

**NOTES OF THE MEETING OF THE CHICHESTER DIOCESAN SYNOD AND CHICHESTER
DIOCESAN FUND AND BOARD OF FINANCE (INCORPORATED)
AT SUSSEX DOWNS COLLEGE, LEWES
SATURDAY 12 MAY 2018**

PRESENT: The Bishop (President)
Suffragan Bishops 2
Clergy 42
Laity 65
Mr Matthew Chinery (Diocesan Registrar)
Miss Gabrielle Higgins (Diocesan Secretary)

APOLOGIES: Clergy 30
Laity 27

THE EUCHARIST was celebrated by the Bishop of Chichester. He gave the Presidential Address.

**MEETING OF THE CHICHESTER DIOCESAN FUND AND BOARD OF FINANCE
(INCORPORATED)**

PRESENTATION OF THE 2017 ACCOUNTS

Mr John Booth, Chair of the Finance Committee, presented the statutory accounts, annual report and management accounts for approval and moved that the Annual Accounts and report of the DBF for 2017 be received.

Mr Jeremy Kaye observed that it was good to hear that 99.5% of parish share pledges had been received but that many parishes were dipping into their reserves in order to pay it and, also, the number of committed givers was going down and did not include enough people from the middle-aged bracket; how could the Diocese assist parishes in improving the balance between middle-aged and older givers? Secondly, Mr Kay asked about the lack of expenditure on internal audit and the appointment of external auditors.

Mr Booth agreed that maintaining a high level of parish share contributions was one of great achievements of this Diocese. It was explained that Grant Thornton had been engaged a couple of years ago to assist with internal audit and that it was anticipated that this work would continue but would not involve significant expenditure every year. It was agreed that hayesmacintyre were doing an excellent job but that, in accordance with best practice, the appointment of external auditors should be reviewed every few years.

The motion was carried on a show of hands.

APPOINTMENT OF AUDITORS

Mr John Booth, Chair of the Finance Committee, moved that Haysmacintyre, Chartered Accountants, be re-appointed as auditors of the Company to hold office until the conclusion of the next Annual General Meeting.

This motion was carried on a show of hands.

PARISH MINISTRY COSTS

Mr Brian Porter moved that Synod approve the retention of the current parish share and parish ministry costs system for the next five years.

This motion was carried on a show of hands.

MISSION FUND

The Ven. Fiona Windsor (Archdeacon of Horsham), and Mr John Booth (Chair of the Finance Committee), led a debate on the resourcing of the Mission Fund.

It was explained that the introduction of the Strategic Development Fund, through which the central Church funds major projects with match funding from the Diocese, had resulted in the withdrawal of central Church funding for Diocesan Mission Funds. The Chichester Mission Fund tended to make small to medium sized grants, often spread over three years; these grants were generally for projects that would not be eligible for SDF funding but could make a huge impact at local level. Grants over the past few years had supported transformational projects which had contributed towards the building of God's kingdom in this Diocese across the full spectrum of church traditions, in both rural and urban contexts. Approximately £120,000 had been made available for the Mission Fund for 2018; whilst an Allchurches Trust grant was contributing £50,000, this meant that the Diocese still needed to find £70,000, with similar requirements for future years in order to keep the programme going. Synod members were invited to offer feedback and ideas for how this could be resourced.

The Revd Jane Willis explained that she had recently attended a Renewal and Reform seminar, which covered national policy on strategy and funding allocation. It was suggested at that seminar that Diocesan Mission Funding had ceased because it was not well used in many dioceses. As a member of the Mission Fund committee, she had observed first-hand how valuable and transformational its grants could be and emphasised the need to find money within the diocesan budget to continue to resource this. Her own PCC were considering making a contribution towards it.

Mr Jacob Vince observed that there were strategic decisions being made at national level that were having knock-on effects at local level that may not have been anticipated. He wondered whether it would be helpful to offer feedback to the

Church Commissioners and asked for information on the way in which SDF funding received by the diocese was allocated.

The Revd Martin Poole observed that congregation members were encouraged to tithe and that his PCC tried to model that by giving away 10% of their income. He wondered whether the Diocese should be aiming at allocating 10% of parish share to mission.

The Revd Brian Penfold explained how the grant his parish had received had made a huge difference; it had enabled the appointment of a youth worker who had made an incredible impact through her work with mothers and toddlers, schools, summer clubs, and alpha course participants. In an area of deprivation, with high numbers of immigrants, and serious issues with debt, this had made a big difference and the parish were very grateful.

The Revd Canon Martin Lane suggested that consideration could be given to allocating the money collected from parochial fees towards this cause. Currently, parochial fees were collected, paid to the DBF and then redistributed back to deaneries; he wondering these funds could be could be used for the Mission Fund.

Mr Booth thanked Synod members for their ideas and suggestions, and indicated that a written response would be provided to Mr Vince's question. In particular, he thanked those larger parishes who were considering contributing to the Mission Fund. It was noted that some of these ideas would need to be further explored with deanery treasurers and the Operating Committee and that any further thoughts that Synod members would like to submit in writing would be very welcome.

The Bishop of Chichester thanked the Chair of the Finance Committee and Finance team on behalf of Diocesan Synod.

MEETING OF THE DIOCESAN SYNOD – MORNING SESSION

VOCATIONS

The Revd Daniel Inman (Diocesan Director of Ordinands) reported that good progress was being made in increasing the number of people recommended for training for ordination, improving the diversity of those coming forward, and developing a culture of vocation within the Diocese. It was also explained that psychotherapeutic consultations were being used as part of the discernment process and that these sessions allowed candidates the space to explore how they would deal with stress, their resilience, their response to power imbalances, and how previous experiences might impact on their ministry.

The Revd Dr Andy Angel observed that, while psychotherapeutic consultations would be helpful for candidates, the BAP process could be bruising and it was common for issues to come up during the process; had careful thought been given to how to help people to deal with any issues that this approach might bring to the surface? Dr

Inman agreed that the process could bring unresolved issues into the open. Fortunately, the diocesan Pastoral Care team could be called on when it was identified that confidential support would be needed.

Mr Peter Griffiths asked what support was offered to those candidates who were not recommended for training and for the incumbents and parishes who put them forward. Dr Inman explained that the feedback from the BAP was discussed in detail with each candidate. There was also a chaplain outside the system who could support candidates, in conjunction with a team of counsellors across the Diocese.

Mrs Brenda Large asked how issues with health, particularly mental health, were dealt with through the discernment process. Dr Inman observed that younger candidates coming through seemed to be more aware and articulate in relation to mental health issues. As resilience was needed to cope with the rigours of ministry, current mental health issues could be problematic but any potential issues needed to be explored with candidates with sensitivity and care. This was assessed on a case by case basis; in some cases, it might be appropriate for candidates to be encouraged to resolve issues before continuing whilst, in other cases, where issues were long-term and under control, it might be appropriate for them to continue towards ordained ministry.

Mrs Andrea Williams observed that it was good to see that psychotherapeutic consultations were being used as part of the discernment process but expressed concern that, judging from the website, the clinic did not seem to approach issues within a Christian framework. *[Post meeting note: Mrs Williams was looking at the website for a different organisation.]* Dr Inman explained that self-awareness was crucial to the discernment process and that exploring issues such as sexual and gender identity could be important aspects of that and that allowing candidates the opportunity to explore those issues in a safe environment was very helpful. It was also noted that the partnership between Church of England dioceses and the Marylebone clinic was very positive and was working well.

The Bishop of Chichester thanked the Dr Inman for his extraordinary work and caring approach to managing the discernment approach in the Diocese and noted that the increase in numbers going forward for training was very encouraging.

SETTING GOD'S PEOPLE FREE

The Revd Jane Prestwood (Officer for Lay Vocations), the Ven. Fiona Windsor (Archdeacon of Horsham), Mr Mark Talbot, Mrs Catherine Butcher, and the Revd Dr Andy Angel, gave a presentation. It was explained that the Diocese of Chichester was taking part in a pilot programme for the national Setting God's People Free initiative, which aimed to encourage and liberate lay leadership and discipleship within the Church of England.

Setting God's People Free was about bringing Christianity and lay discipleship into every walk of life and enabling Christians to be more confident in speaking to those

they know about their faith. The programme would involve recruiting and training lay parish champions, who would work at parish level as advocates for lay ministry. Synod members were encouraged to begin thinking about who in their parishes might have the necessary enthusiasm and confidence about whole-life lay discipleship to take on this role. Sessions at May Camp, focussed on how to talk to others at school and in everyday life about faith, were being planned. The group was also planning to visit deanery synods to speak about the initiative. It was also explained that, in 2019, the Readers' Conference would be opened up to all lay people in the Diocese and would be on the theme of Setting God's People Free.

DEANERY SYNOD MOTION

The agenda included a motion asking the Synod to consider recommending that Lay Reader Training should be held within the Chichester Diocese. However, the Deanery was unable to present the motion and it was withdrawn for further consideration.

COUNCIL FOR LAY MINISTRY AND DISCIPLESHIP

The Bishop of Lewes moved that the Readers' Committee be replaced by a Council for Lay Ministry and Discipleship with terms of reference as set out in the supporting papers.

This motion was carried on a show of hands.

THE INDEPENDENT INQUIRY INTO CHILD SEXUAL ABUSE AND THE CARLILE REVIEW IN THE MATTER OF BISHOP GEORGE BELL

The Rt Revd Dr Martin Warner (Bishop of Chichester) made a statement in relation to the recent Independent Inquiry into Child Sexual Abuse hearing and the Carlile Review. The Bishop set out the background to the recent IICSA hearing, explaining that the Inquiry had been set up to investigate child sexual abuse across a number of areas of national life. The Diocese of Chichester had been chosen as a case study, through which the Anglican Church could be viewed. Chichester was chosen because a number of high-profile cases involving child sexual abuse had come to light and because this Diocese was also further ahead in terms of tackling the issue and developing robust practices to make the Church a safer place.

The Bishop noted that the Diocese had approached the IICSA Hearing with the aim of being as transparent as possible and had submitted a huge amount of paperwork. The Hearing had lasted three weeks and had looked into the history and safeguarding practices of this Diocese in great detail. In particular, it was noted that a huge debt of gratitude was owed to those who had been affected by abuse in this Diocese who had spoken about their experiences and the impact that the abuse had had on their lives.

The Bishop noted that the Hearing had been helpful in terms of mapping where the Diocese had come from and where it was now. The Bishop paid tribute to Mr Colin

Perkins and the Safeguarding team, noting that a huge amount of work had been put into preparing for the Hearing and that Colin and his team had served this Diocese amazingly well over the past few years. In particular, the Bishop commended the professionalism with which the team had approached the Hearing and noted that those giving evidence had been well-served by the Church House and legal teams.

The Bishop also spoke about the Carlile Review relating to Bishop George Bell, noting that, since the last Synod, the Carlile Report had been published and the diocese had responded positively to its recommendations. Since the report's publication, further information relating to this matter had come to light and the Safeguarding team were working with the National Safeguarding team to respond to the new evidence, with the benefit of the recommendations contained in the Carlile Report.

Dr Brian Hanson asked whether the names of the current Core Group were in the public domain and whether it was possible to know which member was responsible for looking after the interests of the Bishop Bell's family. In response, the Bishop outlined the process and explained that core groups are made up largely of officers performing a co-ordination role. The Diocese had requested that it should be ensured that the family of Bishop Bell were content with the person appointed to represent their interests. That principle had been accepted but the name of person appointed had not yet been announced. A series of other points, including who would undertake the investigation and who should make any decisions, still needed to be confirmed; it was hoped that a statement would be ready for release soon.

The Revd Martin Poole suggested that some theological reflection in relation to safeguarding would be helpful and asked whether this Diocese could contribute to that. The Bishop agreed that some theological reflection should be undertaken. The Faith and Order Commission had already begun that work at national level and had produced two documents; he noted that the second of these documents, relating to safeguarding and reconciliation and the associated difficulties and challenges, was very relevant for this Diocese.

The Bishop moved a motion asking the Synod to recognise and thank Mr Colin Perkins and his team for the work they had undertaken and the exceptional contribution that they made to the life of this Diocese.

This motion was passed on a show of hands.

MEETING OF THE DIOCESAN SYNOD - AFTERNOON SESSION

THE TOURISM CHALLENGE

Mr Nigel Smith (CEO of Tourism South East) gave a presentation on 'Champing, Crawlers, and Heavenly Cafes', which focussed on how churches can engage with and encourage visitors throughout the year. Mr Smith explained that, so far, churches had been somewhat on the fringes of what Tourism South-East were doing in terms of

promoting the heritage of the region and that he was approaching the topic as an 'outsider' who, in some ways, knew far less about churches than the audience.

Tourism South-East originated as the government-funded tourist board for the region, but was now a not-for-profit organisation, which worked through a system of membership and partnerships. The services offered by Tourism South-East included marketing, training, research and running local visitor information services. The cathedrals of the south-east, including Chichester Cathedral, were already members of Tourism South-East, as were some Churches Conservation Trust churches, including St Peter's, Preston Park.

The majority of church buildings in rural areas were Grade I or II* listed and these buildings made up a very significant part of this country's architectural heritage. Every year, approximately 40million visits were made to churches, generating £350 million; currently, visits to cathedrals generated approximately one-third of that income. For many churches, there was potential for their heritage offer to be improved, alongside their primary use. This could help to generate income to help with repair and maintenance costs, could encourage volunteering, and could help parishes to engage and connect with their local communities.

However, for rural churches, there were also some challenges. Often, rural churches had no 'passing trade' and a lack of information about opening times and facilities available could also deter visitors. For many people in modern society, there could be uncertainty about whether visiting churches to have a look around would be acceptable. Improved marketing, including advertised opening times and a statement on the website explaining that visitors were welcomed and encouraged, could help with this. Many churches also struggled to open churches and welcome visitors due to a lack of volunteers with the skills necessary for welcoming visitors. Finally, visitors to heritage attractions tended to expect certain facilities and to have some heritage interpretation, such as a leaflet or an exhibition to explain the history of the building.

The Explore Churches website, run by the National Churches Trust, was mentioned as a resource for those interested in visiting churches. Currently, only 56 churches in Sussex were listed and not all of them had filled in their information. This website offered itineraries for those interested in visiting churches, using themes such as 'Oldest Churches', 'Heavenly Cafes', and 'Churches featured in Dr Who'. It offered an excellent opportunity for churches to market themselves and encourage visitors. It was also recommended that parishes consider tapping into local infrastructure networks and listing themselves on websites aimed at walkers and cyclists. It was noted that there had been an increased interest in pilgrimages over the past few years and that churches could encourage visitors by creating new pilgrimage routes or making the most of the fact that they were on an existing route. The 'Champing' concept of camping in churches was mentioned as a possible option for generating income for rural churches.

Tourism South-East's offer included providing training courses for those involved in welcoming visitors to heritage sites, including one specifically aimed at volunteers and a 'train the trainer' course to train people to pass on skills to others.

The Bishop thanked Mr Smith for his presentation.

Mrs Janine Hobbs explained that her parish in Worthing had found that local hotels and guesthouses were very keen to take cards encouraging guests to visit the local church and that this could be a good, free tool for churches to market themselves.

SUSSEX HISTORIC CHURCHES TRUST

Mrs Sara Stonor gave a presentation on the work of the Trust.

The Trust was founded in 1956 with the aim of supporting the preservation of historic churches in Sussex. It was explained that the Trust offered grants to churches over one hundred years old and, in 2017, approximately £100,000 had been given out in grant funding, including £20,000 to one church. Parishes needing to carry out fabric repairs were encouraged to apply for grants. Synod members were also encouraged to take part in Ride and Stride, the Trust's main fundraiser in September and to consider nominations for the Sussex Heritage Trust awards.

CONSULTATION ON SCHEMES OF DELEGATION TO THE SUFFRAGAN BISHOPS

The Bishop of Chichester moved that the Synod approve the making of the draft Schemes of delegation to the Suffragan bishops contained in the supporting papers. These schemes would alter the way in which work was shared between the three bishops and, in addition to some other minor changes, would involve the delegation to the Suffragan bishops of the sponsoring of candidates for selection and training, and the authorisation for lay persons to preach, take services and distribute Holy Communion.

The motion was carried on a show of hands.

SCHEME UNDER THE INSPECTION OF CHURCHES MEASURE 1955

The Revd Canon Martin Lane (Chair of the Diocesan Advisory Committee for the Care of Churches) moved that the Synod approve a scheme under the 1955 Measure. This scheme set out in writing the way in which the current system for the carrying out of quinquennial inspections operated in the Diocese.

The motion was carried on a show of hands.

PROMULGATION OF AMENDING CANONS 36 and 37

Amending canons 36 and 37 were promulgated by the Bishop. Amending canon 36 would amend Canon B 8, in order to allow clergy to dispense with the wearing of the

forms of vesture specified in the canon in certain circumstances, whilst amending canon 37 would amend Canon B 38, so as to allow the use of the normal burial service for those who had died by suicide and the unbaptized.

AMENDMENT TO STANDING ORDER 72(a)

The Bishop of Chichester moved that the Dean of Self-Supporting Ministry should be added as an ex officio member of the Bishop's Council.

Dr Brian Hanson observed that the Bishop's Council would now have only one elected member more than appointed members.

This was carried on a show of hands.

REPORT OF THE BISHOP'S COUNCIL

The Revd Canon Mark Gilbert moved that the Report of the Bishop's Council be received.

This motion was carried on a show of hands.

REPORT FROM GENERAL SYNOD

Mr Bradley Smith moved that the report from General Synod be received.

This motion was carried on a show of hands.

REPORTS FROM BOARDS, COUNCILS AND COMMITTEES

These reports were received without discussion. The Bishop thanked those who serve on the Boards, Councils and Committees, noting that they made an important contribution to the life of the Diocese.

QUESTIONS UNDER SO69

Dr Brian Hanson asked the Bishop of Chichester whether, given that the Church of England calendar provides for a commemoration of Bishop George Bell on 4th October, there was to be at Diocesan level any service or event this year to mark the Sixtieth Anniversary of Bishop Bell's death?

The Bishop observed that the coming year marked not only the sixtieth anniversary of his death but also the ninetieth anniversary of his consecration as Bishop of Chichester and outlined the plans for the Coburg Conference in 2019 to focus on Bishop Bell's contributions on Christology through his work on the book *Mysterium Christi*.

FAREWELLS AND WECOMES

The Bishop of Chichester gave a speech thanking Mr John Booth for his work as the Chair of the DBF. It was noted that he had brought his outlook as a committed Christian embedded in life of the Diocese, in addition to his formidable gifts in the areas of leadership and finance, and that the Diocese owed a huge debt of gratitude to him for his contribution over the past several years.

The Bishop thanked the Ven. Douglas McKittrick, for the enormous contribution that he had made to the life of the Diocese in his role as Archdeacon of Chichester. In particular, the Bishop paid tribute to the pastoral gifts that Archdeacon Douglas had brought to the role and his exceptional care of the clergy of the Diocese.

The Archdeacon thanked the Bishop for his kind words and spoke about his plans to retire to Yorkshire, where he would live close to the site of the Synod of Whitby. The Archdeacon thanked the members of Synod, of which he had been a member for over twenty years (in addition to being a member of General Synod for ten years), and invited members to attend his farewell Eucharist at Chichester Cathedral on 16th June.

The Bishop welcomed Mr Philip Bowden and Mrs Lesley Lynn, in their new roles as the Chair and Vice-chair of the Diocesan Board of Finance.

The Bishop also announced that Mr Trevor Cristin had been appointed as the new Diocesan Director of Education. Mr Cristin was currently the principal of St Andrew's Church of England Primary School in Hove and would succeed Dr Ann Holt as DDE in September.

The meeting closed with prayers and the blessing.

Absent without apologies:

Mr A Armstrong, Mr J Askew, Mrs D Bennett, Mrs G Calderhead, Mr MS Gallini, Mrs S Hackett, Mrs S Hammond, Ms H Hannam, Dr SA Hawkes, Mrs I Nicholas, Dr GD Parr, Mrs NL Randles, Mrs ME Saville, Mrs JD Sayers, Mr B Tyler, Revd Canon JM Baldwin, Revd HE Bourne, Revd Canon GS Bridgewater, Revd MS Coe, Revd NS Cornell, Revd J Di Castiglioni, Revd Canon DR Frost, Revd J Gater, Revd DJ Gillard, Revd NP Haigh, Revd Canon JR James, Revd Dr C Lawlor, Revd PA Mallinson, Revd Dr AH Manson-Brailsford, Revd A Martin, Revd KM O'Brien, Revd MB Poole, Revd RE Poole, Revd R Stagg.