



**THE CHURCH
OF ENGLAND**

SUFFOLK



Diocesan Synod

Saturday 18 October 2025, 9.30am



TOGETHER WE ARE



THE CHURCH
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Welcome

 Growing in God



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Worship

 Growing in God

The Church's One Foundation

The Church's one foundation is Jesus Christ, her Lord;
she is his new creation, by water and the word;
from heav'n he came and sought her to be his holy bride,
with his own blood he bought her, and for her life he died.

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The Church's One Foundation

Elect from ev'ry nation, yet one o'er all the earth,
her charter of salvation, one Lord, one faith, one birth;
one holy name she blesses, partakes one holy food,
and to one hope she presses, with ev'ry grace endued.

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The Church's One Foundation

'Mid toil and tribulation, and tumult of her war,
she waits the consummation of peace for evermore;
till with the vision glorious her longing eyes are blest,
and the great Church victorious shall be the Church at rest.

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The Church's One Foundation

Yet she on earth hath union with God the Three in One,
and mystic sweet communion with those rest is won:
O happy ones and holy! Lord give us grace that we
like them, the meek and lowly, on high may dwell with thee.

HO&N Complete 636
Music and Words by Samuel John Stone,
Samuel Sebastian Wesley

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Ministry of the Word

Archdeacon David

 Growing in God

Isaiah 43:1-7

43 But now thus says the Lord,
he who created you, O Jacob,
he who formed you, O Israel:
Do not fear, for I have redeemed you;
I have called you by name, you are mine.

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Isaiah 43:1-7

2 When you pass through the waters, I will be with you;
and through the rivers, they shall not overwhelm you;
when you walk through fire you shall not be burned,
and the flame shall not consume you.

3 For I am the Lord your God,
the Holy One of Israel, your Saviour.
I give Egypt as your ransom,
Ethiopia and Seba in exchange for you.

Isaiah 43:1-7

4 Because you are precious in my sight,
and honoured, and I love you,
I give people in return for you,
nations in exchange for your life.

5 Do not fear, for I am with you;
I will bring your offspring from the east,
and from the west I will gather you;

Isaiah 43:1-7

6 I will say to the north, 'Give them up',
and to the south, 'Do not withhold;
bring my sons from far away
and my daughters from the end of the earth—
7 everyone who is called by my name,

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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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25.23 Welcome & Presidential Address

Bishop Joanne

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Our new Bishop, the journey so far

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25.23 Welcome & Presidential Address

Bishop Joanne

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25.24 Building the Kingdom – Caring for Holy Places

Archdeacon David

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Our Buildings

- 1 Caring for God's Creation – updated Environment Policy
- 2 Net Zero Carbon Route Map
Bredfield case study
Walsham le Willows Net Zero project (video in the refreshment break)
- 3 Annual DAC Report
- 4 Minor Repairs and Improvement Grants and National Heritage case studies

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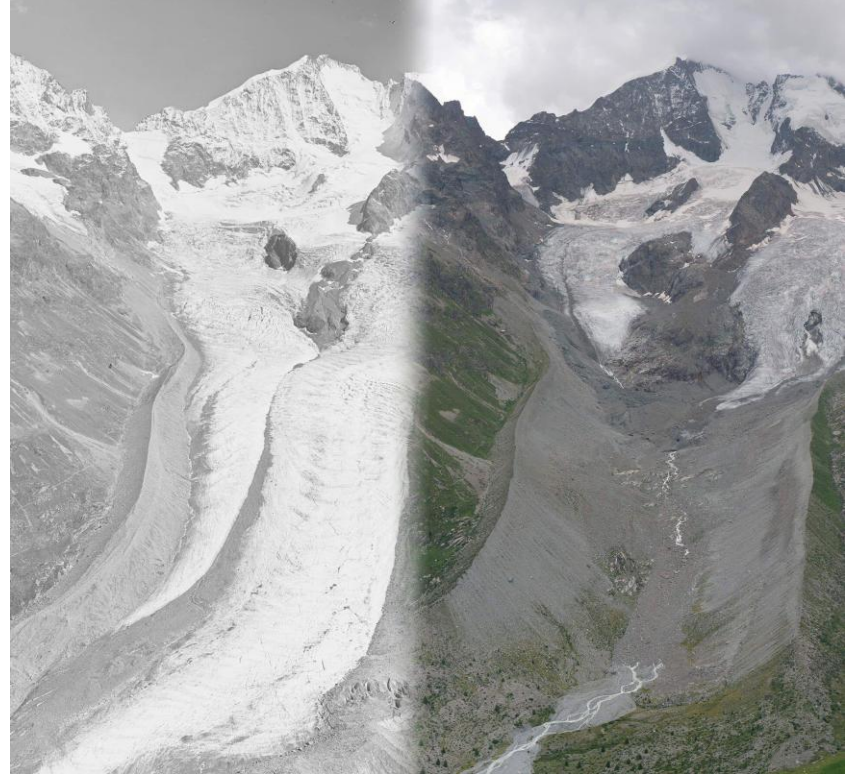
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Environment Policy

The Revd Canon Alison Alder, Diocesan Environment Officer

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Church of England Environment Programme

- We believe that responding to the climate crisis is an essential part of our responsibility to safeguard God's creation and achieve a just world. Climate change hits hardest the poorest countries and poorest people of the world. Meantime, the widespread destruction of the natural world is a crisis for creation.
- Our Environment Programme exists to enable the whole Church to address this — in faith, practice and mission. This includes tackling our own carbon emissions (aiming for Net Zero Carbon by 2030) and our wider work.

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WORSHIP
AND
TEACHING

ETHICAL
INVESTMENT

**CARE FOR
CREATION**

A STRONG
FAITH
VOICE

COMMUNITY
ACTION

LAND AND
NATURE

NET ZERO
CARBON



The updated Environment Policy

Firmly rooted in the Five Marks of Mission -

It mentions three of the Marks of Mission specifically:

1. to respond to human need by loving service,
2. to seek to transform unjust structures of society,
3. to strive to safeguard the integrity of creation and sustain and renew the life of the earth.

However, our Mission and Ministry for the Environment inevitably includes proclaiming the Good News of God's Kingdom as we strive for a world transformed by God's love and creating opportunities to share our faith within our communities.

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The updated Environment Policy

Highlights the importance of the Eco-church framework in guiding what we are doing and celebrating our achievements:

The "A Rocha UK Eco Church Award Scheme" provides churches with a clear and practical pathway to live out our commitments to God's Creation through:

- our teaching and worship,
- our management of their buildings and energy,
- our care of their land and nature,
- our community and global engagement
- our own lifestyle.

The updated Environment Policy

Includes specific ways in which our Environmental Mission and Ministry can be a green thread running through all our Growing in God work, creating ways:

- to deepen our faith through worship and lifestyle changes
- to widen our influence within our communities through partnerships and joint projects
- to grow in number as people find hope and positive action within our churches
- to grow younger by engaging with children and young people through nature and climate justice.

“God will ask us if we have cultivated and cared for the world that he created for the benefit of all and for future generations, and if we have taken care of our brothers and sisters.

What will be our answer, my dear friends?”

POPE LEO XIV



Motion

Archdeacon David to move that:

This Synod approves the Diocesan Environment Policy as detailed in Paper ref. DS(25)24.1”.





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Net Zero Carbon Route map

James Rolls, Diocesan Net Zero Carbon Officer

 Growing in God

Net Zero Carbon Action Plan

- Planning principles and vision
- Scope and baseline emissions
- Action plans
- Dealing with residual emissions
- Challenges and solutions
- Resourcing NZC
- What will it cost?
- Monitoring and reporting
- Review



Planning principles and vision



**9 OUT OF 10 CHRISTIAN TEENAGERS
SURVEYED ARE CONCERNED ABOUT
CLIMATE CHANGE.**

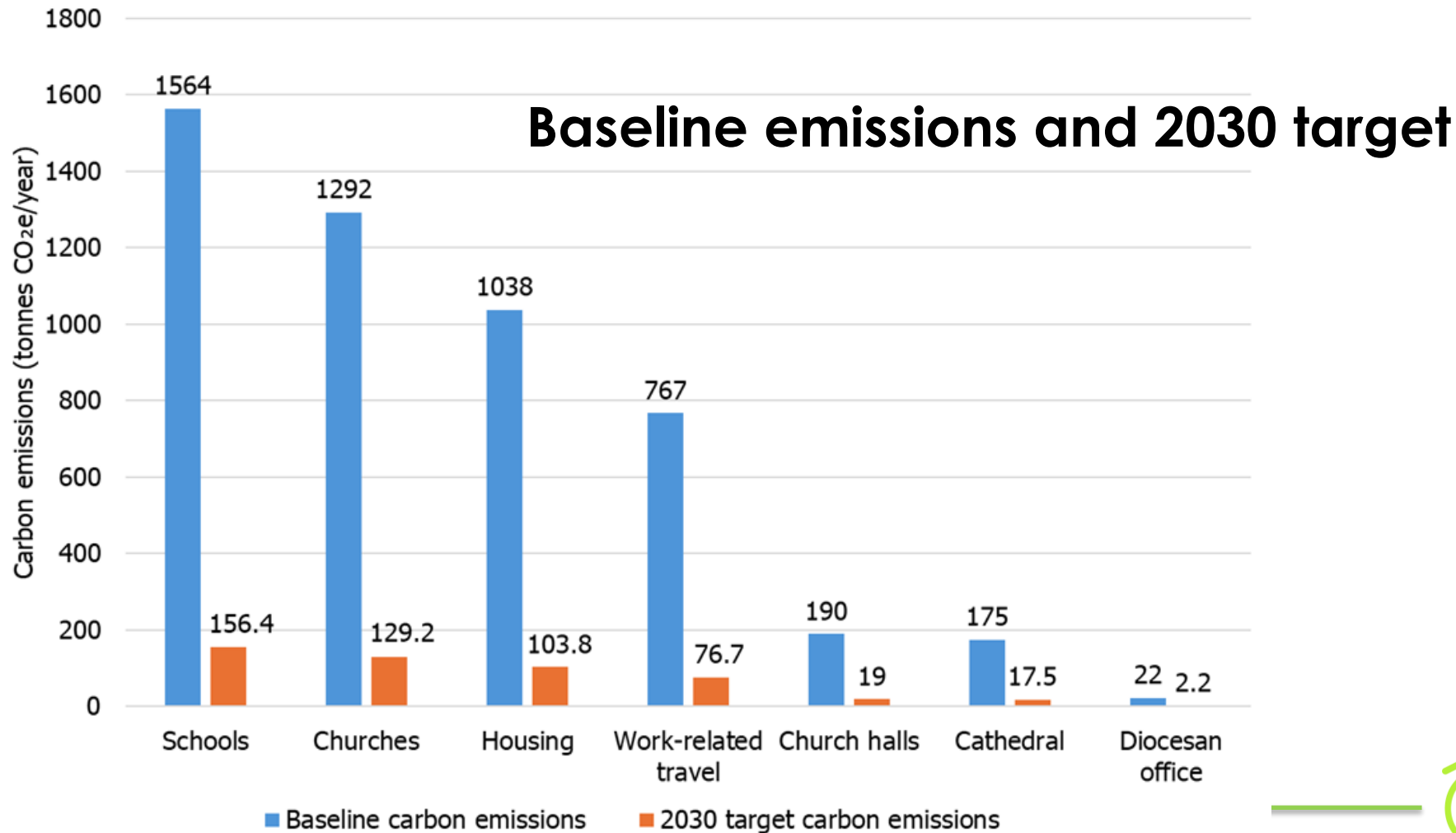


**1 OUT OF 10 THINK THEIR
CHURCH IS DOING ENOUGH.**

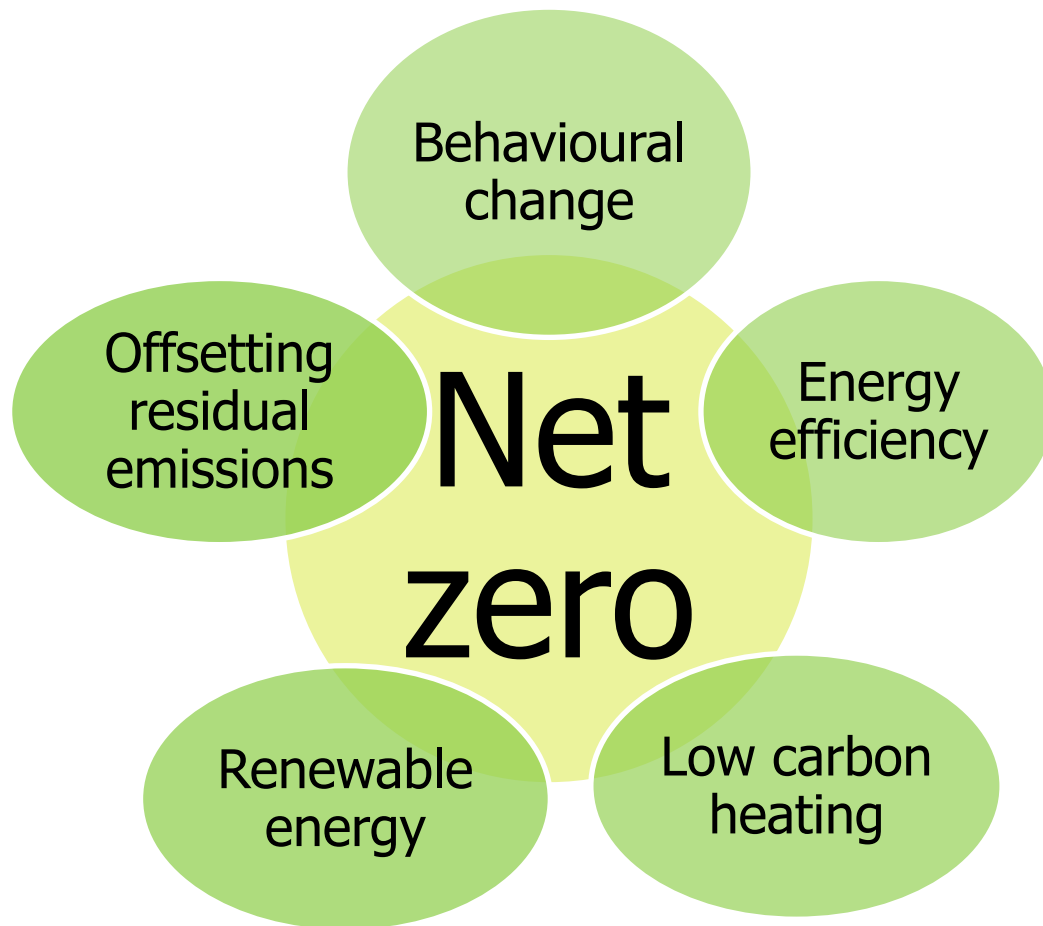
*Taken from Tearfund research
"Burning Down the House"*

- Guided by the diocese's vision 'Growing in God'
- Key principles of the CofE Route map to NZC have been followed
- Diocesan vision for our buildings to be warm, bright and welcoming, acting as an inspiration to the communities they serve
- To achieve this vision:
 - Use less energy from cleaner sources.
 - Travel sustainably.
 - Offsetting what we cannot reduce.





Common steps to NZC in buildings



Challenges and solutions

Resources

- Jointly procure tools and software with our regional group
- Focus on what can be achieved now, and what can be achieved when sufficient funding is available

Technical challenges

- Expand engagement with suitably qualified/experienced consultants and contractors
- Encourage collaboration between parishes and schools both within our own diocese and within our regional diocesan NZC group

Energy pricing

- Reduce the amount of energy we use in our buildings – behavioural change, energy efficient technology, generating renewable electricity on site
- Closely monitor developments in electricity pricing

Competing priorities

- Integrate NZC into day-to-day operations
- Promote and encourage uptake of Eco Church
- Highlight that net zero is about our relationship with energy, our business practices, and the decisions we make every day



Resourcing NZC

Tools

- **Software** to estimate emissions, plan domestic retrofit programmes and engage staff
- **Hardware:** energy monitoring equipment, building energy management systems and renewable energy generation technologies
- **Services:** energy audits, consultancy services and contractors

Training

- Carbon Literacy training for clergy, staff and volunteers
- Workshops and webinars
- Training pathways for Environment Champions

Staff

- Staff already in post, including NZC Officer, Regional Learning Coordinator and Diocesan Environment Officer
- Other staff that may be required to rapidly decarbonise, such as a DAC Heating Advisor or NZC Fundraising Officer

Collaboration

- Working with our regional diocesan NZC group to share learning, knowledge and resources
- Local environmental and sustainability groups and community energy groups
- Grantmakers, trusts and foundations.



What will it cost and how will we fund it?

Area	Capital cost estimate
Housing	£5 million
DMAT & VA schools	£21 million
Other schools	£17 million
Church buildings	£16.25 million +
Diocesan office	£110 thousand

- The document stresses that the action plan is **not a commitment to provide funds**.
- The need to secure external funding to achieve net zero is highlighted.
- Focus is on getting in-scope buildings into as strong a position as possible to successfully apply for funding.



Monitoring, reporting and review

- The Diocesan Creation Care Working Group (DCCWG) will be responsible for the monitoring of and reporting on progress against the plan
- Formal reports will be provided to the Strategic Programme Board, Bishop's Council, Diocesan Synod and the Church of England Net Zero Carbon Programme Board
- KPIs have been identified to allow consistent annual reporting
- DCCWG will review the action plan annually
- DCCWG will approve minor amendments, and major amendments will be approved by Bishop's Council and Diocesan Synod.





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Bredfield Case Study

Christopher Gaze, St Andrew's Church, Bredfield

 Growing in God

The project



Church building



Church room



Funding


Department
for Culture,
Media & Sport

Listed Places of
Worship VAT

£2,900



Town lands

£300

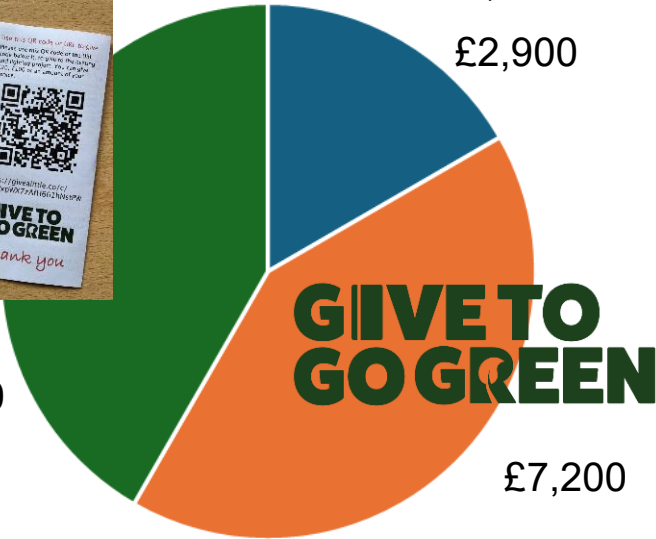


Quick wins

£3,000



£7,200



Church Building: £17,300

Church Room: £3,300

TOTAL £20,600

Results



Church room

- No difference in comfort
- No LPG cylinders
- Savings: 260kgCO₂e pa



Church building

- We are warm!
- 15 min heat up
- Almost invisible
- Quieter
- Savings: 220kgCO₂e pa



What next?

- Solar panels?

Advice for others

Consult early for best practice, faculty advice and funding:

- James Rolls – Diocesan Net Zero Carbon Officer
- Edmund Harris – DAC Secretary
- Heating Advisor (at the time Oliver Clarke)
- Your Archdeacon

Net Zero projects can help us be more comfortable & save money.

Electricity prices will probably fall. Gas and oil will go up.

Much of the work is “List B”.

Act now Go Green – especially if your boiler is over 15 years old.

Use a good electrician: Richardson Electrical - ollie@richardson-electrical.co.uk

Motion

Archdeacon David to move that:

This Synod approves the Diocesan Net Zero Carbon Route Map as detailed in Paper ref. DS(25)24.2



Discussion Questions

- What environment and Net Zero Carbon actions are you taking in your benefice?
- What support do you need?





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25.25 DAC Report

Archdeacon David, Acting Chair DAC

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Motion

Archdeacon David to move that:

This Synod takes note of the DAC Annual Report for 2024/25 paper DS(25)25.





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Minor Repairs and Improvements Scheme

Julie Alcock, Diocesan Historic Buildings Support Officer

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Minor Repairs and Improvement Scheme

- Church of England provided £126,000 of grants towards urgent or necessary repairs to church buildings
- The funds needed to be given to parishes by the end of 2025.
- Applications were invited and £125,897 was allocated to 49 churches.

The maximum
awarded
was £5,000

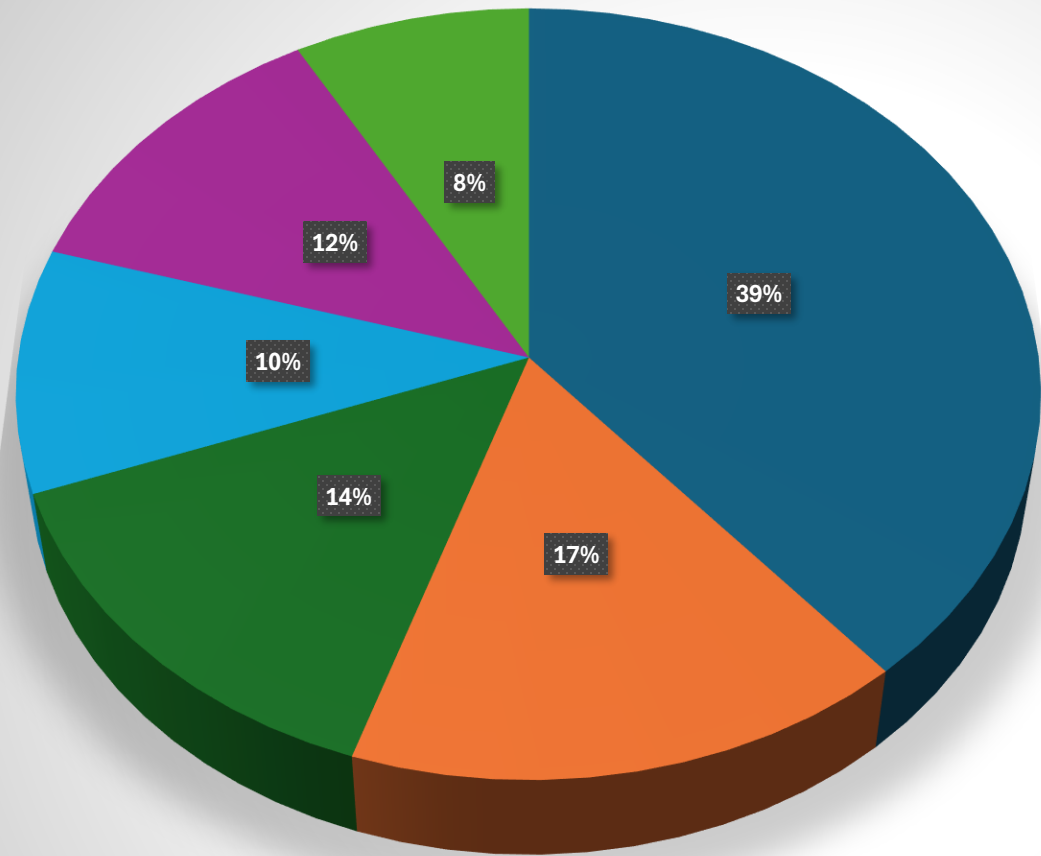
The minimum
awarded
was £240

The average
award was
2,568

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- Professional Services
- Plasterwork & Masonry
- Emergencies
- Roof Repairs
- Windows
- Universal Access

Cowlinge: St Margaret of Antioch



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Before picture



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Heritage Lottery Funded projects

Julie Alcock, Diocesan Historic Buildings Support Officer

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National Lottery Funded Project: All Saint's Church, Holbrook



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National Lottery Funded Project: St Mary's Church, East Bergholt

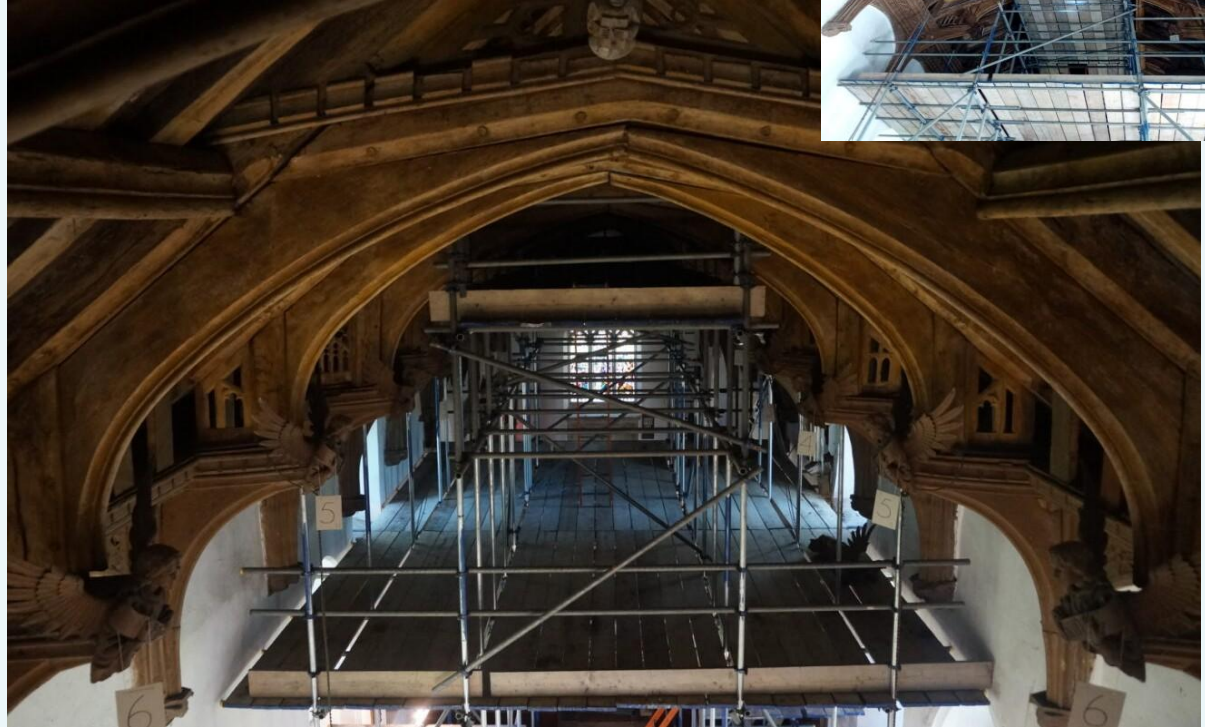


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National Lottery Funded Project: St John's Church, Badingham



REFRESHMENTS



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Net Zero Carbon Action plan



Together for God's creation

Our journey to net zero carbon by 2030



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25.26 Review of two SDF Projects

Lucy de Las Casas, Director of Development

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25.26 Review of Lightwave

The Revd Diane Grano

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The Lightwave Community, partnering with local Parishes, has released local people to **lead mission**, created **community-based discipleship** in rural contexts, and offers other Dioceses **significant learning** about the practice of **innovative mission** in similar contexts

External Review

What we've seen over six years

TARGET	ACTUALS	
1200	657	New Rural Disciples
45	41	Small Ecclesial Lightwave Groups
45	33	Fresh Expressions of Church
3	3	Rural Resource Hubs
100	68	New Regular Planned Givers

47% of new disciples are children & Youth

Planned Monthly Giving £9000

Four Mini Hubs developed alongside funded hubs

Currently 49 Lightwave Group Leaders

Cultural Transformation

Formational Community for
Church Planters and Pioneers (25
leaders).

Ecumenical *Suffolk in Prayer* and
Doorstep Carols born during
COVID.

Rural pioneers trained through
*Mission Shaped Ministry, Growing
New, Launchpad & Envoy
coaching.*

Cross-diocesan learning
community and national rural
conference with 170 attending

The Lightwave Community, partnering with local Parishes, has released local people to lead mission, created community-based discipleship in rural contexts, and offers other Dioceses significant learning about the practice of innovative mission in similar contexts.

lightwave
FAITH FAMILY FRIENDS









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25.26 Review of Inspiring Ipswich

Archdeacon Sam

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**Inspiring
Ipswich**



EVERY DAY DISCIPLING

THE IPSWICH DEANERY CONFERENCE
SPRING 2025

SATURDAY 29 MARCH 2025
8.45AM-1.00PM
COLCHESTER ROAD BAPTIST CHURCH

Walking alongside each other as we follow Jesus, grow with Jesus
and are active in our communities for Him.

Easter Story Art Exhibition St Peter's Church, Stoke Park



Maundy Thursday
Good Friday
Easter Sunday

17 April
18 April
20 April

12-8pm
9-8pm
9-2pm

Summer Fete & Table-Top Sale
In aid of The Toot-Us Shop & FINE FINDS
At St Matthew's Church Portman Road IP1 2AX
RAFFLE/CAKES/GAMES/BBQ-A-BRAC/TOYS ETC.

SAT 5TH JULY 2025
10AM-1PM

If you're interested in selling crafts, you can reserve a table for
£15. The proceeds from your booking will be donated to our
selected charities, while you retain all profits from your sales.
For further information, please email:
"parishoffice@stmat.org.uk"



COME AND SEE
Picnic

To Celebrate the installation of Revd. Sophie
as Rector of St Mary Stoke

21ST SEPTEMBER 2025

1 PM ONWARDS

BRING YOUR OWN PICNIC
BLANKETS AND
REFRESHMENTS PROVIDED

WWW.STMARYSTOKE.ORG



WEDNESDAY 3-6PM
THURSDAY 3-6PM
FRIDAY 3-6PM

TUESDAY 12:30-4PM
FRIDAY 3-6PM

Faithful & Fruitful: A Celebration of Inspiring Ipswich

Saturday 8 November

10am - 3pm

Colchester Road Baptist Church

RSVP

Scan to book
your free tickets



Try Church



With special guest
Sam Brazier-Gibbs,
Archdeacon of Ipswich

14 September
9.00am and 10.30am
Coffee and pastries served at 10am

FRIDAY 26TH SEPTEMBER

HARVEST

2025 In Review



Archdeacon Samantha

Please join us for her collation:
6.00pm on Tuesday 24 June at Ipswich Minster
and her installation at the cathedral:

6:30PM



Measuring Mission



Contacts

8,664

2023/24
Actuals

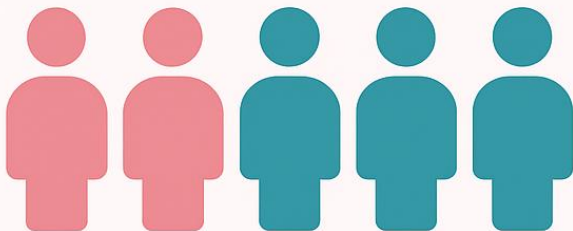
26,650

Cumulative
total to 2024



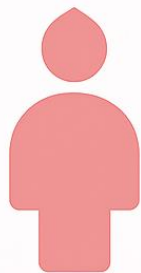
+8-10,000

Estimated
actuals 2024/5



Project
target

~15,000



Explorers

652

2023/24
Actuals

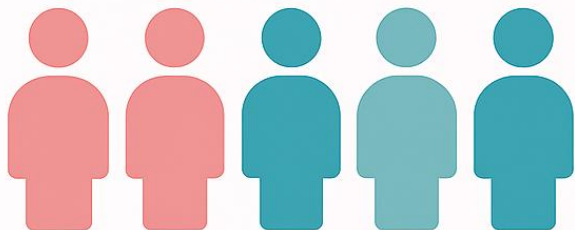
2,041

Cumulative
total to 2024



+300

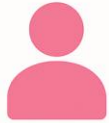
Estimated
actuals 2024/5



Project
target

7500

DISCIPLES



2023/4

581



2024 CUMULATIVE TOTAL

1492



ESTIMATED ACTUALS 2024/5

+3-400



2025

~1800

PROJECT TARGET

1525



New Worship Communities

19

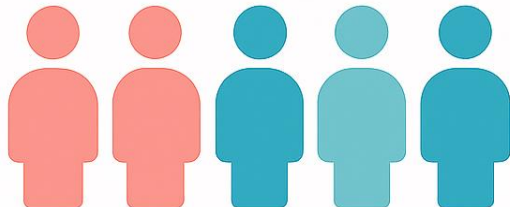
2023/24
Actuals

60 NWC

started
13 NWC stopped
47 net

8-10

Estimated
actuals 2024/5



Project
target

26

comprised of
6 plants 15 FxC
5 congregation



Disruptive Strategy & Innovation



Legacy



Looking Ahead



Some Questions

Faithful & Fruitful:

A Celebration of Inspiring Ipswich

Saturday 8 November

10am - 3pm

Colchester Road Baptist Church

RSVP

Scan to book
your free tickets:



Celebrate and Give Thanks



Evaluation and Learning



Please Pray



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25.27 Discussion and Approval of the Budget for 2026

Steve West and Philip Codling

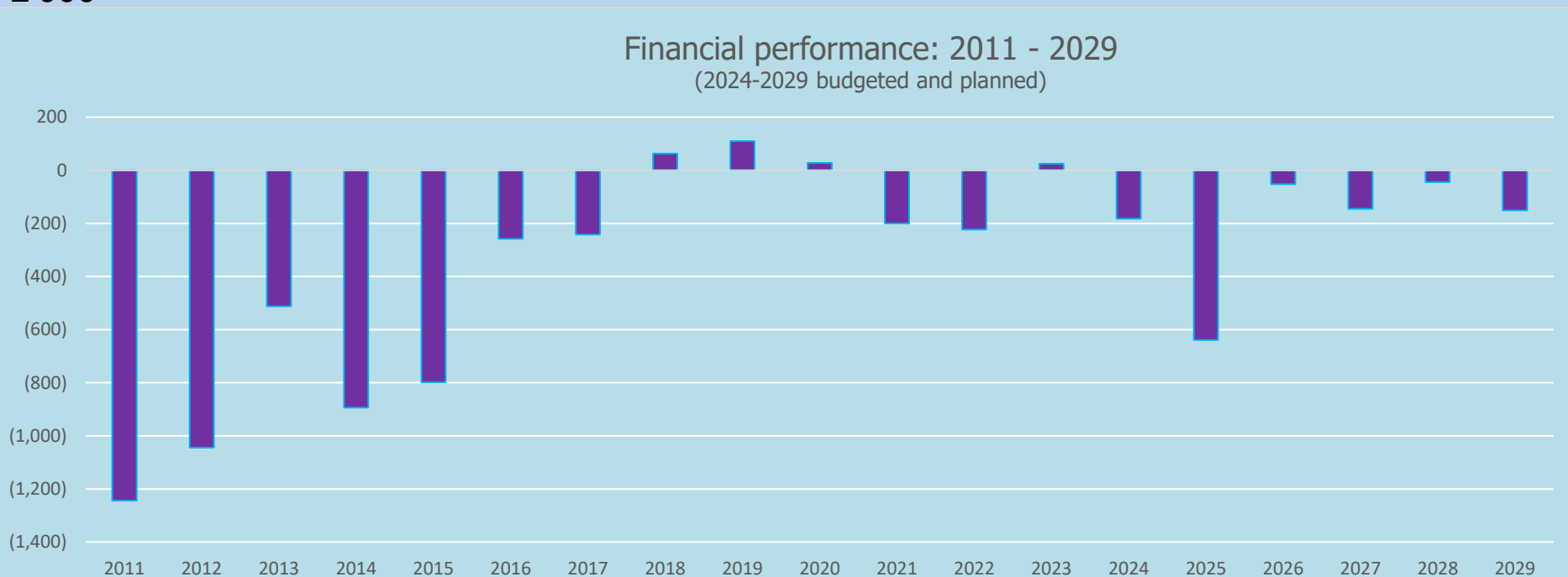
 Growing in God



**Thank
you!**

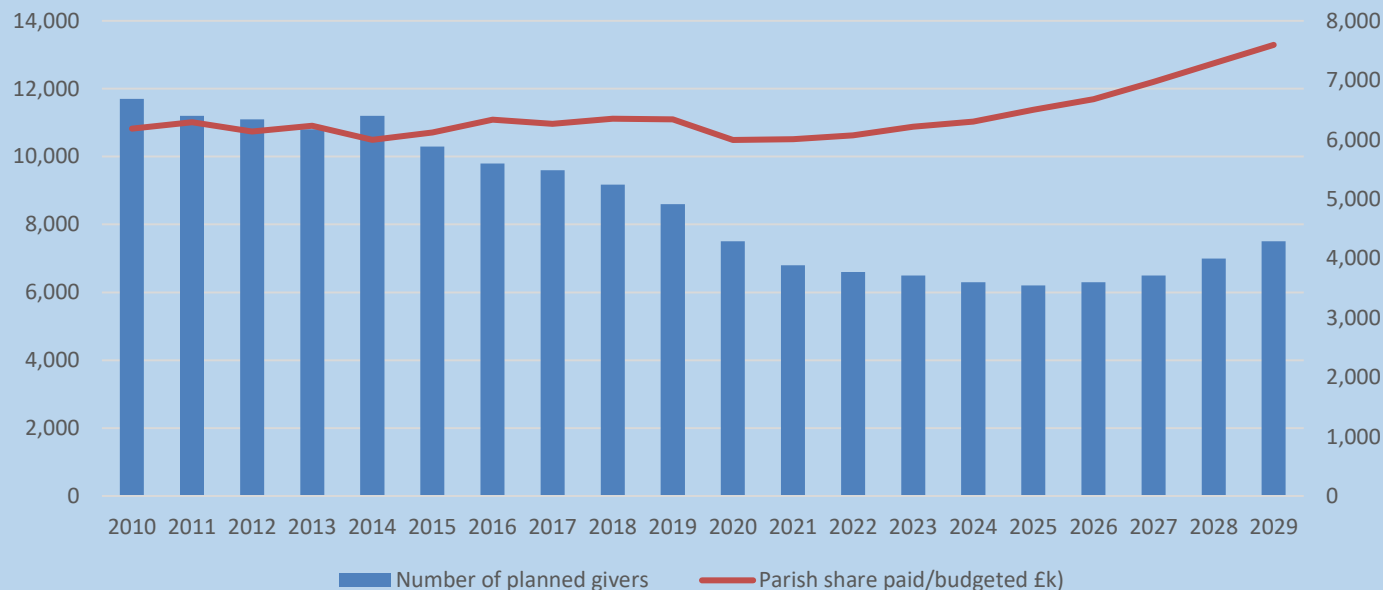
Unrestricted Fund: Financial performance from 2011 to 2029

£'000



Context: Risks and challenges

Parish share received and number of Planned Givers 2010-2029



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Context: Risks and challenges

Risks:

Parish share – contributions continue to grow but it's a mixed picture in the detail - need to consider resilience of **parish income with inflation**, fewer **planned givers** and **ageing congregations**

Always seek **DBF cost savings** to improve efficiency but significant cost challenges still feeding through, especially around condition of **housing stock**

Challenges of **Cashflow** and **impact on reserves** of ongoing deficits.

Context: Opportunities



Clergy numbers are not being reduced

Positive impact of **missional leadership**, **increased vocations** and **Growing in God strategy**

Growing Younger plans and investment in developing **parish growth**

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Unrestricted Fund - 2025 context for 2026 budget

	Actuals - Year to 31 st August 2025 £m	Full year forecast 2025 £m	Full year budget 2026 £m
Deficit	(0.8)	(0.6)	(0.05)
Parish Share Receipts	3.7	6.5	6.7
	Number (FTE)	Number (FTE)	Number (FTE)
All clergy (number) (excluding SDF related posts)	114	115	120
All clergy (number) (Including SDF related posts)	119.6	120.6	123

Deficit worse than budget - due to lower Parish share receipts without significant offset in other costs which are expected to be as budgeted.

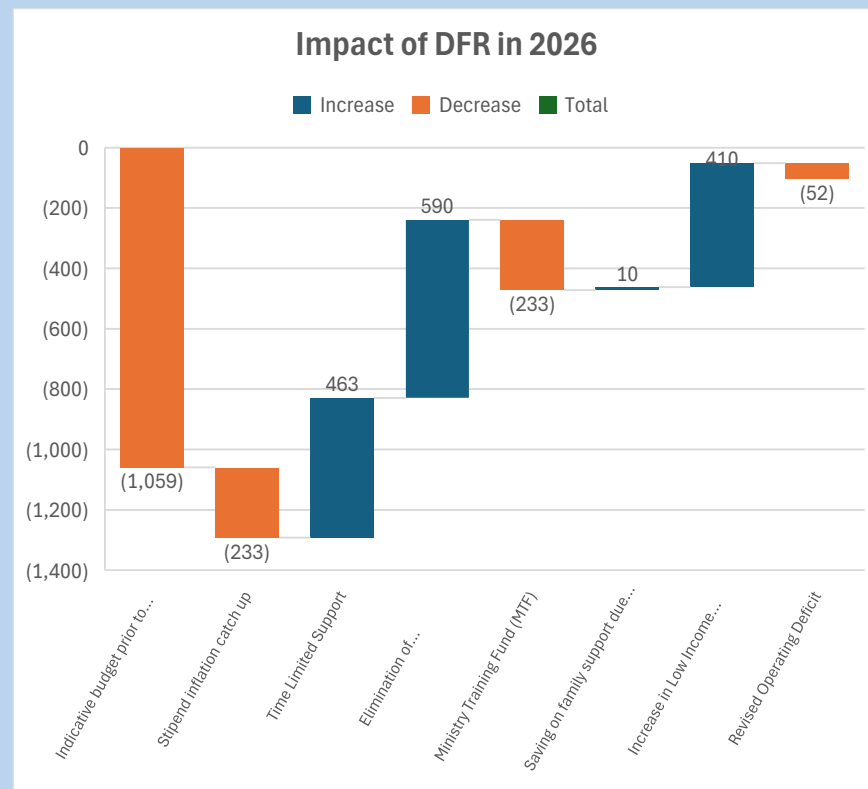
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Impact of Diocesan Finance Review

2026 Indicative Budgetary changes and impact of DFR	£'000
Indicative budget prior to DFR	(1,059)
DFR Impacts:	
Stipend inflation catch up	(233)
Time Limited Support	463
Elimination of apportionment fees	590
Ministry Training Fund (MTF)	(233)
Saving on family support due to MTF	10
Increase in Low Income Community Fund (LINC)	410
Revised operating Surplus	(52)



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2026 unrestricted fund budget (Table 2)

Key assumptions:

- Parish share request £7.9m (collect **£6.7m**) the increase of £188k reflects River Church and Emerge joining the Parish Share from 2025. **No other changes.**
- Average clergy number is **120** FTE and 123 FTE including project related roles
- **10.7%** (4.1% annual rise and 6.1% inflation “catch-up”) increases for clergy as per National Guidelines; **4.1%** for staff
- **3%** non-pay increases but some cost pressures (labour and contractor shortages)
- **Cashflow** - sale of investments/properties to maintain liquidity and from Total Return Investments
- On this basis **outcome is a deficit of £0.05m**

Potential changes to consider

Most unpredictable budget for some years

Downsides

- Inflation remains “sticky” at 3.8%. If inflation is 4% costs increase by £20k
- Property costs as difficult to predict given the need for reactive repairs

Upsides

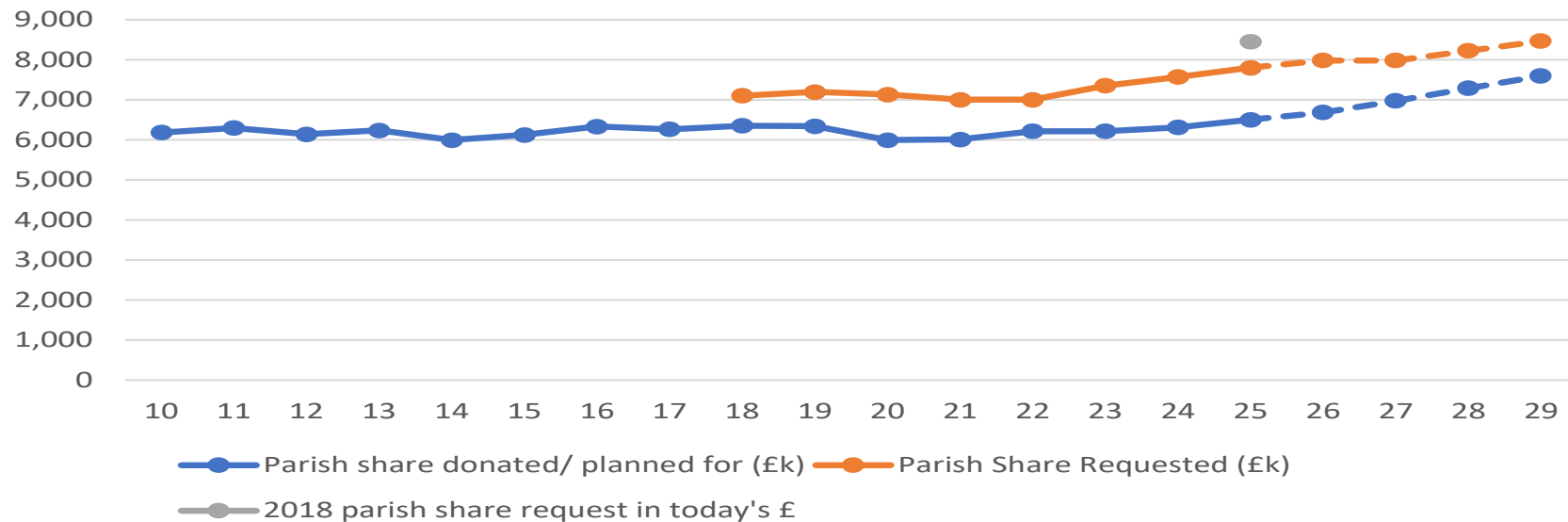
- Possible pension contribution reductions for clergy (1% reduction) = £35k

All funds - unrestricted and restricted together (Table 1)					
	Budget 2025 £k	Budget 2026 £k	Plan 2027 £k	Plan 2028 £k	Plan 2029 £k
Unrestricted (Table 2)	(398)	(52)	(146)	(44)	(151)
Churchgates (Table 3)	44	47	46	44	42
Schools (Table 4)	(25)	(10)	(6)	(15)	(25)
Other restricted funds & accounting adjustments (Table 1)	(62)	(32)	(22)	(12)	2
Total deficit (Table 1)	(441)	(47)	(128)	(27)	(132)

2026 Income and expenditure	Income £k	Expenditure £k	Net Surplus / (Deficit) £k	Source
Parish Share (before shortfall allowance)	7,980			
Other sources of income	<u>4,718</u>	(11,453)	(52)	Table 2
Day to day activities	11,401			
Churchgates (subsidiary company)	110	(63)	47	Table 3
DBE	374	(384)	(10)	Table 4
Pastoral account (DPA, restricted)		(30)	(30)	Table 1
Other restricted funds	75	(77)	(2)	Table 1
Total	11,960	(12,007)	(47)	
Accounting adjustments			0	Table 1
Net Surplus / (Deficit) per Table 1 of DS(25)P13			(47)	Table 1

Context - Parish Share

Parish Share requested and donations received and planned for to 2029



NCI support allows us to freeze parish share for **two** years, providing certainty and time to tailor support to grow parish income.

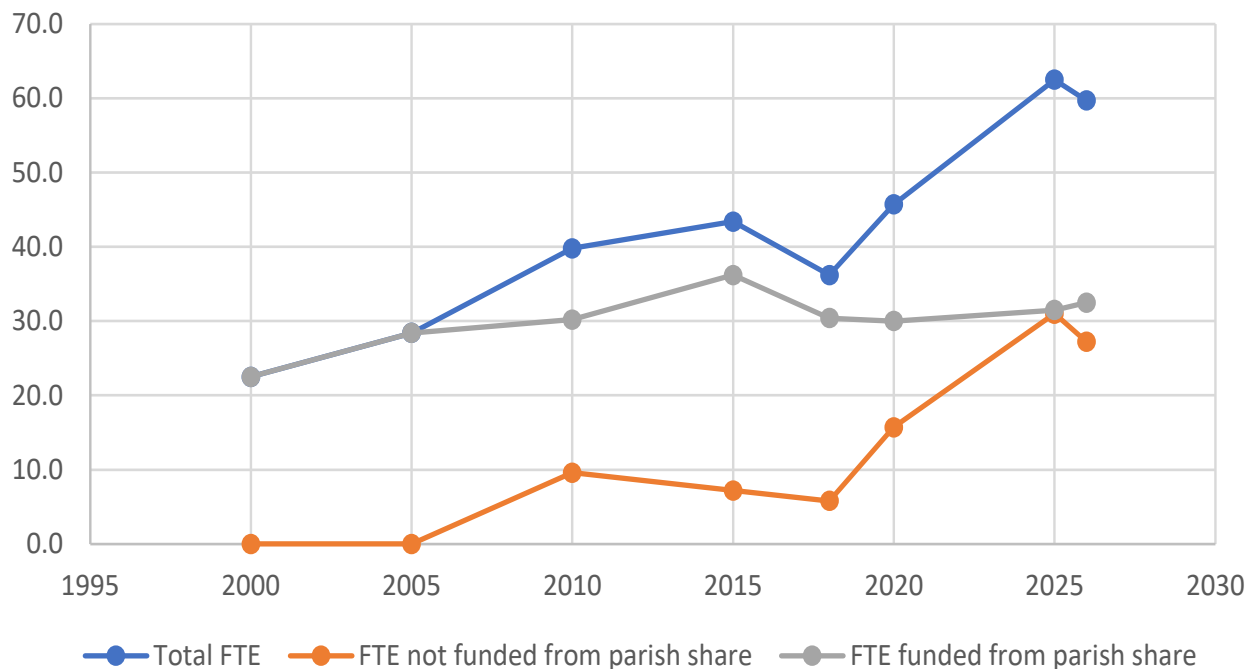
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Context: People (1)

Staff Full Time Equivalents 2000-2026



Staff Full Time Equivalents			
Year	Total FTE	FTE not funded from parish share	FTE funded from parish share
2000	22.5	0.0	22.5
2005	28.4	0.0	28.4
2010	39.8	9.6	30.2
2015	43.4	7.2	36.2
2018	36.2	5.8	30.4
2020	45.7	15.7	30.0
2025	62.5	31.0	31.5
2026	59.7	27.2	32.5

Overall staff numbers - 46% of posts are financed externally in 2026 compared to 24% on 2010*

Working patterns have changed: 55% of staff in 2025 are part-time compared to less than 15% in 2018

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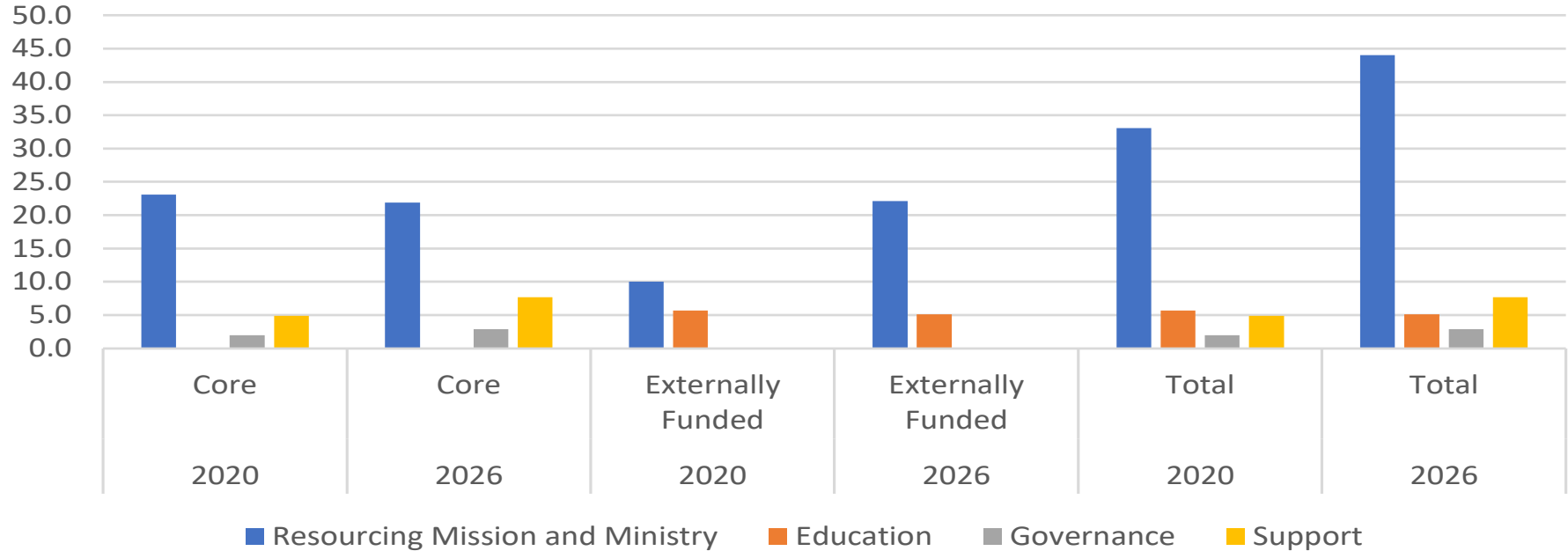
*2010 relates to DBE and café, since discontinued

2026 includes buildings support team, NZC, giving advisors, strategic projects and DBE

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Context: People (2)

Detailed staffing analysis 2026 versus 2020



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Thank you!

**Thank you to Steve for serving the
Diocese as Treasurer over the last 9
years!**

2026 Income and expenditure	Income £k	Expenditure £k	Net Surplus / (Deficit) £k	Source
Parish Share (before shortfall allowance)	7,980			
Other sources of income	<u>4,718</u>	(11,453)	(52)	Table 2
Day to day activities	11,401			
Churchgates (subsidiary company)	110	(63)	47	Table 3
DBE	374	(384)	(10)	Table 4
Pastoral account (DPA, restricted)		(30)	(30)	Table 1
Other restricted funds	75	(77)	(2)	Table 1
Total	11,960	(12,007)	(47)	
Accounting adjustments			0	Table 1
Net Surplus / (Deficit) per Table 1 of DS(25)P13			(47)	Table 1

Motion

Bishop Joanne to move that:

This Synod authorises the Diocesan Board of Finance to expend a sum not exceeding **£12,006,999** in the financial year beginning 1 January 2026 in accordance with paper DS(25)P27.



Motion

Bishop Joanne to move that:

The sum of **£7,979,615** required from parishes to fund such expenditure be allocated to parishes in accordance with the current diocesan parish share allocation formula.





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25.28 Withdrawal of the DBFs Financial Motion

Tony Allwood

Motion

Tony Allwood (Woodbridge Deanery and General Synod) to move that:

This Synod approves the withdrawing of our Diocesan Synod financial motion, passed in June 2024, from the General Synod queue.





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25.29 Safeguarding Annual Report

Karen Galloway, Diocesan Safeguarding Officer

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**Your form has been
sucessfully submitted**



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Thank you!

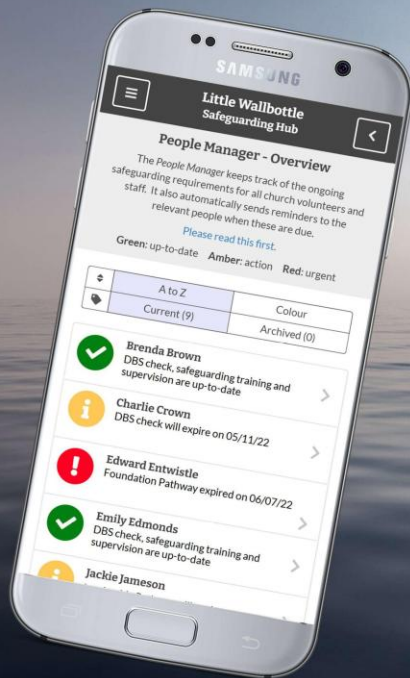
Safeguarding Audit Surveys

Church of England Survey Name	Result
Cathedral Workforce Survey	135
DBF, DBE and Office of the Bishop Workforce Survey	64
Cathedral Worshipping Community Survey	64
Parish Community Survey	98
Parish Workforce	237
Children and Young People Survey	6
Victims and Survivors of Church-Related Abuse Survey	5

The creators of *Safeguarding Dashboards* present

Safeguarding Hubs

for safer recruitment and people management

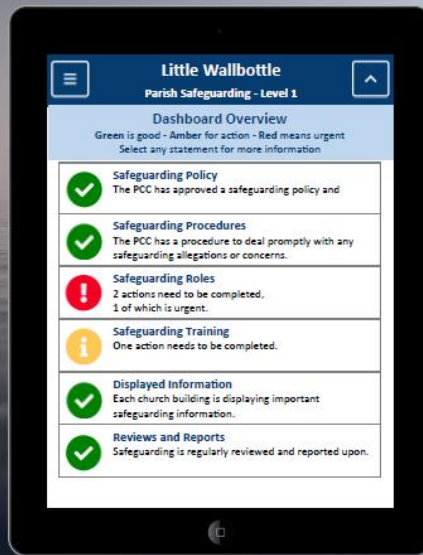


clearly
simpler

Safeguarding Dashboards

making life simpler for
Safeguarding Officers

FREE
to churches in
participating dioceses



clearly
simpler

Training Summary — January to September 2025

Category	Basic Awareness	Foundation	Leadership	RADA
Number of diocesan-led courses (In-person)	12	8	13	12
Number of attendees at In-person courses	152	67	190	170
Number completed via Online Portal	1,205	868	N/A	365
Number of diocesan-led courses (Zoom)	N/A	N/A	24	N/A
Number attended training sessions via Zoom	N/A	N/A	245	N/A

Motion

Archdeacon Rich to move that:

This Synod takes note of this Safeguarding Report for 2024/25 paper DS(25)29”.





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25.30 General Synod Report July 25

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25.31 CRR 19 2026 Deanery Synod Elections

Gary Peverley & David Lamming

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Motion

David Lamming (Sudbury Deanery) to move that:

This Synod resolves that the number of representatives of the laity to be elected from each parish to the deanery synod at its Annual Parochial Church Meeting in 2026 shall be in accordance with the table set out in paper DS(25)31.





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25.32 Minutes of the Previous Meeting

Draft minutes of the meeting held on 7 June 2025,
paper DS(25)P32_M2

Wellbeing Questions and Answers Paper DS(25)P32.1

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25.33 Minutes of the Bishop's Council

10 July 2025, ref DS(25)P33.1_BC(25)M4



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25.34 Matters Arising



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25.35 Questions

Dr Sarah Cooledge (Thingoe Deanery) to the
Diocesan Secretary:

Why don't Parish priests in Suffolk all have
cofesuffolk.org addresses?

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Reply from Gary Peverley, Diocesan Secretary:

In isolation, the provision of email addresses for clergy seems a sensible option with uniformity, support and effective communications being valid reasons for implementing such a policy. However, aside from additional costs and ongoing management of a potential further 100+ accounts, the security and data risks are significant and not to be under-estimated.

Currently, all email accounts are monitored by our outsourced IT partner and so all devices have to be registered on our domain with complex passwords, multi-factor authentication (MFA), anti-virus software and geographical access limitations along with compliance with Data and IT and UK GDPR policies. We continue to add additional layers of security due to the number of phishing and malware attacks that we receive almost daily.

It would be difficult to expect clergy to comply or manage the security requirements for devices (both mobile and laptops) and to ensure that emails are subsequently not forwarded to other personal emails, thereby compromising the security measures we have in place to protect our data network and data management.

Therefore, the reasons for offering a standard email to all clergy are valid but the main reason for not offering them is around the risk to our data and network. Given the recent clear evidence of the crippling impact of data breaches and successful cyber-attacks, we feel that the case against offering email accounts on security grounds is compelling

Dr Sarah Cooledge (Thingoe Deanery) to the Diocesan Secretary:

Should volunteers dealing with confidential information have a separate email from their personal one?

Reply from Gary Peverley, Diocesan Secretary:

The question around whether having a separate account for confidential information rather than using a personal email account is a good one to ask, and at face value, seems a sensible approach.

Email accounts alone do not necessarily offer more security, with much being dependent on the security environment on the device, whether passwords are robust, anti-virus software, firewalls, encryption, data storage and the physical environment.

Reply from Gary Peverley, Diocesan Secretary:

Where information is confidential, it might be better to have an email account linked to church matters, which may be managed by the PCC or is more generic so that other church volunteers could have access, or others or the recipient is aware that the email sender is associated with a church or PCC (eg, xpcc.safeguarding@provider.com).

This may be a helpful separation of functions to the user but, on its own, does not necessarily mean the IT environment is any more secure than using a personal email in isolation.

Mr David Lamming (Sudbury Deanery) to the Diocesan Secretary:

All church electoral rolls should have been completely renewed prior to this year's APCMs, and rule 10 of the Church Representation Rules (CRR) provides: "The chair, vice-chair, secretary or electoral roll officer of a PCC must, no later than 1 July in each year, give the secretary of the diocesan synod written notification of the number of names there are on the roll of the parish as at the date of the annual parochial church meeting." How many PCCs (i) notified the secretary of the diocesan synod by 1 July 2025 of the number of names on the electoral roll of their parish as at the date of the 2025 APCM, in compliance with CRR rule 10, (ii) have done so since 1 July?

Reply from Gary Peverley, Diocesan Secretary:

The number of PCCs (i) who notified the secretary of diocesan synod by 1st July 2025 of the numbers of names on the electoral roll of the parish as at the date of the annual parochial church meeting was 201. (ii) with a further 18 having done so since 1st July.

Mr David Lamming (Sudbury Deanery) to the Diocesan Secretary:

What is the total number of names on the electoral rolls of those parishes whose PCCs have notified you so far in accordance with CRR rule 10 (including those received since 1 July), and which are the parishes whose returns remain outstanding?

Reply from Gary Peverley, Diocesan Secretary:

Of our total electoral roll count of circa 14,200, 6,946 relate to those parishes that have notified us. Just over half have not, as yet, submitted the numbers, and we have used the latest data from statistics for mission to provide numbers for 158 parishes. For 66 parishes we have estimated based on the latest known data.

Whilst every effort to chase outstanding returns was made, we cannot realistically enforce rule 10 of CRR, and a cost/benefit decision has to be taken. Based on 2024 statistics for mission figures and where we have not received a return, there are 6 parishes where we believe the electoral role is greater than 200 and 20 parishes with an electoral roll between 100-199, totalling circa 3,827 names on the electoral rolls. We are focussing our efforts on chasing these 26 parishes so that the overall total of names on the electoral roll for all parishes is just over 75% and we can provide an update at the meeting.

The remaining 198 parishes (45% of all parishes) account for circa 24% of the total names with each electoral roll likely to be less than 100 names and we will follow these up in due course.



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25.36 Notices



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25.36.01 Christmas

Tim Holder, Director of Engagement

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25.36.01 Christmas 2025



- To access the largest ever selection of resources visit [from AChurchNearYou.com](https://www.achurchnearyou.com) (login required)
- The Jesus Storybook Bible: *'The Grumpy Owl and the Joy of Christmas'*
- Reflections will also appear on the 'Everyday Faith app'
- Various webinar recordings are available on the Church of England website
- **Please add your events to [AChurchNearYou.com](https://www.achurchnearyou.com)**

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25.36.02 Vacancy in See Regulations amendments

Kevin Wilson, Registrar

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25.36.03 Kagera Update

Gary Peverley, Diocesan Secretary

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25.36.03 Kagera Update



Adam and Matthew with Thomas Shavu on their recent visit to Kagera.

A huge thank you to Chris and Anji Dawkins for their hard work and commitment to our Diocesan Kagera Link

Introducing our new Co-ordinators:

- The Revd Canon Matthew Vernon
- Adam Geileskey

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Close and Final Blessing

Bishop Joanne

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The next Diocesan Synod:
Saturday 7 March
Salvation Army Hall, Stowmarket

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