



## DIOCESAN SYNOD

### BRIEF OUTLINE SUMMARY OF THE SYNOD'S DECEMBER 2020 BUSINESS

#### WELCOME & OPENING PRAYER

Members of Synod were welcomed to their second remote Zoom meeting during the pandemic. Lotwina Farodoye was welcomed aback to Synod as Bishop Christopher's nominee since her ordination as deacon and Sir David Beamish was welcomed as the newly elected Vice-Chair of the Diocesan Board of Finance. Sophia Jones (new Director of Press and Communications) and the Revd Jeremy Clark-King (Lead for IME2) were also welcomed as observers.

#### ANNOUNCEMENT & NOTICES

Members were updated on the various elections in 2021 which included, Diocesan Synod, General Synod and various Board and Committees.

#### PRESIDENTIAL ADDRESS

The Bishop of Southwark gave his Presidential Address, the text of which can be found [here](#).

#### ANNUAL OBJECTIVES

The Diocesan Secretary, with members of the Senior Management Team, gave an update on the progress of the 2020 Annual Objectives and a forward look to the 2021 Annual Objectives and themes which were to be formalised at the Diocesan Council of Trustees in January. PowerPoint Slides used for this presentation can be found at Appendix A.

#### 2021 BUDGET & 3 YEAR FORWARD VIEW

The Chair of the Diocesan Board of Finance presented the 2021 Budget and 3-year forward view to recovery, which would be the first deficit budget in many years as a result of Covid-19. Although a deficit budget had been planned for there was optimism as the parishes had been generous in the Parish Support Fund pledges, which was attributed to the close relationship between parishes, staff at Trinity House and the Archdeacons. PowerPoint Slides used for this presentation can be found at Appendix A.

The Chair of the Diocesan Board of Finance moved a motion that the consolidated budget for 2021 be considered and that:

“this Synod approve the total 2021 budget expenditure of £25.32m which is based on total 2021 budgeted income of £22.53m.”

An electronic vote was taken with overwhelming support for the motion.

## **DIOCESAN BOARD OF EDUCATION PRESENTATION**

Colin Powell, the Chief Executive of the Southwark Diocesan Board of Education (SDBE), gave his annual update to the Synod. Despite trying circumstances with Covid-19 church schools had remained open during the lockdown to support key worker and vulnerable families and used the opportunity for mission. PowerPoint slides used for the presentation can be found at Appendix A.

This was to be Colin's last presentation to Synod following the announcement of his retirement. Bishop Christopher, Bishop Jonathan and Bishop Richard gave him thanks for his work and commitment to the SDBE and church schools, of which the fruits of his labour can be seen across the Diocese.

## **GROWING FAITH INITIATIVE PRESENTATION**

The Revd Canon Jay Colwill, Canon Missioner, and Aike Kennett-Brown gave a presentation on the Growing Faith Initiative which included a video of young people's experiences. The Growing Faith adventure encourages a renewal of hearts and minds so that it becomes second nature to look at every aspect of mission and ministry through what it means for our children, young people and households. This flows from the relationships encouraged between schools and churches, and how these are developed to resource and support households to grow in faith together. Members were encouraged to feedback to Aike any ideas or comments following the presentation. A copy of the PowerPoint slides used can be found at Appendix A.

## **GENERAL SYNOD PRESENTATION**

April Alexander, General Synod member, gave an update on the November Group of Session for the General Synod which was held via Zoom. This included important updates to the Cathedral's Measure, the Education Measure, a report on Living in Love and Faith, and important discussion from the Independent Inquiry into Child Sexual Abuse report's recommendations.

## **ELECTIONS TO DIOCESAN SYNOD**

The Chair of the House of Laity presented a paper detailing the number of seats for both clergy and laity in each deanery to be elected to the Diocesan Synod in 2021. Due to a reduction in number for electoral rolls the specific formula was altered to ensure a balance of clergy and laity within the Synod.

Due to pressures encountered with Covid-19 the papers for this item were not circulated in the usual timeframe and Bishop Christopher agreed to review this at the next President's meeting.

The Chair of the House of Laity formally moved that:

“This Synod take note of the Diocesan Secretary's evaluation of membership for the 2021 triennium prior to certifying, to Deanery Secretaries, their allocation of seats formally by the end of December 2020, including the revised formula of 1 in 450 (min 2) in order to maintain approximate balance of the Houses of Laity and Clergy.”


And

“This Synod agrees, as in previous years, that the format of election will be First Past the Post.”

An electronic vote was taken on both items with overwhelming support for the motions.


## **SYNOD QUESTIONS**

Formal questions and answers were presented to members and the Notice Paper which will include supplementary questions and answers can be found here on the website.



# DIOCESAN SYNOD


## 05 DECEMBER 2020



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# 12/20


## Annual Objectives



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## 2020 Themes: Pre-Covid reminder!


- Growth: Push ahead confidently in delivering Southwark Vision
- Cautiously budget in a year of greater uncertainty economically - manage 1% variation income and costs
- Continue to build infrastructure and resilience, with safeguarding a priority
- Continuing to focus on initiatives for parishes, serving them, confident in their support through PSF and recognising communication is key
- Continue to invest in and maintain repair on clergy housing recognising its role in clergy wellbeing



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## 2020 Annual Objectives

### 1. Budget & Finance


- To achieve a balanced budget within 1% of annual turnover. **x**
- To maintain Diocesan investment in Southwark Vision and the synodical initiatives for the triennium. **✓**
- To control costs on a baseline budget of 1% increase in PSF from parishes, through controlling cost increases to 1% where possible. **Controlled costs but in a different financial scenario**
- To continue to build reserves in line with the 2019 revised Reserves Policy. **Very challenging but Covid-19 has reinforced its significance**



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## 2. Giving

- To join Parish Giving Scheme (PGS). Delayed by COVID-19; pilot commenced summer 2020 and launched fully across the Diocese in November 2020 ✓
- To serve parishes well by providing opportunities for constructive giving, including contactless giving, PGS, a dedicated resource for parishes and active engagement with national initiatives. Encouragement of good practice and innovative ideas throughout lockdown to support all parishes (adoption of online giving, appeals). Working collaboratively with Archdeacons and finance teams to support several parishes through the crisis. Secured funding from National Giving Strategy for additional Generous Giving advisor and made appointment. ✓

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## 2. Giving

- Give renewed energy for Parish Support Fund (PSF) especially principles of informed generosity, aspiration for self-financing for those that can. Continued message through digital PSF resources, and encouragement through conversations with parishes. Further work in progress on moving to two-thirds self financing aspiration within 10 years
- To encourage deaneries to reach out and share good practice as Deanery Leadership Teams develop and can also focus on resourcing mission. Specific work with deaneries started but fuller roll-out delayed due to Covid-19. ✓
- To provide for direct giving to the Diocese for Southwark Vision, including the 'Fairer Shares 'Arrears' policy. Variety of gifts received in 2020 but Fairer Shares Arrears impacted by Covid-19. ✓

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## 3. Southwark Vision

- To successfully launch the first 6 projects of SDF2 ✓ and complete the submission for funding for 6 more. X Decision to focus only on one further area, Croydon Central potentially 2022
- To successfully embed the Lay Council: ✓ to develop a matrix of affirmed lay ministry opportunities, reinvigorated and new Commissioned and Licensed ministries including pathways for Pioneers and Children and Youth Ministry. In progress (✓)
- To ensure Lay and Deanery initiatives complement each other and Southwark Vision, including a Lay Champion for each Deanery Leadership Team. Some achieved (✓)
- To implement the Diocesan action plan for Turning up the Volume for our minority ethnic clergy and also for lay leaders. In progress through DMEAC
- To establish and launch a clear strategy for pioneer ministry as part of reimagining ministry. ✓

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## 4. Safeguarding

- To deliver the mandatory Past Cases Review 2. Impacted by COVID-19 - started September
- To maintain a focus on the prevention of harm to vulnerable groups in our worshipping communities. ✓


## 5. Data and IT

- Implement the move to cloud based IT systems following review. ✓
- Discontinue proposed Blue Box installation following review and focus on replacing finance system 2021 and develop in-house property management system. ✓
- Continue move to online recording of parish information and direct parish updating of data. parish information review successfully implemented also PSF pledges ✓

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## 6. The web & digital communications

- To successfully launch the communications strategy, diverse communication to meet the needs of the diverse diocese, including Apps. **In Progress** ✓
- Design and launch a new website with enhanced search and interaction. **Due end of January 2021** ✓
- Review and relaunch diocesan communication 'The Bridge' ✓

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## 7. Property

- Complete parsonage condition surveys, develop 5 and 10 year maintenance plan and plan the reintroduction of quinquennial inspections. **Impacted by COVID-19 will be completed in 2021**


## 8. Mission and Justice

- Progressing measures to combat knife crime collaboratively with dioceses and other partners. **MoU signed up with Synergy, set up social justice with parishes in Reigate Deanery linked to knife crime - SDBE piloted training programme on SYV on 10 schools report to be finished** ✓
- Agreeing priorities for Eco-Diocese.

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## Strategic Objectives (1)

There are five strategic objectives which have been approved by the DCT and Synod. They are as follows:

- to grow our average weekly attendance by 5% by 2025, partly through having each church develop a high-quality MAP which includes a course for evangelism and discipleship

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## Comment on Strategic Objective 1

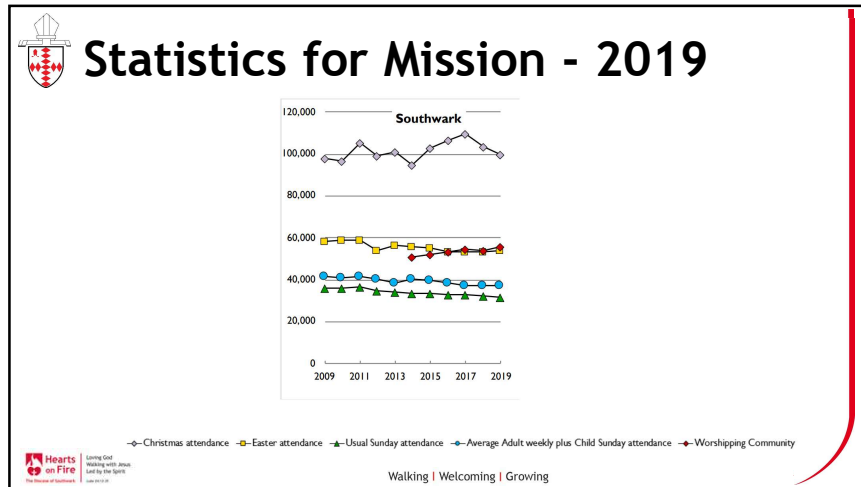
### Statistics for Mission - 2019

- Report released in Oct 2019
  - Shows that over recent years, attendance at Church of England services has gradually fallen.
  - Overall pattern of gradual decline masks differences in experience of individual dioceses and parishes and we are undertaking detailed analysis.
  - As we develop future questions on attendance we will need to think about church in terms of engagement rather than attendance. The 'metric' of worshipping community is a step in this direction.
  - While the Worshipping Community - i.e. those who attend regularly - has fallen by 3% from 2014 to 2019 across the CofE, in Southwark we have seen a 10% increase.

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## Strategic Objectives (2)

- by 2025, to increase the number of worshipping communities with a primary focus on areas of population growth, through investment in Fresh Expressions of Church (FxC) in the areas where the data suggests that existing congregations are increasingly unrepresentative of the resident community and therefore unlikely to be successful in reaching them without intentional intervention

Progress includes 25 new worshipping communities on estates as part of the Urban Estates work

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## Strategic Objectives (3)

- to grow a financial resource base that allows investment in growth for the future. Key measurable objectives include maintaining an annual financial surplus, building working financial reserves equivalent to three months' operating costs by 2020, and 1% of Diocesan turnover annually being dedicated to major Diocesan mission and ministry projects beginning in 2016, rising to 2% by 2020
- 1% Diocesan turnover maintained
- Building reserves
- Post-Covid19 Financial surplus to be achieved by end of 2023

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## Strategic Objectives (4)

- to grow the number of ordained and lay vocations by 50% by 2025 by enabling and discerning ordained ministers; by expanding opportunities for licensed and commissioned lay leadership; by affirming and growing other forms of lay ministry (for example, worship leaders, families and youth leaders, and spiritual directors);
- Ordained Vocations achieved
- Lay Council
- New commissioned pathway for Pioneers, children & family ministers to go to Lay Council Feb 2021
- to offer relevant, enriching training, and to create networks of support and celebration which reflect the diversity of the Diocese and our commitment to evangelism and discipleship; and to deliver fully integrated and pioneering church growth and FxCS
- Progress includes increases Bishop's Certificate;
- Reorganisation of the team to focus on Discipleship, Lay Ministry and CMD

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## Strategic Objectives (5)

- by 2025, to grow leadership and representation that reflects the rich diversity of our Diocese, especially focusing where the data suggests that groups are currently under-represented through ethnicity, age (especially 18-40s), educational opportunities, material well-being and tradition.
- Progress include BAME ordained vocations, staff in Trinity House, lay ministry paths for children and youth work will attract 18-40s, developments in “non-book” ministry

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## 2021 Themes Covid-19 Continuing Uncertainties

- Growth: Continue to focus on delivering the Southwark Vision, for example through pioneering ministry and the rollout of SDF2 (include MAPS, Deanery Leadership Teams and Growing Faith)
- Strategic Ministry, Vision and Deployment (reviews underway) as part of delivering Southwark Vision
- Budget for a year of certain deficit and uncertainty economically with a more settled financial environment from 2022 onwards.
- Seek to maintain infrastructure and building financial (in the Diocese and parishes) resilience with now fewer posts (2020 redundancies)
- Continue safeguarding as a priority
- Service to parishes, clergy and lay leaders with regard to wellbeing, discipleship, mission, growth, and changing patterns of worship post-Covid
- Justice, Peace and Integrity of Creation into our wider Diocese as part of *Christ Centred and Outward Focussed* mission and ministry in challenging times

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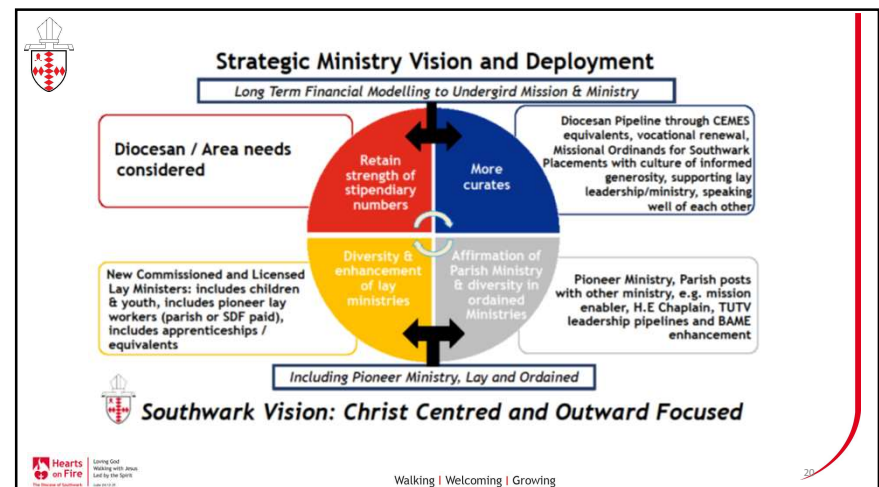
## Key Streams of Work linked to Strategic Ministry Vision & Deployment

- Review of churches where uSa of 50 or less adults, in light of pioneer, hub and resourcing church work
- Review of churches not self-financing (i.e. pledge not covering their indicative costs of ministry)
- Review of Curates' provision
- Continuing work through the Lay Council, new pathways expected 2021

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## 4. Southwark Vision


- Continue growth focus, with the Strategic Vision on Ministry and Deployment an integral part of Southwark Vision
- Continue the rollout of SDF2
- Continue to embed the work of the Lay Council, for example pastoral lay ministry following Covid-19, and establishing new pathways for pioneer lay ministry including urban estates.
- To implement the Diocesan action plan for Turning up the Volume for our minority ethnic clergy and also for lay leaders, mindful of *Black Lives Matter*. This will include updating our databases



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## 5. Southwark Vision

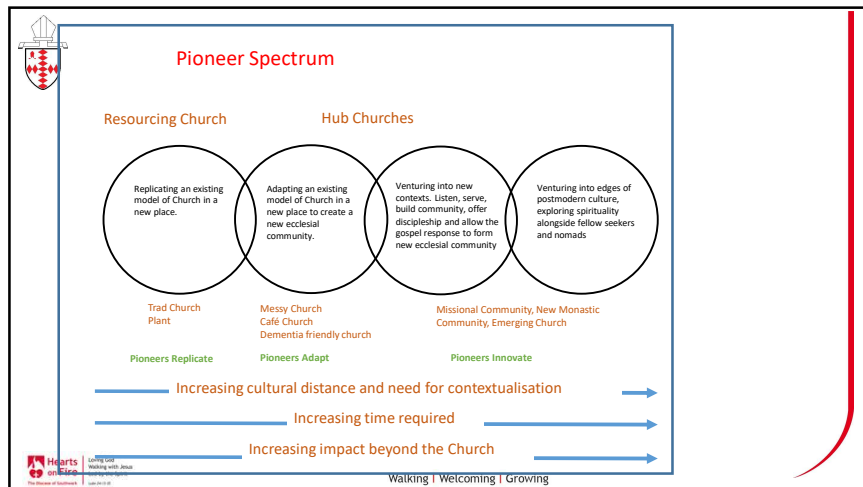
- To establish and launch new Hub and Resourcing churches to encourage and support churches with mission and starting fresh expressions of Church/ new worshipping communities
- To undertake reviews of smaller congregations - uSa 50 or fewer adults
- Mission Action Planning - enable parishes to create COVID Mission Action Plans which are Christ-centred and Outward-focused.
- To encourage deaneries to reach out and share good practice as Deanery Leadership Teams develop and can also focus on resourcing mission (or a rewrite for refreshed objective. (include an actual target)
- *To review the churches not yet self-financing as part of the Strategy for Ministry Vision and Deployment*




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## 2021 Annual Objectives: in light of suggestions and comments from PFC

### 1. Budget & Finance


- To manage expected deficit budget during an uncertain environment: plan prudently
- To maintain Diocesan investment in Southwark Vision and seek to respond well on the synodical initiatives as we conclude the triennium.
- Controlling cost increases wherever possible.
- Try to maintain reserves in light of the recent financial difficulties in line with the 2019 revised Reserves Policy.



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 **2. Giving**

- To build up newly launched Parish Giving Scheme (PGS).
- Give real focus and energy for Parish Support Fund (PSF), especially principles of informed generosity, aspiration for self-financing for those that can. This will include the review, with Archdeacons, of parishes which do not yet cover their indicative ministry costs
- With additional staff resource to build up giving and financial resilience of parishes
- Collaborative working with deaneries, archdeacons and parishes on new giving initiatives and opportunities within our *new normal*


**3. Property**

- Complete parsonage condition surveys, develop 5 and 10 year maintenance plan and plan the reintroduction of quinquennial inspections.

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 **6. Safeguarding**

- To deliver the mandatory Past Cases Review 2.
- To continue the focus to building a safe church for all in our worshipping communities.
- To implement, as required, any new actions following the IICSA Report (October 2020)


**7. Data and IT**

- Continuing to develop our integrated database, including property, parish vacancies, and Turning up the Volume work and services to parishes.
- work with the National Church and fully participate in the implementation of the new People Data system, that will provide the information for the National Register of Clergy (due mid 2021) and the rollout Big Church Survey when available from the National Church.

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 **8. The web & digital communications**

- Launch new website in early 2021 to aid the communication and resourcing of our parishes and with digital materials
- Develop digital communications as part of a refreshed communications strategy
- Review and update the Communications Strategy


**9. Mission and Justice**

- Progressing measures to combat knife crime collaboratively with dioceses and other partners.
- To continue our work on the environment - both Eco Diocese and developing a plan for reducing Carbon emissions within Diocesan control
- Including significance of Black Lives Matter & Launch of Anti-Racism Charter for Southwark

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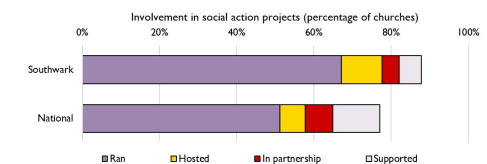
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 **Social Action Data**

- A one-off question asked about involvement in social action and community outreach.
- Number of Southwark churches involved was greater than the national average (88% vs 77%)

Involvement in social action projects (percentage of churches)




Category	Ran	Hosted	In partnership	Supported
Southwark	55%	10%	10%	15%
National	45%	10%	10%	15%

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## Key Messages for 2021-2023

- Focus on growth and developing fruitful churches
- SDF continued investment, providing opportunities for replication plants, for example St Matthew's at the Elephant
- Ongoing commitment to support our deprived communities, including 25 new worshipping communities on estates. Examples include Thamesmead
- Confidence in impact of innovation, flexibility, pioneering, examples include St Hellier and St Peter
- Continue to focus on delivery of Southwark Vision which includes cultural changes for diversity and innovation within the parish and deanery structures.
- An intentionally cautious budget on revenue with a 3-year trajectory to balanced budgets showing significant improvement over the 3-year period ahead




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## 14/20 2021 Budget & 3-Year Forward View

Alan Saunders , Chair of the DBF .




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## What reserves does the Diocese hold?


Investment Assets per Capita for Church of England Dioceses  
showing Southwark's relative position (as of end of 2018)






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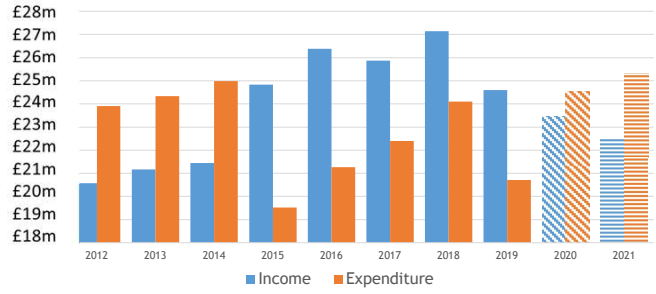



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## Financial History


SoFA Results 2012 to 2020 and Budget 2021





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### Resourcing the Vision

#### 2021 Income vs 2020 Forecast

	2021 Budget £m	2020 Forecast £m * Using Sept 2020 actual results
Parish contribution	15.4	15.6
Parochial fees	0.4	0.2
Investment income	1.0	1.0
Property income	0.8	0.8
Grants & other income	4.0	4.5
Gains on disposal of assets	1.0	1.4
<b>Total income</b>	<b>22.6</b>	<b>23.5</b>

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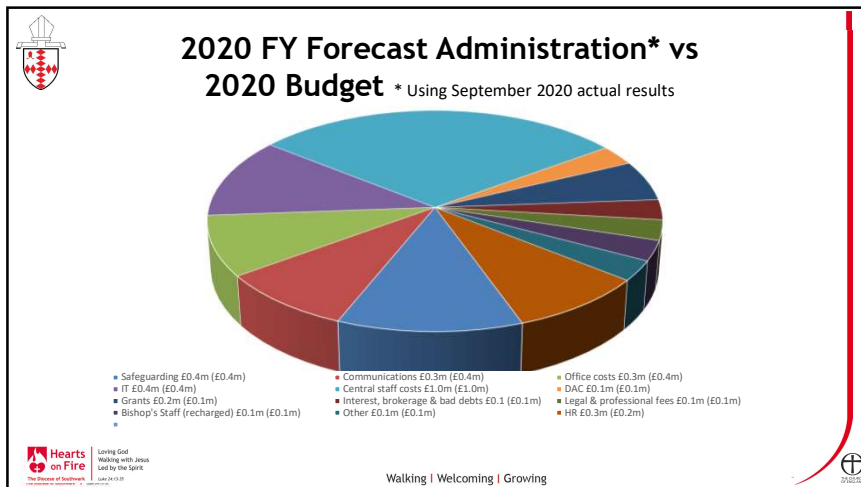
### 2021 Expenditure vs 2020 Forecast

	Budget £m	Forecast £m * Using Sept 2020 actual results
Stipends	12.5	12.7
Housing Costs	3.6	3.3
Vocations, Training & Other Ministry Support	6.8	6.7
Strategic Development	0.7	0.3
Contributions to National Church	1.7	1.6
<b>Total Expenditure</b>	<b>25.3</b>	<b>24.6</b>

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- ### PSF 2020 in the light of COVID-19
- **Thank you.** Parishes continue to support their pledge payments with a collection rate of 96.5% at the end of November (98.9% November 2019).
  - Very grateful for parishes' faithfulness and generosity.
    - Most parishes are facing loss of income e.g. reduced hall rentals and offerings.
    - We are thankful that some parishes are using their reserves to fulfil their pledges.
  - The collection rate is better than anticipated. We are faring better than other dioceses: National average -7.8% in October
  - **We continue to work in partnership and support the parishes through this challenging time.**
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 **PSF: 2021 pledges in the light of Covid-19** <sup>37</sup>  
(2020 comparisons as at early December 2019)


- PSF material and timetable delayed by Covid-19
- 300 pledges, 93% of churches, received totalling £15.26m as at 2 December 2020.
- As at 2 December a decrease of -3.7% on 2020 pledges (2019 increase 0.1%)
- Other changes to note
  - 72% (89%) of parishes have increased or maintained their 2020 pledges
  - 28% (11%) have decreased
  - A decline in hall income is the principal reason for decreases in 2021 pledges
  - More than 11% of pledges, have increased by more than 5%
- Parishes have responded with generous but realistic pledges

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 **Sharing the burden - Diocesan Redundancies**

- Operational restructuring with a view to securing the future resulted in 6 employees made redundant in June 2020 (2 full time, 4 part time)
- In addition 4 vacancies not filled (including Head of Property and Deputy Diocesan Secretary) work distributed among existing staff
- Annualised saving including employers NI and Pension £495,000
- 23 staff furloughed (30% of staff) during first lockdown


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 **2021 Principal budget assumptions 1**

**Income**

1. 1.4% reduction in Parish Support Fund on September 2020 FY forecast of £15,600,000 (budget was £16,468,000)
2. Parochial fees of £354,000 (September 2020 FY forecast £254,000)
3. 1% increase in grants from Trust for London
4. Trinity House room booking income of £17,000 (2020 forecast outturn £16,000)
5. Wychcroft income of £100,000 (September 2020 FY forecast outturn £37,000)
6. 2% reduction in property rental income on September 2020 FY forecast of £791,000 due to changes in shorthold tenancies effectively precluding the letting of parsonages during interregnums of less than a year.


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 **2021 Principal budget assumptions 2**

**Income**

7. Investment income broadly unchanged from 2020 forecast (September 2020 FY forecast £1,023,000 compared to 2021 budget £968,000)
8. No purchase or sales of investments.
9. Gross gain on disposal of property of £1,000,000 (September 2020 FY forecast £1.4m)
10. Donations received of £50,000 to Southwark Development Fund.
11. Strategic Development Fund 2 grant income of £664,000 (this reflects a slower rollout due to the impact of Covid-19, but funds come in dependent on Diocesan spend)
12. Strategic Ministry Funding of £68,000 for Curates from June 2021 (this is new for the Diocese)
13. No additional grant funding from the National Church (2020 - £600,000 sustainability funding, no knowledge of such a fund next year)

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## 2021 Principal budget assumptions 3

### Expenditure


- Clergy and stipend changes

1. 0% increase in stipend. (1% in 2020)
2. 0% increase in curate stipend (this was 0.5% in 2020)
3. Clergy pension contribution rate unchanged at 39.9%
4. Incumbent Stipendiary clergy headcount unchanged from forecast December 2020 complement of 240 (the formal complement is 245, this assumes a working practical assumption of fewer posts due to longer interregnums)
5. Incumbent Stipendiary clergy vacancy rate of 24.5 based on annualised historic levels for stipend calculations. (based on 2020 experience was 19.5 pre-Covid-19)
6. Decrease in Ordinand numbers to 46 from 55 in 2020 (based on actual data)
7. More than a 5% increase in contributions to the National Church confirmed (The increase in 2021 is due to the pooling arrangements)
8. 0% increase in DBF salaries from January 2021 (compared to 1% in 2020)



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## 2021 Principal budget assumptions 4


- DBF staff cost and headcount changes

9. Defined benefit pension scheme contribution rate for lay DB staff scheme increase to 40.1% from 39.9%. (Note: the number of staff who are members of the scheme continues to fall. The scheme will close to existing members from 31 December 2022).
10. Defined Contribution pension scheme rate for lay staff unchanged at 15%.
11. All staff leavers replaced on a like-for-like basis
12. The DBF headcount reduces compared to budget 2020 as a result of the redundancies made in July 2020



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## 2021 Principal budget assumptions 5


### Other cost changes

13. 1.1% increase in other costs.
14. £100,000 Fresh Expressions grant (50% funded from Church Commissioners Strategic Development Grant 1).
15. Rent of 2 additional properties funded from the Diocesan contribution to Strategic Development Grant 2.
16. Area Mission grants of £180,000 (£60,000 per area) from All Churches Trust grant.
17. £60,000 for JPIC/MEACC mission and ministry work, funded from All Churches Trust grant (this includes Together Southwark)



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## 2021 Principal budget assumptions 6

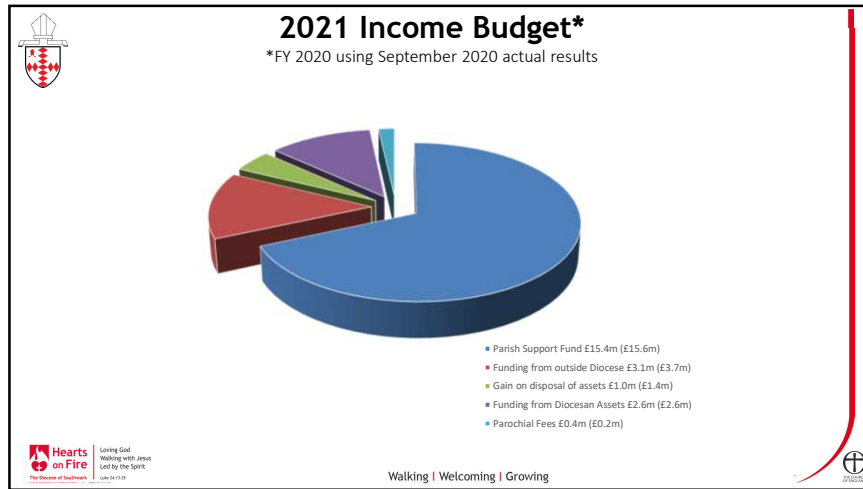
### Other cost changes

18. 0% increase in grant to SDBE (this has been budgeted for by the SDBE)
19. £50,000 reduction in grant to Welcare (this is expected)
20. Allocation of property department payroll costs for staff whose sole or principal responsibility is the management and support of clergy housing, to the Diocesan Pastoral Account.
21. No revaluation gain or loss.
22. No increase in interest rates.



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- ### Key Movement in Expenditure
- Property Costs increase : due to necessary completion of condition surveys and anticipated Council tax and Utility rises
  - Ministry and Discipleship: increase in Reader training and development grants for clergy. Vocations decreases due to fewer ordinands
  - Mission decrease due to reduction in Welcare Grant. JPIC increases supported by ALLChurches Trust Grant
  - Increase in Strategic Development costs due to recruitment delayed from 2020 but covered by increased grant from Archbishops' Council
  - Administration increase includes accounting software upgrade, provision for loan interest and increased professional fees. IT & Establishment increased with cleaning, repairs & maintenance, MS cloud-based costs and some reallocation of staff
  - HR decreases: anticipated fall in recruitment, legal and redundancy costs
  - Increased contribution to the National Church, non negotiable
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### 3 Year Forward View

	2021 £m	2022 £m	2023 £m
Parish Support Fund	15.4	15.8	16.4
Fees, Grants, Investment & other income	5.4	5.6	5.8
Property income and gains	1.8	1.8	1.9
<b>Total Income</b>	<b>22.6</b>	<b>23.2</b>	<b>24.1</b>
Stipends	12.5	12.5	12.3
Housing Costs	3.6	3.5	3.6
Vocations, Training & Other Ministry Support	6.8	6.7	6.8
Strategic Development	0.7	0.7	0.4
Contributions to National Church	1.7	1.7	1.7
<b>Total Expenditure</b>	<b>25.3</b>	<b>25.1</b>	<b>24.8</b>
<b>Provisional deficit</b>	<b>(2.7)</b>	<b>(1.9)</b>	<b>(0.7)</b>

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### Potential for Uplift

September 2020 FY Forecast loss	(£1,085,000)
2020 Board property revaluation gain	£475,000
<b>Potential revised deficit to December 2020</b>	<b>(£610,000)</b>
<b>Budget 2021 loss</b>	<b>(£2,798,000)</b>
PSF unchanged from 2020 FY forecast	£200,000
Increase in gains on property disposal	£500,000
Property & investment income unchanged from 2020 FY forecast	£75,000
2021 Board property revaluation gain	£475,000
<b>Potential revised deficit to December 2021</b>	<b>(£1,548,000)</b>
Plan deficits 2022 and 2023	(£2,669,000)
Reasonable Board revaluation gains (for 2022 & 2023)	£950,000
<b>Potential revised deficit to December 2022 &amp; 2023</b>	<b>(£1,719,000)</b>
<b>Potential Cumulative revised deficit to December 2023</b>	<b>(£3,877,000)</b>

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## Financial Reserves & Liquidity to 2023


Reserve Movements	£
Unrestricted funds at 31 December 2019	£6,813,000
Potential Cumulative revised deficit to December 2023	(£3,877,000)
Potential free reserves December 2023	£2,936,000

- Liquidity - helped with proceeds from the capital plan and if necessary borrowing




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The Chair of the DBF to move that the consolidated budget for 2021 now be considered and that:

**“this Synod approve the total 2021 budget expenditure of £25.32m which is based on total 2021 budgeted income of £22.53m.”**




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# 14/20


## SDBE Presentation



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## Southwark Diocesan Board of Education



### Education Update

### Diocesan Synod

### 5<sup>th</sup> December 2020

*The SDBE – Developing Church of England Education*

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## Performance



- 93 % good or better (OFSTED)(86%NA)
- 32% outstanding (OFSTED)(19%NA)
- 100% good or better ( SIAMS) (94% NA)
- 69% excellent ( SIAMS) (30% NA)
- 14 foundation governor vacancies
- 0 school chaplaincy vacancies
- 35 maintenance projects taking place this summer

The SDBE - Developing Church of England Education

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## Celebrations



So much to celebrate:

- Strong provision
- Positive leadership engagement
- Business as normal during 'lockdown'
- Serious Youth Violence project
- Eco Diocese engagement

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- Diversity and Inclusion  
National/International network
- New website

Publications:

- Trauma guidance
- Bereavement guidance
- Safeguarding guidance
- Relationships and Sex Education guidance

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## Growth and Sustainability



- Financially secure (small surplus/reserves)
- More services to schools within the partnership agreement
- Additional staffing
- Commissioning of work
- Additional support for inspection
- Working in areas that were previously the responsibility of Local Authorities

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## Income (2020)



- **Diocesan Grant**                    **20%**
- **Other grants**                        **1%**
- **Additional traded income**    **4%**
- **Partnership Agreements**    **29%**
- **Fees and recharges**            **3%**
- **Investment dividends**        **5%**
- **Rental and letting income**   **38%**

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## New provision/ Pupil numbers



**Kingston Voluntary Aided Secondary School**

**Decrease in population across South London (retaining proportionality of Church of England Places)**

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## Buildings and Property



- **Shift from LCVAP (Locally Controlled Voluntary Aided Programme) to VA-SCA (Voluntary Aided School Capital Allocation)**
- **£6,511, 896 (100% terms) allocation 10% to be found by schools**
- **Investment property development**

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## SDBE Multi Academy Trust



- **10 schools in the Trust**
- **3 sponsored academies**
- **Organic growth and development**
- **Strong range of services**
- **Positive feedback (Schools and DfE)**
- **Financially self sustaining**
- **Aligned with the Board**

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## Thankyou



- **Headteachers and Senior Leaders**
- **Governors**
- **Board and Sub Committee Members**
- **Bishop's Staff Team**
- **Synod**
- **Our Local Authority partners**
- **Staff Team**

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# 15/20

## Growing Faith Initiative



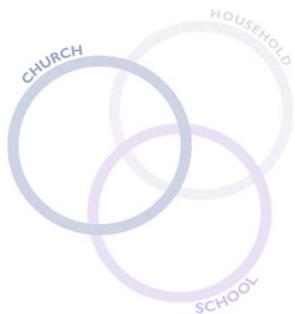
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# GROWING FAITH



**Diocesan Synod 5th December 2020**

The Revd. Canon Jay Colwill - Director of Mission

Mr Colin Powell - Diocesan Director of Education

Mrs Aike Kennett-Brown - Mission Support Officer  
(children and young people)



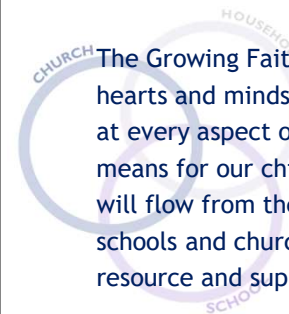
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## What do we mean by *Growing Faith*?




The Growing Faith adventure encourages a renewal of hearts and minds so that it becomes second nature to look at every aspect of mission and ministry through what it means for our children, young people and households. It will flow from the relationships encouraged between schools and churches, and how these are developed to resource and support households to grow in faith together.



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## Growing Faith

### Why does it matter?

Southwark Diocese has AWA of 7,600 0-16s (2019), representing approximately 2% of the CYP that live in our Diocese.


37,000 CYP attend one of 92 Anglican primary schools, 11 secondary schools, or 2 all through schools in Southwark Diocese. 6,500 attend a weekly school service.



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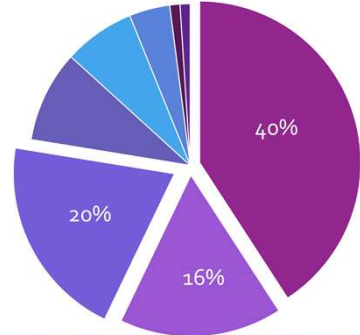

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## Age at coming to Faith

Under 5 years	40%
5-10 years	16%
11-18 years	20%


BUT 37% of former Christians stopped being a Christian between 11-18 years

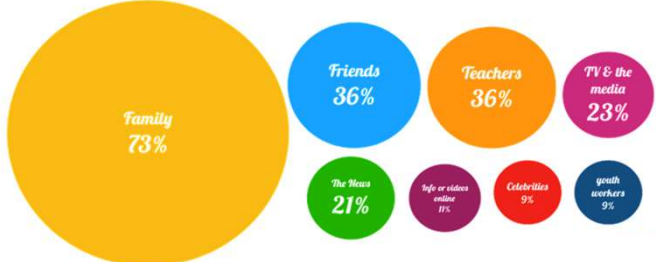
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## Who or what influences the way you think about faith or religion?




Gen Z, Youth for Christ: Rethinking Culture



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## Faith at Home

Among Christians parents who say that religion is very important in their lives, only **36%** listed religious faith as an especially important quality that children can be encouraged to learn at home, compared to good manners (94%) or tolerance and respect (83%).

[Faith in the Nexus Research animation](#)

*European Values Study, quoted in Voas and Watt, The Church Growth Research Programme Report*



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# Church of Today




# And Church of Tomorrow

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2018-2022

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## Mr Colin Powell Diocesan Director of Education

- Growing Faith Champion
- Building on the many strengths that are already in place
- Having an overview
- Being an irritant!
- Attending National events
- Holding conversations
- Reporting

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2018-2022

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## Conversations/Actions so far...

- Awareness raising - BSM, The Bridge
- Archdeacons - Articles of enquiry question & Archdeaconry agenda
- Jay Colwill - MAPs, CYP seminars, CYP survey 2020, signposting resources & partnerships
- Mandy Ford - Leadership project
- Vocations team - Placements during training

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## Conversations/Actions so far...

- Capturing stories of outreach from church and community will be a feature of the new Diocesan website in 2021
- Growing Faith session for curates IME training & new incumbents
- Cathedral discussions
- SDBE discussions

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## National Meetings

- Growing Faith National Team - Aike Kennett-Brown secondment
- Trailblazer dioceses
- Diocesan approach, theoretical and theological input, role of Growing faith Champion
- Research
- National younger leadership groups - Southwark students
- Digital resources - Faith at Home <https://www.churchofengland.org/our-faith/faith-home>

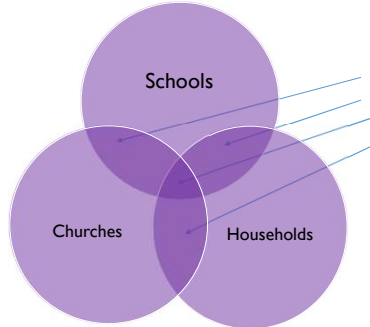
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## How do we resource Growing Faith?



Can the intersections of church, household and school become places for encountering Christ?

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## Growing Faith Principles

- 1) Connected Communities  
Relationships, People, Conversations, Belonging
- 2) Spiritual Encounters  
Encountering God, Noticing moments of grace
- 3) Imaginative Practices  
Creating a new way of ... thinking, doing Church

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## Some ways Church can support parents/ carers to share faith in the home

- Pray
- Parenting for faith course, book, podcast
- Help parents with their kids questions about God
- Take home faith activity to engage households
- Junior and Adult church follow same topic
- Intergenerational worship
- Encourage adults and children to share their God story
- Baptism preparation <https://churchsupporthub.org/baptisms/>
- Supporting new parents
- What else?

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## Ways Church can support local schools

- Festivals
- Assemblies/collective worship
- Supporting aspects of RE Christianity teaching
- Pray for schools
- School pastors/mentors
- Chaplaincy
- Join in with school festivals (Summer fair)
- School gate ministry
- Cake ministry - for teachers
- School governors
- Lunch clubs/after school provision - safe space



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## Ways schools and households can support Church?

**Schools:** share leadership skills; teaching methods; good practice regarding equipping, training young people to have meaningful roles within their community (school council, leading Collective Worship).

**Households:** pray, volunteer, make a meal for youth group, get CYP to activities, work in partnership with the church, bring along other families.



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## The Growing Faith Adventure

How could we change our thinking and actions in the roles we hold, so that it becomes second nature to look at all daily life decisions, school & church activities through the lens of what it means for our children, young people and households?



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**16/20**

General Synod Presentation



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1 Cor 12:13

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1 Cor 12:13

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