



## **BRIEF OUTLINE SUMMARY OF THE SYNOD'S 16 MARCH 2024 BUSINESS AT ST PETER'S, BATTERSEA**

### **WELCOME & OPENING PRAYER**

Members of Synod were welcomed to the meeting and the Revd Nicholas Wooldridge opened in prayer. Synod was joined by Revd Charlie Lamont (Dean of Revitalisation) and the Revd Guy Hewitt (the National Church's Racial Justice Director) who were commissioned and licenced during the Eucharist.



### **PRESIDENTIAL ADDRESS**

The Bishop of Southwark gave his Presidential Address, speaking on the many challenges facing the world and church today, but nevertheless with the assurance that the Lord is near as we seek to be Christ Centred | Outward Focused. The full text of Bishop Christopher's Presidential Address can be found at Appendix A.

### **ANNUAL UPDATE ON ENVIRONMENT AND NET ZERO CARBON**

Jack Edwards, our Diocesan Environmental Officer, gave a presentation and update on the Diocese's progress towards achieving Eco Diocese Silver Award by 2027, as endorsed by Diocesan Synod.

The Diocese received two funding grants from the National Environment Team over the past year, one for a temporary role to oversee the development of a Diocesan Net Zero Action Plan, which had now been completed, and the other for a permanent NZC Programme Manager.



Members were asked to encourage their deaneries and parishes to complete the Energy Footprint Tool by July, as it would contribute enormously to the planning and understanding of the Diocese's Carbon footprint and road to Net Zero. Support for our parishes was available for advice and training. A copy of the slides used in the presentation can be found at Appendix B.

### **END OF YEAR FINANCE UPDATE**

The Director of Finance, Mark Rhodes, gave a brief update on the end of year financial position, which would be fed into the Annual Audited Report and Accounts. The Diocese was operationally financially resilient, and parishes were thanked for their continued support with a Parish Support Fund collection rate for 2023 of 99%, another year of extraordinary generosity.

In addition, full divestment of fossil fuels, as endorsed by the Diocesan Synod, was expected by the third or fourth quarter of the year. A copy of the slides used in the presentation can be found at Appendix B.

### DIOCESAN SYNOD ELECTIONS

The Chairs of the Houses of Laity and Clergy gave a presentation encouraging diverse membership and involvement with the upcoming Diocesan Synod elections. A leaflet had been circulated to members and had already been posted to all parishes and deaneries with details on how to stand for election and encourage participation from a wide range of church traditions, age and experience as we want to ensure that we represent the communities that we serve.

The Diocese is particularly seeking to increase representation of United Kingdom Minority Ethnic/Global Majority Heritage (UKME/GMH) peoples as Synod members as we continue to implement our Diocesan Anti Racism Charter. A copy of the slides used in the presentation can be found at Appendix B.

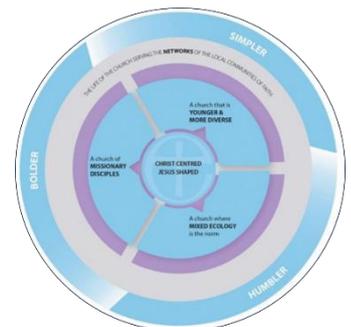


### SOUTHWARK VISION

The Diocesan Secretary, Nicola Thomas, gave a brief update on the roadmap and communication of Southwark Vision (2024-2035) which was endorsed by the Synod in November 2023. Ensuring the central tenet of being Christ Centred | Outward Focused. Additional resources were now available online and would be circulated to parishes and deaneries. A copy of the slides used in the presentation can be found at Appendix B.

### DIOCESAN INVESTMENT PROGRAMME (DIP)

Members of the DIP Core Group gave a presentation and overview of the planned funding application to the Strategic Mission and Ministry Investment Board in April. The 9-year funding partnership with the National Church, linked with Southwark Vision and shared priorities of being Simpler | Humbler | Bolder. Potential funding for key areas of work included: resourcing churches, hub churches, revitalisation, children & young people, innovation funding, diversity in vocations, estates lay ministry, and bilingual ministry.



The total programme cost was in the region of £40m (£30m from the SMMIB and £10M from the Diocese) over 9 years with approximately 88% of the whole DIP budget for frontline parishes. The remainder of the budget will be enabling programme delivery.

Synod members were invited to discuss in groups, some of the initiatives that had been talked about and how they might work in the context of their particular parish or deanery.

The Bishop of Southwark moved that:

- a) This Synod supports and endorses the scope and scale of the Diocesan Investment Programme, for which the Diocese will seek funding by application and submission to the Strategic Mission and Ministry Investment Board in April 2024; and
- b) to report annually to the Diocesan Synod on the implementation of Southwark Vision which will specifically include initiatives in the Diocesan Investment Programme.”

The motion was overwhelmingly supported by a show of hands, with one abstention.

## **EUCCHARIST & COMMISSIONING**

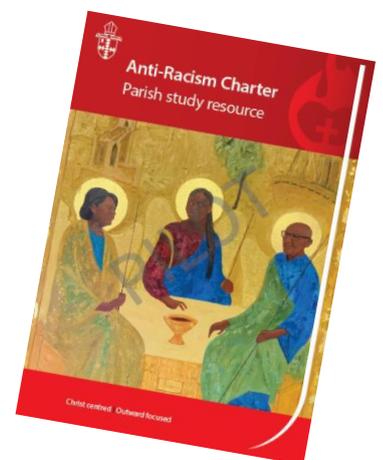
The Synod were invited to join a service of Holy Communion, presided by the Bishop of Southwark, in which the Revd Charlie Lamont (Dean of Revitalisation) was commissioned, and the Revd Guy Hewitt (the National Church’s Racial Justice Director) was licenced.



### **DIOCESAN ANTI-RACISM CHARTER**

The item began with a reflection from the Revd Guy Hewitt, the National Church’s Racial Justice Director. He spoke of the International Day for the [Elimination of Racial Discrimination](#) on 21 March and encouraged members to engage in the debates, and noted the importance of accurate data to track progress of inclusion.

The Bishop of Croydon noted that the Anti-Racism Charter was now fully embedded within the Diocesan Vision and governance structures, including the Board of Education. There was now an intentional focus on enabling parishes and deaneries to embed the Charter in their own areas. This included parish study resources which were to be piloted over the summer, and funding from the National Church to provide dedicated support with a sole focus on racial justice, provision of training and resources for parishes, and an interactive racial justice programme for children and young people.



In response to a discussion regarding the perceived criticism of taking the Gospel to Africa, Bishop Rosemarie gave a compelling and powerful reply:

“The Church Commissioners released a commentary recently around the issue of taking the Gospel to Africa. Nobody’s apologising for taking the Gospel to Africa. What we need to apologise [for] is the gospel that we took. We took a stripped back, non-Jesus centred gospel, where people of colour, African people, were deemed to be subhuman and were deemed to be able to be stripped of their heritage, stripped of their names, their languages, to be shipped across the Atlantic. To be used as beasts of burden, to have their children taken away from them at birth so that they could be used as hands for labour, for the men to be used as tools, and the women to be used for their bodies to bear new members of the labour force. On the Codrington plantation in Barbados, owned by the Church, people were branded, branded, as the slaves of the plantation, belonging to Plantation USPG.

I am not apologising for the Gospel because we know that [the “gospel” that was taken] was not of Jesus Christ. So, what we’re saying is that the understanding that was taken, of one group being better than another and not all being welcomed or seeing themselves as *imago Dei*, for that we may apologise, but not for our Lord Jesus Christ.”

## BUILDINGS FOR MISSION



The screenshot shows a web form titled "Minor Grants diocesan scheme (Buildings for Mission: Support for Churches)" for the Diocese of Southwark. It includes instructions for applicants and a section for "Part 1 - for the Applicant to complete [MANDATORY]". The form asks for the name of the parish and the name of the church building.

The Deputy Diocesan Secretary, Jackie Pontin, gave a presentation covering resources from the National Church, to provide support in the form of Minor Repair and Improvement Grants, along with a Church Buildings Support Officer to help parishes apply for various grants and schemes. Grants were already available to be applied for via the website, and two had already been awarded.

## GENERAL SYNOD UPDATE

Adrian Greenwood, the Chair of the House of Laity and member of General Synod, gave an update on the February General Synod’s Group of Sessions.

The General Synod discussed and debated many topics from the Prayers of Love & Faith, PCC Code of Conduct, bullying, clergy pensions, safeguarding, land and nature, racial justice, and many more. 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: 16 March 2024

### Southwark Diocesan Synod: Presidential Address 16<sup>th</sup> March 2024

‘The Lord is at hand; do not be anxious about anything, but in everything by prayer and supplication with thanksgiving let your requests be made known to God. And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus’ (Philippians 4. 6-7; esv).

Dear friends and fellow members of Synod, tomorrow Passiontide begins and Holy Week draws a step nearer. Our journey with Christ to Jerusalem and through the events of his Passion intensifies as we are called once more to identify with him in his suffering. We know there is no Easter Sunday, that there can be no Paschal joy, without first the Cross and the Tomb. With St Paul, we want ‘to know Christ and the power of his resurrection and the sharing of his sufferings by becoming like him in his death’ because we hope somehow, through God’s infinite mercy and grace, to ‘attain the resurrection from the dead’ (Philippians 3.10; nrsv).

In Passiontide we know that the Christian faith is unafraid of pain and suffering and can face it with unflinching directness. Christians do not glorify suffering yet we know that everything can be redeemed in the economy of God’s love and providence (cf Romans 8.28). Even at those moments where we feel most bereft of goodness, we never find ourselves completely abandoned for God has entered human suffering so deeply that we can even make Christ’s cry of desolation from the Cross our own.

Our world faces constant challenges that trouble us deeply: the ongoing wars in Gaza and Ukraine are with us daily with terrible suffering and much of it among women and children. There are other conflicts, too, that do not make the news in quite the same way. Alongside these, we are still facing fateful environmental challenges concerning climate change and environmental justice. In our nation inflation and the cost of living continue to take their toll, and we know that what happens in one part of the world affects us in ways that perhaps we had not readily understood before. Wherever we look there seems to be trouble.

In comparison with this, the internal challenges the Church faces can be seen in a new perspective. Why do we allow ourselves to be anxious almost all the time when we know that ‘the Lord is near’ even in the depth of deepest suffering? Let me be clear. In saying this, I am not referring to General Synod’s ongoing conversations about the Prayers of Love and Faith. I am interested in something broader. Nevertheless, the lack of trust and good will that has characterised some of the conversations that were part of the LLF process - and continue to characterise the national debates about the Prayers of Love and Faith - are symptomatic of something else within the life of the Church. The roots of our institutional anxiety are too deep to explore fully here - and people from different parts of the Church would identify different sets of causes. Nevertheless, we would

do well to address this deeper anxiety as we move forward together, with the disciplined intention of speaking well of each other.

Our renewed 'Southwark Vision' - approved by this Synod at its last meeting - lays out our common Diocesan vision and shared Diocesan values. What we have chosen to value as a Diocese - and what therefore we choose to prioritise in our common life - is joy, justice, hope, love, community, humility, and hospitality. Anxiety is not on this list; it was never even on the long-list. Why? Because anxiousness reduces our capacity of joy and our commitment to justice. It eats away at our hope and coarsens our love. Anxiety undermines community. An anxious person is, paradoxically, not humble, and an anxious Church cannot be truly hospitable. 'The Lord is at hand; do not be anxious about anything ... And the peace of God, which surpasses all understanding, will guard your hearts and your minds in Christ Jesus'.

In Southwark Vision each of the values we cherish is articulated in two related ways: first, in relation to Christ, as we seek always to be Christ-centred; and, second, in relation to the world that God has given us to serve and the people for whom Christ died, because our baptismal vocation calls us to be outward-focused. To take one of our values, for instance, in prioritising love we undertake to love one another and commit to speaking well of each other. This is our Christ-centred articulation of that shared value, a response to Jesus's prayer that we 'may all be one ... so that the world may believe that you have sent me' (John 17.21; esv). It is not wishful thinking, or a meek or managerial avoidance of difficult issues. It is a serious attempt to hold the well-being of our Christian brothers and sisters before our eyes, to intend good one for another, just as Christ intends good for us. Just as love needs another to be fully alive, so we need in a parallel and complementary way to be outward-focused and love our neighbours and our communities. Each articulation of our values - the Christ-centred and the outward-focused - complements and fulfils the other, deepening and strengthening the witness of our common life.

In a similar way our anxiety can have two articulations, both with serious effects. If we are anxious when we should be centred on Christ, we empty the Cross of Christ of its power (cf 1 Corinthians 1.17). Effectively, we say that God's provision is insufficient - that God himself is somehow insufficient - and allow ourselves to worry that it is we who need to make up the difference. If we are anxious when we should be outward-focused, we are likely to become suspicious and render ourselves unable to receive the world as the good gift from God that it is. Both tendencies are destructive; both stop us from flourishing the way that God intends.

My beloved brothers and sisters, as we enter Passiontide and Holy Week, let us not be anxious either for the Church or for the world. The Lord is near where there is suffering, and he is near in the power his Risen life. Rather, by prayer and supplication with thanksgiving let us make our requests known to God. Let us entreat him for the good of his Church and the well-being of the world, and let us work for the same, committed to speaking well of each other and being Christ-centred and outward-focused in all things.

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# DIOCESAN SYNOD

16 March 2024

1

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# WELCOME & OPENING PRAYER

2

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# ANNOUNCEMENTS & NOTICES

3

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04/24

# PRESIDENTIAL ADDRESS

4

# ANNUAL UPDATE ON ENVIRONMENT AND NET ZERO CARBON

Presentation from the Diocesan  
Environment Officer with Q&A

5

## Eco Church Registrations & Awards

Eco Church Award	Current	Target	Difference
Registered	90	144	54
Bronze	60	72	12
Silver	19	35	16
Gold	1	1	0

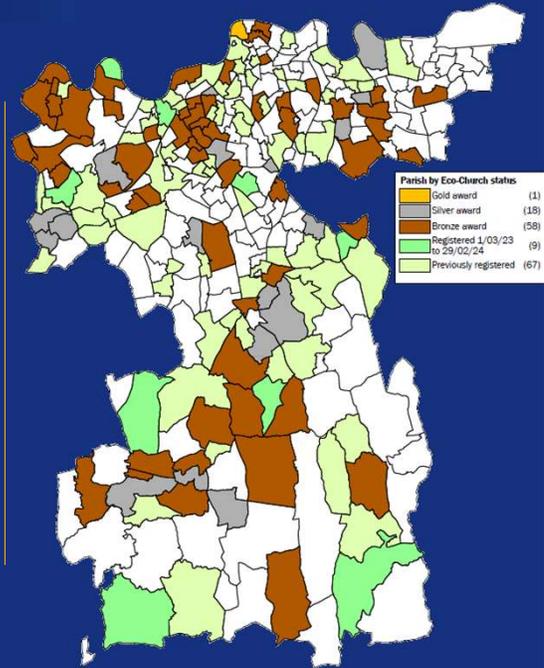
The Required numbers of Eco  
Church Awards Across the Diocese

This includes the Cathedral &  
Trinity House  
The biggest challenge will be  
moving Churches from Bronze to  
Silver

Registration can be completed  
easily and A Rocha estimate a  
church should reach Bronze award  
level within six months of  
registration

6

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## Awards By Archdeaconry

The number of Silver awards are well dispersed

We have many registered churches who should be progressing to Bronze awards but are stalled

We are identifying where we can support these churches to re-start their journey

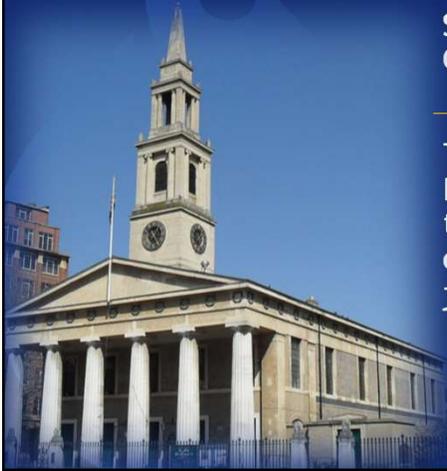
We will target specific Bronze awarded Churches for support from the Episcopal Area Advisors and DEO to move to Silver

Archdeaconry	Registered	Bronze	Silver	Gold	Total Engaged	Total churches	%
Croydon	14	3	2	0	19	45	42%
Reigate	19	13	4	0	36	78	46%
Lewisham & Greenwich	10	7	4	0	21	70	30%
Wandsworth	23	25	5	0	53	69	76%
Lambeth	17	6	4	1	28	62	45%
Southwark	6	5	0	0	11	35	31%

8

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## Gold Award



St John's Waterloo became our first church with a Gold Eco Church Award, one of 39 Nationally

They have recently provided feedback to the Eco Diocese Working Group and we are working with the Comms team how best to share lessons from all of our awarded churches to those also on the journey

9

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## Net Zero Carbon

The Diocese has received two **capacity funding grants** from the National Environment Team over the past year

An initial £15,000 was for an initial temporary role intended to oversee the development of a Diocesan Net Zero Action Plan and to write a bid for the next round of capacity funding

As a result of this work, we have successfully bid for £131,000 of capacity funding for the permanent role of NZC Programme Manager

The Property Strategy is being reviewed in 2024. The updated Property Strategy will have an emphasis on our Net Zero Carbon Objectives. In the meantime, we are assessing and prioritising properties in need of improved insulation, particularly those in-vacancy

10

## Energy Footprint Tool: return rate

The National Church has had a delay in producing the Carbon Emissions Report for 2023 which draws on the information gathered from the Energy Footprint Tool

Our submission rate for churches last year was significantly higher than previous years

Schools & Clergy Housing submission rates were identical due to the use of Energy Performance Certificates to provide the data, 90% and 70% respectively

11

## Energy Footprint Tool: return rate

In 2022 we had 22% of Churches submit data. In 2023 we had 44% of Churches submit data. With nearly 60% engaging with the scheme in some way

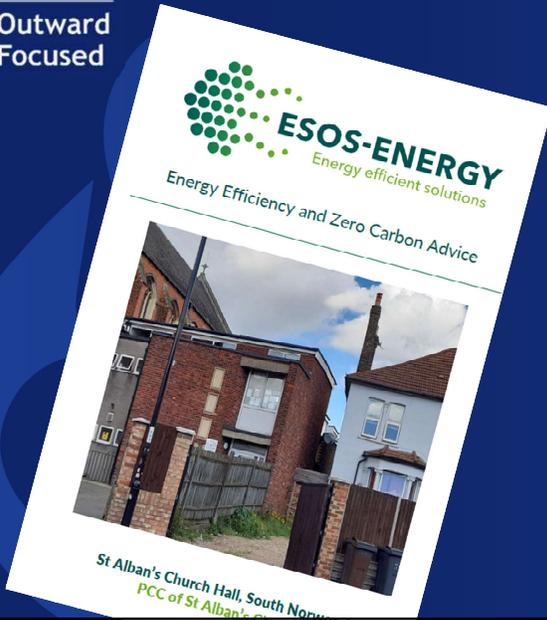
With nearly half of our parishes submitting complete, or partial data, it means our Carbon Footprint Report for the calendar year 2022 will be the most accurate yet

The collection for data from the 2023 calendar year opened in February and will run until July

12

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## Wider Net Zero Carbon Activity



We Continue to offer Carbon Literacy Training, running it twice over the past year in collaboration with Diocese of London

It will next be run for our Cathedral staff in the hope to move them to 'Carbon Literate Organisation' certification

We continue to offer support to parishes across the diocese through the DAC and DEO

13

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## END OF YEAR FINANCE UPDATE

Presentation from the  
Director of Finance

14

Synod motion to divest from investment funds holding fossil fuel stocks by the end of 2024

A significant divestment of £8.6m from the Diocesan portfolio of £25.3m

New investment funds will not only need to comply with the Synod motion, but align with the Diocesan asset class investment strategy (mix of global equities, UK equities, bonds and property)

Two funds to divest from - M&G Charifund and JO Hambro UK Equity Fund

15

Met with both, Hambro will not change the fund, M&G were hoping to create a “green” Charifund but have now confirmed not as they do not believe sufficient appetite in the market

Have identified one global equity fund who will create a bespoke fund for us, and exploring an investment manager to create a UK equity fund meeting synod requirements

Expect to divest in the third of fourth quarter of this year

16

The audit of the year end December 2023 accounts is currently underway

The audit due to finish on 27 March 2024 with accounts due to be approved by the Council of Trustees in May for presentation at Synod in July

PSF collection rate for 2023 was 99%, another year of extraordinary generosity from parishes - thank you

17

Our costs were well controlled - on budget save for essential repairs and maintenance to properties where building inflation on materials and labour was particularly high

The slowdown in the property market will adversely affect the final result for the year. While we made the purchases we intended, almost none of the planned property sales completed in the year and the valuation of our property assets will be lower in 2023 than 2022

This will push the Diocese into deficit. However, we remain operationally financially resilient and property sales not made in 2023 we expect to complete in 2024. They are not lost but delayed.

18

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# DIOCESAN SYNOD ELECTIONS

Presentation from the Chairs of  
the Houses of Clergy and Laity

19

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## Diocesan Synod Elections and diversity of membership



The Revd Lotwina Farodoye  
Chair of the House of Clergy &  
Adrian Greenwood  
Chair of the House of Laity

20

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## WHAT IS DIOCESAN SYNOD

Diocesan Synod is a governance body made up of elected representatives from across our Diocese. It is responsible for holding our Diocesan vision and mission, it sets strategy, elects and appoints people to boards and committees and shapes our priorities.

21

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It's a statutory institution which serves not only our Diocese but influences and helps to direct the National Church on matters of Church, public and Government policy. It also plays a crucial role in accountability and is the body that scrutinises and approves our annual Diocesan budget.

The membership consists of three Houses: Bishops, Clergy and Laity - which all come together to lead our diocese, enable mission and serve the people of God. Find out more about Diocesan here at [southwark.anglican.org/diocesan-synod](http://southwark.anglican.org/diocesan-synod)

22

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Diocesan Synod can refer motions to the General Synod, and itself has motions referred from Deanery Synod.

Examples of this are: Net Zero Carbon, Divestment, Professional Refugees



23

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**Elections**

2024 ends the triennium for the current members of Diocesan Synod and elections begin for the new triennium. The first Synod meeting will be in November 2024.

The number of members for the new elections were approved as shown:

Deanery	Code	No of Lay Reps 2024 1/450 (min 2)	No of Clergy Reps 2024 1/6 (min 2)	Total Reps 2024
Croydon North	CC1	2	2	4
Croydon Addington	CC2	2	2	4
Croydon Central	CC3	3	2	4
Croydon South	CC4	2	2	4
Sutton	CR5	3	4	6
Reigate	CR3	5	5	10
Tandridge	CR4	4	3	7
Lambeth North	KL1	2	5	7
Lambeth South	KL2	2	3	5
Merton	KL3	5	5	9
Battersea	KW1	2	2	4
Tooting	KW2	2	3	5
Wandsworth	KW3	3	3	6
Richmond & Barnes	KW4	2	3	5
Kingston	KW5	4	4	7
Charlton	WL1	2	3	5
Eltham & Mottingham	WL2	2	2	4
Plumstead	WL3	2	2	4
East Lewisham	WL4	2	4	6
West Lewisham	WL5	2	2	4
Deptford	WL6	2	2	4
Bermondsey	WS1	2	2	4
Southwark & Newington	WS2	2	3	5
Camberwell	WS3	2	2	4
Dulwich	WS4	2	2	4
<b>Totals</b>		<b>63</b>	<b>72</b>	<b>131</b>

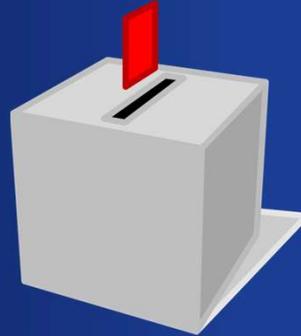
24

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## Elections

Notices and documentation have been sent to deaneries to begin the process of electing the next Synod's members.

Details are available on the website.



25

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**Be the change**  
Is God calling you to serve on  
Diocesan Synod?

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Elections are undertaken by our Deaneries

A leaflet encouraging membership for parishes and Deaneries has been circulated.

Nominations will be asked for by no later than 18 June with election completed by no later than 17 July.

New members will be invited to induction evenings held in each Area.

26

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Members will, at their first Synod, vote for important places in the Diocesan Governance structure: DCT, Board of Education, Chairs of Houses of Laity and Clergy - among others.

They also have various statutory functions, such as approving the budget.

27

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### UKME and GMH Representation

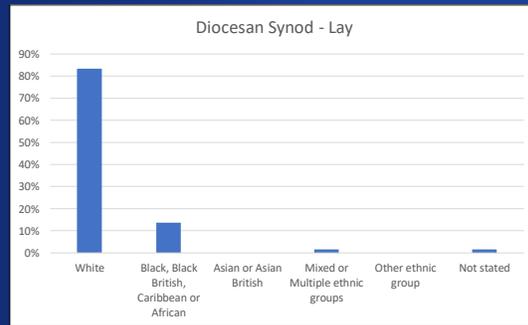
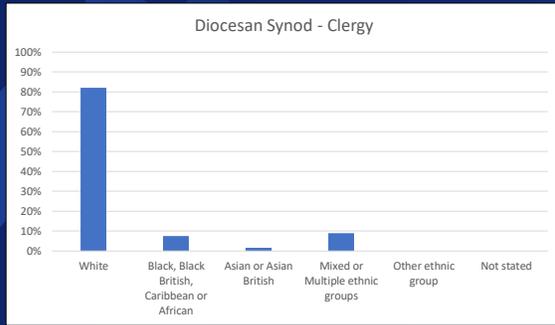
Southwark Diocese is one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We are diverse and vibrant Diocese that takes joy in the distinctiveness and variety of God's gifts and people - and we'd love our Diocesan Synod to reflect that diversity.

We welcome and encourage members from a wide range of church tradition, age and experience and we want to ensure that we represent the communities that we serve.

As we continue to implement our Diocesan Anti Racism Charter, we're particularly seeking to increase representation of United Kingdom Minority Ethnic/Global Majority Heritage (UKME/GMH) peoples as Synod members.

28

## Diocesan Synod Representation



# Christ Centred Outward Focused

Chat your neighbour  
How can we encourage UKME/GMH representation to Diocesan Synod?



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08/24

# SOUTHWARK VISION

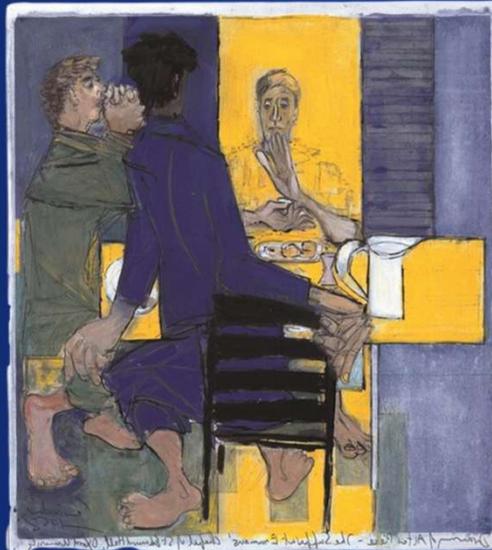
Introduction to new resources  
by the Diocesan Secretary

31

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32

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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
- Approved by Diocesan Synod

33

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## Our priorities

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

34



35

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Copies of Southwark Vision are available

**Christ Centred | Outward Focused**  
Southwark Vision 2024-2035

As they came near the village to which they were going, he walked ahead as if he were going on. But they urged him strongly, saying, "Stay with us, because it is almost evening and the day is now nearly over." So he went to stay with them. When he was at the table with them, he took bread, blessed and broke it, and gave it to them. Then their eyes were opened, and they recognized him, and he vanished from their sight. They said to each other, "Were not our hearts burning within us while he was talking to us on the road, while he was opening the scriptures to us?" That same hour they got up and returned to Jerusalem, and they found the eleven and their companions gathered together. They were saying, "The Lord has risen indeed, and he has appeared to Simon!" Then they told what had happened on the road and how he had appeared to them in the breaking of the bread. (Luke 24:18-35 NRSV)

Southwark Vision is **Christ Centred, Outward Focused**. This next evolution of our vision comes as we continue to walk together, discerning God's wisdom and guidance in our shared pilgrimage of faith. Keeping Christ as our centre and the focus of unity, we will continue to turn outwards - seeking to support, encourage, resource and learn from one another as we serve our parishes and God's world.

Church is formed when people gather around the person of Jesus Christ, drawn to worship him and join in his work as he meets human hurts and hopes. Jesus walks with us and is also waiting for us in places of mission, healing, reconciliation, learning and worship.

To be Christ centred means to be aware that we always need to be discerning Christ's presence in our context, seeking to be attentive to his work and his calling, trusting him to be present with us. We are called to be attentive and genuinely open to the new mission and future to which God beckons us. We are called to listen to God in scripture, as well as to the movement of the Holy Spirit, to those outside and within the Church to guide us. When Christ is at the heart of our life together, our hope is continually renewed, our vision restored and we find ourselves re-orientated towards the people and the world that God loves.

The Diocese of Southwark  
Image: Carl Richards, The Supper of Emmaus from the Metcalfes Modern Art Collection © TACP, used with permission.  
www.metcalfes.org.uk in collection  
1

36

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## Resourcing the Vision

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) which you will hear more about in the next item.

37

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## Resources

New resources are being developed for use across the Diocese, including leaflets and bookmarks.

There are copies of these on your seats and they will be circulated to parishes.

Additional resources are being developed but we'd like to hear your ideas too - please do let us know.



38

# DIOCESAN INVESTMENT PROGRAMME

39

The Bishop of Southwark to move that:

- a) This Synod supports and endorses the scope and scale of the Diocesan Investment Programme, for which the Diocese will seek funding by application and submission to the Strategic Mission and Ministry Investment Board in April 2024; and
- b) to report annually to the Diocesan Synod on the implementation of Southwark Vision which will specifically include initiatives in the Diocesan Investment Programme.

40

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## Our priorities

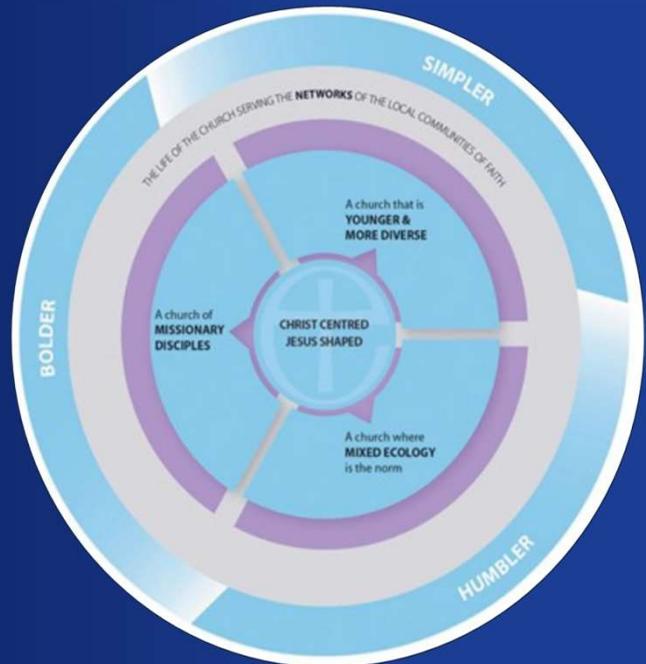
- P** Parishes
- M** Ministry
- G** Growth
- Y** Youth & Diversity
- D** Deepening our discipleship
- H** Healing

41

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## National Church Priorities

To become a Church...  
...of missionary disciples  
...that is younger & more  
diverse  
...where 'mixed ecology'  
is the norm



42

## Our Key Areas of Work Identified by the National Church for Potential Funding:

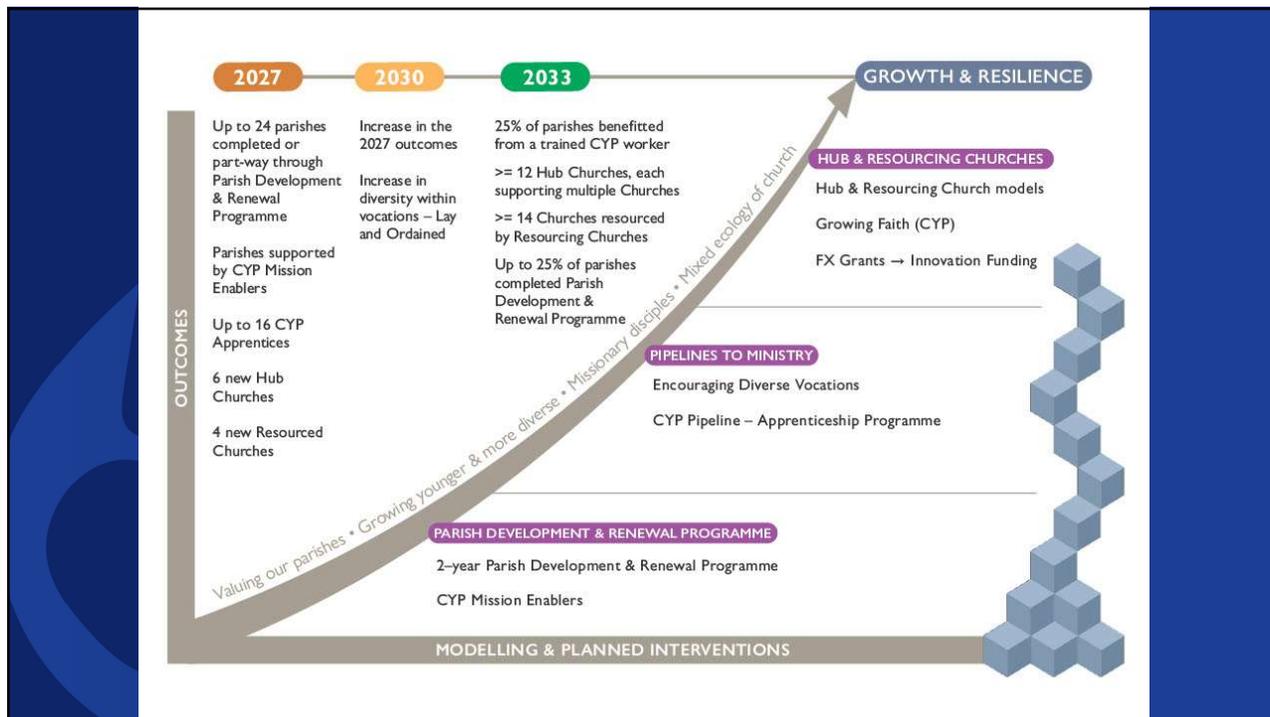
- Resourcing churches
- Hub churches
- Revitalisation
- Children & young people
- Innovation funding
- Diversity in vocations
- Estates Lay ministry
- Bilingual ministry

43

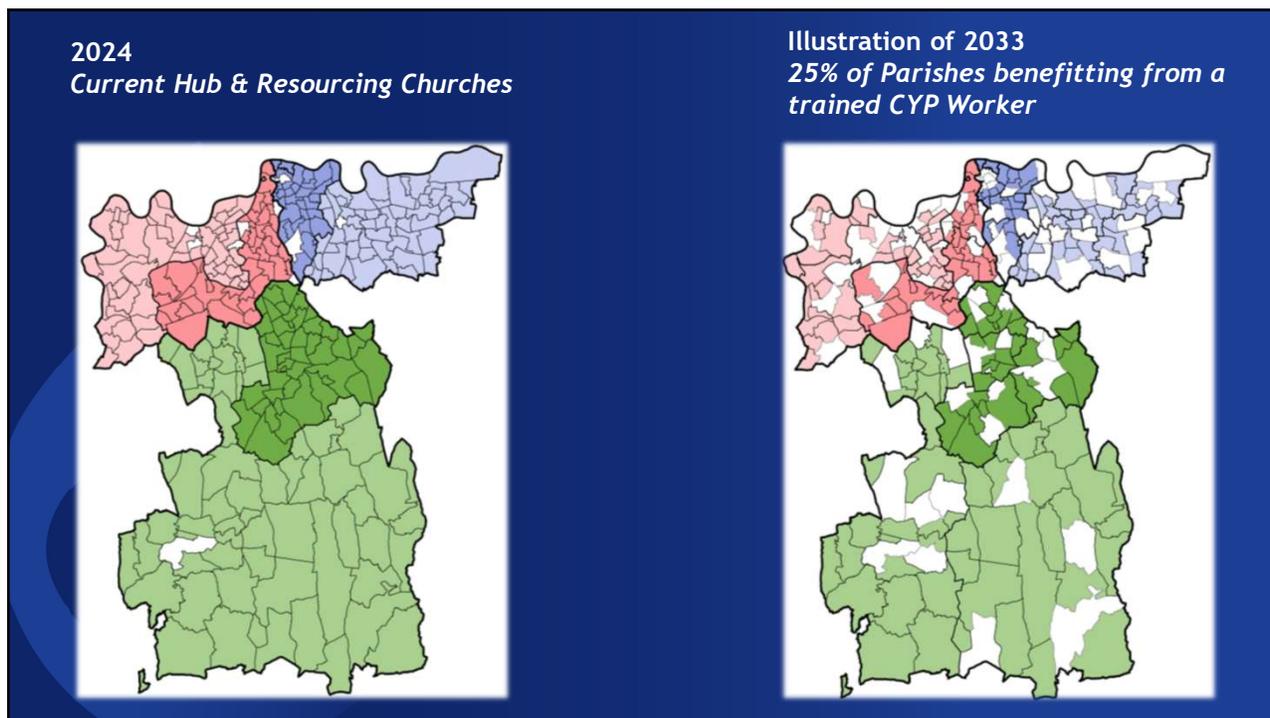
## Initiatives for DIP Funding

- Parish Development & Renewal Programme
- CYP Apprenticeship Programme
- CYP Mission Enablers
- Hub and Resourcing Churches
- Encouraging diverse vocations project
- Fresh Expressions grants & Innovation Fund

44



45



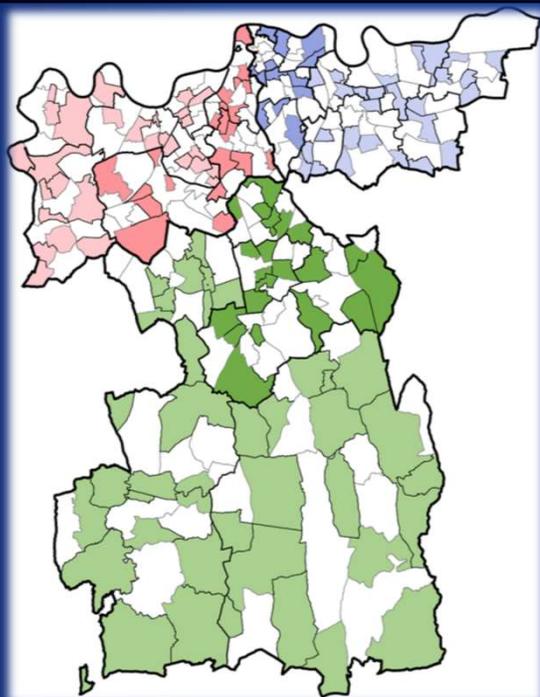
46

## Illustration of 2033:

25% of Parishes benefitting from a trained CYP Worker

25% of Parishes participated in Parish Development & Renewal Programme

*Please note this is an illustration only based on the number of parishes in each Archdeaconry*

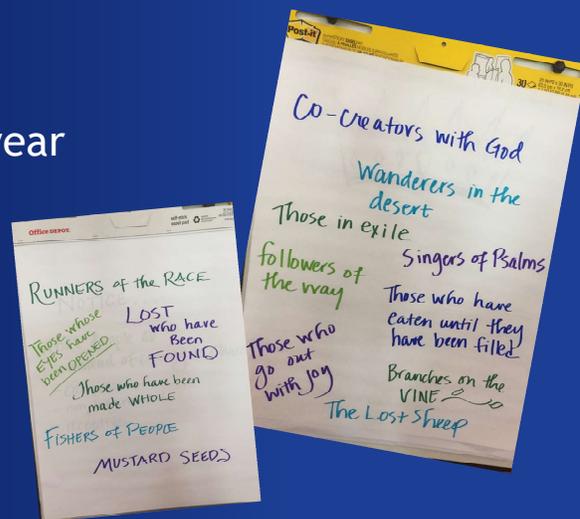


47

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## Parish Development & Renewal Programme

- 2 year programme
- 3 Residential weekends per year
- Small cohorts (6-8 parishes)
- Mission Action Planning
- Local context-driven
- 25% of parishes / 9 years



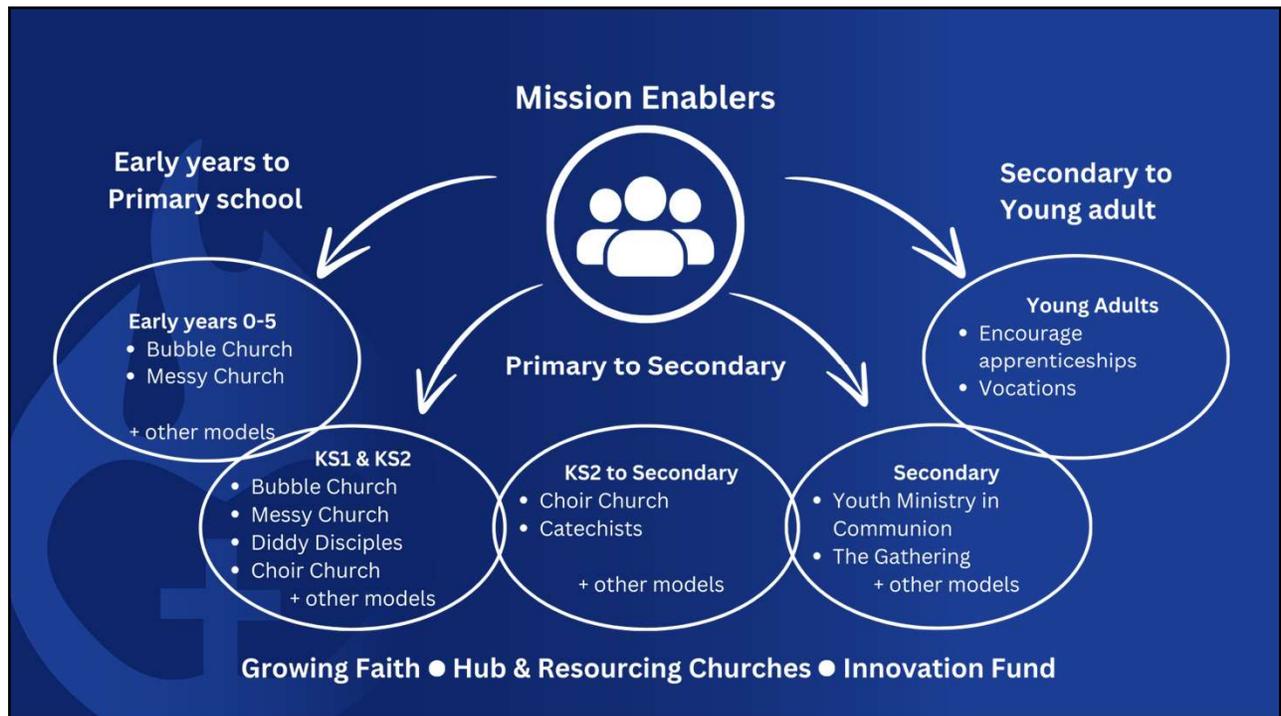
48

# Children & Young People



- Focus on key opportunities from early years to end of Secondary
- Apprenticeship scheme
- Mission Enablers
- Growing Faith
- 25% parishes to benefit from work of a trained CYP minister over 9 years

49



50

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## Hub & Resourcing Churches

- Hub Church - supporting & sharing models
- Resourcing Church - sharing resources and grafting congregations
- Examples include:
  - Estates ministry
  - Bilingual ministry
  - All age & CYP
  - Healthcare provision
  - Deprived parishes



51

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## Diversity in Vocations

- Research on 'barriers' to lay and ordained ministries
- Lay & ordained
- Diversity of backgrounds & routes to ministry
- Youth apprenticeships
- Cultural diversity



52

## Fresh Expressions and Innovation Fund

- Fresh Expressions grants continue
- Encouraging risk-taking
- Capturing learning
- Context-driven mission
- Larger Innovation Fund grants become possible



53

## Budget

- Total programme cost is in the region of £40m/ 9 years
- Approx 88% of the whole DIP budget will be frontline for parishes
- The remainder of the budget will be enabling programme delivery
- We are seeking funding from the SMMIB for approx. £30m
- Diocesan contribution approx. £10m
- SDF2 & SDF3 ceases 2025 - 2028
- First three years budgeted in detail

54

## Discussion

Think about some of the initiatives we've talked about today. How might these work in the context of your particular parish or deanery?

How do you think this planned work reflects the priorities of Southwark Vision?

55

## Next steps

- Work is underway to finalise our application
- Submission to Strategic Mission & Ministry Investment Board (SMMIB) mid-April
- SMMIB will consider our application at its June meeting

56

## Our approach

- Christ Centred | Outward Focused
- Parishes at the heart
- Diversity
- Innovation
- Learning
- Data-informed

57

The Bishop of Southwark to move that:

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58

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# The Revd Guy Hewitt

Church of England's Racial Justice Director

59

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10/24

# RACIAL JUSTICE UPDATE

Presentation by the Bishop of Croydon with Q&A,  
including reflections from Revd Guy Hewitt

60

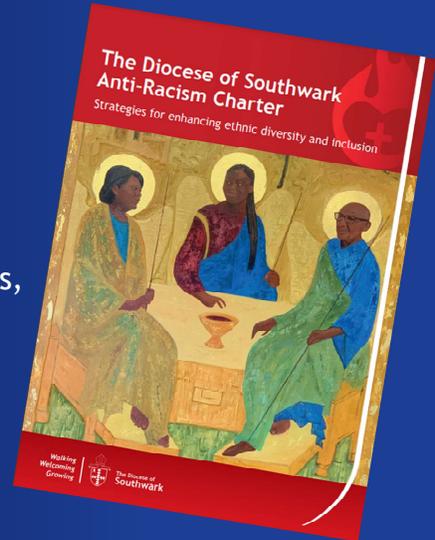
Christ Centred  
Outward Focused

# Diocesan Anti-Racism Charter (ARC)

The ARC is now firmly embedded into our Diocesan Vision and governance structures.

It is also embraced and adopted within SDBE structures, and we are increasingly seeing many of our schools, contextualise and incorporate the ARC.

We are now intentionally focusing on enabling our parishes to practically embed the ARC within Deanery and Parish structures.



61

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## Our Current Focus Areas

Intentionally focusing on the recruitment, training and education challenges in our parishes. A Dean of Cultural Diversity has recently been appointed, to focus on establishing leadership that better represents the communities we serve.

Enabling our parishes to practically embed the ARC within Deanery and Parish structures and develop their own action plans to respond to racial justice needs in their specific local context.

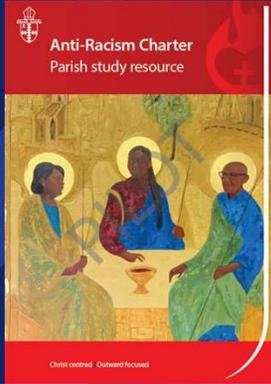
Supporting, resourcing, and equipping our Area Racial Justice Groups in their work locally in their contexts and further supporting our SDBE schools.



62

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## Study Resource



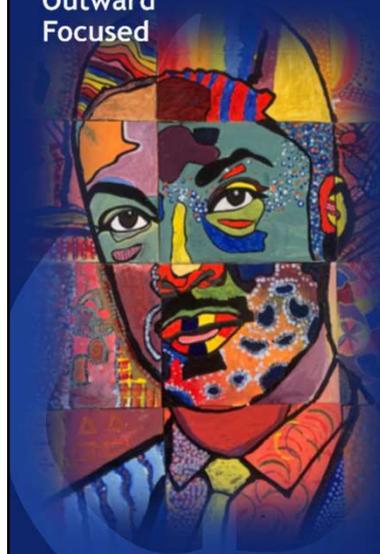
Draft copies of our new Parish Study Resource can be found on your seats.

We hope to pilot these in several parishes across the Diocese over the coming months and are aiming to publicly launch the resource in the Summer.

63

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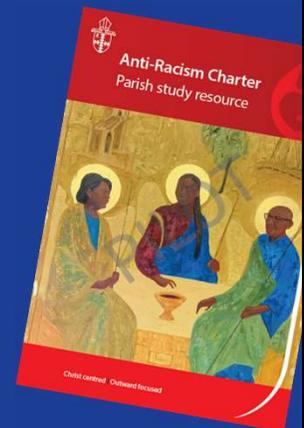
## Study Resource



The Anti Racism Charter Parish Study Resource is designed to help parishes explore how to embed these principles in their daily discipleship.

Three of the four sessions concentrate on one of the three principles of the ARC and the fourth is a call to action, to challenge racial injustice.

Rooted in scripture, each session has questions and activities to help people think reflect and pray about the principles under consideration.



64

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## Racial Justice Funding

The National Church has made funds available to Dioceses and other Church networks to help them implement the recommendations in the From Lament To Action (FLTA) report.

FLTA proposed a suite of actions to help bring about equality, diversity and inclusion in the Church of England, highlighting five priority areas: **participation, governance, training, education and young people.**

Our Diocesan Anti Racism Charter and the subsequent 12-point action plan encompasses these priority areas FLTA recommendations.



65

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## Racial Justice Funding Application

In December 2023, we were awarded £549,862 over a three-year period to increase our capacity to further embed the ARC.

Providing dedicated support with a sole focus on racial justice, provision of training and resources for parishes, and an interactive racial justice programme for children and young people.

To develop and expand our current training offering, establishing a racial justice training pathway, create and commission racial justice resources such as liturgical resources, school aged resources, cultural occasional offices guide and a Eucharistic Mass setting by a Global Majority Heritage composer.

66

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## Next Steps

The funding agreement has now been signed and we can begin to draw down the funds from April 2024. Next steps include:

Recruiting for the Racial Justice Development Officer and the Racial Justice Training and Resource Officer

Scoping pilot project with Palace for Life: racial justice training in schools

Commissioning the Mass Setting

Liaising with Area Racial Justice Groups and the Racial Justice Committee to explore training and resources need

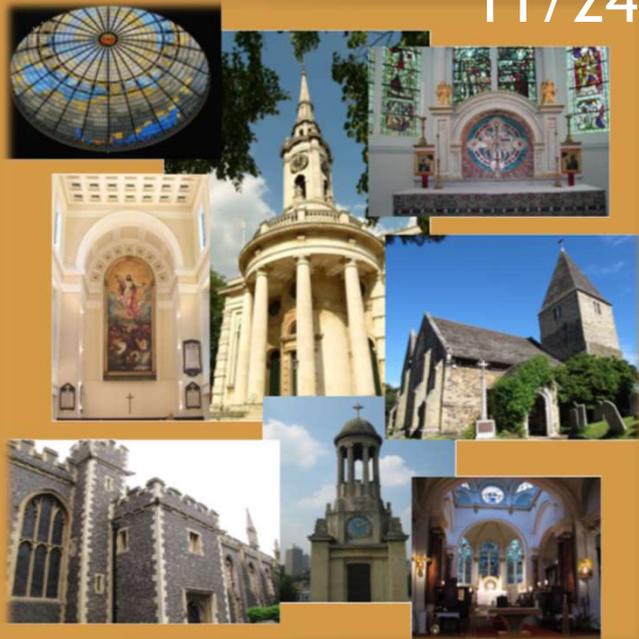
67

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11/24

## BUILDINGS FOR MISSION

Presentation by the  
Deputy Diocesan Secretary



68

# Buildings for Mission

Additional financial resource from the National Church to better to support our parishes for the management of their churches ('Buildings for Mission')

Divided into two projects:

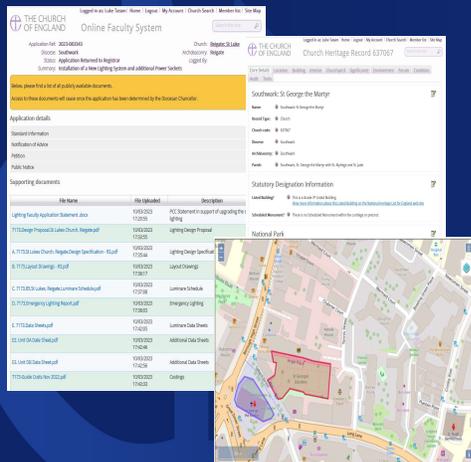
- Buildings Digital Provision
- Support for Churches

# Buildings Digital Provision

Improved/enhanced IT systems for use by NCIs, dioceses and parishes, and upgrades and integration of existing systems, addition of new Faculty Management System

**Stage 1 (£150,000)** - by end of 2023: behind-the-scenes upgrade/integration of existing OFS and CHR

**Stage 2 (£3M)** - no announcement yet on timescales: Enhancing and streamlining the public-facing digital provision especially where OFS and CHR have unrealised potential



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## Support for Churches

£11M in for diocesan staffing or parish grants, divided into three strands, from the National Church:

Church Buildings Management Partnerships (Diocese not involved in this initiative)

Minor Repair and Improvement Grants

Church Buildings Support Officers (watch this space)

71

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## Buildings for Mission

A soft launch of the Buildings for Mission MR&I Grants scheme for minor works to churches was presented to Area Deans and Lay Chairs and have been circulated in the Southwark Digest with further plans to include more widely in the Bridge

72

# Minor Repair and Improvement Grants

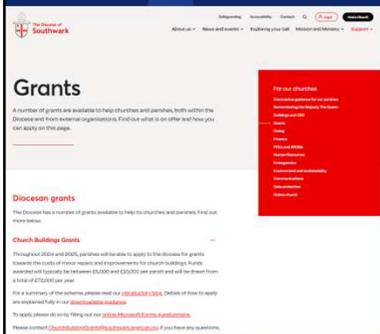
During 2024 and 2025, the Diocese of Southwark will be distributing a small number of grants to parishes for the costs of minor repairs and improvements for church buildings.

These grants will fund projects that are for stand-alone small-scale works that will cost in total up to £10,000 (or £12,000, depending on VAT implications).

Depending on take-up, the grants typically awarded are expected to be between £5,000 and £10,000 per parish (from an overall total of £72,000 available each year) and would provide between 50% and 90% of the cost of a project.

73

# How to apply



Guidance is available on the website on how to apply, using an online form, with details of eligibility criteria.

Each application must comply with the minimum eligibility requirements. Full details of eligible buildings and eligible works are given on the website.

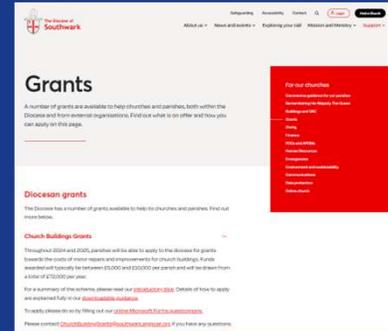


74

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## Hot off the press

Two grants have already been awarded totaling **£10,243.56**



75

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12/24

## GENERAL SYNOD UPDATE

Personal reflection by Adrian Greenwood  
the Chair of the House of Laity

76

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Focused

13/24

A stylized graphic on the left side of the slide. It features a flame-like shape at the top, a heart shape in the middle, and a cross inside the heart. The entire graphic is rendered in a lighter shade of the background color.

# FORMAL SYNOD QUESTIONS