

ARCHBISHOP'S COUNCIL

Minutes of a Meeting of the Archbishop's Council held on Saturday 4th February 2023

Present	Rt Revd Rose Hudson-Wilkin (Chair)	<i>(Bishop of Dover)</i>
	Ven Darren Miller	<i>(Archdeacon of Ashford)</i>
	Ven Will Adam	<i>(Archdeacon of Canterbury)</i>
	Ven Andrew Sewell	<i>(Archdeacon of Maidstone)</i>
	Ven Stephen Taylor	<i>(Diocesan Secretary)</i>
	Mr Peter Wyllie	<i>(Chair of the Finance & Assets Committee)</i>
	Mr John Moss	<i>(Chair of the Board of Education)</i>
	Revd Carol Smith	<i>(Chair of the House of Clergy)</i>
	Mrs Miranda Ford	<i>(Chair of the House of Laity)</i>
	Revd Jeremy Worthen	<i>(Rector, Ashford Town Parish)</i>
	Revd Estella Last	<i>(Vicar, the Bridge Benefice)</i>
	Mr John Morrison	<i>(Reader, Canterbury Deanery)</i>
	Ms Fiona Higgs	<i>(Children and Young People's Minister Allington St Nicholas)</i>
	Revd Gareth Dickinson	<i>(Vicar, Maidstone St Luke)</i>
	Mr Graham Codling	<i>(Lay Chair, Weald Deanery)</i>
In Attendance	Revd Richard Braddy	<i>(Chaplain to the Bishop of Dover)</i>
	Mr Quentin Roper	<i>(Director of Education)</i>
	Mr Jonathan Arnold	<i>(Director of Communities & Partnership)</i>
	Mr Neville Emslie	<i>(Director of Mission and Ministry)</i>
	Mr Colin Evans	<i>(Strategic Programme Manager)</i>
	Mrs Jo Manser	<i>(EA to the Diocesan Secretary)</i>

1. Opening Prayers

+Rose opened the meeting with a reading from Luke 8:24

2. Apologies and Notices

Doug Gibb, Anna Drew, The Very Revd David Montieth

3. Declaration of Conflicts of Interest

None Declared.

4. Minutes of the Meeting of 8th October 2022

The minutes were approved and adopted.

5. Matters Arising from the Minutes of 8th October 2022

St Faith's, Maidstone –As yet they have not drawn down on the funds, and they have engaged with the deanery mission planning.

Living Well Memorandum of Understanding – The MoU is paused whilst Lorraine Apps-Huggins is on sabbatical.

PCR II Report – This has now been uploaded on Teams

6. To Receive the Minutes of the Data Protection Board held on 21st November and 16th December 2022

The Council has noted and recognised QR for his dedication and the hard work he has undertaken on behalf of the Data Protection Board.

7. Together Kent Memorandum of Understanding

A detailed discussion took place with regard to the proposal that the Communities and Partnership Framework becomes The Social Justice Network (“SJN”), presently Together Kent (“TK”), and in particular the Memorandum of Understanding

JA explained that he will become the director of SJN and the current Board of TK will become the Board for SJN. Projects include working with refugees, marginalised people, poorest people in Kent, expanding Connecting Canterbury to a third hub and are in the process of appointing a new refugee officer in Calais. The Environment work will no longer fit into TK/SJN, a new Diocesan Environment Officer has been appointed and will start from 1st April. The national church are making funding available to dioceses for Carbon Net Zero (CNZ) work. MoU is still in outline. DG is working on the financial side of this proposal, a lot of the projects are funded externally. If approved by the Council the new network will commence in the Spring. The charity will need to be renamed.

A number of questions were raised by members of the Council on the proposal:

- Could JA touch on the ecumenical aspect of this network. JA advised that one of our hubs is at Baptist Church, on a bigger scale we are working with the methodists on migration.
- There is no reference to deaneries and parishes made in the MoU, will SJN engage with the Deanery plans? – Yes the SJN will be working with the diocese and deaneries on their priorities.
- What will happen with the environment, the university chaplains and international role? JA conversations are current, where does the Chaplaincy of University of Kent belong? These conversations are at an early stage. The overseas project will likely be moved to the Bishop’s Office, but they will be overlap with TK and overseas social justice issues. The environment and CNZ work will be part of the Strategy, Colin and Stephen will be running that with the new Diocesan Environment Officer.
- It was requested that the MoU needed to be explicit, have a clear plan on how the other aspects of Communities & Partnerships are going to be arranged before signing off. ST agreed that the proposal needed to have clarity around the different areas of C&P moving to the relevant frameworks. Net Zero is a priority and will be everyone’s priority not one framework’s. ST also advised that, it will be a cost neutral transition. If there are to be additional costs then the Council would need to be consulted to approve these. ST reported that TK would not be seeing the MoU until their meeting next week. This is subject to their agreement too. It is hoped by 1st April that we will be able to move things across.
- When will the MoU be submitted to the Charities Commission? Not until March, it is a change of name rather than a change of constitution.
- DM asked for the SLA to be uploaded to Teams so that everyone can view that as the SLA will be the day to day running of the SJN.

+Rose asked members of the Council to confirm that they were content to move forward with the proposal.

All members of the Council agreed that they were content with this proposal

Appointment of Trustees for SJN (TK)

A discussion took place concerning the appointment of Jeremy Cross, Karen Adams, Carol Smith and David Kemp as Trustees for SJN.

JA reported Jim Findlay was stepping down as Treasurer and David Kemp, Deanery Treasurer for Reculver and General Synod Representative for the House of Laity, has agreed to take up this role.

+Rose asked for the members of the Council to vote on the above appointments.

14 votes in favour and 1 abstention – approved.

8. APPOINTMENTS

Chair of DCSAP

ST Reported that in 2020 Carol Iddon was appointed to be our independent chair of the Diocesan and Cathedral Safeguarding Panel for a period of three years. The term of Carol's appointment is now due for renewal and ST commended her to be appointed for a further 3 years. Carol's appointment will cease in 2026.

J Morrison pointed out that as the role is joint with the Cathedral they would also need to approve. ST advised that this proposal was going to Dean & Chapter for their approval.

Members of the Council approved Carol Iddon's reappointment.

Diocesan Environmental Officer

Teresa Redfern has now stepped down from the role of Diocesan Environment Officer. Revd Joyce Addison who has sat on the Environmental Working Group alongside Teresa and also completed a PHD in environmental studies is delighted at the opportunity to serve as the DEO.

ST explained that this will be more of an ambassadorial role engaging parishes and deaneries with Eco Church. This would be in partnership with Rochester and some paid support. The EWG is to refresh and be replaced with a deanery eco champions forum.

Some concerns were raised about roles being added to full-time clergy posts and this one in particular. +Rose reported that she had spoken with Joyce who feels passionate about the role and there will be support in place both nationally and locally to enable Joyce to undertake both roles.

The Council approved Joyce Addison's appointment as the new Diocesan Environmental Officer.

The Appointment of Patti Russell and the new Diocesan Registrar

Owen Carew-Jones, Diocesan Registrar, is due to retire at the end of March and therefore this will create a vacancy. Patti Russell is currently the Deputy Registrar and the Bishop would like to

appoint Patti as the Diocesan Registrar following Owen's retirement. The appointment of the Registrar is the gift of the Bishop of the Diocese and Patti will need to take her oaths of allegiance to the Bishop in due course. The Bishop has to consult with this Council for their approval. ST explained Patti is extremely efficient, her background is Safeguarding, GDPR and Subject Access Requests. +Rose concurred with ST's comments.

All content to proceed with Patti Russell's appointment as Diocesan Registrar.

Subsequently by email the Council agreed that Patti be also appointed as the Designation Officer as Owen had been. These two roles have run efficiently as one and there would be no additional financial costs to us in agreeing this.

By email all were content with Patti Russell being our designated officer

9. Proposal to Receive the Minutes of Diocesan Synod Meetings

ST put forward the proposal that Archbishop's Council receives the Minutes of Diocesan Synod and take any actions as appropriate. As Diocesan Synod meets only 3 times a year by the time the Synod meet the actions will have lapsed. ST explained that we are trying to smooth out our governance and make people feel engaged when we meet so infrequently. As the standing committee we have a right to see the minutes. If the Council are happy to approve this proposal will be put this forward to Diocesan Synod at their next meeting on 11th March.

The Council agreed the proposal.

10. Taking the Strategy Forward

CE briefed the Council on the document he had circulated regarding the Diocesan strategy which brings together the work on the strategy with national church. This provides an opportunity for substantial investment from the national church. We will need to submit a request for funding to the Church Commissioners by 13th March, therefore we are seeking the approval in principle to the Council's adoption of the three bold outcomes which were formed at the Episcopal Team and Area Deans and Lay Chairs residential meeting held in January, and which sit alongside our vision statement.

This is an emergent programme as we are not clear on all of the outcomes we want to achieve, they are continuing to evolve, however, we cannot wait until we know all the answers before we do anything. Our challenge is to bring together 15 deanery plans which are still in development. We are going to try out ideas as pilots and learn from them going to forward.

Three Bold Outcomes

- Doubling the number of children and young disciples by 2030
- 200 new Christian communities across the Diocese by 2030
- Revitalisation of every church, parish and benefice

A discussion took place around the three bold outcomes and the following points were made by members of the Council:

CS expressed a desire that in adopting the bold outcomes that she hoped it won't prevent us from learning from others who have already church planted.

JW raised concerns about revitalising churches in every parish. Some churches are vital, they do not need to be targeted. There needs to be some evident alignment with the Diocesan vision. Are there some bold outcomes we could have that would be capturing the Diocesan vision?

GD we are not in great place, declined since covid, 100% revitalisation it is absolutely something we should be working towards. Evangelism, mission, to have something a bit more measurable, a lot more defining, bold outcomes are good, more detail in the defining as we won't achieve them.

EL raised concerns particularly in relation to the wording of the third 'Bold Outcome' and the way in which this would be interpreted by those in the parishes who desire the preservation of 'their church' at all costs. EL suggested that there was no disputing that we are seeking the revitalisation of churches and parishes but that the outcome as worded sets up a potentially unrealistic expectation.

JMoss we need to develop definitions which are important in terms of communicating beyond the group. Are we clear at this stage whether or not we have clarity about the criteria of bids for proposals to be put forward?

CE clarified that the request for the first round of funding is aimed at capacity/people with a focus on Children and Young People. We are guided in our approach by Nick Shepherd from the Church Commissioners who is also sits on our Strategic Programme Board.

WA would like to put in a plug for vicars, we are seeing signs of growth in areas of Lowest Income Community funding. One of the dangers of things being shiny and new is that we can't invest in something that is already going on. We need to help parishes, deaneries with funding for another post, invest in parochial clergy and build up and revitalise through that as well as alongside some of the new initiatives.

AS suggested amending the wording of the third bold outcome to revitalised instead of revitalising.

ST to invite Nick Shepherd to attend a future Archbishop's Council meeting.

+Rose invited the Council to vote on the adoption of the three bold outcomes.

12 in favour 2 abstentions

Approved for funding purposes then to go to Synod for adoption into the strategy.

11. Extension of Ignite Project Board

Ignite is our own model reaching out to disadvantaged communities and has done wonderful work. The project was set up for a 3 year period for the Ignite Enablers although it has been running for 5 years but it has been impacted by Covid. The Ignite Enablers are in danger of looking for other jobs and we need to provide them with assurance that funding will continue. The Diocese will have to provide the funds with some support from the Benefact Trust. There are number of Enablers who are on a fixed term contract, redundancy legislation may come into place if we do not extend. The proposal is for the extension for 1 year.

There are 6 Ignite congregations, 2 in Herne Bay and 1 in Sheerness, Maidstone, Ashford and Sittingbourne. 100 new worshippers in that, people who wouldn't normally go to church.

JW commented that Ashford had to completely restart the project in September 2021. He commends the proposal, it is a very good thing. It is still in a very embryonic phase. We do need to advise that this will come to an end.

All members of the Council voted in favour of a funding extension of one year.

12. Additional Church Commissioners Support – Net Zero

ST reported that Net Zero is being separated from the Diocesan Environmental Officer's role and we will be attracting funding from the Church Commissioners for this work amounting to £15,000. We have applied for that grant and we are having conversations with Rochester about working together on this.

13. Buildings for Mission

DM introduced and explained the Buildings for Mission paper which had been circulated. This enables the organisation to have legal interest in the building, which means that they take on the insurance of that building. It maintains your building. As a Diocese this a great idea, the Church Commissioners have come up with start-up grants of £10,000 to scope this and are encouraging Dioceses to work together to make a pool. We are going to discuss with Rochester. This is not a proposal, just an informal nod to take this forward. It will go to Diocesan Synod with the Council's approval.

All agreed to take forward to Diocesan Synod

14. October Count

ST updated the Council on the October Count and a report which has been compiled Bev Botting and Bob Jackson which is to be published later in the month.

The Report shows where we were in 2019 total attendance across our Diocese, then in 2020 Covid impacted, attendance began to grow again in 2021 and in 2022 was back to normal at Easter and October but we are the only Diocese who has not maintained an upward trajectory since then. Some churches now offer fewer services which do show a reduction in attendance. It will show our Diocese has a slower growth than other Dioceses, but it is an action plan for growth.

We have historically been poor at collecting data. We are now heading in a better direction in terms of collecting data.

Church at home figures where parishes retained their hybrid services did better than those who stopped church at home and didn't pick up those people. In October we were down to 20% of hybrid services.

15. Parish Share Ideas

ST raised his concerns with the Council about continuing to link the parish share formula to the average weekly attendance. He is going to put forward a proposal to the Finance & Assets Committee where the Diocese would build the variable around the income of the church rather than base it on attendance. Building it into financial returns, building a percentage of what is

already given but not sure what that percentage will look like as yet, e.g. a % of your churches annual income that is put into the parish share, that is an audited figure, it will mean the larger churches who have larger congregations will give more but the small churches with the same % will be less. Where we have deprivation the average income for that parish/benefice the income is mainly made up from people who are on benefits, it would be based on the income of the community that live in your area. A more formal presentation will be made to the Finance & Assets Committee and we will bring the proposal to the Council meeting in April.

Council were content with the direction of travel.

16. To Receive the Minutes of the Finance & Assets Committee held on Tuesday 13th December 2022

No comments, all members content.

17. Diocesan Board of Finance Reserves Policy

No comments, all members content.

18. Diocesan Board of Finance Investment Policy

No comments, all members content.

19. Diocesan Board of Finance to Act as Custodian Trustee for Investments Managed on behalf of Woodnesborough PCC

ST reported that the DBF act as Custodian Trustee for investments managed on behalf of Woodnesborough PCC by the investment manager Charles Stanley. ST asked the Board to confirm that they were happy to approve DG as Director of Finance and Jennifer Mulrooney, Financial Controller to be signatories on the account.

Approved.

20. Diocesan Structure including Strategic Programme Board

ST explained that questions were raised at the November Diocesan Synod about how the Strategic Programme Board fits into our Diocesan Structures. CE talked through the structures as set out in the document circulated prior to the meeting. Hopefully this captures the intent and purpose of each structure and this will go as an explanation to Diocesan Synod and will be incorporated on the website.

A number of points were raised:

- It doesn't reflect who is appointed.
- SPB/EST is it the same people meeting?
- There appears to be no evidence of people being co-opted on to these committees; there are no external clergy who sit on the Strategic Programme Board
- Can we make it clear who decides the Diocesan Strategy

ST advised that no approval was required from the Council for this but the points raised will reshape the document going to March Diocesan Synod in response to a question raised at the November Diocesan Synod.

21. Draft Agenda for Diocesan Synod on 11th March

ST gave an outline for the 11th March Diocesan Synod, the Children and Young Peoples Framework are leading the open session in the morning. The afternoon session will be around our strategy.

It will be CS's last meeting as Chair of the House of Clergy and we will be running the election to replace CS as Chair before the afternoon session commences. The new Chair will join the Agenda Committee which includes DM, and MF as Chair of House of Laity.

22. Frameworks – Update

Mission and Ministry

NE – two things Action Learning Sets, working very well. Role clarification, very good. Pilot prayer community with Lyndall and Marianne, very well supported and something that we want to be replicated.

Communities & Partnerships

JA – Break Cycle had planned to expand to a house for women, this is now not going to happen so it will be another house for men. MF has been appointed the new Chair for the Deaf Association. Following a conversation with GD there might be a house in Maidstone for homeless people/refugees. ST a number of people engaged in hospitality for Ukrainian refugees, faith in action. A huge percentage across the Diocese are engaged with refugees.

Children and Young People

QR – Connection with coming to synod, very conscious some of the deanery plans reference children and schools express a desire but not sure what to do. This is about seeing the possibilities, presenting examples of where it is working elsewhere. Will be thinking strategically as a team, having a conversation with CCCU about apprenticeships for Youth Minister role and what will work on the ground.

23. AOB – none notified.

The meeting closed with a blessing from +Rose.