



## THE BISHOP'S COUNCIL

### MINUTES OF THE MEETING HELD ON WEDNESDAY 26 NOVEMBER 2025 AT ETHELDREDA HOUSE AND BY ZOOM

**PRESENT:** The Bishop of Huntingdon and Acting Bishop of Ely (Chair), Dr Chris Stanford-Beale - Chair of EDBF, Dr Jonathan Chaplin, Canon Dr Felicity Cooke, Revd Dr Beth Cope, Revd Danny Driver, Miss Lindsay Davies, Mr Christopher Falvey, Revd Canon Sarah Gower, The Ven Richard Harlow, The Ven Dr Alex Hughes, Revd Canon Philip Howson, Canon Simon Kershaw, Revd Canon Rob Mackley, Canon Janet Perrett, Mr John Pigott, Mrs Sarah Robinson Mr Jon Smith, Canon Lizzie Taylor, Mr Christopher Townsend, Mrs Felicity Watson. By Zoom: Revd Natalie Andrews, Revd Dr Beth Cope, Mrs Elaine Levitt.

**IN ATTENDANCE:** Dr George Woods - Diocesan Secretary and CEO, Revd Iain Osborne - Bishop's Senior Chaplain and Strategy Advisor, Revd Canon Peter Leech - Director of Mission and Ministry, Mr Jon Green - Glebe and Investments Officer, Philippa Pearson - Clerk.

Part attendance: Mrs Sarah Kennedy - Head of Safeguarding, Mrs Lorraine Orbell - Financial Controller (by Zoom).

**APOLOGIES:** Revd Canon James Blandford-Baker, The Very Revd Mark Bonney, Canon Francis Burkitt, Mr Jon Young - Diocesan Director of Education.

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The meeting opened with Dwelling in the Word, led by Dr Jonathan Chaplin.

#### 1. Welcome

The Bishop of Huntingdon welcomed members and introduced them to Dr George Woods, the new Diocesan Secretary and CEO of Ely Diocesan Board of Finance. Dr Woods gave an outline of his background and thanked Bishop Dagmar and members for their welcome.

The Diocesan Secretary shared his initial reflections during his first month at the diocese which shows an organisation with considerable strengths to build upon, a strong service-oriented approach and skilled and capable people demonstrating their commitment to supporting the diocese and its mission. There is untapped potential and some perceptions of the diocese as extractive, but opportunities to rebalance mission enablement. The team is establishing a culture of openness and accountability, with groundwork laid for governance and HR policy improvements.

Dr Woods is building relationships across multiple levels, meeting with other diocesan secretaries nationally and within the Eastern region. Discussions with diocesan teams, trustees and clergy have been encouraging and give a good understanding of capabilities and expectations. Immediate priorities include strategic objectives, policy inventory, risk register ownership, and HR recommendations. A programme of work for three-month priorities will be advised at the January 29 2026 meeting of Bishop's Council.

**ACTION: GW**

#### 2. CONFLICTS OF INTEREST

The Revd Danny Driver for item 13 on St Barnabas, Cambridge.

#### 3. MINUTES OF THE BISHOP'S COUNCIL MEETINGS HELD ON 25 SEPTEMBER 2025

**3.1 Approval:** The minutes were approved and signed.

#### 3.2 Matters arising:

Item 11: Mr John Piggott requested a wider and more inclusive membership for TAG.

Mr Jon Smith reminded Council that the Scheme of Delegation approved at the November 2024 meeting reported that it will be reviewed annually. This will be considered at the January 29 2026 meeting of Bishop's Council.

**ACTION GW**

#### 4. BISHOP'S BUSINESS

Bishop Dagmar thanked members for their questions which had been submitted under S086, with answers provided. Bishop Dagmar values the engagement from members but recognised that the submission of questions before meetings is a new concept for Bishop's Council,

although SO86 also applies to EDBF in addition to Diocesan Synod. EDBF staff currently answer these questions, and it would be appreciated if Council members and trustees could now go directly to the heads of departments or the Diocesan Secretary with questions to comply with administrative governance for EDBF requirements. SO86 questions should only be submitted from members of Bishop Council or Diocesan Synod.

Bishop Dagmar noted that there are some rumours circulating about a changed parish share formula and advised that nothing new had been put in place by anyone at the diocese, and going forward the lead will be taken by a new bishop, when appointed. Members were encouraged to share this information with others.

The INEQE Audit survey needs more contribution, particularly from children and young people. One member noted that some aspects of the survey are not clear which may be confusing for younger people to engage with. The survey has been prepared by INEQE and not the diocese, and members are asked to email Sarah Kennedy, Head of Safeguarding, with any issues.

Bishop Dagmar thanked Mr Jon Green who, as Acting Diocesan Secretary since January 2025, has guided the Diocese through a challenging year with a steady and knowledgeable hand. Bishop Dagmar noted that a new Diocesan Bishop would have been nominated in mid-November but there is no confirmation of this, and further meetings would be taking place with The Crown and Lord Chancellor's Office. It is anticipated that there would be no announcement until early 2026.

At a recent meeting of the Eastern Region Bishops attended by Bishop Dagmar there was a report from the Bishops' Estates Evangelist Task Group which highlighted that some areas of the Norfolk coast have recently seen an influx of younger men, joining church under the influence of right-wing politics, but starting with limited understanding of the biblical call to serve the disadvantaged, outsiders and people coming here from elsewhere. Whilst their arrival offers an evangelistic opportunity, it will be important to ensure the Gospel message is not diluted. Members are asked to contact Bishop Dagmar if they become aware of similar arrivals happening in Ely diocese.

#### **ACTION: COUNCIL MEMBERS**

Bishop Dagmar was thanked for her report.

#### **5. Deemed Business**

Papers B-J were taken as read with no feedback, and members are asked to contact the Chairs of the various committees if they have any questions.

The Ven Richard Harlow noted on Paper D that an Anglican clergy has been appointed under the Bishop's Mission Order for Love's Farm in the benefice of St Neots, and that renewal for Revd Dave Bubb's Interim Common Tenure was agreed with this decision taken on behalf of the DMPC as ratification. When it was originally advertised this was a five-year post, but the interim Common Tenure was only allowed to operate for three years. It was agreed at ADMPC to renew the term for another three years.

#### **6. RACIAL AND DISABILITY JUSTICE ANNUAL REPORT**

*Revd Canon Peter Leech, Director of Mission and Ministry*

Revd Canon Leech advised that the Equality, Diversity and Inclusion (EDI) Steering Group are drawn from different work strands and that members are Dr Felicity Cooke, Mrs Felicity Watson, the Revd Canon Philip Howson (Bishop's Advisor for Clergy Well-Being), the Revd Canon Lynda Davies (Bishop's Adviser for Women's Ministry), Mr Martin Kenwood (Programme Manager), the Revd Sharon Byrne (Bishop's Advisor for Social Justice), the Revd Sue Butler (Bishop's Advisor for Gypsy, Roma and Traveller Community) and Mrs Sue Nelms (Bishop's Advisor for Disability). The annual report covers the work of racial and disability justice supported by the Steering Group.

Bishop Dagmar thanked the members of the group for their work and the Revd Canon Leech for his report.

#### **7. SAFEGUARDING REPORT**

*Mrs Sarah Kennedy, Head of Safeguarding*

With reference to the Safeguarding report (Paper L), the following points were highlighted:

- There is a focus on casework, training, and preparing for a February INEQE 2026 audit, while maintaining strong links with statutory agencies. Engagement with children and young people in the survey is low (~12 responses), and there is a need to increase their input to better shape safeguarding policies affecting them.
- Safeguarding demands are rising, with an increase of ~100 more cases year-on-year, largely due to better reporting and parish relationships rather than an increase in risk. Most cases are advice-only or adult behaviour concerns linked to church dynamics, with domestic abuse and mental health remaining key issues. 14 cases met the threshold for statutory referrals. 21 Church Safety Plans remain stable and are managed by experienced staff, with ongoing annual or as-needed reviews under new national policies.
- The DBS process faced delays due to a system transition after the data breach in August 2025 but is now operational; efforts are underway to clear the backlog of volunteers awaiting clearance.
- Training efforts continue with bespoke sessions and a planned review of training schedules for 2026 to better meet parish needs.
- Parish dashboard usage dropped sharply due to system changes but now shows improvement, with 93.3% of parishes using dashboards, exceeding the national average of 81%. The team recognises the need to better understand if reduced dashboard activity signals parish disengagement or other issues and plan wider feedback mechanisms.
- Safeguarding support teams work closely with Mission and Ministry and archdeacons, but capacity constraints limit outreach; parishes with the greatest need are prioritised.
- Two key appointments strengthen oversight: Seb Smith (social care background) as Diocesan Safeguarding Advisory Panel Chair and Phil Priestley (police background) as cathedral equivalent, both providing valuable statutory service expertise.
- Concerns remain over the Charity Commission's regulatory action shortening safeguarding deadlines to 18 months which pose resource challenges.

#### **FEEDBACK:**

The Ven Dr Alex Hughes: Thanks were given to the safeguarding team for their work and support. For the activity log on use of dashboards, how do we know that the drop in usage is not a sign that parishes are just giving up on doing some of the safeguarding work? The dashboard has been previously used as a barometer of engagement.

Answer: We need to look at better ways to understand the issues around dashboards and hubs including feedback mechanisms and insights from PSOs at network meetings. Discussions at Deanery level are helpful for this feedback.

Revd Canon Philip Howson: A parish had recently been obstructing my leadership around safeguarding governance. I found out that a Church Safety Plan was in place and was kept from me for five years. I hope this is a one-off issue.

Answer: There is now a process in place where the safeguarding team meet with new incumbents and go through all aspects of safeguarding including any issues and concerns, and this experience shouldn't happen to others.

The Ven Richard Harlow: The 90% parish dashboard usage reduction may be to do with when a change was implemented. With over 300 parishes and a monthly activity pattern of c.1500, this means the average is five changes a month, a more realistic level. The graph could start at an earlier point, and the change would bring things back to a baseline rather than a level that is concerning.

Answer: Noted.

Mr Jon Smith: In the national press recently, there was a report on the Charity Commission issuing a regulatory action notice advising that this needs to be done in 18 months. Compared to what was agreed at General Synod, this is a one-year acceleration. Have you got capacity and resources to put this in place?

Answer: A response is in progress with the National Safeguarding Team including feedback from PSOs across the diocese for some of the recommendations they've made and how realistic these are. The ability for us to be able to reach such a shortened deadline is challenging.

Bishop Dagmar noted there is concern from bishops on this as the Charity Commission chose to define safeguarding in a much wider sense and beyond the way statutory services use safeguarding. This means any kind of conflict between, for example, two adults, and this does happen from time to time in parishes, would then be a safeguarding issue and create significant work for the team. However, there should be a way to deal with this nationally.

Bishop Dagmar thanked Mrs Kennedy and the safeguarding team for their work, and for the report.

## **8. REORGANISATION OF THE CHURCH USES COMMITTEE**

*The Ven Richard Harlow*

Paper M outlined the background of the Church Uses Committee and current issues facing it including no Chair since Mr John Thackray left in October 2025. Membership recruitment can be difficult and meeting timings potentially facilitate decisions which can be out of sync creating some associated significant risks to EDBF. The use of paid advisers needs consideration as they report to a committee as well as managing the cases in their usual way.

The proposal looked for the legal responsibilities of the CUC to be passed back to Archdeaconry Mission and Pastoral Committees and that the casework is handled by the officers in consultation with the Archdeacons in real time, rather than between committees. This route is taken by other dioceses. Reports will go to ADMPCs and major decisions made there. The risk is less consultation with this option, although the process of closing a church has various consultation periods open to the public and it was felt that there was no serious weakening of opportunity for people to object, or to have a stake in closure schemes at some stage. The archdeacon noted that the previous Chair did a lot of work voluntarily to support the diocese, and no one else will be taking on this role.

The proposal will involve rewriting of the constitution for ADMPC and DMPC to make it clear that we no longer have a Closed Churches Committee and that responsibility has passed to the ADMPCs.

**ACTION: CS-B**

The Executive Committee of this new group are the archdeacons, the Head of Buildings and Pastoral, and the Pastoral Secretary.

**PROPOSAL:** To create a new Executive Committee to replace the Church Uses Committee, comprising of the Archdeacon of Huntingdon and Wisbech, the Archdeacon of Cambridge, the Head of Buildings and Pastoral and the Pastoral Secretary. The responsibility and decisions will be made by each ADMPC who will report to DMPC at Bishop's Council.

**PROPOSED:** The Ven Richard Harlow

**SECONDED:** Revd Canon Sarah Gower

**APPROVED:** UNANIMOUS

**AGAINST:** None

**ABSTENTIONS:** None

## **9. UPDATE FROM THE CHAIR OF EDBF**

*Dr Chris Stanford-Beale*

### **9.1 Bishop's Council papers**

Papers submitted at Council meetings from 2026 should now include a short summary/overview of the paper and indicate if the item is to note, is for discussion or if a decision is required. A template will be available for this.

**ACTION: CS-B**

### **9.2 Staffing**

Mr Neil Green has been appointed as Financial Controller and will start in January 2026. Mr Green has over 30 years' experience in finance including audit work in the commercial sector. His role will extend into more of the strategic elements of the post, and he will be more involved with medium-term financial planning. Mrs Lorraine Orbell will stay on in her role part-time until the end of March to enable a smooth handover and to complete year-end processes.

## **10. TRUSTEE ASSURANCE GROUP REPORT**

*Mr John Pigott*

Papers N-P gave details of the report. Mr Pigott highlighted that all organisations are vulnerable to attacks to their infrastructure and as trustees, along with department heads, EDBF need to take responsibility for safeguarding potential future threats. With reference to the 17 May 2025

Bishop's Council meeting where TAG was discussed, four recommendations and outline actions were outlined:

- **Risk Management** - Define risks, assess the mitigation plan and have a regular review process.
- **Tailored Performance Measurement** - Each department to consider actions, progress, barriers, delays, issues, decision needs.
- **Internal Audit** - An audit committee to be in place before the 2026 budget sign-off, a settled audit programme is required to include an annual wide-ranging audit.
- **Diocesan Structures** - Diocesan Secretary and Chair of EDBF to review meetings to consider overlap of risk, audit and assurance.

Council members accepted TAG's recommendations as outlined in Paper N.

Mr Pigott also invited Council members to reflect on joining TAG as membership of this group is low in numbers.

The Diocesan Secretary noted the report and recommendations, how risks should be aligned and how the diocese should carry these out. A delivery oversight group has been implemented to look at the programme of work and how that will overlay diocesan risks. Dr Woods noted the points raised on mitigation and driving mitigating actions. There will be a presentation on the response to this report at a future Bishop's Council meeting.

|   | <b>KEY ACTIONS:</b>    |
|---|------------------------|
| Review mitigation plan  | GW/CS-B                |
| Senior Team to agree on format for tailored performance needs         | GW/SENIOR TEAM         |
| Audit Committee to be restarted                                       | GW/CS-B                |
| Diocesan structures considered  | GW/CS-B                |
| Present response and findings to Bishop's Council at a future meeting | GW/CS-B                |
| Membership of TAG   | <b>COUNCIL MEMBERS</b> |

Bishop Dagmar thanked Mr Pigott for his report and members of TAG for their work.

## **11. MANAGEMENT ACCOUNTS TO 30 SEPTEMBER 2025**

*Mrs Lorraine Orbett, Financial Controller*

With reference to Paper Q, Mrs Orbett gave an overview of the management accounts:

### **Budget Position:**

- Year-end budget approved by Diocesan Synod: **£69,000 deficit**.
- Current forecast for year-end: **£368,000 deficit** (largely due to National Insurance increases).
- Deficit to September 2025: **£67,000**, with a **nine-month budget surplus of £139,000**.
- Note: December receipts are low as direct debits stop in November, creating a Q4 deficit.

### **Income & Collections:**

- Ministry share collection as at 25 November: **71.3%**, up from **69.9%** last year.
- Total ministry share request was below budget; November receipts slightly down vs. 2024.
- Investment income behind budget due to timing and fund reallocation; returns expected in quarterly payments.

### **Expenditure:**

- Clergy numbers: **91 full-time posts vs. 104 budgeted**, reducing housing and relocation costs.
- Curate costs slightly higher due to extended curacies and maternity leave.
- Mission & Ministry costs underspent by approx. **£100,000** (vacancies and salary timing).
- Overheads under budget due to delayed staffing; depreciation on property and IT adds non-cash costs.

### **Challenges and Actions:**

- Parish share collection remains difficult; initiatives include direct debit drives and extended payment windows until **end of February**.
- Underlying structure of ministry share requires review; Chair of EDBF to lead discussion in **2026**.
- Bishop Dagmar confirmed **no new formula or plan currently in place**.

**ACTION: C-SB**

## FEEDBACK:

Dr Chris Stanford-Beale: Is the forecast based on nine months actuals plus budget numbers for the three months to the end of the year, and if you did an internal forecast based on your view of any developments to come, do the projected year end results look similar?

In addition, could any action be taken on the parish share regarding the November dip; can we be more proactive to mitigate this?

Answer: The forecast covers the whole year, taken from the original budget with and reworked for additional items that have changed. An internal forecast was also done, and the figure was very close to the published one, even though there are some things which may impact the final figure at the end of the year, including property repairs and maintenance for projects which have been ordered although the work has not yet taken place. Adjustments are done at the end of the year.

For the parish share, a statement is sent in November to parishes and direct debit collections are offered in December which can help. Parishes are also able to make contributions for the current year to the end of February for the following year to cover any additional collections that may come into them over Christmas.

The Ven Dr Alex Hughes: There are a handful of parishes that have made very small contributions this year. Do we know what proportion of the underpayment is attributed to these?

Answer: There are some deaneries who have contributed quite low amounts over the period so far. The Deanery Liaison Group meet in December and will get some feedback from the deanery treasurers what position they will be in at the end of the year, and what parishes they're having any issues with.

Mrs Sarah Robinson: Can you confirm that the 2025 budget deficit is £69,000 and the forecasted deficit at £350,000 as it is not quite clear in the report?

Answer: The deficit for the whole year is over £300,000 as this was impacted by changes in National Insurance contributions which weren't expected. There doesn't seem to be anything in the Government's Autumn Budget 2025 that will have a major impact on the diocesan 2026 budget.

Mr John Pigott: In the Asset's Sub-Committee 3 October 2025 minutes, one of the investments suppliers hadn't been performing well and could there be some potential gains on this?

Answer: There are a couple of initiatives being discussed at that Committee which could bring some positive news, and this will be reported back at a future Council meeting. **ACTION:** JG

Mr Jon Smith: Where is the deficit funded from?

Answer: From general reserves, with no current plans for grants or alternative funding.

Bishop Dagmar thanked Mrs Orbelle for the report and the finance team for their work.

## 12. CLERGY STAFFING REQUESTS

*The Ven Dr Alex Hughes*

### 12.1 The Ascension, Cambridge, Cambridge North Deanery: To designate two interim ministry posts

The Ven Dr Hughes reminded members that the Oxford Formula for parish share and ministry post allocation remains in use, but allowances exist for adjustments based on local judgment and complexity.

There are three parishes in The Ascension benefice, recently served by an incumbent and Assistant Priest, and Paper R set out the background to the benefice situation. It was agreed at CADMPC on 16 October 2025 to suspend the benefice for two years and members of that committee recommended that two half-time posts should be in place for the period of the suspension. Dr Hughes advised that it is easier to find two people who prefer a half-time post rather than one person doing a full-time post which also allows better flexibility for Sunday services cover at three churches. Two clergy have come forward to take this work on.

**MOTION:**

To appoint two 0.5 clergy to The Ascension, Cambridge in the Deanery of Cambridge North during the period of the Suspension of Presentation from December 2025 to December 2027.

**PROPOSED:** The Ven Dr Alex Hughes  
**APPROVED:** UNANIMOUS

**SECONDED:** Revd Canon Robert Mackley  
**AGAINST:** None

**ABSTENTIONS:** None

**12.2 St Barnabas, Cambridge South Deanery: To proceed with the appointment of a full-time Assistant Priest**

Paper S outlined the background to this single parish benefice which traditionally has two full-time posts but would receive less than half a post under the Oxford Formula. At the ADMPC meeting in October, it was recommended to proceed with the appointment of a full-time Assistant Priest.

The proposal generated debate, and key points noted:

- St Barnabas has been in vacancy, with a new incumbent in place from July 2025.
- Larger churches like St Barnabas, a flourishing parish, tend to have higher attendance than electoral roll numbers, reflecting their role in engaging younger populations. This audience is a significant mission priority for the diocese, a mismatch that is not covered in the Oxford Formula.
- St Barnabas is paying full ministry share but declined to pay the 4% increase proposed for 2025, raising concerns about solidarity within the deanery. Council members emphasised the need for the parish to align share payments with others to maintain fairness, especially given its significant income, and that the parish is employing staff from income received but not paying their full parish share.
- Cambridge South Deanery compensates for shortfalls by redistributing financial responsibilities among other parishes in the deanery and should consider the consequences of St Barnabas not paying their full commitment.
- Members approved the post conditionally and requested a formal response from St Barnabas PCC on parish share concerns, and that this would come from Bishop's Council, not the Archdeacon of Cambridge.

**MOTION:**

To proceed with the appointment of a full-time Assistant Priest at St Barnabas, Cambridge and to request a formal response from the PCC on parish share concerns for not paying the full share amount.

**PROPOSED:** Bishop Dagmar  
**APPROVED:** In Favour (16)

**AGAINST:** 5

**SECONDED:** The Ven Dr Alex Hughes  
**ABSTENTIONS:** 1

Bishop Dagmar will write to the PCC of St Barnabas, Cambridge, on behalf of Bishop's Council.  
**ACTION:** +D

The Deanery Liaison Group will be asked to discuss this issue at their upcoming meeting to provide further feedback.

The Archdeacon of Cambridge was thanked for his reports and work on these projects.

**13. DATA BREACH REPORT**

*The Glebe and Investments Officer*

The ongoing data breach remains unresolved, with no new communications from the DBS provider in the past six weeks. The diocese is collaborating with Central Church and other dioceses to foster a response but expects progress only after the Information Commissioner completes their report and summary of what they establish has happened. Within the diocese, efforts continue to clarify data processing operations and establish a disaster response structure to handle similar incidents in the future. Parish communication on the breach was delayed due to the need for detailed understanding, but appropriate information sharing is now underway.

## 14. BARNWELL SPORTS MINISTRY EVALUATION REPORT

*The Ven Dr Alex Hughes, the Revd Danny Driver*

Papers T-U gave background information, and an explanatory video was shown presented by Dr Gemma Madle from Youthscape who carried out the independent project review and wrote the report. The video highlighted these key points:

- The Barnwell Sports Ministry Project (2021-2024) demonstrated significant community impact by combining sport and faith to engage youth in a disadvantaged area, with ~120 young people engaged, representing 15% of local 5-18-year-olds
- By the end of the Project, outcomes included 68% had explored their faith, 22 were new disciples, 24 were regularly sharing faith, and church attendance across ages rose from 43% to 63%.
- Barnwell lies in one of Cambridge's most deprived wards, with rising benefit claims and increased special educational needs; the Project built trust amid challenging social conditions.
- The Project employed two sports and faith ministers, a youth and children's worker and an administrator, overseen by a project board, with ministry embedded within Christ the Redeemer, which created natural pathways for young people and families to move from community-based activities into wider church life.
- Staff lived locally which fostered local relationships and a deep understanding of community dynamics, enabling adaptive and reflective approaches to engagement.
- The project highlighted the critical role of partnerships, rhythm of activity, and balancing idealism with realism in community transformation.
- Trust-building with the local community and church was a major achievement, though there are potential risks for the Project as staff move on.
- The project raised a generation of leaders, with some youth pursuing further education or ministry roles elsewhere.
- The initiative's success offers the potential for sport and Gospel ministry to transform lives and revitalise church presence in deprived areas.

The Revd Danny Driver concluded by summarising the legacy impact of the Project which affected a wide group of people, not just youth. Some young people are at university; some are at six form college or doing apprenticeships. The staff team have moved on with one taking ordination training, another working for a church in the Diocese of London in a youth worker enabler role and sharing their Barnwell experience with the deanery. Another staff member is training to be a teacher, which they hadn't expected.

Bishop Dagmar thanked Revd Driver for all his work and for the positive message from the Project encouraging everyone to see what is possible.

## 15. ANY OTHER BUSINESS

No further feedback or questions were raised. Bishop Dagmar closed the meeting with prayer and The Grace.

The meeting closed at 21:22.

**Dates of 2026 meetings, all 6.45pm (excluding 16 May) at Etheldreda House:**

- Thursday 29 January (meeting as Bishop's Council)
- Thursday 26 March (meeting as EDBF)
- Saturday 16 May, 9am-3pm (meeting as Bishop's Council)
- Thursday 16 July (meeting as EDBF)
- Thursday 24 September (meeting as Bishop's Council)
- Thursday 26 November (meeting as EDBF)

Signed:

Date:

| SUMMARY OF ACTION POINTS |  |   |
|--------------------------|--|---|
| ITEM                     | ACTION   | BY WHO  |
| 1                        | Present three-month priorities plan at Bishop's Council meeting on 29 January 2026   | GW  |
| 3.2                      | Scheme of Delegation review at Bishop's Council meeting on 29 January 2026   | GW  |
| 4                        | Advise any feedback on adverse discipleship issues with young men in diocese   | Council Members   |
| 8                        | Revised Constitution for ADMPC and DMPC  | CS-B  |
| 9.1                      | Template to support Bishop Council papers  | CS-B  |
| 10                       | TAG:<br>Review mitigation plan<br>Senior Team to agree on format for tailored performance needs<br>Audit Committee to be restarted<br>Diocesan structures considered<br>Present response and findings to Bishop's Council at a future meeting<br>Increased membership of TAG | GW/CS-B<br>GW/SENIOR TEAM<br>GW/CS-B<br>GW/CS-B<br>GW/CS-B<br>COUNCIL MEMBERS |
| 11                       | Ministry Share collection issues<br>Repost back on Assets Sub-Committee initiatives  | CS-B<br>JG  |
| 12.2                     | Write to St Barnabas PCC on non-payment of 4% 2025 Parish Share increase   | +D  |