



# Minutes — Diocesan Synod

|              |                                |
|--------------|--------------------------------|
| Meeting Date | 25 <sup>th</sup> February 2025 |
| Venue        | Meeting held via Zoom          |

| Item | Description                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           | Action Outcome / Initial                                          |
|------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------|
| 1    | <b>Opening Items</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                                   |
| 1.1  | <p>The chair (Richard Chitty) welcomed all to the meeting. Jonathan Triffitt was congratulated on his appointment as Interim Dean of Bradford Cathedral and led Diocesan Synod (DS) in prayer.</p> <ul style="list-style-type: none"><li>Apologies were received from Dean Keirle and Revd Canon Perry. The meeting was declared quorate.</li><li>DS received the minutes from the 11<sup>th</sup> October meeting – it was noted that supplementary questions and responses should be included in the minutes. The minutes were then approved by majority vote as a true and accurate record (96%)</li></ul> <p>Notices:</p> <ul style="list-style-type: none"><li>Revd Canon Andy Perry (AP) has stepped down as Chair of the House of Clergy. Bishop's Council (BC) will determine the election process at its next meeting, and further details and an update will be to be communicated following</li><li>Clergy encouraged to consider standing, informal discussions available with AP/David Pain/RC</li></ul> | <p>To be included moving forward<br/>Approved</p> <p>Received</p> |
| 2    | <b>Presidential Address</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |                                                                   |
|      | <p>+Stephen's address can be found <a href="#">here</a>, key points included:</p> <ul style="list-style-type: none"><li>Ongoing structural deficit and financial sustainability</li><li>Call to generosity and shared responsibility</li><li>Appointment of the new Archbishop and request for prayer</li><li>National issues including Project Spire</li></ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |                                                                   |

|          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |          |
|----------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|
|          | <ul style="list-style-type: none"> <li>Continuing diocesan relationship with Sudan and South Sudan</li> <li>Recognition of Jonathan Triffitt's ministry and transition</li> <li>Marking Bishop Karen's 10th anniversary</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |          |
| <b>3</b> | <b>Synod Questions</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |          |
|          | <p>Questions and written answers were shared with all prior to the meeting and <a href="#">can be found here</a>. Questioners were offered one additional supplementary question.</p> <ol style="list-style-type: none"> <li>1. Online Faculty System – confirmed to national advocacy and collaboration (No follow-up)</li> <li>2. Support for low-income communities – ongoing review, parish share supports re-distribution with additional targeted funding, further conversation will be brought to future DS meeting (No follow-up)</li> <li>3. Living in Love and Faith (LLF) – pastoral support for differing views with a continued commitment to unity and mutual respect (No follow-up)</li> <li>4. Procedural matters re Registrar – provision of written answers in advance and conduct of debate and voting procedures – these rest with the Chair, registrar advises when requested; no approval function. No change was agreed but concerns were noted as well as the joint holders of the role (No follow-up)</li> <li>5. Variance from budget – areas this was driven by were shared and it was agreed that improved financial reporting to distinguish core vs external funding were planned (No follow-up)</li> <li>6. Strategic funding – directed largely to Mission Hubs and parish clergy roles will be backfilled where appropriate. (Follow-up regarding the replacement of clergy roles lies with the Bishop's)</li> </ol> | Received |
| <b>4</b> | <b>Safeguarding Annual Report</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |          |
|          | <p>DS received the annual report from the Director of Safeguarding (SF).</p> <p>Key points included:</p> <ul style="list-style-type: none"> <li>Continued strengthening of safeguarding systems</li> <li>Focus areas: <ul style="list-style-type: none"> <li>Leadership, culture, capacity</li> <li>DBS transition project</li> <li>Accountability clarity</li> <li>Survivor engagement</li> </ul> </li> <li>Development of parish reporting tools</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Received |

|   |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 |                                                  |
|---|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
|   | <ul style="list-style-type: none"> <li>• Data gaps on Parish Safeguarding Officers acknowledged</li> <li>• It was noted that a continued rollout of DBS transition and reporting systems was required along with improved data accuracy on safeguarding roles</li> </ul>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                  |
| 5 | <b>Church Buildings/DAC Review</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                  |
|   | <p>+Andrew welcomed Arani Mylvaganam (Bean) to the meeting who presented the independent findings from the review. These include:</p> <ul style="list-style-type: none"> <li>• DAC operating lawfully and effectively</li> <li>• Capacity constraints and increasing complexity</li> <li>• Variability in parish experience</li> <li>• National system limitations identified</li> <li>• Need for improved communication and strategic clarity</li> </ul> <p>DS were asked to discuss in groups, feedback highlights:</p> <ul style="list-style-type: none"> <li>• Support for simplification and improved guidance</li> <li>• Need for clearer templates and parish support</li> <li>• Consideration of resource versus technological solutions</li> </ul> <p>+Andrew moved that this Synod:</p> <ul style="list-style-type: none"> <li>• Receives and welcomes the Review of the Diocesan Advisory Committee and Church Buildings Team, and thanks all those who contributed to it, particularly parish clergy, churchwardens and volunteers.</li> <li>• Recognises the importance of the review's findings, in highlighting both the dedication of those supporting church buildings and the lived experience of parishes navigating complex systems.</li> <li>• Encourages prayerful engagement and reflection on the review's themes across the Diocese, in the light of these findings and as part of a shared commitment to stewarding our buildings well in service of mission.</li> </ul> <p>Notes that a Management Response and Implementation Plan will be considered at the Bishop's Council when it meets on the 3rd March, and that the outcome of that consideration will be communicated in due course.</p> <p>Motion carried – 94% in favour.</p> <p>Bishop's Council to consider management response and feedback to DS.</p> | <p>Received and welcomed</p> <p>BC to review</p> |
| 6 | <b>The Salisbury – Sudans Partnership Link</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |                                                  |

|          |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                                                          |
|----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------|
|          | <p>Canon Ian Woodward joined DS to discuss our partnership with Sudans. Discussion included:</p> <ul style="list-style-type: none"> <li>Continued diocesan partnership affirmed</li> <li>Priorities: education, healthcare, humanitarian aid, advocacy</li> <li>15–16 deanery links active</li> </ul> <p>Key issues:</p> <ul style="list-style-type: none"> <li>Ongoing conflict and instability in Sudan and South Sudan</li> <li>Funding pressures</li> <li>Importance of prayer, mutuality, and relationship</li> </ul> <p>Actions:</p> <ul style="list-style-type: none"> <li>Encourage wider participation in deanery links</li> <li>Promote awareness and fundraising</li> </ul> | Received and all to carry on discussion at deanery level |
| <b>7</b> | <b>DBE Annual Report</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                                                          |
|          | <p>DS had received the report prior to the meeting. Katie Fitzsimmons joined to answer any questions. Key items to note:</p> <ul style="list-style-type: none"> <li>Support to 192 schools across the diocese</li> <li>Leadership recruitment and governance support</li> <li>Response to national policy changes</li> <li>Ongoing RE development and inspection support</li> </ul> <p>Issues raised:</p> <ul style="list-style-type: none"> <li>Challenge of recruiting foundation governors</li> </ul> <p>Actions:</p> <ul style="list-style-type: none"> <li>Development of recruitment resources and communications strategy</li> </ul>                                            | Received                                                 |
| <b>8</b> | <b>Any Other Business</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                                                          |
|          | <p>Rural Church Fundraising Initiative</p> <p>Proposal to:</p> <ul style="list-style-type: none"> <li>Develop collaborative fundraising across rural churches</li> <li>Explore new branding and engagement approaches</li> <li>Proposal to be developed further; potential pilot event to be organized</li> </ul> <p>Next meeting:</p>                                                                                                                                                                                                                                                                                                                                                 | EH to work with Clarissa                                 |

|                                                                                                                                                                                                                                                       |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|
| <p>AGM 24<sup>th</sup> June 2026 to be held at Amesbury Baptist Church.<br/>The agenda will be confirmed following BC on 01<sup>st</sup> June with an anticipated debate on ministry in low-income communities.</p> <p>+Stephen closed in prayer.</p> |  |
|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--|