PCC SECRÉTARIES' CONFERENCE 2024

Please send any queries to

governance@southwark.anglican.org

WELCOME AND INTRODUCTION FROM THE DIOCESAN SECRETARY

Introduction from the Diocesan Secretary

- We're here to support you!
- What can we do for you?
- Who is here today?
- Above all, thank you for coming and for all that you do!



PCC Secretaries' Handbook

 A new printed handbook for every PCC to complement the Church Representation Rules

- Version on the website
- Borrowed by other dioceses already
- Vast array of appendices covering many aspects of the PCC's role



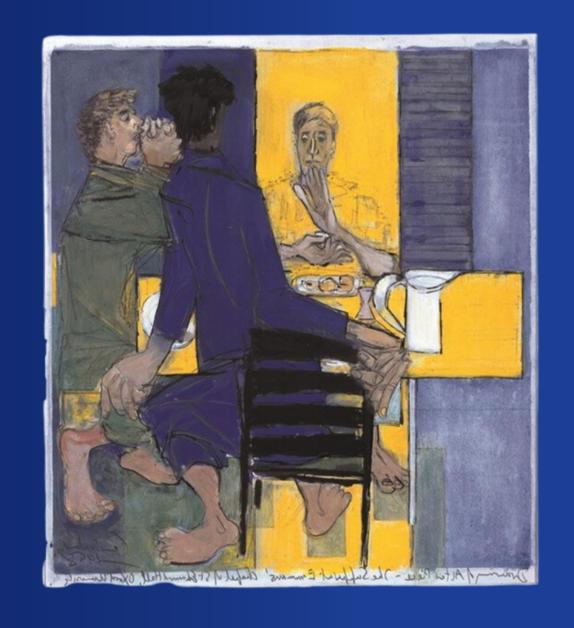
SOUTHWARK VISION AND LOOKING FORWARD

Christ Centred

Outward Focused

Christ
Centred

Outward Focused



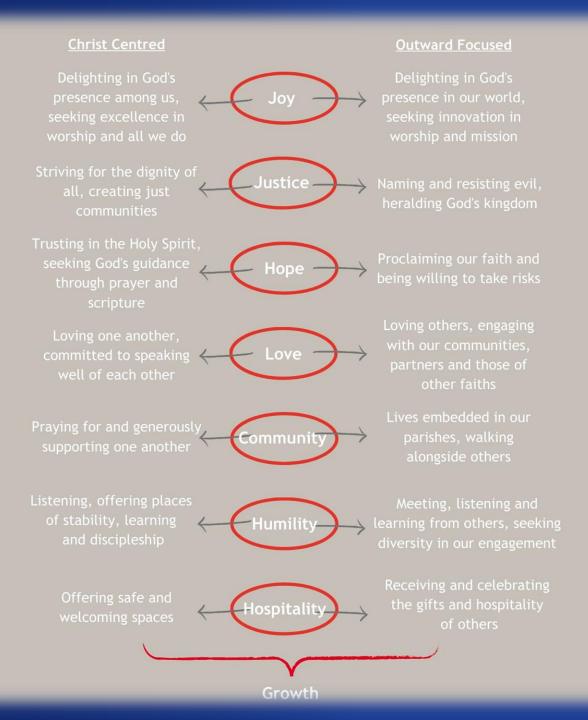
Roadmap & consultation

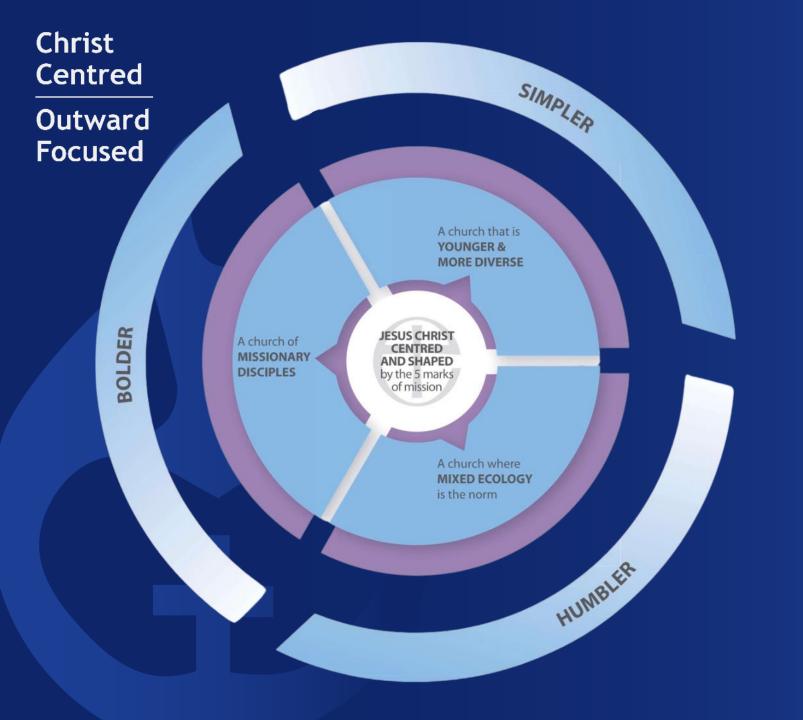
- Christ Centred | Outward Focused
- Theologically underpinned
- Reflects our values as a Diocese
- Feedback reflected in the current Vision
- Approved by Diocesan Synod in November 2023

Our Priorities

- Parishes
- Ministry
- G Growth
- Youth & Diversity
- Deepening our discipleship
- **H** Healing

Our Shared Values







Proclaim the Good News



Teach, nurture & baptise



Loving service



Seek justice & reconciliation



Sustain & renew the earth

Diocesan Investment Programme

DIP funding has been announced - £29m over 9 years.

Aligned with Southwark Vision 2024-2035

Enable all parishes to flourish with various initiatives that will be successful, achievable and replicable.

- 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

PARISH SUPPORT FUND

"Each month as I read the finance reports, I give thanks and rejoice in your faithful commitment to the Parish Support Fund (PSF). Thank you to all of you and your PCCs who give generously and work in partnership to support the ministry and mission across our Diocese."

Bishop Christopher

- Thank you for your generosity supporting PSF collection rates of 99% in 2023 and more for 2024 to date
- Every £ of your pledge goes towards supporting ministry in parishes, whether yours or your neighbours

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Next steps

- All our parishes are invited to make a pledge to resource our shared gospel ministry PSF information and request being sent digitally to parishes w/b 24 June (All PCC Secretaries and DCC secretaries)
- Please ensure this is an item on your next PCC agenda
- Please circulate the PSF mailing/email, encourage people to watch the Bishop's video and enjoy the booklet!



Parish indicative costs training & ministry 60% support clergy stipends, 19% wider NI, pension parish and housing support

Next steps

- PCC prayerfully reflect on your pledge a generous and realistic offer.
- For 2024 75% of our parishes increased their PSF pledge, with 54% matching or exceeding the rise in indicative costs thank you.
- The pledge is made online. Your link for the online portal will be sent in the week beginning 1 July to all PCC secretaries, treasurers and incumbents Please decide who is going to fill in the form!
- Please submit your pledge by 15 September

Date of PSF Meeting	Time	Archdeaconry/Area
Wednesday 26 June	Evening zoom (6pm)	Reigate
Monday 8 July	Afternoon in person 3.30pm Newcomen room	Woolwich
Wednesday 10 July	Lunchtime zoom (12.30pm)	Kingston
Monday 15 July	Lunchtime zoom (12.30pm)	Woolwich
Tuesday 16 July	Evening zoom (8pm)	Kingston
Thursday 18 July	Lunchtime zoom (12.30pm)	Croydon

Encouraging Generosity: ways we can help!

Generous July: Revd Jenny Dawkins has written 4 sermons from the lectionary for July

https://southwark.anglican.org/giving/encouraging-giving-in-your-parish/preaching-generosity/

Generosity Week: Sunday 29th September - Sunday 6th October

- Theme is "Living Generously"
- Resources are available on our diocesan website and will continue to be updated - https://southwark.anglican.org/giving/encouraging-giving-in-your-parish/generosity-week/
 - From sermons to discussions round the dinner table! Podcasts, bible
 - studies, sermon starters, C&YP resources and daily challenges...



Encouraging Generosity: ways we can help!

"Your Faith is powerful; so is your Will"

"70% of Anglicans give to church but only 3% leave a gift in their will" (Anglican Giving Survey)

- Encouraging Legacies: our three point plan we would love to share with PCCs and parishes
- Encourage people to write wills and take care of their loved ones.
 - Write wills for free with Farewill.
 - Use FaithWill Christian Aid resources

https://www.christianaid.org.uk/appeals/key-appeals/faith-will



Encouraging Generosity: ways we can help!

Free church administration tools!

- Room bookings, ticketing, design, life events admin., regular giving through Parish Giving Scheme and more!
- Take a look https://www.churchofengland.org/resources/supportrunning-your-church-whats-available-nationally

Here to help!

Gabby.Parikh@southwark.anglican.org
Gemma.Curran@southwark.anglican.org
Hannah.Starkins@southwark.anglican.org

SUPPORT FROM THE DIOCESE

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Support

- Governance aspects for PCCs
- Safeguarding Support, advice and training
- Treasurers' Conferences
- DAC
- Church & parish
 Buildings
- Digital Giving/OnlineGiving

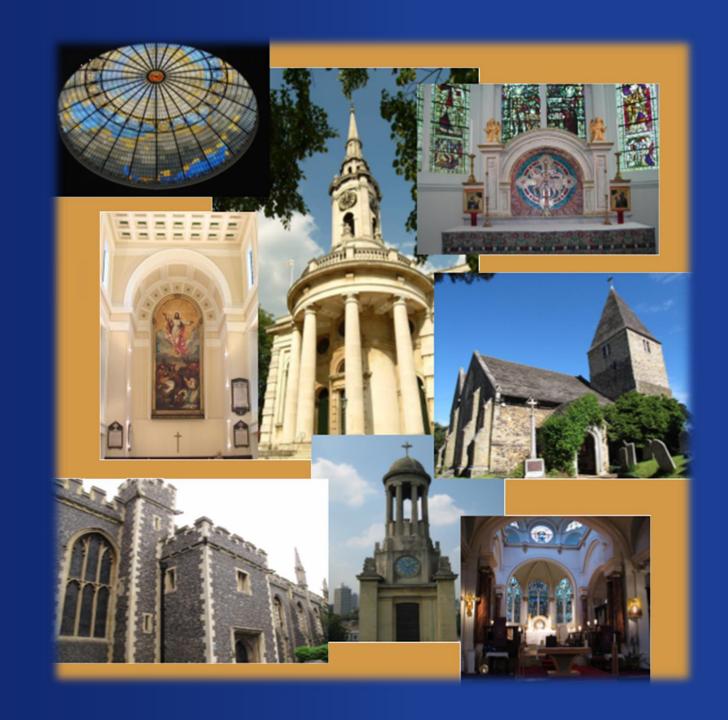
- Volunteers
- Property
- Children and Young People
- Vocations (clergy & lay)
- Eco & environment
- JPIC social justice
- Parish workbook on racial justice
- And much more call us!

HR

Areas the Diocese can Support you:

- Employment in Parishes
- Legal Frameworks
- Recruitment
- Pensions
- Disciplinary & Grievances

Buildings for Mission



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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

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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)
- Church Buildings Support Officers (now appointed in Southwark)
- Minor Repair and Improvement Grants

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 standalone 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.

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Throughout 2024 and 2025, parishes will be able to apply to the diocese for grants

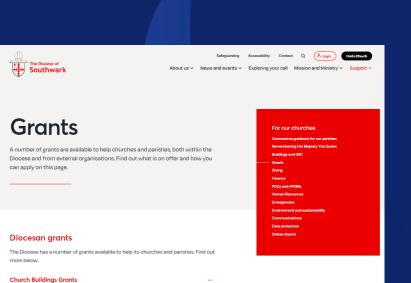
towards the costs of minor repairs and improvements for church buildings. Funds awarded will typically be between £5,000 and £10,000 per parish and will be drawn from

To apply, please do so by filling out our online Microsoft Forms questionnaire

are explained fully in our downloadable guidance

For a summary of the scheme, please read our introductory blog. Details of how to apply

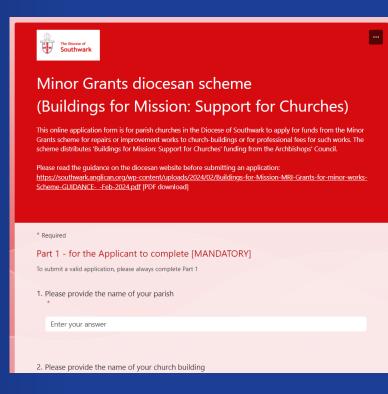
Please contact ChurchBuildingGrants@southwark.anglican.org if you have any questions



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.







- Aware of difficulties in finding volunteers
- Church time article underlines this
- We are undertaking a survey/research project facilitated by two Assistant Area Deans: Liz Newman and Nick Peacock
- Leading to a presentation and recommendations at Diocesan Synod in future





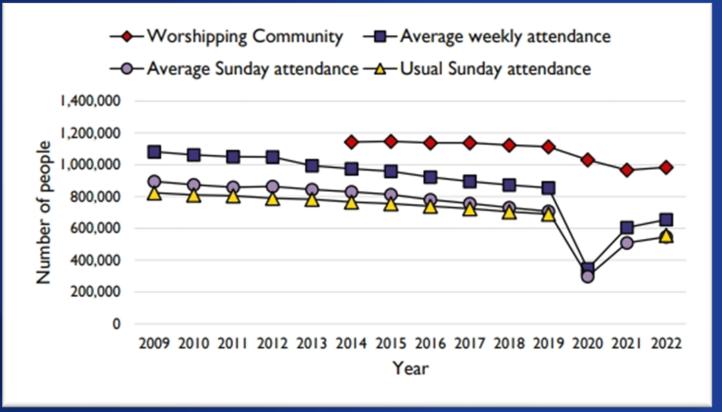
DATA AND INFORMATION AND MANAGEMENT

Parish Statistics

- Annual collection of mission statistics, finance etc
- National Church reports
- Understand trends in our Diocese and the Church of England
- Lots to celebrate!

Parish Statistics - Trends

• Statistics for Mission report



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Parish Returns Website



Enter Your Data

View Data ▼

Diocese Menu 🕶

Users Menu

Log out

Logged in as: Jackie Pontin

Diocese: Southwark

Parish:

Church:

Welcome to the Church of England's online parish return system

Statistics for Mission, Return of Parish Finance and the Energy Footprint Tool

Entering data?

First, gather your figures from

- Service registers and numbers of baptisms, marriages, and funerals for statistics for mission (due by 31st January 2021)
- Accounts for return of parish finance
- · Energy bills for the Energy Footprint Tool

If it's helpful to collect the figures on a paper form before you enter it online, you can download the forms below. Then ...

Enter your data

Viewing data?

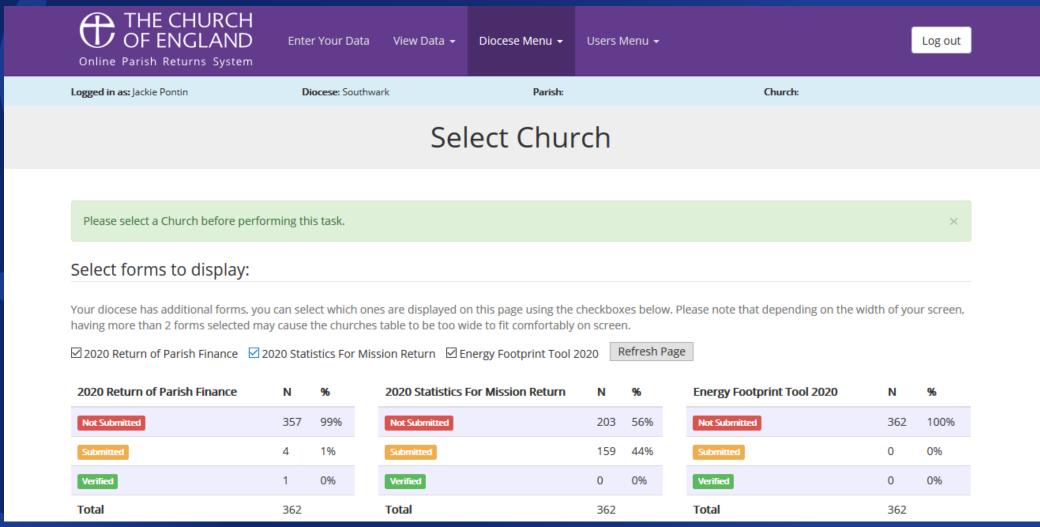
Are you curious about how things have changed in your parish over time? Or are you wondering what you entered last year?

View your data

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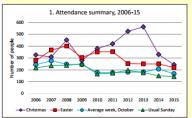
Finance, Mission & Energy Footprint



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Parish Information - Dashboards

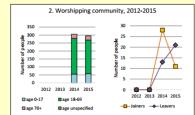
Dashboard for the parish of Shirley: St John in the Deanery of CROYDON ADDINGTON

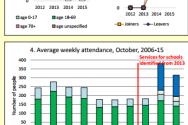


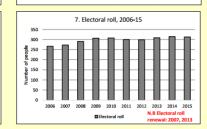
3. Usual Sunday attendance, 2006-15

■Adults □ Children

6. Baptisms, marriages, & funerals, 2006-15







■Adults □Children □Adults, School ■Children, School



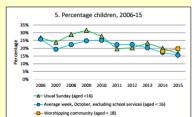
Parish census and deprivation summary

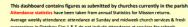
Parish population (2011): 5085				
	Parish	Diocese	National	
% aged 0-17	19%	22%	21%	
% aged 18-44	31%	46%	37%	
% aged 45-64	31%	22%	25%	
% aged 65 & over	19%	11%	16%	
% Christian	63%	55%	59%	
% non-Christian religion	13%	12%	9%	L

Parish deprivation rank (IMD, 2015): 10054 (1=most deprived parish in the Church of England, 12,599=least deprived

For more detailed census & deprivation information see http://arcg.is/1RaS4CS https://www.churchofengland.org/about-us/facts-stats/research-statistics.asp: and http://www2.cuf.org.uk/noverty-england/noverty-man

Number of churches in parish (2016): 1





Easter: Easter Eve & Easter Day: Christmas: Christmas Eve & Christmas Day. Baptisms: all baptisms & thankspivings

Marriages: marriages and services of prayer & dedication after civil marriages.

Worshipping Community information has been collected from 2012 onwards

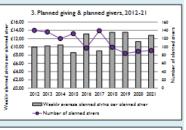
Department for Communities & Local Government, Sept 2015. The above statistics have been mapped onto parish boundaries so are approximations.

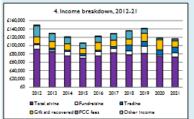


Finance dashboard for the parish of Shirley: St John in the Deanery of CROYDON ADDINGTON

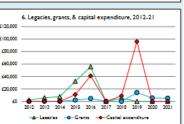


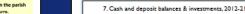


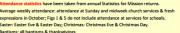








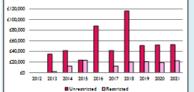




Funerals: those held in church & at crematoria/cemeteries.

n statistics: IMD taken from the English Indices of Deprivation, published by the

For more information, see:



Number of churches in parish (2022): I Parish code: 370373

Partals: £12.79 Diocese: £20.13

Graph 2 shows a detailed breakdown of the Total giving figure in graph 4. Graph 3: Planned giving = Tax efficient planned giving + Other planned giving: Planned givers = Tax efficient planned givers + Other planned givers

Graph 4 shows income other than grants and legacies. Graph 4: Total giving = Tax efficient planned ziving + Other planned ziving + Collections at services + All other ziving, including Special Appeals

Graph 4: Other income = Dividends, Interest, Income from property + Any other Income. Graph 5 shows expenditure other than capital expenditure. Graph 5: Other expenditure = Fund-ration activities + Mission and events in costs + Cost of traditor + Other expenses

Graph 5: Running expenses & utilities also Includes zovernance costs.

Graphs 1-6: Unrestricted and Restricted amounts have been combined. For further definitions please see the zuidance notes attacked to the Return of Parish Finance

Number of churches included in returns: 2012 1: 2013 1: 2014 1: 2015 1: 2016 1: 2017 1: 2018 1: 2019 1: 2020 1: 2021 1. Produced by the Data and Analysis team, Church House, Great Smith Street, London SWIP 3AZ. Date of production: 17/11/22.

ade to ensure that data are reliable. We would be grateful to be notified of any significant errors or omissions by



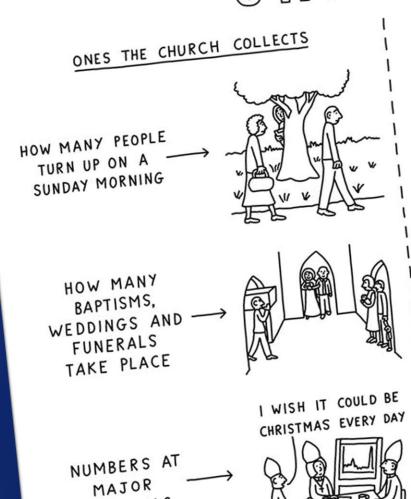


Parish Information

- Mission statistics generally by end of March
- Finance statistics by end of May extended to the end of July
- https://parishreturns.churchofengland.org/
- Any questions to data@southwark.anglican.org

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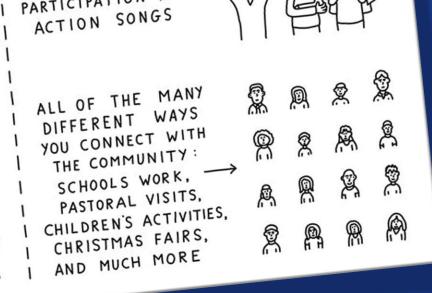
STATISTICS



FESTIVALS



PERCENTAGE PARTICIPATION IN



COMMUNICATIONS

Meet the Team



Vernia Mengot *Editor & Communications Manager*

- Editor of the Bridge
- Commissioning & developing content for publications and website
- Media relations
- Crisis management & parish support
- Lead for Education

079496 79401 vernia.mengot@southwark.anglican.org



George Clarke *Digital Communications Manager*

- Oversight & development of digital strategy
- Social media campaigns
- Website development
- Commissioning content for social media & website
- Photography & videography

07496 887522 george.clarke@southwark.anglican.org



Sue Appelboom Designer

- Design lead for all printed and online resources - including:
- Anti Racism Charter
- Annual Report
- Christmas cards
- Banners & events resources
- Digital assets
- Liaison with printers & photographers

0207 939 9400 sue.appelboom@southwark.anglican.org



Joseph Callanan Communications Assistant

- First point of contact for parishes
- Team administration
- Project management
- Distribution of the Bridge
- Forward planning
- Social media scheduling
- Liaison with external providers

0207 939 9435 communications@southwark.anglican.org



Anna Drew *Director of Communications*

- Oversight of team and strategy
- Forward planning
- Resource development
- Commissioning Editor for the Bridge
- Media relations
- Bishops' public profiles
- Crisis management & parish support

07831 694021 anna.drew@southwark.anglican.org

"All truly Christian communication leads to an encounter, in some form, with the living Christ."

John Pritchard

Communications priorities for 2024

- Fostering unity
- Encouraging our parishes
- Resourcing mission & ministry
- Growing engagement
- Embedding our Vision

Our Channels

Southwark electrates

Ministry

Ministry

A remarkable

Southwark pyrministries

Soa page d.-7

The parish of st folm, Waterloo

Church status from global

A Rochage from global

A Rochage

- The Bridge
- Southwark Digest
- Prayer Calendar
- www.southwark.anglican.org
- Twitter @SouthwarkCofE
- Facebook.com/SouthwarkCofE
- Instagram @SouthwarkCofE

- YouTube
- Annual Report
- Printed publications
- Blogs
 - News releases
- Episcopal letters
- Face to face



LAY MINISTRIES IN THE DIOCESE OF SOUTHWARK

Outward Focused



Licensing and Commissioning:

- Last October we had a joyful celebration at Southwark Cathedral where we Licensed:
 - three Licensed Lay Ministers (LLMS) as Readers
 - three LLMs as Lay Pioneers
 - one LLM as a Pastoral Lay Minister and;
 - two Church Army Evangelists
- We also Commissioned:
 - three Southwark Pastoral Auxiliaries(SPAs),
 - one Lay Pioneer and one Children and Families worker.

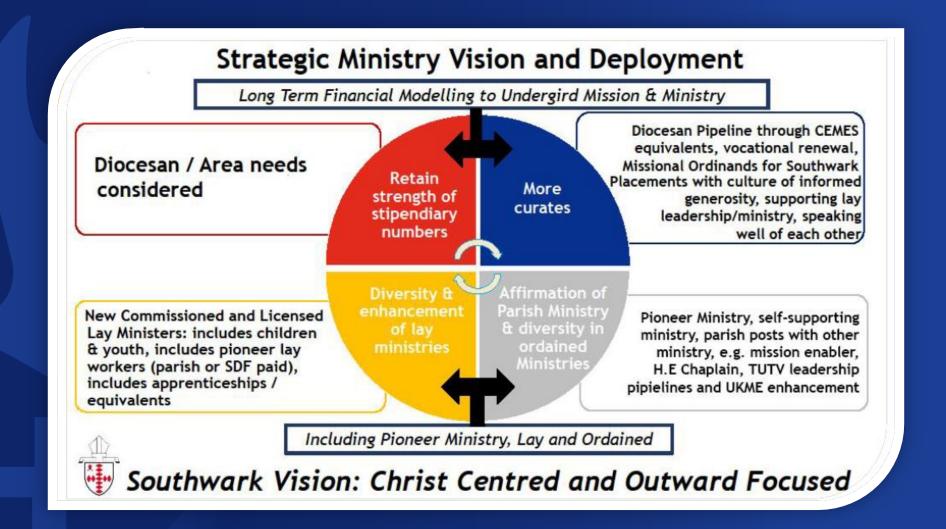
In Training

- We have eight in training who will be commissioned or licensed at Southwark Cathedral in October this year.
- These are:
 - 2 Licensed Lay Ministers who will be Readers
 - 1 Licensed Lay Minister who will be a Pastoral Minister
 - 2 Commissioned Pastoral Lay Ministers (SPAs)
 - 3 Commissioned Children's and Youth Workers

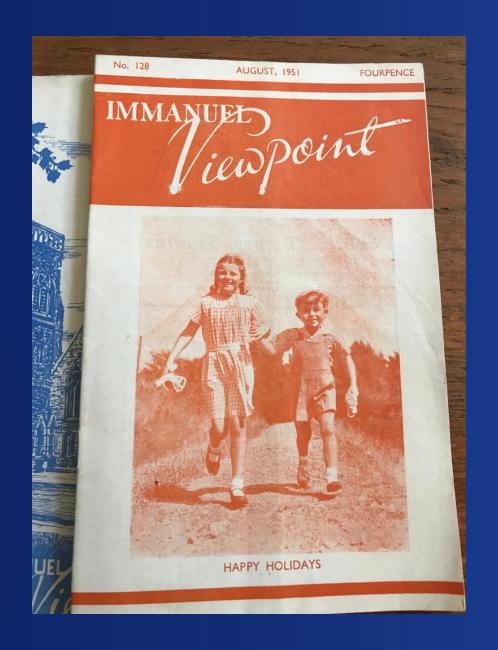
Selection

- We have held one selection day already which eight people attended and most of them will go forward for training in due course
- We have another selection day on Saturday 6 July 2024 and a selection evening on Thursday 25 July
- The number that we will have in training in 2024-2025 will depend upon these selection events but we already have 12 attending on 6 July and more are to come.

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Outward Focused



Outward Focused

Three Duties of the Layman

The Archbishop of York, preaching on vocation and Christian witness. said that vocation was not confined to the clergy, and enumerated three duties of the Christian layman. There was nothing sensational in this vocation of the laity, for true religion was not a series of thrills and emotions-it often had its dull patches.

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The layman's first duty was by his own personal life to influence his fellows. He should apply teaching of Christ in his ordinary surroundings and in his work. His second duty was that of intelligent witness: to know his faith and to be prepared to defend it. His third was to bear witness in his Church. That was to be done by regular churchgoing.

Encouraging Lay Ministry

- We very much want to help more people to consider if they are called to a recognised Lay Ministry and what God might be calling them to do
- At present, your ministry is to help with church governance and administration, you might also be called to another role or be called to one in the future.

Encouraging Lay Ministry

- We very much want to encourage vocations to Lay Ministries from those who are from a younger demographic
- We also want to encourage more Global Majority Heritage people to come forward
- We want to be fully inclusive and representative of the diversity of our parishes and Diocese.

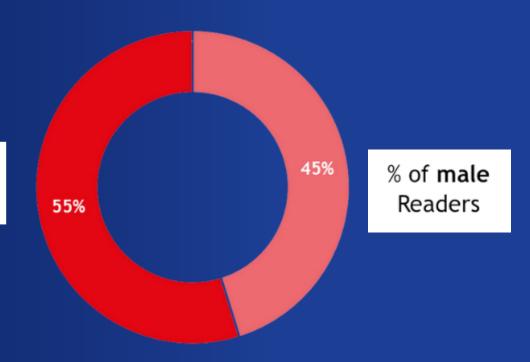
Readers

Average age of a Reader: 68

• Oldest Reader: 94

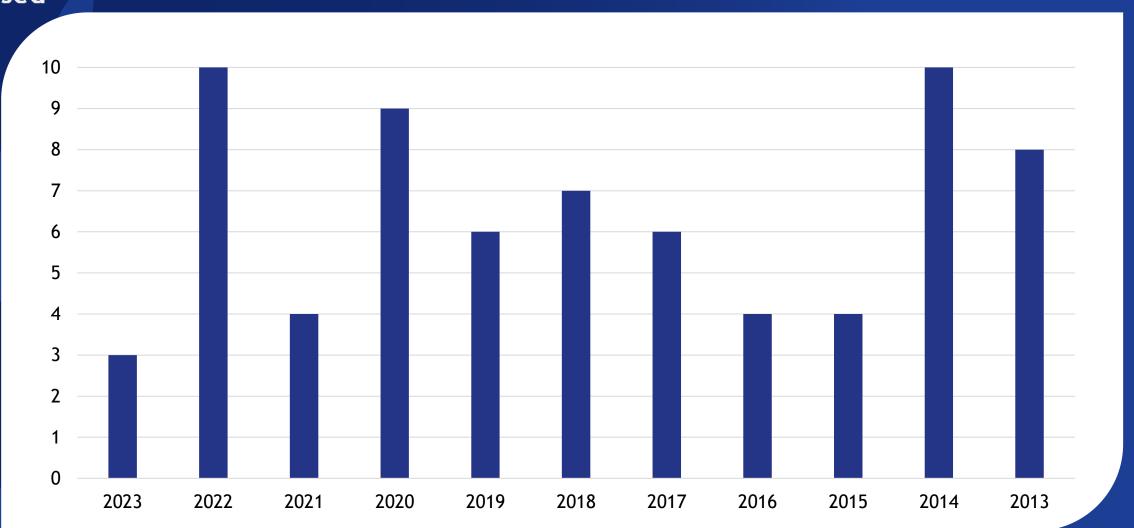
Youngest Reader: 31

% of **female** Readers



- Total number of Readers in the Diocese: 201
 - Readers with PTO: 80
- Number of churches represented: 186
- % of churches with Readers: 53%

Number of Readers Licensed In The Last Ten Years



Commissioned Pastoral Lay Ministers (SPAs)

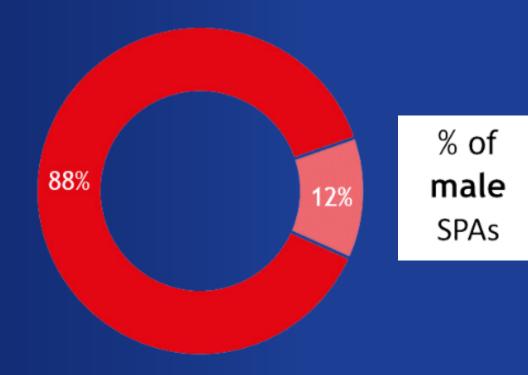
- Total number of SPAs in the Diocese: 116
- Number of churches represented: 121
- % of churches with SPAs: 35%

Average age of a SPA: 66

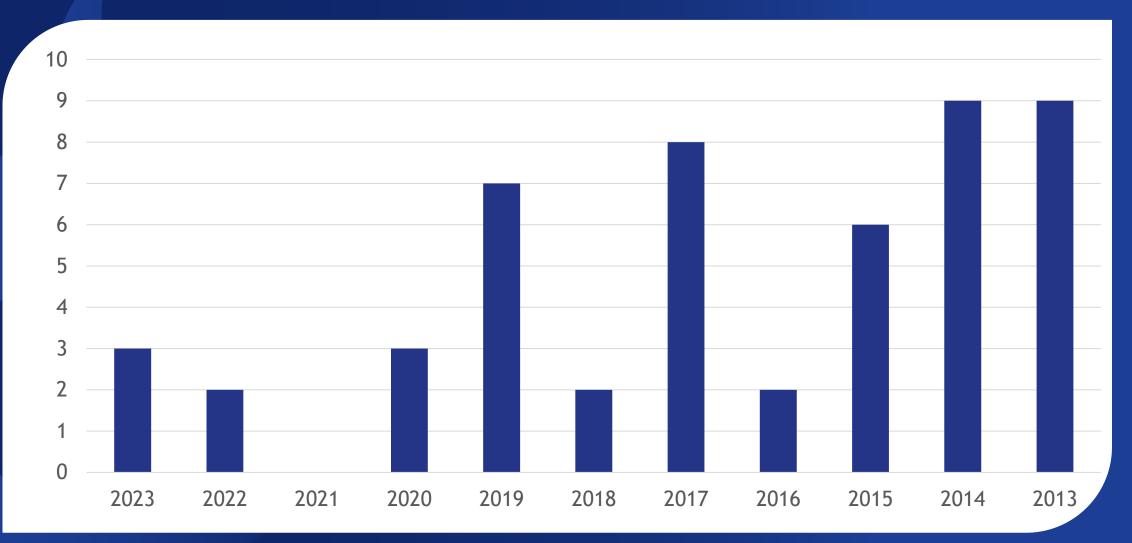
Oldest SPA: 90

Youngest SPA: 51

% of **female** SPAs



Number of SPAs Commissioned in the Last Ten Years



We need your help

- In order to encourage Lay Ministries, we need people to talk about them and enthuse others
- We organise Taster Sessions
- These are mostly held online (but we do one in person during the Season of Lay Ministries) and the next one is on:
 - Wednesday 9 October 2024 on Zoom

The Season of Lay Ministries

- Will likely run again during Epiphany in 2025
- It is designed to encourage people to think about whether God might be calling them into new things
- There will be resources on the Diocesan Website and some resources for children and young people too. They will be published before Advent.

Finding out more

- Contact Carol Coslett, Assistant Director of Lay Ministry and she will be able to help you to know more about the ways in which people can begin to explore a vocation (carol.coslett@southwark.anglican.org)
- Those wishing to be Licensed Ministers and Commissioned Pastoral Lay Ministers (SPAs) need to attend a Vocation Forum and go through the Vocations process
- Others can go to a Taster Session and be assigned a Ministry Accompanier

KEY FUNCTIONS OF THE PCC AND THE ROLE OF PCC

Key Tasks

- The primary responsibilities of a PCC Secretary are to support the PCC Chair, usually the Incumbent, in the preparation and organisation of meetings and to handle all correspondence on behalf of the PCC.
- To prepare and distribute Agendas, Minutes and Papers
- To organise the Annual Parochial Church Meeting (APCM); post the appropriate notices and commission, collect, duplicate and issue written reports, agendas, and minutes

Key Tasks

- To prepare an Annual Report to the APCM on the work of the PCC and send a copy to the Diocesan Secretary together with a copy of the Annual Accounts
- The Diocesan Office will also need to contact you from time to time to request specific information. Every effort is made to keep this to a minimum so we should be grateful if you would respond to all communications as soon as possible.

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Governance

- A complicated system in the Church of England...
- Parishes operate as independent Charities
- The Church Representation Rules is your friend...
- Part 9 (Model Rules) relates to parish governance https://www.churchofengland.org/about/policy-and-thinking/church-representation-rules/
- These are the default model rules for PCCs and Annual Meetings
- Annual Meeting can amend rules in Part 9, if it will better serve mission in the parish, subject to agreement of Bishop's Council
- Please speak to Jackie or Charlie first

Seven Marks of Good Governance

All underpinning organisational purpose

- Leadership
- Integrity
- Decision making
- Risk and control
- Board effectiveness
- Diversity
- Openness and accountability;





APCMs & Parishioners Meetings

- What are they for?
- What do you do?
- Date tool
- 2025 full ER revision will have a separate date tool to use
- Online Electoral Roll submission planned for next year



Focused

ese of Southwark

APCM Timetable

Annual Parochial Church Meeting Timetable Calculator for a year in which an existing Electoral Roll is being revised

Enter APCM date

31/05/2021

Revision of roll notice posted by must be at least 14 days before revision starts

Notice of APCM posted on or by the OUTSIDE of the church door

Complete revised roll and post on or by the church door by

Monday 19/04/2021

and not later than

notice must be in place for two Sundays before APCM

Sunday 02/05/2021

Sunday 16/05/2021

-----, --,--,----

Sunday 16/05/2021 but not before

Monday 03/05/2021

New roll remains posted for at least 14 days. During this period errors & omissions may be corrected (but not new names added if no form had been completed before posting). Additional names may not be added until after the APCM

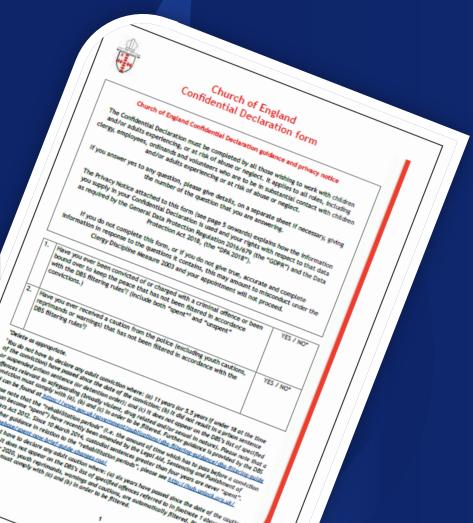
© 2021 - Diocese of Southwark

Additional information, including many of the forms set out for financial and safeguarding governance, can be found on the Parish Resources website.

Annual Parochial Church Meetings (APCMs)

Annual Parochial Church Meetings have detailed timings for electoral roll revisions. An easy-to-use planner is available to help you in determining when different aspects have to take place depending on the date of your APCM.

Outward Focused

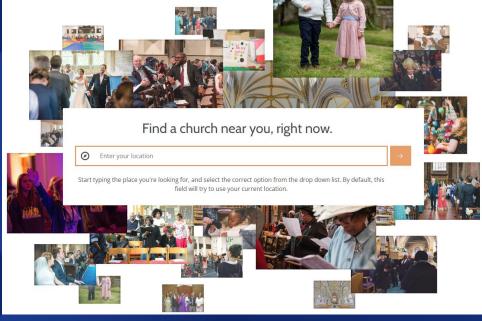


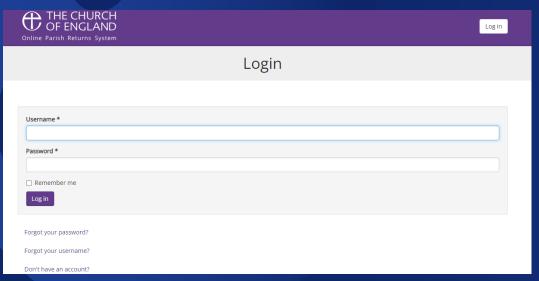
Amongst The Preliminaries

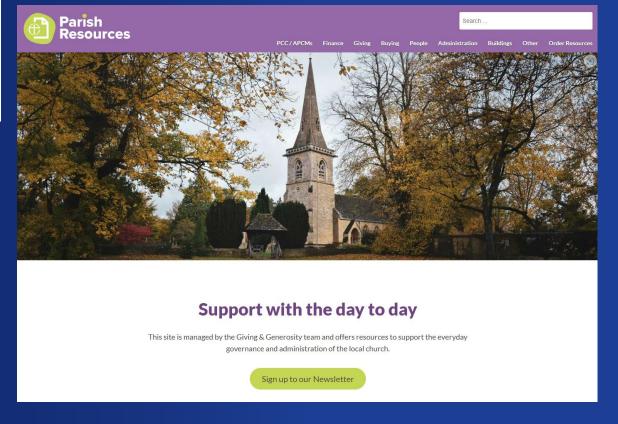
- Remember that A Safe Church expects PCC members to have completed a Confidential Declaration Form in advance of standing for office
- Fit and proper persons form
- Resources can be found on the Diocesan Website with links to Parish Resources website
- This includes useful tick lists

Outward Focused

Useful Apps & Websites







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FEATURES, IKNOW CHURCH, NEWS ABOUT, SUPPORT, EVENTS REGISTER

GET IN TOUCH

Upgrading from the Life Events Diary

Tools to help you organise church life.











All in one place



REGIONAL EVENTS

The Life Events Diary

The Life Events Diary is designed to help you manage your occasional offices. Whether they're Weddings, Baptisms, Funerals or Banns. With automated reminders, online enquiry forms and digital production of the Marriage Registration Document, the Life Events Diary covers all bases.

Features include:

- . Dedicated online enquiry forms for all of your Life Events
- · Invoice and take payments for your Weddings and Funerals
- . Digitally produce the Marriage Document and print it out
- · Keep those involved up-to-date with automated reminders
- · Never forget a date with scheduled prompts for follow-ups and anniversaries
- . Generate your Statistics for the amount of Life Events month on month, and year on year

"We have been using the Life Events Diary to trigger the sending of sympathy cards after funerals. I recently had a lady attend one of our services, who when I engaged with her, told me that she had been meaning to come to the Church as it was two years since her husband's funeral. The card we had sent, had been just the trigger she needed to come." - David Marsh - St Barthlomew's, Leicester



Outward Focused

Churchwardens

THE ANNUAL INSPECTION

THE CHURCHWARDENS MUST HAVE A LOOK AROUND THE CHURCH ONCE EVERY YEAR OR SO. THESE ARE THE SORTS OF THINGS THEY SHOULD BE LOOKING FOR:

SIGNS OF DANGER

(EG WIRING THAT DOES NOT LOOK QUITE RIGHT)



SIGNS OF LIFE

COME DOWN - WE CAN'T RISK HAVING LEAVES IN THE GUTTERING







WATCH BEETLE

CHURCHWARDENS HAVE TO WATCH CLOSELY TO SPOT SIGHS OF CONTINUAL BORING



