

HIGHLIGHTS

OF THE CHURCH IN WALES GOVERNING BODY APRIL 2011

Life of the Church in Wales to be reviewed

Archbishop Barry's Presidential Address to the Governing Body

"Is the Church in Wales fit for purpose as a channel of God's grace for individuals, for our communities, and for our nation?" This is the question Archbishop Barry will be putting to an independent small group to be set up to review the work of the Church in Wales. "We have asked people with no vested interests and no axe to grind to look at our life and structures," he told the Governing Body. The Review Group will consist of Lord Richard Harries, the former Bishop of Oxford, who has a home in Wales, and Professor Charles Handy, a former professor at the London Business School, and an expert in institutional management and structural change. A third person is to be appointed to complete the Group.



Challenge

The decision by the Bishops to set up a Review Group arises out of three challenges.

1. Leadership

"As we reflect on the coming fall in clergy numbers, we need to consider how we provide effective leadership throughout the Church and how local leaders are supported, encouraged and guided.

"We need to ensure that the Church has the types of ministry it will require: professional, well trained, resourced and motivated to make a difference in the world."

"What changes need to be made to our processes for selection, training and support of all those involved in public ministry for us, as a Church, to be able to provide the community building and effective leadership we need?"

2. Resources

"Currently, provincial and diocesan investments subsidise the true cost of providing ministry to our churches by approximately 30% - over £6million pounds a year is given to the six dioceses from central Church funds at the moment. However, this rich resource from the past is coming under increasing pressure as investment management in a time of recession becomes tougher, and the cost of providing pensions takes ever more money."

"How can the human and financial resources of the Church and its buildings be effectively deployed to support mission?"



3. Structure

"The Church in Wales has historically existed as a Christian presence in every community in Wales. However, parishes are under increasing pressure – facing the reality of ageing congregations and declining resources."

"Do the current structures of deaneries, archdeaconries and dioceses meet the needs of the Church and support its work? How does the Church retain an effective presence and witness to the love of God across Wales?"

Adapted

It is envisaged that the Group will ask fundamental questions about the life of the Church in Wales and make specific recommendations as to how the organisation should be adapted to enable the Church to live more fully into a model of church life which is theologically and missionally coherent and sustainable in the long term.

Seriously

Archbishop Barry warned the GB that "in commissioning such a

review, we will all have to be prepared to take seriously its findings and to be open to the possibility of significant change in our structures, ministry, use of buildings and other resources if it is seen to be in the best interests of the church and its mission to the people and communities of Wales as we look ahead to the next decade. We believe as a Bench and Standing Committee, that a combination of our own insights, and those from this Group, will help us become the kind of Church God wants us to become."

Vision

Alongside the Review, the Bishops will be devoting more time at their forthcoming meetings "to further defining our vision for a more 'fit for purpose Church' and for ensuring that we have in place the right plans and processes for providing and supporting ministry at all levels of the Church to achieve this vision."

Trivial

Archbishop Barry emphasised that some of the issues that we face in



The Governing Body met on 27th and 28th April 2011 at the University of Wales, Swansea

PRESIDENTIAL ADDRESS (continued)

the Church in Wales are trivial in comparison with the problems faced by some of our sister churches in the Anglican Communion

Persecution

As Archbishop Barry pointed out, many Anglican churches are living with the daily threat of persecution:

✘ The *Province of Jerusalem and the Middle East* is faced with massive instability and uncertainty. The Bishop in Jerusalem has been told that he no longer has the right of residency in his own country.



Bishop Suheil Dawani,
Anglican Bishop of
Jerusalem

✘ The *Church in Pakistan*, a minority church in an Islamic State, is facing anguish because of the country's blasphemy laws. With the murder of both the Governor of the Punjab and Shahbaz Bhatti, the Minister for Minorities, both defending the right of Christians to worship, the situation has worsened and extremists seem to be in the ascendant.

✘ Christian communities in *Nigeria* are under attack and the Anglican Church in *Zimbabwe* has suffered State persecution because of that State's refusal to recognise the new Bishop of Harare and continues to support the thuggish former bishop. Consequently Zimbabwean Anglicans often cannot worship in their churches and are forcibly restrained from doing so by Mugabe's government.

✘ In *Southern Sudan*, where a referendum has decided to divide

the country into two, the Church faces the challenge of helping in that process whilst maintaining a united witness to the country as a whole.

✘ The *Church in Korea* likewise faces the problem of a united witness in two states at enmity with one another.

"Those are the daily problems of our sister churches and that does not take into account the terrible devastation as a result of the earthquake in New Zealand, or the problems faced by the church in Japan, as it ministers to people in the wake of the tsunami. These things ought to make us see things in perspective and the need to stand as the Archbishop of Canterbury has reminded us 'in prayer and solidarity when our Communion is confronted by attacks on the Gospel and its witnesses on the one hand and by human suffering and loss on the other'".

Anglican Alliance

"Archbishop Rowan has recently launched the Global Anglican Alliance for Development, Relief and Advocacy to work for the most vulnerable in our Communion, to support local churches in mission and to help them to continue as partners for both governmental and non-governmental organisations because in many parts of the world, as the archbishop says, 'the churches alone can be trustworthy agents of change'".

The full text of Archbishop Barry's speech can be found at www.churchinwales.org.uk/structure/bishops/sermons/b42.html

January's Primates Meeting



The Dublin gathering of Archbishops of the churches of the Anglican Communion, was "the most irenic and fruitful Primates meeting that I have ever attended," said Archbishop Barry. "We honestly faced the different legal and canonical roles we all occupy. Our unanimous judgement was that we were not some kind of supreme court with canonical powers to enforce order and discipline, but a body concerned about security, unity and building relationships of trust."

In a statement, the Primates said

The Primates:

- bring the realities, expectations and hopes of the context from which they come, thus representing the local to the global;
- learn the realities, expectations and hopes of other contexts; and
- carry home and interpret the global to the local.

The Primates together:

- give leadership and support as the Communion lives out its Mission;
- seek continuity and coherence in faith, order, and ethics;
- provide a focal point of unity;
- address pressing issues affecting the life of the Communion;
- provide guidance for the Communion;
- address pressing issues of global concern;
- are advocates for social justice in these situations;
- acknowledging diversity and giving space for difference.

They committed themselves to exercise authority in a way that emerges from consensus-building and mutual discernment leading to persuasive wisdom:

In our common life in Christ we are passionately committed to journeying together in honest conversation. In faith, hope, and love we seek to build our Communion and further the reign of God.

Archbishop Barry concluded: "If we, as Primates, can live up to those principles, then we will have lived up to our calling and also helped the Communion in trying to model a life of seeking to live out the values of the Gospel in trying to love and serve God's world."

WORSHIP AT THE GOVERNING BODY

It was the Diocese of Swansea and Brecon's turn to lead GB's worship.



Evensong and the Eucharist were held in the Top Dining Room of Fulton House. The officiant at Evensong was Canon Andrew Knight.

The opening Bible Study was taken by Canon George Bennett, who reflected on St John's Gospel Chapter 21, the lakeside fire symbolising the fire of God's love.

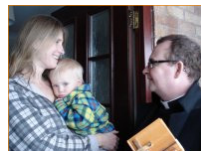


The collection of £1100, to which Gift Aid is to be added is to be given to the newly established Anglican Alliance for Development, Relief and Advocacy, which will help in improving co-ordination in responding to disasters.



“Common Tenure” gives employment rights to clergy

As a result of the Governing Body approving a Statement of Terms of Service, those clergy who sign up to Common Tenure will have terms and conditions of work laid down, procedures for resolving disputes, and development and personnel support.



GB has been considering proposals for new Clergy Terms of Service since 2004, following the decision by the Government that Churches should produce their own schemes for conferring employment-type rights on their ministers—or have them imposed by Government legislation.

At the September 2010 meeting, GB passed the Clergy Terms of Service Canon which determined that a Statement of Terms of Service for Common Tenure be published and brought to this meeting of the GB.

The Terms of Service includes statements on:

- Work/Life Balance and Hours of Work
- Holiday entitlement
- Training and Retreats
- Special Leave Provisions
- Expenses
- Clergy Sickness
- Discipline
- Ministerial Development Review
- Proficiency Requirement

The Disciplinary Policy and Procedure, and Grievance Procedure are laid out in the Terms of Service.

Clergy will be invited to indicate whether or not they agree to Common Tenure. All those who are appointed to new posts in the future will come under Common Tenure.

Introducing the motion to ‘approve the Statement of Terms of Service for Common Tenure’, the **Bishop of Monmouth** said that “Clergy Terms of Service is something I have been living with for many years—and hopefully this will be the end of it.” The Clergy Terms of Service Working Group has extensively consulted throughout the Province with the Bishops, Representative Body and all clergy, and all comments received have been considered by the Working Group.

“The Terms of Service endorse principles already agreed by the GB—that clergy continue to be appointed as office holders, but in

future within a framework of rights, responsibilities and protection,” explained Bishop Dominic. “The Terms of Service greatly clarify the basis on which clergy are appointed. The changes which are proposed will give clergy similar protection to employees in secular employment, not withstanding the status of clergy as office holders. By the same token, the Church has the right to expect from its clergy the same professional standard that a secular employer would expect from its employees.”

“The detailed provisions have been a long time in development, have been subject to very wide consultation, and we have taken on board and made various amendments as a result of those consultations. They represent a fair and transparent means of achieving the objectives set us by the Government to extend Section 33 employment rights to the clergy within a voluntary framework of rights and responsibilities.”

Bishop Dominic thanked all those who have contributed to the development of Clergy Terms of Service.

The motion to approve the Statement of Clergy Terms of Service was passed *nem. con.* The Bishops will now bring into effect the Canon passed last September. Clergy moving into new posts or entering ministry for the first time will automatically be appointed on the basis of Common Tenure. Clergy already in post will be invited to opt into Common Tenure. Letters will be shortly sent out to all serving clergy. To help the process of implementation, seminars and workshops are being arranged in every archdeaconry over the course of the next few months, and these will provide further opportunity to learn more about the provisions and what Common Tenure means in practice. A new Working Group has been set up to oversee the implementation of Clergy Terms of Service.



Historic Cases

Review 2009-2010

Over the last 18 months, all clergy files dating back for decades have been opened up and checked for allegations of child abuse as part of a major review to ensure the safety of young people. This was to make sure that any concerns previously raised have been properly dealt with in the light of current best practice.

The review has been undertaken by Elaine Cloke, an independent specialist social worker, seconded from the office of the Children’s Commissioner for Wales.

Of the 1,381 files examined across the six dioceses of Wales, five were referred by the safeguarding panel to the Police and Social Services who, after investigation, decided not to bring any charges or take further action. Two of the five were also referred to the Independent Safeguarding Authority which decided not to act in either case.

The Review Report, presented to GB, made 36 recommendations for improving the Church’s safeguarding policies. These include:

- Appointing a Provincial Safeguarding Officer to provide professional advice, support and training;
- Updating CRB checks every three years instead of every five;
- Setting up safeguarding links with other religious organisations to share information;
- Increasing training for clergy on child protection, including to heighten awareness of “grooming” and domestic violence;
- Giving guidance to clergy on the relationship between statutory legislation and the Church’s teaching on the boundaries of the Confessional;
- Advising clergy on the dangers of emotional abuse from the inappropriate use of pastoral supervision or theological teaching.

Welcoming the Report, Archbishop Barry said, “We are delighted with the findings as they give us the confidence to say that the Church in Wales has not brushed aside allegations of abuse. However, we must remain vigilant, taking on the recommendations and ensuring they help us develop all our procedures for safeguarding children and vulnerable people.”

A copy of *Historic Cases Review* can be read at http://www.churchinwales.org.uk/resources/general/historic_cases-en.pdf

Standing Up for Older People



An all-Wales Symposium on Older People organised by the Church in Wales and the Older People's Commissioner was held on 24th-25th November 2010, which brought together leading care professionals. **Ruth Marks MBE**, the Older People's Commissioner for Wales, emphasised to the Governing Body the need for common sense and trust to be brought back into the care system and for older people to be treated with dignity and respect.

The Symposium called for:

1. Co-ordinated care between organisations responsible for the care of older people;
2. Core principles to be adopted by care organisations, that promote older people's independence and enable them to continue living at home for as long as they wish.
3. Less red tape, moving away from a risk-averse culture that hinders care, and the opportunity to provide better systems of protection for vulnerable older people, whether in their own homes, in residential care or in hospital.
4. Welfare review, recognising the financial pressures and worries experienced by many older people attempting to live their lives as independently as possible, and a simplification of the welfare benefits system that ensures people are not worse off.
5. More respect, with a change of attitude towards older people by promoting more positive images of their contribution and challenging media stereotypes.



include health, social care, community related issues (especially transport), money (especially energy costs), and concerns around dignity, respect and age discrimination.

Older people are concerned that they do not have access to services, seeing the systems as having become far too complicated.

The Commissioner responded to the top issue brought to her attention by older people by initiating a review into the experience of older people in hospital in Wales. The examination of local health boards and NHS trusts, through an expert panel of enquiry, brought to light some shamefully inadequate treatment of older people in hospitals in Wales—though this contrasted with examples of excellent care. The report *Dignified Care?* makes recommendations to which local health boards and the Wales Assembly Government will respond.



The Commissioner asked for support and partnership by the Church in reaching out and standing up for older people. "We need to ensure all older people have access to information and services." Issues around older people's abuse have not been addressed, and this happens in every community. "We have to be mindful of the position in which older people can be, especially those who might be frail, isolated, lonely or confused, and the risk they and we are in if we don't go the extra mile, looking out for them, or offering them help." "We have to celebrate the contribution that older people make in society, the Church, and in every community."

"There are often very negative images and messages about older people, and too few positive and realistic examples of the huge contribution made by older people to families and communities all over the country," said Ruth Marks. "If older volunteers stopped what they were doing, many things would simply grind to a halt. We all have a role to play in challenging negative stereotypes and working across real or perceived barriers that agencies and professions establish."

The top issues raised by older people with the Commissioner

His Honour Philip Price QC, chairman of the Standing Committee, reported:

Banns of Marriage

Because of the very small risk of a legal challenge to a marriage based on the use of the form of words for calling the Banns contained in the additional Church in Wales Forms of Marriage Service authorised in April 2010, Banns of Marriage have to be published using the words in the 1984 Church in Wales Prayer Book.



Churchyard Regulations

Two amendments to the Churchyard Regulations came into force from 1st March 2011:

1. Records must now be maintained to enable the location of a burial or interment to be ascertained at a future date.
2. All work to erect or modify a monument or gravestone must be undertaken in accordance with British Standard 8415.



Church in Wales Accounting Regulations

Accounts for a parish must now comply with all statutory requirements, and any current recommended practice issued by the Charity Commission and the Church in Wales Parochial Administration Handbook. The Annual Report and Accounts of each PCC must state whether or not there are arrears of parish share or quota due to the Diocesan Board of Finance; and the Report and Accounts must reflect public benefit. How a parish will do this will vary from one parish to another, because parishes go about their work in different ways. The Charity Commission's website (www.charity-commission.gov.uk) gives some guidance, but basically what is required is "a report of those activities undertaken (by a parish) to further its charitable purposes (i.e. the advancement of religion) for the public benefit."



The Welsh Language Scheme

More documents from the Church in Wales are produced bilingually; the Provincial Language Officer now translates about 200,000 words per year. While the pattern in the dioceses of the use of the Welsh language reflects the proportion of Welsh speakers, the Church should respond to the increase in the Welsh language education provision in south-east Wales.

Challenge, Change and Opportunity

At the 2010 meetings of the GB, members worked in groups to initiate a process of consultation about the vision and direction of the Church in Wales over the next ten years. It has been decided that this group discussion should continue at future GB meetings, and that a report of the outcomes would be fed into the group being appointed to review the life of the Church in Wales.

GB received a report of the September 2010 discussions and were asked to review five priorities arising out of the discussion to date.

The discussions indicate that GB members feel the need for vision, direction and strategy to manage the changes to the Church that are underway—but do not feel that such a vision exists at the moment. However, there is a positive feeling about the future, with advice to the Bishops: *Don't panic! Celebrate all the gifts and ministries in the Church today.*

Ordained Ministry

All the groups celebrated the value of good Stipendiary Ministry in one way or another, and some explored ways to build on this strength.

"The ideal is: a priest, a church, a community. Perhaps this is not always possible, but we should not lose sight of the ideal."

"We need people with time—stipendiary clergy but also NSMs."

"Priests are going to be the Church's most valuable assets and also the rarest."

There were ideas about how to make the best use of our clergy.

"The role of the priest is to resource, guide and encourage the laity in leadership."

"The clergy should be freed up to spend more time in the world."

"Use experienced priests as mentors for the newly ordained."

"Strategic placing of clergy is important—the right people in the right places."

Non-stipendiary Ministry was celebrated, and could be used more.

"We need many more NSMs."

"NSMs must be properly valued."

"We need younger NSMs."

"We need models of NSMs with jobs...to encourage lay ministry."

"Consider locally-ordained ministry."

The importance of ecumenism, the value of retired clergy, and the need for good training were also mentioned.



"The Church of today and the hope of tomorrow" - pupils of Christchurch School, Swansea with Bishop John



Lay Ministry

Every group accepted the importance of lay ministry, with comments about empowering, delegating and encouraging lay people.

"Encourage people to realise that it is not only the Vicar's work to proclaim the gospel."

"Empower the laity to take more responsibility for their worship communities."

"We need a wide-ranging strategy to include lay ministries."

"There are two lay roles—'active discipleship' in the community, and 'worship leader' in church."

Buildings

Discussion centred on the twin challenges of finding imaginative new uses for church buildings and procedures for closing them if this cannot be done.

"We need to be more creative with our buildings—less thinking of closure and more thinking about using them in different ways."

"Decisions on buildings need to be done outside the PCC – a strategic approach from diocese and province."

"Parishes need to be helped to deal with the practical and emotional issues about buildings."

Social Responsibility

The importance of the role of Social Responsibility was recognised—but there was a feeling of guilt that we don't do enough.

"The priority is to demolish the stereotype of the ruling church, and to develop a sense of being a serving church."

Group members then considered what they had to personally do to carry this work forward. One group, however, thought it more beneficial for members to tell 'good news' stories of what was happening in their parishes and dioceses.

The Five Priorities for the next ten years

- 1. We must demonstrate our relevance to the Welsh nation**
Christian teaching is relevant to all—but we have not yet found ways to convince the nation that this is true.
How to achieve:
...by Christian people living Christian lives...by finding the best organisation structure to influence opinions in Wales...by improved communication at all levels...
- 2. A full review of ministry leading to changes...so that we provide effective local leadership for all our congregations, using ordained and lay people as appropriate**
Clergy numbers will drop, with insufficient to provide effective leadership everywhere.
How to achieve:
...by empowering capable people, lay or ordained in each congregation to do this...with new ways of providing ministry...
- 3. An organisational review to ensure proper management of this local leadership**
Local leadership needs to be supported, encouraged and guided.
How to achieve:
...by a review of roles within the ordained ministry...discussion and decisions at the GB...
- 4. A concerted effort to lessen the emphasis on church buildings**
Close some. Use others differently. Make hard decisions
How to achieve:
...by developing objective ways of measuring the usefulness of our buildings, taking potential into account...by developing fair and sensible mechanisms for decision-making.
- 5. Closer co-operation between those understanding financial matters and those setting new strategies and seeing new visions.**
We must be prepared to invest in new ways of doing things, but we must invest wisely.
How to achieve:
...by agreeing new initiatives...saying 'yes' to change...accepting change costs money...agreeing funding...knowing when to give up on failed initiatives.

VOCATIONS STRATEGY

The April 2010 GB launched a Vocations Strategy for the Church in Wales to encourage more vocations to the ordained ministry, especially among young people. This came at a time when many clergy are nearing retirement, and when there is a decrease in the number of vocations. The GB at that meeting affirmed the urgent need to seek out and nurture vocations to the ordained ministry, welcomed the five-year Vocations strategy, and asked the Church at every level to foster vocations.

Dr Paula Yates, the dean of non-residential studies at St Michael's College, Llandaff, and the secretary of the Provincial Vocations



Strategy Group, set out the task for the first year of the strategy. Dr Yates stressed that vocation to Ministry is an activity of the Holy Spirit; "what we have to do is to try to make it easy for the Spirit to work by encouraging people to listen to the call of the Spirit."

1. Ministry and Calling Sunday

This is the Sunday after Ascension Day, 5th June 2011. A resource pack will be posted to every cleric on 11th May, which will include suggestions for readings, notes for sermons, music suggestions, and a children's and young people's sheet. Publicity material will include a poster, information leaflet, postcards aimed at individuals

2. New Resources and Literature

An Enquirers' Pack will be made available to parishes, schools, and vocations advisors, with leaflets on the different forms of ministry available, not just priesthood, and the different forms of ministry within priesthood, a finance leaflet to show the financial implications of being a stipendiary priest, local contact details, and the different types of training involved.

3. Vocations Conference

Held in the Spring of 2011, all dioceses were represented, with speakers from all over Wales. Three main thrusts emerged:

- The task is the renewal of the whole people of God in Wales;
- The context is collaboration in a variety of ministries nurturing people's individual gifts;
- The fruit will be an increase in vocations to all forms of ministry.



4. Vocations website

This will be launched on 5th June, with local information, links to other sites, sections on news and events, scripture, resources and ministries, and individual inspirational stories.



A Church in Wales Vocations Facebook page is up and running: www.facebook.com/vocationswales

The Bishop of St Asaph

senses that as he talks to people across Wales about vocation that



"there is a growing sense of excitement, a genuine interest in the ministry of the Church in Wales, and a genuine interest from all sorts of people in every generation and in differing social circumstances towards responding as disciples to the challenge and the call of God to move from discipleship to ministry." This is accompanied by a readiness in the Church in Wales to change, with new forms of ministry developing. "We must not underestimate the challenge of change, arising from diminishing finances. How do we provide ministry in different contexts? We need to re-examine the way we conduct ministry — and be ready to change." "If we want young vocations, we have to become a Church which attracts young vocations.

Mr Adrian Morgan (co-opted under 30) commend the Group for developing a Facebook page and website. "These would resonate with the younger generation," he said.

COVENANT



In recent years, Anglican provinces have been consulted about the form of an Anglican Communion Covenant. In Wales, this process has been managed by the Bench of Bishops, which has produced (with the assistance of others) a provincial response to each draft, and these have been shared with the Governing Body.

In the light of these and other responses from across the Anglican Communion, a final version of the Anglican Communion Covenant has been produced, and provinces are now requested to consider whether or not they would want to sign up to the Covenant.

An initial discussion was held on the Covenant at the meeting of the Governing Body; GB will be asked to consider and make a decision on the Covenant at a later stage.

In his opening remarks, Archbishop Barry quoted the Archbishop of Canterbury: "The Church is challenged to show that it is a safe place for people to be honest." This final version of the Covenant looks at the Anglican Communion in terms of relationships, accepting the autonomy of each province. There is a reduced emphasis on sanctions for a province which wishes to withdraw from the Covenant, or where there are objections to its actions. The Covenant seeks to deal with differences through conversation and mediation, and to try to build up trust across the Communion.

The Covenant was commended by speakers, particularly the Very Revd. **Chris Potter** (St Asaph) and Mrs **Helen Biggin** (Llandaff) who have been members of the Anglican Consultative Council and involved in the discussions about it. "The Anglican Communion means a great deal to other provinces throughout the world; they are committed to making it work, and we must too," said Mrs Biggin.

The **Bishop of St Asaph** summed up the discussion. "We need the Covenant, not as a new instrument or artificial construction, but to hold friends together."

To ensure wider participation from Church members in this initial discussion process, the Covenant document and the commentary provided by the Church in Wales Standing Doctrinal Commission have been made available on the Church in Wales website, with an invitation to post comments and questions:

<http://www.churchinwales.org.uk/resources/acc/>

NEXT MEETING OF THE GB

The Governing Body next meets on 21st & 22nd September 2011 at Trinity St David University, Lampeter.

Among the items on the agenda will be:

- a report from the Working Group on Ministry and People with Special Needs;
- a presentation on the ecumenical scene in Wales;
- a talk by Bishop Richard Llewellyn (former Bishop at Lambeth) about his experience as an Ecumenical Accompanier in Israel/Palestine for the World Council of Churches;
- a presentation by Ann Beynon, the Wales Commissioner for the Equality and Human Rights Commission;
- a report on progress with Women's Representation in the Church in Wales;
- the Annual Report from the Representative Body of the Church in Wales.

RETIREMENT

This was the last meeting for one of the GB's long-serving members.



A previous Archbishop said that no meeting of the GB would be valid without the presence of Miss **Sylvia Scarf**. Sylvia was co-opted as an under-30's member in 1966, and then has been an elected member ever since. Her contribution to the Church in Wales and the wider Anglican Communion has been immense, for which, along with her services to Girl Guides, she was awarded the OBE last year. Sylvia has been a member of the Standing Committee and the Business sub-Committee for over 20 years, and of the panel of Chairmen. She has been a member of many other Church in Wales committees over the years, as well as representing the Province on the Anglican Consultative Council.

ON-LINE BOOKSHOP

From Monday 16th May 2011

Church in Wales publications can be ordered on-line. Go to

www.churchinwales.org.uk/publications/shop



ST MICHAEL'S COLLEGE, LLANDAFF



In September 2007, the Governing Body passed a motion of support for St Michael's College, Llandaff, and its plans to develop the College. It invited the Representative Body to provide financial support for the College, and to work with it to find the most effective way of so doing.

Since 2007, the Representative Body has worked with St Michael's Trustees in the development of a business plan, and provided capital loans and an annual grant. The RB's investment in the College of nearly £1.7 million or 50% of the value of the site represented a significant shift in the structural relationship between the College and the Church in Wales, and it was felt that the relationship should be formalised in the long-term

Following extensive work by a Working Group, the Representative Body, the St Michael's College Managing Trustees, and the Bench of Bishops have agreed in principle to a merger which would mean that the College would become part of the Representative Body. Such a significant step for the Church in Wales meant that the recommendation for such a merger was brought to the Governing Body for final approval.

In proposing the merger, Archbishop **Barry** stressed the important role the College has for training for all aspects of ministry, but that it could not survive as an independent institution. It needs security and stability for the future—the College as the provider, the RB as the investor. This was an important opportunity for the Church in Wales to secure the future of its training institution, so that it may continue to provide ministry for the Church in Wales, working to criteria set by the Bench of Bishops. It will also enable the RB to protect and develop its significant investment in the College, and to continue to help the College with the 'operational' side of its work.

Lord **Rowe-Beddoe**, the chairman of the RB, saw the merger as providing the opportunity to bring to the management of the College fresh eyes and expertise. "The present investment of £1.7 million and future investment would be secure, for if the College site were ever sold, the capital investment would be returned."

Some speakers were concerned that the merger would mean an open cheque book. Canon **Stuart Bell** (St Davids) asked at what point would the plug be pulled. "We should be unwilling to enter into a deal without knowing what the commitment would be." Mr **Peter Davies** (Swansea and Brecon) pointed out that the Church in Wales would always have to bale out St Michael's College to ensure its survival; the merger would mean the RB would have direct control in terms of financial strategy, and could therefore take direct action.

Canon **Andrew Knight** (Swansea and Brecon) was concerned that "we were putting all our eggs into one basket" by insisting that all training for Church in Wales ministry should take place at St Michael's. "The value of people being trained elsewhere brings variety into the Church in Wales." Miss **Carol Cobert** (Llandaff) saw the College as something the Church in Wales can be proud of, and attract people from across the border. Archbishop Barry said that although it is the Bishops' policy that all should train at St Michael's, it does not follow that this would always be the case. The merger is to ensure the Church in Wales has a theological training resource in Wales; if this were not the case, then we would surrender all training to outside Wales.

When put, the motion to merge was passed by a large majority.

This means that with effect from 1st August 2011, St Michael's College will be administered and managed as part of the property of the RB, and the net assets of the College would be held as a restricted fund. The College's Board of Trustees will cease to exist, with the work of the College becoming the responsibility of a St Michael's College Committee of the Representative Body. The staff of the College will transfer to the employment of the RB.

Refreshed, renewed, and raring to go

The most colourful of all the reports the Governing Body had to consider was that of St Michael's College, Llandaff. The illustrations were the work of the professional photographer Elliot Franks, aimed at capturing the essence of student life at St Michael's College. The Principal, Canon Dr **Peter Sedgwick**, told GB, "This is what will inspire people — icons of what ministry is about today. The photographs are exciting, lively and model the nature of the Church, trying to capture the excitement that is there. Ministry has to be exciting, and the photographs in the Report show an exciting and challenging College, students that love their training, interact with each other across all traditions, and live out the Gospel in their various placements."

Canon Sedgwick outlined the developments in the College during the last year, hoping that the new facilities will be widely used by parishes. At present there are 24 full-time residential students, but many more are involved in non-residential courses, and for shorter residential courses.

Highlights of 2010

Refurbishment

An extensive £1.1million refurbishment has improved accommodation and facilities at St Michael's, making it the equal of any other college in Britain. All the bedrooms have been upgraded and are now en-suite; disabled access is vastly improved; the entrance hall and reception area is bright and welcoming; and the conference and meeting rooms now more than meet the needs of the 21st century.

Conference facilities

The refurbishment has equipped St Michael's with first-class facilities for those outside the College to use for retreats, conferences, workshops and meetings. A marketing campaign is in place to maximise this valuable asset.

Delivering research

The Cardiff Centre for Chaplaincy Studies continues to play a significant role at St Michael's in terms of study, research and consultancy. An expanding portfolio of research activity is establishing the Centre as a world leader. There was a successful bid to research the impact of prison chaplaincy. This has enabled the Centre to appoint a full-time Research Associate for the project, and has, alongside funded research into military and healthcare chaplaincy, positively positioned both St Michael's and the Centre as an authoritative player in research and consultancy.

Partnership Agreement

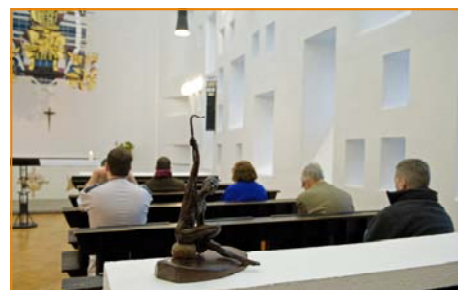
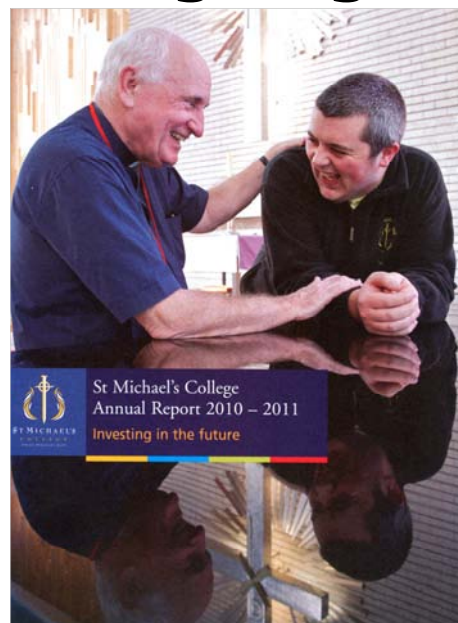
A 10-year partnership agreement with Cardiff University signals long term stability for St Michael's, with investment and growth for the future.

The **Bishop of Monmouth** thought we ask our theological colleges to undertake quite an impossible task. "The world in which people minister today is radically different from the world in which I was ordained nearly 40 years ago. Therefore the training is different." Few candidates enter a theological college today with a degree in theology, so colleges have to provide theological training, ministerial formation and placements, help students develop a spiritual life, and change the culture of thinking of ministry as a traditional 'one priest, one parish', all in two or three years. Students are now much older; the average age for ordination is now 47, as opposed to 23 a generation ago. Residential training is now usually Monday to Thursday.

"So we are asking St Michael's to do all this—alongside building up local ministry in new and exciting ways." "But one of the greatest things I have discovered about St Michael's," said Bishop Dominic, "is that they are always up for it. There is a culture that wants to say 'yes', a can-do approach with very limited resources." He paid tribute to the Principal and his team for the way in which they are meeting the challenges the Bishops present them with in order to try to meet the needs of ministry in the future, and also for the way in which they often succeed in doing the impossible.



Archbishop Barry took the warmest good wishes of the Governing Body to William and Catherine at their Royal Wedding on 29th April.



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