

Minutes

Meeting on: 6 November 2021
 Time: 9.30am
 Location: The Milestones School, Gloucester, GL2 9EU

	Item	Action
1.	Worship	
	Bishop Robert led Opening Worship.	
2.	Election of the Chair of the House of Clergy (clergy only) One nomination was received for the Chair of the DBF; Canon Karen Czapiewski, Cirencester Deanery, who was therefore deemed elected unopposed. One nomination was received for the Chair of the House of Laity; Mrs Carol O'Donnell, Wotton Deanery, who was therefore deemed elected unopposed. Two nominations were received for the Clergy Chair; however its was not possible to hold elections prior to the meeting due to a late Covid related concern.	<i>Subsequently the Revd Canon Katrina Scott was elected as Chair of the House of Clergy</i>
3.	Welcomes and apologies	
	The Secretary reported 6 apologies were received.	
4.	Election Results – Statutory Committees	
	The Secretary reported that, in addition to those confirmed on the paper as elected, following the elections for the members for Bishop's Council for Cheltenham, both clergy and laity representatives were confirmed. The two clergy members are: The Revd Andrew Blyth and The Revd John Swanton. The three lay members are: Mr George Collins, Mr Martin Kingston and Mr Alastair Taylor.	Noted: The outcome of the elections to the Statutory Committees of Synod (DS21/7)
5.	Notices and Questions	
	A question was raised by the Revd Dr Mike Parsons (Gloucester City Deanery) about the availability of a hard copy/online directory and the	

Item	Action	
	<p>permissions to be explored to make it more widely accessible. The Secretary explained there were no current plans for a generally published copy but there was a desire to increase accessibility and availability of the on-line directory to assist parishes in vacancy.</p> <p>Peter Moore (Cirencester Deanery) asked whether there could be an 'induction' for new Synod members, explaining what each of the committees are for etc. +Rachel responded that there were plans for an induction event in the summer of 2022 when Covid measures were likely to permit a more engaged event.</p>	
6.	Minutes of the previous meeting	
	<p>The minutes of the previous meeting held on 5 July were proposed by Susan Cooke, (Severn Vale Deanery) and seconded by Sue Padfield, (Severn Vale Deanery) and were approved <i>nem con</i>.</p>	<p>Approved:</p> <p>Minutes of the Synod meeting held on 5 July 2021.</p>
7.	Matters arising from the minutes	
	<p>Margaret Sheather (Stroud Deanery) gave an update on Living in Love and Faith, explaining there are lots of resources available and how this was an opportunity to 'learn together'. She also shared that General Synod were meeting mid-November and that people were welcome to listen in.</p> <p>The Secretary gave an update on the Archbishops' Housing Initiative and the work he is doing to support it.</p>	<p>Received:</p> <p>Updates from General Synod members, including the Archbishop's Housing Initiative supported by Gloucester DBF (provided on the day) and Living in Love and Faith (DS21/4).</p>
8.	General Synod Election Results	
	<p>Jos Moule, Registrar, confirmed the results of the elections to General Synod. Those elected and in attendance stood to show themselves.</p> <p>Members of Diocesan Synod noted that there were three clergy members elected to the House of Clergy to represent Gloucester at General Synod for the Quinquennium 2021-2026;</p> <p style="padding-left: 40px;">The Revd Henry Curran (North Cotswolds Deanery), The Revd Canon Dana Delap (North Cotswolds Deanery), and The Revd Canon Katrina Scott (North Cotswolds Deanery).</p> <p>It was also noted that there were for lay positions elected to the House of Laity to represent Gloucester at General Synod for the Quinquennium 2021-2026;</p> <p style="padding-left: 40px;">Canon Karen Czapiewski (Cirencester Deanery), Mrs Jennifer Fellowes (Cheltenham Deanery), Mr Robert McNeil-Wilson (North Cotswolds Deanery) and Canon Margaret Sheather (Stroud Deanery).</p>	<p>Noted:</p> <p>The outcome of the elections to represent the diocese of Gloucester at General Synod (DS21/8)</p>
9.	GDBE Reconstitution	
	<p>Bishop Robert and Rachel Howie introduced the item.</p> <p>They explained that change was a legally necessary and set out the options available for its implementation. Each of the options was set out in paper DS21/9 which also explained the benefits and drawbacks</p>	<p>Noted:</p> <p>Matter to return for decision at the next Synod.</p>

Item	Action
	<p>of each option. along with a short commentary about the legal advice received.</p> <p>RH shared that presently the DBE was unincorporated. She directed members to the timeline for change set out on page five, and the summary of the paper on page six, suggesting that neither of the options are perfect but both could be implemented. She offered to speak privately to any member who would like more detailed information but didn't wish to ask in full Synod.</p> <p>+Rachel stressed the importance of this work and asked for any immediate questions.</p> <p>Revd Nick Davies, (Cheltenham Deanery) asked how many joint DBEs there are currently. RH named a few including Newcastle & Durham and Leeds & Portsmouth Dioceses, and explained that if they opted for the committee route that would eliminate the option to become a joint DBE in the future.</p> <p>Revd John Paul Hoskins (Tewkesbury and Winchcombe Deanery) asked if they had a 'ballpark' figure of costs. RH did not have a figure in mind, explaining how the costs involved were mainly legal, and that she would look into it. BPS suggested this would be between £10-20k.</p> <p>Revd Andrew Blyth (Cheltenham Deanery) noted that when option one works, it does work well, but raised a question around the possibility of a conflict of interest and whether members of synod could be members of the DBE. RH assured that in this case, members of synod would be able to sit on the DBE.</p> <p>Peter Moore (Cirencester Deanery) asked what the old measure looked like and what were the options before. RH explained how the DBE is currently set up, and that it is not registered with the Charity Commission.</p> <p>The DBF Chair explained how this matter was discussed at Bishop's Council, and that the initial 'feeling' was towards option one and that 'relationship' was at the heart of the discussions.</p> <p>Steve Riddick (Severn Vale Deanery) asked for clarity on what was said by General Synod in requiring this change. +Rachel described how the options had been agreed by General Synod and that all dioceses are having to adhere to the update/change.</p> <p>+Robert thanked everyone for enabling this conversation, and how helpful it is to have comments and questions, which he was also happy to receive after the meeting.</p> <p>+Rachel thanked +Robert and Rachel Howie for all their hard work on this matter and for all they continue to do for Education.</p>
10.	GDBF Budget
	<p>The DBF Chair, Canon Karen Czapiewski, introduced the item. It was noted that the Head of Finance (Julie Ridgway) who would normally be present at Synod was unwell, and members were asked to keep her in their prayers.</p> <p>Canon Czapiewski gave an outline of the position, explaining that there is still a 'standstill' budget for 2021 in place for the finances of GDBF, but not its support of mission. She described the process of forming the budget now before Synod, especially the 'Budget Working Group's</p>
	<p>Approved:</p> <p>The GDBF budget for 2022 set out in DS21/10</p>

Item	Action
<p>work. She explained the underlying assumptions for 2022 relating to inflation, including a 2% rise in stipends after a nil increase for 2021.</p> <p>Canon Czapiewski described the strains that have been voiced around the 2% increase to parish share, and how there is a contingency in place. She explained the significant increase in budget for clergy homes, caused by a steep increase in health and safety costs. She concluded by asking if there were any questions from members.</p> <p>The Revd Jo Pestell (Gloucester City Deanery) asked whether we know the Parish Share contingency to be used and whether there is a budget to meet the Eco Church requirements. The DBF Chair reported the contingency is £450-500k. She also described the PV Panel scheme that has operated in the diocese for many years, earning around £90k p.a. for general funds, and how a Diocesan Environmental Officer is funded by the Development Fund.</p> <p>The Revd Richard Coombs (Cheltenham Deanery) asked what strategic plans were being discussed around the use of the Diocesan Stipends Fund. Canon Czapiewski explained how there is a risk to underlying assets in the future if too much is drawn now but the use of the Stipends Fund is under ongoing review.</p> <p>Revd Nick Bromfield (Cheltenham Deanery) raised an observation around clergy morale relating to keeping the parish profile up-to-date. Canon Czapiewski explained the intention of keeping the parish profile current is to affirm what clergy do and the desire to keep them within the diocese.</p> <p>Geoff Adlington (Tewkesbury and Winchcombe Deanery) expressed disappointment with the Parish Share increase and how within his deanery there are ten vacancies currently and explained that parish share rises are more than the rate that giving which is not sustainable to continue. The DBF Chair recognised the difficulties parishes are facing and explained how those that are part of the Parish Giving Scheme (PGS) have ridden the pandemic much better than those who are not. She further explained the need to increase mission to increase funds, and to encourage realistic giving across the diocese.</p> <p>Canon Roger Parker (Severn Vale Deanery) described making the need for mission a priority and ideas to enable that would be welcome. +Rachel acknowledged the difficulty parishes face, and how we should concentrate on looking 'sideways', and reinforce that 'paying' parish share is not about paying but giving as a whole.</p> <p>Gordon Goodman (Severn Vale Deanery) noted that staffing was the biggest cost. He suggested approaching givers locally through the PGS. Canon Czapiewski shared how in her own parish, their treasurer wrote to all the 'givers' and how the encouragement to increase their gift was made that way.</p> <p>The DBF Chair ended with a heartfelt "thank you" for the generosity we continue to see enabling the diocese to meet commitments, together.</p> <p>The budget was proposed by The DBF Chair and seconded by the Revd Canon John Swanton (North Cotswolds Deanery). The item was agreed with 1 abstention and none against.</p>	

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11.	Bishop's Council Update	
	The Secretary introduced the item. He described the digest of the business conducted by the Bishop's Council since the previous Synod.	Noted: The activity of Bishop's Council since the last Synod (DS21/11)
12.	Coffee Break	
	(Informal coffee break for 20 minutes)	
13.	LIFE Together	
	+Rachel led a gathering, including some members of the diocese that do not sit on Synod. Members heard stories from around the diocese of how the LIFE Vision has been lived and how it will evolve over the next quinquennium as "LIFE Together". A link to her address can be found here: https://www.gloucester.anglican.org/2019/bishop-rachels-address-to-diocesan-synod/ A link to the video of 'LIFE Together' can be found here: https://youtu.be/iEGXZolNgIc	
14.	Date of next Meeting	
	The date of the next Synod is 5 February, via Zoom	