



THE CHURCH  
OF ENGLAND

**Diocese of St Edmundsbury  
and Ipswich**

**DS(18)M1**

**DIOCESE OF ST EDMUNDBURY AND IPSWICH**

**DIOCESAN SYNOD**

**Minutes** of a meeting of the Diocesan Synod held on Saturday 24 February 2018 at St Edmundsbury Cathedral, Bury St Edmunds.

**Present:**

House of Bishops:	The Bishop of St Edmundsbury and Ipswich	
Archdeacons:	The Archdeacon of Sudbury The Archdeacon of Suffolk	
House of Clergy:	44 Members of the House	(16 apologies)
House of Laity:	46 Members of the House	(21 apologies)
Ex-officio:	11 Ex-officio Members	(4 apologies)

**In Attendance:**

The Acting Diocesan Registrar, the Diocesan Secretary and 10 members of staff.

**Item No. Subject and Description**

**18.01 OPENING WORSHIP – LED BY IXWORTH DEANERY**

The Lay Vice President of Synod was in the Chair.

**18.02 PRESIDENTIAL ADDRESS**

Attached and available to view or download in full: <http://www.cofesuffolk.org/synods-committees/diocesan-synod>

Bishop Martin recognised the departures of Mr Kit Brinkley, Canon Brian Chester, Revd Claire Ling and Revd David Messer. The Revd Graham Hedger will be leaving the diocesan office as Head of Stewardship in March, to be priest in charge of the benefice of Orbeck, Loes Deanery. Bishop Martin thanked Graham for his work with parishes to assist them with their giving, and for the huge enthusiasm with which he has set up the Parish Giving Scheme.

A new Dean of the cathedral has been appointed but due to formal processes, the Bishop could not communicate further details at this time.

In response to last year's very successful Lent appeal, raising funds for Kagera, it is proposed that this year's Lent appeal focusses on making a difference in local communities. Therefore, parishes are encouraged to pick a local charity to raise funds for, this year, alternating annually with raising funds for Kagera.

**Standing Orders were suspended.**

## 18.03

### THE CHURCH OF ENGLAND'S ROLE IN THE COUNTY

Bishop Martin introduced Mark Pendlington, Chair of Flourish, who provided a short presentation about the economy of Suffolk and the work of Flourish, a multi-agency organisation focussed on making Suffolk one of the best places in the UK to live, work and learn; and in particular for rural communities to be at the heart of prosperity and progress.

Highlights included:

- Suffolk is a thriving community, currently worth £35billion, nonetheless, serious deprivation still exists within it.
- 80% of charitable giving in Suffolk goes outside the county and work is in progress with Suffolk Community Foundation to address this.
- There remains a huge gap between our aspirations for the county and what the raw statistics reveal.
- Flourish is trying to bridge the gap and make an impact, through working together in cooperation and collaboration.

The highlights of a dialogue between Bishop Martin and Mark Pendlington included:

- Flourish's plan to create Community Champions across the county (approx. 400) to create a network of new initiatives and assist communities to turn deprivation levels around. Churches can be key in making these connections and becoming part of the network.
- The church has huge potential to work with local communities, over and above what it already does, being aware that these are not just statistics but our neighbours
- Businesses want to hear how they can contribute to support charitable organisations help their communities. Advice given was businesses need to hear with clarity what the issues are so focus on the need.
- Use the respect and leadership that the church has and not to underestimate what can be done.

Questions:

Revd Canon Charles Jenkin (Ipswich) asked whether the statistics collated are generally from urban areas and whether work in rural areas is being addressed. In response, Mark Pendlington stated that when Flourish first started the focus was on rural deprivation but quickly became apparent that the two cannot be separated. The work of Flourish is a county-wide approach.

## 18.04

### ENVIRONMENT POLICY

Revd Canon Sandie Barton, Diocesan Environment Officer, presented the proposed Environment Policy, paper DS(18)P04A, putting it within the context of the Growing in God strategy. Canon Barton gave details of the Eco Church scheme run by the Christian environmental charity A Rocha UK, which provides the framework for implementing the proposed policy.

A key foundation of the policy is for the Diocese to register its commitment to work towards achieving the status of Eco Diocese under the A Rocha UK scheme (see appendix 2 of paper DS(18)P04A for details) with the aim of achieving a bronze award by the end of 2018.

To reach this, 10% of parishes (ie 48) would need to register with the Eco Church scheme, and half of these (ie 24) would need to achieve a bronze award. Canon Barton used one of her parishes, Freckenham St Andrew, to illustrate how to achieve an Eco Church bronze award.

Members were asked to inform Canon Barton if they take part in the Eco Church scheme so that she can monitor participation at a diocesan level. Contact her by email: [environment@cofesuffolk.org](mailto:environment@cofesuffolk.org) or phone 01638 720770.

Questions:

Revd Peter Goodridge (Lavenham) commented that following a recent theft of lead from Elmswell parish roof, the PCC wanted to fit solar panels but had found it difficult to get appropriate advice. He hoped that the new policy would encourage the diocese to think about how it can assist parishes take the necessary steps to reduce their carbon footprint. Canon Barton confirmed that this was part of the aim of the policy.

Mr David Lamming (Sudbury) welcomed the policy, stating that it fits well within both the growing in younger and growing in influence elements of the Growing in God strategy. Mr Lamming asked, when looking at the detail in appendix 1 of paper DS(18)P04A, about the timescales and responsibilities for the various action points. Canon Barton explained that the appendix was a working document and due to restricted timescales, the Environment Group had not finalised all the details. It is anticipated that all the actions outlined in the document will be in place by 2020 though it is hoped that many of them will be achieved far more quickly. The individuals named are members of the Diocesan Environment Group.

The Right Revd Martin Seeley, Bishop of St Edmundsbury and Ipswich moved that:

“This Synod adopts the amended Environment Policy in accordance with paper DS(18)P04A”.

Archdeacon of Sudbury, David Jenkins seconded the motion.

Voting was done by a show of hands and was passed unanimously.

The Right Revd Martin Seeley, Bishop of St Edmundsbury and Ipswich signed the document certifying the Diocese’s commitment to work towards the status of an Eco Diocese.

## **18.05 SAFEGUARDING**

Mr Gavin Stone introduced this item, which had five updates.

- 18.05.1 As a result of adopting the ‘Promoting a Safer Church’ safeguarding policy at the Diocesan Synod in November 2017, Bishop Martin wrote to all key post holders responsible for delivering safeguarding in parishes in December. The response rate has been encouraging but could be improved. Synod members were asked to check whether their parishes had replied. If there is any uncertainty, parishes can contact Sally Fitch, Safeguarding Administrator at the Diocesan Office.

- 18.05.2 There has been some confusion across the diocese as to who should complete the C0 level training. Mr Stone clarified the position; that C0 is a requirement for anyone who has to undertake any further training (ie C1-C4). It is highly recommended that for any other role, people should undertake the C0 training.
- 18.05.3 The Diocesan Office has been notified (with very little notice) about a change to DBS ID checks. Our provider is no longer able to continue on the same basis and therefore, from 1 March 2018 all parishes will need to carry out face to face ID checks. A parish or benefice will need to nominate one person responsible for checking ID documents.
- 18.05.4 The first public Independent Inquiry into Child Sexual Abuse in the Anglican Church [IICSA] will be held between 5-23 March. Synod members were asked to ensure their parishes are aware of the referral processes.
- 18.05.5 To assist with creating a culture that we are all responsible for safeguarding, a poster has been produced to be prominently displayed in all parishes. Synod members were asked to take these away with them and distribute.

## **18.06 GROWING IN GOD – SUPPORT WORKSHOPS**

A number of relevant workshops were hosted where members were able to attend three of the eight interactive surgeries. Topics included:

- Church Buildings, led by James Halsall
- Engaging Young People, led by Phil Baillie
- Safeguarding, led by Dave Butcher
- Relationships with Schools, led by Jane Sheat
- Missional Listening, led by Sally Gaze
- Environment, led by Sandie Barton
- Social Media, led by Leonie Rylie
- Parish Giving Scheme, led by Graham Hedger & Gary Peverley

The Clergy Vice-President was in the Chair.

## **18.07 KAGERA UPDATE**

The Revd Canon Dave Gardner, Director of Mission & Ministry introduced Mrs Anji Dawkins (Kagera Link Co-ordinator) who informed the meeting that a total of £53,635 had been raised as part of 2017's lent appeal for Kagera, with gift aid still to be added. £12k of this was sent immediately for food aid. The remainder has allowed the diocese to confirm its continued support to the end of 2019 for the Church and Community Mobilisation Process (CCMP). This is a scheme which encourages churches to look at their immediate needs and how they can be used to help meet those needs. With the help of these funds, it is hoped that the gospel message will have reached the whole of Kagera by the end of 2019.

A video was shown about the work in Kagera, including a message from Bishop Darlington.

Revd Tim Jones visited Kagera in 2017 and he provided a brief summary of his experience. He highlighted the following:

- He found the visit to be immensely encouraging and inspiring, to see people's faith being used as a genuine resource in their community.
- Funding is important but by no means the only factor. Supporting Kagera is not a one way street, but a place where we can learn much from their principles and faith. In the face of overwhelming adversity, their faith shone through in a vibrant, active and joyful way.
- He noted the tremendous hard work and commitment that Chris and Anji Dawkins do as the link between the two dioceses and thanked them for it.
- Next steps would be to continue to support Kagera through funding, but other ways to deepen and strengthen our relationship with Kagera could be to invite speakers to parishes, to build links to schools, to commit to pray for the people of Kagera.

### **Standing Orders were reinstated.**

#### **18.08 MINUTES OF THE PREVIOUS MEETING**

The minutes of the meeting held on 4 November 2017 DS(17)M3 were agreed and signed.

#### **18.09 MATTERS ARISING NOT OTHERWISE ON THE AGENDA**

No matters arising.

#### **18.10 APPROVAL OF THE 2019 SHARE ALLOCATION PROPOSAL**

Archdeacon Ian Morgan introduced this item and Archdeacon David Jenkins spoke to it. From time to time there is a need to review how the share allocation is set within the diocese to ensure it remains just, and it was previously agreed to revise the allocation method for 2019. David Jenkins set the paper presented to synod (DS(18)P10) in the context of the diocese's finances, his own approach to charitable giving and the need to permit the work of the diocese to flourish. In particular he:

- Thanked all those parishes who have paid their 2017 share and noted the excellent news that 80% of parishes raised 100% of their parish share.
- Reminded Synod that we needed to face the statistic that planned giving per capita in this diocese is at the very bottom of the league table. Expenditure at the diocesan office has been cut to such a point that there is little more to manoeuvre.
- Noted the desire to enable clergy to talk about giving within their parishes in a creative rather than an uncomfortable way.
- Summarised the paper, explaining that a working party was established to review the allocation method, using three key principles: to be transparent, honest and faithful. He thanked the working party for its work.

Questions:

Mr Tim Allen (Woodbridge) noted that the longstanding deficit cannot continue and sees this proposal as an optimistic way forward to begin to meet that deficit. He asked

for an explanation of the decision to remove the rebate per church building. In response, Mr Gary Peverley, Finance Director, informed Synod that the rebate was skewing the allocations, which is why Synod agreed a slightly amended proposal for 2018 in November 2017. For benefice financial planning purposes, it was necessary to produce a model that does not result in significant variations in parish share request year-on-year but one that looks to financial strengths. Archdeacon David shares the concern about the loss of the rebate but against our financial pressures, he considered that considerable expertise and judgement have been exercised and believes this is the right way forward. It is hoped that the transition process will pick up those worse affected.

Mr David Lamming (Sudbury) asked whether the figures in the examples set out in paper DS(18)P10 were a blanket figure across all benefices or if calculations would be made and benefices would be given their own figures. In response, Mr Gary Peverley confirmed that the figures set out in the examples were just examples and when the budget is set, exact figures would be sent to benefices.

The Venerable Ian Morgan, Chair of the DBF, to move that:

"This Synod approves the 2019 Share Allocation proposal in accordance with paper DS(18)P10".

Voting was done by a show of hands and the motion was passed by a majority.

#### **18.11 PREVENTING BULLYING AND HARASSMENT & ENCOURAGING POSITIVE RELATIONSHIPS**

In November 2017, Synod adopted the preventing bullying and harassment policy. There is now a need to put some processes in place to suggest how the policy will be put into practice. These processes are summarised in the first two pages of the paper DS(18)P11.

Archdeacon of Suffolk, Ian Morgan, moved that:

"This Synod adopts the processes and procedures to support the Preventing Bullying and Harassment Policy (adopted by Diocesan Synod at its 4 November 2017 meeting)".

Voting was done by a show of hands and the motion was passed by a majority.

#### **18.12 REPORTS FROM BISHOP'S COUNCIL**

The minutes of the meeting held on 30 November 2017 BC(17)M5 were noted.

The unadopted minutes of the meeting held on 1 February 2018 BC(18)M1 were noted.

#### **18.13 REPORT FROM GENERAL SYNOD**

The Chair thanked David Lamming for his thorough feedback report from General Synod. A supplementary page on the details of the three motions passed at General Synod, ref DS(18)P13A, will be circulated with the minutes.

## 18.14 QUESTIONS

The following two questions were received.

### 18.14.1 **Mr David Lamming (General Synod and Sudbury Deanery) to ask the Diocesan Bishop:**

Synod members will have seen from the minutes of the Bishop's Council meeting on 30 November 2017 [BC(17)M5, minute 17.102] that Archdeacon Ian Morgan is to step down as chairman of the Diocesan Board of Finance, effectively after today's Synod meeting. The minute records that "*a process is required to identify prospective candidates and to have an individual appointed for February.*" While, today, we express our very grateful thanks to Archdeacon Ian for his chairmanship of the DBF over the last 2½ years and for his leadership on financial matters during this transitional period for the diocese, would you please provide Synod members with an update on the process and progress of finding a successor to Ian in this important position of DBF chairman?

### **Reply from the Bishop of St Edmundsbury and Ipswich:**

Archdeacon Ian has served as Chair of the DBF since December 2015 (when he was appointed on an interim basis that then was made substantive), and we are very grateful to him for what he has accomplished in this time. The Diocesan Secretary and I have been consulting with clergy and laity across the county and are in the process of identifying possible candidates for this challenging role. We expect to have something to report soon after Easter.

### 18.14.2 **Mr David Lamming (General Synod and Sudbury Deanery) to ask the Diocesan Communications Officer:**

In a letter to 'East Anglican Distributors' in August 2016 accompanying the 'Growing in God' special edition of *East Anglican*, "the last [issue] — certainly for the rest of this year", the then editor and Diocesan Communications Officer, Tim Warmington, advised that diocesan staff were "currently advertising for my successor and, when appointed she or he will be reviewing its future."

In the light of the fact that no issue of *East Anglican* has been published since the August 2016 'Growing in God' special, would you please update Synod members on the current diocesan communications policy and, in particular, on what is being done effectively to communicate the good news of what churches are doing in the diocese—to advance the diocesan vision for growth in all its aspects—to those who do not have computer access to the diocesan website and the increasingly valuable weekly eNews? Are there any plans to revive *East Anglican*, or to produce an alternative print publication, such as a diocesan newspaper?

### **Reply from the Director of Strategic Planning and Communications:**

Due to budget and time constraints, the production of the East Anglican was halted in 2016. At present there are no plans to revive it due to the high cost of production, print and distribution. Since the appointment of Leonie Ryle as Communications Manager we have been undertaking an audit of our communication to prepare annual communication plans.

For the remainder of 2018 our objectives are 1) telling our story better 2) highlighting the impact of mission and ministry 3) reaching beyond our congregations. We aim to achieve this by:

**Building our media presence** – to encourage more press coverage of good news stories, to capitalise on the Bishops’ profiles, support media training of key staff and ensure all stories are linked to our internal communications strategy. The goal is to reach beyond our congregations using regional newspapers and radio.

**Updating and re-focusing our website** – to improve structure, search and functionality to make it easier to use and find relevant content. To change the focus to be outward looking and encourage visits to the site.

**Developing further our social media presence** - this includes offering training to our parishes and film training for our communications staff. We aim to create a community on line and reach new and younger audiences by linking our campaigns to others (such as the Church of England #Godwithus and #livelent campaigns). Use of video to tell stories will be a key part of this project.

**Re-launching eNews** – we are currently looking at audience segmentation for eNews and ways of delivering a more targeted message.

A priority of 2018 is to change our ‘tone of voice’ to be outward focussed – accessible, inviting and sharing – to reach new audiences in a more proactive way. A key element of this is our presence at the Suffolk Show, which is being branded as ‘Connect’ to illustrate how our projects and success stories change the lives of those we connect with.

Communications will also be a fundamental part of the Growing in God Roadshows, as we plan to produce a ‘Communications Tool Kit’ which will enable our parishes to be better equipped to manage the communications of their parish.

For the 2019 budget we will address the viability of producing a printed newsletter/ magazine but any such project will need to be costed and the benefits considered before any decision is made.

**A supplementary question was asked by Mr David Lamming (Sudbury):**

The previous response suggests that a printed resource may be costed within the 2019 budget, when will the work be done and by whom?

**Reply from Mr Gavin Stone, Director of Strategic Planning and Communications:**

An overarching review of all resources will be carried out and this will be done by the Communications team, which reports to Bishop’s Staff.

**Standing Orders were suspended.**

**18.15 NOTICES**

**18.15.1 SUFFOLK SHOW**

Archdeacon of Suffolk Ian Morgan, advertised the dates of the Suffolk Show this year, 30-31 May and the theme was “Connect” – to highlight where and how the Church has an impact throughout the diocese.

18.15.2 **LENT APPEAL**

Bishop Martin raised this item in his presidential address, see item 18.02 above for details.

18.15.3 **PARISH GIVING SCHEME (PGS) UPDATE**

Revd Graham Hedger highlighted that 14 parishes have now joined up to the PGS scheme with a further 28 intimating they will do in the near future. Three launches have been carried out with 179 parishes being represented. It helps to engage with younger people, is the 21<sup>st</sup> century solution to giving and is integral in part of the diocesan giving strategy. Parishes are encouraged to join the scheme.

18.15.4 **CHAIR OF DBF**

Bishop Martin acknowledged that Archdeacon of Suffolk, Ian Morgan will be stepping down as Chair of the DBF at the end of the Synod meeting. He has carried out the role for the last 2½ years when asked to cover for just three months. Bishop Martin thanked Archdeacon Ian for all that he has overseen in this period and for his service. The process for a new Chair is in process, however, as it stands, in the interim, this role falls to the Bishop of St Edmundsbury and Ipswich.

The meeting concluded with prayer.

Signed:

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[Chairman]

Date:

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