



THE CHURCH  
OF ENGLAND

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DIocese of SALISBURY

**SALISBURY DIOCESAN SYNOD AND ANNUAL GENERAL MEETING  
MINUTES OF THE 107th SESSION OF THE DIOCESAN BOARD OF FINANCE  
HELD AT  
ST PAUL'S CHURCH FISHERTON ANGER ON TUESDAY 19 JUNE 2012**

**1. OPENING WORSHIP AND PRESIDENTIAL ADDRESS**

Members took part in a short act of worship led by Lay Worship Leaders. The Bishop of Salisbury informed Synod that Canon Edward Condry had been announced as the new Bishop of Ramsbury. Synod warmly welcomed him and his wife Sarah as they joined Synod for the first part of the meeting. Edward will be ordained bishop on 21st September in Westminster Abbey and welcomed to the diocese at Cathedral Evensong on Sunday 23rd September.

In his presidential address Bishop Nicholas referred to the controversy caused by the amendment to Clause 5 of the draft Bishops and Priests (Consecration and Ordination of Women) Measure. He said that by including the way a division of views would be handled within the Measure itself, some of those who previously supported the Measure felt that the legitimacy of the ministry of women had been called into question. He said that what the House of Bishops had done had destabilised a very carefully crafted proposal, which had already included significant compromise to recognise the reality of difference within the Church of England, but which had substantial agreement from the dioceses.

Bishop Nicholas referred to his visits to the deaneries, 17 out of 19 of which are now complete, with Heytesbury and Weymouth and Portland still to do. He thanked the deaneries for their hospitality. He noted that, whilst visiting Studland, a National Trust property in the Purbeck deanery, he had been struck by the fact that each property had a written 'Spirit of the Place' and asked Synod to consider what the 'Spirit of the Place' of the Diocese of Salisbury might be. He suggested that it should recognise the Diocese's striking pre-history as well as the coming of Christianity in Roman times. He referred to the diocese's Saxon heritage, with important saints, both men and women, and thinkers such as Richard Hooker, John Jewel and George Herbert, all of whom had helped to forge a Christianity that is deep and inclusive, 'affirming the whole community, pointing to God at work in the world, not just the Church.'

Bishop Nicholas outlined the intention to continue to develop the thinking in a decentralized way, working with the spirit of the place and personality of the diocese. He set out the core commitments that had begun to emerge from the numerous inputs and visits he had had in his first year. They include: the need to grow in numbers and depth, to be an outward facing church, with children and young people at the heart of everything we do, making good use of our buildings for church and the wider community, aiming for excellence in worship and what we do as the Church, with a capacity for experiment and innovation and with an ability to celebrate and share what we do well.

A full copy of the presidential address is available from the web-site at <http://www.salisbury.anglican.org/whos-who/synods/diocesan-synod> or from [fiona.torrance@salisbury.anglican.org](mailto:fiona.torrance@salisbury.anglican.org) at the Diocesan Office.

With elections to Synod due to take place shortly he thanked everyone who had served and particularly to those who would not be standing again this time.

## 2. NOTICES, CO-OPTIONS AND APOLOGIES

The Chair of the House of Laity asked members to agree a proposal to change the order of business to allow urgent business under item 12 to be taken immediately after item 9, with item 10 following if time allowed.

**The proposal was agreed with one vote against.**

Members were reminded that deanery returns were required for the forthcoming elections. There were no co-options. Apologies were received from 35 clergy and 44 laity.

## 3. MATTERS ARISING

There were no matters arising.

## 4. LICENSED LAY WORSHIP LEADERS

Canon Jane Charman gave a short presentation on the training of Lay Worship Leaders (LWLs). LWLs are locally commissioned, not licensed, for ministry in the same way as Lay Pastoral Assistants (LPAs) are locally commissioned for ministry.

After extensive consultation it was decided to develop training that would help to resource lay people to lead worship excellently without being overly centralising or unhelpfully prescriptive. This is being done by developing light touch training that people would be keen to undertake.

Two pilot training courses have been run, one with the Clarendon Team and the Stonehenge Deanery and one with the Golden Cap Team. As a result of the pilots a total of 22 Lay Worship Leaders have now been commissioned by AD Sarum and by the Bishop of Sherborne to serve in those places. Since then further work on the training has resulted in a 10 week training course with opportunities for practical learning built in between sessions.

LWLs' role will vary according to gifts and local needs but may include leading daily offices and children's and all age worship including school assemblies and seasonal services such as Christingle, Harvest Festival or Remembrance Sunday. LWLs won't get involved in sacramental forms of worship— and, they will not preach. She then set out the requirements to be met in considering someone for LWL roles.

## 5. THE ALDHELM CERTIFICATE

The Revd Dr. Stella Wood introduced the Aldhelm Certificate, a new one year study course available in the diocese from September 2012. It will not replace the Foundation Degree courses but complement them with a second strand of locally based, accessible learning. With the introduction of university fees, good quality learning is going to become very expensive and this course aims to allow very good quality learning at an affordable price.

The course was intended to be:

- **Light on assessment, strong on engagement** - its aim is not to be a course for individual achievement governed by university learning outcomes but to nurture learning communities.
- **Flexible** - Wherever a community has a person able to facilitate a group the Learning for Discipleship team will help you to adapt the course to the particular needs of the group.
- **Accessible for tutors** - they do not need to be experts in each area of the material and it will be supported by Youtube clips by the writers of the sessions. There is no marking!
- **Celebrate gifts:** the hope is that it will draw out the gifts of those studying and help to build the wider Church.

- **Based around 3 terms** - Faith in Christ, Faith in Science and Faith at Work to enable those taking the course to be confident to discuss the issues of faith with those who are interested on the margins of the Church.

She concluded by appealing for help from Diocesan Synod members to publicise the course, to consider being involved as a tutor and to encourage those they know to join local groups.

## **DBF ANNUAL GENERAL MEETING**

### **6. ANNUAL REPORT AND ACCOUNTS 2011**

The Chairman of the Diocesan Board of Finance introduced the Annual Report and Accounts for the year ended 31 December 2011. He reported that, despite the instability of the Eurozone and significant volatility in the equities market, this had not led to restrictions on Diocesan mission and ministry programmes. The Diocese was in better financial health than most and the national church had informed us that Share assessment in the Diocese is amongst the lowest in the land – a fact we might celebrate more often!

A small, but positive operating variance of £1,693, demonstrated that the Diocese requests through Share only what it needs and no more. Share payment performance, however, had been disappointing. The vast majority of parishes had continued to pay in full and the Chairman thanked them for a tremendous achievement, particularly in light of the stress on personal and investment income caused by the financial situation. There was nevertheless a net share shortfall of £299,990. The combination of a disappointing Share performance and expenditure outside budget, marginally offset by the tiny positive spending variance, had resulted in a charge to the General Fund of £513,273, rounded to £515,000 in the statutory accounts.

Property values had caused substantial account movement over recent years, but as clergy housing is in functional use, the value placed on the property portfolio does not really impact the daily life of the Diocese. In a similar way capital investment values are less important than the income generated. Capital values that are depressed currently should return as the economy begins to grow and the Eurozone stabilises.

The Balance Sheet showed that cash at bank is rather lower than at the end of 2010, partly due to creditors being paid down more aggressively than in the previous year.

The auditors, Mazars, had issued an unqualified report. They had also made very helpful observations on pension administration nationally and the lay staff pension deficit in particular. They suggested that dioceses act together rather than separately in their dealings with the Pensions Board and so their comments had been circulated to neighbouring dioceses.

The Chairman of the Board of Finance thanked the accounts team at Church House, the Mission and Stewardship Advisors and the Stewardship Groups in the Areas. He also paid tribute to the Investment Group, as well as to the Finance Committee and the team at Church House.

He then moved on behalf of the DBF Executive:

“That the Diocesan Board of Finance approves the Directors’ and Trustees’ Report and Financial Statement for the year ended 31 December 2011”

**The Diocesan Board of Finance voted unanimously to approve the Director’s and Trustees’ Report and Financial Statement for the year ended 31 December 2011.**

## **7. APPOINTMENT OF AUDITORS**

The Chairman of the Diocesan Board of Finance 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”

**The Diocesan Board of Finance voted unanimously to approve the reappointment of Mazars LLP.**

## **8. DIOCESAN BUDGET FOR SHARE ASSESSMENT 2013**

The Chairman of the Board of Finance introduced the Budget for Share Assessment 2013.

He highlighted the fact that over the past 8 years the Diocesan budget for Share assessment had increased by just 15.7% compared with the increased cost of clergy of 36.9%, CPI and RPI index increases of 25% and 30.7% respectively and council tax rises of 36.2% in Dorset and 31% in Wiltshire. The inflation forecast for 2013 is around 3.0%.

In preparing the budget for Share assessment the aim had been to keep it as low as possible whilst still ensuring that Mission is enhanced and to allow for Parish mission planning against stable financial background.

The chairman asked members to do all they could to help achieve a 99% payment level. He proposed a budget increase of 1.49% for 2013.

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

“That the Diocesan Board of Finance/Synod approves the annual budget for share assessment 2013.”

**The motion was carried unanimously.**

### **END OF DBF AGM**

## **9. DELIVERING MISSION – RESOURCING MINISTRY**

Synod noted the report on the Role of Archdeacons in the Diocese of Salisbury.

Synod proceeded, as agreed, to move to item:

## **12. URGENT BUSINESS**

David Jones, General Synod member, proposed the motion:

"This Synod calls upon the House of Bishops to withdraw its amendment to Clause 5 of the draft Bishops and Priests (Consecration and Ordination of Women) Measure."

In proposing the motion David Jones stated that C of E had already decided that suitable provision should be made both for those who supported the ordination of women bishops and those who, in conscience, did not. Although 42 of 44 dioceses had supported the unamended draft Measure the House of Bishops had still amended it. The result was that the proposed amendment to Clause 5 appeared to legitimise a negative view of women's ministry and introduced a permanent institutional uncertainty. The Manchester report had made it clear that legislation should not be half hearted, but this amendment seemed to do precisely that. Whilst no doubt done in good faith, the amendment would bring confusion and make it difficult for those who positively support women bishops to be positively in favour of

the amended draft Measure. He urged Synod to give a clear and unambiguous signal by asking the House of Bishops to withdraw the amendment.

Gavin Foster - Weymouth and Portland Deanery - proposed that Synod should not debate the motion but move directly to next business. He said that the draft Measure had not been materially altered, nor had that been the intention. The issue would be considered in greater detail by General Synod. Diocesan Synod members had not been given sufficient time to consider the motion in advance and it would be unwise to debate in the short time allocated at a Synod that was not fully attended.

David Jones urged members to continue with the debate: if the amendment remained unchallenged it would institutionalise 2 classes of bishops. He reminded members that Bishop Nicholas had already stated that he was keen to hear Synod's views.

**The proposal to move to next business was defeated so the original motion was then debated.**

Alan Neades – Dorchester Deanery – spoke against the motion. He said that the House of Bishops had been delegated the task of reviewing the draft Measure and though the resulting amendments were important, they were minor. The Group of 6 had concluded that the amendments did not represent a substantial difference. Both Archbishops had asked for a period of reflection and prayer. He was concerned that WATCH appeared to be asking for a simple 'Yes to Women Bishops'. It was vital, he said, to secure a future in the Church of England for those who are opposed.

Jane Charman, General Synod, spoke in favour of the motion. She said it was right to take a view on the House of Bishops' amendment to clause 5 because it cut across what 42 out of 44 Diocesan Synods thought it had agreed to and what the General Synod thought it was agreeing to when it committed the Measure for final approval. She pointed out that we may soon see the extraordinary spectacle of people who passionately believe in women bishops and have worked and prayed for years to bring it about, voting against the Measure at Final Approval Stage. To try and prevent that there will almost certainly be a motion to the General Synod under Standing Orders to refer the Measure back to the House of Bishops for them to reconsider. She urged members to support the motion as it would lend weight to that attempt. A vote in favour would hopefully help the General Synod to reinstate a form of the Measure which safeguards the principles for which Synod voted originally.

The House of Bishops did not see their amendment as making a substantial change to the Measure because that is how it would have operated anyway, with provision made in the Code of Practice. Those who cannot accept women's ministry would have asked for, and would have received, alternative ministry of a kind which is acceptable to them. The difference is that this undertaking has now been expressed on the face of the Measure instead of in the Code of Practice. So if General Synod votes for the Measure as amended by the Bishops they will be voting into English law a law which states that women's ministry is objectively dangerous and members of our society can reasonably demand legal protection from it.

She pointed out that as things stand some Synod representatives would be going back to General Synod morally unable to vote for the legislation. She urged members to give General Synod one more chance to get the Measure over the final hurdle and into law in a way that didn't leave a lasting stain on the public reputation of the Church of England.

Christopher Fielden, General Synod, spoke in support of the motion and stated that the amendment almost amounted to moral blackmail by the House of Bishops. There could be a delay of 5 years if General Synod voted against the Measure.

Peter Breckwoldt, Wimborne Deanery, spoke against the motion. He said that to oppose the amendment would do damage to those who conscientiously object on the basis of biblical tradition. 'The aim is unity: we want a church in which all Anglicans should be able to stay.'

Richard Franklin, General Synod, spoke for the motion. He said that the clause 5 amendment would permanently endorse a negative view of women's ministry and enshrine it in law. 'We want to retain an honoured place for those against, but by trust and common faith, not law. This makes a new and special category of conscientious objection, saying in effect: on this issue alone we give legal protection to those who disagree. It amounts to institutional discrimination.' He urged members to support the motion and ask the House of Bishops to withdraw the amendment.

Debbie McIsaac, General Synod, spoke for the motion. She reminded members that 42 out of 44 dioceses had voted in favour of the draft Measure which had already been fully debated at General Synod. The House of Bishops had been asked to tidy up the Measure, not amend it.

David Jones summed up the contributions to the debate and noted that, although the advice to the House of Bishops from the Group of 6 had been that the amendment did not represent a substantial change, their advice was not unanimous. He invited members to consider whether an Act of Parliament was really the best substitute for a code of conduct based on trust and urged members to support the motion.

**The motion was carried with the following votes:**

For:	70
Against:	8
Abstained:	1

**11. QUESTIONS**

There were no question but members were asked to remember the important business that General synod was about to conduct in prayer.

Synod will next meet from 10am to 4 pm Saturday 3 November at Amesbury Baptist Church. Any motions, proposals for business or other matters should be with the Diocesan Secretary by Friday 26 Oct.