



## ARCHBISHOP'S COUNCIL

Minutes of a Meeting of the Archbishop's Council held on Saturday 3 February 2024  
at St Paul's Parish Centre, Canterbury, CT1 1NH

<b>Present</b>	Rt Revd Rose Hudson-Wilkin (Chair)	<i>(Bishop of Dover)</i>
	Ven Darren Miller	<i>(Archdeacon of Ashford)</i>
	Ven Dr Will Adam	<i>(Archdeacon of Canterbury)</i>
	Ven Andrew Sewell	<i>(Archdeacon of Maidstone)</i>
	Ven Stephen Taylor	<i>(Diocesan Secretary)</i>
	Tony Richter	<i>(Interim Chair of the Diocesan Board of Finance)</i>
	Dr John Moss	<i>(Chair of the Board of Education)</i>
	Revd Andy Bawtree	<i>(Chair of the House of Clergy)</i>
	Canon Miranda Ford	<i>(Chair of the House of Laity)</i>
	Revd Canon Dr Jeremy Worthen	<i>(Rector, Ashford Town Parish)</i>
	Revd Canon Estella Last	<i>(Vicar, the Bridge Benefice)</i>
	Canon John Morrison	<i>(Reader, Canterbury Deanery)</i>
	Canon Amanda Boucherat	<i>(Co-Chair, Mission and Ministry Framework)</i>
<b>In Attendance</b>	Revd Richard Braddy	<i>(Chaplain to the Bishop of Dover)</i>
	Canon Dr Quentin Roper	<i>(Director of Education)</i>
	Revd Dr Jonathan Arnold	<i>(Director of Communities &amp; Partnership)</i>
	Canon Dr Neville Emslie	<i>(Director of Mission and Ministry)</i>
	Orla Garrett	<i>(Head of Media &amp; Engagement)</i>
	Colin Evans	<i>(Strategic Programme Manager)</i>
	Joanna Manser	<i>(EA to the Diocesan Secretary)</i>

### 1. Opening Prayers

+Rose opened the meeting with reading Psalm 63.

### 2. Apologies and Notices

Apologies received from Dean David, Gareth Dickinson and Graham Codling

### 3. Declaration of Conflicts of Interest

None Declared.

### 4. Minutes of the Meeting of 7 October 2023

The minutes were approved and adopted.

### 5. Matters arising from the Minutes of the Meeting of 7 October 2023

JW referred to item 10, the Parish Share Review Proposal and that a significant amount of work went into producing the proposals that were put forward to Diocesan Synod on 18 November 2023, however, did not believe that the wording in that proposal had been modified to reflect the

suggestions made. JW would like to ensure that such suggestions are followed through in future and is noted.

**6. Minutes of the Extra Ordinary Meeting of 16 January 2024**

The minutes were approved. There were no matters arising.

**7. To Discuss the Draft Agenda for Diocesan Synod on 16 March 2024 / Members Area on the Diocesan Website**

Stephen set out the theme for the day and reported that Archbishop Justin will be joining us.

ST explained that we are looking at creating an area on our website specifically for Diocesan Synod members, there are costs associated for having this area £144 per annum for 100 members, £864 per annum for 300 members. A discussion took place about this being a possible forum. +Rose commented that this could create an interest at deanery synod level, what are the things that are impacting them that we should put on the agenda and discuss at Diocesan Synod. OG commented that the papers for Diocesan Synod are made available on the website, but it is a public area and not password protected, this new area would be available for Synod members only. DM and ST advised that the Agenda Committee will explore this in more detail between now and the new triennium, it will be an opportunity to look at better communication and whether this would be cost effective. JM requested a briefing paper on this.

JMoss asked about the follow up to the LLF discussion which took place at Synod on 18 November. ST responded that the notes will be presented to Synod in March. DNM it will be added to the agenda, but not a matter for debate, Synod needs to hear that it was good exercise and to thank all Synod members for taking part in an excellent way.

EL picked up on what was said about the culture of Synod how that works and doesn't work and just wondered whether we need to reflect back on Synod in light of how much we talked about that previously. ST my sense Synod corrected itself, a more positive meeting. AB asked is anything that we need to do to ensure that continues?

WA – members to be pointed towards the standing orders, the ways are the business is conducted, there are rules, the Chairs don't know what is coming next. It was suggested that a session on 'How to be Synod' at the start of the new triennium. +Rose those in the Chair have a responsibility to be familiar with the standing orders, we need to have the confidence to do that.

JMorrison, vital that we learn to be a proper Synod, very important that we protect the Chair from being the bad guy, the Chair should be able to cut members off when speaking if it is deemed not relevant or inappropriate.

JW the general mood of Synod is that they feel need to be able me make decisions and be involved in shaping the diocese, Synod feel disempowered in the decision making. +Rose precisely why we should be having these generic conversations at deanery level, having a good debate about it. Encourage deaneries to send items through to Synod for us to discuss. +Rose we need to be actively encouraging deaneries to have those debates and participated in Synod.

MF also important deaneries take on what is going on at Diocesan Synod. If items are not reported to deaneries then the deaneries won't be able to report to Synod, it is a two way process.

MF commented on item 5 of the draft agenda, The Election of Lay Joint Chairs. ST responded that at the last Synod the motion that adapted Church Representation Rules, included a sentence that didn't make sense and there was confusion about the terms of office and how long lay chairs could continue to serve. Patti Russell, Diocesan Registrar, has looked at what Synod has said, what it doesn't do is explain what happens if you have sat for 2 to 3 terms, there is nothing about an extension or if they have break and return subsequently. Patti has applied the rules and interpreted for deanery rules. Diocesan Synod could create their own rules. MF asked the question are we clear on the term now? It is very difficult to get lay chairs, we have to do something at deanery or Diocesan Synod level if someone is willing to stand for another term. It needs to be at Diocesan Synod level. ST stated if we want to add a rule then we need to have a motion and debate it at Synod. +Rose commented that we need create a culture to enable others to show that this is something they can do.

#### **8. To Approve Proposal for the Distribution of Minor Repair and Improvement Grants to Parishes**

ST introduced Samuel Barrett (SB), the new Church Buildings Support Officer, who was presenting on this item.

SB referred to his supporting paper on this item. The total fund available is £155,000 which will be separated into 2 tranches. The amount of money is quite small, the proposal is to have a selective approach and provide funding for the neediest churches, those in the most deprived areas, giving the maximum amount of £10,000, this will amount to helping 30 churches in 2 years. If we were to have an open application process then we could get up to 150 applications. SB is undertaking research on what churches will need the funding the most and is working with DAC secretary and Archdeacons on this. National Church proposed an open application process, but SB feels the selective approach is more beneficial. ST is looking for this Council to develop a policy for SB to operate. The Archdeacons are identifying priority places using a combination of risk, work needed now and areas of high/low IMD score.

AB agreed that targeted approach makes a lot of sense. It needs to be clear to everyone what that process is.

JW asked if there would be any discretion to make exceptions or are the rules to be really tight. SB explained that there will be some exceptions, these will need to be looked and assessed, we will have to work on circumstantial evidence.

ST explained that SB is updating the at-risk register, we have knowledge on the ground from Area Deans, etc. This data will be set out in the QQIR, there will need to be groundwork to be done by the parishes as we will need quotes. This has highlighted where churches have not had a QQIR for some time. The QQIRs have to be commissioned by the PCC and paid for by the PCC. ST made clear that this is not just a desk job that SB is doing, SB has a skill set and is engaging with the churches and going out to see the churches. SB has worked out that he will need to assist those parishes with this process.

**Proposer: JMorrison**

**Seconder: AB**

#### **9. Financial Reporting**

TR referred to draft minutes of the Finance & Assets meeting held on 16 January where we welcomed the new the management team and reported on the changes in the chair. No property related decisions were required and all property matters were deferred until the next meeting

March. TR talked through the minutes, he highlighted the issues experienced by our Finance Team with Exchequer and that we will be adding this as a risk on the Risk Register. The system was not stable at the beginning but had been stable since 25 January. TR thanked the Finance Team for managing a difficult system.

The December Management accounts are at a draft stage, but it gives you a flavour of where we are. There are to be some positive changes to the bottom-line figures. TR summarised as the usual year end adjustments are made:

The Position on the consolidated management accounts as at the end of December is a net overall deficit £351k unrestricted deficit. This breaks down into an unrestricted deficit of £718k (versus a balanced budget) which was partially offset by surpluses across restricted funds of £84k, designated funds of £110k and endowment funds of £173k, thus an overall deficit of £263k higher than the budget amount of £88k. It is worth noting that investments performed very well with unrealised gains of £400k. There was a sharp focus on parish share since it comprises 80% of total annual revenue. At the end of December the total parish share received was £7million approximately £900k below budget £180k below the full year forecast. £87k in parish share had been received up to the end of January. Residential rents were £612k over budget. Unrestricted costs continued to be closely managed but remain at £9.6 million versus £9.1million budget, the excess primarily relates to higher than planned costs for strategy, engaging with strategy and higher property costs.

There was a proposal to dispose of church owned property at the old school site at Sunny Bank, Murston, which is not church owned but also for sale and this was approved. There was also a proposal to increase Clergy House Allowance from £8,000 to £8,400, this was also agreed. The Next meeting is 19 March.

TR updated the Council on the audit and that Marleen Townend is the lead for the year end arrangements and will be staying on until year end completion. Early days yet but things are on track. The subsidiaries will be looked at in March and the rest of the organisation in April. Will give further progress report at the next meeting.

JMorrison asked for the above figures to be included in the minutes. MF asked about the difference between this year and last year 90% last year and 87% this year. ST explained that parishes have until the end of February to make payments. Additional information in this calendar year (pension crisis – pension debt realised) there will be a reduction in the pension contributions to 25% which will help. Property rents is anticipated to be £1m, property repairs will offset their costs. To the Property Department's credit, they are doing extraordinarily well. We are benefitting from the Property Teams diligence.

AB thanked TR: very helpful and asked about the clergy stipends delayed by a day, how did that work. ST explained that we were offering bridging loans if they were needed. National Church offered to pay any bank charges incurred. There was no uptake on the bridging loans. Note and thanks to the Team at DH, the response was quick it was in place on 31 January should anyone have had issues, we were able to respond.

EL asked about the uptake on the parish share arrears payments. ST responded that some parishes worry about it others don't. There was not a huge uptake, cost neutral to us but the money goes back into the deanery, we will be running it for 3 years. At end of the 3<sup>rd</sup> year, we will make a decision about what we do about the historic debt. TR also commented that in the Vineyard deanery 3 parishes have arrears and 2 other parishes are actively considering paying, it is ongoing.

## 10. Strategy

CE provided an update on the Strategy. The SMMIB funding request was submitted on 30 January and CE was able to negotiate for further funding. CE also to prepare an executive summary which is what the SMMIB board gets as well as a presentation which CE will make available. The National Team is now looking at it and we may get some questions. The SMMIB boards meets on 28th February, we are not expecting to get it declined but CE would be surprised if it doesn't come with some conditions. They may withhold some of the money but would be surprised if that happens. CE has reminded SMMIB of our weak financial position and that we have not received much funding over the last few years.

WA made reference to a video and verbal local announcement regarding the new incumbent at Holy Trinity, Margate which forms part of this bid. A video was released on social media without checking with anyone in Canterbury, unfortunate in communications terms. The video was removed immediately after WA spoke to the new incumbent.

CE reflected on the process with the Archbishop's Council, clearly there is a lot of detail expected from the National Church and we are dealing with prescribed format, they have prescribed headings. We had to go through a huge activity during January, we originally thought that we would be applying in May, but it was clear that we needed to apply for funding before then. This compressed our timescales and CE very aware that they were large documents for the Archbishop's Council to read through. A discussion took place at how best to manage such processes going forward. The following was noted:

- If we are applying for SMMIB funding in January then we need to have a substantial meeting in the Autumn and hear from the board and then CE goes away and writes the documents we need to have plenty of to consider it.
- **Q:** How do we prepare so we can be more prepared?  
**A:** Deanery planning.
- **Q:** In the immediate future if we have deanery plans that are bubbling away ready for funding what is our process?  
**A:** Depends on what this money is for, the Church Commissioners are specific about what the funding is for.
- **Q:** How long does SMMIB last for and how many rounds we can go for, what is the plan?  
**A:** We are not limited on how often we can apply, what we have to do is to translate what is coming out of the deanery that looks like a diocesan strategy, which is what SMMIB is looking for that is why there were 3 parts to the application.
- A consequence of the new triennium will be a new Archbishop's Council and at the residential meeting in January 2025 we will discuss SMMIB.

CE provided an update on deanery plans, two thirds of deanery plans are in the template form that we have asked them to complete. We developed a deanery plan guide with a checklist, this has been well received. The most important thing that needs to happen is that these plans need to be reviewed against the 3 bold outcomes. The Archdeacons are working with their deaneries to see where each deanery is and where they are going.

CE next updated the Archbishop's Council on Carbon Net Zero. The joint funding request with Rochester, was successful. This will be a joint role employed by Rochester, plus another role. This is the absolute minimum that we need. CE working with Rochester on job description and

Memorandum of Understanding. It might prove to be a challenging role to recruit, we are looking at April/May to fill this role. During the gap there are various grant schemes available, but we don't have any resource to look at these.

ST commented on the reduction in church attendance and the attendance of children and young people has decreased further. Steve Coneys, Mission & Growth Advisor, has advised that we are on target for the creation of our new Christian communities, churches are coming up with new ways of offering church. That is looking positive, the 2% decrease of children and young people is a challenge.

EL raised a point about deanery planning, this involves a lot of work over a period of time, what happens when new area deans or lay chairs are elected, how are they caught up with this process? A lot back story is potentially lost when there is a change of personnel, how is that scooped up. ST and DNM responded that there should be a handover, the area deans and lay chairs should not be holding this information themselves, it should be held by Deanery Mission and Ministry.

#### **11. From Lament To Action – Racial Justice Unit**

ST made reference to the report presented to General Synod a few years ago with a requirement for a Racial Justice Officer in every diocese. General Synod did not think this was necessary at the time. Guy Hewitt was appointed Director to the Racial Justice Unit 9 months ago and is helping dioceses to re-engage with that. This is an invitation for us to respond on the following:

- To appoint a full-time Racial Justice Officer for a 5 year term? ST had a mind to share an officer with Rochester however, Rochester have gone ahead and appointed an Officer. ST commented that we don't have the budget to make an appointment and we have competing priorities.
- A request to draw a plan for our diocesan synod, deanery synods and PCCs to have a minimum 15% representation of UKME/GMH people by 2030.
- Bishop's Council should also reflect a minimum of 15% representation.

JMoss really welcomes From Lament into Action on the agenda. As the Archbishop's Council we need to think about a response to the broader expectations. The first proposal there are clearly issues around affordability. JA is there room for negotiation with Rochester about working with them and sharing their officer? We could try and fund through SJN. Could we identify with the Bishop's Advisor on this. ST confirmed that Beatrice Musindi, Bishop's Advisor for Black, Asian and Minority Ethnic Affairs and +Rose have already met about this. ST commented that Guy Hewitt will be visiting all diocese in due course.

WA explained that the latter two are difficult for us, we have a lot of catching up to do. Pressure on small amount of people of being the face of this. Our lamentable history makes it difficult for us to achieve.

JW my sense the church is becoming more ethnically diverse. In terms of taking it forward do we need an action plan on how we address the actions from Lament into Action, do we need someone to come in and give us some focus? How do you begin to implement this?

OG commented that a draft report on this was released on 2 January, and we were asked for comments the next day. ST asked for support on baseline figures and was told we had to compile the data ourselves and we didn't have the resources to do that, so we were not able to do that. ST

a full-time appointment is something we don't need at the moment as we don't have the data available.

RB is to meet with Samuel Keeler-Walker, Bishop's Advisor for LGBTQI+ and Beatrice Musindi Bishop's Advisor for BAME about ethnicity, diversity and inclusivity in general.

## **12. Framework Reports**

### **Mission and Ministry:**

NE made reference to his report and wanted to highlight a few points from that:

- Establishment of ongoing work of the Action Learning Sets to support Area Deans and Lay Chairs, a useful mechanism to clarify their roles, the realities on the ground with which they work proves helpful to oil the cogs.
- Working with change and working with conflict. A number of things we are asking our churches and leaders to adapt.
- Range of lay ministry development courses that Nigel oversees, tremendous number of people accessing these courses. Challenges how to establish a local ministry team if we are time deficient, money deficient and people deficient, trying to resource people.
- 14 people are being ordained next year.

AB asked NE how we are doing in terms of our curate retention. NE confirmed that we are doing really well, we are keeping our curates who go into slightly more senior roles, doing better than other dioceses.

### **The Social Justice Network ("SJN")**

JA also highlighted a few points from the various reports which had been circulated prior to the meeting.

- There is a lot of good news from SJN our new SJN Officer, Rachel Target, started in early January Rachel is exceptional and working on project management, event management and fund raising. We also have a new Ukrainian Link Officer, Nastia Nizalova.
- This will be the last official report from Break the Cycle, this has come at a good time, one of the guests has been able to leave and move into his own accommodation and reconnect with his daughter. An ex-offender is supporting Kelly Napier on this project and we are working with Natalia about staffing the Break Cycle as Kelly needs more support.
- Connecting Canterbury is giving out thousands of pounds of energy grants.
- Domenica working on a 3-year bid with the Clewer Initiative to help sustain our programmes.
- JA met with Bradon on Thursday the money given to France is causing more death and challenges to our refugees.

Things to look forward to in 2024:

Publication in May of *Everyday God: Encountering the Divine in the Works of Mercy*.

A 1-day conference on 18 May at the Cathedral Lodge on “The Church and Social Justice Today”.

The official launch of the Social Justice Network on 13 June at 6.30 pm at Cathedral Lodge, all welcome.

### **Children, Young People and Education**

QR presented on his report.

- He referred to item 5 regarding the Flourish network, CYPE are looking at the potential of the networks and how these draw on our bold outcome to create new worshipping communities through schools. Our ambition is to work with 2 or 3 locations, one of these will be New Romney - how can we reach community through schools? Very exciting – in terms of this Flourishing network we are hoping to establish around 10 over the next few years. DNM and QR attended a development day on this.
- Rebecca Swansbury is working on governance strategy, governance in schools – there are lots of vacancies, at a critical point in some areas in Dover. Lack of representation on the governing board. Rebecca doing a good piece of work with Bishop Rose and looking at ways of expanding a pool of representatives. Jen Tobin is working on children and young peoples’ ministry – she is now full time. ST made reference to the Bapchild appointment and the connection between school and church are really good locally, not seen this replicated anywhere else, appears to be a good model, both school and church have benefited.
- ‘Fuse’ youth meetings held in Rochester, how do we get that here? Jen and QR had a conversation about Fuse, how to develop Fuse as it is a brand rather than a place, the model of that is in the deanery – how to do that not as expensively as it was before. Early days, intention to do that at a local level. Fuse is gathering children engaging them in worship and in leadership.

### **13. Any Other Business**

None raised.

The meeting closed with the grace.