



# HIGHLIGHTS

of the Church in Wales' Governing Body meeting  
at Swansea University, Bay Campus,  
on 11-12 September 2019



## Cronfa'r Canmlwyddiant Centenary Fund

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Archbishop John launches  
Centenary Appeal Fund  
targeting charities  
at home and abroad.

See page 3.

# 100



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Published by the Representative Body of the Church in Wales on behalf of the Governing Body of the Church in Wales, September 2019. No part of this publication may be reproduced without prior permission from the Publications Manager:

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## Presidential Address

# “Challenge the status quo and embrace change”

**The Archbishop of Wales renewed his call on church members to challenge the status quo and support new initiatives aimed at growth, in his Presidential Address.**

The Church, he said, must not be blind or deaf to either its challenges or its opportunities.

He acknowledged that there was resistance to attempts to address challenges but warned that it was essential for the Church “to rehabilitate” its vision.

Archbishop John said, “At a time when the Church is, thank God, in some places, waking up to the profound challenges which it faces, there are still those within it who rashly dismiss as fools, those who point to and articulate those challenges, and who suggest some of the means by which they might be addressed.

“Both the challenges and the challengers deserve better, much better, than such an unwelcome, naive and, sometimes, hostile response. They must be taken and, in some quarters at least, are increasingly being taken seriously. Nevertheless, and regrettably this is not universally so.

“Therefore, it is important, essential, that I once again encourage the Governing Body and, through you, encourage our Province, to recognise our challenges, and affirm those individuals and groups who, through asking uncomfortable questions and making uncomfortable observations, demand of us, that we pay attention (that is, that we listen, not just hear) - and that we plan, that we pray and that we act to continue to rehabilitate our vision for our life as a church. I have consistently spoken in this way since becoming Archbishop as have others, and I make no apology for doing so again. We dare not risk being either blind or deaf to either the reality of what we face, or to the gifts and opportunities which we still have to address that reality.”



Christian leaders had a history of being mocked and persecuted for radical ideas, the Archbishop reminded members.

“From the beginning the infant Church was empowered to fearlessly, faithfully and fully proclaim and live out the challenge of the Gospel, and to reveal, in word and deed, God’s justice and God’s purposes for the world. For doing so, it faced persecution, ridicule and demonisation, with its pioneering leaders dismissed as fools, and sometimes cruelly done away with, by those who perceived the message of this New Way as both a danger and a threat.

“In some of today’s churches, similar opinions are sometimes expressed, either openly or less obviously, by individuals or groups who, seeing them as threat to a status quo to which they have become comfortably accustomed, caricature some of the new ventures which are beginning to be articulated and, in some places, undertaken, as the brainchild of fools.

Imaginative, hopeful, faith-filled initiatives such as Pioneer Ministry, Ministry Areas, Team Ministry, Lay Ministry, Evangelism Funds and other initiatives are all too readily dismissed by some as foolish, with those who propose them as new ways of working, new ways of being church, ridiculed as fools.”

Archbishop John said voices against change were often found in declining churches. The outcome for them, he warned, could be “spiritual exile and ultimate extinction”.

“Where such circumstances are



found, it is not too radical to suggest that, deliberately or accidentally, a potentially deadly hold has been taken of individuals, congregations and fellowships; a hold that has, perhaps imperceptibly, caused Spirit-led pilgrim people morphing into a just another human institution - a membership club, a club for the like-minded only.”

Such fellowships must not be condemned or propped up but loved and offered a new vision of rehabilitation with help and support.

The Archbishop drew attention to opportunities for evangelism offered through life events, such as baptism, marriages, funerals and local and national occasions, as well as new types of ministry, such as team ministry, pioneers and greater roles for lay people.

He also called for fresh and innovative ideas to be properly resourced. Church treasurers, he said, were not just “investment managers”.

“It’s important that they be encouraged to think afresh, and

be more open to operating with Gospel-driven, strategic intent, to acting as stewards, managing and budgeting resources in such a way as to encourage, sustain, develop and further the proclamation of the Gospel, and not merely maintaining or protecting the status quo or keeping the show on the road.”

The Archbishop ended his address calling on those dismissed as fools for challenging the status quo to be “fools for Christ”.

He said, “I want to encourage, a wider recognition of our church’s need to embrace a sensible, structured, change agenda. I want to invite and encourage the Governing Body, and the Church in Wales to prize what is good in our past, in our inheritance of faith and life, and, at the same time, to encourage, welcome and affirm new thoughts, new steps, to rejoice in our advantages, to seize our opportunities, and to take calculated risks.”

To download the text of the Presidential Address visit:  
[churchinwales.org.uk/news](http://churchinwales.org.uk/news)

# Cronfa'r Canmlwyddiant Centenary Fund

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## CENTENARY APPEAL TARGETS CHARITIES AT HOME AND ABROAD

**Homeless people and victims of conflict are the focus of a major appeal which was launched during the meeting to mark next year's centenary of the Church In Wales.**

Two charities will benefit from the Centenary Appeal which aims to raise at least £100,000 over the next five years. The money will go to two specific projects – one at home, run by Housing Justice Cymru, to help homeless people and the other supporting peace-building in South Sudan through Christian Aid.

The Archbishop of Wales, John Davies, called on people to be as generous as they were 100 years ago when another significant appeal was launched. He said, "Back in 1920 we launched an appeal to establish the Church In Wales and parishioners from every church in the country gave so generously that the Church has been sustained for 100 years. I can think of no better way to celebrate our birthday than by launching another major appeal to raise money – not for ourselves but for those in need, both at home and overseas. I am confident that people will respond with similar generosity and enthusiasm. I also ask you to pray for these projects: for those who run them, for the people they will benefit, and for the energy and commitment to use them to build up God's Kingdom of justice and peace, solidarity and compassion."

It is far easier for people to donate to the Centenary Appeal than it was 100 years ago, however. For the first time, the Church has set up an Instagiv site, which went live at the meeting, so that people can donate a fixed amount via text on the phone, as well as giving through traditional means.

Canon Carol Wardman, Bishops' Adviser for



Church and Society, said, "We are pledging to raise £100,000 but if everyone in our churches gave just a few pounds we would quickly surpass that

amount. However, the aim is not just about raising money – it is also about deepening our understanding and solidarity with people experiencing hardship and poverty, and to develop our relationship with organisations helping them."

All the money collected will be distributed equally between Christian Aid and Housing Justice Cymru. The charities will give regular reports and feedback about the progress of the projects to show how the money is making a difference to people's lives.

Canon Carol said, "We chose South Sudan for a number of reasons. As a member of the Anglican Communion, our Church already has a lot of links with other provinces but we had no existing connection with South Sudan. It is a very active Anglican church and has colossal need. Coincidentally, the very first bishop of Sudan, Llewellyn Gwynne, was from Swansea and the diocese was set up in 1920 – the same year as the Church in Wales. We wanted to work through an organisation with expertise in the field and Christian Aid was the obvious partner.

"For the local charity, homelessness was always a front runner. We have a long relationship with Housing Justice Cymru, particularly through its Faith In Affordable Housing arm.

"We have set a target of £20,000 a year – a modest sum as we didn't want to replace existing fund raising. However, I expect it to be exceeded straight away."



Canon Carol Wardman, Mari McNeill (Christian Aid), Sharon Lee (Housing Justice Cymru) and Archbishop John

**To donate £5 please text CENTENARY to 70660**

Donations can also be made by cheque made payable to the RBCIW\*, marked for the Centenary Appeal.



The Christian Aid project supports the work of the Justice, Peace and Reconciliation Committee of the Episcopal

Church of South Sudan – a country riven by violence and one of the poorest in the world.

Mari McNeill, head of Christian Aid Wales, says, “The Church in Wales has been a key supporter of Christian Aid throughout our 70 years of existence. We’re delighted to see this latest commitment of the Church to partner with us to work for dignity, equality and justice for people living the reality of extreme poverty in South Sudan where conflict is exacerbating poverty and the humanitarian crisis. The funds raised will go towards supporting those involved in essential peace-building activities in South Sudan such as trauma healing, advocacy, workshops and peace prayer vigils and training for community leaders. Through the generosity of church members, the Church in Wales will be helping communities to respond to real challenges of building peace with courage and hope.”



A woman makes tea in front of her makeshift shelter in a camp for more than 12,000 internally displaced persons located on the grounds of the Roman Catholic Cathedral of St. Mary in Wau, South Sudan. Most of the families here were displaced in June 2016, when armed conflict engulfed Wau. Credit Christian Aid – Paul Jeffrey



The Housing Justice Cymru project will fund church-led night shelters for homeless people across Wales. It will also deliver training to clergy and church members, creating ‘Housing Champions’ in each diocese who can offer practical support and an informed response to homelessness.

Sharon Lee, director of Housing Justice Cymru, says, “As a Christian charity, it is an honour to work with the Church in Wales across our nation. This appeal will make a huge difference and will change lives. It means we will be able to support churches in providing hospitality and compassion to people who would otherwise be sleeping on our streets during the winter. It will also help us equip and support the many members of the Church in Wales who want to help those in their community.”



Beds ready for homeless people at Wrexham Night Shelter, which was set up by HJC and run by local churches.

\*Please send your cheques to:  
The Representative Body of the Church in Wales,  
4th Floor, 2 Callaghan Square, Cardiff. CF10 5BT

# Sneak peek @ new website



**A sneak-peek of the new bilingual Church in Wales website was met with cheers following a presentation from Mike Wakeman, digital communications manager.**



Gone was the clunky design and poor search function in favour of a modern, clean look that better reflected users' needs. The new-look website was undergoing final testing ready for launch at the end of October.

Mr Wakeman pointed out new features such as Find a Church and Find a School which would make it easier for people to connect with their local church or church school. Users simply type in a postcode or town to find relevant contact details and service times. A new dictionary function, which explained traditional church language, would inspire a more welcoming experience for those new to the Christian faith.

Mr Wakeman said, "For the first time we've defined who our website is for and what our audiences want from us. There will be a greater emphasis on life events - Christenings, weddings, funerals - for people who are not involved in the church, except for these events. There will also be a section where clergy can find liturgical information.

"Overall it will be more visually striking and easier to use."

Annabelle Elletson (Swansea and Brecon) asked whether parishes and ministry areas that already had their own websites would be given fresh platforms.

Andrew Sims (Llandaff) raised a concern about the Church in Wales social media strategy and asked for a



robust update. Gregor Lachlann-Waddell, (St Asaph) and Revd Phil Bettinson (St Asaph) both asked for clarity on the future digital strategy and investment in technology.

Mr Wakeman responded that the Find a Church feature would link to existing church websites and confirmed that any church whose website was housed on the current Church in Wales website would be supported for 12 months. The digital team would work with each church to find a longer-term solution.

As part of the website redesign, there was a more clearly defined content management process. All content was being reviewed and would only transfer over if it was relevant and up-to-date. Mr Wakeman also confirmed that the social media policy was being reviewed, and that the digital strategy would be shared with Governing Body.

## Standing Committee report

### 'Open your doors to celebrate our centenary'

**Next year's celebration of the Church in Wales' centenary was highlighted by the chair of the Standing Committee, Lis Perkins, as she presented its report.**

The focus of the year was a centenary service held in all six cathedrals on June 7 at 2pm. A social media film campaign was also in the making, as well as evangelistic booklets and a book reflecting on the centenary.

Mrs Perkins urged members to put centenary events in their parish agendas. "Our strength is that we have

a base in each community," she said. "We want every church to open its doors to celebrate the centenary and do amazing things. The clock is ticking – now is the time to start planning!"

Other items highlighted included the Bishops' decision to adopt the IHRA definition of anti-semitism and presentations from dioceses on success stories which, Mrs Perkins said, were very useful and would be shared with members in future.

**Members approved the report's recommendations.**

# 2020



## Bill passed to amend Cathedral Scheme

In passing the Bill into Canon, the Governing Body approved for inclusion into the constitution a new generic Cathedral Scheme to replace all the different cathedral schemes in the Constitution. This enables all Cathedrals to review their governance and to adopt new arrangements provided certain core requirements are met.

The Select Committee, which looks at the text and makes recommendations, noted that no amendments were received, but, to reflect a resolution of the GB in May, during the progress of the Bill in approving Llandaff's Cathedral



Constitution of the Church in Wales may be made.”

This places beyond doubt that in the event of

any Cathedral making an amendment contrary to the Constitution of the Church in Wales, it would be acting contrary to its own

Constitution.

**At the meeting the Bill was voted on without further consideration or debate and approved.**

Constitution, then added a clause into the Bill stating:

“No amendment to this constitution which is contrary to any provision in the

## Widow's son leaves legacy

When the Revd John Morgan Richards died in 1951, his widow received financial support from the Church's Widows, Orphans and Dependants Society. In recognition of that help, his son, John Richards, left a legacy of more than £8,000 to the Society when he died last year.

“It is heartening to hear of the ongoing appreciation of the effect that WODS has on the lives on the beneficiaries and their families,” said Archdeacon Andy Grimwood, one of the trustees, as he presented the WODS report for 2018.



In all, grants totalling some £96,000 were distributed across the Province last year to those in greatest financial need.

“The recipients are extremely grateful, as it makes a significant difference to their finances and makes life that little bit easier,” said Archdeacon Andy. He thanked each of the Diocesan WODS Societies for the pastoral work they undertook, “Many of them visit the grantees on a regular basis, which is much appreciated by those who live alone.”

- If you feel you could help in some way, either financially (by making an annual donation) or pastorally, then please contact Louise Davies for further details at: [ledavies@churchinwales.org.uk](mailto:ledavies@churchinwales.org.uk) or telephone 029 20 348228

## UWTSD: link with Church “crucial”

**The long-standing association between the Church in Wales and the University of Wales Trinity Saint David continues to thrive, according to the university's annual report to Governing Body.**

In his introduction, Vice-Chancellor Professor Medwin Hughes said the university's mission, vision and values were closely aligned to the Church's 2020 Vision, “to live out God's transforming mission of love for Wales within the strengths of the Anglican tradition, responsive to the needs of contemporary society”.

Presenting the report, Associate Pro-Vice Chancellor Gwilym Dyfri Jones highlighted the work being done in partnership with St Padarn's Institute during “one of the most challenging years for the Higher Education Sector”. This included:

- provision of research opportunities for doctoral students into mental health and wellbeing in the context of Christian faith communities;



- a fully-funded PhD studentship in the area of religious faith and social impact in South East Wales.

Both these projects, he said, “aim to enrich Christian reflection on the matter of mental wellness and provide church leaders with guidance that will support responsible pastoral practices.”

Prof Jones said the college was “honoured” to award an honorary doctorate (Doctor of Divinity) to Archbishop John Davies during the year in recognition of his service to the Church in Wales and his leadership across faith communities.

He concluded, “We are confident the university can overcome present challenges and so continue to transform the lives of people from a range of different backgrounds. Our partnership with the Church Wales in this endeavour is crucial.”

**The motion that the Report of University of Wales Trinity Saint David be received was carried unanimously.**



# LIFE EVENTS

A series of four motions and presentations on the theme of Mission & Evangelism began with the subject of Life Events, also known as Occasional Offices

**The Revd Canon Dr Sandra Millar, Head of Life Events for the Archbishop's Council (Church of England), has conducted extensive research into the key interactions between the Church and the communities it serves, notably baptisms, marriages and funerals.**



The outcome was the establishment of an initiative designed to help resource local churches to engage effectively at these pivotal times in people's lives, an initiative which the Church in Wales is proposing to adopt.

Presenting her research, Dr Millar said the purpose of the initiative was three-fold:

- How do we attract people into the church on these occasions?
- How do we build an understanding with people unfamiliar with who we are and what we do?
- How do we nurture them after the event?

Dr Millar described two forms of contact - warm and wide. 'Warm' contacts are the conversations we have with people at the centre of the event: mother and father, bride and groom, bereaved loved ones. Based on figures for 2017 in Wales, this represented 56,000 conversations at 2,478 weddings, 6,096 funerals and

5,487 baptisms. "That's an exciting opportunity," she said.

The 'wide' contacts are with guests at these events, a total in all of approximately 863,000 every year. "Compare those to the number of new members at Advent and Christmas," she said.

"Imagine if we put the same

amount of energy engaging people at funerals as we do at carol services!"

"These may be the only moments that they touch God's story. They are all on a journey. We don't know their stories."

Dr Millar said churches needed to be more confident in who they were and be more courageous in evangelism. "People are serious about these events. They chose us. They are looking for memorable personal experiences; they want to feel involved in what's going on. Church is needed and valued, and we are expected to talk about God."

"Stop apologising for 'poor' services – be confident in what we offer!" she added.

Relationships – the 'soft stuff' – was at the heart of what we do. "The reason people don't like a service is usually because no one said 'hello' – there wasn't a relationship experience. We need the courage to follow up, for that is the bridge from Mission to Discipleship."

Following up could take the form of invitations to other services, said Dr Millar. People who come to baptisms could be invited to Godparent Sunday, for example.

"People who lead busy lives don't want pastoral visiting but they do want to hear from you again. The number one reason why people said they didn't go back to church after a key event was because no one asked them. Life events are where we touch the lives of people outside the church and get involved with them where they are."

The approach was bringing more people to church, Dr Millar said.

"Two-thirds of churches [adopting these techniques] reported an increase in families engaged with the Church; 93% reported a better understanding that Baptism is the start of a journey."

Dr Millar said that, in partnership with St Padarn's Institute, the project would provide quality resources, tailored to the Welsh context, and training in their use. These would include both printed material and online support and developing campaigns, such as Just Ask.

"The resources are designed to make people confident to engage with communities. Process is important but if we only do that, people do not make relationships and will not come back. So we need to start with building relationships and follow up with good process."



In the debate that followed,



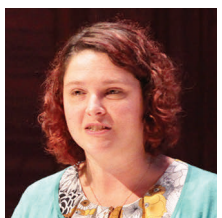
the Revd Dean Roberts (Monmouth) said he was “fired up and ready to start”.

“I feel my fishing net isn’t big enough and people are spilling out and I can’t catch them,” he said. “So I want ways to get better at the follow-up and I need diocesan support. When we are thinking about evangelism, this is the way we may bring new life to the church. I don’t want us to go away and forget about it – it would be great to have this as part of our culture.”

Paul Murray (Swansea & Brecon) said the relationship between funeral directors and ministers was vital. “But it has broken down,” he said, making it difficult for them to work together. Mr Murray, a retired funeral director himself, said flexibility was key.



Ruth James (Monmouth) said that, in the Welsh context, there should be elements distinctive to the Church in Wales as distinct from the Church of England. “We are a distinctive institution and it’s important that this is not lost.”

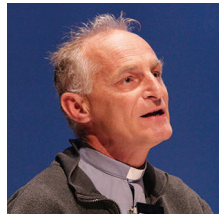


Sue Rivers (Llandaff) said the Mothers’ Union, of which she was diocesan president, was already offering “tea and cake with a mission”. She said, “Much of what you have spoken about exists



in the MU, we have resources for all that you [Dr Millar] have highlighted. We are challenging perceptions of the MU, going out to prisons and helping families affected by abuse and debt.” she said. “We might be the only contact [people] have with the Church.”

The Archdeacon of St Asaph, Andy Grimwood, said colleagues kept telling him they didn’t have the time to do [Life Events] properly. “If evangelism is a priority you will make the time,” he said.



And he had another suggestion – hold open meetings in local supermarket cafés.

Sue Last (St Asaph) said there were many lay people who were trained and could play an important part in this role but who were not used as often as they might be.



“As a carer, I get lots of support from my friends but the churches aren’t outgoing in supporting us.”

Professor Jonathan Shepherd (Llandaff), said his experience in 40 years as a consultant surgeon showed the importance



of early intervention in a child’s life to prevent violent behaviour. Baptism, he said, was the beginning of a process to grow decent human beings and so constituted early life support.

In her response, Dr Millar said she was encouraged by such a positive response to the initiative.

“We are focusing on best practice and hoping that those with bad practice will change,” she said.

“I haven’t come to you with a brand new idea. This is something we already do – let’s make sure we do it as well as possible.”



To find out more about the resources on offer, see: [ChurchsupportHub.org](http://ChurchsupportHub.org) and [churchprinthub.org](http://churchprinthub.org)

The motion, proposed by the Bishop of Bangor, was carried unanimously.

Motion:	
That the Governing Body:	
(i)	note the significant contribution Dr Millar’s work offers in relation to life events; and
(ii)	urge the dioceses of the Church in Wales to ensure every Ministry and Mission Area develops compelling strategies, using the resources provided, to ensure that care and support for those who seek the church’s ministry is offered professionally and with commitment.



# Evangelism Fund's first grant brings Hope to young people

Earlier this summer, the Evangelism Fund committee made its first grant award to a diocesan project. The nearly £2m grant will fund an ambitious project intended to create a new type of church community in a former retail store in Hope Street, Wrexham, in the Diocese of St Asaph, close to St Giles' parish church.

A presentation of the project was made at the meeting. It was introduced by the Bishop of St Asaph, Gregory Cameron, who said he and his team were privileged to show something that was causing them excitement and hope.

The project is aimed specifically at younger generations that have little or no experience of church life, though the provision of a Christian Centre and worship space, in partnership with the Church Revitalisation Trust.

"Less than 3% of people choose to worship with us," Bishop Gregory said. "What do we need to do? We have been trying to do what we do better. It's not enough. We need to learn to do things differently, in a way that can be understood by and attractive to people outside the Church."

St Asaph Diocesan Secretary, Diane McCarthy, told members that, in partnership with St Padarn's Institute, the project would develop growth and retention strategies focused on the missing 97%. The focus would be on discipleship, rather than attendance, she said. It would be a welcoming Christian community, open seven days a week.

"Our objective is to create a resourced church accessible to 3,000 people, especially those under 40, who have no living relationship with the church," she said. "It will enable children and young people to become active disciples."

Diocesan Director of Resources, Tracey White, said they had chosen Wrexham because it was a university town. Partnerships were already in place with the university and the Roman Catholic High School, St Joseph's.

Other partnerships included the Finnish Diocese of Helsinki, who will help develop a confirmation project, and the Church Army, which was establishing a virtual Centre of Mission.

"We expect the project to be financially sustainable in five years and, by year six, we anticipate that it will have reached 375 people and planted two new churches," she said.

The Archdeacon of Wrexham, John Lomas, stressed that faith in Hope Street had to be "lived out across the diocese."

"Sheep tend to get lost when they find something better to do," he said, adding that a huge amount of work had already gone into the project.

"We can choose to sink with dignity or we can choose to float. We cannot choose the lost ground."

Young leaders from St Asaph Diocese contributed via a short film to give their views on Hope Street. "Thanks for believing in us and investing in Hope Street," was their message.

Andrew Sims (Llandaff) asked about the project's attitude towards LGBT communities. Mr Lomas confirmed that the project offered a welcome to all.

Canon Martin Snellgrove (St Asaph), Diocesan Ecumenism Officer, asked to what extent ecumenical partners were involved in the project. Bishop Gregory said they were "waiting to see how Hope Street pans out."



1 Hope Street, Wrexham.



Bishop of St Asaph, Gregory Cameron.



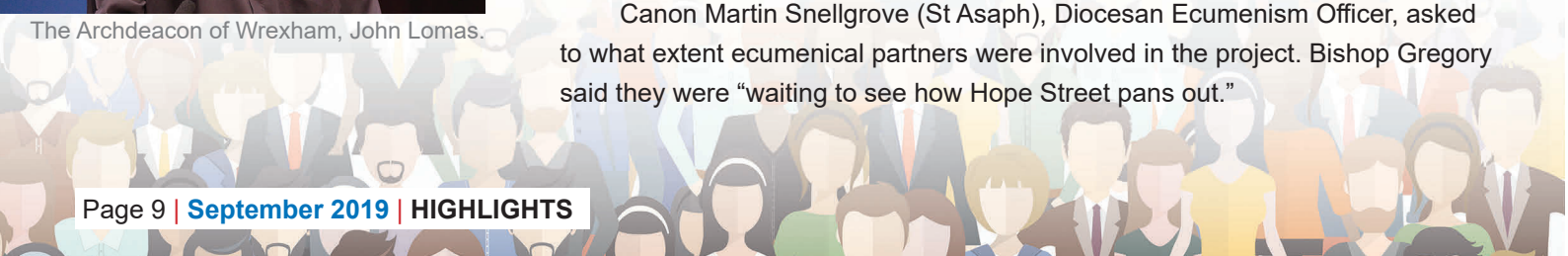
Diocesan Secretary, Diane McCarthy.



Director of Resources, Tracey White.



The Archdeacon of Wrexham, John Lomas.



# Pioneer ministers

## “be Angli-can rather than Angli-can’t!”

**Pioneer ministers from across Wales met to share their stories and look at way of developing their work at a conference organised by St Padarn’s Institute earlier this year.**



Helen Shepherd, pioneer ministry officer, told members that the Llais conference in April had been the first of its kind and generated a real sense of shared vision and purpose.

“We wanted to hear the voice of pioneer ministers throughout Wales, reflect on what they are discovering and look at where we are going,” she said.

Jonny Baker (pictured at the Llais conference) who heads up mission training at the Church Mission Society,



had helped with the groups’ reflections. “We benefited hugely from his contribution and he challenged us to be Angli-can rather than Angli-can’t!” said Mrs Shepherd.

A survey of the 33 delegates showed that five people were employed as ordained pioneer ministers. However, there were many more in traditional roles and volunteers who identified as pioneers and were involved in pioneering work..

“This is exciting because it shows there is an understanding of pioneering that is growing and people recognise that this is something that can be done by anybody in any context,” said Mrs Shepherd. “It raises questions for us on how we best support, train and resource those people who may not be recognised as pioneers but are involved in pioneering work.”

The survey also showed an “amazing number and breadth” of projects emerging and developing, from new forms of church to new ways of engaging the community.

“The potential for pioneering projects is huge, we are working to support them so projects come into fruition.”

Looking at the impact of what was already happening, the survey showed that the work of 18 pioneers was engaging 1,935 people on a regular and meaningful basis, most of whom had not previously attended church. More than 900 of them were attending church or exploring faith.

“That equates to more than a third of the average Sunday attendance in churches in Bangor Diocese and a quarter in the dioceses of Monmouth and Swansea and Brecon. The level of impact is really significant – these are new contacts that are building up.”

Mrs Shepherd said a report on pioneer ministry was now being compiled for consideration by the Bishops.

The Revd Justin Groves (Monmouth), said, “We must



innovate or we will die. Innovation is our calling. We must shift our mindset to have a bigger vision of Jesus and a bigger heart for the poor.”

The Revd Adam Pawley (St Asaph) said he looked forward to the day when all ordained people saw pioneer ministry as part of their role.



The Revd Dominic McClean,



director of vocations for Bangor Diocese, described the role of ‘distinctive deacons’ in the diocese. There were four already with another three training. “This role has emerged as an incredibly

pioneering role. It’s a ministry which bridges church and community,” he said. “I commend the distinctive deaconate as something old but new, making a positive contribution in the diocese.”

Bishop Joanna said, “As we commend the exciting work of pioneer ministry, I hope we remember that we are not called to faff around and change what we do in services but change the way we live our Christian life so that we attract people to live in Christ.”

Bishop Andy, who proposed the motion, responded.



“Our development is embryonic. We want to bring to you some of the excitement and energy and rawness of where we are, and we want the whole church to celebrate with our pioneers and affirm what is going on,” he said.

“Today is a snap shot of where we are – today is advance notice that this is a discussion that will occupy us more and more.”

**The motion was unanimously supported.**

### Motion:

### That the Governing Body:

welcome the creative initiatives in pioneer ministry in the Church in Wales and endorse the strategic work being undertaken to provide a provincial and diocesan framework for this developing ministry.

# Membership report focuses on outreach work

**Instead of beating ourselves up about declining Sunday attendance, let's focus on our God-given mission is to transform people's lives, said the Revd Dr Mark Griffiths, tutor in missional research at St Padarn's Institute, as he introduced the Membership and Finance report.**



For the first time, the membership and finance report supplemented the usual statistical data with six good news stories of initiatives from churches across Wales.

"This is about us valuing the things we do," said Dr Griffiths. "It's about recognising that on Sunday it is fine to talk about joyful stories as long as we spend the rest of the week making joyful stories."

He added, "Dementia cafes, lunch clubs, shoppers' communions... these all offer hope to our communities and

the Membership and Finance report plays a significant role in communicating new ways of being church."

Dr Griffiths clarified that work is underway to identify additional measures to ensure we value the whole life of the church and not only average Sunday attendance.



Questions emerged as to whether the report focused too much on good news stories, ignoring the worrying decline of Sunday attendance. "Are these good news stories the fig leaf that covers the embarrassment of our failings?" asked the Revd Dr Kevin Ellis (Bangor).



The Revd Richard Wood (Bangor) said it was a shared concern about declining numbers that prompted action, "I worry that the focus on good news stories ignores the strength of concern we share of the decline in worship. These concerns are what lead us to action so let's not ignore this."

Responding, the Bishop of Bangor, Andy John, said, "It can be hard for us to move from measuring Sunday attendance but in doing so we see examples where we can learn from each other."

Dr Griffiths concluded by saying new measurements would be piloted in churches over the Autumn and Winter. "These will be included in future reports," he said.



**The motion, that the Governing Body do take note of this Report was unanimously agreed.**

## ACC-17 – Walking together across the world

**Wales was the only province to send two women as its representatives to this year's international meeting of the Anglican Consultative Council.**

Dr Heather Payne (Llandaff) and the Archdeacon of Bangor, Mary Stallard, attended ACC-17 which met against the backdrop of pro-democracy protests in Hong Kong in May.

The beat of daily worship, including the singing of familiar Welsh hymns, helped break down barriers between those present, said Dr Payne, presenting their report to members.

"We met as strangers and left as friends," she said. "We didn't agree on everything but we were clear about our shared mission. The theme was the road to Emmaus – some provinces didn't come, but for those that were there the emphasis on walking together was great."

The process almost derailed on the last day during the debate on human sexuality, said Dr Payne.



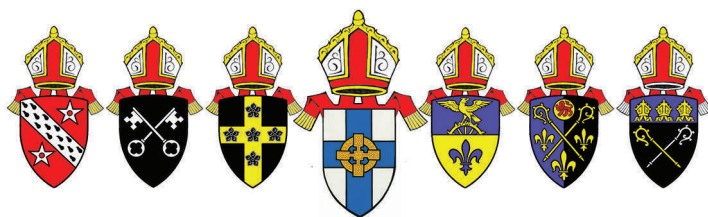
"It was eventually solved by a lot of discussion and the intervention of the Archbishop of Canterbury with a proposal to convene a working group on the issue. It was a touchstone event."

Having an international perspective on different issues "helped us lift our eyes up", said Dr Payne. "We are in a very different place to a lot of churches in the world," she said, citing challenges such as climate change, child marriage and persecution. "It's important that we link up across the world and find synergy."

One outcome of the meeting was the agreement to set up an Anglican health network which Dr Payne would be working on.

She concluded by setting out ideas for what Wales could do next for the wider communion. These included planning key partnerships at next year's Lambeth Conference and links with international networks, climate action, resources for discipleship and being a safe church.

"It was a huge privilege to be there," said Dr Payne.



# Review of the Electoral College process

## Proposed reforms of the Electoral College that oversees the appointment of bishops were welcomed but not endorsed.

Members voted to amend the motion so that draft legislation would reflect the report's recommendations in the light of concerns raised during the Governing Body debate.

Proposing the motion, Canon Steven



Kirk (Llandaff), who chaired the review, said it was customary to assess the processes of the college periodically.

However, the report acknowledged that this review, commissioned in December 2017, occurred against a more complex backdrop, following the failure of the college to appoint a bishop to Llandaff in February 2017 and the subsequent criticism of the process.

Canon Kirk said the review had identified several areas in need of reform and made 25 recommendations. Breaches of confidentiality were a cause for concern and there was a lack of good, consistent information about candidates. "There is a fine line between confidentiality and secrecy," he said.

The working group had taken advice from other public and private organisations before developing seven principles on which to base the process. They highlighted the need for fairness, opportunity and a more rigorous system.

A key innovation would be the establishment of a Preparation Committee, which would invite applications from suitable candidates, prepare a shortlist of three to five people and organise engagement activities in the vacant diocese.

Another recommendation was that

the first day of the Electoral College meeting should be a preparation day at which candidates would make presentations and answer questions. The second and third days would remain as days of discernment and ballots.

The report was seconded by James Turner, chair of the Representative Body, who said it aimed for a balance between professional rigour and spiritual sensitivity.

"If those responsible for choosing bishops are fully informed that can only enable a more authentic response to the guidance of the Holy Spirit," he said.

Paul Murray (Swansea & Brecon) expressed concern that members of the Preparation Committee could not be members of the Electoral College. "Giving them the power to shortlist reduces the College to a mere interview panel," he said.

The Revd Phil Bettinson



(St Asaph) said the shortlist should be longer and should be kept out of the hands of the media "who might object to

them for one reason or the other".

Sandra Ward, Bangor, called the



report excellent and a great step forward.

The Revd Joel Barder (St Davids) said

the requirement for the successful candidate to have a two-thirds majority "covers over a potential massive wound". It was an important thing to keep, he said.

Ruth James (Monmouth) acknowledged that confidentiality was important but there also had to be

accountability. "It must not be used as a shield when things happen which ought to be the subject of scrutiny," she said.

The Revd Josh Maynard feared the preparatory committee might be open to abuse by bishops. "It is a system open to abuse as bishops can select those who select who will succeed them as bishops."

The Revd Richard Wood (Bangor) feared being a member of a 47-strong interview panel would be difficult. He also suggested self-nomination seemed unnecessary if candidates had support from others.

The Dean of Brecon, Paul Shackerley, said the report was good and moving towards transparency but needed more work.

The Archdeacon of St Davids, Paul Mackness,



proposed the amendment to receive and welcome, but not endorse, the motion and to consider draft legislation in the light of comments made at the debate.

**The amended motion was carried unanimously.**

### Motion:

#### That the Governing Body:

- (i) receive and welcome the Report of the Electoral College Review Working Group dated July 2019 and the recommendations therein;
- (ii) request that the Standing Committee bring forward legislation to amend the Constitution where necessary to reflect the recommendations in the Report in the light of discussions and comments made during the Governing Body debate.

# Modern slavery and human trafficking debate

## Churches have a moral obligation to tackle slavery and human trafficking, said the UK's leading expert on anti-slavery in his keynote address to Governing Body

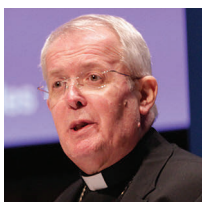
Kevin Hyland, the UK's first Independent Anti-slavery Commissioner, called on the Church to "use its moral leadership"



and bring hope to the 40 million people who live in slavery today.

"It is a most lucrative and illicit business in the trade of others. Let's make no mistake this business is booming with no shortage of exploiters who want to profit over human suffering. Being here today, talking about slavery, sadly brings shame on us all."

The Bishop of St Asaph, Gregory Cameron, introduced Mr Hyland, formerly head of the London Metropolitan Police Service Human Trafficking Unit and now Ireland's representative on the Council of Europe's Independent Group of Experts on Trafficking.



Mr Hyland said, "With no shortage of exploiters, raw materials are readily available for those who want to profit from human suffering. Human trafficking is flexible in its response to market demand; whether it's buying and selling human organs, sexual exploitation, forced criminality or forced labour. As a business it thrives on inequality, preying on the poor displaced by conflict or exploiting women and young girls who, globally, make up disproportionately a high proportion of victims forced into slavery."

In the week leading up to the debate, the Church in Wales agreed to support the extension of the Clewer Initiative into Wales.

"The abuse of authority, corruption, greed for money or business at any cost are coupled with what Pope Francis calls a 'globalisation of indifference'," said Mr Hyland. "Compassion, respect for others ethical use of power, equality and even democracy itself are being challenged, leaving a vacuum filled by criminals who seek to exploit others. Protocols, directives and treaties exist to prevent trafficking but often these can become impossible for victims or authorities to navigate or implement."

Global efforts to tackle human traffic were underfunded, he warned, focusing mainly on awareness raising. More financial investment and political engagement were needed, looking first and foremost at human suffering. "Strategic implementation that reaches grassroots is essential," he said.

Globally, \$153bn dollars were given to anti-slavery aid and yet the slave trade was worth \$150 bn. Criminals earned as much as the world gave in aid. Last year only 7,000 convictions were made. "If you are victim of slavery there is a 99% chance you will not be rescued," said Mr Hyland.

Governments needed to be held accountable for how they spent taxpayers money and businesses needed to make sure their supply chain was free of modern slavery. "Entire aircraft fleets are grounded when safety faults are identified, but how many companies would ground their business if forced labour were discovered in their supply chain?" asked Mr Hyland.

Sadly, we were all unwittingly complicit in modern slavery, he said. Minerals such as cobalt and mica were used in mobile phones but were exempt from forthcoming conflict minerals legislation which carried a requirement to label minerals that come from conflict areas.

"It's the church that can bring the dignity back to the 40 million lives that are damaged every day, said Mr Hyland. "The church is a big influencer and can go into situations and breakdown mistrust. It was faith groups and Pope Francis, in particular, who lobbied hard to ensure modern slavery targets were included in the UN Sustainable Development Goals.

"We need to make action happen and ensure this crime is put back into the history books."

Bishop Gregory told members that modern slavery was sadly a reality in Wales and that it was growing. "200- years-ago William Wilberforce led the campaign to abolish slavery. It staggers me that today there are more people in slavery today than there were in Wilberforce's time," he said.

"In my own diocese, Haven of Light, a charity in North Wales working with St Asaph and Bangor dioceses to end slavery, rescued people forced into labour. For too long we have been blind to what is happening in our midst."

Bishop Gregory acknowledged that progress was being made. "We have in the UK the Modern Slavery Act of 2015, in Wales we have a Police Commissioner charged with tackling modern slavery and



agencies such as Haven of Light and The Clewer Initiative are working hard to raise awareness. But there is every sign that the trafficking of our brothers and sisters is growing.”

Summing up, Bishop Gregory added, “You’re being asked to not just vote against slavery you are being asked to move the Church in Wales to action.”

The Dean of Monmouth, Lister

Tonge, chaplain to the convent of Sisters at Clewer, seconded the motion. “We are declining as an influence in society but this does not mean we cannot make a difference in the same way that the Sisters are doing today. That is why we are funding the expansion of The Clewer Initiative into Wales.”



The Revd Phil Bettinson (St Asaph) spoke of a woman who was kept in slavery and allowed only to attend church. A chance conversation following a sermon about salvation and freedom made him realise she was being kept in slavery. “When people in slavery try to tell you about their situation it sounds very much like they are living on zero hour contracts. When you speak to someone who may be trafficked push to see how free they are.”

Dr Robert Wilkinson (St Davids), asked for guidance about buying ethically and also asked Governing Body to look at their own investments, “We need to put pressure on our governments to look at how the supply chains work and we need to look at our investments and assess whether we are investing in companies that allow trafficking.”

The Church’s Ethical Investment Committee

was researching its own investments and supply chains, said the Bishop of St Davids, Joanna Penberthy, in response.



The Revd

Nigel Doyle (Swansea and Brecon), suggested developing a set of questions that parishioners could put to politicians during election time and to local authorities.

Sue Rivers (Llandaff) urged people to download the Clewer Initiative Safe Car Wash app to help identify car washing businesses suspected of using forced labour.

The Revd Jon Durlley (Llandaff)



urged Governing Body to call on our churches and schools to create safe spaces for children to prevent them getting trapped in slavery.

The Archdeacon of St Asaph, Andy Grimwood, asked members not to put away the anti-slavery information in their packs but to use them. “If you are involved in pastoral care you will come across this problem and you will need to use this.”

Terri Hatfield (St Davids) felt the motion should be stronger. “We should be really angry about this - let’s put this sleeping giant of the Church in



Wales to work and do something!” she said. “Slavery and sex trafficking are appalling crimes. I think the motion is weak and mealy mouthed.”

Archbishop John said the Church



in Wales “wholeheartedly and unreservedly condemns modern slavery. We condemn it

absolutely.” He added, “The very term modern slavery has a chilling feel about it. We tend to think of anything modern as slick and sophisticated, but

this is shabby and shameful.”

Responding, Mr Hyland called for changes to the system dealing with suspected victims. “It’s great that we identify the victims but once they are referred to the Home Office system it can take years for a decision to be made as to whether they are a victim of slavery. That needs to change.”

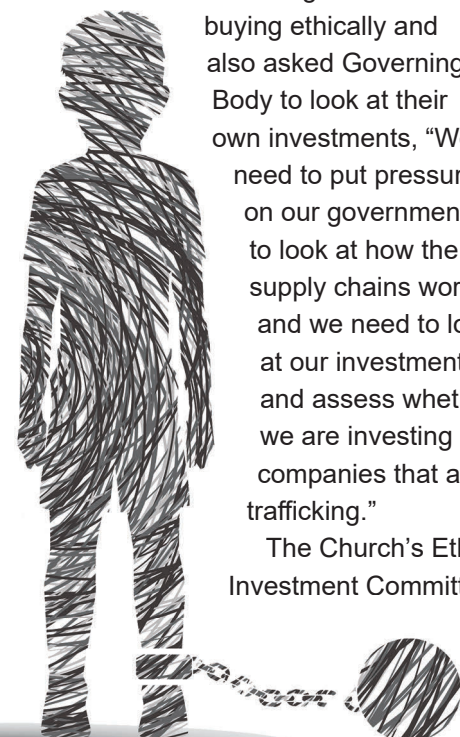
Closing the debate, Bishop Gregory said, “It’s not so much the wording of the motion that’s important but the way in which we translate it into action.”

**The motion was passed unanimously.**

### Motion:

#### That the Governing Body:

- (i) consider that slavery and human trafficking in all their forms are crimes against humanity, and deplore their continuing existence in the modern world;
- (ii) commend the efforts of the international community, our own governments, law-enforcement authorities and voluntary societies to combat modern slavery and human trafficking;
- (iii) lament our society’s failure to end the plague of modern slavery, acknowledging that ignorance and indifference are forms of tolerance and complicity;
- (iv) pray for and support cross-sector partnerships, voluntary initiatives, education and business groups, and all efforts to co-operate and harness goodwill to bring an end to modern slavery and trafficking;
- (v) commit to exploring every opportunity to play our part in working to combat modern slavery, its prevention, detection, and in offering support for its victims.



# FINANCE: “A turbulent year”

**The Chair of the Representative Body, James Turner, presented its annual report for 2018, which he described as “a turbulent year”.**

Losses on RB investments totalled £26m. Expenditure exceeded income by £2m as it had for the last few years. £10m was set aside for the Evangelism Fund. The net position was an overall loss of £11m from the RB’s funds.

Mr Turner said that, since January, there had been times of recovery in the investment market but behind the numbers there was a build-up of short-term risks which were threatening global prospects.

“But the RB’s investments benefit from the fact that we invest globally,” he said. “About 50% of our holdings are outside the UK so our performance relative to the benchmarks we use and compared to other charities has been better.”

Looking ahead, Mr Turner said it was likely we would be entering a period of lower investment returns, which would complicate the ongoing task of balancing expenditure commitments, such as the block grant to dioceses, the Evangelism Fund, support for ministry and the provision of provincial services, while continuing to look to provide additional funding in other areas and ensuring we retained the capital base.

Two major considerations had been the impact of the recent reviews of clergy remuneration and the funding of cathedrals. In both cases, the recommendations were being analysed. “It’s vitally important that we get this right,” he said.

Mr Turner said he had struck a deliberately cautionary note in his report. “But let me re-assure you that the task of the RB trustees is to support the work of the Church to the highest sustainable level.”

Sir Paul Silk, who was elected as Deputy Chair of the RB in March, seconded the motion.

He outlined how the RB – which he said provided one third of the costs of running the Church – sought to provide its support.

But there was more to support than just financial support, he said. And the RB was seeking to make life easier in a number of areas:

- the online Faculty system for DSACs
- advice on GDPR
- a new website
- a dedicated team finding uses for redundant churches



“The RB needs to be prudent but it must always take risks and be innovative in developing and sustaining the work of the Church and building the Church of tomorrow,” he said.

The Revd Richard Wood (Bangor) asked how changes to safeguarding procedures were to be communicated and also why the report into clergy remuneration had not been published in full.

Mr Turner said the Clergy Remuneration Review was a very important piece of work which was being taken forward and would be published as soon as it had been decided upon. Meanwhile, changes to safeguarding had been placed on the website and sent to dioceses.

The Revd Naomi Starkey (Bangor) expressed concern that 4.8% of investment was still in oil and gas companies and urged a move to those prioritising renewables. Mr Turner said this would be considered in November and proposals brought to the Governing Body next April.

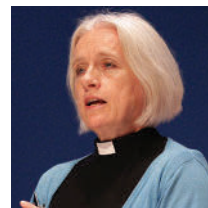
The Bishop of St Davids, Joanna Penberthy, said the Ethical Investment Committee had decided three years ago that a strategy of engagement with companies like Shell was thought best. However, motions put at shareholders’ meetings had not brought about change and so the committee was now recommending that trustees disinvest.

“Even the best companies are still planning to look for more gas and oil,” she said.

Terry Hatfield (St Davids) made a plea for more help for parishes struggling to meet basic costs. “The RB is seen as a black hole sucking money out of the system,” she said. “Please listen to what is being said from the pews and give consideration to help us in some way.”

Responding, Mr Turner said the RB had to strike a balance. “We are all being squeezed,” he said.

**The motion that the Governing Body approve the report of the Representative Body was carried with three abstentions.**





# QUESTION TIME



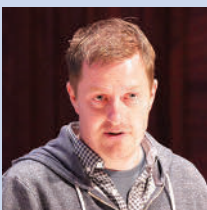
## Q 1. The Revd Dean Roberts (Monmouth)

*The Diocese of Monmouth is currently searching for a new bishop. There has been considerable interest concerning the vacancy in the diocese and many clergy and laity of the Church in Wales have been moved to suggest potential candidates to the Electoral College after being encouraged to do so. However, there is a lot of confusion as to how to suggest candidates to the Electoral College, and who to suggest them to. Could there be clear guidance published for the whole Church in Wales as to how a new bishop is appointed, how suggestions can be made to Electors, and who currently sits on the Electoral College at any given time, so that the Church in Wales can improve its transparency and openness, whilst recognising that the confidentiality of the Electoral College must also be maintained? Could guidance also be given to the Electors in how to handle suggestions given to them to ensure that names are put forward to the college to discern?*

### Answer - Archbishop

It is a timely question as we are about to hold a meeting of the Electoral College to elect a Bishop of Monmouth, and also at a time when a report from a Working Group set up by the Standing Committee to review Electoral College process and which makes recommendations to the Church about that process is on the agenda for the Governing Body to debate. We are using the current process at the election next week.

A full guide to that election was added to the Church in Wales website in August, accessed by the front page, which deals with such questions as: who elects the bishop, where does the election take place, who is eligible to be elected, how are candidates nominated and what actually happens during a meeting of the College. It also covers when a decision will be announced and what happens next.



## Q 2. The Revd Josh Maynard (St Davids)

*During August the Diocese of Llandaff and the Church in Wales actively supported and promoted the Faith Tent at Pride Cymru via social media, various press releases and the presence of a number of clerics at the event. As part of the event there were three sessions of “drag queen storytelling”. The drag queen in question has YouTube videos entitled “Good Christian bitches” and “the most underrated type of gay sex” as well as a number of other videos containing explicit material contrary to the Christian faith. Despite this speaker being a “third party” - the Church in Wales support for the entire event was unequivocal. Does the Church in Wales affirm the lifestyle this speaker promotes or is the Church prepared to simply overlook the usual high moral standards expected of speakers at events it promotes?*

### Answer - the Bishop of Llandaff

I would like to thank Josh for this question as it gives me an opportunity to express my gratitude to those involved with Cardiff Pride. For a number of years the Church in Wales has worked with other churches and other faiths to ensure a “faith presence” at Welsh national events. Regular events include the Royal Welsh Show, the National Eisteddfod and the Urdd Eisteddfod, and these provide important opportunities for us to reach out to the people of Wales, to demonstrate God’s interest in and love for them. We are a Church that believes it has a duty to minister to the whole community, and these events enable us to do just that.

Pride Cymru has become a major national event in recent years, and in that time has received the regular support of many Church in Wales members. Clergy and laity from a number of dioceses have helped to arrange the faith presence alongside partners from other faith communities, and the diocese of Llandaff gave support this year in the form of funding and publicity. We believed that this was an important act of witness in the heart of our capital city.

The act that Josh mentions can be seen from images and film on social media for what it is: an entertaining storytelling activity. Those present were all ticketholders for the Pride Cymru event, and there was nothing in the act that was unsuitable for the audience or particularly controversial. I am informed that the story-teller identifies as a Christian and, despite the fact that some other parts of his act may be intended for an adult audience, I would suggest that it is not for us to judge the sincerity of his faith.

I hope members will agree that the Church in Wales should continue to engage with Welsh society in its widest sense – that is our calling as Christians. If that means that sometimes we are required to take a risk or to operate very much outside our comfort zone, then we so be it. We should step out of the familiar.



# Further drafting need for Bill to amend the Disciplinary Tribunal

An internal inconsistency in the Bill to amend the Constitution in relation to the Disciplinary Tribunal – chapter nine – resulted in the Bill being referred by members back to the Select Committee for further drafting.

The Committee stage of the Bill will continue at the next meeting.



## Worship

**The arrangements for worship were made by the worship co-ordinator, Fr John Connell and helped by other members of the Governing Body.**

The Eucharist on Tuesday evening at the University campus celebrated Bishop William Morgan and William Salesbury, Translators of the Bible into Welsh. Bishop Andy was the celebrant and Bishop Gregory preached.

Evening Prayer on Wednesday for the feast of St Deiniol, was led by members from Bangor Diocese and Bishop Andy preached.

Prayers and Bible Study on Thursday morning were held in the auditorium, led by Dr Heather Payne, after the style of a Bible study held at the meeting of the Anglican Consultative Council in Hong Kong in May.

## Collection

Collections taken at the meeting will be given to the newly launched Church in Wales Centenary Fund (see page 3). The total collection, before the Gift Aid claim, was £855.20. The instagiv (texting donations) total on the day was £175.00.

**The text number is live and all donations will be very much welcomed.**

**Text CENTENARY to 70660**

## Our visitors

### **The Governing Body welcomed guests from other Churches:**

The Revd Sally Thomas  
(Ecumenical Officer, Wales  
United Reformed Church).

The Methodist Church  
The Revd Dr Stephen Wigley (Chair of  
Synod, the Methodist Church in Wales).

The Church of England  
The Revd Charlotte Cook  
(member of the Archbishops' Council,  
assistant curate of  
St Mary Watton and St Matthew  
and St Mary Trimley).

## Farewells

**The Archbishop thanked the Revd Sally Thomas of Cytûn and the United Reformed Church, for her regular attendance at meetings, as she was to move to a new role, and Rowena Small, the retiring Llandaff Diocesan Secretary.**

He also warmly thanked Julian Luke, Head of Secretariat, who was leaving a paid role in the Church after 23 years to take up a role at the National Assembly for Wales.

“We wish you well and thank-you for everything you have done with your consummate skill and your enormous reservoir of

knowledge about everything we do and everything we are,” said Archbishop John, followed by prolonged applause and a standing ovation for Mr Luke.



**The Governing Body will next meet on  
Wednesday 22 and Thursday 23 April 2020  
at Venue Cymru, Llandudno.**