

## Let Us Talk


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### about the Personality and Character of the Diocese of Salisbury

An invitation to engage, think and articulate  
the priorities of our local church

November 2012

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### A. Personality and Character in History

“Let the same mind be in you  
that was in Christ Jesus”

*Philippians 2.5*


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### The Diocese of Salisbury has a deep Christian History

- Christianity came here in Roman times
- The parish system has rooted the church in every local community.
- A rich Saxon history with men and women in authority - Saints Aldhelm and Cuthberga.
- In founding the cathedral at Old Sarum, St Osmund uniquely included Saxons *and* Normans on an equal basis, sharing power and including people who are different in the life of the Church because that is what the Gospel requires of us.
- The Sarum liturgy influenced the Church across the whole of Western and Northern Europe: worship is at the heart of our common life.

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### Formative people from Salisbury for the Church of England

- Bishop John Jewel (1522-1571) and the Revd Richard Hooker (1554-1600) Rector of Boscombe and Sub-Dean of the cathedral. The principal architects of the Post Reformation identity of the Church of England. Hooker provided the map of what it is to be an Anglican using the authorities of Scripture, Tradition and Reason
- The Revd George Herbert (1593-1633) - Rector of Bemerton. Priest, poet, pastor
- Bishop Seth Ward (1617-1689) - Astronomer, mathematician and a founding member of the Royal Society

They helped create an Anglicanism which is intelligent, pastoral,  
for all the world and Godly.

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### Our more recent commitments

- A leader in re-imagining ministry in the 1960's, developing Teams and diversifying authorised local lay and ordained ministries
- Salisbury-Sudan link – 40 years old in 2013
- Local innovations have made an impact on the wider Church – e.g. Canford Magna (and the development of Alpha) and communities at Post Green (Charismatic renewal), Hilfield (Franciscan environmental project), Pilsdon (a caring community including the vulnerable) ...
- Successive bishops have contributed to the Church of England's Doctrine and Liturgical Commissions
- Education - around the Cathedral, Sarum College, the Southern Theological Education and Training Scheme, churches and schools


**At our best, we are welcoming and hospitable, generous and imaginative, have high standards and are committed to excellence. Proclaiming Christ in Word and deed, this confident, tolerant faith has made space for others to flourish.**

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### “My soul magnifies the Lord”

*Luke 1.47*



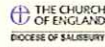
The cathedral is dedicated to The Blessed Virgin Mary who is also the patron saint of the diocese.

Mary “magnifies” the Lord.

The Church in this Diocese magnifies the Lord.

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## B. Give thanks to God for everything



"Be filled with the Spirit, as you sing Psalms and hymns and spiritual songs among yourselves, singing and making melody to the Lord in your hearts, giving thanks to God the Father at all times and for everything in the name of our Lord Jesus Christ."

*Ephesians 5.18-20*

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## A Christian presence in every community



- 454 parishes, 574 places of worship
- 27,000 average weekly attendance
- 37,000 on Electoral Rolls
- 130,000 in a church at Christmas and Easter
- 198 Schools and Academies with 42,000 pupils
- 650 Confirmations per year

But these facts don't really describe the quality and impact of church life.

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## In many churches there is really good ministry and mission



- The care of most church buildings is exemplary
- Church buildings are open and of service to all.
- We have a considerable ministry to, for and with older people.
- There are strong partnerships between the Churches and community and voluntary Bodies.
- Some good experiments – Messy Church, Fresh Expressions, Pioneer Ministers (Poole, Weymouth, Devizes....).
- Events e.g. Refresh 2012 ; Dorset Steam Fair....
- Committed to excellence as well as to numbers we need to encourage one another and hold ourselves to account.

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## We are committed to be outward



facing for "God so loved the world" *John 3.16*

- Churches are looking beyond themselves to serve the community not just our congregations
- The ministry of baptisms, weddings and funerals is an important link between church and community.
- We are a major part of our nation's social capital through thousands of examples of kind good neighbourliness.
- There is also an astonishing commitment to caring organisations such as Alabare, The Trussell Trust etc
- We are committed to social justice as well as to charity.
- Salisbury-Sudan link – 40 years old in 2013; 10 Deanery to Diocese links and more developing
- Links with the Roman Catholic Diocese of Evreux in France and the Evangelical Lutheran Church of Latvia as well as Local Churches Together

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## Diverse and local ministry



"Those who abide in me and I in them bear much fruit."

*John 15.5*

Dedicated people who are often effective and creative ministers. Benefices are the best group for action in rural areas. Many Teams are working well.

### Lay

1,675 Churchwardens, Treasurers and PCC Secretaries  
956 Lay Pastoral Assistants, 22 Lay Worship Leaders  
186 Licensed Lay Ministers  
950 Foundation School Governors

### Ordained

220 stipendiary clergy and 95 self-supporting Associate Priests – 1/3 women  
380 Retired Priests; 238 with Permission to Officiate  
Chaplaincies in Prisons, Schools, Hospitals, Military, Police and elsewhere

### Salisbury Strengths

Excellent training for lay and ordained ministry  
Attention to Clergy Ministerial Development and to Clergy Wellbeing.

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## Children and young people at the heart of everything we do



"Whoever welcomes one such child in my name welcomes me."

*Mark 9.37*

- 198 Church Schools and Academies
- A lively Diocesan Board of Education in a new purpose-built centre
- Children and Young People's strategy was launched and is being worked out in Deaneries
- 'Open the Book' – sharing bible stories between generations

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## Cathedral



- An iconic building, instantly recognisable
- Integral to the ministry and mission of the diocese
- Where we can gather in large number
- Our best 'shop-window' and place of open engagement
- Over 250,000 visitors a year
- 600 Volunteers, 100 staff
- Excellence - welcome, worship, education, music, arts - a living Christian community, not just a "visitor attraction"

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## Diocesan organisation



"You are the body of Christ" 1 Cor 12.27

The Church finds it easiest to be itself in its local form but we need each other:

- 19 Deaneries; 4 Archdeaconries; 1 Diocese
- Strong commitment to each other, despite the geography
- Diocesan Communications – web site, e mail, Sarum Link...
- Excellent support services – Finance, Buildings, Learning for Discipleship and Ministry, Mission Council, Legal, Schools, Parochial Administration ....
- Ministry and mission lead finance
- The finances are well managed by hard working staff and volunteers exercising leadership and governance and have a high level of ownership - 97% of Fair Share was collected in 2012

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## C. Priorities



"The gifts he gave were that some would be apostles, some prophets, some evangelist, some pastors and teachers, to equip the saints for the work of ministry, for the building up of the body of Christ."

*Ephesians 4.11*

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## Priorities for the Church of England



In 2010 the Archbishop of Canterbury said the priorities for the Church of England are:

- To take forward the spiritual and numerical growth of the Church of England including the growth of its capacity to serve the whole community of this country;
- To re-shape or re-imagine the Church's ministry for the century coming, so as to make sure that there is a growing and sustainable Christian witness in every local community; and
- To focus our resources where there is both greatest need and greatest opportunity.

Diocesan Synod endorsed these as our priorities.

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## Questions for Consultation within Benefices and Deaneries

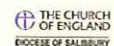


In the light of this presentation 'Let us Talk'.

1. What is the 'Personality and Character' of your local church?
2. What are the priorities of your local church?
3. Is there one thing you would like to take on or develop in the coming year (recognising that may mean you may need to stop doing something else)?
4. Are there ways in which we can work together with neighbouring churches to achieve more?
5. How can we best measure the quality and impact of church life?

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## Thank you



**Benefices and Deaneries are invited to send their answers to these questions to:**

**The Bishop of Salisbury, Let Us Talk, Church House, Crane Street, Salisbury SP1 2QB**

**or by email to [letustalk@salisbury.anglican.org](mailto:letustalk@salisbury.anglican.org)**

**by the 30th April 2013**

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