



THE CHURCH
OF ENGLAND

DIocese of SALISBURY

**SALISBURY DIOCESAN SYNOD
MINUTES OF THE 120th SESSION OF THE SYNOD HELD AT
SARUM ACADEMY, SALISBURY ON SATURDAY 12 NOVEMBER 2016**

1. Opening Worship and Presidential Address

Worship was led by pupils from Sarum St Edmund's Girls' School based on Micah 6.8: "act justly, love mercy, walk humbly". The Bishop delivered the Presidential Address reflecting on what sort of society we want and what we as Christians might wish to contribute to the public debate and to our common life.

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.

The Bishop explained that Synod was taking place in a school to underline the importance of the diocese's work with schools and he thanked Sarum Academy for hosting the meeting.

The Bishop welcomed Sister Debbie Orriss, recently appointed as Discipleship Co-ordinator. He led Synod in saying farewell to and thanking Mr Phil Musselwhite who was retiring as Diocesan Accountant and Synod noted that any contributions to a leaving gift should be sent c/o the Diocesan Secretary with Mr Musselwhite's name written on the back of cheques made out to Salisbury DBF. His successor will be Miss Liz Ashmead who takes up her appointment on 12 December. The Bishop reported that Bishop John Cavell had recently celebrated his 100th birthday. He also reported that Bishop John Kirkham will have been a bishop for 40 years come 30 November and will be officiating at a small celebration on 28 November at 6.30 pm in the Trinity Chapel to mark the occasion; those wishing to attend were invited to inform the Bishop's Office.

The Bishop welcomed Prof Valdis Tēraudkalns, Nikita Andrejevs and Nils Konstantinovs from the parish of St Saviour, Riga; Prof Tēraudkalns gave greetings from the Latvian Anglican Church to the Synod.

2. Notices, Co-options and Apologies

Synod approved the minutes of the 119th Session held on 16 June 2016.

The House of Clergy co-opted the new Sherborne Clergy Retirement Officer, the Revd Canon John Wood. The House of Laity co-opted Mr David Steele.

Apologies were received from 13 clergy and 10 laity.

3. Cathedral Annual Report

The Dean introduced the Annual Report. Synod members received printed copies and the Dean highlighted:

- The Cathedral is coming to the end of the current 5-year strategic plan and staff are reviewing the Cathedral's purpose, values and goals.
- 2015 had been a very special year with the Magna Carta celebrations.
- The Cathedral volunteers had recently been honoured by being awarded a Corporate Queen's Award for Voluntary Service.
- The Cathedral had raised more money (£6 million) than it had spent (£5 million).
- Detailed consultation on the Cathedral Masterplan had taken place and the Dean will report back to Synod on the outcomes at the next meeting.
- The major repairs programme is nearly complete and Cathedral staff are focussing on the Pray, Serve, Grow agenda as part of their Masterplan.

4. Church Buildings

The Bishop of Ramsbury presented the Diocesan response to the Church Buildings Review and the proposed Diocesan Policy on Church Buildings. He reflected that 85% of the population of this country had visited a church for one reason or another during the preceding twelve months. They are places of evangelism and of service in our communities and we should therefore support and encourage them. During discussion, the following comments were made:

- It is good that the Policy makes it clear that this is not about closing church buildings.
- Friends groups can be very helpful, but they can cause problems by being restrictive so it is important that parishes get advice when setting these up. It was noted that the Diocesan Registrar can assist here. It is essential for PCC and Friends Group to work together.
- Remember that people will often donate for the life of the Church and not just the building if asked.
- Is there a danger that this Policy obliges people to maintain the status quo?
- There is sometimes a tension between conservation and use.
- There is enormous experience at deanery level that parishes can tap into when considering the future and use of their church buildings.
- If discussions are taking place about the closure of a church, it is because the worshipping heart has already gone out of that community. The closure of the church is not a cause, but an effect.
- Please may Synod receive an annual update on the working of the Policy with particular reference to the planning locally aspect.

The Bishop of Ramsbury then moved on behalf of the Diocesan Mission and Pastoral Committee that:

This Synod notes the Diocesan response to the Church Buildings Review and agrees the Diocesan Policy on Church Buildings.

The motion was carried nem con.

5. Church Planting

The Archdeacon of Sarum presented a proposed Diocesan Policy for Church Planting. He cited the historic re-siting of Salisbury Cathedral from Old Sarum leading to a thriving new community. Every church was a church plant originally and many are now umbrellas for more than one congregation. He emphasised that this is not a Policy for a programme of church planting, but rather a tool for mission and ministry to provide a framework to help deliver the Bishop's Renewing Hope agenda. Consultation was central because church planting works best where there is local co-operation and support. Bishop's Mission Orders would always remain the exception rather than the rule.

Observations and comments from Synod members included:

- The direction of travel is very welcome, but please make more explicit Jesus' commitment to go and make disciples.
- Please include a bit more about prayer to support the Policy.
- Church planting can be a hugely valuable tool for growth. We should be more intentional about it, whilst bearing in mind that church plants can attract an energy that may take from the existing neighbouring congregations.
- Regarding the examples, the Holy Trinity Brompton model no longer sends out such big teams of people.
- We need to do some joined-up thinking with regard to strategic development of ministers and recruitment into the diocese to support church planting.
- How are we developing our Mission Strategy around this?
- At what stage do we realise that we need a presence on new housing developments? When do we get involved in the planning of such developments? Are we making contact with contractors at an early stage?

- Acquisition of land on a new housing development needs to take place very early on and the new householders then encouraged to come together. We need to consider sharing facilities ecumenically.
- There is an issue, for example with the plague villages, when the old church building is no longer where the houses are. In these situations, lively worship can currently often be found taking place in village halls and schools rather than in the church.
- Examples of why church plants have failed would enable us to learn what to avoid.
- What are the financial implications?

The Director of Education reported, with reference to new schools being built to serve new housing developments, that the Board of Education had just been given permission by the government to open the first new church school in the diocese for twelve years. More are under consideration. She asked Synod to think how we may all work together to “help something very special to happen”.

The Archdeacon of Sarum responded that work is on-going on a draft Mission Strategy. He agreed that conversation with contractors was essential and that building a worshipping community was fundamental; the decision to have a new church building could then only be taken by the local community. Old buildings were only ever abandoned as a last resort. He reported that our ecumenical partners are watching this Policy closely because they wish to learn from our experience. Already many of our Fresh Expressions are ecumenical. He voiced an ambition to develop “School Church” as a concept and hoped soon to discuss this with the Board of Education. He believed strongly that a “mixed economy” was the way forward.

The Archdeacon of Sarum then moved on behalf of the Diocesan Mission and Pastoral Committee that:

This Synod agrees the Diocesan Policy for Church Planting

The motion was carried nem con.

6. What do you Pray for?

The Chairman House of Clergy, the Revd Canon Thomas Woodhouse, welcomed Brother Samuel SSF who outlined the work planned for 2016 by the Pray Forum to support the “Pray” element of Renewing Hope: Pray, Serve, Grow.

Brother Samuel began by asking for Synod’s prayers for the Forum Chairman, Bishop Michael Perham, who had been diagnosed with a brain tumour and also for his wife, Angela. He explained that the Prayer Forum had been set up because it was important that the growth we pray for is not just in numbers but also spiritual. A number of events were planned to support this:

- Four “Exploring Prayer” days, one in each archdeaconry, will take place in February 2017 to help us become a people of prayer.
- In March and April there will be two CMD days led by Bishop Michael Perham helping people look at the liturgy of Holy Week and of Eastertide leading up to Pentecost.
- “Praying Together”, a simple framework for shared daily prayer, will take place throughout Lent.
- The Diocesan Cycle of Prayer is being reviewed and will be issued in a new format in March 2017.

He also reported that the Rev Helier Exon (Dorset) and Jean Boulton-Reynolds (Wiltshire) have taken over as Spirituality Co-ordinators from the Revd Ian Cowley who has retired. In response to questions, he said that members of the Forum had not considered offering Praying Together to schools, but that he would take the suggestion back to them. It was clarified that this would not clash with a Carbon Fast in Lent 2017 because the Diocesan Environment Group would this time be concentrating on Creationtide instead. He will ask the Director of Ministry whether the CMD days might be open to the laity also (post meeting note – yes the CMD days will also be open to laity).

7. Whom do you Serve? By the Diocesan Board of Education

The Director of Education thanked the Revd Canon Harold Stephens who had stood down as Chairman of the DBE and welcomed the Archdeacon of Dorset who had been appointed to replace him. She then introduced the Annual Report for the Diocesan Board of Education, which was noted by the Synod. Mr Neil Revell, Diocesan School Effectiveness Adviser/Challenge and Support Partner, told Synod about his work in schools. He explained that the aim of the DBE team was to support transformational leadership in order to transform the lives of children and young people. A major contributor to this was the fact that the vast majority of our schools now had Partnership Service Agreements (PSAs) in place with the DBE providing help with SIAMS audits, training for governors, support with "British Values" and "Prevent" (a safeguarding-based, statutory, national initiative), assistance with improvement planning and with development of vision and Christian values, monitoring and quality assurance, head teacher appointments plus performance management and mentoring, budget management, specific help for schools causing concern and on-going telephone and email support. The challenge and support aspects of Mr Revell's role included reviewing school data, teaching and learning scrutiny and the sharing of excellent practice.

In response to questions, the Director of Education explained that the PSA and the training offered by the DBE was open to all schools whether or not they were church schools. The average size of our schools is over 100 hundred pupils although several have fewer than 60 pupils. We need to look at creative ways of enabling education to continue in our tiniest schools - and multi-academy trusts (MATs) are one approach to this.

The Director of Education then spoke about Foundation Governance. We serve over 42,000 children in the church schools of this Diocese. The greatest threat to these schools is not political but lies in any failure to ensure that we have the foundation governors and trustees to uphold the Christian distinctiveness of our schools. There have never been so many governor vacancies and it has never been so hard to recruit Christians to be governors. Synod then split into groups to discuss the question: "Help! How can we better recruit and support Foundation Governors?" with the request that Synod members be as candid, brave and honest as possible in re-imagining what the DBE might do to address this matter in 2017. The group responses were collected by the Director of Education with some shared in a plenary session:

- Please explain - what is a Foundation Governor?
- The role of a governor at secondary level is different and likely to need additional information about requirements.
- There is an awful lot of jargon to deal with if you do not come from an "education" background.
- The amount of administration that governors have to deal with has increased enormously and the government needs to be told that the role is becoming too onerous and unrealistic.
- Many parishes send their clergy into schools and it would be good if more schools reciprocated by sending their pupils into churches and parishes.
- Relationship is everything so do we need to work harder at connecting our church families with our church schools?
- Encourage church schools to be involved in Education Sunday in the parish church.
- The Blandford MAT took out a massive advertisement seeking foundation governors in a local newspaper and had a very good response.

The Revd Jonathan Triffitt asked that Synod record its thanks to the Director of Education and her team - which it did with sustained applause.

8. Deanery Synod Elections 2017

The Bishop moved on behalf of Bishop's Council, and Synod approved nem con that:

This Synod agrees that the formula for parochial representation contained in the Constitution of Deanery Synods should remain unchanged for the triennium 2017 - 2020 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

And that the numbers to be elected by individual parishes should be as published on the web site and displayed at the Synod.

9. Questions

There were no questions.

10. Date of Next Meeting

Synod will next meet from 10.00 am to 3.00 pm on Saturday 4 March 2017 at St Nicholas' Church, Corfe Mullen. Any Motions, proposals for business or other matters should be with the Diocesan Secretary by 5 February 2017.