

HIGHLIGHTS

of the Church in Wales' Governing Body meeting
at the City Hall, Cardiff
on 1-2 May 2019



Being a good shepherd

Focus on rural ministry

See page 3.



Be ready and willing to listen, Archbishop urges Church

Be ready and willing to listen, even to things you don't want to hear, the Archbishop of Wales said in his Presidential Address. Listening to each other attentively and respectfully was a key part of our faith and church life, enabling us to walk willingly together, especially when faced with difficult, divisive and challenging issues.

The Archbishop, John Davies, said he hoped his addresses at Governing Body would encourage the wider Church, though its members.

He said, "Listening properly in the context of our corporate faith and the development of our individual faith-journeys can be demanding, and it can be unsettling," he said. "This is because it's more than simply hearing; that's a physiological process, the mere registering, by our brains, of random, external sounds.

"Listening is the conscious engagement of mind, soul and spirit with what is heard. And that conscious engagement happens by means of respectful and gracious attentiveness of mind, soul and spirit. The result can, and sometimes should, challenge our preconceptions, it might require us to make a change

Contents

Page 1

Presidential Address.

Page 3

Rural Issues.

Page 5

Progress on gender equality.

Page 6

Clergy remuneration.

Page 7

Buildings for mission.

Page 7

Evangelism Fund update.

Page 9

Private Members' Motion.

Page 11

Cathedral constitution.

Bishop of Monmouth election.

Page 12

Update on same-sex relationships.

Standing Committee report.

Page 13

Question Time.

Page 14

Worship and Collection.

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or lead us to recognise that at least we ought to be ready to consider a change. And let me assure you that I have no particular change in mind – I am simply attempting to state what I firmly believe to be a key principle of the way in which we should conduct ourselves and do our business as a church.”

Listening could mean “uncomfortably humbling” ourselves, he said, warning that there might be items on the meeting’s agenda some would rather not hear.

“Readiness and willingness to demonstrate that respectful and gracious attentiveness of mind, soul and spirit, to the Father, to the Teacher, to the Spirit and to each other, may sometimes mean uncomfortably humbling ourselves by being attentive to and listening to things we don’t like and would rather not even hear; things with which we might disagree profoundly. There are almost certainly items on the agenda of this meeting which some of us will, undoubtedly, view in such ways. But hear about them we must, and be respectfully attentive to those who think differently, we must, shining upon them the light of the Father’s wisdom, the light of the Teacher’s love and the light of the Spirit’s grace.”

The Archbishop said listening respectfully was part of what it meant to follow Christ. He referred to two passages in St Matthew’s Gospel: chapter 11, verses 28-29 about taking up Christ’s yoke and chapter 16, verse 24, about taking up Christ’s cross.

He said, “The calling of Christ to his followers is to take upon themselves a yoke. To embrace a way of living that, far from being a galling, injurious burden, is a yoke of gentleness, free from the roughness of overbearing, unreasonable demands. Being called to take it up

and to receive it must mean, for us, not being dragooned or forced into unattractive and unwelcome ways of behaving, but recognising that the gentle and well-tailored guidance which our Lord gives leads to the fulness of life for us and for others.

“The cross, of course, far from being an instrument for careful and gentle guidance, was a brutal, cruel and coarse instrument of both torture and execution. Being instructed to take that up might seem to be an entirely different matter. Yet, interpreted as an encouragement to abandon self-interest and selfish desires in favour of humble, generous and loving, service and support of others, after the example of Christ, sets the instruction in a radically different, more bearable and less menacing light.”

Taking up the yoke and the cross demanded certain things of us, said Archbishop John, including a willingness to listen to each other.

“Christ offers yoke and cross, and Christ commands that they be taken up. He doesn’t suggest, he commands. So, for today, for tomorrow and for our future, let me please urge you and encourage you and our whole church family, to willingly and fully commit to that important process of listening, undertaken in eager attentiveness, and in willing, gracious respectfulness of each other.

“Then, in word and action – and, perhaps, especially when we differ over difficult, divisive and challenging issues – we will be able to demonstrate that we truly understand what it means to take up yoke and the cross, willingly walking together, even if not always being able to agree.”

To download the text of the Presidential Address visit: churchinwales.org.uk/news



Bishops support Christian Aid appeal

The Bishop of St Davids, together with the other bishops present at the meeting, joined Christian Aid’s call to support mothers in Sierra Leone.

This year’s appeal drew attention to the high maternal death rate in Sierra Leone where women are 150 times more likely to die in childbirth than they are in the UK – making it the most dangerous place to become a mum. An estimated 15,000 mothers have died during childbirth since the Ebola crisis in 2014.

Christian Aid is helping remote communities come together to build health clinics, as well as training nurses to provide urgent care in communities and improving hygiene, so mothers and babies are more likely to fight off diseases.

Bishop Joanna Penberthy had a personal reason for supporting the appeal. She said, “This is a such an important appeal. In the UK we take good antenatal care and medical support in childbirth for granted. As someone who almost died giving birth, I know first-hand how important it is to have all the right help and care in place. In supporting Christian Aid’s work, we can make a difference. Please give today.”

For more information on the appeal and how to donate, visit:

caweek.org

Debate exposes harsh reality of country life



The struggle of people living and working in the countryside, and the key role of the church in helping them, were highlighted in a presentation on rural life.



The archdeacon-designate of Cardigan, Canon **Eileen Davies** - a farmer herself and Rural Life Advisor for St Davids Diocese

- spoke of how farmers were suffering from increasing isolation and mental health issues. She urged members to support a motion calling for each diocese to appoint a rural life advisor and develop a strategy for engaging with rural communities.

Canon Davies said rural communities had changed drastically over the years and more people were becoming lonely and isolated as local facilities such as shops and pubs shut. Often it was only the church as an organisation and as a building that was left in many rural villages.

"The backbone of the countryside is agriculture and this is the industry that has the highest rate of suicide. Farmers work long hours often alone, through technology they are able to get through a great deal of work but there is no one to talk to – they are lonely and isolated and this can have far reaching consequences in terms of both physical and mental health," said Canon Davies.

She said that Rural Life Advisors, where present, did tremendous work in ensuring the church was there not only on a Sunday, but seven days of the week, visiting local livestock

centres and agricultural shows. They were also involved in projects such as Tir Dewi in St Davids Diocese, which lent a listening ear and even practical help to farmers.

The Bishop of St Davids, **Joanna Penberthy**, proposed the motion, saying that she knew first hand both the joys and difficulties of life in rural areas and the vital role played by parishes. However, she warned that affirming the role of the local church meant firstly affirming the role and presence of the local church building.

"Our countryside is beautiful but the harsh realities of farming life can be brutal. In many rural communities our church building is the last public building still open. But they are expensive to maintain both in money and in time and the ministry for which they are a focus is also expensive to maintain," said Bishop Joanna.

She called for a commitment to keep these church buildings in rural areas open.

"Supporting this motion calls

for an adult conversation on how we unlock resources, practically and wisely. It means



that Governing Body is asking our Representative Body and our Diocesan Boards of Finance and our Diocesan Standing Committees to bear in mind the vital role that local church buildings, and the local church communities that sustain and are sustained by them, have in supporting the rural communities in which they are set."

They needed to do their best to ensure that the financial and strategic decisions they made supported the role of the local church and its building across the rural communities of Wales, she said.

Bishop Joanna added that the role of the Rural Life Advisors was three fold: firstly to be a presence with the farming and rural communities by visiting farms and rural business and being present at the marts and at the shows; secondly developing expertise in the issues faced by rural communities; and thirdly being an interface between the diocese, local churches and the rural communities.

Seconding the motion **Terri Hatfield** (St Davids) said she worked for a firm of accountants in West Wales and had noticed that a lot of their elderly farming clients were the last in their family line.



Some were too old or frail to work the farm but did not want to move elsewhere, even though their farmhouse might be in a poor state of repair. Their health might also be suffering as they might not easily be able to get to doctors and dentists.

"They are socially isolated because family have died and, when you're in your 80s, many of your friends have died too. The local church is ideally placed, quite often literally in similarly isolated places, to offer support to those in need," said Mrs Hatfield.

The Revd **Justin Davies** (Swansea and Brecon) welcomed the report. He called on the church to go





further and encourage new industry to provide jobs and growth. "The countryside can be a very exciting place to work," he said. "We need to be a campaigning people. Cast forward and look at the trends and see where we are going to be in five years' and ten years' time? What is the training that we need to give to these ministers and what are the outcomes we are looking for?"

Both **Peredur Griffiths**, visiting



from Cytûn, and the Revd **Dr Stephen Wigley**, of the Methodist Church, urged an ecumenical

approach to helping rural communities. The issues faced were a concern to all Christian churches, they said, and resources could be pooled.



Dr Robert Wilkinson, St Davids, said any strategy developed needed to address regulation of the banks too. "I have personal experience of farmers being driven to violence by unsympathetic behaviour of banks," he said.

Jonathan Hughes (Swansea and Brecon) highlighted the paucity of affordable housing in rural areas. Churches had assets that could be released to help, he suggested, urging more work with the Faith In Affordable Housing initiative.

Daniel Priddy (St Davids) suggested as churches have committed to buying Fair Trade

products they should also make the same stand to buy local products and food.

The Revd Chancellor **Dr Patrick Thomas** (St Davids) said there was a tendency to think of the countryside as a chocolate box place where everything stayed the same, whereas in fact it was constantly changing.

"There are those who move to the countryside and then lose a partner - perhaps the one who can drive a car. The church is so important, as the main focus of the community has gone and the only thing that is left is the church," he said.

The Revd **Adam Pawley** (St Asaph)



suggested a bid be made to the Evangelism Fund to create a post of a Rural Life Evangelist. It was an idea supported by Archbishop John.

"Pope Francis warned against the church becoming involved in good works in the community per se. It risks becoming a voluntary arm of the social services," he said. "What must underpin our work is the Gospel imperative and we should pay attention to how the Evangelism Fund could be used in rural areas."

The motion was carried.

Motion:

That the Governing Body:

- (i) affirm the role of the local church in supporting rural communities;
- (ii) request each diocese to:
 - (a) appoint a Rural Life Adviser, with dedicated time to carry out the role;
 - (b) develop a strategy for constructive engagement with rural communities.



Progress on gender equality

Progress has been encouraging on the representation of women in the Church in Wales but there is still more work to do.

A Working Group set up to review the representation of women in the work and structures of the Church in Wales brought its fourth report to the Governing Body since it was set up 13 years ago.

Dr Gill Todd (Swansea and Brecon),



in presenting the report said that in 2006 the agenda was about numbers and equality but today the agenda

had expanded to also include a recognition of the importance of bias, conscious and unconscious, the Me Too movement and training for Leadership.

The latest report, which contains nine recommendations, stated that progress in the last 12 years had been encouraging in many areas but not been sufficient everywhere.

Dr Todd said, "It is very pleasing to stand before you today and to be able to say that a significant amount of progress has been made: two women bishops, four women archdeacons and two women cathedral deans. But it is not just about those appointments significant as they are.

"A review by FTSE 100 organisations of gender equality has shown that organisations succeed when there are women in leadership roles and organisations embrace rather than tolerate diversity.

"These women in senior roles in the Church in Wales will be role models for women's ministry and as such the Working Group expects them to influence the Province towards continuing to developing a culture of

inclusion and one which embraces and is proud of its diversity."

The report said, "There is still work to do to implement more transparent, inclusive and fairer working at every level in the Church in Wales: in its governing structures, in Diocesan decision-making, and in parishes and Ministry / Mission Areas. A Church whose core function is to proclaim a Gospel of love, respect and justice for all people must continue to work for a culture of equality and fairness of treatment for all involved in it, and tolerate nothing less from its members."

Dr Todd added that the challenge to the Working Group and to the Church in Wales was to review its progress in the context of changes in society which had taken place in the last 13 years.

These included changes relating to social media and discussions under the auspices of the Me Too movement - a campaign against sexual harassment and sexual assault especially in the workplace.

"The Church must continue to transform into a Body that can use the gifts of all its people to the full. This is a goal which is exciting and achievable," said Dr Todd.

The Bishop of Llandaff, **June Osborne**



proposed the motion saying that she wanted to highlight two things.

The first was a recognition that our integrity as a church depended on this agenda for action and secondly that there was a need to ensure that the church 'stepped up' to the resources in time, effort and expenditure that the motion would require.

"Like so many other social organisations we are beset with and tainted by bias, discrimination and injustice and we have to acknowledge that and be grown up about the strategic steps that we need to take as a church to be true to what we believe," said Bishop June.

The motion was seconded by **Lis Perkins** (Bangor).

The Revd **Joel Barder** (St Davids)

said he found it difficult to agree with the motion and asked for clarification about whether it was

a desire for equality of opportunity or for equality of outcome. "Is it our desire that all people be given equal opportunity or a desire to enforce a 50/50 split?"

Sue Last (St Asaph) said anybody



in any position should be chosen on their skills and ability and urged all dioceses to monitor what

was going on and to see what could be done if they were not meeting requirements.

The Revd **Naomi Starkey** (Bangor)

called for a dean for women's ministry to be set up in each diocese to ensure the issue did not slip down the agenda.



Jennie Willson, St Asaph, said there ought to be an expectation for an explanation when targets were not met. There needed to be consequences for those who continued to discriminate. She also suggested women could be invited

onto groups in an ex-officio capacity where representation was lacking, to ensure a female voice.

Canon **Dylan Williams** (Bangor) said that both Dr Gill Todd and Bishop June had made the point that there has been a shift since 2006 and 2019 but in his view the shift had not been as strong as it should be.



“I would say that there is something out of place in our culture. We are suffering from a sort of spiritual ill-health and I won’t seek

to gloss over this – there can be no gloss on what is before us.”

Bishop June thanked Mr James Turner, the chairman of the RB for proposing an amendment (iv) to the motion requesting a further report from the Working Party in 2025 saying, “I welcome the amendment which keeps us all under scrutiny – 2025 is a realistic time frame. There are gaps in achieving diversity. Gender is an issue – I hear all the time women talking of prejudice and of being belittled. We have a task, not just about changing attitudes, but needing structural solutions.

This report is about us as an institution growing further in our baptismal duty together.”

In response to questions from the floor Dr Gill Todd said the Working Group would welcome the suggestion of a dean for women’s ministry. She added that a confidential helpline should be set up to deal with bullying and bad behaviour. She also said more work was needed to encourage the vocations of younger women – the big gender gap was younger women coming into the church.

The motion was carried with 12 abstentions.

Motion:
That the Governing Body:
(i) receive and welcome the Report of the Working Group on Representation of Women in the Church in Wales dated May 2019 and endorse the recommendations therein;
(ii) recognise that the equality agenda is the responsibility of the whole Church;
(iii) commend the Report to the Province, dioceses, and ministry / mission areas for study and appropriate action, and request each diocesan Standing Committee to monitor progress in their diocese;
(iv) request the Standing Committee to initiate a further report from the Working Group in 2025.

‘Holistic approach’ for clergy’s pay and benefits

Significant work on all aspects of clergy remuneration had been done over the past year and recommendations were being prepared on the package as a whole.

James Turner, chair of the Representative Body, updated members on the review which was led by Dame Claire Clancy.



“This key exercise is being taken forward with due care and sensitivity,” he said. “People are always an institution’s greatest resource, and our clergy have a key role to play as we seek to grow

as a church and deepen in spirituality as disciples. It is vital, therefore, that we make sure that we take the time necessary to get this review right and ensure that our clergy are properly and fairly remunerated for the great service they have given and continue to give the Church in Wales.”

The work of the group was informed by a major survey of clergy in 2018, the results of which were shared at the start of the year. Following this, further consultation with stakeholders took place.

“The Representative Body recognised from the outset

that a holistic approach to this subject was vital to ensure that any future arrangements were fair, affordable and fit for the future.

“This has meant careful consideration of stipend levels, the clergy pension scheme and the treatment of fees from occasional offices, and the way in which these elements link with and balance each other. There is also the question of clergy housing and a number of other matters – not directly linked to remuneration – which were raised by clergy via the survey and will need to be addressed by the appropriate bodies.”

The working group brought an interim report to the Representative Body in March and was now in the process of preparing the final report with recommendations.

The report will be considered, initially by the Representative Body’s People Committee and its Audit and Risk Committee, and then by the Representative Body itself at the end of June. It will also be discussed at the annual Joint Finance Meeting (June).

The final proposals will be subject to a full consultation with the clergy.

A full report will be made to Governing Body in September.

Buildings for mission

From Grade One listed cathedrals to church halls, ensuring our buildings are fit for mission provoked lively discussion.



Alex Glanville, head of property

Services, set the scene about the challenges faced and the need for ideas and solutions to allow great

mission to happen in our churches.

In a first for GB, an interactive 'live' online poll was carried out, before ideas were explored more deeply in break-out discussion groups.

Alex explained "change starts with an idea and we want your ideas today".

With 1,296 open churches / cathedrals in Wales – 913 of which are listed buildings – 70 per cent of the buildings from which much of our mission is carried out are of national importance in terms of architectural and historic interest.

"The fact that we conduct so much of our mission in heritage buildings may excite some of you or depress others," said Alex.

He also highlighted the fact that these nationally important buildings were managed and maintained by volunteers in the local community - "an amazing and largely under-appreciated fact."

The hundreds of church halls where mission was carried out, though not listed, were still of great importance.

Alex said the 1,213 churchyards

were a significant challenge as they were a continuing obligation with reducing income.

With church closure rates averaging one per cent per year, trying to find the best long-term use for redundant churches was of key importance.

In 2017, local churches spent £14.7m on property accounting for 37per cent of annual expenditure.

Alex encouraged: "Despite the challenges, we are very blessed."

The Representative Body and the dioceses were all working towards the following goals:

- Identification of sustainable and unsustainable churches;
- Putting in place the right support for those that we retain – money, help, advice, guidance;
- Effective planning of new uses for those we cannot retain.

However, to make a building great for mission, it also had to be: open – buildings should be accessible and regularly open; warm - every church should have the right environment for mission; beautiful - inspiring, tidy, loved and clean.

"Buildings can be complicated things to plan. To make it simple, ask yourself, is my church Open, Warm and Beautiful and then set to work on making it so. I suspect you will have a great place for mission at the end of it."

The poll revealed the top three challenges were lack of money, resistance to change and not enough people to do the work.

Working in nine small groups, members then explored ideas to address these challenges.

Alex said he was "overwhelmed" by the ideas and thoughts. Initial suggestions included community engagement, training and third-party usage. All ideas put forward will be considered by the Representative Body in conjunction with the dioceses to see how they might be feasibly progressed.

The results of the poll held at the GB can be seen at <http://doo.vote/gb> You can see the key ideas from the group sessions and add comments at <http://doo.vote/gbresults>



Members vote on their digital devices



The poll results were shown in 'live time' and projected onto the screen.

Following Alex's presentation, members were invited to take part in the 'live' online poll.

The three questions were:

- 1. What does successful church mission look like?**
- 2. What makes a building great for mission?**
- 3. What is preventing us making our buildings great for mission?**

Hong Kong Calling



Two GB members joined the meeting from Hong Kong, via a recorded Skype call. The Archdeacon of Bangor, Mary Stallard, and Dr Heather Payne (Llandaff) were representing the Church at the Anglican Consultative Council meeting ACC-17 there.

“It’s a really impressive meeting and it’s fantastic hearing stories from across the communion,” said Mary.

Heather said that they had spoken with people from the 40 provinces around the Anglican Communion. “They all know about Wales and are delighted to hear there are two of us here – and we are the only province to have sent 100% women!”

Heather described a workshop she was doing to encourage people to develop an Anglican health network as part of the sustainable development goals.

Evangelism and reconciliation were key themes of the meeting, said Mary.

“We were one of the few provinces to give a report on work done on previous ACC resolutions,” said Mary. “We feel people have heard about Wales, are interested and our participation is welcome.”

Heather added, “We are punching above our weight in terms of participation, funding and contributing to the serious work of evangelism. We have a lot to be proud of – there’s still always loads to do but we can be very encouraged.

“It’s such a privilege to meet people from all over the world and it is really inspiring to meet people. Thanks for sending us here.”

Mary and Heather will give a full report back to members at September’s meeting.

Evangelism Fund update

Three dioceses have so far applied for a share of the £10m fund for ambitious projects to grow the church and initial discussions are taking place with the others.



Giving an update on the Evangelism Fund, Sir **Paul Silk** said two of the dioceses, St Asaph and Bangor, had reached the second stage of the three-stage application process.

Sir Paul, who has stepped up as chair of the Fund’s committee in place of the Bishop of Bangor while the Bangor application is considered, said the Fund could make grants of between £250,000 and £3m. It was the committee’s task to ensure such significant sums were used wisely and properly.

“At the same time, given the imperative to support new growth in the Church, the Representative Body is keen spend this Fund: we will not have been successful if, at the end of this process, we have not been able to support new projects,” he said.

The purpose of introducing a multi-stage application process was to ensure that diocesan projects were given every encouragement to be the best that they could be: well-planned; fully-supported by the host diocese; and with a realistic chance of meeting both their own objectives and the objectives of the Fund.

“Our experience of working with dioceses so far has been extremely positive. We have been very impressed with the quality of the applications that have proceeded to Stage 2, and we have every expectation that the Fund will transform our Church. Its creation has in itself served as a catalyst for new thinking across the Church in Wales.”

The Revd **Dean Roberts** (co-opted Monmouth) asked if there were a deadline for applications and if so whether there would be extra time for Monmouth Diocese which had been without a bishop for more than nine months.



“There is a deadline but the RB is willing to consider making more money available so every diocese will benefit,” replied Sir Paul.

churchinwales.org.uk/resources/evangelism-fund-guidance/

The Archbishop's call for the church members to listen attentively and respectfully to each other was echoed by the Bishop of Llandaff in her sermon at Evening Prayer.

Looking ahead to the controversial Primate Members' Motion the



following day, Bishop June urged members to take inspiration from runners at the recent London Marathon (which included her daughter Megan) and turn shared pain into a positive experience.

She acknowledged the motion would expose continued shared pain about the ordination of women.

“On the one hand there'll be the pain of knowing that some of us deny the spiritual authority and legitimacy of our women clergy and bishops. At the same time, we'll acknowledge the pain of those who feel that a historic understanding of the significance of gender has been abandoned.”

Bishop June said, “Like the rest of the Anglican family we don't live in a resolved place about social change, and we do have to learn how to turn shared pain into something strong and productive. We have to make space for one another and never fail to treat one another as members of the Body of Christ. There are many things hidden from us, even sometimes a sense of God, which is why we come together in Council to seek the mind of the Spirit, rejoicing in being a diverse community which disagrees but never disparages.

“My brothers and sisters remember that image of the marathon. If it's possible for hundreds of thousands of people on a single day to operate in such a joyful way that there are no disparagements of any kind then let us similarly take heart and go on finding places where we too can benefit from our shared pain.”

A motion requesting that bishops no longer hold separate ordinations for those who refuse the sacramental ministry of women was overwhelmingly lost following discussions lasting more than an hour.

Members lined both sides of the hall keen to put forward their views on a subject which had given many sleepless nights while others spoke of it “not being an easy decision”.

The private member's motion was put forward by the Archdeacon of Llandaff, **Peggy Jackson**.

It also requested the retracting of the conscience provisions created in the



Code of Practice in 2014 when the Church authorised the consecration of women as bishops.

Introducing the motion Archdeacon Peggy said she recognised it would pain many – it was not done lightly but “it needs to be heard”.

“We must listen to women who have felt diminished or have experienced discrimination or prejudice in their life in the church which has limited or constrained what they have been able to offer and we must attempt to address the causes of that distress whether it's themselves on in the systems of the church.”

She added, “It's hurtful for me when I experience denial or worse from those who cannot accept my calling but that hurt is magnified immensely if the very church which brought me to this point now seems to weaken in its resolve and expect

me to accommodate denials or ongoing doubt and ambivalence about my being in the church and what I am doing here and to ask me to cope with that so that others' pain might be reduced. It doesn't work and in such circumstances none of us are able to flourish, none of us can bring the fulness of our gifts to the service of God's work.”

Archdeacon Peggy explained, the motion was not about refusing to ordain those unable to accept women's ministry. “This is not the thought police. It is not seeking to exclude from ordination those who doubt or deny women's orders. All it is doing is asking that in future the bishops do not extend the pastoral provisions of the code to new candidates who they chose to ordain. Those who hold dissenting views must look to their own consciences as every other cleric does within the church.”

The motion was seconded by the Revd **Dominic McClean** (Bangor).

A church which had “fuzzy edges” didn't help people discern their vocations, he said.



“Part of the truth that we proclaim is that all are equal in the sight of God, all are called to ministry and discipleship. If we are to enable people to discern their way forward we need to be honest - people need to know where we stand so that they can make the right choice.”

He added, “If we choose to have an indefinite period of transition, we choose to continue the pain because it will always be painful.”

However, all 10 speakers spoke against the motion.

The Revd **Rosemary Hill**,



(Llandaff) said it was not up to us to judge who was worthy of ministry, "When Christ called his

disciples he did not discriminate – all should be welcome, regardless of their gender, sexuality or theological stance," she said. She also spoke of the "pain" of having her vocation denied" and that she would not be willing to "inflict that on anybody."

"We must acknowledge those parts of our church that are hurting, we must lament the hurt, listen to it, and allow that all might have a place and glimpse the kingdom of God."

Alan Glass (Swansea and Brecon) likened the debate to a "wound that was healing", fearing that passing the motion would "make it bleed again". He said the motion was unnecessary and untimely, as well as divisive and pernicious, and it was time to move on.

Paulette Brown, Monmouth,



was "greatly saddened" by the motion which she felt undermined the loyalty traditionalists felt

to the Church. "We could have left but the fact that we have not done so is down to our deep loyalty. But instead of respecting this and valuing our contribution, this motion wishes to take the safeguards away and strip the minority of its very limited protection. Can we as a Church really afford to do without men of orthodox belief whom God is calling to the priesthood? As Christians we should remember that there is more than unites than divides us."

Gareth Erlandson, (St Asaph), applauded the spirit of the motion but claimed in his experience as an ordinand at St Padarn's Institute, and having questioned all the current

female ordinands, there was no sense of the validity of anyone's vocation being questioned. "There has been a culture change," he said. "We work as one community."

The Revd **David Morris** (Llandaff)

pointed out that what was a minority view in the Church in Wales was the majority view in



the universal church. "Where do we draw the line in excluding minority groups?" he asked. "Surely all God's children should be welcome in his church in the fullest possible sense."

Gregor Lachlann-Waddell (St Asaph) warned the church was being distracted by divisive issues.

"Less than one percent of the population of Wales attends church on Sundays. We are on a life support machine and we shouldn't let divisive issues rip us away from the work God wants us to do."

Caroline Woollard (Monmouth)



warned the motion would make traditionalist priest feel marginalised. "You might be here but we don't

really want you', is the message," she said. She too had experienced gender discrimination throughout her career as a journalist. "I try to ignore it and feel compassion for those who dish it out rather than try and stop them entering the room," she said.

The Revd **Steven Bunting** said he

didn't think the debate was one for his generation of priests. "We work together for the glory of



God and our theological views are not taken into consideration."

The discussion was cut short with a procedural request from members

to move straight to the vote. The vote was taken with 63 against the proposals, 19 in favour and 20 abstentions.

Responding, Archdeacon Peggy regretted that the motion had "been misunderstood". Her intention was not that the Church in Wales should cease to ordain people who did not agree with women's ordination or cease to provide a home for those with dissenting views. Rather, that those who entered the priesthood were clear that the Church was not "in two minds" about women's ministry. Those who found themselves "at odds" with a particular aspect of what the Church believed must "protect and operate their own arrangements and conscience how best they may".

She concluded, "It is not to say there is no place for them, but it is to say that the church will not protect and set up a parallel jurisdiction, effectively in order for them to stay."

Motion:

That the Governing Body:

- rejoices that the Church in Wales has now received the consecration of two Bishops who are women, and
- (i) requests that all Bishops, consonant with previous undertakings, agree not to hold in future separate ordination services for any candidates, on the grounds of the candidates' views on gender;
 - (ii) calls on the Bench of Bishops to resile from paragraph 5 of the Explanatory Note to their 2014 Code of Practice, and cease to ordain those who, refusing the sacramental ministry of women, expect to rely upon the conscience clauses of the Code.

New constitution for Llandaff cathedral



Cathedrals were gaining ground as places of growth, attracting and inspiring people in ever increasing numbers and providing a missional resource for the whole church, the Dean of Llandaff told members.

As a result, they needed more robust governance structures to be properly accountable and to make the most of opportunities.

Following the Provincial Review of our Cathedrals in 2016, Dean Gerwyn Capon reminded members that Newport Cathedral had been given permission by the Governing Body to develop an experimental constitution, allowing for more flexibility to have lay canons and to bring in necessary skills.

Now it was the turn of Llandaff Cathedral to seek similar permission for its new constitution. A review of its structures of governance took place in 2018 and recommendations called for the streamlining of the Chapter and the inclusion of lay trustees with expert skills. An implementation group had been set up and had produced a new constitution for the Cathedral which was now ready to go.

“There is across the community at Llandaff, considerable energy and enthusiasm to press ahead - we are of one



mind and heart in our ambition for this renewal,” said the Dean.

The motion was seconded by Canon **Steven Kirk**. Cathedrals, he said, were “important places of mission for the whole diocese”.

“To be most effective, to be a beacon of hope and faith in the diocese and beyond we need to proceed with these changes of governance. It’s an exciting time for the Cathedral.”

The Bishop of Llandaff, **June Osborne**, said she was immensely proud of the Cathedral and thanked the team for its exemplary leadership. “Our cathedrals are being impeded by working with governance models which are not fit for purpose,” she said. “We need a framework of clear rules and purposes to protect us.”



The motion was overwhelmingly carried:

Motion:

That the Governing Body:

give permission for the Constitution of the Dean and Chapter of Llandaff Cathedral dated April 2019 to be used in Llandaff Cathedral until such time as the Governing Body decide to amend the Cathedral Schemes in Volume II of the Constitution of the Church in Wales.

Bishop of Monmouth election

An additional motion was tabled by the bishops following the announcement of the retirement of the Bishop of Monmouth, Richard Pain, the day before the meeting.

Members were asked to extend the three-month deadline for the election of the next bishop in order to give the diocese sufficient time to prepare. Bishop Richard had been away from work for nearly nine months before retiring due to ill health.

“We believe it would be unfair to expect the diocese to be in a

position to host a meeting of the Electoral College within three months,” said the Archbishop.

The motion was seconded by the Bishop of Bangor.



“Monmouth Diocese needs to come together in prayer,” said **Paulette Brown** (Monmouth). “We need to reflect and we need pastoral care. Please will you allow that to happen before we move onto the daunting and serious task of electing a bishop?”

Archbishop John said he was fully committed to providing pastoral care to the diocese while he had oversight of it until the election.

The motion was carried with two abstentions.

Motion:

That the Governing Body:

determine that the right to appoint to the see of Monmouth currently vacant shall not pass to the Bench of Bishops under the provision set out in Section 24 of the Regulations to Chapter V of the Constitution until 31 October 2019.”

Blessings for same-sex couples

The bishops are looking at services of blessings for same-sex couples, the Archbishop told members.

They are asking the Standing Liturgical Advisory Committee to advise on options for services of affirmation or blessing for those in committed, faithful same-sex relationships.



The move follows support shown by members at the September's GB meeting to the bishops' view that having no formal provision was "pastorally unsustainable". Following that ballot, the bishops had met and listened to theologians from the Church of Scotland which was also on a similar journey.

Archbishop John stressed that while the bishops were unlikely to find a solution that would satisfy everyone, they wanted to ensure that all felt able to remain within our Christian family.

"We need to find a way of talking

– and listening – to each other openly and in love, so that we might be able to live with difference afterwards," he said.

The way ahead was three-fold. Firstly, the bishops wanted to continue listening and to hear from LGBT Christians about what measures they might welcome to help support them more effectively. Secondly, they were asking the Standing Doctrinal Commission to produce a theological statement on same-sex unions within a Christian understanding of marriage which will help inform further discussion. Thirdly, they were looking at options for services of blessing.

"Looking forward, were any such services to be authorised by the Governing Body for use, we are clear that this authorisation would be permissive and not compulsory: no cleric would be obliged to use them," said the Archbishop, promising that the bishops would ensure GB was kept informed of all developments on the subject.

Alternative Funeral Services Bill

In passing the Bill into Canon, the Governing Body approved for inclusion in to the Book of Common Prayer a set of alternative Funeral Services.

These services have been discussed previously and provisionally approved nearly 10 years ago and are already in use widely.

The Select Committee, which looks at the text and makes recommendations noted that no amendments to the services were received, just that the Welsh Language Committee of the Standing Liturgical Commission completed the translation of the notes to the Services.

Because no amendments to the Bill as circulated had been received, the Select Committee agreed not to propose any amendment to the Bill and recommended to the Standing Committee the Bill should be deemed non-controversial.

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



Standing Committee report

Discussion groups and presentations from dioceses about their work are among ideas being considered for future meetings of the Standing Committee, said its chair Lis Perkins.

Various ways to enable more effective planning of the direction of the Governing Body are being looked at, beginning in



July with an overnight meeting. It is planned that a working group will be set up and given terms of reference to consider governance.

The committee will also receive a report from the working group

reviewing the process for selecting bishops.

Mrs Perkins thanked Helen Biggin for her service as deputy chair of the committee, and welcomed Canon Steven Kirk who had been elected to serve in that role for the remainder of the triennium.

Details were also given about plans for the centenary – members of GB and church people are asked to keep 7 June 2020 free for a special centenary service to take place in all the Welsh cathedrals on that date.

The Committee made five recommendations which were approved by the GB.

The first was to appoint Helen Biggin to the panel of Governing Body

chairs for six years, and to renew the appointment of His Honour Judge Andrew Keyser QC for the same period.

The second, third and fourth recommendations concerned consequential amendments to the Constitution that needed to be made to enact previously agreed Governing Body resolutions, covering definitions of Communicants and Ministry / Mission areas, and amendments to reflect the changes to the Newport Cathedral Scheme, to include honorary, lay and ecumenical canons and to clarify parochial church Councils in the case of a Cathedral.

The last recommendation was for the approval of the report.

QUESTION TIME

Questions and answers abridged

for the full text see churchinwales.org.uk/structure/governing-body/meetings/1-2-may-2019

Q 1. Ed Hodge (Co-opted)

In 2015 the term 'period poverty' became a term that was well known in the public arena along with the 'tampon tax'. Since then communities have made small steps towards tackling what is a massive issue. Are there any plans within the Church in Wales to address this issue in a practical way and how can we as church members help?

Answer - the Bishop of St Davids

We wrote to Education Minister Kirsty Williams, and received a positive response. As well as the provision of free sanitary items, Welsh schools will include curriculum content – for boys as well as girls – aimed at improving knowledge and confidence, breaking down stigma, and also of encouraging awareness of eco-friendly and sustainable period products.

Check that foodbanks supported by your churches provide these items – and make sure you add them to your donations. Make sure, too, that night shelters or other services for homeless people, or services for refugees and asylum seekers, operated or supported by the church provide sanitary products.

Churches running youth work and holiday hunger clubs should ensure that sanitary items are available as a matter of course. Church members can lobby about VAT and policies that worsen the problem of period poverty. VAT is controlled by the Westminster government: so write to your MP, pointing out the inequality and indignity of period poverty, and asking that the tax be removed.

It is hard to imagine a more important issue than this for the health, equality, and dignity of half the population. Since receiving this question, the Education Minister has been made aware of the CinW's concerns.



Q 2. The Revd Naomi Starkey (Diocese of Bangor)

Given heightened awareness of the pernicious effects of "fake news" in public life, what guidelines does the Church in Wales offer for responsible and appropriate use of social media platforms such as Facebook, Twitter, blogs etc?

Answer - the Head of ICT, Leon Hughes

The Representative Body has a regularly reviewed Social Media Policy, which is applied to staff working at the Provincial Office and for the wider Representative Body, including St Padarns Institute and in administrative roles in the Bishop's offices. It also covers people working for the Diocesan Boards of Finance. In order to prevent any possible reputational damage to the Church, the policy requires that people who refer to their work on personal social media accounts do so in a controlled way.

The policy as it currently exists does not apply to Clergy. This is because a standard social media policy would not be suitable for people who have a unique role as the public face of the Church and whose participation in the social space is necessarily far wider than the purely personal. In the past, the Representative Body has issued social media guidelines to the clergy, but these have not been updated for some years and, given the pace of growth, they are now of limited use.

Given the current media spotlight on social media, it would be timely for the Church to collectively review the advice given to clergy on how and where to engage.



Q 3. The Revd Richard Wood (Diocese of Bangor)

The last time the Governing Body met in Cardiff, two years ago, we received a presentation from the Provincial Youth Forum. The members of the Forum expressed themselves confidently and clearly, and offered strong challenges to the Church in Wales.

- *It was hoped that this would be followed up.*
- *What evaluation was made of the presence of the Youth Forum at Governing Body?*
- *How is the Youth Forum led and how has it developed in the last 2 years?*
- *How can the Youth Forum help the Governing Body and the Church in Wales hear the voice of young Christians in our country – and engage with them?*

Answer - the Bishop of Llandaff

The feedback from April 2017 showed that as a first attempt the visit of the Provincial Youth Forum was a positive experience in many ways for all concerned. But, whilst teething problems might be



Continued

Q3 Continued

expected, there were clearly organisational lessons to be learned to inform any future engagement.

The work of the Provincial Youth Forum continues and I am grateful to Naomi Wood and Rachel Bunting for their leadership of it. At this time there are no plans to ask young people to attend GB, but as Bishops we actively listen to the input of our youth/children's officers who work directly with young people and diocesan vision is shaped and informed by that input.

Over the last two years the bench has asked St Padarn's to increase their emphasis in this area. We will license our first LLMs (Children, Young People and Families) in St Asaph this summer and candidates for LLM (CYF) are now coming forward from Llandaff, Swansea & Brecon and St Asaph. St Padarn's has also brought online a Masters course in Children, Young People and Families so we can train our workers to high standards.

On June 24th & 25th we have organised a Youth Specialists Gathering to discuss how we better engage with young people across Wales. We recognise that attendance of young people on Sundays is decreasing, but we are also conscious of the large numbers of young people who are connecting with us midweek, whether in our schools or our youth groups. We want to continue to build on that.

Worship

The arrangements for worship were made by the newly appointed worship co-ordinator, Fr John Connell.

The opening Eucharist, at which the Archbishop was the celebrant and preacher, was held in St John's Church Cardiff. Evening Prayer, again in St John's Church, that evening was led by students from St Padarn's Institute and the Bishop of Llandaff preached.

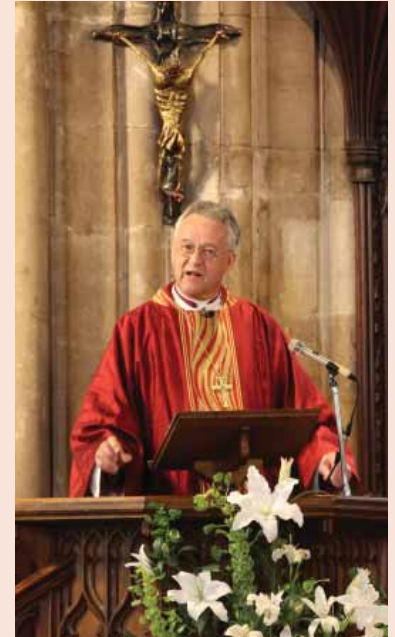
Opening Prayers and Bible Study on Thursday morning were held in the Assembly Room, led by the Revd **Naomi Starkey** of the diocese of Bangor and the Revd Dr **Trish Owens** of the diocese of St Asaph.



Collection

Collections taken at the meeting will be given to Mind Cymru / Wales, a charity that helps people who are suffering with mental illness and their families and friends.

The total collection, before the Gift Aid claim has been added, comes to £860.73



Our visitors

The Governing Body welcomed guests from other churches, United Reformed Church / Cytûn and the Covenanted Churches in Wales:

- **The Revd Sally Thomas** (Ecumenical Officer, Wales United Reformed Church)
- **Peredur Owen Griffiths** (Faith, Order and Witness Enabler)

The Methodist Church

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

The Roman Catholic Church

- **The Revd Canon William Isaac** (Ecumenical Officer for the Archdiocese of Cardiff)

Our good-byes

The Archbishop thanked the staff who had run the meeting – in particular Jean Gorey, who is known to GB members for her work in arranging meals, hotels and being a friendly presence on the welcome desk, as she is to retire in June from the Provincial Office and the GB staff team after 12 years.



In our prayers

The Archbishop spoke warmly about three former members of the Governing Body who had died since the last meeting.

The Very Reverend **John Lewis**, served all his ministry in Wales and had served as Dean of Llandaff for 12 years until his retirement in 2012.

Richard Parkinson, served the Church in Wales as Chair of the Representative Body from 1992 to 2002. He also served throughout that period as a member of the Governing Body (to which he was elected in 1985) and the Standing Committee.

Miss **Dilys Glynne** was a solicitor in private practice in Conwy, a life long member of her parish church, and a member of the Governing Body for 40 years. She was a member of the Drafting Sub-committee and a formidable member of the Panel of Assessors.

The Governing Body will next meet on
Wednesday 11 and Thursday 12 September 2019
at the Bay Campus, Swansea University.