



DIOCESAN SYNOD

BRIEF OUTLINE SUMMARY OF THE SYNOD'S 19 NOVEMBER 2022 BUSINESS AT ST PETER'S, BATTERSEA



WELCOME & OPENING PRAYER

Members of Synod were welcomed to the meeting. The Revd Sandra Schloss opened the meeting in prayer.

APPOINTMENT OF HIS HONOUR NIGEL SEED, KC AS DAC CHAIR TO THE DIOCESAN COUNCIL OF TRUSTEES

The Chair of the House of Laity, Adrian Greenwood, asked the House of Laity to formally appoint His Honour Nigel Seed, KC, the new Chair of the Diocesan Advisory Committee to the Diocesan Council of Trustees.

“THE HOUSE OF LAITY formally appoint His Honour Nigel Seed, KC, to the Diocesan Council of Trustees, with immediate effect.”

The motion was carried unanimously by a show of hands.

PRESIDENTIAL ADDRESS

The Bishop of Southwark gave his Presidential Address, the text of which can be found at Appendix A and on the [website](#).



YOUTH FORUM VIDEO PRESENTATION

Members were invited to watch a pre-recorded video from members of the Youth Forum, focusing on the topics of mental health and wellbeing, and the importance of *youth* voices being heard by leaders.

SOUTHWARK VISION & ANNUAL OBJECTIVES

Bishop Christopher invited the Diocesan Secretary, Ruth Martin, to present the Southwark Vision strategic Objectives and 2023 Annual Objectives, as recommended by the Diocesan Council of Trustees. These included:

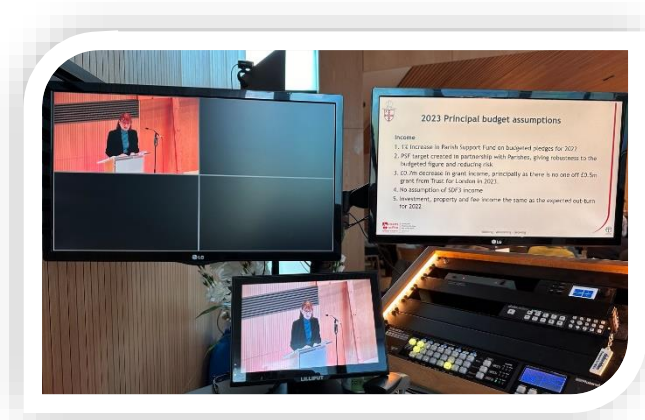
- To implement the Diocesan action plan for Anti-Racism Charter
- To further establish Hub and Resourcing Churches through SDF3 application in 2023
- Embed initiatives to support clergy wellbeing during times of change and uncertainty
- Develop the plan for reducing Carbon emissions within Diocesan control and begin its implementation
- Seek Synodical commitment to Eco-Diocese Silver Award by 2027/28 throughout the diocese
- To work alongside parishes and archdeacons to seek to rebuild the PSF to 2019 levels by the end of 2023 through the 2024 pledges
- To plan the 10-year programme to reach 66% parishes covering their ministry costs so they can be more generous to others
- Embed digital giving
- Review priorities for property in the light of Cost-of-Living crisis and Carbon net Zero plans
- Review Glebe land across the Diocese continues
- Continue to build the integrated database across the Diocese, including data to measure the success of the anti-racism charter over time
- Continue to implement, as required, any new actions following the IICSA Report (October 2020) and PCR2
- To develop further guidance and, provide further advice, to all parishes in the stewardship of their property assets mindful of the mission and ministry imperative
- To consider how the DAC can provide further guidance and advice to all parishes for the cost-effective management of church buildings
- Develop strategies to give greater support to parishes where they lack volunteers in critical roles, e.g. treasurers and churchwardens



“THIS SYNOD endorses the Annual Objectives for 2023 as recommended by the Diocesan Council of Trustees.”

The motion was overwhelmingly carried with one abstention.

2023 BUDGET APPROVAL



The Vice-Chair of the Diocesan Board of Finance, Sarah Docx, presented the 2023 Budget for approval and gave a brief financial update.

“THIS SYNOD approves the total budget expenditure of £25,738,622 which is based on total budgeted income of £25,642,068.”

The motion was overwhelmingly carried with one vote against.

DIOCESAN CONFERENCE PRESENTATION

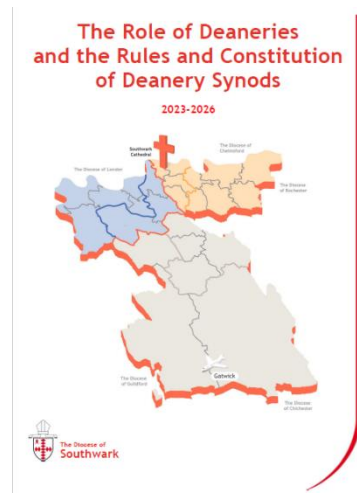
The Revd Canon Jay Colwill gave an update and presentation of the success of the Diocesan Conference, which was the first conference which included both clergy and lay leaders.

DEANERY SYNOD MODEL RULES AND DEANERY SYNOD ELECTIONS

The Chair of the House of Laity, Adrian Greenwood, presented the updated and revised Deanery Synod Model Rules, which included the approval of the number of lay representatives to Deanery Synods from parishes. The final document would be circulated to Deaneries and parishes following the meeting.

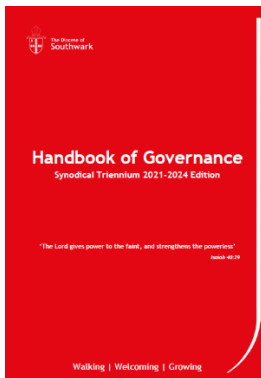
“THIS SYNOD:

- a) approves the proposed table of the number of lay representatives per parish/church to be elected to deanery synods at the annual parochial church meetings in 2023 as set out in Appendix A;
- b) approves the revised Role of Deaneries and Rules and Constitution of Deanery Synod as set out in Appendix B;
- c) encourages all PCCs and APCMs, in the light of their particular context, to consider the use of the new power contained in the CRRs 2022 to set limits on the number of consecutive terms that their elected lay members may serve on Deanery Synod, whilst recognising the importance of continuity, experience and the role of Deaneries in advancing the Southwark Vision;
- d) encourages all PCCS and APCMs, having regard to the Diocesan Anti-Racism Charter, to identify suitably qualified people of UKME/GM Heritage as candidates for election as their lay representatives on Deanery Synod.”



The motion was overwhelmingly carried with two votes against and two abstentions

HANDBOOK OF GOVERNANCE



Michael Hartley, Camberwell Deanery, presented the updated Handbook of Governance which included practical changes to the Parsonages Board as a sub-committee of the Diocesan Board of Finance (DCT), and updated appendices.

“THIS SYNOD endorses the updated Handbook of Governance and agrees that the change to incorporate the Parsonages Board within the SDBF constitutes a Scheme to that effect.”

The motion was carried unanimously by a show of hands.

FORMAL QUESTIONS

Formal questions and answers were presented to members and the Notice Paper can be found on the [website](#).

WORSHIP & CLOSING

Synod members began worship with Alex Helliwell, Sutton Deanery, leading a presentation of [This Time Tomorrow](#) followed by the Eucharist. Bishop Christopher gave a brief presentation on the [Lent Call](#) distribution during the Peace.



Saturday, 19 November 2022



The Diocese of
Southwark

Presidential Address: Diocesan Synod

As we are approaching the beginning of a new liturgical year at Advent with all its great and joyful promise, this is a good opportunity both to look back at 2022 and also to look forward into 2023. I have been encouraged this year to see parishes, chaplaincies, and our other worshipping communities recovering a strong sense of mission and purpose, proclaiming Christ crucified and risen, as we have continued to emerge from the pandemic. Across the Diocese I have seen lay and ordained serving God's people in the communities where, in God's eternal providence and love, they have found themselves. Our Diocesan Conference at the beginning of September - so carefully, thoughtfully, and effectively delivered by Canon Jay Colwill and his team - brought together all those, lay and ordained, who hold my licence as ministers of the Gospel. Together we prayed and we listened. Old bonds of friendship were renewed after the enforced separation of the pandemic, and new relationships and bonds of affection were forged. It was joyful and moving to see just how diverse Southwark really is across all the vectors of diversity, and to see people worshipping and working together. I am more and more convinced that this diversity is to be received with thanksgiving because it is God's good gift to us.

When Archbishop Rowan Williams gave me his charge when I became your Bishop on the feast of St Antony of Egypt in January 2011, he asked me to focus on six things, the fifth of which was - and I quote - "To promote the cohesiveness of the Diocese and to encourage clergy and laity to engage with one another across respective expressions of Anglican faith; to nurture and value the gifts of all in the service of the mission of the Church embracing the openness the Diocese has to different traditions and perspectives." Along with commitment to evangelism, mission, social justice, and developing a common vision and common purpose, I have made Archbishop Rowan's charge a priority of my episcopate. We have made considerable progress in Southwark, for example with Synod's unanimous endorsement of our Anti-Racism Charter, and our commitment to carbon net zero. We have our first female member of the episcopal team in Bishop Rosemarie. Where it is requested, I extend episcopal care through the Bishop of Fulham and previously through the Bishop of Maidstone, working closely, cordially, and with great mutual respect for the contributions their respective traditions make to our common life and for them personally. In this Diocese we have placed our resources where needed to support mission and ministry in each of our parishes. In addition, we have Conservative Evangelical BMOs which have entered in good

faith into the diocesan family, as well as Catholic and Charismatic resourcing churches. Our pathways for lay ministry have been reimagined. Our Pioneer Ministers are flourishing. We have an Eco church, an arts ministry, and the Church Commissioners are this year investing substantially in Bubble Church, pioneered at the Ascension Balham during the various pandemic lockdowns. We have journeyed through the pandemic in a costly but resilient way and we have much to give thanks for, but we all know we still have some way to go before we can be confident that the Church is a welcoming and safe place for all, somewhere all can flourish without fear of discrimination or prejudice. Anything less falls short of the abundant life Christ came to bestow (John 10. 10). This is something upon which I venture to suggest we can all agree.

As we look forward to 2023, then, one of the areas where the Church of England is thinking and praying is the area of sexuality. The Church of England has committed itself to the Living in Love and Faith process, which has produced extensive resources for theological reflection and an important set of pastoral principles. It has been a significant commitment to praying and listening. Those who have used the materials in their parishes have found it beneficial, even if they found things with which to disagree. The feedback to the National Church from this Diocese far surpassed many others and this is encouraging. The purpose of LLF has not been to ask people to change their convictions but to listen in respect and mutual love to the stories of others whose experience and identities are different from theirs. Some people have changed their minds, one way or another, about sexuality; some have found their current view and convictions confirmed. I am grateful to those parishes that engaged with the process and are holding with it - even when it has been uncomfortable.

The House of Bishops will consider what the next steps might be now that LLF is concluding. So far there has only been one meeting of the College of Bishops to begin to take stock as the process comes to determination. There will be further meetings in the coming weeks. One thing is certain - there is no will to kick a decision into the long grass. The Church needs to conclude its conversations in this area and concentrate on the proclamation of the Gospel, the service of God's people, and the care of creation. There are five marks of mission and not one of them mentions sexuality. I will always remain in listening mode as I seek to do on everything, and in the coming weeks I shall be participating in a number of meetings: including with members of the Diocesan Evangelical Union as well as with clergy identifying as LGBTQIA+.

Whatever the House of Bishops recommends to General Synod, there will be disappointment somewhere. A little change will disappoint those who want none and those who want great

change. No change will disappoint those who want some or a great change. And great change will disappoint those who want none, or some. Winning, as they say, is not an option. But in God's grace, and with the Lord being our Helper, I hope that we do not see this conversation as something that is to be won or lost. I pray that the conversations we have had will make the Church safe for all God's people - and I pray that the conversation we shall have over the next year will do the same. I also pray that this will be a less toxic area for my successor. I bear the scars of some of those things which were projected onto me particularly in my first years in office; but I give thanks that we have moved on in very encouraging ways, particularly in a growing mutual regard across the Diocese when dealing with our differences.

The Bishop of Oxford published the results of his thinking a few days ago and, as you can imagine, people have asked me to share mine. I have kept my own counsel on this subject not because there is a three-line whip in the House forbidding Bishops to speak. That is simply not the case. I kept my counsel first because as a Bishop I have responsibility to maintain the unity among the faithful of this Diocese. As the Ordinal says, Bishops are "principal ministers of word and sacrament" and "chief pastors". I take this responsibility very seriously. But I have also kept my counsel because I have wished our parishes - and indeed the whole Church of England - to be free to engage in LLF fully. It is not a Bishop's job to stifle the work of the Holy Spirit - and shutting down good, healthy and prayerful conversations is a sure sign that the Spirit, who enlightens our God-given reason, is being silenced.

Now, however, that we have reached this stage of the LLF process it is time for me to give you my view. When the Bishops meet to discuss the next steps they will not gather as people considering this matter for the first time. We will meet together as people who have been engaged in a very long process of reflection. We have as a Church been praying and thinking for many years, from the time of the Woolfenden Report which was published shortly after my first birthday - and with many, many reports since. The discernment, then, is not what Bishop A or Bishop B thinks individually but what we as a Church discern together, journeying forwards in faith and hope and love. I offer my thoughts humbly and as part of an ongoing conversation with my brother and sister Bishops and indeed the whole Church. I want to begin by saying clearly that I rejoice and give thanks for all God's people in this wonderful Diocese regardless of their sexual orientation - therefore including all those who identify as LGBTQIA+.

The Vacancy-in-See Statement of Needs drawn up in 2010 after broad consultation described Southwark as "A Growing Diocese, An Open Diocese and A Global Diocese", stating the

following: “Over the past generation the Diocese has become a place where the ministry of lesbian and gay clergy and laity can flourish in response to God’s call in accordance with the ethical teaching of the Church of England. We want to continue this tradition, and we need a Bishop who will lead us in further dialogue between people with differing perspectives on matters of human sexuality.” Fellow members of Diocesan Synod, my beloved brothers and sisters in Christ, this is our reality and I have sought to honour it as your Bishop, in particular in promoting a culture where we all speak well of each other.

As I have said before, I do not expect to see the marriage canons changed in my lifetime. I also said publicly before the Lambeth Conference that the Church of England has for a long time had a polity in which the Bishops in each and every Diocese encourage partnered gay and lesbian ordinands and clergy to consider civil partnership. We already respect the dignity of same-sex unions in this regard and we are not being honest with ourselves if we say otherwise. The civil law of the United Kingdom - and of other countries - has moved to legislate for same-sex marriage. Some have made the case for the Church to change the marriage canons. But I observe that it is theologically coherent to conceive of vocational and covenanted relationships as a category that includes marriage as one constituent and same-sex unions as another. It is inaccurate to say that marriage is the only form of covenanted relationship because it has long been the wisdom of the Church to bless those single people who see their life in terms of a covenant with God, whether they live that covenant in community or not.

On this last point, I want to take the liberty of making a personal observation. The Word made Flesh lies at the heart of the Incarnation: Jesus was born into a human family and remained single and unmarried through the whole of his earthly life. As a single bishop I am regularly asked the absurd question, “Do you have family?” I always answer in the affirmative and say I give thanks to be part of a close loving family, knowing full well I have not answered the question in terms of what I was really being asked. I am strongly committed to upholding family life and family values - the bedrock of society and our personal well-being - but please do not exclude single people like me through a too casual use of language: we all have and belong to families, thank God. The Church needs to be more caring about the growing number of people remaining single - a task which lies beyond the LLF process.

The Church’s polity concerning civil partnerships is the reality of our present situation, even if it is largely unacknowledged. I support a generous pastoral provision that respects freedom of conscience by the provision of a liturgy of affirmation and commitment for same-sex couples and a conscience clause that means no priest is required to officiate at

such a service. The situation in which we find ourselves is almost an exact parallel to that about the remarriage of divorcees a generation ago in my first years in Holy Orders. I am less sure that it bears comparison with the debates surrounding the ordination of women - not least because the precedents set by the Five Guiding Principles about episcopal care would not translate easily to the context of a change in pastoral provision because it raises a different order of question about episcopacy. The Church has never required agreement on pastoral matters before gathering to break bread together. Indeed, it is the breaking of bread that allows us to live with difference. I also support on ecumenical and Anglican inter-Provincial grounds the removal of penalties for those clergy who contract a same-sex marriage, either civilly or in one of our sister Churches with whom we are in full communion.

In making my view clear, I am aware that some here will be disappointed that I advocate a proportionate change and others that I do not advocate a great change. I have a responsibility to ensure to the highest possible degree the unity which is Christ's command to his Church. I also have a responsibility to ensure that the Church is safe for everyone - and at present it is not safe for those who are in same-sex unions. But we must also take care that we do not make the Church unsafe for those who in conscience cannot accept same-sex unions - making accommodations with mutual respect and forbearance is a defining characteristic of Anglican identity.

I am glad this is not a winning or a losing game because the diversity "across respective expressions of Anglican faith" that Archbishop Rowan charged me to nurture is truly God's gift. The Diocese of Southwark is a microcosm of the Anglican Communion, as Archbishop Josiah has said, and I have delighted to repeat. Let us rejoice and be glad that this is so. This means the Diocese of Southwark has space for each of us - with human dignity and freedom of conscience protected, and brothers and sisters worshipping together across all the characteristics that make us unique and that constitute our personhood - serving the same Lord who loves each and every one of us so deeply and eternally that he sent his only-begotten Son to save us.



Diocesan Synod

19 November 2022



Living God
Walking with Jesus
Led by the Spirit

Walking | Welcoming | Growing



1



24/22 Welcomes & Opening Prayer



Living God
Walking with Jesus
Led by the Spirit

Walking | Welcoming | Growing



2



25/22 Announcements & Notices



Living God
Walking with Jesus
Led by the Spirit

Walking | Welcoming | Growing



3



26/22 House of Laity Only

The Chair of the House of Laity, Adrian Greenwood, to move that:

“The House of Laity are asked to formally appoint His Honour Nigel Seed, KC, to the Diocesan Council of Trustees, with immediate effect.”



Living God
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Led by the Spirit

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27/22 Presidential Address



Living God
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Walking | Welcoming | Growing



5



28/22 Youth Forum Video



Living God
Walking with Jesus
Led by the Spirit

Walking | Welcoming | Growing



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The Diocese of
Southwark



Croydon and Woolwich Youth Forums

Mental Health, Cost of living crisis,
War, Violence and Peace

Walking | Welcoming | Growing

7



28/22 Youth Forum Video



Living God
Walking with Jesus
Led by the Spirit

Walking | Welcoming | Growing



8



29/22

Southwark Vision & Annual Objectives

The Bishop of Southwark to move that:

“THIS SYNOD endorses the Annual Objectives for 2023 as recommended by the Diocesan Council of Trustees.”



Loving God
Walking with Jesus
Led by the Spirit

Walking | Welcoming | Growing



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Strategic Objectives



Loving God
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Led by the Spirit

Walking | Welcoming | Growing



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Southwark Vision 2017-2025

A fruitful future

We share a vision for the future in which we will see:

- growing churches, new worshipping communities and new Christians
- deepening discipleship: engaged, prayerful and informed Christians
- growth in vocations to existing and new ministries
- generous giving and prayer supporting all we do
- justice and peace built up, and violence challenged, in our local and global community
- a shared commitment to the integrity of creation
- a church for all which reflects our diverse community in membership and leadership.



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Strategic Objectives (1) Growth

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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Strategic Objectives (2) Growth

- 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



Strategic Objectives (3) Growth

- to grow a financial resource base that allows investment in growth for the future. Key measurable objectives include maintaining an annual financial surplus, **maintaining** working financial reserves equivalent to three months' operating costs. and 1% of Diocesan turnover annually being dedicated to major Diocesan mission and ministry projects rising to 2% by 2025.



Strategic Objectives (4) Growth

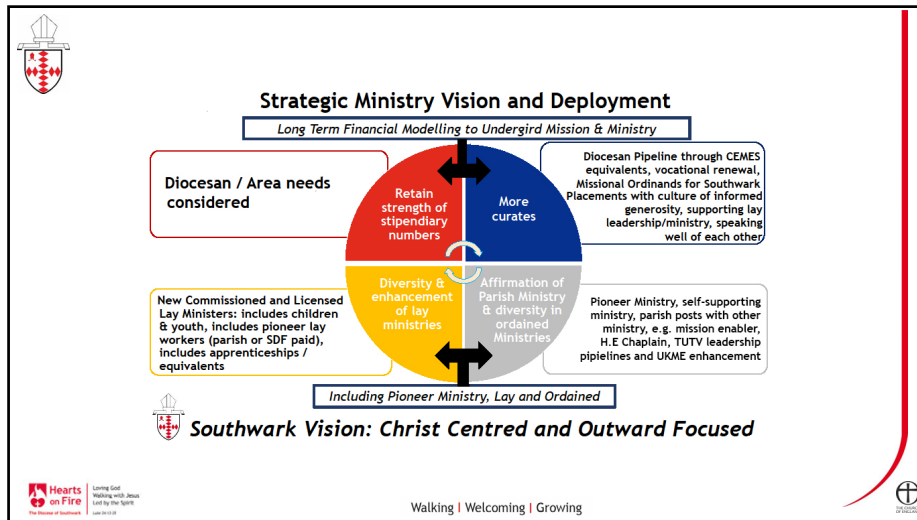
- to grow the number of ordained and lay vocations by 50% by 2025 by enabling and discerning ordained ministers; by expanding opportunities for licensed and commissioned lay leadership; by affirming and growing other forms of lay ministry (for example, worship leaders, families and youth leaders, and spiritual directors);
- 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



Strategic Objectives (5) Growth

- 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





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Annual Objectives 2023

Hearths on Fire
Loving God
Walking with Jesus
Led by the Spirit
LIFE 2024

Walking | Welcoming | Growing

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Annual Objectives 2023

Continue the implementation of annual objectives that relate closely to the Strategic Objectives as:

- To implement the Diocesan action plan for Anti-Racism Charter
- To further establish Hub and Resourcing Churches through SDF3 application in 2023
- Embed initiatives to support clergy wellbeing during times of change and uncertainty

Anti Racism Charter Cover

Hearths on Fire
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Led by the Spirit
LIFE 2024

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Annual Objectives 2023

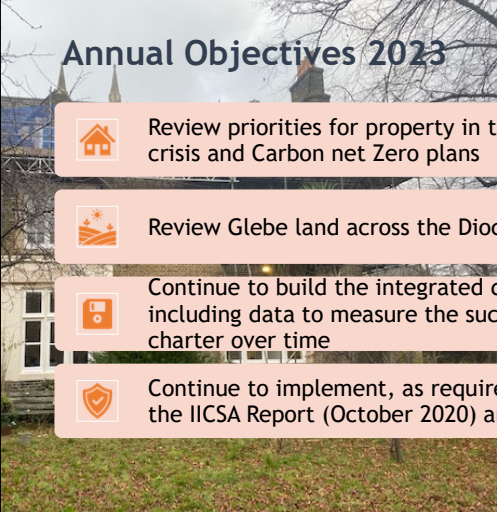
- Develop the plan for reducing Carbon emissions within Diocesan control and begin its implementation
- Seek Synodical commitment to Eco-Diocese Silver Award by 2027/28 throughout the diocese
- To work alongside parishes and archdeacons to seek to rebuild the PSF to 2019 levels by the end of 2023 through the 2024 pledges
- To plan the 10-year programme to reach 66% parishes covering their ministry costs so they can be more generous to others
- Embed digital giving





Hearths on Fire
Loving God
Walking with Jesus
Led by the Spirit
LIFE 2024

Walking | Welcoming | Growing

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Annual Objectives 2023

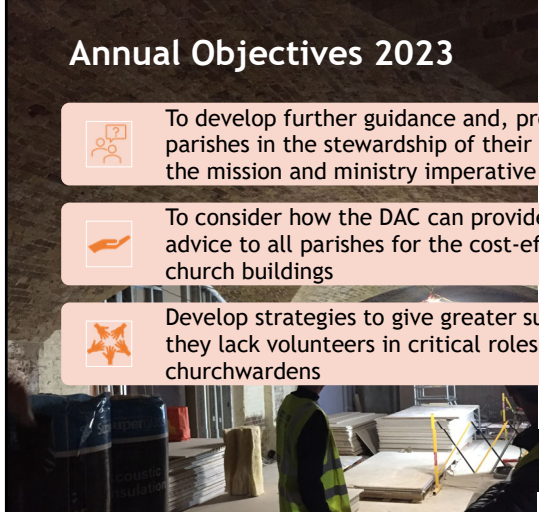





-  Review priorities for property in the light of Cost-of-Living crisis and Carbon net Zero plans
-  Review Glebe land across the Diocese continues
-  Continue to build the integrated database across the Diocese, including data to measure the success of the anti-racism charter over time
-  Continue to implement, as required, any new actions following the IICSA Report (October 2020) and PCR2

49 Wiltshire road Brixton. Taken in February 2022

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Annual Objectives 2023




-  To develop further guidance and, provide further advice, to all parishes in the stewardship of their property assets mindful of the mission and ministry imperative
-  To consider how the DAC can provide further guidance and advice to all parishes for the cost-effective management of church buildings
-  Develop strategies to give greater support to parishes where they lack volunteers in critical roles, e.g. treasurers and churchwardens

St John's Waterloo

22



2022 Themes continuing in 2023









- Connection & communication
- Rebuilding Finances: parishes and the Diocese

Walking | Welcoming | Growing

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Major Synodical Priorities



-  Implementation of Anti-Racism Charter
-  Connectedness and Communication
-  Parish finances for growth in post Pandemic recovery
-  Environment (including Carbon net Zero)
-  Clergy wellbeing in times of change

Diocesan Synod

24



National Priorities

- Doubling children and young active disciples
- CofE representative of communities we serve in age and diversity
- Parish System revitalised for mission
- 10,000 new Christian Communities across home, work/education, social and digital
- All Anglican growing in discipleship
- Local churches by initial and ongoing formation
- Diocesan Investment Programme will prioritise deprived and resource poor



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2023 onwards - “Beyond SDF”

- Opportunity for partnership with National Church including significant funding over three triennia, up to nine years
- Needs to fit with Diocesan and National strategy
- Partnership parameters with National Church still to be understood
- End of 2022 will see more detail of what is required
- Diocese will continue to work with team at Church House with SDF2, SDF3
- New National Strategic & Ministry Investment Board, first meeting in Feb 2023



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Forward view for three years

Uncertainty about the three year forward view driven by external factors. The Diocese is financially resilient and financially well managed but we need bear in mind:

- the pace of return to Church as we implement new growth initiatives and impact on giving
- cost of living crisis and the spike in energy prices caused by the war in Ukraine
- consequently, 2023-2025 Financial Forecast will be developed in early 2023 instead of this autumn
- Southwark Vision takes us to 2025 and from 2023 we will start building the 6-9 Year Vision and Strategy in tandem with the National Church initiatives.



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29/22

Southwark Vision & Annual Objectives

The Bishop of Southwark to move that:

“THIS SYNOD endorses the Annual Objectives for 2023 as recommended by the Diocesan Council of Trustees.”



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30/22 2023 Budget Approval

The Vice Chair of the DBF to move that the consolidated budget for 2023 now be considered and that:

“THIS SYNOD approves the total budget expenditure of £25,738,622 which is based on total budgeted income of £25,642,068”



Budget 2023 Presentation to Synod Sarah Docx, Vice Chair of the Diocesan Board of Finance

- Financial plans presented to Synod December 2020
- Review of performance in 2022
- 2023 budget and assumptions
- Forecasting Beyond 2023
- Above all thanks to our parishes for their wonderful support



3 Year Forward View Presented to Synod Dec 2020

	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
Total Income	22.6	23.2	24.1
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
Total Expenditure	25.3	25.1	24.8
Provisional deficit	(2.7)	(1.9)	(0.7)



Resourcing the Vision: Income 2022 Forecast vs 2023 Draft Budget

	2022 Forecast £m Using September Forecast	2023 Draft Budget £m
Parish contribution	15.9	15.9
Parochial fees	0.3	0.4
Investment income	1.1	1.0
Property income	1.0	1.0
Grants & other income	5.0	4.3
Gains on disposal of assets	2.4	3
Total income	25.7	25.6



Resourcing the Vision: Expenditure

2022 Forecast vs 2023 Draft Budget

	2022 Forecast £m using September Forecast	2023 Draft Budget £m
Stipends	13.0	12.6
Housing Costs	3.7	3.7
Vocations, Training & Other Ministry Support (includes administration)	6.6	6.9
Strategic Development/Pioneering	0.7	0.8
Contributions to National Church	1.7	1.7
Contingency	0.5	0.0
Total expenditure	26.2	25.7



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2022 Forecast Outturn

- Current forecast is for a deficit of £0.5m against a budgeted deficit of £1.1m
- All income streams ahead of budget (except parochial fees)
- PSF collection rate of 99.2% at the end of October.
- Costs overall forecast to be just under budget.

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2022 Forecast Outturn Cash and Borrowings

- Current year end cash forecast of £8.8m
- HSBC loan taken out in 2018 repaid early
- No borrowings except for a loan from CCLA used to provide loans to Parishes
- Cash balance equivalent to 3 months expenditure in line with the reserves policy, together with cash for replacement Parsonage purchases planned for 2023

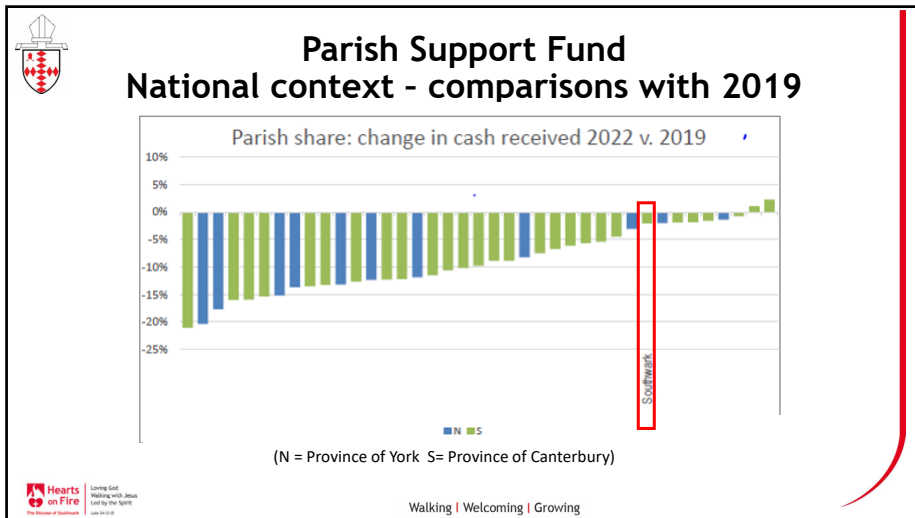
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Parish Support Fund 2022

- 2022 budget was £15.8m, with expected out-turn now being £15.9m
- Collection rate 99.2% at the end of October, with one off gifts from a number of parishes
- Next slide shows the national context
- This slide compares cash received to end of September 2022 to cash received to end of September 2019 across the Dioceses
- Average fall 7.9%
- Southwark one of ten dioceses with a fall of less than 5%

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2023 Principal budget assumptions

Income

1. 1% increase in Parish Support Fund on budgeted pledges for 2022
2. PSF target created in partnership with Parishes, giving robustness to the budgeted figure and reducing risk
3. £0.7m decrease in grant income, principally as there is no one off £0.5m grant from Trust for London in 2023.
4. No assumption of SDF3 income
5. Investment, property and fee income the same as the expected out-turn for 2022

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How are we doing with 2023 pledges?

- As of 16 November, 285 pledges received from 88% of churches, totalling £14.9m with an average increase of 1.55%
- 93% of churches have increased or maintained their pledges. There have also been a few significant decreases
- Challenges of lower congregation and giving levels post-Pandemic and slow recovery of hall rental income. Some growth emerging. Uncertainty with rising inflation and energy costs putting further pressure on PCCs
- Confidence in 2023 budget of £15.9m as pledges underpinned by consistently high collection rates

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2023 Principal budget assumptions

Expenditure

1. 5% increase in stipends and staff salaries
2. Clergy pension contribution reduces to 28% from 40%
3. Clergy numbers maintained with 242 incumbent status and 50 stipended curates
4. Excluding contingency, budgeted costs overall for 2023 are at the same level as 2022
5. Total cash receipts from sale of property £4.5m, with a plan to expend £6.3m on buying three Parsonages, extensive works to another Parsonage and purchase of Archdeacon's housing

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Three Year Forward View

- Uncertainty about the three year forward view driven by external factors
 - Recovery from Covid and the level of return to Church, and by extension the level of giving
 - Cost of living crisis and the spike in energy prices caused by the war in Ukraine also affecting giving
 - Government cap on energy prices now only guaranteed to 31 March 2023
- Plan to present a three year forward view to Synod in March 2023



30/22 2023 Budget Approval

The Vice Chair of the DBF to move that the consolidated budget for 2023 now be considered and that:

“THIS SYNOD approves the total budget expenditure of £25,738,622 which is based on total budgeted income of £25,642,068”



Tea Break



31/22 Diocesan Conference Presentation

The Revd Canon Jay Colwill





Southwark Diocesan Conference 2022 Christ Centred, Outward Focused

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Ordained and lay ministers gathered at Bacon's College, Rotherhithe, from 1 to 3 September.

It was the first Diocesan-wide clergy conference in eight years and this year, for the first time, included lay ministers.

It was also live-streamed with 400 people joining morning worship online daily.

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The conference was hosted by Simon Hughes and the Revd Carol Bates.

Its theme was 'Christ Centred Outward Focused' and ranged from inspiring, challenging and moving keynote speakers

There was a wide-ranging programme of seminars and workshops, a marketplace packed with stalls to equip, empower and inform delegates, to the daily morning and evening prayer and the Eucharists.

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The Revd Melanie Marshall inspired delegates to "waste time" in discovery, creativity and friendship.

Mark Greene encouraged delegates to affirm and commission parishioners in their everyday lives. Adjoa Andoh spoke of the importance of being present in Communion and storytelling in authentic ways.

Mark Russell, CEO of the Children's Society's righteous anger was felt by the delegates when he shared that 4.3 million children in the UK live in poverty. This will rise to 5 million by the end of the year.

The Revd Azariah France-Williams challenged delegates through story-telling, poetry and song, to focus not on the working week but on living life abundantly and finding the missing peace within and without.

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In his sermon at the closing Eucharist, Bishop Christopher said, “God trusts you with the charge he has given you. We often only hear the charge - I hope very much that this conference has helped you hear again the wonder and joy of the trust that has been placed in you and I hope you know I give heartfelt thanks to God for each and every one of you.”



SDC2022 Post-Conference Survey Results



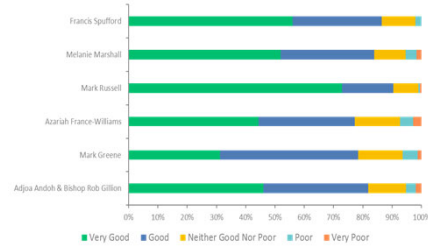
SDC2022 Post-Conference Survey Results

570 Delegates attended online/in-person
40% response rate to survey request



Keynote speaker sessions

- Respondents asked to rate sessions with reference to content, delivery and relevance
- All Keynote speakers rated Very Good/Good by almost 80% of respondents



Living God
Walking with Jesus
Led by the Spirit

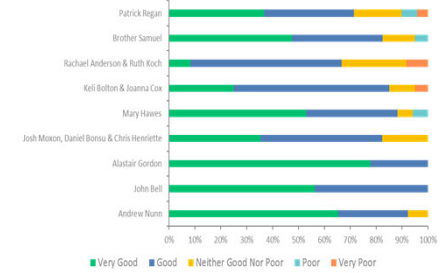
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Seminar sessions - Thursday/ Friday

- Respondents asked to rate sessions with reference to content, delivery and relevance
- Nearly all sessions rated Very Good or Good by 82/ 85% + of respondents



Living God
Walking with Jesus
Led by the Spirit

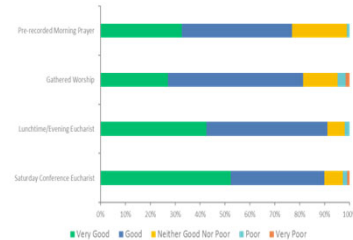
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Worship

- Acts of worship rated Very Good/Good by 77%+ of respondents
- Online Morning Prayer received lowest proportion of positive ratings (77.2%) with Eucharist services overall receiving the highest (91%)



400 people gathered for morning prayer online (live views on all platforms)



Living God
Walking with Jesus
Led by the Spirit

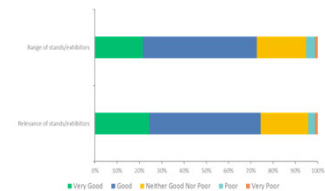
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Marketplace

- There were 29 organisations represented in the Marketplace across all 3 days of the Conference
- The range of participants was rated Very Good/Good by 74% of respondents
- Some positive feedback from Marketplace participants:-
 - BRF - "if only all conferences were this well organised"
 - Ecclesiastical - "best organised conference I have ever been to"
- Some useful connections also made by a number of participants including: KICK; Ecclesiastical



Living God
Walking with Jesus
Led by the Spirit

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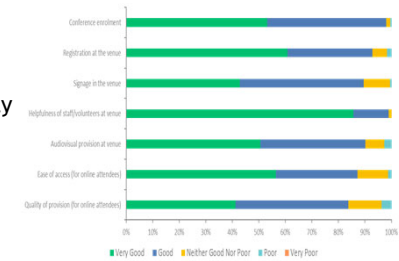
Bacons College

- As a venue, Bacons College was rated very favourably:
 - Convenience of location: Over 74% rated Very Good/Good
 - Facilities: Almost 90% rated Very Good/Good



Logistics

- Feedback on Conference logistics was largely positive from respondents:
 - 99% rated helpfulness of staff and volunteers Very Good/Good
 - Despite some constructive comments regarding audio visual provision, nearly 90% rated this as Very Good/Good
 - 87% rated ease of access for online attendees Very Good/Good
 - Just under 84% rated provision for online attendees Very Good/Good
 - Over 90% rated pre-conference communications Very Good/Good
 - Nearly 93% rated the brochure Very Good/Good



Conference aims

- The purpose of the Conference was to encourage and enable us to be more Christ centred and outward focused:
 - 51.4% of respondents feel this was fully achieved
 - 46.1% of respondents feel this was somewhat achieved
 - 2.4% of respondents feel this was not achieved
- With regard to the relevance of Conference content to ministry:
 - 48.5% feel it was fully relevant
 - 50% feel it was somewhat relevant
 - 1.5% feel it was not at all relevant



Ongoing Learning

- Keynote Speaker and some seminar sessions uploaded for ongoing learning in parishes and deaneries.
- Consideration how scheduling lay/ ordained training should be offered across the diocese.
- Offerings in episcopal areas as well as diocesan events.
- Value of networking opportunities alongside thought-provoking input.



32/22

Deanery Synod Model Rules & Deanery Synod Elections



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The Chair of the House of Laity, Adrian Greenwood, to move that:

“THIS SYNOD:

- a) approves the proposed table of the number of lay representatives per parish/church to be elected to deanery synods at the annual parochial church meetings in 2023 as set out in Appendix A;
- b) approves the revised Role of Deaneries and Rules and Constitution of Deanery Synod as set out in Appendix B;
- c) encourages all PCCs and APCMs, in the light of their particular context, to consider the use of the new power contained in the CRRs 2022 to set limits on the number of consecutive terms that their elected lay members may serve on Deanery Synod, whilst recognising the importance of continuity, experience and the role of Deaneries in advancing the Southwark Vision;
- d) encourages all PCCs and APCMs, having regard to the Diocesan Anti-Racism Charter, to identify suitably qualified people of UKME/GM Heritage as candidates for election as their lay representatives on Deanery Synod.”



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33/22

Handbook of Governance

Michael Hartley, Camberwell Deanery, to move that:

“THIS SYNOD endorses the updated Handbook of Governance and agrees that the change to incorporate the Parsonages Board within the SDBF constitutes a Scheme to that effect.”



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34/22

Formal Synod Questions



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This Time Tomorrow

Alex Helliwell



The Holy Eucharist

St Hilda, Abbess of Whitby, 680



Diocesan Synod

19 November 2022