

**DIOCESE OF CHELMSFORD
DIOCESAN SYNOD**

There will be a meeting of the Diocesan Synod on 15 June 2024 at 09:30am
at Chelmsford Cathedral

AGENDA

REGISTRATION AND COFFEE from 9:00am

OPENING WORSHIP at 9:30am

Led by the Ven Mike Power and the Revd Graham Dowling

1. MINUTES OF DIOCESAN SYNOD HELD ON 25 NOVEMBER 2023

Minutes of the previous meeting attached

2. NOTICES

3. PRESIDENTIAL ADDRESS

4. CARBON NET ZERO ACTION PLAN REPORT

Paper DS(2024)04 attached

5. GOVERNANCE REVIEW : PROPERTY COMMITTEE

Paper DS(2024)05 attached

The Chair to move that:

‘this Synod:

- a) approve the proposed scheme under the Repair of Benefice Buildings Measure 1972*
- b) approve the proposed scheme under the Church Property Measure 2018 and,*
- c) note the other governance review outcomes affecting the Finance Executive and the Audit and Risk Committee.’*

COFFEE at approx. 11:00

6. DBF AGM

See separate agenda

7. 2025 BUDGET AND SHARE SCHEME

Paper DS(2024)06 attached

The Chair of the CDBF to move that:

‘that this Synod

- a) approve the Diocesan Budget for 2025 and the total Share of £16.123m.*
- b) note the forecast budget for years 2026 to 2029.*
- c) 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.’*

8. REFLECTION ON THE TRIENNIUM

9. QUESTIONS see notes for details

10. AMENDMENT TO AREA SCHEME

Paper DS(2024)07 attached

11. AMENDING CANON NO 43

Paper DS(2024)08 attached

12. BISHOP'S COUNCIL FINANCE COMMITTEE AND DMPC REPORTS

Paper DS(2024)09 attached

CLOSE AND LUNCH at approx. 13:10

NOTES

Questions: Five days prior notice is required. Questions for this meeting must therefore be received no later than 9am on Monday 10 June 2024 either in hard copy at the Diocesan Office or by email to nwhitehead@chelmsford.anglican.org

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

- Questions are an opportunity to seek information from;
 - any officer of the Synod
 - senior member of Diocesan staff
 - the President of Synod
 - the Chair of any body constituted by the Synod or on which it is represented.
- Questions must relate to the duties assigned to those listed above.
- Questions must not ask for an expression of opinion or for the solution of an abstract legal question or a hypothetical problem.
- A member may ask up to **two** original questions at one meeting.
- Any member may ask a supplementary question in relation to the original question and the Chair may allow up to three supplementary questions, giving the member who tabled the original question preference.
- Questions for written answer are possible. Answers will be given to the questioner within 24 days of the Synod and will be reported in the Minutes.

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

Please forward apologies to Nathan Whitehead tel. no. 01245 294412 or
nwhitehead@chelmsford.anglican.org

**DIOCESE OF CHELMSFORD
DIOCESAN SYNOD**

**Minutes of the 160th meeting of the Synod held on Saturday 25 November 2023
at Church of Our Saviour, Chelmer Village.**

PRESENT : The President and 69 Members

Revd Katie de Bourcier led the Synod in Kenyan themed opening worship.

1. MINUTES OF DIOCESAN SYNOD HELD ON 10 JUNE 2023

The minutes of the previous meeting were approved.

2. NOTICES

The Chair highlighted the notices on the day paper. It was noted the Chair of the DBF has unable to be at the meeting due to an illness. The Chair also welcomed new members and acknowledged that this would be the final meeting for the Revd Canon Darren Barlow before moving on to a new role in another Deanery.

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/bishop-gulis-presidential-address-to-the-november-2023-meeting-of-chelmsford-diocesan-synod>

4. DIOCESAN BOARD OF EDUCATION – VISION AND ANNUAL REPORT

The Chair invited the Diocesan Director of Education, Carrie Prior, and the Chair of the Diocesan Board of Education, the Bishop of Colchester, to address the Synod. The Diocesan Director of Education talked members through the key features of the annual report:

- Engagement with schools
 - New appointments to the team of advisors,
 - 93% sign up to Partnership agreement which is an increase again for 23/24,
 - 88% of schools have good or outstanding judgements for Ofsted, 63 inspections were held across the Diocese this year, which is a high amount,
 - 96% good or outstanding judgement for SIAMs,
 - Partnership working continues with local authorities, Multi-Academy Trusts, Regional Director at DfE.
- Environmental Focus
 - £442,000 decarbonisation project in a primary school,
 - Full heat decarbonisation plan in 4 schools,
 - Hydromx into 35 of 38 VA schools and the three that do not have Hydromx is due to the heating systems not being able to use it.

- LED lighting installed at 7 schools, with 2 schools with full LED lighting,
- Exploration of further opportunities for 23/24,
- Engagement of pupils through Julie Sarti, includes Cathedral Exhibition and exploring school/Church links.
- Religious Education
 - Curriculum development support – bespoke from RE Lead,
 - Targeted CPD according to need – philosophy, Islam, Judaism, Assessment,
 - Networking opportunities – primary & secondary,
 - 12 Church School engaged in ‘Excellent RE Programme’,
 - Support and engagement with SACREs, continue to need CofE representatives in certain local authorities.
- Collective Worship
 - Cross Team working – Mustard Seed Team, Cathedral Education Team
 - Year 6 Leavers Service at the Cathedral over 2 days which involved 500 pupils.
 - Network meetings and CPD including support for curates and training on spirituality in schools.
 - Communications – signposting to excellent resources such as the CofE Education Team, I-Sing Pop, Picture News.
- Family of Schools
 - Expanded events programme,
 - Yr. 6 Leavers Service, Bradwell Pilgrimage, Secondary School Music concert,
 - Leaders Sabbath Day, Thanksgiving Service for leaders, Commissioning Service for Leaders,
 - 23/24 plans – Growing Young Leaders Pupil Day in Cathedral, Relaunch of Annual Leaders conference focus on Equality, Diversity & Inclusion.
- Next Steps
 - Development of DBE Vision and new strategic plan launched,
 - January – new Assistant DDE starting,
 - Publication of DBE Academisation Strategy,
 - Annual conference, Pupil Growing Leaders Day, increase to pupils at Yr6 Leavers Service, Creative for Creation exhibition in Cathedral,
 - Supporting schools with new SIAMS framework Sept 23,
 - Building on, and celebrating excellent Parish/School/Home partnerships,
 - Focus on increasing engagement with Foundation Governor role.
- It was explained that the Education team had arranged a trip for teachers from schools in the diocese to the partner dioceses in Kenya. During that time they went on a number of school visits and looked at projects they were undertaking. Going forward there will be focus on partnership working.
- The national document Our Hope for a Flourishing Schools System was launched in summer 2023. It builds on ‘Deeply Christian Serving the Common Good’. It is an opportunity to explore where we sit in a wider school system and what ‘flourishing’ might look in our Diocese. It can be used in a variety of contexts Churches, homes & schools. There are recommendations for all dioceses which cover:
 - Pastoral and wellbeing support, coaching, mentoring,
 - Continuous and sustainable school improvement, leadership development,
 - RE, Collective Worship, SIAMS support,
 - Structural collaboration for schools,
 - Attract, recruit, train and retain governance leaders,

- Education central to the mission of the wider Diocese,
- Children and young people instinctively placed at the heart of Diocesan vision and strategy.
- The DBE supports flourishing in schools by working with a number of different bodies and stakeholders around the Diocese. Some examples in schools were shared and celebrated.

Members were then invited to consider the following two questions in small groups:

To what extent does education stand at the heart of our wider vision? What key steps could be taken to explore this further and what structures or resources might be needed to further deepen this commitment?

What kinds of partnerships exist between church and schools, and how could these be further grown by leaders to enable faith development for children, young people and families?

Members were asked to write down their answers and these were collected after the session.

The Bishop of Colchester then spoke about the importance of governance as a vocation, drawing from his experience as a parish priest. Members were then asked to discuss a further two questions:

How effective is governance working at each level?

What consideration should we give to the strategy for recruitment, training and empowerment of governors and trustees for the coming years?

Again members were asked to write down and submit their contributions.

A QR code was shown inviting members to use it if they wanted to find out more about becoming a governor.

5. DEANERY SHARE ALLOCATION

The Chair invited the Chief Executive to speak to the paper for this item.

The Chief Executive reminded members that at the point of approval of the budget in June 2023 we were anticipating £16.310m parish share allocation, based on 235.4 stipendiary posts and 265 houses. The final assessment is always slightly different because the budget is based on the average number of stipends and houses expected over the year, whereas the assessment is based on the numbers at the point in time in August when the figures are sent to deaneries. The paper confirmed the final assessment as £16.344m of parish share based on 238.9 stipends and 260 houses.

We do have an in-year change process, so as posts change through the year the share is recalculated to reflect those changes.

The spreadsheet in the paper shows the share per deanery. The last two columns show the parish share request per stipendiary post for each deanery. The share scheme intentionally

asks for less share from parishes with more economic deprivation, and larger geographies. In 2024 the cost per post is between £90k-£100k, and the range of amounts requested from deaneries ranges from £28k to £96k.

Members were invited to speak to the Chief Executive during the break or outside of the meeting if they had a question.

6. QUESTIONS

Before turning to the formal questions for this meeting the Chair reminded members that Katia D'Arcy Cumber had been granted permission to ask a supplementary question as the answer given last time had been provided in detailed tabular form.

The opportunity to ask a supplementary question was taken and to the Dean of Mission, Ministry and Education was:

Q. What are the DDO team doing to ensure ordination candidates consider a range of options for training institutions?

A. The DDO team work with candidates to discern the best setting for their formation.

Q1. John Tipping (Southend) to ask the Chief Executive and Diocesan Secretary:

Has the Diocesan office received any communication from the Archbishops' Council that it intends, anytime soon, to increase the financial limits set out in the "The Ecclesiastical Property (Exceptions from Requirement for Consent to Dealings) Order 2015"?

A.

No, I am not aware of any further communication from the Archbishops' Council on this matter since I wrote to them at your request in February 2022. For those not aware, the Order sets a limit on the size of transactions, currently £250,000, beneath which Parochial Church Councils are not required to seek Diocesan Authority. The limit has not been increased to reflect inflation.

Since your more recent communication with Canon Robert Hammond in his capacity as Chair of the Business Committee of General Synod, I am aware that he has raised the matter once again with David White, Deputy Director of Finance at the National Church Institutions in order to clarify whether the change you suggest can be made by the Archbishops' Council rather than by General Synod.

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

Given the recent General Synod vote on Prayers of Love and Faith, without the promised full pastoral reassurance or guidance; and noting that 3 of our 4 bishops, one archdeacon and one area dean have publicly stated their support for these prayers, can the Bishop please give details of exactly what robust provision the Diocese of Chelmsford has

considered and will put in place, to support and safeguard those parishes/ vicars who cannot, in conscience use these prayers?

A.

I have consistently said, and reiterate again, that no one will be forced to use the Prayers of Love and Faith if they don't feel able to do so. Clergy and parishes have my word on that. I'm confident that all members of the Bishop's Leadership Team, whatever their own perspectives, are committed to providing pastoral care and support to any who need or require it, regardless of their views on same sex marriage. In terms of any specific, longer term provision, we will need to wait for the pastoral guidance to be issued before making any firm decisions.

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

Given that the doctrine of the Church of England regarding marriage has not changed (i.e. that marriage is between one man and one woman and that the proper place for sexual intimacy is within such a marriage) and given that the prayers are not meant to be the focus of a Sunday service nor to look like a wedding, can the Bishop outline exactly what measures are envisaged to check that these services are not indicative of being contrary to the church's doctrine and the discipline measures that will be taken if they are?

A.

In the paper presented to the General Synod at its recent group of sessions (GS 2328), it was made very clear that "the PLF Resource Section does not treat the relationship of the couple as being Holy Matrimony. [The Prayers] are not being commended for use in a way that does that or gives that impression." (Annex A, para 9). It will be for clergy to determine, within the Canonical framework and taking into account the rationale set out in GS 2328, how most appropriately to incorporate relevant prayers. As in other contexts, it is my intention to trust the clergy of the Diocese to respond carefully and with pastoral sensitivity in any given instance. I have no plans to establish a 'liturgical police force' for the Diocese! Instead, I would encourage any clergy who are in any way uncertain about the preparation of a service which includes PLF prayers or other material to seek guidance from their Archdeacon. If a concern were to arise, in any context, that a minister were failing to comply with the requirements of Canon law in relation to liturgical matters (including a failure to ensure that "all variations in forms of service and all forms of service used under this Canon [B5] shall be reverent and seemly and shall be neither contrary to, nor indicative of any departure from, the doctrine of the Church of England in any essential matter"), I would expect the response to be reasonable and proportionate. That would depend on the precise circumstances, but might range from a conversation with the minister concerned through to formal disciplinary proceedings.'

Q. What support do parishioners have where there is a concern about use of prayers?

A. It will be up to clergy, who know their parishioners, to discern if and when prayers can be best used. There is the option of offering standalone services.

Q. Could the Cathedral play a role in this?

A. The Cathedral will be able to decide whether it will offer standalone services or not as well as any other parishes.

Q. When I was ordained I took a vow to uphold Scriptural teachings, when will I be released from that vow?

A. The doctrine of the CofE has not changed.

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

In the past 5 years how many Priests-in-Charge have not been appointed to the benefice in which they serve, when suspension of presentation has been lifted?

A.

Since November 2018 a total of 11 suspensions of presentation have been lifted. In each case the Priest in Charge has subsequently been appointed as the incumbent of the benefice where they had been serving as Priest in Charge through the shortened procedure set out in section 16A of the Patronage (Benefices) Measure 1986.

Q. Is the Bishop aware of the pastoral difficulties experienced by clergy in such circumstances?

A. The Bishop confirmed that she is aware that these processes can be challenging for the individuals involved.

Q. Is the Bishop aware of any recent cases in this category?

A. The Bishop confirmed that she could not think of any cases at present but specifics of such cases will not be discussed at Synod as that would not be appropriate.

Q5. Katia D'Arcy Cumber (General Synod and Thurrock) to ask the Diocesan Bishop :

It has been stated by the Bishop of London that the Prayers of Love and Faith will be commended and Pastoral Guidance issued by the end of the year. What steps will then need to take place for these to be put into place within the diocese and to what timescale?

A.

My understanding is that the Prayers of Love and Faith will be commended for use around mid-December. A specific time scale was not provided for the Pastoral Guidance but rather, a commitment has been given by the House of Bishops to issue these "as soon as possible". Once the Pastoral Guidance is available, I will consult further with colleagues and others about implementation within the Diocese.

Q. Is the Bishop able to influence a pause in the proceedings to allow for more time to discern where things are going?

A. The Bishop confirmed that she is not able to determine national timeframes.

Q6. Katia D’Arcy Cumber (General Synod and Thurrock) to ask the Diocesan Bishop :

Recognising both the apology made to victims of homophobia during February's General Synod and by contrast some of the arguments rehearsed in the chamber during the LLF debate of the November sessions, what resources and/or recommendations will the diocese be putting in place to enable LGBTQIA+ folk seeking to come for services of blessing and celebration of their committed relationships to make informed choices about churches where they will be fully welcomed and affirmed?

A.

A decision has not yet been taken about the Diocese’s role in indicating which parishes will and will not offer such pastoral provision. However, even at this early stage, churches may want to give consideration to how they themselves will indicate their approach to the Prayers of Love and Faith.

Q. Is the Bishop aware of support that can be offered through inclusive church?

A. The Bishop confirmed that she was aware of inclusive church.

Q7. Revd David Lower (St Osyth) to ask the Diocesan Bishop :

Is the bishop able to provide synod with an update on the diocese plan to provide alternative episcopal oversight to parishes who may now need this to enable them to continue to travel well within the diocese?

A.

I’m afraid I’m not able to give any information on this as no decisions have yet been reached, either nationally or in the Diocese. Any diocesan plan will need to be related to the outcome of the work at the national level, and so no decisions at diocesan level will be possible until the fruits of that work are available.

Q8. Revd David Lower (St Osyth) to ask the Diocesan Bishop :

Is the bishop able to advise parishes as to how to access alternative episcopal oversight in the short term whilst they wait for the long term diocese plan to be published?

A.

The only arrangements currently in place relate to those parishes which have passed a resolution under the House of Bishops’ Declaration on the Ministry of Bishops and Priests. I am aware of ongoing conversations, in a number of places in the Diocese, in response to the LLF proposals, and I would encourage all those involved to continue to engage constructively and sensitively in those

discussions. The Church of England is, of course, an ordered church, and it is important that all ministry is exercised within the framework of the Canons and wider ecclesiastical law, as well as with thoughtfulness and care.

Q9. Revd Canon John Dunnett (General Synod) to ask the Diocesan Bishop :

Noting the commitment in General Synod papers (GS 2328 and Annexes) to the need for stakeholder engagement in pursuing 'structural provision' in the implementation of the Prayers of Love and Faith (PLF), will Bishop Guli and the senior staff team urgently establish a working party/task force/group with representation of both those welcoming and those in good conscience unable to welcome the changes being pursued by the House of Bishops, in order that all voices might be heard in any PLF related decisions that are made in this diocese?

A.

The Area Bishops and I are already engaging in a wide range of conversations with people who hold different views and intend to continue with these conversations into the New Year. At present I have no plans to set up a formal group but await national guidance both on implementation and on pastoral reassurance. Meanwhile, I am committed to supporting and defending the right both of those who plan to use the Prayers of Love and Faith and those who, in good conscience, cannot.

Q. What is the Bishop doing to listen to those who have a concern and does the Bishop see a role for the Synod in this dialogue?

A. The Bishop confirmed that she had attended various meetings around the Diocese with those who had concerns. She is working on a January date which may get engagement from a broader pool of people. It was also confirmed that Area Bishops had been encouraged to engage with those who have concerns over this matter. Finally the Bishop confirmed that she has not come to a view on whether the Diocesan Synod will be a place for some of the conversation to take place or not.

7. GENERAL SYNOD MEETINGS REPORTS

The Chair invited Richard Brown and the Revd Dr Brenda Wallace to deliver a five minute summary of the July 2023 and November 2023 sessions of General Synod respectively.

Members were invited to ask questions of the General Synod representatives during the break or outside of the meeting.

8. DIOCESAN SYNOD ELECTIONS

The Chair asked the Head of Service Delivery to speak to the item.

The Head of Service Delivery summarised the paper in that in the year preceding triennial elections the Diocesan Synod must make a decision on two things. Firstly, the formula by which the number of representatives each deanery may elect must be decided. Secondly the electoral system must be decided from a choice of two Single Transferable Vote (STV) or

simple majority. The two motions presented suggested readoption of the same formula and voting system (STV) as the current triennium.

He also added that it was important to acknowledge that now is a time for members to start thinking about whether they would wish to stand for election again as well as whether there is anyone they would want to encourage to stand for election.

The Chair moved the motion:

That this Synod approve the formulae for the allocation of seats in the 2024 Diocesan Synod elections based on the following ratios:

- a) *The House of Clergy: One seat for every nine clergy in the House of Clergy of the Deanery Synod,*
- b) *The House of Laity: One seat for every 550 people on the combined electoral roll in each Deanery.*

The following members spoke in the debate:

Mary Durlacher (General Synod and Colchester)
Revd Canon Darren Barlow (Thurrock)
Gordon Simmonds (Rochford)

The following points were raised along with responses from the Head of Service Delivery:

- *There appears to be a discrepancy between the figures in the table. There is no discrepancy in the table. The issue that is being highlighted is that there is a lower cap that means that no deanery may have fewer than two representatives in both lay and clergy constituencies.*
- *There may be a need to revisit the ratio for the clergy given the reduction in clergy numbers. It was acknowledged that this may need to happen for a future triennium. Whilst the numbers of stipendiary clergy has reduced, there number is determined by the whole house of clergy for the deanery, including self-supporting clergy.*
- *How are the numbers arrived at? It was confirmed that rounding is applied.*

The Chair asked members to vote on the motion. The motion was carried.

The Chair moved the second motion under this item:

That this Synod approve the use of Form 7 from Part 10 of the Church Representation Rules in the 2024 Diocesan Synod elections.

The following members spoke in the debate:

Revd Canon John Dunnett (General Synod)
John Tipping (Southend)
Katia D'Arcy Cumber (General Synod and Thurrock)
Philip Carnelley (Redbridge)

The following points were raised along with responses from the Head of Service Delivery:

- Why has the recommendation in the motion gone against the majority view in the consultation?
- Answering the previous point a member explained that they had moved an amendment at Bishop's Council to change the recommendation to Diocesan Synod as they believed that the STV system was the fairer system and that the response rate to the consultation was outweighed by the previous support for the voting system for Synod. *The Head of Service Delivery confirmed that the Bishop's Council had been presented with the recommendation in line with the result of the consultation with Deanery officers and had indeed been changed through a formal amendment that was then carried as described.*
- The STV system is fairer and allows representation from a wider range of people.
- Will presiding officers have to use the eSTV software. *It was confirmed that there would not be another attempt to distribute the eSTV software given the difficulties last time. If there was a contested election the Head of Service Delivery will support the count with the presiding officer by virtual means.*

The Chair invited synod to vote on the motion. The motion was carried.

9. BISHOP'S COUNCIL FINANCE COMMITTEE AND DMPC REPORTS

Members noted the reports.

10. PROMULGATION OF AMENDING CANON NO. 42

The Chair promulgated Amending Canon No 42.

11. INSTRUMENT OF DELEGATION

The Chair explained that this was proposed in line with our practice of delegating duties of the Diocesan Bishop to Area Bishops. With the Rt Revd Adam Atkinson having started as Bishop of Bradwell the Diocesan Registrar had drafted an instrument to effect such a delegation to him.

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

The Chair invited the President to close the Synod. Before closing the President led members in prayer for the Ven Elwin Cockett and his family as he was undergoing challenging medical treatment. The President then closed the Synod with her blessing.

Report on progress of Chelmsford Diocese Net Zero Carbon (NZC) Action Plan

The Diocesan NZC Action Plan was approved by diocesan synod in June 2023. It can be found at <https://www.chelmsford.anglican.org/about-us/our-faith-in-action/caring-for-the-environment/environment-policies-plans-and-contacts>

The Plan has ten sections. Here we summarise progress between June 2023 and June 2024 in each of sections 1-8. The last two sections of the Plan are a summary of activity planned between 2026 and 2030, and a glossary, and are not relevant for a review of progress. For completeness, this report also includes a section on how the progress has fed into targets from the Church of England's Route Map to NZC and another section on other environment-related activities in the Diocese.

Sections 1-4: Background, Purpose, Scope, and Principles

The background section outlined the reality of the climate emergency, recognising this as the context in which we are called to live and preach the gospel, and highlighting that this context offers opportunities as well as challenges which are already being realised by communities across the Diocese. It also re-iterated the Diocese's commitment to aim for net zero carbon by 2030. This background remains unchanged.

The purpose of the Plan was to set out actions required to respond to the climate emergency by reducing emissions in the Chelmsford Diocese in line with the NZC Route Map and the current Diocesan Environment Policy (also at the link above). The scope of the Plan includes energy use in buildings owned by the Diocese or for which the Diocese has a significant degree of influence, and work-related travel. Given the fast-changing pace of technology and uncertainty in long-term planning, the Plan contains less detail about actions from 2026 onwards. The Plan's principles are in line with the seven principles in the NZC Route Map and the ethos of the Chelmsford Diocese to travel well together. The scope, purpose and principles of the Action Plan have not changed.

However, in February 2024, General Synod approved a motion on land and nature "intended to bring biodiversity up the agenda of the Church of England's overall Environment Programme so that it is given equal consideration with net zero recognising the need to respond urgently to the ecological crisis, in line with the global scientific consensus that the climate change and biodiversity loss crises are intricately linked." This motion calls for the development of Action Plans relating to land and nature at diocese and parish level and by the Cathedral. Given the likely overlap of personnel involved, it is sensible for these this new plan to be overseen by the Diocese's Carbon Net Zero Management Board (the body that oversees the Diocesan NZC Action Plan). It is expected that a Diocesan Land and Nature Action Plan will be brought to Diocesan Synod sometime in 2025.

Section 5: Methods

This section described how the Action Plan was developed, structured, what assumptions were made, and how costs were calculated. It recognised that the pathway to carbon net zero will be different for different buildings – this is not a one-size-fits-all approach. The overall aim was to reduce emissions from churches and clergy housing by 25% between 2021 and 2025 and voluntary aided schools emissions by 40%. The Plan was intended to be dynamic and acknowledges that developments over time may necessitate updating. The aims have not changed.

Section 6: Outline of costs and funding sources

The cost of implementing the Plan for clergy housing, schools, and churches between 2023 and 2025 was estimated at £9,000,000. Cost for offices, the cathedral and travel planning are a lot smaller. 2023 to 2025 costs include those for additional staff in the property team and for overall project management. Prior to June 2023, the Diocese had budgeted for work on clergy housing between 2023 and 2025 and obtained funding from the Church of England for a Net Zero Carbon Officer, as part of a collaborative bid with four other Eastern Region dioceses. Other costs were largely expected to come from grant funding. The full cost of work needed up to 2030 is expected to run into tens of millions, and most of this money is also expected to come from grant funding.

Progress

- More work has been done on budgets for the retrofit work needed on clergy housing
- Church of England has provided a small amount of grant funding for pilot/demonstrator projects in churches (and to a lesser extent schools and clergy housing)
- Three people in the Diocese attended Church of England workshops between Feb and April 2024 to better understand access to funding for churches (and to a lesser extent schools)
- The Diocese has appointed its Net Zero Carbon Officer. Paul Thomson started in post on 13 May 2024 part of their role will be to identify funding streams, support funding applications and explore group procurement.
- To enhance efficiency, some of the work on identifying funding streams will be done jointly with other dioceses in the Eastern Region collaboration
- Property team has commenced PAS2035 (“fabric first” approach) training <https://retrofitacademy.org/knowledge/pas-2035/>

Challenges

- Funding for schools is increasingly difficult because of the lack of government funding and the fact that such funding usually does not cover the full cost of capital work
- We have yet to identify appropriate funding streams to fund most of the additional technical posts identified in the plan as being needed before the end of 2025

Section 7: Baseline data, monitoring and evaluation

Progress

- The Carbon Net Zero Management Board meet bi-monthly to review progress on actions
- The Diocesan Environment Group reviewed progress in February 2024
- Diocesan Synod are reviewing progress in June 2024
- We have not yet reported to the Diocese more widely, but this is planned

Challenges

- When the Action Plan was approved the latest data available were from 2021. 2022 data are now available for churches, but we have no comprehensive data for schools/clergy housing.
- We were aware that 2021 data might not be typical because of the COVID pandemic. 45% of churches provided data on their energy use in 2022, 31% did so in 2021, but only 25% provided data in both years, and it is not entirely clear how comparable these data are.

Section 8.1: Governance, leadership and building capacity

Progress

- The Action Plan has been circulated amongst Diocesan staff to ensure their awareness and engagement and sustainability is being considered in policies and guidance
- A staff survey is being carried out to look at particular areas relevant to diocesan staff
- We have environmental advocates in 14 deaneries
- In 2023, we organised events around climate justice and racial justice including a Study Day in the Colchester Episcopal Area to which approximately 55 came

- A full days' training on Care for Creation for 2nd year curates was run on 17th Feb, 2024
- Diocesan Environmental Officer (DEO) is now carbon literacy trained and will run a course in June/July 2024
- Diocesan Environment Communication Strategy developed in 2023 including NZC elements
- Now also have an Environmental Communication Group
- The Diocese is now a Bronze Eco Diocese

Challenges

- We could have done more training but capacity has been an issue. With the appointment of the full time Net Zero Carbon officer, this should be possible.

Section 8.2: Churches

Progress

- The DEO has communicated with approx. 20% of churches in the Diocese, identified as high energy using, supporting six for nomination as Demonstrator Projects (see also "Outline of costs and funding sources")
- The completion rate for the Energy Footprint tool rose from 31% to 45% in 2023. The most effective way of encouraging completion turned out to be personal contact from deanery environmental advocates, with one deanery achieved a nearly 80% completion rate.
- The Diocese is doing well in terms of Eco Church registrations and awards. The Church of England Route Map to Carbon Net Zero suggests dioceses reach a level of 40% registered, 30% with at least bronze awards and at least 10% with silver awards by 2026 but we are aiming for this level of registrations by the end of 2024. Again, deanery advocates are being extremely effective in encouraging Eco Church.
- The environmental communication group will be developing campaigns to promote switching to green tariffs (goal 50% switch to green energy tariffs by end 2025) and to encourage the communication of good news stories.
- Articles of Enquiry have been updated to include more items about the environment.

Challenges

- Main issues high energy using churches want help with are developing plans to get to carbon net zero, accessing reliable contractors and funding. Having a NZC Officer in place will help.
- Capacity within churches is sometimes a problem.
- Deanery advocates are very effective but still nine deaneries without advocates. As a result, it may be hard to reach our 2024 Eco Church (40% registered 30% at least bronze, 10% at least silver) and Energy Footprint Tool (80% completion) goals.
- We have not developed networks and shared resources with churches as much as we had hoped. Again, this capacity will be helped by the appointment of the Net Zero Carbon officer.

Section 8.3: Schools

Progress

- Almost all (33/37) of our Voluntary Aided schools have had a nano-fluid, hydromx, put into heating systems to improve efficiency.
- Five schools have completed heat decarbonisation plans using a £38k grant from Salix.
- One school has followed its heat decarbonisation plan which included insulation, solar panels, air source heat pump, LED lights. Project Cost £443K - SALIX £164k/Schools Condition Allocations £279K/School - £27.9K
- Energy survey to all schools
- Promoting quick wins such as LED lighting (goal 25% schools make a complete switch by end 2025), also procurement of green tariffs (goal 50% switch to green electricity tariff by end 2025) and considering sources of estate-wide funding

Challenges

- Funding for substantial projects is the major challenge

Section 8.4: Clergy housing

Progress

- The Diocese has been continuing with its retrofit plan, usually as houses become vacant
- Currently, the PAS 2035 approach is being used to retrofit three houses, to monitor learning, and to report back on case studies in grade 2 listed vicarages/vicarages in conservation areas

Challenges

- Diocesan funding is supporting much of this work, but more funding is needed
- More capacity is needed in the property team, plus capacity to gather views from clergy and other residents in Diocesan housing. The new NZC Officer will provide some capacity.
- Identifying Trustmark qualified contractors
- Retrofitting is technical and may require planning applications

Section 8.5: Cathedral

Progress

- Continuing to consider how to make further progress on reducing its, already very small, carbon footprint

Section 8.6: Offices and work-related travel

Progress

- Diocesan offices received a bronze Eco Church award.
- Energy Footprint Tool completed in 2023
- Discussions about a travel plan have been had with HR and other groups around the Diocese are starting to be consulted using a template developed for such discussions

Challenges

- Capacity, plus the need to find travel plan solutions that accommodate a variety of contexts
- Lack of influence due to not owning office buildings, and Guy Harlings being listed

Progress in relation to the NZC Route Map

Progress

- Following the actions in the Diocesan Action Plan has enabled the Diocese to reach almost all the targets set in the Route Map for 2022 and 2023.

Challenges

- Progress on developing Net Zero Carbon Action plans for all high energy using churches, for the cathedral and for diocesan offices has not progressed as fast as we hoped. We expect this area of the work to move more rapidly now our Net Zero Carbon Officer is in place, and to be in line with Route Map expectations by the end of 2024.

Environment work more widely

In addition to the information covered in the preceding sections, since June 2023 we have also: (1) revamped the Diocesan environment web pages <https://www.chelmsford.anglican.org/about-us/our-faith-in-action/caring-for-the-environment>; (2) posted about the environment weekly in The View; (3) run a well-received series of events on climate justice and racial justice in the Season of Creation and Black History Month 2023; (4) gathered views of young people at youth synods; (5) developed a stronger link between the Diocesan Board of Education and the Diocesan environmental work; (5) made strong links with Kenyan Christians and the Bishop of the Amazon; (6) encouraged involvement in the newly formed East London and Essex Christian Climate Action Group.

DIOCESAN SYNOD

Title: **GOVERNANCE REVIEW: PROPERTY COMMITTEE**
Author: **HEAD OF SERVICE DELIVERY**
Date: **15 JUNE 2024**

I. INTRODUCTION

In December 2023 the Finance Committee agreed to proposals for change to the governance structure of sub committees of the Finance Committee and, following that, work was done on the new or revised terms of reference required as part of the implementation of the changes.

Two sets of revisions of terms, for the Finance Executive and the Audit Committee, were within the power of Finance Committee to approve, which they did in May 2024. At that meeting they also recommended the third set of proposed terms of reference. This related to the proposed new Property Committee, which requires a resolution from the Diocesan Synod.

For those not familiar with the subcommittee structure there is a simple chart showing the current and new structures on page 3 of the paper.

2. RATIONALE FOR CHANGE

The rationale for the changes in the governance review was set out to trustees as follows:

- Efficiency – to improve the efficiency of our processes and avoid duplication. Under the present structure proposals are having to run an excessive committee gauntlet.
- Staff resourcing – in order to optimise time of CDBF staff who are committing more time than they arguable need to in preparing and revising papers and attending meetings under the present structure. This means that they have less time to focus on other areas of need which in recent years have become all the more important as resources have become stretched and we seek to tackle an increasing number of complex issues around our diocese.
- Proposal formation, decision making and implementation – change will ultimately lead to better and clearer proposals for trustees which will, in turn, lead to better decision making and clearer implementation. In some areas there is an absence of proposals on important areas for example a review of the investment and asset management policy is overdue.
- Shortage of volunteers – the lack of volunteers to draw into our governance structures has become pronounced in recent years. There are some key long-term vacancies within the structure, most notably there has been no Investment Committee chair for the last few years and we have been without a Vice Chair of the CDBF since early this year. This issue is all the more challenging with this group given

the need to have people with particular skills and experience, meaning the pool of people on which we can draw is smaller than it may be for others.

3. PROPERTY COMMITTEE

The biggest change that the Finance Committee supported was the creation of a new committee, known as the Property Committee. This committee would be a fusion of the current Houses Committee and functions relating to glebe land currently exercised by the Investments Committee. As well as having oversight of parsonages and glebe land the committee will also take a lead on potential development projects within the diocese.

This committee will be underpinned by two schemes created under two separate pieces of legislation. Those schemes are set out in Appendix I and conform to the templates offered by the Church Commissioners. The Church Commissioners, whose consent is required to make such schemes, have offered a view that they are happy with the drafts and therefore are likely to grant their consent upon being asked.

These schemes require resolutions from the Diocesan Synod with the changes being effected on 1 January 2025 in order to coincide with the new triennium.

4. OTHER CHANGES

As mentioned in the introduction there were some more minor changes to our Audit Committee and Finance Executive which have been approved by Finance Committee.

For the information of the Synod members these were:

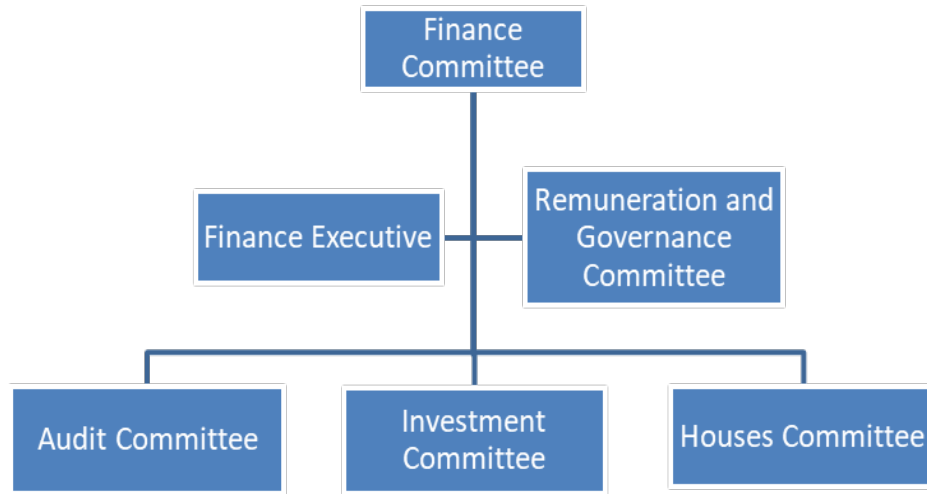
- Working with the Chair of the Audit Committee a refresh of the terms of reference was carried out. These involved relatively minor changes which both draw the element of risk more into the forefront of the committee's work and bring it up to speed with how the committee currently functions.
- The terms of reference for the Finance Executive were amended on three points. Firstly, to increase the number of appointed members from two to four, in order to accommodate more expertise in investments. The other two amendments involved the importing of two sections from the terms of reference for the Investments Committee.

5. RECOMMENDATION

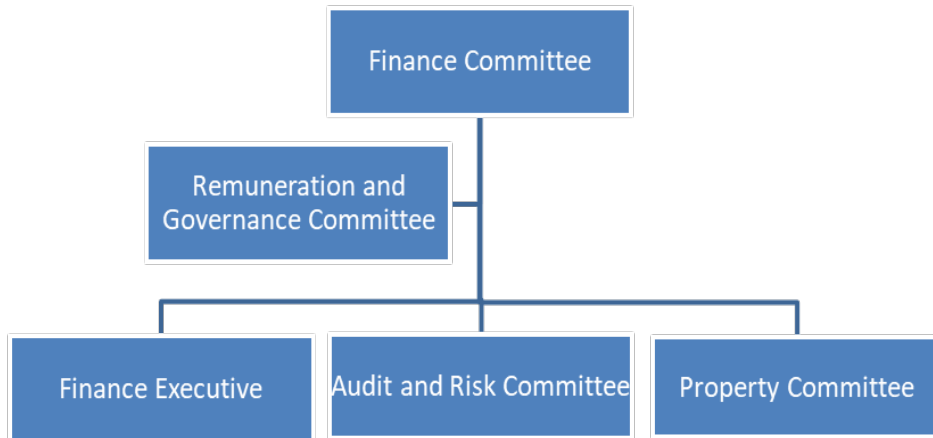
That this Synod:

- a) approve the proposed scheme under the Repair of Benefice Buildings Measure 1972,
- b) approve the proposed scheme under the Church Property Measure 2018 and,
- c) note the other governance review outcomes affecting the Finance Executive and the Audit and Risk Committee.

Current structure:



New Structure:



APPENDIX I

Repair of Benefice Buildings Measure 1972

Diocese of Chelmsford

Scheme under the Measure

Designation of Parsonages Board

1. The Chelmsford Diocesan Board of Finance is hereby designated as the Parsonages Board for the diocese of Chelmsford for the purposes of the furtherance of the work of the Church of England by the exercise of its functions under the Repair of Benefice Buildings Measure 1972 (“the Measure”) and references in this scheme to “the Board” shall be construed as referring to the Diocesan Board of Finance in the exercise of such functions.

Delegation of the Board’s Functions

2. The functions of the Board under the Measure shall be delegated to a Committee of the Diocesan Board of Finance (known as the Diocesan Property Committee) constituted as provided in Schedule I hereto and such Committee may include persons other than members of the Board.

Appointment of Diocesan Surveyors

3. The Board shall appoint such number of fit persons to be surveyors for the purposes of the Measure as it shall from time to time determine and the remuneration and terms of service of such surveyors shall be determined from time to time by the Chelmsford Diocesan Board of Finance.

Annual Estimates of Expenditure

4. The Board shall submit to the Diocesan Synod annual estimates of the expenditure of the Board for the ensuing year together with proposals for meeting that expenditure.

Extension of the Functions of the Board

5. (1) The Board may execute works of interior decoration of parsonage houses by agreement with the incumbent.

(2) The Board may execute works of improvement, demolition or erection of parsonage houses in pursuance of the powers conferred by Sections 2 and 4 of the Church Property Measure 2018 by agreement with the persons on whom those powers are conferred.

(3) The Board may request a diocesan surveyor to inspect any building (other than a parsonage house) in the diocese used as a residence by any clergyman or lay worker of the Church of England serving in the diocese and to report to the Board on such inspection.

(4) The Board may execute works of repair, interior decoration, improvement, demolition or erection of any buildings in the diocese held for charitable purposes

APPENDIX I

connected with the Church of England, by agreement with the persons having the management or control of such buildings.

(5) Except in regard to the cost of repairs to the residence of an incumbent not being a parsonage house and the cost of inspections relating thereto, the cost of any works mentioned in this paragraph of this Scheme and the cost of the inspections and reports mentioned in subsection (3) thereof, including any administrative cost attributable to such works, inspections and reports, shall not be met out of the Diocesan Parsonages Fund, and before taking any steps in connection with such works, inspections and reports the Board shall satisfy itself that funds are available to meet the cost thereof from sources other than the Diocesan Parsonages Fund.

(6) In this paragraph of this scheme references to parsonage houses and to buildings used or held for certain purposes shall include references, where appropriate, to buildings intended to be used as parsonage houses or to be used or held for such purposes.

Regulation of Inspections, Reports and Repairs

6. The Board may at any time publish Regulations concerning:-

- a. inspections of buildings of a benefice by diocesan surveyors and the making of reports following on such inspections;
- b. the execution of repairs to buildings of a benefice, including the supervision thereof by diocesan surveyors and otherwise and any other matters required for ensuring efficiency and economy in such execution;

but such Regulations shall not be effective unless and until they have been laid before and approved by the Diocesan Synod.

Interpretation

7. In this Scheme, unless the context otherwise requires, the expressions to which meanings are assigned by Section 31(1) of the Measure shall have the meanings thereby respectively assigned to them.

Operative Date of Scheme

8. The provisions of this Scheme shall come into operation on 1 January 2025 and the Scheme made by the Diocesan Synod of the diocese of Chelmsford on 9 June 2012 shall thereupon be revoked.

This Scheme is made by the Diocesan Synod of the diocese of Chelmsford at a meeting held on

In witness thereof it has been signed by, Chair of the meeting duly authorised to that end by resolution of the said meeting.

Signed: Date

APPENDIX I

Schedule I

Constitution and Procedure of Property Committee (“the Committee”)

Membership

1. The membership of the Committee shall comprise:
 - ii) The Chair (if not otherwise a member of the Committee),
 - iii) All Archdeacons in the Diocese of Chelmsford,
 - iv) One member of the clergy to be elected by the House of Clergy of the Diocesan Synod,
 - v) One lay person to be elected by the House of Laity of the Diocesan Synod,
 - vi) Up to four lay people with relevant expertise appointed by the Finance Committee,
 - vii) The Chief Executive & Diocesan Secretary, who shall be an ex-officio non-voting member.
2. The persons elected and appointed under (iv), (v) and (vi) above need not themselves be members of the electing or appointing body.
3. The Chair of the Committee shall be a lay or clergy person, who is not resident in a property maintained by the Diocesan Board of Finance, appointed by the Finance Committee.
4. The Head of Property or such other person appointed as Diocesan Surveyor shall attend each meeting and arrange for a secretary to the meeting.

Quorum

5. Five members of the Committee shall be a quorum.

Number and Frequency of meetings

6. The number and frequency of meetings in each year shall be decided by the Chair of the Committee. The Committee will meet at least quarterly.

Functions

7. The Functions of the Committee shall be as follows:
 - a. Develop for approval by the Diocesan Parsonage Board, strategic policy for the management of the Board’s estate of parsonages and other houses for ecclesiastical purposes in line with the overall strategy set by the Bishop’s Council.
 - b. Develop and maintain operational policies relating to the management of the estate.
 - c. Receive annually, an estate condition assessment and an estate management plan for the coming year, which shall include financial and other key performance indicators; and monitor the delivery of such plans and approve major variations.
 - d. Receive reports from the Archdeacons on anticipated parochial vacancies, pastoral reorganisation, and mission in order to assess the implications for housing.

APPENDIX I

- e. Consider the shape of the estate at least annually and make recommendations on properties surplus to ecclesiastical use and the balance of owned and leased houses.
- f. Consider proposals for Parsonage Replacement Schemes and make recommendations to the Diocesan Parsonage Board.
- g. Initiate proposals, within the sphere of this committee, aimed at optimising the financial effectiveness of the diocese.
- h. Consider or prepare proposals for development opportunities involving land within the diocese,
- i. Undertake, on behalf of the Diocesan Parsonages Board, other functions as required by the Repair of Benefice Buildings Measure 1972 and successor legislation.
- j. Serve as the Diocesan Glebe Committee.

Term of Office

- 8. Members other than ex-officio members shall be appointed or elected to serve for a period of three years in such manner as the appointing body may from time to time determine.
- 9. Retiring members shall be eligible for re-election or re-appointment.
- 10. Pursuant to Article 41 of the Chelmsford Diocesan Board of Finance, elected and appointed members may not serve in that capacity for more than three full consecutive triennia [with effect from the 2009 triennium] without a break of at least one triennium.
- 11. If a casual vacancy shall occur among the elected members in between elections the Finance Committee shall make an appointment to fill the vacancy for the unexpired term of office. If a casual vacancy shall occur among the appointed members, the Finance Committee shall make an appointment to fill the vacancy for the unexpired term of office.

APPENDIX I

The Church Property Measure 2018

Diocese of Chelmsford

Scheme under the Measure

Constitution of Diocesan Glebe Committee

1. The Property Committee of the Chelmsford Diocesan Board of Finance shall be the Diocesan Glebe Committee.

Duties of the Diocesan Glebe Committee

2. The Diocesan Glebe Committee shall be responsible to the Diocesan Board of Finance for the management of the Diocesan Glebe for the benefit of the Diocesan Stipends Fund, including the negotiation of leases and tenancies and of rent reviews, the collection of rents, the payment of outgoings, the carrying out of repairs and improvements, and the making of recommendations to the Diocesan Board of Finance for sales and purchases when desirable. In carrying out these functions the Committee shall comply with any directions which may from time to time be given to them by the Diocesan Board of Finance, shall observe all provisions of the Church Property Measure 2018 and shall obtain such consents as are required.

Diocesan Glebe Committee to Report to Diocesan Board of Finance

3. The Diocesan Glebe Committee shall make a report of its work to the Diocesan Board of Finance at least once a year or at such other intervals as the said Board may from time to time require.

Employment of Agents

4. The Diocesan Glebe Committee may appoint one or more firms of surveyors to act as agents for them in dealings relating to the Diocesan Glebe. Such firms must have experience in respect of properties of the type concerned. The agents shall be required to obtain the prior approval of the Committee (subject to such delegation as the Committee agrees) to all transactions and to comply with the principles of management set out below.

Principles of Management

5. The Diocesan Glebe shall be managed exclusively for the benefit of the Diocesan Stipends Fund, except in circumstances where the Church Property Measure 2018 expressly permits otherwise.
6. The following principles of management shall be observed:
 - a) Agricultural lettings
 - i) All new lettings shall be made after proper advertisement and the consideration of all suitable applicants for a term deemed appropriate in the circumstances, mindful of the management of the estate.
 - ii) The rent in the case of a new letting shall be the best open market rent consistent with the quality of the land, and best practice.

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- iii) The rents shall be reviewed to an open market level at such intervals as are permitted by law and agreed between the parties or in the absence of agreement by arbitration.

b) Residential Properties

- i) Upon the termination of the tenancy of any residential property, consideration shall be given to the advisability of its sale.
- ii) If a residential property is re-let other than on a long lease with a premium and ground rent, it should be on an assured short hold tenancy for a term of at least six months and should be renewed on terms as appropriate at a market rent.

c) Commercial properties

All lettings shall be at the best rent obtainable and all leases of commercial properties, except in the case of properties leased at a premium and a ground rent, shall provide for rental review at periods not exceeding five years.

d) Subsidiaries of the Diocesan Board of Finance

The Diocesan Board of Finance may set up a wholly owned subsidiary or subsidiaries which shall have the same powers and duties as the Diocesan Board of Finance with respect to holding, managing and dealing with diocesan glebe as the Board may from time to time determine.

Expenses of Management

- 7. All fees for professional management and related costs, charges and expenses may be met in accordance with Section 25 (3) and (4) of the Church Property Measure 2018.

This Scheme is prepared by the Diocesan Board of Finance of the Diocese of Chelmsford in replacement of a Scheme approved by the Church Commissioners on the 19 June 2012.

In Witness whereof it has been signed by Micheala Southworth Secretary to the Chelmsford Diocesan Board of Finance.

Signed: Date

DIOCESAN SYNOD

Title: **2025 BUDGET AND SHARE SCHEME**

Author: **FINANCE DIRECTOR**

Date: **15 JUNE 2024**

1. INTRODUCTION

This report proposes a General Fund budget for 2025 for Synod approval, together with an indicative budget for years 2026 to 2029 (these are for information and not approval).

2. CURRENT FINANCIAL CONTEXT

The General Fund budget has recovered over the past 2 years following several years of deficits caused by falling Parish Share income and exacerbated by the impact of the Covid-19 pandemic. We have also had to contend with falling National Church funding which has decreased year by year as transition funding reduces after the Darlow formula was withdrawn. 2025 will be the last year that transition funding will be received.

The 2023 budget was for a deficit of £1.12m in the General Fund, including a Parish Share shortfall of £2.5m. Outturn has been significantly better than budget, with a £0.35m deficit, £0.77m better than budget. The improvement is mainly due to reduced expenditure linked to vacancy savings and higher than budgeted income linked to the rental of surplus housing. Further explanation can be found in the Summarised Financial Statements paper.

The 2023 outturn represents good news for the Diocese. However, the ongoing position remains an annual deficit, so a sustainable position has not yet been achieved.

3. 2025 BUDGET SUMMARY

A deficit budget of £1.004m is proposed. A summary of the budget is given below. A more detailed breakdown is included at the end of this paper.

	2025 Budget £'000	2024 Budget £'000	Change %
Income			
Parish Share Allocation	16,123	16,310	
less share shortfall	<u>(2,257)</u>	<u>(2,447)</u>	
	13,866	13,863	0.0%
Mutual Support Fund	5,605	5,929	
Income mitigating shortfall	<u>1,253</u>	<u>1,085</u>	
Total Income	<u>20,724</u>	<u>20,877</u>	(0.7)%
Expenditure			
Current Ministry Costs	9,551	9,683	
Current Parish Housing Costs	3,965	3,903	
Future Ministry Costs	3,653	4,196	
Parish Support	2,659	2,720	
Other costs	<u>1,900</u>	<u>1,737</u>	
Total expenditure	<u>21,728</u>	<u>22,239</u>	(2.3)%
Surplus / (deficit)	<u>(1,004)</u>	<u>(1,362)</u>	(26.3)%

4. INCOME AND THE MUTUAL SUPPORT FUND

Parish Share

The main source of income remains the generosity of individuals and parishes through Share. It is proposed that budget Share income for 2024 is £16.123m. This is 1.1% lower than in 2024.

The average share request per stipendiary post is budgeted at £71,021, which is a 2.5% increase on 2024, and lower than the 3% inflationary increase built into the budget for stipends, housing and other costs, whilst also factoring in a reduction in the total number of clergy and houses under management.

Share Shortfall

Share shortfall was around 9% before the Covid19 pandemic, but grew to 18% during the pandemic. In 2023 share shortfall was around 16%, so we still have some way to go to get back to 2019 levels.

Parish Share shortfall has been budgeted at £2.257m for 2024, or 14% of share allocation. This is 1% lower than what was factored into the 2024 budget and is considered to be an achievable target.

Beyond 2025 share contribution rates are budgeted to increase gradually to 92.5% in 2029. This is thought to be achievable as deaneries are increasingly moving towards deanery plans which are affordable.

Mutual Support Fund

The main sources of income for the Mutual Support Fund (MSF) are National Church support and Diocesan Investment income. The MSF reduces the amount of Share requested from parishes.

For 2025, £5.6m of funds are budgeted to be available to reduce the request made to parishes. This is 5.5% lower than in 2024. Points to note include:

- Transition Funding from Nation Church will fall by 58% to £280k in 2025, and will be removed completely from 2026. This reduction is offset slightly by a 3% increase in LInC funding.
- Investment income available to the MSF remains at c£2.5m. The Total Return Accounting policy continues to allow a good level of support to be drawn from the Stipends Endowment fund whilst ensuring the capital value of the fund remains protected from inflation.
- £0.73m has been allocated from the City Churches Fund grant to support stipend costs in the relevant 5 London boroughs, an increase of 6.3% on 2024.
- The amount of grant set aside for the Mission Opportunity Fund (MOF) has been increased by 3% to £0.382m. The use of these funds will be determined by deaneries.

	2025 Budget £'000	2024 Budget £'000	Change %
National Church Support Transition	280	660	(57.6)%
National Church Support Deprived Communities	608	588	3.4%
CCF Support for Stipends in 5 borough's	730	687	6.3%
MOF funding from MSF share contributions	(382)	(371)	3.0%
Investment Income (supporting Parish Share)	2,500	2,521	(0.9)%
Income from Statutory Fees	800	800	0.0%
Less Parochial Fees Paid	(170)	(151)	12.6%
Vacant Posts	1,239	1,195	3.7%
Total Mutual Support Fund	<u>5,605</u>	<u>5,929</u>	(5.5)%

Income mitigating shortfall

Within the 2025 budget, a proportion of the additional investment income achieved from Total Return Accounting is set aside to mitigate any shortfall. Since there is considerable financial pressure on parishes, the budget continues to allocate the majority of Investment income (£2.5m) to the Mutual Support Fund, with a smaller proportion (£1.028m) held back to mitigate Share shortfall. Net rental income of surplus houses (£0.225m) is also held back to mitigate Share shortfall.

The difference between the anticipated Share shortfall, £2.257m, and the income set aside to mitigate this, £1.253m, results in the budget deficit of £1.004m.

5. EXPENDITURE

The 2025 budget includes expenditure of £21.7m, 2.3% lower than the 2024 budget.

The majority of expenditure continues to be the direct costs of parochial ministry and future ministry training (ordinands and curates). A total of £17.2m is included in the budget towards these costs, which is £1.05m more than the Parish Share allocation.

Inflation:

- Cost inflation is included at 3% increase compared to 2024 budgets reflecting CPI forecasts

Stipends, salaries and pensions:

- Stipends and salary costs represent the dominant portion of expenditure. These costs are allocated across all sections of the budget according to the role of the person.
- For 2025, stipends and salaries are budgeted to increase by 3%, from April.
- There is still considerable uncertainty about inflation, so the budget figures are estimates at this stage. Actual stipend and salary increases for 2025 will be agreed in early in the year by Finance Committee based on advice from National Church and comparison with other dioceses.

Clergy posts and Direct costs of Ministry:

- The average number of parochial stipendiary posts for 2025 have reduced by 8.4 to 227.0. This reflects our continuing journey towards sustainability target of 215 posts by the end of 2025.
- The number of houses provided to stipendiary and House for Duty clergy is budgeted at 257.
- The budget also includes an average of 26 House for duty posts, 110 self-supporting ministers, and 110 Licensed Lay workers.
- Direct costs of Ministry are budgeted to reduce slightly to £13.516m (£13.586m in 2024)

Future Ministry Training and Curates:

- Investment in vocations continues, with an average of 38.0 stipendiary curates during 2025 (2024: 44). The reduction reflects a decision to appoint 12 new stipendiary curates each year from 2022 onwards, rather than 16 as in previous years. This was done mindful of the reductions in stipendiary posts and acknowledging that parishes bear the costs of training future clergy.
- Future Ministry Training and Curates costs have decreased 13% to £3.653m, mainly as a result of savings on stipends and housing costs linked to fewer curates overall.

Services to Parishes and Other Costs:

- Opportunities for reducing costs continue to be considered where possible.
- The total cost of Parish Services has increased by 2.3% to £4.559m (£4.457m in 2024), this is lower than the general 3% inflation increase factored in to the budget.

6. 2025 PARISH SHARE ALLOCATION

Parish share allocation is the total of the amounts parishes, through deaneries, are initially asked to contribute. Share allocation is typically higher than the budget parish share income. This is because the number of parochial posts at the time of apportionment (in July 2024), is higher than the number of posts anticipated by the budget (which is the average across the 2025 year). Whilst it is expected that parochial posts will continue to gradually decrease as we approach the end of 2025, it is not yet clear which posts will change.

The Parish share scheme initially apportions share amounts based on the number of posts currently in place. This has the effect of increasing the total share allocated by the fraction of current posts divided by 2025 budgeted posts.

2025 total allocation cannot yet be confirmed, but will be as follows:

- For stipend costs: allocation will be higher than budget by the number of stipends paid at the time of allocation, divided by the number of stipends in the budget (which is 220.0, the average expected throughout 2025).
- For housing costs: allocation will be higher than budget by the number of houses occupied by clergy at the time of allocation, divided by the number of houses in the budget (which is 257, the average expected throughout 2025).

Parishes which have a change in parochial ministry provision after the Share amounts are calculated will receive a changed Share amount once the new ministry provision has been agreed by the parish, Area Dean and Archdeacon has been confirmed in writing to the diocesan office.

7. 5 YEAR BUDGET FORECAST

A five year budget forecast has been prepared. A high level summary is included at the end of this paper.

The forecast was prepared to consider whether the deficit position might get better or worse, and so whether we are becoming sustainable or not. This is important to check that we are not heading for insolvency. Without a longer term forecast it might be difficult to have confidence to approve a deficit budget for 2025.

Overall the budget moves from a deficit of £(1,003)k in 2025 to a surplus of £456k in 2029.

The deficit is forecast to reduce because of three main changes:

- a. Parish share payments increasing from 86% to 92.5% over the course of the next 5 years.
- b. Continued reductions in stipendiary posts for both parochial and title (curacy) over time to the end of 2025. Stipendiary incumbent posts (or equivalent) reduce from

229.4 in the 2024 budget to 215.0 in the 2026 budget. Stipendiary title posts (curates) reduce from 44 in the 2024 budget to 36.0 in the 2026 budget, reflecting a reduction of intake from 16 to 12 per year.

- c. Total return accounting, combined with ongoing sales of surplus houses. The contribution from total return is £3,528k in the 2025 budget, by 2029 the contribution is forecast to be £4,434k per year. The increase in total return more than offsets the reduction in Darlow transition funding.

8. 2025 SHARE SCHEME

In 2023 several changes to the 2024 Parish Share formula were considered by Synod.

Four key changes were agreed:

1: Expand the Mutual Support Fund so that it can offset future training costs for parishes with House for Duty posts

It was agreed to amend the Mutual Support Grant formula to take account of future training costs in addition to parish ministry costs such as stipends and housing.

2: Geographical size of benefice in Mutual Support Grant calculation

It was agreed to take into consideration the Geographical size of a benefice in the Mutual Support Grant calculation.

3: Parish share reduction during a vacancy

It was agreed that there should be a 50% reduction in parish share after 2 years of a vacancy.

4: CCF Area of benefit extension

It was agreed to extend the area of benefit to parishes outside of London, but within the CCF area.

In addition, there were other areas that were considered for change, but were not recommended, these included removing the 1% discount for full share payment, responsibility for vicarage maintenance during vacancy and taking into consideration the number of church buildings that a parish has responsibility for, particularly in relation to responsibility for maintenance of heritage buildings.

There are no changes relating to these, or any other areas, proposed for the 2025 share formula, however, we are considering how to simplify the parish share documentation for 2025 and are considering potential changes for 2026, which will be consulted upon before proposals are made.

9. MOTION

Synod is invited to consider the following motions:

1 - That this Synod:

- a) approve the Diocesan Budget for 2025 and the total Share of £16.123m.*
- b) note the forecast budget for years 2026 to 2029.*
- c) 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.*

Chelmsford Diocesan Board of Finance

General Fund Budget 2025

	2025 Budget	2024 Budget
	£ per post	£ per post
Stipend	32,129	30,600
Related Costs	350	449
National Insurance	2,881	2,674
Pension	7,168	7,413
DBS Checks	130	126
In service training - LLM	108	174
In service training - clergy	343	552
House related:		
Council Tax	3,162	3,147
Water Rates	661	754
Insurance	731	697
Housing Mgt, Repairs and Improvements	10,875	10,023

A Direct Costs of Ministry

	posts	£ per post	posts	£ per post
Incumbent stipendiary - non housing costs	220.0	43,000	229.4	41,814
Incumbent stipendiary - housing costs	231.0	15,429	240.9	14,620
House for Duty - non housing costs	26.0	473	24.0	679
House for Duty - housing costs	26.0	15,429	24.0	14,620
SSM	110.0	473	110.0	679
Lay	110.0	238	100.0	300
Incumbent + 27% House for Duty (*)	227.0		235.4	
Total Ministers	466.0		463.4	

	2025 Budget		2024 Budget
	£'000	% total Increase / (Decrease)	£'000
PM1 Parish Ministry			
Total Stipendaires	9,460		9,592
Total for House of Duty	12		16
Total for SSM & Lay	78		75
Direct costs of Ministry Total	9,551	59.2% (1.4)%	9,683
PM2 Parish Housing			
Total Stipendaires	3,564		3,522
Total for House of Duty	401		351
Total for SSM & Lay	-		30
Direct costs of Ministry Housing Total	3,965	24.6% 1.6%	3,902
PM3 Future Ministry Training & Curates			
Direct Costs of Stipendary Title Posts	38.0		44.0
Housing & Appointment	964		742
Pre-Ordination (Inc DDO & St Mellitus)	1.5		2.1
Direct Costs of SSM Title Posts	13		40
Lay Training & Discipleship	0.5		0.5
	3,653	22.7% (13.0)%	4,196
PS1 Parish Support			
Area Teams Staff & Expenses	3.5		6.4
Archdeacons (plus Area Bishops' Houses)	6.0		7.0
Area Deans and other parish support	141		91
Parish Legal & Church Building Services	129		157
Education (Net Cost)	94		67
Children & Youth Work	122		112
DAC	269		242
Parish Finance	112		106
Safeguarding Services to Parishes	362		351
Diocesan & Bishop's Advisors	190		147
Chaplaincy & Partnerships	124		170
	2,659	16.5% (2.2)%	2,720
PS2 Other Expenditure			
Diocesan Services	719		634
Communications	270		229
Finance & Governance Costs	167		122
National Church	666		683
Contingency	31		30
Trading & Income from other Sources	46		39
	1,900	11.8% 9.4%	1,737
Stipendary Numbers Total	276.5		297.8
Total Expenditure	21,728	134.8% (2.3)%	22,239

(continued on next page)

*(continued from last page)***Chelmsford Diocesan Board of Finance****General Fund Budget 2025**

	2025 Budget			2024 Budget
	£'000	% total	Increase / (Decrease)	£'000
Mutual Support Fund				
National Church Support Transition	(280)			(660)
National Church Support Deprived Communities	(608)			(588)
CCF Support for Stipends in 5 borough's	(730)			(687)
MOF funding from MSF share contributions	382			371
Investment Income (supporting Parish Share)	(2,500)			(2,521)
Income from Statutory Fees	(800)			(800)
Less Parochial Fees Paid	170			151
Vacant Posts	(24.2) (1,239)			(22.9) (1,195)
Total Mutual Support Fund	(5,605)	34.8%	(5.5)%	(5,929)
Net Expenditure	16,123			16,310
Net Share apportionment	(16,123)	100.0%	(1.1)%	(16,310)
Surplus / (deficit) belonging to Parish Share scheme	-			-
General Funds - excluded from Parish Share				
Investment Income (not supporting Parish Share)	1,028			953
Rental of Houses DBF Net surplus/(deficit)	225			132
National Church Covid Support	-			-
Share Shortfall Forecast	(2,257)			(2,447)
Surplus / (deficit) outside Parish Share scheme	(1,004)			(1,362)
General Fund Surplus/(Deficit)	(1,004)	(6.2)%	(26.3)%	(1,362)
Notes:				
Full costs per stipendiary £ (C / *)	95,709		1.3%	94,474
Direct costs per stipendiary £ (A / *)	59,535		3.2%	57,713
Average Share request per stipendiary £ (NSA / *)	71,021		2.5%	69,287

High level summary - 5 year budget forecast	2025	2026	2027	2028	2029
Stipendiary + 20% House for Duty Posts	225.2	213.2	213.2	213.2	213.2
Stipendiary Curates	38.0	36.0	36.0	36.0	36.0
	£'000	£'000	£'000	£'000	£'000
PM1 Parish Ministry	9,551	9,254	9,445	9,633	9,826
PM2 Parish Housing	3,965	3,847	3,924	4,002	4,083
PM3 Future Ministry Training & Curates	3,653	3,604	3,677	3,721	3,795
PS1 Parish Support	2,659	2,714	2,768	2,824	2,880
PS2 Other Expenditure	1,900	1,949	1,988	2,028	2,068
Parish Support Subtotal	21,728	21,368	21,802	22,208	22,653
Mutual Support Fund	(5,605)	(5,503)	(5,484)	(5,594)	(5,705)
Net Share apportionment	(16,123)	(15,865)	(16,318)	(16,615)	(16,948)
Surplus / (deficit) outside the Parish Share scheme	(1,004)	(643)	(182)	268	456
Net Deficit for year	(1,004)	(643)	(182)	268	456

CHELMSFORD DIOCESAN SYNOD**Saturday 15 June 2024****Area Scheme**

1. Following consultation with those affected, the Bishop of Chelmsford made a Bishop's Pastoral Order under seal on 15th April 2024 which:
 - a. dissolved the archdeaconry of Harlow;
 - b. transferred the rural deanery of Harlow from the archdeaconry of Harlow to the archdeaconry of Stansted;
 - c. transferred the rural deanery of Epping Forest and Ongar from the archdeaconry of Harlow to the archdeaconry of Chelmsford.The Order took effect upon the date of it being made.
2. The dissolution of the Archdeaconry of Harlow necessitates a change in the Area Scheme. This is because the Area Scheme describes the area over which the Diocesan Bishop shares episcopal oversight with each of the Area Bishops by reference to the archdeaconries. The change required is simply the deletion of the one reference to the Archdeaconry of Harlow.
3. No other change is proposed, though the practical effect of the deletion is that the geographical area over which the Diocesan Bishop shares episcopal oversight with the Bishop of Barking has been reduced, and the geographical areas over which the Diocesan Bishop shares episcopal oversight with the Bishop of Colchester and the Bishop of Bradwell has been increased.
4. Changes to the Area Scheme normally require the consent of the Diocesan Synod in order to comply with paragraph 5 of Schedule 6 to the Dioceses, Pastoral and Mission Measure 2007 (as amended).
5. In this instance, however, the change is entirely consequential on the making of the Bishop's Pastoral Order, which has already taken effect. Moreover, the reference to the Archdeaconry of Harlow has simply become otiose, i.e. it is 'redundant' rather than having any positive legal consequences which need to be remedied following the dissolution of the vacant Archdeaconry.
6. Whilst, for practical purposes, the changes noted above in the *geographical* areas have taken effect, this is not strictly a *jurisdictional* change for the Bishop of Colchester and the Bishop of Bradwell, as they continue to have shared episcopal oversight over the same respective archdeaconries.
7. In summary, the substantive legal change was made by the Bishop's Pastoral Order; and the Diocesan Synod is invited **TO NOTE WITH APPROVAL** the consequential amendment to the Area Scheme. (This follows the same approach as adopted when the Pastoral Orders were made in January 2013 creating the Archdeaconries of Barking, Stansted and Chelmsford.)

Aiden R Hargreaves-Smith
Registrar and Bishop's Legal Secretary

1. Episcopal Areas and Oversight of the Diocese

1. The Bishop of the Diocese shall share Episcopal oversight with the Bishop of Barking over the area comprising the Archdeaconry of West Ham ~~and the Archdeaconry of Harlow~~ and the Archdeaconry of Barking * **

2. The Bishop of the Diocese shall share Episcopal oversight with the Bishop of Colchester over the area comprising the Archdeaconry of Colchester and the Archdeaconry of Stansted *

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

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

*** The words 'and the Archdeaconry of Harlow' were removed from section 1(1), pursuant to the Pastoral Order made by the Bishop of Chelmsford, acting in pursuance of the Mission & Pastoral Measure 2011, under seal on the 15th day of April 2024 and coming into operation on the same date.*

DIOCESAN SYNOD

Title: **AMENDING CANON NO 43**
Author: **HEAD OF SERVICE DELIVERY**
Date: **15 JUNE 2024**

I. INTRODUCTION

The General Synod approved Amending Canon No 43 at its February 2024 meeting. This is to be promulgated (or proclaimed) at a meeting of each Synod in each Diocese.

2. AMENDING CANON NO 43

The text of the Amending Canon and the Instrument of Enactment are attached. Given the scope of the amendments made the easiest way of explaining these is to refer to the explanatory note made for General Synod, which is also attached.

3. RECOMMENDATION

The Chair to read out the following text :

“I give notice that, at its February 2024 group of sessions, the General Synod resolved that Amending Canon No. 43 be made, promulgated and executed.

“Amending Canon No. 43 makes miscellaneous amendments to the Canons of the Church of England. It complements the Church of England (Miscellaneous Provisions) Measure 2024.”

GENERAL SYNOD OF THE CHURCH OF ENGLAND
AMENDING CANON NO. 43 (MISCELLANEOUS PROVISIONS)

PART 1

THE DEMISE OF THE CROWN

The Church of England

1. In each of Canons A1 and A6 (the Church of England and its government), for “the Queen’s Majesty” substitute “the King’s Majesty”.
2. In Canon A7 (the Royal Supremacy), for “the Queen’s excellent Majesty” substitute “the King’s excellent Majesty”.

The Bidding Prayer

3. (1) In Canon B19, the Bidding Prayer is amended as follows.
 - (2) In the second paragraph—
 - (a) for “the Queen’s most excellent Majesty our Sovereign Lady Elizabeth” substitute “the King’s most excellent Majesty our Sovereign Lord Charles”,
 - (b) for “her other realms and territories, Queen” substitute “his other realms and territories, King”, and
 - (c) for “Philip Duke of Edinburgh, the Prince of Wales” substitute “Queen Camilla, William Prince of Wales, the Princess of Wales”.
 - (3) In the third paragraph—
 - (a) for “Queen’s” substitute “King’s”, and
 - (b) for “her people” substitute “his people”.
 - (4) In the sixth paragraph, for “Queen” substitute “King”.

The Oath of Allegiance

4. In Canon C13, in the Oath of Allegiance set out in each of paragraphs 1 and 3, for “Her Majesty Queen Elizabeth II, her heirs and successors” substitute “His Majesty King Charles III, his heirs and successors”.

Archbishops

5. In Canon C17 (archbishops), in paragraph 7, for “the Queen’s Majesty” substitute “the King’s Majesty”.

PART 2
MISCELLANEOUS AMENDMENTS

Services in parish churches

6. (1) In Canon B 11 (morning and evening prayer), after paragraph 2 insert—

“2A. In making a decision as to how to give effect to paragraph 1 or 2, the person or persons doing so shall ensure that no church ceases altogether to be used for public worship.”

(2) In Canon B 14 (Holy Communion), after paragraph 1 insert—

“1A. In making a decision as to how to give effect to paragraph 1, the person or persons doing so shall ensure that no church ceases altogether to be used for public worship.”

Marriage

7. (1) In Canon B 31 (impediments to marriage), in paragraph (1), for “16” in each place it appears substitute “18”.

(2) In Canon B 32 (impediments to solemnization of matrimony)—

(a) omit “(not being a widow or widower)”, and

(b) omit from “otherwise” to the end.

(3) The amendments made by this paragraph do not affect the validity of a marriage made before 27th February 2023 (the date of the commencement of section 1 of the Marriage and Civil Partnership (Minimum Age) Act 2022).

8. (1) In Canon B 34 (preliminary requirements for solemnization of matrimony), in paragraph 1, for sub-paragraph (d) substitute—

“(d) on the authority of a marriage schedule issued under Part 3 of the Marriage Act 1949.”

(2) In Canon B 36 (service after civil marriage), in paragraph 2, for “licence or certificate authorizing a marriage” substitute “licence authorizing a marriage nor any marriage schedule under Part 3 of the Marriage Act 1949”.

Lay residentiary canons

9. In Canon C 21 (deans and residentiary canons), in paragraph 1, at the end insert “; but this is subject to section 14A of the Cathedrals Measure 2021 (which enables the constitution of the Chapter of a cathedral to provide that a person who has been admitted to the office of reader or as a lay worker for at least six years and is licensed to exercise office or serve as such may be appointed as a residentiary canon of that cathedral)”.

Rural deans

10. (1) In Canon F 17 (keeping a record of property of churches), in paragraph 2, after “rural dean” insert “or some other deputy”.

(2) In Canon F 18 (survey of churches), after “rural dean” insert “or some other deputy”.

Ecclesiastical Courts

11. In Canon G 4 (registrars), after paragraph 2 insert—

“2A. The qualifications for appointment as the deputy of such a registrar under section 29(1) or 31(1) of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018 are the same as those for the appointment of such a registrar under paragraph 2; and the registrar making the appointment must be satisfied that the appointee is a communicant.”

Interpretation

12. In Canon I (interpretation of the Canons), after paragraph 2 insert—

“3. A reference to a Canon includes a reference to an instrument made under a Canon.”

PART 3**UPDATING STATUTORY AND OTHER REFERENCES****Section B (divine service and the administration of the sacraments)**

13. (1) In Canon B 2 (approval of forms of service), in paragraph 2B—

(a) in sub-paragraph (2), for “Part 1 of the Cathedrals Measure 1999” substitute “the Cathedrals Measure 2021”, and

(b) omit sub-paragraph (3).

(2) In Canon B 42 (language of divine service), in paragraph 4—

(a) in sub-paragraph (2), for “Part 1 of the Cathedrals Measure 1999” substitute “the Cathedrals Measure 2021”, and

(b) omit sub-paragraph (3).

Section C (ministers, their ordination, functions and charge)

14. In Canon C 22 (archdeacons), in paragraph 5, for “the Inspection of Churches Measure 1955” substitute “sections 45 to 47 of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018”.

Section E (the lay officers of the Church)

15. In each of the following provisions, for “advisor” substitute “officer”—

- (a) in Canon E 6 (licensing of readers), paragraphs 6(6)(a) and 7(5)(a) and (10)(g), and
- (b) in Canon E 8 (admission and licensing of lay workers), paragraphs 8(6)(a) and 9(5)(a) and (10)(g).

Section F (things appertaining to churches)

16. In Canon F 18 (survey of churches), for “the Inspection of Churches Measure 1955” substitute “sections 45 to 47 of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018”.

Section G (the ecclesiastical courts)

17. In Canon G 4 (registrars), in paragraph 2, for “have a general qualification within the meaning of section 71 of the Courts and Legal Services Act 1990” substitute “be a solicitor of the Senior Courts of England and Wales or a barrister in England and Wales”.

GENERAL SYNOD OF THE CHURCH OF ENGLAND

CONSTITUTIONS AND CANONS ECCLESIASTICAL, maturely treated upon by the Archbishops, Bishops, Clergy and Laity of the General Synod of the Church of England in their Synod begun at Westminster in the Year of Our Lord Two thousand and twenty-one and in the seventieth year of the Reign of Our Late Sovereign Lady Queen Elizabeth the Second of Blessed and Glorious Memory and continued in being upon the Accession of Our Sovereign Lord King Charles the Third by the Grace of God of the United Kingdom of Great Britain and Northern Ireland and of His Other Realms and Territories King Head of the Commonwealth Defender of the Faith being a Canon entitled "Amending Canon No. 43 (Miscellaneous Provisions)" which received His Majesty's Royal Assent and Licence on the fifteenth day of February Two thousand and twenty-four

WE, being the Presidents, the Prolocutor of the Convocation of Canterbury, the Prolocutor of the Convocation of York and the Chair and Vice-Chair of the House of Laity of the said Synod do hereby declare and testify Our Consent to the said Canon entitled "Amending Canon No. 43 (Miscellaneous Provisions)" And in testimony of such Our Consent We have hereunto subscribed our names as hereafter follows:

DATED this twenty-third day of February in the Year of Our Lord two thousand and twenty-four and in the second year of the reign of Our Sovereign Lord King Charles the Third

+Justin Cantuar:

PRESIDENT

Stephen Ebor:

PRESIDENT

Luke Miller

PROLOCUTOR

Kate Wharton

PROLOCUTOR

James Harrison

CHAIR, HOUSE OF LAITY

Alison Coulter

VICE-CHAIR, HOUSE OF LAITY

REGISTRAR

GENERAL SYNOD OF THE CHURCH OF ENGLAND
AMENDING CANON NO. 43 (MISCELLANEOUS PROVISIONS)
EXPLANATORY NOTE

Introductory

1. Amending Canon No. 43 makes miscellaneous provisions to the Canons of the Church of England. It complements the Church of England (Miscellaneous Provisions) Measure, passed by the General Synod at the July 2023 group of sessions and awaiting its Parliamentary stages.

Demise of the Crown

2. *Paragraphs 1 to 5* amend the Canons in consequence of the recent demise of the Crown. The amendments are to Canons A 1 and A 6 (the government of the Church of England), Canon A 7 (the Royal Supremacy), Canon B 19 (the Bidding Prayer), Canon C 13 (the Oath of Allegiance) and Canon C 17 (archbishops).

Miscellaneous amendments

Services in parish churches

3. *Paragraph 6* removes an anomaly that arose from amendments made by Amending Canon No. 39. That Amending Canon changed the requirement to hold certain services each Sunday and on other specified days in a church in every *parish* to a requirement to hold those services in a church in every *benefice*. However, the amendments removed a backstop that would prevent a church from ceasing to be used for public worship altogether when a decision is taken on where services should take place. If a church is to cease to be used for public worship altogether, the policy is that it be closed for worship under the Mission and Pastoral Measure 2011.
4. *Paragraph 6* accordingly amends Canon B 11 (morning and evening prayer) and Canon B 14 (Holy Communion) to reinstate the backstop preventing a decision from leaving a church ceasing to be used for public worship altogether.

Marriage

5. *Paragraph 7* amends Canons B 31 and B 32 (impediments to marriage and to solemnization of Holy Matrimony) in consequence of the change to the law made by the Marriage and Civil Partnership (Minimum Age) Act 2022. That Act raised the minimum age at which a person may lawfully marry from 16 to 18 and came into force on 27th February 2023.
6. *Paragraph 8* amends Canon B 34 (legal preliminaries to marriage) and Canon B 36 (services after civil marriage) in consequence of recent amendments to the Marriage Act 1949 to replace a superintendent registrar's certificate with a marriage schedule.

Lay residentiary canons

7. *Paragraph 9* amends Canon C 21 (qualifications for appointment as a residentiary canon) in consequence of section 7 of the current Church of England (Miscellaneous Provisions) Measure (referred to in paragraph 1 of this note). Section 7 of that Measure inserts the following new section 14A in the Cathedrals Measure 2021—

“14A Lay residentiary canons

- (1) A person who has been admitted to the office of reader or as a lay worker for at least six years and is licensed to exercise office or serve as such is capable of being appointed as a residentiary canon of a cathedral but only if, and in so far as, the constitution so provides.
 - (2) A reference in this or any other Measure to a lay residentiary canon of a cathedral is a reference to a reader or lay worker appointed under provision included in the constitution by virtue of this section.
 - (3) This section and any provision included in the constitution by virtue of it have effect in spite of—
 - (a) section 10 of the Act of Uniformity 1662 (which provides that only an episcopally ordained priest can be admitted to an ecclesiastical promotion or dignity), and
 - (b) section 27 of the Ecclesiastical Commissioners Act 1840 (which requires a person to have been in holy orders for at least six years to be capable of appointment to a residentiary canonry).”
8. The amendment to Canon C 21 reflects the condition in subsection (1) of that new section 14A that only a person who has been admitted as a reader or lay worker for at least six years and is licensed to serve as such is eligible for appointment as a lay residentiary canon.

Rural deans

9. *Paragraph 10* amends Canon F 17 (requirements for record-keeping of church property) and Canon F 18 (survey of churches) to enable a person other than the rural dean to act as the deputy of the archdeacon under those Canons. In many places, the office of rural dean is known as that of “area dean”. Under section 12(4) of the Church of England (Miscellaneous Provisions) Measure 2000, the diocesan bishop may make a declaration that that is to be the case. Accordingly, a reference in legislation to a rural dean is to be read as including a reference to an area dean.
10. There may be cases where the rural dean is not available to act as deputy to the archdeacon, causing a delay to when the inspection of records or church buildings can take place. The amendments in *paragraph 10* would enable somebody else to be appointed as deputy to archdeacon for those purposes.

Ecclesiastical courts

11. *Paragraph 11* provides that the qualifications for appointment as a deputy diocesan or provincial registrar are the same as those for appointment as registrar, including the requirement to be a communicant.

Interpretation

12. *Paragraph 12* amends Canon I on interpretation so as to provide that the rules for the interpretation of Canons also apply to the interpretation of instruments made under a Canon (for example, the regulations made under Canon B 12 on Holy Communion or under Canon C 30 on safeguarding).

Updating statutory and other references

13. *Paragraph 13* amends Canon B 2 (approval of forms of service) and Canon B 42 (language of divine service) so as to replace references to the Cathedrals Measure 1999 with references to the Cathedrals Measure 2021 and to remove references to the Cathedrals Measure 1963.
14. *Paragraphs 14 and 16* amend Canon C 22 (archdeacons) and Canon F 18 (survey of churches) so as to replace references to the Inspection of Churches Measure 1955 with a reference to the consolidated provisions in the Ecclesiastical Jurisdiction and Care of Churches Measure 2018.
15. *Paragraph 15* amends Canon E 6 (readers) and Canon E 8 (lay workers) in consequence of Amending Canon No. 42 (safeguarding) so as to replace references to diocesan safeguarding advisors with references to diocesan safeguarding officers.
16. *Paragraph 17* amends Canon G 4 (registrars) so as to update the reference to solicitors and barristers currently qualified in England and Wales.

Legal Office
Church House, Westminster
July 2023

DIOCESAN SYNOD

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

Author: **HEAD OF SERVICE DELIVERY**

Date: **15 JUNE 2024**

This paper summarises the business of the Bishop's Council since the report circulated to Synod members in March.

May 2024**Bishop's Council**

- Received a report on the progress on the Net Zero Carbon Action Plan,
- Received a paper reflecting on the January day meeting.

DMPC

- Received a report on the result of the consultation regarding the reorganisation of Archdeaconries and noted the decision to dissolve the Archdeaconry of Harlow and move the Deanery of Epping Forest and Ongar and the Deanery of Harlow into the Archdeaconries of Chelmsford and Stansted respectively.
- Received a report on the use of the Mission Opportunity Fund in 2023.

Finance Committee

- Approved the Annual Report and Accounts for 2023,
- Agreed to recommend the budget for 2025 to the Diocesan Synod,
- Approved changes to the terms of reference for the Finance Executive and the Audit Committee and agreed to recommend two schemes pertaining to the new Property Committee to the Diocesan Synod.
- Agreed to the creation of a designated fund to support the creation of a Project Manager role to lead on development opportunities within the diocese.
- Approved a delegated authority for the purchase of an office for the Bradwell Area Team.
- Noted an update on the work toward a potential alternative to the demolition of St Peter's Church in Birch by Birch InSpire.
- Noted spend approved from the closed church designated fund on the church of St Mary the Virgin in Little Wakering.
- Approved the creation of a Building Support Grants Committee for the purpose of disseminating money given to the CDBF from the national church under the Minor Repairs and Improvements and Quick Wins (part of the Carbon Reduction Programme) grant streams.
- Approved the appointment of Andrew Tunks to the Investment Committee.
- Noted the financial reports for the first quarter of 2024.

Synod is asked to NOTE this report.