

DIOCESE OF CHELMSFORD DIOCESAN SYNOD

There will be a meeting of the Diocesan Synod on 21 June 2025 at 09:30am
at Chelmsford Cathedral

AGENDA

REGISTRATION AND COFFEE from 9:00am

OPENING WORSHIP at 9:30am

Led by Maxine Paul (President of the Chelmsford branch of the Mothers Union)

1. MINUTES OF DIOCESAN SYNOD HELD ON 22 MARCH 2025

Minutes of the previous meeting attached

2. NOTICES

3. PRESIDENTIAL ADDRESS

4. CARBON NET ZERO ACTION PLAN REPORT

Paper DS(2025)07 attached

5. RACIAL JUSTICE UPDATE

Paper DS(2025)08 attached

COFFEE at approx. 11:00

6. DBF AGM

See separate agenda

7. 2026 BUDGET AND SHARE SCHEME

Paper DS(2025)09 attached

The Chair of the CDBF to move that:

This Synod:

- a) approve the Diocesan Budget for 2026 and the total Share of £15.622m.*
- b) note the forecast budget for years 2027 to 2030.*
- 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. LIVING IN LOVE AND FAITH

The Revd Ruth Adams will lead Synod in a facilitated item which is part of the informal consultations initiated by the national LLF programme board. Some suggested pre reading material is circulated with the meeting pack.

13:10 LUNCH

9. QUESTIONS see notes for details

10. PRIVATE MEMBERS MOTION : ECCLESIASTICAL PROPERTY (EXCEPTIONS FROM REQUIREMENT FOR CONSENT TO DEALINGS) ORDER 2015

Paper DS(2025)10 attached

John Tipping (Southend) to move that:

This Synod requests the Archbishop's Council to make an order to increase the limit of £250,000 in paragraphs 2 (1) (b) and 2 (2) (b) of 'The Ecclesiastical Property (Exceptions from Requirement for Consent to Dealings) Order 2015' in order to take account of inflation.

11. AMENDMENT TO DIOCESAN MISSION AND PASTORAL COMMITTEE CONSTITUTION

Paper DS(2025)11 attached

The Chair to move that:

This Synod approve the proposed amendments to the constitution of the Diocesan Mission and Pastoral Committee as set out in paper DS(2025)11.'

12. BISHOP'S COUNCIL FINANCE COMMITTEE AND DMPC REPORTS

Paper DS(2025)12 attached

CLOSE at approx. 15:00

NOTES

Questions: Five days prior notice is required. Questions for this meeting must therefore be received no later than 9am on Monday 16 June 2025 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 163rd meeting of the Synod held on Saturday 22 March 2025 at Chelmsford Cathedral.

PRESENT : The President and 104 Members

Opening worship was led by members of the Diocese of Chelmsford Deaf Church.

1. MINUTES OF DIOCESAN SYNOD HELD ON 16 NOVEMBER 2024

The minutes of the previous meeting were approved.

2. NOTICES

The Chair highlighted the notices on the day paper. In particular they highlighted that the Harwich Deanery Synod motion was available for a second time for members to sign up to support. The Private Members Motion from John Tipping had achieved over 25 signatures and will be debated in June 2025. The Chair also highlighted the Church Building Support Roadshows which members were encouraged to sign up to or share with relevant people in their deaneries and parishes as well as the future Synod meeting dates.

3. PRESIDENTIAL ADDRESS

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

<https://www.chelmsford.anglican.org/news/bishop-gulis-presidential-address-to-the-march-2025-meeting-of-chelmsford-diocesan-synod>

4. SUSTAINING MINISTRY

The Chair invited Canon Micheala Southworth and the Revd Canon Rob Merchant to address the Synod. In their presentation they covered the following points:

- The previously agreed stipendiary deployment plan is coming to an end during a period of worsening financial outlook in the diocese. We need a plan that works toward financial sustainability.
- Having discussed with members of the Bishops Leadership Team and the trustees of the Diocesan Board of Finance, they advised that a wider range of people be drawn together to discuss the matter. This group reflected on the many different priorities and the need to prayerfully discern together what is needed going forward.
- This links in with the sense of a continuing journey which, as a diocese, we have been working together toward participative change. Whilst it can look like a gradual story of hopelessness, we need to recognise the journey of hopefulness and grace.
- Traveling Well Together has given us a language with which to do this.
- It causes us to reflect on how we are open to being surprised, how to value the small and vulnerable, how do we respond to change and many other areas.

- We have not sat on our laurels and are looking at how we build capacity to respond to the challenge.
- This is being expressed through share conversations, the building support conversation and SMMIB application.
- In terms of how we discern our future well together this is being supported by seeking additional capacity through external funding and partnership. Quarterly Area dashboard meetings are providing a way to work coherently.
- We must not be afraid of the challenges ahead and continue to seek to enable an enduring mission presence across East London and Essex.

Members were then invited to discuss the paper in small groups.

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

That this Synod:

- a) note the proposed approach to sustaining ministry from 2026 onwards;*
- b) endorse the proposed process of engagement with parishes and deaneries over the coming 12-15 months; and;*
- c) suggest to the Diocesan Secretary (during the debate or by email after this Synod):*
 - i) how best to train and equip people to engage well in this process,*
 - ii) how to involve as wide a range of people as possible, and*
 - iii) how otherwise to improve this process of engagement..*

The following members spoke in the debate:

Hugh Maschetti (Dunmow and Stansted)
 Adrian Iles (Harlow)
 Revd Canon John Dunnett (General Synod)
 Ven Kate Peacock (ex-officio)
 Revd Paula Preston (Epping Forest and Ongar)
 Revd Anne Marie Renshaw (Witham)
 Mary Durlacher (General Synod and Colchester)
 Andrew Weston (Barking and Dagenham)
 Revd James Gilder (Redbridge)
 Revd Canon Darren Barlow (Brentwood)
 Sandie Turner (General Synod and Saffron Walden)
 Revd Sharon Quilter (Bishop's Nomination)
 Ven Dr Sue Lucas (General Synod and ex-officio)

The contributions made in the debate were:

- The paper suggests that a freewill offer system seems to produce more engagement. We have chosen the least successful parish share model and don't seem to be implementing it very well.
- Could we have clarification on point a) in the motion as it is not clear what the proposed approach is?
- The Church Commissioners have £10.4 billion which are not being used other than to create income. Is now a rainy day? We just need a little bit of that to solve the financial challenges and dioceses should be pushing for this to happen.

- The figures show that giving has recently gone down. The member gave an example of a stewardship campaign in their parish which had been very unsuccessful. It would have been very helpful if there was material available to support stewardship.
- Moving forward we need to ensure that the right voices are present at the right points. We need to have more gatekeepers, for example, incumbents.
- Carl Hughes, the chair of the Archbishops Council Finance Committee he stated that the financial challenges are missional.
- We need to think creatively, especially where boundaries are small or more flexible.
- It is heartening to read the paper and the broad perspective it gives. One of the churches in the member's benefice has had a sustained program of evangelism and prayer in a church which had declined during the pandemic and this has led to substantial congregational growth.
- Language is important and this should not just be about banging on about paying the share. We need help to communicate to local communities that if they value their church, they need to do something about it. We also need to think about our model of ministry and be much more creative. We are still too heavily focused on stipendiary priests and doing anything other than a radical rethink will likely be rearranging the deckchairs.
- A member commented that a recent trip to New Zealand had given a better understanding of the need for firm foundations. There have been lots of discussions and a widening the circle. What matters most is that we are called to be witnesses. We need to get back to teachings and cutting clergy posts not the way to go about it. We should look at the churches that are working and see what can be shared.
- The leadership in some parishes is not wanting to pay due to political conversations. Sometimes churches need help, but in other places non-payment is a choice.
- Clergy are more and more shifting to a model of being coordinators and not being able to ground themselves in a community. We need to ensure there is not a shift to micromanaging decline. We need to have a plan and this paper feels like a good first step.
- The paper should be commended for its honesty. It feels like culture is against us. When in a situation like this it feels like a madness to fight on a different front. The Church of England is unbelievably rich, the Church Commissioners could solve this issue, and it is a battle we don't have to fight. We have the power to change this situation, and we should use the significant talent we have in the diocese to achieve that change.
- Most clergy are determined to share the good news, but it feels like the institution is working against this. The number of church buildings has not reduced by anywhere near the amount that stipendiary clergy and church members has. Unless we tackle this we will not be able to be missional.
- Ministers were encouraged to keep preaching the Gospel. This is God's work, keep doing what you are doing. It is God's church, He will prevail.
- Thank you to Diocesan Secretary for acknowledging the need for different skills and experience in this conversation. A lot of people are turned off by numbers. We need to talk about people's hearts.
- In some parts of our Diocese we are heavily reliant on lay people and there is an absence of the discussion on their wellbeing.
- Where are we starting from? Is it correct that this is to be the successor for 2025 numbers?
- Freewill offering results look impressive, but what is the 95% that is being achieved?

- There is a need for good communication which is contextual and look at harnessing our assets.
- In terms of mission, clergy are always someone of somewhere. Mission is incarnational and contextual. There needs to be discernment about what that looks like here. There does also need to be a recalibrating of the financial priorities nationally.

The Chair closed the debate and invited the Revd Canon Rob Merchant and Canon Michaela Southworth to respond to as many as the points made that they could. They were able to respond with the following points:

- The response to a formal question later in the meeting will provide answers to some of the questions. The Harwich Deanery Synod motion was also highlighted as a potential means of addressing the national decision making.
- Comments about contextualisation and communication have been taken on board.
- These are missional challenges, any money from the Church Commissioners will only buy us time. We need people coming to serve in the roles.
- The approach being taken is set out in section 5 of the paper and is one of participative change.
- There is no a one size fits all, this will look very different as it is worked out in each locality.

The Chair invited members to vote on the motion. The motion was carried by an overwhelmingly majority.

5. DIOCESAN SAFEGUARDING REPORT

The Chair invited the Head of Safeguarding, Amanda Knight, to address the Synod. In her presentation Amanda covered the following points from the annual report:

- Attention was drawn to the five national safeguarding standards:
 - Prevention,
 - Culture, Leadership & Capacity,
 - Recognising, Assessing & Managing Risk,
 - Victims & Survivors
 - Learning, Supervision & Support
- Prior to 2010 the Safeguarding team in this diocese consisted of one part time person who was also an incumbent in the diocese. The staffing of this team has changed very significantly and there are now seven people in the team. There is currently a vacancy for a caseworker. In addition, there is an independent virtual trainer and the Racial Justice Officer who are also part of the wider team, which is very good as there is an affinity between the two matters.
- Incoming calls have grown massively over the last ten years and it is believed this reflects either a wish to be doing the right thing or a fear of not doing the right thing. The team provide advice and consultancy. Whilst there is no rhyme or reason why it gets particularly busy this can sometimes be explained by a cycle of events. There is a correlation between national events and the level of demand on the diocesan team. This is reflected in other dioceses as well.
- February 2025 was the busiest month for duty calls on record. The safeguarding workload would not be achievable without our Parish Safeguarding Officers. It was

noted that there is a current vacancy rate of 10%. It was a challenge to find people who want to or are able to do this as a volunteer.

- The team provide training across the diocese, in particular e-learning. A good number of people have attended the necessary training. There is a leadership course which must be done every three years. Unfortunately, the team have had to cancel quite a few sessions and members were asked to encourage people to do engage with the training.
- In term of calls 63% are from people within parish safeguarding leadership roles. 6% were from members of the congregation, although these are often not about safeguarding matters. 14% of calls are from safeguarding professionals in other organisations.
- 24% of calls are about adults and 28% about children. This is a big shift as calls previously were solely about children.
- Almost all accusations made are non-recent.
- Throughout 2024 there were 343 different recorded cases of duty. 192 of those were considered open at end of 2024, although this is likely higher than the actual number of open cases as some have not been closed out on the database.
- In terms of risk management there are 42 safeguarding agreements live within the diocese at present.
- The team provide supporting for abuse survivors. 25 people were currently receiving this support. Survivor strategy is constantly being reviewed.
- The last six months has seen an unprecedented amount of attention. Pastoral sessions had been offered for Parish Safeguarding Officers. The sense of fatigue with the perception that the church is not safe is noticeable. It is frustrating as the Church has never been safer.
- Some key future developments were outlined:
 - The proposed regional model was explained.
 - The planned Ineqe audit was explained. This is not just an audit of the safeguarding team, but of the whole diocese. As well as the diocesan team, they will want to look at parishes and the Bishop's Leadership Team. They will look at current practice and how we can do better.
 - Parish dashboards are being rolled out in groups as it is not feasible to open to all parishes in one go. This is supposed to be a support and to ensure the PSO and incumbent are guided in a traffic light system. Members were reminded that even though access is through a few people safeguarding is a shared responsibility with the PCC.
 - In terms of the recent decision by General Synod, Amanda echoed what was said the presidential address. Option 3.5 should be celebrated. It will be good to see what happens with the national safeguarding team as there is lack of clarity about how it will work. It is believed that the chosen model will give important links with parishes. Changing culture comes from within.

Members were then invited to ask questions although it was made clear that any request for figures should be emailed to Amanda. It was also flagged that questions about safeguarding cases will be bounded by confidentiality and it may not be possible to answer all aspects.

The following members asked questions:

Ursula Davis (Newham)

John Tipping (Southend)

Sandie Turner (General Synod and Saffron Walden)
Revd Paula Preston (Epping Forest and Ongar)
Hazel Thomas (Newham)

The questions asked and answers provided were as follows:

- Could you advise whether it would be feasible for someone visit the PCC of each parish to explain the boundaries for safeguarding? Amanda confirmed that this was impossible given the size of team. The PSO or incumbent can always contact the team for guidance.
- The team were thanked for the level of detailed in the report and their work.
- There have been calls about conduct and when to discern whether it becomes a safeguarding matter. Is there any merit in providing advice on how to make the right call about this? Amanda supported the general principal of this and that it might be a joint effort with other members of the diocesan staff. Amanda explained that she would rather have more calls than people not seeking advice. She also flagged the new clergy code of conduct which should contain something on this matter.
- There has been a change of attitude in congregations and acceptance of the importance of safeguarding. However, PSOs do struggle due to the amount of work involved. Can this role be done across multiple parishes? Amanda confirmed that she had seen a huge change in introducing this role and it has grown with time. It is increasingly common for PSOs to cover more than one parish. It is a challenging role as the holder often has to battle with people's understandings.
- A member who is also a PSO spoke to say that whilst it is a challenging job they are blessed and they have a regular slot on their PCC to discuss safeguarding issues.

6. ENCOURAGING SUSTAINABLE TRAVEL

The Chair invited the Bishop of Colchester and the Revd Sandra Eldridge to address the Synod. The Bishop of Colchester opened by saying he concurred with comments made during the Presidential Address. He then handed over with Sandra Eldridge who highlighted some key recent developments on the journey to a net zero carbon position:

- There will be a full update coming to a future Synod, this particular item is specifically about travel.
- An amazing number of Arocha awards had been given out to parishes and the diocese as a whole in 2024. Work was underway in encouraging more parishes to sign up to the Arocha award scheme which would also help the diocese to achieve its silver award status.
- An Arocha event will be held in June 2025 in the Cathedral.
- The Energy Footprint Tool completion rate was 55% in 2024, which is really positive. Thus far this year it is already at 21% which is ahead of this point in the previous year.
- Very good progress had been made in appointing and retained deanery environment advocates although 5 deaneries are currently vacant.
- In respect of travel a lot of work has been done to think about encouraging people to travel using more sustainable methods.
- Out of a series of conversations and a staff survey the paper 'Encouraging Sustainable Travel' had been developed. Its primary aim is to reduce carbon emissions for work related travel.
- We need good data to show where we are with it.

- We also need policies and procedures.
- Progress in this area will involve liaison with other agencies and we will communicate about what we are doing. There is a desire to provide resources to help parishes to think through how they could implement something in their local contexts, for example listing specific actions to move toward sustainable travel.

The Bishop of Colchester then moved the motion:

‘That this Synod:

- a) note that the trustees of the Chelmsford Diocesan Board of Finance (CDBF) have decided to implement the actions set out in Encouraging Sustainable Travel,*
- b) encourage use of sustainable transport across all CDBF activities and;*
- c) encourage Parochial Church Councils and other worshipping communities within the Diocese to consider how they may be able to do the same across their activities.’*

The members who spoke in the debate were:

William Lees (Hinckford)
 Andrew Weston (Barking and Dagenham)
 Revd James Gilder (Redbridge)
 Mary Durlacher (General Synod and Colchester)
 Revd Sharon Quilter (Bishops Nomination)

The contributions to the debate along with responses given were:

- What can dioceses do to help clergy to switch to using EVs? The Bishop of Colchester explained that the single biggest thing which can be done is installing charging points in clergy houses. This makes it much more convenient and is something we will take back to look at.
- Use of public transport not always the most thought through when planning events sometimes. We need to be more strategic about where we meet and offer virtual options where possible. Sandra Eldridge responded that this speaks to several things in the plan. We do want to make a list of venues which are accessible by public transport.
- A member recommended electric bikes for some contexts. The Bishop of Colchester added that electric mopeds are also an option.
- We should turn the lights off when not needed.
- We need to be conscious of the fact that there are places that people are not able to get to by public transport. We also have to include other factors like personal safety. Sandra Eldridge responded that the need for balance is recognised. The Bishop of Colchester added that we could do better on sharing transport.

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

7. OUTLINE OF 2026 BUDGET AND SHARE SCHEME

The Chair invited the Finance Director, Paul Setterfield, to address the Synod. He highlighted the following points in the paper:

- The year end position for 2024 was not as bad as was initially projected. The deficit amounted to £835k, which was better than expected.
- Income had been broadly on budget. The shortfall in parish share was higher at 19% than the budgeted 15%. It is worthwhile reflecting that we were receiving a total amount of £16m pre-covid. The property team have done a fantastic job in utilising vacant parsonages and this has helped to balance the overall position.
- In terms of expenditure there had been significant savings due to a higher level of clergy vacancies along with lower training and grant costs. A higher amount had been spent on clergy housing, which was partly driven by higher clergy moves and energy efficiency. Some grants had been secured for energy efficiency work. We have been able to pay down our debt which has led to savings on interest being paid.
- TRA transfers had been lower in the year due to a lower endowment to draw upon. In 2025 it is expected that TRA will be slightly lower than budgeted.
- Finance Committee had agreed to stipend increases which are broadly in line with budget. The much larger increase is the NI increase. Fortunately the decision to reduced amount that dioceses are having to contribute to clergy pensions will mostly compensate for the NI increases. Continuing to pay down debt on mortgage has also led to savings.
- The other main concern for this year is the assumption that a higher amount of parish share payment than might be achievable. We remain hopeful that people who are choosing not to pay will do so.
- In 2026 there will be changes to diocesan funding from the recent triennium funding review and diocesan finance review. These are interesting proposals and some will go in our favour whilst others will add cost. Overall, it is expected that the changes will have a positive impact on the DBF, but we won't know for certain until after the June Synod. The likely impact will be reported to the November 2025 Synod.

The Chair then invited members to ask questions. The following members asked questions:

Jeffrey Mushens (Bishop's Nomination)
 Ursula Davies (Newham)
 Andrew Holt (Witham)

Their questions and responses from the Finance Director were as follows:

- Is the CDBF still a going concern? The Finance Director confirmed that it is and that it has good reserves meaning it can sustain deficits in the short term.
- Is there any advice provided on tithing to the Church? In response it was noted that we have two Parish Giving Advisers who support PCCs to discuss giving and how it can be improved. They have also been rolling out lot of contactless giving machines. Members were encouraged to consider using the support available.
- We are budgeting for 85% parish share payment, but there is a lot of talk of 93%. What's the difference? The Finance Director explained that 93% is the level needed to sustain the costs we have with the current level of ministry and invest in the future. 85% is not sustainable in the long term.

8. QUESTIONS

Q1. Revd Neil Dalley (Southend Deanery) to ask the Dean of Mission, Ministry and Education:

Given the forthcoming closure of the Chelmsford campus of Saint Mellitus College and knowing the importance of local provision of Initial Ministerial Education for candidates for ordination who have work or family commitments, what steps are being taken to ensure that there is future provision of training in Chelmsford for candidates from the Bradwell and Colchester Areas who cannot easily travel to London?

A.

As announced in December 2024, St Mellitus College has taken the decision to close its Chelmsford Centre in the summer of 2026 when final year ordinands will have completed their training. This was a very disappointing decision given the importance of the North Thames Ministerial Training Course (NTMTC) in the establishing of St Mellitus College and that the Centre's closure will lead to a loss of training capacity within our diocese. Recognising the importance of NTMTC and St Mellitus Chelmsford to ordinands and licenced lay ministry students with work or family commitments who have been enabled over many years to train for licenced ministry locally, we are embarking on a process of seeking a new Theological Education Institution (TEI) partner to work with us as a diocese to enable a new training provision for ordinands and licenced lay ministry students to commence in September 2026. Until such time as a new TEI partner is in place we are encouraging and supporting our ordinands to explore the best place for their IMEI training and making provision for our licenced lay ministry students to train for their future ministry.

Supplementary

Q. Does the closure of the Chelmsford centre have a direct impact on the Caleb training stream?

A. The Caleb stream is a one-year pathway for older candidates exploring ministry with a locally deployable option. We also have the Chelmsford pathway for those with previous theological training. Caleb will continue as long as St Mellitus offer it, but the Chelmsford pathway has ceased.

Q. Is the Dean of Mission, Ministry and Education aware that the Caleb stream has stopped in the Diocese of London and been subsumed by the Elizabeth pathway?

A. The Dean of Mission, Ministry and Education confirmed he was not aware of this but was grateful for the information.

Q2. Andrew Holt (Witham Deanery) to ask the Chief Executive and Diocesan Secretary:

How many churches in the diocese are placing limitations on how their parish share contributions can be used, by withholding parish share, donating through the Ephesian Fund or similar third party, or through a special arrangement with the diocese, such that their

contributions cannot be used to support all churches and clergy in the diocese? How much money is affected by these arrangements?

A.

In July 2024, Finance Committee agreed that contributions of parish share through third party trusts such as the Ephesians Fund and the Essex and East London Good Stewards Trust are welcome, but that contributions of parish share which place additional restrictions on the use of funds will not be accepted. Since then, our Finance Director, Archdeacons and I have worked with individual parishes and with the Ephesians Fund to clarify what costs parish share supports, so that our parishes are equipped to make their own decision regarding whether they feel able, in good conscience, to contribute parish share in full or in part. Most parishes, and all deaneries, receive net financial support from our diocesan Mutual Support Fund, which means the parish share request is lower than the combined costs of parish ministry, clergy training and diocesan services. This has allowed many parishes with concerns about the Prayers of Love and Faith to feel confident to contribute parish share in full.

At present there are 8 parishes contributing through the Ephesian Fund. I am aware of a further 8 parishes which are part of the Essex and East London Good Stewards Trust. A further 3 parishes are contributing less than amount of parish share requested and have written to express that their concerns about the use of Prayers of Love and Faith are the reason for this.

Of these 19 parishes, 4 are contributing parish share in full, 10 are partially contributing, and 5 are making no parish share contributions. In total for 2024, the 19 parishes were asked to contribute £1,232,000 in parish share, a figure which had been reduced by £389,000 from the diocesan Mutual Support Fund. Parish share contributions of £680,000 or 55% were received, and a shortfall of £552,000 was recorded in addition to the Mutual Support offered.

I am grateful to all parishes which are able to, or which are working towards being able to contribute parish share in full. Parish share remains the largest proportion of our income, and as such represents the most significant way in which we support the costs of parish ministry.

Supplementary

Q. Does this mean we are £500k down due to this non-payment?

A. It was confirmed that this is the case although some of the withholding parishes likely don't have the money to pay in full anyway.

Q. Will the diocese continue to comply with national guidance and that third party payments remain legitimate?

A. It was confirmed that it will and this had previously been agreed by the trustees of the CDBF.

Q3. Richard Brown (General Synod and Southend Deanery) to ask the Chief Executive and Diocesan Secretary:

The Archbishops' Council's Diocesan Finances Review aims to 'identify mechanisms to ease dioceses' financial stress in a way that helps to develop the Church's long-term missional and financial health'. How has the diocese engaged with this initiative, and, in particular, how does it propose to develop this diocese's long-term missional health?

A.

We have already discussed, earlier today, the challenges we face together in sustaining ministry in our diocese, and in seeking to build long-term missional health. These challenges and opportunities are not merely financial, but cover so many aspects of our shared life, such as the church buildings in which we worship, the wellbeing of our clergy, and the vocation of each local church in how it shares the good news and reaches out to the wider community. I hope that paper DS(2025)01, together with our debate today, has outlined the process we will follow to engage with parishes and deaneries and discern together how best we can sustain ministry and mission in our diocese.

Our diocese contributed to the Diocesan Finances Review in several ways. Our Finance team have provided detailed information about diocesan finances which covered both past years and future forecasts. I served on the Steering Group which Carl Hughes convened, which included representatives from the Archbishops' Council, the Church Commissioners, and several dioceses. Opinions differed and there were some robust debates, and I believe the recommendations formed were improved by the diversity of views expressed. Our Finance Director Paul Setterfield is a member of the Finance Committee of the Archbishop's Council, so he is also able to debate and shape the proposals as they come before that committee. The proposals have also been debated at the most recent meeting of the House of Bishops, at Monday's Eastern Region meeting of Bishops and Diocesan Secretaries, and at the recent Inter Diocesan Finance Forum.

The proposals now feed into the Triennium Funding process, which is the mechanism by which the governance bodies of the Archbishops' Council and Church Commissioners seek to collaborate and prioritise between the various funding demands before the 2026 budget for the Archbishops' Council is laid before General Synod in July. The Diocesan Finance Review proposals go into this process alongside all other requests for funding from various groups within the Archbishops' Council and wider Church, all of whom are hoping that the Church Commissioners distribution will cover their own particular request. No doubt, the demands for funding will exceed the supply, and tough decisions will need to be made about the relative priorities of each request, together with assessing the size of distribution which the Commissioners can offer.

The Triennium Funding process is neither simple nor straightforward, and our colleagues at the National Church have a difficult task ahead. Whatever the outcome, some will disagree with the result and some will be disappointed. Please join me in praying for those with responsibility for making these decisions, including our own General Synod representatives, that they might have the wisdom of Solomon, and perhaps also his riches!

Supplementary

Q. Given the length of the answer could future answers be provided on the day paper?

A. This will be discussed with the Standing Committee.

Q. The long-term missional health prognosis of the diocese does not seem to be good, should it not have a higher priority?

A. The question was ruled out of order as was deemed to be a comment not a question.

Q4. Sandie Turner (General Synod and Saffron Walden Deanery) to ask the Diocesan Bishop:

What is the diocesan strategy for implementing the Five Guiding Principles to ensure both the flourishing of female clergy and the flourishing of those who are unable to receive the ministry of female clergy on theological grounds?

A.

I wouldn't say that the diocese does have a formal strategy, as such, for implementing the Five Guiding Principles, nor do I believe one is necessary. I believe this is consistent with the House of Bishops' expectation that the outworking of the Principles needs to be accompanied by simplicity, reciprocity and mutuality. The Principles are intended to guide our relationships and so they are to be lived out amongst those who have very different views in such a way that upholds the integrity of those differences whilst seeking to maintain the highest possible degree of communion and the mutual flourishing of all. They are to be read one with the other and held in tension, rather than being applied selectively. When questions or issues arise that require attention, I seek to arrive at decisions on a case-by-case basis, through appropriate consultation with parishes and individuals concerned, the Area Bishops, the wider Bishop's Leadership Team and the relevant Provincial Episcopal Visitor. In addition, candidates for ordination must confirm their assent to the Five Guiding Principles prior to a recommendation for training and ordinands must assent at the end of their IMEI training prior to ordination. I am happy to commend to anyone who is interested the Resource for Study produced by the Faith and Order Commission, which is available on the Church of England website.

9. DIOCESAN APPLICATION TO STRATEGIC MISSION AND MINISTRY INVESTMENT BOARD (SMMIB)

The Chair invited the Bishop of Barking, the Archdeacon of Barking and the Revd Becs Chalis to present to the Synod. In their presentation they highlighted the following points:

- The Bishop of Barking announced that the bid submitted to the national church for 'Believing in Barking' was successful. We have received a lot of positive feedback about the news.
- The bid was formulated very much in line with the shared values spoken of earlier and the aim had been looking to co-create what we have. We will not get everything right and members were encouraged to work together as it progresses.
- The Archdeacon of Barking explained that we are hoping to achieve a missional transformation which speaks directly into some of the values we are expressing as a

Diocese. We have very much connected the response to the challenges we face. The bid was very long and complicated, but he highlighted some of the key themes:

- The Genesis programme: this provides space for communities that have demonstrated flourishing to share with their neighbours. Partnership is a very important concept and it is hoped we can work across traditions and communities to embed lasting change. The missional design is that we will have 15 Genesis Churches working with 2 or 3 partners.
- There was also work to be done on a network of estates ministry covering 10 estates.
- There was also two pieces of collaborative work with parishes under the care of the Sees of Richborough and Ebbsfleet.
- The Revd Becs Challis explained that the period of missional design has been centred on participative change. This involved listening well at a local level and moving at a realistic pace.
- In terms of governance, we are using a system that was developed for the previous Strategic Development Fund (SDF) supported projects but linking the missional oversight with Area Mission and Pastoral Committees (AMPCs). This will include focus on the budget, risks and process management. We need to make sure we have a good monitoring system with a shared outcome framework.
- It is recognised that projects funded by SDF are coming to an end, so thought is being given to the next phase for each of those.
- We are investing in the local communities through funding and people. We aim to equip and train local leaders to create resilience and a sustainable approach to mission.

The Chair then invited the Bishops of Colchester and Bradwell to comment on the emerging plans for their respective submissions to the SMMIB.

The Bishop of Colchester explained that they had held the third meeting of a sub-committee of the Colchester AMPC which is holding some of this work. Some of material will end up in a SMMIB application, but others will be thrown out more widely. The next phase is to form small consultation groups on new housing, children, young people, admin solutions, welcome and invitation, healthy church and life events. Work will be done to populate those groups. The Bishop added that Leading Your Church into Growth is going well. Recently one Church in the Area had rejected involvement in this programme as they can't cope with the level of growth they are currently experiencing.

The Bishop of Bradwell expressed his gratitude to the Barking Area for road testing and developing themes. The Area had conducted extensive consultation and are looking to restart the work with a fresh team. They are building on preexisting themes and will test the next level of detail in the Autumn of this year.

10. GENERAL SYNOD REPORT

The Chair invited the Revd Mark Wallace to speak to his report.

He started by explaining that he fully endorsed what was said in the presidential address in terms of the result on safeguarding. Model 3.5 was not a compromise it was the best of both worlds. He commended the reading of three big pieces of legislation that had been considered by General Synod.

There has been a lot of mentions of National Church finances and decision making so he invited members to contact their General Synod representatives about this so they can fully represent people's views at a national level.

He closed by commending the address given to the General Synod by the Archbishop of Estonia.

II. BISHOP'S COUNCIL FINANCE COMMITTEE AND DMPC REPORTS

The Chair highlighted the report. Members noted the report.

The Chair invited the President to close the Synod. The President led the Synod in the Grace. The President then closed the Synod.

2025 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 2025 in each of sections 1-8. The last two sections of the Plan were a summary of activity planned between 2026 and 2030, and a glossary, and are not relevant for a review of progress. However, in this report we have included a section at the end proposing a way forward for 2026 to 2030 based on taking stock of progress so far and the Diocesan ethos of travelling well together. For completeness, this report also includes a section on how the progress has fed into targets from the CofE Route Map to NZC and a 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 CofE Route Map to NZC and the current Diocesan Environment Policy (also at the link above). The scope of the Plan included 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 contained 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 this new plan to be overseen by the Diocese's Carbon Net Zero Management Board (the body that oversees the Diocesan NZC Action Plan). Mapping of Diocesan land holdings is already taking place. A review and approach for Diocesan Land and Nature will be brought to an upcoming Diocesan Synod.

Section 5: Methods

This section of the Action Plan described how it 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 needs to come from grant funding.

Progress

- Church of England has provided a small amount of grant funding for demonstrator projects in churches, schools, and clergy housing, for energy audits for high energy using churches and for “quick wins” projects in churches. Thirty churches and one clergy house in the Diocese have already benefitted from this funding; three church demonstrator applications in progress.
- To enhance efficiency, some of the work on identifying funding streams is being done jointly with other dioceses in the Eastern Region collaboration. The NZC Regional Learning Coordinator has worked with the Church of England to develop an NZC statutory funding directory for the East. The directory maps out statutory funding opportunities across the East to enable dioceses to identify potential funding opportunities.
- One member of the property team is now PAS2035 (“fabric first” approach) trained <https://retrofitacademy.org/knowledge/pas-2035/>.

Challenges

- Funding is a major challenge, particularly for schools because of the lack of government funding and the fact that such funding usually does not cover the full cost of capital work, but also for other 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 have a bi-monthly report from the NZC Officer.
- 55% of churches provided data via the Energy Footprint Tool in 2024, compared with 45% in 2023 and 31% in 2022. 36% of churches provided data for both 2022 and 2023.

Challenges

- When the Action Plan was approved the latest data available were from 2021, which was not typical because of the COVID pandemic. 2022 and 2023 data are available for some churches; data for schools/clergy housing is more complete but less robust. The national environment team in the CofE is currently working on alternative metrics that Dioceses could use to measure progress.
- With only about a third of churches providing data for both 2022 and 2023, it is difficult to draw firm conclusions about trends and these trends would, in any case, largely reflect actions taken in 2021 or earlier. To have robust data on progress in emissions reduction up to 2025 we would need to wait at least until 2027.

Section 8.1: Governance, leadership and building capacity

Progress

- Our Diocesan Net Zero Carbon Officer (NZCO) started work in May 2024.
- The Action Plan has been circulated amongst Diocesan staff to ensure their awareness and engagement; sustainability is being considered in policies and guidance; a staff survey has looked at particular issues relevant to diocesan staff.
- We now have environmental advocates in 17 out of 23 deaneries.
- We are now identifying parish/church eco links across the Diocese.
- In 2024, a Season of Creation Event in the Cathedral attended by about 100, included stalls with advice on reducing carbon emissions.
- A full day's training on Care for Creation for 2nd year curates was run in February 2025.
- The Diocesan Environmental Officer (DEO) has run three carbon literacy courses since last June (total attended=29). Diocesan staff trained in "Carbon Confidence in an Hour" (total attended approx. 30).
- Diocesan Environment Communication Strategy updated in 2024 including NZC elements.
- The Diocese is working towards becoming a Silver Eco Diocese.

Challenges

- Only a small number of parish/church eco links identified so far.

Section 8.2: Churches

Progress

- Of six churches put forward for the CofE demonstrator projects (see also "Outline of costs and funding sources"), three are through to the next round – a very good result. Outcomes of this next round currently unknown.
- The DEO and NZCO are starting to build episcopal-area based networks to support journeys to net zero carbon amongst 54 of the Diocese's high energy using churches.
- The completion rate for the Energy Footprint tool rose to 55% in 2024. The most effective way of encouraging completion is personal contact from deanery environmental advocates, with one deanery achieved a near 100% completion rate.
- The Diocese has reached the level of Eco Church registrations needed to be eligible silver Eco Diocese (40% needed, we are now at 45% registered). Need a handful more churches to achieve a silver award and 36 a bronze award to fully meet the Silver Eco Diocese eligibility criteria for awards (there are other criteria). Again, deanery environmental advocates are being extremely effective in encouraging Eco Church.
- The Diocese has developed short general guidance on NZC for Quinquennial reports to churches.
- The Environmental lead, Bishop Roger Morris, and the DEO had very positive discussions with the Chancellor about the importance of NZC.
- A Diocesan Advisory Committee (DAC) Sustainability Policy is being developed.
- In the environment section of the 2024 Articles of Enquiry about 40% of churches report already being on a green tariff for electricity!
- The Diocesan NZCO has produced some information on funding which is now on the Diocesan webpages <https://www.chelmsford.anglican.org/about-us/our-faith-in-action/caring-for-the-environment/what-can-my-church-do#funding>. He is also building knowledge of available, reliable, contractors.
- An increasing number of churches are using appropriate and innovative ways to reduce their carbon emissions. NZCO developing a database of such activity for wider dissemination.

Challenges

- Work has often been slower than expected.
- We planned but were unable to pursue a campaign to promote switching to green tariffs due to delays in CofE clarifying definition of a green tariff.
- Capacity within churches is sometimes a problem.

- Deanery environmental advocates are very effective but still six deaneries without the support and encouragement that the advocates offer.

Section 8.3: Schools

Progress

- All of our Voluntary Aided schools have had a nano-fluid, hydromx, put into heating systems to improve efficiency.
- Individual schools continue to make progress in some areas.
- The Diocese has been approached by E.ON to pilot a Community Energy Scheme which uses the full extent of St Lukes VA School, Canning town roof as a 147kW Solar Photovoltaic array to supply discounted energy to both the school and approx. 60-80 local houses using the low voltage grid. The large array would enable much of the energy to be sold through the entire peak operating period, whereas most schools feed the National Grid through the low value Smart Export Guarantee (SEG) during sunny school holidays. The project has to secure multiple approvals. The intention is to instal in August 2025.

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
- A few major retrofit projects have been undertaken with some funding from national CofE (see also section 6).
- Regionally, the NZC Regional Learning Coordinator (RLC), NZC Officers and Housing Surveyors have worked together to jointly procure a property retrofit management system to help facilitate carbon reduction work in diocesan housing.
-

Challenges

- Diocesan funding is supporting much of this work, but more funding is needed.
- More capacity is needed in the property team.
- TrustMark™ is the only UK Government-Endorsed Quality Scheme for work carried out in and around the home, including retrofit schemes. Despite 18,000 registered businesses in the country, retrofit work is hampered by the lack of TrustMark approved contractors available. This is echoed in the Diocesan Property Team's experience. The introduction of the new Minimum Energy Efficiency Standard (MEES) for landlords in 2020 and new Energy Performance Certificate (EPC) metrics in 2026, and Government announcement of fast-track funding for apprenticeships and training courses should expand the growth of the retrofit business registrations with TrustMark.
- Fabric-first full retrofit approach is expensive and unlikely to be feasible across all clergy housing stock.

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

- The recent staff survey indicated that staff generally have good practices in relation to travel and use of virtual technology.

- Diocesan offices received a bronze Eco Church award in 2024. It should be possible to do the work necessary to meet appropriate criteria for eligibility for silver Eco Diocese later in 2025
- A specification for an energy audit for the offices has been drawn up and will be tendered.
- A document about travel has been produced, which accommodates a variety of contexts and sets out to provide support to churches and other communities across the Diocese as well as focusing on Diocesan-related work travel (paper submitted to March 2025 Diocesan Synod). Work is ongoing.

Challenges

- Lack of agency 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 NZC 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.
- No progress on encouraging switching to green tariffs (see section 8.2 for explanation).

Environment work more widely

In addition to the information covered in the preceding sections, since June 2024 we have also:

(1) continued to develop the Diocesan environment web pages

<https://www.chelmsford.anglican.org/about-us/our-faith-in-action/caring-for-the-environment>; (2)

continued to post about the environment weekly in The View, to contribute to WePray and to

Diocesan video sermons; (3) produced monthly environment newsletters; (4) run three reflective

retreats on hope in a time of climate crisis (total attendees=47); (5) involved two schools in 2024

Season of Creation Event; (6) continued links with Kenyan Christians and the Bishop of the Amazon;

(7) continued to encourage involvement in East London and Essex Christian Climate Action Group; (8)

in the light of growing concern about the environment across the Diocese, focused on building a strong Diocesan Environment Network, including restructuring the current Diocesan Environment Group and its way of working (see also section 8.2).

2026 to 2030

The current Diocesan NZC Action Plan ends at the end of 2025. The CofE NZC Route Map acknowledges that much work will need to be done between 2026 and 2030 but has far fewer targets beyond 2025. Within the Diocese, with other Dioceses in the Eastern Region collaboration, and across the whole of the Church of England, we have learnt a lot of lessons in the past few years. This puts us in a good position to reflect on and plan for the next five years. In keeping with the Diocese's approach to travelling well together, between now and March 2026 we will listen to different communities within the Diocese, focusing on the awareness of grace in our environmental work, enabling generous collaboration, continuing to look outwards at the impact of our environmental crises on others including those across the world and bringing that into our thinking, and being open and flexible to innovative ideas. We plan to bring a new document focusing on NZC to the March 2026 Diocesan Synod. This document will set out the direction that the Diocese intends to travel up to 2030, building on successes so far, and mitigating challenges where possible.

Recommendation

That Diocesan Synod NOTE this update on progress against the Diocesan NZC Action Plan.

DIOCESAN SYNOD

Title: **RACIAL JUSTICE REPORT**

Author: **RACIAL JUSTICE OFFICER**

Date: **21 JUNE 2025**

This is the second racial justice report covering the period from 2024 to date with some introductory information for the benefit of new Bishop's Council members. The first report was presented to Bishop's Council in October 2023.

Introduction

Society was forced to pay greater attention to the sin of racism following the death of George Floyd in 2020, and the world-wide outcry of the heinous act that was his brutal murder. Many organisations including the Church of England responded by looking at their structures and operations to identify ways in which it might be systemically racist.

At the July 2020 meeting of Bishop's Council, the Rt Revd Peter Hill, then Acting Diocesan Bishop, proposed the setting up of a diocesan task group to prioritise actions on matters relating to racism. In September 2020 chaired by the Rt Revd Roger Morris, Bishop of Colchester, the Racial Justice Task and Finish Group started its work *'to consider the implications for the Diocese...address immediate and long-term concerns about racism and inequality and make recommendations for reform which will secure positive outcomes for individuals of BAME heritage and advance the agenda for equality, diversity and inclusion in the Diocese'* [extract from the Terms of Reference].

Membership of the task Group consisted of people from within and outside of the Diocese representing a wide range of skills, experiences and perspectives. In the course of its work, conducted in parallel with the national Anti-Racism Taskforce, the Task Group consulted many stakeholders in order to be as properly informed as possible. Full details are contained in the Task Group's report 'From Action to Real Change'.

In November 2021, on presentation of the report to Diocesan Synod the following motion was unanimously passed:

'This Synod welcome the report 'From Action to Real Change' and approves the development of a plan, timescale, and budget to implement the recommendations contained therein, with the immediate appointment of a Racial Justice Officer and establishment of the Racial Justice Advisory Panel'.

1. Racial Justice Officer

The Revd Sharon Quilter has been in role as the Diocesan Racial Justice Officer (RJO) since September 2022. She is an employee of the DBF on a half-time basis (17.5 hrs/per week), in addition to her parochial role as an Associate Priest in the Halstead Area Team Ministry.

The RJO's reporting line is to the Bishop of Chelmsford with a dotted operational reporting line to the Head of Safeguarding. As such, the role sits within the Safeguarding establishment. The Racial Justice Officer is a member of the Bishop's Leadership Team, and a Bishop's nominee on both Bishop's Council and Diocesan Synod.

2. Racial Justice Advisory Panel

During 2023, Terms of Reference for the Advisory Panel and the profile for the Chair of the Panel received approval by the Bishop's Leadership Team (and reviewed by the Diocesan Registrar).

The Panel has two independent Co-Chairs (appointed in April 2024), with members both lay and ordained from across the Diocese, all with the approval and support of the Diocesan Bishop.

The Panel has met twice to date; first in August 2024 and again in February 2025. At the first meeting the panel discussed the request the RJO (and others) received to contribute to a consultation exercise on the future of racial justice governance. The consultation was in advance of the Archbishop's Commission for Racial Justice completing its term of office at the end of 2024. For note, the outcome of the consultation and the proposed way forward was presented at the February 11th 2025 session of the General Synod, paper GS2377. Following debate the motion therein was carried by 311 votes for, 1 vote against and 6 abstentions.

The key agenda item at the second meeting was a review, with a view to prioritisation, of the recommendations in the Diocesan racial justice report, From Action to Real Change. Since taking on the role, the RJO has been progressing recommendations as far as time allows. Examples of this work can be found under section 5 Racial Justice Activity below.

It was also a joyous occasion in November 2024 when members of the Panel, along with the team of Racial Justice Advocates gathered in Chelmsford Cathedral for a service of commissioning led by Bishop Guli.

3. Racial Justice Advocates

To assist the Racial Justice Officer in supporting the diocese, a network of Advocates, work alongside her. There are currently 5 in place, both lay and ordained, with their details available on the diocesan website.

Working alongside the RJO, the Diocesan Director of Ordinands and the Lay Ministry Adviser, the Advocates aim to provide support for racial justice matters and seek to encourage vocations amongst those of UK Minoritised Ethnic / Global Majority Heritage backgrounds at all levels.

4. Racial Justice Project Support Officer

At the time of reporting in October 2023, the RJO sought and received support to request funding from the Racial Justice Triennium Fund, to recruit a Project Officer. This 2-year fixed term contract role is to build resource capacity to move the diocesan racial justice high-level roadmap into a more detailed implementation plan. The funding application was successful, but the recruitment process not so despite two rounds of advertising the post.

The background is in March 2023, the Archbishops' Council's approved a process for the release of triennium funding to support the implementation of the 'From Lament To Action' (FLTA) recommendations. That funding is available to dioceses, the ethnocultural networks, NCIs, and locally to support innovative projects and initiatives.

Whilst the Archbishop's Council did not approve funding to directly support staff posts, i.e. appointing Racial Justice Officers, they were happy to provide funding where human resources are required to achieve the outcomes as identified in FLTA. However, since that time, funding has been granted to enable the appointment of RJO's in some dioceses as well as supporting much larger projects on a regional basis.

Once the Project Officer is in place and the detailed implementation plan developed, we will be in a position to assess what further funding we will require to deliver the plan. A crucial concern is the ongoing availability of funds for the next triennium.

5. Racial Justice Activity

a. Case work:

- Two direct approaches made to the RJO by candidates in discernment, requesting advice and support for concerns being experienced
- One report of a racist incident received and investigated. Follow up in progress.
- No active cases directly involving GMH/UKME clergy or laity, but a watching brief on three
- One historic case currently dormant with no recent engagement by the individual
- One 'accusation' of racism at a parish level that has not progressed due to lack of engagement
- Two individual referrals for support from the DDO of GMH/UKME candidates in discernment

b. Racial Justice Unit/RJO Network:

- Regular liaison with RJO counterparts from other dioceses and monthly network meetings with the Racial Justice Unit
- The Revd Guy Hewitt, Director of the Racial Justice Unit visited the Diocese on the 3rd February 2025. He met with +Guli, the Bishop's Leadership Team, members of the Diocesan Racial Justice Advisory Panel and a group of laity and clergy from Global Majority Heritage backgrounds.
- The RJO is currently working with the Bishop of Lynn and colleagues on an Eastern Region Racial Justice collaboration. The first initiative was a regional offering where the RJO led 'Racial Awareness through the eyes of the Pastoral Principles' as a Lent course attended by clergy and laity from the dioceses of Chelmsford, Norwich, Ely and St Edmundsbury & Ipswich.
- The RJO and the Diocesan Lead for Training are part of the Content Advisory Group for RJU's training and development initiative developing an Antiracism E-learning package. Chelmsford Diocese is one of the pilot participants.

c. Advisory

- Regularly responding to questions (many on an ad hoc basis) from colleagues on a range of related matters, as well as making presentations to various groups/training sessions, including the IME2 'All are Welcome' session for first year curates;
- Member of the National Minority Ethnic Vocations Advisory Group, as well as working in tandem with the DDO and LMA to champion GHM/UKME vocations in the diocese

d. Raising Awareness

- The RJO continues to contribute to the diocesan sermon podcast series:
 - ◆ for Racial Justice Sunday 2024 and 2025;
 - ◆ Windrush Sunday 2024 recorded at Tilbury Docks in addition to leading the Port of Tilbury Windrush celebration service
- The Racial Justice Advocates have also contributed to the sermon podcast series including the one for Black History Month
- Contributions have also been made to the We Pray publication with particular encouragement made in relation to the activity of the Racial Justice Advocate Chaplain to the Gypsy Roma Traveller community and the Hutton East Asian Community led by the local Licensed Lay Minister.
- In June 2024, the RJO led the service of thanksgiving for the Windrush Generation at Tilbury Docks, supported by local schools providing music and with the Mayor of Thurrock in attendance
- Preaching engagements over the period of reporting has included
 - ◆ St John's Moulsham Street where the RJO led the service for Racial Justice Sunday 2024;
 - ◆ St Paul's Braintree;
 - ◆ Holy Trinity Barkingside;
 - ◆ Chelmsford Cathedral two services one of which was for Black History Month 2024;
 - ◆ St Mary's Stapleford Tawney, led as well as preached;
- In addition, the RJO led a service of Evening Prayer for Black History Month 2024 in Chelmsford Cathedral and presided at the 09:30am and 11:15am Eucharist services in the Cathedral for Racial Justice Sunday 2025 with The Revd Canon Dr Christian Okeke delivering the sermons.
- Presentations on the RJO role and work in the diocese made to Thurrock and Newham Deaneries as well as speaking about Black History Month on Phoenix FM local radio.
- Black History Month 2024 was marked with the Celebrating Changemakers initiative spotlighting individuals recognised as having delivered positive Christ centred change in their communities. The nominations were all made by people in the parishes across the diocese and included laity and clergy alike.
- In September 2024, the RJO accompanied by clergy and lay representatives from across the diocese participated in the Church of England Southern Province Gathering held at Westminster Abbey and Lambeth Palace, and the London & South East Region Being Built Together Gathering held at St John's Waterloo.
- November 2024 saw the launch of the Racial Justice Newsletter. The aim is to make this a quarterly publication.

6. Status update on FLTA and FA2RC recommendations

The RJO is tracking 25 recommendations from the national racial justice report 'From Lament to Action' directly relevant to the diocese, including one relevant to the Cathedral. The diocesan report 'From Action to Real Change' contains 43 recommendations and commends the FLTA recommendation on Monuments, Memorials and Artifacts connected to slavery.

The current status of progress against these recommendations is as follows, noting the FLTA recommendations are incorporated within the FA2RC recommendations.

- From Lament to Action
 - 3 considered complete
 - 8 work in progress with some action taken but not complete
 - 14 no action to date
- From Action to Real Change
 - 5 considered complete
 - 19 work in progress with some action taken but not complete
 - 20 no action to date

7. Participation and Representation

One of the recommendations in From Lament to Action (Participation - including appointments - #12) pertains specifically to membership of Bishop's Council, as follows;

"15% of members of Bishops' Councils should be UKME/GMH, in all areas where the UKME/GMH proportion of the population is average or above, with Bishops' Councils to use co-opting powers where necessary. Every Bishops Council, whatever the local population data, to include a minimum of three UKME/GMH members of clergy/laity"

The corresponding recommendation in From Action to Real Change under Governance, (that mirrors the recommendation of Structure and Governance #5 in From Lament to Action) is;

"Draw up a plan, noting process, procedures, and policies, to increase representation and participation of UKME/GMH people to at least 15% at all levels of governance structures across the Diocese by 2030 (from Diocesan Synod to PCCs)"

There are no plans currently drawn up, though encouragement to participate at all levels is acknowledged. Representation at Diocesan Synod and Bishop's Council is noted below. As there are currently no processes in place to obtain, record and track ethnicity at any level in the diocese, this will make assessing participation at Parish and PCC level challenging. However, possible ways to overcome this are under consideration.

Additionally, General Synod at the February 2025 meeting made the following recommendation, that will be a focus for the rest of the year and beyond;

'that Dioceses share good practices and give priority to the collection and measuring of relevant data; and that deaneries and parishes are encouraged to participate in the racial justice programmes;'

UKME/GMH representation on Bishop's Council is currently seven members, including the Diocesan Bishop (21% of the 37 maximum of established members and 27% of current actual membership of 29);

- 2 elected from the Barking Area
- 1 elected from each of the Bradwell and Colchester Areas
- 1 elected by the Area Mission & Pastoral Committees
- 2 Bishop's Nominees (the RJO and one of the Co-Chairs of the DRJAP)

Work is in progress to establish representation on Diocesan Synod, currently thought to be eleven members (including the Diocesan Bishop) making 6.8% of the circa 161 established membership.

8. Funding

A small grant was awarded by the Racial Justice Unit at the end of 2024 from the triennium fund in support of events planned to coincide with the visit of the Dean and Rector of Holy Trinity Cathedral Trinidad and Tobago.

The Very Revd Dr. Shelley-Ann Tenia was invited to lead the 2025 Bishop's Study Day on Shrove Tuesday. To maximise her visit and to facilitate a sharing of her wisdom and experience, three additional events took place that also contributed to the FLTA recommendations in the areas of participation, education and contested heritage.

The three events were:

- A 24-hour retreat at the Diocesan House of Retreat at Pleshey led by Dean Shelley-Ann for clergy of Global Majority Heritage, to talk and reflect together, drawing on collective wisdom and the Dean's experience and encouragement as a senior leader.
- An open evening event at Chelmsford Cathedral involving the Deans of Chelmsford, Bristol, and Trinidad & Tobago in a shared conversation to explore together the issues and theology around contested heritage.
- Leaders Like Us (in Education) day for teachers and leaders of Global Majority Heritage in education, hosted by Canon Aleishia Lewis.

Dean Shelley-Ann also participated in other events in the Barking Episcopal Area not covered by the small grant.

9. Recommendation

This Synod is invited to note this annual racial justice report.

**Diocese of Chelmsford
Racial Justice Officer**

**FROM LAMENT TO ACTION and
FROM ACTION TO REAL CHANGE
Status of Recommendations (as at January 2025)**

I. Chelmsford Diocese From Action to Real Change and From Lament To Action Status of Recommendations

From Action to Real Change Recommendation	RAG status R=No action A= Some action G= Complete	Relevant/Related From Lament To Action Recommendation (with elements in Green directly relevant to the Diocese)	RAG status R=No action A= Some action G= Complete	Diocesan Comments
Racial Justice Officer				
<p>A Racial Justice Officer to be appointed who will have primary responsibility for managing and reporting concerns about racism within the Diocese and, working with the Racial Justice Advisory Panel, put into place procedures for combating racism within the Diocese. The Officer's duties and responsibilities would include, but not limited to:</p> <ul style="list-style-type: none"> Working with others within the organisation to create an environment that is positive towards ethnic diversity. Play a lead role in developing and establishing the Diocese's approach to ethnic diversity, inclusion and equity. Manage cases of poor practice and abuse reported to the organisation – including a system to record cases and monitor outcomes (similar to the systems managed by the Diocesan Safeguarding Unit). 		<p>Structure and Governance #4</p> <p>Appoint full time diocesan Racial Justice Officers (RJO) in every diocese for a fixed five year term. The role of the RJO will be to implement the recommendations of the Taskforce and the Commission at a local level, and to support the diocese and parishes in devising and implementing diocesan racial justice strategies. RJOs should participate in Bishop Staff meetings. In addition to church facing work RJOs should take up the work vacated by the abolition of Race Equality Councils in seeking to serve local communities with regard to racial justice.</p>		<p>RJO appointed in June 2022 on a half-time basis and in post since September 2022.</p> <p>Member of the Bishop's Leadership Team, and Bishop's nomination on Bishop's Council and Diocesan Synod.</p> <p>RJO active in raising awareness across the Diocese (e.g. speaking at Chapter meetings, preaching at Sunday services, sermon podcasts). Support provided to Diocesan and parish based colleagues on racial/ethnicity related queries. Developing relationships with contacts/counterparts in other dioceses.</p>

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<ul style="list-style-type: none"> • Manage referrals to the Racial Justice Panel. • Be the central point of contact for internal and external individuals and agencies on racism, ethnic diversity and inclusion. • Represent the Diocese at external meetings related to racism, ethnic diversity and inclusion. • Assist with the dissemination of relevant policy, procedures and resources throughout the Diocese. • Provide advice and support to Departmental Heads and Senior Clergy in the Diocese on issues related to racism, ethnic diversity and inclusion. • Advise on the Diocese's training needs and the development of its training strategy; provide training where appropriate. • Work with the Racial Justice Advisory Panel in maintaining and reviewing the Diocese's implementation plan for racial justice. • Ensure good standards on ethnic diversity and inclusion are met and maintained. 				RJO has recruited team of Racial Justice Advocates to work alongside across the Diocese. 5 in situ as at Jan 2024.
Handling accusations and complaints				
<ul style="list-style-type: none"> • All complaints of racial discrimination to be referred to the Diocesan Racial Justice 				Work in progress on these six actions

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<p>Advisory Panel who can ensure that the complaint is fully investigated.</p> <ul style="list-style-type: none"> The Diocesan anti-bullying and harassment policy, Getting on Together be updated and revised in order to make more explicit mention of racially motivated bullying and harassment. The information on Harassment Advisers be updated on the Diocesan Website and further Advisers recruited and trained. Training for Harassment Advisers to specifically include anti-racism training The Diocesan Racial Justice Advisory Panel to be informed immediately of any incidents of racially motivated bullying and harassment to be thoroughly and independently investigated. The Diocesan Website Homepage and other church Homepages to include a button and link to reporting racially motivated behaviour. 				<p>Initial review undertaken of 'Getting on Together' policy by RJO, and Archdeacon of Colchester (portfolio owner).</p> <p>Working Group established (includes HR, Wellbeing and B&H Adviser reps) to progress revision and determine subsequent actions re training. First meeting held 16th April with follow up meeting held July 2024.</p> <p>Still being progressed under Archdeacon of Stansted following portfolio changes.</p>
The Racial Justice Advisory Panel				
The establishment of a Diocesan Racial Justice Advisory Panel the purpose of which is to:				Independent Co-Chairs appointed March 2024.

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<ul style="list-style-type: none"> provide informed advice and guidance to the Diocese of Chelmsford in its development of positive and proactive processes which lead to better inclusion and participation in the life of the churches of this diocese monitor and encourage participation from UKME/GMH individuals in the life of the diocese at all levels – in its leadership, in its governance and in its ministry in its widest sense further develop and ensure the highest quality provision of training in unconscious bias, cultural intelligence and racial justice work with the Racial Justice Officer to ensure that all accusations and complaints of a racist nature within the Diocese of Chelmsford are handled fairly, and in a way that enables reconciliation oversee the implementation of the recommendations / action plan from the Racial Justice Task and Finish Group <p>Structure</p> <ul style="list-style-type: none"> the head the Racial Justice Advisory Panel will have a seat on the Bishop's Council 				<p>+Bradwell and Archdeacon of Stansted on panel in addition to Head of Safeguarding.</p> <p>One ordained and two lay panel members selected by Co-Chairs</p> <p>One Co-Chair is Bishop's nomination on Bishop's Council</p>

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<ul style="list-style-type: none"> the Racial Justice Officer will have operational relationship with the Panel 				
Systemic Issues				
<p>A Minority Ethnic Inclusion Programme To put in place measures that promote UKME/GMH inclusion on appointment and development etc. and to bring those measures together under a dedicated programme whose implementation would be monitored through the new Racial Justice Advisory Panel.</p> <p>These measures would include:</p> <ul style="list-style-type: none"> working to increase the number of UKME/GMH people holding Diocesan recognised offices providing greater opportunities to participate in training, career development, and leadership programs. encouraging participation of UKME/GMH people in Church of England sponsored programs and activities. 		<p>Structure and Governance #3</p> <p>Carry out an audit of Governance Structures and examine existing and newly gathered data relating to ethnic diversity at all levels of governance. Alongside, complete qualitative research to explore structural, institutional and systemic blockers and barriers towards greater representation and participation of UKME/GMH people in the governance structures of the CofE. This should pay particular attention to the ethnic diversity of Lay and Ordained ministry nationally, highlighting historic and ongoing attrition rates through the discernment process</p>		

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<ul style="list-style-type: none"> providing UKME/GMH people with a network of professional support and mentoring. helping raise the awareness of these issues among staff in the Diocese. 		Participation (including appointments) #7 Shortlists for Senior Clergy Appointments (Archdeacon, Residentiary Canon, Dean, Bishops) to include at least one appointable UKME/GMH candidate. Where this does not occur, the recruiter must provide valid, publishable reasons for failure to include UKME/GMH candidates on shortlist.		2023 Shortlist for appointment of Bishop of Bradwell had one GMH candidate (not appointed). 2023 Shortlist for Archdeacons of Stansted and Chelmsford had no GMH/UKME candidates. RJO acted as a non-voting member on 2024 Panel for appointment of Dean of Chelmsford. No UKME/GMH candidates on shortlist as from details provided none deemed appointable. But due consideration was given to candidates' suitability against role criteria.
		Participation (including appointments) #9 Shortlists for members of Bishops & Diocesan Senior Leadership Teams must include at least one appointable UKME/GMH candidate. Where this does not occur, the recruiter must provide valid, publishable reasons for failure to include UKME/GMH candidates on shortlist.		

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Mitigation Against Bias <ul style="list-style-type: none"> Mitigate against the effect of Unconscious Bias in appointments such as by anonymising applications at the early stages of the recruitment process. 				Aware this is the process the Diocesan HR team uses for diocesan roles. Conversation required with Archdeacons and Areas Deans as to the process used at parish level.
Participation of UKME <ul style="list-style-type: none"> Replace Chelmsford CMEAC with the new Racial Justice Advisory Panel which will oversee the work of racial justice in the Diocese and specifically the current Action Plan. The Chair of the Panel to sit as a member of Bishops' Council. 				See above re Racial Justice Advisory Panel

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Governance <ul style="list-style-type: none"> Draw up a plan, noting process, procedures, and policies, to increase representation and participation of UKME/GMH people to at least 15% at all levels of governance structures across the Diocese by 2030 (from Diocesan Synod to PCCs). 		Structure and Governance #5 Draw up a plan, noting process, procedures, and policies, to increase representation and participation of UKME/GMH people to at least 15% at all levels of governance structures by 2030 (from General Synod to PCCs). Those dioceses with higher proportions of UKME/GMH people within their populations should set more ambitious targets, based on local population data		No plans currently drawn up. Representation at Diocesan Synod and Bishop's Council noted below. As there are currently no processes in place to obtain, record and track ethnicity at any level in the diocese, this will make assessing participation at Parish/PCC level challenging.
		Participation (including appointments) #4 Any future cohorts of the Strategic Leadership Development Programme to have a minimum of 30% UKME/GMH participation in order to build up pipe-line supply for Senior Leadership in the Church. The total number within an annual cohort is around 60 so this would translate into 20 participants annually. Diocesan bishops nominating to SLDP or similar leadership development programmes		

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		to nominate at least 1 UKME/GMH candidate for consideration for participation in the SLDP. The 30% figure recognises the urgency of the current situation, the time-lag between participation in the SLDP and appointment to strategic leadership, and seeks to redress historical under-representation.		
		Participation (including appointments) #12 15% of members of Bishops' Councils should be UKME/GMH, in all areas where the UKME/GMH proportion of the population is average or above, with Bishops' Councils to use co-opting powers where necessary. Every Bishops Council, whatever the local population data, to include a minimum of three UKME/GMH members of clergy/laity.		UKME/GMH representation on Bishop's Council is currently seven members, in addition to the Diocesan Bishop; <ul style="list-style-type: none"> • 2 elected from the Barking Area • 1 elected from each of the Bradwell and Colchester Areas elected by the Area Mission & Pastoral Committees • 2 Bishop's Nominees (the RJO and one of the Co-Chairs of the DRJAP) Work in progress in establishing representation on Diocesan Synod; currently thought to be 11

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		Participation (including appointments) #13 Dioceses with UKME/GMH populations of national average or above to make sure that, among the Non-Residentiary Canon candidates in a given year, there must be at least one who is UKME/GMH.		At least 6 GMH/UKME individuals in the 2024 intake of non-residentiary Canons (3 lay and 3 Ordained)
		Participation (including appointments) #14 Cathedral Chapters to use their co-opting power to actively recruit at least one UKME/GMH member of chapter.		Chelmsford Cathedral Chapter currently has one GMH/UKME member
Monitoring <ul style="list-style-type: none"> Incentivise efforts towards diversity and hold people accountable for how they operate, such as by getting them to write a report to explain what effort is being made. 		Participation (including appointments) #10 All Dioceses to produce annual reports on recruitment of clergy and lay appointments each year, recording number of UKME/GMH		

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		appointments made and number of UKME/GMH applicants shortlisted for interview, using information from Diversity monitoring forms or other methods. Report to be sent to Racial Justice Directorate for annual publication.		
Curacy <ul style="list-style-type: none"> Provide additional mentoring and other forms of support to UKME/GMH curates and giving specialized training to their incumbents, as a proactive measure to address any difficulties that may arise in the relationship. Have a third person shadow a UKME/GMH curate and their Training Incumbent during their training. 		Training and Mentoring #8 Using the guidance provided from the NMT, each Diocesan officer (DDO, IME1, IME2 etc) to provide a copy of their written policy for embedding anti-racism practice within their diocesan context at all levels.		Discussion planned with Lead Adviser for Training Anti-racism aspects currently included in two IME2 modules
Discernment process <ul style="list-style-type: none"> Providing UKME/GMH people who are rejected or feel impeded by their warden of ordinands or incumbent with an alternative person to work with. 				Racial Justice Advocates are available to assist during the discernment process if required. Referral by the DDO team in conjunction with the RJO.

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Redress <ul style="list-style-type: none"> Alongside the complaints process (covered in sections 2 and 3), establish a safe space for ongoing conversation and opportunity for the story of UK Minority Ethnic people to be heard, in order to facilitate reconciliation. 				<p>Discussions underway as to the interest in and viability of a UKME Chapter for mutual support, encouragement and prayer.</p> <p>Diocesan Racial Justice Advisory Panel Chairs will also be available, if required.</p>
<p>The Racial Justice Task and Finish Group also affirms and upholds the recommendations in From Lament to Action relating to appointment and recruitment processes for every level and context (employed and non-executive, PCC to NCLs) so as to improve racial diversity.</p>		<p>Participation (including appointments) #6</p> <p>Build recruitment processes for every level and context (employed and non-executive, PCC to NCLs) which improve racial diversity.</p> <ul style="list-style-type: none"> Create with recruitment owners roadmaps appropriate to every sort of recruitment undertaken in executive and non-executive Church roles e.g. what does this look like from a CEO role in the NCLs to a finance assistant at a Diocesan Church House? This should be done collaboratively to encourage people to take ownership and to share learning. 		

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		<ul style="list-style-type: none"> • Within this, establish goals at the start of each recruitment process to attract greater participation e.g. identifying search partners, volume recruitment providers – so we never hear ‘we put out an advert but we didn’t get much UKME/GMH response’. • Create consultation and trial as necessary with Diocesan Secretaries, HR professionals, Diocesan Board of Finance Chairs to ensure systems are robust and realistic. • Hold recruitment owners accountable, to ensure they take ownership of increasing diversity, think creatively about how to widen their fields, and create a culture of improvement. • Prior to each recruitment process, review role design, and identify and remove any obstacles which prevent widening of candidate fields to include UKME/GMH candidates. • Ensure commitment to diversity is visible in the values and strategic priorities of each Diocese and Diocesan Church House (DCH) 		

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		operation. This makes the role more attractive to a wide range of candidates. • Review nomination processes for elected roles (Synods, Diocesan Boards of Education etc) to ensure these are welcoming and not biased in favour of those with existing networks.		
Training				
On Mentoring and Training <ul style="list-style-type: none"> We recommend that each member of senior diocesan staff, including Bishops, Archdeacons, the Diocesan Secretary and the Dean, as part of their ongoing training, participate in regular mentoring meetings with a UKME/GMH clergyperson/lay leader. 		Training and Mentoring #1 All Diocesan Bishops, as part of their ongoing training, to participate in 'reverse mentoring' with member of UKME/GMH clergy/lay person from a different diocese who already serves as a mentor.		The RJO and Dean of Mission, Ministry and Education has 'informal' reverse mentoring meetings
		Participation (including appointments) #1 I Those responsible for senior appointments (e.g. Archbishops, Bishops, CNC Members, NCI Directors, Bishop's Senior		

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		Leadership Teams, Vacancy in See members etc) to undertake anti-racism recruitment focused learning programme using external provision with budget for commissioning and delivery.		
<ul style="list-style-type: none"> In line with the recommendations in Lament into Action, the Diocese should develop a mandatory three-stage learning programme: <ul style="list-style-type: none"> Unconscious bias Intercultural awareness (or Cultural Intelligence) Anti-racism learning programme to be delivered over a two-year period with a triennial refresher. 		Training and Mentoring #9 Every diocese to deliver the mandatory anti-racism learning programme (in a range from online to in-person/in-depth) for all diocesan staff, clergy, Readers, and church officers, to be delivered over a two-year period with a triennial refresher. This training programme should be available to all volunteers.		Investigations underway for appropriate anti-racism and cultural awareness training Discussion planned with Lead Adviser for Training Anti-racism aspects currently included in two IME2 modules Liaising with the Racial Justice Unit on training being developed centrally. Chelmsford Diocese to participate in pilot.
		Participation (including appointments) #5 PCC Reps and/or appointment panels for clergy posts to undertake online learning programme. Develop		Liaising with the Racial Justice Unit on training being developed centrally.

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		online module for anti-racism learning programme (akin to CI safeguarding training ahead of interviews for incumbents and staff roles.		
<ul style="list-style-type: none"> The Pastoral Principles Course from Living in Love and Faith to be commended for use across the diocese in order to begin to address prejudice of all kinds. 				<p>Course developed by the RJO (Racial Awareness through the eye of the Pastoral Principles) elements used where appropriate;</p> <ul style="list-style-type: none"> IME2 (2024 & 2023) Discerning Mission, Leading for Change programme (2023)Area Deans & Lay Chair Awayday (2023) Mustard Seed Team Manna Training (2023) <p>Plans in progress to offer the course during Lent 2025 as part of an Eastern Region RJ collaboration</p>
<ul style="list-style-type: none"> Black History Month should be enthusiastically marked across the diocese and more should be made of celebrating diverse saints from UKME/GMH 				<p>RJO delivered BHM sermons for diocesan sermon podcast series (2023 & 2024), preached (2024) and led Evening Prayer (2023 & 2024) for BHM in Chelmsford Cathedral.</p>

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backgrounds (see other recommendations under section 8 Communications).				<p>RJO invited (2024) to speak about significance of BHM on local PhoenixFM radio.</p> <p>Diocesan-wide BHM 2024 theme Celebrating the Changemakers spotlighted nominated individuals across the diocese</p> <p>BHM 2023 theme - Climate Justice is Racial Justice – with online and in-person events held across the Diocese</p>
The Racial Justice Task and Finish Group further commends and affirms those recommendations in From Lament to Action relating to Diocesan Ministry Officers and Theological Education Institutions.		<p>Young People #3</p> <p>Build a referral platform on the national CofE website, where youth workers/clergy/lay ministers can refer UKME/GMH young people to be mentored by a UKME/GMH clergy/lay minister, to encourage and equip young person in their leadership journey. UKME/GMH clergy/lay ministers to be contacted to take part in releasing emerging leaders.</p>		

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		Young People #6 Deliver a racial awareness learning programme for leaders and volunteers of youth groups, youth clubs, holiday clubs and other intergenerational activities.		
Education				
On Primary and Secondary Education <ul style="list-style-type: none"> Develop content and curriculum that speaks to the concerns regarding racial justice; resources for school assemblies that address questions of racial justice, to be delivered in all C of E primary and secondary schools. 		<ul style="list-style-type: none"> Education #1 Develop programmes for school leaders that ensure theological concepts drive curriculum design across the whole curriculum in a way that promotes equity and racial justice. 		2 x Training has been offered on Anti-Racist RE by National RE Expert Lat Baylock. Advisers encourage schools to engage with the unit and to implement in curriculum design. Epping St Johns development of Diversity Awareness Programme within the school for students displaying specific behaviours. Shared more widely via a presentation at the Secondary HT Network Meeting to other schools. Racial Justice Pupil Day at Chelmsford Cathedral February 2024 and 2025.

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<ul style="list-style-type: none"> Launch an Association in Autumn 2021 for Minority Ethnic teachers and school leaders. A Statement of intent has been prepared reflecting the four strands of the CofE Vision for Education: Educating for wisdom, knowledge and skills; Educating for hope and aspiration Educating for community and living well together; Educating for dignity and respect. 				<p>The Global Majority Heritage Teachers Association has been launched.</p> <p>The Church School Leadership Course, running annually, includes a module on Equality and Justice</p> <p>The Association focused on launching the first Pupil Justice Day in The Cathedral in 2024 facilitated by Aleishia Lewis. 11 schools engaged.</p>
<ul style="list-style-type: none"> Develop a comprehensive approach to staff development and recruitment in leadership roles within Church of England schools, academies and diocesan teams which ensures educational leadership is more representative of the racial diversity in modern Britain. This should include mentoring programmes and shadowing opportunities to ensure more UKME/GMH teachers, leaders and governors are encouraged and given opportunity to flourish through professional development for such roles. 		<p>Education #2</p> <p>Develop a comprehensive approach to staff development and recruitment in leadership roles within Church of England schools, academies and diocesan teams which ensures educational leadership is more representative of the racial diversity in modern Britain. This should include mentoring programmes and shadowing opportunities to ensure more UKME/GMH teachers, leaders and governors are encouraged and given</p>		<p>The relaunch of the annual Diocesan Leaders conference with the theme 'Racial Justice' in March 2024 was cancelled due to low sign-up numbers.</p> <p>The Church School Leadership Course, running annually, includes a module on Equality and Justice.</p> <p>Professor Paul Miller led strategy day with the DBE to identify next steps in this area of work.</p> <p>Diocesan Director of Education joining international Diversity</p>

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		opportunity to flourish through professional development for such roles.		Network run by CEFEL Sept 23-July 24 Launch of GMEA including Networking opportunities and signposting to other resources/support. Signposting to the CEFEL 'Leaders Like Us' programme for all aspiring UKME leaders via communication and bulletins to schools.
		Education #6 Audit ethnic diversity among teaching staff and headteachers in all of C of E primary and secondary schools. Build recruitment process for every level of leadership in all C of E primary and secondary schools (teaching assistants, Teachers, Heads of Departments and Head teachers) in order to increase representation and participation of UKME/GMH people (as in point 6 of Participation and point 3 of Structures and Governance). Identify and disseminate historic and ongoing		

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		attrition rates among UKME/GMH staff members.		
		Education #7 Develop resources for school assemblies that address questions of racial justice, to be delivered in all C of E primary and secondary schools		Collective Worship Lead engages with CofE Dawn CW network and signposts schools to recommended resources
Statistics				
<ul style="list-style-type: none">Focus initially on one particular point in the pipeline, the appointment of clergy to senior parish posts within the diocese, defined as team rector or appointment to other senior parish post, usually a larger church, that might reasonably be considered as a promotion.		Participation (including appointments) #3 Data and monitoring are crucial to help us understand what needs to change. The current processes do not allow for the necessary monitoring of appointments in both clergy and lay appointments.		Initial conversations with Katie Allen (Diversity and Inclusion Adviser, Archbishops’ Advisers for Appointments and Vocations) on options for collecting diversity data.
<ul style="list-style-type: none">Ask Archdeacons to compile a list of the senior parish posts in their Archdeaconry and to combine that information with information on rector posts.		<ul style="list-style-type: none">Draw together all racial diversity data held across the Church of England at National and Diocesan level.		

From Action to Real Change Recommendation	RAG status R=No action A= Some action G= Complete	Relevant/Related From Lament To Action Recommendation (with elements in Green directly relevant to the Diocese)	RAG status R=No action A= Some action G= Complete	Diocesan Comments
<ul style="list-style-type: none"> Ask the diocesan office to provide data on the number of times such posts had become vacant in the past 3 years (2018,19,20), how many people applied and their ethnicity (This could be done by area e.g. Newham vs. Essex to show what is happening in our two very different areas) 		<ul style="list-style-type: none"> Supplement this by making Diversity Monitoring forms mandatory for every application process, monitoring racial diversity at each stage. This will require a protocol for how data is handled to ensure it is confidential at an individual level. 		
<ul style="list-style-type: none"> Ask the diocesan office to provide data on clergy ethnicity overall. We should also seek to improve our understanding of why people don't want to provide certain data and how we could improve our approach to collecting data before trying to persuade people about the importance of data collection. 		<ul style="list-style-type: none"> Use data to inform accountability by owners of individual recruitment process and for wider analysis, to identify good practice and areas of weakness. Monitor data on recruitment and (crucially) progression over time, against external benchmarks. Work on creating a culture where supplying data is seen as beneficial and number of 'prefer not to say' responses reduces. Provide positive reasons for people to give data. 		<p>Ethnicity information not held at Diocesan level.</p> <p>Acting on suggestion via the Racial Justice Unit for details of GMH/UKME clergy/laity to be provided on a voluntary basis as an initial way of collecting data – Archdeacons/Area Deans assistance sought, with discussions on whether a pilot during visitation may be appropriate.</p> <p>Conversation planned with 2 members of Diocesan Synod on topic of individuals providing data (each on opposite sides of the argument)</p>
<ul style="list-style-type: none"> Compare applications by Minority Ethnic clergy for senior parish posts with overall numbers of Minority Ethnic clergy to 				

From Action to Real Change Recommendation	RAG status R=No action A= Some action G= Complete	Relevant/Related From Lament To Action Recommendation (with elements in Green directly relevant to the Diocese)	RAG status R=No action A= Some action G= Complete	Diocesan Comments
substantiate, (or otherwise) the feeling that this may be a part of the pipeline where issues occur. If this data collection exercise is successful similar work would be done on other parts of the pipeline. We will need to make sure that ethnic minority individuals are involved in any interpretation of the data.				
<ul style="list-style-type: none"> If the data collection exercises confirm that there has been “pipeline blockage”, then appropriate mentoring and support for clergy should be set up to address it and very clear messaging should be done in the Diocese to show its ambition in relation to diversity. 				
Communication				

From Action to Real Change Recommendation	RAG status R=No action A= Some action G= Complete	Relevant/Related From Lament To Action Recommendation (with elements in Green directly relevant to the Diocese)	RAG status R=No action A= Some action G= Complete	Diocesan Comments
<ul style="list-style-type: none"> Set minimum standards for accessibility of all diocesan communications / publications / resources in terms of content, mode of communication, sensitive and inclusive language; encourage use of native languages to make information more accessible whilst celebrating the diversity; encourage and build confidence in the use of inclusive language and sensitive terminology without judgement or offence given or taken 				
<ul style="list-style-type: none"> Raise awareness through a dedicated Racial Justice page on the diocesan website (to break the chain of ignorance that is different to prejudice), with links to newsletters, books, websites, blogs, articles, podcasts, Churches and places where services are held in native languages, etc., encouraging engagement with the resources through creative marketing using all possible and available media including social media 				<p>Racial Justice page on Diocesan website with content regularly updated and relevant items shared on the Diocesan social media platforms</p> <p>Racial Justice The Diocese of Chelmsford (anglican.org)</p> <p>Racial Justice Newsletter launched 2024</p>

From Action to Real Change Recommendation	RAG status R=No action A= Some action G= Complete	Relevant/Related From Lament To Action Recommendation (with elements in Green directly relevant to the Diocese)	RAG status R=No action A= Some action G= Complete	Diocesan Comments
<ul style="list-style-type: none"> Promote and encourage curiosity in the diversity and shared heritage of the diocese – don't assume everyone knows – through storytelling (similar to National Church Everyday Faith campaign), exhibitions, cross-cultural events, activity and achievement of integration in local communities, spotlighting professionals (in education, healthcare, law, finance, etc.,) Networking Days for young people, cultural enrichment events and activity, (per <i>Lament to Action</i> report), involve and use the gifts and talents of people at parish /community level 		Young People #1 Dioceses to host regular networking days, on a termly basis, encouraging UKME/GMH majority churches and churches that have a minority of UKME/GMH members to find ways to partner with each other, sharing knowledge and resources to make youth groups more inclusive and equal in opportunities.		RJO facilitated articles in We Pray on diocesan activity with the Gypsy, Roma and Traveller Community through the GRT Chaplain/RJ Advocate; and the Hutton South Asian Network convened by the local LLM Approach made to Mustard Seed Team re engaging with Youth Synod
<ul style="list-style-type: none"> Produce a Racial Justice Awareness Calendar highlighting events, anniversaries, commemorations, celebrations at national, international, regional and parish level, with Diocesan support from Bishops and Archdeacons [e.g. Racial Justice Sunday in February per <i>Lament to Action</i> report; expand on Black History Month by highlighting achievements of lesser-known key figures like Mary Seacole, Lilian Bader, Malorie Blackman, Ignatius Sancho, Olaudah 		Young People #2 Review existing youth/schools racial justice resources used in dioceses, and commission new ones as required.		Considered for Black History Month 2024 but not progressed. Something for consideration in the Racial Justice Newsletter.

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Equiano, Paul Stephenson], make more of 'celebrating the saints' highlighting those of global majority heritage (to overcome the innate assumption they are all white!)				
<ul style="list-style-type: none"> Be proactive in assessing progress with Racial Justice initiatives through a listening campaign supported by communication at parish level, to all in the diocese not just clergy, LLM, PCC/Synod members etc (this is about not just saying we listen but showing we listen backed up with evidence of action from listening), and reporting back whilst being bold in admitting errors or failures and changing approach when needed 				

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<ul style="list-style-type: none"> Develop, promote and encourage all across the diocese to sign up to a Racial Justice charter, based around the LLF Pastoral Principles. 				
Advocacy beyond the Church				
<ul style="list-style-type: none"> Speak out against racial injustice, using opportunities such as Racial Justice Sunday 				<p>RJS sermon podcast for 2025 in production.</p> <p>Invitation to talk about significance of RJS on local PhoenixFM radio being taken up by one of the RJ Advocates.</p> <p>Dedicated RJS service planned at Chelmsford Cathedral for 2025 with RJO presiding and GMH Canon preaching.</p> <p>RJO led the 2024 Windrush Service at and organised by the Port of Tilbury</p>

From Action to Real Change Recommendation	RAG status R=No action A= Some action G= Complete	Relevant/Related From Lament To Action Recommendation (with elements in Green directly relevant to the Diocese)	RAG status R=No action A= Some action G= Complete	Diocesan Comments
<ul style="list-style-type: none"> Share the vision of how the world could or should be and how faith leads to hope which will then lead to action and change, using various media and opportunities. 				
<ul style="list-style-type: none"> Engage with secular authorities and other powers outside the church to bring about change. Bearing in mind that today, the distribution of power is much wider than just government. The church must look beyond to media, business, international institutions etc. The church needs to engage and form positive relationships focused on tackling racism with other places of power. 				
<ul style="list-style-type: none"> Network with others to raise the church's profile in racial advocacy and provide a larger group of people calling for change. 				RJO in conversation with representative of Churches Together in Essex & East London to participate in annual CTEEL Gathering.
<ul style="list-style-type: none"> Build a greater understanding of the issues within communities; talk, listen to and work with different communities to understand their stories and perspectives. This would entail providing a safe space for Minority Ethnic people to tell their stories and feel they have been heard. 				

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<ul style="list-style-type: none"> Model an alternative to other establishments through highlighting positive action for change within the Church of England or the Diocese. For example, the cathedral as “mother church” can be intentional about embodying racial justice in its own liturgies, preaching, social outreach, education and training, and its policies and procedures. 				<p>Cathedral Racial Justice Sunday 2025 service scheduled</p> <p>RJO led one session of Evening Prayer in the Cathedral during Black History Month 2023 & 2024 and preached at main Sunday service the start of BHM 2024</p>
Life after CMEAC				
<ul style="list-style-type: none"> To encourage and resource the setting up of a Diocesan AMEN (Anglican Minority Ethnic Network) group that will be independent of the diocese so as to be a prophetic voice to us and to the wider world. 				
Monuments, Memorials and other Artifacts Connected to Slavery				
The Racial Justice Task and Finish Group endorses work done in this area by the Church Buildings Council and Cathedral Fabric Commission for England. We commend their				

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<p>report <i>Contested Heritage in Cathedrals and Churches</i> produced in May 2021 as providing a good practical framework for churches considering what action to take on any monument, memorial or other physical artifact in its premises. Whilst that report does not try to preempt every scenario, the framework it provides is widely applicable. We would like to highlight the following points from that report to churches in the Diocese:</p> <p>1. The Theological Context</p> <ul style="list-style-type: none"> The first consideration must be that the church is a place of Christian worship. No artefact should be allowed to hinder worship and the work of the church in any way. <p>2. Locally Based Decision</p> <ul style="list-style-type: none"> The decision making should be local but take account of the framework provided by the national church. <p>3. The Participation of Affected People</p> <ul style="list-style-type: none"> Effort should be made to ensure that a wide section of people are consulted even if it 				

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<p>means reaching out to those not represented in the church. For artefacts associated with slavery, it is particularly important that Black people are consulted.</p> <p>4. Do Something</p> <ul style="list-style-type: none"> Any church with a significant artifact relating to slavery should endeavour to go through a process of deciding what to do. The <i>Contested Heritage</i> report provides a good range of outcomes. What should be avoided is “No Action,” i.e., to not go through the process of decision making in the first place. This should also be done in a timely manner. <p>5. Support from the Diocese</p> <ul style="list-style-type: none"> The Diocese should provide a place/people to provide support to churches on this journey. 				

DIOCESAN SYNOD

Title: **2026 BUDGET AND SHARE SCHEME**

Author: **FINANCE DIRECTOR**

Date: **21 JUNE 2025**

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

Following a couple of years of positive financial performance which saw a growth in the balance of the General Fund, we recorded a general fund deficit of £835k in 2024. Parish Share income was only 82% of the amount requested in 2024, and this is the primary reason for the deficit, however we have also had to contend with falling National Church funding, with 2025 being the last year of transition funding following the removal of the Darlow funding formula. 2026 is expected to see a further change in National Church funding as a result of the outcome of the triennial funding review, it remains to be seen how this will impact upon the Diocese's finances, but there are likely to be proposed changes that will be both a benefit and cost to the Diocese in future years.

The 2024 budget was for a deficit of £1.37m in the General Fund, including a Parish Share shortfall of £2.5m. Outturn has been better than budget, with a £0.84m deficit, £0.53m 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 2024 outturn, although better than expected, was still a sizeable deficit and the ongoing forecast position remains an annual deficit, so a sustainable position has not yet been achieved.

3. 2026 BUDGET SUMMARY

A deficit budget of £869k is proposed. A summary of the budget is given below. A more detailed breakdown is included at the end of this paper.

	2026 Budget £'000	2025 Budget £'000	Change %
Income			
Parish Share Allocation	15,622	16,123	
less share shortfall	(2,031)	(2,257)	
	13,591	13,866	(2.0)%
Mutual Support Fund	5,607	5,605	
Income mitigating shortfall	1,162	1,253	
Total Income	20,360	20,724	(1.8)%
Expenditure			
Current Ministry Costs	9,322	9,551	
Current Parish Housing Costs	4,161	3,965	
Future Ministry Costs	3,286	3,653	
Parish Support	2,611	2,659	
Other costs	1,848	1,900	
Total expenditure	21,229	21,728	(2.3)%
Surplus / (deficit)	(869)	(1,004)	(13.5)%

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 the budgeted Share income for 2025 is set at £15,622k. This is 3.1% lower than in 2024.

The average share request per stipendiary post is budgeted at £72,654, which is a 2.5% increase on 2025, and lower than the 4% 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. Despite some improvements in 2022 and 2023, in 2024 share shortfall unfortunately returned to around 18%, and this remains the key factor as to why there is a General Fund deficit.

Parish Share shortfall has been budgeted at £2.031m for 2025, or 13% of share allocation. This is 1% lower than what was factored into the 2024 budget and is considered to be an achievable target based upon the total share request reducing by 3% as explained above.

Beyond 2025 share contribution rates are budgeted to increase gradually to 93% by 2030. 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 2026, £5.6m of funds are budgeted to be available to reduce the request made to parishes. This is the set at the same level as in 2025. Points to note include:

- Transition Funding from National Church will cease in 2026, a loss of £280k in funding compared to 2025. This reduction is offset and assumed 4% increase in LInC funding, however this remains to be confirmed and will be reviewed as part of the Triennium funding review.
- Investment income available to the MSF has been increased by 4% to £2.6m 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.
- £0.76m has been allocated from the City Churches Fund grant to support stipend costs in the relevant 5 London boroughs, an increase of 4% on 2025.
- 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.

	2026 Budget £'000	2025 Budget £'000	Change %
National Church Support Transition	0	280	(100.0)%
National Church Support Deprived Communities	632	608	4.0%
CCF Support for Stipends in 5 borough's	759	730	4.0%
MOF funding from MSF share contributions	(397)	(382)	4.0%
Investment Income (supporting Parish Share)	2,600	2,500	4.0%
Income from Statutory Fees	833	800	4.1%
Less Parochial Fees Paid	(171)	(170)	0.3%
Vacant Posts	1,350	1,239	9.0%
Total Mutual Support Fund	5,607	5,605	0.0%

Income mitigating shortfall

Within the 2026 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 (£2.6m) to the Mutual Support Fund, with a smaller proportion (£0.9m) held back to mitigate Share shortfall. Net rental income of surplus houses (£0.3m) is also held back to mitigate Share shortfall.

The difference between the anticipated Share shortfall, £2.031m, and the income set aside to mitigate this, £1.162m, results in the budget deficit of £0.869m.

5. EXPENDITURE

The 2026 budget includes expenditure of £21.2m, 2.3% lower than the 2025 budget.

The majority of expenditure continues to be the direct costs of parochial ministry and future ministry training (ordinands and curates). A total of £16.8m is included in the budget towards these costs, which is £1.15m more than the Parish Share allocation.

Inflation:

- Cost inflation is included at 4% increase compared to 2025 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 2026, stipends and salaries are budgeted to increase by 4%, from April.
- There is still considerable uncertainty about inflation, so the budget figures are estimates at this stage. Actual stipend and salary increases for 2026 will be agreed in early in the year by Finance Committee based on advice from National Church and comparison with other dioceses. If, as expected, the triennium funding review proposes a fixed national stipend that all diocese will be expected to adopt this will likely impact upon the budget, but it is unclear to what extent at this stage.

Clergy posts and Direct costs of Ministry:

- The average number of parochial stipendiary posts for 2025 have reduced by 12 to 215.0. This reflects the expectation that we will meet our long term target of reducing the number of posts to 215 by the end of 2025.
- The number of houses provided to stipendiary and House for Duty clergy is budgeted at 245.
- The budget also includes an average of 26 House for duty posts, 90 self-supporting ministers, and 90 Licensed Lay workers.
- Direct costs of Ministry are budgeted to reduce slightly to £13.483m (£13.516m in 2025)

Future Ministry Training and Curates:

- Investment in vocations continues, with a budgeted average of 30.0 stipendiary curates during 2026 (2025: 38). The reduction reflects a lower than expected curate intake in 2024 and 2025 and the expectation of fewer curates that the 12 per year factored into previous budgets. This budget was also set mindful of reductions in stipendiary posts and acknowledging that parishes bear the costs of training future clergy.
- Future Ministry Training and Curates costs have decreased 10% to £3.286m, mainly as a result of savings on stipends and housing costs linked to fewer curates overall.

Services to Parishes and Other Costs:

- The total cost of Parish Services has decreased by (2.2%) to £4.459m (£4.559m in 2025), this is significantly lower than the general 4% inflation increase factored into the budget and reflects our focus to reduce parish support costs charged through Parish Share wherever possible.

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 budgeted parish share income. This is because the number of parochial posts at the time of apportionment (in July 2025), is higher than the number of posts anticipated by the budget (which is the average across the 2026 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 2026 budgeted posts.

2026 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 208.0 stipendiary posts, the average expected throughout 2026).
- 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 245, the average expected throughout 2026).

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 2026.

Overall the budget moves from a deficit of £(869)k in 2026 to a surplus of £489k in 2030.

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

- a. Parish share payments increasing from a budgeted 87% in 2026 to 93% by 2030.
- b. Continued reductions in costs, particularly stipendiary posts for both parochial and title (curacy). Stipendiary incumbent posts (or equivalent) are planned to reduce to 215.0 from 2026 and Stipendiary title posts (curates) are expected to reduce to 30.0 in the 2026 budget.
- c. Total return accounting, combined with ongoing sales of surplus houses. The contribution from total return is expected to be £3,461k in the 2026 budget, by 2030 the contribution is forecast to be £4,368k per year.

8. MOTION

Synod is invited to consider the following motion:

That this Synod:

- a) approve the Diocesan Budget for 2026 and the total Share of £15.622m.*
- b) note the forecast budget for years 2027 to 2030.*
- 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 2026**

	2026 Budget	2025 Budget
	£ per post	£ per post
Stipend	33,336	32,129
Related Costs	350	350
National Insurance	3,941	2,881
Pension	6,307	7,168
DBS Checks	138	130
In service training - LLM	112	108
In service training - clergy	360	343
House related:		
Council Tax	3,255	3,162
Water Rates	695	661
Insurance	816	731
Housing Mgt, Repairs and Improvements	12,261	10,875

A Direct Costs of Ministry

	posts	£ per post	posts	£ per post
Incumbent stipendiary - non housing costs	208.0	44,432	220.0	43,000
Incumbent stipendiary - housing costs	218.4	17,026	231.0	15,429
House for Duty - non housing costs	26.0	498	26.0	473
House for Duty - housing costs	26.0	17,026	26.0	15,429
SSM	90.0	498	110.0	473
Lay	90.0	250	100.0	238
Incumbent + 20% House for Duty (*)	215.0		227.0	
Total Ministers	414.0		456.0	

	2026 Budget		2025 Budget
	£'000	% total	£'000
PM1 Parish Ministry			
Total Stipendaires	9,242		9,460
Total for House of Duty	13		12
Total for SSM & Lay	67		78
Direct costs of Ministry Total	9,322	-59.7%	9,551

PM2 Parish Housing

Total Stipendaires	3,719		3,564
Total for House of Duty	443		401
Total for SSM & Lay	-		0
Direct costs of Ministry Housing Total	4,161	-26.6%	3,965

PM3 Future Ministry Training & Curates

Direct Costs of Stipendary Title Posts	1,187		1,481
Housing & Appointment	902		964
Pre-Ordination (Inc DDO & St Mellitus)	1,023		1,041
Direct Costs of SSM Title Posts	14		13
Lay Training & Discipleship	161		155
	3,286	-21.0%	3,653

PS1 Parish Support

Area Teams Staff & Expenses	298		286
Archdeacons (plus Area Bishops' Houses)	771		831
Area Deans and other parish support	102		141
Parish Legal & Church Building Services	141		129
Education (Net Cost)	98		94
Children & Youth Work	127		122
DAC	280		269
Parish Finance	116		112
Safeguarding Services to Parishes	376		362
Diocesan & Bishop's Advisors	166		190
Chaplaincy & Partnerships	136		124
	2,611	-16.7%	2,659

PS2 Other Expenditure

Diocesan Services	757		719
Communications	198		270
Finance & Governance Costs	179		167
National Church	683		666
Contingency	31		31
Trading & Income from other Sources	-		46
	1,848	-11.8%	1,900

Total Expenditure	21,229	-135.9%	21,728
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Chelmsford Diocesan Board of Finance**General Fund Budget 2026**

	2026 Budget		2025 Budget
Mutual Support Fund			
National Church Support Transition	-		(280)
National Church Support Deprived Communities	(632)		(608)
CCF Support for Stipends in 5 borough's	(759)		(730)
MOF funding from MSF share contributions	397		382
Investment Income (supporting Parish Share)	(2,600)		(2,500)
Income from Statutory Fees	(833)		(800)
Less Parochial Fees Paid	171		170
Vacant Posts	(1,350)		(1,239)
Total Mutual Support Fund	(5,607)	-35.9%	0.0%
Net Expenditure	15,622		16,123
Net Share apportionment	15,622	100.0%	(3.1)%
Surplus / (deficit) belonging to Parish Share scheme	-		-
General Funds - excluded from Parish Share			
Investment Income (not supporting Parish Share)	911		1,028
Rental of Houses DBF Net surplus/(deficit)	332		225
Trading & Income from other Sources	(80)		-
Share Shortfall Forecast	(2,031)		(2,257)
Surplus / (deficit) outside Parish Share scheme	(869)		(1,004)
General Fund Surplus/(Deficit)	(869)	5.6%	(13.5)%
Notes:			
Full costs per stipendiary £ (C / *)	98,729	3.2%	95,709
Direct costs per stipendiary £ (A / *)	62,708	5.3%	59,535
Average Share request per stipendiary £ (NSA / *)	72,654	2.3%	71,021

High level summary - 5 year budget forecast	2026	2027	2028	2029	2030
Stipendiary + 27% House for Duty Posts	215.0	215.0	215.0	215.0	215.0
Stipendiary Curates	30.0	32.0	32.0	32.0	32.0
	£'000	£'000	£'000	£'000	£'000
PM1 Parish Ministry	9,322	9,593	9,790	9,991	10,191
PM2 Parish Housing	4,161	4,244	4,329	4,416	4,504
PM3 Future Ministry Training & Curates	3,286	3,449	3,518	3,562	3,634
PS1 Parish Support	2,611	2,667	2,720	2,774	2,830
PS2 Other Expenditure	1,848	1,885	1,922	1,961	2,000
Parish Support Subtotal	21,229	21,837	22,280	22,704	23,159
Mutual Support Fund	(5,607)	(5,597)	(5,710)	(5,824)	(5,940)
Net Share apportionment	(15,622)	(16,240)	(16,570)	(16,880)	(17,219)
Surplus / (deficit) outside the Parish Share scheme	(869)	(705)	(271)	123	489
Net Deficit for year	(869)	(705)	(271)	123	489

CHELMSFORD DIOCESAN SYNOD

EXPLANATORY NOTE TO THE PRIVATE MEMBER'S MOTION

At the July 2012 group of sessions, the General Synod passed the following resolution, on a Private Member's Motion moved by the Revd Christopher Hobbs:

"That this Synod call on the Archbishops' Council to bring forward legislation to amend the Parochial Church Councils (Powers) Measure 1956 so as to permit a PCC which is a registered charity to acquire and hold any interest in land and any interest in personal property to be held on permanent trusts, without any requirement for the interest to be vested in the diocesan authority."

The Archbishops' Council subsequently considered how to give effect to the Synod's resolution. Its conclusions were reported to the Synod in July 2013 in GS Misc 1060 https://www.churchofengland.org/sites/default/files/2018-01/gs-misc-1060-parochial-church-councils-powers-measure-response-to-pmm_july13.pdf

In summary, the Council accepted that Mr Hobbs had drawn attention to some relevant issues.

Subsequently, amendments were made to the Parochial Church Councils (Powers) Measure 1956 which inserted a new clause 4A which provides that the requirement for the consent of the diocesan authority does not apply in a case where the consideration on the transaction is less than the amount specified in, or determined in accordance with, an order made by the Archbishops' Council. This provision was designed to be flexible, enabling the Council either to specify a monetary value below which the consent of the diocesan authority is not required, or to set out a calculation for the purposes of determining whether such consent is required (e.g. by specifying a value by reference to a proportion of the value of the PCC's corporate property). This did not fully meet the call in the Hobbs motion that was passed but went some way to giving PCC's more responsibility on decision making on land transaction without the need to obtain the consent of the diocesan authority.

The Legislative Committee of the General Synod report in June 2013 on the amendments to the "Parochial Church Councils (Powers) Measure 1956" following the passing of Revd Christopher Hobbs Private Member's motion at General Synod in 2012 stated:

The remaining provisions would be subject to a de minimis limit (which would be prescribed in regulations under the 1956 Measure as amended, to enable updating for inflation) providing that the diocesan authority's consent was required for a transaction in excess of the limit but not for a transaction below it. The precise limit remains to be decided.

The limit was eventually set in "The Ecclesiastical Property (Exceptions from Consent to Dealings) Order 2015" which was made under the amended "Parochial Church Councils (Powers) Measure 1956". You will note above the wording of the Legislative Committee "to enable updating for inflation". That was their intention. The £250,000 in the Order, allowing for inflation has never been updated and would now be £400,000.

The effect of the Order was that the PCC does not require consent of the diocesan authority if the consideration of a land transaction is less than the unrestricted income in the PCC's latest accounts and is less than £250,000.

Consent in the Chelmsford Diocese requires filling in "an application for consent of the Chelmsford Diocesan Fund and Board of Finance Incorporated for a parish property transaction under the Parochial Church Councils (Powers) Measure 1956" form and providing certain documentation. This consent is not required where the provisions of "The Ecclesiastical Property (Exceptions from Consent to Dealings) Order 2015" apply giving PCC's autonomy over smaller value land and property transactions which was the original intention of the changes proposed by the General Synod's legislative committee. The fact that the limit has never been raised in effect means that with inflation the provisions of the legislation become practically defunct.

Other Orders that contain monetary values are frequently reviewed and updated by the Archbishops' Council e.g. Parochial Fees Orders.

The private member's motion at this Diocesan Synod calls upon the Archbishop's Council to increase the limit in the existing Order to update it for inflation given that it is now 10 years since the original Order was passed and given that the Legislative Committee stated that the legislation was being made by Order to enable updating for inflation, this is clearly not being done.

John Tipping

DIOCESAN SYNOD

Title: **AMENDMENT TO DMPC CONSTITUTION**

Author: **HEAD OF SERVICE DELIVERY**

Date: **21 JUNE 2025**

1. INTRODUCTION

A proposal to amend the constitution for the Diocesan Mission and Pastoral Committee (DMPC).

2. PROPOSED AMENDMENTS

At present each Area Mission and Pastoral Committee (AMPC) has a small formal membership, with Area Deans and Lay Chairs having right of attendance only at each meeting. This has long been observed as an oddity, yet maintained for decades, having being the case in the predecessor Area Pastoral Committees. It has also meant we have sailed close to having inquorate meetings, especially when there are vacancies for elected members and senior clergy within the Area.

Given the increasing prominence of the role of the Area Dean and Lay Chair and their leadership of the Deaneries it is proposed that the constitution of the DMPC be amended so that Area Deans and Lay Chairs become full members of their respective AMPC. Section 15 of the constitution would effectively become redundant if the change is approved and therefore it is proposed it be deleted.

Each of the Area Bishops, the AMPCs and the Bishop's Council have been consulted on the proposal. They have all confirmed they see this as a logical step and are supportive.

3. SYNODICAL APPROVAL

The Mission and Pastoral Measure 2011 requires that the Diocesan Synod provide the DMPC with its constitution and therefore this amendment requires a resolution from the Diocesan Synod to effect the change.

4. RECOMMENDATION

This Synod approve the proposed amendments to the constitution of the Diocesan Mission and Pastoral committee as set out in paper DS(2025)11.

MISSION AND PASTORAL COMMITTEE

CONSTITUTION

- 1) Pursuant to the Dioceses, Pastoral and Mission Measure 2007 (the Measure) and a resolution made by Diocesan Synod on 7th March 2009 there shall be created a Mission and Pastoral Committee (the Committee) for the Diocese of Chelmsford. The functions of the Committee shall be those set out in section 53 of the Measure set out in the Appendix hereto.

PROVISIONS RELATING TO THE DIOCESAN MISSION & PASTORAL COMMITTEE

- 2) The membership of the Diocesan Mission and Pastoral Committee (the Committee) shall be coterminous with the membership of the Bishop's Council for the Diocese of Chelmsford.
- 3) The Diocesan Bishop shall be the Chair of the Committee.
- 4) The Committee shall appoint a Secretary and they shall serve as Secretary to the Area Mission & Pastoral Committees also.
- 5) The Quorum for the Diocesan Mission & Pastoral Committee shall be one third of the total membership.
- 6) The Committee shall delegate to Area Mission and Pastoral Committees those functions set out in the Appendix in relation to the Episcopal Area for which that Area Mission and Pastoral Committee has jurisdiction, with the exception of the duty under s.3(5) of the Pastoral Measure 1983 and Schedule 4 of said Measure.
- 7) Subject to the Measure, the foregoing provisions and any directions given by Diocesan Synod, the Committee shall have the power to regulate its own procedure and that of the Area Mission and Pastoral Committees.

PROVISIONS RELATING TO THE AREA MISSION & PASTORAL COMMITTEES

- 8) The membership of the Area Mission & Pastoral Committees shall comprise:
 - a) Ex Officio Members
 - i) The Area Bishop for the respective Episcopal Area
 - ii) The Archdeacons for each Archdeaconry in the respective Episcopal Area
 - ii)iii) The Area Deans and Lay Chairs of each Deanery within the respective Episcopal Area.
 - b) Elected Members

- ~~iii)~~iv) One member of clergy from each Archdeaconry.
 - ~~iv)~~v) Two lay people from each Archdeaconry.
- c) Appointed Members
 - ~~v)~~vi) One lay person from each Episcopal Area to be appointed by the relevant Area Bishop, in consultation with the Chair of the Diocesan House of Laity, and having regard to the interests, experience and expertise of the lay person concerned.
- 9) Members other than ex-officio members shall be appointed or elected to serve for a period of three years in such manner as Diocesan Synod may from time to time determine.
- 10) Retiring members shall be eligible for re-election or re-appointment
- 11) If a casual vacancy shall occur between elections the Bishop's Council may make an appointment to fill the casual vacancy for the unexpired term of office.
- 12) The relevant Area Bishop shall be the Chair of the Area Mission and Pastoral Committee (but may appoint an Archdeacon to be Chair in his stead).
- 13) If the Chair is not present the members present at a meeting of the Area Committee shall elect a chair for that meeting from among their number.
- 14) The Quorum for the Area Mission & Pastoral Committees shall be a third of the total membership provided that one of the members shall be an elected lay member.
- 15) ~~Area and Rural Deans and the Lay Chairs of Deanery Synod shall have the right of attendance to meetings of their respective Area Mission & Pastoral Committee.~~

GENERAL PROVISIONS

- 16) At least four working days before any meeting of the Committee or Area Mission & Pastoral Committee a notice specifying all the business to be transacted shall be sent to every member of the respective committee. No business shall be transacted other than that which appears on the notice other than by leave of the Chair actually present at the meeting with the consent of the majority of the members present.
- 17) Minutes of the proceedings at all meetings of the Committee or Area Mission & Pastoral Committee shall be kept and once signed by the Chair shall be prima facie evidence of all facts stated therein.
- 18) All matters discussed at any meeting of the Committee or Area Mission & Pastoral Committee shall be decided by a majority of the votes of the members present and voting. In case the votes on any matter are equally divided the Chair shall have a second or casting vote.

- 19) The Committee and Area Mission & Pastoral Committees shall each meet at least three times in each calendar year.
- 20) Diocesan Synod shall receive an annual report of its work from the Committee and Area Mission & Pastoral Committees.

APPENDIX

Functions of the Committee.

(From Section 53 of the Measure)

- (1) In carrying out any of its functions the mission and pastoral committee shall, without prejudice to section 1 above, have regard to worship, mission and community as central to the life and work of the Church of England.
- (2) In carrying out any of its functions the mission and pastoral committee shall also have regard to :
 - (a) the financial implications for the diocese and the Church of England as a whole;
 - (b) subject to subsection (5) below, the need to allocate appropriate spheres of work and to ensure that appropriate conditions of service are enjoyed by those employed or holding office in the diocese and, where relevant, that reasonable remuneration is provided for all those engaged in the cure of souls;
 - (c) the traditions, needs and characteristics of particular parishes; and
 - (d) any other aspects of the policies of the diocesan synod to which the synod has requested the committee to have regard in discharging its responsibilities.
- (3) It shall be the duty of the mission and pastoral committee:
 - (a) to make or assist in making better provision for the cure of souls in the diocese as a whole and, to the extent that the committee thinks appropriate, in particular parts of the diocese or in particular parishes;
 - (b) from time to time, as the bishop may direct, or as the committee thinks fit, to review arrangements for pastoral supervision and care in the diocese as a whole and, to the extent that the committee thinks appropriate, in particular parts of the diocese or in particular parishes (including sharing agreements in respect of a church or parsonage house and any proposals for sharing agreements);
 - (c) from time to time, as the bishop may direct, or as the committee thinks fit, to prepare strategies or proposals for carrying out the committee's functions under paragraphs (a) and (b) above for submission to the bishop and the diocesan synod for their approval;
 - (d) to maintain an overview of matters relating to church buildings in the diocese and their use, other than matters which are within the jurisdiction of the consistory court or within the functions of the Diocesan Advisory Committee;

- (e) in the case of listed buildings or buildings in a conservation area, to make every endeavour to find a suitable alternative use or suitable alternative uses for churches which are proposed to be closed and buildings which have been closed for regular public worship in the diocese under a pastoral church buildings scheme and, in the case of any other such building, to develop proposals for the suitable alternative use or uses of the building or for the demolition of the building and the disposal of its site;
 - (f) where it considers it desirable, to make recommendations to the bishop in accordance with section 3 of the 1983 Measure for any of the matters for which provision may be made under that Measure (other than section 36) by a pastoral scheme or order; and
 - (g) to carry out any other functions conferred upon a pastoral committee or a redundant churches uses committee of a diocese by or under the 1983 Measure or any other enactment.
- (4) The mission and pastoral committee shall, in carrying out any of its functions, to the extent that it thinks appropriate, consult any other persons or bodies, whether within the Church of England or not, which exercise functions or carry out activities relevant to the functions of the committee.
- (5) Nothing in this section shall enable the mission and pastoral committee :
 - (a) to exercise functions conferred on any other person or body by or under any enactment, or
 - (b) to fix or alter the terms of service of any person employed or holding office in the diocese.

DIOCESAN SYNOD

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

Author: **HEAD OF SERVICE DELIVERY**

Date: **21 JUNE 2025**

This paper summarises the business of the Bishop's Council since the report circulated to the March 2025 Synod meeting.

May 2025

Bishop's Council

- Received an annual report on the Strategic Development Fund (SDF) supported projects,
- Received a report on progress made against the recommendations contained in 'From Action to Real Change',
- Received an update on progress against the Net Zero Carbon (NZC) Action Plan,

DMPC

- Approved a proposal to appoint an Interim Minister to the benefice of Barking St Patrick.

Finance Committee

- Approved the 2024 Annual Report and Accounts of the Chelmsford Diocesan Board of Finance (CDBF),
- Agreed to recommend the draft budget for 2026 to the Diocesan Synod,
- Agreed a revised and more detailed text of delegation for the making of Serious Incident Reports on behalf of the CDBF,
- Agreed a revised version of the CDBF risk register,
- Agreed a delegation of authorisation to sub committees of the Area Mission and Pastoral Committees in relation to decisions on Strategic Mission and Ministry Investment Board (SMMIB) funded projects,
- Approved decisions recommended by the Property Committee involving extra expenditure for parsonages and a change in accounting policy to address instances where that expenditure is in the region of £100k,
- Noted an update on work with Birch InSpire in respect of the future of Birch Church,
- Approved the appointment of the Revd Canon Darren Barlow to the Finance Executive and Margaret Wright to the Beckton Advisory Board,
- Approved the appointment of Canon Michaela Southworth and the Ven Jonathan Croucher to the Guy Harlings Estate,
- Noted the financial reports from the first quarter of 2025.

Synod is asked to NOTE this report.