

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



**Minutes of the meeting of the Bishop's Council
held at Kadugli House, Elmsley Street, Steeton
on Thursday 12 November 2009**

Present: Bishop David James (Chairman)
Ms Sallie Bassham
The Revd Canon Gordon Dey
The Ven David Lee
Mrs Zahida Mallard
Mr Roger Marks
The Revd Peter Mayo-Smith
The Revd Canon D Mewis
Mr Mike Moss
The Revd Peter Mott
The Revd Canon John Nowell
Mr Richard Thomas
The Revd Paul Tudge
Mrs Angela Weedon
Mrs Nora Whitham

In attendance: Mr Malcolm Halliday (Diocesan Secretary)
Mrs Debbie Child (Assistant Secretary)
Mr Peter Foskett (Diocesan Registrar)
The Revd Canon Denise Poole (Bishop's Chaplain)

25. Apologies

Apologies were received from Mrs Sharron Arnold, Mr Paul Gibbons, Mr David Gibson, the Very Revd David Ison, the Revd Nick Jones, The Revd Canon Sam Randall and the Ven Paul Slater.

26. Declaration of non-agenda-ed business

Sallie Bassham asked for two issues to be discussed (see minute 36).

27. Welcomes

Bishop David welcomed new members Mrs Angela Weedon and Mr Richard Thomas. The other new member, Mr Paul Gibbons, was out of the country.

28. Minutes of Council meeting held on 25/26 September 2009

The Minutes were agreed.

29. Matters arising from the Minutes

3iii *Programme of directors' induction training*

Debbie Child reported that she was still looking into this.

5a *Cottingley*

David Lee explained that Cottingley Cornerstone had been offered funding from Future Builders to pay off 90% of the loan and for the remainder of the loan to be paid off over 7 years with an initial two year repayment holiday.

Thanks and congratulations were given to Sharron Arnold and David on their achievement at getting this excellent result.

Denise Poole was concerned about what activity might have to be cut to repay this loan. David Lee responded that, on the contrary, nothing has stopped and this 'funding' would give Cottingley Cornerstone an opportunity to flourish and allow them to repay the FB loan over 25 years.

7 *Overseas Visits*

David Lee said that he was to represent the Diocese in December at the dedication of the new Cathedral in Kadugli Diocese. He hopes also to visit Khartoum to look at a plot of land for a school.

Bishop David hopes to visit Pakistan in the near future.

12a *Future Faithful - the Next Steps*

The summary leaflet for wide circulation was noted and praise was given to Denise for its production.

13 *Church in the World and Ministry & Mission areas of responsibility*

These were noted as listed at pages 15 and 16 of the September Council minutes.

21 *Arrangements in light of retirement of Diocesan Secretary*

It was noted that Malcolm Halliday would be reducing his hours through January, February and March 2010, and after his retirement Debbie Child would, in the interim, take on the role of Diocesan Secretary, probably for a period of around 18 months.

The interim arrangement was set up because of the current uncertainties around diocesan boundaries etc; the three factors affecting the appointment of a new Diocesan Secretary:-

1. The Admin Review Group - (Bradford, Wakefield, and Ripon & Leeds DBF Chairs and Diocesan Secretaries) is looking at areas of work where working together is a possibility. It is due to report in July 2009.
2. The Dioceses Commission - their report is due by 2011.
3. The retirement of Bishop David at some point - ie, the decision would be left to his successor to be involved in discussions leading to the appointment of a new Diocesan Secretary.

Sallie Bassham asked if we could review how matters are going over the period in order to ensure that the support for Debbie is adequate. The Bishop said there would be a review at 3 months and 6 months.

30. Any matters arising from Diocesan Synod 7 November 2009

In his absence Nick Jones had sent a note saying that the 'Growth' item was not too helpful. There needed to be feedback after the discussion around tables. Sue Hope was reported as being disappointed about how it went.

It was agreed there should be follow up with regard to the Anglicans and Methodist debate as follows:-

1. Ask parishes to review how they use bread and wine - Bishop David said this needs to be clarified and some background given to the parish alongside any request.
2. Prepare motion for General Synod to amend Canon Law - Peter Foskett and two General Synod members (Sallie Bassham and Paul Ayers (if he agreed)). Peter Foskett will convene the meeting.
3. Have joint discussions with the Methodists about "what sort of bishop" the Church needs. Also see what the National Church report on the role of Bishops produces. The Ecumenical Task Group will produce a report for Synod. Peter Mott will look into joint deanery/circuit meetings. If Ken Medhurst is not available to join the group, then Frankie Ward, Canon Theologian should be asked. The report should go back to Synod in the autumn.

31. Rolling programme, particularly February Synod individual member's motion (BISCOU/09/29)

It was agreed that a date in February would be added to the rolling programme for accounts training for Bishop's Council members.

A plan for Graham Carey's individual members motion was considered. The Archbishop of Canterbury had been invited by Graham Carey to attend the February Synod. The Archbishop was unavailable but Lambeth has suggested replacements. The Agenda Committee felt that this was an important subject and was, therefore, referring the request to Bishop's Council.

Sallie Bassham felt that it was entirely appropriate to have a non-member of Synod to speak even though it was an individual members debate.

John Nowell said that it must be accepted that Graham Carey is prophetic in many areas and it would be wrong not to ensure that the debate went as well as possible. He said it would be good if Bishop's Council could invite an expert in this matter to Synod.

Peter Mayo-Smith said that there needed to be a balanced presentation. Both the pros and cons must be considered. David Lee agreed with this.

Paul Tudge stated that it needed to be explained why Council was allowing outside speakers. Bishop's Council could invite speakers but it must be made clear that no individual member should be allowed to do that.

Nora Whitham questioned whether Synod could have the choice whether or not to have a bigger debate with outside speakers.

Bishop David thought that it was possible that there could be just one speaker who could put forward a balanced view.

It was agreed that a balanced presentation would be provided by experts in the field agreed by Bishop's Council. Bishop David agreed to contact Canon Nicholas Sagovsky of Westminster Abbey.

32. Hustings for General Synod elections - autumn 2010

John Nowell flagged up next year's General Synod elections. John and Sallie Bassham intend to have hustings for clergy and lay candidates. These would be held together if possible and John and Sallie would make the arrangements.

33. Lay Pension Scheme Review - Response from Finance Committee (BISCOU/09/30)

Debbie explained that the Finance Committee supported the Employment & Personnel Committee proposal for new employees; however as opting back into S2P would result in increased National Insurance contributions, the Finance Committee suggested a further reduction to the employer's contribution.

- a. ***New Employees*** - to approve proposal to take immediate effect

The E & P Committee had recommended a new Defined Contribution Scheme *with a 10% contribution from the DBF, plus AVCs from employees matched by the DBF up to 5%.*

The Finance Committee recommended that the DBF should opt into the Second State Pension Scheme (S2P). This is an earnings related State Pension payable in addition to the Basic State Pension at State pension age. (In fact, all Defined *Contribution* Schemes are now opted in to S2P as part of the scheme).

Contracting into the S2P would mean that compared with the present Defined Benefit Scheme the employer's National Insurance (NI) contributions (for any defined contribution scheme) will increase by 3.7% (the reduction given by opting out of SERPS) and employees will also have an NI increase of 1.6%

The Finance Committee recommended reducing the DBF contribution to *8% plus AVCs from employees matched by DBF up to 5%*, in order to compensate in part for the increase in employer's NI".

This new Scheme was agreed unanimously to take immediate effect for all new DBF employees.

- b. ***Current Employees*** - to note that an information consultation with staff is taking place in December

Debbie explained that the Finance Committee was uncertain about what, if any, change should be made to pensions of present staff and had concluded that an informal discussion with staff to explain the various possibilities should be held as soon as possible. This has been arranged for early December with a member of the Church of England Pensions Board in attendance. In light of this the Employment & Personnel Committee would consider what to propose for Council to consider.

This was agreed unanimously.

34. Clergy Pensions Scheme review (BISCOU/09/31)

Malcolm Halliday referred to this document explaining that it was a response by Bishop's Council to the Archbishop's Council to be noted by the Synod. Formal proposals will be prepared by the General Synod and a full consultation will be held with clergy before any final decisions are made.

Peter Mayo-Smith in the Chair

35. Finance Matters

a. *Minutes of Finance Committee meeting on 14 September 2009*

Peter Mayo-Smith pointed out that the Parish of Calverley was paying significant bank charges, being assessed as a business, and asked that we remind treasurers that this should not be the case. Calverley's Bank Manager had apologised and refunded all charges.

David Lee explained that this would be one of the questions on the 'Articles of Enquiry'.

b. *Matters arising from the minutes*

There were no matters arising.

c. *Any urgent financial business*

1. *New Initiatives:*

- i. 'Playing with Purpose' (BISCOU/09/32) - This was agreed.
- ii. St Stephen's Bowling Life Mentor - It was agreed the project would receive £15,000 over 3 years.

2. *Applications approved by New Initiatives Group to note:-*

- i. Gargrave Family Worker - It was agreed that an offer of £5,000 over 2 years would be made.
- ii. Bierley PCC Little Gems Pre-School Group - It was agreed they would be offered £1,000 pa for 3 years.
- iii. CLiKS - It was agreed that they should be given £2,500 pa for 3 years.

John Nowell asked if a breakdown of the funds already allocated and those still available could be produced.

3. *Terms of Reference (BISCOU/09/32)*

Draft terms were tabled. Paul Tudge said that these were not particularly clear and, therefore, did not think it was possible for Bishop's Council to agree them this evening. The NIF group is to clarify what is required and bring a revised document and brochure to the next meeting. Until the new terms are agreed the present scheme will continue. The combined fund begins with the 2010 budget allocation. Separate deanery funds will continue until they run out.

36. Bishop's matters

Non Agenda-ed Business

i. *Debate on the Agenda*

Sallie felt that to reinstate the debate would prevent queries being pushed into 'Question Time'. A backing paper would not be needed. The Bishop, Archdeacons and Chairs could introduce the item. John Nowell supported Sallie in this proposal.

David Lee was against the idea as he felt it derailed the primary theme of the day because it started the day off negatively. He liked the idea that comments could be made but not in this way. Bishop David made a plea to humanise Synod. He said that people are often afraid to speak in case they get it wrong. Gordon Dey stated that he thought Sallie's proposal could be useful and in fact encouraging if done well.

7 were in favour, 4 were against.

Sallie's proposal to reinstate the debate on the agenda was AGREED.

ii. Sallie asked if the Provincial Episcopal Visitor, Bishop Martyn Jarrett, who attends some other diocesan synods could, as a courtesy, be invited to attend our Synod. David Lee seconded the proposal.

After some discussion it was agreed that all our assistant bishops should be invited to attend. It was proposed that although they could not vote, they could be allowed to speak with permission from the Chair.

This was AGREED.

iii. *Future Faithful Next Steps*

Bishop David tabled a list showing members of Bishop's Council which of the various Future Faithful tasks they had been allocated to support (see minute 12 from last meeting). With minor adjustments to introduce new members and remove non-member, this was agreed.

37. Communications matters

i. Mike Moss reported that the future of both the BDN and Newsround were discussed at the recent Communications meeting.

BDN - it had been agreed that the production of the BDN should continue but that a charge should be made for subscribing to the downloadable electronic version.

Newsround - Mike reported that different printers would be approached and perhaps also a difference in style would be considered.

- ii. Website - discussions had taken place about the provision of a back up for Chris Wright as webmaster.
- iii. Email - it was noted that email addresses ending in bradford.anglican.org were now going through a new server and would no longer be supported by Chris Wright.

38. Appointment of Chairmanships (BISCOU/09/33)

Malcolm Halliday produced a list of appointees agreed so far and outlined the outstanding vacancies.

- i. Structures Review Group - Sallie suggested Zahida Mallard as Chair - this was agreed.

Mission & Pastoral - There was a doubt as to whether Raymond Edwards been asked to continue as Chair of the new committee after 1 January 2010.

- ii. Synodical Liaison Committee - it had been agreed that it would be better if the Chairs came from elected members of Bishop's Council as opposed to being co-opted or just in attendance.

It was noted that Stan Jenkins would be prepared to become a member/trustee/director by co-option. Ian Fletcher will not.

Paul Tudge proposed to co-opt Stan Jenkins (Ministry & Mission). This was seconded by Sallie and agreed.

It was decided that the Chair of Church in the World needs more thought.

David Lee suggested that the Board of Education Chair would also need to become a member but Bishop David cautioned that a balance was needed - many people were here by virtue of office only and, if possible, all others should be elected.

Mike Moss said that co-options should not all be used up at the start of the triennium. They were needed to allow opportunities to co-opt people with skills and experience when a particular need arose.

39. Appointment of Committees

- i. Finance Committee

Sallie Bassham suggested that Paul Gibbons should be approached.

ii. New Initiatives Group

Sallie suggested that Zahida Mallard become a member and this was agreed. It was agreed that Paul Tudge would be the convenor.

iii. Clergy Widows and Widowers & Dependants Committee

The present members will be approached and asked to continue.

40. Chairs in attendance (minute 20)

See 38ii.

41. Endowment Fund (draft terms of reference)

David Lee stated that at 3(d) 'Diocesan Secretary' should be added in.

John Nowell said that he supported the Trust and that, if possible, any part of the monies received from the sales of vicarage should be put into the Fund. He said, however, that the monies should not stay in the Fund forever - it should be taken out if there was a need for housing in the parish concerned in the future.

David Mewis asked if the Fund was only for ministry & mission, but it was explained that was just a working title; it would be used for whatever the diocesan priorities were at the time. A more useful title needed to be found.

Peter Mayo-Smith said he was in favour of the Fund but thought perhaps charity law might prevent them paying money into an endowment fund and then taking money out, as John Nowell had suggested.

Denise Poole made the point that people often give if they have more say in what the money is spent on and questioned whether or not there should be more specifics in the objectives than just the support of the diocesan budget.

Gordon Dey agreed with Denise.

Malcolm Halliday agreed that the terms needed to be looked at carefully.

David Lee said that the income streams may come from individuals or groups who have an interest in the Diocese. He said we should learn from how other dioceses have done it - ie legacies, property gains.

Bishop David stated that the Finance Committee should be kept in the loop, to which Peter Mayo-Smith said that the Finance Committee were, in principle, in favour of the idea.

Bishop David said the draft terms should go back to the next Finance Committee meeting to work on the details in light of the evening's discussions. The matter is to be brought back to Bishop's Council in January after further legal advice and further Finance Committee reflection.

Bishop's Council, however, agreed to the idea in principle.

The meeting closed at 9.35pm.

**Date of next meeting:
Thursday 28 January 2010 at 7pm
Kadugli House, Board Room**