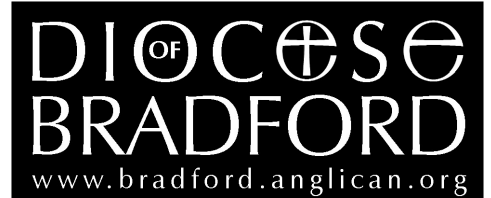


**BISHOP'S COUNCIL AND STANDING COMMITTEE
and the Board of Directors of the
Bradford Diocesan Board of Finance**



**Minutes of the meeting of the above Council held in the
Board Room, Kadugli House,
on Thursday 29 January 2009 at 7pm**

Present: The Revd Canon John Nowell (Chairman)
Mrs Sharron Arnold
The Revd Paul Ayers
Mrs Janet Bower
Mr Tony Hesselwood
The Very Revd David Ison
The Ven David Lee
Mr Roger Marks
Mr Mike Moss
The Ven Paul Slater
Mrs Nora Whitham
Mr David Gibson
Mr Ian Hamilton
The Revd Canon Ken Medhurst
The Revd Canon David Mewis
The Revd Paul Tudge
Mr Chris Wilcock
Mrs Jill Wright

In attendance: Mr Malcolm Halliday (Diocesan Secretary)
Mrs Debbie Child (Assistant Secretary)
Mr Peter Foskett (Diocesan Registrar)
Mr Ian Fletcher (Chairman, Church in the World)
The Revd Canon Sam Randall (Bishop's Officer, Ch. in the World)
The Revd Canon Denise Poole (Bishop's Chaplain)

The meeting began with prayers led by the Revd Paul Tudge.

The Chair welcomed Ms Sallie Bassham to the meeting

Apologies for absence were received from:

Bishop David James
Mrs Diana Chambers (Chairman, Board of Education)
Mr Geoffrey Garnett
Mr Stan Jenkins (Chairman, Ministry & Mission)

205. Minutes of meeting held on 20 November 2008

These were agreed – proposed by Tony Hesselwood, seconded by Roger Marks. The confidential minutes were proposed and seconded by Paul Tudge and Mike Moss and agreed.

206. Structures Review Report and Proposals for reference to Synod

Ms Sallie Bassham presented BISCOU/09/01. She offered her thanks to the other members of the group, Peter Foskett, Arthur Francis, Malcolm Halliday and David Ison. She said the group had consulted widely; the Synod had been given an opportunity to comment and the consultation paper had been on the Diocesan website for anyone else to send comments in. She was especially grateful to the people who had looked at this from two quite different perspectives – from the business perspective and the charity perspective, although as a Church we do not fit very accurately into either category. Sallie made it very clear that the Bishop's Council must make the decisions about the structures review and neither she nor the group were pushing in one direction or another. As a group they had not entirely agreed on everything although they have all signed the report and it came from the whole group. The only part of the proposals that must go to Synod and be implemented within a particular time frame are the Pastoral and Mission proposals, so even if nothing else is decided, then these must be ready to be instigated prior to the beginning of the next triennium. If the paper does go to the June Synod, then it must go with the full support of the Bishop's Council, as there will be no chance for any further revision without missing the deadline.

The Chairman asked Sallie and the Council to agree that the major decision to be made that evening was to decide whether or not the Bishop's Council wanted to go with the Group's proposal of a separate Board of Directors and the discussion would initially only be in that area. Sallie took the Bishop's Council through one or two of the appendices explaining that, in terms of line management, she thought there were only two changes to the status quo, which was to bring Communications and Parcevall Hall into the centre. In terms of committees, again Parcevall Hall and Communications were to cease operating as committees but become support groups for the officers.

Appendix 2 showed the new Board of Directors. Sallie asked the question – should this be a new and substantive body?

David Lee spoke to his paper BISCOU/09/01/A saying that he did not feel that we should have a separate Board of Directors. Money and Mission belonged together and we need to listen to both sides at the same time. A better way forward would be to look very carefully about how we used the Bishop's Council and to consider its function and structure. Although he felt that the directors should be a large enough group to include enough people with the necessary skills and expertise, he felt most strongly that the Bishop must be a director. Without a Bishop we cannot lead the Church. Under the suggested proposals, if the Bishop is a member then neither the Archdeacons nor the Dean could be involved, but as Archdeacons have the overview, and are in touch with parish clergy, with deaneries and with laity in the parishes, it is a necessity to have at least one Archdeacon as a member of this body as well as the Bishop.

David felt that to attract and encourage the right people to come and give up their time to the Bishop's Council, we should not reduce the contribution they can make; we are asking people to be a part of a body which would have very little influence when there is a separate Board of Directors. He said that good governance is important and providing training for members of Bishop's Council is paramount. This sentiment was echoed by others. He finished by saying that he was against a separate Board of Directors and would prefer a new and improved Bishop's Council to be the

Directors of the Company and could the Review Group look at how Bishop's Council could provide better governance in its role as directors?

Paul Ayers said he entirely agreed with the Archdeacon. The report does not really say what the weaknesses are with the present Bishop's Council and/or how the proposals will improve them. Ken Medhurst also agreed with the Archdeacon, saying that trying to marry episcopal and democratic government can be very difficult, but it is necessary in the Church. The Board of Directors dilutes this and it dilutes, in particular, the episcopal role; taking away the pastoral dimension. The Bishop and the Archdeacons have the pastoral overview. We do not wish to have Directors who simply become ecclesiastical politicians.

Malcolm Halliday, as a member of the group, told the Council that it would have been helpful to have had a stronger steer to the working group. He had prepared a paper for the July meeting but none of the present comments were put forward at that time, despite a specific question. He was happy to continue with the Bishop's Council as Directors; a fairly recent visit from the Charity Commission said they were happy with our present model of governance.

Mike Moss did not want to increase the layers of management. He could not actually see what the Directors were going to do. A lot of things were coming in to them but Directors also need to push something out. The added layer would increase decision making time and he had some serious concerns for the time volunteers would need to give. He added that under this structure there would be no need for the Finance Committee.

Tony Hesselwood said that that would depend where the detailed work was done. One could not guarantee that Bishop's Council had the right people to be directors and charity trustees, although he agreed that they did need particular expertise. He did not want a separate Board of Directors, but is unhappy with the suggested membership. He would not want it to be overloaded with finance people, and having the Chair and the Vice Chair of the Board of Finance would be enough. It would be impossible to elect the right calibre of people from the Synod, although he would want to include the Archdeacons and the Chairs of Synodical Committees.

Ian Hamilton wanted to underline the conflict between business and the Church; we cannot cut people off from money. We need a balance between both, but the Church must come first. Ian Fletcher also said we need to remember we are the Church and in that case, should we be a limited company? We must have a range of expertise and an induction system, so people are clear about their roles.

Nora Whitham queried the Board of Directors' right of veto – who will govern the Board of Directors? Malcolm Halliday responded that this would be the Bishop's Council and the Audit Committee. David Lee said that the proposal emasculated the Bishop's Council and would take away the enthusiasm of the members. Can we use the four co-opted places to bring the experts on to that body?

Sallie responded by saying that the Review Group had not really understood what was wanted and a clearer steer would have made a great difference. It was no good producing structural proposals when the problems were not structural. She would be very keen to encourage induction and training for Bishop's Council.

She explained that a previous review had reported that the Archdeacons were spending too much time in meetings as members of every diocesan committee and

this was the only reason they were left out; she would have no problem at all in putting the Archdeacons back in. She was very happy to deal with this in any way at all – the group was there to serve the Bishop’s Council.

The Council voted on whether or not to adopt a separate Board of Directors
2 in favour, 15 against, 1 abstention.

The Review Group will re-work their report without a separate Board of Directors and bring a revised proposal back to the Bishop’s Council.

The discussion moved on to other aspects of the report:- Paul Ayers commented on Appendix 4 showing line management. He was uncomfortable with the suggestion that clergy would be reporting to Rural Deans, Rural Deans to Archdeacons, Archdeacons to Bishops; clergy are in no way employees. He agreed that the implementation of clergy terms of service needed to be supervised. He was also concerned about the changes to the Property Committee and wondered if they were compliant under the Repair of Benefice Buildings Measure 1972. He did not think that the proposed committee structure would guarantee adequate representation of clergy and laity.

Nora Whitham was concerned about the merging of Child Protection and Vulnerable Adults into the Employment Committee, saying that this was a very sensitive group which needed a lot of time. Malcolm Halliday responded that policy matters would move into the Employee Committee and discussion about individual cases would continue to be dealt with as before by the relevant professional specialists. Nora and Paul Slater felt that Race & Culture should move into Employment and Personnel. Janet Bower reiterated the earlier point about ensuring the introduction of training and induction for members.

It was agreed that if there were any other issues that people wanted to raise, they should get in touch with Malcolm or Sallie. Sallie would attend the next meeting of the Bishop’s Council.

207. Matters arising from Minutes:-

- a. Communion before Confirmation – further work (194a)

Malcolm Halliday reported that he had been unable to contact Bishop Colin Buchanan, who was heading up this work, but it was understood that a meeting was to be held quite soon.

- b. Environment Day (194b)

Sam Randall reported that, as yet, no date had been set for the Environment Day, but it was likely to be in the autumn.

- c. Future Faithful – Bishop’s deanery visits

Malcolm reported that the latest draft report was sent out by the Bishop for information. Ian Hamilton reported that the Bishop had had a very successful and well received visit to Skipton Deanery Synod.

d. Clergy & Lay Conferences (198a)

Paul Slater reported that the Synodical Committee would like to reflect on this. No decision has yet been made.

e. Adviser in Evangelism– appointment (198b)

Debbie Child reported that the Revd Sue Hope had been appointed as part time Adviser in Evangelism and part time Priest in Charge of St Paul's, Shipley. Her licensing will take place on 10 March.

f. Education Adviser – appointment (200a)

Debbie Child reported that there were initially four candidates – two of whom withdrew. No appointment was made. The post will be readvertised.

g. Scargill Movement (202e)

Tony Hesselwood reported that the Scargill Movement will acquire the property directly, and the DBF will not be involved.

208. Future of Diocese of Bradford – Review Group Report (BISCOU/09/02)

Paul Slater talked about BISCOU/09/02. He thanked the members of the group – David Ison, John Nowell, Geoff Garnett, Nora Whitham, Jean Bailey and Adrian Botwright. Paul said he was very grateful to Adrian for producing Appendix 4; to Jean and David for Appendix 6 and Malcolm for Appendix 5. He flagged up the very recent press release saying that the Diocese Commission will be looking at the Yorkshire Dioceses and it would be good to move quickly on this, so that the Commission will know the mind of the Diocese.

Paul Tudge felt that diversity needs to be included. The report does not quite address what the press release implies - tinkering with the boundaries. Paul Slater reported that the Commission had already looked at the whole country and its arbitrary boundaries, but people locally need to self determine where or which diocese they want to be part of. David Ison said we need to do some work in relation to the '*notes the editors*' in the press release, in order to rehearse the arguments. Paul Slater agreed that now we know what the Commission wants, we can add this to the Report. Thanks were extended to Paul Slater, saying that the report was exceptionally readable and very well done. Mike Moss was concerned about sending the whole report out to deaneries; it seemed quite daunting and was it a waste of paper? On the contrary, Denise said it was easy reading, it set the context and is very interesting.

It was agreed to send the report to Synod with a motion to seek speedy responses from deanery synods.

209. Diocesan Synod

a. Response to Group Discussion – March 2008

Ian Hamilton thanked everyone for their care and prayers during his recent time in hospital. He then spoke about BISCOU/09/03 and said that they had received a very good response to the questionnaire asking people's views on Synod. There was clear support for café style synods which have worked very well. There were many

comments made about people's unhappiness with the constant use of Standing Orders. Ian said that he and John Nowell were agreed that we cannot run without Standing Orders and that valid points are often made.

Paul Tudge thought that deanery members ought to get together in advance to discuss some of the Synod agenda items, to familiarise themselves with the issues and perhaps that would encourage people to feel able to stand and speak at Synod.

Paul Ayers said he wanted to have real debates and not fudged motions. He was not keen on 'hot issues'. This had been considered at General Synod and it was felt that people would not be prepared enough to be able to speak cogently on subjects, with no real notice.

David Ison said that in response to the support for café style and the useful way that this facilitated debate, perhaps the Synod should not come to the Cathedral for its first meeting of the triennium, as had always been the practice, because it is more important to go to a venue which provides the best facilities for Synod.

Mike Moss was unhappy about moving worship to the middle of the day because he felt that worship prepares us for the meeting; however, Ian said that he would still want to start with prayer.

David Lee felt that Synod was also for learning, not just debating, so we do need presentations as well as debate, but they need to be kept separate. He felt that the issue of Standing Orders had been fudged. There were a lot of people who were very very unhappy about the way they are constantly used and it would be helpful to refine the Standing Orders to make them more useable. He felt that we were losing the sympathy of those people, who gave up their Saturdays to attend the Synod, with these constant interruptions. Peter Foskett concurred with this – he was also very unhappy about the way that the Standing Orders were used in Bradford Diocese; in discussion with his fellow Registrars, most said that they were rarely used at Synod.

It was agreed to send BISCOU/09/03 to the Synod for discussion.

- b. Agenda for Synod and DBF EGM 28 February at Skipton Building Society HQ – (BISCOU/09/04)

Malcolm led members through the proposed agenda. The Cathedral item was adjusted to 45 minutes and a verbal General Synod report added.

210. Church in the World matters

- a. Video for General Synod

Sam presented a 5 minute film made to show to General Synod at the Presence and Engagement Debate. The film talked about 24 parishes in Bradford flagging up the issues surrounding interfaith and the positives and negatives of a multi cultural Bradford.

- b. Disability Access Policy

Malcolm Halliday said that instead of being a policy these would become guidelines as the Diocese is not in a position to enforce rules on parishes. It was agreed to change to guidelines which will be referred to Synod for adoption.

c. English Heritage Support Officers

It was reported that the idea of Support Officers had been trailed in Manchester Diocese and had been very well received; however Manchester is a compact Diocese and to appoint an officer across the Dioceses of Bradford, Ripon & Leeds and Wakefield would be much more difficult. The funding support from English Heritage would be 75% in the first year, 50% in the second and 25% in the third, which would mean a significant amount of funding would need to come from dioceses. It was unclear where this would come from.

It was agreed to bring this to the next meeting when the Bishop could offer his thoughts.

d. Other matters

Jill Wright reported on an excellent visit by Tony Hesselwood and Peter Yorkstone to Southwestern Virginia. The workshops that they had provided at the Annual Council were very well received. She told Bishop's Council that the young people from Southwestern Virginia would be visiting this summer and also that the SWV Links Group are to look at the parish links.

Sam reported that CUF had chosen to visit Bradford to look at the various projects running here.

211. Ministry & Mission matters

Paul Slater reported that Ripon & Leeds Diocese was advertising for a minister to the deaf community. This would effectively be a half time post, working as an assistant to Bob Shrine, the Minister to the Deaf in Bradford and Wakefield. There would be no financial implications as Ripon & Leeds would pay for the half post; Bradford and Wakefield already pay for half a post each.

212. Board of Education matters

There were none.

213. Communication Committee matters

There were none.

214. DBF Vice-Chairman/woman (202c)

Sharron Arnold reported that the Finance Committee had recommended the Revd Peter Mayo-Smith be proposed to the DBF as its Vice-Chairman when Sharron becomes Chairwoman and he has accepted this; however, he needs to be a member of the Bishop's Council. The Chairman asked if the Bishop's Council would be happy to co-opt Peter Mayo-Smith to the Council after he had been nominated by Bishop David to the Diocesan Synod. This was agreed.

215. Financial matters – (Tony Hesselwood in the Chair)

a. Minutes of Finance Committee meetings held on 13 October & 14 November

Minutes of the meeting were noted.

b. Matters arising

(i) Scargill

This had been dealt with in a previous item.

(ii) Cottingley Cornerstone – Finance Committee recommendation (BISCOU/09/07)

Please refer to the Confidential Minute Book.

c. Financial prospects for 2009 et seq

Malcolm Halliday spoke to his paper which was tabled, saying that the Finance Committee was holding an additional meeting to look at this paper and the financial prospects for the Diocese.

d. Any other urgent business

Bank Mandates - Mike Moss proposed and Nora Whitham seconded that the signatories as set out in BISCOU/09/08 be authorised to sign with effect from 1 March 2009. This was agreed.

An item was added in relation to a new trustee of the Council of Social Aid. Sadly, the Bishop's Council was aware that Bishop Ian Harland had died fairly recently and had been a member of the Council for Social Aid. The Council wanted to propose The Revd John Lancaster, Vicar of Barnoldswick with Bracewell to now become a member of this Committee. This was agreed.

216. DBF Directors' farewell and thanks to Tony Hesselwood

The Chairman pointed out that this was Tony Hesselwood's last meeting on the Bishop's Council and he had been Chair of the Diocesan Board of Finance for 27 years. John said that Tony and Malcolm Halliday had kept the Diocese on a firm financial basis during those years and we would always be grateful to them for that. The formal farewell will take place on 8 March 2009 at Silsden Parish Church where choral evensong would take place followed by nibbles.

Meeting closed at 10.10pm

Date of next meeting:

Thursday 19 March 2009 at 7pm at Kadugli House