

Diocesan Synod MINUTES

Meeting Date:	12th February 2022
Times:	0930 - 1200
Venue:	Zoom

Item	Description	Action Outcome / Initial
1	Worship with Presidential Address from the Acting Bishop of Salisbury	
	<p>Welcome by Lay Chair. Worship led by Rev Chris Tebbutt and Breakfast @ 9 with the Triplow Family. Presidential address from +Karen regarding the future of the Church with those that have a 'Can do' opposed to a 'Cannot' attitude; looking at the good work of Rural Hope in the communities and how mixed ecology is becoming the 'norm'. Welcomed Anna Hardy as the new Giving Advisor and Karen Hutchinson starting as Lay Development Officer later this year. Looking forward to the arrival of Bishop Designate Dean Stephen who will be consecrated on the 25th April.</p>	
2	Notices, Co-options, Apologies and Conflicts of Interest	
	<p>Apologies were received from 13 clergy and 6 laity, with an attendance of 56 clergy, 51 laity and 2 Bishops; this Synod was quorate. Request was made for any Conflicts of Interest to be posted in chat as the meeting progresses. None were posted.</p> <p>DP explained changes to regulations regarding election of a Vacancy in See Committee which were set out in the Act of Synod being proclaimed. He drew synod's attention to the major changes: that the House of Clergy and House of Laity will elect together rather than separately, the enabling of on-line meetings and general simplification of the language used. The Lay Chair read the Act of Synod – which was duly proclaimed.</p> <p>Co-option – DP introduced Jane McCormick to Synod (whose CV had been circulated) and the Chair invited the House of Laity to co-opt her as a member of Diocesan Synod and the Board of Finance. Jane had been co-opted to Bishop's Council earlier this year.</p>	Proclaimed

	Poll held with 96% yes – the Lay Chair welcomed Jane.	Co-opted
3	Approval of Minutes of the last meeting and matters arising	
	Synod approved the minutes of the meeting held on 06 th November 2021. There were no matters arising.	Approved
4	Mission and Ministry - a mixed ecology	
	<p>Introduced by Rev Canon Jonathan Triffitt and Rev Canon Chris Tebbutt, exploring what it means to be church and hold both the old and the new together allowing opportunities for Mission and Ministry.</p> <p>Rural Hope – in the last year of funding for this scheme, so an opportunity to share what we have learnt over that past four years. Rev Rhona Floate Rural Field Officer (RFO) spoke about the role of a RFO helping those willing to break-out of ‘current orbit in search of new ways and places to share the love of God’. Providing energy, expertise, resources and insight for teams to form, dream and deliver. Growing confidence in new ways of worship, new worshippers, new vocations.</p> <p>Mixed Ecology – introduced by Rev Chris Tebbutt Likened the Church to a beam of light through a prism with a whole range of possibilities evident. Some examples were shared from ‘Rise and Shine’ Clubs and different outside church services with the emphasis on families, not just parents but also grandparents and ‘safe places’ for all to attend. Pop-up cafes – where those who would not normally attend church can come along and pose questions followed by a discussion in groups and feedback with a Christian perspective, which are attracting larger groups than most of the regular congregations.</p> <p>Break-out rooms were then opened to explore two questions:</p> <ol style="list-style-type: none"> 1. How have you had to reimagine church over the last 18 months? 2. If you wanted to develop things further – by dreaming dreams, what would help you e.g. hubs sharing good practice on like-minded subjects, training, grant funding or any other? <p>Comments to chat were encouraged, they highlighted that the pandemic lockdowns had enabled creative and new approaches in some communities; activities based on food were challenging for churches without water supply and toilet facilities. Nationally, Bishop’s have made clear that they will not police any change in practice of using small individual communion cups; the need for broadband supply to rural churches. If you would like to follow-up on any of these or other points re Mixed Ecology or you would like a further conversation, please contact</p>	

	<p>your Rural Field Officer or Steve Inglis, Mission co-Ordinator (steve.inglis@salisbury.anglican.org).</p> <p>A video by Rural Hope was shared (YouTube Link) and this will be made available to all with encouragement to use and share with wider communities.</p> <p>+Karen recommended sharing of stories and highlighted that you don't require a mass of resources; people, a vision and a 'give it a go' attitude can make all the difference.</p> <p>+Karen also highlighted the Aldhelm Mission Fund that is available and recommended all to visit the website to find out more (www.salisbury.anglican.org/mission/aldhelm).</p>	
5	From Lament To Action	
	<p>Presented by AdWilts</p> <p>This has risen from a report from National Church in light of which +Nicholas requested a Working Group be formed. Over the years hundreds of recommendations have been made but not a lot has changed – this is disappointing.</p> <p>As examples of the need for action on Lament To Action, AdWilts introduced Rev Rachma Abbott who was asked to join the working group to support and enable the voice of clergy who are a UK minority (now known as global majority heritage) – and to ensure we are reminded of the importance of justice for discipleship, mission and ministry and for good pastoral care.</p> <p>AdWilts then introduced Canon Jonathan Herbert – Chaplain to the Travelling Community. This role has three parts:</p> <ol style="list-style-type: none"> 1. Pastoral work – meeting, visiting gypsies and travellers wherever they are (70% now live in houses and 20% on private or council run sites, and just 2% are on the road) 2. Advocacy – giving them a voice 3. Education - partly encouraging travellers/gypsies back into education, but mainly educating the wider community as there is a huge ignorance around traveller culture. <p>What is most needed for the community are more safe places for them to go. Once they have a settled place – they are more likely to have education and health care.</p> <p>On average 10% of planning applications for sites are refused, so working with the diocese to see if church land could be used for permanent traveller sites which would offer the lacking security.</p> <p>Currently the Police Crime and Sentencing Bill is being considered which will mean trespass for travellers (and ONLY travellers) is a criminal offence resulting in fines, prison sentences or confiscation of their homes. This is obviously causing huge anxiety amongst the community.</p>	

	<p>On opening for discussion – the feeling is of support but with a clear need for action. A question was asked of actual numbers that were actively searching for a site – 1696 in January and there were only 50 pitches available.</p> <p>AdWilts moved the motion which was carried with 91% support. The Lay Chair asked all to take back to their parishes and action it, not just talk about it.</p>	
6		
	<p>AdWilts introduced Suzy Futcher who is a Diocesan Safeguarding Advisor.</p> <p>Suzy gave an introduction on safeguarding and future priorities.</p> <p>A lot of what safeguarding team are currently doing comes from the recommendations from the Independent Inquiry into Child Sexual Abuse (ICCSA) and the Past Cases Review and that will remain with us for a few years to come following historical concerns of how the church has dealt with these cases.</p> <p>Continuing to develop a safeguarding culture for everyone – proactive and preventative – everyone in the diocese is responsible for this area. Looking to spread the word and culture.</p> <p>Update on training: New version of course re domestic abuse– all encouraged to attend.</p> <p>Changes in the way training is carried out, there are now really good and high-quality online courses along with hybrid ways of working.</p> <p>Update on the team: Due to some of the national changes there have been some changes to the team with the new additions of Nina Tanner who is an Independent Sexual Violence Advisor who is with the diocese one-day per week and is already very busy. Also new, full-time safeguarding support officer to ensure adequate administrative support is available (Christine Yu). Our safeguarding team have been asked to be a Pathfinder diocese to assist with putting together a national model of work and a quality assurance framework.</p> <p>Year ahead Areas of focus:</p> <ul style="list-style-type: none"> • Survivors and Victims – working closely with those with lived experience of abuse 	Received

	<ul style="list-style-type: none"> • Prevention – creating resilient environments • Responding to risk – assessing and managing known safeguarding risks <p>Please do feel free to contact Suzy and the team with any issues or questions that you may have (safeguarding.admin@salisbury.anglican.org)</p>	
7	Parish Share - Consultation Phase 1	
	<p>Nigel Salisbury introduced presentation by Elizabeth Harvey</p> <p>Paper and slides attached.</p> <p>There had been a high level of engagement (72% of PCCs had responded to this Step 1 Survey). Huge amount of additional feedback which is very useful and will be taken forward. The Review is ongoing and this survey was just a first step.</p> <p>First set of questions – principle of membership – really strong support but feedback is that people would welcome some clear guidance as some of the processes are very cumbersome.</p> <p>Parishes would also like a review of the three-year averaging process (so called smoothing effect) as this could accord too much weight to the pre-pandemic figures.</p> <p>Second part of the survey – core principle of relative affluence. Parishes do see supporting each other as part of living out our faith, but there were a lot of questions around what is reasonable and what do we mean by ‘give a little more’? Feeling is that the current way this is assessed is too subjective and needs to be far more transparent.</p> <p>Final part of the survey was around modification for ministry – it is apparent this is not understood; lack of ability to pay, geographical realities etc.</p> <p>Recommendations will go to Bishop’s Council:</p> <ul style="list-style-type: none"> • Continue with current scheme into 2023 but with some tweaks • Have wider changes or a new system in 2024 <p>Proposed tweaks for 2023:</p> <ul style="list-style-type: none"> • Membership count in May 2022 • Change the ‘smoothing effect’ • Provide socio-economic indices as background information for self assessment • Provide further information with the modification adjustment 	

	<p>We will then work towards a 2024 ‘new scheme launch’. Through email and Working Together the information from this presentation will be shared with all. Bishop’s Council will decide the new principles.</p>	
8	Other business items and Questions	
	<p>AOB – None. Questions – these were shared with Synod prior to the meeting. Supplementary questions.</p> <p>Questions 1 – re heating costs in clergy houses. Rev. Alisdair Kay – no further questions, but felt the response was insufficient.</p> <p>Question 2 – review of the Mission and Pastoral measure. Rev Beth Hutton requested if members could be sent the response from the Closed Churches committee that was sent to general Synod.</p> <p>Question 3 – Milton and Blandford Deanery Plan – Mike Dyer – felt there is a wider lack of planning resulting in reduction of service, there is no succession planning for end of Rural Hope and that on the whole local laity are not consulted. DP thankful for response and AdDorset will make contact to discuss further.</p>	<p style="text-align: center;">Noted</p> <p style="text-align: center;">To be shared</p> <p style="text-align: center;">Noted</p>

Next meeting – 21st June 2022 1800-2100 with new Bishop