

**DIOCESE OF CHELMSFORD  
DIOCESAN SYNOD**

There will be a meeting of the Diocesan Synod on 25 November 2023 at  
10:00am at Church of Our Saviour, Chelmer Village

**AGENDA**

**REGISTRATION AND COFFEE from 9:30am**  
**OPENING WORSHIP at 10:00am**

**1. MINUTES OF DIOCESAN SYNOD HELD ON 10 JUNE 2023**

Minutes of the previous meeting attached

**2. NOTICES**

**3. PRESIDENTIAL ADDRESS**

**4. DIOCESAN BOARD OF EDUCATION – VISION AND ANNUAL REPORT**

Paper DS(2023)10 attached

**COFFEE at approx. 11:45**

**5. DEANERY SHARE ALLOCATION**

Paper DS(2023)11 attached

**6. QUESTIONS** see notes for details

**7. GENERAL SYNOD MEETINGS REPORTS**

Papers DS(2023)12 and DS(2023)13 to follow

**8. DIOCESAN SYNOD ELECTIONS**

Paper DS(2023)14 attached

The Chair to move that:

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

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

The Chair to move that:

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

**9. BISHOP'S COUNCIL FINANCE COMMITTEE AND DMPC REPORTS**

Paper DS(2023)15 attached

**10. PROMULGATION OF AMENDING CANON NO. 42**

Paper DS(2023)16 attached

**11. INSTRUMENT OF DELEGATION**

Paper DS(2023)17 to follow

**CLOSE AND LUNCH at approx. 13:05**

## NOTES

**Questions:** Five days prior notice is required. Questions for this meeting must therefore be received no later than 9am on Monday 20 November 2023 either in hard copy at the Diocesan Office or by email to [nwhitehead@chelmsford.anglican.org](mailto:nwhitehead@chelmsford.anglican.org)

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

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

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

**Please forward apologies to Nathan Whitehead tel. no. 01245 294412 or**  
[nwhitehead@chelmsford.anglican.org](mailto:nwhitehead@chelmsford.anglican.org)

**DIOCESE OF CHELMSFORD  
DIOCESAN SYNOD**

**Minutes of the 159th meeting of the Synod held on  
Saturday 10 June 2023 at Chelmsford Cathedral.**

**PRESENT : The President and 72 Members**

Margaret Henning and Sheila Bradley led the Synod in opening worship.

**1. MINUTES OF DIOCESAN SYNOD HELD ON 18 MARCH 2023**

The minutes of the previous meeting were approved.

**2. NOTICES**

The Chair highlighted the notices on the day paper. The Chair particularly drew attention to the revision to the motion to be moved under item 4 which was explained in the day paper.

**3. PRESIDENTIAL ADDRESS**

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

<https://www.chelmsford.anglican.org/news/bishop-gulis-presidential-address-to-chelmsford-diocesan-synod-june-2023>

**4. NET ZERO CARBON ACTION PLAN**

The Chair invited the Bishop of Colchester and the Diocesan Environment Officer, the Revd Dr Sandra Eldridge to address the Synod. In their presentation they made the following points:

- The Route Map had been comprised and approved at a national level through the General Synod.
- Sandra Eldridge spoke of her delight that this had become an issue people are now talking about. She shared personal experience of talking to Christians who do not support this work feeling the only thing that matters is what happens after death and how discouraging this was. In September 2022 she became the Diocesan Environment Officer.
- The Carbon Net Zero Management Board had prepared a plan to show how the national Route Map would be implemented in this Diocese.
- The carbon footprint of the Diocese is only a tiny contribution but that doesn't mean we shouldn't take action and if we can do something it demonstrates what can be done to others.
- The Energy Footprint Tool was highlighted. Only about a third of parishes in the Diocese have completed it. The General Synod set an ambitious target that 90% of churches will complete by this year. It is unlikely many dioceses will hit this

target but we encourage a higher completion rate and this will be flagged as part of the Archdeacon's Visitations.

- This is not just about church buildings, all other buildings are in scope. 90% of our carbon emissions come from churches buildings, schools and housing. This is where we need to focus our attention.
- There are 105 milestones in the national Route Map most of which require national action, however 47 need to be taken forward at diocesan level. In terms of the proposed Diocesan Action Plan we have expanded these and divided them into six areas. The Plan sets out the support needed and there is responsibility assigned to every action. It is estimated that the costs involved will come in at around £9 million. The Plan would result in a 25% reduction of carbon output. The Plan only takes us up to 2025 on the basis that there is a rapidly changing landscape.
- How will this be achieved? We want to travel well with all and be inclusive. It is recognised that the measures will not be achieved with a 'one size fits all' approach.
- The main challenges are culture change and funding. Costing up the proposed work is the first step to tapping into funding sources.
- A map was displayed showing the highest carbon emitting countries. Africa barely emits anything, yet it is taking the brunt of the impact.

The Chair invited Bishop Qampicha from the Diocese of Marsabit in Kenya to share experiences of climate change in that part of the world. He shared the following:

- The region is coming out of a devastating drought in which 80% of livestock had been lost. This was not happening 20 years ago. For the last four years there has been no harvest.
- The research into climate change had helped people to understand why they are suffering. Many trees have been cut down and the land is now bare, with nothing to hold the water.
- People live in two extremes. There is drought but when it does rain this leads to flooding.
- A green Anglican movement has started and one of its aims is to plant trees. The Diocesan Synod has resolved that at every major life event a tree is planted.

The Bishop of Colchester thanked Bishop Qampicha for his contribution and observed that it highlighted why action is necessary.

The Bishop of Colchester moved the motion that:

'This Synod welcome and approve the Diocesan Action Plan for the implementation of the Church of England's Net Zero Carbon Route Map.'

The following members spoke during the debate:

Sandra Turner (General Synod and Saffron Walden)  
Revd Lee Taylor (Newham)  
Pat Bash (Braintree)  
Revd Martyn Hawkes (Redbridge)

Revd John Fry (Epping Forest and Ongar)  
Juliet Corfield (Hinckford)  
Richard Brown (General Synod)  
Gordon Simmonds (Rochford)  
Revd Canon Martin Court (Barking and Dagenham)  
Revd Canon Darren Barlow (Thurrock)  
Robert Hammond (General Synod)  
Vevet Deer (Waltham Forest)  
Revd Chris Wragg (Havering)  
Wendy King (St Osyth)  
Philip Carnelley (Redbridge)

The points raised in the debate and the responses from the Bishop of Colchester and the Revd Dr Sandra Eldridge included:

- Are there plans to make the DAC processes more streamlined? *It was confirmed that the Net Carbon Zero Project Board are liaising with the DAC.*
- We need to have leadership and culture change at national level. A supplier with a history of climate change denial is listed on Parish Buying and it feels like the National Church is getting in the way on that point. *It was confirmed that this concern had already been identified and it had been discussed at the Diocesan Environment Officers' network. One diocese has switched to another provider and others are trying to do something about this.*
- Would it be possible to appoint a specialist mechanical engineer to help with boiler replacements? Will Finance Committee take a view on best value on switching from oil?
- The concern is that the DBF will need to do some really serious work as part of this. This will need also need to happen at other levels. We need to put money where our mouth is.
- The energy footprint tool is not easy to complete and there are other higher priorities. It is also difficult getting data from energy bills. *It was accepted that the energy footprint tool is not ideal. Support is available if requested. Something is better than nothing. A nil submission will result in an estimate which is based on quite slim data.*
- There has been a great culture change in that people now expect church buildings to be warm like houses. One possible way forward is that we don't try to heat church buildings like our homes. *It was suggested that it is often best to heat the people not the building.*
- Technology is often at odds with this work and it is doubtful that it will be where we need it to be. It is not realistic to heat churches all the time. We need people to put more layers on.
- During a recent major refurbishment, the parish in the diocese had rejected most of the alternative sources of heating. They hope for revised technology for heat pumps as the current technology is not good enough. Money is also a big stumbling block. *In response Tollesbury School was used as an example of an installation of a ground source heat pump. It does require a number of people to come together to make it work. There is a link to a webinar in the pack provided.*
- The need is clear, we must address this. Churches are increasingly becoming places of outreach. They offer spaces where others have closed down. If we want

to partner with groups and make our churches welcoming for toddlers and children we can't tell people to wear more clothes. We have got to be creative and do it in a way that sustains us globally.

- Another shared an experience where they had been told very clearly that if the church building is cold people won't come. We need to realise modern expectations.
- There are two environmental items on General Synod in July. General Synod members were encouraged to listen to the debate and Diocesan Synod members were encouraged to look at the agenda and motions and consider whether they can feed that in.
- Some people might not engage with this, how can we encourage people to engage? We often hear that people do not feel listened to. *We are reaching out within Deaneries and our aim is to recruit advocates in every Deanery.*
- It would be much more economical to worship in the church hall rather than the main building. Can we do this? *Church buildings can be closed temporarily, but the church hall would need to be licensed. This can't be done on a repeated basis.*
- Would it be better to hold Synod on zoom at least once a year?
- We are not measuring people movement. The more we have to decrease numbers of clergy the more we have to travel. This is hard to square with the work in the Action Plan. *In response it was acknowledged that worship is best done locally. Car sharing can be an important way forward and churches can coordinate that.*
- Zoom is not a good idea, but we do need to make sure meeting venues are easy to get to public transport. *Where and how we meet will be referred to Standing Committee. Work related travel is in scope for emissions reduction. The decrease in public transport is a concern.*

The Bishop of Colchester added that the other bit of culture change is that we all most do something personally. If people see the Church doing something it speaks of the God who cares and loves us. He added that people in Kenya have been taking their own lives because of the impact this is having. It has also resulted in massive amounts of displacement.

The Chair closed the debate and invited members to vote on the motion.

The motion was overwhelmingly carried.

## **5. ESTATES MINISTRY**

The Chair invited the Bishop of Barking and the Revd Dan Scott to lead this item.

The Bishop of Barking started by expressing her delight to be presenting this item and explained that she had two national roles, one to chair a group on mission and ministry in areas of urban deprivation and the other to Chair the National Estates Network.

The Revd Dan Scott explained that he leads a church plant called Christchurch Three Mills. There are estates all across the diocese and the network creates an informal connection between them. He showed members a short film which shared

some of the experiences of estates ministry across the Diocese. He then asked members to reflect on it.

The Revd Alan Moss, Donna Gwilliams and the Revd Amy Stott were invited to form a panel of practitioners. In addition to this Maxine Kusiima had provided some answers in writing. Dan Scott led the panel through the following questions, with the panel providing responses:

How does this work make a difference?

- It brings together every corner of the community. We aim to maintain presence and build confidence. We have weekly prayers on the green and make children's activity packs available.
- The work is often about building connections with people who have felt pushed out. We do invite people to a physical place at times, but it is primarily about building bridges. There is an incarnational and sacramental presence and we build out the theology around the sacraments often breaking down barriers.

What have we learnt?

- We need to listen to the stories and help people to think how they intersects. We learn to tell a better story about what God is saying.
- We learn that the work involves connecting and meeting people where they are. This is an introduction to Jesus we let Him do the rest.
- If we take the Gospel seriously we will put the voice of those in the margins and those who society and the church have overlooked to the centre. There is a need to be present and God will meet every need. We hear voices of young people and they want to be seen. Don't underestimate their ability to draw people to Church. Regular fellowship is vital and communication around connection to sense the Spirit moving. The Spirit is always moving we are just not always able to tell where and how. We have also heard people crying out for connection. Spiritually is not declining it is very much alive. We need to embrace the chaos and journey well together.

What do we have to share?

- This is something we are all involved with. We all have local connections. Don't just switch off. If you don't have an area of deprivation nearby it is possible to support churches elsewhere.
- What works in one place doesn't work everywhere.
- It would be helpful to ask how decisions impact the disadvantaged. Please ensure that the work on estates is not forgotten. We need to resource and continue to cast a spotlight on what is happening.
- Members were invited to share encouragement with others about what they have heard today.

The Chair invited members to ask questions of the panel.

The questions and their responses included:

- One member spoke of an example of estate ministry in its infancy. When it comes to resourcing, it needs to be remembered that there are many competing

demands on clergy. Where is the resource and support? *The Bishop of Barking responded to the question around resourcing and support by commenting that we need to invert our pyramid, by focusing on fruitfulness. The average estate church has 20-25 people. This challenges us on what it means to value the small. How do they come alongside practical considerations?*

- What is the one thing that we need to go home with? *Just do it! Work continues, it is more than people think it is. It is as diverse as is our culture.*
- Another member shared experience of when they worked in estate ministry and that they needed a good understanding of incarnation and partnership. The parish priest is often the only person within the community so there is a need to forge partnership. Other denominations have withdrawn from estate ministry. Do you think those observations remain? *Incarnation has often not been fully understood. In partnership we see the Kingdom of God and should be open to joining with anyone. One setting meets in a school and they have worked with sheltered housing providers. It has been a gift to say 'yes' to some of the community needs. In terms of deployment, are we willing to make sacrifices and put money where our mouth is? It makes a difference to minister in the heart of estates and it would make a difference if this was supported in the long term.*
- What have you learnt? *The importance of community organising, of listening and building networks.*
- From the opposite end of the deprivation spectrum, how do we develop genuine partnerships so there is genuine learning? *It was suggested that the Traveling Well Together values would be a good basis to form a genuine partnership.*

The Bishop of Barking closed by pointing out that estates ministry is not a new thing. The Network has been in existence for 30 years. However, it is riding high in the national mindset, and we want to make sure it stays there. We may need some capacity building for the network to enable it to build.

## **6. DBF AGM**

See separate minutes.

## **7. 2024 BUDGET AND SHARE SCHEME**

The Chair introduced the new Finance Director, Paul Setterfield. He then invited Paul Setterfield and the Chief Executive and Diocesan Secretary, Michaela Southworth, to address the Synod.

Paul Setterfield began by outlining the budget for 2024 and beyond:

- The budget for 2024 anticipates a deficit of £1.7 million. Two thirds of income comes from parish share but 80% of expenditure goes on direct costs of ministry; stipend, housing and training.
- In terms of income we are anticipating a £2.5m shortfall. The proposed parish share request will be 1.4% lower than 2023 but as there are a lower number of stipends the average cost of a stipendiary post has increased. The mutual support fund has increased by around 4%. Investment income is projected to grow.



- In terms of expenditure this will be kept as flat as possible. The reduction of ministry costs will need to continue in order to reach an affordable form of ministry. The budget for housing costs has increased, which includes carbon net zero expenditure. This is a step in the right direction but there will be larger costs involved with this in the future. An inflationary increase of 3% has been assumed. Inflation has been a challenge for everyone, but it is expected to reduce in 2024 and flatline in 2025.
- In terms of the five year forecast we are expecting the structural deficit to continue which will require change to be in surplus. The plan to address this assumes share payment will return to pre-pandemic levels. It also assumes continuing to move to the 2025 stipendiary number target and the continued selling of surplus housing stock to grow investments and use the income from that to support ministry.

Michaela Southworth then spoke on the proposed revisions to the share scheme covering the following:

- In Autumn 2021 a consultation was carried out which informed the new share scheme approved last year. This included a commitment to ongoing listening.
- Two of the three motions Synod are presented with cover small changes to the Scheme arising from feedback from parishes and deaneries. There had been some mini consultation events held which kicked around some ideas. The proposals had also been considered by the Bishop's Council.
- Motion 1 relates to the Mutual Support Fund and would change the current ask for benefices with House for Duty priests. Currently they are asked to contribute the same amount as a stipendiary post. Feedback had been provided that the costs for a House for Duty post are disproportionately high. It was proposed to change this with the result being a slight increase in the costs for stipendiary positions but a reduction in cost to benefices with House for Duty posts by around £4k on average. It is believed that this is a good way of dealing with the issue.
- Motion 2 included three proposed changes:
  - Geographical size of benefice has been given the wrong treatment in the new scheme. We used the term parish but should have said benefice and thus it was proposed to remove references to parish and refer to the benefice. This will not make a huge impact for most but will make a significant difference in large benefices.
  - Vacancy credits were removed in the new scheme but there is still strong support for recognition in some way. It is recommended that parish share is reduced to half the amount for parishes in vacancy which exceeds two years.
  - The City Churches Fund provide a grant to the DBF via the Trust for London which reduces the parish share in London Boroughs. This can go to eight more parishes outside of the current area and it is believed that this should happen as they have a right to access the grant.
- The paper for the item also sets out areas where no change is proposed. Of particular note is the issue of numbers of church buildings. This is still being considered, but it is really hard to find a suitable way of accommodating that in the scheme in a way that works and keeps things simple.

The Chair of the DBF moved motion 1:

‘This Synod approve the recommendation regarding the alternative approach to accommodating House for Duty posts through the Mutual Support Fund formula.’

The following members spoke in the debate on this motion:

Very Revd Paul Kennington (Co-opted)  
Revd Canon Nick Rowan (Rochford)  
Archdeacon of Barking  
Revd Christian Okeke (Harlow)

The contributions and responses were as follows:

- An example of the difference which the share assessment makes solely on the fact that one is a House for Duty post was given. The assessment is not made on how much work is done but how much ministry costs. House for Duty posts are penalised, this is unjust and short sighted. We should encourage more House for Duty parishes and do not believe this is the way to do it.
- Future ministry costs seem to skew treatment of self-supporting ministry costs. Why not just include this in the formula for the grant? *It is not proposed to change that because we need to share the costs. There are other ways of dealing with that issue.*
- When the scheme was rolled out there was huge enthusiasm for it generally but this was the one aspect where it was felt there was an issue as it created a disproportionate increase. So the amendment is welcome.
- This would provide great support to the ministry of House for Duty priests.

The Chair closed the debate and invited members to vote on motion 1. Motion 1 was carried.

The Chair of the DBF moved motion 2:

‘This Synod approve the recommended amendments to the parish share scheme as set out in items 2 to 4 of paper DS(2023)06.’

There being no members wishing to speak in the debate the Chair invited members to vote on motion 2. Motion 2 was carried.

The Chair of the DBF moved motion 3:

‘This Synod

- a) approves the Parish Share Scheme proposed in the paper.
- b) approves the Diocesan Budget for 2024 and the total Share of £16,31m.
- 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.’

There being no members wishing to speak in the debate the Chair invited members to vote on motion 3. Motion 3 was carried.

The Chair thanked the Chief Executive and Diocesan Secretary, the Diocesan Finance Team and Chair of the DBF for their work over the year.

## **8. QUESTIONS**

Before turning to the formal questions the Chair raised a point about the manner in which some questions were being permitted. There had been some instances where members were submitting a question which actually contained multiple questions. The Chair pointed out that in future questions need to be strictly limited to avoid 'omnibus' questions and ensure they are clear to assist people to answer them.

### **Q1. Katia D'Arcy Cumber (General Synod and Thurrock) to ask the Dean of Mission, Ministry and Education:**

Can a table of the numbers of Chelmsford diocese ordinands be prepared to show those in residential/non-residential training over the past 10 years by TEI?

#### **A.**

A table has been prepared and provided to the questioner (Annex I to the minutes). Theological Training Institutions (TEI's) offer a variety of course pathways. A number of residential TEI's now offer context-based training and part-time training options, alongside newer established providers like St Mellitus and Emmanuel who do not offer residential training alongside context-based and part-time training. Long established part-time training providers like ERMIC and St Augustine also offer a variety of non-residential pathways for candidates in training.

The Chair explained that as the answer included a significant amount of data the questioner had been given the option to defer any supplementary questions to the next meeting. The questioner confirmed their agreement to this.

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

I note that the Bishop of Ebbsfleet is now Asst Bishop in the diocese of Chelmsford. Could the Bishop (of Chelmsford) clarify both the scope of the Bishop of Ebbsfleet's role (for example in appointments, ordinations, confirmations, etc.) and under what criteria parishes may request the Bishop of Ebbsfleet's oversight?

#### **A.**

The role of the Bishop of Ebbsfleet remains the same as that of the previous Bishop of Maidstone, who was also an Assistant Bishop in the Diocese.

The only basis for making a request as envisaged in the question remains a resolution under the House of Bishops' Declaration on the Ministry of Bishops and Priests. A PCC may pass such a resolution in order to take advantage of arrangements available to those who, on grounds of theological conviction are unable to receive the ministry of women bishops or priests.

As set out in the House of Bishops' guidance (GS Misc 1077), in relation to episcopal ministry, it is for the diocesan bishop to decide who should minister to a parish where a resolution has been passed under the House of Bishops' Declaration. In accordance with the principles set out in that Declaration, it is thus for me, as the diocesan bishop, to seek to ensure that pastoral and sacramental ministry is provided in a way that maintains the highest possible degree of communion and contributes to mutual flourishing.

It is also for the diocesan bishop, in the light of the five guiding principles and following consultation with the relevant bishop (for the purposes of this question, the Bishop of Ebbsfleet), to determine the precise extent of the ministry to be entrusted to the latter in relation to a particular parish where a resolution has been passed, depending on its particular context and needs. Certainly, where a parish has passed a resolution and is receiving extended episcopal ministry from the Bishop of Ebbsfleet, we would normally expect that he would administer Confirmation and be involved in appointments processes where appropriate.

As with any bishop in the Diocese, it is open to any parish in the Diocese to invite the Bishop of Ebbsfleet to exercise non-episcopal ministry (e.g. to preach), in accordance with Canon law.

The aim is always to ensure cooperation in a variety of ways so as to contribute to the welfare, resourcing and mission of the parish and its relationship with the Diocese; and, in the outworking of the five guiding principles to ensure an approach characterised by simplicity, reciprocity and mutuality.

#### Supplementary question

Q. Would the Bishop be able to comment on the inconsistency that allows ministry under this provision to some and not others, for example in Confirmations?

A. The provision is open to different interpretations and the Bishop of Chelmsford confirmed that she did not have hard and fast rules and that she was open to changing her mind. In the past Churches had passed the resolution on basis of male headship and therefore there is no reason why an Area Bishop who is male cannot provide oversight. This doesn't mean that the Bishop of Ebbsfleet cannot be involved.

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

Given that the July General Synod is unlikely to make much, if any, headway regarding Prayers of Love and Faith, and given that clergy, church officers and laity in the Diocese have already raised many pastoral concerns with regard to PLF, what specific measures have the diocese put in place to support clergy and lay people during this time of uncertainty?

**A.**

Support structures are the same as they always have been. Lay people should, largely, be supported by the leadership in their parish. Area Deans, Archdeacons and Bishops, as well as Area Staff and those in the Mission and Ministry Department are available to provide support and pastoral care to clergy, PCCs and others as needed and as they are able. People should always feel free to ask for support if they need it and those of us with diocesan responsibilities will do our best to provide it. I should add that I continue to pray, regularly, for all those who are finding this period of uncertainty difficult.

Supplementary question

**Q.** Many of those who want to affirm using Prayers of Love and Faith expect the prayers to be in place before the end of the year. Can the Bishop provide reassurance that these will be implemented by then?

**A.** The Bishop of Chelmsford confirmed that she cannot offer a reassurance as she is not involved directly in the group preparing the prayers. She confirmed that she knows the hope is to bring back as soon as possible. The Chair also commented as Chair of the General Synod Business Committee that he is also not aware of any assurances.

**Q4. Mary Durlacher (General Synod and Colchester) to ask the Chief Executive and Diocesan Secretary:**

Against a background of increases to the cost of living which has impacted the real value of clergy stipends, please could Synod be provided with a breakdown of the cost of our clergy and incumbent pension contributions?

**A.**

Thank you for your question. Paper DS(2023)06 includes a detailed cost breakdown, which can be found on page 47 of today's Synod pack in the section titled '£ per post.'

Since April 2023 the stipend for an incumbent post or equivalent has been £29,926 per annum. This is 6% higher than the previous year, and one of the largest increases in any diocese. Finance Committee will decide next year's stipend increase during their meeting in February 2024. Our budget anticipates an increase of 3% from April 2024, which would give a stipend of £30,824 per annum. Combining the two amounts for the 2024 calendar year, our budget includes the cost of a stipend as £30,600 for an incumbent post.

In 2024 for the same post, Employer's National Insurance will cost £2,674, and clergy pension contribution will be £7,413. Other costs of £1,127 include in-service training, DBS checks, and payroll administration costs, making a subtotal of £41,814 so far. Housing costs average £14,620 per vicarage, including council tax, water rates and buildings insurance as well as maintenance and repair costs. In total the cost of one stipendiary post with housing will be £56,435 for 2024. This amount does not include any costs of future ministry training, or parish support costs such as safeguarding.

**Q5. Mary Durlacher (General Synod and Colchester) to ask the Diocesan Bishop:**

What plans do the bishops have to lobby for a restoration of the clergy pension to its pre-2015 level (when it dropped by one third) as part of their duty of care for their clergy?

**A.**

Membership of the Church of England Funded Pensions Scheme is automatic for stipendiary clergy. The clergy pension scheme is a defined benefits scheme, which guarantees a pension amount to be paid in retirement. Members are not required to pay any contributions. Instead, dioceses fund the benefits for their clergy, at a cost of 28% of national minimum stipend. This is a high contribution rate, and a very secure kind of pension, compared to that available to most working age people today. Clergy can opt out of the scheme if they choose, but that would mean giving up rights to a pension which costs them nothing.

The change you refer to was a decision made by General Synod in February 2010, and is explained in paper [GS 1758](#). The decision reduced the amount of guaranteed pension that accrues for service after 1 January 2011, by a quarter. It did not reduce the guaranteed pension accrued before that date. Most clergy will not, therefore, experience a pension reduction of one third, but instead of less than one quarter.

The pension benefits for clergy in the Scheme are defined in the Church of England Pensions Measure 2018. The process of amending this primary legislation is through General Synod. Changes may additionally require approval from the Pensions Regulator. More generally, the Remuneration and Conditions of Service Committee (RACSC) advise on the remuneration of clergy including stipends, pensions benefits and other support such as subsidised retirement housing through the Church Housing Assistance for the Retired Minister (CHARM) scheme.

Our Diocesan Secretary is a trustee of the Church of England Pensions Board and would be happy to discuss pensions matters in more detail.

**9. DIOCESAN ADVISORY COMMITTEE CONSTITUTION**

The Chair invited the Head of Service Delivery to speak to the proposed new constitution for the Diocesan Advisory Committee (DAC).

The Head of Service Delivery outlined the following:

- The DAC is a committee all dioceses are required to have by law and its purpose is to act in an advisory capacity. It advises on church buildings and any other property, or which falls under faculty jurisdiction e.g. churchyards.
- In terms of who the committee advise this is both PCCs and the Diocesan Chancellor. PCCs can be assisted with site visits and free advice on projects such as extensions. The DACs also provide advice to the chancellor as to whether she should approve or not approve petitions for faculty. A faculty gives legal permission to go ahead with works to buildings.

- The constitution that Synod had been presented with is primarily the result of housekeeping. It ensures the DAC is fully up to speed with the most recent faculty jurisdiction measure and provides some minor, but notable, improvements, for example formal provision for a Vice Chair role.
- The DAC and the Bishop's Council have both considered the proposed new constitution and have confirmed their support.

The Chair moved the motion that:

'This Synod approve the new constitution for the Chelmsford Diocesan Advisory Committee.'

There being no members wishing to speak in the debate the Chair invited members to vote on the motion. The motion was carried.

## **10. AMENDMENT TO STANDING ORDERS**

The Head of Service Delivery spoke to this item making the following points:

- A short review of the governance around the Vacancy in See Committee had recently been carried out, not least because the Regulations for this committee had recently been changed.
- One point that had been noted was that the Regulations required adequate representation from every Archdeaconry in the Diocese. As things currently stand representatives are elected through the Episcopal Areas and thus it is possible that an Archdeaconry may be unrepresented.
- To solve this a solution had been identified that required an amendment to the Standing Orders to specify that Archdeacons are the electoral constituencies for the committee. The Bishop's Council recently revisited the allocations of elected representatives on the committee and this change is contingent on the amendment to Standing Order 112 i) a).
- It was confirmed that this not change the electorate being members of the House of Clergy and Laity together as set out in the Regulations.
- It was recommended that the change take effect from the next triennium.

Richard Brown (General Synod) asked how, given the numbers of vacancies still remaining on the committee and the number of attempts that have been made to fill them, we can encourage people to stand for election to this body. *In response it was acknowledged that more work needs to be done to explain the role of this and other committees. Synod members could play a key role in talking to Deaneries and parishes so they understand how important the committee is in helping to frame the statement of Needs when a Diocesan See becomes vacant..*

The Chair closed the debate and invited members to vote on the motion.

The motion was overwhelmingly carried.

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

Members noted the report.

The Bishop of Chelmsford invited the Bishop of Marsabit to deliver greetings from his Diocese. He thanked the people of the Diocese of Chelmsford for their support and encouragement. He then closed the Synod with a blessing.

DRAFT



**Annex I – Question I**  
**Ordinands Residential (Res) & Non-Residential (Non-Res) by Theological Education Institution (TEI) - Starters by year**

TEI	2012		2013		2014		2015		2016		2017		2018		2019		2020		2021		2022		
	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	Res	Non-Res	
Cuddesdon					1		1	1	2				1				4						
Oak Hill	2								1		1		1		2				1			1	
St John's, Nottingham	1		1		1																		
St Stephen's House	1												2									1	
Ridley Hall	2		1		5		9		4			2		6		3		1			2		
Wycliffe Hall	1		1						1					1									
Westcott House	2		1		3				6										1	1			
St Mellitus College	5	8	9	12	13	4	11	11	5	17	6	10	6	9	3	6	3	20		8	1	6	
SWMC	1																						
ERMC		1				1								3		3							
Mirfield					1		1							2									
Trinity							1		1		3			1				2					
Cranmer									1			1											
Sarum College												1		1									
St Augustine's																1	1	1		1			7
<b>Totals</b>	<b>15</b>	<b>9</b>	<b>13</b>	<b>12</b>	<b>24</b>	<b>5</b>	<b>23</b>	<b>12</b>	<b>21</b>	<b>17</b>	<b>10</b>	<b>12</b>	<b>12</b>	<b>16</b>	<b>12</b>	<b>10</b>	<b>11</b>	<b>23</b>	<b>3</b>	<b>10</b>	<b>5</b>	<b>13</b>	

Note: Theological Training Institutions (TEI's) offer a variety of course pathways. A number of residential TEI's now offer context-based training and part-time training options, alongside newer established providers like St Mellitus and Emmanuel who do not offer residential training alongside context-based and part-time training. Long established part-time training providers like ERMC and St Augustine also offer a variety of non-residential pathways for candidates in training.

# Chelmsford Diocesan Board of Education

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## ANNUAL REPORT 2022 - 2023

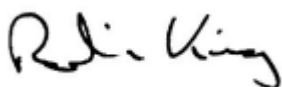
### Introduction

I read somewhere recently (and I apologise for the sporting analogy, but I'm sure there are other equivalents) that future leadership needs to look more like the 'backs' in a rugby team than the 'forwards'. In other words, we need to be nimble and adaptable rather than simply relying on strength and directness (or brute force)!

I wrote last year about the challenges and changes facing the education world, and things haven't calmed down since then - we haven't gone back to 'how things used to be'. Our schools are still adapting to the long-term impact on COVID on our children, some are faced with the huge disruption caused by the discovery of Reinforced Autoclaved Aerated Concrete (RAAC) in the buildings, the cost-of-living crisis bites harder and harder - and through all this, our children and staff need to duck and weave their way through. We simply don't have the resources to plough straight on regardless.

Speaking with Heads and teachers, I am in awe of the way they and their pupils have adapted, absorbed and faced all these challenges over the past year with grace, humour, mutual encouragement, and imagination. We are greatly blessed to have so many people working in our schools who see their work as a vocation, not simply a job.

Having said all that, I do hope and pray that the coming year will bring a little more stability to allow some consolidation. And my prayers are also with Bishop Roger as he takes over as Chair of the DBE from September - I know he will enjoy working with the remarkable team of advisers and officers that we have in the DBE. For me, it has been a great joy to serve the Diocese in this way - though I have always felt that I was receiving far more than I was giving, and I am grateful for all that support. Please do all continue your praying for this important part of God's work in the Diocese.



### **The Venerable Robin King**

Archdeacon of Stansted & Chair of the Diocesan Board of Education



## **ORGANISATIONAL & FINANCIAL MANAGEMENT**

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

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

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

The Diocesan Board of Education Scheme 2021 came into operation on 17<sup>th</sup> June 2022 as certified by the Archbishop's Council. At its Reflection Day on 7 June 2023, the DBE and Education Team reflected on the achievements of the previous 12 months, engaged with Travelling Well Together and explored future challenges and opportunities. The feedback collected has informed the DBE Strategic Plan for 2023/24. There are currently 10 members on the Board of Education with 3 vacancies. The Board was chaired by The Ven Robin King, Archdeacon of Stansted until September 2023. The DBE and the Education Team are very grateful to Robin for his ongoing commitment to supporting and furthering the work with schools across the Diocese while chairing the DBE. From October 2023 the Board is chaired by the Bishop of Colchester, The Right Reverend Roger Morris.

### **DBE Members**

- DBE Chair: The Bishop of Colchester, The Right Reverend Roger Morris
- Bishops Appointment: Revd Rob Merchant, Dean of Mission, Ministry & Education
- Bishops Appointment: *Vacant*
- Barking Clergy: Revd Lee Batson
- Barking Laity: *Vacant*
- Bradwell Clergy: Revd Sue Wise
- Bradwell Laity: Dr Gill Holmes
- Colchester Clergy: Revd Sara Batts-Neale
- Colchester Laity: *Vacant*
- Co-opted Member: Aleishia Lewis
- Co-opted Member: John Hayes
- Co-opted Member: Marlene Wylie
- Co-opted Member: Chris Speller

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

# Chelmsford Diocesan Board of Education

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## **THE CHELMSFORD DIOCESAN EDUCATION TRUST (CDET)**

CDET is the incorporated company through which the DBE manages its relationship with our diocesan Multi-Academy Trust (MAT), The Vine Schools Trust, and our other MAT partners. There are currently 6 CDET Directors. Following the retirement of the previous Chair, Mark Spencer-Ellis, CDET is now chaired by Revd Rob Merchant, Dean of Mission, Ministry & Education. The DBE are very grateful to Mark for the support and guidance he provided while holding the Chair position for many years. All statutory filing requirements have been met and CDET continues to report to the DBE three times a year.

Please see <https://www.cdbe.org.uk/about/chelmsford-diocese-educational-trust> to find out more about our CDET Directors.

## **DBE FINANCE**

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

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

The Diocese of Chelmsford Vine Schools Trust consists of 23 Church of England primary schools. The Vine's schools vary in size from around 35 pupils to 447 pupils. In the spring 2022 census, 15% of pupils in the trust access special educational needs and/or disabilities (SEND) support which is greater than 12% nationally.

Currently, 17 of the Vine schools have been internally evaluated to be 'good', an improvement on previous years. During the recent MAT Self Evaluation Ofsted visit, it was noted that the trust has provided direct leadership and support to its schools to provide pupils with an improving quality of education.

The Vine have had 12 Ofsted inspections in the 2022-23 academic year, 10 of these resulting in a good judgement. The one Vine school in special measures has received 2 HMI monitoring visits this year. At the most recent monitoring visit safeguarding was judged to be effective and the school is now able to recruit Early Career Teachers. It was recorded that leaders were taking effective action to remove special measures. Two Vine schools have received a SIAMs inspection this year resulting in one good and one excellent judgement.



The next steps for the Vine are to continue the work on 'transforming governance' so that governance is consistently effective. There will also be a focus on ensuring that leaders at all levels have a clear, shared understanding of effective curriculum design so that pupils' quality of learning is ambitious and that Trust systems are used consistently meaning all leaders have clarity about the trust's ambitious expectations.

In August, the Chair of the Board of Directors, Mike Ferguson, finished his term of office. We are grateful for Mike's support, guidance and commitment to the role of Chair within the trust for many years.

## **EDUCATION TEAM**

The substantive Director of Education, Carrie Prior was appointed on 1<sup>st</sup> February 2023. This followed a period of interim leadership when the post was held by Revd Rob Merchant. An Assistant Director has been appointed and will join the team on 1<sup>st</sup> January 2024. The School Adviser team consists of a mixture of full and part time staff:

- Maire O'Regan – Grief & Trauma Lead, P/T -2 days
- Ruth Everett – RE Lead, P/T 3 days
- Helen Craig – Collective Worship Lead, P/T -2.5 days
- Richard Hopkins – Christian Vision Lead, P/T- 3 days
- Julie Sarti – Courageous Advocacy Lead, P/T – 2.5 days
- Ann Sharp – Early Years Lead, P/T -3 days

Additional support is provided by Mike Simmonds the Governance Consultant.

The Operations Team consists of four members of staff.

- IAG – Business Manager P/T – 3 days
- Peter Palmer – Buildings Officer F/T
- Kathryn Willimont – Admin Officer P/T 3 days
- Jill Smylie – Admin Officer P/T 5 days am only

Three new members joined the team during the academic year – Julie Sarti & Maire O'Regan, coming direct from Headship of CofE Primary Schools & Kathryn Willimont who joined the Operations Team in April 2023. Kathryn replaced Michelle Cottis who left the team in December 2022 to explore an exciting job opportunity. Elsie Manders joined the team on a fixed term contract, working as an Admin Officer in the period between January and March 2023. In August 2023 Heather Tetchner retired from her role as School Adviser.

The team continue to develop a close working relationship with the Mustard Seed Team, supporting work with children and young people across the Diocese.

# Chelmsford Diocesan Board of Education

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## SCHOOLS

We currently support 138 Church of England schools across the Diocese, working with 8 different Local Authorities. This is a decrease of 1 school due to the amalgamation of St Thomas of Canterbury Infant and Junior into St Thomas of Canterbury Primary school. We also have affiliated partnerships with 3 additional schools, all of whom have a Christian Foundation.



We are delighted with the positive response we receive from our schools with 93% signing up to our Partnership Agreement in 2022/23. This strengthens our relationship and ensures our School Advisers are making regular contact and offering additional support. Those schools not joining our Partnership Agreement continue to receive one keeping in touch visit per year.

40% of our schools currently belong to one of the DBE Approved Multi-Academy Trusts. We work with 14 Multi Academy Trusts and 1 Stand Alone Academy Trust. Of those 14, 6 are Majority Church School Trusts being able to welcome both Voluntary Aided and Voluntary Controlled schools.

Both Ofsted & SIAMS Inspections took place throughout the academic year. Ofsted undertook 63 Graded & Ungraded Inspections across the Diocese. Of those schools inspected 81% achieved or maintained their good judgement, while 6% achieved or maintained their outstanding judgement. Ongoing support from the Adviser Team is provided for those schools with Requires Improvement or Inadequate judgements. Looking at the overview of Ofsted Outcomes across the Diocese 88% of schools have a good or outstanding judgement, this is in line with the National figure of 88% released by Ofsted Statistics November 2022.

20 schools received their SIAMS Inspection during 2022/23. 70% of schools inspected received a good outcome, 25% received an excellent outcome. Reviewing all 138 schools 31% of our schools currently hold an excellent (previously outstanding) judgement while 65% are rated good. When combined, this means 96% of our Church schools have received a good or excellent SIAMS judgement. A new SIAMS Framework was introduced in September 2023. Schools have been supported with bespoke training and advice.

## BUILDINGS & ESTATE MANAGEMENT

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

The DBE received an SCA grant allocation of £1.641m for the 2022/23 academic year and have completed a total of 22 projects. These included full toilet refurbishments for three schools and a new roof (£745k) and windows (£238k) for one of our larger schools.



In addition, we conducted a pilot trial with eight schools installing the Hydromx Heat transfer fluid into their heating systems. This gave encouraging results with the average gas usage reduction across the schools at 36%, with one school noting a reduction of 47%. Data was used from the previous three years to ensure we captured pre Covid usage. The reduction of costs together with the significant carbon reduction was well received by the schools who took part in the trial, and we have allocated a percentage of the 23/24 funding to roll out the product into our remaining 30 VA schools.

The £1.645m SCA grant for 23/24 has been received and we aim to complete the following projects, with an emphasis this year on the following cost and carbon reducing projects: -

- Energy, carbon, and efficiency projects including new heating system, full LED lighting upgrade and water reduction measures.
- Carbon Reduction/Environmental projects to include Solar PV, upgraded insulation, LED Lighting and Heat Pumps.
- Roof renewals & repairs

## **Land & Legal**

Several standard land and legal matters have been completed over the year with the most notable being academisation applications. The process has been completed for four schools who have now moved into the following Multi Academy Trusts: Mid Essex Anglican Academy Trust (1 school), Canonium Trust (1 school) & Berlusduna (2 schools). In addition, we continue to work on the academisation approval process with 6 other primary schools across the Diocese, subject to approved application and legal processes. Two of these schools were subject to a Directed Academy Order (DAO) from the Regional Director at the Department for Education in response to Ofsted outcomes.

We continue to work with ECC on four outstanding Land Determinations from disposal of land and old school sites dating back to 2009.

## **Reinforced Autoclaved Aerated Concrete (RAAC)**

Following guidance issued by the Department for Education the DBE actioned surveys of all 38 Voluntary Aided (VA) schools to establish whether RAAC is present in the school buildings. The outcomes of these surveys indicate RAAC is not present in the VA school buildings estate. Voluntary Controlled (VC) school surveys have been undertaken by the Local Authority, while Multi Academy Trusts are responsible for surveying the buildings of schools within their trust.

Where RAAC has been identified in VC Schools and academies the Education Department have provided support and guidance.



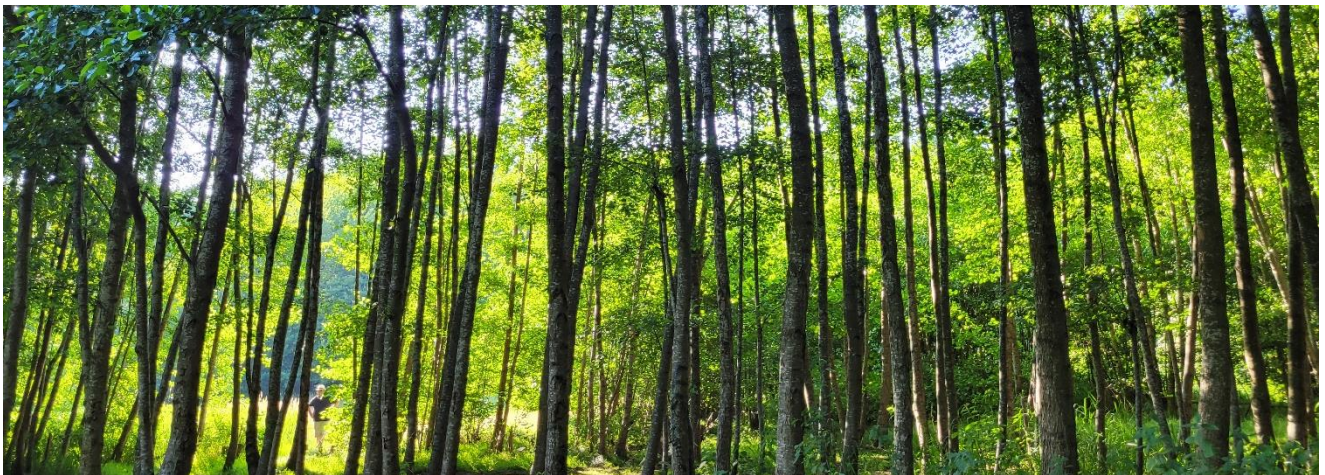


## **Carbon Net Zero / Environmental**

The DBE continue to maintain a focus on environmental projects moving towards the Carbon Net Zero goal. The following projects have been completed:

- £442k decarbonisation project in a primary school. Funded through a £164k SALIX Grant, SCA and school funding.
- Full Heat Decarbonisation plans completed for four schools via a SALIX grant - £33.6k
- Hydromx into 35 of 38 VA schools – remaining are not suitable or unable to contribute the 10% project cost.
- 7 Schools have successfully installed LED lighting, funded by the Energy Grant made available to all schools by the DfE.
- 2 Schools with Full LED lighting upgrade as part of major SCA project.

We continue to explore the possibility of Solar PV to our school estate with recommended and approved partners.



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

## **RESOURCING SCHOOLS, FAMILIES & CHURCHES**

### **NATIONAL INITIATIVES**

The Education Team actively engage with national networking opportunities. This includes networks on Collective Worship, Governance, Admissions, RE & Growing Faith. The DDE attends National training including the launch of the Church of England's Foundation for Educational Leaderships most recent publication 'Our Hope for the Flourishing Schools System'. This supports and directs key strategic actions.



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The DBE have been actively working on the Academisation Strategy for the Diocese. This continues to be developed with consideration given to advice and guidance from the Church of England's Education Office.

The DBE continues to respond to the recommendations in 'Lament into Action' and 'From Action to Real Change'. Equity & Justice is given a high profile in the Diocesan run Church School Leaders Course, advisers promote the Anti-Racist RE resources (RE Today) to schools, and best practice has been shared in Secondary Network Meetings. We signpost schools and leaders to the National 'Leaders Like Us' programme, an opportunity for all aspiring UKME leaders to engage in bespoke leadership training.

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

## **GOVERNANCE**

Our Governance support is provided by the Governance Consultant, Mike Simmonds. Mike is an important part of and resource for the DDE and other team members, providing advice on governance issues they encounter in their roles as School Advisors. He works closely with a few schools where conversations with headteachers and/or chairs of governors have helped them tackle challenges they were facing. Mike has also provided a range of virtual training opportunities for Governors and input into Curates training and sessions for new headteachers.

The Governance Podcast (a collaboration with the Diocese of Chichester) has been in existence for a year and is proving a valuable way to support governance and share ideas, training information and reflective material. It is expected to grow the impact of this locally and nationally over the next year.

This year External Reviews of Governance have been introduced. These provide a Church School review of governing boards' overall practice and effectiveness. Mike is also now managing the appointment of Foundation Governors on behalf of the DDE and DBE.

In addition to financial constraints, governing boards face the ongoing challenges of recruiting foundation governors, dealing with parental complaints, and developing a theologically rooted Christian Vision. Training and supportive conversations are enabling governance boards to respond effectively.

The re-development of the Diocese's unique online Induction Course, which all Foundation Governors are expected to complete, is due for launch in the Autumn term. Several other Diocese have used this in the past and they too will have a bespoke updated version made available.



Support to schools in multi-academies trusts is provided within the Education Team and, to those interested, via training for Local Governing Boards. Offers to assist with the nomination process of Foundation Governors is also being made available.

Appreciation must be shown for the hundreds who volunteer as school governors, particularly Foundation Governors representing both their local Parish Church and the DBE. They are integral to the success of the Church School family of schools.

## **RELIGIOUS EDUCATION**

The RE Lead for the Education Team is Ruth Everett. RE development has focused on enabling all pupils to develop religious literacy, ensuring they can hold a balanced and informed conversation about religion and worldviews. Ruth has also engaged with the wider conversation of RE in the curriculum and ensured that all schools have access to support. This has included supporting leaders to develop curriculums for their schools.

RE support was provided through ongoing RE Lead meetings, courses to develop subject knowledge in Philosophy, Islam & Judaism, training on assessment principles and progression in RE, contribution to the implementation of the new Local Agreed Syllabus for our Essex Diocesan schools, and specific school support both in person and virtually. Our relationship with RE departments in our secondary schools has developed, including direct contact with those responsible for the provision and delivery of RE and bespoke work with departments.

Ruth continues to engage with National RE issues and facilitates opportunities. Twelve Church schools are participating in the 'Excellent RE' programme from RE Today as a step towards being lead schools in communities of practice, this work will continue. Church schools have also accessed training and resources through NATRE (National Association of Teachers of Religious Education) and early conversations are underway for the further establishment of regional RE Hubs.

Ruth has developed increased contact and representation on the eight SACRE's (Standing Advisory Councils on Religious Education), providing induction support to those taking on the role. Ruth also fulfilled a role as Consultant to Essex SACRE with a specific focus on the implementation of the new Locally Agreed Syllabus (statutory from Autumn 2023). Ruth is a member of the Religion and Worldviews Working Group from Church of England Education Office and is involved with mentoring on the RE Leadership Programme for Culham St Gabriel.

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



## COLLECTIVE WORSHIP

The Collective Worship lead for the Education Team is Helen Craig. In 2022/23 Helen worked in conjunction with the Mustard Seed Team and the Cathedral Education Team to host our first series of Primary Leavers Services on the theme of 'Rooted in God's Love' in Chelmsford Cathedral. Over 500 children from across the Diocese attended the events where they engaged in Prayer station activities and attended a service where they received a holding cross, sang together and had a talk from senior members of clergy. Schools have also been offered free termly virtual Collective Worship Network Meetings. These sessions have covered Spirituality in Collective Worship and shared resources that will strengthen practice in schools. We have also supported training of new clergy to develop their understanding of Collective Worship in schools.



We continue to forge stronger links with other Diocesan Collective Worship Leads to develop our Collective Worship Practice. Collective Worship Leads from across the country now meet termly to share good practice and focus on areas of development. There were three meetings in 2022/23. These focused on SEN, using the outdoors and spirituality in Collective Worship. This information is then shared with other members of the Education Team and with schools through Network meetings and school visits.

## EARLY YEARS

The Early Years Adviser for the Education Team is Ann Sharp. Ann has been supporting new toddler groups across the Diocese with a focus on initial set up, managing risk assessments, the wellbeing of volunteers and developing their Christian vision. There is also a new Growing Faith toddler network.



Individual support is often provided for settings, for example offering advice to a pre-school with a new manager. This will continue with a focus on HR and re-connecting with the church. In addition, Ann has provided training sessions on Sunday school teaching with an emphasis on under-fives.

Three Church schools invited Ann to visit their reception classes where she worked with the class teachers to review the environment and reflection corners. Positive feedback demonstrates this support has been valued and provided a direct impact on the learning environments.

Ann also continues to work as part of the Mustard Seed Team, assisting with the Bradwell schools pilgrimage and supporting the Year 6 leavers services in the cathedral.



## LEARNING & DEVELOPMENT

The Learning and Development Programme for the 2022-23 academic year provided a range of networking opportunities, briefings, training courses and programmes for church school leaders and educators. The programme is led by our Schools Advisers, with Continued Professional Development lectures from external facilitators.

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

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

Our programme has been facilitated via a mix of in-person and online offerings. Over 1,000 delegates registered for 43 learning sessions, courses and multi-session programmes, with an attendance rate of 68%. With free-of-charge attendance for all Church of England schools in our Diocese, bookings and engagement have significantly increased on previous years.

## EVENTS PROGRAMME

Our Events programme for staff and pupils continues to grow, with the inaugural Year 6 Leavers Services and a Secondary Schools Music Event being held in the Cathedral during June. The Bradwell Schools Pilgrimage took place over three days in June and is now well established. Also in June, we hosted our third Sabbath Day for senior leaders at the Diocesan House of Retreat in Pleshey. This is a day of reflection away from the busy school environment and a chance to focus on individual wellbeing.



In July, a Service of Thanksgiving for leaving Headteachers provided an opportunity to give thanks for their commitment and dedication to our Diocesan school leaders over the years.

A Commissioning Service is taking place in September to welcome Headteachers new to our Diocesan schools, and a number of other events are in the planning stage as we look to provide opportunities for our schools to gather together to celebrate belonging to the Church School Family. All events are provided free of charge.





## **COURAGOUS ADVOCACY**

The Courageous Advocacy lead for the Education Team is Julie Sarti. The term 'Courageous Advocacy' is a concept that is firmly planted in the SIAMS framework for schools. Schools have been keen to develop their work in this area, and we have been and continue to work with them to encourage a deeper understanding of global injustice, equipping children to tackle this and become courageous advocates for change.

We have embarked on a collaboration with Christian Aid to encourage more schools to take part in the accredited Global Neighbours scheme. Six online training sessions are underway, and interest has been strong from schools keen to develop in this area.

Several schools worked with Oxfam and Send my Friend to School culminating in a meeting with James Cleverley, to share the message about the importance of education for all children – and to seek his support. This was a powerful experience for the children from four of our small rural schools – and even resulted in one child's words being quoted in the House of Commons. Further collaboration with Oxfam led to the creation of a huge and beautiful Climate Justice banner which was displayed at Glastonbury Festival in June 22.

We are exploring ways to introduce schools to Citizens Essex - a people-powered alliance of diverse local communities working together for the common good, with a mission to develop local leaders, strengthen local organisations and to make change.

## **GLOBAL PARTNERSHIPS**

The Education Team continue to keep in touch with Kenya via contact with the Education Secretaries for Embu, Kirinyaga and Mbeere. Our grateful thanks go to Heather Tetchner, who led this area for the Education Team for several years, with great enthusiasm and commitment. She passes this responsibility on to Julie Sarti from the School Adviser team.

We are delighted that in October 2023, a group of clergy, teachers and 2 members of the education team visited schools in these districts. Teachers were assigned to work with their partner schools and taught classes alongside their Kenyan colleagues.

The 'Diocesan Kenya Group', under the leadership of Archdeacon Ruth, continued to meet on a regular basis throughout the year and discussed ways in which partnerships can continue to flourish without the funding from the British Council and Connecting Classrooms. There is a strong drive to maintain the link between the schools and the clergy to enable this partnership to grow.



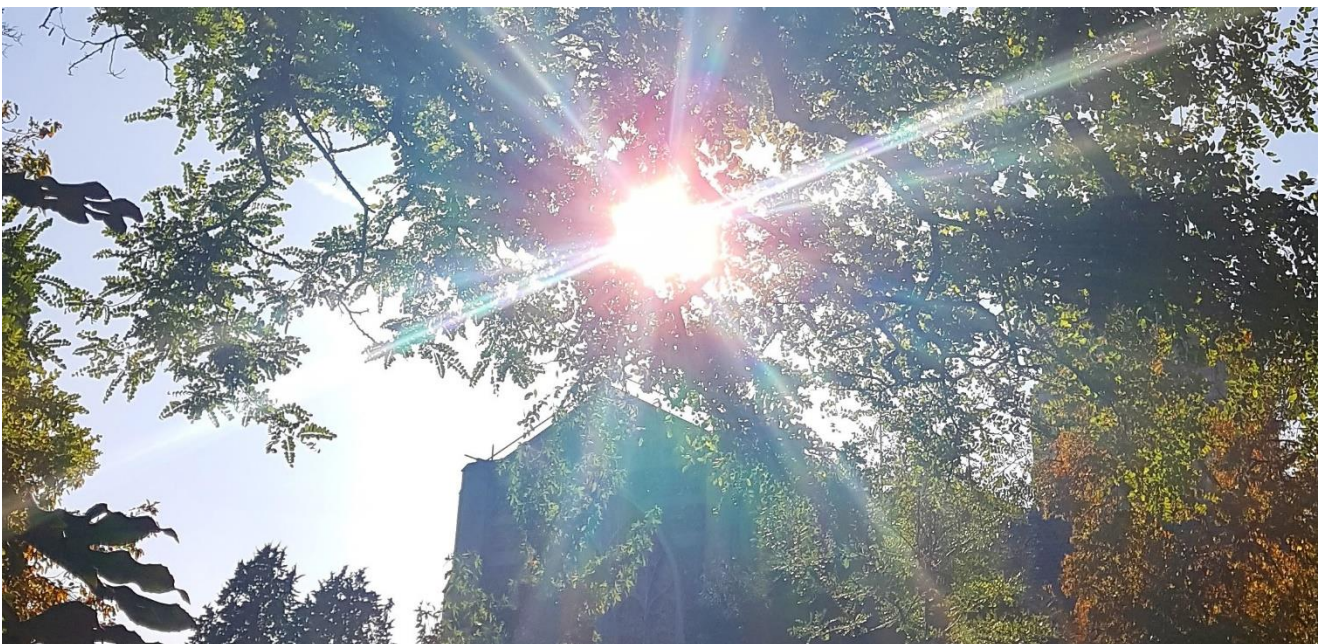
## **GRIEF & TRAUMA SUPPORT**

The Education Team continue to provide support, training and resources for our schools enabling them to support their pupils with issues linked to grief and trauma. The model Bereavement Policy was reviewed during the summer term and made available for schools on the DBE website. Maire O'Regan took over as the Grief & Trauma lead from September 2023.

## **FUTURE PLANS**

In the academic year 2023/24 there are several key priorities for the DBE. These form a detailed Strategic plan covering the focus areas of children & young people, mission, school improvement, sustainability, school leaders, governance, and school estate. These priorities include:

- Development of DBE vision & launch of strategic plan
- New Assistant Director into post
- New Chair of the DBE, vacant posts filled.
- Partnership working with our Diocesan MAT The Vine Schools Trust and our other MAT partners
- Finalisation of DBE Academisation Strategy
- Completion of installation of Hydromx in identified VA schools.
- Ongoing promotion of excellent RE & CW Provision across the Diocese
- Support and advice for schools during the academisation process
- Increased provision of planned events as part of an annual programme



## DIOCESAN SYNOD

Title: **PARISH SHARE UPDATE**  
Author: **DIOCESAN SECRETARY AND CHIEF EXECUTIVE**  
Date: **25 NOVEMBER 2023**

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### I. INTRODUCTION

In June, Synod approved our Diocesan Budget for 2024, and approved a number of small changes to the new Parish Share Scheme which commenced in 2023.

This paper gives an update on the apportionment of total Parish Share, which is different from the budgeted amount. It also describes the changes that affect the figures in the 2024 Parish Share.

### 2. PARISH SHARE APPORTIONMENT

In June 2023 Diocesan Synod approved the 2024 budget which included a Parish Share amount of **£16.310m**. The budget expects an average of 235.4 parochial Stipendiary clergy posts throughout the year, and an average of 265 houses occupied by those clergy.

The final assessment amount is always different to the budget figure, because the budget is based on the expected average number of posts and houses throughout 2024, whereas the share scheme assessment is based on the number of posts and houses at the time of apportionment, i.e. in August 2023. The Synod motion which was passed in June reflects this.

The final apportionment of Parish Share was **£16.344m**. This is based on 238.9 parochial clergy posts using 260 houses. The attached spreadsheet summarises the final 2024 Share assessment by deanery, compared to the 2023 current position (which has changed during 2023). Overall, the Share assessment is higher than the 2023 current assessment (including in-year changes) by £490k or 3.0%, which is lower than the cost inflation of 5.7% for one stipendiary post. The 2024 average deanery share requested per parochial post is shown in the right hand column, with a 2023 comparison. This gives a sense of the effect of the Mutual Support Fund which aims to give support to parishes in areas of multiple deprivation and parishes with large geographical areas.

A reconciliation will be maintained of the in-year changes since the 2024 Share assessment described today and the changes which occur between this point and the end of the 2024 calendar year.

### 3. UPDATE ON 2024 PARISH SHARE ASSESSMENT

In April two consultation sessions were held with deanery representatives to receive feedback on the new share scheme and to consider potential changes to the share scheme formula in light of that feedback. A list of changes was collated and considered, and a number were modelled and presented to Synod for approval in June.

The 4 changes which were approved and incorporated into the 2024 share scheme are as follows:

1. Expand the Mutual Support Fund so that it can offset future training costs for parishes with House for Duty posts
2. Geographical size of benefice in Mutual Support Grant calculation
3. Parish share reduction during a vacancy
4. CCF Area of benefit extension

Since Synod approved the Share Scheme in June, final 2024 assessment figures have been calculated and communicated to parishes and deaneries.

Deaneries are engaging in discussions regarding the parish level assignments are due to submit their final allocations by 30 November 2023

### 4. RECOMMENDATION

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



## 2024 Final Parish Share Assessments

DS(2023)11

E.Area	# 2024 Stipends (HfD @27.11%)	# 2023 Stipends (HfD @24.8%)	2024 Requested Parish Share (current)	2023 Requested Parish Share (current)	2023 Increase / decrease £	2024 £ per STP	2023 £ per STP
<b>Archdeaconry</b>							
<b>DEANERY</b>							
<b>Barking</b>							
<b>BARKING</b>							
BARKING & DAGENHAM	10.42	10.50	296,507	271,659	24,849	28,453	25,872
HAVERING	18.79	18.81	1,402,428	1,358,153	44,276	74,628	72,217
<b>Barking Total</b>	<b>29.21</b>	<b>29.31</b>	<b>1,698,936</b>	<b>1,629,811</b>	<b>69,124</b>	<b>58,156</b>	<b>55,612</b>
<b>HARLOW</b>							
EPPING FOREST and ONGAR	14.79	15.54	1,103,969	1,142,648	-38,679	74,632	73,517
HARLOW	7.27	8.48	483,214	527,678	-44,464	66,457	62,191
<b>Harlow Total</b>	<b>22.06</b>	<b>24.03</b>	<b>1,587,183</b>	<b>1,670,326</b>	<b>-83,143</b>	<b>71,938</b>	<b>69,518</b>
<b>WEST HAM</b>							
NEWHAM	15.81	17.36	598,894	638,799	-39,906	37,873	36,788
REDBRIDGE	18.54	17.62	1,363,458	1,272,079	91,379	73,533	72,213
WALTHAM FOREST	15.58	16.47	784,730	833,422	-48,692	50,354	50,611
<b>West Ham Total</b>	<b>49.94</b>	<b>51.45</b>	<b>2,747,082</b>	<b>2,744,300</b>	<b>2,782</b>	<b>55,008</b>	<b>53,342</b>
<b>Barking Total</b>	<b>101.22</b>	<b>104.78</b>	<b>6,033,201</b>	<b>6,044,438</b>	<b>-11,237</b>	<b>59,607</b>	<b>57,686</b>
<b>Bradwell</b>							
<b>CHELMSFORD</b>							
BRENTWOOD	8.00	8.26	757,748	765,428	-7,680	94,718	92,649
CHELMSFORD	15.07	15.53	1,310,694	1,247,784	62,911	86,967	80,341
MALDON & DENGIE	6.00	6.25	440,954	421,670	19,284	73,492	67,480
<b>Chelmsford Total</b>	<b>29.07</b>	<b>30.04</b>	<b>2,509,396</b>	<b>2,434,881</b>	<b>74,515</b>	<b>86,319</b>	<b>81,051</b>
<b>SOUTHEND</b>							
BASILDON	9.27	9.25	553,298	518,351	34,947	59,680	56,045
HADLEIGH	10.00	9.25	780,192	726,348	53,844	78,019	78,534
ROCHFORD	6.00	6.01	446,901	434,087	12,813	74,483	72,194
SOUTHEND	10.77	11.25	645,309	636,352	8,957	59,911	56,571
THURROCK	10.27	10.25	579,333	552,633	26,700	56,404	53,922
<b>Southend Total</b>	<b>46.31</b>	<b>46.01</b>	<b>3,005,033</b>	<b>2,867,772</b>	<b>137,261</b>	<b>64,885</b>	<b>62,332</b>
<b>Bradwell Total</b>	<b>75.38</b>	<b>76.05</b>	<b>5,514,429</b>	<b>5,302,653</b>	<b>211,776</b>	<b>73,151</b>	<b>69,726</b>
<b>Colchester</b>							
<b>COLCHESTER</b>							
COLCHESTER	14.00	14.37	1,059,557	1,029,835	29,722	75,683	71,682
HARWICH	5.00	5.00	261,128	247,753	13,375	52,226	49,551
St. OSYTH	9.54	9.37	534,013	479,636	54,377	55,963	51,171
WITHAM	9.00	9.86	753,265	705,521	47,744	83,696	71,522
<b>Colchester Total</b>	<b>37.54</b>	<b>38.60</b>	<b>2,607,963</b>	<b>2,462,745</b>	<b>145,218</b>	<b>69,468</b>	<b>63,795</b>
<b>STANSTED</b>							
BRAINTREE	6.00	6.00	494,735	480,553	14,181	82,456	80,092
DUNMOW AND STANSTED	5.00	5.00	426,972	409,474	17,498	85,394	81,895
HINCKFORD	6.77	8.50	596,339	508,147	88,192	88,071	59,782
SAFFRON WALDEN	6.97	9.00	670,381	646,400	23,982	96,151	71,822
<b>Stansted Total</b>	<b>24.74</b>	<b>28.50</b>	<b>2,188,427</b>	<b>2,044,574</b>	<b>143,853</b>	<b>88,445</b>	<b>71,739</b>
<b>Colchester Total</b>	<b>62.29</b>	<b>67.10</b>	<b>4,796,390</b>	<b>4,507,319</b>	<b>289,071</b>	<b>77,007</b>	<b>67,169</b>
<b>Grand Total</b>	<b>238.89</b>	<b>247.93</b>	<b>16,344,020</b>	<b>15,854,410</b>	<b>489,610</b>	<b>68,418</b>	<b>63,946</b>

## General Synod Report, July 7<sup>th</sup> to 11<sup>th</sup> 2023.

Early Summer, and the height of General Synod's year – a long weekend on the spacious campus of York University, three square meals a day, and a variety of drinking places to end the day with. In return for all that, Synod expects us to work hard, and this year's already overcrowded agenda was considerably augmented by the news that, shortly before Synod, the CofE's Independent Safeguarding Board (ISB) had been unexpectedly disbanded. From Friday lunchtime to Tuesday lunchtime, we discussed and debated this and 19 other issues, many of them probably not receiving the amount of attention they deserved, purely through the pressures of the timetable. As usual, my mission is to tell you all this in two sides of A4. It's not going to be easy.

**Safeguarding.** It's important to point out that the normal processes of safeguarding are not affected by these developments – these are run by the National Safeguarding Team. It appears that there had been a serious clash of personalities within the three members of the ISB, and thus the Archbishops took the action they did. The ISB would have had the power to intervene in any safeguarding issue where necessary, and was also the body that represented survivors of past abuse. It was this that particularly annoyed some members of Synod, as survivors were now left without any representation. Because of this, and after a lot of procedural discussion, two of the former members of the ISB were allowed to put their side of the argument, amid many mutterings of a lack of trust about the whole issue. In spite of this, Synod overwhelmingly approved:

- an outline bill setting out a Safeguarding Redress scheme, initially underpinned by £150m of Church Commissioners money.
- A code of practice for Safeguarding reviews, aligning our processes with external good practice.

**Presidential Address.** Archbishop Stephen gave us a powerful exposition of the Lord's Prayer, a few words of which were inevitably misunderstood by some of the press who were present. See <https://www.archbishopofyork.org/news/latest-news/york-general-synod-2023-presidential-address>

### Environmental Issues.

1. The National Investing Bodies (NIBs) - ie the Church Commissioners, the CofE Pensions Board and CCLA work in partnership with even larger investors in groups such as the Transition Pathway initiative and Climate Action 100+, and have had a significant influence on the environmental policies of many companies. Having recently ended their last remaining oil and gas investments, the NIBs are now focusing on major energy consumers such as cement, steel and automotive industries.
2. Oxford diocese presented a complex motion on 'responding to the climate emergency'. We were urged to commend the NIBs' recent disinvestments, to review and update diocesan environmental policies, and to reduce the carbon footprint of vicarages. The most contentious part of the motion requested changes to confirmation services to include references to environmental safeguarding. However, the full motion was eventually passed with a very large majority.

**Question Time.** Always an interesting time, a record 231 questions had been raised, and all of them answered in writing, but the questioner has the right to answer a second question as a supplementary. Despite two Synod sessions being given over to questions, only just over half of them were considered.

**Faculties, Standing Orders and Elections.** Two interesting facts arose from mostly technical discussions – that faculty law is being changed to allow removal of 'contested heritage' monuments, and that uncontested PCC elections could be now subject to a vote for each elected PCC member.

**Youth Synod.** The C of E Youth Council had been disbanded several years ago due to an apparent lack of interest. Nevertheless, Synod passed a motion calling on 5 young people to be co-opted on to General Synod, and to establish a new Youth Synod, for ages 18 to 25.

**Finance.** Canon John Spence (of Chelmsford Diocese, and chairman of the Archbishop's Council Finance Committee) presented 2022's accounts and 2024's budget, which shows a £1.9m increase in income from the Church Commissioners, and no change in the Diocesan apportionment, which is now 30% less in real terms as it was in 2019. 2023's expenditure will probably be about £2m less than budgeted, as there have been fewer than expected ordinands. Canon Spence retired after delivering his budget; he will be sorely missed, not only as a financial genius, but as a great servant of Christ. See also <https://www.churchofengland.org/sites/default/files/2023-06/gc-2308-2022-archbishops-council-annual-report.pdf>

**Prayers of Love and Faith.** The most divisive topic in Synod was reduced to an informal afternoon presentation, with questions. Three documents – the Prayers and rubrics, Pastoral Guidance and Pastoral Reassurance – are expected to be presented to November's sessions of Synod.

**The contribution of faith to the rehabilitation of offenders.** We debated a motion from Worcester diocese which welcomed the Probation Service's decision to recognise faith and belief as a contributing factor in rehabilitation. The motion was carried unanimously, but an amendment which rejoiced in the effectiveness of such courses as Alpha and Christianity Explored was defeated.

**Revitalising the parish for mission.** We affirmed the parish system as a central component of our 'mixed ecology', welcomed the Church's commitment to increasing the number of ordinands and encouraged each parish and Diocese to use Mission Action Planning to become more effective in parochial mission. Sadly, because earlier business had taken too long, there was only about 40 minutes left to discuss the motion and several proposed amendments.

**Mission and pastoral measure.** Two years ago, the publication of GS2222, a previous attempt at revising the Mission and Pastoral Measure 2011, gave rise to considerable protest and was the beginning of the 'Save the Parish' movement. Synod commended the latest attempt at revision, GS2315, which promises a much more collaborative and pastoral approach than GS2222 was perceived to have.

**Abolishing Wedding Fees.** A motion from Blackburn diocese noted the Church's commitment to marriage, and proposed that we demonstrate that commitment by reducing wedding fees to zero, or a minimal amount. A 'friendly' amendment changed the motion to requesting a trial of fee reduction in certain areas, rather than a universal cut. It was almost the last piece of business we discussed, was carried by a large majority, and left us all with a positive note to go home with.

**Miscellaneous.** Further progress was reported on the Electronic Register of Services, the Clergy Conduct Measure, and the proposal to streamline some of the functions of the National Church Institutions (NCIs), by creating a new body (CENS) which would take over administrative functions which are currently duplicated in each of the NCIs. [The NCIs are the Church Commissioners, Pensions Board, CCLA Investments, the National Society and Archbishops' Council.]

Richard Brown, Southend Deanery. ([rmebrown@btinternet.com](mailto:rmebrown@btinternet.com))

## BISHOP'S COUNCIL

Title: **2024 DIOCESAN SYNOD ELECTIONS**  
Author: **HEAD OF SERVICE DELIVERY**  
Date: **25 NOVEMBER 2023**

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### 1. INTRODUCTION

This paper provides the timetable for the election to the Diocesan Synod in 2024, including subsequent committee elections. It also summarises the result of the consultation on the Diocesan Synod election formulae and voting system and requests a decision from the Synod as to the formulae and voting system which will be used next year.

### 2. ELECTION TIMETABLE

The Bishop of Chelmsford has agreed the following timetable for next year election:

By 31 December 2023

- a) Diocesan Synod to decide the formulae to be used to calculate the number of representatives elected from each Deanery and electoral system.
- b) Bishop to appoint presiding Officers and agree timetable – Area Dean is presiding Officer for House of Laity and Lay Chair for the House of Clergy, although they may delegate to another appropriate member of the same house.
- c) Notify Deanery Officers of upcoming election.

By 30 April 2024

- a) Register of electors sent to Deanery Secretaries for checking<sup>1</sup>. Deanery Synod Secretary must respond within 7 days,
- b) Template forms for nomination and voting sent to presiding Officers.

Subject to approval from the Bishop, the suggested timetable for the election:

- No later than 7 May – electoral registers sent to Presiding Officers.
- 14 May – Nomination forms will be issued to members of Deanery Synod<sup>2</sup>.
- 7 June – closing date for nominations.
- 18 June – voting papers issued<sup>3</sup>.

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<sup>1</sup> Must be done 21 days prior to issue of nominations.

<sup>2</sup> Nomination period must be at least 21 days.

- 12 July – closing date for voting papers and count takes place.
- 15 July<sup>4</sup> – results will be announced and notified to the Head of Service Delivery.
- 1 August – members of the new Synod take office.

As soon as possible after 1 August – a welcome pack is circulated to members which includes nomination forms for the various committees<sup>5</sup> of the Synod.

By 30 October – Bishop’s Council elections to be completed.

By 31 December – elections to all other committees to be completed.

### 3. CURRENT FORMULAE AND SYSTEM

The current formulae used to determine how many lay and clergy reps each Deanery get is as follows:

- 1 lay rep for every 550 names on the total electoral roll number of parishes within the Deanery, using the ER numbers reported at the 2023 Annual Parochial Church Meetings.
- 1 clergy rep for every 9 members of the House of Clergy of the Deanery Synod.

The electoral system used in the last election was the Single Transferable Vote (STV) system. The other system permitted under the Church Representation Rules is the simple majority or First Past the Post System (FPTP).

### 4. CONSULTATION ON ELECTION FORMULA AND SYSTEM

A consultation on both the formulas and the electoral system was held with Deanery Officers. This consultation sought views on two points. Consultees were given from 17 July 2023 until 18 September 2023 to submit their views. A total of 12 responses have been received.

Of those who responded:

- In respect of the formula the following responses were provided:
  - 8 favoured the retention of the formula used in the previous election.
  - 1 responded will be happy to accept whatever was decided.
  - 3 made no reference at all on the formula point.
- In respect of the voting system the following responses were received:
  - 5 favoured the continuations of the STV system.
  - 7 wished to use the simple majority/first past the post system.

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<sup>3</sup> Voting period must be at least 14 days.

<sup>4</sup> Election must be completed by this date.

<sup>5</sup> These are the Bishop’s Council, the Vacancy in See Committee, the Area Mission & Pastoral Committees, the Houses Committee and the Diocesan Board of Education.

## 5. APPLICATION OF FORMULAE

The impact of the formulae if adopted is shown in Appendix I. The Church Representation Rules require the size of each House to be approximately equal (CRR 35 (5) (b)). The Articles of Association of the CDBF require a lay majority when the Synod is acting in its capacity as the CDBF. Taking account of the exofficio members of each House there would be a gap of 8 between the clergy and laity, with laity having the majority. So, we meet both of those requirements well in the continuation of the formula.

## 6. BISHOP'S COUNCIL RECOMMENDATION

The Bishop's Council were asked to approve the continuation of both formulas and the simple majority voting system. They decided to support the first recommendation, but to recommend the Single Transferable Vote system rather than the simple majority system.

Following consideration by the Bishop's Council the recommendations to the Diocesan Synod are that they are asked to approve the following motions:

### Motion 1

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

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

### Motion 2

*'That this Synod approve the use of the Single Transferable Vote system in the 2024 Diocesan Synod election.'*

## 7. RECOMMENDATION

That the Diocesan Synod APPROVE the above listed motions.

## APPENDIX I

### ALLOCATION OF SEATS FOR ELECTIONS IN 2024

[Minimum: 2 seats per Deanery House]

<b>Deanery</b>	<b>Electoral Roll Total</b>	<b>Lay reps</b>	<b>House of Clergy</b>	<b>Clergy reps</b>
Barking & Dagenham	1105	3	19	2
Havering	2531	5	36	4
Epping Forest & Ongar	2121	4	27	3
Harlow	886	2	16	2
Newham	1768	4	31	3
Redbridge	2569	5	28	3
Waltham Forest	2064	4	29	3
Brentwood	1741	4	14	2
Chelmsford	2614	5	34	4
Maldon & Dengie	745	2	9	2
Basildon	790	2	12	2
Hadleigh	1262	3	13	2
Southend	1354	3	18	2
Thurrock	919	2	18	2
Rochford	675	2	12	2
Witham	1329	3	18	2
Colchester	1948	4	33	4
Harwich	649	2	11	2
St. Osyth	1323	3	15	2
Braintree	906	2	11	2
Hinckford	1102	3	12	2
Dunmow & Stansted	943	2	13	2
Saffron Walden	1497	3	8	2
<b>Total</b>		<b>72</b>		<b>55</b>

## DIOCESAN SYNOD

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

Author: **HEAD OF SERVICE DELIVERY**

Date: **25 NOVEMBER 2023**

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This paper summarises the business of the Bishop's Council since the report circulated to the June 2023 Synod meeting.

### July 2023

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

- Discussed how to encourage better involvement in synod as part of preparation for the 2024 Diocesan Synod elections.
- Received an update on the appointments processes to fill the vacancies in the Archdeaconries of Chelmsford and Stansted.
- Received an update on the consultations around potential reorganisation of Archidiaconal and Episcopal boundaries arising from the vacancy in the Archdeaconry of Harlow.
- Approved the appointment of the Revd Andy Smith to a casual vacancy on the Bradwell Area Mission and Pastoral Committee.

#### **DMPC**

- Approved five recommendations for pastoral reorganisation from the June round of the AMPCs:
  - the creation of a plurality between the benefice of Bocking St Peter and the benefice of Braintree St Paul,
  - the creation of a plurality between the benefice of Leigh St Aiden and the benefice of Eastwood St Laurence and All Saints,
  - the creation of a plurality between the benefice of Basildon St Martin and the benefice of Basildon St Andrew with Holy Cross,
  - the creation of a plurality between the benefice of Southchurch Holy Trinity and the benefice of North Shoebury,
  - the closure of All Saints South Fambridge for regular public worship.
- Approved proposals regarding the future use of the churches of Holy Trinity Abridge and St Nicholas Little Wigborough.

#### **Finance Committee**

- Approved a revised version of the risk register and noted a list of bodies separate from, but closely associated with, the DBF.
- Approved a written policy for Diocesan Authority approvals.
- Approved the replacement of the Diocesan database.
- Noted a paper detailing key points on the impact of Companies House reform and approved the DBF's central action on Director verification.
- Received the most recent financial reports.



- Noted the intention to apply to the Buildings for Mission national funding stream.
- Noted an update on the preparations for the demolition of the closed church in Birch and the creation of a memorial garden.
- Approved changes those authorised to sign on behalf of the DBF.

### **October 2023**

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

- Commented on draft Joint Council Schemes for the parish Finchingfield and the parish of Cornish Hall End as well as the parish Great Bardfield and the parish of Little Bardfield.
- Agreed recommendations to the Diocesan Synod relating to the elections to Diocesan Synod in 2024.
- Noted a report on the parish support consultation.
- Received a report on the recent Bishop and Archdeacon appointments.
- Commissioned the Carbon Net Zero Project Board to coordinate progress toward as an Eco-Diocese.

#### **DMPC**

- Noted the outcome of informal consultation relating to the reorganisation of Archdeaconries and approved the commencement of the formal consultations.
- Approved the proposal to vest St Mary's Sturmer in the Friend of Friendless Churches.

#### **Finance Committee**

- Received a presentation about the work of the Houses Committee and property team.
- Appointed a contractor to carry out the demolition of St Peter's Church in Birch.
- Noted that conversion of the Chelmsford Diocesan Board of Finance to a Charitable Incorporated Organisation is not possible.
- Received the quarterly finance reports.
- Received an update on Reinforced Autoclaved Aerated Concrete (RAAC) cases within the Diocese.
- Received an update on St Matthias Canning Town.

Synod is asked to NOTE this report.

## DIOCESAN SYNOD

Title: **PROMULGATION OF AMENDING CANON NO 42**  
Author: **HEAD OF SERVICE DELIVERY**  
Date: **25 NOVEMBER 2023**

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### **1. INTRODUCTION**

The General Synod approved Amending Canon No 42 at its July meeting. This is to be promulgated (or proclaimed) at a meeting of each Synod in each Diocese.

### **2. AMENDING CANON NO 42**

The text of the Amending Canon and the Instrument of Enactment are attached.

### **3. RECOMMENDATION**

The Chair to read out the following text :

*“I give notice that, at its July 2023 group of sessions, the General Synod resolved that Amending Canon No. 42 be made, promulgated and executed.*

*“Amending Canon No. 42 amends Canon C 30 by replacing the requirement for the bishop of each diocese to appoint a Diocesan Safeguarding Adviser (DSA) with a requirement for the bishop to appoint a Diocesan Safeguarding Officer (DSO) with responsibility in the diocese, independent of the bishop, for professional leadership on and management of safeguarding matters. The Canon also provides for the professional supervision of DSOs and for the quality assurance of their work by the National Safeguarding Team. The changes will come into force diocese by diocese upon certification by the Archbishops’ Council.”*

**GENERAL SYNOD OF THE CHURCH OF ENGLAND**  
**AMENDING CANON NO. 42 (SAFEGUARDING)**

1. Canon C 30 (safeguarding) is amended as set out in paragraphs 2 and 3.
  - 2 (1) For paragraph 1(1) substitute—

“(1) The bishop of each diocese shall appoint a person (to be known as the “diocesan safeguarding officer”) to have responsibility in the diocese, independent of the bishop, for the professional leadership on and management of matters relating to the safeguarding of children and vulnerable adults.”
  - (2) In paragraph 1(2)—
    - (a) for “advisors”, in each place it appears, substitute “officers”, and
    - (b) for “advisor” substitute “officer”.
  - (3) In paragraph 1(2), after paragraph (b) insert “;  
    - (c) make provision for the professional supervision of diocesan safeguarding officers, and for the quality assurance of their work, by the body responsible for overseeing the implementation and operation of the code under section 5A of the Safeguarding and Clergy Discipline Measure 2016”.
3. In paragraph 3(1)(a), before “persons” insert “bodies or”.
4. The amendments in paragraph 2 come into force in relation to each diocese on the day specified in relation to that diocese in the certificate given by the Archbishops’ Council to the bishop of the diocese and the diocesan board of finance, except in so far as is necessary for enabling the making of regulations under paragraph 1 of Canon C 30 (as amended by paragraph 2 of this Amending Canon).

## GENERAL SYNOD OF THE CHURCH OF ENGLAND

CONSTITUTIONS AND CANONS ECCLESIASTICAL, maturely treated upon by the Archbishops, Bishops, Clergy and Laity of the General Synod of the Church of England in their Synod begun at Westminster in the Year of Our Lord Two thousand and twenty-one and in the seventieth year of the Reign of Our Late Sovereign Lady Queen Elizabeth the Second of Blessed and Glorious Memory and continued in being upon the Accession of Our Sovereign Lord King Charles the Third by the Grace of God of the United Kingdom of Great Britain and Northern Ireland and of His Other Realms and Territories King Head of the Commonwealth Defender of the Faith being a Canon entitled "Amending Canon No. 42" which received His Majesty's Royal Assent and Licence on the ninth day of June Two thousand and twenty-three

WE, being the Presidents, the Prolocutor of the Convocation of Canterbury, the Prolocutor of the Convocation of York and the Chair and Vice-Chair of the House of Laity of the said Synod do hereby declare and testify Our Consent to the said Canon entitled "Amending Canon No. 42" And in testimony of such Our Consent We have hereunto subscribed our names as hereafter follows:

DATED this eighth day of July in the Year of Our Lord two thousand and twenty-three and in the first year of the reign of Our Sovereign Lord King Charles the Third

*+Justin Cantuar:*

PRESIDENT

*+Stephen Ebor:*

PRESIDENT

*Luke Miller*

PROLOCUTOR

*Kate Wharton*

PROLOCUTOR

*J Harrison*

CHAIR, HOUSE OF LAITY

*A.J. Coulter*

VICE-CHAIR, HOUSE OF LAITY

*A.S. McGregor*

REGISTRAR