



WARDEN | WARDEN YR EGLWYS | SECRETARY | YSGRIFENNYDD | TREASURER
DOFFI | CHURCH CLEANER | GLANHAWR | COOK | COGYDD | COFFEE SERVER |
OFFFI | CONFERENCE MEMBER | AELOD CYNHADLEDD | BISHOP'S VISITOR |
ESGOB | PASTORAL ASSISTANT | CYNORTHWYDD BUGEILIOIOL | WORSHIP
LEINYDD ADDOLIAD | READER | DARLLENWR | EVANGELIST | EFENGYLYDD |
LER | GWEITHIWR IEUENCTID | PASTORAL CHAPLAIN | CAPLAN BUGEILIOIOL
UT OFFICER | SWYDDOG MEWNBNW DATA | SIDESPERSON | YSTLYSWR |
CUTTER | TIRMON | CHURCHYARD KEEPER | GOFALWR MYNWENT | MUSICIAN |
R | CHORISTER | CORYDD | GARDENER | GARDDW | SAFEGUARDING OFFICER
G DIOGELU | NON-STIPENDIARY MINISTER | OFFEIRIAD ANGHYFLOGEDIG
ARRANGER | GOSODWR BLODAU | ENCOURAGER | ANNOGWR | PROPERTY
DEIRYDD EIDDO | MISSION AREA WARDEN | WARDEN CENHADAETH
HOLDER | GOFALWR
AKER | POBYDD |
VER | GYRRWR | COMMITTEE MEMBER | SOCIAL MEDIA
ADMINISTRATOR | PUBLICITY COORDINATOR | WARDEN YR EGLWYS
CHURCH CLEANER
DOFFI | CONFERENCE MEMBER | WARDEN YR ESGOB | PASTORAL
ARWEINYDD ADDOLIAD |
WORKER | GWEITHIWR IEUENCTID | PASTORAL CHAPLAIN | CAPLAN BUGEILIOIOL
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DEIRYDD EIDDO | MISSION AREA WARDEN | WARDEN CENHADAETH
HOLDER | GOFALWR ALLWEDDI | PRAYER COORDINATOR | CYD-LYNYDD
AKER | POBYDD | FOODBANK COORDINATOR | CYD-LYNYDD BANC
ER | GYRRWR | COMMITTEE MEMBER | AELOD PWYLLGOR | WEBMASTER
R | SOCIAL MEDIA ADMINISTRATOR | GWEINYDDWR CYFRYNGAU
ASOL | PUBLICITY COORDINATOR | CYD-LYNYDD CYHOEDDUSRWYDD |



UNLOCKING OUR POTENTIAL

DIOCESE OF ST ASAPH

ANNUAL REPORT 2021



Introduction from Bishop Gregory

I consider that our present sufferings are not worth comparing with the glory that will be revealed in us. (Romans 8.18)

St Paul wrote those words when the tide was beginning to turn against early Christianity. The Roman Empire was gearing up to begin the persecution of Christians, even as it spread like wildfire across its provinces. Paul, however, was confident that the tide of history was on the side of the Church, precisely because Jesus of Nazareth had been revealed as the Lord of History, God's anointed Messiah and Saviour.

We may not be living in such dramatic times, even with all the drama of the last 18 months. Where Christianity is persecuted in this world currently, our brothers and sisters in Christ may feel much closer to the circumstances that Paul described. Even here, however, there has been deep suffering and loneliness, especially if you have lost a close family member or friend to Covid, or disruption to your livelihood.

The dynamic for us is still parallel to that experienced by Paul – suffering and glory, passion and resurrection. Our Church has been challenged in probably the most serious way it has experienced for over 100 years. We have had to close our doors for a lot longer than we first appreciated, and we still do not know what will happen as we try to return to a more familiar existence, whether our congregations will bounce back or not, and whether our finances will hold together.

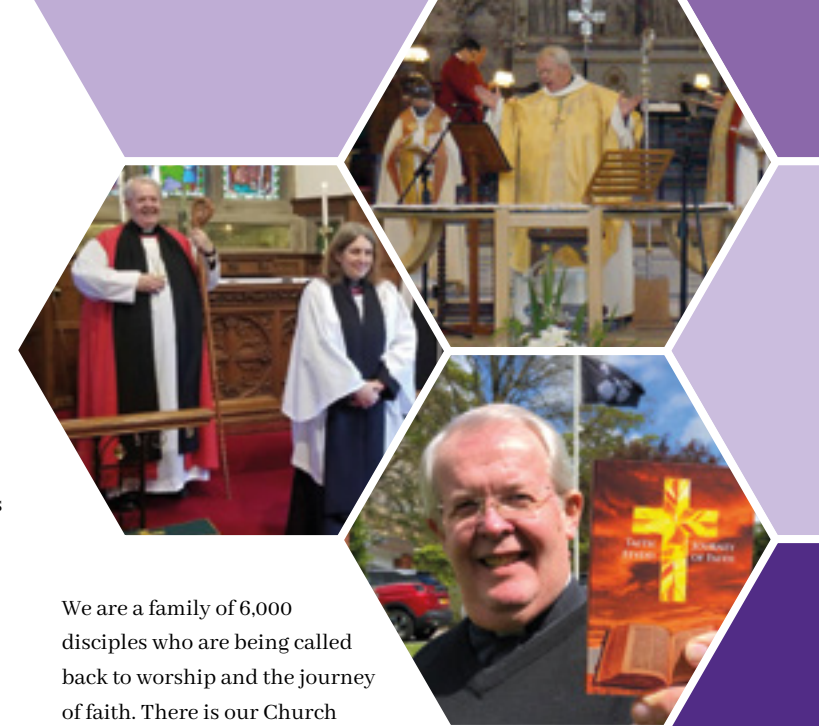
Yet I can write that I consider that the sufferings of our present time cannot be compared to the work that God wishes us to achieve among us in his strength. We have been resilient, and I've said on a number of occasions how proud I am of the Teulu Asaph: of the congregations who have oriented their life towards the service of our communities, and of our ministers, ordained and lay, who have slogged hard to ensure that worship can continue online, and pastoral care can be maintained. I am also proud of the diocesan team, who have worked from home but risen to the challenge to be stronger, more dedicated and more resourceful in finding ways to keep us in good form for the future.

This report will inform you of some of what has been achieved – with help and support, as well, from the Province and the Representative Body, whose generous approach cannot be overestimated.

However, in the same way that Paul turned the thoughts of the Church at Rome to which he was writing towards the future, so too I can say that there are glories waiting to be revealed in the life of our diocese. Early on, the Standing Committee adopted a clear approach to our common life in the light of Covid – to respond, to recover, and to reconstruct. I've already noted our fantastic response to the challenges of lockdown, and this year, even as Covid continues to hold sway, we have moved to recover. We have organised a series of Mission Area Reviews, so that, as we come out of lockdown, we have a strategy to face the hard questions ahead of us about mission, buildings, finance and ministry. Mission Areas are developing Mission Action Plans, the Diocesan Board of Finance is taking a long hard look at the resilience of our finances, and the Standing Committee at our diocesan strategy.

And I'm not afraid to say that as we reconstruct, the future can be glorious. "For if God is on our side, who can be against us?" (Romans 8.31). The Lord Jesus is building his Kingdom even here in Wales. People are growing in faith, disciples are being formed in Christian life, and members of our diocesan family are being called to new ministry and service.

It is true that the story of the last half century has included a story of decline, but in my bones, I think that this has been a story of the stripping away of the last vestiges of the privileged position that was accorded to religion in the society of yesteryear. The grand patrons of the past have, by and large, passed away. Congregations now have to look to themselves and their own resources to lead mission, maintain ministry, and keep up their buildings. This is tough, but the joy that comes from loving service, the moments of being caught up to heaven in prayer or in worship, and the serendipity of seeing God at work are all signposts for the future.



We are a family of 6,000 disciples who are being called back to worship and the journey of faith. There is our Church schools' community of another 6,000 young people, who can be taught how to build their lives on the firm foundation of Christian values and faith, together with staff and parents. We have a strong cohort of people exploring vocations to ministry, and a volunteer base who are looking to build the Kingdom as part of our family, and to serve Christ in the world. We have leaders in our team who take my breath away with their wisdom, talent and enthusiasm. We have new initiatives – Hope Street, Centres of Mission, and Mission Hub Churches – to complement the heritage of over 200 existing Churches with congregations. We have Youth Forums and Mothers' Unions and Cursillo groups, a College of Spiritual Directors, and engagement and spirituality groups.

I want to salute each and every one of you who contribute to our common life and thank God for you. And as for future glory, I say to God "Bring it on!". **God bless you, one and all.**


Gregory Llanelwy



Respond, Recover, Reconstruct

by Diane McCarthy, Diocesan Secretary

The unprecedented events since the first national lockdown in March 2020 have challenged us all in many ways. As the Teulu Asaph, we have proved ourselves adaptable, flexible and open to God's love in new ways. Our resilience and determination have been remarkable in the face of hardship and adversity. This gives us new confidence to face the future.

As a diocese, we have regularly articulated our longing for more people to know the love of God. We have been bold in creating Hope Street Church in Wrexham as the home of a new Christian community that reaches out to young people and families. Already, it has grown a congregation of almost 70 people (51 adults) of whom 44 regularly attend Bible study and prayer groups. Another 75 people have registered an interest in attending Hope Street. These figures are higher than the targets set for the first year.

HOPE STREET IN FIGURES



We have invested in a Centre of Mission in Caia Park Wrexham in partnership with the Church Army and will open a second Centre in Pensarn in autumn 2021 as an additional base for evangelism in some of the most disadvantaged communities in north Wales. We have completed an ambitious programme of Mission Area Reviews, offering encouragement and support while not avoiding the difficult decisions that have to be made.

We know our future will be different and that we need to be serious and intentional about recovery and reconstruction as we emerge from the pandemic. We are looking for new ways to build the Kingdom of God.



MISSION HUB CHURCHES

We intend to re-imagine Mission and Ministry for our existing congregations by creating three 'Mission Hubs', one in each archdeaconry. They will:

- Be based in locations of strategic importance, where spiritual and numerical growth is critical
- Empower each archdeacon to lead and inspire a hand-picked team with the skills and positive attitude necessary to be part of this project
- Use our financial resources creatively and courageously to fund this initiative for a five-year period
- Work with St Padarn's Institute to develop training that is particularly appropriate for the north Wales context
- Be rooted in prayer and the principles of Leading your Church into Growth (LyCiG)

CATHEDRAL

St Asaph Cathedral is the mother church of the diocese and is showing encouraging growth. It has successfully enhanced its ministry of welcome for pilgrims, visitors and tourists alike and online worship has developed to a very high standard. Targeted investment will allow the Cathedral to extend its ministry further, with a:

- Focus on sacred music: a full-time Director of Music will facilitate more work with the choristers and with young people across the diocese.
- School Chaplaincy: the cathedral will be the base from which to develop a model of excellence for Welsh language chaplaincy to serve primary and secondary schools.

DIGITAL MINISTRY

Online ministry has been one of the most exciting new areas of mission and ministry over the last 18 months and we have surprised ourselves with what we can achieve! Digital ministry has created a space where interested people can explore faith and spirituality at their own 'speed of trust' and 'belong' before believing. This can be a powerful method of evangelism that speaks to people who we currently struggle to reach.

We plan to develop this new and exciting area of mission by:

- Supporting digital innovation
- Resourcing digital ministry
- Training our Mission Area teams
- Providing hardware and software to Mission Areas
- Creating content and resources for use

These three significant areas of investment in mission will be at the heart of our reconstruction in the coming years.

**We are not people of fear:
We are people of courage.
We are not people who protect our own safety:
We are people who protect our neighbours' safety.
We are not people of greed:
we are people of generosity.
We are your people God,
Giving and loving,
Wherever we are,
Whatever it costs
For as long as it takes wherever you call us.**

Barbara Glasson




Eco-Church

by the Very Reverend Nigel Williams, chair of the St Asaph Eco-Church Group and Dean of St Asaph Cathedral

In 2020 the diocese renewed its committed to the Eco-Church initiative and encouraged churches to register for an A Rocha UK award. A bilingual booklet, *Caring for Each Other; Caring for God's Creation*, offering practical advice for churches to achieve the awards, was launched at the Diocesan Conference. A film, based on the foreword to the booklet written by a member of the youth forum, Joseff Griffiths, highlighted the urgency to tackle climate change. Since then, 39 churches have registered, with A Rocha UK and churches in the diocese have been awarded:

- 7 bronze awards (including St Asaph Cathedral)
- 4 silver awards

All churches are encouraged to register as an Eco-Church in the coming year. There is advice and information at <https://dioceseofstasaph.org.uk/eco-church/>

 **DIOCESAN ECO-CHURCH GROUP**

In Spring 2021, a multi-disciplinary Diocesan Eco-Church Group was formed to promote Eco-Church and drive our commitment to reduce our greenhouse gas emissions to zero as quickly as practically possible. This is in line with the Church in Wales' Governing Body motion passed in April 2021.

BUILDING GROWTH

From the start, registering as an Eco-Church was not about achieving an award for its own sake. It is recognised that this is a platform for growth and several churches are already seeing that their eco-work is attracting attention from the local community.

In Dyffryn Clwyd Mission Area, St Peter's Church in Llanbedr has created an outdoor altar and space for people to sit and reflect in the churchyard. It has launched a Wild Church which is reaching new people with the Christian message. St Peter's was the first church in the diocese to be awarded Eco-Church status by A Rocha UK.

In Estuary and Mountain Mission Area, St Peter's Church in Holywell runs monthly gardening sessions, encouraging the community to maintain the orchard and beehives. St Peter's was awarded a Silver Eco-Church award and is aiming for Gold.

Other inspiring examples of green projects include:

- A collaboration between Ysgol Y Llan Church in Wales School in Whitford and its neighbouring church, Ss Mary and Beuno's to encourage wildflower areas and build bug hotels
- The use of Llanasa churchyard, already a conservation area, as a research project for Glyndŵr University in Wrexham
- Partnerships with local farmers to bring sheep to graze in churchyards to reduce grass cutting
- Transferring church electricity requirements to green energy contracts
- Creating a heritage garden in the grounds of St Asaph Cathedral
- Supporting communities to grow their own fruit and vegetables by providing gardening kits and creating raised beds in unused areas of churchyards.

You can find more information to help your church achieve Eco-Church status at <https://dioceseofstasaph.org.uk/eco-church/>

ECO PROJECTS IN SCHOOLS

Two projects have been designed by the diocesan education team to support schools to raise environmental concerns and issues in their teaching:

- The importance of trees in our environment and their place in the Bible.
- **Ffrindiau'r Byd** focusing on the global environmental crisis (in collaboration with education teams across the Church in Wales)

Both environmental projects are designed to support intergenerational relationships and to understand the impact of our actions, to respect the needs and rights of others, and to show our commitment to the sustainability of the planet.

Schools are encouraged to share the environmentally friendly changes they have made with their wider community. The Climate Emergency Art Competition asks learners to create a vision for the future of our planet. Their artwork will be displayed in cathedrals and on the Church in Wales website in Autumn 2021.





Developing Steering Group

by Canon Chancellor Pam Powell, Lead Officer and Director of Ministry

Despite Covid restrictions this has been an active year in terms of discernment and training with 56 people involved in the process. Ordained ministry still predominates but there is a promising range of Licenced Lay Ministries too, with the role of Pastoral Chaplain increasing.

Due to Covid-19, diocesan and provincial discernment conferences have taken place via Zoom this year. The easing of restrictions is enabling more face-to-face opportunities which is helpful for the curates and newly licensed lay ministers. Activities outside church buildings have brought communities closer to church life and the

Engaging Steering Group has offered resources and support for many projects involving those who are newly licensed.

VOCATIONS

New members have joined the teams of Vocational Advisers, who accompany candidates through the process, and the discerners who discern the calling of those wishing to train for licensed ministries. Our diocesan discernment conferences will take place in October, November and December this year with the provincial conferences in the Spring of 2022.

MINISTRY CATEGORY	NUMBER 2020-2021	COMPARED TO 2019-2020
Curates (full time/stipendiary)	11	9
Curates (part time/NSM/NSML)	11	10
Youth Chaplain (stipendiary)	1	2
In training for Priest (stipendiary)	6	4
In training for Priest (NSM/NSML)	3	7
In training for Distinctive Diaconate	3	2
In Training for Reader	6	6
In Training for Evangelist	1	1
In training for Pastoral Chaplain	3	1
In receipt of Enquirer's Form and preparing for Boards	11	13

LICENSED LAY MINISTRY (LLM)

Revd Huw Butler (Officer for Licensed Lay Ministries) has been streamlining administration this year. Contact information for serving LLMs and those holding Bishop's Permission to Officiate (PTO) has now been clarified and a process is in place for those transferring to PTO status from the age of 75.

A new Reader was licenced to the diocese during the September 2020 *Transforming Ministry* online event held in conjunction with St. Padarn's. We look forward to the licensing of four Readers, a Pastoral Chaplain and an Evangelist at a service to be held at the Cathedral in September 2021.

An annual Review Framework for LLMs has been formulated. A pilot scheme currently underway could be rolled out to Mission Areas later in 2021.

SELF-SUPPORTING ORDAINED MINISTRIES (SSM)

Canon Dr Trish Owens continues to work with those licensed to self-supporting ordained ministries which include Non-Stipendiary Ministers (NSM) and Non-Stipendiary Ministers Local (NSML). SSMs have continued to keep in touch through a WhatsApp group

and Canon Dr Trish Owens continues to monitor deployment and morale. She has attended several online meetings of the Church of England National Network of SSM Officers and Advisers. Recently they drafted a discussion document on the Deployment of Self-Supporting Ordained Ministers. Like us, the Church of England has felt the impact of Covid 19 on church finances, and face a reduction in stipendiary clergy, mainly due to clergy reaching retirement age.

COMMISSIONED MINISTRIES

Canon Kate Tiltman continues her work with Commissioned Ministries. Training for Worship Leaders and Pastoral Assistants using St Padarn's materials has continued online which was a good means of bringing people from different parts of the diocese together. Due to retirement later in the year we wish Canon Kate well and thank her for her work as diocesan officer for Commissioned Ministries.

SPIRITUAL DIRECTION

Revd Richard Carter facilitates Spiritual Direction and reports an increase in the frequency of referrals to the College of Spiritual Directors over the last year. This could be partly due to the development of spiritual direction continuing to become more normative, and partly due to the generally heightened interest in mental wellbeing.

Our ability to offer spiritual direction across the whole diocese is holding steady but our ability to promote spiritual direction and put new spiritual directors through discernment has been hampered by the effects of the global pandemic.

There is an attempt underway to improve the level of supervision, and professional development of spiritual directors, who are now being termed '[spiritual friend/accompanier/director](#).'





Engaging Steering Group

by Sarah Wheat, Lead Officer for the Engaging Steering Group

In response to Coronavirus, we ran a series of three interactive workshops in August and September 2020 called *Being Church and Community in Wales during Covid*. With 20 places available we were fully booked for each session. The sessions explored the emotional, social and psychological anxieties of coming out of lockdown and the role of the church. They looked at how we can build community resilience and the practical actions the church can take to serve the most vulnerable and marginalised in our communities.

Following this, and to showcase some of the projects supporting communities across the diocese, 45 people attended the *Connecting with your Community* online event in February 2021. Organisers of six projects, started in response to Covid, shared practical and inspirational information enabling others to learn from their experiences of caring for those most effected by the pandemic in their community.

✿ CORONAVIRUS EMERGENCY SUPPORT FUND

Almost £33,000 has been awarded from the Coronavirus Emergency Support Fund to church-led projects to enable them to support those most effected by Covid in their communities. In total from summer 2020 until summer 2021, 45 projects were supported, and these included:

- 3 PPE Hubs offering low cost or free face shields to anyone who needed them (over 2,000 given out)
- A food club helping more than 60 families per week during its busiest times to buy very low cost food and have access to pastoral and practical support
- A traditional Sunday Lunch delivered to more than 80 people every week
- Cream Teas delivered to 24 people every week who are elderly and socially isolated
- Hygiene Hampers for those in need
- Christmas Hampers delivered to families effected financially by Covid over the Christmas period
- Over 50 hot nutritious meals delivered three times a week to families during the school holidays allowing them to eat a home cooked meal together and alleviate financial strain for those effected by Covid

✿ GROWREXHAM

GroWrexham was launched by churches in Wrexham in May 2021, to help people grow their own fruit and vegetables. 200 gardening kits were given out to families and those on their own to help them eat fresh and healthy food and assist with mental health and wellbeing. The project will also see the creation of raised planting beds in churchyards which will be run as community gardening projects. GroWrexham keeps in touch with people via a facebook page: <https://www.facebook.com/GroWrexham>

✿ COUNTY LINES

The impact of County Lines on communities in north Wales will be explored through a series of awareness and training sessions due to start in Autumn 2021. The training will equip representatives from key Mission Areas with the skills to devise simple projects and activities to improve community resilience and support those caught up in drug violence and coercion.





The Nurturing Steering Group supports the work of our 51 church schools across five local authority areas.

NEW SCHOOL IN POWYS

We were delighted to see the completion of the Welshpool Church in Wales Primary School building in December 2020. Whilst 80 children were initially welcomed in January 2021, Covid-19 restrictions meant

that only key worker children, vulnerable children and children with additional learning needs were allowed in the school at that time. However, by mid-March, it was possible for all children to attend. The school, constructed by Pave Aways, has been built to Passivhaus standards and has been shortlisted for the sustainability category of the Wales Property Awards 2021.

NEW SCHOOL FEDERATION IN FLINTSHIRE

In June 2021, Ysgol yr Esgob, Caerwys and Licswm Church in Wales Voluntary Aided School, were formally federated. Both Ysgol Licswm and Ysgol yr Esgob retain their own school name and identity but as federated schools, they now have the opportunity to share resources and further strengthen links that already existed. They will be known as The Bryniau Clwyd Federation.

STRATEGY FOR TRANSFORMING EDUCATION IN POWYS

A new strategy for Transforming Education in Powys was approved by the Council's Leader in April 2020. The strategy sets out a new vision for education in Powys and will involve school reorganisation proposals under the School Organisation Code 2018. The Diocese is submitting responses to consultations that involve our schools to ensure that access to church school places is preserved. Support has also been provided to schools, governing bodies and Mission Areas that are affected.

RELIGION, VALUES AND ETHICS AND THE NEW CURRICULUM

The new Curriculum for Wales is due to be launched in 2022. In preparation for this, the Diocesan Education Team is working with colleagues across the Church in Wales to support schools in the teaching of Religious Education (RE), renamed Religion, Values and Ethics (RVE) in the Welsh Curriculum 2022.

TAITH ADVENT PROJECT

The Taith Adfent project proved to be a huge success for schools across Wales in 2020. Learners were given an opportunity to explore the Christian season of Advent within the concept of 'sanctuary and refuge' and what they mean in our world today. The project was created to raise awareness of what it means to 'welcome' people. A copy of the book *Refuge* by Anne Booth and Sam Usher was sent to each of our Church in Wales schools as a resource to support their work. A case study has been produced and can be found at: <https://www.churchinwales.org.uk/en/about-us/education/taith-adfent/>

Taith Adfent will be relaunched again in Autumn 2021.



CELEBRATING THE WORK OF THE TRANSLATORS

A virtual service of thanksgiving and celebration of the work of the eight Welsh Bible translators, became available to schools on the diocesan website in May 2021. The service has been well received and featured on BBC Radio Wales. It is also available as a resource on the RE Quest website and St Giles Centre website. The project sought to demonstrate how by working together in faith, real change is achievable. Schools across the diocese are using the translation story to inspire their own projects based on the Welsh Bible.





Under 25s work

by Tim Feak, Under 25s Officer

Despite the challenges of the last year, our work with children and young people has continued as clergy and lay people found creative ways of engaging with children, young people and families. Online services, youth groups and virtual meet ups across the Diocese were developed at the start of the year. As lock down gradually eased, outdoor church and other initiatives, including treasure hunts, Eco-Church activity, community picnics and youth events were held.

🌐 TRAINING

We have been able to organise and deliver a range of training opportunities including Mental Health Awareness and Mental Health First Aid, Digital Youth Work (with Glyndŵr University) and Leading your Church into Youth Work. It has been a privilege to work alongside Mission Areas in the training, advising and support for this work.

🌐 ST ASAPH YOUTH FORUM

The St Asaph Youth Forum has been meeting digitally and discussing their priorities for the coming year. These will be Eco-Church, mental health and multi-faith dialogue.



🌐 INTERNATIONAL DISCIPLESHIP / CONFIRMATION LINK

While disappointing that those on the International Leadership, Discipleship and Confirmation Programme, have been unable to visit Finland, this has not prevented us from developing exciting projects. One of those, backed and funded by the Finnish Government, provides training for young people in how to effectively lead groups that discuss important issues facing communities in a healthy, structured dialogue. This training will be integrated into both the Confirmation and the Leadership Programme. An initial meeting has already been held between Finnish and Welsh young people to discuss climate change and this group will continue to develop in the coming months.

🌐 YOUTH PILGRIMAGE

Whilst the Youth Pilgrimage Expedition will not go ahead this year in its usual way, a Virtual Eco Pilgrimage is planned in the next 12 months involving our schools, churches, youth groups, children's groups and Mission Areas.

We are hopeful that this year will see groups being able to meet physically. We have a 'Big Weekend Away' planned for November and it would be lovely for as many young people as possible to take part.





Property by the Diocesan Property Team

CHURCHES

Over the last 12 months we have continued to deliver the diocesan programme of Quinquennial Inspections - in a socially distanced and Covid-secure manner. We have also visited every church, church hall and Mission Area across the diocese as part of the Mission Area Review programme, contributing to the recommendations for the future of each church and Mission Area.

The project to convert and refurbish the former Burton's store in Wrexham into Hope Street Church was completed in March 2021.

A further priority has been working alongside the Provincial Climate Change Champion to develop and progress the diocesan response to Climate Change and the call to achieve Carbon-net-Zero by 2030.

- Quinquennial Inspections carried out - 44
- Mission Area Reviews undertaken - 19

DIOCESAN ADVISORY COMMITTEE (DAC)

Many of our churches have used the time during lockdowns to catch-up on maintenance backlogs, addressing repairs identified

in Quinquennial Reports, and preparing plans for reordering for the future. It has been a surprisingly encouraging year! Some of the applications have flowed out of Mission Area Review recommendations. Rachel Cutler, our Churches Conservation and Development Officer and Secretary to the DAC, has continued to offer encouragement, support and advice to Churches across the diocese throughout the restrictions. In addition, over the last 12 months, she has been supporting colleagues in the Representative Body in Cardiff in the management of the church closure process and the sale of Closed Churches.

NUMBER OF FACULTIES CONSIDERED	ARCHDEACONRY		
	ST ASAPH	MONTGOMERY	WREXHAM
Full Faculty	21	3	8
List A	54	10	17
List B	12	13	14

FAITH TOURISM

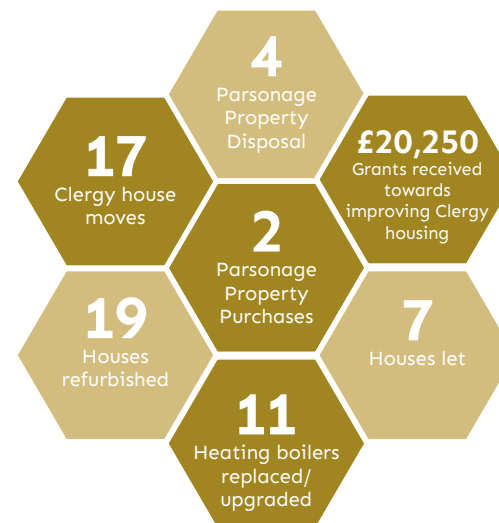
The lockdown restrictions have significantly impacted our ability to progress with the delivery and promotion of faith tourism initiatives. However, the Exploring Sacred Wales initiative in partnership with the National Churches Trust and Explore Churches has increased the profile of church tourism in Wales through the national press and social media (<https://www.explorechurches.org/cymru>). This includes promotion of pilgrim routes which pass through our diocese.

In addition, several of our churches have signed up to deliver 'Experience Days' for visitors. You can find out more at <https://www.explorechurches.org/experiences>

PARSONAGES

2020/21 has been a challenging year with lockdowns and firebreak restrictions dictating the scope of work that can be safely undertaken during the pandemic. A shortage of materials and restrictions on the availability of contractor labour has also affected the ability to respond to emergency repairs, planned maintenance, tenant management and statutory servicing.

Despite the restrictions, numerous projects to prepare property for housing clergy and/or tenants have been successfully completed.



Funding by Martyn Schlagen, Funding Officer

The funding team has prepared 19 fundraising strategies for projects totaling £869,000. Assistance has been provided in the preparation of project plans, fundraising activities and grant applications, successfully helping to raise £228,000 for their causes.

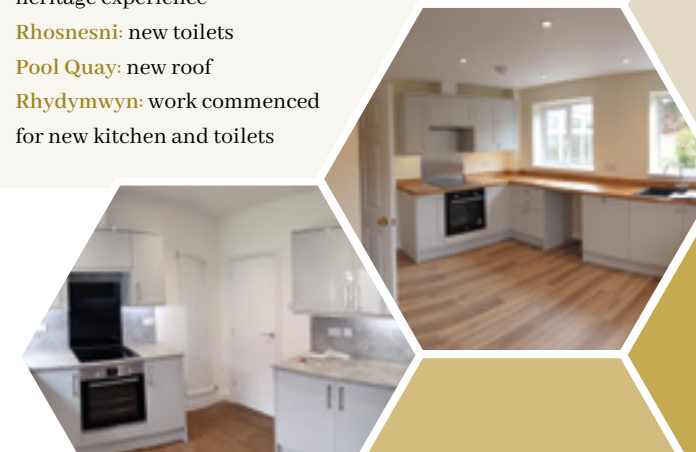
We offered churches help and advice in applying for Coronavirus specific funds. Some of our churches successfully applied, receiving grants of up to £6,000 from The Moondance Foundation, Community Foundation for Wales and National Lottery Awards for All.

In February 2021, nine of our churches were successful in receiving a grant from The Headley Trust, with a total award of £32,750.

The Diocesan Grants Committee has awarded 30 building grants totalling £73,818. These have assisted with costs for essential repairs, maintenance and reordering projects.

Among the projects completed or nearly completed are:

- **Llanddulas:** new kitchen and toilets
- **Sealand:** new kitchen, toilets, and community space
- **St Asaph:** new kitchen, toilets, and community space
- **Llanrwst:** new kitchen, toilets, community space and heritage experience
- **Rhosnesni:** new toilets
- **Pool Quay:** new roof
- **Rhydymlwyn:** work commenced for new kitchen and toilets





The Diocesan Board of Finance is made up of elected lay and clerical representative from churches across the diocese, along with ex-officio members. Elections to the Board took place in June 2020 and the newly elected membership will serve until 2023.

* REVIEW OF 2020 - 2021

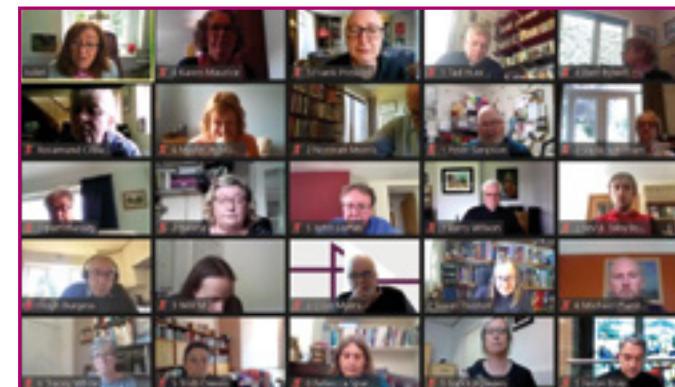
Despite the unprecedented challenges of 2020 -2021, the Board continues to steward and direct the financial resources of the diocese as creatively and effectively as possible. We were helped in this by the Representative Body of the Church in Wales who provided generous emergency funding to support all six dioceses through the pandemic and consequent lockdowns. The Board decided to release this emergency funding directly to the Mission Areas to provide crucial support for the church at grassroots level. The Mission Areas responded magnificently and maintained a very high level of Share payment, often drawing on their reserves to do so.

In 2020, The Board had budgeted for a small surplus of £14,000 as part of a five-year Financial Plan to return to a balanced budget by the end of 2020. The final reported surplus on operations is £203,981. This is chiefly due to savings that have been made in planned expenditure due to the restrictions imposed by the pandemic and subsequent lockdowns. We are pleased to report that ministry costs were maintained in line with the original budget, reflecting our ongoing commitment to frontline ministry.

The largest element of our diocesan expenditure (79% or £3.6m) is on clergy costs, including stipends, pensions and housing costs. The Board also allocates funds to support the work of the Diocesan Steering Groups in the vital areas of social engagement, education and lifelong learning, and support and development for the many different forms of ministry. It also funds the work of the Diocesan Office Team (8%) that provides essential support to the life of our churches and Mission Areas.

Local churches continue to meet a significant part of the total costs of running the Diocese and we are very grateful to them for this faithful support. There was no increase in the Mission Area Share in 2020, despite an increase of 2.1% in clergy stipends and lay salaries, and an increase of 4.0% in our contribution to clergy housing costs. The annual grant from the Representative Body of the Church in Wales remained level in 2020 and now represents 22% of diocesan income.

Mission Area Finance is now well-established across the diocese, with Mission Area Treasurers and Church Treasurers working prayerfully and constructively together to ensure the sustainability and flourishing of our churches. All finance meetings were successfully moved online using Zoom during 2020. The contribution of each church to the total Mission Area Share is agreed by the constituent churches, and all churches within the same Mission Area need to pay their share in full and on time to allow the Mission Area Discount Scheme to pay out. In 2020, we were delighted that all 20 Mission Areas qualified for this discount.

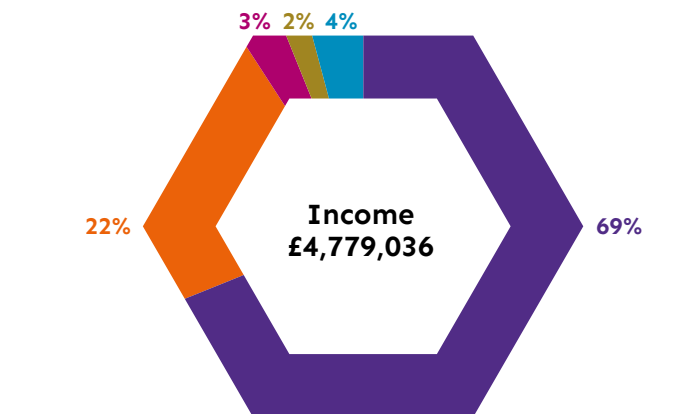


The Board would like to record their thanks and appreciation for all the faithful work that is carried out by so many people across the diocese.

* FUTURE PLANS – PRIORITIES FOR 2021 AND BEYOND

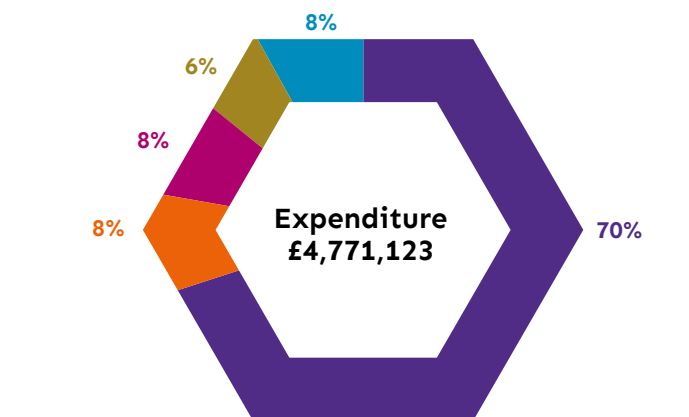
The financial implications of the global Coronavirus pandemic are clearly going to be serious and long-lasting. It feels right therefore that our response should be united and engaged across all parts of the Church. We have been called to live out the principles of Christian discipleship and generosity upon which our Mission Area Financial Strategy has been built in new and unexpected ways. Our strategy during the pandemic has been based on 'Respond, Recover, Reconstruct' and we will continue to work intentionally with the Diocesan Standing Committee to develop a sustainable, coherent and compelling strategy for the future.

* 2021 BUDGET



This means that for every £1 of diocesan income:

- 69p comes from Mission Area Share
- 22p comes from the Church in Wales in Cardiff
- 3p is rental income from let properties
- 2p is income from diocesan investments
- 4p is from other sources such as legacies and grants



This means that for every £1 of diocesan income:

- 78p goes on clergy costs and housing
- 8p pays for the salaries of the diocesan office team
- 6p funds the work of steering groups
- 8p goes on other costs such as legal support, building costs, communications and grants awarded



Keeping in touch

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