



DIOCESE OF SALISBURY

**SALISBURY DIOCESAN SYNOD
MINUTES OF THE 114th SESSION OF THE SYNOD HELD AT
AMESBURY BAPTIST CENTRE ON SATURDAY 15 NOVEMBER 2014**

1. Opening Worship and Presidential Address

Members took part in the Liturgy of the Word and the Bishop delivered the Presidential Address. This included announcements relating to:

- Magna Carta celebrations which would include a pilgrimage from Old Sarum on Sunday 14 June 2015.
- 2015 General Election on 7 May (plus elections to the Diocesan and General Synods later in the year) when he hoped parishes would engage fully, hold hustings and talk about the things that really matter to us as Christians – including the environment.
- A draft Memorandum of Understanding which the Bishop of Sherborne would be taking to the House of Bishops of South Sudan and Sudan.
- The Church of England's "Shared Conversations" about issues in sexuality which would require representatives from each diocese. The Bishop asked that expressions of interest and a brief CV should be sent to him together with an indication of what the volunteer believed they might contribute to the process.
- The ordination of women as bishops, which would become law on Monday 17 November.

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. Minutes of the Last Meeting and Matters Arising.

Synod noted the minutes of the meeting on 15 May 2014. There were no matters arising.

3. Notices, Co-options and Apologies

The Diocesan Secretary announced the promulgation and execution of Amending Canon No 31 and the rescinding of the Episcopal Ministry Act of Synod 1993.

Apologies were received from 18 clergy and 13 laity.

The Diocesan Secretary reported:

- The retirement with effect from 31 December of Mr John Carley, Diocesan Surveyor.
- The deaths, since the last meeting, of Mr John Walmsley and Mr Paddy Bartholomew.
- The presence of information stands run by the Children's Society, the Diocesan Environment Group and the Mothers' Union (special relevance to gender-based violence item). Sarum College Book Shop also had a stall.

Synod noted the summary report of Bishop's Council business in June, July and October prepared by the Revd Maureen Allchin, Mrs Debbie Mclsaac and Mrs Miriam Longfoot respectively.

5. The Church and the Environment

The Bishop, who had recently been appointed the Church of England's lead bishop for environmental affairs, introduced the item. He reminded Synod that the 5 Marks of Mission were not an hierarchy with the 5th Mark at the bottom. Moreover the environment was the responsibility of everyone and could not just be side-lined to the Environment Group.

The Revd Dr Michael Perry, member of the Diocesan Environment Group, spoke of the wonder of creation on which we are totally dependent and interdependent. He reflected on the historic disconnect between humanity and creation and the theological and sociological reasons for this. The modern translation of Genesis, however, stated that humanity should “serve and protect” God’s creation. This put us in a position of shared responsibility with God.

Mr David Morgan, Chairman of the Diocesan Environment Group, introduced members of the Group to Synod. He then detailed some of the actions already being taken and those planned. These included:

- Parishes being involved in the Living Churchyards scheme, installing solar panels and working towards EcoChurch awards.
- The diocesan Property Department installing insulation and double glazing in parsonages.
- Regional actions such as conferences and the Lent 2014 Carbon Fast, which would be repeated in Lent 2015 with a particular focus on water. Shared work was also taking place on renewable energy sources.
- The Bishop’s Council had approved the installation of solar PV panels on 15 parsonage houses. Synod members noted the written report on this.
- Guidance notes to be reviewed or developed to try to make them parish-centred and supportive of positive action.
- The encouragement of special Sunday services.

Mr Morgan commented that climate change will impact our children and grandchildren and they will ask what we did about it. A resource sheet will be circulated with the minutes.

Comments from the floor (including visitor Giles Hodgeson who was given permission to speak) included:

- The rural nature of this diocese means that the use of cars is a major source of pollution.
- The national Shrinking the Footprint initiative is to be commended.
- When installing solar PV, consideration should be given to also installing a diverter to heat water in the immersion heater with surplus solar power.
- The possibility of working ecumenically should be considered.
- If they don’t already do so, it would be good if the DAC encouraged architects to signpost parishes towards environmentally friendly solutions.
- The Environment Group is aiming for everyone offering advice from the diocese to give the same advice and to phrase that advice in encouraging terms.

Mr Morgan challenged everyone to consider how they might engage with environment issues.

6. Renewing Hope – Pray, Grow, Serve

The Bishop explained that he wished to create a culture in the Diocese which was about renewing hope through prayer, growth and service. He had visited every deanery during his first year and from that had followed the “Let Us Talk” conversation. He now planned to visit the deaneries again, between Epiphany and Easter 2015 as a continuation of the on-going conversation. The population of the diocese was growing, and in that context growth in Church membership should be possible. One of the questions he wished to ask therefore was, “How are you going to grow?”. Others were, “What renews your hope?”, and “What is your vocation?”. He emphasised that he and his staff were committed to the parish system but suggested that we need also to experiment with some non-parochial models and find some new vocations; where the local church wanted to try something different this could always be discussed.

It was noted that, when rural churches are closed, the evidence showed that the congregation does not transfer to other churches but tends to drift away. It should be remembered that, in a predominantly rural diocese where 50% of the population lived in 92% of the parishes, a small congregation did not necessarily mean a failing church.

7. Ministry for Mission

The Archdeacon of Sarum and the Revd Penny Joyce (Ministry for Mission Support Officer) presented their final report on the Ministry for Mission project and outlined the next steps. The objectives of the project had been met and key points were:

- Traditional patterns of ministry can and are growing and the diocese can now identify the factors that enable this.
- A mixed economy in parishes seems to be providing opportunities for new congregations; 1 in 3 parishes is trying something different.
- Local schools are key to the development and resourcing of new initiatives.
- Confirmations are emerging out of those parishes which have plans for growth and/or a discipleship programme.
- There is a huge appetite for support and training in the exploration of new Church.
- Over half the new initiatives are led by lay people supported by their clergy.
- Over 60,000 new houses are expected in the diocese so there will be a need to focus on new housing estates.

Formational hubs had been set up for practitioners in particular areas and it was hoped that a Ministry for Mission resourcing post could be created. There were, however, many parishes with no plans for growth and no desire to accept help in this area. Growth cannot take place and be sustained without the right attitude.

In the subsequent discussion the following points were made:

- If you get children involved the adults come with them.
- The Aldhelm Mission Fund supports mission initiatives.
- The diocese will hold a church-planting conference in 2015.

8. Cathedral Annual Report

The Dean presented the Annual Report which covered the period April 2013 to April 2014. She reminded Synod members that none of the Cathedral finance came from the diocesan budget. Of the 59 goals for the period, 89% had been achieved. Highlights included:

- The major repair programme was now 85% complete with almost £30 million raised and spent so far.
- A successful bid had been made to the Heritage Lottery Fund which would help fund the Magna Carta celebrations in 2015.
- Completion of the Little Paradise project meant that the Cathedral now provided good visitor toilets.
- The Refectory had been refurbished.
- The Cathedral had a new web site.
- There had been significant art installations.

This was against a background of prayer and worship which was itself a major highlight.

There had been challenges during the year such as problems around the legacy campaign and unpredictable visitor numbers. She felt also that the Cathedral had not managed yet to work in partnership with the diocese in mission which reflected the limitations of a small staff.

She looked forward to 2015 which would include work around social justice and social enterprise, partnership with Stanford University in Silicon Valley and the Magna Carta celebrations. In respect of the latter she reported that the Lonely Planet guide placed Salisbury 7th in the top 10 places to visit in 2015. She hoped also that in future the Cathedral's partnership with parishes and diocesan life would be one of its priority goals.

Mr Robert Key, Chairman of the House of Laity, announced that the Cathedral was seeking specialist guides for the Magna Carta project as well as new members of the Guild of Stewards.

9. Education Annual Report

The Revd Canon Harold Stephens, Chairman of the Board of Education, introduced the first Annual Report to Synod from the Diocesan Board of Education. Mrs Joy Tubbs, the newly

appointed Diocesan Director of Education, spoke to Synod about the range of work the Board undertakes:

- The Department for Education is placing ever greater expectations on Boards of Education.
- Church school distinctiveness is at the heart of all that the Board seeks to do.
- There has been major development of the Partnership Service Agreements with nearly all schools in the diocese now subscribing.
- They now wish to extend partnership out to the parishes.
- There has been growth in multi-academy trusts and the Board also sponsors two academies.
- They have been developing a deanery strategy for children and young people.
- The Board has begun work on a three year strategic plan to encompass all their work.

Mrs Tubbs commented that they wanted to make sure that all aspects of work interconnected both within the Board and the wider diocese.

During the ensuing discussion the following points were made:

- The Board knows the situation in the diocese's schools well and works closely with many of them.
- They are involved in discussions with housing developers and local authorities in respect of new schools to provide for the needs of proposed new housing developments. There are, however, significant hurdles to overcome.

The Chairman DBE introduced a proposal, seconded by Mr Christopher Fielden (General Synod) to re-shape the Board of Education. The intention was to create a smaller, skills-based, more effective Board. He confirmed that the range of skills of nominees would be carefully considered and that co-options would allow any gaps to be filled. Synod would nominate one of these co-options. He then formally moved the Motion:

"The Diocesan Board of Education and the Diocesan Synod of the Diocese of Salisbury resolve that, from the Autumn of 2015, the size and composition of the Diocesan Board of Education should be as follows:

Ex-officio members

1. President and ex-officio member: the diocesan bishop
2. ex-officio member: the diocesan secretary
3. ex-officio member: a member of the Bishop's staff who is either a suffragan bishop or an archdeacon as nominated by the diocesan bishop.

Members nominated for approval by the Diocesan Synod.

10 nominated members who will serve for a term of 3 years which may be renewed. Within the nominated members will be:

- a. One serving head of a Church of England secondary or middle school (of any category) ideally judged as outstanding by OFSTED and SIAMS.
- b. One serving head of a Church of England primary school (of any category) ideally judged as outstanding by OFSTED and SIAMS.
- c. A serving foundation governor of a Church of England school (of any category) ideally judged outstanding by both OFSTED and SIAMS.
- d. A person (lay or ordained) with current and significant experience with non-statutory work for and with Children and Young People.

All nominated members will be expected to bring an agreed range of skills, competencies and experience to the work of the Board.

Co-opted members

A maximum of two co-opted members may serve on the Board. The Diocesan Synod may

require a co-option where it is felt that this will improve the balance of skills and experience of the Board.

The Chair of the Diocesan Board of Education

The chairman or chairwoman of the Board will be one of the members of the Board (including co-opted members). The Chair will be nominated by the Diocesan Bishop as president of the Board.

Other

The terms of reference for the work of the Diocesan Board of Education of the diocese of Salisbury shall remain unchanged.

This proposal is subject to the support of the Bishop of Salisbury and of the Secretary of State for Education.”

The Motion was carried with one member against and one abstention. The proposals would now be submitted to the DfE following legal advice and with a supporting letter from the Bishop.

10. Gender Justice

The Dean introduced the item which would come back to Synod for full debate in February 2015. She reported that there had been an alarming increase in violence against women world-wide. It took many forms, cut across socio-economic and religious boundaries and affected all cultures and ethnicities. The Mothers' Union would be leading sixteen days of Activism Against Gender Violence beginning on 25 November. She believed this subject was of the same status as the fight against slavery two centuries earlier. She reminded Synod that one of our great Christian tenets was that we were all equal in the eyes of God. We had, therefore, to act strategically together to challenge this injustice.

Mr Steve Long, Chairman of the Diocesan Safeguarding Management Group and former Deputy Chief Constable of Wiltshire, tested Synod members on their knowledge of the facts relating to domestic abuse in England and Wales. Many members recognised that they had underestimated the sheer scale of the problem. Many more cases were now reported in Wiltshire because of a change in police attitudes which meant that it was no longer considered to be a private matter. There was, however, no official crime of “domestic violence”. He asked Synod to consider what it could do to raise awareness of the scale and nature of this problem and what practical steps members could take to improve support for victims of domestic abuse.

During discussion the point was made by a member that she had grown up with domestic violence and that there would be other examples in the room. Synod needed to be aware of this when handling the subject in February. Anyone who could contribute to preparing the February discussion was invited to contact the Diocesan Secretary.

The Mothers' Union drew attention to their resources on this subject.

11. General Synod and Diocesan Synod Elections 2015

Synod approved the following motion nem con:

- a) “This Synod, in order to ensure a majority for the House of Laity and that the total membership of the Synod and Board of Finance lies between 150 and 270 members, determines that the formula for clergy members to be elected by the Houses of Clergy of the deanery synods shall be on a proportion of 20% of the membership of those Houses.
- b) It further determines that the form of voting paper to be used by the deaneries in this election and for any election to fill a casual vacancy occurring during the next ensuing three years shall be that contained in Section 7 of Appendix 1 of Church Representation Rules, which is for elections to be decided by simple majority.”

12. Questions

The following had been received from Sherborne PCC:

“More than twenty years ago Synod approved the suggestion by the then Bishop of Ramsbury, Bishop Peter Vaughan, that we, in the Diocese of Salisbury, should form a link with the Latvian Evangelical Lutheran Church (LELC). Latvia was at that time emerging as an independent nation after the Soviet occupation. The following question is submitted on behalf of Sherborne PCC and is in two parts:

- a) what activities are currently happening to keep this link alive, and
- b) is it still appropriate to continue to retain the link given the current Archbishop’s antagonism to the ministry of women (shortly after he became Archbishop in 1993 the decision in 1975 of the LELC to ordain women was reversed), his refusal to sign the Porvoo Declaration and his ‘excommunication’ of the (recently retired) Anglican chaplain of St Saviour’s Church, the Reverend Dr Juris Calitis?”

Canon Paul Richardson (Chairman of the Latvian Link) responded to point a): “During 2014 the diocese welcomed two clergy from Latvia to the clergy conference at Swanwick (They were able to spend some time in the Pewsey Team following the conference). The parish of Alderholt hosted a Latvian student (the son of a Latvian minister) for a summer placement - he also spent two weeks at Hilfield Friary. Alongside the diocesan link with the Lutheran Church of Latvia, a group from the parish of Sherborne visited their link church of St Saviour, the Anglican church in Riga. The Diocesan Link Working Group hopes to arrange a visit to Latvia in late September/early October 2015. We expect this trip will take in Riga Dom (the Cathedral) Luther Academy (the theological college) and the town of Cesis from where one of the clergy conference visitors is the pastor.”

Bishop Nicholas responded to point b): “Our partnership with the Evangelical Lutheran Church of Latvia is one of the ways in which that Church links with the world-wide Church. Their history means it is of particular importance to them but there are benefits both ways, particularly for us at a time when there is an intense debate about what it means for the English to be European. Our diocesan links are not because we agree with our partners in every respect but because of a shared life in Christ and commitment to one another.”

12. Date of Next Meeting

Synod will next meet from 10 am to 3 pm on Saturday 21 February 2015 at St Nicholas Church, Corfe Mullen. Any Motions, proposals for business or other matters should be with the Diocesan Secretary by 16 January 2015.