



DIOCESE OF SALISBURY

SALISBURY DIOCESAN SYNOD MINUTES OF THE 119th SESSION OF THE SYNOD HELD AT ST FRANCIS CHURCH, FISHERTON ANGER, SALISBURY ON THURSDAY 16 JUNE 2016

1. Opening Worship and Presidential Address

The Bishop reported the shocking murder earlier that day of the MP for Batley and Spennings, Mrs Jo Cox, and reflected that Christians are called to be peacemakers. He asked that Synod's prayers be with Jo, her family, friends and constituents. He also referred to the specially commissioned candle holders which were being given to all churchwardens and church schools with the request that these be lit at every meeting as a reminder of the presence of Christ. The Synod was being held at St Francis Church for the first time and the Bishop thanked St Francis members for hosting the event.

The Bishop of Ramsbury licensed the Revd Jennifer Totney as the Licensed Lay Minister Training Officer.

Members took part in the Liturgy of the Word and the Bishop delivered the Presidential Address. This included comment on the Renewing Hope process and the fact that the Church has a particular responsibility to ensure the safety of people – hence the importance of Safeguarding. The Bishop emphasised the value of praying together as a Diocese and reported that daily prayer material will be provided for use in Lent 2017. He also spoke of the importance of growing additional vocations. In respect of the EU debate, he explained that he and the Bishops of Ramsbury and Sherborne would be putting a statement on the diocesan web site to explain that they would be voting to remain. He understood, however, that there were good Christians on both sides of the debate and the bishops wished to encourage everyone to vote. Whatever the outcome, we must all ensure that we are about the love of God and the love of our neighbour.

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. Approval of Minutes of last meeting, Notices, Co-options and Apologies

The Minutes of the meeting held on 13 February 2016 were approved. There were no matters arising. There were no co-options.

Apologies were received from 16 clergy and 10 laity.

The Chairman House of Laity requested feedback from members after the meeting on the experience of Synod in this new venue.

The Diocesan Secretary promulgated Amending Canon No 34 which makes provision for a range of matters intended to strengthen the Church's position in relation to safeguarding.

The Chairman House of Clergy reported that the Diocesan Cricket Team had just beaten the Diocese of Oxford in the Church Times Cup.

3. Nurturing Vocations

The Diocesan Vocations Co-ordinator, the Revd Benny Hazlehurst, introduced this session with a reminder that the numbers coming to ordination are now greatly outweighed by the number of clergy nearing retirement. To address this we need to:

- Encourage all vocations, both lay and ordained.
- Work intentionally with young people.
- Nurture those who come forward.

Over the past year those working on vocations in the Diocesan team have therefore:

- Redesigned the Vocations Enquiry Days.
- Expanded the team of Vocations Advisors (including vocations to lay ministries).
- Continued to develop Young Vocations Champions.
- Developed a Ministry Experience Scheme.

This is showing positive results with increasing numbers exploring vocations. Synod then heard from three people within this system.

The Revd Mark Hay, a Young Vocations Champion (YVC), explained that YVCs in the diocese work with those under the age of 30 to explore their potential calling and provide mentoring. Much of this work currently takes place through schools. It would be good to also find ways of working through existing church youth groups and clubs.

The Revd Suzanne Pattle, one of the team of Vocations Advisors, described walking alongside those exploring ministry in its widest sense. This involved being deeply attentive to each individual and their story. She explained that it was not a test, but a joyful discovery together with the individual.

Mr Adrian Burholt spoke of his experience as one of those currently exploring his vocation. The idea had been suggested to him by someone in his parish church. The Vocations Team had worked alongside him providing gentle guidance and had been sensitive to his needs and his wider life. He planned to go forward to a Bishop's Advisory Panel (BAP) in the autumn.

Synod then discussed the following two questions in small groups:

1. What can we do to help you identify and nurture vocations in your parish?
2. Are there any questions which you would like to put to us?

Written feedback from the groups was handed to the Vocations Co-ordinator for future consideration. Some comments were made direct to Synod including:

- Provide a simple document about vocations to be held in churches to signpost people the right way.
- We should thank people for being brave enough to take that first step.
- Helping to get people involved early on in parish life can start them on the stepping stones to ordination.
- Please provide a leaflet to signpost people as Lay Worship Leaders.
- Clergy and church leaders need to talent-spot within their own churches.
- We need to talk more about vocations so that the subject is part of our normal church business in order to create the huge culture change that is essential.

Mr Hazlehurst said that a vocations leaflet had been prepared and copies were available for Synod members to take with them today. A Lay Worship Leader leaflet was being worked on and would be available in July. He thanked Synod for their input and asked that people:

1. Pray.
2. Keep their eyes open for potential vocations in their congregations.
3. Connect with social media and publicise the subject of vocations as widely as possible.

4. The DAC Awards 2016

The DAC Chairman, the Rt Revd David Hallatt, presented awards from the Diocesan Advisory Committee for the Care of Churches (DAC) to representatives from five parishes for outstanding applications and schemes.

Bradford on Avon Holy Trinity had undertaken complete re-ordering plus cleaning and conservation work. The scheme had included improvements to access and landscaping together with extensive archaeological explorations. The award was received by the Revd Joanna Abecassis.

Cranborne St Mary and St Bartholomew had improved the atmosphere and usability of the church with an energy-efficient lighting scheme which had had minimal impact on the fabric of the building and which had attracted national interest. The award was received by Mr Frank Brenan, Mr Richard Brown, Mrs Angela Bonfield and Mrs Rosemary Jarvis.

Damerham St George had installed a toilet to benefit the congregation and wider community which used clever design to minimize impact on the fabric and churchyard. The award was received by Mr David Tiller.

Salisbury St Thomas Beckett had made the church more open, accessible and welcoming by installing a new glass inner porch plus outer glass doors. This meant that the original wooden doors could remain open and passers by now have an unimpeded view down the length of the church. The award was received by Mr Nigel Orchard.

Tolpuddle St John the Evangelist had facilitated greater use of the building with re-ordering and a small extension to house a toilet. The award was received by Mrs Philippa Francis.

5. Annual Report and Accounts 2015

The Chairman of the Diocesan Board of Finance (DBF) paid tribute to his predecessor, Mr Gil Williams, who had died earlier this year and who had been deeply involved with the diocese's finances during much of 2015. He also thanked the Diocesan Secretary, Accounts team and the many other diocesan staff and people in the parishes who contributed to the sound finances of the diocese.

The Chairman DBF then introduced the Annual Report and Accounts for the year ending 31 December 2015. Finances had remained stable and the proportion of income coming from sources other than Share continued to increase. Share collection remained at a high level (98.9%) although unpaid arrears did cause some concern. Expenditure had mainly funded ministry and mission across the diocese. Investments were performing well and tended to be placed in areas other than residential property because the Board of Finance already had a significant exposure to property due to the clergy housing stock. The requirement to move to Financial Reporting Standard (FRS) 102 had changed the way in which some of the financial results were presented for 2015 and re-presented for 2014.

There were no questions on the Report and Accounts and the Chairman DBF therefore moved on behalf of the DBF Executive:

"That the Diocesan Board of Finance approves the Directors' and Trustees Report and Financial Statements for the year ended 31 December 2015."

Synod as the DBF approved the Motion unanimously.

6. Appointment of Auditors

The Chairman DBF reported that Mazars was experienced in diocesan accounts and had been the Board's auditors for several years. In response to a query, he confirmed that periodic review was prudent and that the contract for auditor services would go out to tender within the next two years.

The Chairman DBF then moved on behalf of the DBF Executive:

"That the Diocesan Board of Finance approves the re-appointment of Mazars LLP as the auditors for the Diocesan Board of Finance."

Synod as the DBF approved the Motion unanimously.

7. Diocesan Budget for Share Assessment 2017

The Chairman DBF introduced the Budget for Share Assessment 2017 and drew attention to the fact that a 2.5% Share increase was proposed which was the first above-inflation increase after a number of years. This was due to the need to plan for the future with

increased funding for vocations and discipleship as well as an increased contribution to the National Church (up by 4.5% in 2017). The DBF remained committed to tight cost control and would, in addition, seek other sources of funding. It also sought to help parishes by fine-tuning Fairer Share where appropriate, as the system was established and generally worked well, and by adopting the Parish Giving Scheme.

Synod as DBF then considered the Budget and the following questions and comments were heard:

- The National Church calculates the contribution from dioceses using a complex system based around many factors, primarily financial strength and attendance figures. The contribution is increasing above inflation due to, amongst other things, the work that is now required on Safeguarding.
- The mission initiative cost does include initiatives in new housing areas. One house has already been bought on a large new estate and a young couple has moved in to start work there in July.
- The 1% increase in clergy stipend in 2016 is because stipends in the Diocese of Salisbury are currently well above both the national and regional benchmarks. The 2017 Budget has provision for a 2% increase.
- Although some PCCs will struggle to pay, it is hard to see how the Diocese can reverse decline without this increase. The additional money will fund important work such as growing vocations and creating a Church presence in new housing areas.

The Chairman Diocesan Board of Finance then moved on behalf of the DBF Executive:

“That the Diocesan Board of Finance/Synod approves the annual Budget for Share Assessment 2017.”

The Motion was approved unanimously. The approved Budget Guide for 2017 will be available on the diocesan web site. Synod thanked the Chairman DBF.

8. Questions

There were no questions.

9. Any other business

There was no other business.

10. Date of Next Meeting

Synod will next meet from 10 am to 3 pm on Saturday 12 November at a Wiltshire venue to be confirmed. Any Motions, proposals for business or other matters should be with the Diocesan Secretary by 30 September.