

THE REPRESENTATIVE BODY OF THE CHURCH IN WALES

A meeting of the Representative Body of the Church in Wales was held via video conference on 14 June 2021.

Present: *Chairs of the Diocesan Boards of Finance*
St. Asaph: Mrs H Jones
Bangor: The Venerable M K R Stallard
St. Davids: Mr N C P Griffin
Llandaff: Mr M A Lawley
Monmouth: Mr P E Lea
Swansea & Brecon: Sir E P Silk

Elected members

St. Asaph: The Very Reverend N H Williams, Mrs H Wiseman
Bangor: The Very Reverend K L Jones (items 21/26-21/36 only); Dr H Parry-Smith
St. Davids: Mrs J A P Hayward, the Venerable P R Mackness
Llandaff: Mr G I Moses
Monmouth: Miss P R Brown, the Venerable J S Williams
Swansea & Brecon: The Venerable A N Jevons, Mr J M Watson

Nominated members

Mr R Davies

Co-opted members

Mr J J Turner (Chair)
Mrs J Heard

Apologies: Apologies were received from Mr P D Kennedy, Mr T O S Lloyd and the Venerable M Komor.

By invitation: The Bishop of Bangor was attending the meeting in his capacity as the senior bishop, fulfilling the provincial roles of the Archbishop of Wales during the archiepiscopal vacancy.

The six diocesan secretaries were invited to be present for item 17/37. Decisions in relation to that item were taken by members of the Representative Body only. The Chair explained that for that item he would allow an initial discussion during which the formal meeting of trustees would be suspended to allow the DBF Chairs to exercise freedom in discussing their respective dioceses' financial situations: after this discussion the formal meeting would resume.

In attendance: The following members of staff were present for the whole meeting: the Chief Executive, the Head of Finance, the Deputy Head of Finance, the Head of Legal Services, the Head of Property Services, the Governance Officer and the Executive Assistant.

Prayers: Opening prayers were led by the Venerable Mary Stallard. David White, a long-serving member of the Representative Body's staff who had recently died, was remembered specifically.

Conflicts of interest:

All clergy present declared that they had an interest in the items on the Clergy Pension Scheme (item 21/36 and 21/37) and the stipends and salaries level for 2022 (item 21/42). All members of cathedral Chapters declared that they had an interest in the funding of cathedrals (item 21/39).

Minutes of the meetings held of 4 March 2021 and 14 May 2021

21/26

The minutes of the previous meetings were agreed as a true record. The minutes would be signed by the Chair as soon as possible after COVID-19 movement restrictions were eased. Various matters arising from the minutes were noted.

Representative Body membership

21/27

The Governance Officer updated the Representative Body on its membership.

Ex officio membership

A vacancy had arisen within the *ex officio* membership following the retirement of the Archbishop of Wales. As the Archbishop was also the Chair of the Standing Committee, two vacancies within the *ex officio* membership had ensued.

The Standing Committee would discuss the appointment of its new Chair at its meeting in July 2021: when elected the new Chair would become a member of the Representative Body.

Elected membership

It was noted the Very Reverend Kathy Jones, the elected cleric for the diocese of Bangor, would leave her clerical appointment in the Church in Wales for a new role outside the province at the end of June 2021, at which point she would cease to be a member of the Representative Body. Arrangements would be made with the diocese for the election of a successor.

Training, Formation and Ministerial Development Committee

It was noted that the former Archbishop's retirement had left a vacancy in the Chair of the Training, Formation and Ministerial Development Committee. The Committee's Chair was appointed by the Bench of Bishops: the Bench had decided that the Bishop of Monmouth, currently the second representative of the Bench on the Committee and the bishop holding responsibility for the ministry portfolio, would act as interim Chair. The Bench's second representative on the Committee would remain vacant until the next Archbishop was elected.

The Representative Body noted the position.

Summary of committee activities

21/28

The Representative Body noted the updates provided by each of its committees. The Chief Executive drew the Representative Body's attention to four items in particular due to their budgetary implications:

- i. The Audit & Risk Committee had authorised the Head of ICT to purchase and deploy the Darktrace Antigena network protection tool, at a cost of £88,504 per annum over a four-year contract.
- ii. The People Committee had approved the Human Resources department strategy presented by the Director of Human Resources, which included the recruitment of additional staff as part of the department's restructure into People Services.
- iii. The Property Committee had been appraised of the need to undertake considerable and extensive building works required at Ely Tower, the bishop's house in Brecon, and considered its future in the light of this. The Property Committee had approved the purchase of an additional house (with a budget of £500-£600,000) to provide temporary accommodation for the next Bishop of Swansea & Brecon while the works to Ely Tower were being undertaken: upon completion of these works, the house would be sold.
- iv. The Property Committee also supported the appointment of a Director of Estate Management (at salary grade H) to oversee the transactional aspects of the department's work. It was noted that the cost of this post would bring the department's budget back to that set for 2020.

The Representative Body endorsed the proposals and noted the updates provided by each of its committees.

Representative Body committee powers and duties

21/29

The Governance Officer introduced the item and noted that two of the Representative Body's committees had suggested minor amendments to their operational details:

i. Audit and Risk Committee

The Audit and Risk Committee suggested that because the work of the Finance Committee would clearly have relevance to its own work, the minutes of Finance Committee meetings be shared with the Audit and Risk Committee.

ii. Finance Committee

The Finance Committee suggested that the number of times it was required to meet each year was reduced from four to three which would, roughly, precede each meeting of the Representative Body. It was noted that additional meetings could be arranged if necessary.

The Representative Body approved these amendments to the powers and duties of the Audit and Risk Committee and the Finance Committee.

Serious incident reports to the Charity Commission

21/30

The Head of Legal Services confirmed that no serious incident reports had been made to the Charity Commission since the last meeting of the Representative Body.

[Redacted from public minutes – confidential business]

The Representative Body noted the situation.

Audit Findings Report

21/31

The Chair welcomed Mr Adam Halsey, Partner at Haysmacintyre, to the meeting, who delivered the Audit Findings report. Mr Halsey drew members' attention to the fact that any matters raised in the report were either of limited concern or advisory and that Haysmacintyre was able to give an unqualified audit opinion.

The unusual circumstances of 2020 had resulted in an additional £6.24million of expenditure and a resulting overall deficit of £9.7million. While the repercussions of the COVID-19 pandemic were likely to continue throughout 2021 Mr Halsey noted that a return to normal, pre-pandemic, spending should be made as soon as possible as the level of deficit seen in 2020 could not be sustained without there being a resulting impact on total returns which would in turn affect ongoing operations and future support for dioceses.

Mr Halsey explained that it was important to ensure that the composition and allocation of the Representative Body's assets was clearly communicated, including an explanation of its reserves policy. This would ensure that the Representative Body's financial position was articulated in a meaningful way and allow the status of its assets to be understood by the wider Church in Wales.

Mr Halsey noted that the modifications to controls and financial procedures necessitated by the shift to home working by staff as a result of the pandemic were appropriate and robust with no procedural weaknesses identified, aided by the introduction of the Xledger accounting software in 2018.

Mrs Jane Heard, Chair of the Audit and Risk Committee, noted that the Committee had reviewed the auditor's report and had nothing to add.

As directed by the meeting's agenda, all provincial staff in attendance left the meeting to allow Mr Halsey to meet with the trustees alone.

After the staff had returned, the following resolutions were proposed and passed unanimously:

That the Audit Findings Report be received.

That the Chair of the Representative Body and Chair of the Audit and Risk Committee be authorised to sign the letter of representation on behalf of the Representative Body.

Mr Halsey left the meeting.

Representative Body Annual Report and Accounts 2020

21/32

The draft annual report and accounts for 2020 were introduced by the Head of Finance. She confirmed that the net movement in total funds was £20million with investment gains of £40million, and that funds increased from £784million to £804million. Investment income during 2020 decreased by around £3.5million (17%) with expenditure increasing by £4.4million (19.2%). The deficit was offset by capital gains, but it was reiterated that such deficits could not be sustained long term.

Discussion followed during which it was noted by one member that the Representative Body held shares in three technology firms based in the United States of America, which had been

criticised for non-payment of taxes. The Head of Finance explained that the Investment Committee was aware of this issue and had raised it with the Investment Managers.

The following resolutions were proposed and passed unanimously:

That the Annual Report and Financial Statements of the Representative Body for the year ended 31 December 2020 be approved and adopted.

Common Investment Fund Annual Report and Accounts 2020

21/33

The Head of Finance presented the draft accounts for the Common Investment Fund for 2020, confirming the Fund was separate to the Representative Body's main investment fund and explaining that it was a fund in which parishes were able to invest any legacies or special trusts they held and use the income generated.

The total value of the Common Investment Fund at 31 December 2020 was £68.4million with its total return to 31 December 2020 being 8.7% (compared to the Teknometry comparator return of 5.4%).

The Head of Finance noted the Investment Committee was reviewing the investment strategy of the Common Investment Fund. As many of the parish trusts were only able to spend income and not capital, a different investment strategy may result in more funds available to parishes in the future.

The following resolutions were proposed and passed unanimously:

That the accounts of the Common Investment Fund for the year ended 31 December 2020 be approved and adopted.

Climate emergency and net zero carbon emissions

21/34

The Head of Property Services informed the Representative Body that the Governing Body passed the following motion at its meeting in April 2021:

- i. That the Governing Body declares a Climate Emergency as follows:

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

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

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

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

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

In order to respond to the motion effectively future decision making would need to be purposefully directed to achieving its aims with all parts of the Church in Wales making decisions with an environmental impact in mind. The Head of Property Services confirmed a Climate Change Champion had recently been appointed and a Climate Change and Net Zero Policy drafted, which was discussed.

It was noted by one member that guidance to inform and assist those at parish level about how positive steps could be taken to further the move towards achieving a new-zero carbon would be beneficial: it was confirmed some guidance had been prepared and was available on the Church in Wales website: further guidance was being prepared by the Climate Change Champion. It was envisaged that the vast majority of provincial meetings, including those of the Representative Body and its committees, would be held online in order to reduce the carbon footprint per meeting by eliminating unnecessary travel.

The Chair suggested that this matter appear as a standing item on Representative Body meeting agendas to discuss ongoing work.

Following discussion the Representative Body:

- Adopted the Climate Change and Net Zero Carbon Policy; and
- Urged each of its committees to consider their work in the light of the policy and prepare action plans for work accordingly.

The Chairs of the Representative Body's committees were asked to communicate the adoption and implementation of the policy to the committees and sub-committees. The Climate Change and Net Zero Carbon Policy is appended in annex 1.

OneFamily Clergy Additional Voluntary Contributions (AVC) scheme 21/35

The Head of Legal Services updated the Representative Body on the ongoing discussions with HMRC, arising from the overpayment of tax-free lump sums paid from the OneFamily clergy AVC scheme had been paid.

It was confirmed that a total settlement of £233,123.40 had been agreed and paid to HMRC before 2 June 2021, a figure which represented the sanction charge in the legislation, plus interest: no additional penalties had been imposed by HMRC.

[redacted from public minutes – confidential business]

The Head of Legal Services explained that HMRC had confirmed it was not necessary to make contact with the pensioners affected by this matter as the Representative Body had settled the necessary financial cost. Therefore, there were no plans to contact them as it was believed doing so risked causing undue alarm and distress.

The Representative Body noted the situation.

Clergy Pension Scheme – update on Counsel's opinion 21/36

[Redacted from public minutes – confidential business]

Block Grant and Clergy Pension Scheme contributions

21/37

[Redacted from public minutes – confidential business]

Summary

Following discussion the Representative Body:

- i. Approved the proposal for it to take clear responsibility for the payment of all contributions, past service and current service, to the Clergy Pension Scheme;
- ii. Confirmed that to fund this proposal the Block Grant to each diocese be reduced by the amount of the pension contributions currently recharged;
- iii. Agreed that the proposed changes to the arrangements be effective from 1 July 2021;
- iv. Instructed provincial staff to work with the Finance Committee and the diocesan secretaries to explore in more detail any unintended consequences of the changes as a matter of urgency.

14 members voted in favour; four members voted against.

Q3 COVID-19 financial support to dioceses

21/38

The Head of Finance reminded the Representative Body that at its meeting in January 2021 (minute 21/02) it had agreed to provide £6.238million of financial support to dioceses during 2021 to aid recovery from the effects of the COVID-19 pandemic.

This financial support was agreed to be allocated as follows:

- i. In Q1 of 2021 absorb rather than recharge the following costs due: stipends, pension contributions, employer's national insurance contributions, council tax and Parsonage Board Scheme contributions. (Parsonage Board Scheme contributions will be paid to DBFs by bank transfer on or before 30 April 2021.) This absorption is conditional upon:
 - a. DBFs agreeing to forego payment of the Q1 2021 block grant.
 - b. DBFs continuing to support the six principles set out by the Representative Body in April 2020 (appended as an appendix).
- ii. In Q2 of 2021 absorb rather than recharge 50% of the costs set out in paragraph i above. (Parsonage Board Scheme contributions will be paid to DBFs by bank transfer on or before 31 July 2021.) This absorption would also be conditional upon:
 - a. DBFs agreeing to forego payment of 50% of the Q2 block grant.
 - b. DBFs continuing to support the six principles set out by the Representative Body in April 2020 (appended as an appendix).
- iii. In Q3 of 2021, invite dioceses to apply for further support, for which the balance of the funding will be available. The criteria and parameters for processing such applications will be agreed by the Representative Body in the coming weeks: these criteria are likely to include a clear demonstration of need and to support recovery and reconstruction in mission/ministry areas and parishes, in line with the principles agreed in April 2020.

The criteria and parameters for Q3 funding had been discussed with both the diocesan secretaries and the Finance Committee and it was acknowledged that parishes and ministry

areas in all dioceses continued to experience financial difficulties and that the need for further funding in Q3 remained.

The Head of Finance explained that the Finance Committee, in consultation with the diocesan secretaries, had discussed the method of apportioning the remaining funding (of c.£2million) between the dioceses and had recommended to the Representative Body that the distribution should be based on the same proportions used for the earlier distributions of the COVID-19 pandemic support.

Following discussion, the Representative Body:

- i. Approved the allocation of the remaining COVID-19 financial support as a grant to the dioceses by using the same proportions used for earlier distributions of COVID-19 financial support; and
- ii. Requested that each diocese provided a comprehensive report to its meeting in November 2021 setting out how the COVID-19 financial support was expended and explaining how any remaining funds will be used.

13 members voted in favour; four members voted against; one abstained.

It was also agreed that a short and convenient *pro forma* for the report be prepared to ensure the information provided to the Representative Body was standardised.

Funding of cathedrals

21/39

The Head of Finance reminded the Representative Body that at its meeting in March 2021 (minute 21/10) it had received the cathedrals working group's report and accepted the report's recommendations:

The Finance Committee had discussed the recommendations at its meeting held on 3 June 2021. As part of this work, the Committee reviewed the overall costs of the recommendations and acknowledged that the financial implications of the report needed to be viewed in the context of the Representative Body's other financial commitments.

As such, the Committee had agreed it wanted to consider the funding of the working group's recommendations as part of its discussion of the 2022 budget and in the context of the 10-year forecasts.

However, the Finance Committee noted that funding of cathedrals was a matter of significant importance which had already been subject to delays. To begin the implementation of the working group's recommendations therefore the Finance Committee had recommended that recommendation 4 of the working group's report (that up to £5,000 is provided to each cathedral for the procurement of quinquennial inspection reports in a consistent format) and part of recommendation 1 (the provision of funding for to facilitate effective administrative support at each cathedral) were implemented immediately.

Discussion followed during which it was noted that the financial situation of cathedral remained precarious, made worse by the effects of the pandemic, with core posts at risk in some.

Following discussion the Representative Body approved the implementation of:

- i. Recommendation 4 of the cathedrals working group report – to provide up to £5,000 to each cathedral over a five-year period.

- ii. Recommendation I, to provide funding for remunerated administrative support at a cost of £30,000 per cathedral over 5 years. The total cost of this would be £180,000 per annum, and £900,000 over the five-year period.
- iii. The other recommendations in the cathedrals working group report would be considered by the Finance Committee as part of its discussions on the 2022 Budget and brought to the Representative Body for consideration at the November 2021 meeting.

15 members voted in favour; three members abstained.

This provision of funding would be added to the revised forecast for the 2021 budget so would be available immediately.

Joint Finance meetings

21/40

The Chief Executive reminded the Representative Body that its meetings in June meeting were usually preceded by a Joint Finance meeting with the Bench of Bishops and diocesan secretaries. The joint meeting of the Bench of Bishops, Representative Body and Standing Committee, to which the diocesan secretaries could be invited, was felt to be a more effective forum and further such meetings would be arranged.

Clergy Housing Loan Scheme regulations

21/41

The Head of Finance informed the Representative Body that at its meeting in May 2021 the People Committee had reviewed and set the 2021 terms for the administration of Clergy Housing Loan Scheme, which included the maximum equity linked loan available, the maximum purchase price of a property and the interest rate for the year from 6 April 2021. The Scheme regulations required the interest rate charged on loans was set at half the Bank of England base rate and had therefore been at 0.05% since 6 April 2020. The People Committee had questioned what would happen if the Bank of England base rate turned negative.

It was proposed therefore that the regulation be updated as follows to provide for such an eventuality:

An equity loan of up to a maximum of £100,000 (based on the quarter 3 of 2003) increased by the Nationwide Welsh Average House Price Index. Interest will be charged at one half of the Bank of England base rate, with a minimum rate of 0%. The rate to be reviewed in April each year when current rates and their impact on borrowers will be considered.

The recommendation was approved by the Representative Body.

Stipend and salary levels 2022

21/42

The Head of Finance advised the Representative Body that the People Committee had undertaken its annual review of stipends and salaries. Members were reminded that in June 2015 the Representative Body had introduced a policy of basing annual increases on the Consumer Prices Index (CPI) figure published for the April preceding the January in which the increase would be implemented. The policy also included an option to add a discretionary 0.5% to this figure, in consultation with dioceses, if appropriate to the prevailing financial situation of the time.

The Head of Finance confirmed the CPI for April 2021 was 1.5% and, following consultation with the dioceses and in consideration that there was no increase to stipends and salaries in 2021, the Committee recommended that the discretionary 0.5% was added to this figure.

Therefore, in line with the stipends and salaries policy, it was recommended to the Representative Body that a 2.0% increase to stipends and salaries is applied from 1 January 2022.

Following discussion, and in line with the recommendation of the People Committee, the Representative Body agreed stipends and salaries should increase by 2.0% from 1 January 2022. 17 members voted in favour; one member abstained.

Vacancy fees 2022

21/43

The Head of Finance reported the People Committee had undertaken its annual review of vacancy fee levels, reminding the Representative Body that vacancy fees had not been increased in 2021 and were currently set at £24.

It was noted that the People Committee's recommendation was to increase each category of vacancy fees in the Church in Wales by £1 (from £24 to £25).

In line with the advice of the People Committee the Representative Body approved an increase by £1 in vacancy fees. From 1 January 2022 therefore vacancy fees would increase to:

	Fee from 1 January 2022
Cleric in receipt of a pension by virtue of service in Holy Orders	£25
Cleric in the non-stipendiary ministry over 70 years of age	£25
Licensed Reader (fee payable to the Readers' Association)	£25

Parochial fees 2022

21/44

The Head of Finance confirmed the People Committee had undertaken its annual review of parochial fees. Following discussion, the Representative Body agreed to increase the parochial fees from 1 January 2022 in line with the advice of the People Committee as set out in following two tables:

Funeral and burial fees	2022 fee
Ministry fee (<i>payable to the officiating minister</i>)	£88
Committal* (<i>payable to the officiating minister</i>)	£22
Church fee (<i>payable to the PCC</i>)	£110
Burial Fee in Church in Wales burial ground	
- Body	£493
- Cremated remains	£165

<i>(payable to the PCC for the Churchyard Maintenance Fund)</i>	
Memorial fee	
- Plain wooden cross	£25
- Grave headstone	£187
- Cremated remains tablet	£99
- Additional Inscription	£44
<i>(payable to the PCC for the Churchyard Maintenance Fund)</i>	
Search of burial registers	£22 per hour
<i>(payable to the PCC)</i>	(or part thereof)

* For a committal following a separate funeral service elsewhere, at which a different minister has officiated.

Marriage fees	2022 fee
Marriage service (including fee for publication of Banns)	
Ministry fee (payable to the officiating minister)	
Church fee (payable to the PCC)	£200
Total fee	£270
	£470
Copy of marriage certificate (payable to the PCC)	Deleted
Publication of Banns <i>(to include certificate of Banns)</i>	£40
Marriage Blessing (following a civil marriage)	
Ministry fee (payable to the officiating minister)	£200
Church fee (payable to the PCC)	£220
Total fee	£420

In response to a question raised by one member concerning the inclusion of the cost of a Common Licence for marriages within the schedule of parochial fees it was explained that the setting of the fee for Common Licences was in the gift of bishops not the Representative Body. This would be raised with the Bench of Bishops for consideration.

Parsonage Board contributions 2022

21/45

The Representative Body agreed to the Property Committee's recommendation to increase Parsonage Board contributions by 1.6% to £5,623 per parsonage house from 1 January 2022.

The Head of Property Services confirmed this was a minimum allocation and dioceses could allocate additional funds should it be desired. Also, net rental income from unused parsonages could be used by dioceses to offset or augment the funds allocated for parsonage repair.

The substantial increase in costs of building materials over the past year was noted meaning that larger increases to Parsonage Board contributions in future years may be necessary.

The Representative Body approved the increase of 1.6%.

Sales of consecrated property

21/46

In accordance with Chapter III, section 23(2) of the Constitution, the Representative Body authorised the sale of the following consecrated property:

A.217 – the former St Ann’s Church, Rhyl
A.223 – the former St David’s Church, Rhosllanerchrugog
A.224 – the former St Mary’s Church, Brymbo
A.231 – the former St John’s Church, Llangollen
A.234 – the former St Catherine’s Church, Maerdy
B.238 – the former St Catherine’s Church, Llanfaes
D.413 – the former St Margaret’s Church, Ford
L.712 – the former St Catherine’s Church, Neath
S.482 – the former St Michael’s Church, Loughor
S.441 – the former St Peter’s Church, Pentrechwyth
S.441 – the former St Margaret’s Church, Bonymaen

Use of the Representative Body Seal

21/47

It was reported that the Representative Body Seal had been used from numbers 36710 to 36736 inclusive. As a result of the COVID-19 pandemic and the meeting taking place by video conference, it was not possible for members to inspect the Seal Register in the usual way. Photographs of the relevant pages of the Seal Register were available on request.

Deemed business

21/48

The Representative Body noted the minutes of committee meetings that had taken place since its last ordinary meeting in March 2021.

Other business

The Chair noted that this would be the Very Reverend Kathy Jones’s last meeting of the Representative Body before taking up a new post in England, thanking her for her contributions to both the Representative Body and Property Committee, and wished her well in her new role.

Next meeting

The Chair confirmed the Representative Body’s next ordinary meeting was scheduled to take place on Thursday 18 November 2021.

Closing prayers

The Venerable Jonathan Williams closed the meeting with prayer.

**REPRESENTATIVE BODY OF THE CHURCH IN WALES
CLIMATE CHANGE AND NET ZERO CARBON POLICY**

Introduction

The Representative Body fully acknowledges the motion of the Governing Body of the Church in Wales in April 2021:

- i. That the Governing Body declares a Climate Emergency as follows:
We acknowledge that that an urgent and rapid global response to global warming is now necessary.
We welcome the fact that solutions to alleviate the climate crisis are widely available including renewable technology, sustainable transport options and zero-carbon buildings.
We support the decisions of governments, councils and organisations across Wales to pass motions declaring a climate emergency and setting net zero carbon emissions targets for their local areas.
We should endeavour, through an action plan, to reach a net zero carbon emission position for the activities of the Church in Wales as soon as is practically possible.
- ii. Requests that the Representative Body prepares an action plan, for consideration by the Governing Body at or before its meeting in April 2022, that sets out how the whole of the Church in Wales can reach a net zero carbon emission position by 2030 or as soon as practically possible thereafter.

This policy sets out how the Representative Body will respond to this motion.

Overall Policy

The Representative Body will now:

- fully embed considerations of climate change and reaching net zero carbon within its decision making by its trustees, committees and staff
- ensure, as far as possible, that its decisions positively impact on the carbon footprint of the organisation's directly controlled activities with the aim of reaching a net zero carbon position for them by 2030 or sooner.
- use its influence both within the Church in Wales and outside to achieve the ambitions of the Governing Body motion.

Implementing the Overall Policy

This policy will need action in the following key areas:

1. Reducing energy use
2. Use of the right kind of power
3. Greener travel
4. Meeting arrangements
5. Sustainable Use of land
6. Procurement of goods and services
7. Using influence to promote the agenda
8. Investment policy

This will involve:

- resourcing the Action Plan requested by the Governing Body to help every organisation within the Church in Wales church develop a clear framework for action
- reviewing activities, through the Committees of the Representative Body to develop specific action plans for undertaking Committee work, including policy development, to facilitate a net zero position and combat climate change
- making environmental performance a key factor in the procurement of goods and services including property acquisition, repair and improvement
- considering whether grant aid to encourage progress by others might be possible either through existing or new streams
- encouraging and supporting the whole church to achieve net zero. This could include training, guidance etc
- developing new and innovative ways to enable local churches to move to net zero and combat climate change
- resisting proposals for change that do not move the church towards net zero or help combat climate change
- working with staff to plan work patterns and activities around net zero carbon and climate change
- carefully considering the environmental impact of meetings and only holding face-to-face meetings when it is truly advantageous to do so
- seeking to limit business travel to essential travel and then by the most sustainable means possible and practical.