



ESGOBAETH LLANELWY

TYFU FFYDD • DOD Â GOBAITH • DANGOS CARIAD

GROW FAITH • BRING HOPE • DEMONSTRATE LOVE

DIOCESE OF ST ASAPH

ANNUAL REPORT 2022





Introduction from Bishop Gregory

Those who hope in the Lord will renew their strength. They will soar on wings like eagles; they will run and not grow weary, they will walk and not be faint. (Isaiah 40:31)

This scripture is a favourite with many people, but I believe that it is particularly important for our Church, the Teulu Asaph, at the moment, and a word from God from which we should draw sustenance. We are coming through the most challenging period for our Church at least since the Second World War, and only now are we regrouping and finding our way into the future.

When Covid hit, the diocese adopted the maxim that 2020 should be a year to recover, 2021 a year to respond, and 2022 a year to reconstruct. Well, Covid has lasted well beyond the end of 2020, but fundamentally we have been able to hold to that maxim. I have celebrated elsewhere the resilience and faith that I saw in all of you

in the last two years, but this last year has been a particular time to set our faces to the future.

We have refocussed our mission – to grow Faith, to bring Hope and to demonstrate Love. By now, every member of the diocese should know it. We have produced a manifesto setting out what it means and supported this in all our communications. We have also produced – from talent within the diocese – a course which invites each one of us to engage with these themes by discussion and fellowship in our churches and Mission Areas. I hope that you personally are inspired by these words, since they give an agenda for our Church life and for our personal discipleship. As we face the future, I would like to think that we are upbeat, grounded in our faith, hopeful for what God promises for the future, and ready to turn our beliefs into the action of loving service.

We have asked each Mission Area to take a serious look at itself and determine what can be sustained for the future. I know that this has been particularly difficult for some, as we have asked the question

about the sustainability of some of our church buildings. Much loved though they are, we have sometimes to let go, and recognise that sustaining a particular building is beyond the resources of the congregation, the community and the diocese, where we simply cannot rob Peter to pay Paul.

However, the real questions aren't about whether this building should be kept or released, but about how we build the people of God, and what serves the proclamation of Faith, Hope and Love in a real and powerful way. Of course, not every church can be a Hope Street, and some of our village churches should not try to become what they are not. To be a faithful presence and witness to the life-changing power of faith may be enough. The Mission Action Plans which we've invited each Mission Area to produce should be about so much more than buildings – about how we serve God's Kingdom in our worship, our fellowship and in our witness.

For this coming year, I'd like to invite each church community to explore what there is about Faith, Hope and Love that excites them, and how they can express these qualities in a way which is passionate, creative and authentic for them.

This year's report will inform, challenge and excite you about the many facets of our service in God's Kingdom, and I sense a growing energy in all our life. In particular, the diocesan teams want to enable and release the energies of the Mission Areas. There will be a new share formula, approved by the Diocesan Board of Finance, which is intended to allow and support growth and adventure. There will be a whole new generation of Mission Hub Churches, which are designed to provide a focus point and an example of all that we're trying to achieve in our common life. There is a hugely creative programme of outreach and engagement for our schools, and their 7000 pupils.

We're exploring renewed expressions of ministry – distinctive deacons, youth and children's chaplains, and evangelists working in the community and further education. There is church planting, as we look to create new worshipping communities, and new ways of proclaiming God's love. There are our brilliant diocesan teams – the diocesan office and its specialists, all of whom are committed

to serving, enabling and complementing you in your work, as well as the archdeacons, and their service to give support to the clergy, the laity and the Mission Area Leaders. I'm grateful to my own team in Esgobty, who sustain my ministry and service. In fact, there's a plethora of talent and vocation and service, into which we're all drawn in the proclamation of God's love – and for all this, thanks be to God!

Winston Churchill famously rallied the nation at a time of war, and said: "I have nothing to offer but blood, toil, tears and sweat." In our diocese, there will be toil, and tears no doubt, but fundamentally, I believe that there is more that I can offer you: the tale of a God who seeks us out, and died to carry our sin, who stretches out his arms to embrace us on the Cross, who proclaims forgiveness and the acceptable time of the Lord, who offers meaning and renewal and a joy which surpasses our understanding, who calls us onto a faith journey towards fullness of life. For those who hope in the Lord will renew their strength, and the wings of the Holy Spirit beat the air in our Churches and whisper to us to believe and to trust and to follow.

Gregory Llanewy

Gregory Llanewy





Faith, Hope and Love

Diane McCarthy, Diocesan Secretary

☪ GROWING FAITH, BRINGING HOPE, DEMONSTRATING LOVE

Growing Faith, Bringing Hope and Demonstrating Love are the values on which we are focussing for the future. We believe that if we can live out these values as the Teulu Asaph, then we shall be the Church that God is calling us to become.

These beliefs inspire us to:

- Call people to become disciples of Jesus Christ
- Welcome all people, whatever their age or background, to the Teulu Asaph
- Care about the things that really matter to people
- Respond to people's spiritual needs at important and significant points in their life
- Work with and for people in communities and organisations across the diocese
- Get involved with local opportunities to meet people's needs and improve their well-being
- Open and share our buildings with the whole community

☪ FAITH, HOPE AND LOVE: THE COURSE

On Ascension Day 2022, Faith, Hope and Love: The Course was launched at a special service in St Asaph Cathedral. The course, which has been devised and written entirely by members of the Teulu Asaph, is designed to encourage engagement with Growing Faith, Bringing Hope, Demonstrating Love by the Mission Areas.

Each session uses a mix of video and discussion questions, including a short introductory video from Bishop Gregory. We hope people will be encouraged to reflect on their own story and experiences of Faith, Hope and Love, as well as sharing a lively discussion. Our prayer is that we will generate passion and energy to extend God's kingdom here in north and mid Wales.

☪ FAITH, HOPE AND LOVE IN ACTION!

Growing Faith by investing where hard work and gospel ministry is bearing fruit.

We already have four Mission Hub Churches, based at:

- St Peter's Church Holywell
- St Mary's Church Mold
- St David's Church Penrhyn Bay
- St Mary's Church Welshpool

Each Mission Hub Leader is building a team in a way that meets the local context and complements the Mission Area Action Plan. The Mission Hub teams meet regularly to pray together, learn together and share experiences and ideas. Despite the challenges of the last two years, we are already seeing spiritual and numerical growth in these churches – God is good!

Bringing Hope to more people across north and mid Wales.

As well as supporting our existing congregations, we know that we also need to plant new church communities that will offer something different and draw new people into a life with Christ. Hope Street Wrexham is our first Resource Church and is drawing new people

into a life with Christ. Hope Street has a particular focus on young people and families and a strong culture of invitation and welcome. We are now planning for the first church plants out of Hope Street.

Demonstrating Love to all.

Demonstrating love is as important now as it has ever been, when there are so many challenges facing our world. We have been proud to launch 'This Works!' in 2022. This is a free and accessible resource on our diocesan website that introduces some of the many inspiring projects and activities happening in communities across our diocese. Have a look and see if there's something that could work in your own community. The stories are rich and varied, but they all demonstrate the love of God in our lives.





Eco-Church

The Very Reverend Nigel Williams, Chair of the Diocesan Eco-Church Group

In 2021, the Diocese of St Asaph joined the Governing Body of the Church in Wales in declaring a climate emergency. In taking this step, the diocese committed to an Environmental policy, acknowledging that in all our decisions, individually or collectively, we can influence the actions of others, improve the well-being of our sisters and brothers across the globe and of all God's creatures, of which we are stewards. As a diocese, we are also committed to becoming carbon-net-zero by 2030, or as soon as practically possible, and are developing an action plan to help us achieve this.

The Diocesan Environmental Policy was passed by the Diocesan Conference in October 2021 and that was the last commitment

required to achieve a Bronze Eco-Diocese Award. This was confirmed by A Rocha UK in December 2021.

🌿 PLANTING IN FAITH

Much of the groundwork to encourage Eco-Church take-up was showcased at the 2021 Diocesan Conference, entitled *Planting in Faith*. A series of films highlighted the work being done globally, nationally and locally within our churches and schools to care for God's Creation. All the films are available to see on the diocesan website at <https://dioceseofstasaph.org.uk/diocesan-conference/>

🌿 DIOCESAN ECO-CHURCH GROUP

The Diocesan Eco-Church Group has continued to meet to plan activities and encouragement for churches registering for an Eco-Church award. In June 2021, the group commissioned a series of films which featured the range of different ways churches can care for God's creation. These were shown at a Standing Committee meeting and are available on the diocesan website at <https://dioceseofstasaph.org.uk/eco-church/eco-church-stories-and-inspiration/>

Later in 2022 to coincide with Creation Time, the Diocesan Eco-Church Group is planning *Caru Creadigaeth / Connecting to Creation*, a family-friendly Eco-Fest to be run at St Peters Church, Llanbedr, near Ruthin. The day will bring together organisations, charities, churches and individuals committed to caring for God's creation to provide information, activities, advice and fun.

🌿 ECO-CHURCH REGISTRATIONS

Many of those churches achieving Bronze Eco-Church status are pushing on to reach the requirements of a Silver Award. Among those attaining Silver are:

The Church of the Holy Spirit in Prestatyn which has created a garden around the edge of the carpark. It includes fruit trees, planters with strawberries and tomatoes and gaps in the fence acting as hedgehog highways. The church also promotes Fairtrade and has twinned its toilets, fridge, bin and garden which has raised its awareness of global needs.

St Peter's Church in Llanbedr which has created an outdoor altar and runs regular wild church services and other outdoor events in the churchyard.

Corpus Christi in Tremelirchion which has let a section of the old churchyard go wild with native flowers. The Mission Area youth group built a bug and bee hotel in the churchyard and there is a station where people can write down all the insects they have found.

All Saints Church in Ffynnongroyw where the church grounds became a home for creation by planting bee friendly plants, hedgehog houses and bug hotels. There are plans to develop a sacred space for the community in the woods of the glebe land. In addition, the church improved its links with the community through outreach, Fairtrade, education and information.

🌿 ECO CHURCH REGISTRATIONS (AS OF JULY 2022)

- 1 Bronze Eco-Diocese
- 9 Silver Eco-Churches
- 19 Bronze Eco-Churches
- 40 registered Churches who are yet to try for an Award

We are looking to develop a team of locally-based Eco-Champions who will support churches in gaining an award and help us to achieve the next step on our eco-journey – achieving our Silver Eco-Diocese award. Please get in touch if you would like to get involved!





Developing Steering Group

Chancellor Pam Powell, Director of Ministry

The Developing Steering Group seeks to support the ministry, formation and training of all, lay and clergy, across the diocese.

CONTINUING MINISTERIAL EDUCATION

Continuing Ministerial Education is provided by St Padarn's for all licensed ministers. A programme of short courses took place over the summer. St Padarn's also provides Newly Licensed Minister (NLM) training for three years after licensing. Diocesan training has been provided for Ministry at Points of Crisis, Sharing the Journey (pastoral ministry for the dying and bereaved) and Exploring Rural Ministry.

COMMISSIONED MINISTRIES

Local training has been taking place in Mission Areas (or Mission Area groups) for Worship Leaders and Pastoral Assistants, using the St Padarn's material. One Mission Area is looking to do their own training for people to be 'baptism family contacts'. This could provide material for other Mission Areas too.

MINISTRY CATEGORY	CURRENT NUMBER
Curates (full time/stipendiary)	8
Curates (part time/NSM/NSML)	8
LLM stipendiary	1
Training for Priest (S)	6
In training for NSM/NSL (L)	1
In training for Diaconate	3
In receipt of Inquirer's Form and preparing for Discernment Panels	6

LICENSED LAY MINISTRIES DESIGNATION	NUMBERS
Licensed Readers	28
PTO Readers	26
Readers in Training	0
Evangelists	1
Evangelists (Church Army)	N/A
Evangelists in Training	0
Pastoral Chaplains	2
Pastoral Chaplains in Training	3
Youth & Children's Chaplains	2
Youth & Children's Chaplains in Training	1
Those to begin LLM training 2022	1
Those in discernment for LLM	1

TRAINING TOGETHER

Training opportunities are provided through Zoom, face to face and on demand sessions. Training for Treasurers occurs regularly at both Introductory and Intermediate level, provided in-house by Adam Taylor. Other courses provided include an Introduction to the Diocese Day, Raising Funds, and Gift Aid. Training for Churchwardens and Trustees will be a particular focus during 2022/23, including Keeping the Doors Open, Health and Safety and Risk Assessment. There will also be bite-sized training videos available to support the Trustee Guide to the Mission Areas.

SPIRITUALITY

The Diocesan Spirituality Group was formed in autumn 2021, and its vision is to help people deepen their relationship with God, wherever they may be on their journey. The focus is to provide varied resources and events that might be helpful to those of different spiritualities across the diocese.

Events include:

- Exploring prayer at St Beuno's Spirituality Centre in July.
- Diocesan quiet day at Pennant Melangell in September.
- 'Godly Play' afternoon for families in Bala in October.
- 'The Journey of Prayer' evening with Lord Rowan Williams, former Archbishop of Canterbury in St Asaph Cathedral in November.

The Diocesan Spirituality Group has created the following resources:

- Cathedral Pilgrimage booklet
- Praying for Peace (including prayers for Ukraine)
- A Little Book of Prayers for those living with Dementia and their Caregivers (produced for Dementia Action Week).

These are all available free of charge as hard copy in various churches and electronically on the website.

Other small booklets are being compiled for informal use and material is being collated for a much larger bilingual diocesan collection of prayers which will be published in 2023. The existing prayer pages of the diocesan website will be updated with these additional resources, including short audio-visual reflections on prayer.





Engaging Steering Group

Sarah Wheat, Lead Officer, Engaging Steering Group

● THIS WORKS!

This year we launched This Works! It is a place on our diocesan website to share ideas and inspiration from projects across the diocese. All the projects included have a social engagement focus and are collated under the 4 P's of LyCiG (Leading your Church into Growth): Prayer, Presence, Proclamation and Persuasion.

A launch event took place online in March 2022 with films and speakers from across the diocese. They explained the work they are doing, answered questions and encouraged others to step out in faith

in their community. This Works! also has a resources section that we are continuing to update with practical tools and information to help remove barriers to creating a successful project. Hopefully there is something to inspire and support people in their church and community no matter where they are in the diocese.

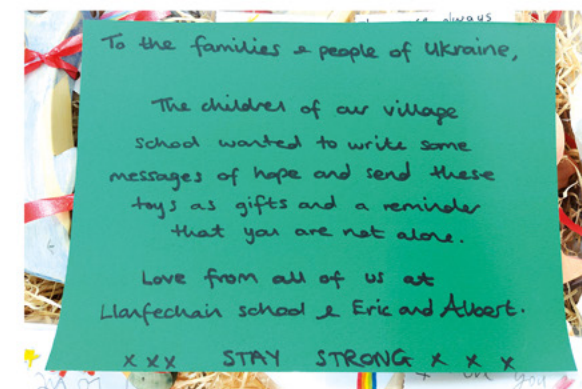
We are continuing to collect contributions for This Works! Please send in details of your project to keep this resource up to date as we support and encourage each other.

● BREAKING COUNTY LINES

We continue to work with The Clewer Initiative to deliver Breaking County Lines training sessions across the diocese. So far there have been four online sessions and five in-person sessions delivering information to church groups, community groups, professionals working with children and young people, parents and grandparents. We are now working with The Clewer Initiative as they pilot their schools' resources to help raise awareness of child exploitation with those most likely to be targeted by Organised Crime Gangs. Our hope is to deliver resources across churches, communities and schools so that more people are aware of the harm and negative impact this issue can have across a community and understand what they can do to help Break County Lines.

● UKRAINIAN REFUGEES

As a diocese we wanted to ensure our response to the war in Ukraine offered some practical ways for people to respond. We partnered with Link International as they created a community hub template for churches and communities to become a local resource to offer support to refugees, their families and host families. We worked with Link International to host three introductory webinars with over 100 participants attending each session. These brought together professionals working in this area and community and church groups to share their knowledge and experience of hosting and of setting up a community hub. We continue to support their work, make links and share resources across the diocese.



● MENTAL HEALTH SUPPORT

In recent years we have seen a rise in mental health issues in our churches and communities. In response to this, we will be offering Mental Health First Aid courses across the diocese, to help people access practical know-how and tools to make a positive difference and give people the confidence to proactively spot the signs, offer support and encourage people to find appropriate help.

The courses will be delivered by our own qualified instructors to keep the cost down for attendees. Becoming a Mental Health First Aider helps to raise awareness, reduce stigma, promote good mental health and encourages early recovery and increased resilience.





Schools

Jennie Downes, Diocesan Education Officer

In July 2022, The Diocese of St Asaph celebrated the official opening of its newest Church in Wales School. Ysgol Cwm Banw was officially opened with a play written and performed by the pupils. On the same day, a sensory garden was opened in memory of a School Governor. From September 2022, the Diocese of St Asaph will look after 50 Church in Wales Schools.

CURRICULUM FOR WALES

Recent changes brought about by the Curriculum for Wales and the Religion, Values and Ethics (RVE) framework have resulted in some excellent examples of schools working closely with their local communities and churches.

Taith Adfent was relaunched in the autumn term of 2021. The project which had initially been developed in 2020, challenged learners

to explore what it means to be 'seeking sanctuary and refuge'. Innovative curriculum planning, using themes including 'Belonging' and 'War & Conflict' enabled children to engage with challenging real-life news stories of refugees fleeing war, explore their fears and understand the reality of being homeless and displaced. Among the outcomes for children were a greater empathy and understanding of what it means to be displaced or homeless, and transformative actions such as fundraising, working towards Schools of Sanctuary recognition and taking part in Refugee Week in June 2022.

As part of their work on RVE and 'Cynefin' the children of St Chad's Church in Wales School explored the work of the Welsh poet and Anglican priest, R S Thomas who had been curate at the Church in Hanmer. Learners created and filmed their own poem based on the R S Thomas' poem

The Village. The project culminated in the creation of a film entitled, *Ein Pentref, Ein Cynefin* which secured the school a first prize of £1000 in the Welsh Heritage School Initiative Project Competition.

HEADTEACHERS SERVICE OF RETREAT

In May 2022, Reverend Dr Sally Harper led a service of Reflection and Retreat for Headteachers and Bishops' Visitors from across the diocese. The theme was *Finding Holy Ground*. Those attending were invited on a journey which began with arrival to give thanks, and progressed to laying down our burdens, carrying one another, dancing together and finally travelling on. This enabled headteachers to pause and reflect after what has been a very difficult two years and to put into God's hands the difficulties they have experienced.

In all, 40 Headteachers and Bishops' Visitors were in attendance, and this was the first opportunity many of our Headteachers had had to reconnect with their colleagues in person. Over lunch they were able to chat and come together as a community of church schools and share their experiences. On departure, Headteachers were provided with a gift bag as a token of our appreciation for their hard work and commitment. The Divine chocolate went down very well!

SCHOOL GARDENS

Two school gardens have been created using funding from the Welsh Government's CRAMP (Capital Repair and Maintenance Programme) fund, which is managed by the diocese. The new gardens at Hawarden Village Church School and St Paul's School, Isycoed received 85% CRAMP funding.

Just before the pandemic, Year 3 Pupils of Hawarden Village Church School, planned to develop an overgrown and untidy area at the back of the school. They wanted the area to be a place of sanctuary and peace and developed the idea of a faith garden. The children consulted with St Deiniol's Church, parents, pupils and staff before designing the garden. The area has been refined over the past two years and it was officially opened by Archdeacon Andy Grimwood, Mr Platten (chair of governors), and Canon Andrea Jones in July 2022.

St Paul's School, Isycoed, commissioned a Cloister Garden for reflection and supporting children with their well-being.





Children and Young People's Work

Hannah Daniels, Children and Young People's Officer

It has been a year of reflection, change and renewal for our work with children and young people in the diocese. After 14 years of service working with under 25s, we said goodbye to Tim Feak as he moved to a new role. Tim worked with enthusiasm and dedication and his commitment to meeting the spiritual needs of young people in our diocese was at the forefront of all he did.

Hannah Daniels was appointed as Children and Youth Officer for the diocese and started her work in May. Hannah comes from a background in education, having been a religious studies teacher for 20 years in London and Chester, and latterly as a pastoral lead in a secondary school.

Hannah is looking forward to developing an interesting and engaging programme of activities for children and young people

across the diocese. Immediate priorities include refreshing the membership of the Youth Forum, ensuring that the voice of our young people is heard clearly, and reinstating the exchange and leadership programme with the Diocese of Helsinki.

Looking to the future, the Diocese is making a strong commitment to its work with children and young people. The Mission Hub Churches in Mold and Holywell have each employed a full-time youth worker, an all-age engagement worker has recently started at Penrhyn Bay Mission Hub Church, and part-time appointments are being made at the Mission Hub Church in Welshpool. Tim Feak has recently been appointed as the Lead Chaplain at Coleg Cambria and there are plans to work jointly with him and his team in the coming months.



Funding

Martyn Schlangen, Funding Administrator

As we recover from what has been an exceptionally difficult few years, our Mission Areas and churches are continuing their worship and community activities. It is heartening to see churches looking to improve their facilities and being open to diversification to encourage growth.

Projects that had been on hold are now gaining momentum; unfortunately, available funding is tight, so it is more important than ever that projects meet grant criteria. The Funding Department continues to provide direct support for projects. This includes offering initial advice, assisting with the preparation of project plans, fundraising activities, directing toward potential funding sources and assisting with grant applications. 26 funding strategies have been prepared, and these have successfully helped to raise £252,000 for various projects.

The Diocesan Grants Committee has continued to meet. 35 building grants totalling £75,500, were awarded toward the costs of essential repairs, maintenance and reordering projects.

Some notable projects:

- **Newtown** – All Saints Church raised £400,000 for its project to reorder. Work started in February 2022 and will be completed in December 2022.
- **Gorsedd** – St Paul's raised £198,000 for its reordering. Work was completed in May 2022.
- **Canolfan Dewi Sant Pensarn** was successful in its application to the Third Sector recovery fund and received £46,853 towards running costs.
- **Rhosesmor** – St Paul's is aiming to install toilets and a kitchen and create more space to support the community shop run by volunteers inside the church.



Property

Ryan Marsh, Diocesan Churches Inspector, Rachel Cutler, Closed Churches Officer, Emyr Hughes, Parsonage Inspector

2021/22 has seen our Church congregations emerge from Covid-19 restrictions to repair, rebuild and improve their buildings with renewed enthusiasm. A shortage of materials, restrictions on the availability of contractor labour and escalating costs of materials continue to challenge but plans are now moving forward once again.

CHURCHES

Many of our church congregations used the time during lockdown to sort out maintenance schedules, identify repairs and look at re-ordering in a different way, incorporating live streaming and online worship into their Faculty applications. A community focus has also been high on the agenda when considering how churches are to be used in the future. A number of projects have been coming to fruition in 2021/2022 and many church congregations are working with renewed optimism.

Over the last 12 months we have continued to deliver the programme of Quinquennial Inspections throughout the diocese. The Mission

Area Review programme has now meant that recommendations for the future are in place.

One of our continued priorities is to work 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. You can find information about the Eco-Church programme on pages 6/7.

PROPERTY TEAM CHANGES

We said goodbye to Michael Plane who left us in April 2022, to take up a post as Assistant Head of Property Services (Churches and Heritage) with the Representative Body of the Church in Wales. We have been delighted to welcome Ryan Marsh to the team as our new Diocesan Churches Inspector. Ryan has now taken responsibility for the programme of quinquennial inspections and is looking forward to supporting people across the diocese with the management of their church buildings.

DIOCESAN ADVISORY COUNCIL (DAC)

Rachel Cutler, our Churches Conservation and Development Officer and Secretary to the DAC, continues to offer encouragement, support and advice to Churches across the Diocese. Rachel is the person to help you navigate the Online Faculty System as smoothly as possible. In addition, she supports 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	APPROVED	NOT APPROVED	ONGOING
Full Faculty	26	2	13
List A	90	-	-
List B	36	-	3

PARSONAGES

2021/22 has been another challenging year navigating pandemic restrictions which have influenced the scope of work undertaken safely within the parsonage property portfolio. As restrictions have eased, shortages of materials and limited availability of contractor labour have slightly improved, however there have been significant increases in the cost of materials and labour as construction inflation continues to rise.

The Property Board continues to support a strategy of disposing of parsonages where the energy performance of property is poor, or where substantial investment is required to upgrade and improve property to meet current standards. A buoyant housing market has provided a favourable window of opportunity to dispose of property. However, securing new property acquisitions has proven difficult with limited availability of suitable property entering the market, coupled with a significant increase in property prices as demand surpasses supply.

A project to convert the former vicarage in Colwyn Bay into two separate properties has been completed. This involved a protracted

journey to completion whilst observing pandemic restrictions and overcoming technical hurdles associated with meeting standards for new housing, such as a sympathetically installed fire sprinkler system within a listed property. One of these properties has now been used as a rental property whilst the other is to house a cleric.

PARSONAGE PROPERTY STATISTICS 2021/22:

Parsonages refurbished or prepared to accommodate clergy	13
Grants received for Clergy housing improvements (Marshall's Charity)	£3,020
Parsonage Properties Sold/Disposed	4
Parsonage Property Purchases/Acquisitions	2
Parsonage properties let	9
Heating system upgrades	11
Parsonage renewable energy installations	3





Finance

Sandra Davies, Finance Officer

The Diocesan Board of Finance (DBF) is made up of elected lay and clerical representative from churches across the diocese, along with ex-officio members. All areas of the diocese are represented on the Board and the elected members bring considerable experience of church life and finances to the meetings and discussions.

● REVIEW OF 2021 – 2022

Despite the continuing challenges through 2021 and into 2022, the Board continues to steward and direct the financial resources of the diocese to support mission, ministry and growth. We are grateful to the Representative Body of the Church in Wales who provided further generous emergency funding during 2021 to support all six dioceses through the pandemic and consequent lockdowns. The Board released all this emergency funding directly to the Mission Areas to provide crucial support for the church at grassroots level. The Mission Areas responded magnificently and there was a real

sense of mutual care and accountability as we supported one another through the unprecedented challenges and restrictions resulting from the pandemic.

In 2021, the Board had budgeted for a small surplus of £7,900 as part of their ongoing commitment to return a balanced budget. The final reported surplus on operations is £197,247. This is chiefly because of savings that have been made in planned expenditure due to the restrictions which continued to be imposed by the pandemic at the start of 2021. 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 (71% or £3.3m) 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 that provides essential support to the life of our churches and Mission Areas.

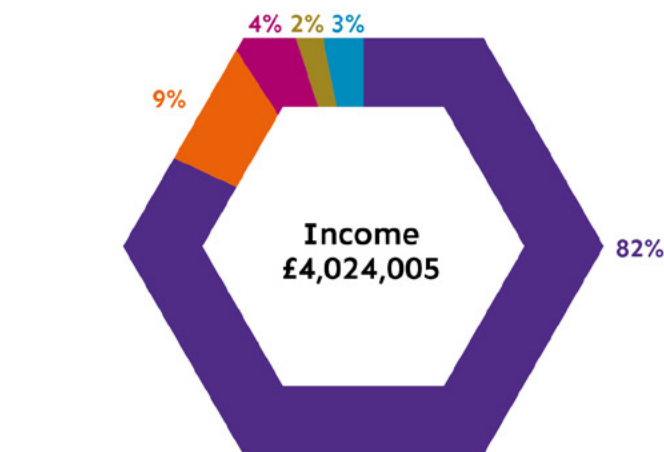
There was no increase in the total level of Mission Area Share in 2021 for the third consecutive year. Clergy stipends, lay salaries and our contribution to clergy housing costs also stayed level. The annual grant from the Representative Body of the Church in Wales reduced in 2021 and will further reduce in 2022. However, this is offset by a reduction in clergy costs, as the Representative Body of the Church in Wales is now responsible for contributions to the clergy pension scheme, which was previously a diocesan cost.

Mission Area Treasurers and Church Treasurers continue to work prayerfully and constructively together to ensure the sustainability and flourishing of our churches. Most of our Mission Area Finance Meetings took place once again on Zoom during 2021 and this has proved to be an efficient and effective way of working. We were delighted that all 20 Mission Areas qualified for the annual discount scheme for the second year running which is a real tribute to all the faithful work that is carried out by so many people across the diocese.

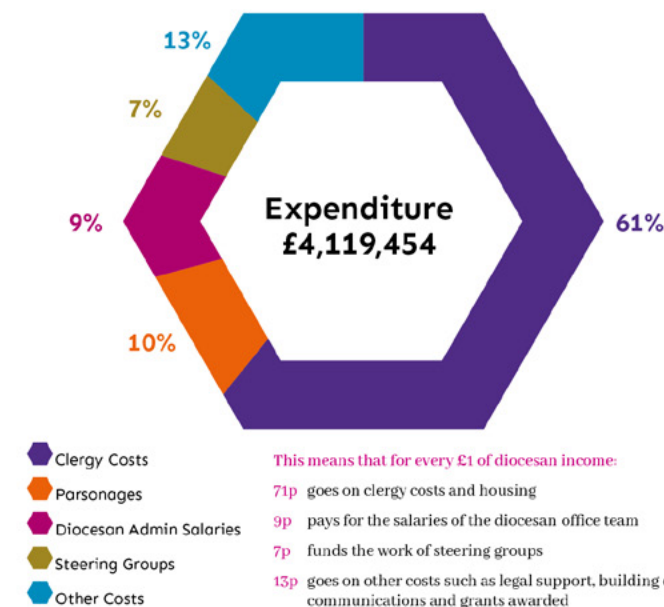
● FUTURE PLANS – PRIORITIES FOR 2022 AND BEYOND

- The DBF has agreed to fund the “Grow Faith, Bring Hope, Demonstrate Love” initiatives over the next five years
- All of the 2021 surplus on diocesan operations of **£197,247** will be reinvested in delivering these initiatives, along with the 2020 surplus of **£203,981**
- The DBF has already committed to fund four Mission Hub Churches, the North Wales Coast Centre of Mission, invest in the Cathedral and in Digital Ministry
- A new Mission Area Share formula
- The Board will continue to work closely with the bishop to identify other areas of growth that require investment
- Additional funding will be withdrawn as required from Diocesan Reserves

● 2022 BUDGET



Mission Area Share	This means that for every £1 of diocesan income:
Church in Wales in Cardiff	82p comes from Mission Area Share
Let Properties	9p comes from the Church in Wales in Cardiff
Investment Income	4p is rental income from let properties
Other Income	2p is income from diocesan investments
	3p is from other sources such as legacies and grants



Clergy Costs	This means that for every £1 of diocesan income:
Parsonages	71p goes on clergy costs and housing
Diocesan Admin Salaries	9p pays for the salaries of the diocesan office team
Steering Groups	7p funds the work of steering groups
Other Costs	13p goes on other costs such as legal support, building costs, communications and grants awarded



Keeping in touch

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