



Diocesan Environment Programme

2026-2028

Vision: *The Diocese of Bristol will set a leading example in caring for God’s creation and in wider society: our portfolio of buildings will be operating at Net Zero, our church yards and glebe lands will flourish with richer biodiversity, and our communities will be supported and inspired to take meaningful action on the climate and nature crises.*

“The earth is the Lord’s, and everything in it” (Psalm 24:1).

God’s creation is at the heart of the Christian faith. Creation is the first of God’s saving works, it is not a resource to be exploited, but a gift entrusted to humanity’s care. Humankind is called to “till and keep” the garden (Genesis 2:15), a vocation of stewardship marked by responsibility, restraint and love. Human beings are part of God’s gift of creation, and care for the creation is part of our call to worship our Creator. Through the incarnation of Jesus, the creator comes to live with creatures and brings salvation to the whole creation (Romans 8.22-23). The new creation, in which God will dwell with his people is the fulfilment of all God’s work (Isaiah 65.17; Rev. 21.1-3). This is the context in which the Diocese of Bristol sets work towards Net Zero Carbon, biodiversity restoration, and the flourishing of all creation, as a contemporary response to this calling of God. Creation care is the fifth mark of mission in the Church of England and the Anglican Communion.

Climate science indicates that the world is now extremely close to the 1.5°C limit set out in the [Paris Agreement, a legally binding international treaty](#) adopted in 2015 by 195 parties, with recent years already temporarily exceeding this threshold. Continued emissions at current levels mean the remaining carbon budget to stay below 1.5°C is rapidly shrinking, increasing the risk of crossing irreversible climatic tipping points in the coming years. At the same time, biodiversity loss is accelerating at an unprecedented rate: [WWF’s Living Planet Report](#) shows that the average size of monitored global wildlife populations



DIOCESE OF BRISTOL



has declined by approximately 73 % in the 50 years between 1970 and 2020. [A 2023 State of Nature Report](#) published by some of the most influential environmental organisations notes that the United Kingdom is one of the most nature depleted countries in the world. Together, these trends highlight the urgency of coordinated action to address the interconnected climate and nature crises.

Climate change and ecological degradation disproportionately affect the poorest and most vulnerable, both globally and locally. Jesus' command to "love your neighbour as yourself" (Mark 12:31) therefore compels us to act in ways that reduce harm, build resilience, and promote justice. In this way creation care is inextricably linked to the four marks of mission on proclaiming the gospel, teaching, responding to need, and transforming unjust structure.

Progress in the Diocese of Bristol

We have already made significant progress towards our operational Net Zero ambition. In 2024, total diocesan emissions were 4,445 tonnes of CO₂e, a 29.8% reduction from our baseline in 2021. Change is happening across the diocese, from individual buildings to diocesan-wide planning, and it is worth recognising how far we have come in a relatively short period of time. Through practical action, advice and shared learning, the Diocese is caring for creation in ways that benefit both the environment and local communities.

Alongside reducing carbon emissions, we are actively working to increase biodiversity across our churchyards and glebe land. We are also actively encouraging and supporting parishes to engage and progress with the Eco Church programme. We understand Net Zero and biodiversity are closely linked, reducing emissions helps limit the impacts of a changing climate on ecosystems on which life depends, while restoring nature strengthens resilience to climate impacts and deepens our care for God's creation.

Alongside the focus on reducing emissions and increasing biodiversity, there is a growing recognition of the importance of adaptation and resilience; supporting churches, schools, clergy housing and diocesan land in responding to the impacts of a



DIOCESE OF BRISTOL



changing climate. Consideration may increasingly be given to how buildings can better manage risks such as overheating, damp and flooding.

The initial £2 million allocated by Diocesan Synod from reserves in 2023 to support our journey to carbon net zero has now been fully invested on impactful projects across the Diocese, including:

- Decarbonisation plans for 92% of our churches.
- Supporting 56 churches financially with installing decarbonisation measures.
- 80 solar installations on clergy homes.
- 17 heat pump installations in clergy homes.
- 35 fabric building upgrades to clergy homes.

With the initial £2 million spent and due to ongoing financial constraints, the Diocesan Synod of November 2025 adopted a budget for 2026 that paused the funding for Net Zero. Synod adopted the budget for 2026 with the commitment to seek further sources of funding to enable the programme to re-start: **this programme roadmap identifies the priority workstreams for future sources of funding and provides indicative costings for these workstreams to inform fundraising efforts and internal resource prioritisation.** The Diocesan Synod will be kept up to date with developments on work to enable the programme to re-start.

The Environment programme is supported by National Church investment, which fund the Diocese of Bristol's Environment team and parish decarbonisation projects, as well as provides tools and guidance that the Diocese of Bristol is drawing on to deliver locally.



What is the 2026–2028 Environment Programme?

The focus for 2026-2028 is to build on progress and sustain momentum. Over the next three years, our approach will be to continue strengthening what is already working well, embedding good practice, and supporting parishes, schools and communities at different stages of their journeys; particular attention will be given to supporting parishes and schools facing additional challenges due to limited financial capacity, rural location, or high emission buildings

The 2026–2028 Environment Programme exists to support the Diocese of Bristol in responding to the environmental challenge through a coordinated focus on progressing to operational Net Zero, securing funding for environmental action, building effective partnerships, and enhancing biodiversity across the diocesan estate.

The workstreams set out in this strategy provide a roadmap for how national and diocesan support, alongside fundraising from other sources, will enable churches, schools and other diocesan buildings to reduce carbon emissions and improve biodiversity.

There are six workstreams for the 2026-2028 Environment Programme:

1. Embedding Creation Care
2. Churches and Halls
3. Clergy Homes
4. School Environments
5. Land Management and Biodiversity
6. Fundraising and Partnerships



DIOCESE OF BRISTOL



Reporting on progress in the Diocese of Bristol

Our approach to tracking progress is shaped by what we have learned so far through diocesan review meetings, demonstrator projects, environment advisory meetings, the National Church Net Zero network, parish feedback, and data gathered across the Diocese of Bristol. These insights continue to guide how we prioritise actions, allocate support, and refine our strategies.

In the long term, success will be measured by a sustained reduction in carbon emissions across churches, schools, clergy homes, diocesan buildings, and business travel. For the next 3 years, we will continue to measure Scope 1 and 2 emissions, as well as Scope 3 - business travel. We will also expand Scope 3 monitoring to categories 1 - purchased goods and services and 2 - capital goods; we will identify our highest-emitting suppliers and engage with these suppliers to understand and reduce their emissions, focusing action where it can achieve the greatest impact. We will also begin exploring category 5: Waste generated in operations and category 15: investments, recognising that this is a developing area and that our approach may evolve as guidance, data quality, and opportunities for influence become clearer.

Carbon data across the Church of England is a lagging indicator, so it can take time for changes to show in reported emissions. For example, the Diocesan carbon footprint for 2024 has only recently been published, as the National Church only released the 2024 Energy Footprint Tool (EFT) data in March 2026. Work is taking place at a national level to reduce these delays. The time of year that projects and installations are completed also affects how much of their impact is recorded. For example, if a low-carbon heating system or solar installation is completed later in the year, only part of the carbon saving will be reflected in that year's data, with the full benefit showing more clearly in later years.

To monitor progress more regularly, we use a range of proxy measures. These include the number of buildings transitioning off fossil fuels (26% of parish buildings are heated with electricity), engagement with Eco Church (currently at 63%), and the number of Eco Champions (currently at 160 individuals). These complementary metrics will provide a more responsive and meaningful understanding of progress, enabling clearer strategic direction and improved transparency. Many of these metrics, deliver benefits beyond reducing emissions. They help reduce bills, restore biodiversity and strengthen communities.



DIOCESE OF BRISTOL



By tracking these actions alongside carbon reduction efforts, we gain a clearer picture of the wider impact of the Environment programme.

Governance and accountability

Delivery of the 2026–2028 Environment Programme is overseen through diocesan governance structures, with regular reporting to Diocesan Synod. Responsibility for coordination and delivery sits with the Diocese of Bristol’s Environment Team, working alongside diocesan colleagues, parishes, schools, the Diocesan environment board and national church partners. The outcomes and activities of the strategy will be measured and reviewed annually



Workstream 1: Embedding Creation Care 2026-2028



Current Situation

- Engaging and embedding work towards reaching net zero carbon and increasing biodiversity across the Diocese creates the conditions needed to deliver the aims of the Environment Programme.
- Eco Church is a UK-based scheme that helps churches care for creation by taking practical action on sustainability in worship, buildings, land, community, and lifestyle. It provides a framework for churches to align to, currently across the Diocese there are; 3 Gold, 28 Silver, 47 Bronze and 52 Registered churches (63%). The Diocese has a bronze Eco Diocese award.
- Eco Champions are a growing network, vital for turning diocesan strategy into practical, local action and sustained environmental engagement. Currently there are 160 people on the mailing list.
- Key stakeholders in the delivery – Environment team, Mission and Ministry team, Hazelnut Community Farm, environmentally passionate Clergy, Eco Champions and parishes.

Missional Context

- Concern about climate change consistently features highly for young people and the church needs an authentic response to this crisis if it wants to be heard by and engage with this generation – [Tearfund and YouthScape's Burning Down the House Report](#).
- Projects to improve biodiversity and decarbonise our buildings are a witness to the church's love and concern for the earth and the people who live on it.
- The Church of England as an institutional church has a responsibility to be a prophetic leader for transformation in our society. [Stop Crucifying Creation](#)
- Climate change is a social justice issue, those who have contributed least to the crisis are suffering first and worst.



Strategic Outcomes

1. Churches and communities are actively delivering environmental action, with:

- a) *90% of churches registered in Eco Church by end of 2028.*
- b) *A network of 250 Eco Champions*
- c) *Eco Diocese Silver achieved by end of 2026. With progression to Gold by the end of 2028. A strengthening and development of sustainability events across the Diocese, building on existing initiatives (e.g. BS5 Together, BS3 Jammin, North Wiltshire Climate Summit, climate cafés) to grow their impact, reach, and long-term engagement.*

2. Creation care and the environment programme are embedded in diocesan mission, culture, and decision-making.

- a) *Ensure SLT and governance paper templates include a standard Environment / Net Zero section*
- b) *100% of staff and clergy inductions briefed on Environment programme.*
- c) *A live Environment Hub – with one case studies/story published per month*

Activities to deliver

1. Inspire engagement with Eco Church
2. Use exemplar churches for peer learning
3. Deliver 2026–28 communications strategy (story-led engagement)
4. Promote Carbon Literacy training for congregations
5. Submit application for Eco Diocese Silver (2026)
6. Grow and support Eco Champion network (events, newsletters, climate cafés)
7. Deliver Diocesan roadshows
8. Encourage parishes to host screenings of the People's Emergency Briefing and to take part in campaign like providing the community with 'warm' and 'cool' spaces
9. Promote campaigns and resources that encourage sustainable choices in banking, investments, water use and energy tariffs across churches and households.
10. Partner with community initiatives and other denominations

1. Articulate alignment with the 5 Marks of Mission
2. Embed creation care through Mission & Ministry, Hazelnut Network, and environmentally passionate clergy
3. Promote environmental messaging at Deanery Synods, events and training
4. Integrate sustainability into governance, policies, and decision-making processes
5. Deliver regular SLT updates, induction training and encourage cross-department collaboration
6. Develop diocesan Environment Hub (stories, resources, case studies)
7. Share "good news" via newsletters and digital platforms

Resources required

1. Staff time: Environment Parish Officer (0.2 FTE)
2. Support from Comms and Mission & Ministry teams
3. Event budget (venues, travel, materials) -£1500 per annum
4. Volunteer time (Eco Champions, clergy)

1. Staff time: Environment Parish Officer (0.1 FTE), Environment Manager (0.1 FTE),
2. Support from Comms and Mission & Ministry teams
3. Internal engagement time (SLT, cross department)



Workstream 2: Churches and Halls

2026-2028



Current Situation

- 205 churches and 60 church halls within the Diocese.
- Churches and halls made up 49% of the carbon footprint in 2024.
- Across the Diocese, churches and halls span many centuries of construction, from historic buildings to more modern buildings, leading to substantial variation in energy efficiency and building performance.
- 97% of churches completed the Energy Footprint Tool (EFT) in 2024, up from 84% in 2023
- 92 % of churches and halls have a decarbonisation plan with key recommendations identified to progress to Net Zero.
- 25% of parish buildings - 47 churches and 20 halls use electricity as the primary source of heating
- The Net Zero journey is unique to each church and its circumstances, it depends on conservation and maintenance needs, usage pattern and affordability.
- Capacity and skills within PCCs vary significantly; as volunteer-led bodies with limited time and resources, this can slow the pace of progress.
- Across the heritage sector, an increasing number of decarbonisation projects are being delivered, alongside the development of emerging best-practice guidance.
- Key stakeholders in the delivery of this strategy; Church buildings team, environment team, fundraising team, DAC, PCCs and contractors with appropriate low carbon and heritage skills.

Missional Context

- Projects to decarbonise churches and halls are a witness to the church's love and concern for the earth and the people who live on it
- Where decarbonisation projects reduce operational costs for a church, this increases their resources available for mission.
- Decarbonising our churches engages the wider community



Strategic Outcomes

Activities to deliver

Resources required

3. Measurable reductions in carbon emissions from parish buildings, achieved through the transition to low-carbon heating and increased uptake of green electricity tariffs, demonstrated by:

- a) *50% of parish buildings using electricity as primary source of heating, by end of 2028*
- b) *80% of parishes on renewable electricity tariffs by end of 2028*
- c) *100% of parishes completing the Energy Footprint Tool by end of 2028*

- 1. Support churches and halls to decarbonise, prioritising largest emitters and deprived areas
- 2. Provide tailored project support and guidance
- 3. Maintain and support DAC approach to avoid fossil fuel replacements and promote alternatives
- 4. Identify interim heating solutions where needed
- 5. Run targeted campaign to encourage switching to renewable tariffs

- 1. Staff time: Environment Parish Officer (0.2 FTE), Environment Manager (0.2 FTE)
- 2. Support from DAC, Church Buildings team
- 3. Technical expertise (heating consultants, feasibility advice)
- 4. The average cost to decarbonise (including heating, lighting and insulation) a church is £93,000 and for halls it is £56,000
- 5. Communications resource (campaigns, guidance, case studies)
- 6. Data tools (EFT tracking, emissions monitoring)

4. Parishes are enabled to plan, fund, and deliver net zero projects, supported by clear guidance and access to expertise, demonstrated by:

- a) *Environment team engagement with PCCs (increased number of site visits and advisory conversations)*
- b) *At least 3 case studies produced annually*

- 1. Update supplier list for technical advice every 6 months
- 2. Share best practice and case studies
- 3. Provide direct advice through site visits and conversations with PCCs
- 4. Signpost churches to technical and regulatory guidance throughout projects
- 5. Support churches to identify and apply for funding (including National Church grants)

- 1. Staff time: Environment Parish Officer (0.1 FTE), Environment Manager (0.1 FTE)
- 2. Support from Comms (case study development)
- 3. Access to technical experts/suppliers
- 4. Access to and effective utilisation of National Church Net Zero funding
- 5. Diocesan travel budget for site visits (£1500 per annum)



Workstream 3: Clergy Homes 2026-2028



Current Situation

- The Diocese of Bristol, provides accommodation for in-ministry and retired clergy, has circa 134 houses and makes up 18.5% of the Carbon Footprint of the Diocese.
- The Diocese of Bristol housing estate comprises properties of varying ages and construction types, resulting in a wide spread of energy efficiency and EPC ratings across the portfolio.
- As of May, 2026, we have completed 80 solar installations (4kW systems). Together, these are estimated to reduce CO₂e emissions by 40–60 tonnes per year by replacing grid electricity, while saving our clergy a combined £50,000–£80,000 annually on electricity bills.
- 17 Heat Pump installations completed, the average size heat pump has been 10kW. Installing 10 kW heat pumps in 17 recently insulated homes reducing heating-related carbon emissions by approximately 25 – 30 tonnes of CO₂e per year, a reduction of around 70% compared with gas heating.
- Cavity wall and loft insulation works have been completed in 35 homes, cutting carbon emissions by 15-25 tonnes of CO₂e per year and saving clergy bills of £7,800–£10,000 per year collectively.
- Revised EPCs when heating becomes electrified will quantify carbon reductions formally and consistently (as energy bills are not available).
- Key stakeholders in the delivery of this strategy – Property team, environment team, contractors with appropriate low carbon and heritage skills.

Missional Context

- Clergy are at the heart of the Church of England – their wellbeing matters and affects their ability to support the mission and ministry of the Church.
- The drive to decarbonise helps improve the quality and energy efficiency of our clergy homes, which will directly improve clergy wellbeing. This in turn should have a direct impact on the retention and recruitment of clergy. Moreover, the habits and practices clergy adopt in their own homes, from reducing energy use to making sustainable choices, can serve as a powerful example, inspiring and equipping their congregations to take similar small but meaningful actions within the parish.



Strategic Outcomes	Activities to deliver	Resources required
<p>5. Clergy housing is decarbonised through a planned fabric-first approach, demonstrated by:</p> <ul style="list-style-type: none"> a) <i>100% of suitable clergy homes fitted with solar PV by end of 2028</i> b) <i>Continuation of fabric upgrades</i> c) <i>Year-on-year improvement in EPC ratings across the housing portfolio</i> 	<ul style="list-style-type: none"> 1. Deliver solar installation programme across entire clergy housing stock 2. Use EPC data and property condition surveys to prioritise retrofit sequencing aligned to government legislation. 3. Fabric first approach to retrofits 4. Install heat pumps where properties are suitable 5. Align works with planned maintenance cycles to improve efficiency and reduce disruption 	<ul style="list-style-type: none"> 1. Staff time: Environment Manager (0.1 FTE) 2. Property team to deliver 3. To complete Solar programme – there are 54 properties left. The cost of the installations are £5,800 = £313,200 4. Fabric upgrades for the remaining 99 properties. Average fabric first retrofit - £9,200 - £910,800 5. 47 clergy homes are suitable for a heat pump. Average cost for full installation is £24,000 - £1,128,000. There are 70 clergy homes that are not suitable, research, disposals and new technologies will need to be assessed to decarbonise these properties. 6. EPC assessments average cost - £70. 47 properties need an EPC – £3,290 7. Total cost – £ 2,355,290 (not including the 70 properties, not suitable for heat pumps).
<p>6. Clergy housing decarbonisation programme is financially enabled and supported through external funding and effective collaboration, demonstrated by:</p> <ul style="list-style-type: none"> a) External funding secured annually for housing decarbonisation (DESNZ, Ofgem, and other national programmes) b) Eligible funding opportunities identified and assessed for application 	<ul style="list-style-type: none"> 1. Work with City Leap and national funding bodies to access grant opportunities 2. Collaborate with diocesan fundraising team and regional partners 3. Apply for DESNZ / Ofgem and other relevant funding streams 4. Share learning through national Church peer networks and regional collaboration 	<ul style="list-style-type: none"> 1. Staff time: Environment Manager (0.05 FTE) 2. Support from property team, regional fundraiser and Diocesan fundraising team



Workstream 4: School Environments 2026-2028



Current Situation

- The Diocese of Bristol supports 71 Church of England schools, educating thousands of children across our region and forming a core part of the diocesan mission.
- The Diocese has significant influence over the governance, operations and religious education at Voluntary Aided (VA) schools. There are 5 schools that are Voluntary Aided at the start of 2026. The rest are Voluntary Controlled (VC) and a higher degree of management is carried out by the Local Authority.
- The 5 VA schools account for 30% of the 2024 Diocesan Carbon Footprint.
- As of May 2026, 4 of the 5 VA schools have significant solar installations .
- The key stakeholders for the implementation of the strategy; Environment & Education teams, Headteachers, governors and trustees, building managers and Hazelnut Network.

Missional Context

- To inspire and equip every Diocesan school to celebrate God as Creator, understand impact of actions on creation.
- All schools to significantly reduce energy consumption, carbon emissions and to improve biodiversity.
- Creation care is embedded into curriculum and worship, reflecting and expressing the wider Christian mission of love for God, neighbour, and the whole of creation.



Strategic Outcomes	Activities to deliver	Resources
<p>7. Schools are actively reducing carbon emissions, demonstrated by:</p> <ul style="list-style-type: none"> a) <i>100% of VA schools provided with 1:1 support in completing Climate Action Plans (CAPs) by end of 2028. With support and guidance provided to VC schools</i> b) <i>100% of VA schools with solar installations and on green energy tariffs by end of 2028</i> c) <i>2 pilot schools using monitoring platforms to identify measurable energy savings (kWh and £) to inform wider rollout</i> 	<ul style="list-style-type: none"> 1. Share Let's Go Zero's (LGZ) Climate Action Plan (CAP) templates and guidance to VA and VC schools. 2. Deliver webinars, clinics, and FAQ support for CAP completion 3. CAP completion rate survey for VC schools 4. Supporting a targeted small group of enthusiastic VA and VC schools with site visits to build diocese relationships and offer practical advice 5. Pilot energy monitoring platforms to identify energy savings in 2 schools 6. Provide a simple guidance sheet for all schools on environmental initiatives and support on offer (including information on funding opportunities, green tariffs, solar, and community energy) 	<ul style="list-style-type: none"> 1. Staff time: Environment Manager (0.1 FTE) Environment school officer (0.2 FTE) 2. Supported by education team 3. Partners delivering work (Let's Go Zero, Climate Ambassadors) 4. Education Greening Fund 5. Communications resources (guides, webinars, FAQs) 6. Access to funding knowledge and technical expertise
<p>8. Schools are engaged in nature recovery and climate leadership, demonstrated by:</p> <ul style="list-style-type: none"> a) <i>Baseline existing environmental activity and increase year on year % of schools registered with National Education Nature Park and completing biodiversity audits</i> b) <i>Increase year on year % of schools with active pupil eco-committees</i> c) <i>Termly good news case studies published</i> 	<ul style="list-style-type: none"> 1. Support schools to join Nature Park and complete biodiversity audits 2. Establish and support pupil eco-committees (templates, worship resources) 3. Launch and promote Climate Leaders / Earth Shot Award 4. Collect and share case studies each term 5. Run creation care campaigns 6. Support youth-led groups (e.g. East Bristol Eco Champions) with mentoring and resources 	<ul style="list-style-type: none"> 1. Staff time: Environment school officer (0.2 FTE) 2. Communications resources (case studies, campaigns, awards) 3. Partnerships (Nature Park, schools networks, Hazelnut) 4. Event and small project support budget



Workstream 5: Land Management and Biodiversity 2026-2028



Current Situation

- The Diocese of Bristol has a diverse glebe land portfolio, including farmland, woodland, grass land and industrial land.
- Land types and management practices vary widely, creating a broad range of existing biodiversity value and carbon-sequestration potential.
- Land Manager Savills is working with the Diocese to produce a land management plan.
- Many churchyards are adopting 'Living Churchyard' approaches, enhancing habitats for wildlife and engaging local communities.
- Key stakeholders to implement this strategy, include the property team, environment team, Savills, tenant farmers, ecologists, conservation partners, and volunteers.

Missional context

- Glebe land and churchyards are a vital part of the Church of England's heritage and mission, the stewardship of land is fundamental for caring for god's creation.
- The drive to restore ecosystems and improve land management practices will strengthen the environmental value of our estate, support wildlife, and deepen community engagement with environmental stewardship and caring for God's creation.



Strategic Outcomes

Activities to deliver

Resources

9. Glebe land is understood and managed to deliver measurable gains for biodiversity, soil health, and nature recovery, demonstrated by:

- a) *100% of glebe land covered by a baseline environment assessment by 2028*
- b) *At least 2 pilot glebe sites delivering and monitoring nature-positive interventions by 2028.*
- c) *All credible carbon insetting/offsetting opportunities identified and evaluated for unavoidable emissions by 2028*

1. Develop and implement Land Management Plan with Savills
2. Conduct baseline environment survey
3. Identify and deliver pilot projects with partners and ecologists
4. Establish monitoring frameworks for pilot sites
5. Explore carbon insetting and offsetting opportunities with expert partners
6. Share learning and case studies to inform wider rollout

1. Staff time: Environment Manger (0.1 FTE)
2. Supported by property team
3. Technical expertise (ecologists, Savills, surveyors). Fees expected - £10,000
4. Monitoring tools and data collection systems

10. Churches actively contribute to nature recovery across the Diocese, demonstrated by:

- a) *Increase in number of churchyards actively managed for biodiversity (measured through Eco Church Land & Nature participation)*
- b) *Growth in participation in diocesan networks and citizen science initiatives (e.g. species monitoring)*

1. Map churchyards and identify opportunities for biodiversity improvement
2. Engage parishes with practical guidance (rewilding, wildflower planting, habitat creation)
3. Deliver training through networks (e.g. Hazelnut Network)
4. Encourage participation in citizen science and local nature initiatives

1. Staff time: Environment Parish Officer (0.1 FTE), Environment Manger (0.1 FTE)
2. Support from Communications and training resources
3. Partnerships (Hazelnut Network, environmental groups)
4. Technical expertise (ecologists, surveyors)



Workstream 6: Fundraising and Partnerships 2026-2028



Current Situation

- Securing new and additional funding for decarbonisation and biodiversity remains a key challenge.
- Support and guidance are being given to parishes by the giving and environment teams.
- The WECA grant programme has supported churches across the Bristol region, to progress carbon-cutting projects valued at £100,000
- National Church grants have supported parishes with decarbonisation projects, such as the boiler upgrade scheme, demonstrator and quick wins grants. However the process to apply for these grants has been unclear for parishes
- The key stakeholders to implement this strategy are the environment, giving and partnership teams

Missional Context

- Fundraising within the Diocese is a form of ministry. It is a way of sharing our vision for God's work in this place and inviting others to join us in it. When we seek support, we are not asking out of scarcity, but offering people the chance to invest their gifts; time, prayer, and financial resources - into the mission God has entrusted to us.
- Alongside generating the resources needed to deliver our decarbonisation commitments, fundraising enables the Diocese to demonstrate that we are outward-facing and actively engaged with the issues that matter to our communities.
- Parish-led community fundraising is a powerful missional tool. It builds local ownership, shows that the Church is serious about responding to the climate and nature crises, and creates new opportunities for people, whether regular worshippers or not, to connect with their local church, often for the first time.



Strategic Outcomes	Activities to deliver	Resources
<p>11. Increased funding is secured and distributed to deliver environmental projects, demonstrated by:</p> <ul style="list-style-type: none"> a) <i>Year-on-year increase in total value of funding secured for parishes</i> b) <i>Increase in number and value of joint/collaborative funding bids delivered by regional fundraiser</i> c) <i>Consistent pipeline of grant applications across key funding streams (e.g. National Church, councils, external funders)</i> 	<ul style="list-style-type: none"> 1. Maintain up-to-date list of relevant grants (local, regional, national) 2. Support project scoping and costing to meet funder requirements 3. Deliver workshops and 1:1 support for applicants 4. Submit diocesan and joint funding bids (e.g. with councils) through the regional fundraiser 5. Promote and support applications to National Church schemes (Quick Wins, Demonstrator, Churches decarbonisation grant, give to go green) 6. Track grant outcomes to improve future applications 	<ul style="list-style-type: none"> 1. Staff time: Environment Parish Officer (0.1 FTE) Environment Manger (0.1 FTE) 2. Supported by regional fundraiser role (National Church funded) and Diocesan fundraising team 3. Communications tools (grant portal from National Church)
<p>12. Strong strategic environment partnerships are established to unlock funding, expertise, and delivery capacity, demonstrated by:</p> <ul style="list-style-type: none"> a) <i>One new strategic partnership established per year</i> b) <i>'Shared voice' initiatives/ campaigns are delivered with partner organisations</i> 	<ul style="list-style-type: none"> 1. Map and engage potential partners (local authorities, NGOs, businesses, academic institutions) 2. Involve senior leadership in partnership development 3. Formalise partnership agreements 4. Collaborate with other Dioceses and regional structures e.g. WECA 5. Continue to contribute to the One City Bristol Plan, the Bristol Climate Change Committee and the Chippenham Environment Forum as well as seek similar partnerships in Swindon 6. Share learning and coordinate approaches through networks 7. Align partnership opportunities with delivery priorities 	<ul style="list-style-type: none"> 1. Staff time: Environment Manger (0.05 FTE) 2. Supported by partnerships team 3. Senior leadership time to initiate and to guide partnerships (Bishop, Diocesan Secretary) 4. External partners (e.g. councils, environmental organisations)



Annex – Resource Modelling 2026-2028

	Salaries	Travel, events, consultancy	Clergy Housing	Schools	Churches and Halls
Funding routes	National Church	DBF (Property and Estates Directorate)	DBF (Property Maintenance budgets) (tbc) National Church grant schemes (tbc) External fundraising (tbc)	The Greening Fund (see below) National Church grant schemes (tbc) External fundraising (tbc)	External fundraising (tbc) National Church grant schemes (tbc)
Assumptions	National church capacity funding will contribute salaries up to · 2026 (£96,122) · 2027 (£42,437) · 2028 (£42,437)	Supporting essential travel and events, alongside targeted biodiversity projects Short-term specialist consultancy	To complete the solar installation programme there are 54 clergy homes left. The cost of each installation per house is £5,800 = £313,200 total. Fabric upgrades are also needed for 99 remaining clergy homes. The cost of an average fabric first retrofit per house is £9,200 = £910,800 total. 47 remaining clergy homes are suitable for a heat pump. The average cost for full installation per house is £24,000 = £1,128,000 total. EPC assessments average cost is £70, and 47 homes need an EPC = £3,290 total.	After successful solar installations in 4 of the 5 VA schools there is approximately £189,000 remaining in the Greening Fund (whole life funding was £362,500). This fund will cover an additional one day / week for the environment school officer alongside other activities. With solar projects complete, the average future cost to fully decarbonise a primary school is £250,000 and for a secondary £900,000.	To date forty-seven churches and twenty halls are already on electric heating as their primary source of heating, leaving 158 churches and 40 halls needing to transition to electric heating. The average cost to decarbonise a church (including heating, lighting and insulation) is £93,000 and for halls it is £56,000, meaning the sub-totals remaining to decarbonise all churches and halls are £14,694,000 (churches) and £3,720,000 (halls).
2026	£96,112	£7,500	tbc	tbc	tbc
2027	£99,733	£7,500	tbc	tbc	tbc
2028	£102,277	£7,500	tbc	tbc	tbc
Total	£117,136	£22,500	Whole programme costs circa £2.35m (2026 values)	Whole programme costs circa £1.9m (2026 values).	Whole programme costs circa £18.4m (2026 values).