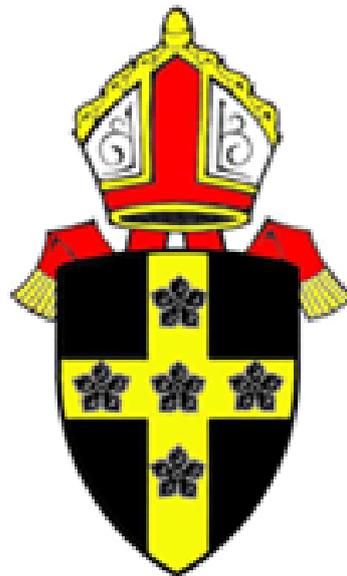

DIOCESE of ST DAVIDS
ONLINE DIOCESAN CONFERENCE
October 2021

“Greener Discipleship”



Visit our website for further details:
www.stdavids.churchinwales.org.uk

Meithrin Gobaith
ESGOBAETH TYDDEWI
DIOCESE of ST DAVIDS 
Growing Hope

Online Diocesan Conference

Saturday 2nd October 2021.

AGENDA and Timings

Session 1 9.30am -11.15am

Business

- | | |
|-------------|---|
| From 9.30am | Registration |
| 9.45am | Testing Equipment/Rules for Online Conference |
| 10.00am | 1. President's Welcome |
| 10.05am | 2. Opening Worship/Prayers |
| 10.25am | 3. Minutes of the meeting held on 24 April 2021 |
| | 4. Standing Committee Report |
| | 5. Motion on Plenary Powers |
| | 6. DBF report (including update on Budget and Ministry Share) |
| | 7. Annual Reports of Committees and Boards |
| | 8. Diocesan Priorities Poll |
| 11.20am | 9. Question Time |
| 11.35-11:45 | 10. Andrew Goodwin RSCM – Ministry of Music |
| 11.45-12.00 | Break |

Session 2 12.00pm-1.30pm

2022 Year of Discipleship

- | | |
|---------|---|
| 12.00pm | 11. Year of Discipleship |
| | 12. Introduction and Presentations
(including Keynote address from the Archbishop of York) |

1.30pm – 2.15pm

Lunch

Session 3 2.15pm – 4.05pm

Creation Care Issues

- | | |
|--------|---|
| 2:15pm | 13. Diocesan Environmental Policy |
| 2.45pm | 14. Breakout Rooms – Church in Wales Response to Climate Change |
| 3.15pm | 15. Motion on Carbon Positivity |
| 3.45pm | 16. Closing Worship |

**Minutes of St Davids Diocesan Extraordinary Online Diocesan Conference, Saturday 24th April 2021 in place of the postponed 2020 Conference.
'Engagement with the Future'
Held via Zoom**

AGENDUM 3

From 9:30am Registration

09:45am Testing Equipment / Rules for Online Conference

FORMAL CONFERENCE BUSINESS

The Conference commenced once all online delegates had registered and the testing and rules for this extraordinary online conference had been completed.

I. President's Welcome

The Bishop of St Davids, The Right Revd Dr Joanna Penberthy welcomed delegates to the 2020 conference with reflections on the past. The Bishop thanked everyone for the contribution that they had made to our common life since the 2019 Conference. It was noted that the past year had been very challenging for everyone on a personal level and also as a Diocese.

The Bishop thanked the following:

- The Clergy and Laity who kept the life of prayer, worship and service alive in our communities, whether online, at home or in church buildings when this was allowed.
- To the Dean, Sub-Dean and the team at the Cathedral.
- To the clergy who have ministered in the congregations and communities, particularly in funerals and in pastoral care.
- To the staff of the Church Schools and the Education Team.
- The Mother's Union, the DCSR, Plant Dewi and Tir Dewi who have all worked tirelessly in communities.
- The Archdeacons for their hard work and commitment and the countless ways in which they contribute.
- Mr Nick Griffin, the Chairman of the Board and the Crisis Management Committee.
- Mr Howard Llewellyn, the Diocesan Secretary and his Diocesan Staff.
- Mr Mike Scutt and his team.
- Everyone who has kept the practicalities of diocesan life going so smoothly.
- Arwel Davies, Dawn Evans, Revd Caroline Mansell and Revd Shirley Murphy for all their support
- Mr David Hammond-Williams, Ms Tessa Briggs, *Pobl Dewi*, the Communications Team and our Translators for holding the Diocese together during trying times.
- Revd Canon Rhiannon Johnson and all of the ministry officers
- Revd Canon Marianne Osborne and everyone who has developed resources enabling us to share hope and engagement with the future
- All of our parishioners in the Diocese.

2. Opening Worship / Prayers

Led by Canon Huw Mosford from The Canonry, St Davids, with a reading from Anne Grimes.

3. Apologies

Ven Paul Mackness detailed Apologies for 23 members and three notifications of late attendance.

4. Minutes of the Meeting held on 5th October 2019

The minutes of the last Conference held on 5 October 2019 were proposed by The Very Revd Sarah Rowland Jones and seconded by Mr Nicholas Griffin.

This was passed overwhelmingly with 113 votes in favour (83%). There were 23 abstentions (17%).

The minutes were confirmed and signed.

5. Receive the Standing Committee Report

The Bishop stated that, due to the special circumstances of this meeting, only questions received in writing, prior to the meeting would be taken. Ven Paul Mackness confirmed that no questions had been received, therefore there would be no debate. A Poll on acceptance of the report was held. Revd Delyth Richards notified Conference that she had no Poll screen and was unable to vote. Ven Mackness advised that the technical team should be contacted to resolve this issue.

The President asked that the report was accepted by Conference

The Bishop proposed, and Ven P Mackness seconded that the report was accepted by Conference.

This was passed overwhelmingly by 115 votes in favour, none against and 20 abstentions.

6. Motion on Plenary Powers

The president asked that the Conference delegate plenary powers to the Standing Committee for a further twelve months, meaning that the Standing Committee would have the ability to function and move business of the Diocese forward between Diocesan Conferences.

Proposed by The Bishop and seconded by Ven Dorrien Davies

The motion was passed overwhelmingly by 132 votes (96%) with 2 against and 4 abstentions.

7. DBF Report

The Bishop stated that the Report had been previously submitted and handed over to the Chairman of the DBF, Mr Nick Griffin. Mr Griffin would answer any questions arising from the report.

No questions were submitted.

Mr Nick Griffin then handed over to Mr Tim Llewelyn to report on the Budget.

8. 2021 Budget (to be received by Conference)

The Bishop advised Conference that no questions on the budget would be accepted from the floor due to its technical nature. There were no questions submitted in advance.

Mr Tim Llewelyn presented his Budget Report to Conference, highlighting the following items:

- *We are delivering a balanced budget, which in itself is no mean feat. This does have implications on Diocesan Reserves but in a way that is what we have Reserves for. To quote our Diocesan Secretary 'it is a rainy day!'*
- *The budget is a reduction on 2020 levels.*
- *We've achieved a reduction in Ministry Share and delivered parity across all Churches, that is all contribute proportionally the same and levelling is no more.*
- *We are able to maintain current Clergy levels.*
- *We are able to support the roll out and initial funding of a new and improved LMA accounting package.*

It was noted that there was a further need to improve engagement with the Diocesan Conference and that the levels of income sought from Churches would need to be reduced.

The report was proposed by Mr Nick Griffin and seconded by Mr Tim Llewelyn.

The DBF Report was accepted overwhelmingly with 130 votes in favour, none against, and four abstentions.

9. Annual Reports of Committees and Boards

It was noted that all members had received copies of all the annual reports of committees and Boards with no questions having been received prior to the Conference.

The Bishop thanked all those committed to work hard within all our committees and Boards. When 'in person' meetings are able to resume, the hard work behind each of the reports can be discussed.

It was also noted that all the reports had been received by the Standing Committee and scrutinised thoroughly prior to being presented to Conference.

Acceptance of all the Reports of Committees and Boards was proposed by the Very Revd Sarah Rowland Jones and seconded by Ven Eileen Davies. Ven Eileen Davies also expressed thanks to all who are committed to work so hard on all of the Committees and Boards.

Again, the Bishop advised that no questions would be accepted from the floor.

The Annual Reports were accepted overwhelmingly with 127 voting in favour, one vote against and 6 abstentions.

10. Engagement Debate (breakout rooms)

The Bishop introduced the debate. The purpose of this breakout session was for Members to give their priorities for what should guide the life of the Diocese. The Bishop noted that this was a serious matter; it was important for Members to be a part of how the Diocese moves forward coming out of Covid in order to guide the Conference and the Standing Committee.

Ven Paul Mackness explained the process of the breakout rooms to the delegates.

Each group was asked to summarise their three top priorities - a member of each group should take notes, which should then be passed on to either Ven Paul Mackness or Mr Howard Llewellyn.

Once the engagement debate had finished, delegates would be returned to the main Conference room. A coffee break would follow, and delegates requested to return for 11:45am.

All delegates were welcomed back and it was noted that the outcome of the engagement debate would be brought back to the October 2021 conference.

11. Question Time

No Questions were received.

12. Motion on Motions

Ven Paul Mackness explained that the way in which information and ideas for motions or change from grass roots level is fairly limited, as a private member's motion is required to bring it forward. This Motion will allow Church Committees and LMA Councils to bring business to the Standing Committee and to the Diocesan Conference in a new way. At Provincial level, it is only possible to come through a private member's Motion, unless the Standing Committee adopts something that comes through as a suggestion. A group on constitutional reform has been created by the Provincial Standing Committee and this area is being looked at as part of that work. If the Motion on Motions is passed, it will show the principle that there is a wish for this to be echoed at Provincial level.

Motion:

This Conference resolves to:

- 1. Encourage the Laity and Clergy through Church Committees and LMA Councils to bring business to the Diocesan Conference and/or its Standing Committee*
- 2. Allow motions to come from Church Committee level via LMA Councils to the Diocesan Conference. Such a motion would be in the name of the LMA*
- 3. The nature of any motions shall not propose changes to Church in Wales Liturgy, Doctrine, or place a financial obligation upon the Diocesan Board of Finance but may initiate a debate relating to these areas.*
- 4. Encourage the Diocesan members of the Governing Body of the Church in Wales to support any changes at provincial level that would allow motions from Church Committees, LMAs and Dioceses to come to the floor of the Governing Body in their own right.*
- 5. Instruct the Joint Secretaries to amend the Constitution appropriately.*

A short discussion followed, with the motion being praised as a positive way for laity and clergy to go forward together.

This motion was proposed by Ven Paul Mackness and seconded by Mr Nick Griffin and passed overwhelmingly with 127 members voting in favour, one against and five abstentions.

The Bishop hoped that people would take advantage of the motion having been passed and would bring motions close to their hearts to the floor of Conference and to Standing Committee. Ven P Mackness also clarified that any motion would have to go to Standing Committee first to ensure that it is in order.

13. Motion on 4th Archdeaconry Representation

Ven M Farah provided a brief background on the creation of the 4th Archdeaconry. It had been noted that there should be representation from the 4th Archdeaconry on Diocesan Committees and bodies. Ven M Farah spoke about the importance of the following:

- Integration of the 4th Archdeaconry into Diocesan structures
- Acknowledgement of the need to focus on outreach, evangelism, evangelisation and contextual Church planting in a new sociological landscape
- Ensuring there is clear evangelist representation on Diocesan committees
- Church plants are organisms in their own right, fellow equal sisters to the rest of the Diocesan Churches and LMAs
- Acknowledging the Chaplaincy as a ministry in its own right.

The main resolution is in 6 parts as follows:

Motion

The Conferences resolves:

1. *Fully integrate the 4th Archdeaconry into the Diocesan Structures*
2. *For the purposes of Diocesan wide elections Clergy and Laity within the 4th Archdeaconry shall vote with the geographical Archdeaconry in which they are physically situated.*
3. *For the purposes of Diocesan Conference for the time being, each Centre of Mission shall be represented by their lay evangelists.*
4. *For the purposes of Standing Committee, the 4th Archdeaconry collectively will elect one cleric and for the time being one lay Evangelist to serve and represent them.*
5. *The Standing Committee will keep under review how to allow those who begin to worship with the 4th Archdeaconry Centres of Mission to be represented at Diocesan Conference and Standing Committee and all other Diocesan Committees as appropriate*
6. *Instruct the Joint Secretaries to amend the Constitution appropriately*

Many delegates supported the motion with some questions and Ven Mones Farah was grateful for the questions and replied to those points raised below:

1. John Bennet (Bro Teifi) – asked what the motion meant in practice and asked for a further explanation.
2. Revd John Hancock (Roose) – asked for clarity for the implications of resourcing this? How would evangelism be resourced in the existing LMAs and in this area? Why it is necessary to not encourage evangelism across the board and why there is a particular need for this focus in some geographic areas? And what would that mean for resources elsewhere?
3. Mrs Elizabeth Thomas – supported the motion wholeheartedly, as she hears a lot about the good work that is happening. It is very important as it is not something which is for particular areas. It is for the whole Diocese and should be supported as such. It is central to what is going on in the Diocese.
4. Professor Medwin Hughes – Would like to support the motion. The importance of looking at creating ways of supporting ministry and evangelism is key. There is a need for

creativity in looking to outreach opportunities. Post Covid, the more we can engage and structure creative opportunities the more this will support the work of the Kingdom.

5. Ven Dorrien Davies – Supported the motion. As a result of many of the projects Ven Farah has instigated in the Archdeaconry of Carmarthen an effect is being seen on the wider church community, as well as the planting of churches and the evangelism works. In order for a church to progress, we have to return to the central important mandate of the church, which is to introduce people to Christ. With regards to resourcing it, if we are realistic, the Diocese is doing all it can to ensure that resources are available, and no doubt that will continue into the future. The Archdeacon congratulated and offered his thanks to everybody who had been so hardworking in their contributions. He also thanked the Church Army for their support.
6. Father Jim Flanagan - Whilst he very much supports the idea of evangelism and thinks that we as a church need to do more, he fails to see why the evangelism and the plans cannot be done within the structure of the existing LMAs.
7. Mr Darryl Walters – Agreed with the motion, but wondered how flexible the situation is when it comes to turning around evangelistic ideas to items and people on the ground? Rather than having to go to committees, what about seeing people now?
8. Revd Patrick Mansell Lewis – For 25 years he was Chairman of *St Teilo's Trust*, which supported evangelistic initiatives throughout Wales. It started in St Davids Diocese. They have just paid out the whole of the Trust Fund into those endeavours, closing that Trust Fund and the charity down. What he felt was striking was that at the time when that particular ministry was being closed down, Bishop Joanna had the vision of appointing Mones Farah as Archdeacon for Evangelism. Revd Mansell would like to support the motion. The Archdeaconry would be able to support the Diocese particularly well if it is given the opportunity to flourish in a location where Mones and colleagues are establishing a Christian community. It would also enable them to be a roving resource around the Diocese, where the Archdeacon can take faith sharing teams to churches which are in the spirit of the structure (i.e. LMAs) then the connection and cooperation between the 4th Archdeaconry as a roving presence could be a very fertile basis upon which evangelism is enabled to enlarge in our Diocese.
9. Revd Andy Bookless – Supports the motion but has a concern that it needs to go alongside creative and imaginative approaches to worship in every area and every LMA, and that it needs to be positively promoted and encouraged. There can be a danger of defining Anglicanism too narrowly in other settings, so the vision behind the 4th Archdeaconry needs to be the path of what happens in every LMA and every Archdeaconry. We need to find alternative ways of doing church and sharing God's love with our communities.

There were no further questions or comments.

Ven M Farah responded to the above comments and questions as follows:

1. Six of the Evangelists are at this meeting as guests but by voting this motion they then become members of conference (can vote, contribute, debate and fully engage).
2. Resourcing – this comes from the Bishops Strategy Fund, the Evangelism Fund which was secured from the Province and part from the DBF, which is supporting the clerics through whom the work is being done. It supports the lay ministry and engagement throughout the Diocese.
20% of each Evangelists time will be used to reach out to the wider Diocese, coming alongside LMAs in support, training and engagement, and supporting local mission which is being looked at through the local mission area. They will look at 6 evangelistic missions per year in the Archdeaconries. LMAs are already showing an interest in this.
They have managed to secure a larger budget, which they hope to use to facilitate and encourage outreach in the Diocese.
- 3, 4 & 5. Mrs Elizabeth Thomas and Professor Medwin Hughes were thanked for their support, as was Ven Dorrien Davies.

6. One of the main reasons for setting up the Archdeaconry was because of the contextual nature of the outreach. Stress and tension normally occur when people who are unchurched are brought into very church communities, this can tend to create a fracture, either by loss of existing congregants or by the new congregants coming in failing to be grafted/integrated into the community. So, this is a contextual approach, which will help people along the way, allowing them to become members of each LMA.
7. It is for people on the ground, not teams. Each of the areas are working differently in order to reach people. There is a need for a voice within the setup.
8. The intention for it to be a roving resource throughout the Diocese was part of the presentation for the grant. Faith sharing teams and developing capacity to train people in Evangelism in addition to supporting and creating evangelistic champions.
9. Also encourage others to look at possibilities without waiting for funding or support and take their ideas to the Bishop.

Ven Mones Farah wished to thank everyone for their support.

Motion on the 4th Archdeaconry Representation was proposed by Ven Mones Farah and Seconded by Nick Griffin.

The motion was overwhelmingly passed with 125 in favour, two against and six abstentions.

14. 4th Archdeaconry Presentation

Ven Mones Farah introduced three video presentations from the centres at Morfa, Merlin's Bridge and Crosshands.

Llanelli Centre of Mission (Morfa):

Presented by Lead Evangelist, Revd Capt Rob Lowe and Mrs Michelle Lloyd, Pioneer Evangelist, outlining some of the projects they had been involved in.

Ven M Farah explained that the Evangelists are employed through the Church Army but under the line management of the 4th Archdeaconry. Leoni Oxenham and Neville Willerton from the Church Army for their support in setting this up and assisting in resolving issues. In Morfa they are grateful for the Baptist Church for allowing use of Emmanuel at an hourly rate. The Centre is hopeful of having its own building in the future.

Crosshands Centre of Mission

Presented by Esther Lockley, Lead Evangelist and the Pioneer Evangelist, Ruach Mitchell. The presentation focussed on the vision for the future of the Centre of Mission at Crosshands.

The vision for the Centre began with Revd Victoria Jones and the work is continuing with Esther and Ruach. Ven Farah asked the Conference to pray for and engage with the Evangelists. The connection with young families in this area is very important.

Merlins Bridge, Haverfordwest

Presented by Mike Dare, Lead Evangelist. The Centre wants to build a sense of family and bring hope to the unchurched. Looking forward they will be working towards addressing the local community needs from a body, mind and soul perspective.

Ven M Farah explained that the Merlin's Bridge Centre is partnering closely with Hafod, the Headteacher of St Mark's School (an ordained cleric), and the Methodist Church (they have been using their building). Molly Baldwin is the current Pioneer Evangelist and a new Evangelist, Simon Morbey will be coming into post in May. Thanks were given to Sister Val Legg and Mrs Ruth Busisa, who had worked in the area previously.

Ven Farah then addressed some of the queries and questions raised on the zoom chat function during the presentations:

1. Appropriate risk assessments were carried out for providing refreshments in Llanelli and this was done on a take-away basis. There was no lingering or mixing of households during this.
There were no face-to-face activities at any of the Centres over Easter apart from the scavenger hunt, where people collected and left.
2. Terminology used by Mike Dare (the use of Sozo inner healing) - a protocol has been agreed by the Bishop and will be available to people. Specific systems will not be followed, Mike has been following the prompting of God and praying with people.
3. The name of the Centres is Impact 242 – the reason for this is that they want to make an impact on body, soul and spirit, transforming individuals and communities. It is also linked to Acts Chapter 2 Verse 42 – this is what they want to become, a church that reaches out to the needy, being spiritually faith focussed on teaching and sacrament.

The following further questions were asked:

- a) Revd Neil Hook – *Asked for clarification on the licensing arrangements for the Impact 242 staff, in terms of their ability (and the 25% that they can give to the Diocese to lead worship, preach across the Diocese). What license do they hold and what efforts have been taken to make sure that they have the training and will continue to have the training to preach God's word in our Parish Churches?*
Ven Farah responded. The licensing service for the team is on the 18 May (this will not include Simon as he does not arrive until the 26 May). All of the team members have some theological training in degree level Youth and Children and Ministry. It was made clear in the recruitment process that there was a requirement for the Evangelists to understand Anglicanism well. There is continual development with the Church Army and most of the team are working towards Commissioning.
The Bishop added that they would all have Public Preacher Licenses. Given that the rationale behind this effort is to focus on being able to reach people who we were not able to reach via ordinary Parish Churches it would be foolish to insist that people who we licensed for the role had already jumped through our original hoops. They are being licensed to preach and lead worship in our current church settings trusting that the ministers who will be leading worship alongside them will be enabled to guide them within those settings.
- b) Father Paul Boyle – *Thanked Ven Farah for the presentations. Narberth & Tenby LMA are looking how they can move forward – he felt inspired further today and hoped all of the representatives from his LMA were as buoyed up as he was.*
- c) Mr David Thomas – *Explained he was at Conference as a member of the DBF. A couple of years ago, he was nominated to represent the Diocese on the RB Evangelism Fund Committee (which has looked at distributing around £12 million around the Dioceses to support Evangelism projects). Nearly all of the other projects in Wales are based around buildings. At the first meeting, the Bishop, Archdeacon Mones and others who were supporting the project had a difficult time because other members of the Committee struggled to understand the concept. If they had seen then what the Conference has seen this morning, they would not have had those misgivings. Mr Thomas congratulated Ven Farah and his team for the tremendous work they are doing.*
- d) Mrs Anne Dye – *Commented that when she became a Christian, 26 years ago, it was the decade of Evangelism. It seems an anomaly that a church should find it necessary to have something called the decade of Evangelism. Evangelism should be right at its roots. The Church had perhaps lost something, but we have clearly progressed from that. She noted that Ven Farah was a creating person who thinks outside the box and found his appointment as Archdeacon to be very exciting. Watching the videos has confirmed that. She believes the church is more aware of Evangelism and the need for it. Prodding churches into action can be difficult. The 4th Archdeaconry is liberated from the structures, and they will make contact with people that the church has not been able to reach.*

Ven Mones Farah wished for members to realise that this was all the Bishop's idea and he was grateful for the opportunity given to him. He noted that the whole of his team is very creative and have the gift of pioneering. He thanked the following:

- The Baptist Church, Morfa
- Crosshands Memorial Hall and Cinema Trust
- Methodist Church
- Robert Mansell who helped in getting the initial funding and has now returned as a consultant

He also added that an admin assistant had been appointed and would be starting in May.

The Bishop thanked Ven Farah and those who asked questions and provided comments. She was grateful to Anne for her reflection and was appreciative of how difficult Evangelism is from the Church. One of the gifts of the Spirit is for people to be Evangelists. We can go into communities to set up new Churches which do not have the baggage of established ones. The pioneering work in the LMAs, away from the established churches will be beneficial. The Bishop thanked Ven Farah for the presentations and encouraged each of the LMAs to approach the Archdeacon so that the Evangelists might work with them.

15. Presidential Address

The Bishop of St Davids, the Right Reverend Doctor Joanna Penberthy delivered her presidential address to Conference.

(A transcript of the Presidential Address is included at the end of the minutes).

16. Closing Worship / Prayers

Led by Revd Canon Ann Howells, with a reading by Enfys Thomas.

On behalf of herself and the Conference Membership, the Bishop thanked those who had enabled the Conference to happen and to make it a success. The planning team have had to learn a whole new set of skills in order to deliver the digital Conference.

Special thanks were given to Mrs Jenni Liston-Smith from the St Asaph Diocese, who had provided invaluable technical support to this Conference. Thanks were also given to Archdeacon Paul Mackness, Miss Emma O'Connor, Mr Howard Llewellyn and their team – Revd Jeff Thomas, Mrs Abi Hook, Mrs Jan Every, Mrs Anne Forman, Archdeacon Mones Farah, Revd Canon Huw Mosford, Revd Canon Ann Howells, Mr Tudur Jones and those who helped with reading the Lessons and the Prayers. Thanks were also given for the presentations, and to those who contributed and to the attendees.

The Bishop formally closed the conference at 1:35pm and asked Conference to convene on Saturday 2 October 2021 (either at a venue or on a platform that has yet to be confirmed).

The Archdeacon of Carmarthen thanked the Bishop for her leadership and for shepherding her flock in the Diocese.

The Conference closed at 1:37pm

St Davids Diocesan Conference Standing Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Ven Paul Mackness, Acting Clerical Secretary

AGENDUM 4

STANDING COMMITTEE MEMBERSHIP

Standing Committee consists of 27 Conference Members, its Chair is The Right Revd Dr Joanna Penberthy, Bishop of St Davids. There are 11 Ex-Officio members, 14 Elected members and 2 Co-opted members. There are 12 Clerical members and 15 Lay members. The gender balance is 15 men and 12 women The Standing Committee has met 3 times during the reporting period.

DIOCESAN CONFERENCE PLANNING

The 2020 Conference was scheduled to be held in Saundersfoot in October 2020, sadly due to the Pandemic this appears to be something this was not possible and the Conference was held online in April 2021, it has been decided to hold the 2021 Conference online in October.

ELECTIONS & CONSTITUTION

Following the constitutional amendments passed at the 2019 Conference, elections were held in 2021 to elect the new Conference based upon LMAs, this also meant the election of a new Standing Committee. The Standing Committee elected its first Lay Vice Chair Mr Tim Llewelyn. Due to the delay in elections, the current Conference and Standing Committee will hold office for two years (until 2022) in order to bring the Diocese back into line with the Provincial Triennial cycle

The extraordinary 2020 Conference held in April 2021 passed motions to fully incorporate the Fourth Archdeaconry into the Diocesan structures and to allow motions to come from LMAs to the floor of Conference.

SUB COMMITTEES & REPORTING

The Standing Committee continues to receive all Conference reports at its June meeting, where members are given the opportunity to question the appropriate representative and make suggestions for amendments or additions to reports. All major Diocesan sub-committees are asked to report annually to one of the meetings of the Standing Committee and to brief members on current activities and outlining future plans. Reports from the Directorates of Mission, Ministry and Education were received along with reports from DCSR, Parsonage Board, DBF and Nominations Board. The Standing Committee also receives regular reports from the Evangelism Bid and the Representation Group, which has been asked to look at the representation of women and equality in our structures.

DIOCESAN STRATEGY

In accordance with powers devolved to it, the Standing Committee agreed to co-operate with the Bishop to regroup parishes into a total of 24 Local Ministry Areas (LMAs) as part of the ongoing Diocesan strategy. The LMAs of *South West Pembrokeshire, Narberth & Tenby, Emlyn, Bro Wyre, Bro Aeron Mydr and East Landsker* were created in the first quarter of 2020.

Standing Committee has had ongoing discussions this year around the engaging the Diocesan Conference with the strategy of the Diocese and in getting greater involvement from the Laity.

EVANGELISM BID

Standing Committee continues to give its full support to the Diocesan £1.6 million bid from the Church in Wales Evangelism Fund. This grant will facilitate the creation of new church projects, aimed at those who are currently beyond the reach of our mainstream church, targeting specifically the “lost generations”. The Bid has been successful and through the Fourth Archdeaconry, there are now three operational Centres of Mission working in partnership with the Church Army. These Centres gave presentations to the Extraordinary Conference in April 2021.

NEXT YEAR'S CONFERENCE:

The 2022 Diocesan Conference will take place on Saturday 1st October at the Diplomat Hotel, Llanelli. (Subject to any COVID restrictions).

RECOMMENDATIONS

The Standing Committee invites Conference to:

1. Plenary Powers

Delegate plenary powers to the Standing Committee for a further twelve months.

2. Approval of the Report

Accept the Report of the Standing Committee.

St Davids Diocesan Board of Finance

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021
Author: Nicholas Griffin, Chair of the Board

AGENDUM 6

Membership:

Members of the Board are also members of the Executive Committee.

President:	The Bishop
Chairman:	Mr N Griffin
Vice-Chairman:	Mr N Roberts and Mr TJ Llewelyn
Ex- Officio:	The Dean The 4 Archdeacons The Diocesan Registrar The Diocesan Director of Education Mr N Roberts as Chair of the Parsonage Board

Directors: Mrs H Evans, Mrs TA Hatfield (Until March 2021), Mr N Evans, Mr DG Jones, Mrs JAP Hayward, Revd CC Brown, Revd PGB Ratcliffe, Mr CWM Carter, Revd MAR Hill, Mr DWJ Thomas.

Membership consists of:

- The Chairman (appointed by the Bishop)
- 9 ex-officio members
- 6 nominated lay members (2 from each Archdeaconry)
- 3 elected lay members (1 from each Archdeaconry)
- 3 nominated clerical members (1 from each Archdeaconry)
- 4 co-opted members, only one of whom can be a cleric.

Board Committees:

Executive: Overall responsibility for the management of the Boards finances & assets.

Parsonage Board: Maintenance & upkeep of Parsonages.

Audit and Risk: Statutory Committee looking at Audit Board Policies, and the Board's Risk Register

Budget: Engagement of budget holders, reviewing and monitoring the Diocesan income and expenditure.

Crisis Management Committee: This group comprises the Bishop, Archdeacons and Committee Chairs and had met regularly during the Pandemic to ensure business continuity

Endowed Schools: Statutory Committee for financial support, renovation, and new projects for Church Schools.

Human Resources: Development of policies and procedures for lay staff in line with current legislation.

Investments: Investment management & review. The Board employs professional investment managers.

Ministry Share : reviewing the arrangements for parish Ministry Share.

Ministry Share Appeals : for administering the appeals procedure and review of parish Ministry Share concerns.

Property: Management of property held by the Board on its own behalf or as Custodian Trustee and planning of property portfolio.

Widows Orphans and Dependents Society (WODS): This looks at the minimum income level for all widows orphans and dependents and additional support that might be offered.

Objects:

The principal charitable activity authorised by the Articles of the Board is to promote, aid and assist the objectives of the Church in Wales in the Diocese. Principally by:

- Ensuring sufficient revenue to maintain the level of Mission & Ministry.
- Managing the Investment Portfolio to achieve a balance between income and capital growth, without undue risk and maintaining an ethical investment policy.
- Managing the property owned by the Board or vested in it as Trustees.
- To enable the efficient administration of other funds held by the Board, to provide advice to parishes, to keep databases & management information and organise committees & communications.

Main Objectives:

- To maintain the level of reserves in unrestricted funds to ensure financial stability and so to enable the Ministry of the Diocese and pay clerical stipends and other costs.
- To liaise with the Bishop in the implementation of the Diocesan Strategy and to respond to current financial, economic and ministerial challenges being faced by the Church.
- To manage the invested funds so as to meet proscribed benchmark returns.
- To endeavour to contain increases in Ministry Share to ensure that it is sustainable and collectable.

Current Matters being addressed:

- The identification and examination of all funds held under Trusts dating from the 1880's to date. Charity law now enables restrictions in some Trusts to be lifted and monies paid out to beneficiaries including parishes & churchyard funds. This review continues to inform this process.
- To continue to identify all diocesan land and property whether held in outright ownership by the Board or as trustee.

Financial Position:

- This has been difficult year for everyone across the nation and worldwide. The Board is grateful for the support given by the Representative Body of the Church in Wales which has to date been passed on in full to our churches thereby supporting individual churches.

- Part of the Hazel Jones-Olszewski legacy monies continues to be held in a dedicated memorial fund for the purpose of relieving the pressure of Ministry Share on parishes whereby also improving the liquidity levels of the Board's Balance Sheet.
- The legacy funds are also used or dedicated to work with children & young people, for housing improvements for retired clergy and for training.
- Despite the Pandemic and the last actuarial review of clergy pensions the Boards financial position has remained relatively stable. There will be challenges in the future as the Board endeavours to provide the resources to support the Bishops Diocesan strategy.

This year's challenges:

The primary challenge of the year has been monitoring and assessing the impact of the Pandemic on the financial health and management of the Diocese as support to Mission and Ministry. A significant challenge is the ability of churches to meet their Ministry Share obligations. The Board is particularly supported in this through the work of the Ministry Share Committee and its overseeing of Stewardship and Support to churches and LMAs.

Next Year:

The Board will continue to fulfil its role and exercise proper financial management but is mindful of the potential negative impacts of the Pandemic. We are not yet out of the woods, and we undoubtedly will have to navigate further significant challenges.

St Davids Diocese Board of Nominations

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Ven Paul Mackness, Acting Clerical Secretary

AGENDUM 7

BOARD MEMBERSHIP

The Board of Nominations is chaired by The Bishop of St Davids and its members comprise of the Archdeacon of Cardigan, Archdeacon of Carmarthen, Archdeacon of St Davids and the Clerical Secretary, all as Ex - officio members. Additionally, there are two elected clergy; one lay member elected from each Archdeaconry; and one co-opted member.

THE OBJECTIVES

The main objective of the Nominations Board is to assess and maintain staffing levels effectively in the Diocese, in line with Diocesan mission and ministry objectives and financial budgets. The Board then manages the recruiting process for the Diocese.

ACHIEVEMENTS THIS YEAR

The Board has met quarterly online via Zoom. The Board has keenly monitored clergy staffing needs in the Diocese throughout the changing landscape of LMAs formations. Ensuring a fair and efficient deployment of clergy across our Diocese is one of the main objectives of the Nomination Board. Each LMA has a target stipendiary number to which it is expected to adhere; some however remain below their recommended number, and it is in these areas where the Board has given its attention. An appointment has been made to Begelly, many appointments have been put on hold as a result of the pandemic. There are a number of posts still outstanding at the time of this report.

CHALLENGES THIS YEAR

Attracting clergy to fill positions has been a challenge this year, even more so with COVID. It is thought to be a widespread problem, with the Church of England describing similar difficulties. It could also be attributed to the current political and economic landscape, causing people to be hesitant to move, preferring to stay in areas where there are generally better employment opportunities for their families.

Maintaining an overall clergy number of 84 has been the most difficult task however. The RB fund salaries to this number; thereafter the Diocese is expected to pay. Exceeding this target therefore has severe financial implications locally as it impacts ministry share levels.

LOOKING FORWARD

The continuing challenge is to manage to support the Diocesan mission and ministry objectives with this ever-depleting number of stipendiary clergy, whilst keeping a watchful eye on the health and well-being of the clergy and their families.

The whole process of clergy recruitment in the context of LMAs is currently under review by the province, so there are likely to be new procedures to be adopted in the future. Predicting clergy retirements is not an easy exercise as the Diocese can only be sure of a cleric retiring at 70. The Nomination Board is looking at ways in which posts might be temporarily funded to ensure clerics are in place when larger retirement bubbles hit from 2024 onwards.

St Davids Diocesan Churches & Pastoral Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021
Author: Ven Paul Mackness, Chair of CPC

AGENDUM 7

COMMITTEE MEMBERSHIP

The Churches and Pastoral Committee consists of the Archdeacons of the diocese, the Bishop, the Chairman or Vice-chairman of the DBF, Chairman of the DAC or another member nominated by them, three members elected by the Diocesan Conference from its own members and three members appointed by the Diocesan Bishop. Nominated and elected members hold office for 6 years. (current sexennial term starting 2020)

THE OBJECTIVES

The Churches & Pastoral Committee is responsible for keeping under review the pastoral needs for church buildings in the Diocese and advising the Bishop and Diocesan Conference accordingly. It continues to fulfil its pastoral role as well as advising on grants and loans connected with church buildings and administering the quinquennial inspection scheme of churches along with the process for the redundancy of churches.

ACHIEVEMENTS THIS YEAR

The new CPC took office from 1st January 2020, much of the work of the CPC has been directed to looking at the effects of COVID on the ability of churches to function.

The CPC approved bringing all Quinquennial reports in house and the employment of a Diocesan Quinquennial Inspector – this will make savings and ensure a continuity in reporting for the future. The Representative Body has agreed to part fund this post for three years. During the reporting period the post was advertised. A system of ensuring that up to date electrical inspection reports for churches has been instigated by the Secretary which is proving to have positive results.

The CPC is now responsible for the Church Repair Grants previously administered by the Representative Body. This grant is for a maximum of £3000, and applications must fit the grant criteria (shown on Diocesan website). The CPC welcomes applications, which are discussed at each meeting.

CHALLENGES THIS YEAR

The main challenge of the year has been monitoring and assessing the impact of COVID on the ability of churches to function as tools for mission and to be pastorally effective. A major challenge for the CPC continues to be that all potential church closures follow the procedures that are set to help the process to redundancy. There also continue to be issues relating to the care of Churchyards and unauthorised activity.

LOOKING FORWARD

The CPC will continue to fulfil its pastoral role and look into all matters of the Diocesan Strategy for Growth. The new Church in Wales process for church closure and redundancy will be adopted, it is hoped this will bring greater clarity. It is also hoped that more closed churches will be able to find new ways to be used and cared for.

St Davids Diocesan Advisory Committee (DAC)

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mrs Jan Every, DAC Secretary/Care of Churches Officer

AGENDUM 7

BOARD MEMBERSHIP

The DAC is the principal body which advises the Diocesan Chancellor. It consists of clergy (Archdeacons as well as specialists in areas such as architecture, archaeology, history, bells or organs. Diocesan Registrar and a Secretary. The membership of the committee is voluntary, and the Church in Wales relies on the generosity of these volunteers in giving their time and expertise to the DAC

THE OBJECTIVES

The DAC is managed by a Secretary who coordinates meetings and applications with the Registrar of the Diocese. Whilst a key part of the DAC's work is in meeting to discuss proposals, they are also there to offer guidance and advice to parishes generally. Parishes are strongly advised to contact the DAC at an early stage of a project to discuss proposals.

ACHIEVEMENTS THIS YEAR

The DAC have met 6 times this year as planned, but via Zoom due to the Pandemic, with 3 site visits, once covid restrictions had been lifted and a further site visit to St Mary the Virgin, Pembroke requested by the Chancellor. The DAC advised on 47 Full Faculties, 18 were granted, 3 awaiting Chancellor's determination and 26 at various stages within the system. There, were 5 List A's, submitted and 16 List B's which are determined by the Registrar.

CHALLENGES THIS YEAR

The biggest difficulty for this year has been the Pandemic, but due to the churches not being open for worship, it seems that many parishes have tried to get on with outstanding works to their churches which kept the DAC busy in looking through all the full faculties.

A major issue raised was the number of retrospective faculties received for work carried out previously but had not had a faculty application. This is something that needs to be addressed. It is also difficult to get Parishes to understand what works fall under the List A and List B category, and the DAC Secretary must be vigilant in checking the List A applications as they are completed by the Parish with no initial input from the DAC Secretary, resulting in some of these having to be changed.

LOOKING FORWARD

The continuing challenge will be how the DAC will be able to assist, guide parishes through the OFS resulting in a clear understanding of the legal protocols. It is hoped to achieve this by undertaking workshops within the parishes, when the covid restrictions permit, whether that would be through the LMAs or individual parishes. The main objective is to show the DAC are there to help and assist. It is also hoped that the Online Faculty System is to be tweaked in order to make the facility easier to use and stop the incorrect faculty application being applied for.

St Davids Diocesan LMA Development Team

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021
Author: Rev'd Canon Marianne Osborne

AGENDUM 7

TEAM MEMBERSHIP

Rev'd Canon Marianne Osborne- Transition Missioner/LMA Development Officer.
Mr Simon Thane- LMA Development Consultant

THE OBJECTIVES

To support and encourage the continued development of Local Ministry Areas and encourage creative new areas of mission & ministry through resourcing and encouragement.

ACHIEVEMENTS THIS YEAR

- Giving support to LMA Deans and other team members through the medium of Zoom.
- Training for several Ministry Teams with CMS
- A review of Focal Ministry
- Discussions via Zoom- what are the ongoing needs of the LMAs?

CHALLENGES THIS YEAR

The Covid Pandemic has made this year most difficult.

LMAs moved from normal ministry and thinking ahead into a year of providing emergency support and cover. As a result, this led to the stretching of ministry teams and churches into areas of ministry and worship that were not altogether unfamiliar but certainly provided through a source of media which were new and testing. Meetings over Zoom became a means of vital support and nourishment for clergy and lay members alike.

Group and LMA Council meetings were much restricted in lockdown, LMA development moved from looking at how we might enable development of the LMAs to how the team could give support to those in need whilst participating during lockdown within their own LMA structures.

LOOKING FORWARD

- To continue supporting LMAs and listening to the ongoing needs.
- To support LMA Lay Chairs, ensuring their voices are heard.
- To encourage LMAs to review where they were prior to lockdown, particularly to review where lockdown has taken them and what the future holds for each area within the diocese.
- To provide some assistance in resourcing any necessary training for LMA teams, or on request, in helping to facilitate new LMA initiatives in mission and outreach.

Parsonage Board

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mr N Roberts Chair / Mrs N Evans BA FCCA, Finance Manager **AGENDUM 7**

BOARD MEMBERSHIP

The Parsonage Board met quarterly during the period under the chairmanship of Mr Nigel Roberts. Membership of the board is comprised of the Bishop, Archdeacons, clerical and lay representatives, a clergy spouse representative and co-opted members who have specialism in matters such as property management, valuation and construction. The Parsonage Board Inspector and the Assistant Head of Property Services for the Representative Body also attend together with the Diocesan Secretary and Finance Manager.

THE OBJECTIVES

To manage the Diocesan portfolio of vicarages according to the ministry needs and to maintain these buildings to a high standard and to manage the reinvestment programme.

ACHIEVEMENTS

- Board's financial position is robust. As at 31 March 2021 credit balance of Improvement Fund was £2.437m and of Repairs Fund £836k. For the previous calendar year to 31 December 2020 Repairs Fund income amounted to £905,496 which after expenditure of £879,046 resulted in a surplus of £26,450.
- The planned maintenance programme continues despite the Pandemic and includes the five yearly inspection of electrical installations and the scheduled painting programme.
- Ongoing expenditure on house movement is significant and forms a large part of the Inspector's workload upgrading and replacement of UPVC windows, fascias and gutters/downpipes carries on leading to a larger timespan between redecoration and reduced costs for external maintenance.
- The number of property transactions during the period has been minimal and sales such as Tregaron have attracted a premium price.
- As at 31 March 2021 19 properties were rented by tenants. 1 rented by the Board with 4 empty properties all allocated for future use by clergy reflecting the tight management of the housing stock by the senior staff.
- The Board continued to retain £1m minimum in its Improvement Fund balance which fulfils its objective of being able to construct three new vicarages at any given time together with £100k to be retained as a floating fund for the upgrading of existing property.

CHALLENGES/LOOKING FORWARD

- Bishop and Archdeacons are determining a Priority list in relation to replacing existing properties with inefficient EPC benchmarks and ultimately negating the issue of fuel poverty.
- Managing the implications of Covid 19 on the workings of the Parsonage Board and to continue as before to proceed on the basis of 'business as usual' with little disruption to service levels.
- The Parsonage Board Chairman reports to the DBF CMC regularly with updates
- The Board reviews regular updates from its professional advisers on the variable and challenging residential property market within the Diocese where the present high selling prices may not continue and this will present its own challenges in due course for the Board to manage.

St. Davids Diocesan Board of Finance - Budget Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mr Timothy J Llewellyn, Chair, Budget Sub-Committee

AGENDUM 7

The Budget Sub-Committee meets on a quarterly basis and comprises Clerical and Lay members of the Diocesan Board of Finance (DBF). The sub-committee is charged with: -

- Setting the DBF's annual budget, seeking engagement from budget holders and key stakeholders ahead of approval by the DBF's Executive Committee.
- Regular review of Income and Expenditure, identifying trends and proposing remedial actions where necessary.
- Forecasting future activities and their budgetary implications.
- Regular review of Clergy numbers taking into account new appointments, ordinations, movements into the Diocese and forthcoming retirements.

It is continually mindful that its primary purpose though is to support the life, ministry and mission of the Diocese. The sub-committee benefits immensely from the guidance, professionalism, input and advice of the Diocesan Finance Team.

The global pandemic presented challenges both personal and financial that could never have been forecast or predicted and setting a budget in its midst was never going to be easy. Ironically though, in setting the 2021 budget it achieved a greater degree of engagement, understanding and buy in to both the budget and the budget setting process than ever before.

The Budget Setting team is made up of Tim Llewellyn, The Venerable Paul Mackness, Nia Evans and Phil Cole. They met via Zoom with over 30 budget holders. This presents a great opportunity for them to hear first-hand of the budget holder's aims and ambitions for the coming year. It doesn't just tell them the amount that is needed, but also an insight into the real value that the project or activity brings to Diocesan Life and Ministry.

Diocesan Board of Finance – Crisis Management Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021
Author: Ven Paul Mackness, Secretary CMC

AGENDUM 7

The Crisis Management Committee (CMC) was formed in April 2020 to enable the DBF to function effectively between meetings of the whole Board. Its membership comprises the Bishop, Archdeacons, Chair of the Board, Diocesan Registrar and the chairs of all of the DBF Sub-Committees, supported by the DBF management team. It reports to the full DBF and has delegated powers to act for the Board in between meetings and provide Business Continuity. Its powers are renewed every six months.

The CMC met fortnightly throughout the first lockdown, moving to monthly meetings by the end of 2020. The CMC has a fixed agenda which covers aspects that Trustee Bodies should cover in accordance with Charity Commission guidance.

Amongst those issues covered:

- Staff remote working and Staff welfare
- Ministry Share and Financial Support from the RB
- Budgetary and other Ministry Share matters
- The situation on the ground for clergy
- Recovery and Business Continuity
- Governance Issues
- Reports from each Sub-Committee

All members of the Board get copies of minutes of the CMC.

St Davids Diocese Endowed Schools Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Miss Emma O'Connor, Property Manager

AGENDUM 7

The Endowed Schools Committee (ESC) meets four times per year, is chaired by David Thomas and comprises Clerical and Lay Members of the Diocesan Board of Finance. It is charged with: -

- Responsibility for providing financial support towards repairs and renovation projects in church schools together with the management/disposal of redundant school properties.

The Committee also:

- Assists the Diocesan Director of Education (DDE) in deciding the allocation of finance / funds for minor and capital projects on church schools.
- Manages the disposal of redundant school properties in liaison with the relevant legal adviser and in accordance with the agreed procedure to be adopted where a reverter exists

The Endowed Schools portfolio is varied and includes church schools, former schools, halls, residential property and parcels of land. Some of this property is held directly by the ESC, whilst some is held on Trust for Parishes. Monies generated from these properties are generally restricted for educational purposes within the Diocese and are held in the Endowed Schools Fund (ESF). The Property Department actions much of the work generated by the ESC, working closely with the DDE and the Education Directorate in order to manage the assets. This involves:

- Land Registry Applications
- Rentals, valuations and sales
- Supporting Diocesan Schools and Community Groups/Associations with maintenance and repair issues

The global pandemic has presented some challenges during the past year. Despite the difficulties, the ESC has managed to create greater links between the DBF and our Diocesan Schools by offering advice and providing funding towards repairs, maintenance and project work. Engagement with Parishes, Local Authorities and Community Groups/Associations is ongoing, this has enabled the ESC to finalise leases, school handovers, property sales and identify property which was previously unknown to the DBF.

St Davids Diocese Grants Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mrs Christine Thomas, Finance Assistant

AGENDUM 7

The sub-committee meet three times a year to consider applications which support initiatives to encourage and progress the Mission of the Local Ministry Area (LMA)

Criteria:

- An amount up to £3,000 per application will normally be considered
- A maximum of 2 application per LMA per calendar year
- Grants approved in one year will not normally be held over to next year
- Repeat Grants are not automatic and need reapplication per year
The Grants Committee reserve the right not to give funding in subsequent years.
- LMA Leader/Forum approval prior to submittance.

The Committee give priority to those applications that seek to:

- Grow numbers
- Grow spiritual commitment
- Grow in service to God through outreach in the local community

LMA Grants are **not** available for: the sole use of individual church projects or equipment for individual church projects

Applications need to demonstrate:

- ✓ **Relevance:** That the application complies with the criteria
- ✓ **Competence:** A fair chance of delivering the project competently and on time
- ✓ **Plausibility:** Establishes a route that will result in the growth of the LMA
- ✓ **Comprehensiveness:** All questions answered to give Committee Members a clear picture of the intention.
- ✓ **Sustainability:** Larger / long term projects continue when grant finishes or personnel move on.
- ✓ **Good Practice**
- ✓ **Capable:** of evaluation

Other grants are available, visit: <https://stdavids.churchinwales.org.uk/en/resources/>

2021:

- Two grants have been awarded this year, both to Bro Aman LMA:
- There are additional applications to be considered at the next Grant Group meeting in November

St. Davids Diocesan Board of Finance – H R Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mr Timothy J Llewellyn, Chair, HR Sub-Committee

AGENDUM 7

The Human Resources (HR) Sub-Committee meets on a quarterly basis and comprises Clerical and Lay members of the Diocesan Board of Finance. It is charged with: -

- Reviewing, agreeing and updating colleague working policies and procedures, taking appropriate direction and advice from JCP Solicitors who provide professional HR services for the Diocese.
- Considering colleague role and departmental reviews and development, the most recent being: -
 - The approval, recruitment and appointment of the Diocesan Quinquennial Inspector
 - A review of the implementation of the findings of a report that was commissioned into the workings and structures of the Diocesan Property Department.
- Ensuring colleague welfare is treated with paramount importance with support and guidance provided whenever needed.

Diocesan Board of Finance – Investment Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mr Dan Jones, Chair, Investments Sub-Committee

AGENDUM 7

The Investment sub-committee meets for at least four meetings in the year and includes Clerical and Lay members from the Diocesan Board of Finance. At two of these meetings we are also joined by Alex Dow and Libby Barrett who manage our portfolio on behalf of our Advisor's Rathbones. At those meetings the sub-committee are given an in depth and very professional presentation of the Portfolio which includes past, present and future prospects and concerns. Our agreed strategy with the Advisors is category four (One is low risk with six high) which is for medium to long term aims in both capital and income. The advisors are also fully aware and abide by our Investment and Ethical Policies which are reviewed by the sub-committee on an annual basis. These at present are identical to the Church in Wales policies and can be viewed on the websites of both St David's Diocesan and Church in Wales.

In the Portfolio are funds that are held in trust for Parishes and the Cathedral, and these are only managed by the sub-committee and are still owned by the beneficiaries of these trusts. Following recommendation from our Auditors these funds, where they are able, are being released to the beneficiaries with most of the trusts up to £10,000 already released and now documentations are in hand for the ones over £10,000.

Withdrawals from the Portfolio are made when requested directly by the trusts or when requested by the Board to support their expenditure and ministry share. Following the Auditors recommendation, we are not in the position to accept any new trust monies and suggested the Church in Wales, who have the facility, do so.

The stock market has recovered well following the Global Pandemic although we are all aware of the risks and uncertainty involved in these type of investments however, we are guided by our professional Advisors who always have our best interest in mind. Present value of the Portfolio is over seven million pounds however only approximately 40% of this is actual money that the Diocesan owns with the remainder held in trust as mentioned above.

Diocesan Board of Finance – Ministry Share Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mr Nigel Evans, Chair, Ministry Share Sub-Committee

AGENDUM 7

All the monies raised by Ministry Share are spent on supporting Ministry. It is used to pay for clergy, their housing, pensions and National Insurance. Ministry Share is by far the most significant contributor to the income of the Diocese. In a normal year it accounts for 79 - 80% of income with the rest being made up of a block grant from the Representative Body, interest on investments, legacies and other smaller income streams. In normal times there is no additional funding from the RB or other bodies to call upon to make up any short fall.

Of course, last year was far from being a normal year. It was unprecedented for our churches to be shut in the way they were and for such a long time. We are therefore, very grateful to the Representative Body in the way they supported the dioceses financially. The Board of Finance resolved to pass 100% of the savings to the churches. Not all dioceses did this.

It is important to realise that unless there is a major change in circumstances the financial relief from the RB will cease as from Quarter 3. So, as we slowly start to re-open our churches and rebuild our congregations and church life we will yet again be relying on Ministry Share to fund Ministry and provide the largest part of the Board's income stream.

There will be no doubt significant challenges facing us all in the coming year and indeed over the next few years. The Ministry Share Sub-Committee plays a major part in monitoring Ministry Share contributions and seeks to work closely with churches to provide advice, help and support to those experiencing difficulty meeting their Ministry Share. If a church is having difficulty raising its Ministry Share or anticipates that it will have difficulties in the near future, then please communicate this to the Ministry Share Sub-Committee as soon as possible. In the first instance please contact Rev Jeff Thomas who, as the LMA Stewardship and Support Officer, is able to offer advice and support and will raise any concerns or problems with the Ministry Share Sub-Committee.

St Davids Diocese Property Sub-Committee

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Miss Emma O'Connor, Property Manager

AGENDUM 7

The Property Sub-Committee meets five times per year, is chaired by Mr Nicholas Griffin and comprises Clerical and Lay Members of the Diocesan Board of Finance. It is charged with: -

- Managing the overall secular estate of the DBF (consistent with approved policies, strategic objectives and budgets set by the DBF).

The St Davids Diocesan Property Portfolio is varied and includes halls, residential property, parcels of land, and holiday lets. Some of this property is held directly by the DBF, whilst some is held on Trust for Parishes. The Property Department actions much of the work generated by the Property Sub-Committee, working closely with Parishes in order to assist with property management issues, including but not restricted to:

- Land Registry Applications
- Providing advice on maintenance and repairs
- Development opportunities
- Rentals, valuations and sales

The global pandemic has presented some challenges during the past year. Some of the organisations we work closely with have experienced closure, restricted access, and staff shortages. This has meant that we have not had our usual access to archives and libraries to conduct research, and backlogs of work due to staff shortages have resulted in delays with services such as the Land Registry and Local Authority Planning Departments.

Despite these difficulties, the Committee has successfully engaged with LMAs/Parishes, Community Groups and Associations to provide advice, finalise leases, complete property sales and identify property which was previously unknown to the DBF.

Diocesan Board of Finance – Widows Orphans and Dependants Society

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Mrs Nia Evans, Finance Manager

AGENDUM 7

Of the widows receiving a pension from the Representative Body of the Church in Wales during 2020, 9 of these had income below the increased target level of £15,420, as agreed by the St Davids Diocesan Pensions and Assistance Committee. Grants were paid from the funds of the Provincial Society in order to bring their income up to the target figure.

In order to facilitate the payments of the required level of grants to those widows with income below the target figure, the Diocesan Pension and Assistance Committee contributed £17,000 to supplement the Provincial Society Fund.

The Diocesan Pension and Assistance Committee were pleased to be able to make an additional grant of £150 to each of the widows at Christmas time, totalling £7,200. The widows who received the grant at Christmas have all expressed their thanks. A social gathering has not been organised for the clergy widows due to Covid restrictions.

The Diocesan Pensions and Assistance Committee wishes to thank those parishes who have sent donations totalling £150 to assist with its work. To help meet the increasing demands of the fund, £18,652 capital would be withdrawn from Trust 464.

The balance at 31st December 2020 of £3,255 is available for future grants requested by widows / widowers to meet unexpected expenditure.

Directorate for Education

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd John Cecil – Diocesan Director of Education

AGENDUM 7

MEMBERSHIP

The Education Directorate is chaired by the Archdeacon of St Davids, the lead officers are the Director of Education and the Schools Officer, along with Mrs Abi Hook who acts as secretary. The membership of the Directorate is made up from representatives of the Standing Committee, Church School Heads, Bishop's Visitors, Clergy and School Governors.

THE OBJECTIVES

The Directorate for Education oversees the work of church schools in the Diocese. This is primarily done through the Diocesan Director for Education, the Schools Officer, and our Foundation Governors and Bishop's Visitors. The Endowed Schools Committee is responsible for the funding of our Voluntary Aided and Voluntary Controlled Schools and is the financial wing of the Education Directorate. The Education Directorate meets as the Schools Committee three times a year – equivalent to once a term – these meetings have been conducted via Zoom.

ACHIEVEMENTS THIS YEAR

The period of this report coincides with the corona virus pandemic which dramatically changed the way schools operated. A small number of church schools acted as Hubs for children of key workers with St Marks VA being recognized for outstanding work supporting the local community. Ysgol Penrhyn Dewi devised an innovative way to continue pupils' learning online and to ensure that vulnerable children and their families were supported. This initiative was commended by the Education Minister Kirsty Williams. Virtual platforms have been used to maintain links with all schools to offer staff training, pastoral support and management advice. The Directorate has been a partner in work towards the new curriculum for Wales, especially the new framework for Religion, Values and Ethics. This work has resulted in great collaboration with the other Diocese in the Province and resources being produced which have been used and appreciated by church schools.

CHALLENGES THIS YEAR

Supporting church schools in a time of pandemic has been a challenge, especially as schools cannot be visited in the usual way. Maintaining support for school staff has been paramount as Covid regulations have often changed at short notice. Supporting vulnerable children and their families has been an important challenge for church schools.

LOOKING FORWARD

The Directorate looks forward to continuing to work with church schools, foundation governors and others in furthering the provision of faith-based education in the Diocese. Attracting staff to fill vacant posts and smaller budgets will mean changes to how some schools are managed. The new curriculum for Wales remains a major focus of the Directorate's work, ensuring that an appropriate syllabus is in place for Religion, Values and Ethics. There are exciting projects unfolding around the use and repurposing of some school buildings to allow nursery provision and greater use by local communities.

Children Youth & Families Taskforce

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Ven Paul Mackness, Chair of Taskforce

AGENDUM 7

TASKFORCE MEMBERSHIP

The Taskforce is chaired by the Archdeacon of St Davids. The membership comprises representatives from the Education Directorate, the Fourth Archdeaconry, the DCSR/Plant Dewi and clergy with an interest/experience in Children, Youth and Families work, further members will shortly be appointed from within the Standing Committee.

THE OBJECTIVES

The main objective of the Taskforce is to bring together all the relevant Diocesan bodies that work with Children, Youth and Families in order to provide “joined up” thinking and an end to silo working. The Bishop asked that the Taskforce be formed in 2019. The Taskforce will oversee all Diocesan work in relation to Children Youth and Families, under the Directorate for Education. The Taskforce will oversee the strategy budget set aside for Children, Youth and Families work and with the Grants Committee look at applications for grants towards children and youth work. There is a desire to engage with Children and Youth directly as part of the creation of a strategy.

ACHIEVEMENTS THIS YEAR

The Taskforce has met regularly online via Zoom. The Taskforce has agreed a job description for a Children, Youth and Families Missioner, as a 0.5 Diocesan Post with 0.5 Priest-in-Charge post in the Dagleddau LMA. Whilst the post could be fulltime, the Taskforce recognizes the economic constraints at present on the Diocese. This role will draft a CYF strategy for the Diocese and coordinate work with LMAs, members of the Taskforce and Fourth Archdeaconry.

The Taskforce has commissioned the Church Army to undertake a piece of research to assess a baseline for current Children Youth and Families work in the Diocese so that the impact of any CYF Missioner and CYF Strategy might have.

From the Fourth Archdeaconry, there is the possibility of up to 20% time per Centre of Mission Evangelist to assist LMAs with CYF work.

CHALLENGES THIS YEAR

COVID has provided a number of challenges in delaying the appointment of the CYF Missioner, which it is hope will be advertised for in the Autumn of 2021. Equally challenging has been the lack of engagement from some LMAs when requested for information or assistance.

LOOKING FORWARD

The Taskforce looks forward to the appointment of the new CYF Missioner and the creation and adoption of a 5-year strategy. It is hoped that a baseline will be given from the Church Army research which will also allow progress to be monitored and assessed.

Ministry Directorate

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 to Easter 2021

Author: Rev'd Canon Dr Rhiannon Johnson, Director of Ministry

AGENDUM 7

MEMBERSHIP OF THE DIRECTORATE

The Directorate consists of Bishop's officers with responsibility for Ministry Development, namely the Director of Ministry, the Warden of Ordinands, the Assistant Warden of Ordinands, the Warden of readers, the Ministry Development Officer (combining responsibility for ongoing clergy training (CMD) and the development of those in curacy (also known as IME 4-7)), the Fellowship of Vocations Co-ordinator, the Co-ordinator of Focal Ministers, the Co-ordinator of the College of Spiritual Directors. The post of Lay Development officer has been vacant during the reporting period. Two members of the standing committee, Mrs Elizabeth Thomas and the Venerable Mones Farah also form part of the Directorate. It is chaired by the Archdeacon of Carmarthen. The St Padarn's Tutor for the Diocese is also invited to attend and contribute to meetings of the Directorate during the reporting period.

OBJECTIVES OF THE MINISTRY DIRECTORATE

The Directorate exists to support vocation and ministry (particularly public, representative ministry) within the diocese. It provides co-ordination and support for the various officers who have responsibility in this area.

ACHIEVEMENTS OF THE YEAR

As reports from the individual officers will show, the major achievement of the year has been keeping the diocese's support for vocations and ministry running through this difficult year. In addition, the directorate has done an environmental audit of its work and prepared a plan for more environmentally responsible working in future. Morning prayer services and homilies have been provided weekly in English and Welsh to support worship leaders and others through the pandemic. The routine work of the directorate has continued thanks to the heroic work of those involved. In 2020 one new Reader was licensed, eleven people were made deacon and nine were ordained priest, one of whom also took vows to the religious life. A vocations strategy subgroup has been created.

CHALLENGES OF THE YEAR

Covid has undoubtedly been the biggest challenge. Much of the directorate's work has successfully moved online. This has proved challenging, particularly in discernment and recruitment situations. Another challenge was providing covid secure ordination services and online pre-ordination retreats. Thanks must go to the Cathedral Staff and the people of Abergwili church and St Katharine's Milford Haven for enabling this to happen. When it seemed likely we might face a rush of funerals, some of the ordinands undertook additional funeral training so that they could be called on if needed.

LOOKING FORWARD

Much of the directorate's work is ongoing. In addition, the directorate is planning to explore and review how digital ministry can be supported in the diocese. Ministerial Review will be rolled out for clergy and those Readers who wish to participate. We are working towards embedding the work of Anna Chaplaincy with older people in the diocese. There will also be the re-building necessary when normality returns.

Training

ANNUAL SUMMARY REPORT

Easter 2020 to Easter 2021

Author Rev'd Canon Dr Rhiannon Johnson, Director of Ministry

AGENDUM 7

NUMBERS IN TRAINING

In the period this report covers there were 36 people in initial training for public licensed ministry within the diocese. This breaks down as follows

- Readers in training – 2
- Those priested in 2020 – 9 (6 NSM(L) and 3 Stipendiary)
- Those made deacon in 2020/2021 (one deaconing took place at Epiphany) – 11 (6 NSM(L) and 4 stipendiary)
- Those preparing for deaconing in June 2021 – 6 (4 NSM(L) and 2 stipendiary)
- Those discerned for NSM(L) training – 4
- Those discerned for NSM training – 1
- Those discerned for and in training for stipendiary ministry – 4

One of those in training is at Trinity Bristol as did 2 of those deaconed and priested. One new deacon trained at St Stephen's House, Oxford. All the rest are trained through St Padarns. The NSM(L)s continue to receive additional diocesan support and training. These numbers compare very favourably with other Welsh dioceses.

ACHIEVEMENTS OF THE YEAR

The greatest achievement of the year must surely have been continuing to discern and train candidates through the pandemic. The vast majority of training has moved online, and some elements have been deferred until in person training becomes possible. Although this means a cohort less experienced in some aspects of church, they are vastly more experienced than any other in providing digital ministry and working through a public health crisis.

CHALLENGES OF THE YEAR

St Padarn's has re-organised its staff so that the idea of a 'diocesan tutor' is changing. This may or may not provide challenges in the year ahead.

LOOKING FORWARD

Although our numbers remain good, we are seeing a general slowing and fewer men presenting themselves as candidates for discernment and training. We would welcome more young people exploring their vocations and more first-language Welsh speakers. Some of this is being addressed through the vocations strategy group but much must be the work of prayer and personal reflection.

Readers (Licensed Lay Ministers) Report

ANNUAL SUMMARY REPORT

Reporting Period: Easter 2020-Easter 2021

Author: Ruth Evans (Warden of Readers)

AGENDUM 7

Due to Coronavirus restrictions, Readers have not met in person this year, but have had regular virtual meetings on Zoom, etc.

A Provincial Conference was planned for July 2020, at Trinity/St Davids University, Swansea, but this, like everything else, was cancelled.

During the months of July and August 2020, webinars were held by St Padarns Institute in which many Readers participated.

Reader numbers have dropped due to movement to other ministries, Readers moving to other diocese and deaths. However, in October 2020, the Diocesan Annual Readers Day was held virtually in which one Reader was licensed and one Reader was transferred from another diocese. A few Readers are Focal Ministers. Currently, there are two Readers in Training: one to be licensed in 2022 and one in 2023.

Readers have stepped up during this difficult year with online services and have kept in contact with their parishioners on Zoom and on the phone, etc.

Readers join the clergy on CMD Days. Readers thank all clergy who support Reader Ministry.

Initial Ministerial Development (IME), and Continuing Ministerial Development (CMD) ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd Marcus Zipperlen, Ministry Development Officer

AGENDUM 7

IME

IME is the training provided specifically for newly licensed ministers (NLMs), both curates and Readers, during the initial years of their ministry. It typically lasts between two to four years, depending on the minister's needs. In 2020-2021 there were twenty-eight NLMs (25 curates and 3 readers) within the program.

The IME officer's role is to provide pastoral support for the NLMs and additional training opportunities as the need arises. The officer seeks to ensure fruitful relationship with training incumbents through the establishment of 'Learning Agreements' and on-going contact, to ensure NLMs are in a 'Formational Support Cell', and have a Spiritual Director, and to monitor their progress through each year and report to the Bishop.

This year we have changed the 'Formational Support Cell' organisation so create separate support cells for those pre-licensing and post licensing (formerly a group contained both), and reviewed membership so from 2021 NLMs from the same Ministry Area will be located in different groups.

Covid made visiting difficult, so communication has largely been via Zoom. Face to face training has not been possible so two additional events were hosted on Zoom: an 'introduction to basic counselling skills' workshop, and a 'Welcome to the Diocese' event.

CMD

CMD are training opportunities provided for licensed ministers for the continuing professional development. Attendance is compulsory for full-time stipendiary clergy and optional for self-supporting ministers. This year all training was held on Zoom, with the following sessions provided:

- 2nd July 2020 - 'Climate Change: The Good News', which explored issues around the Church's response to the climate emergency, theological and practical.
- 6th November 2020 – an optional 'introduction to Zoom' training session
- 11th November – 'Christmas under Covid', exploring and sharing ideas on how to celebrate Christmas under lock-down restrictions.
- 11th February 2021 – 'Spiritual Leadership in a Mission Church', looking at how to encourage and lead church communities to embrace mission and cope with change, alongside providing pastoral care.

Additional CMD sessions have been provided at Provincial level (through St Padarns) giving training in recent legal changes to the registration to marriages

Two applications for a sabbatical have also been received from clergy, recommended to the bishop, and accepted

St Davids Diocese College of Spiritual Directors

ANNUAL SUMMARY REPORT

Reporting period: Easter 21-October 21

Author: Revd Andrew P Johnson (Chair)

AGENDUM 7

BOARD MEMBERSHIP

The College comprises of 25 recognized Directors within the Diocese and a few names of people outside the Diocese.

THE OBJECTIVES

The objective of the College of Spiritual Directors is to try and match Directors and clients for spiritual accompaniment.

ACHIEVEMENTS THIS YEAR

Direction has continued for some wherever possible some of which has moved on line.

CHALLENGES THIS YEAR

The challenge this year is that with restrictions many of the meetings have failed to take place and we pray that with the opening up of regulations face to face meetings may happen again.

LOOKING FORWARD

Though seekers are often prepared to travel to see a Director, there is a lack of trained and authorised Directors in the northern parts of the Diocese, so recruitment in that part is needed.

Fellowship of Vocations

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd Canon John S Bennett, Coordinator

AGENDUM 7

FELLOWSHIP MEMBERSHIP

The Fellowship is coordinated by Revd Canon John Bennett (who took over from Revd Robb Wainwright in September 2020) and supported by five chaplains: Revd Beth Davies, Mrs Sally Farah, Revd Elizabeth Lort-Phillips, Mrs Sally Price and Revd Sophie Whitmarsh. The fellowship is open to all in the diocese who are exploring God's calling on their lives. There are currently 68 people (including chaplains) who are part of the fellowship.

THE OBJECTIVES

The FOV has been set up as a support fellowship for those who are considering God's calling on their life, whether that calling is to some form of 'church' work (such as Reader, youth work, ordination etc.) or work in the wider community (such as schools etc.). The FOV is supported by chaplains who facilitate a local FOV group so that those in an area can meet together once every 2 or 3 months to share their journeys and be an encouragement to one another. The FOV is intentionally separate from the work of the vocation advisors so that there is no sense of 'assessment' in the FOV.

ACHIEVEMENTS THIS YEAR

The main work since the changeover in September has been renewing contact with members of the FOV, welcoming new members and ensuring members are part of a local FOV group. Members have been asked about their 'vocation journey', if they wish to remain with the FOV and what further support would be appreciated. Not all those on the membership list have responded to the contact made, but there are still a substantial number (around 38) of active members. We have welcomed a new chaplain (Mrs Sally Price) to the team which means we now have a good coverage of the diocese with local groups.

CHALLENGES THIS YEAR

The main challenge has been local groups not being able to meet in person due to Covid-19. The work of the chaplains in keeping in contact by Zoom, phone and email is appreciated.

LOOKING FORWARD

It is hoped that the FOV annual conference can take place at the end of November this year, but this will depend on Covid-19 levels and finding a suitable venue. It is also hoped to welcome new members to the fellowship.

Vocations

ANNUAL SUMMARY REPORT

Reporting period: Easter 21-October 21

Author: Revd Mark Ansell, Vocations Coordinator

AGENDUM 7

Despite the pandemic, it has been a busy time for Vocations in the diocese, with over many people seeking formal vocations advice during the year.

It has been encouraging to see the variety of different ways that God is calling people to work in our Diocese, even though the increase in the number of licensed ministries has continued to create its own challenges regarding selection, training and integration of the new roles.

Our Diocesan team of Vocations Advisors covers all areas, and we currently have a team of nine advisors from a variety of different backgrounds, who have all received the necessary training. Their contribution is appreciated, as this responsibility comes on top of their current workload.

The vocations team work closely with the Fellowship of Vocation to ensure that the appropriate pastoral support is in place for applicants as they proceed through the system.

Focal Ministry

ANNUAL SUMMARY REPORT

Reporting period: Easter 21-October 21

Author: Ven Denis Wight (Focal Ministry Officer)

AGENDUM 7

It is evident that an individual priest model of ministry seemed that the vicar did everything while the congregation remained passive. The Focal Minister is not a part-time, unpaid “second-best” parson. Their role is to enable and lead the ministry of the people in the local church and to energise them for pastoral ministry and mission, from a position at the heart of the church community. They are not lone warriors or gate keepers but part and parcel of the team in a Local Ministry Area.

Easter 2020 – Easter 2021

The paper: Procedures for Focal Ministers/Ministry was revised during October 2020 and it is now available. Likewise, The LMA deans have received information about process and form. This included presentations from the Director of Ministry. A Coordinator is now in place for reviewing, developing, and mentoring. There is also a contact support group for those engaged in Focal Ministry.

Looking ahead: Conversations will be had with LMA Deans and Lay chairs after each has received further information and the Booklet: “Leading One Church at a Time” – from multi church ministers to focal ministers by Bob Jackson. This offers a pathway for the diocese to free up Stipendiary Priests to lead, teach, enable and inspire whilst avoiding “burn-out”!

St Davids Diocese Mission Directorate

ANNUAL SUMMARY REPORT

Reporting period: January to December 2020

Author: Venerable Eileen Davies

AGENDUM 7

DIRECTORATE MEMBERSHIP

The Mission Directorate draws together the work of several teams: Communications, Children and Youth, World Mission, Ecumenism and Interfaith under the chairmanship of the Archdeacon of Cardigan. It now also includes input from Plant Dewi, Tir Dewi, and informally from the Diocesan Evangelism Group which works separately.

THE OBJECTIVES

The Diocese maintains a variety of outward-focussed ministries. To make sure that these ministries have a measure of understanding of, and encouragement for each other's work, the Mission Directorate has met twice during the last year to exchange ideas.

ACHIEVEMENTS THIS YEAR

The main objective which the Directorate has been able to achieve is to bring together good working practices, share ideas, and draw upon each other's strengths, realizing teams work individually also, which has an impact on all aspects of Mission within the Diocese.

The Communications Team through Pobl Dewi are reaching the length and breadth of the Diocese, and during this very difficult year Pobl Dewi has been online only for three issues, with one published magazine, which shares up to date knowledge of what is happening within the Diocese and discusses in depth topical issues. The question of the future of the printed version of Pobl Dewi was discussed, as well as what of the future of this quarterly magazine. Reaching an answer will be a task for our next meeting.

Social Media channels have played a vital role in Diocesan communications throughout this difficult year, engaging in Prayer and Worship. The Calendar of Intercessions under the new editor Rev Lorna Bradley, is available via the Diocesan Website, with the Website developing slowly.

World Mission in its engagement in the project in Bukavu, has seen slow roll out of the Astra Zeneca vaccine, causing concern to all. The Library supported by books from St David's are used to aid Christian Education, with World Mission sponsoring the education of a young girl through Nursing college. Even though the Lambeth conference had to be cancelled yet again, there is great expectancy to welcome Bishops in 2022 to the Diocese.

Ecumenism have been building relationships with all the different traditions of Christian worship, and growing partnerships to share together resources for worship. All LMA's have been challenged to take up at least one ecumenical venture during the year, and encouraged to take on board ecumenical events, realizing the benefits of technology.

Interfaith has seen the greatest need for building relationships across all the different faiths, especially within the Muslim community during the last year, and sharing from each other's understanding of the core values of each of our faiths has been vital.

Plant Dewi and Tir Dewi are working hard to share Christ's love with young families and the rural scene within the Diocese, with full reports included under DCSR.

The New Christian Communities and Evangelism Team have three Impact 242 centres, with 2 staff members in each. The new Team leaders are reviewing the visions in line with COVID impact and long term strategy, looking for further pioneer evangelists. Chaplaincy has moved from Lampeter to Carmarthen. Thy Kingdom Come planned for May.

CHALLENGES THIS YEAR

Children and youth work team are undertaking major review of their role within the Diocese. The Ecumenism Team continues to look for opportunities to enthuse churches at the local level for the vision of growing into unity with other denominations. There are places which have caught this vision but the team would hope to see more activity. Tir Dewi are looking forward to spread their wings in various other Diocese within the Church in Wales, when finances are in place.

How do we do Mission post COVID, and lessons learnt in reflection of the past year?

LOOKING FORWARD

The New Christian Communities and Evangelism Group, have their own identity and are looking forward to planting new churches and teams throughout the Diocese.

Work with children and young people is clearly vital, and the Diocese will be actively seeking ways to help foster new initiatives and develop existing ones in the year ahead.

Communications Team

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021
Author: David Hammond-Williams, Chairman

AGENDUM 7

TEAM MEMBERSHIP

The Communications Team is made up of a range of clergy and lay members, each bringing specific skills to the table. A number of new members have joined during the period, strengthening its base and enhancing its capabilities.

OBJECTIVES

The main objective of the Communications Team remains to assist and encourage better communication, both internal and external, and be pro-active in meeting such responsibilities as the diocese may place upon it from time to time.

ACHIEVEMENTS THIS YEAR

The Team met four times during the period. Coronavirus restrictions necessitated that these meetings be held online via Zoom with consequential, substantial cost savings.

- Publication of *Pobl Dewi* and the *Calendar of Intercessions* has continued without interruption although, with one exception, these too have been available online only because insufficient numbers of churches were open to receive printed copies and so justify the cost of production and distribution.
- The Team's management of the diocesan website and social media channels has continued. Two new Facebook pages were created, one a showcase for the diocesan Year of Prayer and the other a Ministry Resource Hub.
- The Team has played its part in the provision of online text and video resources, including worship and liturgy.

CHALLENGES THIS YEAR

The pandemic has dominated the period and has severely curtailed the Team's activities. The challenge has been to maintain some sort of connectivity across the diocese and, where possible, support and promote churches as they adapted to online activity, especially worship.

LOOKING FORWARD PRAYERFULLY

The development of an effective Coronavirus vaccination programme should enable restrictions to be eased in due course and, as a consequence, enable things to start returning to some sort of 'normal'. The Team will keep the future publication of *Pobl Dewi* and the *Calendar of Intercessions* under review, reintroducing printed copies as soon as to do so becomes financially viable.

Ecumenical

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd Canon Huw Mosford, Ecumenical Officer

AGENDUM 7

Unfortunately, due to the covid 19 pandemic and Government restrictions much of the ecumenical work has been cancelled or postponed.

The Diocesan Ecumenical Committee have challenged all LMAs to take up at least one new ecumenical venture during 2021.

Despite the covid restrictions during the Week of Prayer for Christian Unity many Churches took part in virtual services via Zoom.

I was surprised at the number of Churches that took part in the World Day of Prayer again via Zoom. This is a popular event in the calendar and has grown steadily during the years.

In 2020 in response to the Ecumenical challenge we have been informed that over 68 Churches have responded and aim hold various ecumenical events such as coffee mornings, bible studies, table-top sales as well as an ecumenical walks of witness. I sincerely hope that these events will be able to proceed in 2021.

The committee continue to support and encourage ecumenical ventures even if it is by Zoom!



The starting point

From its beginnings in 2015 with our own Eileen producing a leaflet with her mobile phone number on it and giving it to farmers, supported by some funding from the Olszewski legacy via the diocese, Tir Dewi had grown to an organisation with 2 part-time staff, over 20 volunteers, a strong Board of Trustees and a well-respected profile across the three counties of West Wales. Most importantly, though, we had helped over 200 farmers and their families with a range of problems – some absolutely huge and life-changing.

What we did

As we entered 2020, we received the great news that our plans for expanding our service into new areas of Wales had been approved. As soon as we were able to make new appointments to the team, we'd get the money and we'd be off. Nothing could stop us now!

No-one had heard of Coronavirus, or Covid 19!

We decided to press on anyway, amended all of the launch and delivery plans and, in July 2020, we launched Tir Dewi into Powys. In August, we launched into Gwynedd, Conwy and Ynys Môn and a couple of months ago we even launched on the Gower peninsular.

Where we are now

We are now a staff team of 2 full-time and 3 part-time staff and over 65 volunteers. Demand for our services is building and we are now receiving around 2 or 3 new requests for support every week. This may seem like small numbers, but the difference we make to farmers' lives is amazing and we are currently live on 53 cases, many of which we have been working on for many months.

The ongoing support of the Church in Wales is most welcome and includes Bishop Jo sitting as our President, regular messages of support from Bishop John, support on our launch from Bishop Andy and active support from others across the church including Archdeacon Eileen, Rev Canon Jeni Parsons, Rev Wyn Maskell, Sharon Edge in St David's, Rev Justin Davies in the Gower and Rev Llew Moules Jones in the north. Also particularly welcome are the prayers of the wider church and frequent donations from church services.

What next?

I am often reminded of the conversation between Eileen and Bishop Wyn around the time of the formation, that 'Tir Dewi stands for ALL of David's Land', and that summarises our plans very nicely. During the coming months we aim to begin the growth process again, creating a plan, approaching funders, building the team and broadening our services to cover the remaining parts of Wales including the north east and south east corners.

We know the demand is there, we are already being asked for help there and we believe that it is part of our mission to go there, as soon as we are able. We ask for continued prayer for the team, our amazing volunteers and for the farmers of Wales.

World Mission Report

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd Canon Dewi Roberts

AGENDUM 7

Due to the pandemic the 'World Mission Committee' have not had formal meetings this year. But this does not mean we have not been planning and thinking ahead.

The Lambeth Conference has been postponed to the summer of 2022. We are looking forward to inviting at least two bishops to the diocese after this Conference. We hope to invite one bishop from the West Indies, and we are also hosting the Bishop of Bukavu in the Congo. The plan is to cement the companion link we already have with the diocese of Bukavu and make the Link even more formal.

Church life is rarely plain sailing in the diocese of Bukavu. They have had a few setbacks in the last year or two, including substantial damage to their Cathedral after an earthquake.

As a 'World Mission Committee' we hope to start projects to fund an area within the planned rebuild of the Cathedral with space for a library and an education centre, which will be built to earthquake proof standards.

They have already received the 'container' which included a large number of books for their theological library within the Cathedral as well as medical supplies, toileteries, mechanical sewing machines etc. But the set back of the recent earthquake has postponed many of their plans with regard to making their Cathedral a centre for the theological training of their clergy. The Rev Dr Jennifer Annis is in regular contact with the Bukavu diocese and she will be personally hosting the Rt Revd Sylvestre Bahati, the Bishop of Bukavu when he comes to the U.k. for the Lambeth Conference.

We hope and pray that 2022 A.D. will be a fruitful year for the growth of God's Kingdom, and that we will be more aware than ever of the guidance of our heavenly Father in all we seek to do in the name of Christ our Lord and King.

St Davids Diocesan Council for Social Responsibility

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd Delyth Wilson, Chairperson

AGENDUM 7

DCSR MEMBERSHIP

St Davids Diocesan Council for Social Responsibility (DCSR) is a registered charity with The Bishop of St Davids, The Right Revd Joanna Penberthy as its President; Revd Delyth Wilson its Chairperson and 14 further members, 4 who are also trustees. The Council meets 6 times a year to manage and guide its affairs. The council is a mix of laity and clerics, all with an interest in the social wellbeing of the people of St Davids Diocese.

DCSR OBJECTIVES

The main objective of the DCSR is to promote social responsibility as a fundamental element of a living faith and as an integral part of Church mission. Its strategies for achieving this include supporting the work of two further Diocesan charities – Plant Dewi and TirDewi who work closely with disadvantaged families and rural farming communities respectively. By also working pro-actively with wider organisations on a local and national level, the DCSR strives to identify areas of concern, or need and respond in a non-judgmental way.

ACHIEVEMENTS THIS YEAR

Despite the obvious difficulties presented by the Covid-19 pandemic the DCSR has managed to adapt and continue to have regular meets via Zoom. It has attracted a couple of new members and one new trustee, Archdeacon Mones Farah. His appointment to the board has cemented the newly forged link with the Fourth Archdeaconry.

The main focus this year was to work to support Plant Dewi in cooperation with Impact 242 as they responded to the fall due to lockdown. The way in which they did so is to be commended and it should be noted that they acted swiftly, adjusting their services to meet the growing needs. The trustees provided much needed support to the Plant Dewi manager Mrs. Catrin Eldred and the Plant Dewi family, as the pressure and demands of working in a new way was affecting their wellbeing. The trustees were involved in the Weston Pilotlight programme alongside Catrin Eldered and this process has made the governance of the DCSR more robust. It also helped to identify gaps in trustee skills which is now being addressing.

The council also continued to keep abreast of the expanding work of Tir Dewi, during yet another challenging year for the agricultural community and welcomed the Reverend Wyn Maskell on to the Council, following his appointment as the Rural Advisor.

CHALLENGES THIS YEAR

Dealing with the effects of Covid on our communities, has been the biggest challenge. This required adapting to continually changing needs and regulations but at the same time keeping everyone safe. The way in which the DCSR and in particular Plant Dewi communicated, both internally and externally needed to be revalued and changed. These challenges were compounded by the increased difficulty of securing funding.

LOOKING FORWARD

We look forward to being guided by God`s Holy Spirit as we work to further His Kingdom in a changing world. To being in tune to the needs around us and to be open to the possibilities of reaching out to those in need with God`s love. It`s hoped that the new Social Responsibility Officer will bring a fresh perspective to the valuable work of the DCSR.

St Davids Diocese Rural Life Advisor Report

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd Wyn Maskell

AGENDUM 7

BOARD MEMBERSHIP

The Rural Affairs Provincial Advisory group meets bi-monthly and is currently chaired by Bishop Joanna Penberthy in the absence of Rev Michelle Bailey. The current members are Rev Victoria Ashley, Rev Hermione Morris, Rev Carol Wardman, Rev Tim Clement, Rev Wyn Maskell

THE OBJECTIVES

The main objective of the Group is to engage with all aspects of the rural scene, ensuring that important issues are conveyed to the Diocesan Bishops and Clergy. The Rural Life Advisors (RLA) engage with other organisations working in rural areas; this involves networking and providing support to empower and train clerics and lay people serving in rural ministry areas. The RLA report on a regular basis to the Diocesan Bishop and the DCSR.

ACHIEVEMENTS THIS YEAR

The group have met twice this year with the expectation of reverting back to bi-monthly meetings with an appointed chair.

Local food suppliers have stepped up to the mark, supplying and delivering locally sourced food to people within our communities; this has been greatly appreciated. Various rural clubs and organisations (such as the Young Farmers Movement) have also extended their support across Carmarthenshire, Ceredigion and Pembrokeshire. They have responded positively to the need to provide support and services to residents (some of whom were in isolation) within these communities; this has received positive recognition.

CHALLENGES THIS YEAR

Developments within the agricultural industry have been monitored and concerns have been expressed about policies within the agricultural sector – mainly Nitrate Vulnerable Zones and the effect of the Trade Deal. The Provincial RLA and the Bishops sent two letters to the Welsh Government, highlighting the negative effects of implementing these policies in our rural communities.

Covid-19: The opportunity for engagement between RLA and rural communities was lost due to the cancellation of agricultural and local events such as the Pembrokeshire Show, Tregaron Show and the Ceredigion 2020 International Sheepdog Trials. Covid-19 has had a further impact on isolation and mental health issues within these communities. Tir Dewi has experienced a consistent flow of enquiries for help and support from people living and working in the farming sector and it is imperative that we continue to work with them.

LOOKING FORWARD

Representatives from external organisations (RABI, NFU Cymru and FUW) will be invited to engage with us in discussions on rural life matters. We hope that this will result in partnership working and will enable the church to respond further to the needs of our Diocese's rural communities.

We aim to work within our rural areas to restore people's confidence in re-engaging with everyday life and with rural life society in general following the pandemic.

We are seeking new ways of celebrating the harvest season within our churches as well as educating people on planting and growing their own food.

Providing training and support for members of the clergy ministering in rural ministry areas of the Diocese.

Plant Dewi

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Catrin Eldred, Manager Plant Dewi

AGENDUM 7

BOARD MEMBERSHIP

St Davids Diocesan Council for Social Responsibility is a registered charity and Plant Dewi is its main family support project. Bishop of St Davids, The Right Revd Joanna Penberthy, is its President; Revd Delyth Wilson its Chairperson along with a further 14 Council Members, of which the Chair and 4 members are Trustees, who all meet 6 times a year. The members, a mix of laity and clerics, have an interest in the social wellbeing of the people of the Diocese.

THE OBJECTIVES

To nurture families and strengthen communities by empowering families to bring about positive changes in their lives, giving hope and a sense of belonging, across the Diocese of St Davids.

ACHIEVEMENTS THIS YEAR

This year 24 projects have been delivered by 46 members of staff which include 9 Family Centres, 4 Families Together groups, 4 Young Parents groups, 3 Dads Work projects, 2 Nursery settings and Baby Bundle Bank which has 4 hubs across the diocese. 1012 families have been supported and 174 Baby Bundles have been delivered to families across the diocese.

Plant Dewi projects have used a blended approach to service delivery over the past year, comprising of telephone and online support both one to one and in groups, delivery of activity and wellbeing packs to families and face to face group work, predominantly outdoors. External funders have been extremely supportive of the work and have allowed projects to be flexible in the way they meet their outcomes. Projects have continued to deliver a range of activities in response to the ever-changing needs of families and opportunities for increased intergenerational and community work have been welcomed during uncertain times.

Plant Dewi has been involved in the Weston Pilotlight programme and the provision of leadership and management mentoring has enabled the Manager to commence work on a 5-year Strategic Plan for the project, in consultation with staff, trustees and service users.

As of the beginning of 2021, there have been new additions to the management team – a Finance and Fundraising Manager and Office Manager to strengthen the internal operations. The Plant Dewi office also moved from their long-term base in Red Street, Carmarthen back to 21 King Street, Carmarthen following the refurbishment of the building.

CHALLENGES THIS YEAR

Adapting to the uncertainty and anxiety around the covid-19 pandemic has been a challenge for Plant Dewi over the past year. Closing projects and moving everything online took staff and families out of their comfort zones and management were required to respond quickly to the situation.

The needs of families have been exacerbated by the pandemic and ongoing support to parents and their children has been essential. However, limitations and restrictions around social contact has made engaging with vulnerable and harder to reach families more difficult and as a result, there are many out there who continue to be isolated from any support networks.

Securing long term funding for Plant Dewi projects has also been a challenge this year.

LOOKING FORWARD

Over the coming year, Plant Dewi will use the strengths of the management and staff team to develop and take forward the 5-year Strategic Plan. Within this, there will be opportunities to enhance the presence of Plant Dewi across the diocese to engage with more families, implement a robust fundraising plan and improve the overall sustainability of the project.

Archdeaconry for New Christian Communities and Evangelism

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Ven Mones Farah, Archdeacon for New Christian Communities and Evangelism

AGENDUM 7

The focus of the Archdeaconry is to develop and support the varied ministries which do not fit neatly within our LMA structures, Impact 242, Evangelism and Evangelisation, Social responsibility and the higher education chaplaincies in the diocese.

EVANGELISM AND EVANGELISATION

Following the previous year's very positive engagement with Bishop Graham Crey and a day conference for LMA on Evangelism, a two Monthly pray meeting for the diocese was set up, to pray for the Evangelism and Evangelisation of the unchurched living within the area of our diocese, This meeting has received an excellent support from members of different churches from all the archdeaconries of the diocese who joined the meetings consistently with a few of them leading the meetings at different occasions.

These prayer meeting were given a boost through connecting and hosting Thy Kingdom Come daily meetings between Ascension and Pentecost 2020, witnessing lay church members from different churches and traditions from across the diocese leading whole meetings for the first time.

The Evangelism and Evangelisation committee has seen a change of membership, it was also enlarged by the addition of more laity to its membership and to facilitate that the time of meetings was also changed to early evening to allow for those in employment to be able to attend and take part. We have focused on rural evangelism, training and planning for missions across the diocese and supporting Impact 242 in its formation and activities.

SOCIAL RESPONSIBILITY

Although the social responsibility sector has its own structure and leadership, it was felt that spiritual and active support for their activities will be provided by the Archdeaconry. Thereby Impact 242 Cross Hands has provided a space for Plant Dewi for the Baby Bundle scheme and for their work with Young Parents, the team members from Impact 242 are encouraged to support and assist when requested and if they can with Plant Dewi in the three geographical areas that they are placed in. A planned visit with Plant Dewi Manager for the Plant Dewi Centres was planned for May 2020 however resulting from Covid 19 restrictions it had to be postponed.

The plant Dewi team members based in Cross Hands joined the rest of the Archdeaconry team members for the Archdeaconry weekly Catchup and Prayer meeting, for information and support.

CHAPLAINCY

Although there is a whole report provided by The Chaplain The Rev Dr Emma Whittick, it is important to note that 2020/2021 saw the negotiation with the university to relocate the Chaplain to the Carmarthen campus and to agree the appointment of two interns to be based on the Lampeter Campus.

Impact 242 (Centres of Mission)

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Ven Mones Farah, Archdeacon for New Christian Communities and Evangelism

AGENDUM 7

The focus of the Archdeaconry is to develop and support the varied ministries which do not fit neatly within our LMA structures, Impact 242, Evangelism and Evangelisation, Social responsibility and the higher education chaplaincies in the diocese.

The Cross Hands Impact 242 Centre of Mission was set up at the end of March 2020, just before the Covid 19 restrictions. This meant that most of what was planned had to be delayed and a creative response to the new reality of lock down and restrictions had to be found, giving rise to Covid 19 food Crisis response which became the main focus of the centre for the rest of 2020, a team of volunteers were found under the Leadership of the Lead Evangelist in Place The Rev Victoria Jones, who served over 1600 individuals at the peak of the Pandemic, building and developing relationships with many donors (individuals and businesses) and the recipients of the support themselves.

The posts of Pioneer Evangelists were advertised, one of which was filled by Miss Amy Lewis, but by the time the Pioneer Evangelist started the Lead Evangelist handed in her resignation, and so the process of recruiting a New Lead Evangelist began leading to the appointment of Mrs Esther Lockley who commenced her ministry with us in the Middle of January. The second Pioneer Evangelist was appointed Mid January and started in Mid March Mr Ruach Mitchell, however Miss Amy Lewis resigned at the end of March 2021. The Ministry of the Centre continued to grow, and have began online and in person All age services and is in the process of recruiting a replacement Pioneer Evangelist.

Impact 242 Merlins Bridge Mission Centre faced many changes also, Miss Ruth Busissa Pioneer Evangelist went on maternity leave at the end of April 2020. Her post was covered by Miss Molly Balwin, first online as result of Covid 19 restrictions and then in person upon moving to Merlins Bridge in Mid August. At end of August sister Val Legg handed in her resignation and Mr Mike Dare was appointed as a replacement and commenced his work in Mid January 2021. A third Pioneer Evangelist was appointed in Mid March 2021.

The centre continued to work with Children Youth, needy families and St Marks school through out the lockdown and restrictions.

Impact 242 Morfa was launched in November 2020 by appointing the Rev Captain Rob Lowe as a Lead Evangelist and at the same time the first Pioneer Evangelist Mrs Michelle Lloyd joined the team. Since the launch they have engaged in active ministry of supporting the Local community through positive links with the council and local business and partnership with Emmanuel Baptist Chapel in Morfa. Although it is the youngest of the three centres early indications suggests good engagement with the unchurched local schools and council members and various community groups.

All team members in addition to the Chaplain and Plant Dewi's staff in Crosshands Have joined for a weekly Catchup and prayer session throughout the year.

Finally the oversight structure of Impact 242 was streamlined into one body incorporating all stake holders and is in the process of being set up a Charitable Incorporated Organisation.

University Chaplaincy Report

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Rev'd Dr Emma L. Whittick, Chaplain, UWTSO Lampeter and Carmarthen Campuses

AGENDUM 7

In the summer of 2020, the Chaplaincy at Lampeter said goodbye to a quarter of its worshipping community. Earlier in the year the student community had been sent home overnight because of the coronavirus pandemic therefore many had not had the opportunity to say an adequate goodbye to their friends in person. Creating an online worship space came naturally and both staff and students adapted to meeting daily for prayer, fellowship and pastoral care. We continued to offer full chaplaincy provision throughout the summer holidays.

Entering into a new academic year with the university predominantly on-line had its own specific challenges: it was especially difficult to meet new students and some students who wanted to engage with the Chaplaincy felt that after a day online with classes, the last thing they wanted to do was log on in the evenings and weekends for Chaplaincy activities. However, by consistently offering a range of online spiritual and social events, slowly the community began to grow. In October 2020, the chaplain was licensed to cover both Lampeter and Carmarthen Campuses. During the fire-break lockdown in October/November 2020, the Chaplaincy launched a series of events called Lockdown Lifelines to make sure that students had support when they needed it and an opportunity to socialise together through online meet-ups for meals, games and activities. Spiritually we held daily Morning Prayer, a weekly Eucharist, and Compline on Sunday nights so that members of the University could continue to worship and sustain their faith. A group of staff and students who were curious about Christianity participated in an Alpha Course which we held mostly online. A highlight was being able to meet in person at the Lampeter Campus Chapel for the Holy Spirit Day which ended with a Eucharist and an opportunity to receive more of the Holy Spirit.

Christmas was marked with an online University Carol Service and a Nativity Play. In January we followed up the Alpha Course with an in-depth study of Mark's Gospel, with the aim of helping newer Christians have the confidence to read scripture for themselves and through discussion and application, challenge each other to live out what we studied. It has been a tough year for staff and students alike with many pastoral needs and concerns to be addressed. Staff have had to develop a completely new way of working and students have had to adapt to a different way of studying without access to the social side of university life. It has been a privilege to walk alongside our university community at this immensely difficult time.

Carmarthen Archdeaconry Committee for Welsh Awareness and Bilingualism

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Eluned Rees, Secretary, Carmarthen Archdeaconry Committee for Welsh Awareness and Bilingualism

AGENDUM 7

A letter of complaint from Aled Samuel appeared in the magazine 'Golwg' in January 2018, about the lack of Welsh in carol and Christmas services in the Cathedral. Following this, two sisters, Eluned Rees and Enfys Tanner, vicar's daughters who are still very involved in their churches, sent a letter to Golwg echoing the complaint and expanding on it.

The sisters appeared on Radio Cymru to speak further and Bishop Andy responded but gave very little hope to us.

As the response was so unsatisfactory, a committee was established, after a suggestion from Archdeacon Dorrien, to attempt to make the Diocese more aware of the language and to become fully bilingual and respect the language. Special services were arranged at St David's Day and at Christmas, but our aim in the future is to continue to raise the profile of the language and bilingualism.

Members are:

- Rhian Morgan, Llandeilo (Chair)
- Eluned Rees, Ammanford (Sec.)
- Archdeacon Dorrien Davies
- Enfys Tanner, Burry Port
- Rev. Jean Voyle Williams, Llanddarog
- Rob Jones, Llandeilo
- Branwen Llywelyn Jones, Llandeilo
- Rev. Delyth Richards, Carmarthen
- Canon Suzy Bale, Bro Aman LMA
- Dai Dyer, Llangadog

Covid put a stop to our committee meetings, but we are pleased to hear of the appointment of Rev Lyn Dafis as an Officer for the Welsh Language and Bilingualism for the Diocese.

4 of the committee are responsible for translation of Pobl Dewi.

Creation Care and Sustainability

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Revd Marcus Zipperlen, Creation Care and Sustainability Officer **AGENDUM 7**

The Creation Care and Sustainability Officer convenes the diocesan 'Creation Care Action Group' (CCAG) of lay and ordained people which meets around eight times per year and seeks to promote care for creation across the diocese and support the officer.

This year CCAG has:

- Established Creation Care pages on the diocese website, with a variety of resources.
- Provided input to the CMD training event in July 2020 on Climate change,
- Worked to produce a Diocesan Environmental Policy
- Encouraged and supported the uptake of Eco-church
- Launched the 'St Davids Diocese Virtual Pilgrimage to COP26'
- Established the 'Carbon Crunching Clerics' podcast series (with the particular help of Revd Sophie Whitmarsh) which records a monthly video podcast with ideas on how to weave creation-care into the liturgical year for worship and practical action.
- Provided clergy with an occasional 'Creation Care News' update containing ideas and resources for the season

Throughout the year the Creation Care and Sustainability officer acts as resource to help church communities respond to God's call to care for creation, encouraging the uptake of Eco-church, for example, or advice on appropriate care on church land. Also, as member of CHASE (Church Action to Sustain the Environment), supporting the province respond to climate change issues

With the church in Wales's declaration of a climate emergency in May 2021 we anticipate a busier year ahead with many substantive changes to church and diocesan life to consider and adopt.

St Davids Cathedral, and Tŷ'r Pererin

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: The Very Revd Dr Sarah Rowland Jones

AGENDUM 7

GOVERNANCE AND MEMBERSHIP

The Dean and Chapter of St Davids Cathedral is a registered charity, whose Trustee Body is the senior clergy of the Diocese – the Dean, Archdeacons and Canons – as variously appointed by the Bishop of St Davids. Tŷ'r Pererin is the Cathedral's Education and Pilgrimage Centre. It operates in the old school building, owned by the Friends of St Davids Cathedral, with the work headed by Mrs Janet Ingram, the full time Education and Pilgrimage Officer.

THE OBJECTIVES

The legally registered objectives of St Davids Cathedral are 'To advance the Christian Religion of the Church in Wales for the Public Benefit. In particular to promote the mission of the Church in Wales in and through the Cathedral by promoting the statement of faith particularly described in: the Constitution of the Church in Wales; the Royal Charter 1919; the Welsh Church Act 1914; the Welsh Church (Temporalities) Act 1991.'

In practice, we 'Welcome visitors as Pilgrims', praying that all who visit, for whatever purpose – staff or tourists, building contractors or bishops – should sense the presence of God's redeeming love, hear Christ's call 'follow me', and be helped to take the next step He places before us.

ACHIEVEMENTS THIS YEAR

We took maximum advantage of all operating provisions open to us. We developed capacity to pre-record and stream Cathedral services and events; and pilgrimages, retreats, assemblies and other school work from Tŷ'r Pererin. All major feasts were celebrated online or in person, with gradual reintroduction of music, from piano to organ, cantor to choir. We offered the 'Gorffwys, Myfyrio, Derbyn – Rest, Reflect, Receive' Lent Pilgrimage to the Cathedral community, Diocese and all who followed us online. A one-way system for visitors operated for part of the year. With furlough, and grants from the Welsh Government and Cathedral Music Emergency Fund, and pausing some projects, we kept our financial head above water and retained all staff. We used the time to review and refresh activities, and take forward developments in various areas. Zoom enabled Chapter and its committees to maintain good governance.

CHALLENGES THIS YEAR

The pandemic's enforced closures or strict provisions for opening both for worship and 'heritage visiting' significantly reduced visitors and income, and added costs – handled as above.

LOOKING FORWARD

We hope services may return to earlier patterns before too long. Visitor numbers are again rising since full reopening in May 2021, though seating for services remains distanced. We are recruiting a full complement of welcomers, and have upgraded contactless giving provisions, which, with a further Welsh Government grant, should allow us to move ahead on various paused projects. We have begun preparing for the 900th anniversary of the papal pilgrimage privilege in 2023. Tŷ'r Pererin will lead on this, as well as expanding pilgrimage and retreat work (including for Diocesan, LMA and any other groups who request them), and rebuilding and developing links with schools. The QI is anticipated and will shape the next phase of building work.

We are reviewing our Constitution and working to become an Incorporated charity.

Friends of St. Davids Cathedral

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021
Author: Mr Tim Llewelyn, Honorary Secretary

AGENDUM 7

The Friends were formed in 1932 by the then Dean, Watkyn Morgan. It is an organisation which draws together individuals, corporate groups and parishes from across the world who wish to support the mission and ministry of St Davids Cathedral.

The Friends has three primary aims: -

1. To assist the Dean and Chapter in restoring and maintaining the Cathedral Church to the greater glory of God and in honour of David Patron Saint of Wales.
2. To subscribe to the funds required from time to time for beautifying the cathedral and for maintaining and improving worship in the Church.
3. To organise the raising of capital funds as required for any emergency that may arise which cannot be provided for out of funds available to the Dean and Chapter.

Friends' membership extends right across the globe and it is managed by an Executive Council which meets 4 times a year. It is chaired by The Dean and comprises of 6 Clerics from the Cathedral Chapter and 6 members of the Laity.

The Pandemic significantly impacted the life and operation of the Cathedral with many events curtailed or cancelled. It felt that for every step forward it took, it then took two steps back. The commitment and determination of the Cathedral's team of staff and volunteers is worthy of comment and praise, the Cathedral simply could not have got by without their incredible dedication and desire to share the Cathedral with Pilgrims and Visitors alike. The Cathedral is very fortunate to have been able to rely on the ongoing support and generosity of its friends which helps to ensure that The Friends can continue to support and develop the Cathedral for current and future generations.

In spite of the Pandemic the Friends Executive Committee continued to keep an eye on opportunities to generate much needed income. One such opportunity was the purchase of Belmont House on The Cross which will provide a unique opportunity to bring some of the essence of the Cathedral experience into the City. Hopefully it will also entice those who perhaps may not have ventured down The Pebbles to visit the magnificent jewel of the Diocesan Crown.

Mothers' Union

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021

Author: Heather Witt Diocesan President Mothers' Union

AGENDUM 7

MEMBERSHIP

The Diocesan President

Three Archdeaconry Vice-Presidents

2 General Trustees from each Archdeaconry

Each Trustee would then be allocated a role depending on what needed to be done.

(General Trustees: 2 from each Archdeaconry to liaise with the VP to filter information down to branch leaders)

The Chaplain, Secretary and Treasurer attend but do not vote, and are not Trustees

THE OBJECTIVES

The vision of Mothers' Union is of a world where God's love is shown through loving, respectful, and flourishing relationships. The aim and purpose of Mothers' Union is to demonstrate the Christian faith in action by the transformation of communities worldwide through the nurture of the family in its many forms.

In furtherance of this aim and purpose Mothers' Union will carry out all or any of the following Objects.

- To uphold Christ's teaching on the nature of marriage and to promote its wider understanding;
- To encourage parents to bring up their children in the faith and life of the Church;
- To maintain a world-wide fellowship of Christians united in prayer, worship and service;
- To promote conditions in society favourable to stable family life and the protection of children; and
- To help those whose family life has met with adversity.

Mothers' Union is firmly rooted in a voluntary ethos. Its governance, leadership, and activities are driven by and undertaken through its members.

ACHIEVEMENTS THIS YEAR

Given the situation with the Covid 19 pandemic, some branches held Zoom meetings which was a learning curve for many. Where this was difficult, members were kept in touch by regular telephone calls.

Trustee and Council meetings were also regularly held on Zoom.

Services were organised to be held online. Teulu Non, the Diocesan newsletter was produced digitally with a telephone link for those members not online.

CHALLENGES THIS YEAR

As Diocesan President, meetings have been held with Bishop Joanna who wanted to be involved with the promotion of MU to encourage those members who have struggled with belonging in these tricky times.

LOOKING FORWARD

Hopefully, we will be able to promote our 16 Days of Activism against Gender Violence towards the end of the year.

Away From It All holidays will be resumed.

Physical Meetings will resume.

St Davids Diocese Guild of Bell Ringers

ANNUAL SUMMARY REPORT

Reporting period: Easter 2020 – Easter 2021
Author: Dawn Howells Guild Secretary

AGENDUM 7

GUILD MEMBERSHIP

The Guild of Bell Ringers with the President being The Bishop comprises 8 posts:-

- Chaired by the Tower Captain of St Marys Pembroke
- Ringing Master
- Treasurer
- Education Officer - Post Vacant
- Safeguarding - Post Vacant
- Central Council Representative
- Restoration Officer
- News Editor
- Secretary

There are currently 80 members representing 16 Ringing Towers across South Wales.

THE OBJECTIVES

The main objective of the Guild are to:-

- Recognise the true position of ringers as representatives of the church
- Promote the ringing of bells for worship and on other suitable occasions
- Promote the care and restoration of bells
- Recruit and train ringers
- Promote and advance change ringing

ACHIEVEMENTS THIS YEAR

The Guild has not met face to face since the onset of the COVID restrictions, instead they have held meetings every 2nd Saturday in the month via Zoom, keeping in touch with the membership via weekly emails and quarterly newsletters. This has given the opportunity for some maintenance work to be carried out at some of the Towers including the augmentation of a new tower with a ring of 10 bells.

CHALLENGES THIS YEAR

Safe return to service ringing, weekly practices to promotes and recruit

Worries with regard to the very wet tower at St Florence following the remedial work.

LOOKING FORWARD

To engage with our neighbouring Guilds for Joint Practice Meetings across Wales reinstating the Guild Striking Competition, along with the All Wales Striking Competition.

Housing Association Report

ANNUAL SUMMARY REPORT

Reporting period: Jan – Dec 2020

Author: Mrs N Evans BA FCCA, Hon Secretary

AGENDUM 7

COMMITTEE MEMBERSHIP

The Management Committee met on two occasions through the year. It comprises, Bishop of St Davids, The Right Reverend Joanna Penberthy as President, The Ven B J H Jones as Chairperson, Mrs Nia Evans Secretary / Treasurer, the Archdeacons of Carmarthen, St Davids and Cardigan, the Chair of the DBF and 2 lay persons.

THE OBJECTIVES

The Housing Association provides rental homes for retired clerics, or widows/widowers and dependants of clerics. The Association endeavours to keep its housing in good repair and seeks to provide a responsive and efficient repair service for its tenants.

ACHIEVEMENTS THIS YEAR

- During the year there has been one change in tenancy with two vacant properties at the year end.
- A rent review was conducted, which resulted in a rental increase of 1.78% from January 2020.
- The COVID-19 pandemic and the reaction to it caused numerous Financial and Operational issues, including disruptions to daily operations have resulted in St Davids Diocesan Board of Finance employees working remotely from home.
- During the pandemic the Chairman and St Davids Diocesan Board of Finance staff kept in touch with elderly and vulnerable tenants.

Total income for 2020 was £47,699. Expenditure on Charitable Activities amounted to £33,275. The resultant surplus on the Income and Expenditure Account was £14,424. At the year end the Balance Sheet showed total funds of £146,516.

CHALLENGES THIS YEAR

The committee continues to negotiate the new lease between the Representative Body of the Church in Wales and St Davids Housing Association. The original lease did not set out that St Davids Housing Association was responsible for the boundary walls whilst the new lease proposes that the Housing Association will be equally responsible with the landlord and with the Parish.

LOOKING FORWARD

It is envisaged (and hoped) that the lease renewal, will be resolved in 2021.

The Housing Association will endeavour to continue to maintain its housing stock in good repair and continue to offer a responsive repair service for its tenants.



Called to Care for Creation

In the shadow of the growing threat posed by climate change and the destruction of species Christians have rediscovered in scripture their core calling to care for creation. The Anglican Communion's Fifth Mark of Mission voices this imperative that we "strive to safeguard the integrity of creation and sustain and renew the life of the earth". We care because 'the Earth is the Lord's and all that is in it' (Ps 24:1). Made in God's image we are called to care for creation as God does, to serve and preserve the Earth as the Hebrew words of Genesis 2:15 can be translated. Equally, because climate change is a social justice issue which adversely affects the world's poorest soonest and most severely, our call to love our neighbour demands we act. This task of loving neighbour and earth alike we share with Christ for 'all things have been created through him and for him...and through him God was pleased to reconcile to himself all things, whether on earth or in heaven, by making peace through the blood of his cross.' (Col 1: 16-20).

Commitment to Action

The diocese of St Davids commits to:

- Live the Anglican Communion's fifth mark of mission and "strive to safeguard the integrity of creation and sustain and renew the life of the earth"
- Rejoice in the gift of creation through worship, celebration, and fulfilling our call to creation care
- Ensure justice in our enjoyment of the fruits of creation to this and future generations

through the following undertakings:

1. Respond to the Church in Wales' declaration of a climate emergency by reducing diocesan carbon emissions from buildings and travel to net zero by 2030, developing an action plan to achieve this.
2. Become a Bronze level 'Eco Diocese' (accredited by a Rocha UK) by Diocesan conference 2022 (01/10/22), and subsequently to attain Silver and Gold levels.
3. To make living sustainably and in harmony with God's creation an integral part of our worship, prayer, ministry, teaching and training.
4. Make care for creation and reaching net zero carbon emissions an integral part of our diocesan strategy and vision, requiring all relevant diocesan committees to report annually on progress.
5. Include in quinquennial reports targets and actions to reduce carbon emissions and care for creation.
6. Include progress on Eco church awards and on cutting carbon emissions in Archdeacons' reports and visitations.
7. Report on progress annually to the senior leadership team and diocesan conference.
8. To disinvest from fossil fuels and climate damaging activities.

Appendices:

1. *Targets to ensure implementation of the Environmental Policy*
2. *Church in Wales' Declaration of a Climate emergency*

Appendix I:

Targets to facilitate implementation of the Environmental Policy

Short term (year one – by diocesan conference 2022)

- **Develop an action plan for achieving net zero emissions target:** Commission a 'Zero carbon group' to write plan and co-ordinate the transition. This group to work with the church in Wales' newly appointed 'Climate change Champion' and to engage with parishes and LMA's to assist with the transition.
- **Worship** – (i) all parishes/LMA's to celebrate a 'Climate Sunday'
- **Switching to renewable energy supplies.** Electricity: 50% diocesan buildings (churches, halls, VA schools) to swap electricity supplier to a 100% renewable source (75% by end of 2023, 100% by end of 2025). Gas: Green gas supplies to be 10% by 2022 (50% by 2023, 75% by 2025).
- **Reducing travel for meetings by 30%**
- **Eco Church.** 10% of congregations to have registered for Eco Church (c. 30 churches) 5% to have gained bronze award (c. 15 churches.).
- **Embark on becoming a bronze level 'Eco diocese'** (requiring 10% of local churches registered with Eco church;; 5% of local churches gained Bronze level Eco church award)
- **Education.** Resource and encourage a shared bible study over Creation Season (or Lent) exploring the call and practicalities of caring for creation.
- **Become a Diocesan member of God's Acre** to resource the sustainable management of church land

Medium term (within five years)

- **Worship** – Observe 'The Season of Creation' as a diocese. Resource churches with appropriate liturgical resources.
- **Energy.**
Electricity: 75% of diocesan buildings (churches, halls, VA schools) to swap electricity supplier to a 100% renewable source by end of 2023 (100% by end of 2025). Gas: 50% green supplies by 2023 (75% by 2025).
Zero Carbon Group to have investigated potential for energy efficiency measures in buildings, renewable energy generation, and carbon capture and storage (e.g. tree planting) and complete a/some pilot projects.
- **Eco Church** – signpost and develop materials to encourage and resource Eco-church (Web resources, training courses, Eco-mentoring scheme)
- **Education.** Embed creation theology and care into CMD, IME and lay training programmes. Encourage and resource church/home-groups. Enrol willing clergy on the 'Christian Rural and Environmental Studies' two year certificate (distance learning). Work to incorporate creation care into St Padarns' training programme. Encourage governors at Church schools to embed creation care into curricula
- **Eco diocese.** To have achieved 'Bronze level' Eco-diocese, and be working towards Silver.

Long Term (five to ten years)

- **Worship** To have embedded the Season of Creation into our liturgical cycle; to have encouraged the Church in Wales to incorporate the Season Creation into the Lectionary.
- **Energy.** All churches, halls, and VA schools on renewable energy tariffs.
Renewable energy generation established where appropriate. Reduce net carbon emissions to zero.
- **Eco-church. All LMAs to have at least one Eco-church**
- **Eco-diocese.** Achieve Silver level
 - 20% of local churches registered on Eco church; 10% of local churches awarded
 - All church land to have management plan for sustainability /biodiversity

Appendix two

Church in Wales' Declaration of a Climate emergency and Commitment to Reduce Carbon Emissions to net Zero

(adopted by Governing Body on April 14th 2021)

From our deep concern and responsibility for God's creation and people, we note:

- the stark warning from the world's scientific community that there are just 10 years left to prevent 1.5 degrees warming
- that warming beyond 1.5 degrees represents a threat to the future of humanity, and that even warming limited to that level will wreak havoc upon the livelihoods of countless people across the world
- that warming beyond 1.5 degrees will have a profound impact on the biodiversity of our planet

We acknowledge that an urgent and rapid global response is now necessary.

We welcome the fact that solutions to alleviate the climate crisis are widely available including renewable technology, sustainable transport options and zero-carbon buildings.

We support the decisions of governments, councils and organisations across Wales to pass motions declaring a climate emergency and setting net zero carbon emissions targets for their local areas.

We should endeavour to reach a net zero carbon emission position for the activities of the Diocese of St David as soon as is practically possible.

We will devise an action plan that will set out how the diocese can reach a net zero carbon emission position, with our aspiration that this shall be achieved by 2030.

Supporting Paper 1:

The Climate Crisis and Call to Care for Creation

'The Earth is the Lord's and all that is in it' (Ps 24:1). God delights in what he has made and declares it 'very good' (Gen 1:31). Uniquely amongst created beings humans are made in God's image and called to represent God to the whole of creation by exercising the loving oversight, delight and care God does (Gen 1:26) and to serve and preserve the Earth as the Hebrew words of Genesis 2:15 can be translated. We recognise we have not exercised this duty of care and God's good Earth, our common home, is suffering grievously. We must note:

- the stark warning from the world's scientific community that there are just 9 years left for humanity to have a good chance of preventing 1.5 degrees warming
- that warming beyond 1.5 degrees represents a threat to the future of humanity, and that even warming limited to that level will wreak havoc upon the livelihoods of countless people across the world
- that warming beyond 1.5 degrees will have a profound impact on the biodiversity of our planet.
- That climate change is a social justice issue which affects the world's poorest soonest and most severely, with God's call to love our neighbour (Mark 12: 31) requiring we act.

Further information on the science behind 1.5 degrees warming and climate change can be found at <https://www.ipcc.ch/sr15/>

The Church in Wales's Response

In recent years the Church in Wales has passed two motions seeking to respond to this crisis for creation and God's people. In 2017 Governing Body passed a motion to promote A Rocha's Eco-Church scheme as an effective way for us embrace creation-care into the heart of church life, and to require all diocese resister on the related 'Eco-Diocese' scheme.

Then in April this year (2021) Governing Body passed a landmark motion declaring a 'Climate Emergency', pledging to reduce 'carbon emissions'¹ to 'net zero' by 2030, or as soon as is practicably possible, and commissioning an action plan setting out how we can achieve this rapid transition (a transcript of this declaration is found below). 'Net Zero' means that we will not contribute extra Carbon to the atmosphere, and where our activities do contribute carbon we 'off-set' this by undertakings elsewhere that capture and store carbon. So, for example, where we cannot avoid some use of fossil fuels for transport or heating we will trap and store an equivalent amounts of Carbon by growing trees.

Following this motion passing the Church in Wales employed a 'Climate Champion' (Dr Julia Edwards) to draw up the 'Net Zero Action Plan' for presentation to Governing Body at the meeting in April 2022. The Action plan will identify actions to reach Net Zero Carbon in the following key areas:

- I. Reducing power demand: Radically reduce heating and lighting in all our buildings; this would involve installing LED lighting, draught-proofing, insulations etc

¹ 'Carbon emissions' refers to the Carbon released into the atmosphere by human activity in the form of various gasses which are causing the earth's climate to change. Principle among these gasses is Carbon dioxide, which is released when fossil fuels (petrol, oil, gas) are combusted.

2. Using the right kind of power: new forms of heating probably based on sustainably produced electricity. This also needs robust supplies to be in place and may include renewable energy production facilities on church land
3. Traveling lightly: Travel and transport of staff, volunteers and parishioners to move away from petrol/diesel cars and use technology for meetings etc. Reduce international travel.
4. Better use of our land: Enhancing biodiversity across church estates by way of 'offset' including tree planting on glebe land.
5. Zero Carbon Fellowship; considering the food and drink we share together, building on our Fairtrade work
6. Promoting the zero-carbon agenda in the communities we serve
7. Changing our investment policy and disinvesting from companies engaged in climate damaging activities.

Responding as a Diocese: An Environmental Policy

The purpose of the Environmental Policy is for us as a diocese to:

- recognise and declare our shared commitment to caring for creation in the face of unprecedented environmental damage,
 - to embed within our diocesan life and priorities the Church in Wales's declaration of a climate emergency, and the use of Eco-church and Eco-diocese as effective means,
 - and to commit to a series of specific actions that will enable us to care for creation effectively and with the required urgency.
-

The policy commits to eight actions ranging from broad undertaking to work toward Net Zero Carbon emissions by 2030 and embed creation care into our worship and prayer life, to more targeted measures such as including actions to reduce carbon emissions in quinquennial reports.

The appendices set out a suggested timetable of actions to aid our planning and assessment of progress, including targets for swapping to renewable energy supplies, to becoming an Eco-Diocese, and for embedding care for creation into our worship life. The scheduling and exact selection of these actions will very likely be modified in response to our diocesan and LMA discussions, and to recommendations made in the Church in Wales's 'Climate Action Plan' on its publication next year.

As we embark on this new chapter in our discipleship and ministry, embedding care for creation into the heart of our life as Christian, there is much to be learnt, prayed about, discussed, planned and enacted, and no doubt our plans will evolve over coming years. This Environmental policy is designed to respond to the urgency of the situation, committing us to timely and effective actions that will aid us on this journey, and leave flexibility for our response to evolve in the light of changing circumstance and the guidance of the Spirit.

Governing Body Motion to Declare a Climate Emergency (15th April 2021):

That the Governing Body:

1. Declares a Climate Emergency as follows:

We acknowledge that that an urgent and rapid global response to global warming is now necessary.

We welcome the fact that solutions to alleviate the climate crisis are widely available including renewable technology, sustainable transport options and zero-carbon buildings.

We support the decisions of governments, councils and organisations across Wales to pass motions declaring a climate emergency and setting net zero carbon emissions targets for their local areas.

We should endeavour, through an action plan, to reach a net zero carbon emission position for the activities of the Church in Wales as soon as is practically possible.

2. Requests that the Representative Body prepares an action plan, for consideration by the Governing Body at or before its meeting in April 2022, that sets out how the whole of the Church in Wales can reach a net zero carbon emission position by 2030 or as soon as practically possible thereafter.

Supporting Document 2:

How to Swap to a Renewable Energy Supplier for Electricity and Gas.

This is simple to do and can save you money, as often people are not on the best tariff they could be. If you wish to deal with an energy company direct then listed below are six of the best renewable energy suppliers. Alternatively you can buy through 'Parish Buying' which is a church-led scheme to purchase in bulk and secure low prices for churches.

A) Swapping to a renewable energy company directly:

Below are six of the best suppliers of renewable energy. All the companies supply 100% renewably generated electricity. For Gas, only Green Energy UK generates all its own green Gas. The others use a combination of supplying some percentage of green gas, and for the remainder 'offsetting' the carbon emissions resulting from gas production and consumption by planting trees through reputable schemes.

Cwmni		Energy Source		Contact
		Electricity	Gas	
	Green Energy UK	100% renewable	100% renewable	https://www.greenenergyuk.com/
	Ecotricity	100% renewable	% renewable ; % carbon off-setting	https://www.ecotricity.co.uk/
	Octopus Energy	100% renewable	100% carbon offsetting	https://octopus.energy/
	Bulb	100% renewable	10% renewable ; 90% carbon offsetting	https://bulb.co.uk/
	OVO energy	100% renewable	15% renewable ; 85% carbon offsetting	https://www.ovoenergy.com/
	Good Energy	100% renewable	10% renewable ; 90% carbon offsetting	https://www.goodenergy.co.uk/

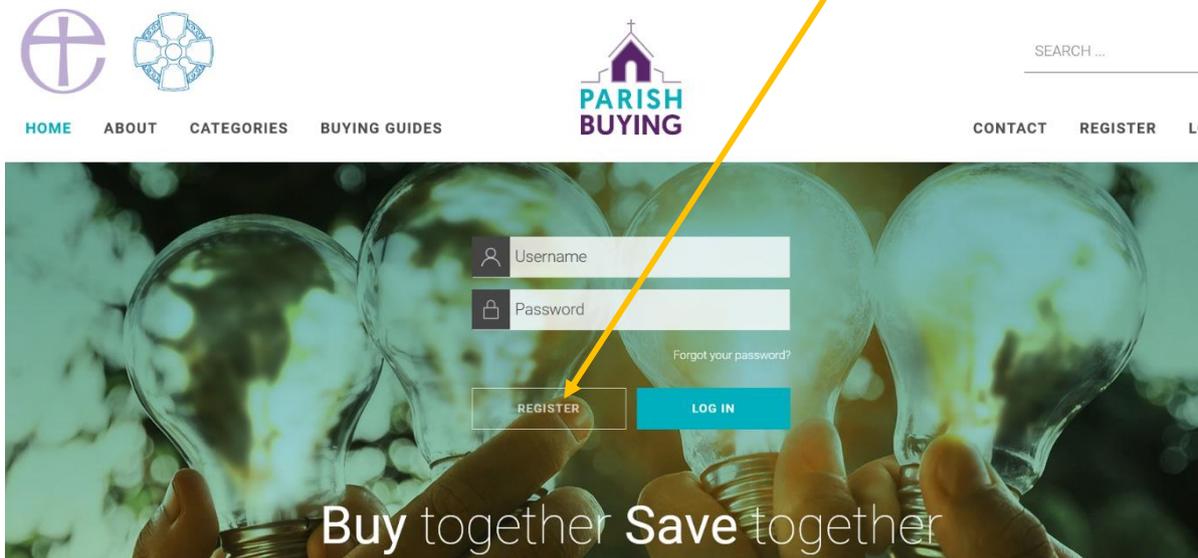
Some conventional energy supply companies also offer 'Green' energy tariffs, but some of these products rely as much or more on 'carbon offsetting' (planting trees to soak-up Carbon dioxide) as in directly generating renewable energy, so are less than ideal.

B) Swapping to 100% renewable energy through the 'Parish Buying' scheme

(You will need to hand an energy bill from your church / church hall / vicarage)

First, get on to the 'Parish Buying' website : <https://www.parishbuying.org.uk/>

Assuming you are new to Parish buying, you will first need to register by clicking here



You will then be asked:

“What are you registering as?”

Church of England Church in Wales Diocese Other

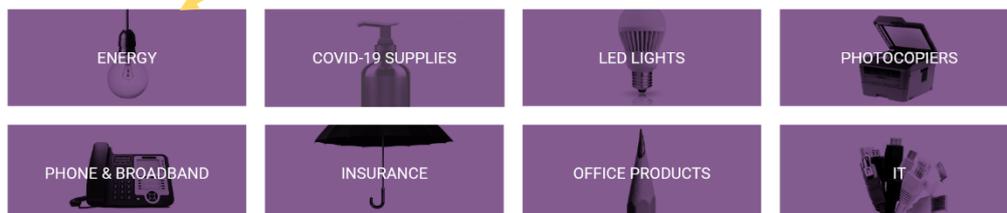
So click the circle for 'church in Wales' as above

Then you will need to enter your Church name and address, your name, address and email, and create a username and password.

Once that's done Parish Buying take a day or two to check your details and confirm your registration. They will email to let you know when this is all done, at which point get back on to the Parish Buying website, use your password to log-in, and on the front page choose 'energy' .

Choose a category

Contracts and discounts negotiated for The Church of England and The Church in Wales.



Next click on the 'Energy Basket' picture that appears





Energy Basket

With over 5,766 meters now in the Basket, it's the biggest energy buying scheme for churches in the country.

[MORE ABOUT ENERGY BASKET](#)

Then on the right of the screen you will see 'Get an energy quote' (as below). You can either click on the 'complete the data collection form' button and follow the instructions, or give them a ring on **0800 368 0887**, with your energy bill to hand, and relate the information to them when asked.

Get an energy quote

Simply complete the data collection form below or phone our friendly team on 0800 368 0887.

The form is available in PDF or Word formats. If you would prefer to receive it by email please contact us at support@parishbuying.org.uk

[COMPLETE THE DATA COLLECTION FORM](#)

[VALUE EXPLANATION](#) 

If you want to do everything on-line click the 'complete the data collection form'

Enter your name and email, and name and address of church. Then press 'continue'...

Then you will need to choose what type of energy you need (gas, electricity or oil) by clicking on one of three options below

[ELECTRICITY & GAS](#)

[ELECTRICITY](#)

[GAS ONLY](#)

[NEXT](#)

At this stage you will need your energy bill to hand. Enter the information required (name and postcode of church, electricity meter number numbers etc) and submit the form to Parish Buying when asked.

They will get back to you with an energy quote and instructions on how to sign-up for it.

I hope the process goes well for you!

Revd Marcus Zipperlen

Motion for Conference

Introduction to Climate Positive Motion for St Davids Diocesan Conference

AGENDUM 15

Explanatory Note

The “Groaning of Creation” Romans 8:18

In Romans 8:18 the apostle Paul is explaining the discomfort that God’s creation is experiencing in the current time whilst yearning for future redemption. Humanity as part of creation are not simply passive bystanders to our own destiny, but rather have a God-given responsibility to work towards that restoration. To limit our vision to merely achieving zero carbon emissions (and by extension limiting global warming to 1.5 degrees by 2050 to meet the commitment made in the UN Paris Agreement on Climate Change), is scientifically short-sighted, economically presumptuous by developed nations, and not in keeping with our covenant as stewards of God’s creation. As a faith community within the Church in Wales the Diocese of St Davids should be leading the way in striving to go beyond zero carbon emissions, and instead building local, regional, national, and international communities committed to climate positivity. Climate positivity means doing more than just neutralising our environmental impact. Climate positivity means going further than just saving more greenhouse gas emissions than you produce. Climate positivity means that we need to start to reverse the damage that has already been done – we need to create real, lasting and sustaining environmental benefits.

Improving energy efficiency and moving to sustainable forms of power generation is a must. However, we should recall that faith communities make up the majority of the global population. By making the environment a priority within each and every faith community we can effect massive global change. Christ’s teachings shape our values and guide our lives in powerful ways. The Lord speaks more about the poor and greed than he does on many other issues. This is the attitude that we need to become climate positive as we face global extinction at the rate of one species a day. We need to allow climate positivity to infuse every part of our Christian lives. As part of the privileged G7 Group of nations we listen daily to the news about the disproportionate effect that climate change has on the poorest peoples of the world. These are our brothers and sisters. Climate positivity means forging new relationships and speaking out for those who have no voice. We operate under a different authority – both scripture and the person of Jesus Christ. We do not hum along to the global tune of continuous energy consumption and economic expansion. Instead, we are called to offer a different song, one that urges all God’s creation to exclaim its equality as part of that creation. As the Church we have the strength to resist the continued exploitation of God’s earth.

As Christians we know how vital it is to take action for change. As disciples we are always learning. As apostles we are always being sent. If we are truly committed to making a difference in the world then settling for zero carbon emissions and a world that continues to exploit the most vulnerable and ignore the gifts of God’s creation is not, and will never be, enough.

Motion for St Davids Diocesan Conference 2021

“This conference notes the recent declaration by the Church in Wales of a climate emergency, and supports its efforts to avoid climate extinction. Believing that ‘the earth is the Lords and all its fullness; the world and all that dwell therein’ (Psalm 24:1), this conference urges the diocese of St Davids to move beyond just becoming ‘carbon neutral’ and instead become ‘climate positive’ - healing God’s earth by actively creating environmental benefits that remove Carbon Dioxide from our shared atmosphere. As a symbol of our shared commitment to climate positivity, we encourage the conference to mandate that every church in the diocese take immediate steps towards becoming climate positive.”

STANDING ORDERS OF THE ST DAVIDS DIOCESAN CONFERENCE

1 All meetings of the conference shall open and close with prayer.

2 When the President has taken the Chair, no member shall continue standing, except when addressing the Chair.

3 While he is present at the Conference, the President may appoint another member of Conference to chair the Conference in his place.

4 When two or more members rise simultaneously to address the Chair, the Chairman shall decide which of them shall speak first.

5

a) Speeches made by the proposer and seconder of a resolution shall not exceed ten minutes. The proposer may also claim five minutes for reply.

b) All other speeches shall not exceed five minutes.

c) The Chairman may, with the leave of the Meeting, extend the time for a speech.

d) This section shall not apply to the President's Address.

6 No member shall be allowed to speak more than once on the same question, except in explanation or to raise a point of order, unless it is the proposer of a motion exercising the right to reply.

7 Whenever the Chairman rises during a debate, any member speaking or offering to speak shall immediately sit down.

8 If, during a debate, 30 members rise in their places and demand that a vote be now taken, the Chairman shall put that question to the meeting for a decision by a show of hands.

9 If the meeting approves the call for a vote, the Chairman shall first offer the proposer the right of reply and then proceed directly to the vote.

10 Only the business set out on the Agenda Paper shall be transacted. The Agenda shall be sent to all members of Conference with the notice of meeting and Reports at least fourteen days before the date of the meeting.

11

a) Any question requiring an answer, and any motion that members wish to propose must be submitted in writing to the Lay Secretary of Conference at least seven days before the date of the meeting.

b) Should any member wish to propose a motion other than for a Special Meeting it should be sent to the Lay Secretary in time for consideration by the Standing Committee at its meeting immediately preceding the meeting of Conference.

12 At a meeting other than a Special Meeting, the President may, at his discretion, allow other items of business of a routine nature not appearing on the Agenda Paper.

13 All amendments shall be in writing, signed by the proposer and must be handed to the Secretaries, if possible before the meeting.

14 No amendment on an amendment shall be in order.

15

- a) A motion which is printed on the Agenda Paper need not be read before being put.
- b) All other motions or amendments shall be read immediately before the vote thereon is taken.

16 When a division is called for, tellers of both the Orders of Clergy and Laity shall be appointed by the President or Chairman.

17 The Standing Committee shall be authorised to act on behalf of the Diocesan Conference, between its meetings in any matter that the Bishop of the Diocese may deem to be necessary, and a report shall be made thereof to the conference at its next meeting.

18 Any member may speak in Welsh or English.

19 A Record of Attendance will be kept.

20 A motion for the suspension of Standing Orders shall not be in order unless a majority of the members present rise in support.

21 These Standing Orders shall be printed and circulated with the Agenda for each and every meeting of Conference.