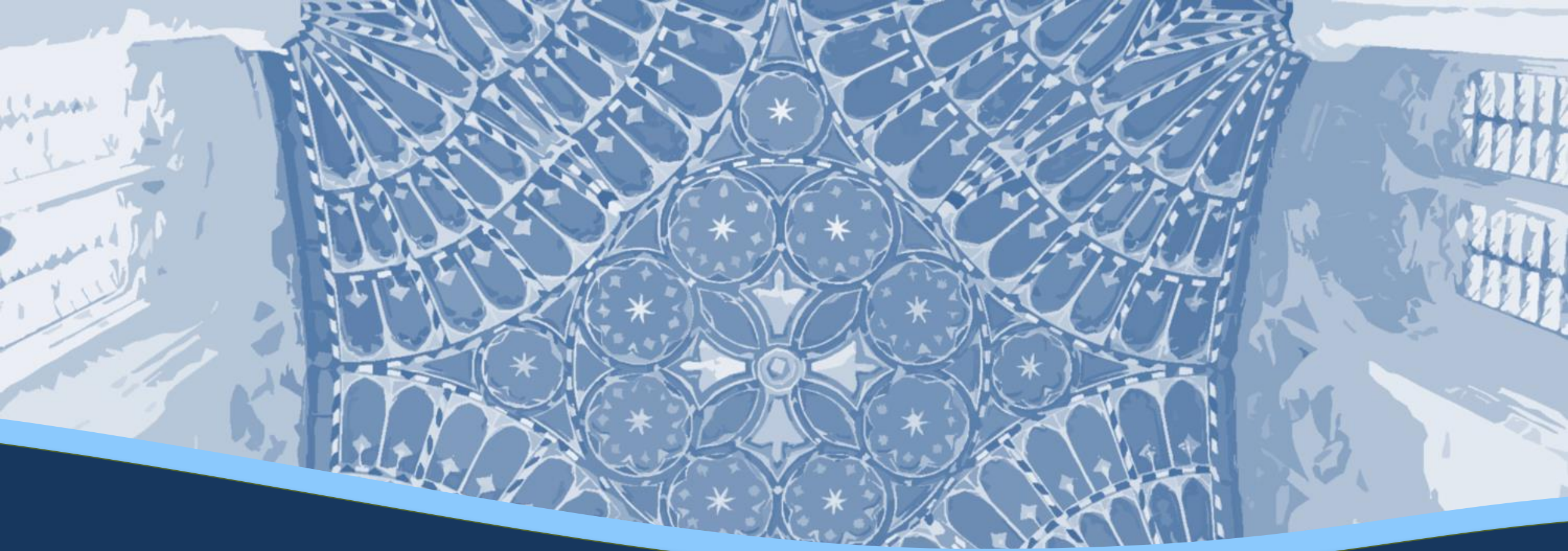


Welcome



THE CHURCH
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Ministry of the Word

Bishop Mike



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OF ENGLAND

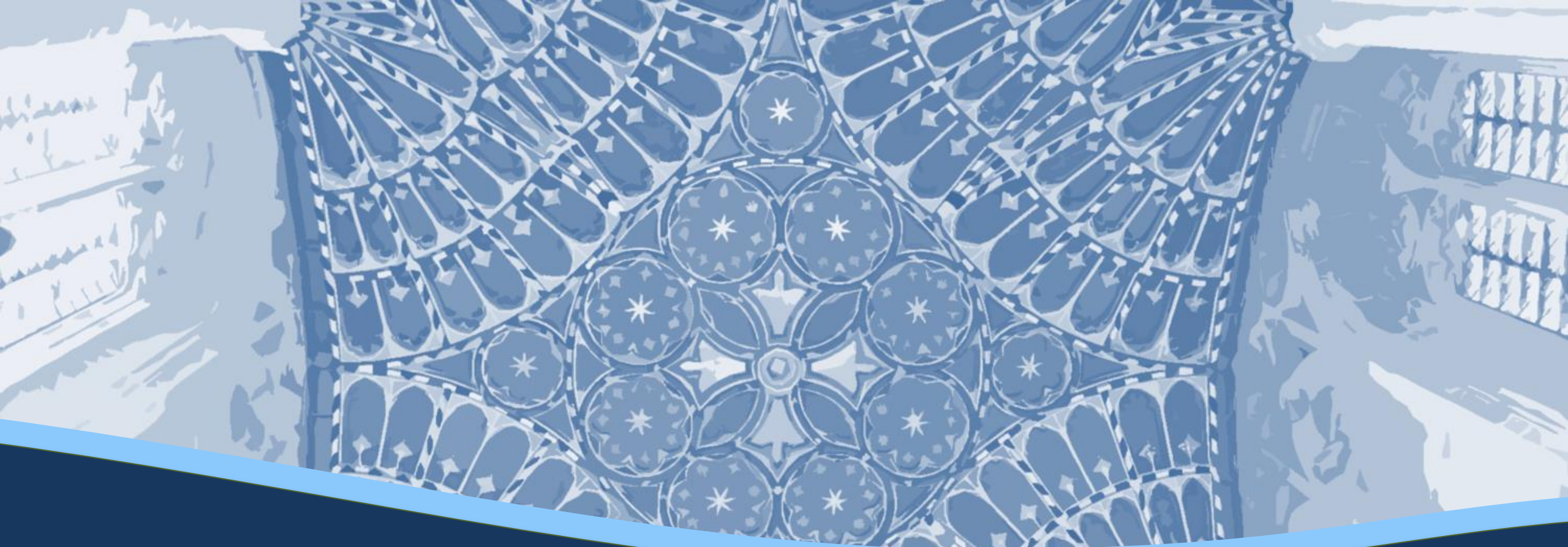
SUFFOLK

15 He is the image of the invisible God, the firstborn of all creation; ¹⁶for in him all things in heaven and on earth were created, things visible and invisible, whether thrones or dominions or rulers or powers—all things have been created through him and for him. ¹⁷He himself is before all things, and in him all things hold together. ¹⁸He is the head of the body, the church; he is the beginning, the firstborn from the dead, so that he might come to have first place in everything. ¹⁹For in him all the fullness of God was pleased to dwell, ²⁰and through him God was pleased to reconcile to himself all things, whether on earth or in heaven, by making peace through the blood of his cross.

21 And you who were once estranged and hostile in mind, doing evil deeds, ²²he has now reconciled in his fleshly body through death, so as to present you holy and blameless and irreproachable before him— ²³provided that you continue securely established and steadfast in the faith, without shifting from the hope promised by the gospel that you heard, which has been proclaimed to every creature under heaven. I, Paul, became a servant of this gospel.

24 I am now rejoicing in my sufferings for your sake, and in my flesh I am completing what is lacking in Christ's afflictions for the sake of his body, that is, the church. ²⁵I became its servant according to God's commission that was given to me for you, to make the word of God fully known, ²⁶the mystery that has been hidden throughout the ages and generations but has now been revealed to his saints. ²⁷To them God chose to make known how great among the Gentiles are the riches of the glory of this mystery, which is Christ in you, the hope of glory. ²⁸It is he whom we proclaim, warning everyone and teaching everyone in all wisdom, so that we may present everyone mature in Christ. ²⁹For this I toil and struggle with all the energy that he powerfully inspires within me.

**Loving God,
Though our destination is not yet clear,
May we trust in Your graceful promises;
Though we are uncertain of ourselves,
May we be rooted in Your loving regard;
Though our attention is inclined to wander,
May we hear the things You are saying;
Though we often neglect Your influence,
May we be convicted of Your power to change,
In Jesus Christ our Lord, Amen.**



23.25

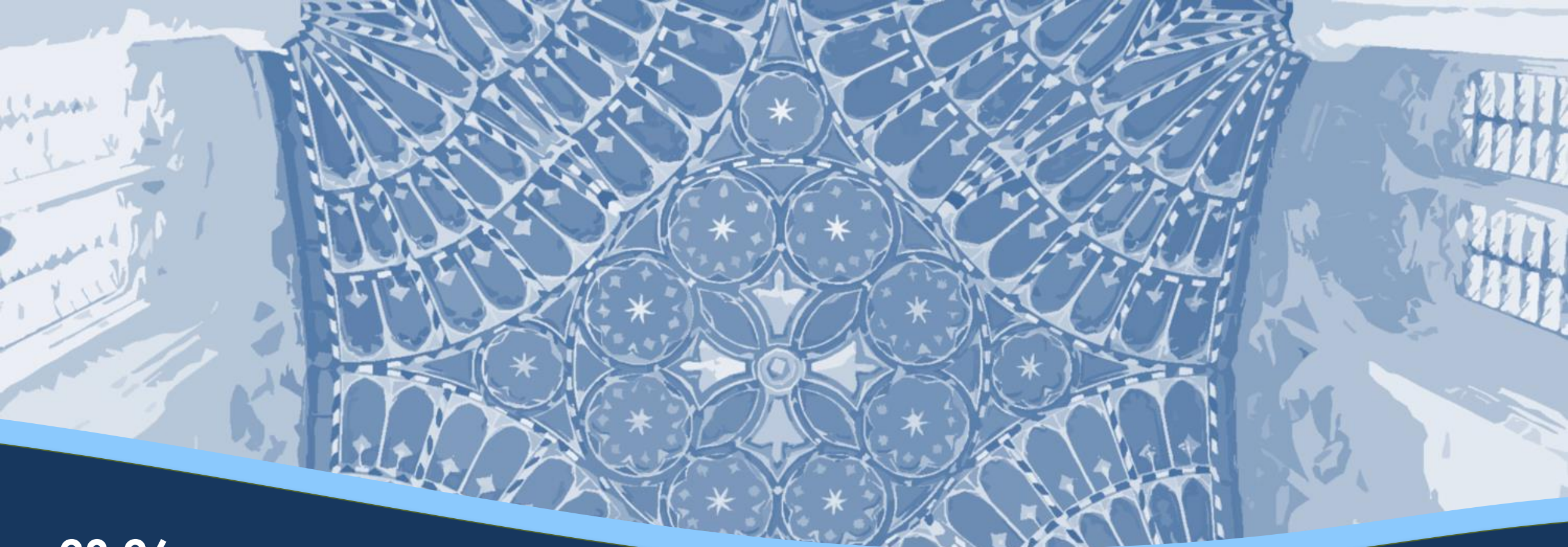
Presidential Address

Bishop Martin



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SUFFOLK



23.26

DAC Annual Report

Archdeacon David



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SUFFOLK

1



3



5



2



4



6



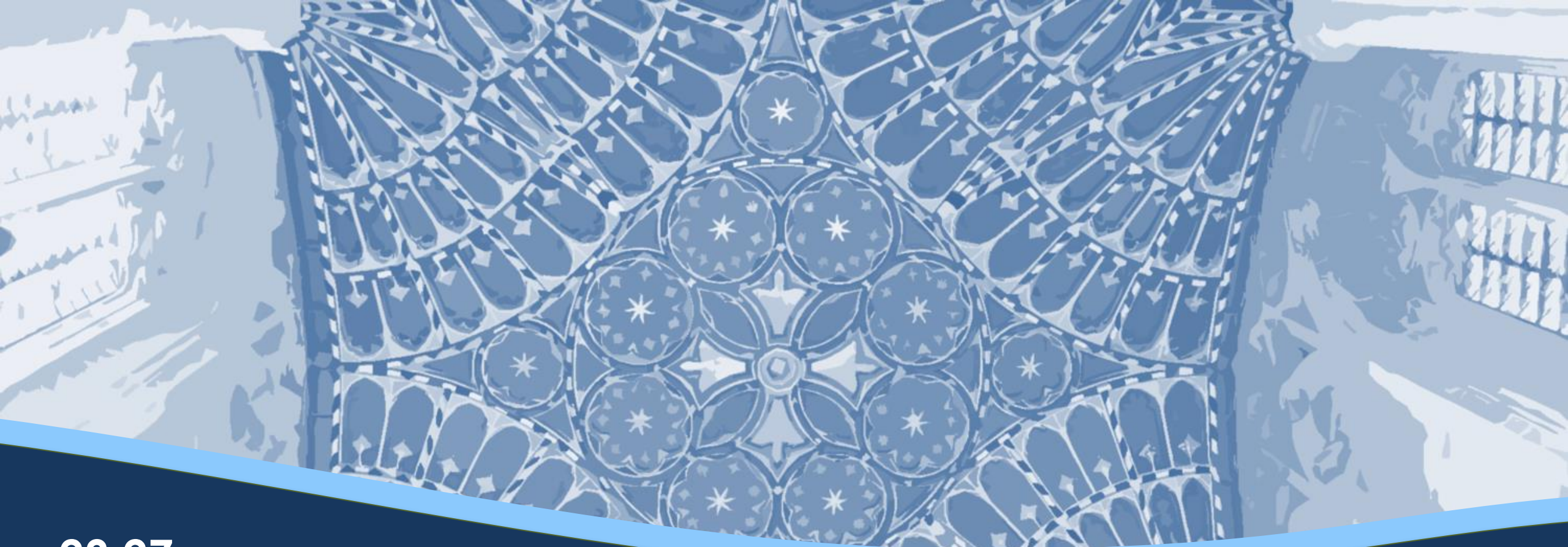
Churches pictured:

1. St Lawrence, Brundish
2. St Mary, Hadleigh
3. St Peter, Wenhaston and panel painting
4. St Andrew, Westhall
5. St Andrew, Wingfield
6. St Andrew, Melton

23.26

Archdeacon David to move that:

“This Synod takes note of the DAC Annual Report for 2022/23, paper DS(23)26”



23.27

Safeguarding Report

Karen Galloway – Diocesan Safeguarding Officer



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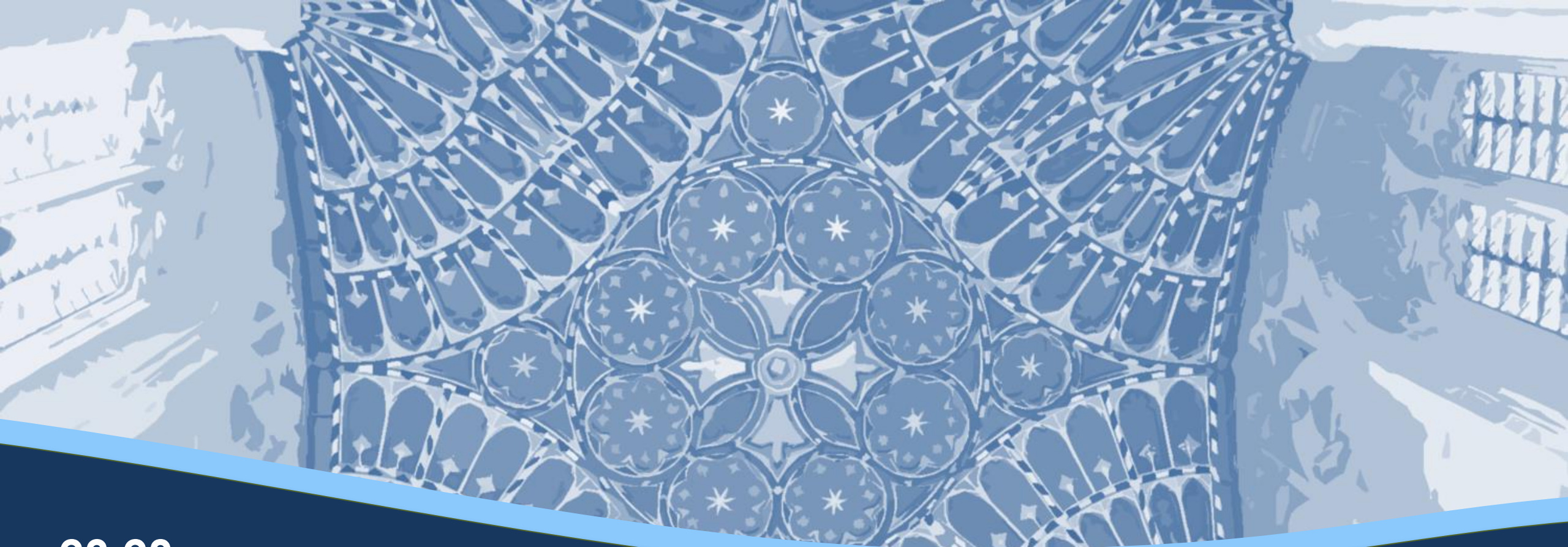
SUFFOLK

23.27

Bishop Mike to move that:

“This Synod takes note of the Safeguarding Report, paper DS(23)27”.

Refreshment Break



23.28

Clergy Wellbeing

Archdeacon Rich Henderson and
the Revd Canon Sharon Potter



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SUFFOLK

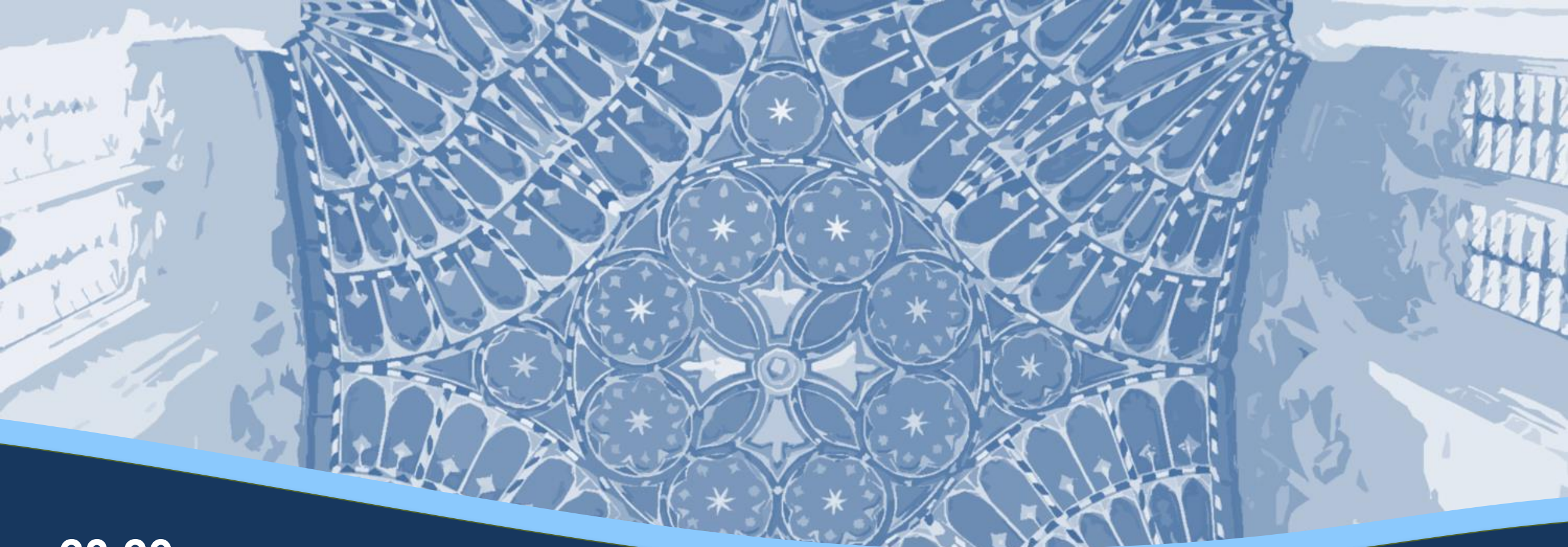
Church of England's Covenant for Clergy Care and Wellbeing

- The Church of England is part of the One, Holy, Catholic and Apostolic Church, worshipping the one true God, Father, Son and Holy Spirit. It professes the faith uniquely revealed in the Holy Scripture and set forth in the catholic creeds, which faith the Church is called upon to proclaim afresh in every generation.
- In its formularies, the Church of England recognises that God calls some to serve as deacons, priests and bishops to build up and equip the whole People of God.
- Conscious that such a calling is both a privilege and a demand, we commit together to promote the welfare of our clergy and their households.
- We undertake to work together to coordinate and improve our approach to clergy care and wellbeing so that the whole Church may flourish in the service of the mission of God.

23.28

The Revd Charlotte Cook to move that:

“This Synod adopts the Church of England’s Covenant for Clergy Care and Wellbeing (set out at paragraph 20 of paper DS(23)P28.1, (GS 2133)”.



23.29

Discussion and Approval of the 2024 Budget

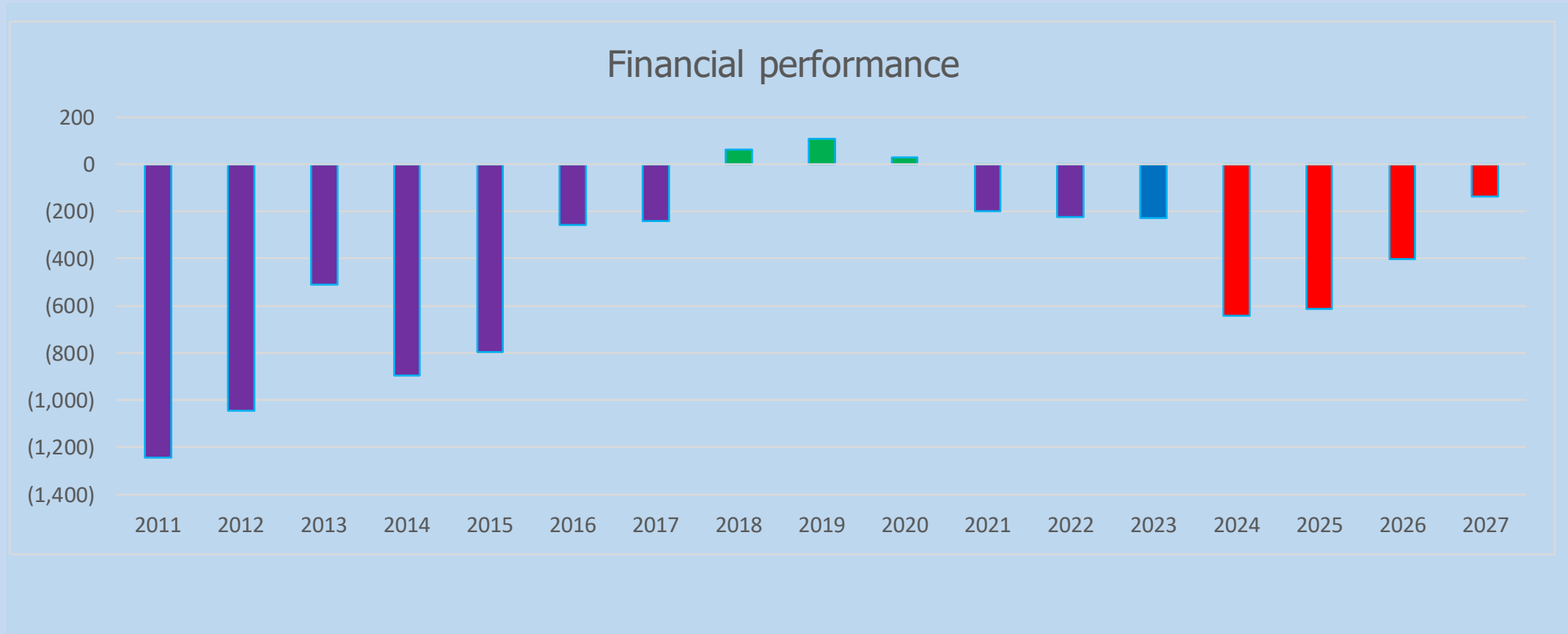
Edward Creasey, Steve West and Phil Codling



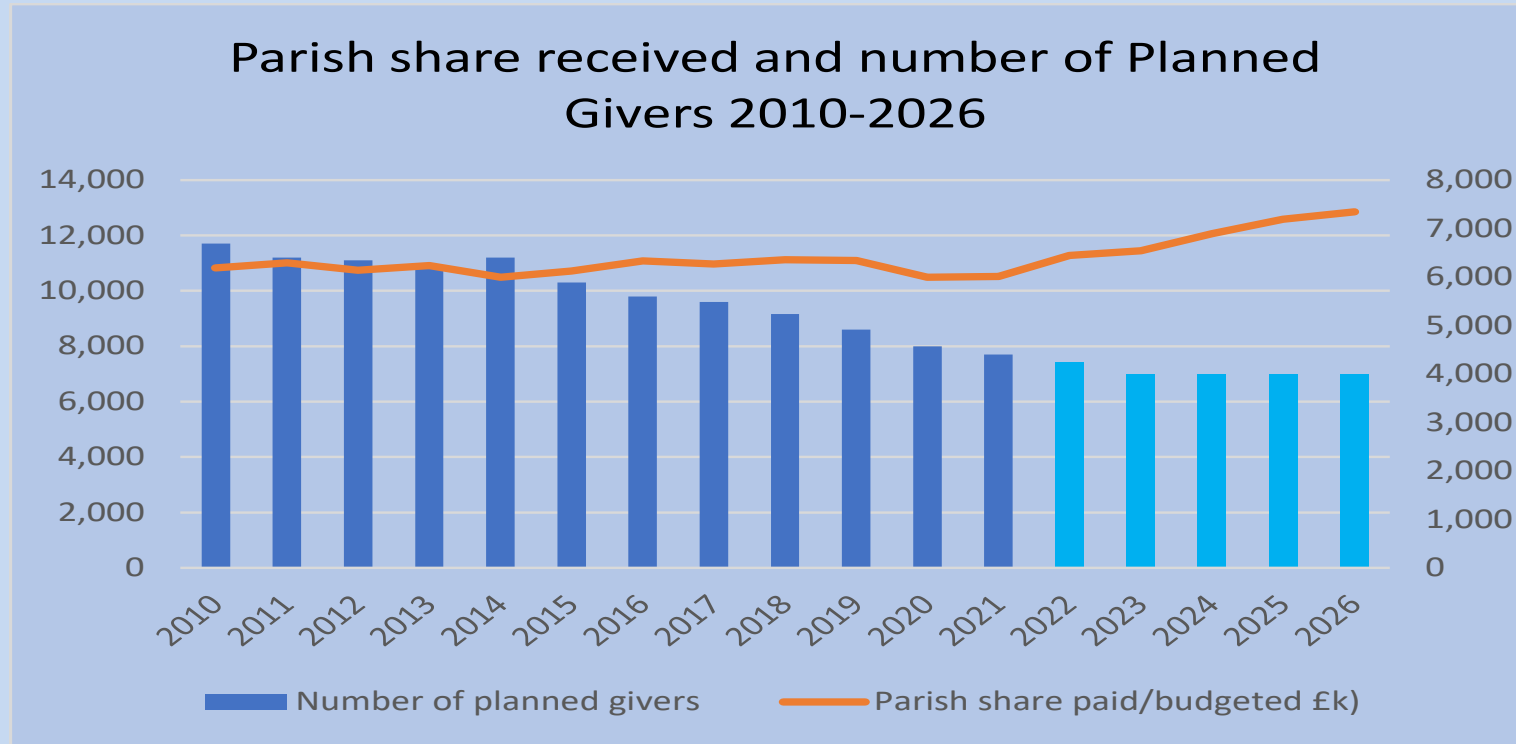
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Thank you!

Unrestricted Fund: Financial performance from 2011 to 2027



Context: Risks & challenges



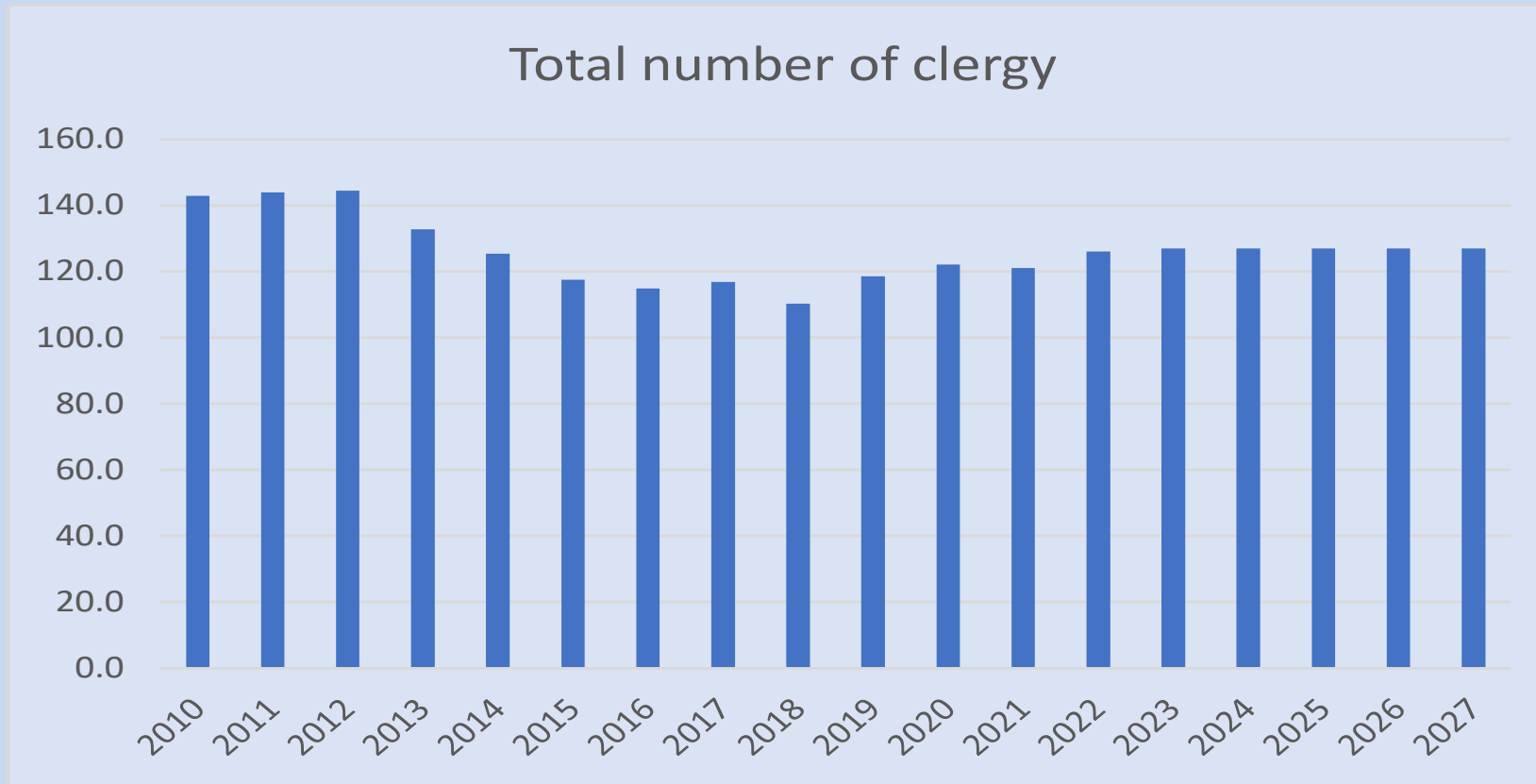
Risks

Parish share – slowly rising but mixed picture - need to consider resilience of **parish income with inflation**, fewer **planned givers and ageing congregations**

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

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

Context: Opportunities



Clergy numbers are not being reduced

Opportunities

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

Growing Younger plans & investment in developing **external income**

Unrestricted Fund - 2023 context for 2024 budget

	Actuals - Year to 31 st August	Full year forecast	Full year budget
	£m	£m	£m
Deficit	(0.3)	(0.3)	(0.7)
Parish Share Receipts	3.7	6.1	6.5
	Number (FTE)	Number (FTE)	Number (FTE)
All clergy (number) (excluding SDF related posts)	105	115	119
All clergy (number) (Including SDF related posts)	114	122	126

In line with budget - with potential lower Parish share receipts offset by lower clergy costs due to current vacancy rate and some activity related cost savings offset by cost pressures

2024 unrestricted fund budget (Table 2)

Key assumptions:

Parish share request £7.57m (collect £6.43m) 3% increase from 2023

Average clergy number is 120 FTE and 127 FTE including project related roles

6.6% pay increases for staff and clergy (4% in 2023)

5% non-pay increases (7% for property) but ongoing inflationary pressures

Cashflow - sale of investments/properties to maintain liquidity and for Total Return Investment

On this basis outcome is a deficit of £0.64m

All funds - unrestricted and restricted together (Table 1)

	Budget 2023 £k	Budget 2024 £k	Plan 2025 £k	Plan 2026 £k	Plan 2027 £k
Unrestricted (Table 2)	(654)	(644)	(612)	(401)	(137)
Churchgates (Table 3)	42	60	55	53	52
Schools (Table 4)	(25)	21	11	9	8
Other restricted funds & accounting adjustments (Table 1)	(52)	(53)	(52)	(52)	(52)
Total deficit (Table 1)	(689)	(616)	(598)	(391)	(129)

2024 Income and expenditure	Income £k	Expenditure £k	Net Surplus / (Deficit) £k	Source
Parish Share <small>(before shortfall allowance)</small>	7,571			
Other sources of income	<u>2,983</u>			
Day to day activities	10,554	(11,198)	(644)	Table 2
Churchgates (subsidiary company)	116	(56)	60	Table 3
DBE	355	(334)	21	Table 4
Pastoral account (DPA, restricted)		(50)	(50)	Table 1
Other restricted funds	75	(78)	(3)	Table 1
Total	11,100	(11,716)	(616)	
Accounting adjustments (pension deficit , interest on pension scheme)			0	Table 1
Net Surplus / (Deficit) per Table 1 of DS(23)P29			(616)	Table 1

23.29

The Chair of the DBF to move that:

“This Synod authorises the Diocesan Board of Finance to expend a sum not exceeding £11,715,929 in the financial year beginning 1 January 2024 in accordance with paper DS(23)P29”.

23.29

The Chair of the DBF to move that:

“The sum of £7,570,500 required from parishes to fund the budgeted expenditure in the financial year beginning 1 January 2024 be allocated among parishes in accordance with the current diocesan parish share allocation formula.”

23.30

General Synod Report

July 2023

Gini Williams

23.31

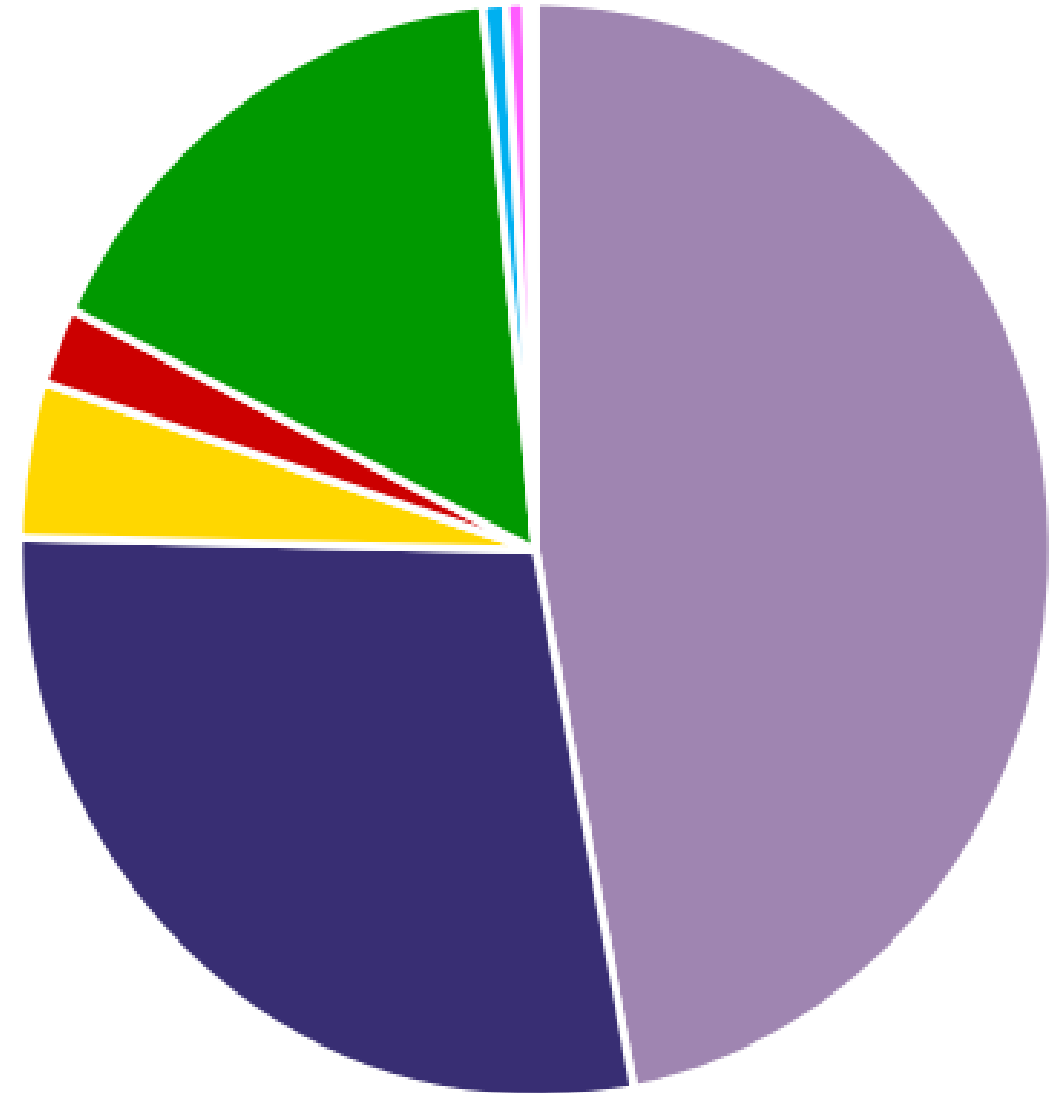
Progress on Net Zero Carbon route plan

Gary Peverley

The national picture: Carbon emissions by building type

Figure 1. The percentage contribution of different building types to the total estimated net footprint of all Church of England buildings.

- Schools (47%)
- Churches (28%)
- Church Halls (5%)
- Cathedrals (2%)
- Housing (16%)
- Diocesan Offices (1%)
- NCIs (1%)
- Royal Peculiars (<1%)
- Other Dio Property (<1%)



Current Status and progress

Building Type	Number of Buildings	Baseline Status	Current work/progress	Carbon emission impact Tonnes CO2	Cost £m	Issues to address
Churches	476	174 churches completed Energy Footprint Data (37%)	<ul style="list-style-type: none"> Identify top 10-20 top emitters Encourage small scale solutions Encourage higher use of Energy Footprint Tool 	?	?	<ul style="list-style-type: none"> Need more information of existing & potential decarbonising technologies Greater depth to date – electricity/gas/oil etc Green energy
Property	155	All assessed	<ul style="list-style-type: none"> Identify short term measures/quick wins Identify houses where too expensive to reduce Carbon emissions Agree overall plans and stock condition plan at Finance and Investment Committee 	Reduction from 1,032 tonnes to 634 Saving 634 tonnes	£11m-15m	<ul style="list-style-type: none"> Agreeing the funding plan Changes in government policy Financial impact of selling properties and loss of rental income Green energy
Schools	30 of 87 schools (21 MAT/9VA)	All assessed	Identify potential demonstrator projects (funding since withdrawn from 1 potential project)	Reduction from 567 to 140 tonnes Saving 433 tonnes	£0.4m-£0.8m per school Total c. £18m	<ul style="list-style-type: none"> Changes to funding by local and central government Changes in policy/ RAAC challenges Target is 2050

What's next?

NZC Officer – recruitment now live! [St Edmundsbury & Ipswich | My Site \(carbon-net-zero-roles-anglican-east-uk.org\)](https://www.stedmundsburyandipswich.org.uk/MySite/carbon-net-zero-roles-anglican-east-uk.org) with closing date of 2 November 2023

NZC key role in Bishop Martin's Review of Buildings Group

Funding to support parishes to kickstart new zero plans – open soon until March 2024. We will follow up with those churches who have expressed an interest and share more widely once details published

Review how we monitor progress and establish governance arrangements

Present final plans for agreeing the Diocesan Route Map by March 2024.

23.32

Future dealing of Policies for Review by Synod

Gary Peverley

23.32

David Lamming, from Bishop's Council to move that:

“This Synod approves that the future dealing of all policies is delegated to Bishop's Council in accordance with paper BC(23)32”.

23.33

Minutes of the Previous Meeting

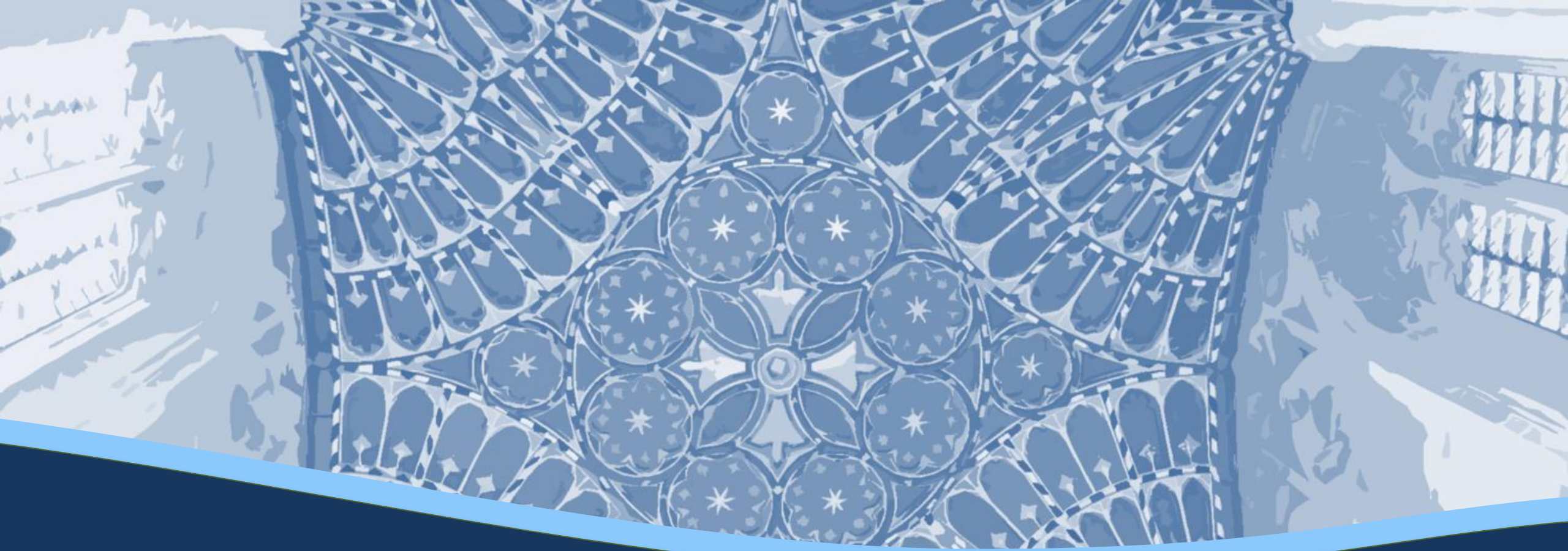
Paper DS(23)P33_M2

23.34

Minutes of the Bishop's Council

To receive the minutes of the following Bishop's Council meetings:

- 13 July 2023, ref DS(23)P34.1_BC(23)M4
- 14 Sep 2023, ref DS(23)P34.2_BC(23)M5_draft

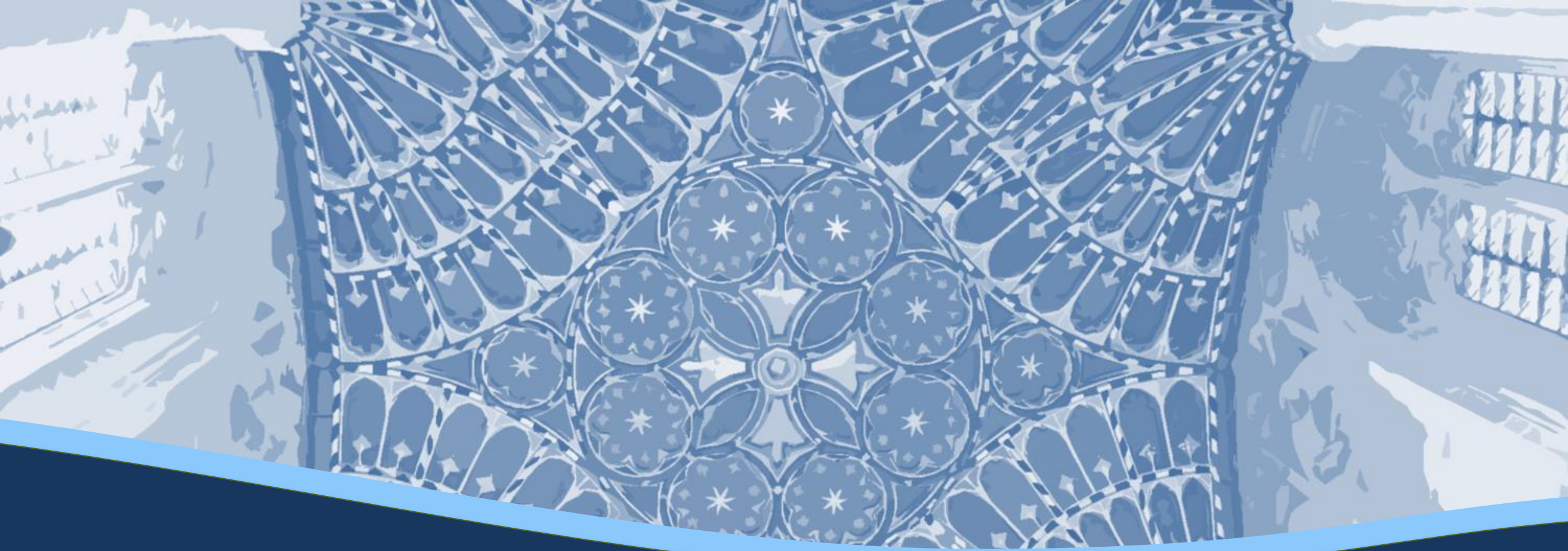


23.35

Matters Arising



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23.36

Questions



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The Revd Dan Harrison (the Deanery of Gipping Valley):

“Society has moved forward with changing views and opinions to reflect modern Christian lives.

What strategies does the Diocesan Synod have in place that will ensure same-sex marriage is integrated into the life of the Church of England in a timely manner?”

Bishop Martin's reply:

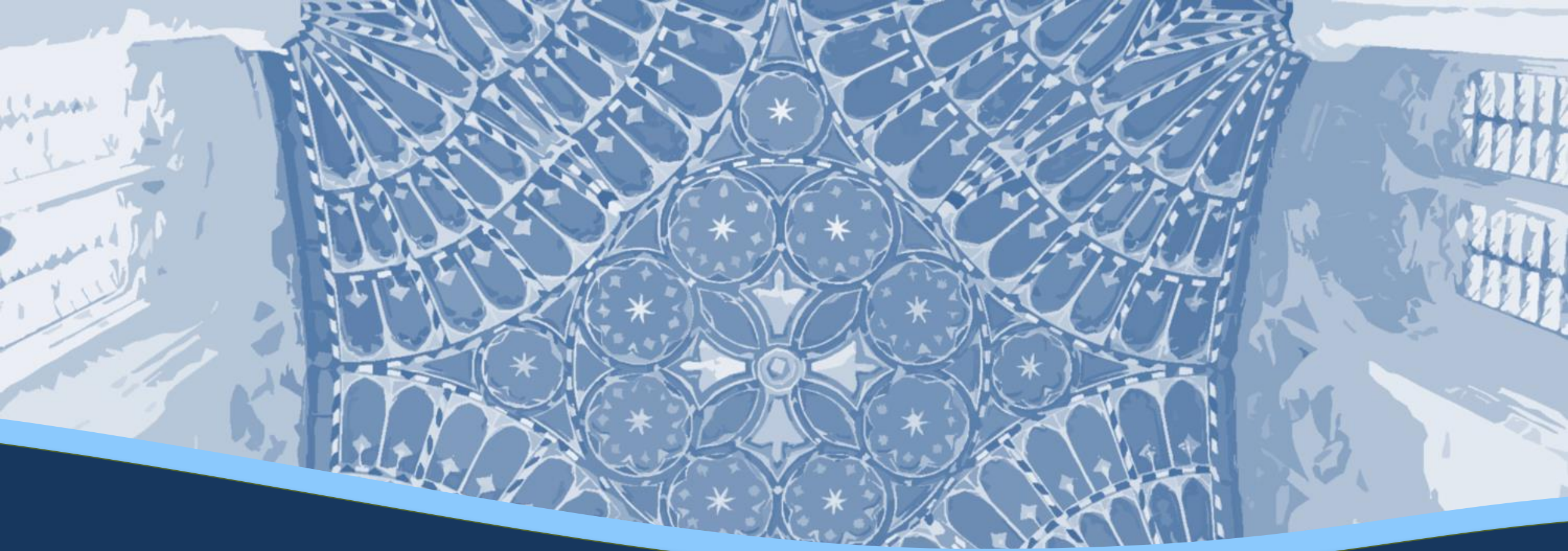
“In February 2023, The General Synod of the Church of England voted in favour of a motion which detailed a series of proposals put forward by the bishops on human identity and marriage. Synod members also voted to “lament and repent” of the failure of the Church to welcome LGBTQI+ people and for the harm that LGBTQI+ people have experienced and continue to experience in churches. The College and House of Bishops are currently working on the areas as requested by General Synod. The motion does not include proposals for same sex marriage.

The full motion, as amended, is detailed in the Synod Full Agenda.

The full motion, as amended, was:

That this Synod, recognising the commitment to learning and deep listening to God and to each other of the Living in Love and Faith process, and desiring with God's help to journey together while acknowledging the different deeply held convictions within the Church:

- (a) lament and repent of the failure of the Church to be welcoming to LGBTQI+ people and the harm that LGBTQI+ people have experienced and continue to experience in the life of the Church;
- (b) recommit to our shared witness to God's love for and acceptance of every person by continuing to embed the Pastoral Principles in our life together locally and nationally;
- (c) commend the continued learning together enabled by the Living in Love and Faith process and resources in relation to identity, sexuality, relationships and marriage;
- (d) welcome the decision of the House of Bishops to replace Issues in Human Sexuality with new pastoral guidance;
- (e) welcome the response from the College of Bishops and look forward to the House of Bishops further refining, commending and issuing the Prayers of Love and Faith described in GS 2289 and its Annexes;
- (f) invite the House of Bishops to monitor the Church's use of and response to the Prayers of Love and Faith, once they have been commended and published, and to report back to Synod in five years' time;
- (g) endorse the decision of the College and House of Bishops not to propose any change to the doctrine of marriage, and their intention that the final version of the Prayers of Love and Faith should not be contrary to or indicative of a departure from the doctrine of the Church of England.



23.37

Notices



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23.27.01

National Church Christmas Campaign

Bishop Mike



All resources are on our website:

www.cofesuffolk.org/for-ministers/worship-resources/resources-for-ministers

23.27.02

Diocesan Board of Patronage elections

Gary Peverley

The three elected lay members are:

Michael Wilde

Jacki Maslin

Christine Laverock

The elected clergy member is:

The Revd Robert Otule

The Board is now fully constituted.

23.27.03

2024 Diocesan Synod Elections

Gary Peverley

23.27.03

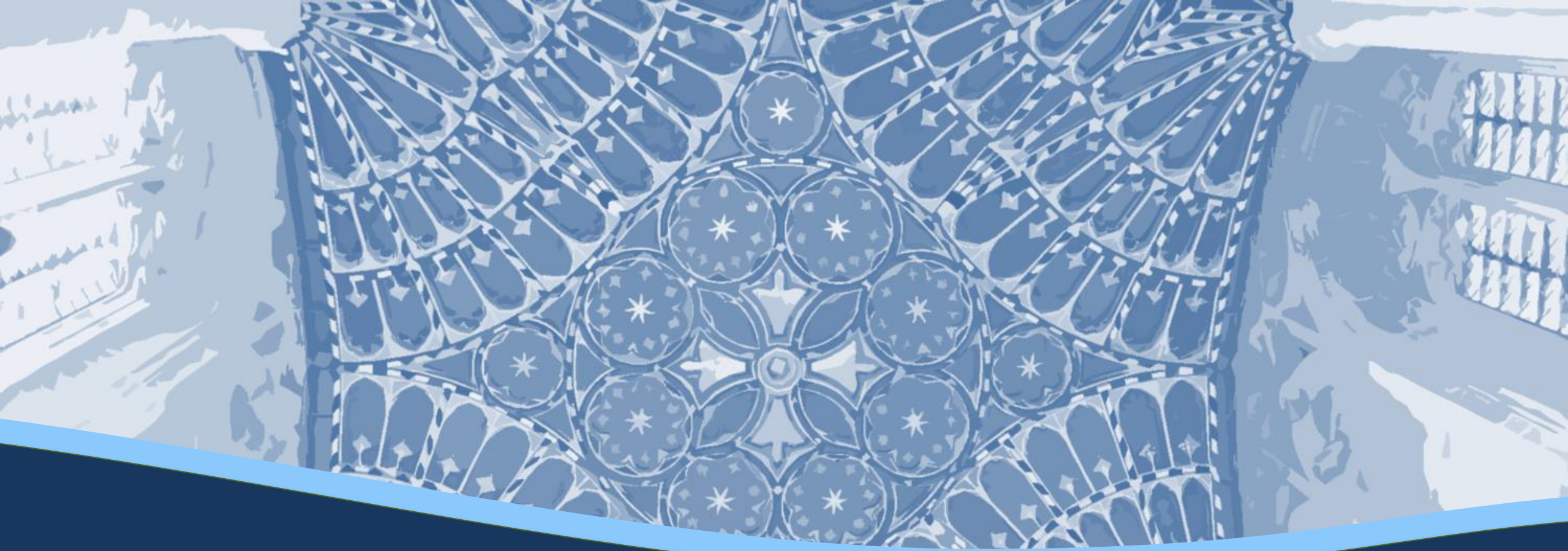
1. Elections next year for Diocesan Synod
2. Accurate date required of members of deanery synods – 4 deaneries not yet submitted results
3. Diocesan synod must, no later than 31 December 2023, determine for each house of each deanery synod the number of members to be elected*
4. Plan to continue to use the same formula as previously agreed based on electoral roll membership figures
5. Before 31 December, I will certify to the secretary of each deanery synod the numbers determined under this Rule for each house of that synod
6. Agreement today to proceed as outlined above.

*Rule 37(1) of the Church Representation Rules

23.27.04

Future Diocesan Synods (In-person/Zoom)

Sharon Potter



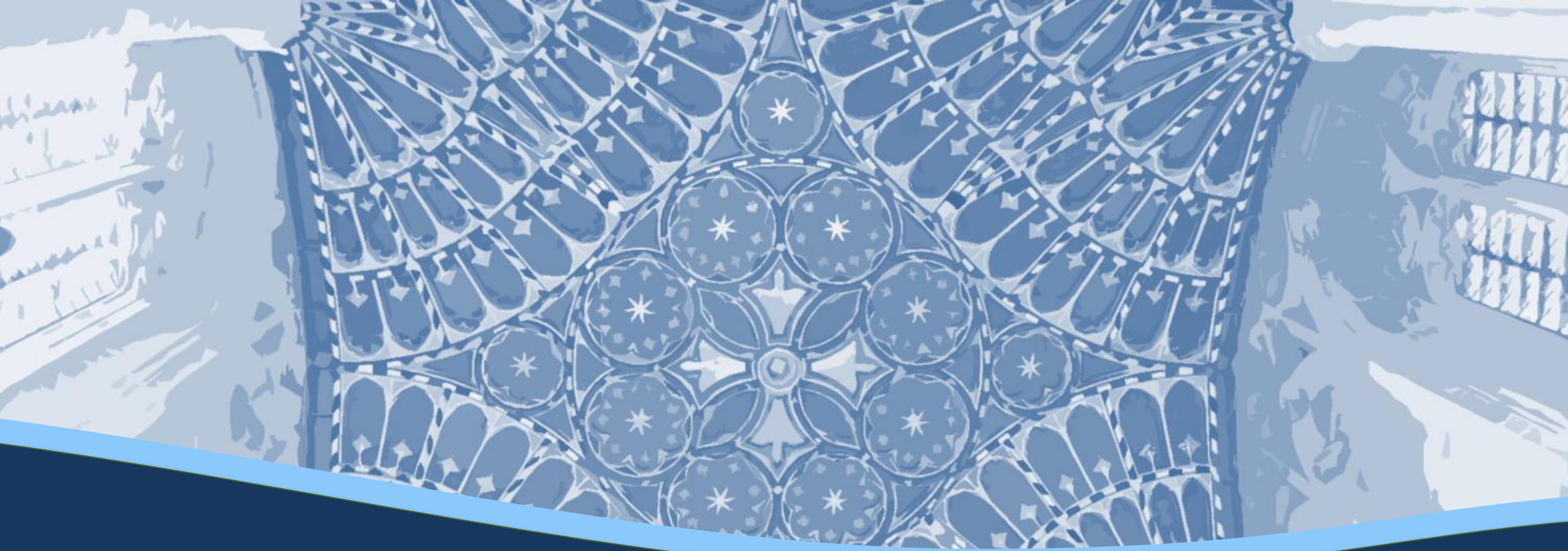
Close and Final Blessing

Bishop Martin



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**The next meeting will be held on
Saturday 9 March 2023**



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