

**DIOCESE OF CHELMSFORD
DIOCESAN SYNOD**

There will be a meeting of the Diocesan Synod on 18 March 2023 at 09:30am
at Chelmsford Cathedral

AGENDA

REGISTRATION AND COFFEE from 9:00am

MEETING OF HOUSE OF CLERGY at 9:25am

OPENING WORSHIP at 9:30am

Led by the Very Revd Paul Kennington

1. MINUTES OF DIOCESAN SYNOD HELD ON 22 OCTOBER 2022

Minutes of the previous meeting attached

2. NOTICES

3. PRESIDENTIAL ADDRESS

4. CARBON NEUTRAL UPDATE AND ENVIRONMENTAL POLICY

Paper DS(2023)01 attached

The Bishop of Colchester to move that:

That this Synod:

- a. Approve the updated Diocesan Environmental Policy, and*
- b. Endorse the need for a fossil fuel non-proliferation treaty'*

5. CHURCH BUILDINGS SUPPORT

Presentation led by Sarah Odell (Heritage Support Officer) and the Ven Elwin Cockett.

COFFEE at approx. 11:00

6. GENERAL SYNOD REPORT – FEBRUARY 2023 SESSIONS

Paper DS(2023)02 attached

7. LIVING IN LOVE AND FAITH

8. QUESTIONS see notes for details

9. 2022 DRAFT OUTTURN AND OUTLINE OF 2024 SHARE SCHEME

Paper DS(2023)03 attached

10. BISHOP'S COUNCIL FINANCE COMMITTEE AND DMPC REPORTS

Paper DS(2023)04 attached

CLOSE AND LUNCH at approx. 13:30

NOTES

Questions: Five days prior notice is required. Questions for this meeting must therefore be received no later than 9am on Monday 13 March 2023 either in hard copy at the Diocesan Office or by email to nwhitehead@chelmsford.anglican.org

Here are some points to remember if you want to submit a question:

- Questions are an opportunity to seek information from;
 - any officer of the Synod
 - senior member of Diocesan staff
 - the President of Synod
 - the Chair of any body constituted by the Synod or on which it is represented.
- Questions must relate to the duties assigned to those listed above.
- Questions must not ask for an expression of opinion or for the solution of an abstract legal question or a hypothetical problem.
- 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 and the Chair may allow up to three supplementary questions, giving the member who tabled the original question preference.
- Questions for written answer are possible. 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

**DIOCESE OF CHELMSFORD
DIOCESAN SYNOD**

**Minutes of the 157th meeting of the Synod held on
Saturday 22 October 2022 at Church of Our Saviour, Chelmsford.**

PRESENT : The President and 77 Members

Mac Leonard and Diana Kennedy led the Synod in opening worship.

1. MINUTES OF DIOCESAN SYNOD HELD ON 11 JUNE 2022

The minutes of the previous meeting were approved.

2. NOTICES

The Chair highlighted the notices on the day paper. Additionally, he highlighted the inaugural meeting of Estate Network Church which is open to people to sign up.

3. PRESIDENTIAL ADDRESS

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

[Diocesan Synod, October 2022, Presidential Address by the Bishop of Chelmsford | Chelmsford Diocese \(anglican.org\)](#)

4. COVENANT FOR CLERGY CARE AND WELLBEING

The Chair invited the Bishop of Barking and the Revd Jill Mowbray to address the Synod. The following points were covered in their presentation:

- The Covenant was approved as an Act of Synod at the February 2020 General Synod group of sessions. The Diocese of Chelmsford did not hurry to take it up but this was deliberate to ensure that we had a considered response. Many Dioceses who did respond quickly have not followed up.
- The Covenant is based upon the version in place for the British Army, but the Church is not like the Army. The Church has a focus on relationships. It seeks encouragement not demand, puts emphasis on conversation and learning. It also seeks to establish healthy relationships.
- Key concepts of the Covenant are prevention being better than cure, mutual respect, partnership among all, culture change that effects the whole and practical useful actions.
- Jill Mowbray spoke of her experience seeing pressure and conflict as well as the release when matters have been resolved. This led her to feel called to join up some of the dots although no one person can bring about a change of culture. The Diocese has a strong range of provision compared to other Dioceses. However, they are not always known about. There are feelings of shame being expressed.

- A steering group has been set up. In addition to the Bishop of Barking and the Revd Jill Mowbray the following were also members of the steering group; the Revd Canon Jane Richards, Steve Snooks, the Revd Eileen Rose, the Revd Mark Payne and Karen Bates.
- Deanery Champions are in place in all but two deaneries. This mirrored champion roles in many other organisations. Champions are locally based and are there to promote and signpost some of the developmental help.
- We are neighbours, pilgrims and fellow travellers. People's callings are unique and in some cases may not be fully understood. God seeks to restore all things and we are called to a ministry of restoration and reconciliation.

Members were invited to reflect on one Scriptural reading from a group of three (Exodus 17: 9-13; 2 Corinthians 1:3-5 and 2 Corinthians 5:18-20 and 1 Thessalonians 2:6-9). They were asked to consider the following three questions:

- i. What are some of the values and attitudes for believers in these passages?
- ii. What is the balance between 'bearing one another's burdens' and 'bearing one's own load'.
- iii. How do these readings give pointers to what a good culture of wellbeing might look like?

In the plenary the following feedback was given:

- Clergy need to achieve a balance between being gentle/tender approach and having boundaries. Boundaries for clergy are more difficult than they would be in other contexts. Everyone knows where they live.
- There is a need to show care, not just lip service.
- Moses had three phases to his ministry. He was asked to get on with the job, he asked for help and accepted it and continued.
- There are hierarchal power dynamics.
- To be comfort is also about strengthening. Clergy expect to be judged. Clergy are expected to have all the answers.
- There is a 'mirror effect' – God's comforting and reconciling nature.
- How do we achieve public vulnerability? The clergy role is both privilege and demand.

The Bishop of Barking moved the motion that:

This Synod approve the adoption of the Covenant for Clergy Care and Wellbeing in the Diocese of Chelmsford.

The following members spoke during the debate:

Isabel Adcock (Braintree)
 Revd Katie de Bourcier (Hinckford)
 Revd Canon Nick Rowan (Rochford)
 Mary Durlacher (Colchester and General Synod)
 Bishop of Chelmsford

The points raised in the debate included:

- Concern was expressed about the deanery champions An example of a parish nurse serving in a benefice of seven was used to demonstrate the real problem of burnout.
- We need to look at holistically, this is not just about clergy. The member spoke of their experience in producing a toolkit for wellbeing in a parish setting. Clergy wellbeing doesn't work in separation from laity so we need to look at lay people with responsibility.
- Without a clear indication of what they do the champion could be underused. Will they be delegated responsibilities from the Archdeacon.
- Can we develop some guidance as to how we deal with internet criticism and abuse.
- The Covenant isn't going to solve the challenges. It is simply an indication of our commitment. There is a corporate responsibility in this to think about how we relate to one another. The essay from Margaret Whip referred to in the Covenant was commended. The main point of it is that the challenge for us is where we find our sense of value and identity. If find it in productivity we will struggle as we often don't see the results, but if see ourselves as children of God then we will find our value and gift.

The Bishop of Barking responded to the debate but acknowledging that Covenant adoption will make no difference at all. However, a decision to not adopt would also send a message and that is worth bearing in mind. This is worthwhile. Some may wonder what the commitment looks like? This is for the team to continue to hone in on and identify the pragmatic considerations. The Covenant can act as a lens, or a thorn in the flesh. If we have it as a living document it will make a real difference. There is a sense of isolation among many so a sense of support will be very important.

The motion was overwhelmingly carried.

5. 2023 DEANERY SYNOD ELECTION FORMULA

The Chair invited the Head of Service Delivery to speak to the proposed formula for use in the 2023 Deanery Synod elections. He highlighted the following key points:

- There will be elections of lay representatives to Deanery Synods in every parish in 2023. These will take place at the Annual Parochial Church Meetings.
- The Diocesan Synod is required to confirm the method by which the numbers of lay representatives are calculated.
- We have a longstanding formula in this Diocese.
- A consultation was held with Deaneries which showed they were broadly content with the formula.
- There were some comments made and most of those have been taken in to account in a revised formula.
- The proposed formula is recommended by the Bishop's Council.

The Chair moved the motion that:

This Synod

- a) note the feedback from the consultation on the formula for use in the 2023 Deanery Synod election formula and,
- b) approve the formula, as set out in paper DS(2022)11 for use in the 2023 Deanery Synod elections.

The following members spoke in the debate:

Revd Canon John Dunnett (General Synod)
Christopher Luck (Brentwood)
Philip Carnelley (Redbridge)
Nigel Dyson (Harwich)
Revd Darren McIndoe (Harlow)

The points raised in the debate were as follows:

- The proposal should be resisted and it would be good to set the conversation at a higher level with a greater focus on the purpose of Deanery Synod.
- Would parishes who are not formally united still have separate allocations?
- Could consideration of the purpose of Deaneries be given some time on the agenda?
- It is good to see the support for smaller Churches.
- It is difficult to attract people to stand as Deanery Synod members.

The Head of Service Delivery responded to the points in the debate. He clarified that there may well be merit in wider discussions about Deanery Synod, but there is a need to set the formula at this meeting as required by law. That wider conversation could still take place. He also clarified that legally distinct parishes retain their own allocation even if they are working closely together.

The motion was overwhelmingly carried.

6. DEANERY SYNOD RULES

The Chair invited the Head of Service Delivery to speak to the proposed new set of Deanery Synod rules. He highlighted the following key points:

- The Church Representation Rules require the Diocesan Synod to make rules for the Deanery Synods.
- The current set of rules were approved and came in to effect in 2005. Given this there had been an invitation to revisit the rules.
- An updated set of rules had been circulated to Deaneries for consultation. There was good support for adoption of the new rules and some respondents set out detailed comments which had been incorporated.
- The rules are in many ways a typical provision, including the sorts of rules that would be expected.
- One matter which had attracted some attention was the proposal to introduce term limits for Lay Chairs. It was emphasised that this can be disapplied by the

House of Laity of the Deanery where there is sufficient cause to do so. There is not a list of sufficient causes, but it might include the lack of another candidate or a specific project in progress where the retention of the Lay Chair would be prudent.

- The proposed rules are recommended by Bishop's Council.

The Chair moved the motion that:

In accordance with Church Representation Rule 26 this Synod approve the new set of rules for Deanery Synods to take effect from 1st July 2023.

The following members spoke in the debate:

John Tipping (Southend)
Revd Canon John Dunnett (General Synod)
Mary Durlacher (General Synod and Colchester)

The following points were raised.

- These are a good set of rules. They enable emailing of documents and virtual meetings. It was recommended that we review the rules on a more regular basis.
- Can we have some guidance on electronic meetings?
- In some areas internet connectivity is not good. This needs to be taken into account.

The Head of Service delivery was thanked by Synod for his work on revising the rules.

The motion was overwhelmingly carried.

7. ANNUAL REPORT FROM THE DIOCESAN BOARD OF EDUCATION (DBE)

The Chair invited the Revd Rob Merchant (Dean of Mission, Ministry and Education and Interim Diocesan Director of Education) and Carrie Prior (Interim Deputy Diocesan Director of Education).

Rob Merchant began the presentation by reminding members that prior to the 'catch up' report given to the Synod earlier in the year the DBE had not met the statutory requirement under the Measure for some time. This had now been resolved and the DBE were delighted to present the report to this meeting. He expressed gratitude to the education team and to the Archdeacon of Stansted as Chair of the DBE.

Carrie Prior continued the presentation and made the following points:

- The education team is very experienced and there is a vast amount of expertise represented.

- The interim arrangement has been managed well and had allowed the strengthening of relationships. There had been a high number of schools signing up to partnership agreements.
- In recognition of the financial challenges facing schools the team are offering free courses.
- Those involved in church schools were thanked for the difference they are making.

Rob Merchant continued by highlighting a proposal to appoint a permanent Diocesan Director of Education. This will be an important step forward not least given the changes in the education world. It was also noted that there were some vacancies on the DBE and encouraged members to think about filling those and ensuring that we have a full Board.

Members were invited to ask questions. The following members asked questions:

Revd Darren McIndoe (Harlow)

Revd Paula Preston (Epping Forest and Ongar)

- Could we have more information on the Chelmsford Diocesan Education Trust? How does it support the Multi Academy Trusts in the Diocese?
- Is there any support that can be given for those in governor and wellbeing roles?

Rob Merchant responded to the first question by explaining that CDET went through a turbulent time recently as reported to DBF trustees. It is a Charitable Company which manages the relationship with the MATS. Its purpose is to provide governance and scrutiny. Its effectiveness over recent years has not been as strong as it could have been. The opportunity of the new DBE scheme has been used to strengthen reporting and relationships.

Carrie Prior responded to the second question by stating that wellbeing has been a significant focus for the DBE. Some of this has been around signposting. There is also a day offered for this. Pastoral support is there and the team would be open to helping.

8. QUESTIONS

Q1 Richard Brown (General Synod) to ask the Head of Service Delivery :

Has any member of the diocesan staff signed any agreement in respect of the National Burial Grounds Survey (NBGS)? If so, could the terms and conditions of the agreement be published?

A.

For the benefit of all members the National Burial Grounds Survey is a nationally approved project which seeks not only the mapping of churchyards but also the recording of individual monuments and the digitisation of burial and other records. I

can confirm that the Diocese of Chelmsford has not signed the Memorandum of Understanding which was circulated last year.

Q2. Sandra Turner (General Synod and Saffron Walden) to ask the Diocesan Bishop :

In order to monitor the effectiveness of the Five Guiding Principles, what arrangements are in place to record the number of those appointed to senior positions in the Diocese who hold to a traditional complementarian theology?

A.

While the diocese does collect data in our recruitment processes, we do not currently collect data regarding theological diversity, and we do not have staff capacity to continually monitor applications beyond the HR monitoring already carried out. However, one of the recommendations of the recent report from the Racial Justice Task and Finish group was the monitoring of diversity for staff and clergy. With the appointment of a Racial Justice officer who began work in September, I hope that in due course we may see some development in monitoring appointments which could include all kinds of diversity. I would say, however, that this is a part time post with many pressing priorities so we will need to be patient. Also, the potential fruits of the Five Guiding Principles are far wider and deeper than the appointment of senior staff, or the monitoring of this. They relate to how we live alongside one another well, recognising our differences but committed to supporting one another in our diversity. Nonetheless, as and when senior roles become available, we continue to welcome applications from people of differing theological perspectives within the Church of England.

Q3. Sandra Turner (General Synod and Saffron Walden) to ask the Diocesan Bishop :

LLF is due to be debated at February's General Synod. What arrangements are being considered now to support clergy and lay people in our Diocese to understand, process and respond to any decisions which may be implemented by General Synod, given that from our Diocesan electoral roll of 34300, only 193 feedback responses to the LLF course were made?

A.

The Bishop's Leadership Team have recently begun a conversation about how best we might help the Diocese prepare for any outcomes from February's General Synod. It is difficult to pre-empt because we have no idea at this stage, either what will come before Synod or what the result will be. As more clarity develops around

the shape of what might be put to Synod, from conversations that will be taking place in the House and College of Bishops over the coming weeks and months, we might be in a better place to assess the needs of the Diocese, and will do what we can to support churches. Meanwhile, I would invite all our churches and worshipping communities to be praying about this as we seek to find a way to move forward well, to continue in relationship with one another and to demonstrate commitment to our shared life in Christ.

Supplementary

Q. Do we know how many people are represented in the 193 responses?

A. It was confirmed that this is not known.

Q. Is there any information as to how many people took the LLF course?

A. It was confirmed that this is not known. There was not a full list of where courses were being held and there were very few requests submitted to the LLF Advocates.

Q4. Revd Chris Wragg (Havering) to ask the Diocesan Bishop:

On the 30th of August, Premier Christian News reported on the research carried out by Dave Champness, the National Church of England's Estates Evangelism Consultant into the impact of the fuel crisis on estate churches. Responding to this research the Bishop of Barking said, "It will make most estate churches unviable, so unable to offer the services that will be demanded of them. Churches are anxious to offer warm hubs and warm spaces, but they don't have the funds to do so. At diocesan and national level, I think there's a need to consider how best we equip our parishes generally, to serve in this time of crisis. The Bishop of Barking said there are practical things people can do to reduce the amount their church has to spend on heating, including joining together in one church for worship rather than in several, creating a warm hub that alternates between churches, and meeting in smaller rooms at church. What procedure(s), if any, does a parish need to follow to put some of, or all of these suggestions into practice?"

A.

We have recently communicated in our diocesan newsletter, *The View*, that the Church of England has announced it will provide a £15 million Energy Costs Grant through dioceses to help churches struggling to pay energy bills, in addition to the ministry hardship fund announced earlier in the year which will help clergy and ministers to pay domestic energy bills. The Church of England and other organisations have also provided guidance and webinars for churches to help them use less energy and keep their energy bills under control. Campaigns such as 'Warm

Welcome' help churches and other organisations to open their doors and provide a warm welcome for those struggling to heat their homes this winter.

Many parishes are considering measures such as those referred to in the question. In many cases no formal procedure will be necessary, but I encourage parishes considering changes affecting regular worship in church buildings to refer to their Archdeacon in order to determine if any of the proposed steps require permission under church law.'

Supplementary

Q. Where Churches are considering the Warm Spaces scheme can any support be provided by the Diocese?

A. More information will be provided about this in due course. Support will be given where we are able to do so.

Q. Will information about assistance measures be shared across the Diocese?

A. It was noted that these have already been communicated in the View. In terms of temporary closing of churches buildings we are not wanting to encourage closure. Instead PCCs are encouraged to think about how there might be other and better ways to keep people warm. There are some suggestions about how that might be possible. If a PCCs does want to request closure they do need to consider various practical matters as would be the case for any temporary closure.

9. PARISH SHARE UPDATE

The Chair invited Michaela Southworth to address the Synod.

The following points were highlighted in the update

- In June Synod had approved the budget for 2023 and new share scheme.
- Since then work had been done on clarifying the final apportionment of the parish share. In the end there was a total apportionment of £16.1m, which was lower than indicated as the budgeted stipendiary numbers have been refined.
- There is an in year process where clergy posts change and these are being tracked which would mean changes can be taken in to account during the year.
- Currently the conversation is at Deanery level. It is for the Deanery to decide with the split or reallocate accordingly. The feedback from Deaneries was awaited and the deadline for responses has been extended to 14 November 2022.
- A commitment had been made to monitor issues as they arise and a list is in production. This will be brought back to Synod for the 2024 scheme. Two suggestions already made are numbers of church buildings and how House for Duty roles are incorporated.

Members were invited to ask questions. The following members asked questions:

Revd Canon John Dunnett (General Synod)

Piers Northam (Harlow)
Revd Canon Darren Barlow (Thurrock)

The following questions were asked:

- The figure for the total cost of a stipendiary priest seems to differ from what has been stated in the past. Also, the numbers of stipends and house don't match up. Can those be clarified?
- Harlow Deanery has seen a significant increase and others have dropped. Can this be explained?
- In Thurrock Deanery those who are 'winners' are those who have not been able to pay their share. With the exception of one instance the reduction is still higher than what the parish can realistically be paid. Those paying in full have seen significant increase and there is no capacity for mutual support. Could there be some cross deanery help?

The Chief Executive provided the following responses:

- The posts are listed in terms of a full time equivalent. Houses sometimes have multiple occupants or there is an arrangement for sharing a parsonage across more than one benefice. The number of houses is higher than the full time equivalent number because numbers of houses are whole. The cost listed is not the total cost for a full-time post, it is the average share request for one stipendiary priest and a house. The actual number varies a great deal with a bias toward asking those in deprived areas for less.
- Some places have had large increases than others. Some of that is because ministry provision has changed, but this isn't the case all the time. The history of parish share payment was not a factor in the assessment, it is focused on where the ministry is and service to parishes.
- Inter-deanery support was encouraged. It was acknowledged that everyone is struggling. There is shortfall provision but do need to work on this as we are still spending more than we can. What can we do with the resources God has given to us?

10. GENERAL SYNOD REPORT – JULY 2022 SESSIONS

The Revd Dr Sue Lucas spoke to paper DS(22)15. Members noted the report.

11. BISHOP'S COUNCIL, FINANCE COMMITTEE AND DMPC REPORTS

Members noted the report.

12. BISHOP OF BRADWELL

The Chair invited the Bishop of Chelmsford to address the Synod.

The Bishop of Chelmsford explained that this extra item had arisen from the announcement that the Rt Revd Dr John Perumbalath had been announced as the

next Bishop of Liverpool. The formal announcement had been delayed by the death of the Late Queen which had impacted on the plans about to proceed with the appointment process.

The appointment would be carried out in accordance with the revised national guidelines for appointments of Suffragan Bishops. This entailed consultation with the Diocesan Synod. Therefore, an additional zoom meeting with Diocesan Synod members had been arranged for 16 November 2022. A draft role description will be shared and the names of those who will be serving on the Bishop's Advisory Group will be confirmed.

There was a need to be in a position to put a proposal to the Dioceses Commission in time for their next meeting on 8 December 2022. It is possible that we may use the same Zoom meeting for consultation around appointment of next Archdeacon of Chelmsford, but that will be confirmed prior to the meeting.

13. BISHOP'S INSTRUMENT OF DELEGATION: CLERGY DISCIPLINE MEASURE

The Chair invited the Diocesan Registrar to briefly explain the proposed Instrument. He explained that it was required to delegate authority to the current Bishop of Barking, who had come in to post since the last Instrument had been confirmed.

Members approved the Instrument.

The Bishop of Chelmsford led Synod in a closing prayer.

The President closed the Synod with a blessing.

PAPER TO CHELMSFORD DIOCESAN SYNOD

March 2023

RESOLUTION CONCERNING ENVIRONMENTAL ISSUES

INTRODUCTION

General Synod voted in February 2020 for the whole of the Church of England to achieve net zero carbon by 2030. The vote recognised that the global climate emergency is a crisis for God's creation and a fundamental injustice. The Chelmsford Diocesan Synod affirmed the General Synod motion in October 2020 and asked for a project plan for the diocese from the Diocesan Environmental Group to scope out the task set by General Synod and outline a strategy towards net zero and for engagement across the Diocese. This project plan was developed and covered the period to June 2022.

In July 2022 a plan of action for the whole of the Church of England, called the Routemap (<https://www.churchofengland.org/about/environment-and-climate-change/net-zero-carbon-routemap>), was approved by General Synod in a Motion that asked for:

- the Routemap to be endorsed
- requested every Diocesan Synod to debate the Routemap as it applies to them
- requested high energy users within the Church to draw up a programme of action based on the Routemap
- and called for progress reports to Synod every three years.

The Routemap requires a Carbon Net Zero group to be established in every diocese. Such a group had already been formed in the Chelmsford Diocese following approval by Bishop's Council in July 2021. This group have been working towards the targets set in the Routemap, led by the Bishop of Colchester, Roger Morris and the Diocesan Environmental Officer, Sandra Eldridge, both of whom were appointed in September 2022, when the Archdeacon of Chelmsford, Elizabeth Snowden, the previous Environmental Lead and James Gilder, the previous Diocesan Environmental Officer, stepped back from their roles.

The Routemap provides the strategic direction for the work of achieving net zero within this diocese by 2030.

However, the Chelmsford Diocese Carbon Net Zero Management Board and the Diocesan Environmental Group also recognise that a Christian response to the seriousness of our current context needs to extend beyond the Routemap. To reduce carbon emissions sufficiently to avoid catastrophic global warming, responses are needed from individuals, from governments across the world, and collectively from those who are concerned about the existential crisis humanity faces.

Some responses are directly aimed at reducing the use of fossil fuels. There is currently no agreement on this from world governments, many of which continue to approve new coal, oil and gas projects. Their actions are despite the fact that burning the world's existing fossil fuel reserves would result in seven times more emissions than what is compatible with the 2015 Paris Agreement to keep warming below 1.5°C. A global movement to establish a fossil fuel non-proliferation treaty <https://fossilfuel treaty.org/> already has support from many individuals and organisations including the World Health Organisation, as well as two island states, Tuvalu and Vanuatu.

Other responses recognise the fundamental injustice of the climate emergency, the growing extent of anxiety about climate change, and the need for resilience to the changing climate and for communities to work together. The Chelmsford Diocese Environment Group and Carbon Net Zero Management Board have updated the Diocesan Environmental Policy, originally written in 2004, to reflect the current context and appropriate responses.

Given that the climate crisis and possible responses are developing rapidly, it is proposed that the policy is now reviewed more regularly, with a first review date of November 2025, to fit with the planning schedule of the Church of England's Routemap. Alongside with the Routemap, the policy is the basis for diocesan environmental strategies and action plans currently being developed.

Responding to the climate emergency is becoming important to increasing numbers within the church, including within our diocese. This is evidenced, for example, by very positive responses to requests for clergy members to join the Carbon Net Zero Management Board, and for individuals to be more involved in the environmental work within the diocese (via a recent survey in the View). We believe this work will gain further momentum in the coming year and this is the right time for the Diocesan Synod to give strong support to the initiatives of individuals, churches, schools across the diocese.

RESOLUTION

That this Synod:

1. Agree the updated Diocesan Environmental Policy
2. Endorse the need for a fossil fuel non-proliferation treaty

ATTACHMENTS

Chelmsford Diocese Environmental Policy 2023

Cover sheet for revised Environmental Policy

Diocesan Synod March 2023 – Cover sheet for revised Environmental Policy

Chelmsford Diocese Environmental Policy 2023	
Changes from 2004 policy	
Section	Change
Introduction	In the 2004 policy this focused on the fifth mark of mission. It has been updated to reflect the current context and recent General Synod and Diocesan Synod commitments. The explicit suggestion in the 2004 policy that all groups across the diocese take the list of clauses proposed and write their own environmental policies has been removed.
Purpose	This is a new section.
Policy statements	To aid readability of the policy, the first 14 statements have been re-ordered and grouped under sub-headings.
Statement 1	Added “the current ecological crisis”
Statement 5	New
Statement 6	Made specific who will do this, in line with the C of E carbon net zero Routemap
Statement 8	“members” replaced by “everyone in the diocese”
Statement 9	Added detail about the general role of a diocesan environmental officer
Statement 10	Taken out reference to specific groups to avoid updating issues
Statements 11-14	New
Statement 15	Simplified statement, making clear that applies to all decisions, not just investment
Statement 16	New
Statement 20	Removed reference to standards set by the “Green guide”
Statement 22	Removed reference to a specific publication and replaced with “latest carbon neutral advice produced by the Church Building Council”
Statement 26	New <i>Procedural note: This statement was presented to Bishop’s Council in February 2023 as: “We will consider alternatives to face-to-face meetings to reduce transport costs, where possible.” Following the Bishop’s Council, feedback was received from one of the members, and the statement consequently updated to: “We will consider alternative venues for, or alternatives to, face to face meetings, to reduce environmental impact where possible.”</i>

The following statements are unchanged: 2, 3, 4, 7, 17, 18, 19, 23, 24, 25, 27.

Sandra Eldridge 01/03/2023

DIOCESE OF CHELMSFORD ENVIRONMENT POLICY – 2023

INTRODUCTION

The Diocese of Chelmsford affirms God as Creator, Jesus as Redeemer, and our responsibility as Christians to love God and love our neighbour. In the light of these affirmations, the Anglican Five Marks of Mission, backed by the Anglican Consultative Council, the Lambeth Conference of Bishops and the General Synod express the fundamental purposes of the church in a succinct way. For many decades they have informed policy in the Diocese of Chelmsford. In brief, they are: evangelism, nurturing discipleship, helping the needy, challenging and transforming injustice, and caring for the environment. This policy focuses on the Fifth Mark: *To strive to safeguard the integrity of creation and sustain and renew the life of the earth*. However, we recognise that all five marks are interrelated and that by caring for the environment, we are also sharing the good news, nurturing disciples, helping the needy, and challenging and transforming injustice.

The world is currently facing an unprecedented ecological crisis. The 2022 report by the Intergovernmental Panel on Climate Change makes it clear that we only have till 2025 to achieve a downturn in global emissions and have to see a 43% reduction in global emissions by 2030 to have any chance of keeping global warming under 1.5 degrees. In 2022 the Lambeth Call and the focus on loss and damage at the COP27 conference reminded us that this crisis is disproportionately affecting the poorest in the world, though they have contributed the least to creating it. This policy is written in the context of this injustice.

In February 2020 the General Synod passed the following motion:

That this Synod, recognising that the global climate emergency is a crisis for God's creation, and a fundamental injustice, and following the call of the Anglican Communion in ACC Resolutions A17.05 and A17.06;

(a) call upon all parts of the Church of England, including parishes, BMOs [Bishop Mission Orders], education institutions, dioceses, cathedrals, and the NCIs [National Church Institutions], to work to achieve year-on-year reductions in emissions and urgently examine what would be required to reach net zero emissions by 2030 in order that a plan of action can be drawn up to achieve that target;

(b) request reports on progress from the Environment Working Group and the NCI's every three years beginning in 2022 and;

(c) call on each Diocesan Synod, and Cathedral Chapter, to address progress toward net zero emissions every three years.

The Chelmsford Diocesan Synod affirmed this motion at its meeting in October 2020.

PURPOSE

Chelmsford diocese has had an environmental policy since 2004. The current policy is an update to the 2004 policy. It sets out policy statements appropriate for the current climate emergency, General Synod and Diocesan Synod commitments, and the growing concern

amongst individuals across the diocese. Where not otherwise specified these statements are relevant across all communities in our Diocese.

POLICY STATEMENTS

1. We affirm our commitment to addressing the current ecological crisis and to the Fifth Mark of Mission being a central part of our life, work and mission.
2. We will take environmental concerns fully into account in our mission, worship, study, education, training, pastoral, administrative and other programmes and projects.
3. We will identify environmental issues in all communities in our Diocese and devise appropriate action on them.
4. We will consider the environmental impact of all our policies and plans and accept that additional costs may be incurred.

Reducing carbon emissions

5. We will work toward the commitments on net carbon neutrality made by General Synod.
6. Diocesan Synod will hold a formal debate or discussion on environmental issues and policy at least once every three years and report to General Synod in accordance with the General Synod motion.
7. We will undertake an 'environmental audit' of our premises and property, make a list of the most significant aspects of the natural world for which we are responsible, and devise appropriate plans to care for them.
8. We will encourage everyone in the diocese to consider their personal impact on the environment in their daily lives.

Communication and collaboration

9. The diocese will appoint a Diocesan Environment Officer, encouraging them to raise environmental concerns and seeking to address the concerns they raise.
10. We will seek appropriate information from Christian environmental groups (see other information on the Diocesan environment webpages) and keep up to date on current thinking.
11. We will share information widely and appropriately to facilitate responses to environmental issues.

Climate Justice and future climate change

12. We will work with partners globally and locally, listening, and responding appropriately, to their experiences of the impact of climate change, particularly on the poorest.
13. We will raise awareness about global and local climate injustice, working with other organisations as appropriate.
14. We will seek to address how to face future climate change and support those who feel anxiety over what we face.

Diocesan Committees

Finance Committee

15. We will pay attention to environmental concerns in all our decisions, including in our banking and investment.
16. We will accept that this may incur additional monetary costs.
17. We will continue to use, and recommend to others, rates of car mileage payments that encourage the use of more environmentally friendly vehicles.

Investments Committee

18. We will take environmental concerns into account in managing diocesan glebe land, and other property owned by the diocese, and seek to encourage tenants and occupiers to do the same.
19. We will seek ways to assess the value of our land and property for wildlife, and to manage them to conserve biodiversity, wherever possible.

Houses Committee

20. We will seek to meet the environmental standards set for clergy housing and accept that additional costs may be incurred.
21. We will encourage parishes, architects and contractors to take environmental concerns into account in their work.

Diocesan Advisory Committee

22. We will signpost to the latest carbon neutral advice produced by the Church Building Council.
23. We will encourage parishes, architects and contractors to take environmental concerns fully into account in their work.

Diocesan Board of Education

24. We will encourage church schools in the diocese to adopt environment policies, and to give environmental concerns a higher profile in their life and work, within Health and Safety legislation.

Specific Clauses

Transport

25. We will encourage environmentally friendly forms of transport: walking, cycling, using public transport, sharing cars, keeping journeys to meeting venues short, and keeping fossil fuel emissions as low as we can, wherever possible.

26. We will consider alternative venues for, or alternatives to, face to face meetings, to reduce environmental impact where possible.

Purchasing and Waste

27. We will seek ways to reduce consumption, particularly of paper and envelopes, and the impact of our activities on the environment, use recycled paper, reuse and repair wood and other items, recycle waste and take it to collection points, reduce the negative social and environmental impacts of computers, use low-environmental impact cleaning materials (avoiding chlorine based and phosphate rich powders), avoid using disposable and plastic items, avoid artificial fertilisers and pesticides, and use wood from sustainable sources, wherever possible.
28. We will make an energy audit at least every three years, look for economies in heating, use thermostats, fit low-energy light bulbs, improve insulation, switch to 'green' energy suppliers, install solar panels, keep temperatures down, avoid stand-by mode and turn off computers and electrical appliances when not in use, and seek to save energy, wherever possible.

Biodiversity

29. We will assess the value of our land and property for wildlife, and manage them to conserve biodiversity, wherever possible.

Catering

30. We will seek to purchase food and drink that meets the LOAF principles (Locally-sourced, Organically-grown, Animal-friendly, Fairly-traded), avoid over-catering, use seasonal foods, and avoid using genetically modified foodstuffs, wherever possible.

Water

31. We will avoid using water unnecessarily, install water meters where appropriate, check for leakages regularly, fit water-minimising systems to taps and cisterns, and collect rainwater wherever possible.

Policy date: TBC

Review date: November 2025

Report from February 2023 General Synod

General Synod met at Church House, Westminster from 6th to 9th February. The agenda, papers, recordings of proceedings and voting records can be found on the General Synod website. A great deal of the sessions were given to Living in Love and Faith, and particularly to receiving and discussing the response from the Bishops, found in paper GS2289, but as members were reminded in the Business Committee report, this was not a single-issue synod.

The Archbishop of Canterbury's presidential address spoke of the need to "speak Christian"; that we should avoid caricaturing those who disagree with us, and that in our discussions we should remember that our brother is never our enemy.

Safeguarding: Legislation was progressed which forms part of the Church of England's response to the Independent Inquiry into Child Sexual Abuse (IICSA). This requires the Bishop of each diocese to appoint a Diocesan Safeguarding Officer (in place of the current Advisor role) who will act independently of the Bishop. Later in the group of sessions, the new National Director of Safeguarding Alexander Kubeyinje, gave his report (GS2293). He spoke of the need to improve communication and relationships, and the need for clarity as policies and procedures are not always clear. There is also a need for independent scrutiny of safeguarding matters.

A motion addressing the cost of living (GS2287) committed synod members to pray and to act, both individually and as part of worshipping communities. The debate covered, among other points, the impact of the war in Ukraine, post Covid effects on illness, the need for churches and other organisations to work together, and the effects on church giving of a fall in discretionary spending. The amended motion was passed unanimously.

The first piece of Living in Love and Faith business was a presentation given by the Bishop of London, which began by looking back to the bishops' statement on a radical Christian inclusion, following the General Synod meeting in 2017. She stated that there was disagreement among the bishops about the nature of marriage, but it was recognised that there is a pastoral need for change, which is what the Prayers of Love and Faith (included in the bishops' response) seek to do. In group work which took place the following day, synod members discussed the pastoral principles, our views on the materials offered, and on the pastoral guidance which will replace the Issues in Human Sexuality document.

The main LLF motion asked synod to welcome the response from the College of Bishops, looking forward to the House of Bishops further refining and commending the materials. It also lamented the failure of the Church to be welcoming to LGBTQI+ people and committed members to embed the Pastoral Principles in our life together. A total of 27 amendments to the motion were brought, covering a wide range of areas for discussion. Some sought to rewrite the proposals substantially, and to request the House of Bishops to give further consideration to the Prayers of Love and Faith. One amendment sought to allow freedom of conscience for clergy and ordinands, in relation to the new pastoral guidance. The relationship of the Church of England to the wider Anglican community was much discussed, and another amendment requested that the Primate of each Province of the Anglican Communion would be consulted about the potential impact of the proposals on its relationship to the Church of England.

Amendments continued when the debate resumed the following morning; one of which requested that the refined prayers would be brought back to Synod for approval, another to request the bringing forward of proposals to the July 2023 synod which would provide for equal marriage in church. The only amendment which was carried endorsed the decision of the College & House of

Bishops not to propose any change to the doctrine of marriage. The Archbishop of York spoke to affirm that these proposals make no change to the doctrine of marriage but are intended to acknowledge the good in same sex relationships. He confirmed the Bishop of London's point from the earlier presentation that these prayers are to be commended but would not be enforced. A theme which emerged throughout the debate was the protection to be given to the consciences of those who would not feel able to use the recommended resources. Other topics covered in a very wide-ranging debate included the points raised by IICSA that the Church of England's attitude to homosexuality has links to failures of safeguarding, the church's view of marriage over time, attention to power, the possible effects of this motion on the wider Anglican communion, and the direction of travel. The amended motion was passed. Voting numbers on the final motion, as amended, are as follows. In the House of Bishops: in favour 36, against 4, abstentions 2. In the House of Clergy: in favour 111, against 85, abstentions 3. In the House of Laity: in favour 103, against 92, abstentions 5.

The next meeting of GS will be in July this year in York.

Please get in touch with any questions or points for discussion by email gill@ball1.net

Gill Ball
General Synod

DIOCESAN SYNOD

Title: **2022 DRAFT OUTTURN AND OUTLINE OF 2024 SHARE SCHEME**

Author: **DIOCESAN SECRETARY AND CEO**

Date: **18 MARCH 2023**

I. INTRODUCTION

This paper summarises the draft financial results for the 2022 year (subject to audit), and provides an update on parish share for 2023, and outlines the process for our 2024 Budget and Parish Share scheme, including potential future changes arising from feedback on the 2023 Scheme.

2. 2022 DRAFT FINANCIAL OUTTURN

The table below gives a summary of the draft financial results of the General Fund for the 2022 year. The figures are subject to year end audit and may still change. Final figures will be presented to Synod in June when the full Statutory Accounts will be presented alongside a comparison to the detailed budget.

Income

Overall, general fund income was £18,475k which was £1,088k higher than budget.

Parish Share is the largest portion of our income. £13,873k was received in Parish Share during the year, which is 86.8% of Share requested, and slightly lower than the budget amount including shortfall of £13,975k. Parish Share received is 6.5% lower than the amount received in 2019 (before the impact of the Covid19 pandemic), and 0.6% lower than the amount received in 2021.

National Church funding received was £2,392k which was £565k higher than budget. The difference is mostly due to a Sustainability (Covid19) grant of £500k which was not anticipated in the budget.

Parochial fee income and other income such as rent from vacant clergy houses was also higher than expected at £2,210, or £624k higher than budget. Parochial fees were higher than anticipated as more occasional offices were held, and more clergy vacancies meant a higher number of vicarage rentals (although higher costs offset this income).

CDBF DRAFT results for 2022 financial year				
General Fund only				
	Actual	Budget	Difference	
	£'000	£'000	£'000	%
Parish Share Assessment	15,975	15,975	-	0 %
Parish Share Shortfall	(2,102)	(2,000)	(102)	5 %
Parish Share subtotal	13,873	13,975	(102)	(1)%
National Church Funding	2,392	1,827	565	31 %
Fees, Rent and Other Income	2,210	1,586	624	39 %
Total Income	18,475	17,388	1,088	6 %
Clergy Stipends	11,382	12,160	(778)	(6)%
Clergy Housing Costs	3,660	2,963	697	24 %
Salaries	2,346	2,634	(287)	(11)%
Training, National and Other Costs	2,693	3,711	(1,018)	(27)%
Total Expenditure	20,081	21,467	(1,386)	(6)%
(Deficit)/Surplus before transfers	(1,606)	(4,079)	2,473	(61)%
Total Transfers	3,393	3,254	139	4 %
Total (Deficit)/Surplus	1,787	(825)	2,612	(317)%

Expenditure

Overall, general fund expenditure was £20,081k, which was £1,386k lower than budget.

Clergy Stipend costs were £778k or 6% lower than budget. The majority of savings were due to higher clergy vacancies than the budget anticipated. The budget anticipated 245.0 clergy posts of which 17.4 would be vacant and 227.6 filled on average. Experience was that on average there were 245.5 clergy posts throughout 2022, of which 32.5 were vacant and 213.0 were filled. A cost saving of £614k above the budgeted amount results. Further savings also came from lower clergy pension contributions.

Clergy Housing costs were £697k or 24% higher than budget. The overspend was due to cost inflation, and a much higher than forecast number of clergy moves in year which resulted in more vacancy works.

Salaries were £287k or 11% lower than budget. The lower spending was due to vacancies in posts, with care being taken to consider whether roles were absolutely required before appointment, and some delayed ability to recruit to roles which were required. There was also an underspend on staff training.

Clergy training, National Church and Other costs were £1,018k or 27% lower than budget. Clergy training costs were higher than budget, offset by savings on contributions to National Church, professional fees, administration and governance costs. Some elements of the underspend remain under investigation.

Transfers

Overall, transfers were £3,393k which was £139k higher than budget. Transfers include Total Return transfers from Endowment Funds which support stipends, and Section 554 support for Education costs.

Total return transfers were £3,218k which was £224k better than budget, due to capital growth of investments in Q4 2021 after the 2022 budget was set. The education S554 contribution was £175k underbudget by £(85)k. The transfer between restricted education funds and the general fund has been reduced following a review of the income from Education investments.

Net Surplus

The total general fund surplus after transfers **£1,787k**. This is £2,612k better than the budget of a deficit of £(825)k. This is a very positive result.

Looking ahead to the 2023 year

During 2022, high inflation combined with poor investment returns has led to a reduction in the value of Endowment funds at 31 December 2022, compared to the value anticipated in our 2023 budget. This means the available Total Return drawdown in 2023 is anticipated to be £3,019k, which is £733k lower than budget.

In February 2023, Finance Committee agreed increases to clergy stipends of 6% (for Incumbent status posts), 5% (for Curates) and 4.5% (for Archdeacons). These increases are lower than the 8% included in the budget for 2023. The decision balances high price inflation (which might justify a higher increase) against Chelmsford diocese moving to stipend rates which are high compared with most other dioceses in England (which might justify a lower increase). The expected impact of stipend increases which are lower than budget for a 9-month period is estimated at around £140k benefit to the general fund.

These two items mean that the 2023 year is already expected to be c. £600k worse than the approved budget deficit of £1,120k. The 2023 anticipated deficit of £1,720k almost exactly offsets the surplus of £1,787k achieved in 2022.

3. 2023 PARISH SHARE UPDATE

In October 2022, Diocesan Synod was presented with a summary of the 2023 Parish Share allocation. Since then, there have been a few changes in parochial posts. The 2023 Share Scheme includes an in-year process where changes in parish posts can be reflected in an updated Share calculation once they have been agreed by the Archdeacon, Area Dean and PCC (including Incumbent if not in vacancy).

Attached are two schedules which show:

- A detailed summary by deanery showing the 2023 Parish Share calculation after the changes to parish posts made after October 2022. The summary breaks down the final share amounts by the component parts including the mutual support contributions and grants. It also shows the % of deanery

costs which the parish share supports, and the average share per stipendiary post, per deanery.

- A comparison of the Deanery Share amounts for 2023 with the 2022 equivalent Share requests and the amount of Parish Share paid.

The 2023 Parish Share allocation is currently £16.112m. This is based on 237 stipendiary posts and 269 houses. The 2023 allocation is comparable to the 2022 allocation of £16,078k. The Parish Share paid in 2022 was £13,872k which was 86.3% of the allocation, and is £2,240k lower than the 2023 allocation.

4. 2024 BUDGET AND PARISH SHARE SCHEME

2024 Budget

The 2024 Budget will be prepared by our new Finance Director, Paul Setterfield, and the Diocesan Secretary in April and May. It will be scrutinised by the Finance Executive and the Finance Committee before being presented to Synod for approval in June 2023.

2024 Parish Share Scheme

Following an extensive Consultation in 2021 and 2022, Synod approved our new 2023 Parish Share scheme in June 2022. Details on the scheme can be found on the dedicated microsite here:

<https://www.chelmsford.anglican.org/parish-share-2023>

A commitment was made when the scheme was introduced that the process of listening to feedback would continue after the launch, and that amendments would be considered for the 2024 Share scheme year, where appropriate.

Several suggestions have been made. The intention is that possible changes will be described, with the positives and negatives of each choice outlined, and circulated for feedback amongst Area Dean, Deanery Treasurers, Lay Chairs, Diocesan Synod members, Finance Committee members, and any other person who has expressed an interest in being involved in these conversations.

Two meetings have been arranged in order to gather feedback, on **Tuesday 18th April**. The first meeting is in person, in St Cedds Hall, Chelmsford, from 2-4pm, and the second is online via Zoom, from 6-8pm. Please contact Liz Watson (lwatson@chelmsford.anglican.org) if you wish to attend and have not already received an invitation.

Feedback from these meetings, supported by modelling the likely economic impact on parishes, will be presented for decision at Diocesan Synod in June 2023. Any changes would then take effect in the 2024 Share Scheme year.

Changes suggested so far include:

- **Future clergy training costs:** changes to the way parishes served by House for Duty posts contribute towards these costs.

- **Geographical size:** within the Mutual Support Grant calculation, applying the geographical size calculation at a benefice rather than a parish level.
- **Vicarage maintenance during a vacancy:** whether parish share should be increased so that the diocesan property team could take on responsibility for the upkeep of vicarages and gardens during a vacancy.
- **Parish share during a vacancy:** whether parishes should pay higher parish share whilst a clergy person is in post so that a reduction in share can be offered whilst a post is in vacancy.
- **Number of church buildings:** whether parish share calculations should reflect the number of church buildings supported by a parish or deanery.
- **Full payment discount:** whether the incentive scheme which gives a 1% discount to parishes paying share in full should be amended to reflect increased interest rates
- **Calibration of Mutual Support Fund:** whether the calibration choices within the operation of the Fund remain appropriate. The calibrations are a) the amount of contribution into the Fund which parishes are asked to make (currently 20%) and b) the balance in the distribution of mutual support grants between factors relating to deprivation and those relating to geographical area (currently 80:20).

5. MOTION

Synod is invited to note the draft financial outturn for 2022, the final allocation in the 2023 Parish Share scheme and the anticipated changes to the parish share scheme and budget for 2024, which will be presented for approval to Synod in June.

2023 Parish Share summary by Deanery - Final Allocation

DS(2023)03i

Episc Area	Archdeaconry	Deanery	# Stipends	# Houses	PM1 (Stipends)	PM2 (Houses)	PM3 (Future Training)	Subtotal	PS1 (Services to parishes)	PS2 (Other costs)	Subtotal	Total Cost	Mutual Support Contrib'n	Mutual Support Grant	City Churches Fund	Net Subsidy	Parish Share Request	Share pays % of costs	Avg Share / post £
Barking	Barking	Barking and Dagenham	10.5	10.5	432,241	132,479	164,594	729,314	88,768	57,257	146,025	875,339	175,068	(662,692)	(116,055)	(603,679)	271,660	31.0%	25,872
		Havering	18.3	20.5	753,317	258,649	337,025	1,348,991	217,456	140,263	357,719	1,706,710	341,342	(572,683)	(117,216)	(348,557)	1,358,153	79.6%	72,203
	Harlow	Epping Forest & Ongar	14.8	18.0	611,151	227,106	270,404	1,108,661	174,700	112,685	287,385	1,396,046	279,209	(532,606)		(253,397)	1,142,649	81.8%	73,439
		Harlow	8.5	11.0	350,810	138,787	172,432	662,029	69,544	44,857	114,401	776,430	155,286	(353,790)		(198,504)	577,926	74.4%	63,352
	West Ham	Newham	16.5	20.0	680,423	252,340	329,188	1,261,951	152,219	98,184	250,403	1,512,354	302,471	(988,369)	(166,166)	(852,064)	660,290	43.7%	38,010
		Redbridge	17.5	20.5	721,885	258,649	321,350	1,301,884	200,437	129,286	329,723	1,631,607	326,321	(528,182)	(134,610)	(336,471)	1,295,136	79.4%	70,978
		Waltham Forest	15.0	20.0	620,445	252,340	313,512	1,186,297	148,647	95,880	244,527	1,430,824	286,165	(767,677)	(140,953)	(622,465)	808,359	56.5%	49,760
Total Episcopal Area			101.0	120.5	4,170,272	1,520,350	1,908,505	7,599,127	1,051,771	678,412	1,730,183	9,329,310	1,865,862	(4,405,999)	(675,000)	(3,215,137)	6,114,173	65.5%	57,760
Bradwell	Southend	Basildon	10.0	11.0	411,939	138,787	172,432	723,158	82,570	53,259	135,829	858,987	171,797	(488,428)		(316,631)	542,356	63.1%	52,918
		Hadleigh	9.0	10.0	370,893	126,170	156,756	653,819	104,106	67,150	171,256	825,075	165,015	(263,741)		(98,726)	726,349	88.0%	78,533
		Southend on Sea	11.0	12.0	454,648	151,404	188,107	794,159	118,497	76,433	194,930	989,089	197,818	(552,594)		(354,776)	634,313	64.1%	56,388
		Thurrock	10.0	11.0	412,843	138,787	172,432	724,062	83,200	53,666	136,866	860,928	172,186	(480,480)		(308,294)	552,634	64.2%	53,921
		Rochford	7.0	6.0	289,375	75,702	125,405	490,482	53,051	34,219	87,270	577,752	115,550	(193,271)		(77,721)	500,031	86.5%	74,068
	Chelmsford	Brentwood	8.0	9.0	330,764	113,553	156,756	601,073	126,481	81,583	208,064	809,137	161,827	(170,764)		(8,937)	800,200	98.9%	97,006
		Chelmsford	15.3	17.8	634,303	224,583	302,539	1,161,425	177,116	114,243	291,359	1,452,784	290,557	(430,387)		(139,830)	1,312,954	90.4%	82,459
		Maldon & Dengie	6.0	6.0	247,082	75,702	109,729	432,513	63,556	40,995	104,551	537,064	107,413	(222,807)		(115,394)	421,670	78.5%	70,278
Total Episcopal Area			76.3	82.8	3,151,847	1,044,688	1,384,156	5,580,691	808,577	521,548	1,330,125	6,910,816	1,382,163	(2,802,472)	0	(1,420,309)	5,490,507	79.4%	70,465
Colchester	Stansted	Hinckford	5.5	6.5	227,648	82,011	101,891	411,550	88,348	56,986	145,334	556,884	111,377	(160,114)		(48,737)	508,147	91.2%	88,389
		Braintree	6.0	6.0	246,397	75,702	94,054	416,153	81,309	52,446	133,755	549,908	109,982	(179,337)		(69,355)	480,553	87.4%	80,092
		Dunmow & Stansted	5.0	5.0	208,141	63,085	78,378	349,604	63,136	40,724	103,860	453,464	90,693	(134,682)		(43,989)	409,475	90.3%	81,895
		Saffron Walden	6.6	9.0	272,889	113,553	141,080	527,522	95,701	61,729	157,430	684,952	136,991	(175,544)		(38,553)	646,399	94.4%	89,808
	Colchester	Witham	9.0	9.5	372,984	119,862	156,756	649,602	103,370	66,676	170,046	819,648	163,929	(278,056)		(114,127)	705,521	86.1%	77,322
		Colchester	14.0	14.5	579,230	182,947	242,972	1,005,149	147,176	94,932	242,108	1,247,257	249,451	(466,873)		(217,422)	1,029,835	82.6%	72,911
		Harwich	5.0	5.0	208,593	63,085	78,378	350,056	49,059	31,644	80,703	430,759	86,152	(269,157)		(183,005)	247,754	57.5%	49,551
		St Osyth	9.0	10.0	371,308	126,170	172,432	669,910	116,712	75,281	191,993	861,903	172,381	(554,647)		(382,266)	479,637	55.6%	51,858
Total Episcopal Area			60.1	65.5	2,487,190	826,415	1,065,941	4,379,546	744,811	480,418	1,225,229	5,604,775	1,120,956	(2,218,410)	0	(1,097,454)	4,507,321	80.4%	73,356
Total Diocese - Final Allocation 2023 Share			237.4	268.8	9,809,309	3,391,453	4,358,602	17,559,364	2,605,159	1,680,378	4,285,537	21,844,901	4,368,981	(9,426,881)	(675,000)	(5,732,900)	16,112,001	73.8%	65,705
Total Diocese - Budget			243.5	277.7	10,091,601	3,503,744	4,334,304	17,929,649	2,605,159	1,680,378	4,285,537	22,215,186	4,443,037	(9,442,444)	(675,000)	(5,674,407)	16,540,779	74.5%	65,634
Allocated vs Budget			(6.1)	(8.9)	(282,292)	(112,291)	24,298	(370,285)	0	0	0	(370,285)	(74,056)	15,563	0	(58,493)	(428,778)	-0.7%	71

2023 Parish Share summary by Deanery - with 2022 comparison

DS(2023)03ii

Episc Area	Archdeaconry	Deanery	# Stipends	# Houses	Parish Share Request 2023 £	Parish Share Request 2022 £	Incr / (Decr) £	Incr / (Decr) %	Parish Share Paid 2022 £	2022 paid %	2023 Share vs 2022 Paid £
Barking	Barking	Barking and Dagenham	10.5	10.5	271,660	378,649	(106,989)	(28)%	349,055	92.2%	(77,395)
		Havering	18.3	20.5	1,358,153	1,304,491	53,662	4%	1,166,644	89.4%	191,509
	Harlow	Epping Forest & Ongar	14.8	18.0	1,142,649	1,274,839	(132,190)	(10)%	1,145,233	89.8%	(2,584)
		Harlow	8.5	11.0	577,926	458,518	119,408	26%	370,063	80.7%	207,863
	West Ham	Newham	16.5	20.0	660,290	606,512	53,778	9%	471,452	77.7%	188,838
		Redbridge	17.5	20.5	1,295,136	1,236,947	58,189	5%	1,096,191	88.6%	198,945
		Waltham Forest	15.0	20.0	808,359	769,110	39,249	5%	726,646	94.5%	81,713
Total Episcopal Area			101.0	120.5	6,114,173	6,029,066	85,107	1%	5,325,284	88.3%	788,889
Bradwell	Southend	Basildon	10.0	11.0	542,356	511,443	30,913	6%	469,621	91.8%	72,735
		Hadleigh	9.0	10.0	726,349	725,529	820	0%	571,172	78.7%	155,177
		Southend on Sea	11.0	12.0	634,313	643,489	(9,176)	(1)%	584,490	90.8%	49,823
		Thurrock	10.0	11.0	552,634	501,751	50,883	10%	372,561	74.3%	180,073
		Rochford	7.0	6.0	500,031	499,998	33	0%	329,230	65.8%	170,801
	Chelmsford	Brentwood	8.0	9.0	800,200	857,084	(56,884)	(7)%	676,648	78.9%	123,552
		Chelmsford	15.3	17.8	1,312,954	1,391,114	(78,160)	(6)%	1,186,016	85.3%	126,938
		Maldon & Dengie	6.0	6.0	421,670	333,986	87,684	26%	237,978	71.3%	183,692
Total Episcopal Area			76.3	82.8	5,490,507	5,464,394	26,113	0%	4,427,716	81.0%	1,062,791
Colchester	Stansted	Hinckford	5.5	6.5	508,147	445,280	62,867	14%	398,806	89.6%	109,341
		Braintree	6.0	6.0	480,553	427,164	53,389	12%	397,879	93.1%	82,674
		Dunmow & Stansted	5.0	5.0	409,475	451,088	(41,613)	(9)%	449,669	99.7%	(40,194)
		Saffron Walden	6.6	9.0	646,399	645,885	514	0%	610,430	94.5%	35,969
		Witham	9.0	9.5	705,521	699,605	5,916	1%	553,280	79.1%	152,241
	Colchester	Colchester	14.0	14.5	1,029,835	1,070,831	(40,996)	(4)%	992,767	92.7%	37,068
		Harwich	5.0	5.0	247,754	313,783	(66,029)	(21)%	234,083	74.6%	13,671
		St Osyth	9.0	10.0	479,637	530,567	(50,930)	(10)%	481,770	90.8%	(2,133)
Total Episcopal Area			60.1	65.5	4,507,321	4,584,203	(76,882)	(2)%	4,118,684	89.8%	388,637
Total Diocese - Final Allocation 2023 Share			237.4	268.8	16,112,001	16,077,663	34,338	0%	13,871,684	86.3%	2,240,317

2023 Parish Share summary by Deanery - detail of 2023 calculation

Episc Area	Archdeaconry	Deanery	# Stipends	# Houses	PM1 (Stipends)	PM2 (Houses)	PM3 (Future Training)	Subtotal	PS1 (Services to parishes)	PS2 (Other costs)	Subtotal	Total Cost	Mutual Support Contrib'n	Mutual Support Grant	City Churches Fund	Net Subsidy	Parish Share Request 2023
Barking	Barking	Barking and Dagenham	10.5	10.5	432,241	132,479	164,594	729,314	88,768	57,257	146,025	875,339	175,068	(662,692)	(116,055)	(603,679)	271,660
		Havering	18.3	20.5	753,317	258,649	337,025	1,348,991	217,456	140,263	357,719	1,706,710	341,342	(572,683)	(117,216)	(348,557)	1,358,153
	Harlow	Epping Forest & Ongar	14.8	18.0	611,151	227,106	270,404	1,108,661	174,700	112,685	287,385	1,396,046	279,209	(532,606)		(253,397)	1,142,649
		Harlow	8.5	11.0	350,810	138,787	172,432	662,029	69,544	44,857	114,401	776,430	155,286	(353,790)		(198,504)	577,926
	West Ham	Newham	16.5	20.0	680,423	252,340	329,188	1,261,951	152,219	98,184	250,403	1,512,354	302,471	(988,369)	(166,166)	(852,064)	660,290
		Redbridge	17.5	20.5	721,885	258,649	321,350	1,301,884	200,437	129,286	329,723	1,631,607	326,321	(528,182)	(134,610)	(336,471)	1,295,136
		Waltham Forest	15.0	20.0	620,445	252,340	313,512	1,186,297	148,647	95,880	244,527	1,430,824	286,165	(767,677)	(140,953)	(622,465)	808,359
Total Episcopal Area			101.0	120.5	4,170,272	1,520,350	1,908,505	7,599,127	1,051,771	678,412	1,730,183	9,329,310	1,865,862	(4,405,999)	(675,000)	(3,215,137)	6,114,173
Bradwell	Southend	Basildon	10.0	11.0	411,939	138,787	172,432	723,158	82,570	53,259	135,829	858,987	171,797	(488,428)		(316,631)	542,356
		Hadleigh	9.0	10.0	370,893	126,170	156,756	653,819	104,106	67,150	171,256	825,075	165,015	(263,741)		(98,726)	726,349
		Southend on Sea	11.0	12.0	454,648	151,404	188,107	794,159	118,497	76,433	194,930	989,089	197,818	(552,594)		(354,776)	634,313
		Thurrock	10.0	11.0	412,843	138,787	172,432	724,062	83,200	53,666	136,866	860,928	172,186	(480,480)		(308,294)	552,634
	Chelmsford	Rochford	7.0	6.0	289,375	75,702	125,405	490,482	53,051	34,219	87,270	577,752	115,550	(193,271)		(77,721)	500,031
		Brentwood	8.0	9.0	330,764	113,553	156,756	601,073	126,481	81,583	208,064	809,137	161,827	(170,764)		(8,937)	800,200
		Chelmsford	15.3	17.8	634,303	224,583	302,539	1,161,425	177,116	114,243	291,359	1,452,784	290,557	(430,387)		(139,830)	1,312,954
		Maldon & Dengie	6.0	6.0	247,082	75,702	109,729	432,513	63,556	40,995	104,551	537,064	107,413	(222,807)		(115,394)	421,670
Total Episcopal Area			76.3	82.8	3,151,847	1,044,688	1,384,156	5,580,691	808,577	521,548	1,330,125	6,910,816	1,382,163	(2,802,472)	0	(1,420,309)	5,490,507
Colchester	Stansted	Hinckford	5.5	6.5	227,648	82,011	101,891	411,550	88,348	56,986	145,334	556,884	111,377	(160,114)		(48,737)	508,147
		Braintree	6.0	6.0	246,397	75,702	94,054	416,153	81,309	52,446	133,755	549,908	109,982	(179,337)		(69,355)	480,553
		Dunmow & Stansted	5.0	5.0	208,141	63,085	78,378	349,604	63,136	40,724	103,860	453,464	90,693	(134,682)		(43,989)	409,475
	Colchester	Saffron Walden	6.6	9.0	272,889	113,553	141,080	527,522	95,701	61,729	157,430	684,952	136,991	(175,544)		(38,553)	646,399
		Witham	9.0	9.5	372,984	119,862	156,756	649,602	103,370	66,676	170,046	819,648	163,929	(278,056)		(114,127)	705,521
		Colchester	14.0	14.5	579,230	182,947	242,972	1,005,149	147,176	94,932	242,108	1,247,257	249,451	(466,873)		(217,422)	1,029,835
		Harwich	5.0	5.0	208,593	63,085	78,378	350,056	49,059	31,644	80,703	430,759	86,152	(269,157)		(183,005)	247,754
			St Osyth	9.0	10.0	371,308	126,170	172,432	669,910	116,712	75,281	191,993	861,903	172,381	(554,647)		(382,266)
Total Episcopal Area			60.1	65.5	2,487,190	826,415	1,065,941	4,379,546	744,811	480,418	1,225,229	5,604,775	1,120,956	(2,218,410)	0	(1,097,454)	4,507,321
Total Diocese - Final Allocation 2023 Share			237.4	268.8	9,809,309	3,391,453	4,358,602	17,559,364	2,605,159	1,680,378	4,285,537	21,844,901	4,368,981	(9,426,881)	(675,000)	(5,732,900)	16,112,001

DIOCESAN SYNOD

Title: **BISHOP'S COUNCIL, DIOCESAN MISSION & PASTORAL COMMITTEE AND FINANCE COMMITTEE REPORT**

Author: **HEAD OF SERVICE DELIVERY**

Date: **18 MARCH 2023**

This paper summarises the business of the Bishop's Council since the report circulated to the October 2022 Synod meeting. Appended to this report are the 2022 annual reports from the Diocesan Mission and Pastoral Committee (DMPC) and the Diocesan Advisory Committee.

December 2022

Bishop's Council

- Received updates on the respective appointment processes for the Archdeacon of Chelmsford and the Bishop of Bradwell.
- Approved a series of recommendations relating to the Chelmsford Diocesan Vacancy in See Committee.
- Approved the appointment of two new trustees to the Guy Harling's charity.

DMPC

- Approved the commencement of the formal consultations regarding the amendment of the parish boundary between the parish of Stansted and the parish of Birchanger,
- Noted the developing work relating to the Dunton Hills housing development,
- Approved amendment to the Sharing Agreements for the Church of Our Saviour, East Springfield and St Augustine of Canterbury, North Springfield.
- Approved the lifting of suspension of the right of presentation to the benefice of Wanstead.
- Approved the suspension of the right of presentation to the benefice of the Ascension with All Saints, Chelmsford.

Finance Committee

- Received a verbal update on the proposed governance review.
- Received an outline proposal to be brought to the Committee regarding establishment of designated funds.
- Noted the results of a recent skills audit and discussed ways to use the findings.
- Received an update on the current financial position.
- Approved the proposal to set up a designated fund for children and youth work using the proceeds of sale from St Marks College in Audley End.

January 2023

The Bishop's Council met for their annual day meeting. The main sections of the day were led by a facilitator and focused on the Travelling Well Together document and

the implications that the values articulated in that document would have for the Council and how it conducts its business.

February 2023

Bishop's Council

- Received an update on the progress made in the carbon neutrality work as well as approving revisions to the Diocesan Environmental Policy.
- Approved the June Diocesan Synod agenda.
- Received further updates on the respective appointment processes for the Archdeacon of Chelmsford and the Bishop of Bradwell.
- Noted an annual report from the Diocesan Safeguarding Team.
- Noted an annual report on Strategic Development Fund projects.
- Engaged in a facilitate item considering opportunities and risks arising from the recent General Synod decision relating to Living in Love and Faith.

DMPC

- Approved the commencement of the formal consultations with statutorily interested parties regarding the creation of a plurality between the benefice of Hadleigh St Barnabas and the benefice of Hadleigh St James,
- Noted the Barking AMPCs response to the emerging proposals for the Harlow and Gilston Garden Town development,
- Noted the presentation to the Colchester AMPC regarding the parish churches of the parish of Wicken Bonhunt and Arkesden.
- Noted that applications from Deaneries to utilise the Mission Opportunity Fund money will be submitted to the respective AMPCs for decision and an annual report will be made to the Diocesan Mission and Pastoral Committee in respect of the use of the funds.

Finance Committee

- Received a report on the draft outturn for 2022.
- Approved the creation of two new designated funds, one for closed churches and the a designated stipends capital fund.
- Considered two modelled risk scenarios.
- Approved recommendations relating to incumbents', curates' and archdeacons' stipends increases.
- Received an update on the parish share scheme.
- Approved the membership of the Retreat House Advisory Board.

Synod is asked to NOTE this report.

DIOCESAN MISSION AND PASTORAL COMMITTEE – 2022 ANNUAL 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 to change legal structures of benefices and parishes. It is assisted in this by three Area Committees who have delegated authority and are able to provide more detailed consideration to their respective Areas.

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. Each AMPC considered how they could respond to the ongoing challenges around availability and deployment of stipendiary ministry.

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 2022 for the following cases:

- The union of the benefice of Great Ilford (Seven Kings) St John and the benefice of Aldborough Hatch.
- The union of the parish of Orsett, the parish of Bulphan and the parish Horndon on the Hill.
- The transfer of churchyard land from the former church of St Nicholas in Colchester.
- The union of the benefice of North Blackwater Parishes and the benefice of Great and Little Totham with Goldhanger.
- The union of the benefice of Finchingfield and Cornish Hall End and Wethersfield with Shalford and the benefice of Great and Little Bardfield.
- The creation of a plurality between the benefice of Stifford and the benefice St John the Evangelist, North Grays.
- The union of the benefice of the South Rodings, the benefice of Great Canfield with High Roding and Aythorpe Roding and the benefice of High Easter with Good Easter and Margaret Roding.
- The union of the benefice of Rawreth and the benefice of Hullbridge and Rettendon.
- The alteration of the name for the benefice of Coggeshall, Markshall, Cressing, Stisted, Bradwell-Juxta-Coggeshall and Pattiswick.

The DMPC also gave its agreement to commence formal consultations in the following cases:

- The dissolution of the benefice of Colchester St Peter and St Botolph and the creation of two new single parish benefices – Colchester St Peter and Colchester St Botolph.
- The union of the benefice of Bocking St Peter and the benefice of Braintree St Paul.
- The union of the parish of Tolleshunt Knights with Tiptree and the parish of Great Braxted.
- The union of the parish of Downham, the parish of South Hanningfield and the parish of Ramsden Bellhouse.
- The amendment of the constitution of the patronage board of the Great Baddow Team Ministry.

- The amendment of the parish boundary between the parish of Birchanger and the parish of Stansted Mountfitchet.

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 key decisions from the year:

- The agreement to commence the formal consultations around the closure of St Peter's church in Shelley.
- Following the formal consultations around the closure of Holy Trinity in North Fambridge a consultation meeting with representors was held with a view to re-establish regular public worship in this building.
- The approval of a new proposal for the future of the closed church of Holy Trinity in Abridge being sale to RMP Prop for residential purposes.

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 a BMO was granted to E20 Church to serve an area of new housing in Stratford.

The DMPC considered reviews of the BMOs for Crossway Stratford and St Francis Community Church by their respective Visitors and agreed to grant extensions to each BMO.

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:

- 22 suspensions for a further period,
- 7 new suspensions,
- 3 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

2022 ANNUAL REPORT FROM THE DIOCESAN ADVISORY COMMITTEE

The committee met on 9 occasions throughout the year and, with the easing of Covid-19 related restrictions, took the opportunity to meet in person on two of those occasions rather than via the video conferencing facility Zoom, a facility that had enabled the committee to undertake its regular round of meetings following the first lockdown. Once again, Covid 19 seems to have had an impact upon the work of the DAC during 2022. The number of faculty applications reduced still further against the total number for 2021 with 152 being received. Having said this, the advent of the A & B lists has meant that many proposals for works to parish churches and their churchyards which would previously have been dealt with as a faculty application are now dealt with either through the office of the appropriate Archdeacon or without any further approval required. In the case of the former, 164 written notices were issued by the Archdeacons over the course of the year.

The DAC continued to welcome opportunities to meet with parish representatives and discuss their emerging proposals for work to their buildings and, to this end, members formed visiting sub-committees on 43 occasions during the year. The DAC continues to advocate early engagement with emerging projects and does all it can to help and guide parishes in what can be a complex process where, for example a new extension is being considered and the needs of a good many other bodies need to be addressed.

As part of its process of outreach, in July 2022 a party of DAC members undertook a tour of recent cases in the Harlow Archdeaconry. Once again we were pleased to welcome a group of curates in training on the tour and we enjoyed stimulating visits to the churches at Theydon Mount, Epping, Loughton, Little Parndon and Willingale. Our thanks go to all those parish members who bade us welcome and especially the team at Loughton St Mary where we enjoyed an excellent sandwich lunch.

Speaking of major projects, the DAC promoted another round of its Design Awards Scheme in 2022. The scheme started in 1999 and ran every year until 2003 when a biennial format was adopted. The scheme was set up to promote good design and the commissioning of bespoke fittings and works of art. This year's scheme attracted seven entries including a new extension as part of a major re-ordering scheme; two stained glass windows; a new organ and gallery; the provision of toilet and refreshment facilities; a new entrance to a churchyard comprising a completion winning piece of sculpture; and the sensitive redecoration and relighting of a Victorian chancel. The standard of entries this time around was high with all submissions being either commended or highly commended. The next scheme will be run in 2024 and the DAC looks forward a further stimulating batch of projects to consider.

In November, members attended what was essentially a training day hosted by the Buildings Craft College at Stratford. This is the third such event that has been organized and gives members an opportunity to receive presentations and discuss

topics in greater depth than would otherwise be the case at the committee's regular casework-based meetings. After a tour of the campus to see the work being undertaken by the college's students, members discussed matters such as the impact of climate change upon the fabric of churches in the diocese, the sale of treasures and the consequences of the General Synod's target of all parts of the church to become carbon 'net zero' by 2030.

As seems to be customary, there were a few changes to the membership of the committee and those with whom it deals. Members were saddened by the death of the committee's long-standing organs adviser, Dr David Frostick in April. However, the committee was grateful for David for the fact that, shortly before his death, he was able to nominate a successor to take over this important aspect of the DAC's work and we subsequently welcomed Jeremy Prentice to act as the Committee's new organs adviser. Members were also saddened to learn of the untimely death of its lighting adviser, Benson Lau, who passed away suddenly in December. One other change in the personnel of the committee occurred in 2022 and that was the retirement of Archdeacon Elizabeth Snowden in October. Elizabeth had joined the committee on her appointment as the Archdeacon of Chelmsford and took a particular interest in environmental issues and the need for sustainable solutions. Finally, 2022 also saw the appointment of a new Chancellor of the diocese following the sudden death of George Pullman QC in December 2021. Philippa Hopkins QC (now KC) had been sworn in as the Deputy Chancellor of the Diocese in February 2020 and we were delighted that she was appointed as the new Chancellor in May 2022.

Malcolm Woods

Chair of the Chelmsford Diocesan Advisory Committee