

MINUTES

DIOCESAN SYNOD AND DIOCESAN BOARD OF FINANCE

Meeting Date:	24th September 2022
Times:	10 am – 3 pm
Venue:	St Nicholas Church Centre, Corfe Mullen, BH21 3LE

Item	Description	Action
1	Welcome and Introduction	
	Welcome by the Chair. It was noted that representatives of the Cathedral Chapter had been invited but were unable to attend on this occasion.	
2	Eucharist, Loyal Address and the National Anthem	
	Eucharist led by the Bishop. Loyal address delivered by the Bishop. Synod members sang the National Anthem.	
3	Notices, Co-options and Apologies	
	Synod and DBF approved the minutes of the meetings on 12 February and 21 June 2022. There were no matters arising.	Approved
	Apologies were received from 25 clergy and 15 laity.	Noted
4	Annual Report from Salisbury Cathedral	
	The Dean delivered the annual report from Salisbury Cathedral and provided month by month highlights. The Cathedrals Measure 2021, which came into effect 29 April 2021, required a dramatic change in the Cathedral's governance structure. Cathedral Constitution and Statutes are in the process of being rewritten accordingly.	
	For the coming year the Dean hoped: <ul style="list-style-type: none"> - That work with children and young people will flourish. - That the process of becoming a registered charity under the Cathedrals Measure 2021 will be completed. 	

	<ul style="list-style-type: none"> - That the Cathedral strategic plan will be completed. 	
5	Presidential Address and discussion of vision and strategy: “Your Kingdom Come: here, and now”	
	<p>The Presidential Address was delivered by the Bishop who referenced The Beatitudes as a guiding text for these times. He called on everyone to work towards a new Vision and Plan for the Diocese, to be in place by June 2023, holding one another accountable, in trust, to deliver what is needed.</p> <p>The Bailiwick of Jersey had become formally attached to the Diocese of Salisbury on 2 September 2022.</p> <p>The Archbishop of Canterbury will be leading an evangelism mission in the Diocese June 9-11th 2023.</p> <p>The Address is available on the Diocesan website here: https://www.salisbury.anglican.org/september-2022-9582.php</p> <p>Synod/DBF then listened to the Bishop, together with the Bishops of Sherborne and Ramsbury, in conversation exploring the opportunities created by the emerging vision of “Thy Kingdom Come: here, and now”, together with reflections on the past few months and hopes for the future.</p> <p>Synod/DBF then discussed in small groups</p> <ul style="list-style-type: none"> - What they had heard - What they wanted to hear - Ideas for a Diocesan Vision and Strategy - Three things they would like either to be doing or no longer doing in three years time. <p>Comments were written on post-it notes which were collected after the meeting to help guide future vision and planning decisions. Some comments were also shared verbally. Post it notes are appended to these minutes.</p> <p>The DBF Chair made a presentation to Liz Ashmead, Director of Finance and Asset Management, on her retirement and expressed the deep thanks of Synod and the DBF for all she had done.</p>	
4	Approval of the Diocesan Board of Finance Budget 2023	
	<p>The DBF Chair introduced the item and the Diocesan Secretary talked through the main points of the Budget for 2023. Against a backdrop of rapidly rising costs and a 20% drop in Share membership the following were proposed:</p> <ul style="list-style-type: none"> - No reduction in clergy numbers while this remains a holding budget. 	

- 4% increase in clergy stipend which is in line with National Church recommendations but recognising that this did not reflect inflation and may go up in light of forthcoming discussions at National level.
- Use of £250,000 Total Return to subsidise stipends.
- An “across the board” increase of 3% in Share request for parishes.

The point was made that two thirds of benefices do not pay the full cost of the ministry they receive and are subsidised by one third of benefices who pay more than their share plus the selling of diocesan assets. This situation is unsustainable.

The Chair had received some questions in advance from Synod members both present and unable to attend the meeting. Responses were as follows:

- In respect of Church Commissioners’ funding, yes, this Diocese does apply but is generally unsuccessful because the Commissioners take account of our low planned giving and the relative wealth of our population. We do, however, get help totalling £550,000 for curates, post of first responsibility, college costs and our Giving Adviser.
- Glebe was not transferred from parishes but from incumbents in the 1970s. The income comes into the Stipends Capital Fund. The 2023 budget also assumes £250,000 of glebe sales to support the Fund that pays clergy stipends.
- All parishes in a multi-parish benefice pay Share currently calculated on a ratio of members to one priest.
- Help to parishes from the DBF is mostly in support of statutory obligations such as DAC, safeguarding and nationally mandated support for ministry. Other initiatives are, however, discussed and explored with parishes such as bulk purchasing of insurance to reduce premiums.
- Yes, the Church Commissioners are offering £3.6 billion over the next 9 years. It is 10% of the Commissioners fund so a very big release. The funding starts in 2023 and dioceses have to bid for it. To be successful Salisbury must demonstrate a costed diocesan strategy aligned to the national vision and strategy.
- It is recognised that a 4% increase to stipends and salaries means that they are not keeping up with inflation. The Diocese of Salisbury currently pays £821 above the stipend benchmark for incumbents. We are expecting national guidance to be updated in December and will review the budget in February in light of this. Meanwhile, budgets over the past two years have increased the support for clergy wellbeing by 49% and a clergy hardship fund of £67,000 has come to the Diocese from the National Church with more expected later in the winter. It should also be

	<p>remembered that those staff/laity on low salaries don't have housing provided but must fund their own.</p> <p>The ensuing discussion included the following comments and observations:</p> <ul style="list-style-type: none"> - If those thinking of ordination were aware that the total package included housing, pension and other benefits totalling c £60,000 then they might find it more attractive. - The Property Department is working to improve housing stock or replace it where possible with houses that are more energy-efficient. - We need to ensure that clergy are aware of the help available. - A 3% Share increase is less than might have been expected in the current financial climate. It will still be a challenge, but it is achievable. <p>The Chair of the Diocesan Board of Finance then moved: "That the Diocesan Board of Finance annual Budget for 2023 is approved."</p> <p>The motion was carried with 60 members for, 0 against and 1 abstention.</p>	<p>Approved</p>
5	Update from "Exploring Options" Share survey and next steps	
	<p>The Director of Parish Support, Governance and Administration, Mrs Elizabeth Harvey, reported on outcomes of the Share survey. 217 (51%) of parishes had participated. Based on the responses, any new scheme must simply and concisely explain: What and how is 'cost of ministry provision' calculated? What is the cost of ministry provision for each parish? What is each parish being asked to give as part of the share request? The next step will be to model a possible future scheme based on an element linked to the direct cost of ministry and another element linked to 'mutual support'.</p> <p>Aim remains to seek approval from Bishop's Council for a new scheme in May 2023; announce the new scheme at Diocesan Synod in June 2023 and launch it in 2024. Transitional arrangements would be put in place for those parishes experiencing substantial change under the new scheme. The development of the new Share scheme will be aligned with the approach to ministry set out in the vision and strategy.</p> <p>In response to a question, it was explained that it would not be possible to run the new scheme in parallel with the old in 2023 because the new scheme could not be finalised soon enough. Full information, costings and support will be made available at the June 2023 meeting of Synod</p> <p>Some concern was expressed at the suggestion that Share might be reduced for parishes in vacancy as such parishes do have ongoing ministerial cover from a variety of sources.</p>	

	A digest of the feedback will be made available to Synod members.	Noted																				
6	Deanery synod Elections Resolutions																					
	<p>The Diocesan Secretary explained that each triennium, in the year preceding Deanery Synod elections, the number of lay representatives to be elected from each parish must be determined by a resolution of the Diocesan Synod (Church Representation Rule 19 (2)).</p> <p>The Bishop moved on behalf of Bishop’s Council that: “This Synod agrees that the formula for parochial representation contained in the Diocese of Salisbury Constitution of Deanery Synods should remain unchanged for the triennium 2023 - 2026 as follows:</p> <table style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Numbers on Electoral Roll</th> <th style="text-align: center;">Numbers of representatives on Deanery Synods</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">1- 25</td> <td style="text-align: center;">1</td> </tr> <tr> <td style="text-align: center;">26- 100</td> <td style="text-align: center;">2</td> </tr> <tr> <td style="text-align: center;">101- 200</td> <td style="text-align: center;">3</td> </tr> <tr> <td style="text-align: center;">201- 300</td> <td style="text-align: center;">4</td> </tr> <tr> <td style="text-align: center;">301- 400</td> <td style="text-align: center;">5</td> </tr> <tr> <td style="text-align: center;">401- 500</td> <td style="text-align: center;">6</td> </tr> <tr> <td style="text-align: center;">501- 750</td> <td style="text-align: center;">7</td> </tr> <tr> <td style="text-align: center;">751- 1000</td> <td style="text-align: center;">8</td> </tr> <tr> <td style="text-align: center;">Over 1000</td> <td style="text-align: center;">9”</td> </tr> </tbody> </table> <p>It was noted that although Jersey became attached to the Diocese of Salisbury on 2 September 2022, their deanery synod representatives are elected in accordance with their own rules and their triennials are due in 2024</p> <p>The motion was carried unanimously.</p>	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”	Approved
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”																					
8	Questions																					
	There were no further questions.																					
9	Closing Prayer and Blessing																					
	Led by the Bishop.																					
10	Dates of Future Meetings																					
	Meetings in 2023: 4 th February 10am-3pm; June 20 st 6-9pm; October 7 th 10am-3pm																					

Comments on Post-It Notes from Synod/DBF members 24.9.22

- *The diocese should be like the National Grid, connecting every building in Dorset and Wiltshire and making the power of Christ's resurrection available to all.*
- *Deficits, Closing doors, Lack of succession plans*
- *Become more in the image of God - values, faith, rest, hope, new life*
- *Trust - each other, top to bottom, risk*
- *Rest - Mark 6:31*
- *Kingdom not Church - what do we count, measure and value? Gift.*
- *God is bigger than us and the Church which is only salt/yeast - salvation, faith, love, hope*
- *All Age Service (children) 4 pm Sunday - allows Sunday morning football!*
- *Repent, forgiveness, living out Christ's values, living together, reconciliation*
- *Reflective - how are we? Where are we? What has happened?*
- *What does confident discipleship mean? - "I can't do it." "Is it instructive?" "How can we learn to be more confident disciples and Christians?"*
- *Who are our partners? Denominations less relevant.*
- *Salisbury Diocese is like..... A living, breathing, loving, connected, caring community family.*
- *Need to be more reactive - how do we offer a varied menu in our churches?*
- *Joy and energy is key. NB - key message - church can be/is fun*
- *Ability to be shocking but using normal language. Courage to take the next step.*
- *Need to show we are interested in concerns of others - environment. Engaging with younger people.*
- *What have you got? I want it.... Fragile relationships.*
- *Tapping into needs. Spirituality outside Church is bespoke.*
- *Gospels, a good emphasis, how to communicate with others outside church.*
- *Mutual support and encouragement.*
- *People are open (dog walkers). Making connections.*
- *Some things feel very burdensome. Need to free ourselves to give energy for mission.*
- *Try not to make assumptions about what people want - listen to what they say.*
- *Clergy morale; clergy movement and training; curates moving away to other diocese - why? Size of country benefices; business; need for lay ministry.*
- *Good baptisms, weddings, funerals for all.*
- *Money not main focus, eg if that's message more than anything then we distract from main reason for faith.*
- *A mandala: be willing to glide - people of Christian faith - place of universal yearning/space for Jesus at centre - world - let the Creator do the pushing.*
- *What actions? Leadership spiritual, Sustained by Diocese.*
- *Celebrate the wideness of God's mercy.*
- *Dream younger people - what we would like to see.*
- *Centre of diocese is where people and priest are worshipping - celebrate this!*
- *Availability - people have forgotten we are for them - we have to remind them.*
- *Connections outside our churches - schools, include "non" church schools.*
- *2 strands: 1. established Church in building, regular services, regular congregation. 2. Christians at large like the first followers and Christ himself living and telling the faith in the world at large. Not enough of 2 because too much emphasis on 1 ?*
- *Maintain an attractive doorway through which people can enter to learn about faith (Christian faith) in a variety of ways and levels. We attract people to the doorway through service to the community and how we behave in the community.*

- *Good to hear about Trust and Balanced Budget. If the agenda has not changed in 22 years - what trust can we have in the Diocese to get it right going forward?*
- *Communication (as a 2 way/and more process), going out to schools and community including diocesan website, links with deaneries.*
- *Trees - positivity with rural church. From small acorns grow big trees; root systems, branches - spreading out with original ideas to link to environment.*
- *Church and School interconnected.*
- *Structures - including church timings, not just for Sundays; half hour worship; mixed opportunities for worship.*
- *Transformation begins with getting to know the community, offering a varied menu.*
- *Confident discipleship*
- *People afraid to cross threshold.*
- *Need to be alert, to listen.*
- *Community - we need each other.*
- *We need each other - all the support you can get.*
- *The Kingdom insists on ecumenical partnership.*
- *We haven't failed in faith because pews aren't full - we're measuring the wrong things.*
- *Celebrate the Kingdom*
- *Day to day - normal. How do we take the next step?*
- *Sharing concerns, listening to individuals, no generalisation/assumption.*
- *Prioritise the Kingdom with energy and joy.*