



## Standing Committee Bulletin 8: 25 September 2018 St Matthew's Church Hall, Buckley

**Norma Rowles**, as chair, welcomed everyone to St Matthew's Buckley and invited Peter Pike to lead the opening reflection.



### Matters arising

In response to a question from **Hilary Murray, Diane**

**McCarthy** replied that the 2017 statistics are now available and will be circulated by the end of the week.

### Diocesan budget 2019/ 5-year plan

**Helen Jones, Chair of DBF:** The budget has been developed differently this year and is part of a 5yr plan to return the diocese to a balanced budget. Full details on the accompanying papers.

**Income is £4,638,897.** The largest source of income is MA Share, and this will increase by 2.4% in 2019 in line with stipends and staff salaries. The MA discount scheme will continue, offering up to 4% off for those MAs which pay regularly and promptly.

The block grant from the RB is 23% of our income. The DBF is continuing to work with its investment bankers to ensure growth on its investments portfolios while maintaining capital growth.

The Education Trust and Parsonage Board have increased their contributions to the cost of employing diocesan staff in these areas of work.

Wrexham Parochial Education Trust is to fund a full-time chaplain at St Joseph's

School and a full-time director of the Wrexham RE centre.

**Expenditure £4,800,539.** This is more than income, so we must close the gap over the next five years. To do this, all expenditure, except stipends or salaries, are held level at the 2018 level. Some assumptions have been made: there will be two clergy vacancies at any one time (based on previous years). The increase in salaries is balanced by a decrease in church inspection costs. The Developing Steering Group (SG) costs have gone down as the director of ministry role is now part time and carried out by a stipendiary cleric. Therefore, total expenditure is £4.8m rather than £4.9m in 2018.



The diocese is planning to run a budget deficit of £161,614 in 2019 and this is the first stage of a 5 year

financial plan to ensure financial sustainability by 2021.

Helen reminded SC that 2011-14 had been good years for the diocese with surpluses. These were diminished to support the Transformation Fund and then by an unexpected and steep rise in costs associated with the Clergy Pension Scheme. With prudent cost savings and financial management, we can become sustainable and books can be balanced by 2021. The DBF will carefully manage the finances and will aim to keep Share increases as low as possible.

New financial accounting software has been rolled out and this is helping to show an accurate picture of finances. This has



been a challenge at times so thank you to the treasurers for their support.

**Jonathan Smith:** What will happen with the pension situation when it's reviewed again in 2021? Might those costs increase further, and therefore disrupt the 5yr plan?

**Helen Jones:** The RB is reviewing the clergy package: stipends, housing and pensions. It has to make things affordable but, the review isn't happening very quickly, so we don't know the impact yet.

**Norma Rowles:** She's very pleased to see the Anglican Chaplain position is funded for St Joseph's. It's a role which is warmly welcomed.

The Budget was passed unanimously.

## Resource Church

**Archdeacon John Lomas** introduced the proposal to create a Resource Church –



see the accompanying document – and responded to questions:

**Jonathan Smith:** As MAL in Wrexham, I want to support everything you said, but draw attention to the demographic of Wrexham. The town is very different from places where RC has been successful so far e.g. in Brighton, Bath and this must be recognised. Glyndwr is a less traditional University – many students are not resident in the halls but live locally.

**JL:** I agree. One of the first questions we asked was could this work in a place like Wrexham? CRT is planting in Swindon, which they feel is like Wrexham. It is not the intention to parachute a CRT person into leadership; CRT won't move on this unless the Bishop is behind it and the Bishop has chosen a team. In Llandaff, a person has been chosen and is in training already. We need to find the right person and the right team – some of the team will

be known to us already, but I'm not sure we have a team leader in the diocese.



**Buzz Squires:** Wrexham is unlike anywhere else in the diocese. If the focus is only on big student communities, it won't work for everyone.

**JL:** I agree but we can do something. There are many people around the diocese who are "walking towards us." There are rural communities wanting to know how they fit in. I'd be disappointed if RC stayed in Wrexham and was just a student church. We're talking to other organisations to ensure rural communities are part of this too.

We're trying to make our young people strong and comfortable – we're trying to create a place where people can find a place to rest. They won't join an institution but will be part of a movement.

**Ros Crawford:** We've got to be brave and move forward. We have 2 or 3 other generations who are looking for something else, not just young people.

**Martin Snellgrove:** Is there an ecumenical dimension?

**JL:** We're looking at how we join with other churches, but young people are less defined by denomination - ecumenism will happen whether we like it or not.

**Sarah Errington:** RC church seems to work in traditional university towns, where students spend a few years and then move on. How does that work to build a sustainable church?

**JL:** People will head home to their local community and be transformed – they will take their faith with them.



**Tim Feak:** Give people a reason to stay and they'll stay and for many young people, a good church will keep them.



**Lorraine Badger-Watts:** In Gas Street, Birmingham, we saw different generations worshipping together and that was a student area. It needs to be a university town to build a church, but it can also bring other generations in too. They make the congregation stable when students move on.

**Norma Rowles:** As a Bishop's Visitor in schools, will RC support those children who attend a church primary school but can't go onto the diocese's only church secondary school?

**Tim Feak:** It's hoped one of the team will be a specialist in schools work.

**Roz Williams:** Church schools plant a seed in children and we need to develop it in different ways for it to grow. RC might give us another avenue.

**JL:** We must keep remembering that it's about the 97% who don't go to church.

**Heather Fenton:** As rural officer, I want to be involved. People need to belong.

**Jeffrey Olstead:** The diocese extends further south than Wrexham. This is "pious waffle." It's not clear what we want to achieve and how we can get there. I see nothing in this, other than wishful thinking. Wrexham is nothing like Bath or Brighton.

**JL:** I disagree. The two main players, CRT and New Wine have a proven track record in building RC. They work with an age demographic we can't reach.

**Peter Pike:** From the southern end of the diocese, there's a challenge inherent in

this – one of prayer and imagination. There may well be young people of the demographic described, who would benefit from us having the courage to send them with our blessing to go, grow, and enjoy. I'm aware of excited overtures from this part of the world. This is about vision and courage and not foolhardiness.

**Tracy White:** An observation about church growth – the job of rural churches is to attend LyCiG or read about church growth so that when these young people who have gone to RC come back, they are given the opportunity to express their faith and to worship. LyCiG is tilling the ground – people will feel called to serve.

**Bishop Gregory** made the closing remarks: We need to make this real for people. This is an opportunity to do something without constraints; to build a vision of what we want to become. He drew out two sentences from the document:

*"...at RC's heart will be a team of Christian leaders that will build a Christian community"*

This could be a new monastic movement – and what seems to be appealing to young people is not our worship but people living out Christian discipleship – people are attracted by a movement not an institution.

*"...a small body of trustees...who will be tasked by the Diocesan Standing Committee with delivering this vision..."*

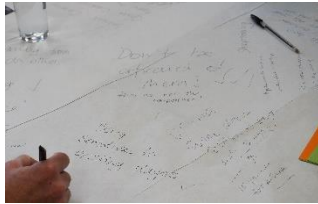
– that's why we're here today. There's a 72-page document sitting behind this work. The CRT need to know that the Bishop is backing this and I'm excited about it. SC is the group which drives the direction of RC.

We need to tap into the Evangelism Fund for this. People in all our communities – all 228 churches – will be able to say, we can learn from this, we can do this and even better, we will be resourced by this to help us change.



**Diane McCarthy** asked SC to “personalise the proposal” for St Asaph diocese asking each table to respond to the six key areas:

- the building
- the worship
- membership
- relations with local churches
- relations with the local community
- the leadership



Everyone was encouraged to share their views, hopes and fears. These will be used to

refine the bid. SC had ten minutes to share their feedback on each of the six key areas

The session closed with the LyCiG prayer.

After lunch, **Sarah Errington** took the chair.

### Membership of the DAC

Standing Committee unanimously approved the appointment of the DAC membership listed in accompanying papers for the next 6-year period.

### Membership of Nurturing SG

Standing Committee unanimously approved the membership of the Nurturing SG, as listed in the accompanying papers, to serve for a three-year term until 31 December 2021.

### Two casual vacancies on GB

Archdeacon designate Andy Grimwood will be the nominated Archdeacon. Lay member vacancy: John Liston was unanimously appointed.

### Casual vacancy on RB

Nigel Williams was unanimously appointed for the remainder of this triennial.

## Report from the Engaging SG

**Sarah Wheat** as lead offer for the Engaging SG outlined some of its recent work.



**Eco Church** - Bishop Gregory signed the certificate making us an Eco-diocese to encourage all

churches to be eco-friendly. More information will follow at a future SC.

**Cold Weather Shelter Update** – Sarah left a paper for people to read, reporting on the impact of last winter’s Cold Weather Shelter in Wrexham run by Housing Justice Cymru (HJC). This year, the diocese is supporting HJC’s plans to open a shelter every night for 11 weeks throughout January, February and March.

A church and community night shelter can offer a different experience for those who are homeless. They will get a warm welcome, hospitality and continuity – for 11 weeks they can always access a bed for the night – meaning they can focus on other issues and engage with agencies to help them out of homelessness. There are challenges to be overcome:

- we need more venues
- we need more volunteers – we need 7 teams
- we need donations of money and items

Please pray for the night shelter, the volunteers and guests.



Sarah has been seconded to work for HJC for three days a week for three months to set up the project. Sian Charlesworth will

be covering the Engaging work during that time.

Thank you to Sarah Errington and the congregation at St John’s: last year’s Night



Shelter wouldn't have happened without that church being available.

Please continue to support this project.

**Bishop Gregory:** How will you support people if they're worried they might get out of their depth?

**SW:** Training covers such issues, plus all guests are carefully assessed. The assessment team know them well and know who gets on with who. A code covers what's expected of guests and how volunteers will respond. Drug use is strictly banned at the Shelter. We didn't have any issues last year – usually guests are so tired they just want to sleep.

**Richard Carter:** You need churches within ten-minutes' drive of Wrexham, but can you volunteer if your church is further than that?

**SW:** Yes please. We need lots of volunteers. They need to be over 18 but young people can get involved by providing some of the items from the shopping list – they can put a pack together.

**John Lomas:** How many venues do you need?

**SW:** We've only got one secured, but we need seven in total. HJC can help with insurance and a full risk assessment is carried out. We need a building with a large room for community eating / sleeping plus a kitchen and toilets.

**Jeffrey Olstead:** It's great this is being done. Can volunteers from rural communities come as a team perhaps?

**SW:** Yes, that would be great.

**Ros Crawford:** HJC is the recipient of next year's Diocesan Offering and will be at diocesan conference this year.

**Bishop Gregory** thanked Sarah for all the work she is spearheading on behalf of the diocese. Sarah has transformed the

nature of social engagement and mission that this diocese has undertaken. She deserves our praise and admiration. That's being recognised by how she's been seconded by HJC – a charity well worth our support and I'm glad it's the Diocesan Offering for next year. Thanks to Sarah and the quality of the team in the diocese office that Sian can step into Sarah's shoes.

## Youth Strategy



**Tim Feak:** We have a new under 25s strategy entitled *Life in its Fullness*. Children and youth people need to be placed at the heart of this adventure of faith. The three lenses through which we'll view, plan and critique our work with young people are:

- Encountering God
- Knowing God
- Transforming communities and the world

Copies of *Life in its Fullness* will be available at the Diocesan Conference.

## Confirmation Link

In Finland, 80% of young people get confirmed. Manchester Diocese runs confirmation camps in Finland and we'd like to do something similar. A delegation of seven people from Helsinki Diocese are coming over during next month's conference.

The confirmation camps take place in Finland, over a week. A young person aged 15/16, goes to a purpose-built confirmation camp and they have a great time. Often, their life is transformed. We know confirmation has changed in recent years, but with the camps, we have an



exciting, life changing, hugely relevant coming of age, milestone, opportunity.

In addition, we are working on educational links as Finland has one of the best education systems in the world.

This will be a reciprocal arrangement as Finland will be sending groups over to North Wales for confirmation too.

**Martin Snellgrove:** In his experience, retreats and residentials can change people's lives.

### Diocesan Conference

**Diane McCarthy:** The theme is *Living It out – Being a Christian in today's world*. This is reflecting the idea that Christianity is more than going to church on Sundays.

The keynote speaker is Elli Johnson – a blogger and former Theatre Director. She's the first conference keynote speaker to be under 40 years old.

There'll be an extended marketplace

21 MA youth reps will be attending

Youth Forum will be helping

Guests from Finland will be joining us

There will be a creche this year – hopefully younger families can feel able to take part.

Alyn and Wrexham MAs will be helping

We're trying to be more environmentally friendly with no plastic water bottle/ bags.

SC watched a rough cut of one of the five short films to be shown throughout the conference.

### Celebrating the centenary

**Bishop Gregory:** The CinW is in continuity with the church founded by St Kentigern and St David and maybe earlier, but 2020 will be a significant moment in the life of the CinW. The centenary of the disestablishment is worth marking but what

would we like to do as a diocese? There is a commitment for a major diocesan service or event and a small working group is needed to plan such an occasion. Please let Bishop Gregory know if you'd like to be involved.

**Heather Fenton** volunteered to be involved.

**Lorraine Badger Watts:** Could this be a media opportunity for people to find new ways to reconnect with the church.

**Paulette Gower:** It would be good to have young people's input.

**Lynette Norman:** Could the launch of RC feed into the celebrations?

### Matters raised by the MA?

In response to the question asked by Bryn y Môr MA, Bishop Gregory explained that titles such as Rector and Vicar no longer have the traditional meaning. All clergy are now appointed on common tenure. When we created MAs, the constitution didn't fit, so we had to give everyone the status of priest in charge – this is simply a title which doesn't affect any clergy terms and conditions.



### Any Other Business

SC ended with a tribute to Archdeacon Peter, who retires on 30 September.

### Date of the next meeting

Tuesday 27 November 2018 at St Peter's in Holywell.

### Further information

All the papers to accompany this meeting can be found at:

<http://stasaph.churchinwales.org.uk/life/standing-committee-information-papers/>

