

CROWN NOMINATIONS COMMISSION

A REPORT FOR GENERAL SYNOD

1. Under General Synod Standing Orders (136 (4)), the Crown Nominations Commission is required to report to General Synod from time to time “as it deems expedient on matters of general concern within its area of responsibility.” The transition from one quinquennium to the next seems an appropriate time to provide such an update on the work of the Commission.
2. The Central Members of the Crown Nominations Commission from 2017-2022 were:

Lay	Clergy
Mr Anthony Archer (until July 2021)	The Reverend Canon John Dunnett
Dr Nick Land (from December 2021)	The Reverend Canon Dr Judith Maltby
Ms Christina Baron	The Very Reverend Dr David Ison
Miss Jane Patterson	

The Commission is very grateful for the considerable contribution the outgoing Central Members have made to the work of the CNC over this period. CNC membership requires a significant time commitment and members play a vital role in the life of the Church through the appointment of diocesan bishops.

3. In November 2021, it was announced that Caroline Boddington would be leaving her role as Archbishops’ Secretary for Appointments after 17 years’ service in the National Church Institutions. As part of changes to simplify the structures of the NCIs and bring functions together to support the Church’s vision and strategic priorities for the 2020s, a new expanded remit for the Ministry Team included clergy HR and aspects of senior leadership development, bringing the entire clergy and lay ministry life cycle into one team. The Archbishops’ Secretary for Appointments continues to lead on senior clergy appointments.
4. During the 2017-2022 quinquennium, the Commission nominated to 17 diocesan sees (2 fewer than in the previous quinquennium), including Dover (which was run like a CNC) and the nomination of the Archbishop of York. The full list is: London, Bristol, Truro, Derby, Norwich, Dover, Hereford, York, Chester, Chelmsford, Portsmouth, Salisbury, Rochester, Bath & Wells, Liverpool, Newcastle and Blackburn. Remarkably, appointments continued throughout the pandemic and the Chelmsford appointment was conducted entirely online. Following the York process, even greater emphasis was placed on evaluating candidates against key personal criteria in role profiles, although this is always held in tension with discernment.
5. The 2017 theological review of the Crown Nominations Commission remains an invaluable resource in framing the work of the CNC in the context of discernment. The themes emerging from ‘[Discerning in Obedience](#)’ are highlighted from the very early stages of the Vacancy in See Committee process, right through to the final point in the Crown Nominations Commission.
6. Over the quinquennium, some 102 individuals joined the Commission as Diocesan members, of whom 48% were women (compared to 35% in the last quinquennium) and 4% were UKME/GM heritage (this diversity data was not collected in the last quinquennium). Over this period, the Commission has interviewed 42 different candidates (compared to 66 in the last quinquennium), of whom 13 (31%) were female and less than 5 were UKME/GM heritage. 6 of the 17 nominations (35%) were female and 3 (18%) were of UKME/GM heritage. Over this period, 75% of those appointed (12

out of 16), were previously suffragan/area bishops. This does not include York, where the appointee was previously a Diocesan Bishop.

7. As part of the changes agreed by General Synod following the [review](#) of the electoral processes to the Crown Nominations Commission, Central Members were elected under a new pairing system. Elections for the new CNC Central Members for the new quinquennium were held during the July 2022 General Synod and the following Members were elected:

Lay	Clergy
Ms Christina Baron <i>Miss Venessa Pinto*</i>	The Reverend Lis Goddard The Reverend Esther Prior
Mr Clive Scowen Mr Temitope Taiwo	The Reverend Canon Claire Lording The Reverend Jo Stobart
Miss Debbie Buggs Miss Prudence Dailey	The Reverend Paul Benfield The Reverend Canon Andrew Cornes

**Now resigned from General Synod*

The new Central Members did not start their work until the Lincoln appointment, as the outgoing Members were required to complete work on appointments on which they had commenced consideration. A rolling induction programme is underway to support the new Central Members, as they begin their service to the Crown Nominations Commission.

8. In addition to moving forward the recommendations from the [From Lament to Action](#) report that relate to senior appointments, the Appointments and Vocations team works to continually review how the CNC process may be impacting the experience and success of UKME/GM heritage candidates. An example of this was the review, redesign and introduction of unconscious bias training for CNC members in Autumn 2021. The new bias workshop focuses on raising self-awareness through guided reflection and group discussion. Resources are also provided for continual learning and self-development following the session.
9. Another change introduced in the last quinquennium was for each candidate to provide a Diversity and Inclusion Statement as part of their paperwork. The Statement invites candidates to respond to the following question: "As Bishop of 'X', please indicate the ways in which you would engage, empower and ensure greater representation and participation from those who belong to underrepresented groups". This statement now forms part of the appointment process for all CNCs.
10. Under changes to Standing Orders (137 (4A)), if the Crown Nominations Commission considering an appointment considers that its members "when taken together, are not representative of the diocese as a whole, it may, with a view to achieving such representation, co-opt one additional member".
11. An individual's competence in leading in safeguarding is assessed continually as part of the CNC process, through formal checks, references and written reflections. It culminates in a formal interview for all shortlisted candidates with the Director of the National Safeguarding Team, who sends a report to the CNC ahead of the interviews.
12. The Archbishops' Appointments and Vocations team, which oversees all the senior appointment processes in the Church, continues to support an unprecedented level of appointments across the Church. We remain very grateful to them for their service to the Crown Nominations Commission.

++Justin Cantuar

++Stephen Eboracensis