



BRIEF OUTLINE SUMMARY OF THE SYNOD'S 18 November 2023 BUSINESS AT ST PETER'S, BATTERSEA



WELCOME & OPENING PRAYER

Members of Synod were welcomed to the meeting and the Bishop of Southwark opened in prayer.

This was the first meeting of the Diocesan Synod in which Nicola Thomas attended in her new role as Diocesan Secretary.

PRESIDENTIAL ADDRESS

The Bishop of Southwark gave his Presidential Address, focussing on areas of Prayers in Love & Faith, Southwark Vision and the conflict in the Holy Land. The full text of Bishop Christopher's Presidential Address can be found [here](#) and at Appendix A.

PROMULGATION AMENDING CANON NO. 42

The Diocesan Registrar gave notice that, at its July 2023 Group of Sessions, the General Synod resolved that Amending Canon No. 42 be made, promulgated and executed.

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

SEE OF WOOLWICH

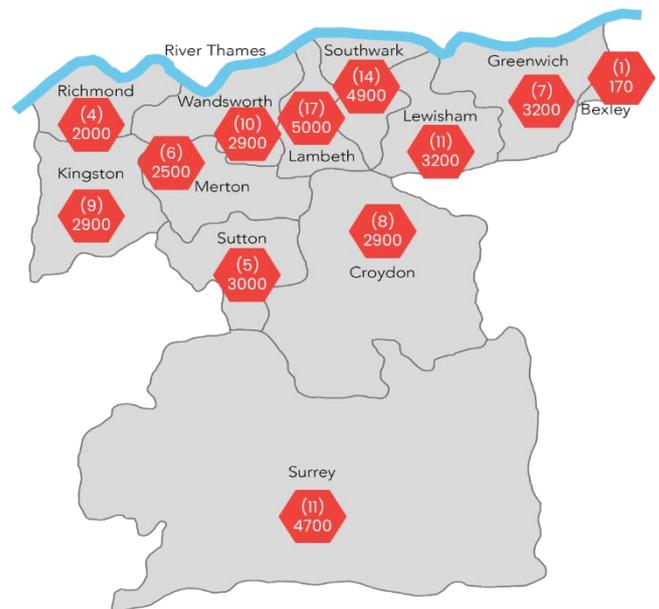
The Bishop of Southwark noted his intention to fill the vacant see in Woolwich, following the death of Bishop Karowei. As part of this process, it was important to consult with the Diocesan Synod and members were encouraged to give their thoughts, comments and feedback on appointing a new bishop and the kind of role/type of person that would be needed. The discussions would form part of the documentation that is submitted to the Dioceses Commission.

Following discussion, the Synod unanimously agreed, with a show of hands, their commitment to filling the vacant see.

DIOCESAN BOARD OF EDUCATION PRESENTATION

Roz Cordner, the Diocesan Director of Education for the [SDBE](#), gave a presentation and update on the year to date and looking forward into 2024 and beyond. This included achievements, difficulties and financial outturns.

The SDBE Charity exists to fulfil the statutory duties of the Diocese of Southwark to educate the 34,000 children and young people attending our 103 schools. They provide advice and support to develop the distinctively Christian ethos of our schools; to ensure they are inclusive and serve their local communities.



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

2023 DATA

THE DIOCESE HAS:

- 103 Schools with 34,000 pupils across 12 local authorities.
- 13 Secondary schools, (including 2 all-through) educating c10,000 pupils.
- 83 Primary schools, 3 Junior Schools, and 4 Infant schools, across 12 local authorities, educating c25,000 pupils.
- 11 academies in the current SDBE MAT: 9 primary, 1 infant, 1 junior
- 3 Standalone academies: Wilson's, Saint Martin in The Fields, Saint Cecilia's.
- 4 academies in other trusts: Anthem, Ark, REAch2, United Learning Trust, 84 Voluntary Aided Schools and 1 Foundation School

In addition, they provide and support chaplaincy in further and higher educational (F&HE) institutions across the diocese.

Members of Diocesan Synod were

encouraged to join as governors to school boards where their talents and unique understanding of the Church and the Diocese would be greatly appreciated. A copy of the slides used in the presentation can be found at Appendix B.

ANNUAL OBJECTIVES

The Deputy Diocesan Secretary, Jackie Pontin, gave an update on the 2023 Annual Objectives. This was followed by a presentation of the 2024 Annual Objectives by the Diocesan Secretary, Nicola Thomas, which had been recommended to the Synod by the Diocesan Council of Trustees. A paper was circulated in advance and can be found on the [website](#). The Annual Objectives focussed on the theme of Connectedness & Communication and Rebuilding Finances, underpinned by Synod's triennial priorities.

Major Synodical Priorities: in the context of Connectedness & Communication and Rebuilding Finances

-  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



- Continue initiatives to support clergy and laity
- DAC Support for parishes
- Support parishes to find volunteers
- Implement the Diocesan action plan for Anti-Racism Charter
- Continue implementation of CO2 reduction & fossil fuel divestment
- Implement Glebe land review
- Increase giving mindful of self-financing goals
- Focus on legacy giving
- Property priorities in light of Cost-of-Living and NZC
- Stewardship of property assets
- Increase giving mindful of self-financing goals
- Focus on legacy giving
- Property priorities in light of Cost-of-Living and NZC
- Stewardship of property assets
- Increase number of children and young people
- Hub and resource churches
- Submit Diocesan Investment Programme application
- Roll out refreshed approach to Mission Action Planning
- Implement actions from National Safeguarding Team

The Bishop of Southwark moved that:

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

The motion was overwhelmingly carried, with one abstention.

2024 BUDGET APPROVAL

Chair of the Diocesan Board of Finance, with the Diocesan Secretary and the Director of Finance, Mark Rhodes, gave a presentation on the recommended

budget for the Diocese in 2024. A paper was circulated in advance and can be found on the [website](#) and a copy of slides can be found at Appendix B.

The presentation included an updated to the forward view of three years, a review of the performance in 2023, and the budget assumptions which were incorporated into the 2024 budget, as recommended to Synod by the Diocesan Council of Trustees.

Christ Centred Outward Focused	3 Year Forward View Budget (July 2023)		
	Budget 2024 £m	Budget 2025 £m	Budget 2026 £m
Parish Support Fund	16.2	16.7	17.2
Fees, Grants, Investment & other income	7.6	7.0	7.0
Property income and gains	4.7	0.9	7.1
Total Income	28.5	24.6	31.3
Stipends	13.0	13.4	13.8
Housing Costs	3.6	3.7	3.8
Vocations, Training & Other Ministry Support	7.3	7.5	7.8
Strategic Development/Pioneering	2.0	2.0	2.0
Diocesan Investment Programme	0.6	0.0	0.0
Contributions to National Church	1.7	1.7	1.7
Total Expenditure	28.2	28.3	29.1
Provisional surplus	0.3	(3.7)	2.2

The Chair of the DBF to moved that the consolidated budget for 2024 now be considered and that:

“THIS SYNOD approves the total budget expenditure of £27,852,306 which is based on total budgeted income of £27,680,181.”

The motion was overwhelmingly carried, with one abstention.

ELECTION TO DIOCESAN SYNOD

The Chair of the House of Laity, Adrian Greenwood, gave a presentation regarding the allocation of representatives from the deaneries to the Diocesan Synod for next year’s triennial elections. A paper was circulated in advance and can be found on the [website](#). Details of the triennial elections would be circulated to PCC Secretaries and incumbents in the New Year.

Elections to Diocesan Synod in 2024

Deanery	Code	No of Reps				Licensed Clergy				PTD Clergy	No of Electors	No of Reps 2024	Total Reps 2024
		2021	2023	2024	2024	2021	2023	2023	2023				
Croydon North	CC1	2	854	2	2	2	13	7	14	2	2	4	4
Croydon Addington	CC2	2	888	2	2	2	11	7	12	2	2	4	4
Croydon Central	CC3	3	1482	2	3	3	13	9	14	2	2	4	4
Croydon South	CC4	2	976	2	2	2	11	6	12	2	4	6	6
Sutton	CBS	4	1488	2	3	4	28	9	29	4	4	6	6
Reigate	CR3	6	2551	5	5	5	28	21	30	5	5	10	10
Tandridge	CR4	5	2149	4	4	4	20	17	21	3	7	7	7
Lambeth North	KL1	4	1070	2	2	5	34	18	35	5	7	7	7
Lambeth South	KL2	2	938	2	2	2	20	14	21	3	5	5	5
Merton	KL3	6	2450	4	5	6	32	11	33	5	9	9	9
Battersea	KW1	3	1050	2	2	3	15	8	16	2	4	4	4
Tooting	KW2	2	1126	2	2	3	17	9	18	3	5	5	5
Wandsworth	KW3	3	1589	3	3	3	21	8	22	3	6	6	6
Richmond & Barnes	KW4	3	1260	2	2	3	22	14	23	3	5	5	5
Kingston	KW5	4	1808	3	4	4	26	14	27	4	7	7	7
Charlton	WL1	2	810	2	2	4	21	10	22	3	5	5	5
Eltham & Motingham	WL2	2	359	2	2	1	9	6	10	2	4	4	4
Plumstead	WL3	2	591	2	2	2	14	7	15	2	4	4	4
East Lewisham	WL4	3	901	2	2	4	25	18	26	4	6	6	6
West Lewisham	WL5	2	596	2	2	1	9	8	10	2	4	4	4
Dagford	WL6	2	464	2	2	2	12	2	13	2	4	4	4
Bermondsey	WS1	2	358	2	2	1	8	3	9	2	4	4	4
Southwark & Newington	WS2	2	909	2	2	4	20	14	21	3	5	5	5
Camberwell	WS3	2	584	2	2	2	13	5	14	2	4	4	4
Dulwich	WS4	2	611	2	2	3	15	8	16	2	4	4	4
Totals		72	27792	59	63	75	457	253	492	72	131	131	131

	2018	2021	2024	2024
Bishops	4	4	4	4
Elected Laity	73	72	59	63
Elected Clergy	75	78	72	72
Archdeacons & Dean	7	7	7	7
Bishop's Nominees (Clergy)	2	5		
Bishop's Nominees (Laity)	8	5		
General Synod Clergy	7	7	7	7
General Synod Laity	7	7	7	7
Chancellor	1	1	1	1
DiAC Chairman	1	1	1	1
DBF Chairman	1	1	1	1
Total Laity	88	87	69	73
Total Clergy	88	97	86	86
Total Bishops	4	4	4	4
Maximum Membership	180	183	158*	163*

*excluding Bishop's Nominees

The Chair of the House of Laity to moved that:

“THIS SYNOD will take note of the Diocesan Secretary’s evaluation of membership for the 2024 triennium prior to certifying, to Deanery Secretaries, their allocation of seats formally by the end of December 2023, including the revised formula of one in 450 (min two) in order to maintain the appropriate balance of the Houses of Laity and Clergy.”

The motion was overwhelmingly carried, with one abstention.

EUCCHARIST & COMMISSIONING

The Synod were invited to join a service of Holy Communion, presided by the Bishop of Southwark, in which the Revd Derrick Chandler was commissioned as Croydon Area Retirement Officer.

SOUTHWARK VISION 2024-2035

Ruth Martin, the Bishop's Lead for Strategic Development, and members of the Core Team gave a presentation on the culmination of the Southwark Vision consultations following the July Diocesan Synod. A paper was circulated in advance and can be found on the [website](#) and a copy of slides can be found at Appendix B.

The presentation linked to the collaborative partnership with the National Church's Diocesan Investment Programme, which for Southwark was a 9-year funding partnership linked to Southwark Vision and the National Church's Vision of becoming **Simpler Bolder Humbler**.

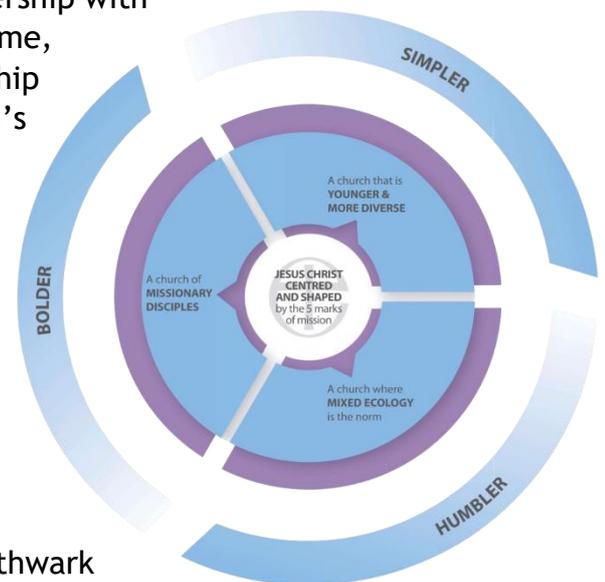
Presentation by Ruth Martin and the Diocesan Investment Programme Working Group and moved by the Bishop of Southwark that:

Southwark Vision 2024-2035 centred on the Diocese becoming **Christ Centred | Outward Focused**. And prioritising:



The Bishop of Southwark to moved that:

“THIS SYNOD approves and endorses ‘Southwark Vision 2024-2035’, setting out our priorities as a basis for the objectives of the Diocese, and the outcomes we seek, and requests the Diocesan Secretary to begin implementation with regular reports to the Diocesan Council of Trustees and the Diocesan Synod”



The motion was overwhelmingly carried, with one abstention.

GENERAL SYNOD UPDATE

The Ven Alastair Cutting, the Archdeacon of Lewisham & Greenwich, gave an update on the July General Synod's Group of Sessions. Supported by an update given by Helen Ainsworth, read by the Deputy Diocesan Secretary, as she could not be present. The focus of the General Synod were the Prayers of Love Faith and further recommendations of the Living in Love and Faith debates. Further details on the General Synod can be found on the [National Church's website](#).

FORMAL QUESTIONS

Formal questions and answers were presented to members and the Notice Paper can be found on the website.



Diocesan Synod: 18th November 2023

Members of Synod, my brothers and sisters in Christ, this week General Synod passed the following motion concerning the Prayers of Love and Faith.

“That this Synod, conscious that the Church is not of one mind on the issues raised by Living in Love and Faith, that we are in a period of uncertainty, and that many in the Church on all sides are being deeply hurt at this time, recognise the progress made by the House of Bishops towards implementing the motion on Living in Love and Faith passed by this Synod in February 2023, as reported in GS 2328, encourage the House to continue its work of implementation, and ask the House to consider whether some standalone services for same-sex couples could be made available for use, possibly on a trial basis, on the timescale envisaged by the motion passed by the Synod in February 2023.”

It was a narrow vote but an historic moment, confirming Synod’s decision made in February, mandated then by each of the three Houses - a decision that began with an apology and recognised the dignity and gift to the whole Church of God of our LGBTQIA+ brothers and sisters. The apology is now given substance and at the same time the motion acknowledges the uncertainty and hurt many people are experiencing and have experienced across the breadth of convictions.

I welcome the decision that has been made. It is in line with much that I anticipated might happen and have shared with you in recent Presidential Addresses. I also want to say that the leadership of this Diocese will be utterly unshakeable in protecting the spectrum of conviction on this matter and will continue to hold in high esteem and respect the sincerity of those who do not wish to use the prayers as we will for those who do. I simply ask once again that we continue to speak well of each other as befits our calling as fellow members of the Body of Christ. No one will be asked or required to use the Prayers of Love and Faith unless they choose to do so from their hearts. Those who do use them will use them with my blessing. The House of Bishops has affirmed again this week its commitment to protecting conscience in the process surrounding LLF. The House of Bishops is also committed to providing pastoral provision for those clergy and parishes who might seek it. These are, of course, conversations for the National Church, but I shall be pleased to implement whatever is discerned nationally here in Southwark, much in the way that I am pleased currently to offer extended episcopal care through the bishops of Fulham and Ebbsfleet.

The broad trajectory General Synod has set is clear, although - as is inevitably the case when the Church sees development in its common life - there remain some questions to explore. The Prayers of Love and Faith are a modest codification of what is already permitted - and what has already been happening in many parishes in the Diocese. Change does not happen in a vacuum. The current guidance from the House of Bishops already says, ‘Where clergy are approached by people asking

for prayer in relation to entering into a civil partnership they should respond pastorally and sensitively in the light of the circumstances of each case'.¹

What has not been permitted until now are blessings. That is new - but there is absolutely no compulsion to use what is provided. How we respond locally, however, to General Synod's mandate is up to us. In each Deanery, in each Episcopal Area, and in my own staff team we model unity in diversity - great diversity. That is a distinctive hallmark of Southwark which, as you know, I encourage us all to see as God's gift and blessing. I anticipate that a good number of parishes, under the leadership of their incumbents, will use the Prayers of Love and Faith with joy. Others will take time to make a decision, and some will be clear in their convictions from the outset that they do not wish to use them. The Pastoral Principles, so carefully formulated at an early stage of the Living in Love and Faith process, are a good guide for us all. I encourage you to read them again and take them to heart. We cannot take refuge in merely confining ourselves and our interactions to brothers and sisters who agree with us. Our journey - like the root meaning of the word 'synod' - is to go forward together on the way (*syn hodos*), under Christ, acknowledging that in reality this will make demands on us and be costly both in conscience and conviction but is ultimately joyful and in accord with the will of the One who calls and is faithful (cf 1 Thessalonians 5. 24).

In my Presidential Address in March I referred to the concept of reception, which is a concept that I believe will help keep our common life in focus. Reception gives context to the space we move into following change. In other words, moving from a proposition to the reality of lived experience. As I said in March quoting the Windsor Report [2004], reception is 'a way of testing whether a controversial development arising within a province by legitimate processes, might gradually, over time, come to be accepted as an authentic development of the faith' and enable a settlement (Windsor Report, para. 68). In a church such as ours, shaped at the Reformation as it was in argument and conflict, reception is an important test. It is a principle that sets the boundaries of accommodation.

All of this is to say that reception acknowledges that the Church itself is a living organism. Over my 40 years of ordained ministry reception has helped the Church over the remarriage of divorcees, over the ordination of women and will help us now. The story of the Church is a great, wonderful journey through history with the faithful responding to their apostolic calling in the different contexts and challenges along the way at the prompting of conscience - yet Christ is the same, yesterday, today and forever. The Acts of the Apostles shows that the early Church proclaimed Christ in a time of great uncertainty and periodic persecution - and that the Holy Spirit leads the church as the body of Christ, animating that body, revitalising it constantly, and going ahead of the Church to bring believers into new articulations of the fullness of life that has been won for us in Christ. In this we acknowledge both that the peace of God passes all human understanding and yet, as St Anselm understood so clearly, we are given a questioning faith which is at the same time seeking understanding.

¹ [Civil Partnerships - A pastoral statement from the House of Bishops of the Church of England](#) (December 2019).

So, my brothers and sisters, we go forward joyfully with a commitment to resourcing apostolic mission and ministry throughout the Diocese. At this Synod, I shall propose a motion to endorse the new Southwark Vision which will take us through to 2035. It is built on the firm foundation that all our parishes are valued, across the spectrum of tradition, conviction, and context. The new vision will by God's grace develop the habits that we have been learning - working together, acknowledging differences as strengths, speaking well of each other, and building a culture that expresses our mutuality and interdependence, each always having need of the other. I said in March,

With God's help, let us go forward in good faith and mutual respect, open to the guidance of the Holy Spirit, and not saying to others who hold a different view, 'I have no need of you'. We have a solemn duty to do this.

Thankfully, the Church's life continues. We are approaching Advent, the holy and joyful season which begins a new Church year, in which we prepare to celebrate the Incarnation and birth of our Lord and Saviour Jesus Christ. This year, pilgrims will not be able to make their way to the Holy Land. Our hearts go out to our brothers and sisters in Israel and Palestine. Large numbers of people have suffered and are continuing to suffer so greatly following the evils unleashed by the Hamas massacre of infants and other innocent victims on 7 October. We hear daily of the growing number of innocent victims suffering in Gaza, so many of them children, as Israel takes military action in response. I have called for the immediate release of the hostages as well as for a humanitarian ceasefire. But I ask members of Synod to focus on community relations in each of our parishes, reaching out wherever possible to our Jewish and Muslim neighbours as we must counter the great social evils of anti-Semitism and Islamophobia - increasingly evident in this current fraught context. I also commend to you the appeal for the Anglican Hospital in Gaza jointly endorsed by the Archbishop of Canterbury and the Anglican Archbishop in Jerusalem, our good friend Archbishop Hosam.

At times in our history when pilgrims could not visit the Holy Places because of conflict, the Church encouraged the custom of placing a crib in every parish so that we might come to that place as pilgrims to kneel in adoration and rejoice at the birth of our Lord and Saviour. This Advent, let us make our hearts a crib so that Christ may be born anew in them, preparing them carefully and intentionally with a focus on intercessory prayer for our brothers and sisters in this Diocese and in the Holy Land. In *The Joy of the Gospel* Pope Francis wrote that intercessory prayer 'moves us particularly to take up the work of evangelisation and to seek the good of others' (*Evangelii Gaudium*, 281). And, 'When evangelisers rise from prayer, their hearts are more open; freed from self-absorption, they are desirous of doing good and sharing their lives with others' (*Evangelii Gaudium*, 282). My brothers and sisters, the world needs to hear the Gospel of Christ. Let us together proclaim his saving Birth, his Life, Death, Resurrection, and subsequent gift of the Spirit. We have good news to tell. It is up to us to tell it - and we shall tell it best together.

Lastly, I wish to say that in focussing on the suffering of our brothers and sisters in the Holy Land I am also aware of the cost of discipleship at this time for many

brothers and sisters in this Diocese. But I wish to give you words which are not mine but those of the Apostle Paul writing to the Church in Rome:

Therefore, since we are justified by faith, we have peace with God through our Lord Jesus Christ, through whom we have obtained access to this grace in which we stand; and we boast in our hope of sharing the glory of God. And not only that, but we also boast in our sufferings, knowing that suffering produces endurance, and endurance produces character, and character produces hope, and hope does not disappoint us, because God's love has been poured into our hearts through the Holy Spirit that has been given to us (Romans 5. 1-5).

Christ
Centred
Outward
Focused

DIOCESAN SYNOD

18 NOVEMBER 2023

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Christ
Centred
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Focused

20/23

WELCOME & OPENING PRAYER

2

Christ
Centred
Outward
Focused

21/23

ANNOUNCEMENTS & NOTICES

3

Christ
Centred
Outward
Focused

22/23

PRESIDENTIAL ADDRESS

4

Christ
Centred
Outward
Focused

24/23

SEE OF WOOLWICH

5

Christ
Centred
Outward
Focused

25/23

DIOCESAN BOARD OF EDUCATION

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Southwark Diocesan Board of Education

Diocesan Synod

Education update

18 November 2023

Roz Cordner



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Thank you

On behalf of our 103 schools

34,000 pupils

School leaders

School governors

Further/Higher Education Chaplains

School Chaplains

Board & Committee Members

Staff team



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Our role

The SDBE Charity exists to fulfil the statutory duties of the Diocese of Southwark to educate the 34,000 children and young people attending our 103 schools.

We provide advice and support to develop the distinctively Christian ethos of our schools; to ensure they are inclusive and serve their local communities.

In addition, we provide and support chaplaincy in further and higher educational (F&HE) institutions across the diocese.



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

Our role

We are a separate registered charity but an integral part of the diocese as a whole, fulfilling the diocesan statutory duty in respect of children's education and its commitment to chaplaincy development.

We receive an annual grant from the diocese to fund the work of delivering the measure in our schools.

The role of the F&HE chaplaincy development officer is funded by the Board of Finance.



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

How we are organised

Our main Board meets three times a year:

The exec committee meets at least twice a term.

There are four further committees;

Finance and Development up to four meetings a year.

Schools Committee three meetings a year.

Further and Higher Education (Chaplaincy) 3 meetings a year;

Audit meets twice a year.



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Working with the diocese

Joint focus on renewing our vision to become a *Thriving Board of Education* in alignment with Diocesan Vision

Collaborative work with:

Justice, Peace and Integrity of Creation (JPIC) working alongside Natalie Walters

Climate Justice - Diocesan Environmental Committee - working towards CofE Net zero carbon route map

Growing Faith - formalising the work being done between Children and Young People/schools and church

Welcoming Welcare to SDBE offices at Union St



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Windrush 75 Celebrations – Southwark Cathedral 22 June 2023



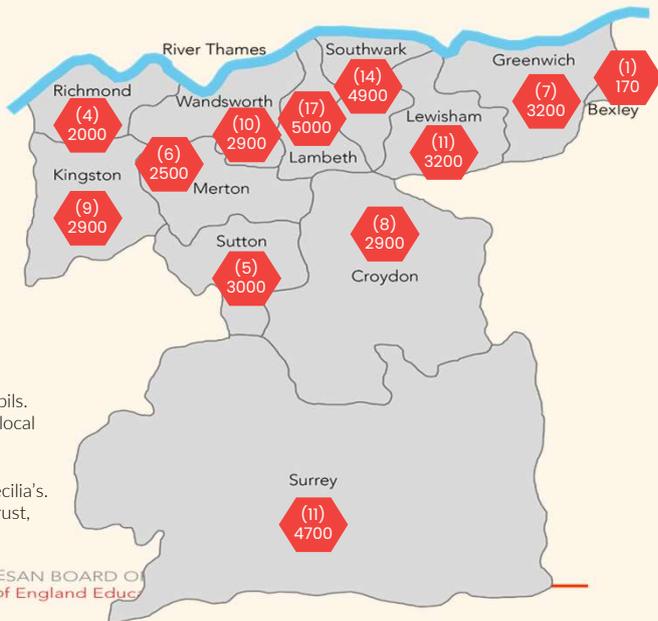
SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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DIOCESAN PROFILE – November 2023

2020/21 DATA

LA	Primary		Secondary/All Through		TOTALS	
	Schools	Pupil Numbers	Schools	Pupil Numbers	Schools	Pupil Numbers
Greenwich	6	1614	1	1598	7	3212
Bexley	1	177	0	0	1	177
Kingston	9	2903	0	0	9	2903
Lambeth	15	3586	3	1420	18	5006
Lewisham	10	2246	1	1002	11	3248
Merton	5	1714	1	758	6	2472
Richmond	3	1039	1	927	4	1966
Southwark	11	2521	3	2346	14	4867
Surrey	10	2903	1	1860	11	4763
Sutton	4	1715	1	1290	5	3005
Wandsworth	9	1920	1	970	10	2890
Croydon	7	2161	1	734	8	2895
TOTALS	90	24499	14	12905	104	37404



2023 DATA

THE DIOCESE HAS:

- 103 Schools with 34,000 pupils across 12 local authorities.
- 13 Secondary schools, (including 2 all-through) educating c10,000 pupils.
- 83 Primary schools, 3 Junior Schools, and 4 Infant schools, across 12 local authorities, educating c25,000 pupils.
- 11 academies in the current SDBE MAT: 9 primary, 1 infant, 1 junior
- 3 Standalone academies: Wilson's, Saint Martin in The Fields, Saint Cecilia's.
- 4 academies in other trusts: Anthem, Ark, REAch2, United Learning Trust,
- 84 Voluntary Aided Schools and 1 Foundation School



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Changing landscape

- **We have 103 schools**
- **34,000 pupils across 12 local authorities**
- **13 secondary schools educating approximately 10,000**
Including St Bede's, Redhill, ecumenical secondary school
- **83 primary schools, 3 junior schools, 4 infant schools**
educating approximately 25,000 pupils
- **84 Voluntary Aided (VA) schools (7 secondary, 77 primary)**
- **1 Foundation school**



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Academies

SDBE MAT 11 in total.

1 infant school, 1 junior school, 9 primary schools

Stand alone academies 3 in total

**Wilson's, Sutton,
Saint Cecilia's, Wandsworth,
St Martin in the Fields, Lambeth**



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Academies

4 schools in other Trusts (pre SDBE MAT)

**St Mark's, Mitcham, Anthem Academy (secondary school),
Merton**

Ark All Saints' Southwark (secondary school)

**Bacon's College, Southwark, United Learning Trust
(secondary school)**

St Mark's primary school – REAch2, Croydon



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Inspection outcomes

**100% of our schools are judged 'Good or better'
Statutory Inspection of Anglican and Methodist Schools
(SIAMS) (New framework in place from September 2023)**

**98 % of our schools are judged 'Good or better' by Ofsted
102 of our 103 schools in August 2023 (national 86%)**



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Changing landscape

- **Falling pupil numbers**
- **January 2022 – London Councils Report**
- **School closures since 2021**
- **St John's Walworth – August 2021**
- **Archbishop Tenison, Oval, August 2023**
- **St Martin in the Fields, Tulse Hill August 2024**



SOUTHWARK DIOCESAN BOARD OF EDUCATION
Developing Church of England Education

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Challenges

Falling pupil numbers impacts directly on school budgets

School budgets are already overstretched and estimated that 97% of schools will be in deficit by year end

Long-term viability of current school footprint and school organisation is unsustainable

Not a quality of education issue, not an individual school issue



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Developing Church of England Education

20

Our response

It is a Board of Education issue

Greater focus on going 'beyond the Measure'

Building up stronger information base that *includes school finances, projected deficit/financial recovery plan*

Support for restructuring over-staffed schools

Identifying potential school-to-school partnerships

A baseline measure of our school estate



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21

What else can we do?

Supporting schools in considering their options;

from reducing class sizes and organising mixed aged groups,

to recruitment advice on the best leadership model to consider,

walking alongside schools throughout the decision making process – and before closure is considered, ensuring every other option has been carefully thought through.



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Marketing

Despite the landscape, we have good news stories in all of our schools

Focus on refreshing the outside view of CofE education to ensure that families know what it is like to be in a Church of England school today

Working in partnership with the local church to celebrate the school



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23

**Eco Garden –
Christ Church CofE
School, Streatham**



**VA-SCA Funded New
Windows and Roof Repair
– St Saviour’s and St
Olave’s CofE School**



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24

Drivers for the year(s) ahead

Sustainability of schools

Secure church school education across the diocese, recognising that school organisation will change (shared leadership/school to school support)

Equity, inclusion and diversity -

Increase the diversity of our school leaders and reflecting this in our own governance make up

Continuing to raise the profile of and impact of the diocesan anti-racism charter



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Drivers for the year(s) ahead

Sustainability of our school estate

Carbon net zero

Maximising Voluntary Aided School condition allocation (VA-SCA)

Developing a strategy for management of empty school buildings

Outline our Diocesan Academisation Strategy - 2024

Review our vision and strategic objectives to be a Thriving Board of Education



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26

Income

➤ Grants and donations *	£6,641,854
➤ Charitable Activities	£670,256
➤ Trading Activities	£566,325
➤ Investment Income	<u>£1,000,584</u>
➤ Total	<u>£8,879,019</u>
➤ *Diocesan Grant	£336,795
➤ Voluntary Aided School Condition Allocation	£5,575,019
➤ Donated assets	£700,000
➤ Other grants	£30,040



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27

SDBE Start Of The Year Eucharist – 19 October 2023

Including
presentation of
The Bishop's
Certificate for
school governance
22/23



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28

ANNUAL OBJECTIVES

29

Presentation by the Diocesan Secretary and 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.”

30

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

31

Strategic Objectives

Five Strategic Objectives endorsed by Synod in Southwark Vision 2017-2025:

- to grow our average weekly attendance by 5%
- to increase the number of worshipping communities
- to grow a financial resource base that allows investment in growth for the future
- to grow the number of ordained and lay vocations by 50%
- to grow leadership and representation that reflects the rich diversity of our Diocese

32

Annual Objectives 2023

Completed



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



Continue to implement, as required, any new actions following the IICSA Report (October 2020) and PCR2



Embed digital giving

33

Annual Objectives 2023

Good progress made and moving to implementation with further detail in the 2024 Objectives

- Embed initiatives to support clergy wellbeing during times of change and uncertainty
- To consider how the DAC can provide further guidance and advice to all parishes for the cost-effective management of church buildings
- 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

34

Annual Objectives 2023

- To implement the Diocesan action plan for Anti-Racism Charter
- To work alongside parishes and archdeacons to seek to rebuild the PSF to 2019 levels by the end of 2023 through the 2024 pledges
- Develop strategies to give greater support to parishes where they lack volunteers in critical roles, e.g. treasurers and churchwardens
- Review priorities for property in the light of Cost-of-Living crisis and Carbon net Zero plans

35

Annual Objectives 2023

- To further establish Hub and Resourcing Churches through SDF3 application in 2023
- To plan the 10-year programme to reach 66% parishes covering their ministry costs so they can be more generous to others
- Review Glebe land across the Diocese continues
- Continue to build the integrated database across the Diocese, including data to measure the success of the anti-racism charter over time

36

National Priorities - Six Bold Outcomes

- Doubling number of children and young active disciples
- Fully representative of communities we serve
- Parish System revitalised for mission
- 10,000 new Christian Communities
- All Christians... to live as disciples of Jesus Christ
- Local churches becoming communities and Hubs for initial and ongoing formation

Diocesan Investment Programme will prioritise deprived and resource poor churches and areas.

37

Major Synodical Priorities: in the context of Connectedness & Communication and Rebuilding Finances



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

38

Annual Objectives 2024

A time of change for
Southwark:
Evolving Vision, Diocesan
Investment Programme and new
Diocesan Secretary

39

Annual Objectives 2024

Clergy wellbeing in
times of change



Continue initiatives to support clergy and laity



DAC Support for parishes



Support parishes to find volunteers

40

Annual Objectives 2024

Environment (including NZC)



Continue implementation of CO2 reduction & fossil fuel divestment



Implement Glebe land review

Anti-Racism Charter



Implement the Diocesan action plan for Anti-Racism Charter

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Annual Objectives 2024

Rebuilding Finances: parishes and the Diocese



Increase giving mindful of self-financing goals



Focus on legacy giving



Property priorities in light of Cost-of-Living and NZC



Stewardship of property assets

42

Annual Objectives 2024

Strategic & National Objectives



Increase number of children and young people



Hub and resource churches



Submit Diocesan Investment Programme application

43

Annual Objectives 2024

Strategic & National Objectives



Roll out refreshed approach to Mission Action Planning



Implement actions from National Safeguarding Team

44

Presentation by the Diocesan Secretary and 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.”

45

Christ
Centred
Outward
Focused

27/23

2024 BUDGET APPROVAL

46

Presentation by the Chair of the Diocesan Board of Finance with the Diocesan Secretary Director of Finance.

The Chair of the DBF to move that the consolidated budget for 2024 now be considered and that:

“THIS SYNOD approves the total budget expenditure of £27,852,306 which is based on total budgeted income of £27,680,181.”

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Sir David Beamish Chair of the Diocesan Board of Finance

- Forward view of financial plans presented to Synod July 2023
- Review of performance YTD in 2023 vs Budget 2024
- 2024 budget and assumptions
- Above all thanks to our parishes for their wonderful support and generosity

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Outward
Focused

3 Year Forward View Budget (July 2023)

	Budget 2024 £m	Budget 2025 £m	Budget 2026 £m
Parish Support Fund	16.2	16.7	17.2
Fees, Grants, Investment & other income	7.6	7.0	7.0
Property income and gains	4.7	0.9	7.1
Total Income	28.5	24.6	31.3
Stipends	13.0	13.4	13.8
Housing Costs	3.6	3.7	3.8
Vocations, Training & Other Ministry Support	7.3	7.5	7.8
Strategic Development/Pioneering	2.0	2.0	2.0
Diocesan Investment Programme	0.6	0.0	0.0
Contributions to National Church	1.7	1.7	1.7
Total Expenditure	28.2	28.3	29.1
Provisional surplus	0.3	(3.7)	2.2

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Focused

Resourcing the Vision

2023 Forecast vs 2024 Draft Budget for Approval

	2023 Forecast £m Using Sept Forecast	2024 Draft Budget £m
Parish contribution (net)	15.9	16.1
Parochial fees	0.4	0.4
Investment income (net)	1.2	1.1
Property income	0.8	0.9
Grants & other income	4.7	5.6
Gains on disposal of assets	2.6	3.6
Total income	25.6	27.7

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Resourcing the Vision

2023 Forecast vs 2024 Draft Budget for Approval

	2023 Forecast t £m Using Sept Forecast	2024 Draft Budget £m
Stipends	12.6	13.0
Housing Costs	4.1	3.7
Vocations, Training & Other Ministry Support	7.1	7.6
Strategic Development	0.6	1.9
Contributions to National Church	1.7	1.7
Total expenditure	26.1	27.9

51

2023 Forecast Out-turn

- Current forecast is for a deficit of £0.5m against a budgeted deficit of £0.1m
- PSF on budget with a collection rate of 98.4% at the end of September
- Taken together other income streams on budget, except for property gains
- Significant slowdown in the property market means that some transactions in the approved capital plan will not take place until 2024, affecting the forecast out-turn for 2023

52

2023 Forecast Out-turn

- Clergy costs on budget and forecast to be so by the year end
- Increased property costs due to higher costs of repair and maintenance to parsonages and other properties
- Overall costs expected to be just 1% over budget, even after allowing for higher property expenditure
- Cash forecast to be around £5.5m at the year end

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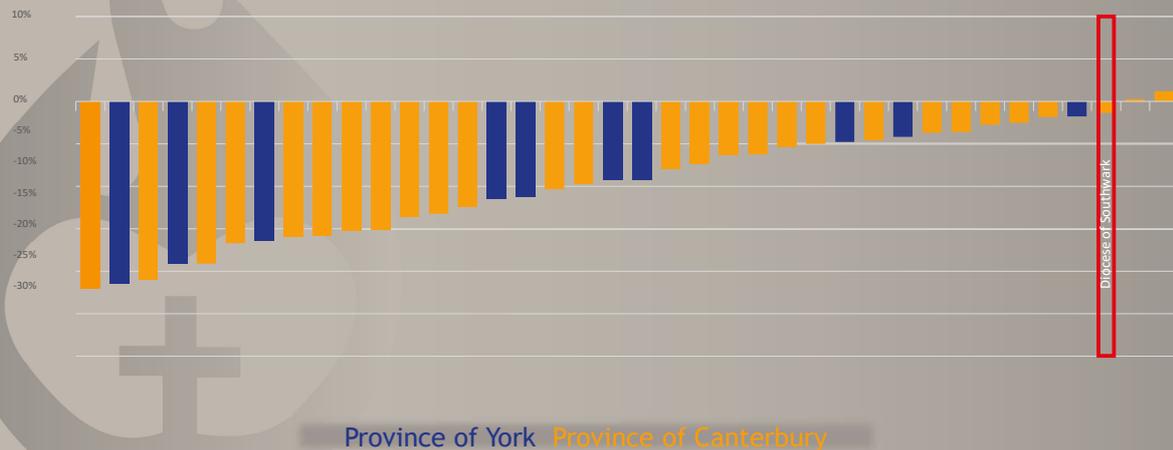
Parish Support Fund 2023

- 2023 budget is £15.9m, with expected out-turn of £15.9m
- Collection rate 98.4% at the end of September
- Lower than last year due to more financial challenges for parishes and a small reduction from parishes withholding part of their pledges due to LLF concerns
- Southwark performing well in the national context. Next slide compares cash received to end of August 2023 to cash received to end of August 2019 across the Dioceses
- Southwark in the top three for performance

54

PSF National context - comparisons with 2019

Parish share: change in cash received YTD August 2023 v. August 2019



55

2024 Principal budget assumptions

Income

- 1.2% increase budgeted in Parish Support Fund pledges for 2024
- PSF target created in partnership with parishes, giving robustness to the budgeted figure and reducing risk
- £0.9m increase in grant income, principally due to the beginning of SDF3, funding a range of parish-based projects
- Investment, property and fee income similar to the expected out-turn for 2023

56

How are we doing with 2024 pledges?

- As of 14 November, 300 pledges received from over 92% of churches, totalling £15.4m with an average increase of 1.6%
- 91% of churches pledged so far have increased or maintained their pledges, with 54% matching or exceeding the rise in indicative costs of 3.3%
- There have also been a few significant decreases due to falls in income, both giving and trading and/or increasing energy and maintenance costs. Two of these decreases from parishes are due to LLF concerns. A handful of parishes are awaiting the outcome of the General Synod debate before pledging
- Confidence in 2024 budget of £16.1m

57

2024 Principal budget assumptions

Expenditure

- 4% increase in stipends
- Establishment incumbent status posts remain the same, with an occupancy rate of 240 incumbent status and 50 stipended curates
- Aside from clergy and SDF costs, costs increase by 3.5% which includes a 4% increase in staff salaries
- Increase in SDF expenditure matched by an increased SDF grant from National Church
- Maintained a grant to Welcare of £0.17m

58

Presentation by the Chair of the Diocesan Board of Finance with the Diocesan Secretary Director of Finance.

The Chair of the DBF to move that the consolidated budget for 2024 now be considered and that:

“THIS SYNOD approves the total budget expenditure of £27,852,306 which is based on total budgeted income of £27,680,181.”

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ELECTIONS TO DIOCESAN SYNOD

60

The Chair of the House of Laity to move that:

“THIS SYNOD will take note of the Diocesan Secretary’s evaluation of membership for the 2024 triennium prior to certifying, to Deanery Secretaries, their allocation of seats formally by the end of December 2023, including the revised formula of one in 450 (min two) in order to maintain the appropriate balance of the Houses of Laity and Clergy.”

61

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Centred
Outward
Focused

THIS TIME TOMORROW

62

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Outward
Focused

EUCCHARIST & COMMISSIONING

63

Christ
Centred
Outward
Focused

Processional Hymn

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

All Amen.

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

All

64

Christ
Centred

Outward
Focused

Processional Hymn



Praise, my soul, the King of heaven;
to his feet thy tribute bring.
Ransomed, healed, restored, forgiven.
who like me his praise should sing?
Praise him! Praise him!
Praise him! Praise him!
Praise the everlasting King!

65

Christ
Centred

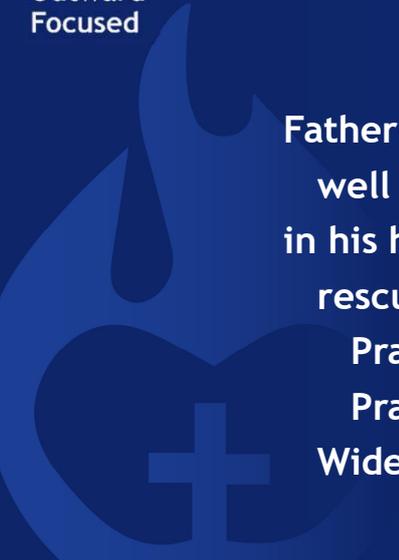
Outward
Focused



Praise him for his grace and favour
to our fathers in distress;
Praise him still the same forever,
slow to chide, and swift to bless.
Praise him! Praise him!
Praise him! Praise him!
Glorious in his faithfulness.

66

Christ
Centred
Outward
Focused



Father-like he tends and spares us;
well our feeble frame he knows;
in his hands he gently bears us,
rescues us from all our foes.
Praise him! Praise him!
Praise him! Praise him!
Widely as his mercy flows.

67

Christ
Centred
Outward
Focused



Angels, help us to adore him;
ye behold him face to face;
sun and moon bow down before him,
dwellers all in time and space.
Praise him! Praise him!
Praise him! Praise him!
Praise with us the God of grace!

68

Christ
Centred

Outward
Focused

Gathering

In the name of the Father, and of the Son,
and of the Holy Spirit.

All Amen.

All Peace be with you
and also with you.

69

Christ
Centred

Outward
Focused

Prayer of Preparation

All Almighty God,
to whom all hearts are open, all desires known,
and from whom no secrets are hidden: cleanse the
thoughts of our hearts by the inspiration of your
Holy Spirit, that we may perfectly love you,
and worthily magnify your holy name;
through Christ our Lord. Amen.

70

Christ
Centred

Outward
Focused

Prayers of Penitence

Jesus says, 'Repent, for the kingdom of heaven is close at hand.' So let us turn away from sin and turn to Christ, confessing our sins in penitence and faith.

Silence is kept

71

Christ
Centred

Outward
Focused

Prayers of Penitence

You were sent to heal the contrite of heart.
Lord, have mercy.

All Lord, have mercy.

You came to call sinners.
Christ, have mercy.

All Christ, have mercy.

72

Christ
Centred
Outward
Focused

You are seated at the right hand of Father
to intercede for us
Lord, have mercy.

All Lord, have mercy.

Almighty God, who forgives all who truly repent, have
mercy upon you, pardon and deliver you from all your
sins, confirm and strengthen you in all goodness, and
keep you in life eternal; through Jesus Christ our Lord.

All Amen.

73

Christ
Centred
Outward
Focused

Collect

Let us pray.

Almighty Father, whose will is to restore all things in
your beloved Son, the King of all: govern the hearts
and minds of those in authority, and bring the families
of the nations, divided and torn apart by the ravages
of sin, to be subject to his just and gentle rule;
who is alive and reigns with you, in the unity of the
Holy Spirit, one God, now and for ever.

All Amen.

74

Christ
Centred

Outward
Focused

First Reading

Please sit

A Reading from the Book of Wisdom.

For while gentle silence enveloped all things, and night in its swift course was now half gone, your all-powerful word leapt from heaven, from the royal throne, into the midst of the land that was doomed, a stern warrior carrying the sharp sword of your authentic command, and stood and filled all things

75

Christ
Centred

Outward
Focused

with death, and touched heaven while standing on the earth.

For the whole creation in its nature was fashioned anew, complying with your commands, so that your children might be kept unharmed. The cloud was seen overshadowing the camp, and dry land emerging where water had stood before, an unhindered way out of the Red Sea, and a grassy plain out of the raging waves, where those protected by your hand

76

Christ
Centred
Outward
Focused

passed through as one nation, after gazing on marvellous wonders. For they ranged like horses, and leapt like lambs, praising you, O Lord, who delivered them.

Wisdom 18:14-16, 19:6-9

All This is the word of the Lord.
Thanks be to God.

77

Christ
Centred
Outward
Focused

Psalm

Sing praises to him and tell of all his marvellous works.
All Sing praises to him and tell of all his marvellous works.

O give thanks to the Lord and call upon his name; make known his deeds among the peoples. Sing to him, sing praises, and tell of all his marvellous works. Rejoice in the praise of his holy name; let the hearts of them rejoice who seek the Lord.

All Sing praises to him and tell of all his marvellous works.

78

Christ
Centred
Outward
Focused

He smote all the firstborn in their land, the first fruits of all their strength. Then he brought them out with silver and gold; there was not one among their tribes that stumbled. Egypt was glad at their departing, for a dread of them had fallen upon them.

All Sing praises to him and tell of all his marvellous works.

79

Christ
Centred
Outward
Focused

He smote all the firstborn in their land, the first fruits of all their strength. Then he brought them out with silver and gold; there was not one among their tribes that stumbled. Egypt was glad at their departing, for a dread of them had fallen upon them.

All Sing praises to him and tell of all his marvellous works.

Psalm 105:1-3, 36-42

80

Christ
Centred

Outward
Focused

Gospel Acclamation

Please stand, as you are able

Alleluia, Alleluia, Alleluia.

All Alleluia, Alleluia, Alleluia.

Blessed is the king who comes in the name of the Lord.
Peace in heaven and glory in the highest heaven.

All Alleluia, Alleluia, Alleluia.

81

Christ
Centred

Outward
Focused

Gospel

The Lord be with you.

All and also with you.

Hear the Holy Gospel of our Lord Jesus Christ
according to Luke.

All Glory to you, O Lord.

82

Christ
Centred

Outward
Focused

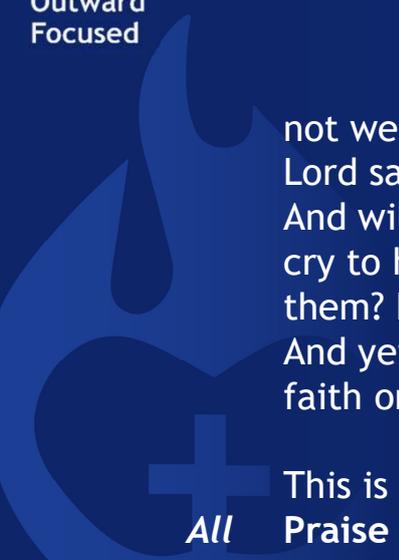


Then Jesus told them a parable about their need to pray always and not to lose heart. He said, 'In a certain city there was a judge who neither feared God nor had respect for people. In that city there was a widow who kept coming to him and saying, "Grant me justice against my opponent." For a while he refused; but later he said to himself, "Though I have no fear of God and no respect for anyone, yet because this widow keeps bothering me, I will grant her justice, so that she may

83

Christ
Centred

Outward
Focused



not wear me out by continually coming." 'And the Lord said, 'Listen to what the unjust judge says. And will not God grant justice to his chosen ones who cry to him day and night? Will he delay long in helping them? I tell you, he will quickly grant justice to them. And yet, when the Son of Man comes, will he find faith on earth?

All This is the Gospel of the Lord.
Praise to you, O Christ.

84

Christ
Centred

Outward
Focused

Commissioning

Please sit

*The Bishop welcomes Derek to his new role as
Croydon Area Retirement Officer and then asks*

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

Cand By the grace of God, I will.

85

Christ
Centred

Outward
Focused

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?

Cand By the grace of God, I will.

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

Cand By the grace of God, I will.

86

Christ
Centred
Outward
Focused

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

Cand By the grace of God, I will.

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

Cand By the grace of God, I will.

87

Christ
Centred
Outward
Focused

The Bishop reads the commission, and says

The God of peace, who brought again from the dead our Lord Jesus, that great shepherd of the sheep, through the blood of the eternal covenant, make you perfect in every good work to do his will, working in you that which is well pleasing in his sight; and the blessing of God Almighty, the Father, the Son and the Holy Spirit come down upon you and remain with you always.

All Amen.

88

Christ
Centred

Outward
Focused

Intercessions

At the end of each petition, the following is used

Lord, hear us.

All Lord, graciously hear us.

After the final petition, the following is said

Merciful Father,

All accept these prayers for the sake of your Son, our
Saviour, Jesus Christ. Amen

89

Christ
Centred

Outward
Focused

Peace

Please stand, as you are able

To crown all things there must be love, to bind all together and complete the whole. Let the peace of Christ rule in our hearts.

All The peace of the Lord be always with you.
and also with you.

90

Christ
Centred

Outward
Focused

Offertory Hymn

There is a redeemer,
Jesus, God's own Son,
precious Lamb of God, Messiah,
Holy One.

*Thank you, O my Father,
for giving us your Son,
and leaving your Spirit
'til the work on earth is done.*

91

Christ
Centred

Outward
Focused

Jesus, my Redeemer,
name above all names,
precious Son of God, Messiah,
Lamb for sinners slain.

*Thank you, O my Father,
for giving us your Son,
and leaving your Spirit
'til the work on earth is done.*

92

Christ
Centred
Outward
Focused

When I stand in glory
I will see his face
and there I'll serve my King for ever
in that holy place.

*Thank you, O my Father,
for giving us your Son,
and leaving your Spirit
'til the work on earth is done.*

93

Christ
Centred
Outward
Focused

Preparation of the Table

Yours, Lord, is the greatness, the power, the glory,
the splendour, and the majesty; for everything in
heaven and on earth is yours.

All All things come from you,
and of your own do we give you.

94

Christ
Centred

Outward
Focused

Eucharistic Prayer

All The Lord be with you
and also with you.

All Lift up your hearts.
We lift them to the Lord.

All Let us give thanks to the Lord our God.
It is right to give thanks and praise.

95

Christ
Centred

Outward
Focused

The Celebrant praises God for his mighty acts

...Therefore, with all who can give voice in your creation
we glorify your name, for ever praising you and saying:

All Holy, holy, holy Lord, God of power and might,
heaven and earth are full of your glory.
Hosanna in the highest. Blessed is he who comes in
the name of the Lord. Hosanna in the highest.

96

Christ
Centred
Outward
Focused

The Celebrant consecrates the elements

Great is the mystery of faith:

All Christ has died: Christ is risen: Christ will come again.

The Celebrant continues, concluding

...by whom, and with whom, and in whom, in the unity of the Holy Spirit, all honour and glory be yours, almighty Father, for ever and ever.

All Amen.

97

Christ
Centred
Outward
Focused

Lord's Prayer

Please sit

Let us pray with confidence as our Saviour has taught us.

All 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.

98

Christ
Centred

Outward
Focused

Breaking of the Bread

We break this bread to share in the body of Christ.

All Though we are many, we are one body,
because we all share in one bread.

99

Christ
Centred

Outward
Focused

Agnus Dei

Lamb of God,

All you take away the sin of the world, have mercy on us.
Lamb of God, you take away the sin of the world,
have mercy on us.

Lamb of God, you take away the sin of the world,
grant us peace.

100

Christ
Centred

Outward
Focused

Giving of Communion

God's holy gifts for God's holy people.
All Jesus Christ is holy, Jesus Christ is Lord,
to the glory of God the Father.

The Celebrant & People receive Communion

101

Christ
Centred

Outward
Focused

Communion Hymn

Longing for light, we wait in darkness.
Longing for truth, we turn to you.
Make us your own, your holy people,
light for the world to see.

*Christ, be our light! Shine in our hearts.
Shine through the darkness.
Christ, be our light!
Shine in your church gathered today.*

102

Christ
Centred
Outward
Focused

Longing for peace, our world is troubled.
Longing for hope, many despair.
Your word alone has pow'r to save us.
Make us your living voice.

*Christ, be our light! Shine in our hearts.
Shine through the darkness.
Christ, be our light!
Shine in your church gathered today.*

103

Christ
Centred
Outward
Focused

Longing for food, many are hungry.
Longing for water, many still thirst.
Make us your bread, broken for others,
shared until all are fed.

*Christ, be our light! Shine in our hearts.
Shine through the darkness.
Christ, be our light!
Shine in your church gathered today.*

104

Christ
Centred
Outward
Focused

Longing for shelter, many are homeless.
Longing for warmth, many are cold.
Make us your building, sheltering others,
walls made of living stone.

*Christ, be our light! Shine in our hearts.
Shine through the darkness.
Christ, be our light!
Shine in your church gathered today.*

105

Christ
Centred
Outward
Focused

Many the gifts, many the people,
many the hearts that yearn to belong.
Let us be servants to one another,
making your kingdom come.

*Christ, be our light! Shine in our hearts.
Shine through the darkness.
Christ, be our light!
Shine in your church gathered today.*

106

Christ
Centred

Outward
Focused

Post-Communion Prayer

Let us pray.

God of peace, whose Son Jesus Christ proclaimed the kingdom and restored the broken to wholeness of life: look with compassion on the anguish of the world, and by your healing power make whole both people and nations; through our Lord and Saviour Jesus Christ.

All Amen.

107

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Outward
Focused

Dismissal

Please stand, as you are able

All The Lord be with you
and also with you.

Christ our King make you faithful and strong to do his will, that you may reign with him in glory; and the blessing of God almighty, the Father, the Son, and the Holy Spirit, be among you and remain with you always.

All Amen.

108

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Outward
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Go in the peace of Christ.
All Thanks be to God.

109

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Recessional Hymn

Let all the world in every corner sing,
my God and King!

The heavens are not too high,
his praise may thither fly;
the earth is not too low,
his praises there may grow.

Let all the world in every corner sing,
my God and King!

110

Christ
Centred
Outward
Focused

Let all the world in every corner sing,
my God and King!

The church with psalms must shout,
no door can keep them out;
but above all, the heart
must bear the longest part.

Let all the world in every corner sing,
my God and King!

111

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DIOCESAN SYNOD

18 NOVEMBER 2023

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SOUTHWARK VISION 2024-2035

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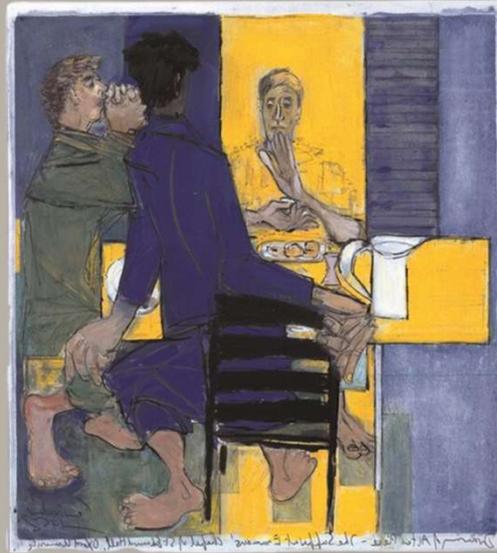
Presentation by the Ruth Martin and the Diocesan Investment Programme Working Group and moved by the Bishop of Southwark that:

“THIS SYNOD approves and endorses ‘Southwark Vision 2024-2035’, setting out our priorities as a basis for the objectives of the Diocese, and the outcomes we seek, and requests the Diocesan Secretary to begin implementation with regular reports to the Diocesan Council of Trustees and the Diocesan Synod”

114

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Roadmap & consultation

- Christ Centred | Outward Focused
- Theologically underpinned
- Reflects our values as a Diocese
- Feedback already received and reflected in the current Vision
- The listening continues

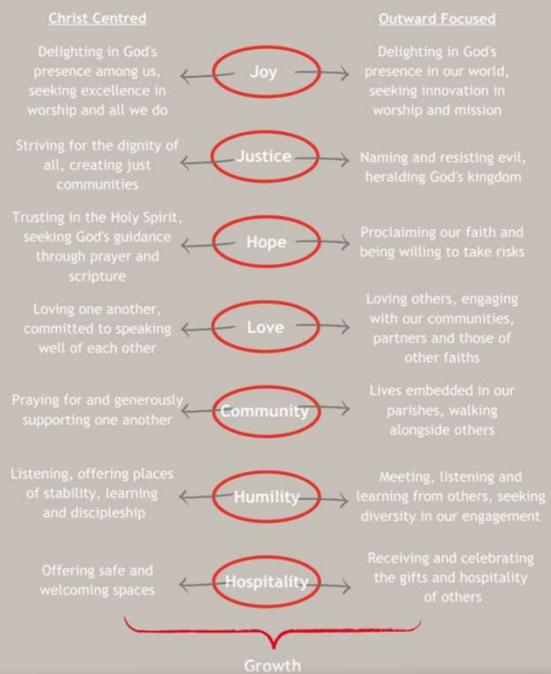
116

Our priorities

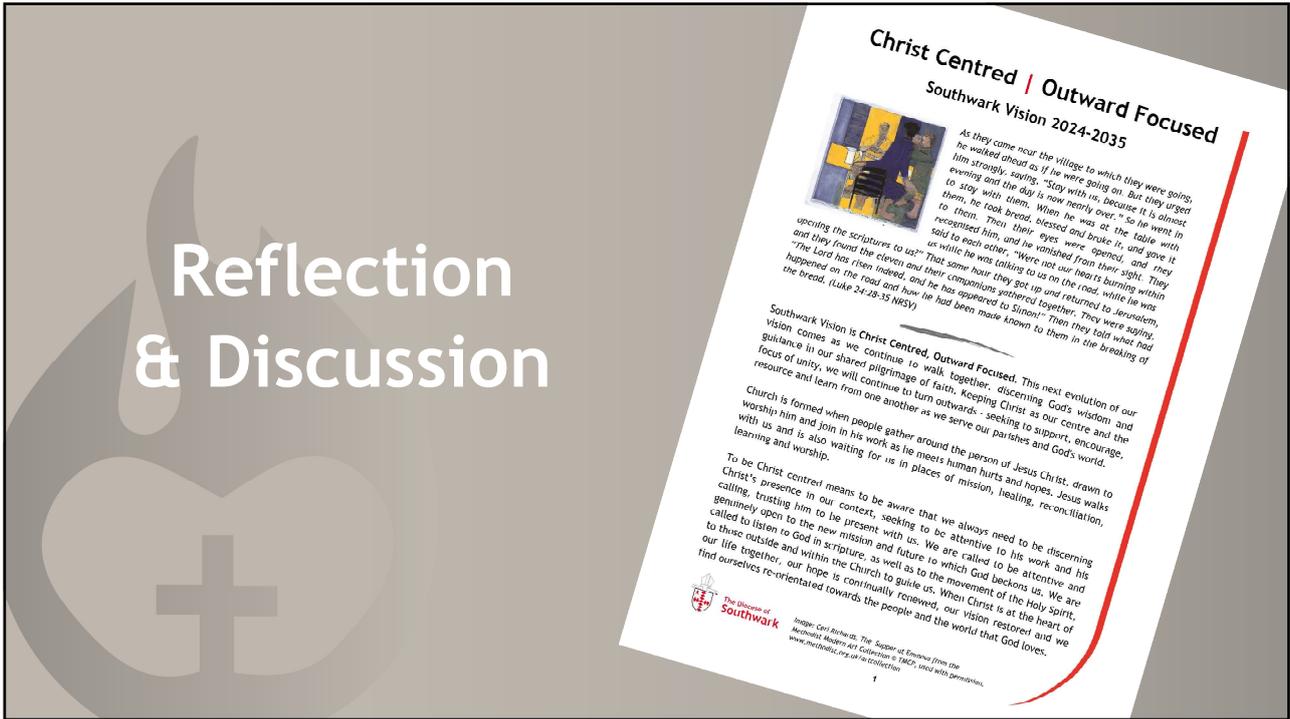
- P** Parishes
- M** Ministry
- G** Growth
- Y** Youth & Diversity
- D** Deepening our discipleship
- H** Healing

117

Our shared values



118



119

Our outcomes

1 As we have sought to update and revitalise Southwark Vision for the period until 2035 so we wish to revitalise Mission Action Planning to help parishes with their mission and ministry. We will seek to do this by:

- Using tools such as Leading Your Church Into Growth to offer to our parishes to help them thrive and grow
- Offer consultancy and targeted support to help parishes to create a Mission Action Plan that is meaningful and followed through
- Subject to the outcome of a pilot, by 2033 to have enabled 25% of our parishes to participate in a two-year intensive and facilitated programme of change, enabling them through more authorised lay ministries and lay leaders to support missional activities for their particular context, to achieve revitalisation plans

P M G Y D H

120



Our outcomes

9

By 2025 (subject to funding) to have launched 'Christ Centred Outward Focused' Innovation Fund, which will provide for substantial projects each year (up to £250k) and connect with smaller innovative projects of Fresh Expressions of Church.



121



Our outcomes

3

Taking into account the new initiatives and the mixed ecology of worship patterns, by the end of 2028 to have reversed the decline in attendance from children and young people and by 2031 to have increased by 10% from 2028 figures, with new worshipping communities and other mixed ecology initiatives leading to a 20% increase by 2034.



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Our outcomes

7 By 2035, to have enabled 25% of our parishes to have benefitted from a trained minister specialising in children's and youth ministry, lay or ordained, or to have had a funded Apprenticeship in Childrens/Youthwork.

These opportunities will be made available annually from September 2024, except for the apprenticeship scheme, which will be launched by late 2025.



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Financial resourcing

Our Parishes continue to be the principal resource for resourcing ministry and mission in our diocese through the PSF. Thank you.

We are also preparing for a significant application for a 9 year funding partnership with the Church Commissioners (DIP).

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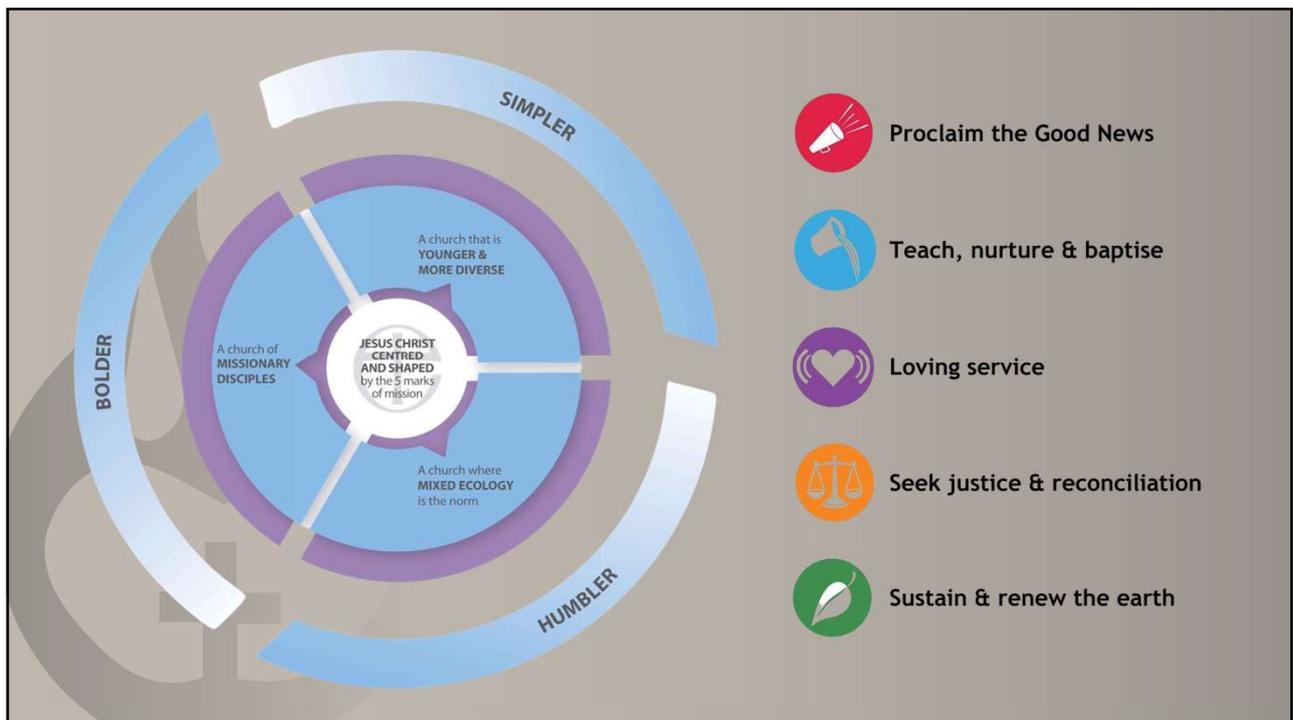
Diocesan Investment Programme

DIP funding will only be sought for those aspects of Southwark Vision that align closely with the three priorities of the National Church;

- Becoming a Church of missionary disciples
- To be a Church where mixed ecology is the norm
- To be a Church that is younger and more diverse

A DIP application will be submitted after due process through the diocesan governance structures and presented to Synod in March 2024, ahead of a May 2024 application to the Church Commissioners.

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The Bishop of Southwark to move that:

“THIS SYNOD approves and endorses ‘Southwark Vision 2024-2035’, setting out our priorities as a basis for the objectives of the Diocese, and the outcomes we seek, and requests the Diocesan Secretary to begin implementation with regular reports to the Diocesan Council of Trustees and the Diocesan Synod.”

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GENERAL SYNOD UPDATE

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Helen Ainsworth
General Synod member

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31/23

FORMAL QUESTIONS

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THE GRACE & DEPART

131



The grace of our Lord Jesus Christ,
and the love of God,
and the fellowship of the Holy Spirit,
be with us all evermore.
Amen.

132