

Diocesan Net Zero Carbon Action Plan (NZAP)

Introduction

“Climate Change is an existential threat to humanity. It is not simply a local problem; emissions created within the Diocese will impact eco systems across the world. In respect of our linked dioceses, we owe them a duty of care and support as they suffer injustice as a consequence of our western lifestyles. While scientists have been able both alert us to the danger and to provide us with clear ways by which many of the worst future outcomes can be avoided, humanity has shown itself to be very reluctant to follow these prescriptions as they go against our preoccupations with short term goals, profit, and personal wellbeing. Therefore, it is true to say that Climate Change is not a scientific problem but a spiritual one. Anglicans are called upon to care for the natural world as part of the Five Marks of Mission.”¹ (Appendix 1)

In February 2020, General Synod voted for the whole of the Church of England to achieve net zero carbon (NZC) by 2030. The Synod asked for a plan to be made, setting out how to get to net zero carbon. That plan of action, called the Route map, was approved by General Synod in July 2022 in a Motion that asked for the Route map to be endorsed; requesting every Diocesan Synod to debate the Route map as it applies to them, requesting high energy users within the Church to draw up a programme of action based on the Route map, and called for progress reports to Diocesan Synod every three years.

As part of our diocesan vision and strategy we pledge ourselves to action through: Championing Climate Justice, the fifth mark of mission, and achieving net zero carbon by 2030.

This commits the diocese, amongst other actions, to:

- Achieving the Eco Diocese Silver Award by 2026
- Supporting and encouraging parishes to engage with the Eco Church scheme by achieving 30% awarded at Silver or higher by 2026 and 50% awarded Silver or higher by 2029.

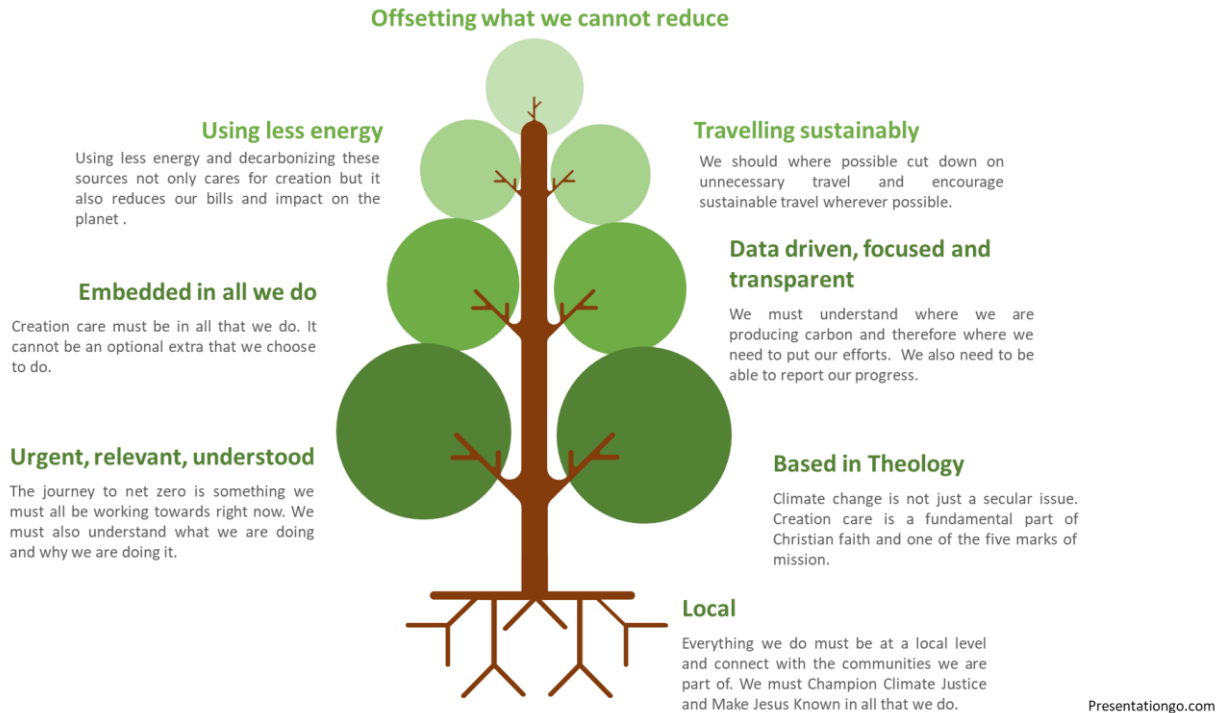
This commitment to Climate Justice is closely linked to two other priorities in the new vision: the need for courageous Christian leadership and working for justice. Courageous thought leadership will be needed from all our leaders to make clear and compelling arguments of the need for change, which may be both costly and uncomfortable. Rooting this need for change in the Gospel message of creation care will be critical to winning hearts and minds across our churches.

Our action plan sets out how we are answering this call and is merely the first stage in our journey. It has drawn upon a diverse range of information and talents of people in our diocese and from other dioceses across the country.

¹ Written by Revd Mike Perry

Seven areas of focus

Salisbury’s NZAP (Appendix 2) incorporates 7 areas of focus, based on the CofE action plan:

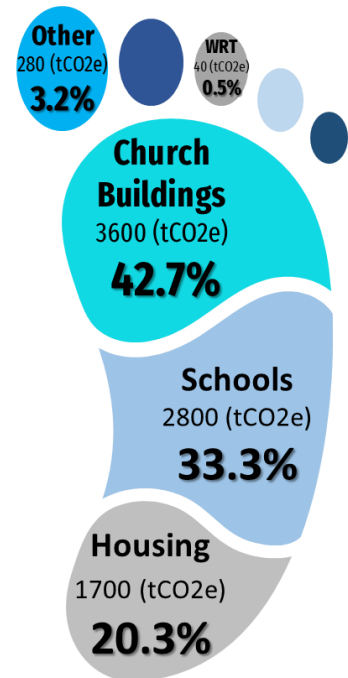


Our current diocesan carbon footprint²

The scope of our action plan includes:

- 570 Church Buildings
- 58 Schools
- c.250 Clergy houses
- Diocesan Office at Wilton and Salisbury Cathedral (separate action plan)
- Work related travel (WRT) of staff, committee members and clergy that is reimbursable by the DBF

It is worth noting that as individuals we contribute 10 tons per person (in the UK per year), eclipsing the emissions of our churches, schools and clergy housing. In comparison, Sudanese people contribute 0.36 tons per person (per year)



We are all called to action EVERYDAY to reduce our impact on climate and care for God’s creation.

² Figures given are annual. More information can be found here:

UK Average: Carbon Independent: <https://www.carbonindependent.org/23.html>

Diocese: https://www.churchofengland.org/sites/default/files/2022-12/energy-toolkit-report-2021_final.pdf

Sudan: Country Economy: <https://countryeconomy.com/energy-and-environment/co2-emissions/sudan#>

Support and resources to deliver the action plan

£740,000 pounds will be invested during the next 2 years to support and resource delivery of the action plan. This will be funded as follows:

1. £300,000 p.a. for clergy houses

Clergy are asking for more economical houses, as they struggle to heat their homes and want to reduce their carbon footprint. The DBF are identifying and selling inefficient clergy houses and using the proceeds to a) replace these with newer more efficient houses and b) reserve any excess capital proceeds in the Stipends Capital Fund to embark on a programme to convert clergy houses to net zero.

Overall, it is estimated clergy housing will cost in the region of £15-20 million in total to make these carbon net zero.

2. £140,000 from National Church

Seed funding for a number of parishes³ with high CO₂-emitting church buildings (in urban and rural contexts) to commission energy audits and provide technical expertise that can translate the reports into local action plans. We will use and share the learnings from working with these parishes to inform both the diocesan action plan beyond 2026 and help remaining parishes formulate practical, impactful, and achievable next steps.

3. Church buildings

At the June 2023 Diocesan Synod meeting, the DBF Chair shared seven financial principles which gives direction to future financial planning as the diocese seek to deliver on its vision and five strategic priorities.

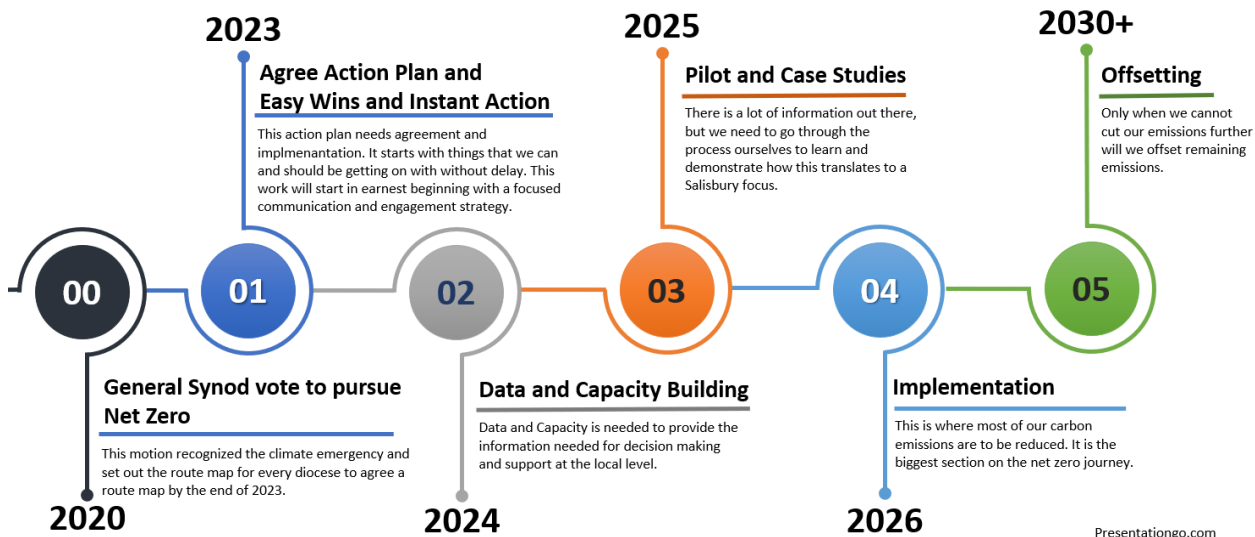
The principle for the costs of achieving Net Zero Carbon (NZC) outlined that clergy houses will form part of the Salisbury DBF business as usual budget (see point 1 above). It recognised that the cost of achieving NZC as it relates to churches and parish halls etc. may be significant for some parishes. DBF staff will support parishes in their transition to NZC by providing resources and guidance. The Fundraising team will help parishes to apply for grants and offer support to encourage giving to fund any necessary works; the Church Buildings team and the Diocesan Advisory Committee (DAC) will share expertise, guidance and best practice where available.

It is estimated that retrofitting costs for church buildings can range anywhere from £40k-£320k depending on use. The NZAP will seek to share learnings across parishes and increase knowledge, share parish experiences and guidance to create supportive networks as parishes seek to move towards NZC.

³ The DAC Secretary & Net Zero Lead will use the Energy Footprint tool to identify and invite the relevant parishes in in 2024 to commission energy audits for their relevant church buildings and utilise technical expertise to develop a local action plan.

Timeline and milestones

Our commitment is achieving net zero carbon emissions by 2030. We have developed an action plan with key milestones. The plan will remain agile and be informed by our learning.



Actions for parishes

The detailed action plan in Appendix 2 sets out realistic, achievable activities that builds on the good work already taking place across the diocese. We will continue to encourage collaboration and shared learning across churches, schools and clergy housing as we all work towards our common goal of achieving net zero carbon by 2030.

For PCCs

- **Agree to the actions as outlined in the Diocesan Net Zero Action Plan** and putting creation care at the heart of all we do.
- Encourage **every parish to have an Eco Lead/Champion** to promote Creation Care and Eco Church.
- Encourage all parishes to **sign up every church building to Eco Church** and work towards gold award.
- PCCs to **complete annually the Energy Footprint Tool** for every church building.

For Church Buildings

- **Top 20%** of the highest emitting church buildings to **commission energy audits and decarbonisation action plans** with limited seed funding available and support from the diocese.
- Top 20% of churches to **establish a collaborative approach, through the Eco Champion network**, committing to reducing their carbon footprint. Using any learnings to shape guidance that can be made available to all our parishes.
- Identify and **undertake 'easy wins' to lower carbon emissions** in line with the Practical Path to Net Zero.

- Every church building (not including the top 20%) with a fossil fuel heating source to undertake an **audit of their heating system and consider alternative heating systems, setting aside funds** to gradually transition towards hybrid and low carbon sources.

For land

- Parishes to consider and **enact ways in which their land can be used to increase biodiversity.**

For Schools

- Complete the **Energy Toolkit** for all VA schools within the Diocese.
- Undertake a **review** of schools that have implemented low carbon heating and lighting measures.
- Produce a **Heat Decarbonisation Plan** for all VA schools.
- Encourage a **100% registration of Eco schools and progression towards silver and gold.**

Diocesan Synod Motion on the Diocesan Net Zero Action Plan

“To enable effective action on Climate Change we cannot just draw up a list of regulations. Indeed, focussing on requirements is a sure way of losing the support of parishes, priests and PCCs. In order to see effective implementation of lasting changes alongside regulations, we need to engage with the hearts and minds of the Christian community, drawing upon the rich understanding of Creating Care within theological heritage. **Creation Care is integral to Christian Mission and is a vocational calling for all Christians, rather than being a specialism.**”⁴

The Diocesan Net Zero Action Plan is part of our wider pledge to champion climate justice as we make Jesus Christ known in every place, so that all might flourish and grow, seeking His Kingdom, here and now.

Diocesan Motion:

*This synod affirms as part of our diocesan vision and strategy, **its commitment to champion climate justice, the fifth mark of mission, through the adoption and implementation of the diocesan Net Zero Carbon Action Plan. This synod also pledges to bring forward future actions and commitments to achieve climate justice as we Make Jesus Known.***

**Creator God,
you made the goodness of the land,
the riches of the sea and the rhythm of the seasons;
as we thank you for your gracious providing may we cherish
and respect this planet and its peoples, through Jesus Christ our Lord.
Amen⁵.**

Dated: 7 October 2023, Diocesan Synod

⁴ Written by Revd Mike Perry, Chair of A Roche UK

⁵ CofE Environment Programme: [Creation Care Prayers](#)

Appendix 1: The Christian Imperative for Creation Care

The Christian Imperative for Creation Care

Rev'd Michael Perry M.Sc. Ph.D.
Chair of Trustees, A Rocha UK

Climate Change is an existential threat to humanity. Thankfully, scientists have been able both to alert us to the danger and to provide us with clear ways by which many of the worst future outcomes can be avoided. Perversely, humanity has shown itself to be very reluctant to follow these prescriptions as they go against our preoccupations with short term goals, profit and personal wellbeing. **Therefore, it is true to say that Climate Change is not a scientific problem but a spiritual one.** In our wider democratic society, whilst law changes are vital, to ensure that action is embraced and continued we need a change of *hearts and minds*.

This holds true within the Church too. To enable effective action on Climate Change we cannot just draw up a list of regulations. Indeed, focussing on requirements is a sure way of losing the support of parishes, priests and PCCs. In order to see effective implementation of lasting changes alongside regulations we need to engage with the hearts and minds of the Christian community, drawing upon the rich understanding of Creation Care within theological heritage.

As a gift to the wider Church A Rocha UK has provided the Eco Church and Eco Diocese schemes to help Christians to engage with Creation Care. They can be thought of as *discipleship programmes*, allowing Christians to engage in practical actions that in turn will deepen their faith.

So why should Christians care for God's Creation?

Creation Care is integral to Christian Mission and is a vocational calling for all Christians, rather than being a specialism. This Biblically based vocation can be thought of as originating from seven assertions:

1. Creation's Care was the first command of God to humanity (Genesis 2.15) placing them in the Garden of Eden "to work it and take care of it".
2. All of Creation belongs to God (e.g Psalm 24.1) not humanity and has intrinsic value to Him.
3. God teaches us through the natural world, biblically this can be found in, for example Psalm 19 and Romans 1.20 and through the ministry of Jesus. Therefore, to diminish nature is to destroy God's textbook – how can we consider the lilies of the field if they are gone? This understanding is entirely distinct from any false notion of nature worship.
4. The natural world gives praise and worship to God. So, for example, Psalm 148 lists out different parts of creation giving praise to God. The Cambridge theologian Richard Bauckham¹ has likened the natural world to a choir, singing a complex sacred song of worship. Society's destruction of nature devalues and diminishes both the 'singers' and the sacred song.
5. We are connected to the natural world, spiritually through Christ (see Colossians 1. 15-17) and practically through the physical and biological reality of the world. Understanding this theologically and practically (and in so doing moving away from a Gnostic dualistic standpoint) positions us to engage with Creation Care.
6. We are called by Jesus to "Love your neighbour as yourself" (Mark 12.3). In seeking to reduce the onslaught of the many ecological crises facing us, including climate change, biodiversity loss, and pollution we are actively showing love to our neighbours across the world and to future generations.
7. The Christian Doctrine of Salvation is inextricably linked with the Doctrine of Creation. So, for example, in Romans 8. we read that creation "will be set free from its bondage" (Romans 8. 18-25) whilst in John 3.16 the meaning of word "world" (Greek κόσμον *Kosmon*) goes well beyond a meaning limited to humanity. This idea extends too to our approach to Christian witness to the Gospel. John Stott called on Christians to hold together creation and the cross in their witness. "If either is omitted, our gospel has become truncated".²

In addition, Anglicans are called upon to care for the natural world as part of the Five Marks of Mission. The Five Marks arose out of careful cross-cultural reflections upon the nature of Christian Mission, drawing particularly upon foundational work originating at the 1974 world evangelical leaders meeting, led by John Stott.³ Voices from the Global South, were particularly influential in drawing up the Marks. In affirming the Five Marks, we recognise that we are part of an international Church, and we draw on the wisdom of previous generations to inform us in our current context.

¹ Bauckham R. (2010) *Bible and Ecology*, Publisher DLT. Ch. 3.

² Stott J "The works of the Lord" in LeQuire S (ed) *The Best Preaching on Earth, Sermons on caring for creation* pp 81-83

³ Zink J (2017) *Five Marks of Mission: History, Theology, Critique*. *Journal of Anglican Studies*, 15 (2), 144 - 166

Appendix 2: Salisbury Net Zero Action Plan

Key Action	Description	End date	Outcome	Impact	Diocesan support and resources
Actions for Approach					
AP 1	Net Zero Task Group reviews this Action Plan annually alongside reporting the annual carbon emissions to Diocesan Synod	2024	Up to date and relevant actions and emissions reporting	Impactful and targeted intervention	8-16 staff hours per in scope area
AP 2	Define and improve data collection and reporting with regards to emissions and net zero.	2023+	Having a fully representative data set and relevant emissions data	Diocese target intervention in the places that can have the most impact in reducing carbon emissions	Net Zero Action Group will assess the current dataset. Pursue opportunities for additional funding and support
AP 3	Seek and apply for funding to increase capacity and support for parishes in line with the recommendations of this action plan.	2024+	Have a properly resourced Championing Climate Justice team	Support parishes on their environmental journey and to lift the burden wherever possible	Provide a dedicated professional team to support and resource parishes
AP 4	Monitor offsetting schemes for efficacy and ethical credentials with the aim of implementing where needed towards the end of this action plan 2030 and beyond.	2025+	To have a credible number of schemes in which to use for offsetting residual emissions	To allow parishes a choice of offsetting schemes that have been verified and are ethical and effective	Existing and new staff members undertake relevant research
Actions for Parishes					
PS 1	Agree to the actions as outlined in the Diocesan Net Zero Action Plan and put creation care at the heart of all we do	2023	Full acknowledgement that the climate crises places a responsibility on us all to do whatever we can no matter how small for creation care	A planet that we can rightly be proud to pass on to the next generation	Regular reports on progress. Assistance from the DBF and DBE wherever possible and in whatever form has the most impact
PS 2	Encourage every parish to have an Eco Lead/Champion to promote Creation Care and Eco Church.	2024+	A Diocesan network of key people who can share best practice and exchange knowledge	A resource in which to turn with no-one stuck with where to start. Ideas and results can be shared so that common pitfalls can be avoided.	The Diocesan Environment Group and DEO will manage and coordinate the Eco Lead/Champion Network and training programme

PS 3	Encourage all parishes to sign up every church building to Eco Church and work towards gold award.	2024+	Churches that are fully engaged with Eco Church. The Diocese reaches its goal for Eco Diocese Silver by 2026 and Gold by 2029	Churches have reduced as much as possible their carbon footprint. Parishes have embedded sustainable behaviour in all they do	DEO to provide guidance with A Rocha and assist parishes where possible to achieve the gold award
PS 4	PCCs to annually complete the Energy Footprint Tool for every church building.	2023+	To have accurate data across the Diocesan estate to enable strategic decision making with regards to reducing net zero by 2030	Accurate reporting of progress. Have tailored advice in a meaningful way. Be in the right place to receive potential funding	DBF staff and DEO to provide training on how to fill out the Energy Footprint and where possible build additional capacity to directly assist
Actions for Schools					
SC 1	Complete the Energy Toolkit for all VA schools within the Diocese.	2023+	To have accurate data across the Diocesan estate to enable strategic decision making with regards to reducing net zero by 2030	Accurate reporting of progress. Have tailored advice in a meaningful way. Be in the right place to receive potential funding	Schools Estate Manager to explore the opportunity to build capacity to enable this.
SC 2	Undertake a review of schools that have implemented low carbon heating and lighting measures.	2023+	To be able to use evidence-based learning to implement low carbon heating on schools	Benefit from proven installations and use them in the most efficient means possible. Avoid common pitfalls and dispel myths around low carbon heating and lighting	Schools Estate Manager to review installations with schools and produce relevant reports and log and disseminate
SC 3	Produce a Heat Decarbonisation Plan for all VA schools.	2025	Every school is in a position to implement decarbonisation measures when applicable and avoid replacing existing fossil fuel and high energy usage equipment	Running costs and emissions are progressively reduced and funding opportunities can be seized when they present themselves	Explore opportunity to build capacity.
SC 4	Encourage 100% registration of Eco Schools and progression towards awards Silver and Gold.	2023+	Schools that are fully engaged with Eco School. The Diocese reaches its goal for Eco Diocese Silver by 2026 and Gold by 2029	Schools have embedded sustainable behaviour and teaching in all they do	DEO to provide guidance with A Rocha and assist schools where possible to achieve the gold award

SC 5	Establish partnerships with other schools to within the Diocese to share best practice and encourage creation care.	2023+	A Diocesan wide network of key people who can share best practice and exchange knowledge	Schools will have a resource in which to turn with no-one stuck with where to start. Ideas and results can be shared so that common pitfalls can be avoided	The Diocesan Environment Group and DEO will manage and coordinate a Eco partnership and training programme for schools that could align with Eco Lead/Champion network
Actions for Church Buildings					
CH 1	Top 20% of the highest emitting church buildings to commission energy audits and decarbonisation action plans with seed funding and support from the diocese.	2023+	To accelerate the uptake of energy audits	Churches understand their energy uses and the options available to them to adapt their buildings.	The Diocese will subsidise a number of energy audits to enable the most emitting churches to start their journey towards net zero
CH 2	Top 20% of churches to establish a collaborative approach, through the Eco Champion network, to reduce their carbon footprint. Use learnings to shape guidance that can be made available to all our parishes.	2024+	To lower the carbon footprint of the top 20% of churches	Targeting the largest emitters will make the most impact to Diocese carbon emissions. Churches can be supported in a targeted way	Tailored support for churches on their net zero journey
CH 3	Identify and undertake 'easy wins' to lower carbon emissions in line with the Practical Path to Net Zero.	2023+	To have all churches as energy efficient as possible with minimal cost	Churches utilise proven technology that is relatively cheap and non-intrusive to reduce the carbon output.	Easy to follow guidance, advice and practical measures that make a difference
CH 4	Every church building (not including the top 20%) with a fossil fuel heating source to audit their heating system and consider alternative heating systems, setting aside funds to transition to low carbon sources.	2024+	Every church building with a fossil fuel heating system to understand the options for decarbonisation.	All church buildings are ready to lower their carbon footprint when their fossil fuel heating system reaches end of life.	The Net Zero lead and others to work alongside churches on their journey using learning from the most emitting churches.
CH 5	Review DAC guidance and create an environmental policy to embed the Fifth Mark of Mission.	2023+	Have a breadth of guidance related to churches that parishes can turn to	Actions and advice given is tailored towards achieving net zero for our churches	Relevant, accessible, and up to date guidance for achieving net zero

CH 6	Undertake a skills audit of the DAC and recruit appropriate advisers.	2024	Have specialist advisers on all things net zero and creation care	Qualified and knowledgeable advisers the parishes can turn to on their journey to net zero. Appropriate advice given to the Chancellor in aiding decision making.	A Diocesan Advisory Committee that is skilled in net zero and can offer practical advice for parishes
CH 7	Explore ways of building capacity within the Church Buildings Team (CBT) to offer support for church Buildings.	2024+	To provide a comprehensive resource for parishes	Lighten the burden that is place on parishes and the responsibility of looking after these wonderful buildings	Staff members that can work more closely with parishes to offer the kinds of support and assistance that is needed
Actions for Land					
LD 1	Parishes to consider and enact ways in which their land can be used to benefit wildlife.	2023+	To have all land that is biodiverse and a benefit to wildlife and people	Better coexistence with nature. Land can be used to teach about creation and wildlife	The Diocesan Environment Group and DEO ensures appropriate guidance is easy to find on the Diocesan website. Schemes that promote better land use is integrated in the comms and engagement package (section 11)
LD 2	Audit of all land managed and administered by the Diocese.	2025	To fully understand and realise the potential of Diocesan land for Championing climate justice and creation care	Properly managed land that is both good for the environment and the people the need it	The Lead for Net Zero to discuss with the relevant department auditing Diocesan land and include in the reporting scheme
Actions for Housing					
HS 1	Undertake 100% EPC and condition survey of Diocesan housing stock.	2025	Up to date and accurate data across the entire housing stock	A complete understanding of the housing stock and its condition	Internal and external funding and capacity building to enable this work to be undertaken quicker than utilising existing staff
HS 2	Develop a stock condition and maintenance data base.	2025	To be able to predict and properly budget for maintenance works	To be able to make strategic decisions around upgrading housing stock. To ensure that housing is as efficient and as well maintained as possible	Clear reporting on the condition of housing stock to Diocesan synod. Well maintained and costed housing

HS 3	Identify suitable houses for further pilot schemes for ASHP, Solar PV and Battery storage.	2024	To fully understand how these technologies can be deployed and when	Make appropriate and targeted decisions to ensure maximum benefit can be gained from these technologies	The property team build into the stock condition and maintenance database a means of highlighting housing ready for low carbon heating and lighting
HS 4	Develop a 7-year strategic action plan to housing with regards to net zero.	2024	Ensuring the housing stock is right for clergy and the Diocese	Appropriate, energy efficient housing for our clergy that are in the right places	The property team develops a stepped approach to retrofitting clergy housing toward net zero
Actions for Offices					
OF 1	Have at least two Eco Champions of the Diocesan Offices.	2024	To have two named personnel that can champion best practice amongst staff. Monitor energy consumption and initiate savings wherever possible	Staff are working with creation care in mind. The Offices are as efficient as possible	The staff work with the Diocesan Advisory Group to champion creation care and best practice
OF 2	Ensure the purchasing of equipment and stationery is sustainable and energy efficient.	2024	Reduce the ongoing energy demand of staff functions	Reduction in the financial burden of the day to day running of departments	Relevant departments (IT and procurement) review their processes and amend
OF 3	Collate the energy data for the DEC and Sherborne Office.	2024	To fully record the energy consumption of our offices	To be able to target energy reduction wherever possible and reduce the financial burden on the Diocese	The DBF/DBE will ensure the Diocesan Offices are run as efficiently as possible
Actions for Work Related Travel					
WT 1	Review and adapt policies to reduce travel – Specifically all large scale diocesan meetings to be convened only in venues with excellent public transport links in order to reduce travel by car (large scale = Diocesan synod, rural deans and lay chairs, bishops council etc.)	2025	To have flexible options for meetings across all Diocesan structures	Give staff and parishes the option to engage members in a variety of means to not only reduce travel but improve engagement and attendance	HR and Governance departments review what is possible within current legislation. Advise and encourage parishes and senior leadership teams to adopt changes
WT 2	Review and adapt reimbursement policies to encourage low emission travel and car sharing.	2025	A reimbursement scheme that encourages the switch to more sustainable travel solutions	Lowering of carbon emissions and more flexible options for travel	The accounts team(s) to review and amend policies

WT 3	Improve the collation of travel data to calculate emissions data.	2024	Have a simple and accurate means of reporting reimbursable travel data	Drive actions that can be effective at encouraging low carbon travel choices	The accounts teams (DBF and DBE) refine its processes in relation to reimbursable travel expenses
WT 4	Explore opportunities to install electric vehicle charging points at parking spaces across the Diocese.	2024+	A network of charging stations that make low carbon travel around the Diocese easier	DBF, DBE and parishes audit potential locations for chargers and report this to the Lead for Net Zero. Provide guidance on the installation of electric charging points	The DBF and DBE will seek opportunities for funding electric car charging points either from existing DBF/DBE budgets or externally
Actions for Diocesan Structures					
DS 1	Review and adapt policies to encourage creation care decision making.	2024+	To truly live out creation care as Christians and to promote this to external organisations	Embedded good governance and decision making that encourages creation care	HR and Senior Leadership Teams to review policies alongside the DEG and Lead for Net Zero
DS 2	Diocesan Advisory Committee membership to include low carbon heating adviser and review guidance and processes.	2024+	Streamline process in a way that encourages the transition to net zero	Review, amend and produce policies and guidance aimed at net zero	The DAC Secretary to review policies and guidance with the committee
Actions of Communications and Engagement					
CE 1	Bishop's Council to agree a position statement on Championing Climate Justice by January 2024.	2024	Senior clergy provides the leadership across the Diocese to achieve net zero	Clergy, staff, and parishes are clear on the Diocesan aims and are empowered and inspired to work towards net zero	Agree position statement and commit time to communication campaigns
CE 2	Create the first campaign focused on awareness of the action plan and current guidance for implementation in the second half of 2024.	2024	Targeted and relevant engagement which inspires action towards net zero	Decide content and timescale and deliver comms campaign	Comms department together with Lead for Net Zero and senior clergy develop and deliver annual campaigns
CE 3	Develop a series of campaigns until 2030 on an ascending basis following the practical path to net zero.	2024+	Targeted and relevant engagement which inspires action towards net zero	Achievement of action plan	Comms department together with Lead for Net Zero and senior clergy develop and deliver annual campaigns

