

**BISHOP'S COUNCIL
AND STANDING COMMITTEE
and the Board of Directors of the
Bradford Diocesan Board of Finance**

Minutes of the meeting of the above body
held 2 February, 2006 at St Mark's, Utley.

- Present:**
- The Rt Revd David James (Chair)
 - Mrs Pam Aston
 - The Revd Paul Ayers
 - Mrs Sallie Bassham
 - The Revd Canon Adrian Botwright
 - Mrs Janet Bower
 - The Revd Paul Deo
 - Mr David Gibson
 - Mr Ian Hamilton
 - Dr Barrie Harness
 - The Revd John Hartley
 - Mr Tony Hesselwood
 - The Revd Eric Kyte
 - The Ven David Lee
 - Mrs Zahida Mallard
 - The Ven Paul Slater
 - The Revd Alice Snowden
 - Mr Ken Stobart
 - Mrs Nora Whitham
 - Mr Chris Wilcock
 - Mrs Jill Wright
- In attendance:**
- Mrs Debbie Child (Assistant Synod Secretary)
 - Mr Malcolm Halliday (Diocesan Secretary)
 - The Revd Canon Sam Randall (Church in the World)
 - Mr Peter Foskett (Diocesan Registrar)
 - Mrs Hilary Chapman (Bishop's PA)
- Visitors:**
- Ms Catherine Richardson (Registry)
- Finance Committee:**
- Mr John Dyson
 - Mr Mike Moss
 - Mrs Marian Parry
 - Mr John Smith
- Apologies:**
- The Revd Andrew Clarke
 - Mr Michael Dean
 - The Very Revd David Ison

The Bishop welcomed back Tony Hesselwood and David Gibson, both of whom have been ill. He welcomed Paul Deo, the new representative from the Bradford Archdeaconry. He also asked the Bishop's Council to remember Mary Wilson, who died on December 20th, and offered our gratitude for her ministry amongst us. He welcomed Catherine Richardson from the Registry and members of the Finance Committee, John Dyson, Mike Moss, Marian Parry and John Smith.

The meeting opened with prayer led by The Ven Paul Slater

202 Minutes of the meeting held on 24 November, 2005.
These were agreed.

203 Matters arising
a) Residentiary Canons Update.

David Ison sent details of the two new canons, The Revd Andrew Williams and The Revd Dr Frances Ward. Andrew Williams will be installed on 19 February and his work will be in the area of Young People and Pastoral Care. Frances Ward will be installed on 22 July and her work will relate to City Centre Chaplaincy and Liturgy. The Dean hopes that the gifts of these two people will be used in the Diocese as well as the Cathedral.

b) Diocesan Day Update

The Bishop told the Council that a mailing had been sent this week to Clergy and PCC Secretaries with information about the Diocesan Day booking forms and pledge forms. Each church has been allocated three places (to include clergy) and deaneries can send one adult and 9 young people. It is hoped that 600 people will attend. Archbishop John Sentamu is the main speaker and he will launch the Youth Evangelism Fund. Three quarters of the workshops will be on the theme for this year 'Yes to Young People'; the rest will be on a variety of different things.

c) Vice Chair of the DBF

Tony Hesselwood reported that two names had been put forward and that Malcolm Halliday and he were meeting with these people to discuss the post, in the hope that we will be able to make an appointment soon.

d) Rural Officer

The job description had been discussed by the Craven Pastoral Committees, however the idea that this job could run in conjunction with half of a Fresh Expressions post had also been suggested and therefore the job description may need to be reconsidered.

e) Michael Ramsey House

The Archdeacon of Bradford updated the Council on the former Chaplaincy building saying that work was ongoing, that support for Chinese students had one area in the building and that the Fair Trade Café, who were transforming themselves, hoped to have all that work done by July to take up another area of the building. Chris Howson would like the Council's support to change the name to Desmond Tutu House instead of Michael Ramsey House because apparently none of the young people in Bradford know who Michael Ramsey was.

Action: The Council agreed to support the suggested change of name.

f) Ecology

Sam Randall tabled a policy paper which the Council agreed would be discussed at the next meeting.

204 Financial Projections - (Pam Aston in the chair)

The Secretary explained papers which he had circulated:-

- a) a graph showing how in 2006 the expenditure on parochial stipends was certain to exceed the budget and the stipend cushion.
- b) an updated history and forecast (BISCOU/06/01 revised) reflecting increased allocation from the central pool due to the abolition of the majority of guaranteed annuities.

John Dyson explained that at the meeting of the Finance Committee on 12th December, which he chaired in the absence of Tony Hesselwood, the Committee was presented with a forecast for the 2005 out-turn which was worse than anticipated (though subsequently this has been revised to a significantly lower figure), and a revised budget for 2006 showing a deterioration of £120,000 from the originally budgeted deficit. He said that the figures continued to show an "overstaffing" of five in parochial clergy which would not be fully remedied until 2008 and since appointments are by their nature medium term commitments at the least, the Committee was especially concerned, given the earlier projections, that operating deficits would be eliminated by 2009. These projections had been based on figures which included Share Receipts increasing by between 4% and 5% compound each year (more than has been achieved in recent years).

He said that the Committee was therefore concerned at the validity of the medium term projections and in fact, the latest forecasts, which were presented to the January meeting of the Finance Committee, indicate deficits in each year to 2010 of between £200,000 and £300,000 per annum, with the position worsening modestly towards the end of the period, whilst continuing to anticipate Share Receipts growing by over 4% compound. He told the Council, that whilst there is no suggestion that the Diocese will run out of cash in this period, thanks to the proceeds of various property sales and the substantial legacy received, the Committee felt that a serious review was required, because it was not comfortable with a picture which might show (and subsequently has shown) a continuation of substantial operating deficits.

It was this which led it to take the unusual step of advising the Bishop and Council members to place a short term moratorium on appointments until the Finance Committee had commissioned work which would enable it to present alternative financial strategies and recommendations to the May Council meeting.

John Smith, (Finance Committee) agreed with John Dyson's summary.

Tony Hesselwood said that we were always faced with moving targets, but the paper tabled was showing projections of the worst case scenario. It doesn't take into account property sales and it needs to be made clear that the Diocese won't run out of cash but can't continue to rely on, for example, the sale of property, ie, capital funds to meet revenue expenditure. David Lee pointed out that at the last meeting of the Finance Committee the figures were showing £1/3 million extending to £371,000 projected deficit which really shocked the Committee, but now the final year end figures are showing £153,000, a substantially reduced deficit. Mike Moss said the concern was about the fact that we are over budget on clergy so we should not take on any more.

Bishop David talked to the Council about a book by Archdeacon Bob Jackson about church statistics in which Bradford Diocese was mentioned. The Bishop wanted to be much more positive in outlook, quoting Bob Jackson 'if you just want to balance the books you will fail, the only way out is growth'. The book highlighted the effect of the changes of clergy numbers on Share and if we continue to reduce clergy then in the end we lose people in the parishes. If we put a moratorium on posts we reduce clergy morale. Yes, we need a wake up call to the financial situation, but growth is possible, although it doesn't just happen. There are a lot of good things happening now; we just need to be financially careful but not batten down the hatches. We need to move forward; we need to go for growth, but are not looking to make lots of appointments in the next few months. John Hartley asked for clarification - are we not appointing until May? Bishop David said that was not the case, we must try and resist constraint. We can't change things in three months, we are going to try and make as many internal moves as we can, but we do not want to put a moratorium on appointments. Tony Hesselwood said that confidence and morale are crucial. The Finance Committee will bring a new strategy to the Bishop's Council in May so that it can agree the way forward. He said that there was nothing new about any of this and certainly nothing new about being short of income; we were saying it in the 90's, but now we are actually living with the reality. We need to firm up on the strategy and then make decisions. If we were to adopt the policies suggested in the letter we really would be making the problem more difficult for the future. Simon Dennis, member of the Finance Committee, is particularly working on looking for new sources of income.

Eric Kyte asked if parishes could input into the strategy, saying that it was helpful for a wider body of people to contribute and offer suggestions of ideas for future plans. Janet Bower was concerned about internal movement. She wouldn't like to see the selection & recruitment policy being abused; even internal posts need to be advertised. Pam Aston said, on a more positive note, that Rochester, which is a rich Diocese, has been desperately despondent about figures, but basically things are not as bad as they had thought and at their Diocesan Conference there were a lot of upbeat new ideas, good things happening and the C of E nationally is coming up with some really good things.

Action: The Finance Committee members did not press their idea of a moratorium. They will produce a strategy after they have reviewed the situation. The options and the recommendations will come to the May meeting of Bishop's Council.

John Hartley asked that as there had been a Finance Committee on the 23rd of this month and Bishop's Council wasn't until the 2nd March, why was the letter not withdrawn, if we now don't need to take the advice. It was then asked that if there is an appointment which needs to be made, can we make it - specifically the Rural Officer and the Community Development Officer?

Action: Clergy and Lay stipendiary appointments can continue, but we are endeavouring to fill them with internal transfers in the first instant; however there was no bar to external appointments.

205 Other Financial Matters: (Tony Hesselwood in the Chair)

a) The minutes of 31/10 and 13/12

These were noted.

b) Matters arising previously notified.

There were none.

c) Accounts Timetable. (BISCOU06/02)

The officers were asked to leave the room for this item. John Hartley sought assurance that there would be no reoccurrence of last year's account preparation and its difficulties. The DBF Chairman assured him that steps had been taken to ensure that the accounts would be available at appropriate times. The next test would be 13 February, Finance Committee Meeting.

d) Community Development Officer

Tony Hesselwood asked that £20,000 be made available from the legacy fund(leaving a balance of £7,500) to underwrite the Community Development Officer Post in its first year. It was hoped that this post would release

much more funding for parishes. Paul Ayers said that he had a gut feeling against doing this, particularly in the present climate. Tony Hesselwood responded that this had already been agreed at no cost to Share.

Action: The Council voted on whether to make the £20,000 available.

The vote was carried. 12 For 3 Against.

206 Travellers Policy (BISCOU/06/03) Bishop in the Chair

Peter Foskett referred to his paper suggesting that the Diocese needed to have a policy in place for dealing with the situation where travellers seek to occupy diocesan land. There was some discussion about this and Tony Hesselwood said that we would need to make churchwardens and incumbents aware of this in reference to glebe land. Janet Bower said that when the policy has been put together, it would be helpful to contact Adam Wilson who is from a traveller family.

Action: Peter Foskett will draft a policy.

207 Report from Structures Review Committee (BISCOU06/04)

Sallie Bassham talked to the paper and pointed out the specifics. There was some discussion about gender inclusive language and it was suggested that this be changed at the appropriate time. Items 1, 2 and 4 were accepted by the Council. Item 3, the Constitution of the Church in the World Committee, was discussed separately. Sallie pointed out that the introduction was misleading; as the request came, not from the Structures Review Group but from Church in the World. Jill Wright said that this document was a result of a lot of hard work and she hoped that it would result in good working committees. John Hartley said that he was against this idea of a split between elected policy makers and the specialist workers. His experience in the past of splitting a group was that it was not as good as it had been originally, because one group felt marginalized, there were internal tensions and relationship difficulties. This is the same model and he feels that it is a recipe for people feeling marginalized. He pointed out that in the inner group, no-one was elected, so the Synod was not represented. Sallie Bassham proposed that we took it to Synod and let them decide. Paul Ayers was concerned that if elected members are not represented, how can it be democratically reviewed. Janet Bower pointed out that we talked about inclusive language, but the document itself doesn't use inclusive language. Sallie Bassham apologised and agreed to make the necessary changes. David Lee asked if amendments could be made before it went to Synod and was told that it could either be amended tonight or not before it went. Synod can't make amendments, but could refer it back. It should go to the March Synod in case further revision is required, then return in June, and so be in place for the new triennium.

Action: This will be referred to Diocesan Synod

208 Future Faithful Groups (BISCOU/06/06)

The names of the people that would be on the five groups were given. It was pointed out that Eric Kyte was on two and that should be changed.

Action: The names were agreed.

209 Diocesan Synod Agenda 4 March (BISCOU/06/05)

It was explained that after the Agenda Group had agreed the first agenda, one of the items couldn't be brought to the Synod, so the second agenda reduces the full day's business to $\frac{3}{4}$ of a day. The Bishop was unhappy with this and had produced a third agenda in order to have a full day.

Sallie Bassham asked if it is possible to have the Pastoral Strategies item without a motion, saying that a motion is unnecessary, as this is business which we are reporting which is not complete, so a report with opportunity for discussion seems more appropriate. Paul Ayers asked what would happen if people voted against the motion, because in fact it wouldn't change the process. David Lee said a report format was more suitable. Pam Aston suggested it was noted. Sallie said a report with debate was better; there were no decisions to be made - it was an information item. Tony Hesselwood said that he was slightly unhappy if we had no motion because if everyone that spoke on it had slightly negative views then the Pastoral Committees might think that they needed to go back and start again. People ought to have something to which they can sign up. Paul Ayers said that it was very important that it comes to Synod, but can Synod make a decision about this. Ian Hamilton said he didn't like the word welcome.

Action: Sallie Bassham proposed and David Gibson seconded that it became a report with discussion. This was carried. The Bishop's agenda with a full day's business was also agreed.

210 Chair of Communications Group

Peter Sutcliffe, the present chair, is leaving at the end of February and therefore needs to be replaced. Bishop David suggests that Malcolm Halliday takes over the chairmanship of this group until the summer when all the committees will be changing.

Action: The Bishop's Council agreed to this.

211 Brief Reports

a) Bishop's Matters

The post of Diocesan Missioner is to be reviewed with a September response date.

b) Ministry & Mission Matters

There were none.

c) Church in the World Matters

There were none. Sallie Bassham had a question about Denise Poole's visit to Southwestern Virginia. Should the request for funding have come through the Bishop's Council? This was not funded through Share, but in fact it is approval for names that comes to the Council not approval for funding.

d) Diocesan Disability Awareness Adviser

Margaret Beatham who has been appointed as the Diocesan Disability Awareness Adviser will be introduced at the March Synod.

e) DAC Heating Adviser

The DAC were proposing two more advisers for approval. Heating: Roger Glister. Liturgy: Bishop Colin Buchanan.

Action: The Council agreed to these appointments.

The meeting closed with prayer.

Pam Aston gave to Bishop David, a picture presented to the Diocese from Rochester Diocese. This will reside in Bishopscroft.

**Date of the Next Meeting – Thursday 16 March 2006,
Kadugli House, Steeton, 7pm.**