



**Corff Cynrychiolwyr Yr Eglwys yng Nghymru
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 28 March 2023.

Present:

Ex officio members

Archbishop of Wales

The Most Reverend A T G John

Chair of the Standing Committee

Mr T Llewelyn

Chairs of the Diocesan Boards of Finance

St. Asaph: Mrs S Allin

Bangor: The Venerable J Harvey

St. Davids: Mrs H Evans

Llandaff: Mr M Lawley

Monmouth: Mr P E Lea

Elected members

St. Asaph: The Very Reverend N H Williams,
Mrs H Wiseman

Bangor: Dr H Parry-Smith, the Reverend M Beecroft

St. Davids: Mrs J A P Hayward, the Venerable P R Mackness

Llandaff: The Venerable M Komor

Monmouth: Miss P R Brown

Swansea & Brecon
The Venerable A N Jevons

Nominated members

Mr R Davies

Mr P Kennedy

Co-opted members

Professor M Hughes (Chair)

Welcomes:

The Chair welcomed Archdeacon John Harvey and Mr Tim Llewelyn to their first ordinary Representative Body meeting. Archdeacon John had been elected as the new Chair of the Bangor Diocesan Board of Finance in November 2022 and Mr Llewelyn had been elected as the new Chair of the Standing Committee in December 2022.

The Chair also welcomed the newly appointed Chief Operating Officer, Mr Leon Hughes to his first meeting in his new role.

The Chair noted Mr John Watson had recently resigned as a member of both the Representative Body and the Human Resources Committee: Mr Watson was thanked for his service to the Representative Body.

Apologies: Apologies were received from Mrs Jane Heard, Mr Geoff Moses and Mr Thomas Lloyd.

In attendance: The following members of staff were present: the Chief Executive, the Chief Operating Officer, the Head of Finance, the Finance Manager, the Head of Legal Services, the Head of Property Services, the Governance Officer and the Governing Body Officer. The Principal of St. Padarn's Institute was present for item 23/01 only; the Climate Change Champion was present for item 23/02 only.

Prayers: Opening prayers were led by the Very Reverend Nigel Williams.

Conflicts of interest: There were none. Standing conflicts of interest were acknowledged for all clergy present for matters relating to clergy remuneration and the Clergy Pension Scheme.

St Padarn's Institute Periodic External Review (PER)

23/01

The Principal of St. Padarn's Institute was welcomed to the meeting to introduce the report published following the undertaking of the Periodic External Review (PER) at St. Padarn's in the autumn of 2022. The Principal explained the different mechanisms used to review the various elements of St. Padarn's operations.

PER was operated by the Ministry Division of the Church of England and was aimed at theological educational institutions that offered formational training. PER assessed quality and enhancement in ministerial formation and was a good vehicle for providing scrutiny of both the ministerial training programmes at St. Padarn's and its culture and practices as a Christian learning institution.

The report contained a number of commendations of good practice within St Padarn's, and some recommendations for review or enhancement. The Principal noted St. Padarn's was continually striving to improve all areas of activity on an ongoing basis and the external scrutiny provided by the PER gave assurance to the wider Church in Wales about the standards within St. Padarn's and the quality of its programmes.

The Representative Body noted that the St. Padarn's Quality and Standards Panel and Bench of Bishops were in the process of engaging with the report and its various recommendations and commendations. A plan of action to respond to the report was being prepared and a formal response to the report would be filed to the reviewers in early May. A subsequent visit by the reviewers would be arranged in early 2024 to review developments.

Discussion followed, during which the work of St. Padarn's and its staff was acknowledged. The engagement of St. Padarn's with the wider Church in Wales to ensure its programmes and operations were in line with the needs of a changing Church, was discussed. It was noted a ministry conference, which involved the ministry

bishop and all those in key ministry-related roles at provincial and diocesan levels had recently taken place in Llandrindod Wells, with the newly appointed Director of Ministry Development.

It was also noted that in responding to the recommendations particular attention would be given to recommendation 26 which related to the relationships between curates and training incumbents. It was imperative to ensure that a clear mechanism existed to allow any difficulties that may arise within those relationships, or concern about those relationships, to be communicated to St. Padarn's urgently and in a way that did not disempower or disadvantage the curate concerned.

The Representative Body noted the report and would be kept abreast of subsequent developments.

The Principal of St. Padarn's left the meeting.

Net zero carbon framework

23/02

The Climate Change Champion joined the meeting and, together with the Head of Property Services, introduced a comprehensive report on work relating to the net zero carbon framework and progress towards the Church in Wales's target of being net zero by 2030.

It was noted that more than 100 people from across the province had attended carbon literacy training sessions, provided by the Centre of Alternative Technology, during 2022: also, a Climate Leaders Programme had taken place in February 2023 which consisted of a series of three sessions and discussed theology, practical actions and missional outreach. Further possibilities for training would be investigated particularly to ensure the link between environmental stewardship and Christian discipleship. Liturgy for creationtide and stewardship of the environment had been prepared as part of the *Times and Seasons* series of liturgies.

Energy audits continued to be commissioned for churches and associated buildings. A convenient tool to measure the carbon footprint of church buildings had been developed and would be launched during the forthcoming meeting of the Governing Body in April 2023. The tool would allow the carbon footprint of individual church buildings to be assessed and then monitored for progress in reducing the buildings' environmental impact.

Future work

Future work would include the establishment of a Climate Change Hub to share ideas, develop initiatives at all levels of the Church in Wales and to drive change. The Church Action for Sustaining the Environment group (CHASE) was currently the nearest entity the Church in Wales had to a national body to steer work related to net zero, but CHASE was felt to lack formal connections to either provincial or diocesan decision-making bodies. It was felt a better means of making progress in this area of work was needed, with strategic oversight being provided by the Standing Committee on behalf of the Governing Body: it was intended that the CHASE group be replaced by a Climate Change Hub which would report to the Standing Committee and include members of the Standing Committee together with representatives from all dioceses. Proposed terms of reference for the Climate Change Hub were provided.

Other areas of future work related to improving the environmental performance of parsonages and investigating use of glebe land for climate-friendly projects including energy generation and the promotion of biodiversity.

Discussion

Discussion followed during which work undertaken and progress made to date was endorsed. The importance of communicating that work as widely as possible was emphasised to ensure the Church's commitment to net zero and environmental concerns was demonstrated. Also, the importance of lobbying, possibly via Cytûn, and linking with those in the political sphere to communicate the Church in Wales's commitment to good stewardship of the Earth and its resources and try to influence political discourse was recognised. The new Chief Executive of Cytûn, the Reverend Siôn Brynach, would shortly be in post and how Cytûn could support this work would be discussed with him.

The Archbishop informed the Representative Body that he planned to host a summit in 2024 bringing together representatives from a diverse range of environmental-based organisations and other organisations whose activities were relevant to environmental concerns.

The Representative Body noted the position.

The Climate Change Champion left the meeting.

Ten-year plan implementation

23/03

The Chief Executive provided a general update on work in relation to the oversight of the Church Growth Fund and the Structural Resilience Fund. At its meeting in November 2022 (minute 22/51) the Representative Body had agreed to form two separate groups, the Church Growth Fund Allocation Group and the Distribution of Funds Review Group: updates on their formation and incipient work were provided.

Distribution of Funds Group

The Distribution of Funds Review Group had met for the first time on 23 March and the Chief Executive provided the Representative Body with a brief oral report of the meeting. The Group had discussed some key principles for the distribution of funds to guide its work, with allocation being on the basis of fairness, flexibility, simplicity, accountability and done with grace.

The Group would also aim to bring together as many separate funding streams as possible and to move away from the current three-year cycle of funding provision, which would allow diocesan boards of finance to plan their finances on a longer-term basis. It was intended however to retain a separate stream of provincial funding for cathedrals.

In discussion it was noted that there remained a need to both review the number of church buildings and to develop a plan for how many clerics were needed to create a sustainable Church with capacity for growth.

Church Growth Fund Allocation Group

Membership of the Church Growth Fund Allocation Group was largely in place with the Governing Body having recently elected its representative, the Reverend Dr Jason Bray. The election had ended with a tied result, with the other nominee, the Reverend Dr Peter Lewis subsequently confirming he had since been appointed to a position in a different diocese so would shortly be standing down from the Governing Body. Given the confidence the Governing Body had shown in Dr Lewis the Representative Body confirmed it was content to co-opt him to the Group as an additional member, thus retaining the talents of both.

The inaugural meeting of the Group would take place in early June. The full membership was confirmed to be:

- The Archbishop of Wales (Chair).
- The Chair of the Representative Body.
- The Chair of the Finance Committee.
- The Chair of the Audit and Risk Committee.
- The Chair of the Standing Committee.
- An archdeacon nominated by the archdeacons' group (the Venerable Barry Wilson).
- A Church in Wales cleric leading a growing church, appointed by the Bench (the Reverend Rhun ap Iwan).
- A cleric or lay person from another province with experience in evangelism and church growth, appointed by the Bench (the Reverend Dr Sandra Millar from the Church of England).
- A member of the Governing Body with experience in church growth, elected by the Governing Body (the Reverend Dr Jason Bray).
- The Chair of the Evangelism Committee – Geraint Davies.
- The Chief Executive of the Representative Body.
- Co-opted by the Representative Body (the Reverend Dr Peter Lewis).

Evangelism Fund

The Representative Body noted that, in time, the Evangelism Fund Committee would be absorbed into the Church Growth Fund Allocation Group. The funds allocated to the Evangelism Fund aligned with the intentions of the Church Growth Fund, and a single group overseeing the application of all evangelism and church growth related funding was preferable.

The Chief Executive explained the Evangelism Fund Committee would meet on 24 April 2023 and each of the four diocesan projects currently underway (in St. Asaph, Bangor, St. Davids and Llandaff) had been asked to provide an updating report for the Committee. It was expected the Committee would also consider a first stage application from the diocese of Monmouth.

It was noted that while projects did not need to be self-sufficient at the end of the funding period, a plan for projects' sustainability would need to be developed and put in place by the dioceses concerned.

Tendering process for investment managers

The Representative Body noted the Investment Committee planned to undertake a competitive tender process for the management of the Representative Body's

investment portfolio as it was around ten years since that exercise had been undertaken.

The Representative Body noted the position.

Minutes of the meetings of 24 November 2022 and 15 December 2022, and matters arising

23/04

The minutes of the previous meetings held on 24 November 2022 and 15 December 2022 were agreed as a true record. The minutes would be signed by the Chair as soon as possible. Various matters arising from the minutes were noted.

Proposals for a sub-group of trustees: Urgent Business Sub-group

23/05

The Representative Body considered a paper setting out draft proposals to codify and formalise arrangements for a small sub-group of trustees which would meet to consider exceptional and occasional cases which required specific trustee authorisation but which were sufficiently sensitive and necessarily confidential that it would not be appropriate to put the matter before the entire Representative Body. Usually such cases related to legal settlements, the commencement or defence of litigation or to sensitive human resources-related matters.

The proposals considered included an articulation of the business which could be considered by the sub-group, membership of the sub-group and requirements for quorum, decision-making and reporting to the Representative Body.

While it was acknowledged that some matters required sensitive and expeditious handling, concern was raised at the governance of the sub-group, particularly in relation to the relatively small membership criteria, clarity of accountability to the Representative Body itself and processes for managing conflicts of interest within the sub-group's membership. It was noted that the membership of the sub-group could be increased, possibly by way of co-options by the Representative Body itself, but any increase should be small to ensure confidentiality was not compromised and that the sub-group remained sufficiently agile to respond quickly to matters which needed its attention.

Following discussion it was agreed that refined proposals would be prepared for further discussion at a future meeting.

Representative Body and committee membership

23/06

The Representative Body was briefed on a number of matters relating to its membership and that of its committees.

Representative Body membership

The Representative Body noted two changes had occurred within its *ex officio* membership:

- i. In November 2022 the Bangor Diocesan Board of Finance confirmed the election of the Archdeacon of Anglesey, the Venerable John Harvey, as its new Chair, at which point Archdeacon John became a member of the Representative Body.
- ii. In December 2022 the Standing Committee elected Mr Tim Llewelyn as its new Chair, replacing Dr Siân Miller who had recently left the province. At the point of his election Mr Llewelyn also became a member of the Representative Body.

Vacancies

In addition to the retained vacancy within the nominated membership category it was noted the Swansea & Brecon Diocesan Board of Finance had not appointed a new Chair so that position within the RB's *ex-officio* membership remained vacant. Also, the vacancy for an elected cleric representing the diocese of Monmouth remained.

A vacancy for a lay elected member representing the diocese of Swansea & Brecon had also arisen following Mr John Watson's recent departure.

Property Committee Chair

At its meeting in November 2022 (minute 22/55) the Representative Body had been informed that the Chair of the Property Committee, Mr Rod Davies, would retire during 2023. Mr Davies had confirmed he would retire at the next Representative Body meeting, on 26 June 2023, ahead of his 75th birthday. Another member of the Committee, Mr Christopher Clarke, had indicated that he would be willing to be considered for appointment as Mr Davies's successor: biographical information about Mr Clarke, who was an experienced chartered surveyor, was provided.

The Representative Body confirmed Mr Clarke's appointment as Chair of the Property Committee, effective from 26 June 2023, upon Mr Davies's retirement and initially for the remainder of the current triennium.

Arrangements would be made with the Bench of Bishops and Standing Committee to appoint Mr Clarke to the Representative Body via the nominated membership category, making use of the current vacancy within that membership category. The vacancy within that category would be reinstated upon Mr Davies's retirement.

Human Resources Committee

Mr John Watson's recent resignation had also created a vacancy on the Human Resources Committee. The Committee's membership criteria required lay and RB majorities, which were no longer satisfied: Mr Watson's replacement would need to be another lay member of the Representative Body and enquiries would be made accordingly.

Summary

The Representative Body:

- i. Noted recent changes to its own membership and committee membership; and
- ii. Appointed Mr Christopher Clarke as the next Chair of the Property Committee, following Mr Rod Davies's retirement from that role on 26 June.

Annual Renewal of conflicts of interest and trustee eligibility

23/07

All trustees were asked to review their conflicts of interest register and renew their trustee eligibility forms as part of the annual review process.

Churches Mutual Credit Union

23/08

The Head of Finance reminded the Representative Body that the Churches Mutual Credit Union (CMCU) was launched in February 2015, a collaboration of denominational churches in Great Britain which included the Church in Wales.

In 2016 the Representative Body had been able to cease providing car loans to clergy as the CMCU facilitated access to capital for this purpose: consequently the Representative Body no longer needed to hold a consumer credit licence. The Representative Body had made an initial investment of £25,000 in the CMCU in the form of deferred shares.

The Representative Body was informed that the CMCU had written to the Archbishop requesting operational funding to expand the services provided. At its meeting in March 2023 the Finance Committee had discussed the request, proposing that an annual grant of £7,500 towards administration costs should be made to the CMCU, acknowledging that it provided vital ongoing financial assistance to Church in Wales clergy.

Following discussion, the Representative Body endorsed the Finance Committee's proposal, agreeing to make an annual contribution of £7,500 to the Churches Mutual Credit Union as part of the Anglican and ecumenical budget.

Clergy Pension Scheme update

23/09

[Redacted from public minutes – confidential business.]

Investment performance update

23/10

The Head of Finance updated the Representative Body on the recent performance of its investment portfolio. The position remained volatile and it was noted the stock exchange holdings had lost approximately £70million of its value since December 2021, although a small recovery had been seen so far in 2023.

The investment fund continued to be very closely monitored and provincial staff were in touch with the investment managers on at least a weekly basis. The engagement of two investment fund management firms with their different approaches to investment helped stock diversification and therefore spread the risk posed by market turbulence.

The position was noted.

Monmouth Review Implementation Group

23/11

The Representative Body noted a report from the Monmouth Review Implementation Group.

Upon her leaving the province, Dr Siân Miller had ceased to be a member of the Monmouth Implementation Group and the Group had requested the Standing Committee and the Representative Body appoint the Archdeacon of the Gwent Valleys, the Venerable Stella Bailey, to its membership in Dr Miller's place. Archdeacon Stella had joined the diocese of Monmouth in June 2022 from the Church of England. The Group felt it was advantageous to have the semi-external perspective of a cleric who had recently joined the Church in Wales from the Church of England, and who was a senior cleric from the diocese of Monmouth who had not been in post during the period subject to the Monmouth Review.

The Representative Body approved the appointment of Archdeacon Stella Bailey to the Group, noting the Standing Committee had already given its support to the appointment at its meeting in February 2023.

Sales of consecrated property

23/12

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

- A.222 - the former St Deiniol's Church, Worthenbury
- A.222 - the former St. Mary Magdalene's church, Tallarn Green
- A.230 - the former All Saints' Church, Sinan
- B.224 - the former St. Tydecho's Church, Llanymawddwy
- B.241 - the former St. John's Church, Porthmadog
- D.417 - the former Capel Dewi Sant, Llanwrda
- D.413 - the former St. Madoc's Church, Nolton Haven
- D.414 – the former St. Mary's Churchyard, Fishguard
- L.203 - the former Ss. Peter and Paul's Church, Cimla
- L.226 – the former St Peter's Church, Deri
- L.228 – the former St. Timothy's Church, Caerau
- M.405 - the former Langstone Parish Church, Langstone
- M.719 – the former St. Paul's Church, Cwm
- M.719 - the former St. Mark's Church, Llanhilleth
- S.482 - the former St. Michael's Graveyard, Loughor
- S.263 - the former St. David's Church, Ystalyfera

Updates from Chairs on the work of committees

23/13

The Representative Body was provided with brief oral updates on the work of its committees, which were noted.

Evangelism Fund

The Representative Body also noted a report from the Evangelism Fund Committee, confirming that no new grants from the Evangelism Fund had been made since the Representative Body's last meeting.

The Evangelism Fund Committee was due to meet next on 24 April 2023 at which meeting it was expected to receive a first stage application from the diocese of Monmouth. The Committee would also receive updating reports from each of the four existing projects.

Deemed business

23/14

The Representative Body noted the minutes of committee meetings that had taken place since its last ordinary meeting in November 2022.

Use of the Representative Body Seal

23/15

It was reported that the Representative Body Seal had been used from numbers 36898 to 36939 inclusive.

As the meeting was taking place by video conference it was not possible for members to inspect the Seal Register. Photographs of the relevant pages of the Seal Register were available on request.

Next meeting

24/16

The Chair confirmed the Representative Body's next ordinary meeting was scheduled to take place on Monday 26 June 2023, via video conference.

Other business

The Archbishop confirmed the bishops would meet in sacred synod on Wednesday 19 April to confirm the election of the Right Reverend Mary Stallard as the next Bishop of Llandaff. This would take place in the context of Evensong during the Governing Body's meeting and was open to the public: all members of the Representative Body were welcome to attend.

Closing prayers

The Archbishop closed the meeting with prayer.