

## **DIOCESE OF CHELMSFORD DIOCESAN SYNOD**

There will be a meeting of the Diocesan Synod at 10:00am at Church of Our Saviour, Ashton Place, Chelmer Village, Chelmsford, Essex, CM2 6ST on Saturday 22 October 2022

### **AGENDA**

#### **REGISTRATION AND COFFEE from 9:30am**

#### **OPENING WORSHIP at 10am**

Led by Mac Leonard and Diana Kennedy

#### **1. MINUTES OF DIOCESAN SYNOD HELD ON 11 JUNE 2022**

Minutes of the previous meeting attached

#### **2. NOTICES**

#### **3. PRESIDENTIAL ADDRESS**

#### **4. COVENANT FOR CLERGY CARE AND WELLBEING**

The text of the Covenant is as follows:

*The Church of England is part of the One, Holy, Catholic and Apostolic Church, worshipping the one true God, Father, Son and Holy Spirit. It professes the faith uniquely revealed in the Holy Scripture and set forth in the catholic creeds, which faith the Church is called upon to proclaim afresh in every generation*

*In its formularies, the Church of England recognises that God calls some to serve as deacons, priests and bishops to build up and equip the whole People of God.*

*Conscious that such a calling is both a privilege and a demand, we commit together to promote the welfare of our clergy and their households.*

*We undertake to work together to coordinate and improve our approach to clergy care and wellbeing so that the whole Church may flourish in the service of the mission of God.*

Diocesan Synod will be asked to adopt the above Covenant in this Diocese. The resources relating to the Covenant can be accessed on the National Church website -

<https://www.churchofengland.org/resources/clergy-resources/national-clergy-hr/supporting-clergy-health-and-wellbeing/covenant>

The Bishop of Barking to move that:

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

#### **COFFEE at approx. 11:30**

#### **5. 2023 DEANERY SYNOD ELECTION FORMULA**

Paper DS(2022)11 attached

The Chair to move 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.'*

## **6. DEANERY SYNOD RULES**

Paper DS(2022)12 attached

The Chair to move that:

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

## **7. ANNUAL REPORT FROM THE DIOCESAN BOARD OF EDUCATION**

Paper DS(2022)13 attached

## **8. QUESTIONS** see notes for details

## **9. PARISH SHARE UPDATE**

Paper DS(2022)14 attached

## **10. GENERAL SYNOD REPORT – JULY 2022 SESSIONS**

Paper DS(2022)15 attached

## **11. BISHOP'S COUNCIL FINANCE COMMITTEE AND DMPC REPORTS**

Paper DS(2022)16 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 17 October 2022 either in hard copy at the Diocesan Office or by email to [nwhitehead@chelmsford.anglican.org](mailto: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](mailto:nwhitehead@chelmsford.anglican.org)

**DIOCESE OF CHELMSFORD  
DIOCESAN SYNOD**

**Minutes of the 156th meeting of the Synod held on  
Saturday 11 June 2022**

**PRESENT : The President and 84 Members**

Piers Northam opened the Synod meeting with worship.

**1. MINUTES OF DIOCESAN SYNOD HELD ON 26 FEBRUARY 2022**

The minutes of the previous meeting were approved.

**2. NOTICES**

The Chair highlighted the notices on the day paper.

**3. PRESIDENTIAL ADDRESS**

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

<https://www.chelmsford.anglican.org/news/article/diocesan-synod-june-2022-presidential-address-by-the-bishop-of-chelmsford>

**4. DIOCESAN BOARD OF EDUCATION SCHEME**

The Chair invited the Dean of Mission, Ministry and Education to speak to the proposed scheme.

It was explained that now the Diocesan Board of Education Measure 2021 was in effect, Dioceses must put in place a Scheme under this Measure and provide for a Terms of Reference for their Boards of Education. In this Diocese we have been working hard to assess which arrangement would be most appropriate. The DBE are blessed to serve 139 schools and others who affiliate with the Diocese. The Scheme relates to how this work is governed.

The proposal put before the Synod was for the DBE to become a statutory committee. Consideration had been given to the other two options but were not considered suitable. We are unable to progress with incorporation and a non-statutory committee does not offer a good level of governance.

The 'clunky' wording of the motion was acknowledged, and the Dean of Mission, Ministry and Education thanked to the Diocesan Registrar for his support in reviewing the Scheme and highlighted that this has been through many forums of review. If approved the Scheme will go to the National Education Office for certification on behalf of the Archbishops' Council. A copy will also be sent to the Department for Education.

The Dean of Mission, Ministry and Education moved the motion that:

*'This Synod resolve that it is ready to make the proposed scheme and that, conditional on the proposed scheme being certified by the Archbishops Council in accordance with s.23(1), the scheme will be made on the date on the certificate on which the Scheme comes into operation.'*

The following members spoke in the debate:

John Paterson (Brentwood)  
Revd Andy Sachs (General Synod)  
Richard Brown (General Synod)  
Mary Durlacher (General Synod and Colchester)

Their contributions were as follows:

- Could we have a simple description of the need for the proposal? *The Dean of Mission, Ministry and Education explained that it was necessary due to a change in legislation which had captured many of the changes in the education sector, particularly in resulting from the drive toward academisation. This gets us fit for the future and to ensure we continue to effectively serve our schools.*
- The Dean of Mission, Ministry and Education was thanked for living with this and helping Synod to understand. *The Dean of Mission, Ministry and Education pointed out that this has been a shared endeavour and expressed his gratitude for the support of others.*
- Is the DBE now a committee of this Synod? *In response it was noted that under the previous Measure the DBE did have a responsibility to report to Synod, but this is now enhanced. The DBE will need to report on an annual basis and it was decided that the best time to do so will be in the Autumn.*
- What does this proposal mean for rural Voluntary Controlled schools? *How will it help them? The Dean of Mission, Ministry and Education pointed out that this question is outside the nature of the scheme, but acknowledged the work going around how we enable our small rural schools and secure their future. The scheme regulates the discussion and helps us to engage in that sort of debate.*

The Chair invited members to vote on the motion. The motion was carried unanimously.

## **5. 2023 BUDGET AND SHARE SCHEME**

The Chair invited the Chief Executive and Diocesan Secretary and the Archdeacon of Barking to introduce this item.

The Archdeacon of Barking explained that this work had been brought to Synod with a great deal of prayer and optimism. The current scheme was helpful in some ways but was clearly creaking and in need of review and change. The proposed scheme will not be perfect, but it is hoped that it will support our shared life.

Key points underpinning the proposed scheme are:

- Mutuality – the sharing of resources which God has given to us.
- Generosity – an invitation for all of us to continue to be generous as an expression of God’s generosity toward us.
- Positivity in interrelationship in the Diocese and is ultimately about discipleship.

Much of this had been presented to the Synod previously and it had been a great encouragement to get support from Synod. We had committed to bring a number of variable factors to seek the view of Synod as to how we should prioritise. Members who had participated in the survey were thanked. That consultation revealed that there was :

- Support for mutuality
- A need for transparency and consistency (an end to unfair anomalies)
- Support for a hybrid model:
  - The Diocesan Office to produce request for each deanery with suggested parish breakdown
  - Deaneries to discuss whether they wish to reappropriate suggested amounts between parishes to achieve local agency whilst ensuring deanery request is met
  - Opt in model: where deanery discussions will not work, parishes can opt out and contribute the amount suggested by the Diocesan Office as they do now
- Deprivation data should inform which parishes should benefit most from mutual support, followed by data indicating that a parish is likely to face challenges associated with rural ministry
- Attendance data should continue to be used to inform how much parishes are asked to contribute to fund Services to Parishes. Data about current ministry provision in a parish should continue to inform how much parishes are asked to contribute to fund Parish Ministry costs.
- All parishes should be asked to contribute to the mutual support fund (most will receive more from the fund than they contribute)
- Deaneries and parishes will need support in implementing a hybrid approach including guidelines, communication materials and support in facilitating deanery discussions
- All parochial fees should go back into Mutual Support Fund to be shared by all
- There should be a Missional Opportunity Fund for parishes to spend together across parish boundaries in a deanery.

The Chief Executive and Diocesan Secretary spoke on the formula used in the proposed new scheme. This would include the following components:

- Parish Ministry – parish contribution to parish ministry costs across the diocese. This contributes to:
  - Funding parish ministers (clergy & lay ministers housing, training and stipends)
  - Training future ministers (housing and stipends)
 and is based on current ministry provision in your parish
- Parish Support - parish contribution to supporting parishes across the diocese. This contributes to:
  - Services to parishes
  - Services from national church

- Other diocesan costs  
And is based on the average church attendance in each parish over the last 3 years
- Contribution to Mutual Support – the parish’s contribution to the Mutual Support Fund.  
This contributes to the work of mutually supporting parishes in less affluent areas and is based on: 20% of the Parish Ministry and Parish Support contributions. Initially it had been thought that 10% would work, but this had now been changed to 20%.
- That contribution is then distributed based on:
  - Low income communities data for each parish, so that areas of higher economic deprivation receive higher support,
  - Geographical area, so that longer travel distances are reflected in higher support

The consultation said that the range of share asks should be broad, between £25k - £120k. Mutual Support enables a lower request in more needy areas. Mission opportunities and one-off building costs were too hard to measure and thus are not included.

If approved the next steps would be:

- In July there will be training sessions for Area Deans.
- In August, share requests will be given by deanery and broken down to each benefice, along with communication and support.
- Between August and October deaneries and PCCs will need to discuss whether this is right. There is full agency to change the numbers according to local circumstances. There is no compulsion to go with and parishes can opt out. If Deanery opts to meet together then it will decide how the money will be paid
- In November the Deanery is to let the office know about its share allocation and use of the MOF. Any parish which agrees to pay more will be doubled checked to ensure that the PCC in question has agreed this.

In terms of the budget for 2023 and the Chief Executive and Diocesan Secretary covered the following points:

- A deficit of £1.3m is projected.
- Inflation is a huge factor, costs are 10% bigger than in 2022.
- Share requests have been held to 4% so they are less than the increase in costs.
- The clergy pension scheme contribution rate has fallen. This does not involve a change in benefits but is a reduction in the bill for the same thing. The deficit has been paid due to improved investment performance. This meant that the share request can be held and also ensure that there is an increase to stipends this year as well as being budgeted for next year.
- Total Return Accounting has massively helped and if we continue to invest capital from property sales in time this will grow to replace the loss of the Darlow money.
- MOF has been set aside with £360k in the budget. This is really good news to give mission a kick start in some places.

- Members wouldn't be asked to approve a deficit without having a plan. If we hold firm we can get there. It does mean we have to continue with cost reduction, build investments and reduce share shortfall. It is hoped that transparency and a more empowered process will encourage that.
- On the whole this is very good news bearing in mind the impact of the pandemic and inflation.

The Chair then invited members to ask questions for clarification. The following members asked a question:

Revd Susan Iskander (Chelmsford)  
 Revd Susan Lucas (General Synod)  
 Revd Katie de Bourcier (Hinckford)  
 Sandra Turner (General Synod and Saffron Walden)  
 Revd Canon John Dunnett (General Synod)  
 Revd David Lower (St Osyth)  
 Gordon Simmonds (Rochford)  
 Revd Canon Nick Rowan (Rochford)  
 Revd Nigel Adams (Braintree)  
 Revd Chris Wragg (Havering)  
 Revd Darren McIndoe (Harlow)  
 Bishop of Colchester

The questions and answers were as follows:

- It feels like Mission and Ministry Units are not involved in the process, is that the case? *The Archdeacon of Barking confirmed that the approach being taken is that MMUs are important examples of collaboration. The paper includes them within the definitions of a 'share paying unit' and sharing and mutuality is very much encouraged.*
- Has the electoral roll come back as a factor in the formula? *The monthly members definition is the same; this includes usual Sunday attendance, mid-week attendance and electoral roll. The only difference is that the cap on members has been removed.*
- Has modelling on the level of risk been done? *Modelling has been done and as a result we have increased shortfall provision to £2.5m.*
- In some places there is a larger electoral roll than actual membership. *This was acknowledged but it was not a question for clarification and is not something the scheme can address. It would be a matter to consider at General Synod as the rules for electoral rolls are set in legislation.*
- What will happen if the assumptions change, what if inflation stays high, when would we need to seek extraordinary action or support? *In response it was noted that we have to have balance and if this doesn't work we will need to look again and look at reducing costs. Over time we should see wages and pensions increasing and people having more disposal income. The assumptions are good enough to trust in for now but if it goes off track we will need to live within our means.*
- Which index is used to measure deprivation and is vacancy credit still included? *The measure used is the Index of Multiple Deprivation. This is a government statistic produced for each parish. The Church of England applies this to each Anglican parish. The result of the consultation was that vacancy credit should go into the mutual support*

*fund. This is on the basis that during a vacancy there is still a church and ministry is still being provided.*

- *Has the proposed Scheme been modelled to the extent that it shows the largest changes? Yes, this has been modelled many times.*
- *Why was there the need to double the mutual support fund contribution rate? This was the amount that best expressed our desire for mutual support and deprivation. The initial 10% didn't provide enough support for needy areas.*
- *Will there be a greater impact for Church that are larger/smaller, in urban/rural, and in deprived/least deprived areas? It was acknowledged that impact will differ. It is hoped that larger Churches will make a larger contribution, urban and rural shouldn't matter and deprivation is factored in as previously explained.*
- *How fluid is the mutual support contribution? It is variable but works with where we are. We would need to look carefully if we wanted to change it. Most parishes will get more than they put in.*
- *What resources will be given to Deaneries to support this contribution? This will be done in consultation recognising that contexts differ. We want to support the development. This could lead into agency around mission and discipleship. There may be a need for resourcing around the parish share question and for more targeted support.*
- *How will this be reviewed in 2023 and should we bring in a test of viability? We will be open to improving the scheme as we go along. We will need to do a review. The deanery having accountability through this scheme means that if someone tries to manipulate in favour of their parish means there will need to be a mutual solution found.*

The Archdeacon of Barking moved the motion that:

*This Synod*

- approves the Parish Share Scheme proposed in the paper, except that the Mutual Support Fund contribution rate will be 20% rather than 10%.*
- approves the Diocesan Budget for 2023 and the total Share of £16,541m.*
- approves the apportionment of total Share according to the approved Share scheme, based on the number of posts and houses at the time of apportionment.*
- notes the forecast budget for years 2024 to 2027.*

The following members spoke in the debate:

Revd Chris Wragg (Havering)  
Revd Susan Iskander (Chelmsford)  
Mary Durlacher (General Synod and Colchester)  
Canon Robert Hammond (General Synod)  
Revd Canon Darren Barlow (Thurrock)  
Revd Canon Nick Rowan (Rochford)  
Canon Wendy King (St Osyth)

The contributions to the debate and the responses were as follows:

- *Whatever we do we need to improve discipleship. Are there any figures which exist which give an idea that we are achieving what we should be doing? In*



*response it was noted that statistics and discipleship are very much central to the scheme. There are national resources available to measure the effectiveness of parishes.*

- *The formula doesn't include anything on parish administration. We want clergy to focus on essential ministry tasks. In response it was confirmed that the conversations around additional costs are best placed in local contexts. It is very difficult to work those out otherwise.*
- *The Church is God's and anything we can do to reduce barriers to the spirit of encouragement will help.*
- *This is an excellent scheme and the team who prepared this was complemented. There are good and strong numbers to be worked with and they can also be explained. There is excellent agency to take into account local factors. There is mutuality in that we all pay into a central pot and then needs are taken in to account. It may need to be tweaked as we go on, but that is not an issue.*
- *In a deanery where most parishes are below the income threshold, the idea that others will make it up is a big ask. In response it was acknowledged that transparency goes both ways and we need to have conversations. If people cannot pay then we need to look at a different way of living. We hope that it is more affordable, but the next step is to sit down and look at what the deanery picture is. It is a moving feast.*
- *It is hard to know the impact of the scheme as we have not seen the full modelling. Some of the more vulnerable parishes may not get the money back.*
- *How will we get the Churches to pay? Some Deaneries strives to do this and are successful but what encouragement will there be for those Deaneries who struggle. In response it was explained that where Deaneries may struggle there is a hope the new scheme will give a relatively low ask and that, in time, there might be inter-deanery resource. We can't make churches pay, but we share a commitment and hope we will seek to be generous.*

The Chair closed the debate and explained that, in accordance with Standing Order 47, they will divide vote on the motion so members will vote for part a) and then parts b), c) and d) together.

Members voted on Part a) of the motion. Part a) was overwhelmingly carried.

Members voted on Parts b), c) and d) of the motion Parts b), c) and d) were overwhelmingly carried.

## **6. CHELMSFORD DIOCESAN BOARD OF FINANCE: ANNUAL GENERAL MEETING**

See separate minutes

## **7. PENTECOST PRAYER ITEM**

The Chair invited the Bishop of Chelmsford to lead this item.

The Bishop and Dean of Chelmsford led Synod in a time of prayer for Pentecost.

## 8. QUESTIONS

**Q1 & Q2. Sandra Turner (General Synod and Saffron Walden) to ask the Dean of Mission, Ministry and Education (as Interim Diocesan Director of Education) :**

I note that the Diocesan Board of Education Scheme states:

***Duty to promote education etc.***

4.

*The DBE must, as required by section 2(1) of the Measure—*

*(a) promote or assist in the promotion of education in the Diocese that is consistent with the faith and practice of the Church of England;*

What measures are in place :

**Q.1** To promote/assist SRE (Sex and Relationships education) teaching which is “consistent with the faith and practice of the Church of England”?

**A.**

Through the work of our Education Department, particularly our Schools Advisers, we encourage and enable schools to engage with ‘Goodness & Mercy’ (<https://goodnessandmercy.co.uk/>) a selection of RSHE resources written primarily for Church of England schools. Goodness & Mercy utilises national guidance including the Church of England Charter for Faith Sensitive & Inclusive RSHE. These resources are written to meet both the mandatory requirements of the 2020 Department for Education guidance for RSHE, the Church of England Education Office Charter and the Section 48 Statutory Inspection of Anglican and Methodist Schools expectations. We encourage our schools to review their approach through their Christian Vision and Values via the work of our Schools Advisers. While the DBE can promote or assist, it is ultimately a school’s decision as to the resources they decide to utilise.

Supplementary

Q. How do you ensure there is no contradiction between the position set out and the resources schools use?

A. We are responding to mandatory and statutory requirements. Accountability for this teaching ultimately rests with the school leadership and the Diocesan Board of Education cannot dictate.

**Q.2** To safeguard and support members of staff who uphold the current faith and practice of the Church of England regarding teaching about sex and marriage?

**A.**

School staff are employed by their governing body, local authority, or academy trust. 'Religion or belief' is a protected characteristic within the Equality Act 2010. As an Education Department we would encourage our schools to utilise best practice in human resource management to safeguard and support staff.

**Q3. Revd Chris Wragg (Havering) to ask the Diocesan Secretary and Chief Executive :**

The 'cost' of a full-time stipendiary post in Chelmsford Diocese has been costed out at £77,000/pa. Despite the dire financial situation in the Diocese, the Diocese continues to appoint full-time stipendiary clergy to parishes where the Parish Share contribution falls a long way short of £77,000. Two recent full-time stipendiary appointments in Havering Deanery were made in parishes whose 'asked for' Parish Share contribution for 2022 is £36,000 & £18,000 respectfully; the £18,000 post being deemed 'unsustainable without help' according to the Havering Deanery Plan, the Diocese not considering it prudent to temporarily suspend the presentation for this parish. How can the Diocese justify appointing clergy to posts where the parish share for that post is a lot less than the 'cost' of that post?

**A.**

In the paper on 2023 Budget and Parish Share, the 'cost' of a full-time stipendiary post with housing is £89,611 pa, and the average Share request for the same post is £66,725pa. These amounts change every year. Most parishes can expect to receive more financial support from the Mutual Support Fund than the contribution they make into the Fund. So, most posts in the Diocese have a Share assessment which is lower than the 'cost' of the post.

This is possible because of income from diocesan investments, and funding from the National Church such as the Low Income Communities Funding. It is both right and sustainable that such income is used to support parish ministry. Our proposed Share scheme gives greater support to parishes with higher levels of deprivation, and larger geographic area. This means that two parishes with the same number of clergy posts will have different suggested Share contributions, according to their different circumstances.

Supplementary

**Q.** Who will be picking up the shortfall in these cases?

**A.** Part of the income is held back as a contingency and we are hopeful that shortfall will reduce over time. As the transition funding reduces it is hoped that we can cover this with investment following the proceeds from the sale of surplus houses.

Q. The costs for a stipend in paper don't add up to the £89k just quoted, can you clarify the different?

A. For the purposes of answering the question the total expenditure was divided by numbers of current posts.

**Q4. Revd Chris Wragg to ask the Diocesan Secretary and Chief Executive:**

In the 2023 Budget and Share Scheme "DS(2022)09" the reduction in Parochial stipendiary posts for 2023 is predicted to have been reduced to 243.5. Has the Diocese identified the remaining 28.5 posts that need to be cut to achieve the desired number of 215 FTE (Full Time Equivalent) stipendiary posts in the Diocese, and is the Diocese 'on target' to reach this number of 215 FTE stipendiary posts by the end of 2025?

**A.**

Discussions are already underway between parishes, deaneries and Archdeacons which might result in a reduction in posts of around half the number needed to move from the establishment posts we have today to our target of 215. Most of the discussions relate to posts currently vacant.

Some of these discussions may conclude later in 2022. The 2023 budget includes the average number of posts expected over the 2023 year, as we journey from current establishment posts towards our 2025 target. As well as 243.5 stipendiary posts, the budget includes and 22 house for duty posts.

Supplementary

Q. To reach the target number are any dispossessions proposed?

A. There are no plans other than those already under discussion. God willing it won't come to that, but it is dependent on costs being met.

Q. If the target number of stipendiary posts is achieved does that mean clergy will be more expensive going forward?

A. Yes it does, assuming the other factors remain the same. We are looking at how we share those costs fairly.

**Q5. Richard Brown (General Synod) to ask the Bishop of Chelmsford :**

How will lay-led communities be able to celebrate Holy Communion?

**A.**

Across this diocese, we already have flourishing lay-led communities, for which I am deeply thankful. And I hope and pray that the number of these communities will continue to grow in many different contexts.

The current legal position of the Church of England (Canon B12) is that, although the Eucharist is celebrated by the whole people of God, in whatever context it is held it must be presided over by an episcopally ordained priest, who holds a licence or Permission to Officiate within the diocese. It will therefore be important for each lay-led community to build good relationships with local clergy to preside at Holy Communion and to conduct the occasional offices, as appropriate. Alongside this, each new lay-led community and fresh expression will need oversight from a local incumbent, which will help grow and strengthen the mutually beneficial relationship between community and parish.

Of course, Holy Communion is not the only form of service appropriate or permissible for a principal act of worship (provided the legal requirements are met). There is a wide range of resources available, allowing a great deal of creativity and flexibility, and potentially involving many more people in producing, leading and delivering such worship, which is to be encouraged.

#### Supplementary

Q. There were plans for 1000 lay led communities and we don't have the amount of clergy to serve on this. Are there any other thoughts as to how presidency can be done in that context?

A. No numbers have been put on anything, we are not proposing 1000 lay led communities. We would like to see more lay led communities, but even if we wanted to enable lay presidency it is not legally an option as things stand at present.

#### **Q6. Katia D'Arcy Cumber (General Synod and Thurrock) to ask the Chief Executive and Diocesan Secretary :**

A vacancy was recently advertised in the Diocese, for which the accommodation was described as, "A detached three-storey solid brick built historic parsonage built in the 18th century, with attic rooms and dormer windows under pitched peg-tiled roof. Windows are original Georgian box sashes. The house is situated next to the church. There is one twin bedroom, two double bedrooms, bathroom with walk in airing cupboard, separate WC at lower first floor level, then two twin bedrooms (one used as guest accommodation with small self-contained kitchen), shower room with WC, landing with store cupboard at upper first floor. The hall, cloakroom/WC, study and living room at upper ground floor, and hall, dining room, sitting room, kitchen and utility room at lower ground floor. There is also a cellar. There are also two outhouses, external WC and boiler room under a felted flat roof that extends across to the side of the house forming a covered way between." Given the cutbacks

being made across the Diocese, can the Diocese justify continuing to retain/maintain clergy accommodation like this?

**A.**

Clergy housing is subject to complex legislation such as the Repair of Benefice Buildings Measure 1972, the Church Property Measure 2018, and the Ecclesiastical Offices Terms of Services Legislation Measure 2009. These rules mean that selling a vicarage and buying a replacement involves significant legal process, staff time and costs in addition to the disruption to the clergy person (if in post) or delay to the appointment process (if in vacancy). We do not currently have capacity for a high number of vicarage replacements within the property team, and we are reluctant to add more staff because that would increase parish share.

On the other hand, the increasing costs of heating, the ecological impact of our vicarages, and a desire to improve the quality of housing for our clergy are all good reasons to consider replacing vicarages with more suitable houses. The current priority for our property team is to address the financial deficit by selling surplus houses and investing the proceeds. This will allow Diocesan investment income to grow and offset the reduction in Darlow Transition funding. Once this is further progressed the property team can focus on improving the quality of our vicarage housing stock.

**Q7. Katia D’Arcy Cumber (General Synod and Thurrock) to ask the Chief Executive and Diocesan Secretary :**

Is the Diocese replacing clergy houses that do not have mains gas, for ones that do?

**A.**

There is no current plan to do this. In some parishes there are no houses with a mains gas supply which are close to the church, so this is not always possible. The property team would be happy to discuss specific cases where an incumbent and parish would like to explore replacing the vicarage for this reason.

Supplementary

Q. What alternatives are there if a property does not have mains gas?

A. The question would need to be referred to the Head of Property. The main driver in this work is the 2030 carbon neutrality target and we are awaiting government guidance.

**Q8. Revd Susan Iskander (Chelmsford) to ask the Chief Executive and Diocesan Secretary :**

To what extent have 2023 Diocesan budget calculations considered the implications that massive fuel cost and other cost of living increases in 2022 will have on ability for parishes/deaneries to pay their share?

**A.**

2023 budget includes cost inflation of 10% compared to our 2022 budget. 4% of this is inflation expected in 2023, and 6% is inflation experienced in 2022 which was not anticipated in the 2022 budget.

Mindful of the increased fuel and insurance costs faced by parishes, and cost of living increases faced by parishioners, the average parish share request in the 2023 budget increases by 4%, which is 6% less than cost inflation. This has the effect of permanently avoiding passing on adverse 2022 inflation to parishes.

It is necessary that we balance the income and spending in our Diocese. It would be satisfying to be able to propose no increase in parish share, but that would require significant cost reductions including further reductions in clergy posts below our 2025 target. That is something which we hope to avoid. A lower inflationary increase in parish share is proposed as the best compromise available between difficult choices.

#### Supplementary

Q. Do you know the implications that parishes will experience with this?

A. No and the number of staff which would be required to find that out would be disproportionate. Let's do this in conversation. We can't spend money we don't have.

#### **Q9. Revd Susan Iskander (Chelmsford) to ask the Dean of Mission, Ministry and Education :**

Despite the CofE Covenant for Clergy Care and Wellbeing (made an Act of Synod at the February 2020 Group of Sessions of the General Synod), anecdotally it seems to me that many more clergy are experiencing the physical and mental symptoms of clergy stress and burnout. The 2021 Church Times survey using the Francis Burnout Inventory found "In terms of negative affect, 82 per cent of clergy said that their sense of fatigue had increased during the pandemic. For 67 per cent, frustration had increased, and, for 73 per cent, exhaustion had increased. Fifty-seven per cent had become more anxious, 60 per cent had become more stressed, and 51 per cent had become more irritable."

How has any quantifiable level of clergy well being (eg numbers or cost of clergy receiving counselling) in Chelmsford Diocese changed (by year) over the last five years?

## A.

Updated in October 2020, 'How Clergy Thrive' identified times of transition as a key risk point for clergy regarding stress and burnout, observing that the pandemic had significantly increased risk. The Church Times 2021 survey, provided an important snapshot of the actual impact of the pandemic, evidencing that the increased risk identified in 2020 was being experienced by clergy.

The Diocese of Chelmsford offers clergy access to therapeutic support through three key providers, The Stockwell Centre, Renew, and Counsel for Life. How to access this provision is available on the diocesan website <https://www.chelmsford.anglican.org/counselling> where our commitment to confidentiality is also outlined. Providers are paid an annual retainer to ensure prompt access is available. We also support access to other providers when specific therapeutic support is required which is unavailable through our three principal providers.

Aware of the impact of the pandemic upon clergy well-being since April 2021, we have started to monitor access levels to identify whether or not demand is increasing. We are unable to report on the numbers of clergy accessing this counselling over a five-year period, but have been able to identify access over the following three-year period:

- 2019-20 18
- 2020-21 14
- 2021-22 18

*[Please note these figures relate only to clergy accessing diocesan funded counselling provision.]*

Our finance team has been able to identify the cost of diocesan funded counselling provision over the last 5 years:

- 2018 - £15,015.0
- 2019 - £19,022.50
- 2020 - £18,827.50
- 2021 - £22,225.00
- 2022 to date - £12,797

However, these figures only relate to those clergy who have accessed therapeutic support through our diocesan provision. Clergy are also supported to access therapeutic provision via area teams (bishops and archdeacons) and through external



agencies. We actively encourage clergy to utilise resources offered via our diocesan provision, or through external agencies e.g. St Luke's for Clergy Wellbeing, the Clergy Support Trust, or retreat communities like The Sheldon Centre.

('How Clergy Thrive', and other resources, can be accessed via <https://www.churchofengland.org/resources/diocesan-resources/ministry/ministry-development/living-ministry/living-ministry>)

#### Supplementary

Q. What provision is in place for support of lay people?

A. In points of particular need conversation can take place but there is also a need to manage this within our current resources.

#### **Q10. Mary Durlacher (General Synod and Colchester) to ask the Chief Executive and Diocesan Secretary :**

Is any data available that gives the number and size of urban, semi-urban, rural or predominantly rural parishes in the Diocese, and what proportion are single-incumbent led with no staff team to assist them in growing ministry?

**A.**

National church data is available which categorises each parish as urban or rural and gives information about parish populations. This was last updated in 2018. It would be possible to compare this data to clergy posts to identify single-incumbent led parishes.

It is more difficult to gather data about staff teams within parishes because Parish Finance Returns do not require full details of staff employed directly by parishes, and not all parishes complete a Parish Finance Return.

Data cannot show how single-incumbent parishes support, or are supported by, other parishes in mission and ministry. A larger staff team may not necessarily be better equipped to grow ministry than a single incumbent. I am curious to understand what you might hope to learn from such analysis and would be happy to discuss this with you outside this meeting.

#### Supplementary

Q. Chair ruled the supplementary question out of order and this was taken as a supplementary to question 11.

#### **Q11. Mary Durlacher (General Synod and Colchester) to ask the Chief Executive and Diocesan Secretary :**

Given that social deprivation can be as real in rural settings as urban, what long-term financial or ministerial support can be given to ensure the viability of the Church's continuing presence in rural parishes?

**A.**

Our proposed Parish Share scheme uses the Index of Multiple Deprivation to allocate the majority of Mutual Support Funds. This index includes economic deprivation together with other factors such as access to employment, crime, and barriers to housing and local services. These factors affect both urban and rural settings. A smaller portion of Mutual Support Funds will be allocated according to geographic area, reflecting the challenges of ministry to dispersed populations. The scheme aims to support the viability of the Church's continuing presence in both urban and rural parishes in a consistent and transparent way.

#### Supplementary

Q. Has this been factored into the parish share scheme?

A. Everyone could come up with a convincing argument as to why their context is special, but we need to balance those and we only have so much to share.

## **9. CLERGY WELLBEING COVENANT: AN INTRODUCTION**

The Chair introduced the Dean of Mission, Ministry and Education to speak on the Covenant. In his presentation he made the following points:

- Much of this work is being led by the Revd Jill Mowbray who has taken on a diocesan role for wellbeing.
- A good lead in time is being given to the formal consideration of the Covenant. We do not want to just pass a motion and feel the work has been done. We want to use the coming months to talk about wellbeing and how we can resource effectively. The hope is that we will come back wanting to formally adopt the Covenant as well as provide better resources and signposting.
- We are starting the conversation around the question 'what is wellbeing?'. It is more than simply feeling good. Many factors contribute to wellbeing. We are also looking at the wellbeing of all in ministry.
- A study, How Clergy Thrive, led by Liz Graveling is worth reading. This can be downloaded from the National Church website and uses. There is a shared concern for all but there is something particular about wellbeing and holding an ordained office. It is missional and about how we help people flourish as they share the Good News.
- The scope of the Covenant is broad and we need to think about resources.
- We need to consider how people thrive and how they might not thrive. This is varied.
- There is a lot of existing provision of support for wellbeing.
- There is a desire to form a pattern for wellbeing that is:
  - **Foundational:** embedding in all formation programmes; annual leave, good clergy housing etc.

- **Developmental:** at transitions and Ministerial Development Review review follow-on; e.g. curacy agreements, LLM working agreements,
- **Crisis/trauma:** when things go wrong or at point of need. E.g. Compassionate leave, Grants, Counselling, Mediation, Financial support, Mental health referrals, Sheldon, etc.
- The programme going forward will move from starting the conversation, to enabling reflection and then putting into action. This will include:
  - Update web information & resource conversation
  - Zoom gatherings with key groups
  - Cross-diocese co-ordination group
  - Deanery wellbeing champions
  - Joined up knowledge between spiritual directors, coaches, MDR reviewers, mediators, bullying & harassment advisers, HR team.

Members were invited to talk about the four questions in small groups. The questions were:

- How would you describe 'wellbeing'?
- What sustains or erodes your personal wellbeing?
- How do we contribute, or not, to the wellbeing of those who serve amongst us in ministry?
- How can you enable local conversations about the wellbeing of those who serve in ministry?

The following members offered comments arising from the group work:

Revd Darren McIndoe (Harlow)  
 Revd Chris Wragg (Havering)  
 Pat Bash (Braintree)  
 Piers Northam (Harlow)  
 Olayinka Omosule (Barking and Dagenham)  
 Revd Katie de Bourcier (Hinckford)  
 Revd Canon Jane Richards (Basildon)  
 Andrew Holt (Witham)

The comments were:

- We need to have people close to us who tell us we should take time off and look after our wellbeing.
- Members should sign up to the Sheldon Hub and participate on their forums. The Unite faith workers union is also there for protection and support.
- Options already in place include Pleshey, talking to one another, referrals to the Area Dean or Archdeacon, group supports, collaboration with Dioceses, nurture and people sleeping well.
- There is importance in feeling valued and the power of 'thank you'. No one is a cardboard cut-out, we are all human. There is a need for space for self and calling that is free from admin. There is a lot of focus on productivity and being judged on numbers. We need to keep wellbeing on the agenda.
- Loneliness is a big problem.

- Being able to delegate is a good thing and we should applaud quick wins.
- We need permission to fail, to step back, to notice limitations and to know the work of God continues even if we are not there.
- The Covenant is a hot topic among national Clergy Chairs and what we offer is impressive. Most other Diocese are not actually doing anything. It is important to keep the momentum going.
- The solution should be focused on the whole body of Christ and what works for one person won't work for another.

The Dean of Mission, Ministry and Education thanked members for their comments. The Covenant will be brought formally to the next meeting of the Synod.

## **10. GOOD NEWS STORY: LAY AND ORDAINED MINISTRY TRAINING**

The Chair invited the Diocesan Director of Ordinands (DDO), the Revd Tim Goodbody to address the Synod. In his presentation he made the following comments:

- The good news is that God does not look at the budget when He calls. The Lay Ministry Adviser, Caroline Harding can't be with us because she is conducting the lay selection day. We are now working with a shared processes of discernment to lay and ordained ministries.
- The motivation of this item is to inform people what to do if there is someone wanting to explore their vocation.
- The first thing which is done is to talk to someone. There is a network of vocation days across the diocese. This gives opportunities to explore. We have an excellent network of vocations advisers and champions for particular areas (age or ethnicity).
- There is a difference between equality and equity, not all need the same. The process aims to be inclusive and encourages people to get involved. The number of candidates who are not white matches the percentage in the diocese.
- In the initial steps if the discerned pathway is ordination then there is a referral to the DDO. If not, other pathways are discussed. The DDO will introduce make a referral to an Area Ordination Advisor (AOA) for initial discernment and mentoring. There may also be an introduction to an external mentor. A diocesan registration form will need to be completed and the and the AOA refers them back to the DDO
- The process will then begin with the person meeting with the DDO or the Assistant DDO on a monthly basis. The Six Qualities for Discernment frame the conversations and the Sponsoring Papers. The DDO and candidate write the papers together and they join a cohort of other candidates to journey through the Process together.
- Preparations for panels. A series of zoom calls takes place and a report is produced. This report does not recommend but gives advice to Bishop. There is a Psychotherapeutic Assessment at the St Marylebone Healing Centre. The person undertakes a placement in another parish of a different tradition and researches and writes up a Priesthood Project

- The person is interviewed by a Bishops' Adviser and if they get through to Stage 2 there are two residential panels. That panel gives detailed recommendations (much more than just recommended/not recommended).

The DDO closed by highlighting that next year there will be a large networking event about vocations and encouraged members to speak to him if they have questions.

The Chair thanked the DDO and his team for their work.

## **II. BISHOP'S COUNCIL, FINANCE COMMITTEE AND DMPC REPORTS**

Members noted the report.

The Bishop of Chelmsford led Synod in a closing prayer.

The President closed the Synod with a blessing.



## DIOCESAN SYNOD

Title: **2023 DEANERY SYNOD ELECTION FORMULA**

Author: **HEAD OF SERVICE DELIVERY**

Date: **22 OCTOBER 2022**

### I. INTRODUCTION

The triennial elections of lay representatives of parishes to the Deanery Synods will be held next year. The Diocesan Synod is required to set the formula which determines how many lay representatives each parish will be able to elect at their APCM.

### 2. FORMULA FOR CURRENT TRIENNIUM

As a reminder the formula used in the current triennium is:

Electoral /Mission Initiative Roll Number	Number of Lay representatives			
	<b>Column A</b> One Parish Church	<b>Column B</b> Parishes with more than one Parish Church or District		
		Two	Three	Four or more
1 – 50	1	1	1	1
51 – 80	2	2	2	2
81 – 180	3	4	4	4
181 – 280	4	5	6	6
281 – 380	5	6	7	8
381 – 480	6	7	8	9
481 – 580	7	8	9	10
Over 580	8	9	10	11

Whilst the Church Representation Rules (CRR) leave the formula at the discretion of the respective Dioceses, some parameters are set in the legislation.

The CRR state that the formula is to be calculated :

- a) by reference to the number of names on the roll of the parish (as certified at the APCM held in the year preceding the election),
- b) by reference to the number of parish churches or districts in the parish, or
- c) by a combination of both those methods.

We have, for a long time, used option c as the basis of the calculation.

Furthermore, the Diocesan Synod must ensure that total numbers of members of any Deanery Synod are:

- a) no more than 150 (with some exceptions), and
- b) so far as practicable, no less than 50.

### 3. CONSULTATION AND FEEDBACK

As in previous years an email was circulated inviting views on the formula. This was sent to each Area Dean, Lay Chair and Deanery Secretary. They were invited to consider the formula locally in whichever way seemed appropriate.

A total of six responses were received from across four Deaneries. A number of those affirmed using the same formula and see no reason to change it.

However, there were some individual points which propose modifications to the formula. These were:

- *A lower maximum cap was suggested so that larger Churches do not have an overly large representation at Deanery level. When considering this point it is worth noting that very few Churches fall within the higher brackets (only one parish in the Diocese has an Electoral Roll in excess of 500) so in practice this won't impact very many.*
- *A simpler system of every parish having two reps each. Whilst this is commendably simple it is implied that there is an element of proportionality when determining numbers of reps given the way the CRR are framed. Doing this would probably also mean that a significant number of Deaneries will fall under the practicable minimum number of reps.*
- *Amending the brackets to ensure increased representation for smaller churches. This would assist by increasing the total membership of all Deanery Synods but this would particularly assist smaller Synods. The detail of this proposed alternative is set out below.*

### 4. DUNMOW AND STANSTED VARIANT

The proposed amendments (in red text) put forward by Dunmow and Stansted Deanery are as follows:

Parish/Mission Initiative Roll	Number of Lay representatives on Deanery Synod			
	<b>Column A</b>	<b>Column B</b>		
	One Parish Church	Parishes with more than one Parish Church or District		
		Two	Three	Four or more
1 – 35	1	1	2	2
36 – 70	2	2	3	3
71 – 100	2	3	3	4
101 – 200	3	4	4	4
201 – 300	4	5	6	6
301 – 400	5	6	7	8
401 – 500	6	7	8	9
Over 500	7	8	9	10



## 5. PROPOSED NEW FORMULA

Taking account of the feedback the proposed formula incorporating changes to increase representation of smaller and decrease the largest as follows:

Parish/Mission Initiative Roll	Number of Lay representatives on Deanery Synod			
	<b>Column A</b> One Parish Church	<b>Column B</b> Parishes with more than one Parish Church or District		
		Two	Three	Four or more
1 – 35	1	1	2	2
36 – 70	2	2	3	3
71 – 100	2	3	3	4
101 – 200	3	4	4	4
201 – 300	4	5	6	6
301 – 400	5	6	7	8
Over 400	6	7	8	9

## 6. RECOMMENDATION

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.



## DIOCESAN SYNOD

Title: **DEANERY SYNOD RULES**  
Author: **HEAD OF SERVICE DELIVERY**  
Date: **22 OCTOBER 2022**

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## 1. INTRODUCTION

Following a request to the Diocesan Synod, the Standing Committee agreed to a process of revising the Rules for Deanery Synods which Diocesan Synods are required to provide under Church Representation Rule 26. This process began last year. This paper provides a summary of the current rules, the draft new rules, the result of the consultation and a recommendation.

## 2. CURRENT RULES

The current rules have been in place for some time and were last reviewed in 2005. Whilst broadly they are fit for purpose, there are some rules which no longer make sense and generally they are quite dated.

A copy of the current rules can be downloaded from the Diocesan website - <https://www.chelmsford.anglican.org/deaneries/area-deans>

## 3. DRAFT NEW RULES

Deanery Synod rules are fairly common among those Dioceses who have revised theirs in recent times, so it seemed prudent to avoid reinventing the wheel and use the common approach as a starting point. A draft set of new rules were offered to Deanery Synods in consultation.

## 4. CONSULTATION RESULTS

A consultation was held with Deanery Synods and senior clergy from 20 October 2021 to 25 January 2022. A total of eight responses were received. All were generally supportive of the new rules being provided. The following is a list of substantive comments made during the consultation with some observations:

- **Term limits for Lay Chairs** – there was a request that term limits be considered for Lay Chairs. The suggestion submitted was that terms are limited to two (a total of six years) to bring them in line with the limit on the tenure for an Area Dean.

This was incorporated in to the draft but with a provision included for exceptions to be made where there are good grounds to do so.

- **Assistant Lay Chairs** – the new rules propose the introduction of Assistant Lay Chairs. A couple of respondents questioned the need for this role. This role is used in other Diocese and could assist with succession planning. It would mirror the practice of having Assistant Area Deans. The Deanery would not be obliged to appoint an Assistant Lay Chair.
- **Rules for Houses of Clergy and Laity when meeting separately** – these were not included in the consultation version and some responds felt they should be retained. Therefore, they have been updated from the 2005 version and added back in.
- **Numbers for elected members of Standing Committee** – the current set of rules set a minimum and maximum number of elected clergy and laity on the Standing Committee (6 and 12). The proposed new rules did not initially include them, but this has now been reintroduced.
- **Electronic meetings** – this provision includes a significant shift. It is not currently permissible for Deanery Synods to have formal meetings by virtual means without an Instrument from the Diocesan Bishop, as was put in place during the pandemic.
- **Roles and Responsibilities of Deanery Synod Members** – this document forms an appendix to the current rules which was not included in the consultation version. A couple of respondents stated that it would be helpful to continue to have this document. It's omission simply reflects that these are not rules, but guidance. They have been added as an appendix to the proposed new rules.

The Bishop's Council considered the draft new rules at their July 2022 meeting and recommended that they be adopted by the Diocesan Synod. It is proposed that they take effect from 1 July 2023 when the next triennium for deanery synods commences.

## 5. RECOMMENDATION

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 Church of England  
in Essex and East London  
Diocese of Chelmsford

# **DIOCESE OF CHELMSFORD**

## **RULES FOR DEANERY SYNODS**

**2023 VERSION**

**CONTENTS**  
**RULES FOR DEANERY SYNODS**  
made by the Chelmsford Diocesan Synod pursuant to rule 26 of the  
Church Representation Rules

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## **MEMBERSHIP OF THE SYNOD**

### *Roll of members*

1. The secretary of the Deanery Synod shall keep a roll of the members of the synod constantly up to date, including the name, address (postal and email) and parish of any person notified by the secretary of the diocesan synod and qualified as an ex-officio member.

### *Co-opted members*

2. Each house may, by resolution, co-opt additional members of that house in accordance with the provisions of Church Representation Rule 18 (as set out in the Appendix to these Rules).

### *Participation by non-members*

3. The following shall have the right to attend and speak but not to move any motion or amendment or to vote in the synod:
  - a) the bishop or a duly appointed commissary;
  - b) the archdeacon;
  - c) the registrar of the diocese;
  - d) visitors invited by either of the joint chairs or the standing committee;
  - e) persons appointed by the standing committee of the diocesan synod under rule 4.

### *Members of General Synod appointed to attend meetings*

4. If there is no member of the synod who is a member of the General Synod, the standing committee of the diocesan synod shall, if it thinks fit, appoint for the purposes of this rule one or more members of the General Synod resident in the diocese. Such persons shall report regularly to the synod on the proceedings of the General Synod and shall be entitled to receive copies of notices and other documents circulated to members of the synod and to attend and speak at its meetings but not to move any motion or amendment or to vote.

## **THE JOINT CHAIRS**

### *General*

5. There shall be joint chairs of the synod, being the area dean and a member of the house of laity elected triennially by that house; provided that, during the absence or incapacity of one, the functions exercisable jointly may be performed by the other alone. The lay chair, unless she or he resigns or ceases to be qualified, shall continue in office until the commencement of the meeting at which a successor is to be elected.



*Election of lay joint chair*

6. Before the first meeting of the synod after any triennial election or in the event of a vacancy in the office, the house of laity shall hold a separate meeting to elect the lay joint chair. A member of that house appointed by the area dean shall act as chair for such meeting. Whoever so presides shall have a vote but no casting vote in the election and in the case of an equality of votes the decision shall be taken by lot. No person may serve as lay joint chair for more than two full successive terms of office. The House of Laity of the Deanery Synod may decide that this term limit does not apply in the Deanery concerned.

**CHAIR OF MEETING***Meetings of the synod*

7. The joint chairs shall agree between them who shall chair each meeting of the synod or particular items of business in the agenda of the synod. If either is absent, the other shall preside. If both are absent, the meeting shall elect a chair.

*Separate meetings of the houses*

8. The joint chairs shall preside over any separate meetings of their respective houses, but if either is absent, a member of the house concerned chosen by the members present shall take the chair.

**OFFICERS***Appointment and term of office*

9. At the first meeting after any triennial election the synod shall appoint from among its members a secretary and a treasurer, and may appoint an assistant lay chair and an assistant secretary. In the event of a vacancy in any such office, the synod shall elect a successor as soon as possible after the vacancy arises. The persons so appointed, unless they resign or cease to be qualified, shall serve until the conclusion of the meeting at which their successors are appointed.

*Secretary*

10. The synod secretary must collect and record details of changes in membership and provide information to the diocesan electoral registration officer in accordance with the requirements and timetables of Church Representation Rules 20 and 27D (as set out in the Appendix to these Rules).

## **STANDING COMMITTEE**

### *Membership*

11. There shall be a standing committee of the synod consisting of the joint chairs, assistant lay chair (if appointed), secretary, assistant secretary (if appointed), treasurer and persons elected by the members of each house. The numbers of elected clergy and laity must be equal and the total combined number must be not less than six and no more than twelve. The standing committee shall have no power to co-opt additional members, except that it may co-opt any person(s) appointed as assistant area dean in the deanery.

### *Elected members*

- 12.
- a) Elected members shall retire on the election of their successors or on ceasing to be qualified;
  - b) Elections shall take place as soon as practicable after any triennial elections to the synod;
  - c) Voting shall be by houses;
  - d) Subject to paragraph (e) below, not later than the 31st day of May in the year of the triennial elections, the synod shall decide whether the next elections shall be conducted at a meeting, using the same procedure with essential modifications as for elections at an annual parochial church meeting, or by post or electronic means, using the same procedure with essential modifications as for elections to the diocesan synod;
  - e) Voting shall be by simple majority unless, not later than the said 31st May, the synod shall have determined that the method of the single transferable vote under the regulations as from time to time in force shall apply.

### *Functions*

13. The functions of the standing committee shall be to initiate and advise on proposals; to ensure that members of the synod are adequately informed on questions raised and other matters of importance to the deanery; to prepare the agenda; to transact the business of the synod between meetings; and to make such appointments and do such other things as the synod may delegate to it.

## **OTHER COMMITTEES**

### *Constitution*

14. The synod may constitute additional committees with such chairs, membership, term of office, functions, mode of appointment and other procedure as it thinks fit.

*Procedure*

15. Subject to these rules and to any resolution of the synod, the chairing and other procedure of a committee, including the standing committee, shall be determined by itself.

**MEETINGS OF THE SYNOD**

(see rule 73 for interpretation provisions)

*Meetings required annually*

16. The synod shall hold two meetings at least in every year at such times and places as the joint chairs shall decide after consulting with the standing committee and taking account of the dates fixed for meetings of the diocesan synod.

*Other meetings*

17. The joint chairs may summon a meeting of the synod at any time. If they refuse or neglect to do so within 28 days after a requisition for that purpose signed by not less than a quarter of the members of the synod such members may forthwith summon a meeting.

*Notice of ordinary meetings*

18. The date, time and place of ordinary meetings of the synod, when fixed, shall be announced to members as soon as possible in such manner as the joint chairs may approve; provided that not less than four weeks before each meeting a notice signed by the secretary, specifying any business proposed to be transacted thereat and inviting other business, shall be delivered to every member.

*Special meetings*

19. In the case of sudden emergency or other special circumstances the joint chairs may summon a special meeting at not less than one week's notice but the quorum required for business at such meeting shall be a majority of the members of each house and only business specified on the agenda may be transacted.

**SEPARATE MEETINGS OF THE HOUSES***When held*

20. Either house shall sit and vote separately if the synod so resolves, the house itself so decides or these rules or the rules of the house so provide. Each house may determine its own procedure consistent with these rules.

## **AGENDA**

### *Content*

21. Subject to these rules and to any resolution of the synod, and without prejudice to the rights of individual members to a reasonable opportunity within the time available of bringing matters before the synod, the standing committee shall settle the agenda for each of the meetings of the synod, specifying therein all business:
- a) of which due notice has been received and which is in order;
  - b) of an earlier meeting not disposed of or withdrawn;
  - c) of the diocesan synod which is of concern to the synod, and particularly any matters referred to the diocesan synod by the General Synod;
- and shall determine the order in which the business on the agenda shall be considered.

### *Circulation*

22. The secretary shall deliver an agenda paper to every member one week at least before a meeting.

### *Report on proceedings*

23. Every agenda shall include the approval as a correct record of the minutes of the last meeting and also, unless it consists of those minutes, of a report by the standing committee of the proceedings of that meeting intended for circulation to parochial church councils in accordance with rule 65.

### *Addresses, papers and discussions*

24. Either of the joint chairs or, with the consent of the standing committee, any other member, may give notice for the agenda of a subject for an address, paper or general discussion without the moving of a formal motion. An address or paper may be given by the member signing the notice or by a visiting speaker, and then be followed by a general discussion, if the standing committee so decides.

### *Business permitted to be considered*

25. Nothing shall be considered at a meeting of the synod except business on or arising from the agenda; provided that at the request or by consent of both joint chairs urgent matters may be considered but not decided by the synod.

### *Varying the order of business*

26. The order of business may be varied at the discretion of the chair, or by a resolution of the synod to be put without debate.

## **NOTICE OF BUSINESS**

### *General*

27. Notice of any business for a meeting of the synod shall be in writing and delivered to the secretary, by hand, post or electronic means, not later than the period before the meeting which is required by these rules.

### *Length of notice*

28. Subject to rule 18, the following periods of notice are required:-

New business for the agenda: 3 weeks

Motions and amendments arising from the agenda: 4 days

### *Dispensing powers*

29. Notice of a motion arising from the agenda or of an amendment may be dispensed with by permission of the chair or by resolution of the synod, but a copy shall, if the chair so requests, be signed and delivered to the secretary.

### *Procedural motions*

30. A procedural motion mentioned in these rules may be moved without notice, unless express provision is made to the contrary.

## **POWERS OF CHAIR**

### *Procedure*

31. Subject to these rules, the procedure at any meeting of the synod or either house shall be regulated by the person who presides. The Chair of any meeting shall have the same voting rights as other members and shall have no second or casting vote.

## **MINUTES**

### *Circulation*

32. The secretary shall prepare minutes of every meeting which shall be circulated to members and shall record the names of those attending.

## **QUORUM**

### *One-third of each house*

33. Except as provided in rule 19, a quorum shall be one-third of the members of each house of the synod. Unless at least a quorum is present no business shall be considered at a meeting except a motion to adjourn a debate or the meeting.

*If quorum not present*

34. The chair shall, if requested by any member, take a count of the members present and shall adjourn the meeting if a quorum is wanting. No decision of the synod shall be invalidated by the absence of a quorum unless the chair's attention is called thereto immediately upon the vote being taken.

**GENERAL RULES OF DEBATE***Moving instead of another member*

35. If the member who gave notice of a motion or amendment on being called to speak chooses not to move it, another member may do so in their stead.

*Opportunity for questions*

36. Immediately after a motion has been moved the chair may give members an opportunity to ask questions of the mover or speaker, solely for the purpose of elucidating facts.

*One motion at a time*

37. During the debate on a motion or amendment no other motion shall be moved except a procedural motion under rule 50 and no other amendment may be moved on the same motion before the prior amendment is decided; provided that the chair may permit two or more motions or amendments to be discussed but not voted on if circumstances suggest that this course would facilitate the proper conduct of the synod's business.

*Reconsideration and rescission*

38. No motion or amendment to the same effect as or dependent on one which has been rejected within the preceding twelve months and no motion to rescind a resolution passed within the same period shall be proposed without the agreement of the standing committee or the consent of the synod.

*Speaking more than once*

39. Subject to rule 40, no member shall speak more than once on a motion or amendment under debate except that:
- a) the mover of a motion shall have a right of reply to the debate on the motion;
  - b) a speech on an amendment shall not be deemed a speech on the main motion;
  - c) a point of order or a personal explanation may be made at any time whether or not another member is interrupted.

*General discussion*

40. The chair may at any time suspend rule 39 for so long as the purposes of the synod would be more usefully served by a general discussion and may direct that such discussion shall be held in informal groups. A general discussion under this rule shall be conducted in accordance with procedure to be determined by the chair under rule 67, but no motion or amendment shall be moved or put to the vote during such discussion.

*Speaking*

41. Every speech shall be addressed to the chair and shall be succinct and relevant to the matter under debate.

*Length of speeches*

42. Save as otherwise provided in these rules, no speech shall exceed five minutes or, in the case of a member moving a motion (other than a procedural motion under rule 48) or introducing a report, ten minutes, but the chair may at any time lengthen or shorten either of these periods, provided that members are informed of each ruling, which shall not be open to debate or question.

*Withdrawal*

43. A motion or amendment which has been moved may be withdrawn by the mover with the consent of the synod.

*Division of text*

44. The chair may, with the consent of the mover, so divide any motion or amendment as to enable the synod to vote separately upon each part.

**AMENDMENTS***Content*

45. An amendment shall be relevant to and shall not have the effect of negating the motion.

*Moving*

46. No amendment shall be moved to:
- a) a motion to receive the report of a committee;
  - b) a motion, under rule 62(a), on a question referred by the diocesan synod;
  - c) another amendment.

*Order of consideration*

47. Unless the chair rules otherwise, amendments shall be moved in the order in which they affect the motion.

**PROCEDURAL MOTIONS***Content*

48. With the consent of the chair the following procedural motions may be moved with or without notice, but not so as to interrupt the speech of any member:
- a) that the synod be now adjourned;
  - b) that the debate be now adjourned;
  - c) that the synod do now pass to the next business;
  - d) that the debate be closed;
  - e) that the matter under discussion be referred back.

*Motions under rule 48(c)–(e)*

49. In the case of the motions mentioned in rule 48(c), (d) and (e):
- a. such motion shall not be moved on any question referred by the General Synod;
  - b. the debate shall be limited to a brief speech by the proposer of not more than two minutes and, unless the chair permits further speeches, a brief reply by the mover of the original motion or, instead, one other member;

*Amendments and other procedural motions*

50. The adjournment or closure may be moved on an amendment or another procedural motion but a motion to pass to the next business shall not be so moved.

*Effect of procedural motions*

51. In the event of any procedural motion being passed, the debate to which it relates shall be closed or stand adjourned, as the case may be, except that in the case of a motion that the debate on a motion be closed the mover thereof shall have a right to reply before the matter is put to the vote.

*Adjourning amendments*

52. The adjournment of an amendment shall be deemed to adjourn the debate on the original motion.

*Resumption of business interrupted*

53. Unless otherwise resolved, business interrupted by an adjournment of the synod shall be resumed at the next meeting, and by an adjournment of debate, if and when the standing committee so decides.



*Reference back*

54. If a motion to refer back specifies no one to whom the matter is to be referred, this question shall be decided by the standing committee.

*Suspension of rules*

55. After notice, or by permission of the chair without notice, a member may move that a rule be suspended during a particular debate or meeting. Such motions shall not be deemed to be carried unless at least three quarters of those members present and voting are in favour. On each occasion the fact of such a suspension must be reported by the secretary to the secretary of the diocesan synod. This is without prejudice to the chair's discretion at any time to suspend rule 39, as provided for in rule 40.

**VOTING***General*

56. Decisions shall be taken by a majority of the members of the synod present and voting, except that a separate vote of each house shall be taken in the following cases:
- a) if the chair so rules;
  - b) if not fewer than five members so request;
  - c) on any matter referred by the diocesan synod.

*Votes by houses*

57. On a vote by houses, decisions of the synod shall be taken by a majority of the members of each house present and voting.

*Mode of voting*

58. Unless otherwise provided in these rules, voting shall be by show of hands without a count, except that:
- a) the chair shall order a count on a vote by houses or if a member so requests either before or immediately after the result is announced;
  - b) the chair may choose to order a count on any other vote.

*Recording votes*

59. The voting on a vote by houses shall be recorded in the minutes.

**REFERENCES BY THE DIOCESAN SYNOD***When considered*

60. References by the diocesan synod shall be included in the agenda of such meeting as the standing committee shall consider appropriate, taking

account of any timetable laid down by the diocesan synod.

*Prior notice and documents required*

61. Unless the standing committee otherwise decides:
- a) at least 28 days' notice of any matter referred shall be given to every member;
  - b) a report or other document prepared by or on behalf of the General Synod, diocesan synod or standing committee shall be circulated.

*Procedure of debate*

- 62.
- a) When the reference by the diocesan synod is in the form of a question requiring the answer Yes or No, the question shall be put to the synod as a formal motion in the affirmative sense. No amendment shall be in order and a separate vote of each house shall be taken under rule 56. If the motion is defeated, the question shall be decided in the negative.
  - b) When the reference invites a fuller statement of opinion a motion containing a draft of such statement shall be moved on behalf of the standing committee and amendments to such a motion shall be in order.
  - c) When all motions under the foregoing paragraphs (a) and (b) have been decided, other motions arising therefrom may, if otherwise in order, be moved by any member.

*Report on result*

63. The decisions (together with the number of votes in each house) on every matter referred and on every additional motion shall be reported by the secretary to the secretary of the diocesan synod.

*Consultations within the deanery*

64. Subject to any timetable laid down by the diocesan synod, the synod before voting on a reference may refer any question to the parochial church councils or parochial church meetings in the deanery.

## **REPORTS TO PAROCHIAL CHURCH COUNCILS**

*Report of proceedings*

65. Within six weeks after a meeting of the synod the secretary shall prepare and circulate to the secretaries of the parochial church councils in the deanery a report of the proceedings of that meeting approved by the standing committee under rule 23. Such report may be in the form of the minutes.

## **MATTERS RAISED BY PAROCHIAL CHURCH COUNCILS AND MEETINGS**

### *Mode of representation*

66. Any parochial church council or parochial church meeting in the deanery may, on a motion moved by a member representing that parish, bring before the synod any matter either of general Church interest or affecting that parish and may move that a representative of the deanery on the diocesan synod be instructed to bring such matter before that synod on behalf of the deanery. Subject to any direction by the synod, the standing committee shall appoint such representative.

## **ADDRESSES, PAPERS AND GENERAL DISCUSSION**

### *Procedure determinable by chair*

67. The chair presiding shall determine the procedure for any part of a meeting during which the item under consideration is not a motion or amendment but is:
- a) an address or the presentation of a paper, whether a report or other document, by a member or a visiting speaker;
  - b) a general discussion, whether or not introduced by such address or paper, including a discussion permitted by the chair under rule 40.

## **FINANCIAL BUSINESS**

### *Annual review*

68. The standing committee shall not later than the 30th day of April in each year submit to the synod:
- a) a report and independently examined financial statements of the synod for the year ending on the 31st December immediately preceding;
  - b) a statement showing the estimated expenditure of the synod during the current year;
  - c) proposals for raising the income required to meet such expenditure.

## **GENERAL PROVISIONS**

### *Admission of press and public*

69. Subject to any directions by the synod or the standing committee, any member of the synod may move that the representatives of the press and members of the public shall withdraw during the whole or part of the business before the synod. If the motion is seconded and carried, the chair shall request the representatives of the press and members of the public to withdraw.

*Periods of notice*

70. Any period of notice required by these rules shall be deemed to consist of clear days or weeks, not including the date of dispatch and the date of the event before which the notice must be delivered.

*Procedural defects*

71. A meeting of the synod or any of its committees of which the minutes have been approved and signed shall be deemed to have been duly summoned and held notwithstanding any defect in the procedure for summoning or conducting such meeting, and no proceedings thereat shall be invalidated by the accidental omission to give the required notice of the meeting to any member.

*Electronic communication*

72. Any communication required or authorised to be given under these Rules may be sent by email, post or hand.
73. Electronic meetings in these Rules:
- a) A reference to a meeting includes a reference to a meeting which persons may attend, speak at, vote in, or otherwise participate in without all of the persons, or without any of the persons, being together in the same place.
  - b) A reference to a place where a meeting is held, or is to be held, includes a reference to more than one place, including electronic, digital or virtual locations, web addresses or conference call telephone numbers.
  - c) A person is to be regarded as present at a meeting at any given time if the person is at that time able to hear and be heard, and where practicable see and be seen, by the other persons present.
  - d) A reference to being present at a meeting includes a reference to being present by electronic means, including by telephone conference, video conference, live webcast and live interactive streaming.

*Variation of rules*

74. Any of these rules which have been made by resolution of the diocesan synod shall not be varied, revoked or suspended except by a further resolution of that synod.

## **RULES FOR THE HOUSES OF DEANERY SYNODS**

### *Joint Chairs of the Synod*

1. A candidate for election to the office of Joint Chair of the Synod shall be proposed and seconded by members of the House of Laity and if there is more than one candidate a vote shall be taken. If the votes are equal the decision shall be taken by lot.

### *Co-opted Members*

2. The term of office of a person co-opted to either of the Houses is (subject to termination or resignation) for the lifetime of the deanery synod.

### *Voting*

3. On a proposal to elect the Joint Chair of the Synod; to co-opt a member; or to elect members of the House Standing Committee under Rule 12 voting shall be by a show of hands unless any member objects or the Chair rules otherwise in which case there shall be a ballot.
4. In all other respects voting in the Houses shall be governed by Rules 31 and 56 to 59 of the Synod.

### *Officers*

5. The House shall appoint a Secretary who may be the Secretary or Assistant Secretary of the Synod.
6. The Secretary shall keep minutes of meetings and perform such other duties as may be required by these Rules, by the House, or by the House Standing Committee constituted under Rule 12.

### *Meetings*

7. Except as provided in Rule 20 of the Synod the House shall meet upon the summons of the Chair.
8. The Chair may summon a meeting whenever he or she sees fit and shall do so when required by these Rules or by those of the Synod, whenever the House Standing Committee so resolves, or if not less than ten members or one third of the House, whichever is less, in writing so request.
9. The Secretary shall send a notice of any meeting to all members not less than four weeks and the agenda at least a week before the day of the meeting.

10. New business for the meeting shall be notified to the Secretary not less than two weeks before the day of the meeting.
11. A special meeting may be held at not less than one week's notice under Rule 19 of the Synod.
12. Except with the Chair's consent no business shall be considered at any meeting other than that specified in the agenda or arising therefrom.

#### *House Standing Committee*

13. Those members of the House who are members of the Standing Committee of the Synod shall form the Standing Committee of the House and the House may elect additional members.
14. The Chair and Secretary of the House shall respectively be the Chair and Secretary of the House Standing Committee.
15. Subject to any resolution of the House or of the Synod and particularly to Rule 13 of the Synod, the function of the House Standing Committee shall be to ensure the proper working of the House and it may do anything consistent with these Rules and those of the Synod to that end.

#### *General Provisions*

16. Subject to these Rules the procedure of the House shall be the same *mutatis mutandis* as that of the Synod and the Rules of the Synod where appropriate shall apply to the House.
17. The House may by resolution adopt additional rules provided they are consistent with these Rules and with those of the Synod.

## **APPENDIX: ROLES AND RESPONSIBILITIES OF DEANERY SYNOD MEMBERS**

People serve on Deanery Synods as either parish delegates, licensed clergy or members of other synodical bodies. As members of the Deanery Synod, they work in collaboration with the Bishop, Area Dean, other deanery officers and members of the Synod to forward the mission of the Church. That involves a commitment to:

1. Live and grow as a disciple of Jesus Christ, sustained by word and sacrament within the fellowship of the worshipping Church.
2. Represent the best interests of the parish on the Deanery Synod, by all means available, including turning up at meetings! Be a point of contact between the deanery and the parish, participating fully in the life of the PCC, remembering that a primary purpose of the deanery is to support and enable work in parishes, but not to direct it.
3. Help to develop forward-looking deanery projects to support the parishes in their local mission and ministry.
4. Collaborate in the development, implementation and monitoring of deanery plans for the deployment of Clergy and Lay Ministers with the aim of providing the most effective pastoral care possible for the people of the Deanery.
5. Elect and support the officers of the Deanery, including the Lay Chair, Secretary, Treasurer and members of the Standing Committee, and contribute to the shaping of the Synod's agendas.
6. Support the mission of the Church by prayer and personal example. Support good practice in collaboration between parishes and in ecumenical partnerships. Promote honest and harmonious working relationships throughout the Church in the deanery.
7. Seek ways of linking to appropriate secular structures within the deanery, such as local government bodies. Participate fully in the corporate life of the area in Christ's name, seeking ways of communicating with its communities and people.
8. Keep well-informed about issues under discussion at diocesan and national levels.
9. Act as electors for the Diocesan and General Synods.
10. Work to grow cultures of generosity and genuine stewardship within the Church, to recognise and develop the gifts and ministry resources of everyone.
11. Promote relationships which link local activities with the Diocese and the world-wide Church.

*(Adapted from a paper by the national Church House Deaneries Group - April 2002)*







# Chelmsford Diocesan BOARD OF EDUCATION

## ANNUAL REPORT

### 2021-2022

#### INTRODUCTION

This report is intended to give a full picture of the work of the Board of Education over the past year. What cannot easily be reflected is the huge task that the education team and our schools have faced in the light of the new Diocesan Board of Education Scheme, the White Paper and the resulting Schools Bill, the appointment of five Secretaries of State over the course of the past year, our search for a new Director, and the continuing effects of the COVID pandemic.

My thanks go to all those who have pressed on with the challenges they have been facing with great patience, determination and grace.

In the opening verses of the Book of Genesis, as the story of creation unfolded, God saw that, "it was good." We live in an extraordinary world where there is so much to learn and discover. Being part of that exploration with young people is a joy and a privilege and has become even more so as we realise more and more just how much we need to learn from one another. The pandemic, the war in Ukraine and issues around climate change, have all taught us much about this inter-dependence.

Whilst the work of the Board of Education is concentrated on the 139 church schools in the Diocese, in a sense the whole diocese is involved in this work, as we seek to celebrate, protect and explore God's world together. We hope this overview of the Board will help to draw everyone into that commitment, at whatever age or stage they may be.

**The Venerable Robin King**

Archdeacon of Stansted & Chair of the Diocesan Board of Education

## **ORGANISATIONAL & FINANCIAL MANAGEMENT**

### **DIOCESAN BOARD OF EDUCATION (DBE)**

The DBE continues to focus on its duty to promote education, as required by Section 2(1) of the Diocesan Boards of Education Measure 2021. This includes:

- promoting or assisting in the promotion of education in the Diocese that is consistent with the faith and practice of the Church of England
- promoting or assisting in the promotion of religious education and religious worship in schools in the Diocese
- promoting or assisting in the promotion of church schools in the Diocese
- promoting co-operation between itself and other persons concerned with education in the Diocese.

The Diocesan Board of Education Scheme 2021 came into operation on 17 June 2022 as certified by the Archbishop's Council. At its Vision Day on 16 March 2022, the DBE and Education Team reflected on the changes it has experienced and the challenges ahead. Together the DBE and Education Team members identified the core areas of Leadership, Visibility and Repair to guide tasks during the next year. There are currently 7 members on the Board of Education with 3 vacancies. The Board is chaired by The Ven Robin King, Archdeacon of Stansted.

### **DBE MEMBERS**

- DBE Chair Robin King, Archdeacon of Stansted.
- Bishop's Appointment: Andy Griffiths
- Barking Laity: Heather Housden
- Barking Clergy: Lee Batson
- Bradwell Laity: Vacant
- Bradwell Clergy: Sue Wise
- Colchester Laity: Vacant
- Colchester Clergy: Vacant
- Co-opted Member: Aleishia Lewis
- Co-opted Member: John Hayes

Please see <https://www.cdbe.org.uk/about/diocesan-board-of-education> to find out more about our DBE Members and their role.

### **THE CHELMSFORD DIOCESAN EDUCATION TRUST**

CDET is the incorporated company through which the DBE manages its relationship with our diocesan Multi-Academy Trust (MAT), The Vine Schools Trust, and our other MAT partners. Due to

a failure in governance, it was discovered in December 2021 that CDET had been struck from the register of companies at Companies House in September 2021. Upon discovery of the failure, all appropriate legal and reporting mechanisms were followed, and our MAT partners informed and supported. After considerable work, CDET was restored to the Companies House Register on 10 February 2022. Since February we have worked to ensure that governance support for CDET and its directors is integrated into the work of our education team and DBE, and that statutory filing requirements are met. CDET reports to the DBE at least three times a year. There are currently 5 CDET directors. CDET is chaired by Mark Spencer Ellis.

## **DBE FINANCE**

The DBE budget follows the Diocesan financial year of January to December. As an unincorporated board the budget is the responsibility of the Diocesan Board of Finance (DBF). Funding is provided from the DBF General Fund, as well as Restricted Income from Education investments and grants, including the Hockerill Foundation and St Monica's Trust. Revenues are generated from payment for services delivered under the Partnership Agreement, and a small amount of consultancy work. Good progress is being made to establish and develop regular management account reviews. Improved oversight of funding commitments means greater opportunities to think differently about how best to support our schools and work more closely with parishes.

## **DIOCESE OF CHELMSFORD VINE SCHOOLS TRUST**

The Vine Schools Trust contains 23 of our VA & VC Church Schools. The CEO is Emma Wigmore. The DBE and the Vine Schools Trust prioritise partnership working to ensure the best possible support for the schools. Within The Vine school improvement remains a key focus and 70% (16 schools) of the schools have improved their internal grading this academic year and 30% (7 schools) have maintained standards. The central offer provided to all schools has been further strengthened with the recruitment of a Director of HR in January 2022 who has built a team offering high quality HR support to all schools.

In April 2022 a major restructure was successfully carried out across all 23 schools resulting in a fully centralised finance model. Following the finance restructure a premises lead and a catering lead were recruited into the central team to take a strategic lead in these areas and support all schools. A Trust safeguarding lead was recruited in April 2022 to oversee safeguarding in all schools. The Vine now has a central and scalable central model which delivers a high-quality service to all schools.

## EDUCATION TEAM

The Education Team has been led by the Interim Director of Education Revd Rob Merchant since 1 February 2022. This followed the resignation of the previous Director of Education, Revd Tim Elbourne. Carrie Prior is currently Interim Deputy Director of Education. The School Adviser team consists of a mixture of full and part time staff:

- Heather Tetchner – Kenya & Bereavement Lead, P/T - 3 days
- Ruth Everett – RE Lead, F/T
- Helen Craig – Collective Worship Lead, P/T - 2.5 days
- Richard Hopkins – Christian Vision Lead, P/T - 3 days
- Ann Sharp – Early Years Lead, P/T - 3 days

In September 2022 Julie Sarti joined the team to provide additional adviser capacity for 2.5 days a week during the interim arrangements. Additional support is provided by Mike Simmonds the Governance Consultant.

The Operations Team consists of four members of staff.

- Isabella Atherton-Gower – Business Manager P/T - 3 days
- Peter Palmer – Buildings Officer F/T
- Michelle Cottis – Admin Officer P/T - 3 days
- Jill Smylie – Admin Officer P/T - 5 days AM only

The team have also developed a close working relationship with the Mustard Seed Team, supporting work with children and young people across the Diocese.

## SCHOOLS

We currently support 139 Church of England schools across the Diocese, working with 8 different Local Authorities. We have also developed affiliated partnerships with 3 additional schools, all of whom have a Christian Foundation.



We are delighted with the positive response we receive from our schools with over 91% signing up to our Partnership Agreement in 2021/22. This strengthens our relationship and ensures our School Advisers are making regular contact and offering additional support. Those schools not joining our Partnership Agreement continue to receive one keeping in touch visit per year.

37% of our schools currently belong to one of the DBE Approved Multi-Academy Trusts. We work with 14 Multi Academy Trusts and 1 Stand Alone Academy Trust. Of those 14, 6 are Majority Church School Trusts being able to welcome both Voluntary Aided and Voluntary Controlled schools.

Both Ofsted & SIAMS Inspections were subject to another disrupted year, with Covid-19 causing delays or ceasing inspections entirely at different points. Despite this Ofsted undertook 22 Section 8 & Section 5 Inspections across the Diocese. Of those schools inspected 77% achieved or maintained their good judgement and 9% achieved or maintained their outstanding judgement. Ongoing support from the Adviser Team is provided for those schools with Requires Improvement or Inadequate judgements. Looking at the overview of Ofsted Outcomes across the Diocese 91% of schools have a good or outstanding judgement, this is above the National figure of 87% released by Ofsted Statistics December 2021.

Inspections undertaken by the new National Team for SIAMS began in the autumn term but were halted during the Spring due to an influx of Covid-19 Cases in pupils and staff. Only two of our Primary Schools received a SIAMS Inspection during 2021/22 both of whom received a good outcome. 32% of our schools currently hold an excellent (previously outstanding) judgement while 65% are rated good. When combined, this means 97% of our Church schools have received a good or excellent SIAMS judgement in line with the National figure of 98%.

## **BUILDINGS & ESTATE MANAGEMENT**

### **Capital / School Condition Allocation (SCA) Projects**

In 2021/22 the SCA grant of £1.595m was received from the Department for Education. A total of 20 projects have been carried out including six school roofing projects, three of which were totally renewed. A tender process was carried out to group all sites and initial quoted costs were reduced by circa. £250k., thus allowing a further school to be completed with the savings. St Peter's Primary School, South Weald benefitted from a contribution towards a substantial installation of solar panels and an air source heat pump for the newly built swimming pool complex. Projects to date equate to £1.558m, with a £37k contingency fund.

### **Land & Legal**

Several standard land and legal matters have been completed over the year with the most notable being the conclusion of the Maldon All Saints School land transfer with ECC that has been ongoing since 2013. Sale proceeds of just under £1m from the previous school land were transferred to ECC with Chelmsford Diocese in return receiving the school and land of the new, larger school.



In addition to the above we also sanctioned the purchase of a swathe of woodland next to Kendall School in Colchester for one pound. This will allow the school to invest and plan future outdoor activities for all age groups, including the teaching staff!

### **Carbon Net Zero / Environmental**

We continue to face the challenge of reducing both carbon and energy costs within the school estate. We were successful in receiving a £33.6K grant from SALIX to conduct full decarbonisation surveys for four schools, with emphasis on replacing the current fossil fuel heating/boilers with carbon zero/reducing environmental alternatives.

We have embarked on a pilot trial for six schools with a product called Hydromx. This fluid product will be installed in existing heating systems to reduce gas usage. The liquid allows the system to get up to temperature quicker and retain heat for longer than a standard water heating system. We expect to see a 25-30% reduction in energy usage, therefore saving both costs and reducing the carbon footprint of the school. Once trialled we would look at installing the product in the remainder of the school estate, subject to available funds. In addition to this we have just started a procurement initiative to get a high percentage of our schools onto a centrally purchased energy scheme with a view to using green energy suppliers.

To comply with the remit of carbon neutral by 2030 will be a significant challenge for our schools without extra grant or funding initiatives. We continue to make the most of the funding we receive by ensuring we take into consideration the environmental impact of all building projects.

## RESOURCING SCHOOLS, FAMILIES & CHURCHES

### NATIONAL PROGRAMMES

The Board of Education have been actively engaging with the recent White Paper 'Opportunity for All' and the resulting Schools Bill. The drive to provide an excellent teacher for every child, to deliver high standards of curriculum, behaviour and attendance, to ensure targeted support for every child who needs it and to create a stronger and fairer school system is in line with the overall goals of the Board.

The proposal that by 2030, all children will benefit from being taught in a family of schools, with their school in a strong multi academy trust or with plans to join or form one, has received significant attention and focus. With only 37% of the Church Schools in the Diocese currently academised this will be a considerable project.

The Board are in the process of reviewing the Academisation Strategy and have engaged with several key stakeholders. Local Adviser knowledge, meetings with MAT CEOs and a School Academisation Forum have provided essential information to support the process.



Launched November 2021, the Global Majority Education Association (GMEA), chaired by Aleishia Lewis (DBE Member and Acting Headteacher of St Mary's, Prittlewell), seeks to establish a coalition of global majority teachers and education leaders. The report of the Archbishop's Anti-Racism Taskforce, From Lament to Action, continues to inform the work of the DBE as it seeks to respond to and implement the actions identified.

We are delighted that several of our School Leaders are engaging with the recently launched CofE National Professional Qualifications (NPQs). Several of our School Leaders are also supporting the programmes by offering their skills and expertise as facilitators and coaches. We continue to signpost both senior and middle leaders to the fully funded courses.

## **GOVERNANCE**

Our Governance Provision is actively supported by the Governance Consultant Mike Simmonds. Mike has provided a range of virtual training opportunities for Governors, the most popular of which was 'Preparing for SIAMS'. We also provided a term time Governance CHAT on the first Friday of each month where a small but appreciative number of governors engage in mutually supportive conversation.

Mike has supported other team members with advice on governance issues they encounter in their role as School Advisors as well as working more closely with a few schools where conversations with headteachers and/or chairs of governors has helped them to tackle challenges they were facing. Mike's support also included input into Curate training and sessions for new headteachers.

Additional projects include developing the paperwork that will enable the Governance Consultant to conduct External Reviews of Governance to help governing bodies have a specifically Church School review of their practices and effectiveness. These reviews will be available from September 2022. Like all our support, Mike focuses on supporting governors to be deeply Christian, serving the common good.

A new collaboration with the Diocese of Brentwood developed during 2021/22 and provides an opportunity for governors in our Diocese to attend one of their training sessions. A reciprocal arrangement is planned for Spring 2023. The nomination forms for Foundation Governors have been updated and further opportunities will be provided for the DBE to consider and review the process. Overall, we have had the opportunity to assist more governance boards and therefore more schools than in previous years.

## **RELIGIOUS EDUCATION**

RE development has continued to focus on enabling all pupils to develop religious literacy, ensuring they can hold a balanced and informed conversation about religion and worldviews. Within this the RE Lead, Ruth Everett, has been supporting leaders to develop curriculums for their schools. This has been achieved through ongoing RE Lead meetings, with increased attendance from 20/21, offering courses to develop subject knowledge in Islam and Judaism, training on assessment principles, and specific school support in person and virtually. Our relationship with RE departments in our secondary schools has developed, including direct contact with those responsible for the provision and delivery of RE. Engagement with National RE has been achieved through twelve schools participating in the 'Excellent RE' programme from RE Today as a step towards being lead schools in communities of practice, this work will continue into 22/23.



We have developed increased contact and representation on the eight SACRE's (Standing Advisory Councils on Religious Education), with Ruth providing induction support to those taking on the role. Ruth has fulfilled a role as Consultant to Essex SACRE for 10 days during 2021/22 with a specific focus on the implementation of the new local agreed syllabus (statutory from Autumn 2023). Ruth is also involved with mentoring on the RE Leadership Programme for Culham St Gabriel.



Finally, we have actively engaged with NATRE (National Association for Teachers of Religious Education), working with their advisers, attending conferences to disseminate information, and accessing resources to share with schools. Alongside this Ruth has worked with AREIAC (Association of Religious Education Inspectors and Consultants), engaging in research reading, contributing to the annual conference, sitting as a member of the executive committee, and accessing resources to share with strategic leads of RE.

## **COLLECTIVE WORSHIP**

The Collective Worship lead for the Education Team is Helen Craig. Helen's focus during 2021/22 has been ensuring that all our schools, and the churches that support them, are aware of the newly launched Church of England Guidance -Inclusive, Invitational, and Inspirational. This support has been delivered through the Headteacher Briefings, Adviser Visits, and specific Collective Worship bitesize training sessions. We have also supported training of new clergy to develop their understanding of Collective Worship in schools considering the new guidance.

We have been forging stronger links with other Diocesan Collective Worship Leads to develop our Collective Worship Practice. Collective Worship Leads from across the country now meet termly to share good practice and focus on areas of development. There have been three meetings in 2021/22. The meetings have focused on delivering the Church of England guidance, on supporting Secondary school Worship, and on responses to 'From Lament to Action'. These virtual meetings will continue in the next academic year and will be supported by the Church of England Education Team.

## EARLY YEARS

The 2021/22 year continued to be very difficult for Early Years settings and practitioners. Ann Sharp, the Early Years lead in the Education Team observed that children under five have lost essential skills in independence, communication, and emotional well-being due to the impact of Covid-19 and successive lockdowns. Access to nursery and toddler groups has been limited and many children began reception with little experience of sharing and playing. Ann worked with staff using carefully planned activities and play to support this. Young children are now being given the opportunity to experience early years life with more confidence. Over the last year Ann has supported the launch and development of toddler groups and nurseries with a particular focus on HR and Ofsted, as well as looking deeper at their Christian Distinctiveness as church settings.

## LEARNING & DEVELOPMENT

The Learning and Development Programme for the 2021-22 academic year provided a range of networking opportunities, briefings, training courses and programmes for church school leaders and educators. The programme is led by our Schools Advisers, but we also include some CPD from external facilitators.

Developments in our website and event management software have allowed a more streamlined approach to bookings for our schools. During the past two years our programme has been facilitated virtually, but as we have transitioned out of the pandemic, we now have a mix of in-person and online offerings.



The programme offers a wide range of support and development for:

- Headteachers and school leaders
- Governors
- Schools within the SIAMS Inspection window
- Religious Education Leaders
- Collective Worship Leaders
- Newly qualified teachers

For the 2022-23 academic year we are providing a free-of-charge Learning and Development Programme for all Church of England schools in our diocese, which has already shown a noticeable increase in bookings and engagement, whilst eliminating a significant amount of administration for the nominal charges that schools incurred.

## **GLOBAL PARTNERSHIPS**

The Education Team continue to keep in touch with Kenya via contact with the Education Secretaries for Embu, Kirinyaga and Mbeere. Sadly, the funding from the British Council and Connecting Classrooms finished in December 2020, so the process for sustaining further reciprocal trips to Kenya/UK will have to be re-imagined.

The 'Diocesan Kenya Group', under the leadership of Archdeacon Ruth, continued to meet on a regular basis throughout the year and was used to discuss ways in which partnerships can continue to flourish. There is a strong drive to re-establish the link between the schools and the clergy to enable this partnership to grow. Initial plans are in place to develop a potential visit to Kenya for some representatives in the academic year 2023/2024.

## **BEREAVEMENT SUPPORT**

The Education Team continue to provide support, training and resources for our schools enabling them to support their pupils with issues linked to bereavement. Heather Tetchner (Adviser for Bereavement) led training for school staff, governors and clergy in the 2021/22 academic year. This was well attended and the feedback from this training was very positive.

## **FUTURE PLANS**

Looking forward to the academic year 2022/23 there are several key priorities for the DBE. These include:

- Substantive appointment to the post of 'Director of Education'
- New three-year term of office for the Board of Education – appointments and filling of vacancies.
- Continuing to work closely with our Diocesan MAT The Vine Schools Trust and our other MAT partners
- Development of Academisation Strategy in response to the White Paper & Schools Bill
- Completion of pilot trial for Hydromx in identified schools.
- Review of process for nomination of Foundation Governors
- Promotion of excellent RE Provision across the Diocese

## DIOCESAN SYNOD

Title: **PARISH SHARE UPDATE**  
Author: **DIOCESAN SECRETARY AND CHIEF EXECUTIVE**  
Date: **22 OCTOBER 2022**

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### I. INTRODUCTION

In June, Synod approved our Diocesan Budget for 2023, and approved a new Parish Share Scheme to commence in 2023.

This paper gives an update on the apportionment of total Parish Share, which is different from the budgeted amount. It also describes the progress to implement the new Parish Share Scheme.

### 2. PARISH SHARE APPORTIONMENT

In June 2022 Diocesan Synod approved the 2023 budget which included a Parish Share amount of **£16.541m**. The budget expects an average of 249.0 parochial clergy posts throughout the year, and an average of 278 houses occupied by those clergy.

The final assessment amount is always different to the budget figure, because the budget is based on the expected average number of posts and houses throughout 2023, whereas the share scheme assessment is based on the number of posts and houses at the time of apportionment, i.e. in August 2022. The Synod motion which was passed in June reflects this.

The final apportionment of Parish Share was **£16.144m**. This is based on 248.5 parochial clergy posts using 278 houses. The attached spreadsheet summarises the final 2023 Share assessment by deanery, compared to the 2022 assessment. Overall, the Share assessment is lower than the previous year by £210k. The average deanery Share requested per parochial post is shown in the right hand column. This gives a sense of the effect of the Mutual Support Fund which aims to give support to parishes in areas of multiple deprivation and parishes with large geographical areas.

It should be noted that the new Share scheme includes a process for in year changes. This means that if clergy posts in a parish change this can be reflected in the parish share assessment during the year (or before the year if the change is agreed between August and December this year). A reconciliation will be maintained of changes since the 2023 Share assessment described today and the changes which occur between this point and the end of the 2023 calendar year.

### 3. UPDATE ON IMPLEMENTATION OF THE NEW SCHEME

Since Synod approved the Share Scheme in June, final 2023 assessment figures have been calculated and communicated to parishes and deaneries.

An approach was taken in the communications of sending a summary for each deanery by email (which laid out headline figures), and signposting to documents explaining more detail for those who wish to read further. This allows readers to choose the level of detail with which they engage, and avoids swamping people with detail unless they wish to see it. High design values were held throughout, making it as easy as possible for the recipient to understand the key information.

A microsite was created to host the full suite of documents in the public domain on parish share, which can be found here: <https://www.chelmsford.anglican.org/parish-share-2023>

On 14 September an optional drop-in Zoom session was offered for Area Deans. The purpose was to receive feedback about how the information has been received in parishes, and to offer support to take forward the deanery conversations about mutual financial support. Guidance has been written and issued on this too.

Several individuals have engaged at a very detailed level about certain aspects of the scheme calculations. A list of possible changes is being collated, which will be considered with a view to presenting options to Diocesan Synod for possible changes to formula for the 2024 scheme year.

Deaneries which choose to opt in are currently holding conversations about what amounts each parish will contribute towards the deanery share assessments, and the resulting decisions are expected to be returned to the diocesan office by mid November. Office staff and Archdeacons remain available to assist if deaneries would find that helpful.

Anecdotal evidence is positive that good conversations are underway which reflect the Scheme principles of mutuality and transparency. There are encouraging examples of financial generosity, such as a generous offer from the deanery of Epping Forest and Ongar, where the 2023 Share has fallen, to financial support the deanery of Harlow, where the 2023 Share has increased.

### 4. RECOMMENDATION

Synod is asked to **NOTE** this report.

# 2023 FINAL Parish Share Assessments

DS(2022)14

Row Labels	2023 Gross Share	2022 Gross Share	23 Incr £	2023 £ per STP
<b>Barking</b>				
<b>BARKING</b>				
Barking & Dagenham	271,659	383,341	-111,683	25,872
HAVERING	1,358,153	1,319,679	38,474	72,217
<b>BARKING Total</b>	<b>1,629,811</b>	<b>1,703,020</b>	<b>-73,209</b>	<b>55,612</b>
<b>HARLOW</b>				
EPPING FOREST and ONGAR	1,171,592	1,281,122	-109,530	74,252
HARLOW	577,926	469,005	108,921	63,489
<b>HARLOW Total</b>	<b>1,749,517</b>	<b>1,750,127</b>	<b>-609</b>	<b>70,315</b>
<b>WEST HAM</b>				
NEWHAM	660,289	579,441	80,848	37,488
REDBRIDGE	1,295,136	1,254,913	40,223	71,030
WALTHAM FOREST	808,359	783,287	25,072	49,842
<b>WEST HAM Total</b>	<b>2,763,784</b>	<b>2,617,641</b>	<b>146,143</b>	<b>53,083</b>
<b>Barking Total</b>	<b>6,143,113</b>	<b>6,070,787</b>	<b>72,326</b>	<b>57,816</b>
<b>Bradwell</b>				
<b>CHELMSFORD</b>				
BRENTWOOD	800,201	867,555	-67,354	96,858
CHELMSFORD	1,312,953	1,424,201	-111,247	78,860
MALDON & DENGIE	421,670	341,804	79,866	67,480
<b>CHELMSFORD Total</b>	<b>2,534,824</b>	<b>2,633,559</b>	<b>-98,735</b>	<b>81,350</b>
<b>SOUTHEND</b>				
Basildon	542,357	526,194	16,163	52,919
Hadleigh	726,348	743,799	-17,451	78,534
Rochford	500,031	512,824	-12,793	71,302
Southend	637,864	658,915	-21,051	56,705
Thurrock	552,633	528,486	24,148	53,922
<b>SOUTHEND Total</b>	<b>2,959,233</b>	<b>2,970,218</b>	<b>-10,985</b>	<b>61,640</b>
<b>Bradwell Total</b>	<b>5,494,057</b>	<b>5,603,777</b>	<b>-109,720</b>	<b>69,398</b>
<b>Colchester</b>				
<b>COLCHESTER</b>				
COLCHESTER	1,029,835	1,097,191	-67,356	71,682
HARWICH	247,753	326,994	-79,241	49,551
St. OSYTH	479,636	513,567	-33,931	51,171
WITHAM	705,521	715,325	-9,804	71,522
<b>COLCHESTER Total</b>	<b>2,462,745</b>	<b>2,653,077</b>	<b>-190,332</b>	<b>63,795</b>
<b>STANSTED</b>				
Braintree	480,553	485,367	-4,814	80,092
Dunmow and Stansted	409,474	424,716	-15,242	81,895
Hinckford	508,147	457,629	50,518	88,392
Saffron Walden	646,400	659,442	-13,043	84,062
<b>STANSTED Total</b>	<b>2,044,574</b>	<b>2,027,154</b>	<b>17,420</b>	<b>83,663</b>
<b>Colchester Total</b>	<b>4,507,319</b>	<b>4,680,231</b>	<b>-172,912</b>	<b>71,496</b>
<b>Grand Total</b>	<b>16,144,489</b>	<b>16,354,795</b>	<b>-210,306</b>	<b>64,977</b>





**General Synod – July Group of Sessions, University of York, 8<sup>th</sup>-12<sup>th</sup> July 2022**

- This was the annual York session of this year – in a very hot University of York Campus, in which Synod members were considerably outnumbered by the campus geese!
  - The usual mix of Synod’s four purposes was all present in a fairly packed agenda
  - We enjoyed a glorious Eucharist in York Minster on Sunday morning, in which the preacher was Bishop Anthony, the Archbishop of Canterbury’s Advisor on Anglican Communion affairs.
  - This Synod was, as always, wrapped in worship, ably and sensitively led by the chaplain, Andrew Hammond – but a new development this time was the reinstatement of an old tradition, of a Synod choir of members. The director of music of Bradford Cathedral is a lay member who successfully rounded us up to sing the Nunc Dimittis at Compline on Monday and an anthem at morning worship on Tuesday.
1. Legislative business:
    - There was a fair amount of legislative business this time - first reading of two Miscellaneous Provisions Measures Approval of Rules under Section 8 of C of E funded Pension Scheme, Amending the CDM Code of Practice.
  2. Finance
    - We approved the spending plans of the Church Commissioners and Archbishops’ Council for the financial distributions over 2023-2025 and indicative distributions for the subsequent 6 years – thus giving a longer term strategic view than simply one Triennium. Spending priorities do include investment in parishes, chaplaincies and schools, in line with the C of E’s Vision and Strategy, and informed by the review of SDF funding. There was also money assigned to supported the Low Income Communities fund for those in the poorest parishes, focused investment to support the road map to net zero carbon by 2030 and address racial injustice.
  3. Internal affairs
    - We approved a more fleshed-out Routemap to Zero Carbon by 2030, linked to the budget priorities above.
    - We ‘took note’ of the Chote report reviewing the work of Strategic Development Funding and Low Income Communities funding over the last 8 years.
    - We approved, and amended Standing Orders, to allow the Crown Nominations Commission (CNC) for the Archbishop of Canterbury’s appointment both to include significantly more representation from the Anglican Communion and to be more diverse, and to allow the process for the appointment of the Bishop of Dover to be a CNC process.
    - On the subject of CNCs, the election was held for central (General Synod) members of the CNC, in the prayerful context of Compline. The election and announcement of results had to take place in this group of sessions – Synod staff had to cope, and coped competently and graciously with, the fact that the technology let us down badly in the process.
    - We received an update from the Bishop of Rochester and the Chairs of the Independent Safeguarding Board and National Safeguarding Panel about progress towards a more robustly safer church.
    - Debated, and voted unanimously to accept, a motion around affirming and including disabled people in the whole life of the church.
    - Approved a motion on resourcing ministerial formation
    - Approved a review of qualifications for PCC membership and entry onto the Electoral Roll.
    - Heard a report from the Clergy Conduct Measure Implementation Group (i.e., the replacement for CDM, with a view to the Archbishops’ Council introducing the necessary legislation at the earliest opportunity.

- On Sunday afternoon, Synod members went to a series of workshops on aspects of the National Church's Vision and Strategy, with an emphasis on 'growing younger and more diverse' and what that might look like in local contexts.
- Also on Sunday afternoon, members were randomly divided up into groups working on the Living in Love and Faith Material. This was in advance of the next Synod in February 2023 in which the House of Bishops will report their conclusions on the process and propose a direction of travel on questions of love, sex, sexuality, gender identity and marriage which Synod will debate.

#### 4. National and International Matters

- We debated, and passed a resolution lamenting Russia's illegal invasion of Ukraine, considering the nuances of the religious dimension of the conflict and committing both to working to a just peace and to welcoming refugees in the local church.
- We debated, and passed a motion on age-verification for pornography websites and considered the question of how to make the internet generally subject to the kind of regulation appropriate to the public space that it is.
- We overwhelmingly passed a motion to keep the UK law on assisted dying as it is, and to call on government to resource palliative care and research properly.

#### More detailed information?

- Synod debates are live-streamed and subsequently can be viewed here – <https://www.churchofengland.org/about/leadership-and-governance/general-synod/watch-general-synod-live>
- The papers are available here – <https://www.churchofengland.org/about/leadership-and-governance/general-synod/general-synod-july-2022>
- If you want a conversation about any of this, contact me – [revsue85@icloud.com](mailto:revsue85@icloud.com)

## DIOCESAN SYNOD

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

Author: **HEAD OF SERVICE DELIVERY**

Date: **22 OCTOBER 2022**

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This paper summarises the business of the Bishop's Council since the report circulated to the June 2022 Synod meeting.

### **July 2022**

#### **Bishop's Council**

- Agreed to recommend to the Diocesan Synod that the new Deanery Synod rules be adopted.
- Noted an update on the Deanery Synod election formula consultation.

#### **DMPC**

- Received a report from the June 2022 round of AMPC meetings.
- Agreed to provide consent for the suspension of the benefice of Barking St Erkenwald and the benefice of Chipping Ongar with Shelley, Greensted juxta Ongar and Stanford Rivers.
- Received an end of term review on the Bishop's Mission Order for Crossway Stratford and agreed to support a further Order.

#### **Finance Committee**

- Received an update on St Mark's Centre in Beckton.
- Carried out a quarterly review of the risk register and approved three further developments around the identification and mitigation of risks to the CDBF.
- Received an update from the CEO on finances to end June.

### **October 2022**

#### **Bishop's Council**

- Agreed to recommend the adoption of the Covenant for Clergy Care and Wellbeing by the Diocesan Synod,
- Agreed to recommend a revide formula for use in the 2023 Deanery Synod elections.
- Approved an appointment to a casual vacancy on the Barking AMPC.
- Approved appointments to the Chapter of Chelmsford Cathedral subject to confirmation that the appointees met the criteria set out in the Cathedral Constitution.

**DMPC**

- Received an end of term review on the Bishop's Mission Order for St Francis' Community Church and agreed to support a further Order.
- Approved a fresh recommendation regarding the closed church of Holy Trinity in Abridge.

**Finance Committee**

- Noted an update on the proposal to demolish the closed church of St Peter's Birch, the membership of the working group formed to oversee this work and approved a proposal for a budget of £100k to support the project management for the demolition.
- Approved proposals for three risks to be used as the basis for scenario planning.
- Received an update on roll out of the share scheme and learning from the process.
- Received an update from the CEO on finances to date.
- Received an update on the use of shared time limited posts.
- Approved an appointment to the Audit Committee.
- Approved the processing of the Ministry Hardship Fund, made available from the Archbishops' Council and Church Commissioners, through the CDBF.

If any members would like to know more about any of the above items, they are welcome to contact me.

Synod is asked to NOTE this report.