

# Diocese of Winchester

## Environmental and Net Zero Carbon Action Plan

Diocesan Environment Group

Winchester Diocese

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## Contents

Executive Summary .....	3
List of Abbreviations .....	5
1 Introduction.....	6
1.1 Local view .....	6
1.2 Theological basis.....	7
1.3 Evangelistic necessity .....	7
1.4 Diocesan response so far.....	7
1.5 Our commitment.....	8
2 Planning Principles .....	8
3 The Scope of the Net Zero Carbon Target.....	9
3.1 Diocesan structures.....	10
3.2 Parishes & Cathedral .....	10
3.3 Schools.....	10
3.4 Housing.....	10
3.5 Offices.....	10
3.6 Work-related travel .....	10
3.7 Land .....	10
4 The Main Sources of Our Carbon Emissions.....	10
5 Actions for the Diocesan Team.....	12
6 Actions for Diocesan structures .....	13
7 Actions for Parishes and Cathedral .....	13
8 Actions for Schools .....	14
9 Actions for Housing .....	14
10 Actions for Offices .....	14
11 Actions for Work-related Travel.....	14
12 Actions for Land.....	15
13 Residual Emissions.....	15
14 Challenges, Solutions and Resources Needed.....	15
15 What Will It Cost and How Will We Fund It?.....	16
16 The Timeline for Action .....	17
17 Communications Strategy .....	18
18 Monitoring, Reporting and Responsibilities.....	18
19 Review .....	18
Appendix 1 - Scope of the National Net Zero Carbon Target.....	19
Appendix 2 – Communications Strategy .....	20

## Executive Summary

The crisis in creation, with accelerating climate change and biodiversity loss, is the defining issue of our time, and a major concern of young people as well as older generations. As Christians our motivation to reverse biodiversity loss, reduce pollution and seek net zero carbon (NZC) is a moral obligation, a theological imperative, a missiological responsibility, and an evangelistic necessity. General Synod recognised this in February 2020 when it passed a motion calling for the whole of the Church of England to achieve net zero carbon by 2030.

In 2021 the Winchester Diocesan Synod adopted a document that outlined the approach to be taken to reach net carbon zero by 2030. Implementation of that plan has been delayed by several factors; in the meantime, the Church of England has provided guidance and resources in this area. This culminated in the production of a carefully thought-out document on how to achieve the 2030 target; this 'Routemap to Net Zero Carbon by 2030' was approved by General Synod in July 2022.

Given the rapid developments since 2021 it is now appropriate to update the Diocesan plan in the light of the National Routemap. This document provides that updated plan. It is envisaged that this will be a live plan regularly updated based on increased knowledge and understanding.

It should be noted that this is an Environmental and Net Zero Carbon plan. This recognises the fact that creation faces both biodiversity and climate change crises. It also recognises that although the carbon footprint of the buildings in the diocese is large, that of its congregants is at least an order of magnitude larger. Hence, we not only have to address physical issues related to our buildings, but also the 'hearts and minds' of our clergy and congregations.

This plan is guided by a number of principles as put forward in the Routemap. It is based in theology, treasuring God's creation. It recognises the urgency of the situation. The plan is data-driven and focusses on where we can make the most impact. It seeks to embed caring for creation in all we do. Overall, the goal is to use less energy, from cleaner sources and travel more sustainably, only offsetting what we cannot reduce.

The plan addresses scope 1 and 2 emissions, that is the CO<sub>2</sub> generated by the oil, gas and electricity we use in our buildings and the petrol and diesel used for the business travel of our staff and clergy. It covers our offices, clergy housing, churches and halls, cathedral, schools and land.

For the NZC target, the gross carbon footprint is the result of these in-scope emissions. From these, electricity from renewable sources and 100% 'green' biogas can be removed, to leave the 'net carbon footprint'. The focus of the next years is to reduce this 'net carbon footprint' as much as is practically possible. However, to achieve net zero carbon, at the end of this period an amount equivalent to these remaining emissions will need to be removed from the atmosphere by valid offsetting schemes and / or by exporting 'spare' electricity to the grid from solar photo-voltaic (PV) panels on our buildings.

There is still uncertainty in the exact footprint of the diocesan buildings but the most recent data from the Church of England Energy Toolkit Report for 2021 estimates that the diocese produced 8210 Tonnes of CO<sub>2</sub> equivalent. Of this the largest fraction comes from our schools, but 33% comes from our churches and halls, and 18% from our houses. Initial analysis of the Energy Footprint Tool (EFT) data for churches in the diocese confirms the national picture that the top 20% of emitters are responsible for at least 50% of church emissions, and the footprint of many smaller rural churches is very small.

There are some areas where the diocesan staff have more control of the buildings and are directly responsible for improvements to the buildings (i.e. our offices and clergy houses), and others where they have significant influence (e.g. churches and halls) but the direct control is in the hands of individual PCCs. This underlines the need to work on influencing attitudes and actions as well as physical

structures. The Diocesan Advisory Committee for the Care of Churches (DAC) has good policies to encourage changes that reduce carbon emissions and will need to be supportive by encouraging and approving such applications.

The Diocesan Environment Group (DEG) is acting as the Diocesan Net Zero Carbon working group, with high level representation of all stakeholders, including Diocesan Synod members, and meets regularly to monitor and direct progress to NZC. It will continue to report annually to Diocesan Synod.

Several actions are outlined for the diocesan team. These will build on the efforts already made to increase EFT submission rates, promote Eco Church, and deliver improved communications. Key to this is the use central grant funding to build capacity by recruiting staff assigned to environmental and NZC issues. This will facilitate improved Eco support to parishes and their Eco Champions for their Eco/NZC journeys. This has already started with the recruitment of a Project Coordinator for NZC (3 days per week). Advice on the changing opportunities for grant funding will be provided. A subsidised energy audit scheme will be used to encourage those identified as having high emissions to assess their potential options. Understanding of NZC issues will be developed throughout the diocesan staff by carbon literacy training with the goal of reducing emissions and taking the necessary actions to achieve a Silver Eco Diocese award.

Clergy housing provides an opportunity to make some quick wins with footprint reduction using standard energy efficiency measures and existing technology. The plan requires Energy Performance Certificates (EPCs) for all buildings in the housing stock, and that these are used to identify properties suitable for energy efficiency improvements and/or installation of solar panels, or those more suitable for disposal. In addition, the opportunity will be taken when properties fall vacant to undertake a full review of energy efficiency measures, and where possible, install low-carbon heating, fit Electric Vehicle (EV) charging points and install solar photo-voltaic (PV) panels.

The refurbishment of the offices at Old Alresford will be undertaken to an appropriate standard in terms of both energy efficiency and carbon footprint. The use of the offices in terms of physical meetings, remote working, and desk utilisation will be kept under review, and the installation of EV chargers and onsite generation of electricity investigated.

The Diocesan Synod and diocesan staff will encourage, by all means possible, parishes to engage with Eco Church and work towards higher awards, as well as urging all parishes to have an Eco Lead/Champion to promote Creation Care & Eco Church. The top 20% of emitters will be encouraged to have an enhanced, subsidised energy audit and develop a plan for getting to NZC.

Incumbents, wardens and PCCs will be encouraged to work through the NZC milestones in the Routemap and also the 'Practical Path to Net Zero', as well as reporting the church carbon footprint at the Annual Parochial Church Meeting (APCM). Switching to green energy suppliers and LED lighting will be promoted.

The emissions from work-related travel, but not commuting, comes within the carbon footprint of the diocese. Meeting rules, policy and practice will be reviewed and adapted to reduce the number of journeys undertaken. Reimbursement policies will be modified to encourage low emissions travel as well as encouraging car-sharing for meetings where practicable.

Our Education Team is joint with the Diocese of Portsmouth, and we will therefore work closely across diocesan boundaries to develop joint strategies for reaching net zero for those schools within scope.

Over the first two years of the plan, the key actions will be:

- To build staff capacity in the environmental area through central church grant funding.

- To encourage and support parishes who are major energy users to have NZC surveys performed and develop NZC action plans.
- To conduct NZC surveys of our church houses and produce costed estimates for improvements.
- To help and support churches to identify potential 'easy wins' and in particular moves to LED lighting.
- To help parishes with funding by providing guidance on the changing world of grant funding relating to NZC,
- To provide a range of training opportunities to parishes to help advance NZC and Eco Church progress.
- To train diocesan staff in NZC and its implications.
- To ensure that the DAC operates to facilitate moves to NZC.
- To undertake some pilot projects, taking advantage of assistance from central funding where this is available.

This report is submitted by the Winchester Diocesan Environment Group in October 2023

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## List of Abbreviations

APCM	Annual Parochial Church Meeting
DAC	Diocesan Advisory Committee for the Care of Churches
DBF	Diocesan Board of Finance
EFT	Energy Footprint Tool
EPC	Energy Performance Certificate
EV	Electric Vehicle
NZC	Net Zero Carbon
PV	Photo-voltaic
VA	Voluntary Aided (School)
VC	Voluntary Controlled (School)
WDBF	Winchester Diocesan Board of Finance

# 1 Introduction

General Synod voted in February 2020 for the whole of the Church of England to achieve net zero carbon (NZC) by 2030<sup>1</sup>. The vote recognised that the global climate emergency is a crisis for God’s creation and a fundamental injustice. In 2021 the Winchester Diocesan Synod adopted a document that outlined the approach to be taken by the Diocese to reach carbon net zero by 2030<sup>2</sup>. Unfortunately, progress on implementation of this plan has been slow because of several factors, including the pandemic.

In the meantime, the Church of England has made good progress on providing guidance and resources in this area. A nationwide consultation has produced a carefully thought-out document on how to achieve the 2030 target; this ‘Routemap to Net Zero Carbon by 2030’<sup>3</sup> was approved by General Synod in July 2022; that motion also requested every Diocesan Synod to debate the Routemap as it applies to them and requested high energy users within the Church to draw up a programme of action based on the Routemap<sup>4</sup>.

Given the adoption of this overall plan it is now appropriate to update the Diocesan approach and incorporate the detailed targets and approach outlined in the National Routemap. This document revises the former plan (passed by Diocesan Synod in March 2021) to include the national guidance which has now been issued and set out how we are answering this call to care for creation.

## 1.1 Local view

There can be no doubt about the call from international environmental scientific experts, and the cry from many of our most vulnerable Christian friends, to turn our attention to the urgent and critical climate change task. They are a call back to our biblical foundations, and to learn afresh how to be and become God’s Church for God’s World.

As the Archbishop of Canterbury, Pope Francis and the Ecumenical Patriarch Bartholomew put it in 2021: ‘All of us - whoever and where we are - can play a part in changing our collective response to the unprecedented threat of climate change and environmental degradation.’

As Christians this is not an extra burden to carry but a joy to rediscover. We recognise this through our youth and children, so many already dedicated to this task, showing us something of how our wellbeing is caught up in the wellbeing of God’s good creation.

In a diocese founded on Benedictine discipline, we have been learning anew the gifts of a rule of life, sharing God’s life through loving, living and serving God and our neighbour through life-giving habits. Caring for God’s creation demands the best of our disciplines, drawing us anew to God’s rhythms.

Our values are the practical virtues embedded in a diocese committed to Sustainable Growth for the Common Good. Here, the goods internal to the gathered church are fundamentally oriented to the goods needed and shared in the common good of wider society. Nowhere is this truer than the widest horizons to which our link provinces and dioceses raise our sights; those who live most immediately with the current impact of climate change and the fundamental injustice being borne by those to whom God calls us to put first.

Our diocesan approach to fulfil the Church of England’s agreed target of becoming carbon net zero by 2030 is therefore a foundational task for each and all of us as Christians. A task in which we hear a call

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<sup>1</sup> <https://www.churchofengland.org/news-and-media/news-and-statements/general-synod-sets-2030-net-zero-carbon-target>

<sup>2</sup> <https://winchester.anglican.org/diocese-of-winchester-launches-net-zero-strategy-to-reduce-carbon-emissions-by-2030/>

<sup>3</sup> Routemap webpage: [Net zero carbon routemap | The Church of England](#)

<sup>4</sup> Routemap Milestones 4.1.1 and 4.1.4

back to a healthier relationship with God, a demanding task but also a way of joy, harmony and life. The diocese realised the urgency of this task by Diocesan Synod declaring a climate emergency in 2022.

In our Diocesan vision<sup>5</sup> we are committed to 'Living the Mission of Jesus' and making a real difference through our strategic priorities of growing authentic disciples; reimagining the Church; being agents of social transformation and belonging together in Christ; practicing sacrificial living and good stewardship of all that God has entrusted to us. There is a clear call on us to ensure we live out our vision with integrity in the context of the climate and wider environmental emergencies.

## 1.2 Theological basis

Genesis reminds us that all are created in God's image (Genesis 1.26); Jesus encourages and challenges us to grow into God's likeness. To grow into God's likeness is to Live the Mission of Jesus, stepping out in faith and joy on this journey of growth, in which we are reminded that in the best we do, our service and liberty are found through sharing his yoke (Matthew 11.28-30). For the redemption of the world is found in the saving work of Jesus Christ and our salvation is bound up in that of our neighbour's, and both are gift and grace.

This world is God's good creation. Our sights have been drawn too often to those things which attract and distract us from the goodness of the earth, the beauty of the world. Attending afresh to the Eden voice of God will involve a penitence; a turning away from all that harms us and God's creation and turning back to the source of life in all its fulness (John 10.10).

As we return, we are increasingly discovering that the fifth mark of mission - to strive to safeguard the integrity of creation and sustain and renew the life of the earth - grounds us and orientates all the other four: proclaiming the Good News of the Kingdom; teaching new believers; responding to human need; and seeking to transform unjust structures. All Five Marks are included in living the mission of Jesus.

God who makes all things new (Revelation 21.5), calls our attention to the urgency of certain priorities (Isaiah 43.19), calls us to companionship (John 17.23), to be co-workers in bringing the good news that all things are redeemable, for as Leviticus reminds us, God's redemption applies both to the land and the people (Leviticus 25.24-28). As humans, we have a God-given responsibility for the future of life, and as Christians, to strive to safeguard the integrity of creation and sustain and renew the life of the earth.

## 1.3 Evangelistic necessity

The crisis in creation is the defining issue of our time and the number one concern of young people - many of whom think that Christianity is part of the problem, rather than the solution, due to the still-popular heresies that the destruction of creation is inevitable and not a matter of concern for God's people. Our environmental action - or lack of it - is to a large degree how we communicate the gospel to today's and tomorrow's unchurched young people. It is an obvious nonsense to declare one's love for God, whilst simultaneously destroying what he created, enjoys and called us to take care of: i.e. God's creation. Thus, the evangelistic impact of continued inaction is enormously negative...and so logically, the evangelistic upside of bold and courageous action - along with restoration of truth, doctrine, and discipleship in this area - is also enormous. Thus, our environmental strategy must form a key plank of our evangelistic strategy.

## 1.4 Diocesan response so far

What does fulfilling our calling mean in practice? At diocesan and parish level we are already engaged in working out responses to the climate challenge, a few highlights of the much wider action are:

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<sup>5</sup> <https://winchester.anglican.org/who-we-are/>

- 151 (out of 353) churches are signed up to Eco Church with 2 having achieved gold, 22 silver (including our cathedral) and 58 bronze.
- We have a bronze Eco Diocese award and are working towards silver.
- 62 (out of 196) of our parsonages and clergy properties have solar panels fitted.
- Our 96 Church Schools have explored our call to care for creation through stewardship resources and the 2019 Bee Inspired project.
- Some of our churches have had energy audits and many are making efficiency improvements as a result.
- One church, St John's, Hartley Wintney, is already at net zero, through the use of offsetting.
- The majority of our parishes are using a renewable electricity tariff, e.g. in Parish Buying's Green Energy Basket, both for their churches and other buildings.
- DAC issued "Sustainability and Churches Guidance" in 2021

However, there remains a tremendous way to go, with over half of our churches having not signed up to Eco Church and less than 25% having achieved an award. The Energy Footprint Tool returns for 2022 data did show a good improvement with a 79% submission rate.

### 1.5 Our commitment

- We<sup>6</sup> will refuse to take decisions that are contrary to the long-term interests of God's creation in our work, worship, study, education, preaching, training, outreach, pastoral care, travel, administration, projects, programmes and investments.
- We will embrace more and more a spirit of Christian joy and fullness of life – taking delight in frugality, cultivating simplicity with celebration, moving with the rhythms of the week and of the seasons, invoking the Spirit of Life in Christ in our worship and in transforming prayer.
- We will strive to adapt our own lives, to the point where we become fully sustainable in all we do, in harmony with the natural world which God created. We will encourage all church members to consider their impact on God's creation, in their individual and family lives.
- We will seek to increase the awareness and understanding of environmental issues in our communities throughout our Diocese, and in the wider world; committed to growing our own understanding through education, training and prayer.
- We accept our responsibility towards young people, and to minority groups; and our God-ordained responsibilities as humans to other living creatures.
- We also recognise that the efforts we commit to will have to be sustained by our successors after we are gone; and we will seek to promote the generational change to make this possible.

## 2 Planning Principles

We support the ambition and urgency of General Synod's call, which we will strive to achieve, whilst recognising the limits of our powers and finances to ensure or control all desired outcomes.

Having begun to ascertain the challenges across each area of our diocesan life we have identified the following major constraints:

- The likely cost of energy-efficient changes in our church buildings, in particular in relation to heating systems.
- The construction of many of our schools.
- The fabric of our diocesan offices at Old Alresford.
- The listed status and historic nature of many churches.
- The historic underinvestment in housing stock.

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<sup>6</sup> If this paper is adopted by Diocesan Synod 'we' specifically will refer to our Synod, but we trust all in our Diocese will come to own these commitments.



As a Diocese we are conscious we are mutually accountable as well as corporately responsible for reaching the zero emissions target by 2030, as far as this is practical. The diocesan organisation will report to Synod annually on its year-to-year reductions in emissions. We will work to support our parishes in their reductions and monitor their progress.

We do not have the information, experience or authority to commit the diocese to achieving the 2030 goal. However, we aspire to achieve this and will work towards it with all enthusiasm, mapping out the actions for years 2024 & 2025 but recognising there are significant hurdles (not least financial and technical) which will need to be overcome and that could require an extension of the deadline. It is noted that Oxford diocese (which is well ahead of us) has decided that 2035 is the date they can achieve NZC. We will keep our timescale under review.

Our work on the Environment and Net Zero Carbon will be guided by the following principles (see Section 3 of the Routemap):

- Based in theology: treasuring God's creation.
- Urgent, relevant, and widely understood.
- Data-driven, focused, and transparent.
- Embedded in all we do.
- Using less energy, and from cleaner sources.
- Travelling sustainably.
- Offsetting only what we cannot reduce.

### 3 The Scope of the Net Zero Carbon Target

#### **What is Net Zero Carbon?**

The Church of England defines Net Zero Carbon as the reduction as far as possible of all in-scope carbon emissions (from the oil, gas and electricity we use in our buildings and petrol and diesel in transport) and the removal of an equivalent amount of carbon from the atmosphere for the remaining in-scope emissions by use of accredited offsetting schemes.

#### **What is the Net Zero Carbon 2030 Target?**

In February 2020 the General Synod agreed a Motion to call upon all parts of the Church of England to work to achieve year-on-year reductions in emissions and urgently examine what would be required to reach net zero emissions by 2030 in order that a plan of action can be drawn up to achieve that target.

The full scope of the net zero carbon target is presented in Appendix 1, and summarised in Figure 1, which also shows that which comes within scope after 2030 and that which will never be in scope but which we will aim to missionally influence.



Figure 1. Areas of emissions that are in and out of scope for the Net Zero target.

### 3.1 Diocesan structures

The understanding of Net Zero Carbon, and its importance as a part of the prophetic action of the Church of England, will be communicated throughout the diocese.

### 3.2 Parishes & Cathedral

These have a very large carbon footprint and also present the most significant costs to arrive at NZC. It is important to note that the carbon footprint of our congregants is significantly larger (estimated at 20 - 100 times that of the church itself) and so although out of scope, it also remains vital that we address this if we are to impact the wider climate justice issues impacting our world.

### 3.3 Schools

Of the Church of England Schools in our diocese, 54 are voluntary controlled (VC) and 30 voluntary aided (VA). We have very little control over VC school buildings as these fall under the remit of the local education authority. We must therefore focus our efforts on the 30 VA schools, though we will actively lobby the LEAs on this issue.

### 3.4 Housing

All 196 dwellings are included in the plan. (Currently 170 dwellings house clergy and 26 are investment properties.)

### 3.5 Offices

The offices in Old Alresford will be considered as part of the Diocesan plan. Any use of Wolvesey will be covered under the Bishop's House by central Church of England.

### 3.6 Work-related travel

This covers all work-related travel that the diocese pays for or reimburses. Although not in scope the diocese can also influence how it requires others to travel to meetings and events.

### 3.7 Land

The Winchester Diocesan Board of Finance (WDBF) holds around 430 acres of Glebe land across our diocese. Most of this land is held in small parcels, attached to other Church property with limited scope to use or develop but a few areas are larger and have some potential to support Carbon Net Zero plans.

## 4 The Main Sources of Our Carbon Emissions

Our knowledge of our carbon emissions relies, in part, on input data collected via the Energy Footprint Tool (EFT) for churches and the Energy Toolkit (for offices, schools, and other buildings). This data is

used by the Church of England to produce results for the diocese which are published in the Energy Toolkit Report <sup>7</sup>.

The results for the Diocese of Winchester are shown in Table 1. The carbon emissions are in Tonnes of CO2 equivalent (tCO2e). As the input data for the diocese was far from complete, significant proxy data (such as Display Energy Certificates for schools, Energy Performance Certificates for houses, and energy bills for churches), as well as extrapolation from other data, were used to obtain these results. These results must, therefore, be treated with great care; especially the apparent reduction from 2020 to 2021. Note that no correction has been applied to this data to compensate for the effect of the pandemic. The other buildings category includes the offices and the Cathedral.

The breakdown of these emissions is shown in the pie chart of Figure 2. Again, the figure for church halls is based on an estimate of the number of halls in the diocese using national data.

	Number of buildings in-scope	Carbon emissions 2021 (tCO2e)	Carbon emissions 2020 (tCO2e)	Proportion of total carbon emissions (2021)
Church Buildings	353	2700	3200	33%
Schools	87	3700	4000	45%
Housing	196	1500	1400	18%
Other buildings	2	280	350	3%
Work related travel	n/a	30	n/a	(0.3%)
TOTAL		8210	8950	100%

Table 1. Carbon Emissions for Diocese of Winchester (from National Carbon Emissions Report 2021). (Percentages are rounded and so do not add up to 100%.)

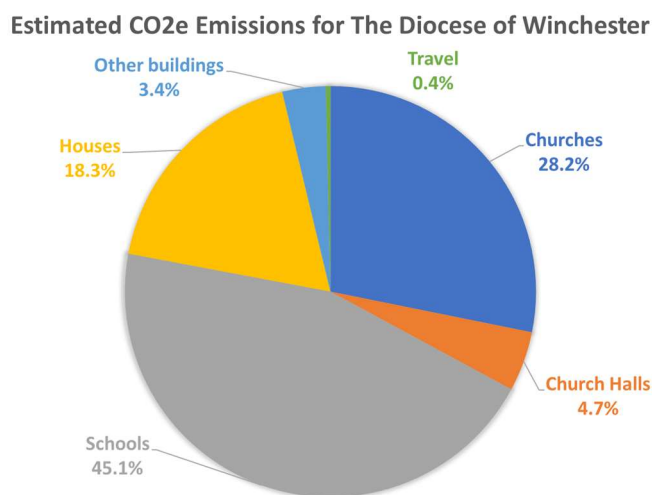


Figure 2. Diocese of Winchester Carbon Emissions (2021 Data).

The carbon footprint per building varies enormously. Figure 3 shows the national average for a variety of different buildings. The carbon emissions vary, and so do the kinds of interventions needed.

<sup>7</sup> Energy Toolkit Report 2021\_final.pdf ([https://www.churchofengland.org/sites/default/files/2022-12/energy-toolkit-report-2021\\_final.pdf](https://www.churchofengland.org/sites/default/files/2022-12/energy-toolkit-report-2021_final.pdf))

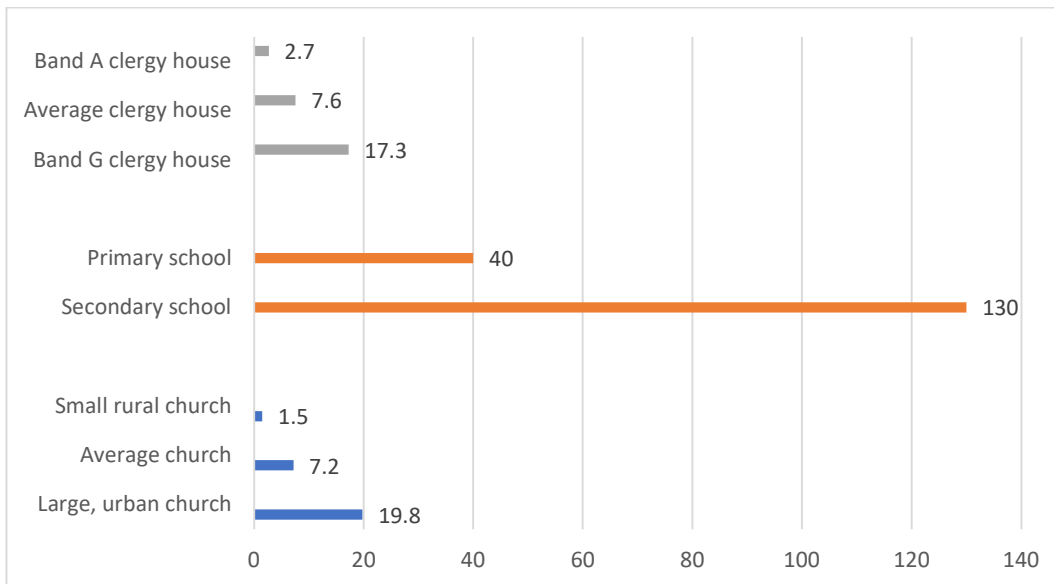


Figure 3. Typical annual carbon emissions from different buildings (Source: National Carbon Emissions report, 2021).

## 5 Actions for the Diocesan Team

In order to improve our Environmental status as a Diocese, and work towards Net Zero carbon, we aspire to do the following. A number of these also satisfy the Routemap Milestones for the Diocese.

- The Diocese has designated the Diocesan Environment Group (DEG) as the Diocesan Net Zero Carbon (NZC) working group, with high level representation of all stakeholders, including Diocesan Synod members, to meet regularly to monitor and direct progress to NZC (Routemap Milestone 4.1.1).

The diocesan team is:

- Encouraging completion of the Energy Footprint Tool (EFT) by as many churches as possible to obtain an accurate baseline and knowledge base. (This will enable the identification of those churches/halls with highest emissions in order to target initial efforts to obtain the maximum benefit.)
- Gathering and analysing available data from the national church and the EFT to provide annual report to Diocesan Synod. (Routemap Milestone 4.1.2).
- Promoting Eco Church to parishes.
- Regularly updating the environmental communications strategy (Routemap Milestone 4.1.3) agreed with the DEG in 2022. This involves providing a stream of stories from parishes.
- Recruiting, training and encouraging a network of Eco Leads/Champions.

The diocese aspires to:

- Recruit and allocate sufficient staff resources to environment and NZC issues. (This has already started with the recruitment of a Project Coordinator for NZC (3 days per week.)
- Ensure appropriate resources are allocated to DAC support to parishes, particularly in the area of heating.
- Ensure appropriate resources are allocated to the Houses Team to ensure upgrades and work to houses can be actioned.
- Provide general Eco support to parishes for their Eco journeys and their Eco Leads/Champions. This will include finding stories for frequent communications to other parishes.
- Provide updated information on grant opportunities to parishes as these become available.

- Set up a subsidised energy audit scheme and encourage those identified as having high emissions (from church or hall) to have a subsidised audit (subject to EFT completion and Eco Church engagement).
- Identify the required steps and process to achieve a Silver Eco Diocese award and an individual to lead this activity.
- Increase the understanding of environmental issues throughout the diocesan staff, probably by using carbon literacy training. (There is already a qualified carbon literacy trainer.)
- Strengthen existing Quinquennial inspection guidance on sustainability e.g. by recommending reference to the 'Practical Path to Net Zero'<sup>8</sup>, boilers needing replacement, and identifying churches/halls suitable for installation of photo-voltaic (PV) panels.
- Ensure that the DAC is supportive by encouraging and assisting changes that reduce carbon emissions or generate green electricity.

## 6 Actions for Diocesan structures

The NZC group will change in its membership, reporting mechanism and Chair to reflect the importance of this area in the diocese. This may have to await the new Diocesan Bishop (appointed July 2023) to have fully taken up his post.

## 7 Actions for Parishes and Cathedral

The Diocesan Synod and Diocesan staff will by all means (possibly with financial incentives):

- Encourage all to engage with Eco Church and work towards higher awards.
- Encourage all parishes to have an Eco Lead/Champion to promote Creation Care & Eco Church.
- Encourage completion of EFT by as many churches as possible to obtain accurate information and knowledge base of churches, and to give them some focus for carbon reduction.
- Encourage the top 20% of emitters to have an energy audit and develop plan for getting to NZC.
  - Start with pilot scheme involving good prospects for improvement.
  - Applicants will have to have completed EFT and engaged with Eco Church.
  - Review the results and monitor what happens in reality.
  - Use results to update cost estimates.
- Encourage incumbents, wardens and PCC to work through the NZC milestones and the 'Practical Path to Net Zero'<sup>9</sup>.
- Encourage switching to green electricity suppliers.
- Encourage switch over of lighting to LED lights as soon as possible.
- Encourage Annual Parochial Church Meetings (APCMs) to include an item reporting their carbon footprint (the results of the EFT). (This may become a national requirement.)
- Encourage use of motion sensors in appropriate areas.
- Encourage use of more efficient modes of transport (e.g. walking, cycling, public transport) where possible.

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<sup>8</sup> <https://www.churchofengland.org/resources/churchcare/net-zero-carbon-church/practical-path-net-zero-carbon-churches>

<sup>9</sup> <https://www.churchofengland.org/resources/churchcare/net-zero-carbon-church/practical-path-net-zero-carbon-churches>

## 8 Actions for Schools

Our Education Team is joint with the Diocese of Portsmouth, and we are therefore working closely across diocesan boundaries to developed joint strategies for reaching net zero for those schools within scope.

## 9 Actions for Housing

We will:

- Ensure Energy Performance Certificates (EPCs) are available for all buildings in the housing stock.
- Use EPCs in conjunction with Quinquennial reviews to identify properties suitable for energy efficiency improvements and/or installation of solar panels, and to help identify those more suitable for disposal.
- Develop a maintenance plan with NZC ambitions for housing stock and consider how to approach the issues associated with heating failure.
- Grasp opportunities when properties fall vacant, or sooner, to:
  - Obtain a full energy audit/EPC+ review to identify energy efficiency measures.
  - Specify LED lighting for all works.
  - Undertake energy efficiency measures as appropriate (insulation / double glazing).
  - Review and wherever possible install low-carbon heating.
  - Wherever possible install Electric Vehicle (EV) charging points.
  - Review and wherever possible install solar photo-voltaic (PV) panels.
- Ensure maintenance is performed to high quality to prevent requirements for repeated work with greater costs and use of materials down the line – and therefore increased embodied carbon footprint.

## 10 Actions for Offices

We will:

- Ensure refurbishment of the offices at Old Alresford is undertaken to an appropriate standard in terms of energy efficiency and carbon footprint.
- Nominate an individual to co-ordinate working towards the achievement of an Eco Church Award for the diocesan offices, and to complete the return for the offices in the Energy Toolkit.
- Keep under review how offices are used in terms of physical meetings, remote working, and desk utilisation.
- Investigate installation of EV chargers at the diocesan office.
- Ensure equipment replacements are energy efficient.
- Engage with staff to work towards behavioural change, including carbon literacy training.
- Investigate the potential for onsite generation of electricity e.g. solar panels.

## 11 Actions for Work-related Travel

We aspire to reduce the carbon footprint of our work-related travel and:

- Collate data on current level of work-related travel to provide a baseline.
- Review and adapt meetings policy and practice to reduce number of journeys undertaken.
- Adapt reimbursement policies to encourage low emissions travel e.g. use of bicycle, public transport, electric car.
- Encourage car sharing for meetings where practicable.
- Change rules to enable online meetings (e.g. Diocesan Synod).

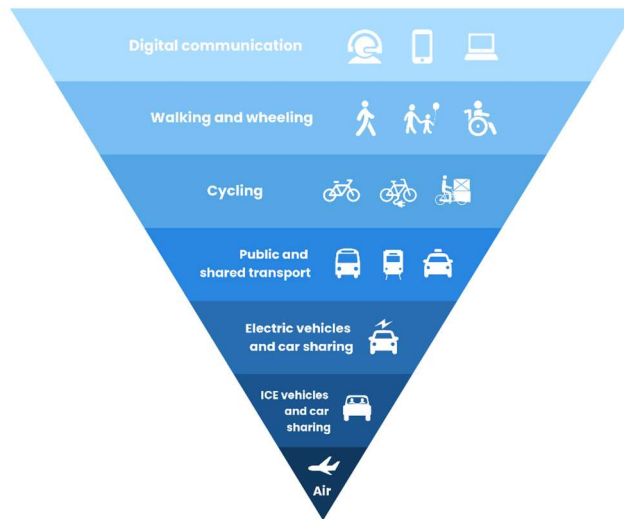


Figure 4. The sustainable travel hierarchy<sup>10</sup>.

## 12 Actions for Land

Review with land agents the potential of a renewable PV installation across land owned by the diocese.

Encourage parishes to use their land to benefit wildlife as laid out in the Eco Church scheme, and use of God’s Acre and other schemes which give advice and guidance.

## 13 Residual Emissions

The diocese recognises that there will be residual carbon footprint after all of the reduction activities are complete (see Figure 5). In 2028/9 consideration will be given to how to offset the residual carbon. It is not intended to start earlier in case it causes a reduction in focus on reduction of footprint.



Figure 5. The Net Zero Carbon calculation.

## 14 Challenges, Solutions and Resources Needed

The key challenges to success can be summarised as capacity, resources and expertise.

- Across our diocesan community, employed and voluntary capacity for delivering a change programme of this scale is limited both at diocesan, and most importantly, parish level.
- Financial resources are also limited given the current economic climate, decline in attendance and the high use of reserves needed by parishes during the pandemic.
- Access to specialist expertise to address the complex nature of the portfolio of properties we are responsible for in a fast moving, highly technical area is an ongoing challenge.

<sup>10</sup> <https://energysavingtrust.org.uk/an-introduction-to-the-sustainable-travel-hierarchy/>

Whilst comprehensive solutions to all these challenges are not immediately apparent, we believe the following principles will be vital:

- Seeking national capacity funding to allow the employment of a Diocesan Environment Officer to help encourage, inspire and advise PCCs. (A capacity building grant application has been submitted with this as one of the main elements.)
- Seeking national capacity funding to provide appropriate resources in key diocesan teams responsible for the delivery of Net Zero, either through increased employed headcount or through outsourcing specific projects to consultants and specialists.
- Continuing to promote and expand the delivery of our Creation Care training and development programme to help equip and inspire volunteers to act as local advocates and champions for creation care and Net Zero Carbon actions, continuing to offer surplus spaces to neighbouring dioceses when available.
- Seeking national capital funding to support costs of environmentally friendly upgrades to clergy houses, church buildings and the diocesan offices.
- Targeted use of DBF reserves and capital to support key strategic investments in upgrading properties.
- Seeking national capacity funding to employ a Net Zero fundraiser to work with the Diocesan Team and PCCs to access grants and funds from external sources.
- Continuing the positive and productive inter-diocesan Net Zero discussions in the South East region, seeking to share expertise, resources and accesses to specialist knowledge.
- Working closely with the national Net Zero project team to engage with training, guidance and resources, sharing these as widely as possible throughout our diocesan community.

## 15 What Will It Cost and How Will We Fund It?

The cost estimates are based on the costs experienced by other dioceses which are further ahead with their NZC projects. In particular Oxford diocese have performed a large number of surveys on their properties and churches to establish plans for them to achieve NZC. There will be differences between the two dioceses' mixes of churches and houses so these costs should be taken as indicative and so we are providing a 'likely range'.

- Parsonages

Oxford estimate the average cost per parsonage as £74,000 and so with 196 houses the total cost is expected to be in the range £12-17.5 million.

- Diocesan Office

The cost here is difficult to quantify but is estimated at £250-500,000.

- Church & Cathedral Buildings

The average Oxford diocese church cost is estimated to c.£50,000. But the Wayfinder project (centrally funded surveys) found costs ranged from £40,000 to £320,000 without fees and other project expenses.

- Schools

It is expected that the cost of work on schools will come from government funds and the diocese will primarily be involved in encouraging the moves to happen by 2030, rather than 2050 as the government currently plans.



These costs have not been increased to reflect recent or future inflation as this is almost impossible to estimate and there may be some cost reductions which will be achieved as NZC installations proceed e.g. heat pumps continue to improve and as the numbers of units increase it is hoped that some price reductions will be achieved.

The number of buildings will also change over time and may reduce this estimate slightly; however, this seems likely to be more than compensated for by cost inflation.

As surveys are completed and effective ways of segmenting the churches (e.g. large with gas boiler, small rural with oil boiler) and parsonages are established the total estimated costs will be updated on a regular basis.

To keep down costs the diocese will continue to consider cooperation with local dioceses (e.g. Portsmouth, Chichester and Guildford) to establish bulk discounts and share skills as well as experience.

There will be five primary sources of funding for this work across our diocesan community:

- i. Capital Funding from the Church of England Net Zero fund.
- ii. Limited and targeted use of WDBF reserves and capital.
- iii. Use of PCC income, fundraising and donations to contribute to some of the local costs for church buildings.
- iv. External funding and grants from third parties, raised through fundraising and grant support.
- v. Any net income from new solar panels/solar farms that may be possible to install across WDBF owned property over the next 7 years.

We must recognise that the Net Zero target represents a huge financial and resource commitment for all aspects of our diocesan community. This cannot be achieved without sacrifice and compromise, with an openness to creative approaches to using our assets and resources in new ways.

## 16 The Timeline for Action

Over the next two years (2024 & 2025) we expect to focus on the following areas:

### **Staffing & capacity**

Recruitment of the following staff, funded by a grant from central church funds for these two years:

1. Diocesan Environment Officer: a 1.0 FTE post.
2. Net Zero Project Coordinator: a 0.6 FTE post, extension of post recently filled.
3. Fundraising support (either employed or contracted): the equivalent of a 0.2 FTE post.

### **Parish NZC Surveys**

Parishes who are major energy users will be encouraged to have NZC surveys done, providing a pathway to NZC. There are special offers from Parish Buying and there may be some offering of diocesan contributions from our initial NZC grant.

Conducting NZC surveys of our parsonages using our own staff, and some outside advice, to produce costed estimates. This will be funded through existing staff and some modest grant income.

### **Parish 'Easy wins'**

Encouraging and supporting parishes to achieve such easy wins using 'The practical path to Net Zero' particularly focusing on LED lighting.

### **Awareness, training, Eco Church**

Provide training opportunities to parishes to be more knowledgeable on NZC and its implications. This to include fundraising for it.

Train diocesan staff in NZC and its implications.

### **Pilot projects**

Undertake some pilot projects, probably on heating, taking advantage of central funding where this is available.

### **2026 onwards**

It is anticipated that by the end of 2025 the plan will be much more comprehensive and based on our experience in the first few years of pilot projects, fundraising and surveys of churches and parsonages.

## 17 Communications Strategy

As required by the Routemap a Communications Strategy on Creation Care was agreed in 2022 (Routemap Milestones 4.1.3 and 5.1.3) and will be updated to reflect this plan, once agreed by Diocesan Synod. Appendix B contains an extract from this Communications Strategy.

## 18 Monitoring, Reporting and Responsibilities

Progress will be monitored by the NZC group each quarter, reported to Senior staff every six months, and reported to the Diocesan Synod every 12 months as exemplified in March 2023.

Annually the NZC group will request information from parishes and track progress against the *Routemap to Net Zero Carbon by 2030*.

## 19 Review

This plan will be reviewed every year as part of the reporting to Diocesan Synod.

# Appendix 1 - Scope of the National Net Zero Carbon Target

From Appendix 1 of the Routemap to Net Zero Carbon by 2030.

**2030 NET ZERO**  
 These are in scope of our “net zero by 2030” target. We will aim to measure and report these as soon as possible, as a first step towards making real and sustained reductions. The national EWG will review, and potentially expand this scope, every three years, from 2022 onwards, in line with reporting to General Synod.

- The energy use of our buildings;
  - Gas, oil, or other fuel use
  - Electricity purchased (no matter the source it is purchased from – renewable electricity purchased is accounted for later)

For the following buildings;

  - Churches, including church halls and ancillary buildings. (This includes non-parochial churches, BMOs and others if they have their own utility supplies.)
  - Cathedrals (all buildings within the green line forming part of the precinct)
  - Schools where the DBE has a significant degree of influence (generally Voluntary Aided & Diocesan Academy Trusts) including halls/other buildings
  - Clergy housing, bishop’s housing, and other staff accommodation wholly owned by the Church (based on EPC grades and average reasonable use, not actual usage)
  - Church bodies’ offices including Church House Westminster, diocesan offices, and bishops’ offices
  - Peculiarities, only if they come under faculty jurisdiction
  - Other diocesan property, including common parts of tenanted properties
  - Theological Education Institutions which are part of the Church of England
  - For all the above, tenants’ energy use and mobile phone masts should be excluded if possible, e.g. if on their own sub-meters. Floodlights managed and paid for by the local council should also be excluded if possible.

*Including the “well to tank” and “transmission and distribution” factors involved in getting energy to the building. Note: Electricity used to charge EV vehicles will be included within the above.*
- All work-related travel (e.g. the petrol / diesel used by archdeacons on
  - visitations, CBC / DAC members on visits to discuss projects, reimbursable clergy and ordinand travel, reimbursable staff and volunteer travel, reimbursable train journeys, staff and clergy making reimbursable flights for work or ministry, coaches hired for school trips etc).

*In standard Greenhouse Gas reporting definitions, these are our “Scope 1” and “Scope 2” emissions and some small elements of Scope 3 which are operationally simpler to include.*
- From this, and on the understanding that real reductions in energy use have been made, the following can be removed:
  - Excess energy generated on site (e.g. from solar PV) and exported to the grid
  - 100% renewable electricity purchased either from the Green Energy Basket or agreed companies, reviewed annually, having regard to the criteria used by the Big Church Switch Green gas [those certified each year.] – see note on Green Energy Tariffs
  - Other reliable offsetting schemes, meeting national criteria to be developed – see note on Offsetting

**NET ZERO AFTER 2030**  
 These will be in our next phase of work. Some dioceses may opt to include these in their diocesan 2030 targets.

- All the emissions from major building projects (new builds and extensions, major re-orderings, solar panel installations, major new heating or lighting systems) \*
- Emissions generated from the farming / management of Church land (including church yards, unless fully controlled by local councils, and glebe land) less emissions sequestered through the farming / management of Church land (such as tree planting, soil improvement, and other nature-based solutions) \*
- All the emissions (including upstream process & transport) from the procurement of any items we buy (e.g. pews for churches, paper & printing for offices, new cars for bishops, catering for events)
- Upstream and downstream emissions from water and drainage
- Downstream emissions from waste disposal
- Emissions from building contractors, plumbers, electricians and the like
- Carbon generated from use of emails and the internet in work-based contexts
- Diocesan investments, if they are a material amount
- Air-conditioning gasses

*In standard Greenhouse Gas definitions, these are those parts of our “Scope 3” emissions which are within our influence to a significant degree.*

*\* To be specifically reviewed in 2022, with the potential to bring them into scope of the 2030 target, only after consultation, and if feasible methodologies have been developed*

**NOT INCLUDED IN TARGET**  
 Out of scope of our target (but still within our mission to influence)

- Travel of staff and clergy to and from their usual place of work or ministry
- The travel of the public to and from church, school, and church events.
- Clergy family’s & residents’ GHG emissions (consumer goods, travel, holidays). The energy used to heat and light the housing, if over the average reasonable use above.
- Personal GHG emissions from the lives of worshippers attending church, other church users (such as people attending a choir or playgroup), and overseas visitors
- Schools over which we have very limited influence (generally Voluntary Controlled Schools which are fully controlled by Local Authorities)

*In standard Greenhouse Gas definitions, see below, these are either out of our scope or are scope 3 but largely outside our influence*

## Appendix 2 – Communications Strategy

This was agreed in Early 2023, below is an extract

### Communications Strategy

Creation Care & Net Zero Carbon – Jan 2023



#### Context

A key priority for 2023 is to reinspire parishes and congregations so that they are engaged in, and motivated to, take action for creation care. As parishes re-find energy after the pandemic, this is an opportunity to offer hope-filled stories, relevant and simple access points and to re-establish the sense of urgency that is needed if we are to tackle the significant challenge before us.

#### Vision and Aims for our Communications

##### Vision:

We seek to use our communications to ensure creation care is an integral part of the mission and ministry of the Winchester Diocese, its congregations and its school communities. Our communications should enable every congregation and individual within the Diocese to have access to resources for prayer, reflection and practical action that enable them to respond well to the climate and ecological crises. We seek for Creation Care to become an inclusive area of work where everyone feels empowered and excited to be involved, rather than simply preaching to the converted.

##### Aims:

1. To **create a sense of movement** around the climate agenda, so that people and churches feel bigger than the sum of their parts and part of collective, impactful action
2. To **clearly ground creation care in language of mission and justice**, so that it becomes a foundational part of people's faith, with a theological underpinning, and enables people to connect into climate issues from a range of viewpoints and issues
3. To **re-establish a sense of urgency** and propel people to faster, more radical action
4. To **showcase work happening across the Diocese** as a way of inspiring others to take action
5. To **achieve greater involvement of churches in the Diocesan and National Church pathways** primarily Eco Church and Net Zero Carbon (NZC)
6. To **encourage parishes to complete the Energy Footprint Tool (EFT)** and use the data to monitor its own energy use and plan reductions.
7. To **reflect the diversity of those involved in creation care work** and ensure a variety of voices are represented