

APPENDIX 2: Draft Diocesan Environment 5 Year Plan

Please note: This is a working document of the Diocesan Environment Group designed to implement the Diocesan Environment Strategy and included here to give some detail as to how the Policy is already and can be implemented.



Draft Diocesan Environment 5 Year Plan

Objectives and Initiatives are set out in the chart below.

In the right hand year columns colour coding has been used on a traffic light basis to show if the initiative has been achieved (green), is in progress (orange) or has failed to be achieved (red). Grey blocks indicate when work is due to start on this initiative.

Initiatives	2018	2019	2020	2021	2022
Objectives for achieving Goal 1: Thriving as a distinctive diocese whose culture is shaped by a shared vision and values					
1.1 Leeds Diocese provides a national and regional lead in Environmental Mission initiatives within the Church of England					
1.1.1 Creation care included as a component of the Diocesan Mission Objectives	Red	Green			
1.1.2 Environmental achievements are recorded and celebrated		Green			Grey
1.1.3 Environment Officer continues to exercise leadership within DEO network		Green			
1.1.4 Leeds Diocese projects and good practice continue to be shared nationally e.g. DEO/DAC joint working, Green Journey		Green			
1.1.5 Make our Church Carbon Calculator a national tool working with Eco Church and Climate Stewards		Orange			
1.2 50% of churches have adopted the Diocesan Environment Policy or have their own policy in place					
1.2.1 Diocesan Environment Policy circulated to all PCC's for consideration		Green			Grey

1.2.2 Parish Environment Policy adopted by PCC's	
1.2.3 Ensure all employees and office holders are aware of the policy	
1.3 Bronze Eco Diocese Status achieved (with 10% of parishes registered; 5% of parishes awarded Eco Church status)	
1.3.1 Register to become an Eco Diocese	
1.3.2 Diocesan Environment Group established	
1.3.3 Have a Diocesan Environment Policy in place	
1.3.4 Encourage and support parishes in achieving Eco Church awards	
1.3.5 Set up Eco Church working group for Church House to achieve Eco Church standard	
1.3.6 Embed environmental issues within the curricula of ongoing ministerial education	
1.3.7 Manage diocesan investments ethically	
1.3.8 Promote Eco Church with other denominations and faith groups	
1.3.9 Established the habit of recording and celebrating individual environmental initiatives	
1.4 10% of churches have calculated their carbon footprint and set targets to reduce it.	
1.4.1 Provide training for parishes to use Diocesan bespoke Church Carbon Calculator	
1.4.2 Work with Lancaster University to refine the Church Carbon Calculator	
1.5 The Diocesan carbon emissions levels reduced by 25% from 2018 levels	
1.5.1 The carbon emissions for the diocese are calculated and reported annually	
1.5.2 Work with DAC to raise sustainability in church buildings and churchyards	
1.5.3 Improving building insulation rates	
1.5.4 Improving energy efficiency of lighting and electric appliances	
1.5.5 Heating buildings from non-fossil fuel sources	
1.5.6 Switch to renewably generated electricity	
1.5.7 Work with property team to improve energy efficiency and energy generation for incumbent housing	
1.5.8 Hold a sustainable heating and lighting conference	

1.5.9 Work with Parish Resourcing Team to find funding for parishes for environmental stewardship	
1.5.10 Work with Buildings for Mission Officer to find funding for low carbon projects	
1.5.11 Local and UK Diocesan Pilgrimages established to reduce carbon emissions from flights	
1.6 Carbon offsetting established, mitigating 10% of annual diocesan emissions	
1.6.1 Raise awareness of requirement to carbon offset at personal, Parish and Diocesan level	
1.6.2 Encourage Parish Tree planting projects	
1.6.3 Establish Diocesan Offsetting partnership with Link Diocese	
1.6.4 Carbon offsetting for Diocesan Travel	
1.6.5 Carbon offsetting for Diocesan Pilgrimages and Link visits	
1.7 Diocesan Investments are reviewed with the long term goal of divesting from fossil fuels	
1.7.1 Ethically managed Diocesan Investments	
1.7.2 Parish and diocesan finances divested from fossil fuel industry	
1.8 10% of churches have undertaken Climate Resilience training and have a plan in place.	
1.8.1 Provide training for parishes in climate adaptation strategies	
1.8.2 Work with the DAC to ensure that climate resilience is considered in faculty applications	
Objectives for achieving goal 2: Reimagining ministry	
2.1 50% of churches recognise that stewardship of creation is part of the mission of the church and understand what actions are needed to fulfil this in their context	
2.1.1 Environmental achievements are recorded and celebrated	
2.1.2 Work with other groups such as Mothers Union to raise awareness	
2.2 All diocesan mission training includes mission to the whole cosmos, rather than a purely anthropocentric gospel	
2.2.1 Provide theological and practical training for diocesan staff as appropriate	

2.3 50% of parishes have a Parish Environment Rep (lay or clergy), who is valued member of the leadership team	
2.3.1 Use E newsletters, Deanery Synods, Training courses to engage volunteers	
2.4 10% of parishes are actively involved with other faiths, local authority, business or local community issues relating to the environment and feel confident to speak into local and national secular conversations about environmental concerns	
2.4.1 Share good practice on church outreach and community engagement	
2.4.2 Offer training and resources to parishes	
2.4.3 Collaborate with LCI for interfaith leaders climate change conversations	
2.5 10% of parishes are utilising their churchyards of missional creation care (biodiversity)	
2.5.1 Encourage Parish Tree planting projects	
2.5.2 Provide training and share good practice on churchyard management	
2.5.3 Seek funding for churchyard officer	
2.6 5% churches have explored fresh expression worshipping communities around nature eg Forest Church	
2.6.1 Share good practice with Church growth team	
2.7 5% of parishes are using their churchyard for community engagement	
2.7.1 Seek funding for churchyard officer	
2.7.2 Provide training and share good practice on churchyard management	
2.8 5% of Churches are prepared as crisis centres for extreme weather events	
2.8.1 Provide training to prepare churches to become crisis centres	
Objectives for achieving goal 3: Nurturing lay discipleship	
3.1. 25% of parishes and all Cathedrals hold at least one service where care for God's creation is a significant theme	
3.1.1 Share good practice and resources for creation focused worship	
3.1.2 Provide worship training	

3.2 25% of parishes and all Cathedral regularly include environmental issues in their intercessions	
3.1.1 Share good practice and resources for environmental care focused intercessions	
3.1.2 Provide worship training	
3.3 10% of parishes and all Cathedrals celebrate Creationtide (the liturgical Season for Creation 1 st September to 4 th October)	
3.3.1 Share good practice and resources for celebrating Creationtide	
3.4 10% of churches have run a Lent or other bible study course incorporation an environmental theme	
3.4.1 Share resources	
3.5 400 lay people in the Diocese are part of the online learning platform forum for environment and 200 participate in online environmental training courses	
3.5.1 Provide quality resources and promote the Online Learning Platform	
3.6 1000 people receive "God's Green Fingers" the environment e-newsletter for the diocese	
3.6.1 Provide a regular quality news bulletin	
3.6.2 Promote God's Green Fingers at events and in other Diocesan communications	
3.7 10% of congregations have calculated their personal carbon footprint and know how to reduce it	
3.7.1 Raise awareness about carbon budgets through speaking to Deanery Synods, Preaching, Training events and the Church Carbon Calculator	
3.7.2 Behaviour change in parishes to reduce emissions from transport	
3.7.3 Consumption patterns change in parishes and schools to reduce emissions from food	
3.8 Financial giving to environmental charities has increased	
3.8.1 Raise awareness of the missional value of creation care and the urgency of environmental work to care for creation	

Objectives for achieving goal 4: Building leadership pathways	
4.1 Environmental mission and ministry is part of vocational conversations where appropriate	
4.1.1 Vocations team raise awareness of how Christian vocations can be environmental	
4.2 Every Episcopal Area has had a clergy and lay training day on caring for the environment and climate change	
4.2.1 Provide voluntary theological training across Episcopal areas for clergy and readers	
4.2.2 Worship training	
4.3 Every Episcopal Area has an Area Champion, who receives annual training	
4.3.1 Publicise the need for Area Champions	
4.3.2 Training provided for Area Environment Champions	
4.4 Training courses are provided at least annually for all Parish Environment Reps and Diocesan Office staff	
4.4.1 Training for all (including PERs) in specific areas of need eg renewable heating, Eco church, Church Carbon Calculator, churchyard biodiversity	
4.5 All ordinands and readers in training study eco theology as part of their training	
4.5.1 Theological and practical environmental training for ordinans	
4.5.2 Embedded environmental issues within the curricula of its ongoing ministerial education	
Objectives for achieving goal 5: Growing young people as Christians	
5.1 25% church schools have initiatives that relate natural world to the Christian faith	
5.1.1 Work with Education Team to embed creation care in school ethos	
5.1.2 Share good practice of Churches working with church schools on eco projects	
5.1.3 Support church and school renewable electricity generation, shared schemes	
5.1.4 Behaviour change: schools to reduce emissions from transport	
5.1.5 Consumption patterns change schools to reduce emissions from food	

5.2 Caring for creation and securing a future for the next generation are integral to the work of the Children and Youth Team	
5.2.1 Training for children and youth workers across the diocese	
5.2.2 Children and Young People team support parishes with environmental mission to C&YP	
5.3 25% of parishes with children's and young people's groups provide discipleship that stems from a theology for important environmental issues.	
5.3.1 Training for children and youth workers across the diocese	
5.3.2 Children and Young People team support parishes with environmental mission to C&YP	