
**SYNOD OF THE DIOCESE OF LIVERPOOL
SATURDAY 26 OCTOBER 2019 9.00 A.M.
ST HILDA'S HIGH SCHOOL**

Present: Rt Revd Paul Bayes (President, Bishop of Liverpool), Rt Revd Bev Mason, Debra Walker (Chair of the House of Laity), Revd Canon Bob Lewis (Chair of the House of Clergy) together with 63 members of Synod and 3 staff.

Apologies: 31 members of Synod.

Opening Worship Eucharist – led by members of Tsedaqah

Session I: Chair – Debra Walker, Chair of the House of Laity

- 1. World Children's Day** - Sue Mitchell Children and Family Worker and the Mini Mothers Union

Sue reported that they were there this morning to talk about World children's day which takes place on the 20th November, an annual day of action "for children by children" highlighting all children's rights, and the power of their voices in our changing world .

2019 marks the 30th anniversary of the UN Convention on the Rights of the Child. By adopting the Rights of a child on 20 November 1989, world leaders made a promise to protect every child and fulfil their rights. She explained that the Convention went on to become the most widely ratified human-rights treaty in history, and it has helped transform the lives of children, and churches played a significant role.

Sue informed Synod that we need to encourage everyone on this 30th anniversary to mark world children's day. By taking the time to listen to the children and young people in their churches and groups, and through celebrating with them in special events and advocacy initiatives. This anniversary takes place during a moment in history when millions of children around the world are demanding that adults change our economic and social systems to preserve God's creation and their future. The 20th November will see children all over the world take over roles in politics, business, media, sports, entertainment, in schools, in churches and many other areas normally run by adults. She asked is it not time then for us as churches to really start listening to our children about their deep concerns of the survival of the planet, its people and the church.

Sue reported that she had the privilege of being invited to Geneva to share our Child Friendly church award scheme with the World council of churches and UNICEF, and also in creating & developing the "Churches commitments to children". A document developed to stimulate and strengthen action with and for children by WCC member churches and partners. Churches uniting for children in the pilgrimage of justice and peace and that it is a resource which will continue to be developed. As part of the process she held consultations with groups of children from across the Diocese and was truly blown away at the depth of their views and thinking, and several of their comments are now highlighted in the completed document. The finished document contains three key statements, all of which aim to improve the lives of children both within church and outside of it. One of these commitments to children states:

"The church will organise activities with children to protect our planet and to deal with the problems caused by climate change!"

This highlights not only the need to really listen to our young people, to hear what they have to say, but to act on it with them. For world children's day UNICEF encourages us to turn the world blue, to think about water and all it provides for us. As a city our history revolves around the water, Bishop Paul has challenged us to become eco churches and an eco-Diocese. The group of children who joined Sue were the Mini Mothers union. Caroline Collins MU president explained that the mini MU are a group of young people who quite simply wanted a voice and to be listened to. So they approached the local branch leader to ask why they couldn't be members of the MU and do Gods work the same as everyone else. Caroline stated that the group has now been running over a year with members aged from 2-15yrs, this group has made a huge impact on the MU not only in Liverpool but across the world. It is the first group of its kind. They choose their own projects and the focus of this year's project is the reduction of plastic waste, clean water, the protection of our planet and food waste, all of which just happens to fit with our desire to be an eco-diocese.

The connection between the MU who likes to work in partnership with others, our desire to be an eco-diocese and the 30th anniversary of the rights of a child, seemed too good an opportunity to miss. What the group are doing is being shared with the world council of churches, UNICEF & the Green Anglicans, and the wider MU who are looking forward to hearing more.

Mini MU members share their own questions and thoughts stating that as part of Mini MU they wanted to come here today because they are the children that global warming will affect. It is important that on World Children Day and in the future, that we listen to their ideas. They asked two questions:

1. What is your church doing to combat global warming?

2. As animals are all God's creatures, do you think it is right that we should be eating them? Or do we need to think more about what we do eat and what we waste?

The challenges they asked were:

1. What will you do on or around World children's day to listen to the children & young people in your church?
2. What will you do to make your churches eco-friendly and to help look after our world.
3. How can this diocese make the "Churches' commitments to children" a reality not just on the 20th November, but every day?

To help members of Synod think about these issues the children give a small gift of a blue marble to take away. They explained that the blue marble is the name given to the most replicated photo ever, of the one taken in 1972 by the Apollo 17 astronauts. From up there the world looked small, fragile, beautiful and blue. Like a blue marble. The fact is we live on a blue planet, the earth is mostly water, the ocean gives us our climate, the air we breathe and the food we eat.

They asked Synod to take this marble with them, and pass it on, maybe to someone who loves the water, or who is helping to care for the world, or just someone in your life that you are grateful to God for.

2. Introductory items of business

- **Minutes of the March 2019 Synod** – (circulated): These were approved at Bishop's Council on behalf of Synod as is the normal practice.
- **Promulgation of Amending Canon No.39** - Mike Eastwood 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 B11 (of Morning and Evening Prayer in parish churches), Canon B14 (Of Holy Communion in parish churches), Canon B14A (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 C8 (Of ministers exercising their ministry), Canon E 2 (Of sidesmen or assistants to the churchwardens), Canon E8 (Of the admission and licensing of lay workers) and makes other minor amendments to the Canons."

3. Church Statistics Report

Mike Eastwood introduced this presentation on some statistics in our diocese. He stated that there's plenty of positive stats we could put up – the number of people attending Directions and Cultivate courses; the number of people in our diocese getting ordained; the number of people who have been on in some deanery-wide Alpha courses. Dan Rogers will speak later of the fabulous work of the Joshua Centre. He stated that we should engage with those positive statistics because they are a sign of God's leading and God's faithfulness.

However, he reported that today's statistics are fairly narrowly drawn. They are about finance and attendance. In reality they are also about witness and discipleship, but stated he wanted to continue to focus on one key question:

Will we (parishes/teams/hubs) continue to enjoy at least the same freedom in our decision-making, and that the answer looks increasingly like it is no. The figures that we have today indicate:

Our attendance continues to creep down – gradually, gradually year on year – 1 person per congregation per year.

- The number of regular givers continues to fall off, rather more quickly;
- 2 – 3 givers a year for most of us.
- Total planned giving, the lifeblood of the church, continues to go down by £100,000 a year - £10 per week per church.

None of these are big numbers, but they are stubborn numbers. They keep going down year on year and they have a cumulative impact.

He stated that we are paying more in Parish Share than we are receiving in regular giving and that we have lost £2 million of parish reserves in the last 4 years - £10,000 per church, even though we have been receiving record levels of legacy income.

Mike reported that Bishop Paul routinely says the facts are always friendly. They may not be palatable but they are friendly, and on the basis of the figures that we have today 1 of 2 things is likely to happen:

- As we move into Deanery Parish Share conversations deaneries will have to start to pull clergy numbers down as they become increasingly unable to afford the current levels of stipendiary ministry – that is currently the most likely scenario

- We start to turn things around and the future opens up – we get 2 extra people per congregation per year; we get 3 more good givers per congregation per year; we get an increasing flow of legacies per year.

He really hopes and prays that it's scenario 2, that we do become a bigger church making a bigger difference.

Questions were invited:

- Page 6 of the report circulated – question was asked how they could identify the deaneries. Mike informed Synod that the format was done in this way so that it's not a blame game.
- Legacies – question was asked of what Mike has personally done about his own legacy. Mike explained that they have included their legacy in their will but the children will decide where the percentage will go but they are to have regards for the work of their parents for the Diocese, Cathedral and St Mary's Upon.
- Are the diocese looking into those churches that are not on track and are there any lessons to be learnt? Mike stated that we are looking into leadership, focus on witness and nurture, engagement with children and families. He explained that we are running 12 pilots at the moment asking church can we help them to encourage people to come more regularly.

4. Annual Report and Accounts for 2018

David Greensmith Chair of LDBF reported that the accounts for 2018 overall shows a poor financial year with a management accounts loss of (£323,000). He explained that the major causes were:

- (i) Parish Share Shortfall
- (ii) Assigned fees
- (iii) Investment Income
- (iv) Missional Leadership
- (v) Clergy Housing

He explained that addressing these issues:

- (i) Parish Share would move to Deanery Parish Share from 2020.
- (ii) Assigned fees should now increase with the Good Funeral Company
- (iii) Investment Income. We are consolidating assets and holding periodic reviews with CCLA in addition to cost savings at St James House
- (iv) Missional Leadership. We are seeking to obtain additional funding from Church Commissioners for growth in number of new curates

- (v) Clergy Housing. We have undertaken a comprehensive review of our clergy housing and we are developing an investment strategy.

2019 year position

David reported that the budget was set at (£5k) and that 2019 is the first of a three year breakeven budget cycle. Based on management accounts (Jan-Sept) and forecasts (Oct-Dec) latest view is (-£221,000). Again the main factors are Parish Share, funerals/weddings and Missional Leadership.

2020 Budget

The budget parameters will include a cumulate deficit of no more than £150,000 by the year end and an in-year surplus of up to £100,000. Clergy Stipends increase would be set at +2% with Parish Share increase of +2%. A further 1% allowance for transitional relief for deaneries facing largest Deanery Parish Share increased. St James House costs increase would be capped at a max 2% which is not funded from Parish Share.

Question was asked if there would be a further 2% increase in Parish Share in addition to the figures already given to parishes. Mike stated that this had already been factored into the budget.

Motion: *Synod (i) receives the Report & Accounts for 2018 & (ii) notes the 2019 in year position and (iii) approves the Budget for 2020. All agreed*

Synod temporary suspended and re-convened as the Diocese Board of Finance

5. Liverpool Diocesan Board of Finance Annual General Meeting 2019

SYNOD OF THE DIOCESE OF LIVERPOOL & THE DIOCESAN BOARD OF FINANCE

ANNUAL GENERAL MEETING OF THE LIVERPOOL DIOCESAN BOARD OF FINANCE

SATURDAY 26 OCTOBER 2019

Present: the Rt Revd Paul Bayes (President, Bishop of Liverpool), Debra Walker (Chair of the House of Laity), the Revd Canon Bob Lewis (Chair of the House of Clergy) together with 63 members of Synod and 3 staff

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1. Minutes of the 2018 AGM (circulated). The chair moved the motion that the Minutes of the 2018 AGM be approved – this was seconded and agreed unanimously.
2. 2018 Annual Report & Accounts and Budget. The Chair moved the motion: to receive the Accounts of the Diocesan Board of Finance for the year ended 31st December 2018 and 2020 Budget. Proposed by Angela Matthewson and seconded by Maggie Swinson. Agreed
4. Appointment of Auditors. The Chair moved the motion that the DBF members have the authority to appoint the auditors. Proposed by Stephen Derringer seconded by Kate Wharton. **Agreed**
5. Closure: The Chair declared the meeting closed.

SESSION II: CHAIR – Revd Canon Bob Lewis, Chair of the House of Clergy

6. Eco Diocese – Annie Merry CEO of Faith4Change

Annie informed Synod that the original policy was adopted by Synod in 2006 rooted in undertaking by General Synod on 17th February 2005 which challenged the General Synod & all members of the Church of England to:

- Care for Creation by promoting sustainable lifestyles
- Repent for the exploitation of creation
- Lead by example

She stated that our Diocese is committed to care for creation by adopting an active environmental policy on waste, energy, water & procurement. The policy offered 3 levels of action and included suggestions such as not buying plastic bottles of milk or

water. 13 years ago which was before an Eco Diocese programme existed, ours was an Operation Eden DIY approach! In January 2019 Bishop Paul challenged the Diocese to become an Eco Diocese – to work towards and achieve a Gold award. Bishop Paul appointed Faiths4Change to lead on this challenge and in turn they invited partners to work with them including clergy and lay representatives and Merseyside Christian Aid. They began the year with one Bronze Eco Church – St Martin’s, Kirkby - and now have 42 registered churches, 10 awarded churches plus Bishop’s Lodge, St James House & the Cathedral all having a bronze eco church award– we are all moving forward together and aiming to reach our Bronze Award this year. Eco Church provides a framework for prayerful actions across 5 categories - worship & teaching; buildings, land, community & global and lifestyle – they encompass all areas of life from local to global, in church and beyond. Annie spoke on what the updated policy means for your Parish. Do ten things = 1 person 1 parish (eco champions / leads) - Appoint a lead representative. We were asked to consider what we’re already doing and what we could do. She recommended that we check out the new Diocesan eco resources web page (currently being put together with Faiths4Change).

Motion proposed by Rev Canon Elaine Jones: *"That this Synod endorse the updated environmental policy.* **All agreed**

Questions and comments from the floor:

- Could consideration be given to the venue of where the meetings are held so that they could be accessible by public transport? Annie reported that Mersey travel have an app that you can download onto your phone which gives you information on how you can make your journey using public transport.
- Reference was made to the Archdiocese who have a resource called Live Simply <https://cafod.org.uk/Campaign/How-to-Campaign/Livesimply> Annie stated that resources can also be obtained via Faith4Change.

7. Joshua Centre

Dan Rogers Director of the Joshua Centre stated that the Diocesan vision is for 'Bigger Church, which will make a Bigger Difference'. Every vision needs a vehicle, and one of these is "the multiplication of congregations within our neighbourhoods & networks" (Bishop Paul) which he has described as the "royal road to church growth, across the diversity of our Church of England."

He explained that the Joshua Centre is a partnership between the Diocese, the Cathedral, and the National Church's Strategic Development Fund. It was set up in order to facilitate this vehicle (i.e. the multiplication of congregations, within Parish/Deanery Structures, across the Diocese). They are currently doing this within a variety of local neighbourhoods (20 Parishes, in all 4 Archdeaconries), and across

a range of relational networks (i.e. Pre-School, Primary School, All-Age, Youth, Students etc.)

There is a 3 stage application process to partner with the Joshua Centre, who then offer initial leadership development and training for all new lay leaders (in the first 6 months) and supports ongoing monthly coaching (at the Parish level) as well as carrying out Quarterly Reviews with each of the newly trained congregational leaders and their Incumbents. There is also an annual partnership review, as well. All of the work which is carried out is supported by a regularly updated web-site.

Dan stated that the initial goal was to start 30 new congregations in 5 years, which would each make 6 new disciples per year, thereby enabling us to see growth of 900 new disciples within 5 years. It was also hoped that each congregation would be financially self-sustaining by the end of that 5 year period, during which they are each eligible for up to £21k in decreased funding, year on year (i.e. £6,000 in Year 1, £5,000 in Year 2, £4,000 in Year 3, £3,000 in Year 4, £2,000 in Year 5, and £1,000 in year 6).

Their current progress (i.e. Year 3, Quarter 1), is that they those we have now partnered with now have 27 new congregations, 5 of which have since stopped, and another 3 are currently under discussion (thus 22 are 'live' as of the date of this year's Diocesan Synod – 26th Oct, 2019). Also, they have successfully identified 3 new Ordinands. (out of an aspiration to identify 10 within 5 years), and our current number of new disciples across all of the congregations now stands at 70.

8. General Synod Report

Maggie Swinson reported on the paper circulated which was prepared by the lay members of General Synod. Maggie inform Synod that at the July General Synod guests are present as observers from ecumenical partners in the Porvoo Communion and the EKD (German Evangelical Church) alongside a representative from one of the other Anglican churches in Britain and Ireland. This July the Anglican Communion representatives from outside the UK were present in their new capacity as non-voting members of Synod with the same rights to speak as the permanent ecumenical representatives.

Maggie highlighted that Safeguarding had been a significant focus explaining that in the debate some members expressed concerns sufficient to draw an intervention from the Archbishop of Canterbury. There were several motions which included Serious Youth Violence, Ministry to People with Dementia and a resolution recognising that many refugees were highly skilled.

In relation to finance General Synod agreed the budgets for the work of the National Church and the training of clergy. It was also reported that after much consultation,

the draft Cathedrals Measure was considered and successfully referred to the Revision Committee for detailed consideration and possible amendment. Also the draft Legislative Reform (Patronage Benefices) Order 2019 was approved.

The Bishop of Oxford introduced a debate at the sessions which celebrated Fresh Expressions and encouraged churches to be imaginative in their development of new congregations. There was also a presentation on Clergy Wellbeing which was followed by a debate.

Maggie stated that the culture shift required by Setting God's People Free, had begun but further change was needed if the whole people of God were to achieve their potential and the Kingdom of God.

9. Questions under Standing Orders

Sefton North Deanery Synod – Bishop Paul's response is in italics

- Does the Diocese of Liverpool have a commitment to Pioneer Ministry and if so who in the Diocese has oversight of this ministry?
The phrase 'Pioneer Ministry' is not very well defined in the Church. "Mission-Shaped Church" spoke of church planting and fresh expressions of church, and pioneer ministry has come into common but undefined use in the years since. Last week I enquired of national staff as to the agreed definition of pioneer ministry and was given the following: "people called by God who are the first to see and creatively respond to the Holy Spirit's initiatives with those outside the church; gathering others around them as they seek to establish new contextual Christian community".
On this definition the Diocese does indeed have a commitment, though we have not boxed off that commitment by making it the responsibility of a single department or individual.
- With a growing diversity of Pioneering Ministries in Liverpool Diocese is a greater level of clarity required for those entering Pioneer Ministry particularly with regard to potential mismatches of expectations regarding working conditions? These would include pension, housing and sickness benefit beyond initial curacy and transparency around what it means to be self-supporting.
This question implies that all pioneer ministers are stipended clergy. Research from the Church Army and the national church indicates that the overwhelming majority of church plants and fresh expressions are lay-led, and that the greatest single category of lay leaders is the so-called lay-lay – in other words untrained but talented lay Christians who gather others around them as the national definition implies. Our own Joshua Centre is a leading light in encouraging this movement. Where a stipended clergy person is given a so-called pioneering role, there does indeed need to be crystal clarity on

terms and conditions, as for any other stipended person, and a clear written paper-trail needs to be in place. If in any particular case these things have not been present, we need to learn from experience and to ensure that in future they always will be.

- Do the number of those training on pioneer streams match the likely opportunities?
No. The recent statistics for mission clearly show the numerical decline of every Diocese but two – Norwich and London. Liverpool continues to decline, albeit slowly. In the face of this fact, our intention to grow a bigger church making a bigger difference becomes yet more urgent. General Synod in 2010 approved a motion, written by me, which described the mixed economy church as the most promising mission strategy in these days. Among the many avenues offered by the mixed economy, identifying suitably trained pioneers and giving them suitable opportunities remains an option, within the general context of a rainbow of opportunities and of overall tight financial restraint.
- Do senior staff have a consistent policy when considering the initiation of posts by deaneries i.e. how they will sit within those deaneries in terms of funding (Deanery Mission and Growth Fund or increasing clergy allocation)?
Deanery Mission and Growth Funds, like Deanery Parish Share, are mechanisms designed to devolve decision-making on deployment to those who know most about it, namely to the local churches. The Diocesan Mission and Pastoral Committee, and the senior staff of the Diocese, need to be assured that Deaneries have thought through the implications of their deployment decisions and in particular of their sustainability; but it is not appropriate to have a consistent policy, if what is meant by that is the imposition of a way of working on all Deaneries, since this would undo the thrust to local empowerment which our current policies are designed to encourage.

10. Presidential address

Click here to see Bishops Paul's full address

<https://liverpool.anglican.org/Diocesan-Synod-Presidential-Address>

Closing prayers were led by the Bishop Paul Bayes

