

NOTES OF THE MEETING OF THE CHICHESTER DIOCESAN SYNOD AND CHICHESTER DIOCESAN FUND
AND BOARD OF FINANCE (INCORPORATED)
AT EAST SUSSEX COLLEGE, LEWES

SATURDAY 16th NOVEMBER 2019

PRESENT: The Bishop (President)
 Suffragan Bishops 1
 Clergy 64
 Laity 64

 Mr Darren Oliver (Deputy Diocesan Registrar)
 Miss Gabrielle Higgins (Diocesan Secretary)

APOLOGIES: Clergy 29
 Laity 31

There was a **SERVICE OF THE WORD**, including the commissioning of the Children's Society Ambassador.

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

1. PRESENTATION OF THE BUDGET FOR 2020

The Sharing in the Household of Faith video was shown.

Mr Philip Bowden (Chair) then introduced the 2020 draft budget.

Mr Bowden explained that the projected net deficit for 2020 is £549,000. The transfer of £500,000 from the Pastoral Fund is the final instalment of the funding agreed by the Diocesan Synod in 2015 for the purposes of upgrading the clergy housing in the Diocese and investing in the work of the Education team. It was explained that, despite investment in these areas, spending will not drop back to previous levels as there is a need to maintain the level achieved with the investment of additional funding. Annual increases in income have lagged behind increases in spending, despite careful management of the diocesan budget. The increase in vocations, which is very good news for the Diocese and wider Church of England, has also put pressure on annual costs.

Mr Bowden explained that the 2020 budget is a transitional budget, which is an improvement on previous years, as the Diocese works towards fully balanced budgets in the future. The earlier projections showed that the continuation of large deficits was not sustainable and that decisions about savings would need to be made, based on accurate data. All aspects of spending were being examined as well as all sources of income. There was a need to sustain what was essential in the most cost-effective way.

The Diocese's largest spend was on clergy stipends. However, in order to pursue the objective, 'to know, love and follow Jesus', clergy were important. In some cases, reductions in stipendiary clergy provision would be necessary and there was a need to also look at new ways to support congregations through other resources, such as lay ministry, SSMs, generosity of service from retired clergy, and recruiting high quality ordinands.

Church House Hove had made strides in increasing income from assets and looking at whether the Diocese had the right buildings. The vision would involve doing all of these things well.

Compared to other dioceses in the Church of England, the Diocese remained a relatively strong diocese in financial terms, with approximately £17 million in reserves. Mr Bowden thanked parishes and deaneries for their generosity in covering 80% of the diocesan costs through parish share.

There were questions from two members.

Mr William Holden noted that the report mentioned that the Diocese was looking at fundraising and wondered if that would pose any difficulties for parishes that are fundraising for their own buildings and projects? Would there be a potential clash?

Mr Bowden explained that Mrs Sara Stonor was leading on fundraising and that this work would focus on raising money to fund the training of clergy. The aim was to establish a training fund specifically for the funding of ordinands and individuals would be encouraged to contribute to the fund. It was not anticipated that this would impact on parishes' fundraising efforts.

Mr Jeremy Kaye expressed his disappointment that the papers had not included the projected income and expenditure for the next five years. He explained that parish share was key and represented 80% of diocesan income. Parish share was hard-earned money from parishes and many parishes were having to dip into their reserves to meet their parish share, which was leading to the running down of reserves at parish level. Mr Kay felt that the DBF needed to look at the funds available to reduce the deficit and get the Diocese back to a balanced budget. Also, in relation to ministry support, Mr Kay queried the reference to the allowance for Rural Deans in the budget and whether their honorarium had been discontinued?

Mr Bowden explained that the finance team had been working very hard on financial projections and agreed that it would be crucial to have a five year plan. The original projections showed that there was a need to reduce spending. The team then carried out an exercise looking at essential expenditure versus discretionary spending, before carrying out a scenario planning exercise. At the senior staff's residential meeting the previous month, a large proportion of the time had been spent looking at the five year vision and how it could be delivered financially. It was hoped that a revised five-year plan and a timetable for delivering it would be available early in the New Year. The expectation was that it would be possible to achieve balanced budgets and keep the reserves and pastoral fund strong and stable in five years' time, putting the diocese in a very strong position.

In relation to the honorarium for Rural Deans, it was clarified that this had not been discontinued.

Mr Bowden moved *"That the budget of the DBF for 2020 be received"*.

The motion was carried unanimously on a show of hands.

FAREWELL TO THE FINANCE DIRECTOR

Mr Bowden explained that the Finance Director, Mrs Catherine Dawkins, would be leaving at the end of February. It was explained that, over the past three years, Catherine had made a very valuable contribution, revolutionising financial management in the diocese and successfully introducing a new accounting system. The Diocese and Church House had been blessed by her

presence and she would be very much missed. The Bishop made a presentation, thanked Catherine for her contribution, and asked d members to pray for the appointment of Catherine’s successor.

MEETING OF THE DIOCESAN SYNOD

1. LAUNCH OF THE NEW DIOCESAN STRATEGY

The Bishop of Lewes moved:

“That this Synod launches and adopts the Diocesan Strategy for 2020-2025”.

Bishop Richard presented the new Diocesan Strategy and explained that it had emerged from extensive consultation carried out, through the 2019 episcopal visitations and through an online survey.

One of the key statistics about mission was that 80% of people who came to faith as adults reported that the single most important thing in their conversion was encountering another person with a living faith. The diocesan strategy needed to be about resourcing and enabling mission and ministry in parishes, at local level, as local congregations engage with their communities.

At the heart of the new strategy was an understanding of who we are, as one, holy, catholic, and apostolic Church, and the strategy was based around the idea of the ‘Four Mores’:

- More Open
- More Converted to Jesus Christ
- More Generous
- More Engaged

Bishop Richard explained what is meant by each of the Four Mores, the theological basis that underpins them, and the kind of activities that are encouraged at parish level in order to support these aims.

There were several questions and comments.

Mr William Holden thanked Bishop Richard for his presentation and explained that the Living Faith course relates to two of the Four Mores. He reminded member that 2020 was not far away and that the deadline for enrolment for the Living Faith course, which leads on to the ALM course, was 4th December. Mr Holden asked members to pass this on to people in their parishes and to encourage them to apply.

The Revd Andy Angel thanked Bishop Richard for his presentation and explained that he had liked what he had heard and read so far and would be introducing it to his PCC, but was wondering who had put the Diocesan Strategy together?

Bishop Richard explained that the process had begun with a small group of clergy and lay people together with consultation and engagement at local level through the visitation process and the online survey. The general idea of the ‘Four Mores’ had been fleshed out with the aid of the consultation responses. The final refining of the strategy had been carried out through discussion at senior staff level at the recent residential meeting.

The Revd Tim Crook explained that he had been taken with the address and the quotation from the Letter from Paul to Ephesians, in particular the idea of being blessed according to God's riches not just out of his riches, and the importance of giving in proportion to the riches received. Currently, poorer parishes were not able to sow for future harvests as they were in the position of having to contribute seed corn as parish share. It would be fantastic if richer parishes were able to contribute more in order to support others.

The Revd Christopher Powell queried the meaning of the term 'apostolic partnerships'.

Bishop Richard explained that, nationally, the term 'church planting' was often used. However, this was problematic as it implied that there was nothing there already and that those with resources would come and impose themselves. It was felt that the term 'apostolic partnership' was preferable as it recognised that there was a significant contribution from those there already and that the initiative should be a partnership rather than a takeover.

The Revd Canon Mark Standen asked about the rationale for the order in which the Four Mores had been presented and about how progress would be monitored.

Bishop Richard explained that the Four Mores were intended to be equal and were not in order of importance but in the order expressed in the Nicene Creed. In relation to monitoring, Bishop Richard agreed that this would be important and further visitations would be part of this process.

The Revd Rory Graham asked what resources would be available to parishes to help them in implementing the new strategy.

Bishop Richard explained that there are resources available at Church House and encouraged parishes to get in touch with diocesan officers for support and advice when needed.

In conclusion, Bishop Martin explained that the strategy was for the next five years and that it was a marathon rather than a sprint and that there would hopefully be a building of momentum.

The motion was carried unanimously on a show of hands.

Bishop Martin thanked all of those who has participated in the recent visitations and consultations and asked members to keep the progress and working out of the diocesan strategy in their prayers.

2. CHICHESTER AND THE GERMAN CHURCHES: A PRESENTATION ON THE JOSEFSTAL, COBURG AND FEUERSTEIN CONFERENCES

The Revd Andrew Wadsworth, the Revd Canon Helena Buque and the Revd Sam Carter gave a presentation on the Josefstal, Coburg and Feuerstein conferences, which took place this year. All three of the conferences have their roots in the relationship between Bishop George Bell and the German churches.

3. BREXIT: WHAT WISDOM CAN THE CHURCH BRING TO FINDING WAYS TO RECOVER OR SUSTAIN SOCIAL COHESION IN THE COMMUNITIES WE SERVE, AND TO MEET PRACTICAL NEEDS, DURING THIS PERIOD OF UNPRECEDENTED SOCIAL AND POLITICAL CHANGE?

The Bishop of Chichester addressed the Synod on the subject of Brexit, the forthcoming General Election and the ways in which the Church can support the communities that it serves during this period of social and political change.

The Bishop read out a quotation from *The Brothers York* by Thomas Penn, noting that this description of the turbulence of late fifteenth-century England had strong resonances in the modern political climate and that time and history and experience tended to be recurrent. It was important not to lose sight of the broader picture of Christian history and the eternal truths of redemption and the glory of heaven. In modern society, Christian identity and purpose has been lost from sight and the Church in providing a source of hope for our nation and for the world.

It was explained that, although the original topic on the agenda was Brexit, a General Election had now been announced and it was important to reflect on what we would want to say as Christians. The Bishop asked members to consider three key questions:

1. What does it feel like to be poor in today's society?
2. How can the Church contribute in re-establishing trust and relations in a broken nation and in our local communities?
3. Why does prayer make a difference?

The Bishop noted that the country had lived through astonishing conflicts in the past, which led to similar divisions in families and in society. In the modern era, the Christian virtues of self-restraint, courtesy, kindness, repentance and forgiveness were more important than ever and the Church could play a role in working towards the re-establishment of trust and the rebuilding of relationships. The Bishop quoted *The Winds of Change* by Peter Hennessy and explained that church buildings play a role in British society as the keepers of our shared history and identity and represent an eternal and redemptive truth.

4. PRESENTATION BY THE CHILDREN'S SOCIETY

The Revd Mike Todd and Ms Ruth Andoh-Baxter gave a presentation on behalf of The Children's Society. Mr Todd thanked the Diocese for the £73,307 donated by parishes across the Diocese to The Children's Society last year.

It was explained that The Children's Society's main work is focussed on addressing child sexual abuse and criminal exploitation, mental health and wellbeing, young refugees, drug and alcohol problems, missing children, and young carers and care leavers. The Children's Society aims to work in partnership with the Church of England, aligning action to protect children and work towards the growth of the Kingdom.

Ms Fiona McKay had been commissioned as Children's Society Ambassador for the Diocese of Chichester and members were encouraged to invite her to speak at chapter meetings and deanery synods.

It was explained that The Children's Society were also very active in research, policy and lobbying work and invited members to pose key questions about the well-being of children and young people to parliamentary candidates campaigning ahead of the General Election.

It was also noted that the Christingle season was approaching and that these services were key in fundraising for The Children's Society and also represented the biggest missional opportunity for churches to engage with children and their families.

The Bishop thanked the Revd Mike Todd and Ms Ruth Andoh-Baxter for their presentation.

5. DEANERY MOTION FROM UCKFIELD DEANERY SYNOD

On behalf of the Uckfield Deanery, Mr Cedric Parrish moved,

“That the Diocesan and General Synods examine the existing system of filling clergy vacancies with a view to changing the patronage and interregnum system which is archaic, lengthy and not fit for purpose in the present age”.

Mr Cedric Parrish introduced the motion, explaining that the current interregnum and vacancy process was complicated and demoralising and often resulted in lengthy interregnums. Many of those in parishes who had been actively involved for a long time were getting on in years and it was difficult to get younger people involved, particularly as they tended to be unfamiliar with Church of England processes and frustrated by their slowness.

Mr Parrish explained that it was understood that, since this motion was passed by the Deanery Synod, the General Synod had been working on a legislative reform order, which had been passed and would come into effect in 2020. However, it was felt that further improvements would help. In particular, in the area of IT, it was felt that increased use of email and the Pathways website would be helpful. It was also suggested that a published list of curates reaching the end of their training, and possibly more experienced clergy seeking a move, could be made available. It was also suggested that, rather than waiting for an incumbent to leave, the legislation could be tweaked to allow the process to begin before the departure of the outgoing incumbent.

Mr Parrish noted that the legal position made it difficult to change the patronage system but explained that some private patrons were not very interested and that it would be desirable to get rid of the patronage system if possible.

The Archdeacon of Brighton and Lewes thanked Mr Parrish and the Uckfield Deanery Synod for raising these issues and putting this on the agenda for Diocesan Synod. In response, he explained that the patronage system originated in medieval period and that it would be legally difficult to change the system that the Church has inherited.

In relation to the current appointments process, The Archdeacon explained that, under the current legislation, the PCC was required to do a number of things, including holding a Section 11 meeting, drafting and sending documents, deciding whether to ask the patron to advertise, appointing parish reps, requesting a Section 12 meeting if necessary. Most of the time, the relationship between parish, bishop and patron was harmonious and they managed to work together to make an appointment that would be in the best interests of the parish. However, exceptionally, there could be differences of opinion.

The Archdeacon explained that, as part of the Renewal and Reform agenda, the central Church of England had been exploring ways in which processes could be simplified and a new legislative reform order, aimed at streamlining the appointments process, would come into effect in 2020. In relation to interregnums, there was no policy in this diocese of extending vacancies for any longer than is necessary. However, shorter vacancies could have the side-effect of pushing parish share up, as the stipend bill would be higher, and it would prevent parish properties being rented out. There was often work to be done to parsonage properties during vacancies and that this took time to organise and carry out. Also, it could be helpful to allow time to find the right perspective for an appointment and to identify the needs of the parish and this should not be rushed. Finally, the Archdeacon explained that resources were limited and that passing this motion would be

committing Church House staff to spending time on this rather than other priorities, such as the new diocesan strategy.

Mr William Holden explained that he was a private patron of a benefice in the Diocese of Chelmsford. In the past, advowsons had monetary value but, from 1928 onwards, they could not be sold and patrons could be asked to pay for advertising so holding an advowson could cost money. Acting as patron also took time and attention. Mr Holden had served on the working party for the private patrons' group that recommended changes to the 1986 Measure and, from this experience, he was aware that private patrons were not in favour of lengthy interregnums and would welcome simplification of the appointments process and he felt that the new legislation would bring some improvements. It would be helpful to encourage patrons to participate in parish life so that they get to know the parish and its needs.

Dr Brian Hanson declared an interest as he was involved in a Patronage Trust, who saw their role as supporting clergy, praying for clergy, mediating, providing resources, and acting as an advocate for parishes. Dr Hanson explained that the 1986 Measure had given parishes a voice in the appointment process but that the current process did take time. In some dioceses, there was a deliberate policy to prolong vacancies to save money but not in this diocese. It would be illegal for a patron to refuse to present a female priest as only the PCC could pass resolutions to that effect. In relation to the Bishop holding advowsons, Dr Hanson felt that it would not be healthy for the Bishop to be patron of all parishes as that could lead to homogeneity of tradition. He felt that the new reform order needed to be given time and that the Diocese should wait and see how the new system works before embarking on any more reform.

The Revd Canon Mark Gilbert opposed the motion, arguing that General Synod had been looking at this matter closely and had produced a legislative reform order to address some of the issues. He also spoke in favour of interregnums, explaining that a period of bereavement and/or healing and letting go could be helpful and that interregnums gave lay people an opportunity to take up new duties and find new skills. Interregnums were detrimental if they lasted too long but there were benefits to short interregnums.

The Revd Tom Mendel explained that he was currently patron of three livings and that patrons generally participate in appointments processes with respect for the tradition and needs of the parish. He felt that the motion assumed the worst of patrons and that it was not at all usual for patrons to use their role to grind their own axe.

Mr John Bridger explained that his parish was currently in vacancy and that, in his experience, parishes often come out of interregnums stronger. They give parishes an opportunity to come together and people find new strengths and gifts. However, he did feel that the system was overly complicated and should be simplified.

The Revd Martin Poole disagreed about the theological relationship between patrons and parishes, explaining that he had known there to be disagreements between congregations and patrons about key issues, making it difficult even to agree on a shortlist of candidates for interview. He felt that it would be beneficial to explore how patronage could be transferred to a more suitable patron in these circumstances.

Mr John Booth felt that an interregnum could be refreshing for a congregation and was an opportunity when God's people could be set free to think about the work of the parish and mission. The idea of a time of resetting was helpful.

Mr Ian MacDowell explained that, with regret he opposed the motion, feeling that it would be best to give the new legislation a chance and revisit the issue in a couple of years.

Mr Michael Hoare explained that, for some parishes, it was not easy to establish a personal relationship with the patron. The Bishop of London was the patron for the benefice of Nuthurst and, in all of the years that he has been involved with the church, there has never been any contact. Mr Hoare agreed that it would be good to look at the processes after the legislation has had a chance to bed in.

In response, Bishop Martin explained that the former Bishop of London did take quite an interest in the benefices for which he was patron but that the correspondence tending to be addressed to him as Diocesan Bishop.

In relation to the Pathways website, the Diocesan Secretary explained that it was being monitored and had been used to advertise some diocesan roles. However, there still seemed to be some teething issues and it was felt that it would be best to wait a little longer, until those issues had been resolved, before fully subscribing and using it to advertise all roles.

The Diocesan Secretary also explained that the St Albans Diocesan Synod had passed a Diocesan Synod Motion asking the General Synod to review the legislation governing the clergy appointments process in order to minimise the length of interregnums. It had been agreed that this should be put on hold to allow time for the legislative reforms to bed in; once some time had passed, the Diocese of St Albans would consider whether they would still like it to be debated.

In response to the debate, Mr Parrish explained that the motion had been passed at deanery synod over a year ago and that he was amazed to hear how much progress had been made since then. It sounded like much of what they had been asking for was being looked at. More flexibility from the Diocese would be helpful. Mr Parrish explained that churchwardens often get asked if there is any news during an interregnum and it would be helpful to have more communication, in order to improve the morale of parishes during interregnums.

The Archdeacon of Brighton and Lewes thanked Mr Parrish and their members for their input. He echoed the thoughts expressed about the value of interregnums and agreed that it was good that the system was being looked at and that the new legislation would hopefully bring improvements. In relation to the patronage system, he noted that attempting to deprive patrons of their rights would be legally complex and time-consuming for the Church. In relation to the motion, he concluded that, although he had sympathy with its aims, passing it would mean committing Church House officers to spending a significant amount of resources on dealing with it and that he hoped it would be opposed.

The motion was defeated on a show of hands, with 7 in favour and 1 abstention.

Mrs Jane Wilkinson raised a point of order in relation to the summing up speeches. The Bishop felt that this had made no difference to the outcome of the debate but agreed that it would be helpful to clarify for future diocesan synod debates.

In conclusion, Mr Parrish thanked Synod members and explained that he felt encouraged by the debate and to hear that progress was being made in relation to some of the issues raised.

6. PARTING REFLECTIONS FROM THE DDO

The Revd Keir Shreeves was introduced as the new Diocesan Director of Ordinands. He explained that he would have big boots to fill and was looking forward to working with the team and with ordinands and churches across the Diocese.

The Revd Daniel Inman explained that he addressed the Diocesan Synod three years ago. At that stage, only six had been recommended for training the previous year and there was a notable paucity of female ordinands, particularly younger women, and a relative lack of younger candidates as a whole. The target set by the National Church was for the Diocese to achieve 27 candidates a year by 2020.

Over the past three years, there had been a move towards a more collaborative model, with 10 Assistant DDOs and Vocation Guides. The clear objectives had been helpful and he had been supported by excellent colleagues.

In 2019, there were 21 candidates entering theological training, which represented a 200% increase on the 2016 numbers, and there were now 51 people in total preparing to enter ordained ministry. 87% of the Chichester candidates were under 45, compared to 53% nationally, and there was a significant increase in vocations amongst women, including younger women.

Mr Joe Padfield spoke about his experience as a current ordinand, going through training at St Augustine's College. He explained that, for him, the route to training for ordination had been a long gradual road rather than a flash of inspiration and that the calling had always been there as a gentle nudging which eventually became too difficult to ignore. As a full-time children's social worker, with a family, it was not possible for him to undertake a residential course and the St Augustine's course seemed to be the easiest to fit in around other commitments. This part-time course attracted a more diverse range of ordinands, from all of the church traditions, and Mr Padfield had found it valuable to have the opportunity to engage with such a variety of outlooks and worship styles.

In conclusion, the Revd Daniel Inman explained that the team had not yet reached the target and had also not been successful in attracting a more ethnically diverse range of candidates for ordination and this was an ongoing issue that parishes needed to think about and be aware of.

It was also explained that some large parishes produce few or no vocations and that it was important for parishes to think about how they can build a culture where vocations are encouraged and taken seriously. There was also a need to take theology seriously and build congregations that were theologically literate.

Bishop Martin thanked the outgoing DDO for this helpful summary and for all his work over the past three years.

7. REFLECTIONS ON THE INDEPENDENT INQUIRY ON CHILD SEXUAL ABUSE

Mr Colin Perkins offered his reflections following the conclusion of IICSA.

It was explained that this diocese had been chosen as the case study for IICSA; the hearings had taken place in 2018, followed by the publication of the report earlier this year. The Inquiry had been forthright in its criticism of the past but had recognised the significant progress and change within the Diocese over the past few years. The changes had been made within a relatively short period of time and the Diocese was now seen as a model of good practice that should be followed

elsewhere. There was a strong commitment on the part of the senior staff to best practice in safeguarding and there had been a significant growth in resources, partly as a result of this Synod's work.

Mr Perkins explained that he was currently seconded to the National Safeguarding Team on a part-time basis and the National Team had been discussing the vision statement for safeguarding within the Church of England. One of the phrases used, which seemed very relevant for this diocese, was that safeguarding should arise from mission rather than from the past, and that the Church should be reaching broken people rather than causing broken people.

The Bishop thanked Colin and his team for their work.

8. FOUNDATION GOVERNOR RECRUITMENT

Mr Trevor Cristin (Diocesan Director of Education) and Ms Rose Wisdom (Governor Development Officer) gave a presentation. They explained that the Diocese had 155 schools, which were attended by 38,000 children, and that schools were a key point of contact between the Church and families across Sussex. Effective governing boards made a real difference to schools and the lives of children and the wider community and foundation governors played a particular role in preserving, maintaining and developing Christian distinctiveness and strategic direction of the school. It was explained that there is a shortage of foundation governors in this Diocese and Synod members were encouraged to consider whether they or someone they know could serve as a foundation governor.

The Bishop thanked Mr Cristin and Ms Wisdom for their presentation.

9. SEES OF HORSHAM AND LEWES

The Bishop outlined the process for appointing a new Suffragan Bishop and explained that, as there were two vacant Suffragan sees, the intention was to run a single appointment process with the aim of filling both posts at the same time. Synod members were invited to comment on the document outlining the diocese's needs and the person specification. There would be a further opportunity for people to comment, as the statement of needs would be published in the newspaper with an invitation for people to submit written comments for consideration. It was anticipated that the earliest possible date for the new bishops to be consecrated would be 24th June 2020.

The Bishop emphasised that the Diocese values the contribution of the various traditions and is enriched by this diversity and that, at this stage, all options were open. There were no comments from members. The Bishop asked for members' prayers for the appointment process. It was unanimously agreed that the Synod was happy to proceed with the current documents.

10. APPROVAL OF DEANERY SYNOD REPRESENTATION FORMULA FOR THE NEXT TRIENNIUM

Mrs Stonor explained that there was a need to change the formula for elections in time for the next triennium, in order to comply with the Church Representation Rules and moved:

"That pursuant to Rule 25(2) of the Church Representation Rules, the numbers of parochial representatives of the laity to be elected from the parishes and Bishops Mission Orders of the Diocese to Deanery Synods shall be calculated by reference to the numbers of names on the rolls of the parishes as certified under Rule 4 in 2019 in accordance with the table on page 6 of the supporting papers."

The motion was carried unanimously on a show of hands.

PROMULGATION OF AMENDING CANON NO.39

The Bishop read out the following statement:

"I give notice that, at its July 2019 group of sessions, held in York, the General Synod resolved that the Amending Canon No. 39 be made, promulgated and executed. Amending Canon No.39 amends Canon B 11 (Of Morning and Evening Prayer in parish churches), Canon B14 (Of Holy Communion in parish churches), Canon B 14A (Of services in churches and other places of worship), Canon C 5 (Of the titles of such as are to be ordained deacons or priests), Canon C 8 (Of ministers exercising their ministry), Canon E 2 (Of sidesmen or assistants to the churchwardens), Canon E 8 (Of the admission and licensing of lay workers) and makes other minor amendments to the Canons."

11. REPORT FROM GENERAL SYNOD

Mrs Mary Nagel moved:

"That this report be received".

There were no questions and the motion was carried unanimously on a show of hands.

12. REPORT ON THE BISHOP'S COUNCIL

The Revd Canon Mark Gilbert moved:

"That this report be received".

There was a query about the removal of the need to register email voting with Church House. It was clarified that the PCC still needs to pass a resolution to adopt email voting but that there is no longer a need to inform the Diocesan Office of the passing of the resolution.

The motion was carried unanimously on a show of hands

13. QUESTIONS UNDER SO69

There were no questions.

14. FAREWELL to the Bishop of Lewes

The Bishop paid tribute to the Bishop of Lewes, explaining that Bishop Richard had made a huge contribution to the life of the Diocese over the past 25 years, in his roles as a curate, an incumbent, as Diocesan Missioner, and then as a Bishop. Bishop Richard had been resolute in facing the challenges but also uncompromising in the Christian virtue of hope. He had been fantastically encouraging to clergy and parishes across the spectrum of church traditions and had brought a generosity of spirit to his role, along with a love and understanding of statistics. As a Bishop, he had also learnt many new things, including how to operate a thurible!

Throughout his ministry, Bishop Richard had been supported by Deborah and together they had offered their tremendous hospitality, opening their home to many across the Diocese. The Bishop thanked Bishop Richard for his ministry and, on behalf of the Synod, offered Bishop Richard and Deborah his best wishes and prayers for the move to Hereford and their future ministry there.

The Bishop dismissed the Synod with the blessing.

Absent without apologies: Revd Canon JM Baldwin, Revd S Burston, Revd Canon Dr J Clarke, Revd R Coates, Revd SJ Daughtery, Revd TNT Ezat, Revd SR Merriman, Revd CA Smith, Revd RJ Stagg, Mr H Barnes-Yallowley, Mr J Bourdon, Mrs H Bridger, Mr M Clayton, Mr D Gordon-Watkins, Mr M Harris, Mrs D Kutar, Mrs A Williams, Mr C Willis.