



DIOCESAN SYNOD

Minutes of the Meeting held 07 July 2021 Via Zoom

The Rt Revd Christopher Chessun, the Bishop of Southwark, and 102 other members signified their presence.

12/21 WELCOME & OPENING PRAYER

1. Members of Synod were welcomed to their fourth remote Zoom meeting during the pandemic. The Synod were joined by Mark Rhodes, the newly appointed Director of Finance, and the Revd Mark Smith who was commissioned as the Bishop's Advisor for Self Supporting Ministry during Compline.
2. The Bishop of Southwark noted his thanks to the Revd Canon Duncan Swan for his commitment and work for deaneries as he moves into his new phase of ministry.

13/21 ANNOUNCEMENT & NOTICES

3. Members were updated on the various elections in 2021 which included, Diocesan Synod, General Synod and various Board and Committees. The PowerPoint slides can be found at Appendix A.

14/21 PRESIDENTIAL ADDRESS

4. The Bishop of Southwark gave his [Presidential Address](#), the text of which can be found at Appendix A.

15/21 WITHDRAWAL OF THE DIOCESAN SYNOD MOTION ON THE ANGLICAN COMMUNION COVENANT TO THE GENERAL SYNOD

5. Members were asked to formally withdraw a Diocesan Synod motion regarding the Anglican Communion Covenant prior to the dissolution of the current General Synod. The motion had not been taken in 7 years and the original proposals were no longer in consideration.

Adrian Greenwood (Chair of the House of Laity) moved that:
"this Synod formally withdraws the Diocesan Synod Motion submitted to the General Synod in 2012, ahead of the new quinquennium".

6. The motion was passed by a unanimous electronic vote.

16/21 ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

7. The Chair of the Diocesan Board of Finance (DBF), Alan Saunders, along with the Diocesan Secretary and Director of Finance, gave a presentation of the Annual Report and Financial Statements for the Year Ended 2020. The Annual Report had been unanimously approved by the Diocesan Council of Trustees at its May meeting. The presentation slides can be found at Appendix B.

Mr Alan Saunders (Chair of the DBF) moved that:
“this Synod receives the Annual Report and Financial Statements for the Year Ended 31 December 2020, for the South London Church Fund and Southwark Diocesan Board of Finance.”

8. The Diocesan Synod formally received the Annual Report and Financial Statements for the Year Ended 2020 by a unanimous electronic vote.
9. The Revd Nicholas Walsh (East Lewisham Deanery), Gill Reynolds (Southwark & Newington Deanery), Neal Harvey (Merton Deanery) spoke to this item.

17/21 FINANCIAL UPDATE IN THE LIGHT OF COVID-19

10. The Diocesan Secretary and Mark Rhodes, the Director of Finance, gave a brief update and overview of diocesan finances (through the pandemic) and the road to recovery as we emerge from restrictions. The presentation slides can be found at Appendix B.

18/21 LAY LEADERSHIP AND LAY MINISTRY REPORT: END OF TRIENNIUM UPDATE

11. The Revd Canon Wendy Robins gave a presentation on the work that followed from the [Lay Leadership and Lay Ministry Advisory Group](#) report which had been endorsed by Synod in 2018. This included among other things, the creation of the now established Lay Council, new forms of ministry (licensed, commissioned and affirmed) and with emphasis on training and empowering the laity. The presentation slides can be found at Appendix B.

19/21 DEANERIES ADVISORY GROUP REPORT: END OF TRIENNIUM UPDATE

12. The Revd Canon Jay Colwill gave a presentation, alongside a supporting paper, on the work that followed from the [Deaneries Advisory Group](#) Report which had been endorsed by Synod in 2018. This included a greater emphasis on breathing new life into deaneries and was closely linked to the Lay Leadership Report, Deanery Mission Action Plans and Deanery Leadership Teams.

20/21 ECO DIOCESE WORKING GROUP: END OF TRIENNIUM UPDATE AND APPROVAL OF DIOCESAN ENVIRONMENT POLICY

13. The Bishop of Kingston, Nicola Thomas and Sue Mallinson gave a presentation on environment matters especially in relation to gaining Bronze Eco Diocese

status. The presentation slides can be found at Appendix B. The presentation included a [video presentation](#) from the Youth Forum on their views of environmental justice.

14. A requirement of Bronze status was to have an updated Environment Policy, which is linked to the requirements of the status. An updated, high level, policy had been circulated in advance and endorsed by the Eco Diocese Working Group and the Diocesan Council of Trustees.
15. Chris Elliott (Reigate Deanery), Vasantha Gnanadoss (Battersea Deanery), the Revd Dr Catherine Shelley (Eltham & Mottingham Deanery), the Bishop of Croydon and the Bishop of Woolwich spoke to this item.

The Bishop of Kingston moved that:

“this Synod welcomes and approves the Diocesan Environment Policy as the next step on our journey in line with the Fifth Anglican Mark of Mission (to strive to safeguard the integrity of creation and sustain and renew the life of the earth).”

16. The motion was passed by a unanimous electronic vote.

21/21 SYNOD QUESTIONS

17. Formal questions and answers were presented to members and the Notice Paper which will include supplementary questions and answers can be found on the website.

22/21 END OF TRIENNium COMMENTS FROM THE CHAIRS OF HOUSES OF CLERGY AND LAITY

18. The Chairs of the Houses of Clergy and Laity thanked members for their involvement with the Synod over the last three years. The triennium showed intensive commitment for the Five Marks of Mission and Southwark Vision, and covered work on social justice, children, young people and families, environment youth violence, and anti-racism. Work that continued in earnest even during the pandemic.

FAREWELLS

19. The Bishop of Kingston, and the Synod, formally thanked Sue Mallinson for her work on the environment over the past years as Diocesan Environment Officer, among many other roles. She was presented with a gift and a charitable gift of tree planting in the Horniman Triangle.

WORSHIP

20. During Compline Bishop Christopher commissioned the Revd Mark Smith who was as the Bishop’s Advisor for Self Supporting Ministry.



THE DIOCESE OF SOUTHWARK

DIOCESAN SYNOD

Presidential Address by The Bishop of Southwark,
The Rt Revd Christopher Chessun, to the Diocesan Synod
7 July 2021

Members of Synod, it is good to be together - after a manner of speaking and zooming - this evening.

In my introduction to the Annual Report before you, I begin by saying that when 2020 began it would have been almost impossible for any of us to envisage the year that we would go on to experience. Since then, in the context of the global pandemic and the hardship and suffering which has ensued, we have been learning how best to reach out to our communities and how to be the Church for the nation at this time – sometimes working in mixed mode and sometimes, where this has been possible, going online when national restrictions have dictated.

I say it in the Annual Report before us, but I wish to say it in person: ‘thank you’ - to all those who have helped in our food banks, packing PPE equipment; and ‘thank you’ to our hospital chaplains and others on the front line who have cared for our most vulnerable during the last year. You will see that the frontispiece of the Annual Report is the huge foodbank set up in St Margaret the Queen, in Streatham, a parish that is also currently benefitting from financial support from the Diocese. I believe this Annual Report demonstrates the effectiveness of all our endeavours together, that we can - by walking and working together - overcome when we face adversity. I hope you have found it encouraging reading and you make it available to your PCCs and Deaneries. Copies have been circulated to every parish.

We are now emerging from the pandemic and the announcement of the imminent lifting of restrictions brings a new, practical hope to the lives of us all and to our parish communities. We still face ongoing uncertainties and yet we this year has shown that we have continued to Walk together, we have managed to extend our

Welcome, often remotely, and we have Grown in our learning together as a Diocesan family.

The lockdown and the pandemic have been a time of loss for a number of us. This evening I would like us to remember two members of this Synod who have died recently: Brian Wilson, who was a long-standing member of General Synod and Sarah Swanson, who was also a member of the first three years of the Diocesan Council of Trustees. We remember them with gratitude to this Synod.

As soon as the Government announced the first lockdown I set up and chaired a Coronavirus Task Group, meeting frequently to ensure that we had a co-ordinated approach to transmitting advice and information to our parishes in a rapidly unfolding legislative environment. I am grateful to my CTG colleagues (the Diocesan Secretary, the Director of Communications, the Dean of Southwark and the Archdeacon of Lewisham & Greenwich) for their work and was glad to award Lancelot Andrewes Medals to them for their endeavours. I have also awarded the Lancelot Andrewes Medal to others across the Diocese for special acts of caring and service during the pandemic.

The Coronavirus Task Group continues its work but in the light of the anticipated ending of legal restrictions from 19th July, we will continue in our bulletins to give guidance on the easing of restrictions in our churches and church buildings. We can now focus more fully and joyfully on the questions of how we can recover well in our worship, how we once again enrich our worshipping life with song, how we cherish the online communities that have emerged, and how we can continue to support those who will remain anxious and worried as the long-term impact of Covid becomes apparent.

I want to acknowledge the contribution to the Diocese of some of my colleagues who moved on during 2020 and in the earlier part of this year. The Venerable Chris Skilton retired in February last year having ministered in Southwark since 1996, most recently as Archdeacon of Croydon. The Revd Canon Stephen Roberts retired in August of 2020 following a distinguished ministry in Southwark since 1989, serving first as a parish priest, DDO, Archdeacon and latterly for five years as Deputy Diocesan Secretary. Colin Powell, a Lay Canon of the Cathedral, retired in

December from his post of Director of Education, having worked an extra term due to the pandemic.

Last month we said goodbye to Tony Demby, Finance Director, following his retirement and we welcome Mark Rhodes to this role and to the Diocese. We also bade a fond farewell to Archdeacon Jane Steen on her move to Norwich and consecration as the Bishop of Lynn. In her role as Archdeacon, Jane established strong bonds of trust with clergy and lay officers in each and every parish. Her archdeaconry clergy would be the first to attest to her as an advocate if needed, as well as a pastor with a loving heart. For the wider Diocese, Jane led the governance review 'Fit for Purpose', which brought the Bishop's Council, DMPC and the DBF into a single body so that trustees might consider the issues of policy and resources together. The model of a Diocesan Council of Trustees is now increasingly being adopted by other dioceses - another excellent Southwark export (!) - and in our own context, the success of this revised model of governance has made for effective leadership, rigorous management at all levels, concise annual objectives and clear accountability.

The Diocesan values embodied in 'Lead Enable Serve' have been very evident over the last 18 months - particularly in collaboration and team work - as Archdeacons, Deaneries, Parishes and Diocesan staff have worked together tirelessly to ensure we continue to support our parish ministry and structures. I also want to thank our Area Deans, who have played such pivotal roles of support and facilitation during the pandemic, and will continue to do so as we anticipate change, recovery and growth.

Tonight, we will hear about the progress we have made on the three major areas which Synod commissioned: Deaneries, Lay Leadership & Ministry, and more recently the Eco-Diocese. In each of these we have made impressive progress and I fully expect that our areas of priority over the next three years will include not only the environment, but also the embedding of our Anti-Racism Charter which Synod approved unanimously.

Our Southwark Anti-Racism Charter is the result of a long trajectory of necessary work with our UKME brothers and sisters but it was given particular resonance and force as the 'Black Lives Matter' campaign resonated so strongly across the Diocese

after the murder of George Floyd - giving further focus to our energies so we might together ensure equality, dignity and due recognition for all.

Last year Synod approved a deficit budget which we believe will take three years to remedy. We also presented at that meeting our plans for the future, including strategic ministry deployment and the significance both of pioneer ministry and Hub and Resourcing churches. This strategy will make us resilient for the future as we deploy our curates, develop lay leadership and lay ministry of various kinds (about which you will hear more shortly) and through our continuing commitment to growth in diversity and representation in ordained and lay ministries. This three-year strategy is designed to navigate the challenges we face following the biggest economic shock this nation has faced in three hundred years.

Most of all I want to thank our parishes for their magnificent support through the Parish Support Fund in 2020 which is continuing into 2021 and will I hope extend into 2022. This has helped to ensure our financial resilience which of course is essential to our commitment to equip and resource mission and ministry across the Diocese. You may know that we were in the top five of dioceses in terms of other measures of resilience such as our giving from parishes during 2020. Overall we were within 4% of our pledge targets, which was remarkable and a source of great thanksgiving.

However, this message of thanks needs also to be accompanied by a clear indication of the challenges we face over the next few years. We intend to deliver Southwark Vision by 2025 but we recognise that in order to do so we shall all need to work together with a strong consensus to help the Diocese build for the future.

As a Diocese we have had so many blessings during this difficult journey. Last year, for example, we had the sustainability grant from the National Church and a loan to help us with stipends that has already been fully repaid. In the last 48 hours we are delighted to let you know that our largest grant giver, the Trust for London, has decided to make us a further one-off grant of £1.5m this year, which we will use across the two coming years to reduce our deficit in 2021 and, also, to assist in reducing it in 2022. This is truly a godsend and I hope encourages all of you as we seek to recover by building again the Parish Support fund for ministry and mission. I continue to place clergy wellbeing at the forefront of our priorities, and we

anticipate that this unexpected grant will enable us to honour a planned stipend and staff pay rise for 2022, having put stipends and salaries on hold last year.

On a personal note, many of you know that I have been somewhat restricted following some unexpected surgery to my knee and the main tendon above the knee. I am recovering strongly and well and in good heart anticipating a return to good mobility over the summer. My convalescence has been helped immeasurably by the readiness with which my episcopal colleagues - the Area Bishops and the Honorary Assistant Bishops - have stepped in to take services and help in other ways. We are very blessed in this Diocese by everything they offer - and I thank them.

And so tonight, my brothers and sisters, may we pray with hope and joy that God's love be poured into our hearts through the Holy Spirit and that we continue in all things to be Christ Centred and Outward Focussed.

Let us be of good courage and put our trust in the Lord.



DIOCESAN SYNOD



Living God
Walking with Jesus
Led by the Spirit
June 24-25-26

Walking | Welcoming | Growing



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DIOCESAN SYNOD

WELCOME & OPENING PRAYER 12/21



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DIOCESAN SYNOD

ANNOUNCEMENTS & NOTICES 13/21



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ELECTIONS UPDATE

- Still receiving Electoral Roll Certificates from Parishes
- Elected Deanery Synod Members in the process of being confirmed with Deanery Synod Secretaries
- Starting to receive Elected Diocesan Synod Members from Secretaries
- Compiling Electorate for General Synod and resolving issues with Civica (Electronic Voting System)



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DICOESAN SYNOD TIMELINE

- Deadline for election results is no later than 1 August 2021
- Synod Training and Information Events
 - **18th September** Woolwich
 - **28th September** Kingston
 - **6th October** Croydon
- First Synod in November
 - Elections to DCT and others



GENERAL SYNOD ELECTION TIMELINE

General Synod

- **23rd [30] July - 1st September** Nominations open
- **Date tba: online hustings**
- **17th September - 8th October** Ballot open
- **11th October - 15th October** Votes counted
- **16th October** Notification of results to Church House



DIOCESAN SYNOD

PRESIDENTIAL ADDRESS 14/21



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DIOCESAN SYNOD

WITHDRAWAL OF THE DIOCESAN SYNOD MOTION ON THE ANGLICAN COMMUNION COVENANT TO THE GENERAL SYNOD 15/21



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Mr Adrian Greenwood, Chair of the House of Laity, to move that:

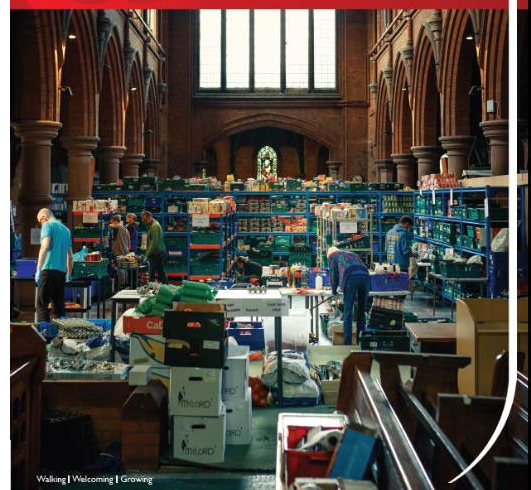
“this Synod formally withdraws the Diocesan Synod Motion submitted to the General Synod in 2012, ahead of the new quinquennium”



DIOCESAN SYNOD

16/21

ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020



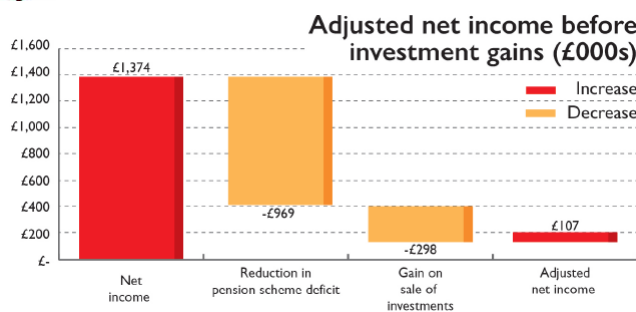


Mr Alan Saunders, Chair of the Diocesan Board of Finance will move that:

“this Synod receives the Annual Report and Financial Statements for the Year Ended 31 December 2020, for the South London Church Fund and Southwark Diocesan Board of Finance”



Financial Highlights 2020

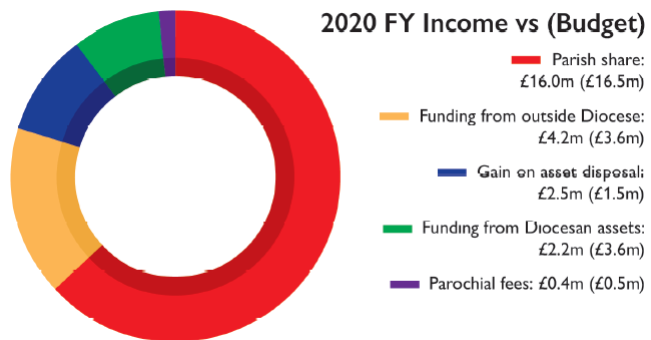


- Operating surplus of £1.4m
- Parish Support Fund collection rate 96.7%
- Net loss on value of investments of £4.6m, impairment of £1.4m and a gain on property valuations of £1.8m resulted in a total SOFA loss for the year of £2.8m
- Year end cash of £3.1m
- £5.4m invested in managing, maintaining and improving the quality of property



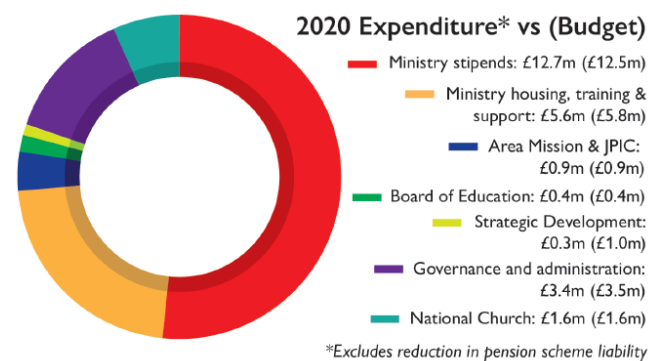
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- This shows the drop in parish share and increase in funding from outside the Diocese



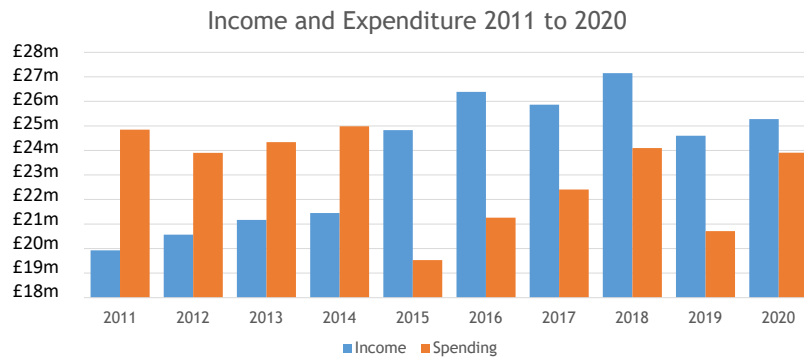
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- This shows that we made a saving in governance and administration and we did not spend as much on or strategic development projects as we were not able to do so during the lockdown





Financial History



Mr Alan Saunders, Chair of the Diocesan Board of Finance to move that:

“this Synod receives the Annual Report and Financial Statements for the Year Ended 31 December 2020, for the South London Church Fund and Southwark Diocesan Board of Finance”



DIOCESAN SYNOD CONTINUING TO RESOURCE THE SOUTHWARK VISION 17/21

FINANCIAL UPDATE IN THE LIGHT OF COVID-19

The Diocesan Secretary & Mark Rhodes, Director of Finance and Financial Assets



Resourcing the Southwark Vision Revised Financial Forecast for 2021 (1)

- Challenge posed by emergence from Covid-19 lockdowns
- Maintain high standards of financial management and compliance as a large charity, as evidenced by a clean audit
- Approved Covid-19 budget deficit for 2021 set at £2.8m. Forecast deficit was estimated to be £2.3m as at the May management accounts
- This week we have received confirmation of a one off grant from Trust for London of £1.5m. We will allocate £1m of this to reduce the deficit in the current year.
- Forecast current year deficit is therefore £1.3m



Resourcing the Southwark Vision Revised Financial Forecast for 2021 (2)

- In order to continue resourcing the Southwark Vision we will allocate the remaining £0.5m of the one off grant to the Southwark Vision Development Fund, to support planned expenditure within the 2022 budget, which will reduce the deficit
- PSF delivering to date 98.6% of the pledged amount, which is enormously encouraging as we continue through the year



Resourcing the Southwark Vision 2021 Reforecast

Resourcing Southwark Vision - Income

2021 Reforecast vs Budget

	2021 Reforecast £m	2021 Budget £m
Parish Support Fund	15.4	15.4
Parochial fees	0.4	0.3
Investment income	1.0	1.0
Property income	0.8	0.8
Grants & other income	5.1	4
Gains on disposal of assets	1.0	1.0
Total income	23.7	22.5



Resourcing the Southwark Vision Update on PSF

As at the end of May the good news is:

- The collection rate of PSF year to date is 98.6% to the end of May compared to 96.8% in 2020
- The total PSF arrears are £127k to the end of May this year covering 31 parishes, compared to 2020 when it was £213k and 44 parishes.



Resourcing the Southwark Vision Update on PSF

- However:
 - The actual amount pledged has fallen by £1m since 2019, a reduction between that received in 2019 and the forecast outturn for 2021
 - Thank you for honouring the pledges, we now need to increase the PSF for 2022 and 2023 to help reduce the deficit.
 - The plan to increase giving includes initiatives such as contactless giving, together with other giving advice and support already underway
 - 2022 Parish Support Fund materials were distributed earlier this week to all parishes



Resourcing the Southwark Vision 2021 Reforecast

Resourcing Southwark Vision -Expenditure
2021 Reforecast vs Budget

	2021 Reforecast £m	2021 Budget £m
Stipends including grants & moving costs	12.7	12.5
Housing Costs	3.6	3.6
Vocations, Training & Other Ministry Support	2.2	2.5
Governance & Administration incl. Safeguarding	4.0	4.2
Strategic Development	0.8	0.8
Contributions to National Church	1.7	1.7
Total Expenditure	25.0	25.3



Resourcing the Southwark Vision 2021 Cash Flow in the Light of COVID-19

- As the PSF has held up so well the challenge of our cashflow position is not as difficult as might have been feared, though it is monitored and reforecast on a daily basis
- The Diocese does not have the historical assets of the older dioceses
- The Diocese has now fully repaid the £2.3m Stipend Loan from the Church Commissioners
- Progress through the agreed capital plan will assist with liquidity through the remainder of the year
- We also have bank borrowing facilities if needed
- We are still continuing to seek to build up our financial reserves and are making adjustments to our investment portfolio to diversify its base whilst still yielding a cash dividend
- We are enormously indebted to Trust for London for making an additional one-off grant in 2021



Resourcing the Southwark Vision Summary 2021

- Within the context of a significant post Covid planned deficit budget, income is up with agreed pledges largely being met in full and a substantial increase in grant income as a one-off
- Costs are being controlled within the budget
- Already a lower than budgeted deficit forecast with current trends suggesting this could be further reduced
- Challenge still posed emerging from Covid-19 while continuing to invest in the Southwark Vision for growth.
- Confidence in our long term resilience and solvency with strong financial management



Resourcing the Southwark Vision Three Year Revised Summary

- Synod approved a three year deficit programme to the end of 2023
- A revised financial model is being prepared for the budget meetings for 2022 and beyond
- Financial outlook expected to be more positive from 2022
- A sustainable balanced budget is unlikely to be achievable until the end 2023
- Sustained, anticipated, financial turnaround from 2024 following investment in Fresh Expressions, pioneering ministry and other missional initiatives including when parishes are in vacancy
- Continued focus on Giving Strategy.
- Maintain the existing Strategic Development Funded projects across the Diocese to foster growth, running through until 2027
- Monitoring of costs whilst continuing to resource the Southwark Vision



DIOCESAN SYNOD

LAY LEADERSHIP & LAY MINISTRY REPORT: END OF TRIENNIUM UPDATE 18/21

The Revd Canon Wendy Robins, Director of Discipleship, Lay Ministry and Continuing Ministerial Development



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The Lay Council

- One of the recommendations of the Lay Leadership and Lay Ministry Report was to establish a Lay Council.
- This was done and it had its first meeting in October 2019 and meets three times a year
- The Lay Council has the former Readers' Board and SPA Council integrated into it



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The Lay Council

- The tasks of the Lay Council are:
- to develop a focus on nurturing lay leadership and ministry in our families, schools, workplaces, communities and households through the blessing and affirmation of lay leaders and ministers particularly in their everyday roles.
- to enable lay leaders and ministers to be properly recognised by their churches, and to recognise new worshipping communities and fresh expressions of church by supporting the affirmation, commissioning and licensing of lay ministers which will be at the Bishop of Southwark's discretion.



The Lay Council

- play a distinctive role in the culture change of the Diocese so that the growth of discipleship and numbers of disciples can be led by lay leaders and lay ministers working collaboratively with clergy, both in our churches (the gathered church) and outside of our churches (the sent church).
- provide a place for debate, discernment, consultation and the agreement of the broad principles for methods of selection, training, deployment and ongoing ministerial development of the Commissioned and Licensed lay ministries



Progress on Lay Leadership and Lay Ministry

Since the endorsement of the Report we have been working toward achieving the key themes:

Celebrating Lay Leadership and Lay Ministry in Southwark

- a liturgy for parish use for those who are entering affirmed Lay Ministries has been passed by the Lay Council
- work has begun to make sure that the stories of work of those in our parishes is told through our Diocesan communications channels



Shifting the Focus - From inside to Outside

- the Mission Department and Department of Lay Ministry & Continuing Ministerial Development are working to make sure that the national resources for Everyday Faith are disseminated and that people become more confident in sharing their faith
- we are working towards bringing the emphasis on lay participation and lay ministry and leadership into the MDR process and training initiatives



Strengthening Mission Action Planning

- work on Mission Action Planning continued during the pandemic but the pandemic has, obviously, affected the way in which parishes were able to focus on this
- the Discipleship, Lay Ministry and Continuing Ministerial Education Team is working closely with the new head of JPIC, Nicola Thomas, to ensure that we are working together on training and promoting JPIC initiatives in which our laity are involved



Supporting Faith in the Work Place

- *This Time Tomorrow* is incorporated into Diocesan Synods and will continue to encourage parishes to use this in their services (this is a focus of the next Lay Council Meeting)
- the work to encourage our clergy into the workplace will need to be reviewed and renewed as the recovery process sets in
- further work needs to be undertaken on workplace mission once we are released more from the effects of the pandemic



Expanding & Refreshing Lay Ministries

- work has been undertaken to enable progress towards additional authorisation of lay ministries, especially pioneers, and children, young people and family workers
- we are working hard to ensure that our Readers and Southwark Pastoral Auxiliaries feel valued
- the selection processes for our new Commissioned and Licensed Lay Ministers have been agreed by the Lay Council (we await criteria from the National Church for some work on Licensed Lay Pioneers)
- Bishop's Advisory Groups for SPAs and Readers are now established.



Growing Youth & Children's Work

- at its February 2021 meeting, the Lay Council agreed the selection criteria for youth, children and family workers to become licensed/commissioned workers
- work continues on developing the certification course
- It is hoped that some who are already involved in this work can undertake any extra training necessary and be commissioned next year.
- further work to be done on the Growing Faith project and partnership with School Pastors working with School Chaplains post pandemic



Strengthening Governance and Leadership

- Lay Council up and running
- Department of Discipleship, Lay Ministry and Continuing Ministerial Development re-configured to place greater emphasis on Discipleship and Lay Ministry
- New post created and filled for IME2



Building a Vision for Lay Leadership

- work is continuing on this especially related to how to embed the new focus on Lay Leadership through communications and we hope to launch the new ministries in September
- we held a New Lay Ministries morning in June which was well attended and well received



Re-Focusing Clergy Appointment, Training and Review

- the role of lay people in missional service needs to be made explicit in role descriptions and clergy appointment criteria, annual inspections and MDRs
- this relates especially to the way in which we value and use those in our existing and newly developing Lay Ministries



Rebalancing Communications

- The Bridge has been relaunched and re-balanced to focus more on the ongoing work of the laity
- the new Diocesan website offers the capacity for learning communities and for the to be a greater focus on discipleship and Lay Ministry



DIOCESAN SYNOD

DEANERIES ADVISORY GROUP REPORT: END OF TRIENNIUM UPDATE 19/21

The Revd Canon Jay Colwill, Director of Mission and Canon Missioner



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DIOCESAN SYNOD

ECO DIOCESE WORKING GROUP REPORT 20/21

The Rt Revd Dr Richard Cheetham, Bishop of
Kingston

Ms Nicola Thomas, Head of JPIC

Sue Mallinson, Diocesan Environment
Officer



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The Rt Revd Richard Cheetham, Bishop of Kingston will move that:

“this Synod welcomes and approves the Diocesan Environment Policy as the next step on our journey in line with the Fifth Anglican Mark of Mission (to strive to safeguard the integrity of creation and sustain and renew the life of the Earth)”



Progress towards Eco Diocese

- Synod voted unanimously in July 2019 to work towards becoming an Eco Diocese
- Now almost ready to apply for Bronze Award
- Eco Church registrations more than doubled from 45 in 2019 to over 100 now
- Next step is to agree refreshed Diocesan Environment Policy
- Continue the good work: build the support infrastructure, apply for Bronze Award and start to work towards Silver



Environment Policy: rooted in Southwark Vision

Southwark Vision 2017-2025 Christ-centred, outward-focused

A fruitful future

We share a vision for the future in which we will see....

- justice and peace built up, and violence challenged, in our local and global community
- a shared commitment to the integrity of creation




Photo by [Amanda Hortiz](#) on [Unsplash](#)




*Who has measured the waters in the hollow of his hand
and marked off the heavens with a span,
enclosed the dust of the earth in a measure,
and weighed the mountains in scales
and the hills in a balance?*

Is 40:12





Southwark Youth Forums on Climate Justice



Walking | Welcoming | Growing

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Hearts on Fire | Loving God
Walking with Jesus
Led by the Spirit
The Diocese of Southwark | Jan 24/25

Walking | Welcoming | Growing

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To think it [climate change] is a problem of the future...is the blind perspective of the privileged.

Archbishop Justin Welby

Welcoming | Growing

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Future problem? Present opportunity

This is a UK problem:

- The rubbish is from our bins
- Trees and moorland fires are in the UK
- Fossil fuel pollution is on our streets

As Christians, we can demonstrate care for creation to our neighbours.

Welcoming | Growing

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Diocesan Environment Officer: reflections

- Dioceses are at different stages on this journey
- Some starting out, building teams to integrate across Diocese at every level including schools and young people; others more advanced
- Two National Advisers providing information and webinars
- DEO Network: free sharing of experience and advice, including church energy advisors
- Friendly, articulate, strongly motivated people, clergy and lay

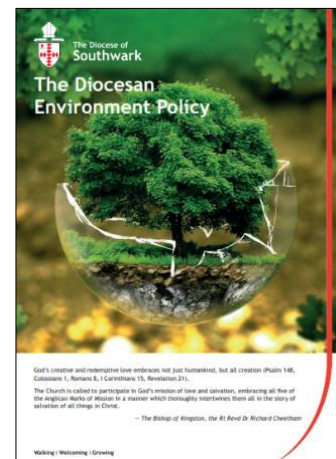


Photo by [Andrea De Santis](#) on [Unsplash](#)



Moving forward: new policy

- Meets the requirements for Eco Diocese Bronze Award including
 - Travel
 - Environmental maintenance of vicarages
 - Commitment to reducing Diocesan carbon emissions
- Sets out high-level direction of travel
- Long-term document which shouldn't need frequent changes





What's changed?

Carbon Net Zero target

Firmer commitments to training

Reference to Mission Action Planning

Specific reference to maintenance of vicarages

Network of Eco Champions across the Diocese



Living God
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Led by the Spirit
June 24-25-26

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The Rt Revd Richard Cheetham, Bishop of Kingston will move that:

“this Synod welcomes and approves the Diocesan Environment Policy as the next step on our journey in line with the Fifth Anglican Mark of Mission (to strive to safeguard the integrity of creation and sustain and renew the life of the Earth)”



DIOCESAN SYNOD

FORMAL QUESTIONS 21/21



DIOCESAN SYNOD

END OF TRIENNIUM COMMENTS FROM THE CHAIRS OF HOUSES OF CLERGY AND LAITY 22/21



Walking | Welcoming | Growing



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DIOCESAN SYNOD

THIS TIME TOMORROW

Theo Shaw



Walking | Welcoming | Growing



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DIOCESAN SYNOD

FAREWELL

Sue Mallinson



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DIOCESAN SYNOD

A SERVICE OF COMPLINE INCLUDING THE COMMISSIONING OF THE REVD MARK SMITH AS BISHOP'S ADVISOR FOR SELF SUPPORTING MINISTRY



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June 24-25-26

Walking | Welcoming | Growing



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PREPARATION

The Lord almighty grant us a quiet night and a perfect end.
Amen.

Our help is in the name of the Lord
who made heaven and earth.

A period of silence follows

**Most merciful God,
we confess to you,
before the whole company of heaven and one another,
that we have sinned in thought, word and deed
and in what we have failed to do.
Forgive us our sins,
heal us by your Spirit
and raise us to new life in Christ. Amen.**

O God, make speed to save us.
O Lord, make haste to help us.

**Glory to the Father and to the Son
and to the Holy Spirit;
as it was in the beginning is now
and shall be for ever. Amen.**



PSALM

Be joyful in God, all the earth

Praise is due to you, O God, in Zion;
to you that answer prayer shall vows be paid.

**To you shall all flesh come to confess their sins;
when our misdeeds prevail against us,
you will purge them away.**

Happy are they whom you choose
and draw to your courts to dwell there.
We shall be satisfied with the blessings of your house,
even of your holy temple.

**With wonders you will answer us in your righteousness,
O God of our salvation,
O hope of all the ends of the earth and of the farthest seas.**

In your strength you set fast the mountains
and are girded about with might.



PSALM (cont.)

**You still the raging of the seas,
the roaring of their waves and the clamour of the peoples.**

Those who dwell at the ends of the earth tremble at your marvels;
the gates of the morning and evening sing your praise.

**You visit the earth and water it;
you make it very plenteous.**

The river of God is full of water;
you prepare grain for your people, for so you provide for the earth.

**You drench the furrows and smooth out the ridges;
you soften the ground with showers and bless its increase.**

You crown the year with your goodness,
and your paths overflow with plenty.



PSALM (cont.)

**May the pastures of the wilderness flow with goodness
and the hills be girded with joy.**

May the meadows be clothed with flocks of sheep
and the valleys stand so thick with corn
that they shall laugh and sing.

Psalms 65

Glory to the Father and to the Son
and to the Holy Spirit;
**as it was in the beginning is now
and shall be for ever. Amen.**

Be joyful in God, all the earth



SCRIPTURE

Humble yourselves under the mighty hand of God, so that he may exalt you in due time. Cast all your anxiety on him, because he cares for you.

1 Peter 5. 6, 7

After a short silence

Into your hands, O Lord, I commend my spirit.
Into your hands, O Lord, I commend my spirit.
For you have redeemed me, Lord God of truth.
I commend my spirit.
Glory to the Father and to the Son
and to the Holy Spirit.
Into your hands, O Lord, I commend my spirit.

Keep me as the apple of your eye.
Hide me under the shadow of your wings.



GOSPEL CANTICLE

Preserve us, O Lord, while waking
and guard us while sleeping,
that awake we may watch with Christ
and asleep we may rest in peace.

Now, Lord, you let your servant go in peace:
your word has been fulfilled.

My own eyes have seen the salvation
which you have prepared in the sight of every people;

A light to reveal you to the nations
and the glory of your people Israel.

Luke 2. 29-32

Glory to the Father and to the Son
and to the Holy Spirit;
as it was in the beginning is now
and shall be for ever. Amen.

Preserve us, O Lord, while waking
And guard us while sleeping,
That awake we may watch with Christ
And asleep we may rest in peace.



COMMISSIONING OF NEW BISHOP'S ADVISER

The Bishop reads the commission for the Adviser for Self-Supporting Ministry

CHRISTOPHER by Divine Permission LORD BISHOP OF SOUTHWARK To Our beloved in Christ MARK WINTON SMITH Clerk

GREETING

WE DO hereby commission you to the Office and work of ADVISER FOR SELF-SUPPORTING MINISTRY within Our Diocese

AND WE commend you to Almighty God humbly praying in the name of the Lord Jesus Christ through the Holy Spirit that His blessing may rest upon you and your work

GIVEN under Our hand and Episcopal Seal this seventh day of July in the year of our Lord Two thousand and twenty-one in the Eleventh year of Our Translation and of Our Consecration the Seventeenth



CLOSING COLLECTS

God our Father,
you never cease the work you have begun
and prosper with your blessing all human labour:
make us wise and faithful stewards of your gifts
that we may serve the common good,
maintain the fabric of our world
and seek that justice where all may share
the good things you pour upon us;
through Jesus Christ our Lord. **Amen.**

Visit our homes, O Lord, we pray,
and drive far from them the snares of the enemy;
may your holy angels dwell with us and guard us in peace,
and may your blessing be always upon us;
through Jesus Christ our Lord. **Amen.**

Be present, O merciful God,
and protect us through the silent hours of this night,
so that we who are wearied
by the changes and chances of this fleeting world,
may rest upon your eternal changelessness;
through Jesus Christ our Lord. **Amen.**



THE LORD'S PRAYER

Let us pray with confidence as our Saviour taught us.

**Our Father, who art in heaven,
hallowed be thy name;
thy kingdom come;
thy will be done;
on earth as it is in heaven.
Give us this day our daily bread.
And forgive us our trespasses,
as we forgive those who trespass against us.
And lead us not into temptation;
but deliver us from evil.
For thine is the kingdom,
the power, and the glory
for ever and ever.
Amen.**



CONCLUSION

**In peace we will lie down and sleep;
for you alone, Lord, make us dwell in safety.**

**Abide with us, Lord Jesus,
for the night is at hand and the day is now past.**

**As the night watch looks for the morning,
so do we look for you, O Christ.**

**The Lord bless us and watch over us;
The Lord make his face to shine upon us and be gracious to us;
The Lord look kindly on us and give us peace.
Amen.**

