AGENDA

Timings

09:30 OPENING WORSHIP
Led by the Bishop of Chelmsford

09:45 1. NOTICES

09:50 2. MINUTES OF DIOCESAN SYNOD HELD ON 20 MARCH 2021
Attached

09:55 3. PRESIDENTIAL ADDRESS

10.10 4. APPOINTMENT PROCESS FOR THE NEXT BISHOP OF BARKING
Paper DS(2021)06 attached

The President to move that:-

This Synod wish to support in principle the appointment of a new Bishop of Barking and ask the Bishop of Chelmsford to appoint an Advisory Group to work with her and the Bishop’s Council in taking the appointment forward.

The President to move that:-

This Synod note the draft statement of case for the vacancy in the See of Barking and the role specification for the Area Bishops in the Diocese of Chelmsford, and ask the Bishop of Chelmsford to commence the appointment processes.

10:40 BREAK

10:50 5. QUESTIONS see notes for details

11:10 6. CDBF AGM see separate agenda.
11:30  7.  **2022 BUDGET**  
A verbal presentation from the Chief Executive and Diocesan Secretary

12:00  BREAK

12:10  8.  **THE DEPLOYMENT AND AFFORDABILITY OF STIPENDIARY INCUMBENTS – AN UPDATE**  
Paper DS(2021)07 attached

12:30  9.  **REFLECTION ON THE TRIENNIALM**  
led by the Vice Presidents

13:15  10.  **REPORT FROM THE DIOCESAN YOUTH SYNOD**

13:25  11.  **BISHOP'S COUNCIL, DMPC AND FINANCE COMMITTEE REPORTS**  
Paper DS(2021)08 attached

13:30  **CLOSE**

**NOTES**

**Questions:** In accordance with Standing Order 29 five days prior notice is required. Questions must be received no later than 9am on Monday 31 May 2021 by email only to nwhitehead@chelmsford.anglican.org

In accordance with Standing Orders 74 and 75, members are encouraged to use this opportunity to seek information from any officer of the Synod or senior member of Diocesan staff relating to their duties or from the President of Synod or the Chair of any body constituted by the Synod or on which it is represented. Questions shall relate to the duties assigned to officers, or in the case of the Chair of any body, to the business of that body. Questions shall not ask for an expression of opinion or for the solution of an abstract legal question or a hypothetical problem.

In accordance with Standing Order 74, a member may ask up to **two** original questions at one meeting. Any member may ask a supplementary question in relation to the original question; the Chair may allow up to three supplementary questions, giving the member who tabled the original question preference.

Questions for written answer are also possible, and are often the best way of obtaining a detailed response, particularly on a complex issue: answers will be given to the questioner within 24 days of the Synod and will be reported in the Minutes.

**Speeches** – members are requested to announce their name and deanery before they address Synod.

Please forward apologies to Nathan Whitehead tel. no. 01245 294412 or nwhitehead@chelmsford.anglican.org
PRESENT : The President and 124 Members

The Bishop of Bradwell led the opening worship.

1. NOTICES

The Chair highlighted the following points on the day paper:

• A proposed motion from Braintree Deanery Synod, which members were being asked to confirm whether they support.
• A reminder that the meeting was being livestreamed.
• A reminder that elections to the Diocesan and General Synod would take place later in the year and that the June Synod meeting will be the final one in this triennium.
• A reminder on the use of the chat function.

The Chair also gave notice about the appointment of the Diocesan Chief Executive. Unfortunately, it had not been possible to appoint on this occasion and therefore the process is ongoing. The Chair asked members to pray for the ongoing process.

2. MINUTES OF PREVIOUS MEETING

The minutes of the previous meeting were approved with some minor amendments.

3. PROMULGATION OF AMENDING CANONS NO 40 AND 41

The Chair promulgated Amending Canons No 40 and 41.

4. PRESIDENTIAL ADDRESS

The Acting Bishop of Chelmsford delivered his Presidential Address. The text and video of the address can be downloaded here:


5. RACIAL JUSTICE TASK AND FINISH GROUP UPDATE

The Chair invited the Bishop of Colchester to address the Synod.
The Bishop of Colchester explained that the Church of England has created many reports and recommendations in regard to racial justice. The sad truth is many of them have not be enacted and we do not want this to happen with the set of recommendations which will be put to this Synod. He also highlighted the message from the new Bishop of Chelmsford supporting the work of the Racial Justice Task and Finish Group.

The Chair invited questions from members. The following members asked questions:

Archdeacon of Harlow
Revd Martin Bailey (Havering)
Revd James Rodley (Harlow)
Revd Helen Gheorghiu Gould (Harlow)
Canon Vevet Deer (Waltham Forest)
Ursula Davies (Newham)

The questions and, where applicable, answers were as follows:

- Have there been any conversation with local councils and the wider society? If we don’t do this we may end up acting in a silo. The Bishop of Colchester clarified that a member of staff of Essex County Council had been a member of the group but had to step down. The Bishop of Colchester also confirmed that he is in touch with numerous local authority contacts which will continue. We also have our link with Citizens UK which allows opportunities for wider collaboration.
- How is the term ‘systemic racism’ defined, is it focused on the Church or the wider society? The Bishop of Colchester explained that he wished to keep the definition as broad as possible as we don’t want to miss anything.
- Has the question of such a quota for BAME clergy been discussed in the task group? How would this impact on the wider plan for reduction of clergy numbers? The Bishop of Colchester confirmed there is no quota but we need to ask ourselves whether we reflect the diversity present in the Diocese.
- Are there some things which we can move forward on now rather than wait so we harness the energy? The Bishop of Colchester confirmed that we have the timescale as we want to work with the national group and with the new Bishop of Chelmsford. There is no reason why we can’t expand unconscious bias training. In terms of monuments the Bishop encouraged members to use them as an opportunity for teaching and redemption.
- One member commented that they wish to see more of an outcome in the Diocese and improvement of diversity. In terms of appointments, we should appoint people who are capable not set them up to fail.
- Do we have equal opportunities monitoring group? The Bishop of Colchester explained that there is a sub group of the Racial Justice Task and Finish Group looking at this very issue.
6. **UPDATE ON CLERGY DEPLOYMENT MOTION**

The Chair invited Bishop Peter to give an update on the progress made in respect of the clergy deployment motion passed at the previous Synod. The Bishop reported the following:

- The recently circulated Ad Clerum had given information on this.
- Some Deaneries have achieved their target with others making good progress. We will have made significant savings by the end of the year.
- However, the scale of the task and the length of the lockdown had made it apparent that the consultation plan was too ambitious. Therefore, some flexibility has been allowed on the analysis now scheduled for completion in June, rather than by Easter as originally agreed.

The Chair then gave members an opportunity to ask questions on this update. The following members asked questions:

- Revd James Rodley (Harlow)
- Gordon Simmonds (Rochford)
- Revd Chris Wragg (Havering)
- Ursula Davies (Newham)

The following questions were asked:

- Of the 61 posts to be reduced how many of them currently have someone in post? The Bishop of Barking confirmed that he did not have that information to hand however it will be communicated to the member asking the question as soon as possible.
- How many deaneries are expected to fall short and when will they be sorted? The Bishop of Barking explained that three archdeaconries had completed their work, four still have work to do, one of those having a considerable amount of work to do.
- Can we convey the process in writing rather than verbally? The Bishop of Barking confirmed that some clergy have received confirmation in writing.
- How are we going to inform people as to what the plan will be? The Bishop of Barking explained that the task is partially completed by the Archdeacon, Area Dean and Lay Chair. However, there will come a point where the parish priest and lay leaders will need to communicate to individual members of the congregation.

7. **INTERIM MINISTRY REPORT**

The Chair invited the Revd Helen Gheorghiu Gould, the Interim Ministry and Vacancy Adviser, to address the Synod.

She began by thanking the Diocese for supporting this vocation and made the following points:

- Interim Ministry is an extension of the process of creation and recreation.
• It is a process which creates space to consider what should happen next and experiment without the feeling of failure. It may also involve a ministry of healing and reconciliation.
• Interim Ministry is a where a fixed term appointment is made in response to pastoral need or missional opportunity. It is a Spirit lead process of transformation. Whilst there had been some experience with it in the past it formally became an option in the Church of England through changes to legislation in 2015.
• In this Diocese the Turnaround Project included Interim Ministry within its scope. A total of 46 parishes in the Diocese have experienced Interim Ministry and 16 clergy and lay ministers had been involved.
• The evaluation of this work had showed Interim Ministry has definitely had an impact and enabled significant change. Our Diocese had been the national lead on knowledge sharing.
• The National Church had awarded some Strategic Development Funding support for the launch of a resource hub and source book. This will be launched by Archbishop of York.

Members then heard some recorded clips and live contributions of those who had been involved in Interim Ministry.

The Bishop of Barking gave thanks for this ministry and the leadership of the Revd Helen Gheorghiu Gould. It was noted that she was coming to the end of her time as Interim Ministry and Vacancy Adviser and that she has helped to make our Diocese a leader in this area. The Bishop of Barking added that he believes Jesus was an interim minister.

8. **QUESTIONS**

**Q.1: John Tipping (Southend) to ask the Head of Service Delivery:**
Given that the latest edition of the Deanery Synod Members’ Handbook as approved by the Diocesan Synod on 11th October 1986, containing the constitution and rules for Deanery Synods and the roles and responsibilities for Deanery Synod members, was last updated in 2005, have there been any recent reviews of this handbook or plans to do so in the near future to ensure that is accurate and relevant to today’s Church?

**A.**
There have been no more recent reviews of the Deanery Synod Members’ Handbook than the one referred to in the question. However, there would clearly be merit in such a review. Therefore the Standing Committee will be considering how best to conduct a review so that the Handbook is up to date with the most recent version of the Church Representation Rules and any other legislative changes which may come out of the national church governance review in the near future. Any proposed revisions would be brought before the Diocesan Synod for approval under Church Representation Rule 26.
Q2. : Colin Setchfield (Waltham Forest) to as the Interim Chief Executive:
Now that incumbents are being informed of their RAG ratings, will comparative statistics be published and shared with this Synod on, to date, by deanery, (1) how many 'Green', 'Amber' and 'Red' posts have been designated; (2) how many benefices have more than one stipendiary post designated 'Green'; (3) how many commissioned MMUs have no stipendiary post designated 'Green'; and (4) how many benefices not yet in a commissioned MMU have at least one post designated 'Green'? If not all posts have currently been designated, will the Synod also be updated with the final statistics in these categories as soon as they are known?

A.
I am grateful for Colin’s timely question. Every archdeaconry and deanery has been making progress in planning for fewer stipendiary posts following the decision made at Synod in June 2020. I am meeting with each Archdeacon over the next few weeks to produce an updated summary for the whole diocese. I expect this will be ready in time to be presented to Bishop’s Council in May and to this Synod in June. The analysis will include the coding of all stipendiary incumbency posts at deanery, archdeaconry and diocesan level.

The information you ask for concerning benefices and MMUs is not currently available from a single dataset but I will include the questions in my conversations with Archdeacons and consider how we can respond.

And, if I may add, I will ensure that James Rodley’s earlier question is addressed in this work.

Supplementary question

If the subdivisions cannot be facilitated by the systems will the systems be updated?

A.
It should be possible to answer most of the questions put, however there is some difficulty where multiple benefices are held by the same member of the clergy and have not yet formed a single benefice.

Q3. Mary Durlacher (General Synod) to ask the Head of Service Delivery:
How many Joint Councils have been (or are actively being planned) in this Diocese under CRRM37, from the amended 2019 Church Representation Rules (effective from 1st Jan 2020)?

A.
For the benefit of members who may not be aware, the provision referred to in the question arises from the recently revised Church Representations Rules where a new possibility to assist with local governance has been created. This is that Parochial Church Councils of parishes who are connected, for example in the same benefice, can come together to form Joint Councils, to which they can delegate some or all of their functions, with a couple of exceptions.
At present there no Joint Councils established under Church Representation Rule M37 in this Diocese. There are a number of groupings of PCCs considering this as an option, however there are no instances where a scheme under the aforementioned Rule has been drafted.

Supplementary question

Is there any data available from other Dioceses with experience of establishing Joint Councils to help parishes or benefices evaluate the consequences of the differences in provision offered by the various permutations of the Scheme as outlined in Section C Rules M37-M42?

A.
I am aware from conversations with counterparts in other Diocese that many are in the same position as us. However, other Diocese have had some early experience with Joint Councils. Any early adopters will be, at most, around a year old, so the learning will be limited to the formation and early stage development of such Councils. As you point out there are many possible options for the delegated authority to the Joint Councils, so much so that the learning points will likely differ. We are taking into account experiences elsewhere to help inform the guidance we give to those exploring this option.

Q4. Mary Durlacher (General Synod) to ask the acting Diocesan Bishop:
In view of how quickly the training Day for LLF filled up, are there plans to run another?

A.
I am afraid the answer is no. As I understand it the national team led by Dr Eeva John, who facilitated the training day for LLF are only able to offer one session per diocese. They also defined the limit on the number of attendees at 200. However, the introductory training session was recorded and is available on the Diocesan website at https://www.chelmsford.anglican.org/living-in-love-and-faith-2

Supplementary questions

Will feedback from the first session be made available?

A.
There is no formal detailed feedback available. Several things were clear from word of mouth feedback. Firstly, it seemed that the majority appreciated the day which was highly informative and ran very smoothly. Secondly, there was some confusion over the role of LLF Advocates which we need to clear up – that is they are advocates for engagement with the LLF process and its resources, rather than advocates for supporting LGBTI+ church members. Thirdly some LGBTI+ attendees felt vulnerable, especially in the break out groups.

Is there any chance that we could run something similar in the Diocese using the materials provided by the National Church?
A.
We will take that thought away. It seems doubtful that we will be able to recreate the same input from the national team and therefore members were encouraged view the of recording of the session which was available online. However, it is important that opportunities for local discussion are offered.

9. **INSTRUMENT OF DELEGATION**

The Chair spoke to this item which had been added to the agenda at the direction of the President. He briefly explaining the purpose of the item which was set out in the circulated note from the Diocesan Registrar, paper DS(2021)06. Approving the draft Instrument of Delegation would effectively carry over the previous delegation agreed from the previous Diocesan Bishop.

The Synod overwhelmingly approved the Bishop of Chelmsford making such an Instrument of delegation substantially in the form of the draft provided to Members.

10. **LIVING IN LOVE AND FAITH**

The Chair handed over to the Bishop of Barking to speak to this item.

The Bishop of Barking explained that the paper was essentially what he had said as part of the introductory talk to the Living in Love and Faith day. He emphasised that the day which had been led by the National Church was about process. People are being encouraged to engage with the process across the Diocese. Theological discussion is part of the process. He also added that the LLF Advocates are only advocates for the process. Resources have been put together to support those who feel vulnerable as part of this process. The Bishop thanked Revd Susan Iskander and Revd Beverley Vincent, who are two LLF Advocates in the Diocese. He added that we have struggled to get a third Advocate specifically for the Barking Area. If any members wished to be considered for this role they were encouraged to get in touch.

The Bishop of Bradwell was then invited to address this Synod from his perspective as a member of the national group steering group and the person will oversee the rest of the process in this diocese. He explained the following points:

- The national LLF next steps group was set up last year. All members of this group are Bishops as the discussions on this issue will first take place among the Bishops.
- Alongside this there will be a reference group established which will have representation from the grassroots. The aim is for diversity of representation on that group.
- LLF resources will be shared as widely as possible and a lot of listening will need to be done.
- Meetings will take place in hubs.
- There is a national LLF learning hub.
- The Pastoral Principles underpin the work.
• There is a paper being drafted on creating spaces to learn together. This is also being looked at from a safeguarding perspective.
• Creative sharing of feedback was encouraged and can be submitted through the LLF website.
• Tools and space are being developed for young people in the Diocese to engage in this process.
• All feedback will be analysed and go to the College and House of Bishops. There will be some guidance provided for the College and House. The learning and listening will go on until the end of the year.
• The timetable is as follows:
  o The December 2021 College of Bishops meeting will reflect upon these and then the January 2022 House of Bishops will consider further.
  o The General Synod will consider the feedback in February 2022.
  o In May 2022 it will go back to the House of Bishops for further consideration.
  o The July 2022 General Synod will then consider again.
  o The College and House of Bishops will work on recommendations in Autumn 2022.
  o The recommendations will then be put to the General Synod in November 2022.

The Chair invite questions from members. The following members asked questions:

Mary Durlacher (General Synod)
Kathy Playle (General Synod)
Roger Ennals (Colchester)

The questions asked were as follows:

• The feedback can differ between individual and public feedback. The team would benefit from the general feedback in the interests of true learning. The Bishop of Barking invited people to write in.
• When will this be coming back to Dioceses? The Bishop of Bradwell responded that this is about learning and reflections not about Diocesan decisions. General Synod will come back to Dioceses in due course.
• Is there a job description for LLF advocates? The Bishop of Barking confirmed that there is. They are there to help facilitate the process.

II.  CHURCH PLANTING AND PIONEER MINISTRY

The Chair invited the Revd Canon Dave Wade to address the Synod.

He stated that the purpose of this item is to share what is going on with growing the Church in word and action. This has still happened in spite of the pandemic.

The Diocese had invited 101 communities to be formed. We had progressed toward achieving this with over 70 now formed. 19 of those are funded through the National Church Strategic Development Fund. The National Church has now given us cumulatively £8.4 million with the Diocese spending £6.4 million to match that support. To help explain some of the work going on three leaders had been invited
to share their reflections of the pioneering work they were involved with. Also, a member of the Youth Synod would share the reflections of a recent Youth Synod meeting where they recently considered Church planting and fresh expressions.

The Revd David Harrigan was the first to address the Synod. He covered the following points:

- God has been calling the Church to go home. We have lost or become disconnected with local communities. The Church is the best when it is on the edge. Jesus’ own ministry was to be seen by people and touched by all. People who live out life and faith in community often connect with those who are ‘fringe dwellers’.
- He was particularly involved with the Good Shepherd boxing community. This had been running for five years with around 200 people being involved over that time. It was not about the boxing but birthing something in the local community. One highlight from this was the Baptism of five people in a boxing ring.
- He was also involved in St Cedd’s Community which were a group of authorised Lay Pioneers working contextually in their community. There were lots of creative ways in which this ministry is being lived out among the Lay Pioneers.

Hannah Mickleburg Gardham was then invited to share reflections from the Youth Synod’s Church planting discussion:

- They had talked about how to attract people to Church as there is a lack of young people in Churches. Some ideas mentioned were meeting in smaller groups, looking at topical issues, reassurance for young people and non-judgmental approaches.
- They had also thought about what puts people off going to Church. The answers included formality, dress, change of views, the awkwardness of staying and chatting after a service.
- They agreed there was no one way of sharing the Gospel.
- There was some consideration of ‘greenhousing’ i.e. putting ideas forward and only building on them.
- Church plants should be welcoming, colourful, town centre based, have good transport links, social media platforms, not always on a Sunday and more enthusiastic communities. In terms of leadership the Youth Synod would want a mixture of clergy and peer/lay led.
- Other areas to plant churches may include one for homeless people with the aim of giving them a chance.

The next speaker was the Revd Wendy Pagden who was a Pioneer and Community Minister in Stanway, Colchester.

- She led the Church without walls which is very closely linked with St Albright’s in Stanway. They were encouraging St Albright’s to look outward to the community in Stanway.
- They have a goal to build three new worshipping communities in that part of Colchester, which is a bold vision.
• Starbucks had now become a place of meeting. In January 2020 Wendy had been invited to run a course which 18 people attended, some of whom are not ‘Churched’.
• Pioneering in lockdown was tough, but a virtual Café service had been set up.
• There is much sharing about people’s experiences through children’s groups, exploring faith groups, Alpha Courses, the foodbank and a community wellbeing hub.
• What Wendy had found was that pioneering works with the local church, listening, loving and being excited about God being on the move.

The final speaker was the Revd Mike Walker who was one of the leaders of the Church plant in St John’s Southend.
• The plant had launched online. There was also an existing congregation at St John’s.
• There is a significantly sized team and work is already underway on lining up a new plant.
• The congregation is pretty gathered but they have managed to grow online. They are picking up people with mixed experiences of Church. The gathered time online offers a simple structure. This gets around 35 views on a Sunday with 140 views by the end of the week. The average view time is 20 minutes, which is good and shows people are engaging.
• Discipleship Hubs have been set up, which each have a shared mission focus.
• There is a reordering project of St John’s building which is still underway but nearly complete. This had been very costly with a little over a quarter of a million spent.
• Two physical gatherings are planned for Easter Day.

The Chair thanked those who took part. The Chair then invited members to ask questions.

One member asked whether there had been any thoughts about sustainability of the Church plants? The Revd Canon Dave Wade replied that this is an important question. The SDF projects are funded for five years and all are looking to be in a sustainable position at the end of that period. One of the plant leaders commented that we won’t have any new worshipping communities if we don’t step out. The early church didn’t have a road map.

Another member observed that we need to bear that in mind that many are engaged in sports on a Sunday morning and perhaps we need to be there talking to people.

The Bishop of Barking thanked the Revd Canon Dave Wade for his oversight of this work and those who had input. He added that these ministers are in a vulnerable position. They had taken these roles on in faith and we need to pray and decide how we go forward. SDF projects are monitored very tightly, in a way parishes are not.
The key to this is moving to multiplication and a mixed economy church. We need to continually raise the bar in our parish church contexts. We must also be grateful to God for the investment made in this area so far.
12. QUINQUENNIAL INSPECTION SCHEME

The Chair invited the Head of Service Delivery to speak to the paper.

The Head of Service Delivery briefly summarised the need for bringing this matter to the Synod, specifically that recent legislative changes had meant each Diocesan Synod needed to approve a new Scheme for Quinquennial Inspections. The draft Scheme put to the Synod was very similar to the template offered by the Church Buildings Council.

The Chair moved that:

This Synod, in accordance with the Ecclesiastical Jurisdiction and Care of Churches Measure 2018 as amended by the Church of England (Miscellaneous Provisions) (No.2) Measure 2019, approve the Diocesan Quinquennial Inspection Scheme as set out in paper DS(2021)04.

The following members spoke during the debate:

John Tipping (Southend)
Revd Helen Gheorghiu Gould (Harlow)
Mary Durlacher (General Synod)
Pat Bash (Braintree)
Andrew Holt (Witham)

The questions and responses were as follows:

- What is a publicly funded work and what needs to be tendered? The Head of Service Delivery clarified that publicly funded works referred to instances where there is funding from public sources, such as the Heritage Lottery Fund. In terms of whether a work should be tendered members were referred to the Church Buildings Council guidance as the answer will vary depending on the circumstances.

- What are the fee arrangements? The Head of Service Delivery explained that there was a flat fee agreed by Diocese and that all inspectors on the approved list are aware of this. However, PCCs can agree to pay more as part of their contractual arrangement with the inspector.

- Is there support available for small Churches? The Head of Service Delivery encouraged those in need of support to contact DAC office. He also highlighted the new Heritage Support Officer working in the Diocese.

- Is there an awareness that there is a delay in inspections due to the pandemic and restrictions? The Head of Service Delivery confirmed that this is understood and acknowledged during the annual reminders. He reminded PCCs to contact their Archdeacon about this.

- Has there been a change in fee arrangements? The Head of Service Delivery confirmed that there had been no change to this and the existing arrangement had been carried over to the new Scheme.

The Chair then put the motion to a vote. The motion carried overwhelmingly.
13. **BISHOP'S COUNCIL, DMPC AND FINANCE COMMITTEE REPORTS**

Paper DS(2021)05 was received.

**CLOSE**

The Chair congratulated Canon Robert Hammond on being appointed Chair of the Business Committee of General Synod.

The President closed the Synod.
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The Revd Simon Law  P  The Revd Canon Margaret Shaw  A
The Revd Hilary Le Seve  P  Canon Gordon Simmonds  P
Canon Jill Leonard  P  Canon Adrian Smith  P
Mr Mac Leonard  P  The Revd Lydia Smith  P
The Rev Dr Justin Lewis-Anthony  P  The Ven Elizabeth Snowden  P
The Ven Mike Lodge  P  The Revd Dr Anand Sodadasi  P
Mr Percy Lomax  P  Canon Dr John Spence  P
The Rev Katharine Lovesey  P  Mr Robin Stevens  P
The Rev Dr David Lower  P  Mrs Michelle Tackie  P
Dr Diana Lowry  P  Mr Hugh Thomas  P
The Rev Dr Susan Lucas  A  Mr John Tipping  P
Mr Chris Luck  P  Mrs Cat Trinder  P
Canon Harry Marsh  P  The Revd Canon David St Clair Tudor  P
Mr David Martins  A  Mrs Sandie Turner  P
The Revd Canon Dr Roger Matthews  P  The Revd Marion Walford  P
The Rev Dr Adrian McConnaughe  P  The Revd Brenda Wallace  A
Canon Ronald McLernon JP  P  The Revd Mark Wallace  P
Mrs Judith Meaden  P  The Revd Canon Louise Williams  P
Miss Hannah Mickleburgh-Gardham  P  The Revd Marion Williams  P
Miss Mary Moore  P  Mr Malcolm Woods  P
The Revd Shaun Moore  P  The Revd Chris Wragg  P
Mr Gwilym Morris  P  
Mr Larry Morris  P
The Rt Revd Roger Morris  P
The Revd Christine Newmarch  P
The Revd Canon Paul Norrington  P
Mr Piers Northam  P
The Revd Christian Okeke  P
The Ven Ruth Patten  P
The Rt Revd Dr John Perumalath  P
The Revd Dan Pierce  P
Mrs Kathy Playle  P
Mr Andrew Podd  P
The Revd Peter Rabin  
The Revd Canon Jane Richards  P
Canon Mike Robinson  P
The Revd James Rodley  P
The Revd Canon Nick Rowan  P
1. INTRODUCTION
Synod members will know that Bishop Peter has announced his retirement and we will be celebrating his remarkable ministry both as Bishop of Barking and Acting Diocesan Bishop at a special service in the Cathedral on Sunday 4 July. There will be more opportunities to thank Peter but we must begin to give attention to appointing his successor.

2. BACKGROUND
In 2013, Diocesan Synod considered a potential future shape for episcopal ministry in the Diocese of Chelmsford. In particular Synod explored the possibility that, in time, the seven archdeaconries might become co-terminus with seven episcopal areas, which in combination with the establishment of Mission and Ministry Units, would lead to a significant de-layering of diocesan structures. The Synod discussion showed an openness to the concept while also raising some concerns about points of detail.1

It was recognised that this represents a significant amount of change. For a good period while Mission and Ministry Units are established there will continue to be a need to operate the structure of three areas and seven archdeaconries. On this basis, it was felt right to apply to the Dioceses Commission for agreement to fill the sees of Colchester and Barking. The same approach was taken with the process to appoint a new Bishop of Bradwell that was agreed by Bishop’s Council in October 2017. These arguments continue to apply in respect of appointing a new Bishop of Barking.

In the context of the 2013 Synod discussion, members were invited to offer suggestions on what qualities should be sought in our area bishops, bearing in mind the potential future. Common responses included the ability to lead change and communicate, and the importance of having a balanced bishop’s staff team. These considerations continue to be valid.

Members may be interested to read the information concerning senior appointments on the Church of England website: https://www.churchofengland.org/resources/diocesan-resources/archbishops-advisers-appointments-and-development/senior-appointments.

1 Please refer to the appendix of the October 2013 Bishop’s Council paper for more detail.
3. **STATEMENT OF CASE**
   By law, approval of the Dioceses Commission is required before a vacant bishopric can be filled. This requires a strong and positive justification. The draft statement of case in respect of Barking is attached. This includes the role description for Area Bishops, which is in line with those for Colchester and Bradwell.

4. **PROCESS AND TIMESCALE**

   **May/June 2021**
   1. Does the diocese wish to appoint a new Bishop of Barking?
      - Bishop’s Council voted on 17 May to recommend proceeding.
      - Diocesan Synod to vote on 5 June.

   2. If Synod also supports the proposal, the Bishop of Chelmsford will write to the Dioceses Commission requesting their support. They are due to meet on 15 June and it is hoped we will have their go ahead soon after that.

   3. Appointment of Advisory Group. The national guidance says: “The group should be compact (perhaps 4 - 6 people) and consist of:
      - Clergy and lay members drawn largely from the Bishop’s Council, although the Bishop may wish to choose others if this would help bring diversity and different perspectives to the discussion
      - A person outside the diocese with a national perspective who is able to see the role within the national scene. The appointing Bishop will need to consider who this might be
      - In addition, for Area Bishops, there should be at least one representative from the geographical area in which they will serve.

      The role of the group is to advise the Bishop during the selection process. The group will:
      - Work with the Bishop in drawing up the role and person specification
      - Assist the Bishop with the shortlisting of candidates
      - Interview the candidates
      - Agree the themes for feedback to candidates with the Bishop.

      Members of the group will need to have sufficient time to commit to this process and also be prepared to receive training in good practice interviewing techniques should this be required.

      It is recommended that Archdeacons, and Directors who will be working directly for the Suffragan Bishop, are not on the Advisory Group for their appointment, although arrangements should be made for them to meet the preferred candidates towards the end of the process and they may have a role in the briefing of any candidates.

      The membership of the group should be reported to the Bishop’s Council.”
July/August 2021 - Meeting of Advisory group
4. Agree role description and person specification; agree process for interviews and shortlisting

5. Bishop liaises with Archbishop’s Secretary for Appointments to make the vacancy known and identify potential candidates resulting in a long list of 6-8 candidates.

6. Advisory group works with the bishop to produce a shortlist of candidates

7. Notify Archbishop of Canterbury about those being invited to interview.

September 2021
8. Interviews

9. Individual meeting between preferred candidate and +Guli.

10. Individual meeting between preferred candidate and the Barking Archdeacons.

11. Appointment of the preferred candidate is agreed with the Archbishop of Canterbury

12. Verbal offer made subject to satisfactory medical examination and DBS checks etc.

13. The petition to the Crown is submitted by the Archbishop and the announcement date agreed with Downing Street.

14. If everything proceeds according to plan the new Bishop of Barking could be announced by December and Consecrated in late January ready to begin their new ministry around Easter 2022.

5. RECOMMENDATIONS

The President to move that:-

1. This Synod wish to support in principle the appointment of a new Bishop of Barking and ask the Bishop of Chelmsford to appoint an Advisory Group to work with her and the Bishop’s Council in taking the appointment forward.

2. This Synod note the draft statement of case for the vacancy in the See of Barking and the role specification for the Area Bishops in the Diocese of Chelmsford, and ask the Bishop of Chelmsford to commence the appointment processes.
Diocese of Chelmsford

Request to the Dioceses Commission for approval to proceed with Appointing the next Bishop of Barking

1. Introduction

The Dioceses Commission last approved filling the See of Barking in 2013, prior to the appointment of the Rt Revd Peter Hill, who has announced his retirement in August 2021.

The case made in 2013 remains valid. Indeed, the continued growth in population and redevelopment in the Barking Episcopal Area strengthens the case for re-appointment.

The 2013 appointment was made after an extensive review of diocesan leadership capacity which increased the number of archdeacons and refocused their role to be ‘leaders and enablers of mission and organisational change’ alongside their statutory juridical and administrative role. The role requires executive and missional leadership and implies a sharing of episcopacy. The last eight years have seen the positive effects of this model of ‘shared episcope’. The ‘gap’ between parishes and senior staff has been significantly narrowed.

But if the archdeaconries have become the key places in which parishes and churches find their belonging, and where missional change and development is implemented, what is the role of the Area Bishop? And, in particular, how do the four bishops within the Diocese (one ‘diocesan’ and three ‘area’) relate to one another and share their corporate episcope?

In 2013, there was an expressed desire to test whether, in future, each archdeaconry would be better served by a bishop rather than an archdeacon (with the implied ‘loss’ of the area bishop’s role). However, given the present financial and structural constraints on both the Diocese and the National Church, this continues to seem an unlikely way forward.

Our experience during recent episcopal and archidiaconal vacancies is that we have almost no spare leadership capacity and these vacancies place additional pressures on an already fully committed senior staff team. We therefore wish to maintain the three Episcopal Areas and three Area Bishops, and continue with the revised emphasis to their ministry that began in 2013. We see the Bishops’ role to be:

- Leaders in mission – inspiring encouraging, enabling and resourcing mission and evangelism in the very different contexts across the diocese – engaging with the wider community in Essex and East London
- Being a praying heart within the diocese
- Vocations – fostering, discerning, sponsoring and encouraging
- Teaching the faith (working primarily with people rather than structures)
- The formation and development of clergy (and other licensed ministries)
- Outward facing towards the world – evangelism, public square etc.
In addition, the following priorities need to continue to underpin episcopal ministry:

- Mission focus
- Improving health and well-being
- Increasing diversity, collaboration and team working
- Strengthening congregations
- Developing Licensed Ministry
- Recognising and celebrating the ministry of all
- Addressing the availability and resourcing of stipendiary clergy

Bishops are therefore called to be leaders in mission, teachers and pastors with a special care for licensed ministers, and in the discernment and formation of new ministers. They are called to model collaborative ministry and be a focus of unity for all in the diocese.

A motion concerning filling the Barking Vacancy in See was agreed by the Bishop’s Council on 17th May 2021. A similar motion will be presented to the Chelmsford Diocesan Synod on 5th June 2021. [Confirmation of these motions to be included here before submission to the Dioceses Commission]

We are now asking the Dioceses Commission to support the appointment of a new Bishop of Barking.

What follows is a more specific case for why we need this post in the Diocese of Chelmsford and the new ways in which we see episcopal ministry being exercised.

2. The Diocese of Chelmsford

From Canning Town to Clacton, Harlow to Harwich, and Stratford to Saffron Walden, the diocese of Chelmsford, which covers East London and Essex, along with a small part of Cambridgeshire, has everything. This extraordinarily vibrant and wonderfully diverse diocese is home to over 3 million people representing almost all socio-economic, ethnic and faith groups and a fantastic variety of cultures and traditions.

As a relatively young diocese, Chelmsford has few historic resources and has been more dependent than most on national funding which was £3.1m in 2016 will have all-but disappeared by 2026. It is no secret that, for that reason, we are having to tackle our finances head-on.

COVID-19 and the economic and social upheaval that it has precipitated have only accelerated the major cultural shift in the Diocese of Chelmsford which started some time ago with the launch of the Transforming Presence initiative. This continues to shape our priorities and will be refreshed in the next few years as new opportunities for mission and ministry are discerned under the leadership of Bishop Guli.

We aspire to be a transforming presence in every community, open and welcoming to everyone and living out God’s love for all people. The fruit of that has included:

- a big rise in the number of vocations to both lay and ordained ministry
- the creation of three additional archdeaconries so that archdeacons have greater capacity, freeing the area bishops to be leaders of mission
• an increased emphasis on **lay training and pioneer ministry**
• a drive to plant **101 New Christian Communities**, some of which are supported by the Strategic Development Fund of the national Church, and
• the creation of mutually supportive **Mission and Ministry Units** across the diocese, making better use of stipendiary clergy as leaders of multi-disciplinary teams
• a fresh impetus for work with and for children, young people and families.

The ministry of women clergy, including our Diocesan Bishop and three archdeacons, is widely welcomed. We remain committed to mutual flourishing and, in that, to affirming the ministry of those within the Church of England who are unable to receive the ministry of women bishops or priests.

As has been widely discussed nationally, Chelmsford has started to discern and implement a re-imagining of ministry that is financially sustainable and missionally focused. It is likely that this will include a significant reduction in the numbers of full-time stipendiary clergy, alongside a determination to make the very best of all the diocese’s resources and a renewed call to congregations and individuals to practice sacrificial giving as disciples of Christ. We recognise that this is going to continue to be a challenging period of change for all of us.

Chelmsford diocese has been described as a microcosm of the Church of England. We celebrate our huge diversity in terms of geography, demography, ethnicity, culture and ecclesiastical traditions. And we acknowledge our divisions and are committed to the flourishing of each congregation and individual within the family of Jesus Christ.

### 3. The Episcopal Areas and Archdeaconries

This diocese’s Area Scheme was introduced in 1984, setting up the three Episcopal Areas of Barking, Bradwell and Colchester and granting certain delegated authority to the Area Bishops. A copy of the Scheme is appended below. The Diocesan Bishop does not have a designated Area.
The Barking Area is at the western end of the Diocese and includes the five East London Boroughs, Epping deanery, of which much is within the M25, and Harlow deanery, which is centred around the post-war London-overspill new town of that name. Just over half of the people who live in this diocese live in the Barking Episcopal Area.

Broadly speaking, the Bradwell Area covers the deaneries ranging along the Thames estuary from the M25 to the coast and north as far as the major towns of Brentwood and Chelmsford. It is the ‘A13’ Essex, beloved of Billy Bragg, with busy industry and commerce along the Thames morphing into the joys of Southend-on-Sea.

The Colchester Area covers the northern parts of the Diocese up to the boundaries with Suffolk, Cambridgeshire and Hertfordshire and has more than half the land area of the diocese. It is largely rural, but includes the fast-growing town of Colchester to the east and the M11 corridor south of Cambridge to the west.

Each of the three areas has its own area bishop, with the diocesan bishop having responsibility for oversight of the whole diocese, delegating authority and responsibility in accordance with the terms of the Area Scheme.

The three Areas have quite distinct identities and needs, and each has its own small Area Team.

The Area Bishops and Archdeacons share responsibility with the Diocesan Bishop and Diocesan Office team to maintain a healthy balance between the needs of the Diocese as a whole and each of its Areas. Within our wide diversity there is a great deal of opportunity to learn from one another and grow together. With the recent appointment of a new Diocesan Bishop there is scope for building on the past strengths of the Area system as well as developing new ways of understanding and working to demonstrate our shared Diocesan identity.

4. More about the Barking Episcopal Area

More than half the population of the diocese lives in the Barking area, despite it being the smallest in geographic area. It includes much of urban East London as well as commuter suburbs and towns, a significant number of rural parishes, London City Airport, the Queen Elizabeth Olympic Park, the University of East London, West Ham United’s stadium and training ground, a new University Campus at Stratford, parts of Docklands, including the ExCel Centre, and Epping Forest and the Lee Valley Regional Park. The Barking episcopal area is also one of the fastest growing residential communities with new housing emerging in many places including around Harlow and along the North of the River Thames.

The five London Boroughs are the most densely populated urban part of the diocese but the Barking Episcopal Area is more than simply urban. The Harlow Archdeaconry includes considerable diversity with areas of significant new development as well as social deprivation (e.g. within Harlow Town); affluence and poverty living cheek by jowl on the outskirts of London (e.g. in Loughton and Chigwell); and deep rural parishes (e.g. to the north of Ongar.
and east of Harlow). The new bishop will be asked to embrace and affirm the rural and suburban as well as the urban.

The area is served by the Bishop of Barking and the three archdeacons, of Barking, Harlow and West Ham.

The population, at over 1.6 million, is culturally and ethnically diverse, and is growing quickly. There are significant new housing areas in the Royal Docks, Barking Reach, Beam Park, Marksgate, Romford, Thames Gateway, the Olympic Park and Harlow. The fast-changing demography of the Area means that some communities are vulnerable to far-right political groups. An increasing number of congregations are now black-majority and many of our Anglican churches share their buildings with the growing number of Pentecostal and Independent Black majority churches.

Affluence varies enormously across the area. There are 60 'Urban Priority Area' parishes, including 20 in the ‘Extremely Deprived’ category. This means that in the Barking Area there are some of the most deprived parishes, not only in London, but in the whole country. Yet we also have wealthy suburbs such as Gidea Park, Woodford Wells, Chigwell and Buckhurst Hill, and towns such as Epping, Loughton, Waltham Abbey and Ongar, as well as the post-war ‘new town’ of Harlow.

The Episcopal Area includes 142 parishes and 180 church buildings. In addition, there are 32 church schools, including 3 CofE secondary schools.

As at June 2020, the Barking Area had 167 clergy posts. 100 of those were stipendiary clergy currently in post, with a further 17 vacancies, 40 self-supporting clergy, and 10 House for Duty, along with 45 Licensed Lay Ministers and Readers.

The **Barking Area Team and Office**

A small Area Team works with the Bishop of Barking and Archdeacons:

- Continuing Ministerial Development Adviser (0.5 FTE area, 0.5 diocesan) plus an assistant CMD Adviser (0.5 FTE)
- Mission & Ministry Adviser
- Children & Families Adviser (this area of work is currently being reorganised into a central team, but one member will continue to serve the Barking Area Team)

The team is augmented by a number of voluntary ‘beyond the parish’ advisers covering a variety of specialisms.

The Bishop of Barking has PA and part-time administrator.

The Bishop’s House and Office is currently in Walthamstow. An alternative location with better transport links is under discussion.
5. Role description and Person Specification for Area Bishops

As part of the transformation of our leadership structures, the diocese agreed the role description and person specification for our Area Bishops in 2013. The following applies to all the Area Bishops, while sections 6 and 7 include the additional and specific needs of the Barking Area.

5.1 The role of Area Bishops in the Diocese of Chelmsford

As a member of the College of Bishops, to provide inspiring episcopal leadership in the Diocese of Chelmsford.

As Area Bishop, to provide rooted episcopal oversight in the Archdeaconries as delegated by the Area Scheme and in collegiality with the respective Archdeacons.

Collegially and individually the Diocesan Bishop and the three Area Bishops offer:
- The general oversight of the diocese with each Bishop offering a lead in a designated area of Diocesan life
- To be leaders in mission – inspiring, encouraging, enabling and resourcing mission and Evangelism, in the very different contexts across the diocese – engaging with the wider communities in Essex and East London
- Being a praying heart within the diocese
- Fostering, discerning, supporting and encouraging Vocations
- Teaching the faith - working primarily with people rather than structures
- Assisting the formation and development of clergy and other licensed ministries
- Facing outwards to the world in evangelism and public square ministry

Within each Area and working collegially with the Archdeacons, the Bishop will:
- Foster the values of the current strategy entitled Transforming Presence and develop collaborative and mission focused ministry at every level of church life
- Provide leadership of the Area Team in resourcing and supporting the local church
- Give support and oversight for Chaplains and Advisers ministering in the Area, including those offering a ‘Beyond the Parish Ministry’
- Demonstrate positive engagement with public, private and third sector bodies within the Area

Within each Archdeaconry the designated Bishop will offer:
- The celebration of new ministries for those moving within the diocese
- The marking of discipleship through Confirmations
- The sponsoring of candidates for licensed ministries
- The recognition of authorised ministries discerned locally
- Pastoral relationships in the care and support of clergy and licensed lay ministers
- Support for the Archdeacon in reshaping pastoral ministry and the making of appointments.
5.2 Qualities and Experience

i) Growing new Ministry
We are looking for someone who has a track record of nurturing vocations, with a clear theological vision for the ministry of the whole people of God and the vital place of the ordained ministry within it.

ii) Refreshing existing ministry
We anticipate that the person will be excited about working in East London and Essex and will be a pastor and encourager to clergy and lay leaders, lifting morale and helping create a culture where people will want to come and work here. Facilitating good appointments and working collaboratively will also be a vital part of this work.

iii) Capacity
The new Bishop will have the capacity to work hard and efficiently, with a strategic eye for where to invest energy with maximum effectiveness. We are looking for someone who will be joyful amidst all the pressures and demands of episcopal ministry, and an effective and natural delegator. We are not looking for a workaholic but rather someone who will look after themselves and make time for family, friends relaxation and renewal – in order to model a way of being and working that is life-enhancing.

iv) Evangelism and Spirituality
We are looking for someone who understands the inter-relationship between spirituality and evangelism, of how people come to faith, and with a proven record of implementing effective models of evangelism in their previous roles. We need someone who will be keen to develop work with schools, and with children and young people. We need a person of prayer who will teach others to pray. We also need someone of theological vision who will help us reflect on the nature of the gospel, its meaning and relevance for the world today, especially the rapidly changing context of East London and Essex.

v) Valuing diversity
We are seeking someone with experience of leading Christian communities, who is able to be a focus of unity within diversity, and with a flair for re-imagining what the Church could be in God’s mission. The person appointed must work well across different traditions and diverse views and be committed to racial equality.

vi) Engagement in community life and public issues
We are looking for someone who will be a fervent advocate in places that face challenges; who understands and is committed to areas of social deprivation – and someone who will be an ambassador of the gospel in understanding issues of marginalisation and poverty, alienation and lack of hope; who is able to speak out on these issues. Our new Area Bishop will be attuned to the voice of God in our communities - keeping hope and Christian conviction alive, and able to work in partnership with ecumenical, interfaith and civic partners.
vii) Theological vision
We anticipate that a new Bishop will be someone who is able to open hearts and minds to what God is doing, to inspire growth and value faithfulness; who is a good apologist for the Christian faith; who is a practical and contextual theologian confident in communicating the gospel to all.

viii) Management of resources and structures
We need someone who has a shrewd grasp of financial realities; with good levels of financial acumen, ability to interpret data, and experience of building capacity in church structures and would work with the senior management team.

ix) Working with others
We are looking for someone who is able to work collectively within the College of Bishops and collaboratively with our Archdeacons, in giving shape to the life of the Church of England in East London and Essex.

x) Ability to deal with conflict
We need someone who will be both pastoral and robust in handling the inevitable crises and disputes, disciplinary procedures and pastoral breakdowns that are to be found in the life of any diocese.

6. Tasks and responsibilities of the next Bishop of Barking

The next Bishop of Barking must have the skills, experience and disposition to match the general role description and person specification in Section 5 in such a way that relates to the specific needs of the Barking Area (section 4) and the whole diocesan leadership team (section 7). It is essential that s/he is someone with experience and knowledge of urban ministry and also able to lead though a time of transition, growth and change for both the church in its mission and ministry and the diverse area they will serve. It is hard to overestimate the scale of the challenge, especially in the wake of the COVID-19 pandemic.

In particular the new Bishop of Barking will need to -

i. Engage with the extensive areas of regeneration in the Area and the opportunities parishes have in growing new Christian communities.

ii. Build on the partnership with the Stepney Area of the Diocese of London through its Bishop, Archdeacon and Deans, keeping a coherence of good practice in mission and ministry, regeneration and training across all the East London Deaneries.

iii. Continue the work of nurturing the vocations and development of ministry to better reflect the diversity of East London.

iv. Continue building trusting relationships with the other Faith Leaders through the ‘Borough Faiths Forums’ and the ‘Three Faiths Forum’.
v. Attend the Ecumenical London Church Leaders Group meetings and the occasional meeting of the East London Ecumenical Leaders Group.

vi. Continue to establish good relationships with the Black Majority and Independent Churches in East London and be attentive to the dialogue between the Church of England and Pentecostal theology.

7. Working Together in Diocesan Leadership

The Area Bishops are responsible to the Bishop of Chelmsford and are part of the Bishop’s Staff team together with the Archdeacons, Dean, Chief Executive & Diocesan Secretary, the Dean of Mission, Ministry and Education and the Communications Director; assisted by the Bishop’s Chaplain. The Bishop’s staff team meets monthly, with an annual residential meeting. The Chapter of Bishops also meets regularly.

The Area Bishops are ex-officio members of the Diocesan Synod and the Bishop’s Council, which is the key strategic leadership body for the diocese. They are also Trustees of the Chelmsford Diocesan Board of Finance.

The Bishops and Archdeacons take lead responsibilities for particular portfolios on behalf of the Bishop of Chelmsford and may be invited to join or chair particular working groups, Boards and Committees.

The portfolios of senior staff are regularly reviewed and adjusted to best match the needs of the diocese and the gifts and interests of the Bishops Staff team. The Bishop of Chelmsford will be looking to the new Bishop of Barking to bring expertise and experience in the development of strategy and to play a prominent role in the leadership of our various SDF projects alongside the Dean of Mission, Ministry and Education.

Further portfolio responsibilities relating to safeguarding, church planting, faith in action, education and specific aspects of mission and ministry will be discerned in partnership with the new bishop.

In a vast and diverse diocese such as this, there is a need to affirm the fellowship of the whole diocese and enable it to flourish, while at the same time celebrating the local diversity in the Area, and increasingly in the Archdeaconry, as the primary focus for mission. This is why the role description places emphasis on a collaborative approach, and the paramount importance of the Area Bishops and the Archdeacons. The Area Bishop will also build a good relationship with the Provincial Episcopal Visitors, who are Assistant Bishops in the diocese.

The central task of the Area Bishop is to provide pastoral support and oversight to their parishes, encouraging them in the pursuit of excellence; especially in worship and mission. Bishops and Archdeacons will visit parishes for normal Sunday services as well as the big events.

The Area Bishop sponsors candidates for ordination, institutes those clergy who move to new posts within the diocese and is responsible for proposing training parishes for curates. They confirm at deanery services of Confirmation. Whilst sharing with the Diocesan Bishop in the Cathedral at the ordinations of deacons, they normally ordain priests within their
episcopal area. The Bishop’s teaching role is greatly valued, and listening to, and praying with the clergy also underpins the Bishop’s role with their college of clergy.

Finally, the Area Bishops are not simply pastors to the Church; they serve the whole people of God and will typically be involved in charities and projects and speak on the issues of the day.
Appendix 1: Further Information on the Diocese and its People

It is sometimes hard for people coming from other places to take in just how big Chelmsford diocese is. It includes five major London boroughs, just one of which has a bigger population than some entire dioceses elsewhere in the Church of England, as well as the whole of Essex and its two unitary authorities, and even a small part of Cambridgeshire.

Each of the three episcopal areas is big enough to be a diocese in its own right. Colchester has more churches than the whole of the Diocese of Birmingham, Bradford or Bristol, Bradwell has a greater population than the Diocese of Salisbury, and the Barking Area’s population would make it one of the largest in the country if it were a diocese in its own right.

There have been Christians here since the time of the Roman Empire when Colchester was a garrison and a military road led from there to London but, as his chapel at Bradwell reminds us, it is the Celtic Saint, Cedd, who we look to as the first significant leader of mission in Essex.

At one time, our western boundary, the River Lea, was the boundary between King Alfred's England and Viking Danelaw. There is still much about life in Essex and East London, and about faith here, which is different to that of the rest of London and the South-East.

For many centuries, Essex was largely agricultural and coastal of course, and Essex people displayed the independence that prosperity and the proximity to London allowed. As early as Tudor times, the City’s aldermen had fine houses in places like West Ham, Leyton and Walthamstow and the area’s market gardens served the City’s markets. In the 1760s Plaistow, now part of Newham, was famous for its potatoes. Fruit and veg grew readily in Redbridge on land enriched by horse manure brought up the River Roding by barge from the capital. Drovers fed their cattle on Wanstead Flats at Forest Gate before bringing them to Smithfield. Further out, flour for bread came from Essex’s Wheat fields, Oysters from the coast were ten-a-penny, and the county’s rivers supplied the plentiful eels - jellied or not – which would become an East End delicacy. Essex supplied much of London’s food.

The 1844 Metropolitan Building Act changed everything for the South-West of the county, at least. The Act banned dangerous and noxious industries from London. Consequently, many of these activities were relocated to the Essex side of the River Lea, to Stratford, West Ham, Canning Town and beyond. Within two decades, the area had become one of Victorian Britain’s major manufacturing centres for ships, railway engines, pharmaceuticals, coal gas, chemicals (including explosives), processed foods, confectionery and timber products. Huge new docks were built, with 12 miles of quayside, to take large ships that were too big for the Pool of London.

Workers came from the slums of the East End, but also from rural Essex and East Anglia as agricultural employment fell. Large numbers came, too, from Ireland, Europe, and further afield. Sixty years after the 1844 Act the population of that area had grown from a few thousand to 1.5 million. The poverty that went with this rapid growth and uncontrolled urbanisation earned South-West Essex the name London Over the Border.
The Church of England struggled to meet the challenge. By 1901 more than half the population of Essex lived in what is now the five London boroughs. Essex was then part of St Albans diocese and, although a London Over the Border Fund had been created to resource mission, it was said when the second Bishop of St Albans died in 1902 that 'London-Over-The-Border killed him'.

Our first diocesan bishop, John Watts-Dichfield came to us from Bethnal Green. Having proved himself in the East End, it was thought evidently that he was the right person for London Over the Border as well as the rest of Essex.

The pattern of rail travel also played a part in the decision to split Essex from St Alban’s diocese. The third Bishop of St Albans had complained about road and rail links that “are constructed and worked upon the theory that every sane man wishes to go to London in the morning and leave it in the afternoon. To go from Harwich to Saffron Walden involves a journey through London or Cambridge, unless the traveller makes an effort to go by Witham and Marks Tey, which he will probably not attempt twice”.

For good or ill, those railway links with London continued to spread along lines from Liverpool Street and Fenchurch Street to the coast, drawing Essex people to London and London’s people to Essex. Seaside resorts boomed (although they would suffer later from the rise of cheap package holidays to Spain), while increasing numbers of Londoners relocated to towns from which they could commute to jobs in the City.

In turn, roads became the prominent migration routes, each with their own character. It was joked that in Essex the A11 represents 'old money', the A12 'new money' and the A13 'no money', although that is a little unfair on the A13 and the Thames Corridor, where the towns that served the Ford plants at Dagenham and Basildon, the docks at Tilbury and Shell Haven, and the petrochemical plants at Coryton and Canvey offered jobs and living space to thousands of post-war migrants from heavily-bombed East London.

More recent years have seen a decline in the number of people employed in those industries, but big increases in the numbers working in the banking, insurance and finance sectors and commuting from fast-growing communities outside the M25 (which, itself, provided another significant definition of the boundary between East London and Essex). It is certainly true that such communities include people who, though they have moved away from London, brought their values with them. This is the easily-mocked world of TOWIE, but the influence goes further. Even out at the coast, the skipper of a sailing boat at, say, Brightlingsea or West Mersea, is as likely to have a London accent as an Essex burr.

Although the first two decades of this century saw considerable development in the north-east of the diocese, centred around Colchester, as well as along the M11 corridor, agriculture remains a significant industry in Essex, and particularly in the north of the diocese, even if it does not employ anything like the numbers that it once did. One consequence of that is the large number of beautiful villages set in fabulous countryside, with Grade 1-listed churches and, in many cases, church schools, but relatively small numbers of residents to support them.

Tertiary education has grown in importance, too, with the University of Essex at Colchester, built in the 1960s, being joined by Anglia Ruskin University at Chelmsford and
the University of East London, with several other universities currently developing campuses on the Olympic Park at Stratford. A significant number of people in the north-west of the diocese work or study in Cambridge.

At the same time, East London has been changing. The regeneration of the docklands continues, with tens of thousands of new homes still being built. Housing in previously-unfashionable areas such as Walthamstow and Forest Gate has become much sought-after, and the transformation of the old railway yards at Stratford into the Olympic Park has provided room for a projected 50,000 residents in the new ‘E20’ postcode, along with thousands of new jobs in the Westfield shopping centre, major new office developments and burgeoning university departments.

Large-scale immigration since the 1950s has changed East London and, increasingly, southwest Essex into a place of many languages, cultures and faiths and yet, contrary to the fears of many, has also brought renewal to our churches through the arrival of Christians from other parts of the Anglican Communion. Tilbury, in Essex, saw the arrival of the Empire Windrush in 1948. Since then, those who came from the Caribbean have been joined by others from East and West Africa, from India, Pakistan and Latin America, and by Eastern Europeans, each bringing fresh insights and blessings.

In our more rural parts we have seen the ageing of the indigenous people, and this is particularly so within the church. Ageing church membership presents a challenge to attract and retain younger, often busy professional people to an active role within our Church without alienating existing parishioners who contribute significantly to the life and finances of our Church.

The presence of other denominations in some parts of our diocese, and a strong nonconformist tradition compared to other parts of the country, have a significant effect on Anglican Church attendance, which is and has been historically low as a percentage of the population compared to the national average.

The challenges that existed when the diocese of Chelmsford was founded, back in 1914, remain. This diocese is metropolitan and busy, and yet deeply rural in places, with suburbs and countryside, towns and villages, seaside and city. We are an extraordinary mix of people with a wide variety of lived human experience and cultural differences. The challenge we face as a diocese is to continue to make the love of Christ known in all the different kinds of communities that Essex and East London includes at a time when pressure on our resources is greater than ever.

More information about the diocese can be found at: www.chelmsford.anglican.org
Appendix 2: Copy of the Chelmsford Area Scheme

DIOCESE OF CHELMSFORD

CHELMSFORD AREA SCHEME 1984

ORDER

under the provisions of the Dioceses Pastoral and Mission Measure 2007

PREAMBLE BY THE BISHOP OF CHELMSFORD

The Mission of God, which the church is called upon to serve, brings to us an exciting as well as demanding challenge to the Diocese of Chelmsford. The size and diversity of the Diocese demand that we both strengthen our sense of common life and identity and ensure that ministry meets the multitude of needs in all our communities.

The Area Scheme for the Diocese provides us with the shape of Episcopal ministry needed for us to fulfil this ministry. The Bishops, working together as a Team, with clearly defined responsibilities means that we are able to focus on that part of the task entrusted to each of us.

The ministry of the Gospel is to be carried to all the people of the diocese. From East London to north Essex, from Southend to Saffron Walden and in every culture we seek to ensure that, under the oversight and care of the Bishops, clergy and parishes are able to offer a contemporary and effective Christian ministry and presence across the Diocese.

The revision of the original scheme not only brings the scheme up to date but helps us all to be clear about the ministry is shared among us.

+ John Chelmsford 22nd November 2008

DIOCESE OF CHELMSFORD

CHELMSFORD AREA SCHEME 1984

ORDER

under the provisions of the Dioceses Pastoral and Mission Measure 2007

WHEREAS

1. I JOHN BISHOP OF CHELMSFORD being of the opinion after consultation with the Area Bishops of Barking, Bradwell and Colchester that the Chelmsford Area Scheme dated 1st January 1984 (the 1984 Scheme) made under Section 11 of the Dioceses Measure 1978 should be amended

2. A draft amending Scheme intended to be made supplemental to the 1984 Scheme has been prepared to give effect to the amendments and has been submitted to me

3. In accordance with the provisions of paragraph 5 of Schedule 6 to the Diocesan Pastoral and Mission Measure 2007 which came into force on 1st May 2008 the Diocesan Synod has consented to
the amendment to the 1984 Scheme and save as amended by this Order the 1984 Scheme shall remain in full force and effect

NOW THEREFORE I JOHN BISHOP OF CHELMSFORD do make this Order under my Seal this 22nd day of November 2008

1. **Episcopal Areas and Oversight of the Diocese**
   
   1. The Bishop of the Diocese shall share Episcopal oversight with the Bishop of Barking over the area comprising the Archdeaconry of West Ham and the Archdeaconry of Harlow and the Archdeaconry of Barking *
   
   2. The Bishop of the Diocese shall share Episcopal oversight with the Bishop of Colchester over the area comprising the Archdeaconry of Colchester and the Archdeaconry of Stansted *

   3. The Bishop of the Diocese shall share Episcopal oversight with the Bishop of Bradwell over the area comprising the Archdeaconry of Southend and the Archdeaconry of Chelmsford *

2. **Episcopal Functions**

   The following lists shall be read in substitution for the Appendices to the 1984 Scheme

   **A Functions delegated by the Diocesan Bishop to the Area Bishops**

   1. Institutions and collations to Benefices of priests coming from within the Diocese
   2. The Licensing of Assistant Curates, Lay Workers and Readers to their respective offices
   3. Functions under the Patronage (Benefices) Measure 1986
   4. Issue of Authorisation to Lay persons to take services, preach or distribute Holy Communion
   5. Grants of Licences for non-residence
   6. Grants of Licences to engage in occupations
   7. Functions under the Churchwardens Measure 2001
   8. Approving forms of occasional services for Parishes and Deaneries
   9. Determination of issues arising in connection with the use of forms of service or of variations made by Ministers in such forms
   10. Issue of directions as to the services which are to be held, not required to be held in churches, other than parish churches or buildings licensed for public worship
   11. Authorising a Minister to dispense with the reading of services in the parish church or parish centre of worship
   12. Determination of disputes as to changes in forms of Vesture in use in church or chapel
   13. Licensing a building or part thereof for public worship
   14. Consecration, Dedication and Licensing of a Church or Chapel
   15. Designation under seal of a building as a parish centre of worship and revocation of such designation (S.29 Pastoral Measure 1983)
16. Licensing a Public Chapel for publication of Banns and Solemnisation of Marriages
17. Order making a building licensed for public worship subject to Faculty Jurisdiction and revocation of such an Order
18. Consecration of churchyard or burial ground
19. Issue of directions as to use of church or chapel for plays, concerts or exhibitions
20. Functions under the Church of England (Ecumenical Relations) Measure 1988 and Canons B 43 and B 44
21. Functions arising during vacancies in Benefices
22. Issue of directions to or entering into agreements with the Pastoral Committee with respect to review arrangements for pastoral supervision
23. Dealing with requests to receive into Communion members of other Churches in accordance with Canon Law
24. The giving of authorisation when required for disposal or other dealing with parish property
25. The acceptance of Letters of Resignation of churchwardens and all functions under the Churchwardens Measure 2001
26. Admission of young children to Communion
27. Giving advice to clergy in relation to marriage of divorced persons
28. Functions under the Sharing of Church Buildings Act 1969

B. Functions retained by Diocesan Bishop but consultation with Area Bishops is to take place before any decision is made.

1. Appointment of Area Bishops, Assistant Bishops, Archdeacons and Residentiary Canons
2. Appointment of the Chairmen or Heads of various Diocesan Boards, Councils and other organisations.
3. Appointment of Rural Deans
4. Admission to Holy Orders
5. Institutions and Collations to Benefices of priests coming from another Diocese.
6. Grants of Permissions to Officiate
7. Functions under Incumbents (Vacation of Benefices) Measure 1977
8. Functions connected with Schemes and Orders under the Pastoral Measure 1983 and the Dioceses Pastoral and Mission Measure 2007
9. Functions connected with the Rights of Patronage belonging to the Bishop of the Diocese under the Patronage (Benefices) Measure 1986
10. Issue of notice suspending Right of Presentation or renewing period of Suspension and revoking notice of Suspension.
11. The exercise of Diocesan Baptism and Confirmation Discipline
12. Issue of directions concerning the marriage of unbaptised persons
13. Non-admission to Holy Communion under Canon B 16.
C. **Functions retained by the Diocesan Bishop**

1. Presidency of Diocesan Synod

2. Appointment of Diocesan Chancellor and Registrar

3. Functions under the Diocesan Stipends Fund Measure 1953 (as amended by the Endowments and Glebe Measure 1976).


5. Functions under Ecclesiastical Jurisdiction Measure 1963 as amended and the Clergy Discipline Measure 2003

6. Functions under the Benefices Act 1898 as amended

7. Approving Holy Days to be observed locally

8. Holding of Episcopal Visitations

9. Ex-officio membership of a Statutory Board or Committee

10. Authorisation concerning the disposal of the contents of a church which is to be demolished or appropriated to secular use.

11. Functions under the Care of Churches Measure 1991

12. All rights, powers and duties not expressly delegated

13. The acceptance of Deeds of Resignation of Incumbents and Letters of Resignation from all other Licensed Clergy

14. Functions under the Priests (Ordination of Women) Measure 1993

3. **Commencement and Citation**

   This Order shall come into operation on the 22nd day of November 2008 and be cited as the Chelmsford Area Scheme Amendment Order 2008

*The words in italics were added pursuant to the Pastoral Orders made by the Bishop of Chelmsford, acting in pursuance of the Mission & Pastoral Measure 2011, under seal on the 28th day of January 2013 and coming into operation the 1st day of February 2013.*
1. MINUTES OF THE MEETING HELD ON 6 JUNE 2020
   Attached

2. MATTERS ARISING

3. FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

An abbreviated version of the statements is attached.

A copy of the full Statutory Report and Accounts are available on the Diocesan website
www.chelmsford.anglican.org/diocesan-synod or can be requested from Nathan
Whitehead at the Diocesan Office (Tel. no. 01245 294412 or e-mail
nwhitehead@chelmsford.anglican.org)

The Chair to move:

‘That the Financial Statements for the year ended 31 December 2020 be received.’

4. AUDITORS

To approve the Auditors for 2021 and that the Trustees be authorised to fix their
remuneration.

5. ANY OTHER BUSINESS
1. MINUTES

The minutes of the meeting held on 15 June 2019 were received and approved.

2. MATTERS ARISING

None.

3. FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2019

A member asked for an explanation to help reconcile the main message of the deficit when the statements show a £2.4 million gain.

The Chair invited the Head of Finance to respond. The Head of Finance clarified that the £1.3 million is the deficit on the general fund. The summarised financial statements cover all funds. There is more detail in the full accounts, which were available for download from the Synod webpage.

The Chair moved:

‘That the Financial Statements for the year ended 31 December 2019 be received.’

Members voted on the motion. The motion was overwhelmingly carried.

4. AUDITORS

The Chair moved:

‘That haysmacintyre be appointed as auditors for 2020, with the Trustees being authorised to fix their remuneration’

Members voted on the motion. The motion was overwhelmingly carried.

5. ANY OTHER BUSINESS

None.

Note: as this meeting was held using videoconferencing technology, it was decided to follow up with written resolution from members after the virtual meeting to ensure absolute clarity in the decisions made.
The Chelmsford Diocesan Board of Finance

Summarised Financial Statements for the year ended 31 December 2020

The Chelmsford Diocesan Board of Finance (CDBF) has prepared statutory financial statements which have been externally audited. The trustees’ annual report and financial statements were approved on 17 May 2021 by the Finance Committee, who are the trustees of the charity. These statements will be submitted to the Charity Commission and Companies House in due course and copies can be obtained from the diocesan office or the diocesan and charity commission websites.

The following comments on Income and expenditure and Underlying Performance give an overview of the financial position of the CDBF. Further comments on Financial Performance and Review of Financial Position are extracts from the full statutory financial statements. The Statement of Financial Activities (SOFA) and Balance Sheet below are summarised versions of those in the full statements (which can be found on pages 28 & 30 respectively of the full statements) and together show a financial summary for the year ended 31 December 2020 for the CDBF.

Income and expenditure
The main types of income and expenditure for the year shown in the SOFA are represented as follows:

Underlying Performance
Unrestricted funds are the CDBF’s corporate funds and are freely available for any purpose within the charitable company’s objects, at the discretion of the CDBF. There are two types of unrestricted funds:

- General funds which the CDBF intends to use for the general purposes of the CDBF and
- Designated funds set aside out of unrestricted funds by the CDBF for a purpose specified by the Trustees.

The general fund showed a net increase in funds of £1.1m for the year. However, this surplus includes several items which are unusual and unlikely to be repeated in future years. These are:

- £1.0m additional sustainability grant received from the Archbishops Council,
- £2.4m transferred from designated funds to general funds, and
- £0.8m transferred from general funds to Stipends endowment relating to a reduction of pension fund deficit.

Without the items listed there would have been a shortfall of £1.5m for the year in the general fund. This is more reflective of the underlying financial performance for the year. The balance of the general fund at the year end was £2.2m.

Financial Performance
Against a balanced budget, the CDBF recorded a deficit of £1.1m for the year on its unrestricted funds before gains on revaluations of fixed assets. This arose due an increased shortfall on voluntary giving from parishes through the Share scheme and clergy housing costs being higher than budgeted. These costs were offset by
underspend on clergy stipends due to a higher than planned vacancy rate and other one-off income streams. At £2.5m (2019: £1.3m) the net parish share shortfall was again worse than the previous year. This was disappointing. In cash terms total Share receipts reduced slightly and the percentage of requested Share collected fell to 84.8% (2019: 91.7%). Over half the shortfall is attributable to just 22 parishes. Despite the worsening in the overall position, most parishes increased their giving through Share. However, the Trustees consider the share shortfall unacceptably high and are investigating ways to address the financial challenges.

The Statement of Financial Activities (SOFA) for the year shows net deficit of £0.3m (2019: income of £2.4m) before net gains and losses on the revaluation and sale of investments and the revaluation of fixed assets. These net gains totalled £18.2m (2019: £7.3m) and after these adjustments the net increase in all funds amounted to £17.9m (2019: £9.7m). Gains (or losses) are dependent on market volatility and the majority of the gains, of £15.7m, (2019: £6.2m) are ascribed to Endowment Funds and are therefore not available to spend.

The overall financial result for 2020 is satisfactory. This is due to the gains in investments and revaluations of fixed assets. The deficit before these items continues to give cause for concern

**Review of the financial position**

Despite the deficit, the CDBF has met all its financial obligations to continue resourcing the diocese as required, including the provision, development and support of ministry, the provision and maintenance of houses for the clergy, National Church responsibilities and enriching and facilitating many other aspects of church life throughout Chelmsford Diocese.

While the net assets at the balance sheet date totalled £325.3m (2019: £307.3m) it must be remembered that included in this total are properties, mostly in use as clergy housing, whose value amounted to £275.4m (2019: £263.3m). Much of the remainder of the assets shown in the balance sheet are held in restricted funds, and cannot necessarily be used for the general purposes of the CDBF.

Having considered financial risk, liquidity requirement and the timing of cashflows throughout the year, and based on the Charity Commission recommendation, the Trustees consider that an appropriate level of free general reserves is three months gross general fund expenditure, currently £4.8m. This policy was last reviewed and agreed by the Trustees in May 2020. The previous policy had been to hold not less than 10-days of reserves, which is £0.6m. The Finance Executive is charged with oversight over the reserves policy and with improving the free general reserves to meet the increased policy requirement.

After transfers, free general reserves at the year end were in deficit by £0.5m (2019: deficit £1.1m) being the value of the General Fund excluding fixed assets. The Trustees previously recorded that free general reserves would fall if parish share shortfall did not materially improve. The Trustees continue to review designated funds with a view to bolstering general reserves in 2021. Net current assets in designated funds, excluding houses, amounts to £0.6m (2019: £1.7m). The Trustees consider that the CDBF has sufficient resources to meet its day-to-day operational needs despite the level of free reserves falling below the policy.

The Trustees approved the release of amounts from two designated funds into the general unrestricted fund during the year. £1.4m was transferred from the Mission Opportunities fund and a further £1.0m from the Closed Churches fund.
## Statement of Financial Activities (Summary of all funds)

### Year ended 31 December 2020

<table>
<thead>
<tr>
<th></th>
<th>2020 £000</th>
<th>2019 £000</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Expenditure</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Resourcing ministry and mission</td>
<td>18,823</td>
<td>15,727</td>
</tr>
<tr>
<td>Contribution to Archbishops’ Council</td>
<td>1,236</td>
<td>1,228</td>
</tr>
<tr>
<td>Other grant funding of activities</td>
<td>789</td>
<td>1,497</td>
</tr>
<tr>
<td>Support costs &amp; loss on disposal of assets</td>
<td>1,662</td>
<td>2,160</td>
</tr>
<tr>
<td>Education</td>
<td>332</td>
<td>320</td>
</tr>
<tr>
<td>Investment management</td>
<td>217</td>
<td>263</td>
</tr>
<tr>
<td>Diocesan Retreat House</td>
<td>211</td>
<td>265</td>
</tr>
<tr>
<td><strong>Total expenditure</strong></td>
<td>23,270</td>
<td>21,460</td>
</tr>
<tr>
<td><strong>Income</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Parish share</td>
<td>13,531</td>
<td>14,532</td>
</tr>
<tr>
<td>Archbishops’ Council Grants</td>
<td>4,803</td>
<td>3,469</td>
</tr>
<tr>
<td>Investment income</td>
<td>1,464</td>
<td>1,552</td>
</tr>
<tr>
<td>Diocesan Retreat House</td>
<td>166</td>
<td>331</td>
</tr>
<tr>
<td>Other income</td>
<td>3,058</td>
<td>3,948</td>
</tr>
<tr>
<td><strong>Total income</strong></td>
<td>23,022</td>
<td>23,832</td>
</tr>
<tr>
<td><strong>Net operating income</strong></td>
<td>(248)</td>
<td>2,372</td>
</tr>
<tr>
<td><strong>Net capital gains</strong></td>
<td>18,219</td>
<td>7,339</td>
</tr>
<tr>
<td><strong>Increase in net assets</strong></td>
<td>17,971</td>
<td>9,711</td>
</tr>
<tr>
<td><strong>Funds</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>General</td>
<td>1,114</td>
<td>(1,141)</td>
</tr>
<tr>
<td>Designated</td>
<td>(338)</td>
<td>198</td>
</tr>
<tr>
<td>Restricted</td>
<td>976</td>
<td>717</td>
</tr>
<tr>
<td>Endowments</td>
<td>16,219</td>
<td>9,937</td>
</tr>
<tr>
<td><strong>Total funds movement in year</strong></td>
<td>17,971</td>
<td>9,711</td>
</tr>
</tbody>
</table>
## The Chelmsford Diocesan Board of Finance

**Balance Sheet as at 31 December 2020**

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£000</td>
<td>£000</td>
</tr>
<tr>
<td><strong>Fixed assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Tangible assets</td>
<td>276,159</td>
<td>264,150</td>
</tr>
<tr>
<td>Investments</td>
<td>53,318</td>
<td>55,551</td>
</tr>
<tr>
<td><strong>Total fixed assets</strong></td>
<td>329,477</td>
<td>319,701</td>
</tr>
<tr>
<td><strong>Current assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>14,871</td>
<td>6,430</td>
</tr>
<tr>
<td>Creditors: amounts falling due within one year</td>
<td>(7,065)</td>
<td>(6,203)</td>
</tr>
<tr>
<td><strong>Net current assets</strong></td>
<td>7,806</td>
<td>227</td>
</tr>
<tr>
<td><strong>Total assets less current liabilities</strong></td>
<td>337,283</td>
<td>319,928</td>
</tr>
<tr>
<td>Creditors: amounts falling due after more than one year</td>
<td>(11,801)</td>
<td>(11,567)</td>
</tr>
<tr>
<td>Defined benefit pension scheme liability</td>
<td>(184)</td>
<td>(1,034)</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>325,298</td>
<td>307,327</td>
</tr>
</tbody>
</table>

### Funds

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>£000</td>
<td>£000</td>
</tr>
<tr>
<td><strong>Unrestricted</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- general</td>
<td>2,178</td>
<td>1,064</td>
</tr>
<tr>
<td>- non-benefice houses</td>
<td>25,197</td>
<td>23,455</td>
</tr>
<tr>
<td>- other designated funds</td>
<td>663</td>
<td>2,743</td>
</tr>
<tr>
<td><strong>Total unrestricted</strong></td>
<td>28,038</td>
<td>27,262</td>
</tr>
<tr>
<td><strong>Restricted funds</strong></td>
<td>8,881</td>
<td>7,905</td>
</tr>
<tr>
<td><strong>Endowment funds:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>- Benefice houses</td>
<td>202,820</td>
<td>191,695</td>
</tr>
<tr>
<td>- Stipends fund</td>
<td>82,503</td>
<td>77,605</td>
</tr>
<tr>
<td>- other endowment funds</td>
<td>3,056</td>
<td>2,860</td>
</tr>
<tr>
<td><strong>Total endowment funds</strong></td>
<td>288,379</td>
<td>272,160</td>
</tr>
<tr>
<td><strong>Total funds</strong></td>
<td>325,298</td>
<td>307,327</td>
</tr>
</tbody>
</table>
HOUSES COMMITTEE REPORT 2020

The Houses Committee oversees the management of around 420 houses, 2020 highlights include:-

- 6 houses were purchased
- 3 sales completed;
- 75 periodic inspections were completed and 68 properties had planned external decoration completed;
- 401 Helpdesk enquiries handled;
- 12 curates housed;
- 30 vacancy work projects were delivered;
- 2 major refurbishment projects were completed.

£1,836,306* was expended from the general fund on property maintenance and improvements in 2020.

*(source HC end of year accounts)

INVESTMENTS COMMITTEE REPORT 2020

The Investments Committee oversees the management of the CDBF’s investment assets including funds under management, glebe land and property. A total return of 8.9% was recorded on investment funds totalling £43.2m in 2020. The financial results for 2020 are reported fully in the Annual Report and Accounts. Sales of £0.9m were realised. Discussions are underway to bring forward several sites for development.
Introduction

This paper provides an update on progress since paper DS(2020)13 was approved by Diocesan Synod in November 2020. That paper is appended for ease of reference so that the agreed principles for this work do not need to be repeated.

This paper was noted by the Diocesan Mission and Pastoral Committee at their meeting on 17 May 2021.

Developments

At the March 2021 meeting of Diocesan Synod, the Acting Diocesan Bishop reported a variation to the timescale for Archdeacons to hold conversations with clergy and parishes recognising both the volume of meetings required and the on-going effects of COVID-19 restrictions. The date for consultations to be initiated (recommendation 2) therefore changed from March to June 2021.

During March and April, I met with each Archdeacon to review progress on reducing stipendiary posts and to note any updates to the RAG coding of posts that have, for example, changed as a result of deaneries updating their plans. These updates are to be expected and further changes are likely as deaneries iteratively replan as changes in their posts develop.

One consequence to note is that in some deaneries there are plans to combine two Green posts into a single benefice with a single incumbent. This has the effect of reducing the total number of Green posts from 149.7 to 141.3. In each case, there is a current or expected vacancy in at least one of the posts and so the number of post-holders at risk has not increased.
**Progress on Reducing Stipendiary Numbers**

The spreadsheet below provides an update to the numbers presented in November 2020.

### Table

<table>
<thead>
<tr>
<th>Deaneity by Archdeaconry</th>
<th>Baseline</th>
<th>March 2021 Update FTE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>2025 Target Posts</td>
<td>August 2020 Actual Posts FTE inc HfD</td>
</tr>
<tr>
<td>Barking and Dagenham</td>
<td>10.0</td>
<td>11.0</td>
</tr>
<tr>
<td>Havering</td>
<td>16.0</td>
<td>20.2</td>
</tr>
<tr>
<td>Barking</td>
<td>26.0</td>
<td>31.2</td>
</tr>
<tr>
<td>Epping Forest &amp; Ongar</td>
<td>12.0</td>
<td>15.6</td>
</tr>
<tr>
<td>Harlow</td>
<td>7.0</td>
<td>10.7</td>
</tr>
<tr>
<td>Harlow</td>
<td>19.0</td>
<td>26.3</td>
</tr>
<tr>
<td>Newham</td>
<td>15.0</td>
<td>18.9</td>
</tr>
<tr>
<td>Redbridge</td>
<td>15.0</td>
<td>19.8</td>
</tr>
<tr>
<td>Welham Forest</td>
<td>14.0</td>
<td>16.0</td>
</tr>
<tr>
<td>West Ham</td>
<td>44.0</td>
<td>54.7</td>
</tr>
<tr>
<td>Barking Area Total</td>
<td>89.0</td>
<td>112.2</td>
</tr>
<tr>
<td>Brentwood</td>
<td>7.0</td>
<td>8.5</td>
</tr>
<tr>
<td>Chelmsford North &amp; South</td>
<td>13.0</td>
<td>18.4</td>
</tr>
<tr>
<td>Maldon and Dengie</td>
<td>6.0</td>
<td>7.0</td>
</tr>
<tr>
<td>Chelmsford</td>
<td>26.0</td>
<td>33.9</td>
</tr>
<tr>
<td>Basildon</td>
<td>10.0</td>
<td>12.2</td>
</tr>
<tr>
<td>Hadleigh</td>
<td>8.0</td>
<td>11.2</td>
</tr>
<tr>
<td>Redford</td>
<td>7.0</td>
<td>8.0</td>
</tr>
<tr>
<td>Southend</td>
<td>9.0</td>
<td>12.0</td>
</tr>
<tr>
<td>Thurrock</td>
<td>10.0</td>
<td>13.0</td>
</tr>
<tr>
<td>Southend</td>
<td>44.0</td>
<td>56.4</td>
</tr>
<tr>
<td>Bradwell Area Total</td>
<td>70.0</td>
<td>90.3</td>
</tr>
<tr>
<td>Colchester</td>
<td>10.0</td>
<td>17.2</td>
</tr>
<tr>
<td>Harwich</td>
<td>5.0</td>
<td>6.0</td>
</tr>
<tr>
<td>St Osyth</td>
<td>8.0</td>
<td>11.0</td>
</tr>
<tr>
<td>Witham</td>
<td>9.0</td>
<td>10.3</td>
</tr>
<tr>
<td>Colchester</td>
<td>32.0</td>
<td>44.5</td>
</tr>
<tr>
<td>Braintree</td>
<td>5.0</td>
<td>7.0</td>
</tr>
<tr>
<td>Dunmow &amp; Stansted</td>
<td>5.0</td>
<td>7.0</td>
</tr>
<tr>
<td>Hindford</td>
<td>7.0</td>
<td>8.0</td>
</tr>
<tr>
<td>Saffron Walden</td>
<td>7.0</td>
<td>7.4</td>
</tr>
<tr>
<td>Stansted</td>
<td>24.0</td>
<td>29.4</td>
</tr>
<tr>
<td>Colchester Area Total</td>
<td>56.0</td>
<td>73.9</td>
</tr>
<tr>
<td>Diocesan Total</td>
<td>215.0</td>
<td>276.4</td>
</tr>
</tbody>
</table>

Some of the key figures to note are:

1. A total of 31 FTE posts have already ‘closed’. This total includes a few confirmed moves and retirements that will take place in the coming months. Pastoral schemes will be needed to remove some of these posts and before any benefice properties can be sold.
2. A further 8.6 FTE Red posts are expected to become vacant before the end of 2022, largely through retirement.
3. We have 9.8 FTE Red posts where there are no known plans for the post-holders to move in the next 18 months. They are candidates for vocational conversations as set out in paper DS(2020)13.

4. In addition to those in Red posts, deaneries have identified a further 5 posts, which are not coded Red, but the configuration of parishes and posts in the deanery needs to change to enable effective mission and ministry in the future. These posts are also candidates for vocational conversations, as above.

5. We are left with a further 14.4 FTE posts in excess of the 2025 target.

Members of Diocesan Synod asked the following questions in March and I am pleased to be able to provide these responses:

a) Do all commissioned MMUs have a least one Green post? The answer is Yes.

b) Do any benefices have more than one Green post? The answer is Yes, there are 6 benefices with more than one Green post. In the main, these are large Team Ministries who have previously had three incumbent posts and will in future will reduce to two.

c) How many Red posts are currently occupied? There are currently 18 clergy in posts coded Red of whom 6 are expected to retire or move before the end of 2022.

Next Steps

We should expect further progress in the coming months as deaneries continue to update their plans in partnership with Archdeacons, Bishops and AMPCs. There will also be progress as confidential vocational conversations begin with those in Red coded posts. The Archdeacons have asked me to include this note:

The archdeacons are keen to emphasise that there is no 'one-size-fits-all' in implementing the decisions of the Diocesan Synod. Each archdeaconry is unique. Indeed – to state the obvious – each deanship, benefice and parish is unique and will require considerable sensitivity in applying the recommendations. Moreover, every postholder deserves and will receive the necessary time and support required to negotiate their future ministry. As archdeacons, we are committed to working with our Area Deans, Deanery and Area Pastoral Committees and the parishes themselves to enable us to move to a more sustainable position both financially and missionally. This will take time, energy, flexibility, discernment and prayer and a deep trust in God on the part of all of us.

The missing information that is now required concerns the trajectory of diocesan income and especially the payment of parish share. The extent to which the receipts from parish share increase will determine whether current plans for stipendiary ministry are on track or must be accelerated. The best-case scenario is that income improves to such an extent that we can prevent or defer losing the 14.4 FTE remaining posts over the 2025 target. The worse-case is that income does not recover and further cuts to Amber posts become necessary.

It is recommended that the next full review is carried out immediately after the income for 2021 is known so that any revised plans can be considered by Bishop’s Council prior to the March 2022 meeting of Diocesan Synod.
Diocesan Synod is invited to note this report.

The Revd Canon Dr Roger Matthews  
Interim Chief Executive and Diocesan Secretary
History
Our work on Reimagining Ministry, one of the four strands of Transforming Presence, began in 2012 with a focus on ministry numbers, deployment, vocations, and the formation of Mission and Ministry Units. It was clear that our dependence on stipendiary incumbents would need to reduce, not on affordability grounds, but because of the reducing availability of stipendiary clergy in the period up to 2025 as a result of high average age and accelerating retirements. The recent increases of ordination candidates should mean the curve bottoms out in 2025/26 and could then potentially increase. The introduction of Mission and Ministry Units (MMUs) is enabling greater collaboration between parishes and between a greater variety of ordained and lay ministers.

Since 2012, we have been planning to reduce to 215 stipendiary incumbency posts by 2025 which was the number of clergy that we could reasonably assume would be available to us. We are very grateful to every deanery for the planning and action that has already been achieved and especially to those deaneries who have already reached their 2025 numbers and completed the formation of MMUs.

Affordability became an issue when the national church decided to phase out the “Darlow” grants at the same time as parish share shortfall was increasing. Darlow contributed £2.64m in 2016 and is reducing over a 10-year period to zero in 2026 (although we will continue to receive about £1m Low Income Communities (LinC) grant for our most deprived parishes). A calculation in April 2019 estimated that, at then current giving levels, we could afford 202 posts in 2025.

The Effects of Covid-19
Income levels across the church have reduced in 2020. For the diocese, we are currently predicting a reduction of between 13% and 20% in parish share receipts (on top of last year’s record shortfall). This is likely to result in a budget deficit of over £3m in 2020 and 2021.

This led to the proposal to bring forward the implementation of our planned reductions from 2025 to the end of 2021. This was endorsed by Finance Committee in May and reported to Diocesan Synod in June.

We have now done a rough recalculation of affordability to update the 202 number estimated in 2019. Assuming our income continues at the current reduced level; all our Darlow income ceases from 2026; and all other expenditure remains unchanged - we may only be able to afford
166 stipendiary incumbent posts from the start of 2026. This is definitely not a figure we should plan to achieve but it serves to give a worst-case scenario until we have evidence of financial recovery.

We are not alone in facing the two issues of clergy availability and affordability. Our forecast reduction in parish share income is close to the national average and many dioceses are implementing significant reductions in their stipendiary posts. Our MMU strategy puts us in a strong position to adapt to new patterns of ministry but, it is recognised that reducing income may place greater strain on the developing partnerships between benefices.

Categorisation of Posts
To check the feasibility of bringing forward the 2025 plan, the Archdeacons were asked to work with Area Deans and Lay Chairs to produce a simple coding of each stipendiary incumbent-level post. This was deliberately done with limited consultation so that the results could be collated quickly. The Area Mission and Pastoral Committees have now provided valuable feedback on the process at their October meetings.

The coding used a simple RAG scheme, as follows:

- **Red**: This stipendiary post is not sustainable and alternative ministry provision should be discerned. When vacant, the post should be closed in its present form.
- **Amber**: This post is desirable, subject to affordability.
- **Green**: This post is missionally strategic and financially sustainable. If currently vacant, proceed with recruitment.

The results of the process for each archdeaconry are shown in the following table:

<table>
<thead>
<tr>
<th>Archdeaconry</th>
<th>Current Actuals and Targets</th>
<th>Current Predictions FTE</th>
<th>Further Reductions Required</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barking</td>
<td>26.0</td>
<td>31.2</td>
<td>4.5</td>
</tr>
<tr>
<td>Harlow</td>
<td>19.0</td>
<td>26.3</td>
<td>2.5</td>
</tr>
<tr>
<td>West Ham</td>
<td>44.0</td>
<td>54.7</td>
<td>6.0</td>
</tr>
<tr>
<td>Barking Area Total</td>
<td>89.0</td>
<td>112.2</td>
<td>13.0</td>
</tr>
<tr>
<td>Chelmsford</td>
<td>26.0</td>
<td>33.9</td>
<td>8.7</td>
</tr>
<tr>
<td>Southend</td>
<td>44.0</td>
<td>56.4</td>
<td>8.0</td>
</tr>
<tr>
<td>Bradwell Area Total</td>
<td>70.0</td>
<td>90.3</td>
<td>16.7</td>
</tr>
<tr>
<td>Colchester</td>
<td>32.0</td>
<td>44.5</td>
<td>8.0</td>
</tr>
<tr>
<td>Stansted</td>
<td>24.0</td>
<td>29.4</td>
<td>6.5</td>
</tr>
<tr>
<td>Colchester Area Total</td>
<td>56.0</td>
<td>73.9</td>
<td>14.5</td>
</tr>
<tr>
<td>Diocesan Total</td>
<td>215.0</td>
<td>276.4</td>
<td>44.2</td>
</tr>
</tbody>
</table>

Some of the key things to note are:

1. The total number of Green posts (150) is less than our minimum affordable number (166), which means there is no expected risk to these posts.
2. The number of Red posts (45) is less than the number of posts we need to close (61) to achieve the 2025 target, this places 16 Amber posts at risk. Further work will be needed to identify these posts.

3. If giving levels do not increase and it is decided to cut posts to achieve the 2025/26 affordable number (166), it will place a further 49 Amber posts at risk, making a total of 65 out of 82.

4. The number of current and expected Red-post vacancies and retirements (32) will take us more than halfway to the 2025 target.

5. Among our current vacancies (44), a total of 16 are Red posts. Subject to any required pastoral reorganisation, these will not be filled.

6. House for Duty (HfD) posts are included at a notional 0.2 cost of a full-time equivalent (FTE) post. The actual cost of a HfD post is higher than this and work is underway to provide more accurate figures for both HfD and Half-time posts for future planning.

There is understandable demand for the detailed coding results to be known by post-holders, benefices, MMUs and deaneries. This has already happened in some deaneries but is not yet possible in others for a variety of different reasons. For example, some more rural deaneries have determined that they can operate with a particular number of Green posts, but these do not align with current benefice boundaries and so further work and pastoral reorganisation will be needed to locate these posts. In other deaneries, it is envisaged that two current Amber posts will become one Green and one Red posts but more work is needed to determine which. This means there will inevitably be developments of local plans and so it would be inappropriate to publish greater detail at this stage.

However, once Diocesan Synod have agreed the broad parameters for reducing posts, each post holder and benefice will be contacted to discuss the coding of their post and explore possible options for the future. The process and timetable for this will be set out by each Archdeacon before the end of 2020. Once this is completed, each deanery and Area Mission and Pastoral Committee will be able to start the formal work on pastoral reorganisation as required. The role and contribution of AMPCs is key to this overall process.

**Implications for Benefices**

The reduction of stipendiary incumbent posts will inevitably have an impact on the way that mission and ministry is exercised in each locality. These effects can only be planned for in, and between, deaneries and especially in each Mission and Ministry Unit. The aim will be to maintain a missional focus with a sustainable pattern of public worship and pastoral care in every locality.

Some of the inherited expectations about what stipendiary clergy do, the forms of public worship, the responsibilities of self-supporting lay and ordained ministers, and lay leadership etc. will all continue to change and develop. Maintaining every existing service in every building will not be possible and finding sustainable and fruitful ways forward will require prayer, grace, generosity and time.

Deaneries have been working on these issues for many years already and a renewed impetus will be needed in the next year or two. We cannot wait for 2025 to come, new expectations must start to be implemented now. The experience of ministering and worshipping in new ways during the Covid-19 pandemic has the potential to assist the process of establishing new patterns rather than reverting to previous normality.
The Faith and Order Commission’s recently published “Kingdom Calling - The Vocation, Ministry and Discipleship of the Whole People of God”\(^1\) provides timely theological insights for the task ahead.

**Implications for Clergy Post Holders**

It has been made very clear that the coding exercise is an assessment of the missional importance and sustainability of the post, not the quality or capability of the current post-holder. There will however be uncertainty for those in posts coded Red or Amber despite the security offered to incumbents by The Ecclesiastical Offices (Terms of Service) Regulations 2009 – often called the Common Tenure legislation.

No incumbent can be “made redundant” in the way provided in normal employment law. There are some limited provisions to deprive a clergyperson of their ecclesiastical office and provide statutory compensation. However, we hope the need for such provisions will be minimal and a last resort.

It would be inappropriate to try to implement a one-size-fits-all approach to those who find themselves in Red posts. Rather, individual pastoral and vocational conversations between the post-holder and their Bishop or Archdeacon is essential. A range of options could be considered, including:

1. Explore applying for a new post with greater strategic importance and security (including Green posts in this diocese).
2. Consider early retirement or house for duty arrangements for those close to retirement.
3. Consider alternative vocational pathways.

To be viable, options 2 and 3 are likely to require a package of financial support.

To prevent putting more clergy into a vulnerable position in the next few years, it is recommended that no permanent appointments should be made to any Red posts and great caution should be exercised in appointing to Amber posts. It is likely that more Amber posts will be filled with time-limited interim appointments while issues of sustainability are determined.

**Implications for Ordinands and Curates**

Our diocesan base-line number of stipendiary curates is 13 per year and we receive national support of 70% of the costs of deploying in excess of that number. In 2020 and 2021 we will deploy 15 or 16 curates. In 2022, there is a small reduction in those completing their ordination training and we expect 13 of our candidates will be looking for stipendiary posts. The diocese remains committed to maintaining curate numbers with a minimum of 13 new stipendiary deacons per year from 2022.

It will be vital for us to have a similar number of suitable first incumbency posts available each year for those completing their curacies to move into. In most cases this will be provided for by

\(^1\) Available at: [https://www.churchofengland.org/sites/default/files/2020-10/Kingdom%20Calling%20Web%20Version.pdf](https://www.churchofengland.org/sites/default/files/2020-10/Kingdom%20Calling%20Web%20Version.pdf)
the normal flow of retirements and clergy moves. Our current system of variable length curacies will also help some appointments to take place in less than the usual 3+ years.

**Financial Implications**

In the event that we do need to help clergy move from posts that are disappearing, the cost will be considerable. The standard Common Tenure compensation is one year’s stipend and housing.

It is much too early to estimate the total cost but we are starting to discuss with the Church Commissioners what support may be available from their Transitional Support fund for dioceses. It is hoped this support could make a significant contribution towards both the direct cost of the disappointments and the associated HR and legal costs.

**Recommended Next Steps**

The Diocesan Mission and Pastoral Committee commended the following recommendations at their meeting on 5 November 2020:

1. Each Archdeacon to set out a process of communication and consultation to disseminate the RAG coding of posts in each of their deaneries.
2. Vocational conversations with clergy in Red posts to be completed initiated\(^2\) by March 2021.
3. Recommendations for any Pastoral Reorganisation required for Red posts to be considered by AMPCs, starting in February 2021.
4. Archdeacons, with Area Deans and Lay Chairs, to keep their Amber posts under regular review to adjust for changes in both local mission opportunity and sustainability, and changes in diocesan income.
5. Review the affordability figures in September 2021 and report back to Diocesan Synod in November 2021 with recommendations for when and if any further reductions in posts will be required.
6. The Interim CEO and COO to continue conversations with the Church Commissioners with a view to applying for Transition Funding for 2021 and 2022.

*Diocesan Synod are invited to discuss this paper and approve the strategic direction of travel and the recommended next steps.*

**The Revd Canon Dr Roger Matthews**
Interim Chief Executive and Diocesan Secretary

11 November 2020

\(^2\) The change from “completed” to “initiated” was agreed by Diocesan Synod on 21 November 2020 in recognition that these conversations may take longer to conclude.
This paper summarises the business of the Bishop’s Council since the report circulated to the March Synod meeting. Also appended to the report are the annual reports of the DMPC and the DAC.

May 2021
Bishop’s Council
- Considered and agreed the draft statement of case for the appointment of the next Bishop of Barking and agreed motions for the Diocesan Synod

DMPC
- Approved the commencement of the consultation on the closure of the church of Holy Trinity in North Fambridge.
- Noted an update on the deployment work and recommended that the update be presented to Diocesan Synod.

Finance Committee
- Approved the addition of Michaela Southworth to the list of those authorised to use the CDBF Company Seal.
- Received a verbal update on legal investigations into the title of St Mark’s College.
- Received the quarterly financial reports.
- Received a verbal update on the process for the 2022 Budget.

Synod is asked to NOTE this report.
The Diocesan Mission and Pastoral Committee is a representative body of clergy and laity, which is responsible for keeping the arrangements for pastoral care in the diocese under review and making recommendations to the Diocesan Bishop. It is assisted in this by three Area Committees who give more detailed consideration to their respective Areas. Like all committees 2020 was a challenging year due to the pandemic however the committee was able to continue to conduct its business through the blessings of technology.

Alongside its statutory duties, the DMPC and AMPCs have considered a wide range of issues impacting on mission and ministry in the Dioceses such as, housing developments, fresh expressions of church, church planting and interim ministry.

**Mission and Ministry Units (MMUs)**

The Diocesan strategy gives each AMPC the responsibility of approving each MMU prior to commissioning. At Area meetings each Deanery provides updates on any changes, challenges and successes and shared in the mutual learning process. During 2020 two MMUs were formally recognised by their respective Area sub committees. These were:

**Barking:**
- Ongar Churches MMU

**Bradwell:**
- Eastern Rochford MMU

**Pastoral Schemes and Orders**

Pastoral Schemes and Orders are legal documents drawn up under the Mission and Pastoral Measure 2011 to effect changes in the pastoral arrangements of benefices and parishes.

Pastoral Schemes and Orders were brought into effect in 2020 for the following cases:

- Union of the benefice of Coggeshall with Markshall and the benefice Cressing and Stisted with Bradwell juxta Coggeshall and Pattiswick.
- Union of the parish Great Chesterford and the parish Little Chesterford.
- Creation of the new Deanery of Chelmsford.

**Closed Churches**

The DMPC has oversight of consecrated church buildings no longer in use and finding suitable alternative uses. In relation to churches closed for worship the following are highlights from the year:

- The commencement of the formal consultation regarding the closure of St Nicholas in Little Wigborough.
- Agreed to recommend the closure of the church of St Mary the Virgin in Little Wakering to the Church Commissioners following formal consultations.
Bishop’s Mission Orders (BMOs)
The DMPC considers proposals relating to the Bishop’s power to make Orders for certain mission initiatives in the Diocese.

During the year the DMPC agreed to commence the formal consultation on a proposal to grant a BMO to three Church plants within the Barking Area:

- Church at Barking Riverside
- Church in Beam Park and Orchard Village
- Christchurch Three Mills.

Suspension of the right of presentation
The Area sub-committees are responsible for monitoring suspensions and restrictions of presentation in their respective areas. Throughout the year the Area Committees endorsed proposals from the Deaneries for:

- 23 suspensions for a further period,
- 10 new suspensions,
- 5 suspensions lifted or allowed to lapse,

Full details on the benefices in the diocese can be found on the diocesan website at: https://www.chelmsford.anglican.org/mission-pastoral-committee

A full list of the Committee and Area sub-committee memberships can be found at: https://www.chelmsford.anglican.org/directory/diocesan-synod-and-committee-members

Nathan Whitehead
Head of Service Delivery, Secretary to the DMPC and AMPCs
Perhaps not surprisingly, the Covid-19 pandemic has meant that the work of the DAC has been somewhat curtailed during the year. However, the committee has been able to carry on business as usual by conducting meetings via the video conferencing application that is Zoom from April onwards. Whereas previous years saw a caseload around the 250 mark for applications for a faculty, 2020 saw this drop to 154. The number of Archdeacons’ written notices – a direct result of the introduction of the Last A and B process – dropped from 164 in 2019 to 117. Inevitably with churches being closed for a large part of the year, the number of site visits undertaken by DAC members and other related pre-application matters was nearly halved – from 159 in 2019 to 88 in 2020. However, on the basis of every cloud having a silver lining, parishes were able to carry out works which might otherwise have required the church to be closed and many parishes have taken the opportunity to dip their toes into the sea of streaming by introducing equipment to broadcast their services and other events. In doing so, some parishes are finding that they are reaching a wider audience beyond those people who regularly attend services.

The available of the Zoom facility has also allowed members of the secretariat to attend the Church Buildings Council’s annual conference for DAC members as well as the useful meeting of DAC Secretaries in the south east, a useful forum for pooling working methods and experiences. Committee members have also been able to use this facility on occasion to undertake virtual site visits. The committee was also able to undertake another of its ‘away days’, a useful opportunity to discuss policy and other issues away from the committee room: this year’s gathering took place at Essex County Council’s Cressing Temple Barns. In February, the DAC chair and secretary met with the Chancellor of the Diocese, George Pullman QC, and the Diocesan Registry team and were introduced to the newly appointed Deputy Chancellor, Phillippa Hopkins QC.

As so often happens the committee said farewell to some members and welcomed others. Perhaps the most significant departure was that of Peter Richards. Peter, who was formerly the head of Essex County Council’s historic environment team, was one of the committee’s longest serving members having been appointed to the committee in December 1986 and having chaired the committee from 1999 to 2004. Peter resigned from the committee in May 2007 to care for his ailing wife Wendy but we were delighted to welcome him back in June 2013. Peter’s knowledge and practical approach to the care of historic buildings will be greatly missed. The committee was pleased to formally recognise the long-service of its bell adviser, David Sloman, who completed 50 years’ service to the DAC, a remarkably lengthy term which the committee was pleased to recognise with the presentation of a small gift. Finally, the committee said a reluctant goodbye to Debbie Priddy, the recently appointed archaeological adviser to the DAC, who moved to Dorset.
The committee also welcomed two new members to the committee. The Reverend James Gilder has been appointed as the Diocesan Environmental Officer and brings expert knowledge to the DAC in respect of the practicality of seeking to attain the Church of England’s target of net zero carbon neutrality by 2030. Steve Hasler is the Saffron Walden Deanery Buildings Officer and brings to the committee first-hand knowledge and experience of the issues surrounding the day-to-day care and repair of parish churches and the process or carrying out major projects.

Finally, 1 April 2020, The Faculty Jurisdiction (Amendment) Rules 2019 came into force; these make a number of important changes to the earlier Rules, including: the substitution of a new Part 4 dealing with consultation and advice; revision and expansion of Lists A and B; extension of the Archdeacon’s jurisdiction for temporary minor re-ordering; and various other amendments to improve the operation of the Rules. Details of the changes can be found here ~

https://lawandreligionuk.com/2019/12/12/faculty-jurisdiction-further-amendments-april-2020/

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