



THE CHURCH
OF ENGLAND

DIOCESE OF SALISBURY

**SALISBURY DIOCESAN SYNOD
MINUTES OF THE 94th SESSION OF THE SYNOD HELD AT
AMESBURY BAPTIST CENTRE ON SATURDAY 3 NOVEMBER 2007**

1. Opening Worship and Presidential Address

Members took part in the Liturgy of the Word and the Bishop delivered the Presidential Address. He used the example of the new-style British passport to suggest that society is moving in a direction where contract takes the place of covenant and institutional distrust hampers community. He wondered how this is reflected in the common life of the Church. He postulated that if Christians are to make an impression on the communities in which they are set, then they must affirm their discipleship, develop their longing and passion for God and increase their understanding of vocation. How Christians live should offer a distinctive style and this would be the subject explored during the course of the day's meeting.

A full copy of the presidential address is available from the web-site at www.salisbury.anglican.org or from fiona.torrance@salisbury.anglican.org at the Diocesan Office.

2. Notices, Co-options and Apologies

Apologies were received from 15 clergy and 16 laity.

3. Mature Christian Disciples, Vocations and Mission

The Bishop of Sherborne and the Bishop of Ramsbury introduced a discussion on the learning Church and the five marks of mission:

- The Bishop's Staff is in dialogue with deaneries to bring forward deanery strategic plans.
- The Aldhelm Mission Fund is supporting projects across the diocese to the tune of £217,000.
- Mission action planning for benefices and parishes will be encouraged across the diocese.
- New "Learning for Discipleship" courses have been established.

All this aims to build confidence so that people feel able to leave their places of safety and engage with the wider community and with new patterns of ministry and life. The intention is to focus on:

- The wellbeing of all God's ministers, lay and ordained.
- Lifelong learning.
- Setting priorities for mission and ministry using the Five Marks of Mission (tell, teach, tend, transform and treasure).

Synod divided into groups to discuss, reflect and share good news with each other. Feedback from the groups will be passed to the Diocesan Secretary to inform the ongoing work of the diocese.

4. Mature Christian Disciples, Vocations and Mission

The Bishop of Sherborne introduced a debate and the following points were made:

- Extra resources may be needed to encourage young people to participate in Church life and structures.

- The Diocesan Youth Adviser is exploring the creation of some form of youth synod for the diocese. In this context, it was noted that most of those currently engaging with the formal structures of the diocese are older or elderly people.
- With reference to the Bishop meeting with the diocese's youth workers, please could any useful outcomes be broadcast widely.
- Although the diocese needs a common vision, the outworking will depend on different circumstances at parish and deanery level.
- When handing responsibility and control down to deaneries and parishes, some oversight and guidance will be needed.
- Any strategy should be monitored to assess how it is working.
- Synod needs to hold Bishop's Council and the deaneries accountable for delivering and building on the strategy.
- Those in leadership will need to support the vision and strategy publicly and stridently in order to achieve engagement from the wider diocese.

The Bishop of Sherborne then moved on behalf of Bishop's Council:

That this Synod

1. Welcomes the diocesan vision and strategy based on the five marks of mission;
2. Encourages deaneries to draw up mission action plans as a result of their deanery strategic plans in the light of the five marks of mission;
3. Asks Bishop's Council to coordinate these action plans to ensure the diocese meets the vision.

The Motion was carried unanimously.

5. A Strategy for the Deployment of Ministers and the Diocesan Mission Fund

The Archdeacon of Wilts presented a strategy for the deployment of ministers, including proposals for the use of the 2006 surplus of reserves for the establishment and funding of pioneer posts.

He commented that the future is likely to see a continued slow decrease in the numbers of stipendiary clergy, but increasing numbers in other ministries. There was a need to be focussed on:

- mission
- resourcing deanery strategic plans
- empowering deaneries to make decisions locally
- recognising the need to develop new sources of funding.

Comments from the floor included the importance of taking Church out into the community, a call to scrap long interregna and the need to find additional ways of supporting the traditional as well as new forms of ministry. More people are offering themselves for ordination in non-stipendiary categories so the trend is towards an increasingly mixed economy of ministry in the future.

The Archdeacon of Wilts then moved on behalf of Bishop's Council:

That this Synod

1. while recognising the continued reduction in the number of stipendiary clergy, welcomes the growth in other forms of ministry, lay and ordained, paid and volunteer
2. affirms the five priorities set out for the strategic deployment of ministers in the Diocese of Salisbury
3. asks the Bishop's Council to bring forward proposals based on those priorities to Synod in February.

The Motion was carried unanimously.

Synod then considered proposals relating to money for mission initiatives. The views expressed included:

- This money will facilitate working outside the current structures where it would be constructive to do so.
- A facilitator is needed to help parishes and projects to develop their ideas and draw up their proposals.
- The timetable for submissions is quite tight, but hopefully this will encourage people to move forward quickly.

The Archdeacon of Wilts then moved on behalf of Bishop's Council:

That this Synod

1. endorses the proposal from Bishop's Council to invest £500,000 from reserves in pioneer ministry
2. requests the Aldhelm Mission Fund to call for bids from parishes and deaneries to draw upon this fund based on the criteria set out in The Strategic Deployment of Ministers in the Diocese of Salisbury.

The Motion was carried unanimously.

6. Building Project Services

The Vice-Chairman of the DBF presented proposals for changes to the diocesan property department. These were in response to the current unmanageable workload demand on the current staffing and lack of follow-up on repairs, innovation and time to put in place cost-cutting measures. There was also an issue of succession planning to address. The proposals built on the success of the surveying team as a fee earning enterprise. The Board of Education was in support of the proposals and any risk involved was substantially less than the risk of continuing with the currently unsustainable situation.

The Vice-Chairman of the DBF then proposed:

That this Synod

Approves the creation of the new posts of Diocesan building Projects Surveyor and Building Projects Architectural Technician and approves the increase in administrative support for this new Building Projects Team.

The Motion was carried unanimously.

7. Deanery Synod Elections 2008

The Bishop moved on behalf of Bishop's Council that:

This Synod agrees that the formula for parochial representation contained in the Constitution of Deanery Synods should remain unchanged for the triennium 2008 - 2011 as follows:

Numbers on Electoral Roll	Numbers of representatives on Deanery Synods
1- 25	1
26- 100	2
101- 200	3
201- 300	4
301- 400	5
401- 500	6
501- 750	7
751- 1000	8
Over 1000	9

No objections had been received by the due date and the Motion was therefore taken to be approved.

8. Reports to note

Synod noted the finance report for 30 September 2007.

Synod noted the steps that the Diocesan Offices is taking to reduce its carbon footprint in the light of the Shrinking the Footprint campaign.

9. Questions

There were no questions.

10. Dates of Next Meetings

Synod will next meet from 10 am on Saturday 2 February 2008 at St Nicholas Church Centre, Corfe Mullen. Meetings will also take place on the evening of 18 June at St Paul's Church, Salisbury and on 22 November at Amesbury Baptist Church.

11. Liturgy of the Eucharist

Synod closed with the Liturgy of the Eucharist.