

TOGETHER WE ARE



THE CHURCH  
OF ENGLAND  
SUFFOLK



# Diocesan Synod

Saturday 7 June 2025, 9.30am



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# Welcome

 Growing in God



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# Worship

 Growing in God

# Dear Lord and Father of Mankind

- 1 Dear Lord and Father of mankind,  
forgive our foolish ways!  
Reclothe us in our rightful mind,  
in purer lives they service find,  
in deeper rev'rence praise,  
in deeper rev'rence praise.

2 In simple trust like theirs who heard,  
beside the Syrian sea,  
the gracious calling of the Lord,  
let us, like them, without a word,  
rise up and follow thee,  
rise up and follow thee.

3     O Sabbath rest by Galilee!  
O calm of hills above,  
where Jesus knelt to share with thee  
the silence of eternity  
interpreted by love!  
interpreted by love!

4      Drop thy still dews of quietness,  
till all our strivings cease;  
take from our souls the strain and stress,  
and let our ordered lives confess  
the beauty of thy peace,  
the beauty of thy peace.

5     Breathe through the heats of our desire  
thy coolness and thy balm;  
let sense be dumb, let flesh retire.  
speak through the earthquake, wind and fire,  
O still small voice of calm!  
O still small voice of calm!





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# Ministry of the Word

Archdeacon Rich

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# Philippians 3:13-21

13. Beloved, I do not consider that I have made it my own; but this one thing I do: forgetting what lies behind and straining forward to what lies ahead, 14. I press on towards the goal for the prize of the heavenly call of God in Christ Jesus. 15. Let those of us then who are mature be of the same mind; and if you think differently about anything, this too God will reveal to you. 16. Only let us hold fast to what we have attained.

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# Philippians 3:13-21

17. Brothers and sisters, join in imitating me, and observe those who live according to the example you have in us. 18. For many live as enemies of the cross of Christ; I have often told you of them, and now I tell you even with tears. 19. Their end is destruction; their god is the belly; and their glory is in their shame; their minds are set on earthly things. 20. But our citizenship is in heaven, and it is from there that we are expecting a Saviour, the Lord Jesus Christ.

# Philippians 3:13-21

21. He will transform the body of our humiliation so that it may be conformed to the body of his glory, by the power that also enables him to make all things subject to himself.

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Loving God,  
Though our destination is not yet clear,  
May we trust in Your graceful promises;  
Though we are uncertain of ourselves,  
May we be rooted in Your loving regard;  
Though our attention is inclined to wander,  
May we hear the things You are saying;  
Though we often neglect Your influence,  
May we be convicted of Your power to change,  
In Jesus Christ our Lord,  
**Amen.**





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# 25.11 Welcome & Presidential Address

Archdeacon David

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# 25.12 Well-being

Archdeacon Rich

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# Well-being questions

1 How do our ministers ordained and lay know we care for them?

2 What do you need for better well-being from:

- the local parish/benefice?
- the wider church?
- yourself?

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# 25.12.1 Time to reflect

Archdeacon Rich



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# 25.12.2 Support from Mission and Ministry

The Revd Canon Sharron Coburn

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# 25.12.3 Place by the Water Retreat

Archdeacon Sally

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# retreats at **The Place by the Water**

A Christian place of worship, fellowship and retreat based in Shottisham

The place by the water is a retreat house on the Wilford peninsula about 6 miles from Woodbridge.

We are part of a initiative funded by Henry smith to provide a place of retreat and rest for Anglican clergy in and around this area.

Our retreat centre is ideal for small and large groups of ordained clergy or you can visit us for an individual retreat.

We offer day retreats and provide lunch and refreshments throughout the day.



### **CRAFTS**

Crafts can be provided as part of your day of retreat, just ask us for more information.

### **WALKS**

We can provide you with a map and routes for local walks around the area. We are fortunate to have beautiful surroundings to explore and a wealth of wildlife.

### **PHOTOGRAPHY**

We can provide a photography workshop if you are interested, to enable you to really appreciate our beautiful surroundings and connect with God in a new way.

Retreats can either be lead by Kathy Wilson, who runs The Place by the Water or you can bring your own materials.

TPBTW is run by The Revd. Kathy Wilson with its many events and worshipping communities. She has a passion for providing a place of retreat for those in ministry. Whilst realising the joys she acknowledges times of weariness and the need for physical and spiritual rest.





We can't wait to welcome you for a day of rest, renewal and re-focus at The Place by the Water. You can use this voucher towards individual or group retreat days. Please speak to us about any particular requirements you may have or if you'd like us to provide crafts or creative materials. Your refreshments and lunch will be included, but make sure to let us know of any dietary requirements ahead of time. Get in touch if you have any questions.





GIVE THE GIFT OF REST, RENEWAL AND REFOCUS

# Retreat Voucher

TO:

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FROM:

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FOR:

---

VALID TIL:

---

VOUCHER NO.:

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For Clergy access to  
Insight please click here:





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# 25.12.4 Clergy Housing

Gary Peverley

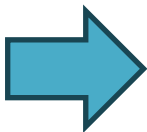
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# Update on Clergy Housing

## Background

- Spend on capital improvements since 2018 is £1.6m, but primarily reactive and essential works
- The quality of our housing is deteriorating due to there being insufficient budget for a programme of capital improvement works historically
- This impacts on clergy, and damage and repair costs



## Actions

Bishop's Council agreed housing should be kept in a good and modern condition, with capital improvements made according to a set programme of works (Dec 2024)

Agreed to sell sufficient 'surplus' housing to fund the capital improvements catch-up, in line with agreed criteria and approved by Finance and Investment Committee

Agreed a 'catch-up' capital improvements plan for kitchens, bathrooms, windows and rooflines, and external decorations



# 'Catch-up' Capital Improvements plan (2025-2026)

## Capital improvements plan

- A catch-up capital improvements programme to bring the portfolio up to a good standard:
  - 23 kitchens;
  - 32 bathrooms;
  - 24 window and roofline replacements at, to include scaffolding as necessary;
  - 70 external redecorations including timber repairs and scaffolding.
- Cost estimated at £2.2m.
- All works are being tendered to ensure quality and value for money are achieved.
- Following that total cost from 2026 to 2050 is estimated at £6.5m, an average of £260,000 p.a.

## Benefits

- Clergy well-being
- Window replacements:
  - Improve EPC rating towards NZC targets;
  - Security;
  - Reduction in future repairs and decorating;
  - Improve external appearance in the parish.
- Bathrooms and kitchens
  - Reduction in day-to-day plumbing repairs – one of our biggest current spends.
- External decs
  - Improvement in outward appearance in the parish;
  - Longevity of components.



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# 25.12.5 Pensions and Retirement

The Revd Peter Goodridge

# Clergy Retirement Benefits

2011

- Max clergy pension cut from  $\frac{2}{3}$  to  $\frac{1}{2}$  stipend
- Number of years to get to full pension raised to 43

Result

- Pension cut by a  $\frac{1}{3}$
- Teacher gets double
- Hardship for retired clergy
- Less new ordinands

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# Clergy Retirement Benefits

- Church commissioners assets = £10.4b
- Total cost to restore pensions for next 20 years is no more than 5% of CC total asset base.

# Clergy Retirement Benefits

## Housing

- Most retirees have own house at retirement
- Most clergy have to rent – even with CHARM it takes most of their pension
- Many ordinands were asked to sell existing house and promised retirement housing.

# Motion

The Revd Peter Goodridge to move that:

This Synod welcomes the Church of England press release dated 22 May 2025 to improve pensions, but urges General Synod members to support the Private Members motion on pensions and clergy retirement benefits tabled by the Revd Canon James Blandford-Baker due to be put to General Synod in July 2025 and as outlined in Appendix 1 of Paper DS(25)P12.5.



# REFRESHMENTS



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# 25.13 Suffolk Show update

Tim Holder

# THE SUFFOLK SHOW

UNDER 15s GO FREE

FREE PARKING P

WEDNESDAY 28 MAY & THURSDAY 29 MAY 2025



Write your answers here and hand into the Church of England stand 601 to claim your prize.

1  
2  
3  
4  
5  
6  
7  
8  
9

Win a fabulous private Tower tour of St Edmundsbury Cathedral and enjoy a delicious lunch at Pilgrim's Café.  
Just pop your details below and hand them in at our stand. We'd love to see you!

NAME: \_\_\_\_\_  
EMAIL: \_\_\_\_\_



SATURDAY 13 SEPTEMBER 9am to 5pm

Join Ride and Stride and sponsor your cycle or walk to raise money for Suffolk's wonderful church buildings.

Suffolk has over 100 churches, chapels and meeting rooms, across all denominations and you will be amazed at the local history you will find in each and every one!



# TOGETHER we explore

## Join

Take part in our family Treasure Trail today.

## Take part

Pick up a trail leaflet from the Suffolk Punch horses stand to find all nine signs across the Suffolk Show.

## Win a prize

Answer all the questions on each sign and enter your leaflet into the Church of England stand 601 to claim your prize and an opportunity to win a Tower Tour at St Edmundsbury Cathedral with a family lunch at the Pilgrim's Café.



## TREASURE TRAIL QUESTION ONE:

The Suffolk Punch is one of the oldest horse breeds in England, but what year was the first official record of the breed made?

(Hint: You might need to ask the experts or read the information boards!)

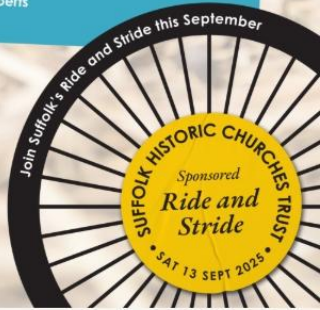


cofesuffolk.org

A big thank you to Hudson Group for sponsoring our trail boards!

hudsongroup  
Rural regeneration and development  
hudsongrouppltd.co.uk

Registered charity: 4 Culler Street, Ipswich IP1 1UQ. Charity number 248711







# We are grateful to our partners



Army Air Corps



# WELCOME TO THE SUFFOLK SHOW 2025



[www.suffolkshow.co.uk](http://www.suffolkshow.co.uk)





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# 25.14 Living in Love and Faith Update

The Revd Canon Sharon Potter

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# 25.15 Cathedral Update

Dean Joe

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# The Abbey of St Edmund, Reborn



# What the Project will do

- Rescue
- Reconnect
- Repurpose
- Recreate
- Restore



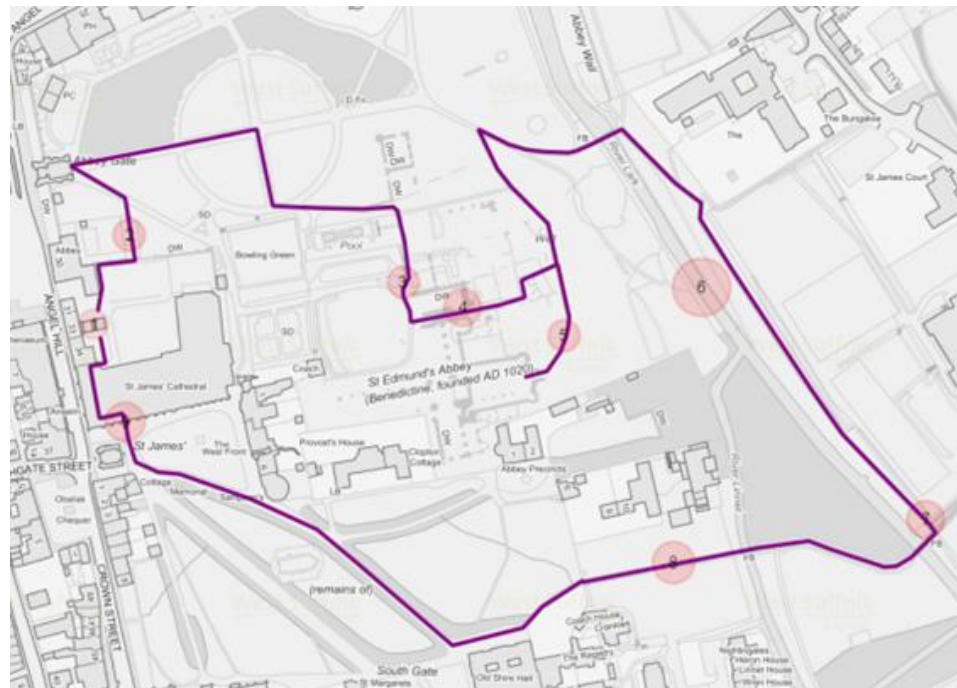


# *Rescue, through conservation, the Abbey ruins*



# Reconnect the Abbey, Cathedral and Town through an improved network of footpaths and gateways

St Edmundsbury  
Cathedral





# *Repurpose* listed buildings as a visitor centre







# *Recreate* Dykes Bower's vision for a West Cloister



*Restore parts  
of the  
Abbey's  
natural  
environment*



# What the Project will enable us to do

- Retell
- Reimagine
- Regenerate
- Reach Out



*Retell* a thousand  
years of stories  
about St Edmund,  
the Town and  
Abbey







# *Reimagine the pilgrimage pathways to the Abbey of St Edmund*





# *Regenerate* the local economy of Bury St Edmunds



*Reach out to all  
our communities  
so that everyone  
can share in the  
Abbey's heritage*



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# 25.16 Annual Report on the DBE

Jane Sheat

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## DBE Vision

**We promote a Christian vision for schools in which all can grow and flourish, and excellence in the teaching of RE and in Collective Worship.**





# Our key priorities

- To develop and support highly effective church schools and Headteachers
- To equip and resource church schools to deliver high quality RE and Collective Worship
- To support schools, governors and clergy in ensuring the Christian distinctiveness of church schools
- To develop and strengthen effective links between churches and schools which enable faith to grow and to contribute to the Diocesan Growing in God strategy.

# Education Team



**Sue Todd**  
Deputy  
Diocesan  
Director  
of Education



**Phil Knowles**  
School  
Effectiveness  
Officer



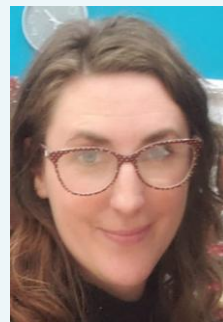
**Daniel Jones**  
Buildings  
Officer



**Jane Sheat**  
Diocesan  
Director of  
Education



**Rachel Cutts**  
Schools'  
Adviser



**Tor Bush**  
Schools'  
Adviser



**Jacqui Studd**  
Administrator

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# Key areas of work in 2024

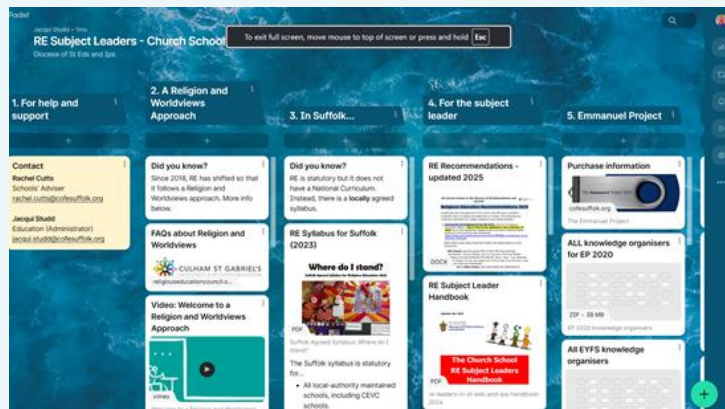
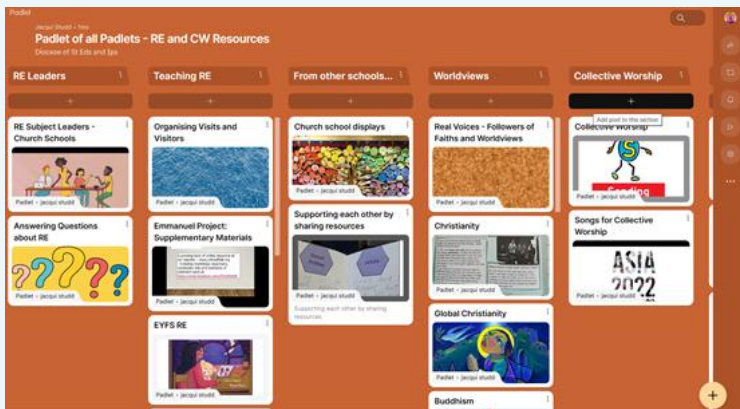
- Headteacher appointments, performance management reviews
- SIAMS support
- Training and resources on RE and Collective Worship
- Online forums for heads, chairs of governors and small schools
- Rachel Cutts joined in September as Schools Adviser
- Successful bid for increased funding from the Keswick Hall Trust.

# Key areas of work in 2024

- Working with Christian Aid on its Global Neighbours scheme and holding a Big Sing as one of two pilot dioceses
- Pilot work on spiritual development with a group of schools
- Creating a film on being a governor
- Identifying charities which can support schools.

# RE and Collective Worship resources

Further resources produced for schools to help with planning collective worship and teaching RE.



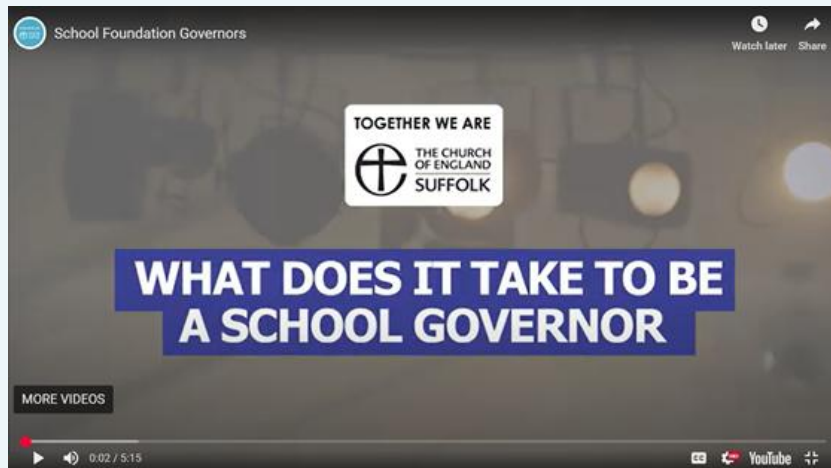
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# Governor video

Creating a short film on becoming a school governor.



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# The Big Sing

Barnham CEVCP at the Big Sing, showcasing the courageous advocacy taking place at the school.



Pupils from Elveden CofE Primary who wrote a poem about Hope for the Schools Service at the Cathedral in June.



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# 2025 update

- New DBE from January 2025
- Continuing to support church schools
- Collaboration with iSingPop at our annual school's service in June
- Updated Emmanuel Project moves to online subscription in July
- Welcoming Victoria Bush to the team in September 2025
- Ofsted changes and curriculum and assessment review nationally.

# Thank you to...

- Schools
- The education team
- All who support schools across the diocese, as governors and in leading collective worship
- Members of the DBE and Archdeacon Rich as chair.

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# 25.17 DBF Financial Statements

Steve West and Philip Codling

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2023 Financial Statements	2024	2023
Statement of financial activities (SoFA)	£k	£k
Total Income	10,108	13,040
Total Expenditure	(10,357)	(10,644)
<b>(Deficit) / surplus</b>	<b>(249)</b>	<b>2,396</b>
Gains on investments	325	881
Other gains	-	57
<b>Movement in funds</b>	<b>76</b>	<b>3,334</b>

- (1) For 2023, one off £2,431k surplus on sale of St James School (invested in Barchester Fund). When stripped out of results, the operating deficit is £35k.
- (2) For 2024, there is an increase in value of investments however this cumulative increase remains £290k lower than the value of for 2022
- (3) Represents the gains on reclassification of assets in the endowment fund

2023 Financial Statements	2024	2023
Income	£k	£k
Parish Share	6,310	6,217
Grants from Archbishops' Council	1,604	1,541
Charitable activities	550	519
Rent	588	585
Investments	891	729
Other grants/income	165	3,449
<b>Total Income</b>	<b>10,108</b>	<b>13,040</b>

1) Parish share collections are £125k below budget after an allowance of £1,135k

2) Please note for 2023, £3,216k gross income from sale of St James School



2023 Financial Statements	2024	2023
Expenditure	£k	£k
Parochial Ministry: Stipends, pensions, housing maintenance and running costs, Archdeacons etc	5,588	5,654
Other ministry and mission – resourcing for parishes	2,778	2,239
Contributions to the Archbishops’ Council	822	912
Support costs	909	843
Raising Funds	260	211
Costs of sale of St James School	-	785
<b>Total Expenditure</b>	<b>10,357</b>	<b>10,644</b>

(1) Across the board increases due to inflation for both years and project related spend as activity increased

(2) Costs of sale of St James School across multiple years, recognised at point of sale

2023 Financial Statements	2024	2023
Balance sheet	£k	£k
Tangible Assets	62,823	62,029
Investments	15,344	15,136
Net current assets	7,695	8,621
<b>Total net assets</b>	<b>85,862</b>	<b>85,786</b>

(1) Mainly properties (£62.0m) and Investments (£15.1m) in the endowment funds

(2) Net current assets: Cash (£1.5m), Short term investments (£5.9m), Debtors (£1.3m) & property held for resale (£0.6m) offset by creditors (£1.6m)

(3) Pension deficit fully paid

2023 Financial Statements	2024	2023
Funds and cash	£k	£k
Unrestricted Funds	4,838	4,552
Restricted Funds <sup>(1)</sup>	5,513	5,418
Endowment Funds <sup>(2)</sup>	75,566	75,816
	<b>85,862</b>	<b>88,786</b>
<b>Cash (Outflow)/Inflow <sup>(3)</sup></b>	<b>1,403</b>	<b>(542)</b>

**(1)Restricted Funds:** Increased due to St James School receipt represented in the inflow of cash

**(2)Endowment Funds:** Mainly properties (£60.5m), Investments (£12.6m) and cash (£0.2m)

**(3)**For 2024, net **cash** inflow due to property purchases and the receipt of funds from the sale of James school.

# Thank you!

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# 25.18 Minutes of the Previous Meeting

Draft meetings 22 March 2025, paper DS(25)P18\_M1





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# 25.19 Minutes of the Bishop's Council

13 March 2025, ref DS(25)P19.1\_BC(25)M2

15 May 2025 ref DS(25)P19.2\_BC(25)M3(draft)

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## 25.20 Matters Arising



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## 25.21 Questions





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## 25.22 Notices



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# 25.22.1 Parish Returns/Stats for Mission

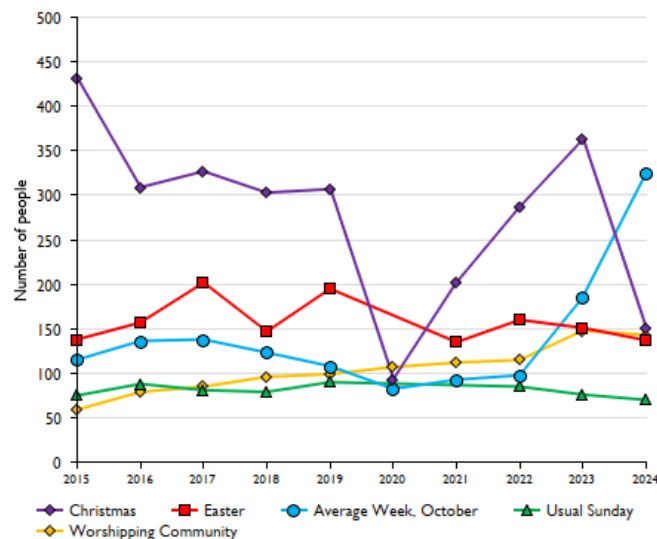
Gary Peverley



# Parish Returns

- Thanks to all who have submitted their Return of Parish Finance (submission currently stands at 42%).
- The deadline for the Return of Parish Finance is 28 June  
The data provided gives valuable information regarding income, expenditure as well as regular giving and legacies.
- The quickest and easiest way to complete the return is via the Online Parish Return System (OPRS);  
<https://parishreturns.churchofengland.org/>
- For support please email: [statistics@cofesuffolk.org](mailto:statistics@cofesuffolk.org)

## 1. Attendance Summary



Example Statistics on a Mission Dashboard

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# Articles of Enquiry

- There is an additional survey asking a variety of questions on the Environment, Discipleship, Giving, Mission, and Safeguarding.
- The form has been designed to be quick to complete and provides insight to questions posed by the Archdeacons.
- This is also accessed via the OPRS:  
<https://parishreturns.churchofengland.org/>
- For support please email: [statistics@cofesuffolk.org](mailto:statistics@cofesuffolk.org)



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# 25.22.2 Generosity Week

Archdeacon Rich

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# Generosity

## Week 2025

28 September – 5 October





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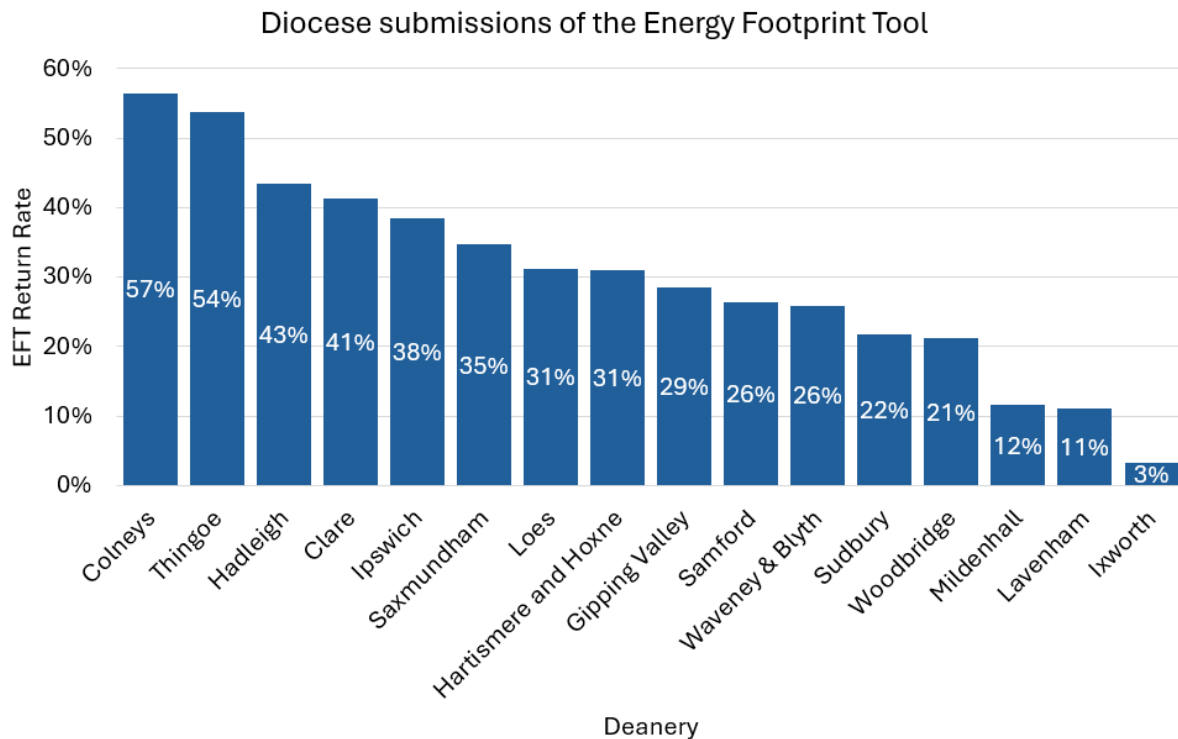
# 25.22.3 Energy Footprint Tool

Archdeacon David

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**Thank you to the 28% of parishes who have already submitted their Energy Footprint Tool.**



The data is invaluable for allowing our diocese to understand our energy use, carbon emissions, and progress towards net zero.

**It offers leverage to apply for funding.**

The quickest and easiest way to complete the return is via the Online Parish Return System (OPRS);  
<https://parishreturns.churchofengland.org/>

**Work out your church's carbon  
footprint to help care for God's  
creation!**

**ENERGY FOOTPRINT TOOL**

For assistance with  
completing the tool, please  
email the Net Zero Carbon  
Officer at;  
[james.rolls@cofesuffolk.org](mailto:james.rolls@cofesuffolk.org)

**NOW  
OPEN**  
*for 2025!*

**Closing date:  
30 June 2025**





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# 25.22.4 Elections

Gary Peverley

# Elections

## **Vacancies:**

Diocesan Board of Education (two vacancies)

Diocesan Board of Patronage (one lay vacancy)

Vacancy in See Committee (two lay vacancies)

Vacancy	Appointment
Diocesan Board of Patronage	Jane Haviland Webster
Vacancy in See Committee	Jane Haviland Webster Lorna Brook

There were no nominations for the Diocesan Board of Education, and we currently do not propose to hold any further elections.



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# Close & Final Blessing

Bishop Graeme

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The next Diocesan Synod:  
Saturday 18 October  
St Nicholas Centre, Ipswich.

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