



## DIOCESAN SYNOD

### ANNUAL OBJECTIVES

Presentation by the Diocesan Secretary & Deputy Diocesan Secretary, and moved by the Bishop of Southwark that:

*“THIS SYNOD endorses the Annual Objectives for 2024 as recommended by the Diocesan Council of Trustees.”*

#### Review of the 2023 Annual Objectives

1. The Annual Objectives for 2023, as agreed by the Diocesan Synod at its meeting in November 2022 are shown below. The Deputy Diocesan Secretary, Jackie Pontin, will give a presentation to Synod members, updating them on progress against the Objectives. These have also been reviewed by the Policy & Finance Committee, and the Diocesan Council of Trustees.

#### 2023 Annual Objectives





- To implement the Diocesan action plan for the Anti-Racism Charter
- To further establish Hub and Resourcing Churches through SDF3 application in 2023
- Embed initiatives to support clergy wellbeing during times of change and uncertainty
- Develop the plan for reducing Carbon emissions within Diocesan control and begin its implementation
- Seek Synodical commitment to Eco-Diocese Silver Award by 2027/28 throughout the diocese
- To work alongside parishes and archdeacons to seek to rebuild the PSF to 2019 levels by the end of 2023 through the 2024 pledges
- To plan the 10-year programme to reach 66% parishes covering their ministry costs so they can be more generous to others
- Embed digital giving
- Review priorities for property in the light of Cost-of-Living crisis and Net Zero Carbon plans
- Review Glebe land across the Diocese
- Continue to build the integrated database across the Diocese, including data to measure the success of the Anti Racism Charter over time
- Continue to implement, as required, any new safeguarding actions following the IICSA Report (October 2020) and PCR2
- To develop further guidance and, provide further advice, to all parishes in the stewardship of their property assets mindful of the mission and ministry imperative

- To consider how the DAC can provide further guidance and advice to all parishes for the cost-effective management of church buildings
- Develop strategies to give greater support to parishes where they lack volunteers in critical roles, e.g. treasurers and churchwardens.

### Endorsement of the 2024 Annual Objectives

2. This is a time of positive change for the Diocese of Southwark: evolving Southwark Vision, Diocesan Investment Programme and a new Diocesan Secretary. In light of this, and with much to consider as we move forward with Southwark Vision, many of the Annual Objectives for the forthcoming year remain similar to those in 2023. From 2025 onwards, as we seek to implement the revised Southwark Vision which is also before Synod, the Annual Objectives will reflect work to deliver our revised Vision for the Diocese.
3. We aim for the objectives to be clear, achievable, yet challenging, and benefit the wider Diocese in difficult times at the same time as not to overburden the staff team. They also link where possible within the framework of Southwark Vision, Strategic Objectives, and the forthcoming Diocesan Investment Programme. The Objectives do not form the day-to-day work of the Diocese, rather an opportunity to go above and beyond to ensure that our parishes and deaneries are supported in their mission of the Church.
4. The Annual Objectives are formally for the Diocesan Board of Finance, in Charity terms, but try to encompass a wider Diocesan context. They will be used in the Annual Report (2023) as future commitments and in the 2025 Annual Report as commentary of achievements.
5. Several objectives carry through from 2023 where for various reasons they were not able to be achieved or are a continuation of achieved objectives. They have been discussed thoroughly by the Senior Management Team, Policy & Finance Committee and were approved by the Diocesan Council of Trustees to be endorsed by the Diocesan Synod.
6. The Annual Objectives for 2024 cover three themes of **Connection & Communication, Rebuilding Finances: parishes and the Diocese, and Strategic & National Objectives.**
7. The also remain aligned with the Major Synodical Priorities for the Triennium as shown.
8. The Annual Objectives for 2024, as discussed by PFC and recommended by DCT, are:

### Major Synodical Priorities

-  Clergy well-being in times of change
-  Environment (including Net Zero Carbon)
-  Implementation of Anti-Racism Charter
-  Parish finances for growth in post Pandemic recovery

### **Connectedness and Communication**

- Continue to embed initiatives to support clergy wellbeing during times of change and uncertainty
- Consider how the DAC can enhance its guidance, advice, and support to all parishes for the cost-effective and sustainable management of church buildings
- Continue to give support to parishes where they lack volunteers in critical roles, e.g. treasurers and churchwardens, and develop new strategies
- Environment (including Net Zero Carbon)
- Continue implementation of the plan for reducing Carbon emissions within Diocesan control
- Implement actions from the review of Glebe land across the Diocese giving due consideration to community and environmental benefits
- Continue to implement the Diocesan action plan for the Anti Racism Charter

### **Rebuilding Finances: parishes and the Diocese**

- Parish finances for growth in post Pandemic recovery
- Working with Archdeacons to increase giving, financial resilience and 2025 pledges from a selection of parishes, mindful of the target to reach 66% of parishes being self-financing by 2030
- Building on success on embedding digital giving, focus upon encouraging legacy giving
- Review priorities for property in the light of Cost-of-Living crisis and Net Zero Carbon plans
- To develop guidance to all parishes in the stewardship of their property assets, including upcoming legislative environmental changes, mindful of the mission and ministry imperative

### **Strategic & National Objectives**

- Develop plans and initiatives to enable, equip and encourage parishes to increase the number of children and young people as part of a worshipping community by 2030, linked to the National Church's bold outcomes
- Continue to further establish Hub and Resourcing Churches including through SDF3 funding awarded in 2023
- Continue to implement, as required, any new actions following reports from the National Safeguarding Team, Synodical direction, and mindful of upcoming (2026) Independent Safeguarding Audit.

The Bishop of Southwark to move that:

*“THIS SYNOD endorses the Annual Objectives for 2024 as recommended by the Diocesan Council of Trustees.”*

Nicola Thomas  
Diocesan Secretary  
October 2023