



DIOCESAN SYNOD

BRIEF OUTLINE SUMMARY OF THE SYNOD'S 20 November 2021 BUSINESS

WELCOME & OPENING PRAYER

Members of Synod were welcomed to their first meeting of the Triennium. They were joined by the Revd Andy Dovey (to be commissioned as Adviser for Healthcare Chaplaincy) and Mr Chris Elliott (to be commissioned as Chair of Welcare). The Bishop of Woolwich led the meeting in prayer.

ANNOUNCEMENT & NOTICES

Members were updated various items and procedures of business at the Synod as this was to be the first Synod by Zoom for many new members.

ELECTION OF THE CHAIRS OF THE HOUSES OF CLERGY & LAITY

The results of the formal nomination process to elect the Chairs of the Houses of Clergy and Laity were announced as:

- Chair of the House of Clergy, The Ven Dr Rosemarie Mallett
- Chair of the House of Laity, Mr Adrian Greenwood

PRESIDENTIAL ADDRESS

The Bishop of Southwark gave his Presidential Address, the text of which can be found at Appendix A.

SEE OF CROYDON

Following the announcement that Bishop Jonathan (Bishop of Croydon) will be leaving the Diocese. Bishop Christopher noted the process for appointment of a successor. This included consultation with the Diocesan Council of Trustees and the Diocesan Synod. Members were given an opportunity to speak and participate in discussion of the role prior to affirming, unanimously, their wish to support the intention to appoint a successor. A meeting of the Dioceses Commission had been scheduled to discuss the matter further at a National Level on December 8th.

NEW TRIENNIUM WELCOME

The Chair of the House of Laity and Clergy each gave a formal welcome to newly appointed members of the Synod and those returning. There had been an

approximate 50% turnover of membership, which was very encouraging with new members and some healthy continuity.

SOUTHWARK VISION & ANNUAL OBJECTIVES

The Diocesan Secretary and Jackie Pontin, the Deputy Diocesan Secretary, gave a presentation highlighting areas and updates from the 2021 Annual Objectives, as well as a detailed presentation on the 2022 Objectives as approved by the Policy & Finance Committee and the Diocesan Council of Trustees. A copy of the slides used can be found at Appendix B.

The Bishop of Southwark moved that:

“this Synod endorses the Annual Objectives for 2022”

The motion was passed by a unanimous electronic vote.

OUR COMMON LIFE TOGETHER - ‘GOING BEYOND SOUTHWARK VISION’

Members were given an opportunity to engage with the work that was happening in response to Southwark Vision and how they could share the information with others, particularly deaneries and parishes. The session, which included group work, was led by the Revd Canon Wendy Robins and the Revd Lotwina Farodoye.

Feedback was given, briefly, in the meeting and via Zoom chat; which would be compiled and used to help deliver Southwark Vision in the context and character of Our Common Life together.

The session concluded with a [video](#) which had been initially presented to the Diocesan Council of Trustees highlighting the work and areas which had been undertaken together with deaneries and parishes in the last Triennium.

2022 BUDGET APPROVAL

The Chair of the Diocesan Board of Finance presented the 2022 Budget and 3-year forward view, with the Diocesan Secretary and Director of Finance also supporting answers to questions from Synod members. Although a deficit budget had been approved in 2020 for 2021, there was optimism as the parishes had been generous in the Parish Support Fund pledges, which was attributed to the close relationship between parishes, staff at Trinity House and the Archdeacons. Parishes were thanked for their generosity in the mission and ministry of the Diocese. There had also been additional grants bestowed to the Diocese.

The Budget Summary was circulated in advance of the Meeting and the slides used can be found at Appendix B.

The Chair of the Board of Finance moved that the consolidated budget for 2022 be considered and that:

“this Synod approves the total budget expenditure of £26.246M which is based on a total budgeted income of £25.108M”

The motion was passed overwhelmingly by 96% of members - Yes (102), No (2) and Abstain (2).

ELECTIONS UPDATE

The Chair of the House of Laity gave a brief update on various elections that were, or were due to be, completed. These included the Diocesan and General Synods, as well as the Diocesan Council of Trustees and Diocesan Board of Education. Five notice papers were issued ahead of the meeting:

PAPER A: Notification of DCT Elections Outcome was noted.

PAPER B: House of Laity Only appointed members to the DCT, which were standard co-options of committee chairs and others to the DCT:

- Nicholas Burt Chair of the Policy & Finance Committee
- Gill Reynolds Chair of the Audit & Risk Committee
- Michael Hartley Former Chair of the Audit & Risk Committee
- Philip Fletcher Chair of the Diocesan Advisory Committee
- Nick Stansbury Member of the Investment Committee

The appointments were passed overwhelmingly - Yes (55) and Abstain (2) - by the House of Laity.

PAPER C: House of Laity Only co-opted members to the Diocesan Synod, these were standard co-options from the DCT to the Synod:

- David Beamish Vice-Chair of the Diocesan Board of Finance (DCT)
- Nicholas Burt Chair of the Policy & Finance Committee

The appointments were passed overwhelmingly - Yes (53) and Abstain (1) - by the House of Laity.

PAPER D: Notification of Bishop’s appointments to the Diocesan Synod of Ray Wheeler (Warden of Readers) and Wendy Stephens (Diocesan SPA) to the Synod.

PAPER E: Notification of SDBE Nominations paper with the results of the SDBE elections.

- Croydon Ekundayo Olomu Member of Synod
- Lambeth Erica Wooff Member of Synod
- Lewisham & Greenwich Ariadne van den Hof Clerk in Holy Orders

- Lewisham & Greenwich Miles Winter Lay Person
- Reigate Catharina Stibe Hickson Member of Synod
- Southwark Alberta Rosenior Member of Synod
- Southwark Tomos Reed Member of Synod
- Wandsworth Irene Wolstenholme Lay Person

Vacancies remained on the Board which would be sought to be filled as casual vacancies following this meeting of the Diocesan Synod.

UPDATE ON INAUGURAL GENERAL SYNOD

Rebecca Chapman, newly elected member of the General Synod, gave brief presentation and update on the General Synod's inaugural meeting. The slides used can be found at Appendix B.

SYNOD QUESTIONS

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.

WORSHIP

During Prayer During the Day, Bishop Christopher commissioned the Revd Andy Dovey as Adviser for Healthcare Chaplaincy, and Mr Chris Elliott as Chair of Welcare. In addition, the Lent Fund benefactors were announced, to which a separate gathering to distribute the cheques would take place following the meeting.

The meeting concluded and the Houses of Laity and Clergy met separately to discuss various vacancies that remained within the board and committees of the Diocese.

22 November 2021



Diocesan Synod: Inaugural Presidential Address

20th November 2021

It is a great pleasure to inaugurate this new Diocesan Synod and to welcome the more than half the members who have been elected for the first time. It is a privilege to see the diversity and vitality of this Synod and I look forward to the work we shall accomplish together in faith, hope and love. We do live in rather fractious and anxious times; but I trust that we shall enter the discussions and face the decisions we shall make without allowing that external anxiety to pressurise how we approach Synod's business. We put great store in Southwark on interacting courteously extending dignity and respect to all, listening attentively and assuming that our conversation partners are operating in good faith - and I trust that we shall continue in this way as people who are Christ centred and outward focused, with hearts on fire in all things.

This is the final Synod that Bishop Jonathan is part of because he leaves the See of Croydon in March next year, exactly ten years after his consecration. I would like to express my thanks to him for all he has offered and for everything that he has accomplished. He has been an exemplary episcopal colleague, serving not only his Episcopal Area but also the wider Diocese as Chair of the Southwark Board of Education as well as the national church in various additional roles, particularly on Ministry Council and as one of the lead bishops for refugee issues. We will have opportunities to say proper goodbyes in due course but meanwhile please keep him and Alison in your prayers as they prepare to make their move to Orkney.

Tomorrow is the final Sunday of the Church's year, and many parishes will keep the feast of Christ the King - or, to give it its full name, the feast of 'Our Lord Jesus Christ King of the Universe'. There is little room for manoeuvre here, even if one wanted it - because to make for ourselves the earliest Christian acclamation that 'Jesus is Lord' is to acclaim Christ as Lord *of all*. Not the Lord only of those who acclaim him such. Not the Lord of our nation alone, or indeed of all the nations of the world. But Lord of all that God has created - all things visible and invisible - Lord, in fact, of the universe.

Christians of the earliest centuries knew this, often to their considerable cost. To say that Jesus was Lord was to threaten a Caesar who thought he was a god and to challenge the imperial cult surrounding him. After Christianity was officially recognised and tolerated throughout the Roman Empire by Constantine's Edict of Milan in 313 and the subsequent programme of imperial church building began, the truth of Christ's lordship was built physically into churches. Christianity became the official religion of the Empire with the Edict of Thessalonica in 380 under Theodosius. Christ displaced Caesar and Mosaics of Christ Pantocrator - Christ the All-Powerful - were made to adorn the domes and apses of Christendom. In these, Christ the Lord looks upon his creation from the perspective of eternity with care and love and authority. This is truly a cosmic Christ - the Lord, the King of the Universe.

We are, it seems to me, in a time where we might benefit from recovering our sense of the cosmic Christ. This is not, as what I have already said makes clear, a new-fangled doctrine for those with itching ears or some fashionable, liberal fancy. This teaching is in fact deeply orthodox, both

with a capital 'O' and without, and it expresses our faith in God as both the origin of the world and as its end and consummation.

How, we might ask, would the negotiations at COP26 have concluded if all the parties knew that Christ was Lord of the universe? Or if it was understood that creation is an epiphany, as showing forth of the divine nature? If we fully acclaim that God is at the centre of this world that He - not we his human agents - has made, then we are nearer to understanding and reimagining our God-given task to be good stewards of the created order he has made in love including planet earth. St Paul says that 'ever since the creation of the world [God's] eternal power and divine nature, invisible though they are, have been understood and seen through the things he has made' (Romans 1.20). I say this not to suggest that people of other religious convictions or none cannot perceive the precious worth of this world - other faiths make their own significant contribution - I simply want to suggest that our Christian faith offers a 'yet more'... that can radically change our approach to the world, if we are prepared to live out fully the implications of that simplest and earliest of Christian creeds - 'Jesus Christ is Lord'.

That there are in the Church of England many people who want to work out the implications of this simple acclamation of faith is plain from the energy created by all who have offered to serve this Diocesan Synod and, likewise, to serve the newly constituted General Synod. There was an amazing range of candidates for each of them, both lay and ordained, from across the Diocese geographically as well as across the spectrum of our rich diversity and I am very grateful to those who have been elected, and to all those who stood for election. There has been much to motivate people's participation, so we shall need to focus on the dynamics of our life together: how we shall speak well of each other, valuing differences of

theological emphasis and conviction, and allowing space for conscience where there is legitimate disagreement. We believe that Christ is the common source on whom we depend, and our common end. It is his Lordship that gives us a common purpose and a common vision.

There are three big themes to put before this Synod from its inception: the Southwark Anti-Racism Charter, the Environment, and the character of our common life. Each will require sustained attention because the challenges are substantial. I encourage members of Synod to engage passionately with each of these at all times maintaining the bonds of faith, hope and mutual love.

The last Diocesan Synod approved unanimously the Southwark Anti-Racism Charter that Archdeacon Rosemarie Mallett played a significant role in preparing along with colleagues from the Diocesan Minority Ethnic Anglican Concerns Committee. Our responsibility now is to put high principles into action because the Charter is not a certificate of arrival. It is rather a boarding pass for a new journey together. You will need to consider how we might write a good and true history that tells the story of all those who have contributed to the life of Church and Community in this part of the world; how we can facilitate open and honest conversations as a means to call out and confront racial injustice wherever it is found; how we can train and mentor people from diverse backgrounds for leadership development.

I have already referred to the challenges of caring for our environment. We have had plenty of evidence of our interconnectedness and interdependence over the past two years. Indeed the Pandemic is a direct result of our environmental predations, and the success of our efforts to contain it will depend largely on the way we interact with each other. Members of Synod, I urge you to be ambassadors in your parishes,

encouraging people to be fully vaccinated and get their booster shots as and when made available. The misinformation and fear that surrounds vaccination is still holding back many good people from taking the steps necessary to protect themselves from the full force of Covid.

We shall need, too, to consider how our parishes might mobilise people and forge a new relationship with our environment. Bishop Richard as lead bishop for the Environment and colleagues in our Justice, Peace, and the Integrity of Creation unit have been leading on this; but we have much further to go. We cannot be overawed by the size of the challenge before us. Progress was made through the international commitments which nations of the world signed up to in Glasgow. Progress needs to be made in Southwark, parish by parish, in our journey towards good Eco-Diocese status - each small step in the right direction is part of a much bigger picture. We must commit prayerfully to a different future - to a better future.

Our common life, too, will need regular re-examination as part of our ongoing spiritual commitment. We ought to be people characterised by hospitality and generosity, receiving each person we meet as Christ himself just as St Benedict taught his monks. We shall not find ourselves short of opportunities for this as we welcome people to the UK from Hong Kong, Afghanistan, and elsewhere. In the face of those who would dehumanise newcomers, we must remember that each and every person is made in the image of God, that each is so deeply beloved that Christ submitted himself to the Cross for their salvation.

The bedrock and locus of our discipline of hospitality is, of course, the parish. This is not to disregard chaplaincy, or new worshipping communities, all of which find themselves within one parish or other, all of which have been given renewed purpose matched by deep appreciation as

we have journeyed through the Pandemic. As a Diocese we are committed - and I have pledged my episcopate - to the highest possible number of stipendiary clergy in our parishes because it is the primary way we fulfil our mission: Priests and People working together in joyful partnerships in the Gospel. But not every person interacts with our parish churches - they would be bursting at the seams on Sundays if that was the case! So we find ourselves, as we recover from the Pandemic, with the opportunity to engage in new and supplementary ways. The Preface to the Declaration of Assent says, 'The Church of England is part of the One, Holy, Catholic and Apostolic Church, worshipping the one true God, Father, Son and Holy Spirit. It professes the faith uniquely revealed in the Holy Scriptures and set forth in the catholic creeds, *which faith the Church is called upon to proclaim afresh in each generation*'. Our Church is Apostolic. It is Catholic and it is Reformed and we are committed to a meaningful presence in each and every community. To do this effectively we must be ready to adapt to rapidly changing contexts. That is why we are called to 'proclaim afresh'.

This is our task, just as it was for Augustine when he was sent here by Pope Gregory at the end of the sixth century. Or Hild, when she resolved virulent ecclesiastical disputes in the seventh century. Or Bede when he combined his love of science and theology to great effect in the eighth. Or Dunstan, reforming the religious life of this nation in the tenth. Or any number of saints in the thousand years following, including John Wesley, Edward King and Octavia Hill. Manifestly the life of the Church is not solely clerical in character. That is why we are actively developing lay ministry in Southwark in exciting new ways, so that each may live out by service the dignity conferred in baptism, each contributing to the life of this Diocese and the lives of people of South London and East Surrey as we renew our sense of shared purpose and common vision after Covid.

So, my friends, I conclude by returning to my opening comments and asking what is the 'yet more' that will be called from us if we live out the implications of our simplest and earliest creed: 'Jesus Christ is Lord'. For if we keep Christ at the centre, we can be free to focus outward on the world beyond the Church, for which Christ died and rose again, and which he loves with the deepest love. We will not know the answer before we set out, for we walk by faith and not by sight. Let us therefore, in all things, my sisters and brothers, let us be Christ-centred and outward-focused, fully expecting the kindness and mercy of God to be present and manifest in our lives and in the lives of those we serve through the work of this Synod.



DIOCESAN SYNOD

20 November 2021



Loving God
Walking with Jesus
Led by the Spirit
June 2019-21

Walking | Welcoming | Growing

1



23/21 Welcome & Opening Prayer



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June 2019-21

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2



25/21 Election to the Chairs of the Houses of Clergy & Laity



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June 2019-20

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3



24/21 Announcements & Notices



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June 2019-20

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4



26/21 Presidential Address



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5



36/21 See of Croydon



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6



27/21 New Triennium - Welcome



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7



29/21 Southwark Vision & Annual Objectives



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June 2019-21

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8

Southwark Vision 2017-2025

A fruitful future

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

- growing churches, new worshipping communities and new Christians
- deepening discipleship: engaged, prayerful and informed Christians
- growth in vocations to existing and new ministries
- generous giving and prayer supporting all we do
- justice and peace built up, and violence challenged, in our local and global community
- a shared commitment to the integrity of creation
- a church for all which reflects our diverse community in membership and leadership.



Walking
with Jesus and getting to know Jesus better as we
journey on

Welcoming
all, embracing our diversity and seeking new
ways of being Church

Growing
in numbers, generosity, faith and discipleship as we
grow God's Kingdom

2021 Themes now concluding

1. Growth: Continue to focus on delivering the Southwark Vision, for example through pioneering ministry and the rollout of SDF2 (include MAPS, Deanery Leadership Teams and Growing Faith), *impacted by pandemic, more online.*
2. Strategic Ministry, Vision and Deployment (*reviews underway*) as part of delivering Southwark Vision, *underway*
3. Budget for a year of certain deficit and uncertainty economically with a more settled financial environment from **2022** onwards. *Working towards 2023 being more settled given pandemic impacts for first3 quarters of 2021.*
4. Seek to maintain infrastructure and building financial resilience (in the Diocese and parishes) with now fewer diocesan office posts (2020 redundancies)
5. Continue safeguarding as a priority
6. Service to parishes, clergy and lay leaders with regard to wellbeing, discipleship, mission, growth, and changing patterns of worship post-Covid
7. Justice, Peace and Integrity of Creation into our wider Diocese as part of *Christ Centred and Outward Focussed* mission and ministry in challenging times



Annual Objectives for 2022

2022 Themes

Connection and communication

- Diocesan Conference in September 2022 – a significant opportunity
- Focus on clergy wellbeing during times of change including consideration of training and practical support
- Partnership culture with parishes: renewing interconnectedness between local communities, parishes and Diocesan teams through 'Lead, Enable, Serve'. Serving and being alongside parishes continues to be significant message and an important reality for Diocesan teams.

Rebuilding Finances

- Giving advice to, and working alongside, parishes, e.g. giving
- Building up Diocesan resilience with stronger cash reserves and focus on costs as well as income
- Explore potential for grants to support longer term change, such as Allchurches Trust
- Recovery from the Pandemic continue to review developments closely supporting parishes recovering from the pandemic

1. Southwark Vision

Continuing

- Continue growth focus, with the Strategic Vision on Ministry and Deployment an integral part of Southwark Vision
- Continue the rollout of SDF2
- Continue the work of the Lay Council.
- **To implement the Diocesan action plan for Anti-Racism Charter which includes Turning up the Volume**

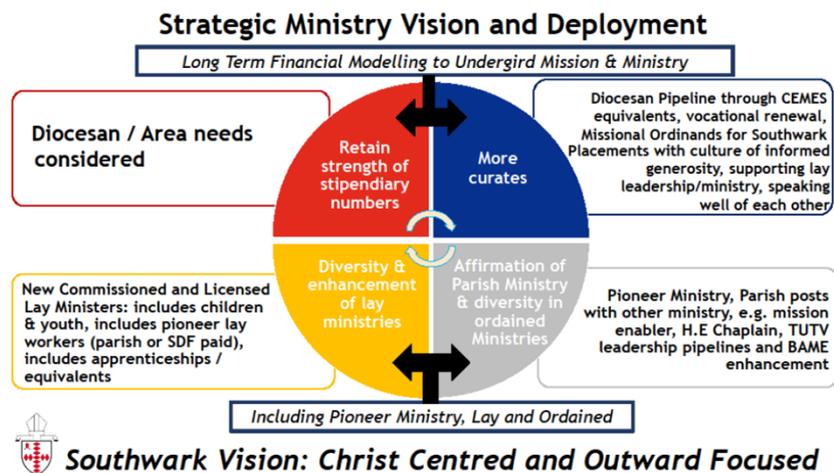
2. Southwark Vision

- From 2021 • To establish and launch Hub and Resourcing churches to encourage and support parishes/churches with mission and starting fresh expressions of Church/ new worshipping communities
- From 2021 • To undertake reviews of smaller congregations - uSa 70 or fewer adults (Forms part of the Strategic Ministry Vision and Deployment)
- From 2021 • To move towards one third of parishes supported by two thirds

15

3. Key Streams of Work linked to Strategic Ministry Vision & Deployment 2022

- 2022 first full year of policies being implemented



16

4. Southwark Vision

- Mission Action Planning - enable parishes to create COVID Mission Action Plans which are Christ-centred and Outward-focused.
- To encourage deaneries to reach out and share good practice as Deanery Leadership Teams develop and can also focus on resourcing mission
- To utilise Mission Accompaniers to work with Deanery Leadership Teams

5. Southwark Vision

Vocations & Ministry - Ordained and Lay

- Continue to develop and embed new pathways for lay ministries
- Embed the new shared discernment process (which has replaced BAPs)
- Participate fully in national development for lay and ordained ministerial formation
- Consider initiatives to support clergy wellbeing during times of change and uncertainty

6. Southwark Vision

Mission and Justice

- Implement the Anti-Racism Charter
- Develop the plan for reducing Carbon emissions within Diocesan control for presentation to Synod, continuing to promote Eco Diocese throughout the diocese
- Continue to build Deanery Leadership Teams and ensure Deanery based initiatives re given space to flourish
- Lead and enable renewal of Children and Young People's ministries during and after COVID - this will include termly youth forums in each episcopal Area and promoting and encouraging CYP Toolkits.

7. Budget & Finance

- To manage expected deficit budget which is due to reduce compared to the presentation to Synod in December 2020
- To maintain Diocesan investment in Southwark Vision including enlarged contingency
- Seek to build cash reserves further in line with Reserves Policy ensuring a minimum of three months' cash reserves

8. Giving

- Strengthen regular giving with the continued rollout of the Parish Giving Scheme
- To plan the 10 year programme to reach 66% parishes self-financing building on the reviews of smaller churches underway, linked to our Deployment Vision
- To work alongside parishes and archdeacons to seek to rebuild the PSF to 2019 levels by the end of 2023 through the 2023 pledges
- Embed digital giving focussing on the remaining 12 deaneries not covered by the 2021 contactless pilot

21

9. Property

- Reintroduce quinquennial inspections
- Develop 5 and 10 year maintenance plans
- Review Glebe land across the Diocese

22

10. Safeguarding

- To implement, as required, any new actions following the IICSA Report (October 2020) and the Diocesan Past Cases Review 2
- To overcome the backlog of training caused by Covid-19 building on the new successful training programmes
- To participate fully in national developments including, as a pilot diocese, for the new national casework system and the implementation of the new Safer Recruitment and People Management guidance for all church bodies

23

11. Data and IT

- Continue to build the integrated database across the Diocese, including data to measure the success of the anti-racism charter over time

12. The web & digital communications

- Develop a new Communications Strategy in the light of COVID

24



29/21 Southwark Vision & Annual Objectives

Bishop of Southwark that:

“this Synod endorses the Annual Objectives for 2022”



28/21 Our Common Life Together

‘GOING BEYOND SOUTHWARK VISION’

Group work including video presentation led by the Revd Canon Wendy Robins and the Revd Lotwina Farodoye



Our Common Life Together

- What excites you about the Southwark Vision and the work that is going on across the Diocese in response to it
- How are you going to share the vision and the work that is taking place across the Diocese as a result of Southwark Vision with your parish and deanery
- What can the staff and others who work across the Diocese do to help you in this.





Break

of 5 minutes



Walking | Welcoming | Growing



30/21 2022 Budget Approval



Walking | Welcoming | Growing



Budget 2022 Presentation to Synod Mr Alan Saunders, Chair of the Diocesan Board of Finance

- Financial plans presented to Synod December 2020
- Review of performance in 2021
- 2022 budget and assumptions
- 2023 revised forecast
- Above all thanks to our parishes for their wonderful support

31



3 Year Forward View Presented to Synod Dec 2020

	2021 £m	2022 £m	2023 £m
Parish Support Fund	15.4	15.8	16.4
Fees, Grants, Investment & other income	5.4	5.6	5.8
Property income and gains	1.8	1.8	1.9
Total Income	22.6	23.2	24.1
Stipends	12.5	12.5	12.3
Housing Costs	3.6	3.5	3.6
Vocations, Training & Other Ministry Support	6.8	6.7	6.8
Strategic Development	0.7	0.7	0.4
Contributions to National Church	1.7	1.7	1.7
Total Expenditure	25.3	25.1	24.8
Provisional deficit	(2.7)	(1.9)	(0.7)

32



Resourcing the Vision: Income

2021 Forecast vs 2022 Draft Budget

	2021 Forecast £m Using September Forecast	2022 Draft Budget £m
Parish contribution	15.5	15.8
Parochial fees	0.4	0.4
Investment income	1.0	1.0
Property income	0.9	0.8
Grants & other income	5.4	4.7
Gains on disposal of assets	1.6	2.4
Total income	24.8	25.1

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Walking with Jesus
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The Diocese of Southwark | Luke 24:13-35

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33



Resourcing the Vision: Expenditure

2021 Forecast vs 2022 Draft Budget

	2021 Forecast £m Using September Forecast	2022 Draft Budget £m
Stipends	13.0	12.9
Housing Costs	3.6	3.5
Vocations, Training & Other Ministry Support (includes administration)	6.1	6.6
Strategic Development/Pioneering	0.6	0.9
Contributions to National Church	1.7	1.8
Contingency	0	0.5
Total expenditure	25.0	26.2

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34



2021 Forecast Outturn

- Current forecast is for a deficit of £0.2m
- Significant improvement on budget due to a one off grant from Trust for London (£1.5m) of which £1m has been credited to 2021, together with other favourable increases in grant income
- One off property gains £0.7m better than budget
- All other income streams ahead of budget
- Costs 3% under budget overall



2021 Forecast Outturn Cash, Borrowings and Investments

- Expect to repay £1m of borrowing from HSBC used to underwrite a parish development project. Payment on schedule
- Parish loan of £0.5m being repaid
- Expect to purchase £1.5m of investments to replace those sold at the beginning of the pandemic (2020) to help cash flow
- Expect to complete the year with cash of £6m, equivalent to 3 months expenditure in line with the Reserves Policy



Parish Support Fund 2021

- 2021 budget was £15.4m - £1m lower than the 2020 budget due to the pandemic
- 2021 parish pledges who were self-financing dropped by 10
- Parishes have made and increased pledges, given one-off gifts during 2021 and we expect the income to be £15.5m in 2021, ahead of budget
- Collection rate of 98.7% at the end of October 2021 (96.4% October 2020)
- Total arrears in October 2021 are 50% less than those of October 2020



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June 2019 (2)

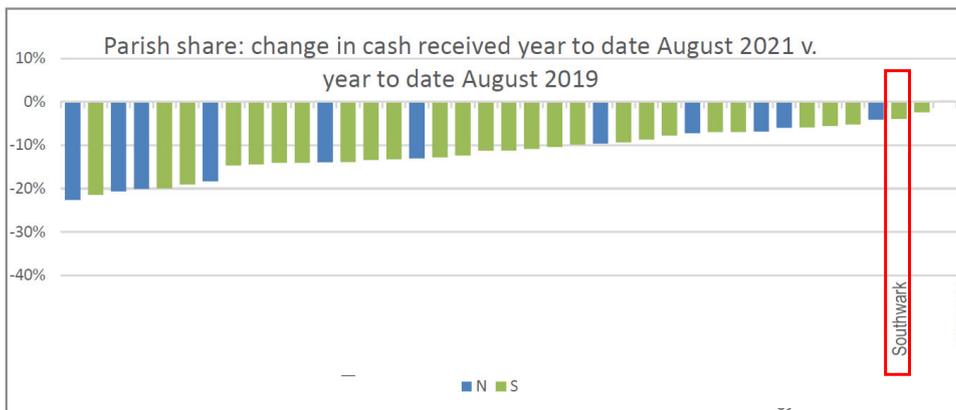
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37



Parish Support Fund National context - comparisons with 2019



(N = Province of York S= Province of Canterbury)



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June 2019 (2)

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38



2022 Principal budget assumptions

Income

1. 2% increase in Parish Support Fund on 2021 forecast of £15.5m
2. 15% increase in grant confirmed from Trust for London. Release of £0.5m carried forward from the one off 2021 payment
3. Parochial fees, property and investment income all stable
4. Gain on property disposal of property of £2.4m, up from £1.6m in line with capital plan
4. Strategic Development Fund 2 grant income of £673,000 and remaining Strategic Development Fund 1 grant carried forward of £100,000
5. Strategic Ministry Funding towards £111,000 for Curates, up from £54,000



How are we doing with 2022 pledges?

- As of 8 November, 270 pledges received from 83% of churches, totalling £13.8m with an average increase of 2.1%.
- There have also been a few significant decreases
- Of these 270 churches this is their pledge pattern through Covid-19
 - 2020 - £14.2m
 - 2021 - £13.5m
 - 2022 - £13.8m
- Initial signs of recovery with parishes making increased contributions indicates that on track towards 2022 budget of £15.8m



Rebuilding the Parish Support Fund for 2022

- Challenge for more parishes over next ten years to move towards self-financing so that 2/3rds are self-financing, supporting 1/3rd that are not
- Need to rebuild the PSF to pre-Covid levels by end of 2023
- Confidence in 2022 budget as realistic and generous pledges underpinned by consistent, high collection rates



2022 Principal budget assumptions

Expenditure

- Clergy
 1. 2% increase in stipends, up from 0% in 2021
 2. Clergy pension contribution rate unchanged at 39.9%
 3. Incumbent Status posts current average of 248 on a rolling 12 month basis
 4. Budget assumption of 242 Incumbent Status posts



2022 Principal budget assumptions

- DBF staff
- 5. 2% increase in DBF salaries, up from 0% in 2021
- 6. Defined Benefit pension scheme contribution rate for lay DB staff scheme at 40.1% (Note: the number of staff who are members of the scheme continues to fall. The scheme will close to existing members from 31 December 2022)
- 7. Inclusion of an increase in Employer's National Insurance of 1.25% for all stipends and DBF staff



2022 Principal budget assumptions

Other cost changes

8. Area Mission grants of £180,000 (£60,000 per Area) and £60,000 for JPIC (this includes Together Southwark) funded from All Churches Trust grant
9. Administration costs return to pre pandemic levels, with £1.7m representing 7% of costs
10. Contributions to National Church to increase by 6.6% to £1.8m, up from £1.7m
11. Inclusion of a £0.5m contingency from the one-off Trust for London windfall grant. Although budgeted in expenditure this could also be used to offset any shortfall in the PSF target with continued Covid uncertainties





Key Movements in Income

- PSF income increases by 2%, which is in line with 2022 pledge returns at 8 November, providing confidence in budget figure
- Grant decrease reflects the reduction of one-off windfall in 2020 from Trust for London, with £1m allocated to 2021 and £0.5m allocated to 2022
- Property gains are as a result of the sales expected under the capital plan. Property is sold that is either unsuitable, with repurchase of suitable properties, or if property is surplus to requirements
- Total income of £25.1m, total costs at £26.2m, with a deficit of £1.1m



Key Movements in Expenditure

- Clergy cost remains largely stable. An increase in clergy stipend is offset against some longer vacancies and known, planned, clergy movements
- Property costs show modest decrease. This is due to less reliance on commercial rents and completion of parsonage condition surveys in 2021
- Ministry and Discipleship costs increase to reflect staffing, development grants for clergy and licenced lay ministry training
- Increase in Strategic Development costs with activity delayed from 2020/21 due to Covid-19, with a commensurate increase in grant income
- Fresh Expressions and Pioneering rises similarly as the scope for activity increases post Covid-19
- Pay increase and higher National Insurance feeds through to departmental costs





Revised Forecast Against 2 Year Forward View

	Forecast 2021 £m	Budget 2022 £m	Budget 2023 £m
Parish Support Fund	15.5	15.8	16.4
Fees, Grants, Investment & other income	6.8	6.1	5.6
Property income and gains	2.5	3.2	3.2
Total Income	24.8	25.1	25.2
Stipends	13.0	12.9	13.0
Housing Costs	3.6	3.5	3.5
Vocations, Training & Other Ministry Support	6.1	6.6	6.6
Strategic Development/Pioneering	0.6	0.9	0.9
Contributions to National Church	1.7	1.8	1.8
Contingency	0	0.5	0
Total Expenditure	25.0	26.2	25.8
Provisional deficit	(0.2)	(1.1)	(0.6)



Synod Motion

The Chair of the DBF to move that the consolidated budget for 2022 now be considered and that:

“this Synod approves the total budget expenditure of £26.246M which is based on total budgeted income of £25.108M.”



31/21 Elections Update



- Diocesan and General elections have now been completed
- General Synod members:

Proctors in Convocation

The Revd **Carol Bates**
 The Revd Canon **Simon Butler**
 The Revd **Mae Christie**
 The Venerable **Alastair Cutting**
 The Revd Canon **Timothy Goode**
 Father **Andrew Moughtin-Mumby**
 The Revd **Jago Wynne**

House of Laity

Mrs **Helen Ainsworth**
 Mrs **Rebecca Chapman**
 Mr **Adrian Greenwood**
 Mr **Carl Hughes**
 Mr **Matthew Parkes**
 Mr **Paul Waddell**
 Miss **Rosemary Wilson**

- Registration of interest to the DAC and SDBE will be sent next week
- Voting papers for the Clergy contest of the DCT will be circulated on Monday
- Vacancy in See Committee nominations and elections will be held in the New Year



34/21 Update on Inaugural General Synod



Walking | Welcoming | Growing

51



THE CHURCH OF ENGLAND

GENERAL SYNOD

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The Diocese of
Southwark

52

What is the General Synod? What does it do?



53

Who represents us?



The Diocese of Southwark



Revd Andrew



Revd Tim



Revd Jago



Revd Carol



Revd Mae



The Ven. Alastair



Revd Simon



Matt



Rosemary



Carl



Paul



Rebecca



Adrian



Helen



Bishop Christopher
Bishop Karowei



Dean Andrew

54

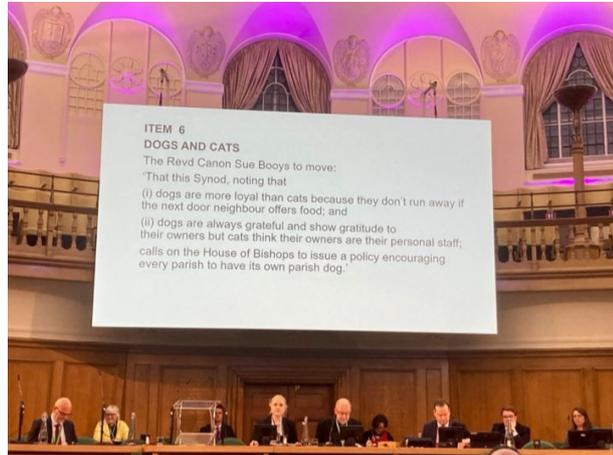
On Monday..... Induction

60+% of synod are brand new

Workshops led by teenagers from across England on Vision and Strategy with sessions on

- missionary disciples
- mixed ecology
- younger and more diverse

Mock practice debate on dogs vs cats done Synod-style!



55

On Tuesday morning.... Inauguration



56

And on to business – Tuesday afternoon

Presidential addresses

- ABY on mission and mixed ecology: 'We must fish in every way we can. Listen to the stranger on the shore, cast your nets on the right side'

New Church Commissioner

- Alan Smith: 'bearded, bald & black but above all your brother'



Generosity and Diocesan Finances

- 'This Synod request the Archbishops' Council to develop legislative proposals, to be brought to a future Group of Sessions, to give dioceses more freedom to be generous with their historic wealth to other dioceses in the Church of England, and in this way enable a more equitable sharing of this wealth.'

Questions

- Decision in Ghana to criminalise homosexual behaviour
- The chalice and whether individual communion cups would be allowed
- Closure of churches at the beginning of the lockdown
- Safeguarding matters
- More time for these in future we hope....

57

Wednesday's business

- Diocese of Leeds motion on 'The wealth gap between the rich and poor'
 - Wide ranging debate - housing, education, jobs, all caught up in the poverty gap.
 - This included Southwark's Tim Goode on the effect of disability on poverty.

What an impact on housing inequality @churchofengland might have by using its land 'If, like Peter, we will only step out of our rocking capsizing boat and walk on the water with Jesus' @Guli_FD #synod

Inequality, poverty and disability being discussed this morning #synod
Tim Goode of @SouthwarkCofE - 'Disability is a primary cause of poverty....
@scope research suggests the average 'disability price tag' in 2019 was £583/month.' Shocking 😞

- Vision and Strategy: more on the mixed ecology
- Governance
 - Proposals for simplifying and clarifying governance structures across the National Church Institutions
- Farewells
 - Dr Eve Poole, 3rd Estates Commissioner
 - Caroline Boddington, Archbishops Appointments Secretary
 - Bishops of Lincoln and Newcastle

58

To find out more.....



- Our very own Dean has a brilliant blog at <https://anunnatsynod.wordpress.com/>
- Read the papers at <https://www.churchofengland.org/about/leadership-and-governance/general-synod/agendas-papers/general-synod-november-2021>
- Watch the videos of Synod at <https://www.youtube.com/c/TheChurchofEngland/videos>
- Chat to a General Synod Southwark rep
- Watch a debate in person from the public gallery
- Get in touch – drop me an email at bex@sargil.co.uk



59



35/21 Formal Questions

60



DIOCESAN SYNOD

20 November 2021



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61



This Time Tomorrow - Chris Elliott



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62



PRAYER DURING THE DAY

with commissionings

Saturday during All Saints Tide

Inaugural Diocesan Synod 20 November 2021



Loving God
Walking with Jesus
Led by the Spirit
Luke 24:13-35

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63



PREPARATION

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

Bishop You have been my helper.
And under the shadow of your wings will I rejoice.

Psalm 63. 8

Bishop For the gift of his Spirit:
blessed be Christ.

For the catholic Church:
blessed be Christ.

For the means of grace:
blessed be Christ.

For the hope of glory:
blessed be Christ.

For the triumphs of his Gospel:
blessed be Christ.

For the lives of his saints:
blessed be Christ.



Loving God
Walking with Jesus
Led by the Spirit
Luke 24:13-35

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64



PREPARATION (cont.)

Bishop In joy and in sorrow:
blessed be Christ.

In life and in death:
blessed be Christ.

Now and to the end of the ages.
blessed be Christ.

From the litany of the Resurrection

PSALM

*Mercy and truth are met together,
righteousness and peace have kissed each other.*

Behold how good and pleasant it is to dwell together in unity. ♦
It is like the precious oil upon the head, running down upon the beard,

**Even on Aaron's beard, ♦
running down upon the collar of his clothing.**



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Led by the Spirit
Luke 24:13-35

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65



PSALM (cont.)

It is like the dew of Hermon ♦
running down upon the hills of Zion.

**For there the Lord has promised his blessing: ♦
even life for evermore.**

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 113

*Mercy and truth are met together,
righteousness and peace have kissed each other.*



Loving God
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Led by the Spirit
Luke 24:13-35

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66



SCRIPTURE

Speaking the truth in love, we must grow up in every way into him who is the head, into Christ, from whom the whole body, joined and knitted together by every ligament with which it is equipped, as each part is working properly, promotes the body's growth in building itself up in love.

Ephesians 4. 15-16

After a short silence

Blessed are the poor in spirit
for theirs is the kingdom of heaven.

Matthew 5. 3



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Led by the Spirit
Luke 24:13-35

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67



COMMISSIONINGS

The Bishop welcomes The Revd Andy Dovey and Mr Chris Elliott to their new roles

Will you continue faithfully in prayer for the people of God?

Candidates By the grace of God, I will.

Bishop Will you continue diligently in your meditation upon the Holy Scriptures, and in all other learning that will deepen your faith and fit you to bear witness to the truth of the gospel?

Candidates By the grace of God, I will.

Bishop Will you continue to fashion your life according to the way of Christ?

Candidates By the grace of God, I will.

Bishop Will you promote unity, peace and love in the Church and in the world, and especially among those whom you serve?

Candidates By the grace of God, I will.

Bishop Will you continue to work closely with your colleagues in ministry and elsewhere, and encourage the gifts of others?

Candidates By the grace of God, I will.



Loving God
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Led by the Spirit
Luke 24:13-35

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68



COMMISSIONINGS (cont.)

The Bishop reads the commission for The Revd Andy Dovey, Bishop's Adviser for Healthcare Chaplaincy

CHRISTOPHER by Divine Permission LORD BISHOP OF SOUTHWARK To Our beloved in Christ ANDREW MICHAEL STANLEY DOVEY Clerk

GREETING

WE DO hereby commission you to the Office and work of THE BISHOP OF SOUTHWARK'S ADVISER FOR HEALTHCARE CHAPLAINCY 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 twentieth day of November in the year of our Lord Two thousand and twenty-one in the Eleventh year of Our Translation and of Our Consecration the Seventeenth



COMMISSIONINGS (cont.)

The Bishop reads the commission for the Chair of Welcare

CHRISTOPHER by Divine Permission BISHOP OF SOUTHWARK To Our beloved in Christ CHRIS ELLIOTT

GREETING

WE DO hereby commission you to the Office and work of CHAIR OF TRUSTEES of the venerable and well-beloved charity WELCARE within Our Diocese of Southwark

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



COMMISSIONINGS (cont.)

The Bishop blesses those who have been newly commissioned

May the Lord give you wisdom, courage,
strength and love to do his will,
and the blessing of God almighty,
the Father, the Son, and the Holy Spirit,
rest upon you, and on your work done in his name,
now and always.

COLLECT

Bishop Bring us, O Lord God, at our last awakening
into the house and gate of heaven,
to enter that gate and dwell in that house,
where there shall be no darkness nor dazzling,
but one equal light;
no noise nor silence, but one equal music;
no fears nor hopes, but one equal possession;
no ends or beginnings, but one equal eternity;
in the habitations of your glory and dominion,
world without end.
Amen.

 Loving God
Walking with Jesus
Led by the Spirit
The Diocese of Southwark Luke 24:13-35

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71



THE LORD'S PRAYER

Bishop 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

Bishop May God give us grace to follow the saints in glory.
Amen.

 Loving God
Walking with Jesus
Led by the Spirit
The Diocese of Southwark Luke 24:13-35

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72



Meetings of the Houses



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