

Welcome

 THE CHURCH
OF ENGLAND

DIOCESE OF SALISBURY



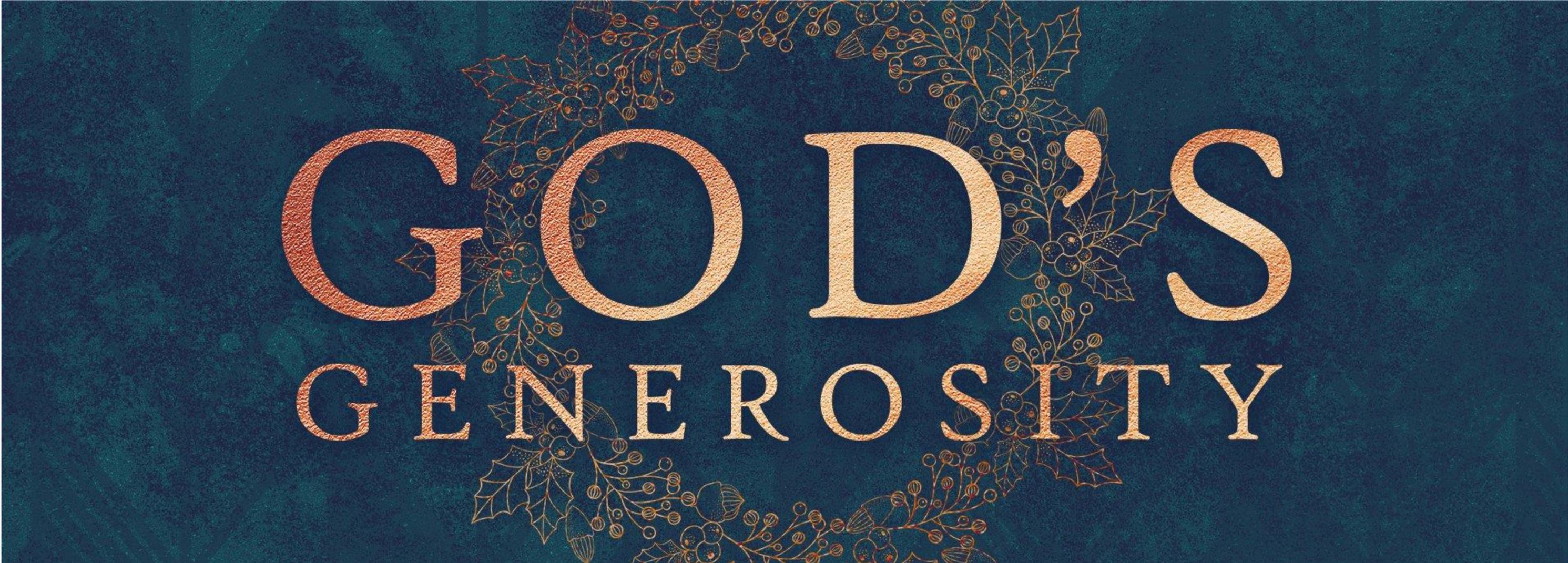


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Act of Worship



GOD'S
GENEROSITY

Stormzy's "Blinded by
your grace..."



Lord I've been broken [and],
although I'm not worthy,
You fixed me, [and] now I'm
blinded by your grace.
You came and saved me.

Collect Prayer

Gracious God,
you call us to fullness of life:
deliver us from unbelief
and banish our anxieties
with the liberating love of Jesus Christ our Lord.
Amen

Philippians 2:1-13



Therefore, if you have any encouragement from being united with Christ, if any comfort from his love, if any common sharing in the Spirit, if any tenderness and compassion, then make my joy complete by being like-minded, having the same love, being one in spirit and of one mind. Do nothing out of selfish ambition or vain conceit. Rather, in humility value others above yourselves, not looking to your own interests but each of you to the interests of the others.

In your relationships with one another, have the same mindset as Christ Jesus:

who, being in very nature God,
did not consider equality with God something to be used to his own advantage;
rather, he made himself nothing
by taking the very nature of a servant,
being made in human likeness.

And being found in appearance as a man,
he humbled himself
by becoming obedient to death –
even death on a cross!



Therefore God exalted him to the highest place and gave him the name that is above every name, that at the name of Jesus every knee should bow, in heaven and on earth and under the earth, and every tongue acknowledge that Jesus Christ is Lord, to the glory of God the Father.

Therefore, my dear friends, as you have always obeyed – not only in my presence, but now much more in my absence – continue to work out your salvation with fear and trembling, for it is God who works in you to will and to act in order to fulfil his good purpose.

This is the word of the Lord

Thanks be to God

The Lord's Prayer

**Our Father, who art in heaven,
hallowed be thy name;
thy kingdom come;
thy will be done;
on earth as it is in heaven.
Give us this day our daily bread.
And forgive us our trespasses,
as we forgive those who trespass against us.
And lead us not into temptation;
but deliver us from evil.
For thine is the kingdom,
the power, and the glory
for ever and ever. Amen.**



Commissioning



Presidential Address



Bishop Stephen

Bishop of Salisbury

Making Jesus Known vision and strategic priorities



Engaging with the vision

Making Jesus Known

Our Vision

To make Jesus Christ
known in every place so
that all might flourish and
grow, seeking His Kingdom,
here and now.

*"The Spirit of the Lord is upon me, because he
has anointed me to bring good news to the poor.
He has sent me to proclaim release to the
captives, recovery of sight to the blind, to set free
those who are oppressed, to proclaim the year of
the Lord's favour." Luke 4: 18-19*



Archbishop's Mission





Archbishop's Mission





Let's talk about
MAKING JESUS KNOWN
IN WIMBORNE, POOLE AND NORTH
BOURNMOUTH

What can we do better
together?

You are invited to come and
discover more about the
Diocesan Vision and how we
can all be involved.



Wednesday 20th September
7-9pm St Nicholas Church
Corfe- Mullen

Come with up to 5 key people
from each parish
Wine and Nibbles will be served

RSVP to lholt@salisbury.anglican.org



THE FIVE PRIORITIES

What are we doing already in our local churches and communities?



Creative partnerships in Local Mission

WHY

- Faithful disciples
- What is church?
- Partnership
- Collaboration

OUTCOMES

- Intergenerational
- Creative partnerships
- Revitalised parish system
- Local leadership



Making Jesus Known in the Sherborne and Shaftesbury Growing Faith Learning Hub



growing
faith



LISTENING TO
YOUNG PEOPLE IN
CHURCH-SCHOOL
PARTNERSHIP



Sherborne - Shaftesbury Young leadership
learning Hub



YOUTH LEADERSHIP IN SHERBORNE: WHERE DID WE START?



Our project began back in 2019 where our Diocesan team led a consultation for young people about Sherborne becoming a more Young-Person friendly town. The outcomes from this consultation were that students did not feel positively about church, faith or religion.

After Covid we wanted to relaunch the project and explore what the young people thought.

Reverend Martin Lee who is the Rector of Sherborne Abbey allowed us to meet in the Abbey with Young people from the local Primary and Secondary schools. We had a list of questions, blank paper and students could write anything they wanted! Our local mayor came along too to take part in the discussions.



NEXT STEPS

Rather than taking all of the young people's ideas and as adults reviewing at them, we actually had a smaller group of young people review the ideas. With the support of school leaders, chaplaincy and the Diocese the young people were helped to narrow down the list - to choose the areas they thought were important and how they wanted to act on them.

This was really key - we as adults probably would have picked very differently - but by allowing the students to make the decisions amazing ideas emerged.



HOW DID IT WORK?



The thing that was most important to us is that the Young people led everything. We as adults are just facilitators to support their decision. Guided by members of the church, schools and our town council, young people are having their voices heard, finding their vocation as young leaders and being advocates for the community. Young people have felt welcomed and empowered by church leaders and are helping their communities to flourish. In this way their perception of Church, faith and the role of Jesus within their lives has begun to shift.

They wanted to set up a Youth Council, the church through the Diocese set up meetings with the Town Clerk; in running a meeting about the needs of young people they created the presentation and chose what would be included - the church school partnership invited the people.



WHAT WERE THE OUTCOMES?



GIFTS & VOCATION

.....

By giving the young people autonomy and really listening to them there emerged leadership and enthusiasm from students of all ages

SPARKS

.....

The young people light the fuse of the adults in the town. They have changed what is happening in Sherborne already.

CHURCH-SCHOOL-HOME

.....

Young people feel they have a say in what happens and that that the Church has been integral to this - it has changed the way they view the church and church leaders

CHURCH - SCHOOL PARTNERS



A further outcome was the strengthening of the partnership between schools and between church and school.

This has enabled lots of other conversations and projects to happen





WHAT'S NEXT?

YOUTH COUNCIL

.....
From September a new Youth Council will be launched - this council will be entirely student led and the Town Council have fully adopted our approach of Young people being the leaders and adults the facilitators.

SHARING OUR SKILLS

.....
We hope that our young people will lead by sharing their experiences of what being a Young leader means and how being really listened to as a young person has changed their views.

DEEPENING CHURCH-SCHOOL-HOME PARTNERSHIP

.....
The Church has already begun responding to the voices of Young people, St Pauls have run a Dreamscheme, providing free activities- which was a big request. The Abbey will be running a space for young people after school as places to go was another big request.



The Dreamscheme

Making Jesus Known

Space for Relationship

- Church – School Partnership
- Relationship brings opportunity – 10th June
- Building on relationship





Space for Learning

- New skills and putting back into the local community
- Enthusiasm breeds enthusiasm
- Young people's 'agency' grows



Space to Witness

- Telling our story
- Something for the young and old



Space for Jesus

WHAT DID WE LEARN?

Really Listening to Young people is the key

Too often we presume that we know what young people want and what their needs are.

In order for Churches to meet the needs of young people we need to give them the space and opportunity to share their views and be listened to.

Young people want to see the church as a space that is relevant and that can help them bring about change in their community.

Allowing young people to be advocates of change and empowering them can mean that the community as a whole is enriched.



Engaging with the vision

Making Jesus Known

Our Vision

To make Jesus Christ
known in every place so
that all might flourish and
grow, seeking His Kingdom,
here and now.

*"The Spirit of the Lord is upon me, because he
has anointed me to bring good news to the poor.
He has sent me to proclaim release to the
captives, recovery of sight to the blind, to set free
those who are oppressed, to proclaim the year of
the Lord's favour." Luke 4: 18-19*



Continue the conversation on Slack



**Scan the QR code or visit
tiny.cc/teamsalisburyslack**

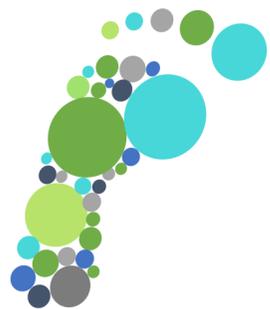


Diocesan Net Zero Carbon Action Plan

Our current carbon footprint in context

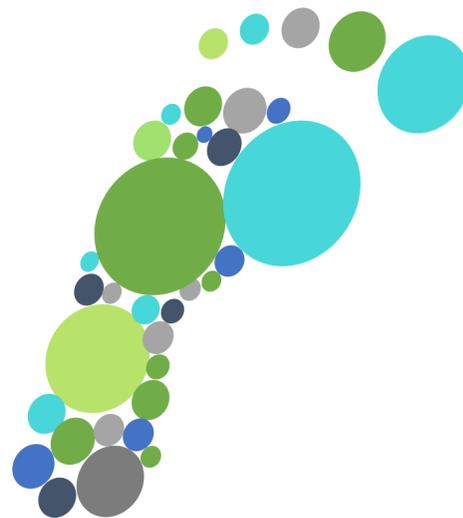
Sudan

0.36 tons
per person*



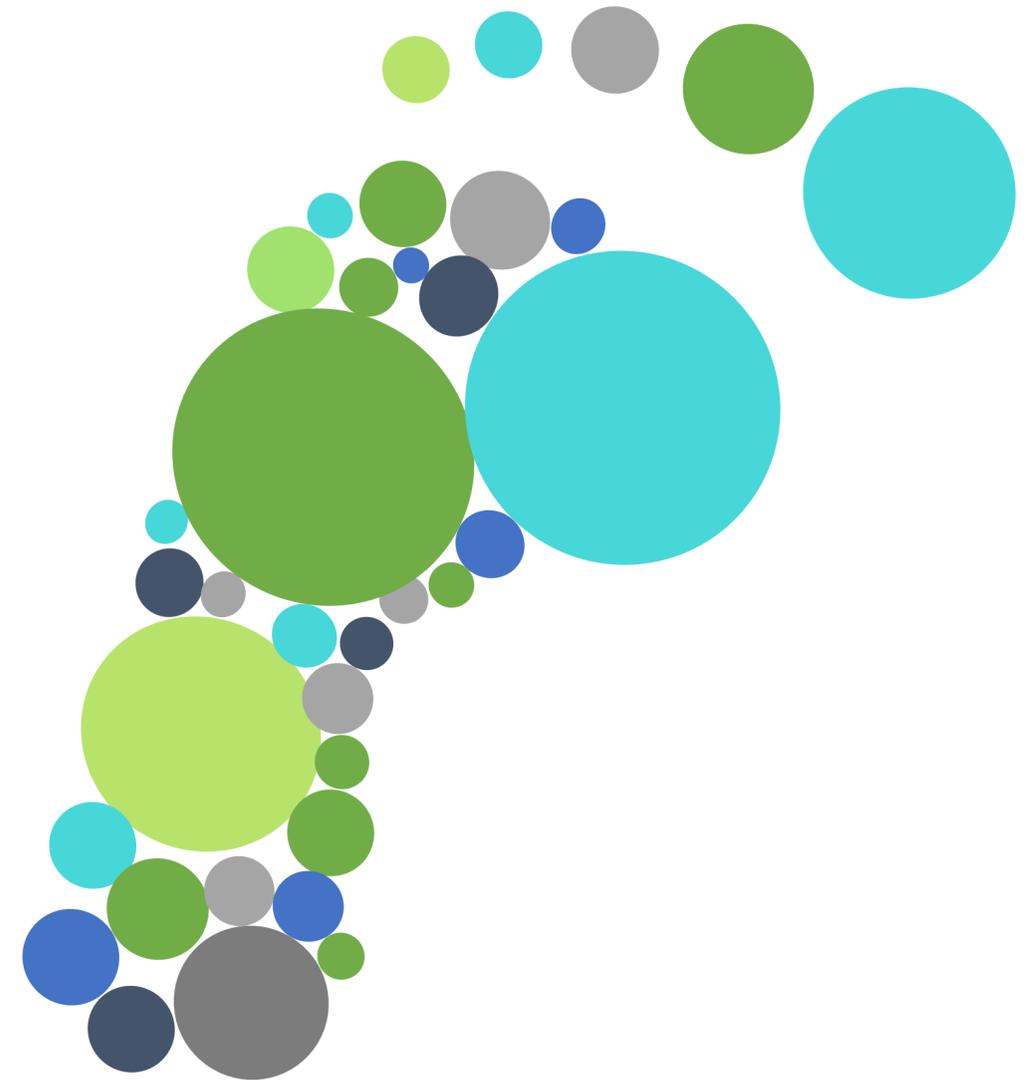
Diocese

6.34 tons per
church*



Congregation

10 tons per person*



We are all called to action EVERYDAY to reduce our impact on climate and care for God's creation

Figures given are annual. More information can be found here:
• UK Average: Carbon Independent: <https://www.carbonindependent.org/23.html>
• Diocese: https://www.churchofengland.org/sites/default/files/2022-12/energy-toolkit-report-2021_final.pdf
• Sudan: Country Economy: <https://countryeconomy.com/energy-and-environment/co2-emissions/sudan#>

Motion – The Bishop of Ramsbury moves:

That this synod affirms as part of our diocesan vision and strategy, its commitment to champion climate justice, the fifth mark of mission, through the adoption and implementation of the diocesan Net Zero Carbon Action Plan. This synod also pledges to bring forward future actions and commitments to achieve climate justice as we Make Jesus Known.

Lunch



The cost of being Church



2024 Budget

Making Jesus Known: Financing the Future Sustainably

Corrections to budget paper

page 7: Deficit of 643 in the title is wrong – we are not budgeting for a deficit

page 10: The DBE grant should not be in green (now blue)

Pages 8 – 11: further explanations added to notes section



What principles underpin the 2024 Budget?

- Financial principles agreed by Synod June 23
- No longer setting deficit budget
- Sets out true cost of being church in the diocese of Salisbury
- Our vision priority: achieving financial sustainability

Starting from a good place!



- Assets available to support time of transition, including from sale of Church House
- Additional funds available including generous gift to St Aldhelm's Fund
- Review of Share expected to bring new proposal to February '24 Synod
- Total economy of the diocese is greater than just DBF budget – how can we collaborate to Make Jesus Known?

Share to cover cost of being Church

- No longer setting deficit budget
- Takes a collaborative approach to mission and ministry across the diocese
- Share request calculation- what is needed
- 8% headline increase to request with transition support



Transitional arrangements

Interim share support:

% share increase	Loss of members*	No. Parishes	% of parishes
0%	Loss of members 50% or above	49	11%
2%	Loss of members 49% to 40%	44	10%
3%	Loss of members 39% to 30%	59	14%
4%	Loss of members 29% to 18%	70	16%
8%	Loss of members 17% or less	205	48%
	Total Parishes	427	

***= Decline in numbers between
2019 FS count and 2023 WC count**

Definition of 'worshipping community'

The 'worshipping community' of a church is defined as anyone who attends that church (including fresh expressions of Church) regularly, for example at least once a month, or would do so if not prevented by illness, infirmity or temporary absence. It includes activities such as fellowship groups and other activities that have a distinct act of worship or prayer. It also includes acts of worship not on church premises (e.g. at a school or community centre).

It **includes**:

Those who come to midweek services; are ill and unable to come to church; are away on holiday or business; have home communions; are part of a regular 'fresh expression' of church; live in care or residential homes and would consider themselves to be full members of their church; give regularly to their church; lead worship.

It **does not** include:

Visitors – e.g. holidaymakers, baptism parties or those who consider their 'home' church to be another church.



£12.20M

Parish Share
(75%)

£2.085m

Parochial fees,
donations, grants
and other
income (13%)

£259k

Overseas mission
(Sudan's) (2%)

£808k

Investment
Income (5%)

£880k

Rental Income
and SDBF BC
Ltd (5%)

Income: 16.23m



£10.708m
Direct
Ministry
(66%)

£3.074m
Parish and
Ministry
Support
(19%)

£337k
Work with
Children and
Young People
(2%)

£1.062m
Diocesan
Administration &
IT (6%)

£500k
National
church central
costs (3%)

£259k
Overseas
mission
(Sudans)(2%)

£258k
SDBF BC
Ltd (2%)

Expenditure: £16.2m

Responding to the £2m gap

- Inspire and invite people to give for people and buildings
- Manage our costs
- A clear people plan
- Support for church buildings
- Importance of investing in clergy homes

Questions - finance

Question: Judy Anderson

Question: Jonathan Baird

Question: Jonathan Baird.

Motion

The Chair of the Diocesan Board of Finance to move:

“That the Diocesan Board of Finance annual Budget for 2024 is approved.”

Questions – non finance

Question: Gill Verschoyle

Question: Rev Mike Tufnell

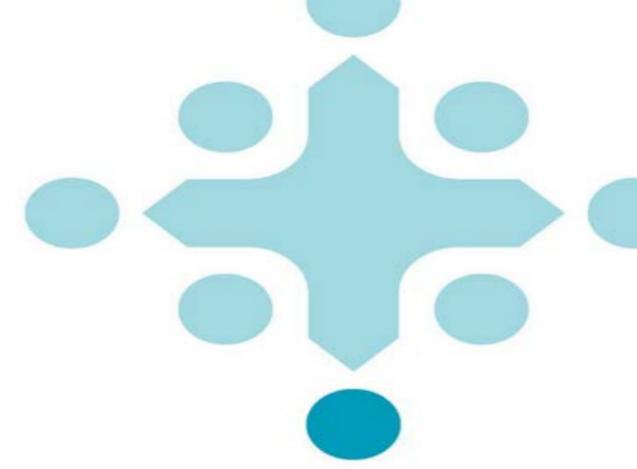


Salisbury
Cathedral

The Dean's Report to Diocesan Synod October 2023

The Very Reverend Nicholas Papadopoulos, Dean of Salisbury

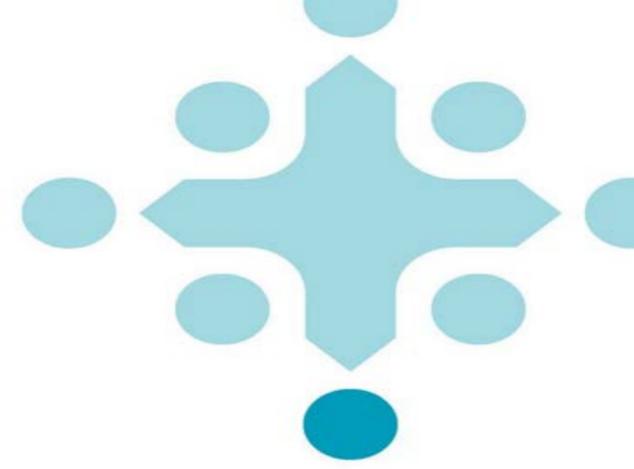




October 2022



- Admission of choristers
- A New 'Family Service'



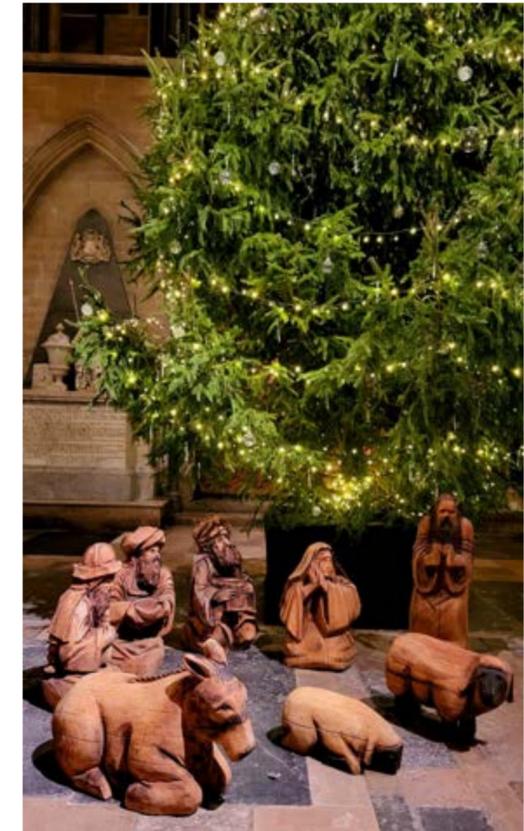
November 2022



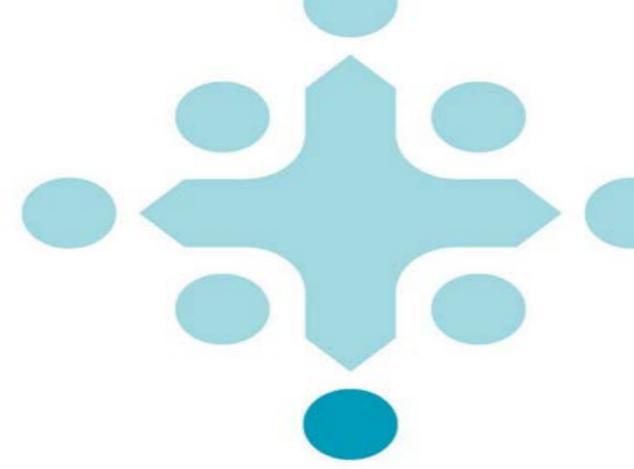
- ❖ Sarum Lights: 'Renaissance'
- ❖ Preaching in the Diocese - Calne and Weymouth



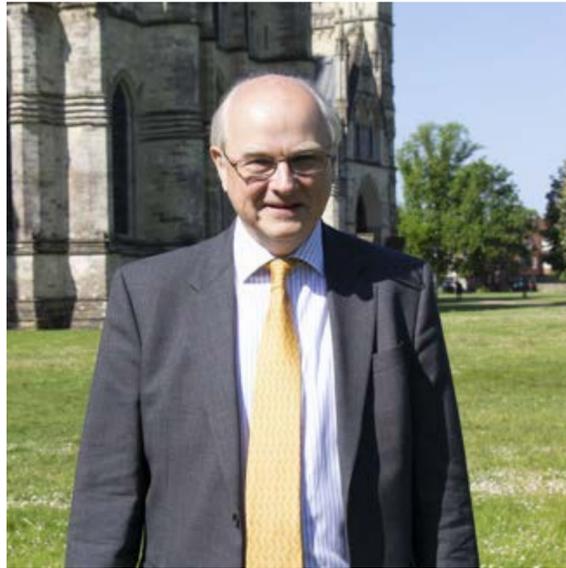
December 2022



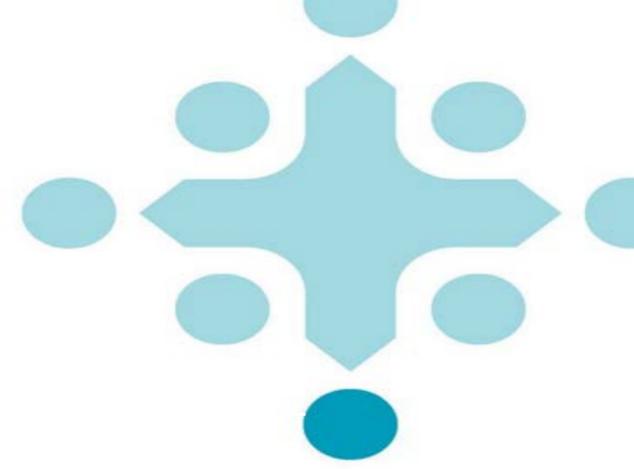
- ❖ Visit of The Very Reverend Patrick Perkins
Dean of Fond du Lac, Wisconsin USA
- ❖ Late Night Opening
- ❖ Christmas Eve Family Services



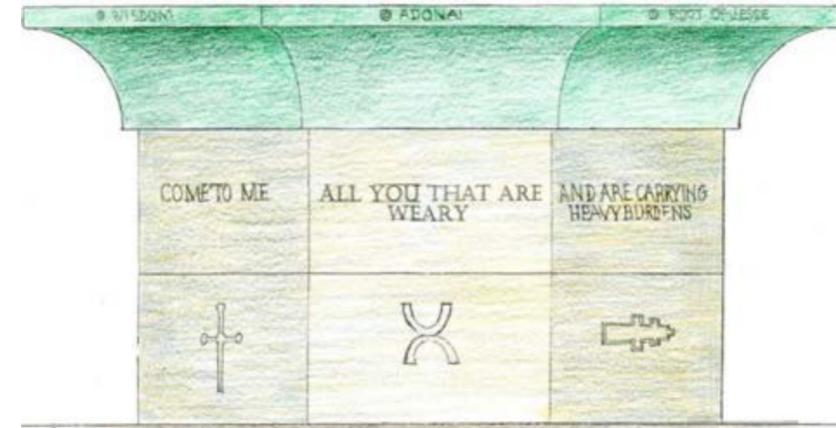
January 2023



- ❖ Cathedrals Measure
- ❖ Nigel Salisbury the first SNEM
- ❖ First Peer Review
- ❖ IME Day for Diocesan Curates
- ❖ The Planets

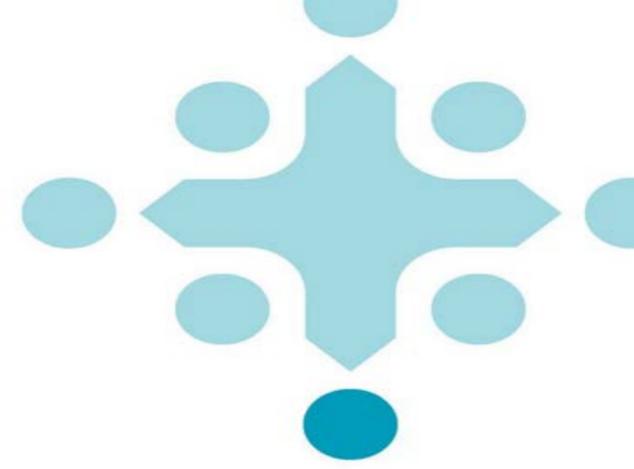


February 2023



• Liturgical Furniture Trials

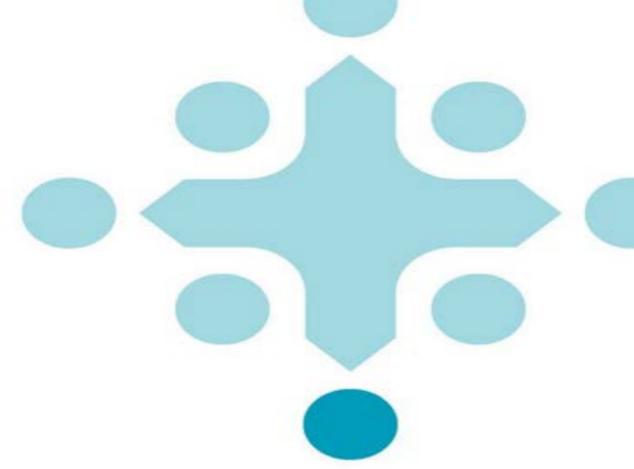




March 2023



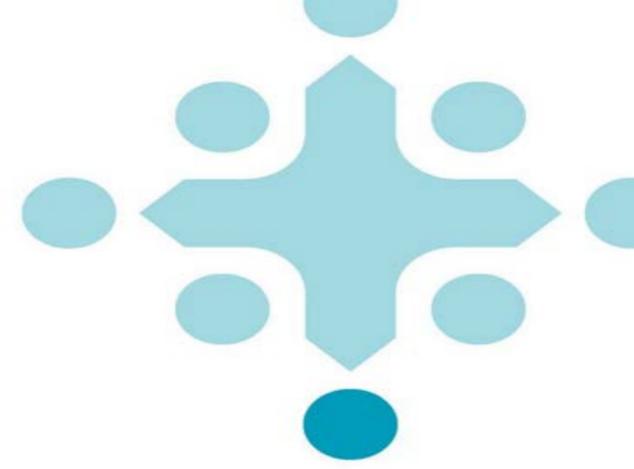
- ❖ Lent Course
- ❖ Bringing Down the Regimental Colours
- ❖ Easter Garden



April 2023



- Holy Week
- Choir Tour to Guernsey and Jersey

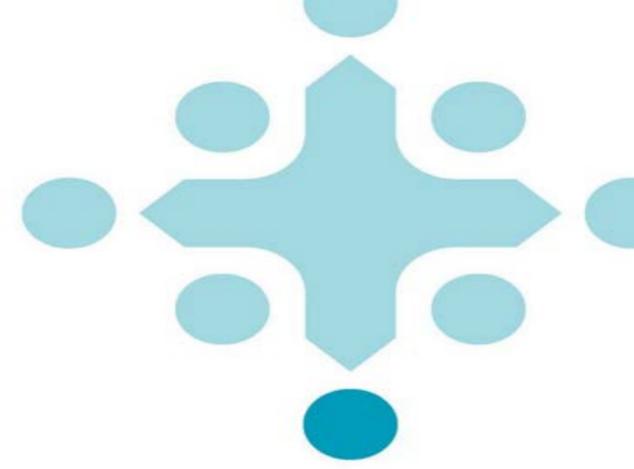


May 2023



- ❖ Visiting Preachers
- ❖ The Coronation of King Charles III
- ❖ 'To Be Free' - 2023 Art Exhibition

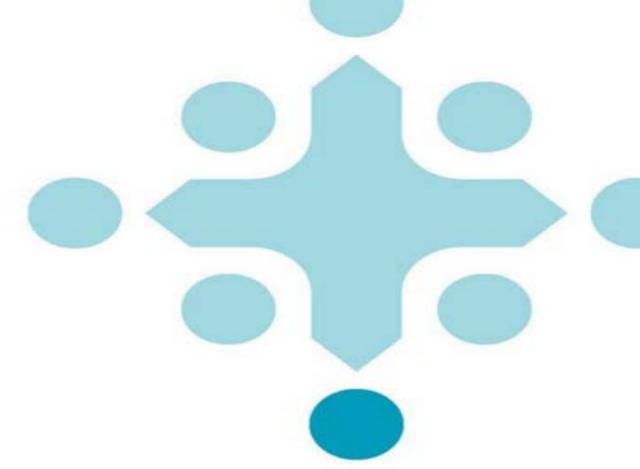




June 2023



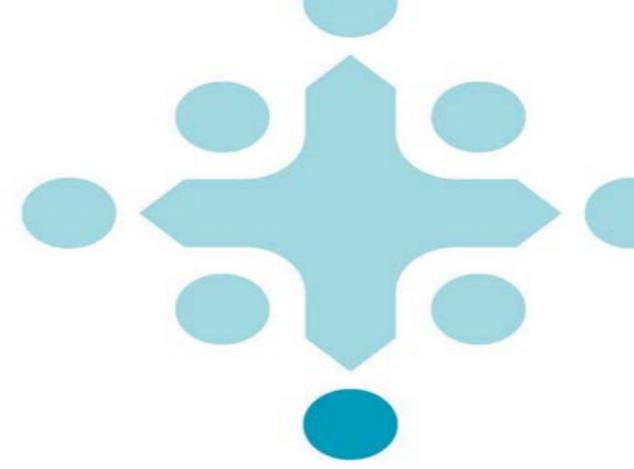
- ❖ Farewell to Jane Barker and Pete Atkinson
- ❖ Sir Edward Heath lecture
- ❖ NHS Commemoration Service



July 2023



- Army Chaplains' Annual visit
- Two Legal Lectures



August 2023



- ❖ Organ Prom 2023
- ❖ Interfaith evening with the Mayor of Salisbury
- ❖ Diocesan Curates invited to preach

2024 Election Arrangements

Chair to move on behalf of the Bishop's Council:

“That this Synod,

1. Determines that the basis of lay representation be amended to reduce the number of members that each deanery is required to elect.

2. In order to ensure approximately equal numbers for the House of Laity and House of Clergy, and that the total membership of the Synod and Board of Finance lies between 100 and 270 members, determines that the formula for clergy members to be elected by the Houses of Clergy of the deanery synods shall be on a proportion of 18% of the membership of those Houses.

3. Further determines that the form of voting paper to be used by the deaneries in this election and for any election to fill a casual vacancy occurring during the next ensuing three years shall be Form 6 in Part 10 of Church Representation Rules, which is for elections to be decided by simple majority.”

Blessing

