services and innovative forms of expression.

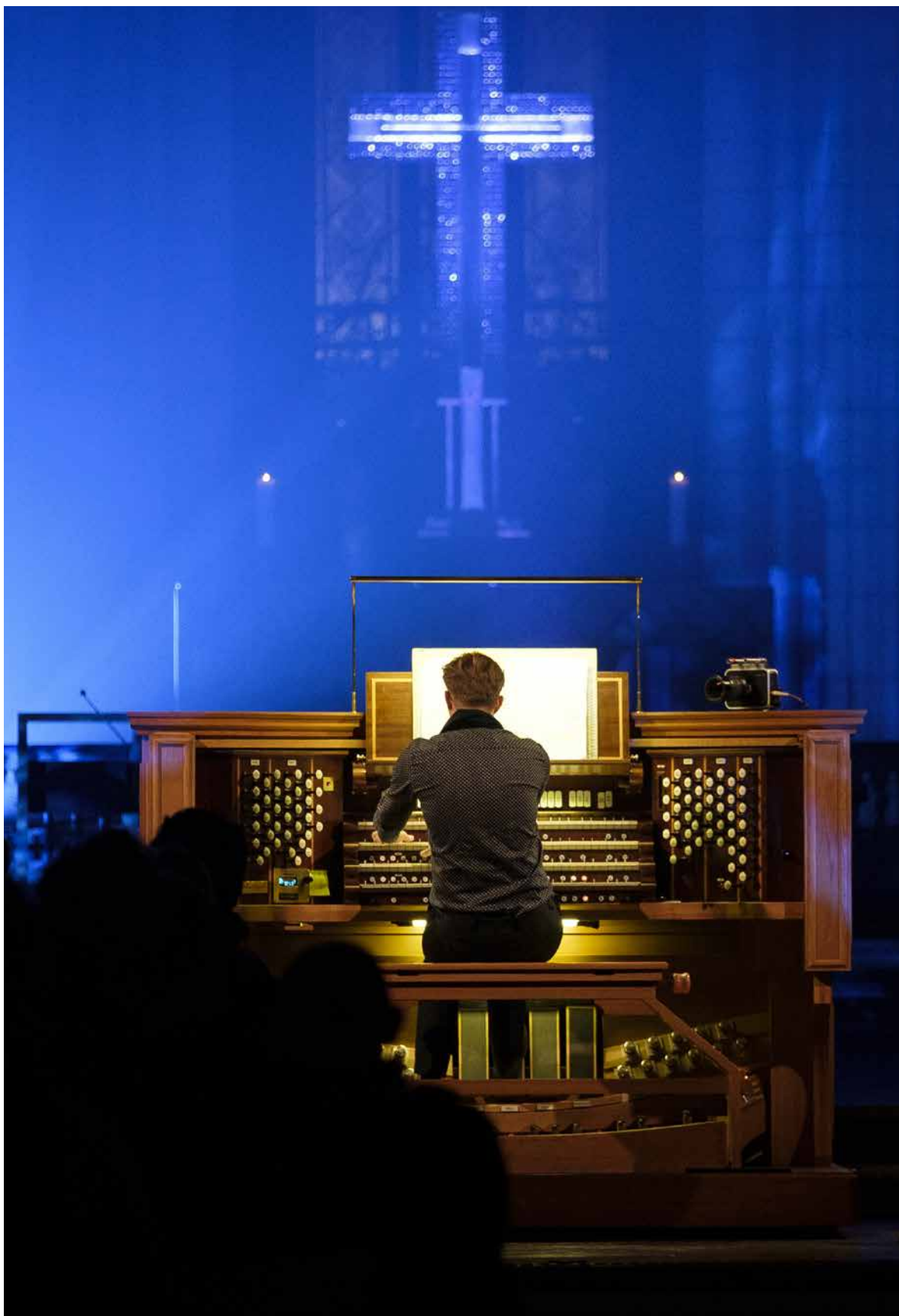
 www.svenskakyrkan.se/gudstjanst/svenska-kyrkans-liturgipris

The Culture Prize of the Sami Council of the Church of Sweden has been awarded annually since 1997 in conjunction with the General Synod to a person or persons who helped develop and increase visibility of Sami church life within the Church of Sweden. In 2018 master of Sami crafts Anna Stina Svakko and craftswoman Birgitta Ricklund received the prize for highlighting Sami identity and diversity and contributing to a greater feeling for Sami of being at home inside the church.

GUIDANCE FOR PASTORAL AND GENERAL WELFARE WORK

Together with Västerås, Luleå and Gothenburg Dioceses, the national level of the Church has drawn up guidance for pastoral welfare work and operational development in this area as support for elected representatives, employees and volunteers in parishes and groups of parishes.

The guidance is intended to be used as a tool in strategic goal work for sustainable pastoral welfare work in operational planning and budget processes. It is also designed to boost awareness of how pastoral welfare work can relate to other actors in the welfare society and assist parishes in considering the role of being an actor in welfare. The guidance features advice and tips for those parishes that have decided to develop their role.



A concert in the cathedral to showcase the organ, *Allt ljus på orgeln*, which was held during the church music symposium in Uppsala in 2018.

DUTY PRIESTS

Jourhavande präst (duty priest) is a community service that offers urgently needed pastoral care in three channels – phone, email and chat – which are open at times when many other community functions are closed. The service can be used anonymously and is staffed by parish clergy. This activity is supported by the national level of the Church and is coordinated with the dioceses.

In 2018 about 71,000 phone calls were answered, which equates to an average of 195 calls per 24 hours. The phone service is run closely with the emergency services operator SOS Alarm and the emergency services phone number 112, which connect the calls to the duty priest. Use of the digital services has increased substantially, from about 6,400 to approximately 11,000 in the space of two years; the chat channel reaches younger people to a greater degree. In addition, more than 1,300 pastoral care emails were sent during the year within this service. Opening hours and staffing were increased in 2018 to meet the increasing need. This serves as a complement to the pastoral care activities run locally in the Church's parishes.

WORK WITH REFUGEES AND ASYLUM SEEKERS

For the third year in a row, the Central Board has distributed SEK 60 million in grants to the Church of Sweden's work with asylum seekers and refugees. Almost half has gone to the parishes' work for integration. The remaining funds have gone to the dioceses' support initiatives, national campaigns and the international organisation's refugee work.

During the year the Swedish Government decided to distribute funding to a number of civil society organisations for work to reduce homelessness and vulnerability among young adults who have recently arrived in Sweden. The Church of Sweden was allocated SEK 15 million, which was distributed to 11 dioceses and 92 parishes and groups of parishes throughout Sweden. The initiatives have concerned everything from financial support for food and hygiene items to finding different forms of accommodation solutions. The Church of Sweden has offered psychosocial initiatives such as group counselling and various social activities.

The operational areas have been built up and developed in parishes and dioceses during the years in which many refugees came to Sweden. The national Support Migration function, which was established in early 2016 to assist dioceses and parishes with expertise, topical information and the exchange of experiences will remain in place, not least as support in the parishes' work with integration and in encounters with people whose asylum applications have been rejected. The Church has also continued to contribute to the activities and development of the Swedish Refugee

Advice Centre, which many refugees turn to for free legal advice, for example in issues of family reunification and Swedish citizenship.

The Church of Sweden plays an active role in collaboration with other civil society organisations in the work with refugees and asylum seekers, particularly with the organisations with which the Church signed a cooperation agreement in 2017: Forum (the National Forum for Voluntary Organizations) – idea-based organisations with a social focus, the Swedish Sports Confederation, Save the Children Sweden and Red Cross Sweden.

EN VÄRLD AV GRANNAR (A WORLD OF NEIGHBOURS)

A programme spanning several years, *Interreligiös praktik för fred – En värld av grannar* (A world of neighbours – interfaith practices for peace) was started in 2018 aiming to develop and deepen the Church of Sweden's relations with religious communities and organisations that work for refugees in Europe. Meetings and visits therefore took place during the year in about 90 parishes and organisations in Germany, England, Scotland, Italy, Greece, Hungary and Poland. Meetings were also held with, among others, the WCC, ACT Alliance, the LWF, the Conference of European Churches (CEC), Eurodiakonia and a number of secular organisations such as the International Organization for Migration and the UN Refugee Agency UNHCR. In coming years, a number of workshops will be organised for religious communities and organisations that work with refugees in Europe. The issues that the programme focuses on are how we can strengthen our societies to receive refugees, and how integration is connected with a sustainable society.

SUSTAINABILITY WORK

During the autumn the General Synod resolved that the Church of Sweden would engage in coherent climate efforts, contributing to more intensive work on strengthening and unifying the initiatives the Church of Sweden will be performing in the environmental field over the coming years. For a more detailed description of what was done in 2018 in accordance with the 2030 Agenda, please refer to *Hållbarhetsredovisning för Svenska kyrkan på nationell nivå 2018* (the sustainability report for the national level of the Church of Sweden 2018).

COORDINATION OF EMERGENCY RESPONSE MEASURES IN SWEDEN AND ABROAD

During the year, the coordination of emergency response measures in the Church of Sweden has been reinforced in collaboration with those responsible in the dioceses for support for local initiatives. One aspect of these measures that has gained in significance



During the large fires that raged in summer 2018, the Church of Sweden provided assistance in various ways, including by offering meeting places and support to those affected.

on the basis of the current societal situation, with increased threats in both Sweden and the rest of the world, is security issues. Work on security issues for posted employees, Central Church Office staff and elected representatives during trips and residence abroad has been stepped up.

The Church of Sweden was immediately on the scene to support those who had been affected by the forest fires in the summer. The parishes that were affected by the more extensive fires were in Härnösand, Västerås and Uppsala Dioceses. The status reports compiled at diocesan level describe how Church of Sweden staff and volunteers met both those affected and emergency response personnel, parish halls were made available as meeting places and other buildings owned by the Church were offered as camps for evacuees.

The parishes worked in accordance with their ordinary methods but shifted focus to those affected. Counselling, help in processing the events and support initiatives were offered. Some employees provided support to emergency response personnel in their special posts, including hospital deacons or chaplains in military units, including in the national task forces. The Church of Sweden has a presence in many locations abroad and has good contacts with Swedish representations, consulates and embassies. Also, a number of priests are prepared to be support contacts, on behalf of the Ministry for Foreign Affairs and under the Swedish Civil Contingencies Agency, in the event of

serious incidents that affect Swedes abroad.

The mandate of the Church of Sweden also includes being the burial authority in almost the whole of Sweden.

20 YEARS' WORK TO COUNTERACT SEXUAL ABUSE

A conference was held in December titled *När gränser överskrids* (When boundaries are crossed), to highlight the fact that the Church of Sweden has worked proactively and in a structured manner on preventing and tackling sexual abuse in the Church of Sweden's activities since 1998. The conference highlighted insights and lessons learned, along with constructive ways forward.

The Church of Sweden encounters many people, both children and adults, in its activities and in difficult life situations. Employees, elected representatives and volunteers are given a great deal of trust that they must not abuse for their own sexual purposes. The work has developed into a major area of expertise, and guidelines from 2011 offer knowledge and methods for a professional approach for all those encountering people on behalf of the Church of Sweden. The Bishops' Conference, the Church of Sweden Employers' Association and the Church of Sweden's Educational Institute are involved in the work on zero tolerance of harassment and abuse by helping to provide professional employees and secure meeting places for everyone in the Church of Sweden.

In the Church of Sweden's extensive child and youth



Detail from sculpture in Habo Church, sometimes known as "Träkatedralen vid Vättern" (The Wooden Cathedral by Lake Vättern). The church has a high nave and two lower side aisles, making the architecture of the church reminiscent of a cathedral. It also has galleries around the entire church.

activities, it is recommended that all child, youth and confirmation leaders undergo the web-based training programme *Trygga möten* (Safe meetings), with the purpose of creating effective procedures and secure meeting places for everyone participating in the Church of Sweden's activities.

There are contacts appointed in the dioceses, one man and one woman, trained in receiving accounts of sexual abuse in church contexts and in continuing to support the person affected in the process.

INITIATIVES TO PREVENT CHILD SEXUAL ABUSE

As the Church of Sweden wishes to take responsibility in the fight against child sexual abuse, a program began to be installed in the Church of Sweden's IT environment in September which automatically senses if material is received depicting child sexual abuse. All parishes connected to the joint IT platform are encompassed by the new protection, and the Central Church Office immediately reports the matter to the police if the program alerts the Office of an employee possessing such material.

ECCLESIASTICAL CULTURAL HERITAGE

In June the Church of Sweden submitted the report *Mötesplatser i tiden* (Meeting places throughout the ages) to the Ministry of Culture. This is the Church of Sweden's report to the Swedish Government regarding ecclesiastical heritage issues prior to Kontrollstation

2019 (Checkpoint 2019). Based on a summary of the initiatives taken since the last checkpoint, the conditions for continued work in the future are noted. In the report, the ecclesiastical cultural heritage is emphasised as a community resource for social, cultural, environmental and economically sustainable development. As an aspect of all perspectives, there is a spiritual dimension that permeates all work throughout the Church of Sweden. The economic conditions for the Church of Sweden's parishes have gradually worsened following the separation of church and state at the turn of the millennium, while the size of our cultural heritage remains unchanged. The ecclesiastical heritage grant is currently necessary, but not sufficient, compensation for the responsibility the Church of Sweden takes for the ecclesiastical cultural heritage. The Church of Sweden streamlines, digitises and quality assures its work on cultural heritage through restructuring and other forms of development.

There is close collaboration with the National Heritage Board and county administrative boards on these issues, including a major cultural heritage conference in Visby that took place in May on the theme of *Det kyrkliga kulturarvet som resurs för samhället* (The ecclesiastical cultural heritage as a resource for society). The conclusions drawn in the official reports of the authorities to the Government essentially provide a positive image of the Church of Sweden's expertise in and work with the ecclesiastical cultural heritage.



Vargön Church in Trollhättan has 157 solar cells on its roof. These provide almost 40,000 kilowatt hours of electricity per year.

SITUATION ANALYSIS AND RESEARCH

The Church of Sweden was awarded two research grants from the state authority Vinnova during the autumn. One of the projects, Managing the Digital Transformation of Physical Space, is being led from the Department of Informatics and Media at Uppsala University, and researchers and IT staff from the Church of Sweden are included in the project. The study is about investigating meetings that take place in both the physical space and the digital. Three parishes that work with online bookings for baptisms are taking part.

The second project, Social Impact Innovation Support, is being led from Innovationskontoret Fyrklövern at Örebro University, which is aiming to strengthen work on social innovations. The Church of Sweden is a new collaborative partner in the project, contributing experience and networks. The new project is based on earlier research findings about social innovation and ideas-based innovation in the Church of Sweden, as well as on a collaborative project with Stockholm Diocese, *Social innovation mot segregation* (Social innovation against segregation).

In May the Church of Sweden arranged a symposium on church music research along with the Royal Swedish Academy of Letters, History and Antiquities. A research overview of early church music was presented. The symposium was part of the collaboration in the Committee for Research on Churches, a collaboration between the Royal Swedish Academy of Letters, History

and Antiquities, the National Heritage Board and the Church of Sweden.

ADMINISTRATIVE COOPERATION IN THE CHURCH OF SWEDEN

The income from the church fee will probably decrease in the future. Coordination and collaboration within the Church of Sweden are necessary in order for parishes to continue to have sufficient economic resources to carry out their basic task, hold services of worship, provide tuition and perform pastoral welfare and mission work in the best possible way.

The aim is to maintain equivalent, cost-effective, qualitative and sustainable activities in the administrative area throughout the Church of Sweden, even if the conditions differ. The development work takes place in collaboration with the dioceses, and the five operational areas that the dioceses and the national level have decided to prioritise are: IT, properties, accounting and payroll, case and document management, and purchasing support. Over the years, the activities have concerned a number of major projects including a property register, a premises provision plan, new IT support for ecclesiastical heritage grants and server hall consolidation.

PROPERTY REGISTER AND PREMISES PROVISION PLANS

The property register project was concluded in February 2019. The result is that, as of the turn of

the year 2018/2019, the Church of Sweden has had a joint property register encompassing around 20,000 buildings, of which 3,400 are churches.

A total of around 3.5 million square metres of usable floor area has been registered, equivalent to approximately 90 percent of the total property portfolio. There are action plans for the remaining 30 units to be able to report their information shortly. During the year the premises provision project produced a proposal for regulation within the Church and laid the foundations for the development of the national provision of support for dioceses, parishes and groups of parishes regarding premises provision plans. The project will continue in 2019 with the development of manuals and training in premises provision planning.

GDPR

During the year the work on adapting the Church of Sweden's national data system to the EU's General Data Protection Regulation, GDPR, demanded a great deal of resources. An inventory of system-related personal data processing was carried out in 2018, and activities have been adapted to comply with GDPR requirements. In an initial phase, an inventory has been taken of 389 systems and applications. Agreement templates for data processors, consent forms for images, films and audio recordings, and information security and personal data policies have been drawn up.

Standardisation and management

The Central Board of the Church of Sweden prepares decisions for the General Synod on amendments to the Church Ordinance regarding stipulations about the Church's faith, preaching/creed and doctrine; the books of the Church; services of worship; sacraments and other ceremonies; belonging to the Church; and the Church's ordained ministry. This also applies to changes to the Church's organisation and the rules that parishes, dioceses and national-level bodies must comply with when performing their tasks. The work focuses on drafting suitable documentation for establishing a consensus, reflection and decisions on changes to the Church Ordinance.

One example of standardisation can constitute regulations about the preservation and storage of documents in the Church archive in terms of what writing and storage equipment is to be used, the lending and returning of documents, the submission of documents for review, and regulations about when to sort out documents from the archive.

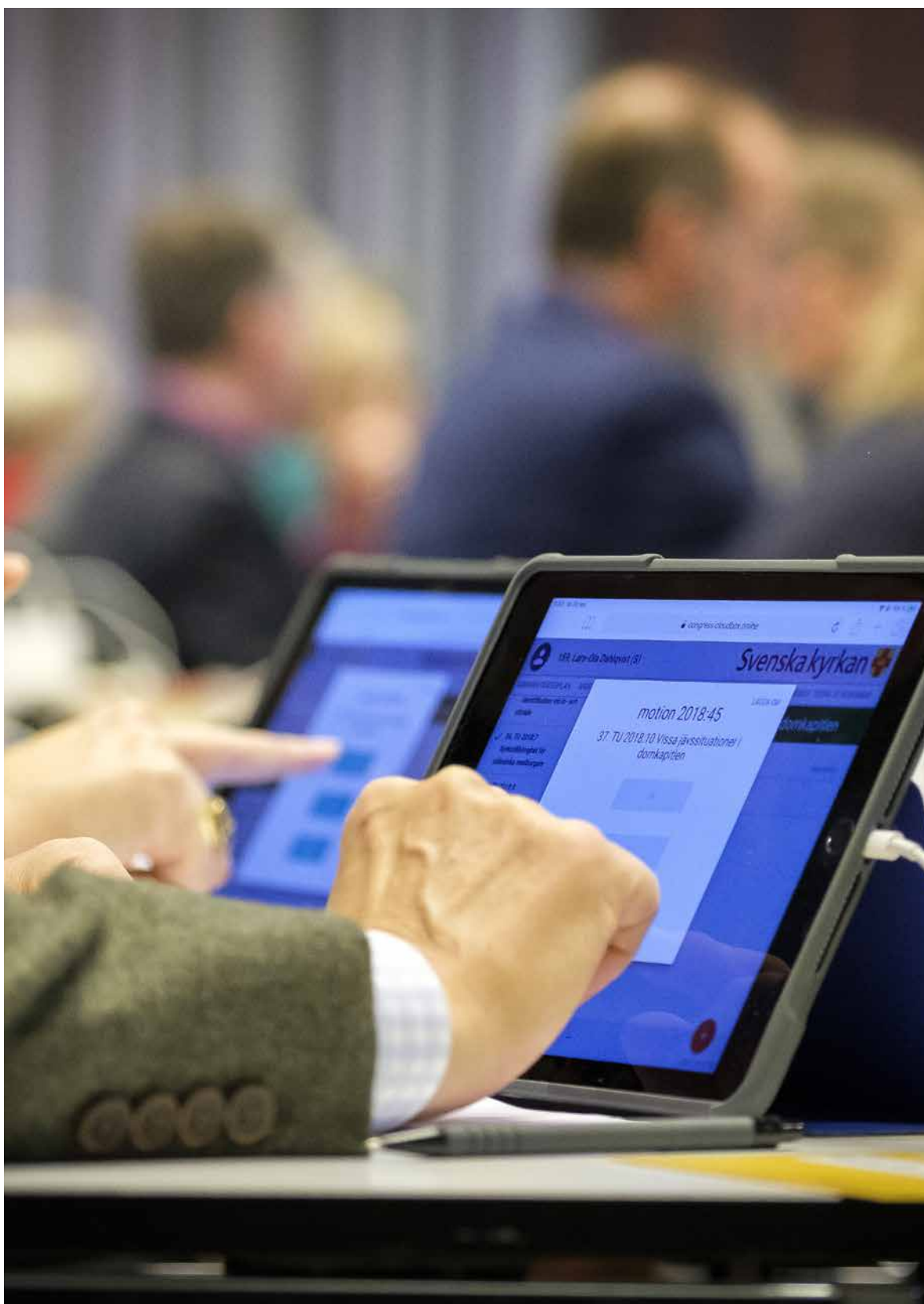
ASSETS AND CAPITAL

Through its management of what are known as *church endowments*, the Church of Sweden is a major agricultural and forest manager. Its assets consist of forest, land and capital that the Church of Sweden uses and manages responsibly. The *church endowments* are managed by the dioceses, and the Central Board of the Church of Sweden has a supervisory role that also includes providing advice and support on issues concerning this management. The Board's remit also includes issuing more detailed stipulations that apply to the management where necessary.

A new website that describes the composition and purpose of and specific work involved in church endowments was presented at the beginning of 2018. The national level receives regular questions about issues such as forest management, and the website is to give the public and media basic information on the work that is easily understood, while links are provided to each diocese's specific questions.

The national level manages capital that totalled just over SEK 8 billion as at 31 December 2018, with a required return of three percent per year over a rolling 10-year period, above inflation. The return from the asset management is regarded as a resource with which to pay for long-term commitments and high priority areas for the Church of Sweden's activities. The capital must be managed effectively and in an ethically defensible way. The financial policy adopted by the Central Board of the Church of Sweden governs the work, and delegated responsibility for the work lies with the Asset Management Council.

Within the framework of the sustainability work, Ethos funds are available for the entire Church. There are currently three funds: one Swedish and one global equity fund and one Swedish fixed income fund. The entire management of the national capital follows the UN's Principles for Responsible Investment. For a more detailed report, please refer to the *Hållbarhetsredovisning 2018* (Sustainability report 2018).



The General Synod now works digitally. Synod members and bishops follow the Synod and receive information about presentation lists, speakers registered, motions and various documents in a web-based meeting tool. Requests to speak, reservations and voting are also possible with this tool.

How the Church of Sweden is run

PARISHES, GROUPS OF PARISHES, DIOCESES AND NATIONAL LEVEL



Organisation 2018

Parish

- THAT IS NOT INCLUDED IN A GROUP OF PARISHES
 - THE LOCAL PASTORAL AREA
- CARRIES OUT THE BASIC TASK OF THE PARISH

PARISH ASSEMBLY

HIGHEST DECISION-MAKING BODY

AUDIT

PAROCHIAL CHURCH COUNCIL
BOARD
THE VICAR IS A MEMBER

ELECTION COMMITTEE

Group of parishes

- PASTORAL AREA
- OVERALL LOCAL RESPONSIBILITY FOR ENSURING THAT THE PARISHES PERFORM THEIR BASIC TASK
 - FINANCIAL RESPONSIBILITY

PARISH ASSEMBLY

HIGHEST DECISION-MAKING BODY

AUDIT

PAROCHIAL CHURCH COUNCIL
BOARD. THE VICAR IS A MEMBER

ELECTION COMMITTEE

PARISH
PARISH COUNCIL.
BOARD. THE VICAR IS A MEMBER

PARISH
PARISH COUNCIL.
BOARD. THE VICAR IS A MEMBER

Diocese

- THE REGIONAL PASTORAL AREA
- SUPPORTS AND SUPERVISES PARISH LIFE

DIOCESAN COUNCIL

HIGHEST DECISION-MAKING BODY

AUDIT

ANY
COMMITTEES

DIOCESAN BOARD
THE DIOCESAN BOARD
LEADS AND COORDINATES
MANAGEMENT OF THE
DIOCESE.
CHAired BY THE BISHOP

CHAPTER
ASSESSES
AUTHORISATION
FOR PRIESTS AND
DEACONS AND
RECONSIDERS
DECISIONS.
CHAired BY THE
BISHOP

BISHOP

National level

RESPONSIBLE FOR THE CHURCH OF SWEDEN'S JOINT
AFFAIRS AND REPRESENTS THE CHURCH NATIONALLY
AND INTERNATIONALLY

GENERAL SYNOD

THE CHURCH OF SWEDEN'S HIGHEST DECISION-MAKING BODY

AUDIT

BISHOPS'
CONFERENCE
THE BISHOPS
CONSULT EACH
OTHER ON JOINT
ISSUES

CENTRAL BOARD OF
THE CHURCH OF
SWEDEN
THE CENTRAL BOARD
LEADS AND COORDI-
NATES THE MANAGE-
MENT OF THE NATIONAL
LEVEL'S TASKS
THE ARCHBISHOP IS THE
CHAIRPERSON

THE CHURCH
BOARDS
THE DOCTRINAL
COMMISSION
THE CANON LAW
BOARD
THE APPEAL BOARD
THE BISHOPS'
DISCIPLINARY
BOARD
ELECTION
SUPERVISORY
BOARD
THE FEE BOARD

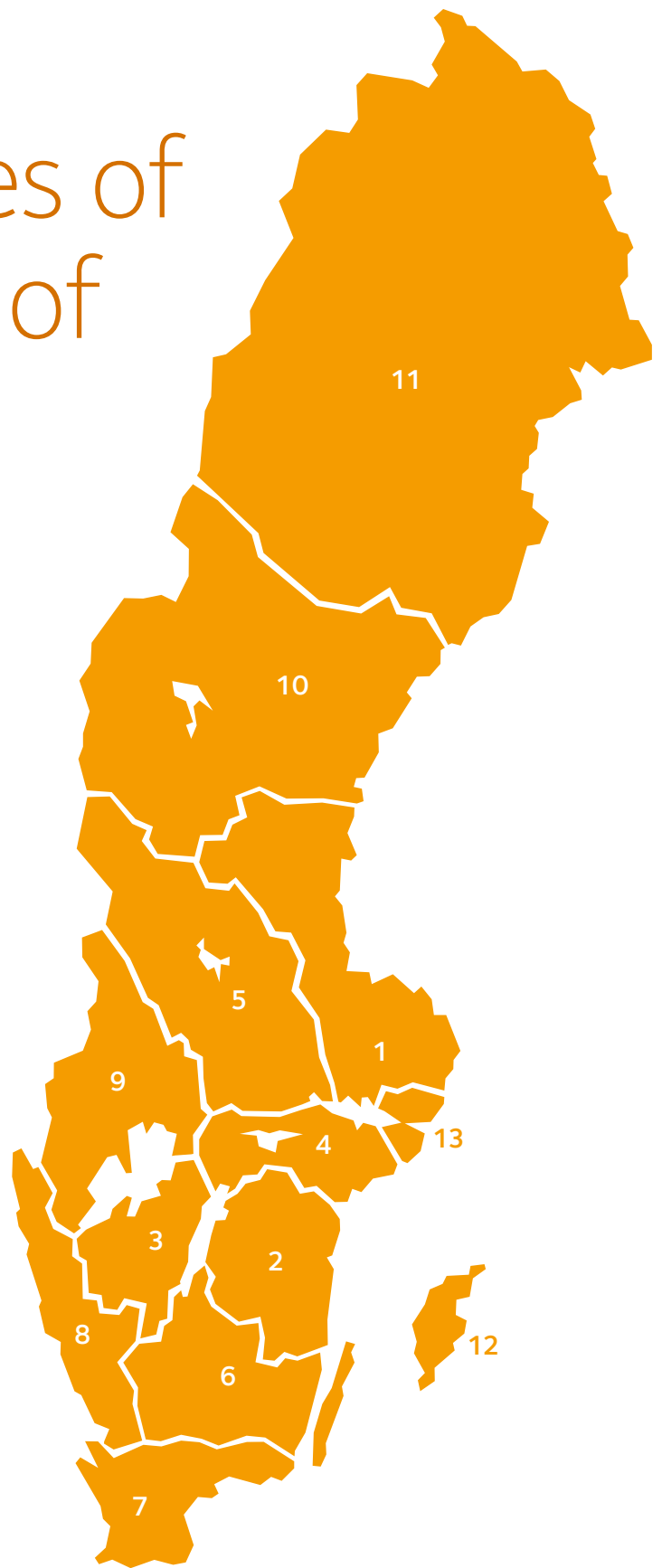
COUNCILS

THIS IS NOT A COMPLETE ORGANISATIONAL CHART.

The dioceses of the Church of Sweden

14 BISHOPS IN 13 DIOCESES

In 2018 the Church of Sweden was made up of 13 dioceses divided into a total of 1,337 parishes in Sweden and 31 parishes abroad and counted 58 percent of Sweden's population among its members.





1. UPPSALA DIOCESE
BISHOP: KARIN JOHANNESSON,
ORDAINED 3 MARCH 2019,
SUCCEEDED RAGNAR PERSENIUS.
ARCHBISHOP: ANTJE JACKELÉN
(UPPSALA DIOCESE HAS TWO
BISHOPS WITH DIFFERENT AREAS
OF RESPONSIBILITY)
60.6% MEMBERS, 126 PARISHES



2. LINKÖPING DIOCESE
BISHOP: MARTIN MODÉUS
61.9% MEMBERS
100 PARISHES



3. SKARA DIOCESE
BISHOP: ÅKE BONNIER
62.6% MEMBERS
110 PARISHES



4. STRÄNGNÄS DIOCESE
BISHOP: JOHAN DALMAN
53.8% MEMBERS
71 PARISHES



5. VÄSTERÅS DIOCESE
BISHOP: MIKAEL MOGREN
61.9% MEMBERS
74 PARISHES



6. VÄXJÖ DIOCESE
BISHOP: FREDRIK MODÉUS
61.5% MEMBERS
173 PARISHES



7. LUND DIOCESE
BISHOP: JOHAN TYRBERG
56.4% MEMBERS
165 PARISHES



8. GOTHENBURG DIOCESE
BISHOP: SUSANNE RAPPMANN
55.5% MEMBERS
178 PARISHES



9. KARLSTAD DIOCESE
BISHOP: SÖREN DALEVI
68.3% MEMBERS
85 PARISHES



10. HÄRNÖSAND DIOCESE
BISHOP: EVA NORDUNG BYSTRÖM
68.1% MEMBERS
98 PARISHES



11. LULEÅ DIOCESE
BISHOP: ÅSA NYSTRÖM
ORDAINED 3 JUNE 2018,
SUCCEEDED HANS STIGLUND.
69.4% MEMBERS
56 PARISHES



12. VISBY DIOCESE
BISHOP: THOMAS PETERSSON
ORDAINED 3 JUNE 2018,
SUCCEEDED SVEN-BERNHARD
FAST.
64.8% MEMBERS
39 PARISHES



13. STOCKHOLM DIOCESE
BISHOP: EVA BRUNNE
BISHOP ELECT:
ANDREAS HOLMBERG.
TO BE ORDAINED ON 22 SEPTEMBER 2019.
48.5% MEMBERS
62 PARISHES



Church window in Visby Cathedral.

Report of the Board

GENERAL INFORMATION ON ACTIVITIES

The mandate of the national level is to be a cohesive force and help the Church of Sweden to fulfill its obligations nationwide by taking responsibility for the Church's joint affairs in various areas. It covers:

- the surrounding world and relations, which includes representation, official relations with other churches and faith communities and international mission and pastoral welfare work;
- support to dioceses and parishes, which includes support for the basic task of the dioceses and parishes, training for work and professions in the Church of Sweden, research, cultural heritage, work among Swedes abroad, and administrative support functions;
- standardisation, supervision and management.

GOVERNANCE AND MANAGEMENT

Activities at national level are conducted in the registered Church of Sweden Faith Community, organisation registration number 252002-6135 with its registered office in Uppsala.

The General Synod is the Church of Sweden's highest body at national level and its 251 members are elected by members of the Church of Sweden, of whom 249 in direct elections and the remaining two are selected by the 31 Parochial Church Councils in the Church of Sweden Abroad. The Central Board of the Church of Sweden is the Church's highest responsible body when the General Synod is not in session. The Archbishop is the chairperson, and the General Synod appoints other members for a period of four years. It leads and coordinates the management of the national level's tasks. The Central Board deals with issues as stated in the Church Ordinance, decides on all overall and day-to-day issues at national level and represents the Church of Sweden. The Central Board is the General Synod's drafting and executive body. This means that the Central Board can put forward proposals regarding various issues through written communications to the General Synod. It also carries out the tasks set by the General Synod.

Other Church bodies directly appointed by the General Synod are the Doctrinal Commission, the Bishops' Disciplinary Board, the Election Supervisory Board and the Appeal Board. The Central Board appoints bodies such as the International Council, the Council for the Church of Sweden Abroad and the Asset Management Council. During the year the Central Board

appointed two new councils: the Central Board of the Church of Sweden's Music Council and the Central Board of the Church of Sweden's Council for Administrative Cooperation. The Central Board is responsible for all overarching operations.

The Central Church Office in Uppsala is organised into ten departments that carry out activities at national level. The work of the Central Church Office is led by a Secretary-General.

The annual governance, in the relationship between the General Synod, Central Board, Secretary-General and heads of departments, mainly consists of processes for planning and for follow-up of activities and financial matters. Each year a budget is drawn up for a period of three years, as well as a detailed budget for the coming year. The follow-up processes take place continually during the year, and dialogues and reporting back to the Central Board of the Church take place every four months. Additional follow-up takes place through the Secretary-General's continuous reporting to the Central Board during the year.

LEGAL STRUCTURE

The Church of Sweden's national level includes a subsidiary in the form of the management company Svenska kyrkans förvaltningsaktiebolag and the dormant education and training subsidiary Svenska kyrkans utbildningsaktiebolag. Svenska kyrkans förvaltningsaktiebolag owns and manages the Fjärdingen property in Uppsala, which meets the main part of the Central Church Office's requirement for office premises. The national level of the Church of Sweden also owns shares in the associated companies Fairtrade Sverige AB and Berling Media AB. With reference to Chapter 7 Section 3a of the Swedish Annual Accounts Act, no consolidated accounts are drawn up due to the limited extent of the above activities in relation to the total activities at national level.

The framework of the activities encompasses five branches, comprising four within the Church of Sweden Abroad organisation – located in Thailand, Hong Kong, Italy and Greece – and the Swedish Theological Institute in Jerusalem, Israel.

FOUNDATIONS

The national level of the Church of Sweden manages 77 (92) foundations with affiliated management. The foundations are separate legal entities, and separate annual reports/compilations are therefore drawn up

for them in compliance with applicable legislation; they are therefore not included in the income statement and balance sheet of the Church's national level. At year-end the reported amount of the assets in the foundations was SEK 205 million (SEK 216 million). The return from the foundations is largely allocated to the activities run at national level in the Church of Sweden. Certain foundations also award grants to recipients outside the Church of Sweden depending on what causes they promote. The foundations can be divided into the following categories: international mission and pastoral welfare work, education and training, research and culture, and the Church of Sweden Abroad.

KEY EVENTS IN 2018

The year's activities contributed in different ways to the objectives of the faith community: to bring the Gospel to life and make known the Kingdom of God. A few of the most significant examples are listed below. For a more detailed description of the year's activities, see the Report on activities.

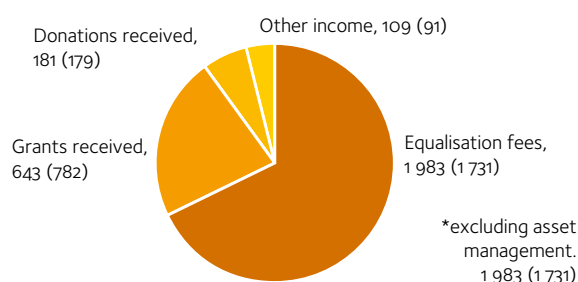
- The Central Board decided in May 2018 to change the name of the Church of Sweden's international work to Act Svenska kyrkan (Act Church of Sweden). The new name clarifies the link to the joint work performed internationally among the 150 churches and organisations in ACT Alliance. The new logotype will be launched on 5 May 2019.
- On Whit Sunday, 20 May, the new Book of Worship for the Church of Sweden came into use in the parishes. It aims to facilitate parishes' opportunities of developing their services of worship and highlighting common denominators throughout the Church of Sweden.
- Based on the *Gemensamt ansvar* (Joint responsibility) report, the project work on a joint property register for the Church of Sweden was performed during the year. At the turn of the year 2018/2019, the property register contained around 20,000 buildings, of which 3,400 were churches. The project will continue to complete property registration in 2019 and to develop manuals and training in the planning of premises provision.
- For the third year in a row, the Central Board has distributed SEK 60 million in grants to the Church of Sweden's work with asylum seekers and refugees. Almost half has gone to the parishes' work for integration. The remaining funds have gone to the dioceses' support initiatives, national campaigns and the international organisation's refugee work.

- In 2018 the Church of Sweden was allotted SEK 15 million from the Government's project *Hemlöshet bland unga vuxna* (Homelessness among young adults). The funds have been distributed to 11 dioceses and 92 parishes/groups of parishes around Sweden. The initiatives have concerned everything from financial support for food and hygiene items to finding different forms of accommodation solutions. The Church of Sweden also offers psychosocial initiatives such as group counselling, trauma therapy and various social activities.

TOTAL INCOME AND EXPENSES

The financial result amounted to SEK -26 million (SEK 621 million). Total income was SEK 3,059 million (SEK 3,545 million), including the return from asset management. The largest income item comprises the equalisation fee. It is mainly redistributed in the Church's equalisation system in the form of equalisation grants. The increase in income compared to the previous year is due to changes in the equalisation system. From 2018 the part of the yield from church endowments that accrues to the equalisation system has been paid to the national level instead of to the dioceses as it was previously. The second-largest income item comprises grants received – mainly the ecclesiastical heritage grant, which is recognised as income to the extent that it is used. Funds not yet used are recognised as a liability in the balance sheet. Other grants are received from e.g. Sida (the Swedish International Development Cooperation Agency), the EU, the fund-raising foundation Radiohjälpen and various foundations and are primarily used in the Church's international work. Collections and donations form another key source of income, especially for the international work.

DIAGRAM 1: INCOME* 2018 (SEK MILLIONS, PREVIOUS YEAR IN PARENTHESES)



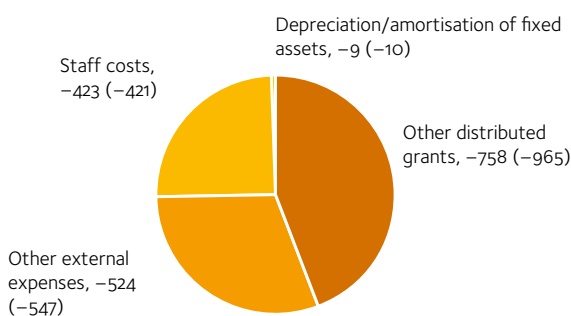
The work is based on the Church Ordinance and the decisions made by the General Synod and the Central Board of the Church of Sweden. Total expenses amounted to SEK 3,044 million (SEK 2,954 million). Other distributed grants mainly refer to grants distri-

buted for the ecclesiastical heritage, SEK 415 million (SEK 555 million), and grants distributed from the international work, SEK 212 million (SEK 285 million). The international grants refer to grants for development cooperation, disaster relief and cooperation abroad. Distributed grants also include the largest proportion of the General Synod's focus on refugees and asylum seekers.

The equalisation grants refer to diocesan grants and parish grants for church maintenance, cost equalisation and equalisation related to the proportion of members.

The Church of Sweden at national level budgeted for a result of SEK 129 million in 2018. The discrepancy between result and budget is largely due to a worse result from asset management of SEK 143 million (budget SEK 382 million).

DIAGRAM 2: EXPENSES 2018 (SEK MILLIONS, PREVIOUS YEAR IN PARENTHESES)



FINANCIAL INSTRUMENTS

The market value of the assets in the asset management operation stood at SEK 8,295 million on 31 December 2018 (SEK 8,155 million). The result was SEK 143 million (SEK 762 million), corresponding to a return of 1.8% (10.3%). This can be compared to the benchmark index of -0.6% (8.3%) during the corresponding period. Mixed outcome with both positive and negative returns in all asset categories. The Global Equities asset category gave the highest result of SEK 139.6 million. Swedish equities were the asset category that produced the worst result, SEK -71.1 million. In relation to the benchmark index, Global Equities gave the best return, with 6.1 percent compared to -0.9 percent for the index. In total, the investments in equities generated a positive result of SEK 62.6 million, fixed-income investments including cash and cash equivalents SEK 8.6 million, and property funds and alternative investments contributed with a total of SEK 71.7 million. The low proportion of Swedish equities compared to fixed-income and other asset types had a positive impact on the result. Exchange rate changes during the year contributed a positive impact to the result of the global equities

portfolio (including emerging markets).

For more detailed information on the results of the asset management, also over a longer period, please refer to *Årsrapport hållbara investeringar 2018* (the annual report on sustainable investments 2018). The national level's work on sustainability in asset management is also presented in this report.

OTHER NON-FINANCIAL INFORMATION

The faith community works to integrate spiritual, social, ecological and economic sustainability perspectives throughout its organisation, both when planning activities and in their performance. The work is based on our task of safeguarding human dignity and managing both ecological and financial resources in a responsible way. The Church of Sweden at national level is obliged to comply with the new reporting requirements under the Swedish Annual Accounts Act 6:10, and the Report of the Board must therefore contain a sustainability report. The national level has chosen to draft the report separately from the Review and Financial Summary in accordance with the Annual Accounts Act 6:11. The sustainability report in accordance with the Annual Accounts Act 6:12-14 is integrated in the year's sustainability reporting, which has been drafted in accordance with the Global Reporting Initiative GRI's Standards at Core level and published on the Church of Sweden's website.

FUTURE TRENDS AND MATERIAL RISKS AND UNCERTAINTIES

Significant risk areas to take into account for the national level of the Church of Sweden comprise the risk of damaged confidence, activity-related risks, risks in financial management and external risks.

The Church of Sweden's most important resource is people's confidence in the Church. Considerable importance is therefore attached to updates and training regarding, among other things, the Code of Conduct, the policy to counteract corruption and embezzlement, the policy against discrimination and guidelines for prevention of sexual assault.

Activity-related risks arise, for example, as the national level has many employees who travel to or live in environments with poor road safety or other safety risks. There are guidelines about managing these risks, and all staff stationed abroad receive training in these guidelines. Other activity-related risks comprise the fact that the national level also has many critical systems that are managed within the framework of our IT policy.

Risk management in the financial management operations aims to ensure that the management of the financial assets is conducted satisfactorily.

This is achieved by continuously monitoring, evaluating and checking the financial risks.

The structure of this activity must ensure that the management complies with agreed strategies and guidelines. The risks are managed through good internal control, for instance regarding secure management of transactions, clearly defined and delimited areas of responsibility and documented descriptions of procedures. The external risks include macroeconomic factors such as the economy, employment, interest rates, etc. The national level therefore conducts external situation analysis work, which monitors and analyses developments in these areas.

Based on the analysis by the Central Board, several challenges have been identified. These include a greater need for teaching and learning, the declining points of contact of the Church and its weaker relationship with the young, and greater psychosocial ill-health in society. The Church of Sweden is in a time of change and faces major challenges in the present and in the future. These challenges are made up of changes in both society and the Church.

The forecasts made of the future number of members and future income from the Church fee display a downward trend. This means that the Church of Sweden in the future will need to substantially reduce its costs, even if initiatives take place in parallel to retain members and obtain new ones, and to persuade the people who have left the Church to rejoin. Although the financial forecasts point to a need for cost cuts, there is currently built-up capital, both locally and nationally. The national capital constitutes a joint resource for the entire faith community, and its returns provide resources for emergency measures as well as strategic measures for Church life that is sustainable in the long term. In view of the forecasts previously produced for 2030, the Church Board confirms that the declining number of Church members will adversely affect Church finances in the long term, which is why focus and prioritisation are necessary in the Central Board's long-term planning efforts. The Central Board's communication *Verksamhet och Ekonomi 2019-2021* (Activities and Finances 2019-2021), which the General Synod approved in November 2018, defines three long-term goals for 2030 that aim to describe the Central Board's long-term ambition:

- By 2030 we will have strengthened our ability to contribute to a parish life that, based on local conditions, is able to cope with contemporary challenges.
- By 2030 we will have reinforced the relevance of and commitment to the work of the Church of Sweden,

based on Christian faith, for a sustainable society in Sweden and worldwide.

- By 2030 we will have helped develop effective governance, administration and management in the Church of Sweden, so that the parishes can fulfill their basic task.

Under each goal, there are one or more sub-goals that form the basis of planning, implementation, follow-up, learning and development throughout the organisation for the planning period. Every sub-goal has associated initiatives that must be performed in order to lead towards the goal. By defining goals, sub-goals and initiatives in the planning and follow-up processes, the Central Board ensures that the work at national level contributes to the defined goals in the long term.

The Church of Sweden must prepare itself to use fewer resources to build stronger relations and work with joint solutions for administrative cooperation. To achieve this, the courage to change and the ability to see new solutions are both required. The Church of Sweden also needs to clarify its role and task in various contexts to a greater extent. Future development is addressed in the publication titled *Nyckeln till Svenska kyrkan – en skrift om organisation, verksamhet och ekonomi* (The Key to the Church of Sweden – a publication about the organisation, activities and finances).

EQUITY

The General Synod has decided that the capital of the national level is to be a minimum of SEK 6,500 million. The target for the amount of equity will be adjusted annually, taking account of the consumer price index, and at the end of 2018 amounted to SEK 6,677 million. Unrestricted equity totalled SEK 8,214 million at year-end 2018, of which SEK 2,623 million refers to unrealised gains in financial management. It is important for the Board to continue the dialogue with the dioceses to secure Church life that is sustainable in the long term.

PERFORMANCE AND POSITION

Other aspects of the organisation's performance and position at year-end are specified in the following income statement and balance sheet with notes.

FIVE-YEAR SUMMARY

Amount in SEK millions

Income statement	2018	2017	2016	2015	2014
<i>Income</i>					
Equalisation fees	1 983	1 731	1 681	1 666	1 633
Collections and donations	181	179	195	222	200
Asset management	143	761	628	326	885
Other income	752	874	872	845	784
Total income	3 059	3 545	3 376	3 060	3 502
<i>Expenses</i>					
Equalisation grants	-1 330	-1 011	-949	-933	-962
Staff and other costs	-1 714	-1 943	-1 958	-1 832	-1 754
Total costs	-3 044	-2 954	-2 907	-2 765	-2 716
Other income statement items	3	6	37	-4	39
Net income for the year	18	596	506	291	824
Change in designated funds	-44	25	41	15	9
Net income for the year after redistributions	-26	621	547	305	834
Balance sheet					
Assets	14 353	14 060	13 144	12 967	11 913
Equity including designated funds	8 381	8 363	7 767	7 260	6 970
Liabilities, provisions	5 972	5 697	5 377	5 706	4 943
Equity/assets ratio*	58,4%	59%	59%	56%	59%
Personnel					
Average number of employees					
Sweden	396	387	392	377	333
Abroad	74	85	97	96	93

*Equity as a percentage of total assets.

Income statement

Amounts in SEK thousands	Note	2018	2017
Income from operations			
Equalisation fees	4	1 983 348	1 730 862
Donations received	5	180 987	178 616
Grants received	6	643 390	782 316
Returns from asset management	7	142 933	761 434
Net revenue	8,10	91 543	86 265
Work performed by the organisation for its own use and capitalised		1 774	610
Other income from operations		15 206	4 531
Total income from operations		3 059 181	3 544 635
Expenses from operations			
Equalisation grants	4	-1 329 846	-1 010 999
Other distributed grants	9	-758 234	-964 663
Other external expenses	10,11,12	-523 788	-547 125
Staff costs	13	-422 805	-421 443
Depreciation/amortisation and impairment of tangible and intangible fixed assets	14	-9 285	-9 649
Total expenses from operations		-3 043 959	-2 953 878
Income from operations		15 222	590 757
Income from financial investments	15		
Income from financial fixed assets		2 389	5 990
Other interest income and similar income statement items		530	-206
Interest expense and similar income statement items		-183	-62
Total		2 737	5 722
Net income for the year		17 959	596 479
Change in designated funds			
Net income for the year according to the income statement		17 959	596 479
Utilisation of designated funds from previous years		7 099	29 735
Provision (reservation) of designated funds received during the year but not used during the year		-50 704	-4 812
Net income for the year after redistributions		-25 646	621 401

Balance sheet

Amounts in SEK thousands	NOTE	2018-12-31	2017-12-31
ASSETS			
<i>Fixed assets</i>			
<i>Intangible fixed assets</i>			
Capitalised development expenditure for computer programs	16	5 600	4 974
Licences and similar rights	17	24 449	14 907
Total		30 050	19 881
<i>Tangible fixed assets</i>			
Buildings and land	18	109 589	97 583
Equipment	19	6 884	7 724
Total		116 473	105 307
<i>Financial fixed assets</i>			
Participating interests in Group companies	20	55 774	55 774
Receivables from Group companies		30 000	30 000
Participating interests in associated companies	21	57 740	57 740
Asset management	22	8 294 826	8 154 819
Other long-term securities	23	83 733	147 884
Other long-term receivables	24	356	274
Total		8 522 430	8 446 491
Total fixed assets		8 668 952	8 571 679
<i>Current assets</i>			
Inventories		2 913	2 655
<i>Current receivables</i>			
Accounts receivable, trade		14 682	14 497
Receivables from Group companies		0	226
Current receivables		6 006	9 443
Prepaid expenses and accrued income	25	25 347	14 951
Total		46 035	39 117
<i>Current investments</i>	26	4 469 582	3 481 212
<i>Cash and bank balances</i>	26, 30	1 165 754	1 965 504
Total current assets		5 684 284	5 488 489
TOTAL ASSETS		14 353 236	14 060 168
EQUITY AND LIABILITIES			
<i>Equity</i>			
Equity brought forward		8 239 977	7 618 577
Designated funds		166 806	123 202
Net income for the year after redistributions		-25 646	621 401
Total		8 381 138	8 363 179
<i>Provisions</i>	27	42 840	56 263
<i>Current liabilities</i>			
Accounts payable, trade		64 708	55 469
Debt to subsidiary account holders in the church account	26	5 550 326	5 262 429
Debt regarding grants received but not used	28	83 795	31 545
Debts to Group companies		90	324
Other liabilities		153 431	186 536
Accrued expenses and deferred income	29	76 909	104 423
Total		5 929 259	5 640 726
TOTAL EQUITY AND LIABILITIES		14 353 236	14 060 168

The Central Board of the Church of Sweden

A PRESENTATION OF THE BOARD AND ITS WORK

The Central Board leads and coordinates the management of the national level's tasks as stipulated in the Church Ordinance. The Central Board represents the Church of Sweden Faith Community, for example as a consultation body and in statements and official contacts. The Board consults the Bishops' Conference on theological and ecumenical issues.

The Central Board carries out the tasks set by the General Synod, and it can submit written communication regarding various proposals to the General Synod. Each year, the Central Board submits a plan of operations and an annual review and financial summary for the national level to the General Synod.

The Central Board consists of the Archbishop and 14 members with an equal number of deputies; they are elected for a period of four years. Additionally, another bishop is elected as a deputy for the Archbishop. The Archbishop is the chair of the Central Board and there are also two vice chairs.

In order to ensure that church life in the Church of Sweden is sustainable in the long term, the Central Board has initiated in-depth discussions with the Diocesan Boards in its attempts to streamline and contribute to division of responsibilities within the Church of Sweden. A major introductory discussion with all members of the Diocesan Boards took place in March 2018, followed up by a presiding committee discussion in November, with dialogue with each diocese in between. The Central Board and the Bishops' Conference also meets continuously in separate discussions. Each year the Central Board invites representatives of the cathedral chapters to joint discussions, which in 2018 took place in October and were about pastoral welfare work, confessional schools, and guidelines and basic regulations for the Church of Sweden's work with confirmation candidates. In the same month, the Central Board also invited the Diocesan Boards and property management units to a council on managing the church endowments – a council that takes place each year.

The workings of the Central Board have been further

developed, including by switching from hard copy documents to documents uploaded on digital file-sharing services. The Central Board met on nine occasions during the year, and the working committee had eleven meetings, including the first meetings directly after the General Synod in 2017. As part of the new Central Board's induction, it visited Israel and Palestine for a few days during the autumn to get to know the activities within the Board's sphere of responsibility, including the Swedish Theological Institute. The Central Board deepened its ecclesiastical relationships and strengthened its knowledge of partners in this region.

The daily work at the Board's office, the Central Church Office, is led by the Secretary-General, who is appointed by the Board. According to the Church Ordinance the Central Church Board's tasks include to:

- represent the Church of Sweden Faith Community,
- be responsible for the Church's official relations with other churches and faith communities,
- support the work of the dioceses to develop parish life,
- state the conditions for admission to the basic church training programmes, decide on their training plans and ensure that there are sufficient places available for these programmes,
- coordinate the Church's and its parishes' responsibility for international mission and international pastoral welfare work,
- be responsible for the Church's work among Swedes abroad,
- be in charge of the Church's equalisation system (for distribution of financial resources from fees),
- deal with overall issues regarding the joint IT system of the Church,
- promote research that is significant to the Church,
- work to provide rich and multifaceted cultural activities that promote dialogue about religion and approaches to life, and
- be responsible for overall issues regarding burial activities in the Church of Sweden.



THE CENTRAL BOARD OF THE CHURCH OF SWEDEN, 2018–2021 (INCLUDING DEPUTIES)

- | | | |
|------------------------|------------------------|--------------------------|
| 1. Daniel Larson | 9. Marie Rydén Davoust | 17. Karl-Gunnar Svensson |
| 2. Åsa Ingårda | 10. Mats Hagelin | 18. Nils Gårder |
| 3. Julia Kronlid | 11. Sofia Särduquist | 19. Daniel Tisell |
| 4. Aron Emilsson | 12. Margareta Winberg | 20. Agneta Hyllstam |
| 5. Marja Sandin-Wester | 13. Wanja Lundby-Wedin | 21. Elisabeth Rydström |
| 6. Fredrik Modéus | 14. Torvald Johansson | 22. Marie Johansson |
| 7. Erik Sjöstrand | 15. Lars Johnsson | |
| 8. Anna Karin Hammar | 16. Antje Jackelén | |



Not shown:

Jesper Eneroth, Sara Waldenfors, Cecilia Brinck, Sebastian Clausson,
Carl Seved Tigerhielm, Lars-Ivar Ericson, Britt Sandström och Berth Löndahl.

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For those who want to find out more

CONTACT, ENGAGEMENT AND RELATIONSHIP

MORE ABOUT THE CHURCH OF SWEDEN

Would you like to get involved and help make the world a better place? Do you have any questions about life or need someone to talk to? The Church of Sweden is a fellowship and a context in which you can meet other people and explore your faith in more detail. Your and other people's involvement and support are important to the Church. Everyone can contribute in some way.

The broad activities of the Church of Sweden welcome you, whoever you are. You are welcome to get in touch with your parish; for contact details visit the website, svenskakyrkan.se.

READ MORE ABOUT THE CHURCH OF SWEDEN

www.svenskakyrkan.se

www.facebook.com/svenskakyrkan

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CONTACT THE CHURCH OF SWEDEN

www.svenskakyrkan.se/kontakt

Tel: +46 (0)18-16 95 00

Postal adress: Svenska kyrkan, SE-751 70 UPPSALA, Sweden

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PlusGiro Account: 90 01 22-3

Bankgiro Account: 900-1223

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FOR FURTHER INFORMATION PLEASE CONTACT:

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