

YR EGLWYS
YNG NGHYMRU



THE CHURCH
IN WALES

Esgobaeth Tyddewi Diocese of St Davids



Proffil yr Esgobaeth Diocesan Profile

**Coleg Ethol 2023
Electoral College 2023**

Contents

The Diocese of St Davids – The Current Situation, Challenges and Opportunities	4
Person Specification – The Next Bishop	5
The Wider Church and Episcopacy	7
<ul style="list-style-type: none"> • The Bench of Bishops • Portfolio responsibilities • Belief & Worship • A Common Vision & Purpose • National Structures & Bishops' Involvement • The Governing Body & Standing Committee • The Representative Body • The St Padarn's Institute • The National Office • Balance between national and diocesan responsibilities • Conclusion 	
The Diocese – An Overview	11
<ul style="list-style-type: none"> • Geography • Economy • History • Language & Culture • Archdeaconry of St Davids • Archdeaconry of Carmarthen • Archdeaconry of Cardigan • Archdeaconry for New Christian Communities and Evangelism 	
The Diocesan Strategy	16
Ministry in the Diocese of St Davids	18
<ul style="list-style-type: none"> • Local Ministry Areas (LMAs) • Ordained Ministry • Ordinands & Lay Readers in Training • NSM(L)s • Lay Ministry • Centre of Mission Evangelists • Focal Ministers 	
Mission in the Diocese: The Work of the Diocese	22
<ul style="list-style-type: none"> • Education • Children Youth & Families • Creation Care & Sustainability • Communication • World Mission • Ecumenism • Interfaith 	
Social Responsibility & Outreach	25
<ul style="list-style-type: none"> • Plant Dewi • Tir Dewi • Chaplaincy 	
Finance, Property & Administration	27
<ul style="list-style-type: none"> • Diocesan Board of Finance (DBF) 	

Esgobaeth Tyddewi - Proffil yr Esgobaeth -2023
St Davids Diocese - Diocesan Profile - 2023

• Parsonages	
• Internal Structures	
The Cathedral	31
Profile Compilation and Consultation	33

The Diocese of St Davids – The Current Situation, Challenges and Opportunities

St Davids Diocese has been through a period of great uncertainty over the last two and half years, much of this has been influenced by the long-term and sometimes unexpected illness of our last Bishop. Whilst leadership has continued thanks to the appointment of Commissaries, understandably this has been primarily to ensure continuity of service rather than new innovations or a new vision.

The Diocese is not recovering from the COVID Pandemic as swiftly or as resiliently as would have been hoped. Coupled with the cost-of-living crisis and the rise of energy costs following the illegal invasion of Ukraine – whilst costs have increased, income has declined as congregations struggle to return to pre-Pandemic numbers.

With many Clergy and laity having fatigue due to the Pandemic and low morale due to comments made by the last Bishop which were divisive for many, the next Bishop will need to be someone who can put the Diocese back together and revitalise the diocesan family. This said, the people of the Diocese are enthusiastic and excited to work with a new Bishop to turn things around.

Approximately one quarter of the churches of the Church in Wales are located within the Diocese, this brings with it both a number of challenges and opportunities. Firstly, with dwindling and aging congregations the ability to maintain many medieval and Victorian buildings is an issue, conversely having a church presence in nearly every community gives an excellent ground base for mission and ministry. The rural nature of the vast majority of the Diocese also means that the local church is often the last remaining public building in some communities.

The Diocesan Standing Committee, the Diocesan Board of Finance and Bishop's Staff have all been talking about the need to adopt the biblical principal of *pruning for growth* in order to ensure that resources and people are used in the best manner to encourage spiritual and numerical growth in our people and churches. The leadership of our next Bishop will be key in achieving this.

The Diocese recognises that the role of a Bishop in the Church in Wales is not limited to just the Diocese of St Davids, we would like to be able to gift to the Province a Bishop who can play a full part in the work of the Bench of Bishops and be a blessing to the whole of the Church in Wales in what they can offer. The Diocese accepts that it will share its new Bishop with the wider Church in Wales, but there will be a need to ensure that the time spent in the Diocese is used constructively and effectively.

The new Bishop will arrive at a key juncture for the Church in Wales and will need to play a key role in formulating a fresh and captivating Diocesan Strategy with clear priorities. They will need to quickly assimilate and where required inform and direct the developing plans that are being prepared as part of the Diocesan bid for the Church Growth Fund.

Whilst the Diocese might feel and seem fatigued and even weak at the present time, we know that in Christ weakness can become strength. We are ready and waiting to work with our next Bishop to meet the challenges and opportunities that lie ahead.

Person Specification – The Next Bishop

'Be joyful, keep the faith, and do the little things that you have heard and seen me do', words taken from the last sermon that Saint David gave to his followers before he died. The Diocese continues to embrace these words and eagerly awaits the election of Saint David's successor to continue to lead and develop faith, witness and fellowship. Saint David's example remains as relevant today as it did in the 6th century.

The new Bishop will need those qualities which are required of all bishops. They will need to be prayerful, discerning, humble, compassionate and approachable. The new bishop will have a deep love for God, for people and be able to demonstrate proven skills of pastoral care and an understanding of the importance of conflict resolution.

They will be trustworthy, honest and sincere, with proven wisdom and of sound judgement: be personally robust while able to bear the loneliness that comes with this ministry. They will have a high level of theological competence, a love for Jesus and of the scriptures with proven skill in relating the Gospel message to the mission of the contemporary church. They will be a guardian of the faith who will model Christian discipleship.

To inspire confidence and lead, we need someone with mature self-awareness, wide and appropriate experience of ministry, including experience of working with clergy and laity.



WordCloud based on Conference Feedback

- **Kind**
Our next Bishop should be kind in their dealings with others, this doesn't mean giving everyone everything they want, but they need to be someone who can empathise with others and always seek to model the Good Shepherd to the people in their care. Making difficult decisions can be done with care and compassion.
- **Experienced**
The next Bishop needs to be someone with proven experience in leading and managing a team at a high level either within the Church or related organisation. An accomplished leader who is able to demonstrate an ability to motivate, nurture and develop a diverse team of clerics and laity.

- ***Comfortable in their own skin***

Our next Bishop needs to be someone who is comfortable in their own skin, theology and church tradition, in the hope that they can be open to the various expressions of Christianity within the Diocese. They should be confident but humble in expressing their own beliefs.

- ***Language and Culture***

The Welsh language and culture are integral to the life of the Diocese, our next Bishop will need to be able to communicate in both Welsh and English in the pulpit and the pub in what is a bilingual diocese. The next Bishop must be both empathetic and sympathetic to the various expressions of Welsh culture which are embedded in the Diocese.

- ***A Wise Leader***

Wisdom is a gift from God, our next Bishop will need to be able to show wisdom and discernment in their actions and leadership. We don't need or want an omniscient Bishop but one who knows their own limitations and who will work collaboratively with others to cover their own weakness. We need a Bishop who will take time to reflect before acting – even in a crisis.

- ***Vision but not own Agenda***

We need a Bishop who has a vision for the Diocese to help us in our calling to God's service – a clear vision communicated well that aligns not with a personal agenda but those of the Kingdom in this place at this time.

- ***Navigator***

The Diocese needs someone who will guide them to the next stage of its life and mission, a navigator who will stay with the ship and ensure that it reaches landfall safely, that will steer away from dangers and peril, even if it means a longer journey.

- ***Courageous***

Our next Bishop will need to make some difficult decisions and recognise that not everything that they do will be popular, therefore we need someone who can be courageous and brave – but not foolhardy, noting that some battles do not need to be fought – or not fought yet!

- ***Safe***

The new Bishop should uphold and model the principles of safe church within the Diocese. They should model, promote and enforce good safeguarding practice.

- ***Approachable/Visible***

Our next Bishop will need to be someone who is approachable and available to the Diocese and Province. They should be visible throughout the Diocese and Province representing them in places where the local Church doesn't always reach.

- ***Reconciler/Healer***

The next Bishop will need to be someone who can help bring the various groups and interests within the Diocese back together, who as a focus for unity will allow people to recognise that they are valued and important to the life of the Diocese. This may involve the need to bring a sense of healing and reconciliation to the Diocese.

- ***Apolitical***

Our next Bishop will need to have a prophetic voice that can speak Truth to Power, and also be prepared to listen to those in power. They will need to work with others to advance the values of the Kingdom. They will need to be politically astute without holding a partisan agenda of their own.

- **Communicator**

Our next Bishop will need to be someone who can communicate well with all the people of the Diocese, both on a one-to-one basis but also in small or large gatherings. Someone who regularly communicates with the Diocese in a relevant and encouraging way and gives clear direction and guidance to clergy and laity alike. Someone who can use social media and other forms of communication responsibly and productively.

- ***Knows and Understands Diocese***

St Davids is a vast geographical Diocese and one that has many variations in culture, language and identity, our next Bishop would benefit from knowing and understanding the Diocese and its current situation well or commit to getting to know it very quickly.



Word Cloud based on Young Persons Feedback

The Wider Church and Episcopacy

The bishops of the Church in Wales share responsibility with others for the Church's mission in Wales. This is a time of renewed focus on evangelism and church growth, resourced by prayer and a substantial release of new funding. We seek to share the good news of the Gospel in word and action across the whole of Wales. Our vision is of a church for the 2030s which is healthy, engaged and renewed. As bishops, we work collaboratively, balancing the distinctive identities of our dioceses with a commitment to agreed national priorities so that we speak as one Church to the nation.

The Bench of Bishops

The Bench of Bishops consists of the six diocesan bishops. It is our practice to invite any stipendiary assistant bishops in the province to be present at our meetings and play a full part in the life and work of the Bench.

Our current practice is to meet in person each month apart from August. Seven of these meetings are one-day gatherings (with dinner together the evening before). Four times a year we have a three-day gathering to confer on matters of strategic significance. The monthly meetings are focused on transacting business. The three-day gatherings are for spiritual refreshment, relationship building, vision setting, and strategy development. The Archbishop of Wales leads meetings of the Bench and the Governance Manager from the national team is present to provide secretariat support. The bishops are also joined at their meetings by the Provincial Secretary (who is also Chief Executive of the Representative Body). The Bench works closely with senior staff employed by the Representative Body and particularly with those whose role it is to support the bishops with their portfolio responsibilities, and with the Principal of the St. Padarn's Institute.

The bishops provide collective leadership for the whole Church. This requires collegiality and conferral in order to focus the aspirations of the whole Church across the whole Church. The bishops spend time studying together and praying so that ministry is shared within an understanding of the life and call of Christ in our lives.

Portfolio responsibilities

Our work of serving the Church is expressed in several ways but critically through key portfolio responsibilities which we hold on behalf of the Bench. It is our practice to review portfolio allocations at the Bench's first meeting after a new bishop is elected.

Each of the bishops assumes a specific responsibility such as evangelism, church growth, pioneer ministry development, faith, order and unity, training and formation, ministerial development and education through our Church in Wales Schools. These areas of work are supported by Representative Body staff, and all receive appropriate funding for programmes agreed in advance as part of the annual budget setting process. These responsibilities allow the bishops to be creative and missional, setting new and innovative directions for the Church, working closely with the Governing Body and its Standing Committee to endorse these lines of engagement. It is essential that the new Bishop of St. Davids is committed to working closely with colleagues and the national team to bring energy and focus to this part of episcopal work.

Belief and Worship

The diocesan bishops are responsible for introducing legislation into the Governing Body which affects our authorised worship or doctrine. In this way they express their responsibility as guardians of the Church's worship and faith and their shared focus for unity.

A Common Vision and Purpose

The bishops are committed to working towards clear priorities for the future of the Church in Wales, with shared goals and ambitions. All bishops are members of the Governing Body and its Standing Committee. Recently, different gatherings have made it possible for us to craft stronger connections between the dioceses and to focus our resources. An example of this would be the Diocesan Learning Community which is intended to provide a forum in which the dioceses hear good news stories and to share best practice. The next Bishop of St. Davids will be expected to embrace this emerging and deepening desire to minister more closely together.

National Structure and Bishops' Involvement

The main structural bodies of the Church in Wales are the Governing Body and its Standing Committee, the Representative Body and the Bench of Bishops. Each of these bodies has several sub-committees which undertake specific, specialised work on their behalf.

The Governing Body and Standing Committee

The Governing Body is responsible for decisions that affect the Church in Wales's faith, order and worship; it also sets regulations for the general management of the Church in Wales. The Governing Body also receives reports from various groups and bodies as well as external organisations with which the Church in Wales has relations or involvement. All the diocesan bishops are *ex officio* members of both the Governing Body and its Standing Committee.

The Standing Committee is, in effect, the executive committee of the Governing Body. It has certain powers conferred to it by both the Constitution of the Church in Wales and the Governing Body. The role of the Standing Committee has been recently reviewed and has led to new engagement with the Representative Body and the Bench of Bishops periodically to provide a forum for structured strategic discussions. The Governing Body meets twice per year for, usually, two-day residential meetings; the Standing committee usually meets six times per year.

The Representative Body

The Representative Body is the corporate body that holds the financial assets of the Church in Wales. It is a registered charity, and the members of the Representative Body are trustees with trustee responsibility for the oversight of the charity in line with charity legislation and the regulations of the Charity Commission. The Representative Body is responsible for stewarding a substantial investment portfolio; administering the Clergy Pension Scheme; holding the legal title to the Church in Wales's church buildings, parsonage houses and church halls, as well as other land and buildings. The Representative Body prepares an annual budget for national activities and provides structural funding to the six dioceses. The Representative Body acts as the employer of staff operating at a national level. The Representative Body ordinarily meets three times per year. The Archbishop of Wales is an *ex-officio* member and represents the bishops.

The St. Padarn's Institute

The St. Padarn's Institute is an integral part of the Church in Wales providing ministerial training, formation, and development. This includes the training of ordinands; ongoing ministerial development for those at all stages of ministry; equipping and developing lay ministers for a range of ministries throughout Wales; and providing opportunities for disciples to be nurtured whether through courses or the provision of resource materials. St. Padarn's also offers several specialist training courses and a range of post-graduate courses. Strategic oversight of St. Padarn's is provided by the Bench of Bishops. St. Padarn's reports to the Representative Body on matters of budget, staffing, its statutory responsibilities, and legal and contractual commitments.

St. Padarn's has a team of over 30 staff across a range of support, operational and academic roles. The bishops have close relationships with St. Padarn's staff through their national strategic role and also in setting the training needs within their own dioceses.

The National Office

Operational and administrative support for the work of the Governing Body, the Representative Body and the Bench of Bishops is undertaken by the national team. There are approximately 50 staff within this team, who support the bishops' work. Some members of staff have operational responsibility for work relating to the bishops' portfolios; others have senior specialist responsibility for areas of work which include legal and constitutional matters, finance, human resources, property, safeguarding, ICT, and governance services.

Balance between national and diocesan responsibilities

As bishops, we keep in balance our responsibilities within our dioceses and our responsibilities to lead with and care for each other. We find that, on average, our commitments to leading in our areas of portfolio responsibility and our engagement with national responsibilities take up a quarter of our time.

Conclusion

This is a critical time for the life of the Church in Wales. The COVID-19 pandemic affected the numbers who worship in person and regularly each Sunday but showed the resilience of the Church in Wales in the way we adapted to a challenging time. This hopeful resilience should be present in the next Bishop of St. Davids who will need to provide confident leadership matched with an ability to listen attentively to the voice of God and to those entrusted to their care. Working closely with colleagues in the diocese, Bench and national team will be life-giving and challenging. It will require deep faith and perseverance but when lived faithfully create hope and direction.

The Diocese of St Davids – An Overview



Geography

The Diocese of St Davids is the largest diocese by area in the Church in Wales. It includes the counties of Pembrokeshire, Carmarthenshire and Ceredigion and a small part of the County Borough of Neath Port Talbot. According to the 2021 Census the population of the 3 major counties was 384,455 and breaks down as follows:

Pembrokeshire	125,055
Carmarthenshire	187,900
Ceredigion	71,500

The largest town is Llanelli with a population of 42,175. Carmarthen is the second largest town with a population of 14,636. In Pembrokeshire, Milford Haven is the largest town with 14,249 and Haverfordwest with 11,995, Aberystwyth in Ceredigion is home to the National

Library of Wales, and one of two Universities within the Diocese and has a population 12,250. The greatest concentration of population is in the southern part of the Diocese. Although the greatest area by far is made up of rural communities and smaller market towns, there are sizeable and significant areas of industrial settlements particularly in Carmarthenshire. Towns like Ammanford reveal a previously thriving industrial base which is now largely in decline with all the attendant problems of unemployment and isolation, but there are still examples of industry that is thriving.

The Diocese is bounded to the west by Cardigan Bay and the south by Carmarthen Bay. To the northeast there is the Plynlimon massif and to the southeast the Black Mountains. There is a limited rail network in mid Wales which is better developed to the south, but public transport is not good generally and cars are essential for most of the population. East of Carmarthen the M4 link eases transport going east and to the west there are links with Ireland through the ports of Fishguard and Pembroke Dock.

The geography of the area plays a significant role in terms of communication. Despite advances in technology through the internet (broadband speeds vary greatly and are in some places almost non-existent and mobile coverage is in places sporadic), communication is not easy and this makes it difficult to develop a sense of identity for the Diocese as a whole. Loyalties are often local and there is diversity between the respective worlds of North Ceredigion, South Pembrokeshire and Carmarthenshire.

Average Sunday Attendance (based on 2022 figures)

St Davids	863 (does not include the Cathedral attendance other than parish services)
Carmarthen	873
Cardigan	786
Total	<u>2522</u>

The Economy

The Public Sector provides a much-needed source of employment in all three counties, but salaries are relatively low and many post school age children struggle to return to the area due to lack of employment opportunities.

Tourism is very important to all 3 counties. Pembrokeshire in particular, benefits from its beautiful coastline and forms part of Britain's only coastal National Park. Holidaymakers in the summer months provide a major source of income for the area. Work relating to this industry is often seasonal and poorly paid. There are many second homes, with both the benefits and drawbacks that these bring.

The Diocese is largely rural and dependent upon agriculture and associated trades for its income. Threats to farming have added to a sense of uncertainty for farmers and a traditional livelihood. It is probably true that this uncertainty has itself become a way of life for the farming community.

Unemployment is currently 4% for Pembrokeshire, 3.5% for Ceredigion and 2.2% for Carmarthenshire.

History

The Diocese of St Davids is one of the ancient dioceses of Wales and was one of the four original dioceses of the newly created Province of Wales at Disestablishment. The Diocese

of Swansea and Brecon was created from the eastern side of the Diocese of St Davids, which previously stretched to the English border.

The Diocese is exceptionally rich in its historical traditions both secular and sacred. The history of Welsh Christianity is bound up with sites from St Davids in the south, to Llandeilo in the central eastern part and to Llanbadarn and Llanddewi Brefi in the north. These places have an importance that is felt outside the Christian community to the wider nation but are particularly important to an area that is proud of its heritage and devoted to its own sense of location and identity. The Diocese is still a centre of pilgrimage for people, both to the ancient cathedral where St David founded his first community of disciples, but also to other important religious sites and several faith tourism initiatives have been designed to help this including *Saints and Stones* and *Peaceful Places*. Welsh Non-Conformity also has strong roots in the Diocese.

Language and Culture

Most of the Diocese is bilingual and the use of the Welsh language is widespread in schools, colleges and in wider society. Many of the older Welsh speaking communities have faced challenges of a socio-economic nature and from the rise of modernism, but there have also been signs of a new confidence in younger Welsh speaking communities. South Pembrokeshire has probably the fewest Welsh speakers; in North Pembrokeshire however it is still widely spoken. In Carmarthenshire and in Ceredigion in particular, Welsh is widespread and is the dominant language in many communities. Our communities also include people who have moved or retired to Wales and the Churches often act as a bridge between the two languages and cultures.

Within rural communities, the church functions not only as a religious centre, but also as a social hub. People look towards the church and the local priest for guidance and support even though they may not be regular attendees. Ministering in rural areas offers a number of opportunities ranging from celebrating seasons of the year to playing a role in organisations and societies. Rural people have a passion for their community and are happy to invest their time and energy, there is a sense of belonging and an opportunity to build life-long relationships.

Archdeaconry of St Davids

The Archdeaconry of St Davids comprises the majority of the county of Pembrokeshire and part of Carmarthenshire along the eastern border, it includes the Cathedral plus 6 other Local Ministry Areas.

The Archdeaconry population increases sixfold at the height of the tourist season, and tourism and agriculture are the Archdeaconry's largest industries. One of the greatest challenges for the area is the ability of young people to find both employment and housing with an increasing amount of second homes and an aging population. The County Town of Haverfordwest is a hub, being the centre of local government, and centrally placed for transport and healthcare (Withybush Hospital). Milford Haven is now the largest conurbation in Pembrokeshire, with Pembroke Dock and Fishguard also being major ports. The smallest city in the UK, St Davids is home to the Cathedral and is one of the top tourist destinations in Wales.

The Archdeaconry is the home to two large theme parks, Folly Farm and Oakwood, as well as Bluestone and many other secular tourist attractions. The Pembrokeshire National Park covers large areas of the Archdeaconry. It also boasts being the birthplace of Dewi Sant and Gerald of Wales.

Whilst the south of the Archdeaconry is sometimes called “*Little England beyond Wales*”, there is a growth in the number of Welsh Speakers and an increase in Welsh language provision education. The north of the Pembrokeshire and the eastern border (especially in the Preseli area) has a high concentration of fluent Welsh speakers.



Archdeaconry of Carmarthen

The Archdeaconry of Carmarthen, lies at the eastern end of the Diocese stretching from Carmarthen Bay to the Black Mountains, consisting of nine Local Ministry Areas. The Archdeaconry is both rural and post-industrial and is home to the administrative centre of Carmarthenshire County Council. It is steeped in history boasting as it does, the oldest town in Wales, namely Carmarthen dating back to Roman times. It is also home to many notable figures in history and modern culture, including Dylan Thomas, Siân Phillips, William Williams (Pantycelyn), Reverend Griffith Jones, Brinley Jones and Lord Elwyn Jones.

The population of Carmarthenshire is nearly 188,000. The most populated area extends from Llanelli, north up the Gwendraeth Valley leading to the Amman Valley and foothills of the Black Mountains beyond. The challenges of this area stem mainly for the need of renewal within the Church. It needs to address the very real issues of social outreach, recognition of the increasing substance abuse problem, caring and supporting for those blighted by unemployment, increasing pressures on the farming community and the general secularisation of society.



The Local Ministry Areas are developing at different rates of success and commitment; however, the majority are committed to ensuring that the transition to the new system of ministry and outreach is attainable and relevant to their circumstances and requirements.

The Welsh language and culture are at the heart of the Archdeaconry with the 2021 Census reporting that 72,838 people are fluent in and speak Welsh. This represents 39.9% of the County's total population.

Archdeaconry of Cardigan

The Archdeaconry of Cardigan extends from Eglwysfach in the northern part of Ceredigion, to Newport to Dinas Cross in north Pembrokeshire, incorporating part of Carmarthenshire as well. The Archdeaconry lies between the coast of Cardigan Bay to the northwest and to the east the Cambrian Mountains and the Vale of Teifi. The river Teifi rises at Teifi Pools and meanders through the Archdeaconry to the sea to the south of the town of Cardigan. In all, the archdeaconry comprises eight Local Ministry Areas.



Tourism on the coastal fringe plays an integral part in ensuring employment during the holiday season, with agriculture as the other main industry, sustaining the backbone of the rural county. Aberystwyth and Lampeter both have Universities, with students increasing the former's population sixfold during term time.

Aberystwyth, the largest town in the county with a population exceeding 12,000, offers the county's healthcare with a hospital based there.

Rich in history and tradition, Cardigan castle was the setting for the first Eisteddfod hosted by the Lord Rhys. The remains of Strata Florida, home to the Cistercian Monks stand to this day, the legendary bard Dafydd ap Gwilym reportedly buried in the churchyard, with Eglwysfach the Parish where R. S. Thomas was a former Priest is also a part of the Archdeaconry.

The main challenges that face the area, include: the need for work to sustain young families; internet infrastructure; second homes and an aging population. Many of the smaller rural schools have amalgamated to create new Area Schools, with new facilities and technology. The Welsh language is integral to the County, as well as Welsh culture and traditions, being rooted and embedded in its people.

Archdeaconry for New Christian Communities and Evangelism

This archdeaconry was set up in August 2018 in addition to the three geographical archdeaconries, with the sole purpose of developing and encouraging evangelism and setting up new churches among the unchurched. It was envisaged as a structure which will bring a focus on those who are not yet connected to the Christian faith as expressed by existing churches and their liturgical life and who would find it hard to cross the cultural divide between the unchurched and church expressions of belonging.

The chaplaincy sector has been trimmed down from two chaplaincies to one, covering both University of Wales Trinity St Davids Campuses in Lampeter and Carmarthen under the leadership of one chaplain based in Carmarthen, supported by two assistants on the Lampeter Campus for the academic year 2021-2023, further discussions are taking place at the time of writing with the university Vice Chancellor and the Provost regarding the future development of these chaplaincies.



With a four-pronged partnership between the Bishop, Diocesan Board of Finance, the Representative Body Evangelism Grant Committee and the Church Army, *Impact 242* our New Christian Communities mission centres were launched, starting new work in Cross Hands in March 2020, continuing a previous expression of a fresh expression mission centre in Merlins Bridge in August 2020 and new work in the Morfa area of Llanelli in November 2020. It is fair to say that the pandemic has influenced all three centres by slowing growth, yet two out of the three survived and have a growing mission, outreach and communities in Merlins Bridge and Cross Hands. Although originally each centre of mission was envisaged to have three evangelists on average throughout the last three years each had two evangelists at any given time.

The main aim of the archdeacons is to encourage growth and develop patterns to do that, so from its beginning it had a focus on intercessory prayer and has led with Diocesan monthly prayer meeting and teaching sessions on spirituality and discipleship. Furthermore, since its start it has led on the *Thy Kingdom Come* initiative and discussions with LMAs on evangelism champions, LMA missions, archdeaconry discipleship roadshows and LMA road shows.

The Diocesan Strategy

During the last episcopate the Diocese has moved on from its previous strategy "*Growing Hope*". Instead, the Diocese has been focusing on *Years* with each liturgical year (Advent to Advent) being a *Year of...* A preview launch has been held at each Diocesan Conference each October. The aim of each *Year* seeks to focus on and provide resources on the theme, embedding them within the life and mission of the Diocese. Each *Year* has been organised and delivered by a team, usually led by a senior cleric or diocesan officer.

2020-21 *Year of Prayer* (*Encouraging more and deeper prayer*)

Unless the Lord builds the house!

This was launched in Advent 2020 with monthly *Zoom* prayer meetings led by the Archdeacon for New Christian Communities and Evangelism, in addition to an intense social media daily engagement coordinated by the Bishop's Chaplain, regular prayers were posted on the Prayer social media page daily by the Chaplain and other members of our diocesan family. This was enhanced by the Bishop's prayer media services where many of our congregations members followed and took part. The churches and congregations in the Diocese were invited to take part either by local activities or with the Diocese as a whole. Furthermore, a stronger focus was placed on *Thy Kingdom Come* with a launch in Talley for the whole Diocese on Ascension Day followed by nine evening meetings on *Zoom* culminating with a Pentecost Sunday celebration.

2021-22 *Year of Discipleship* (*Encouraging the importance and responsibilities of being a Christian*)

At the beginning of Advent 2021 the Year of Discipleship was launched with a focus on the Gospel of St Luke as daily reading, this then was followed by inviting our church communities to engage with Lent courses within their own communities with resources been directed to and made available.

In March 2022 the focus of the March Continual Ministerial Development (CMD) session was given entirely to focusing on discipleship where the clergy and lay ministers were led by Dr Nick Shepperd officer for discipleship in the Church of England. Following this CMD event, the Diocese rolled out Zoom archidiaconal meetings on Discipleship, once the three archdeaconries had been covered an LMA Discipleship Road Show was launched, visiting each LMA Council and spending time with them to consider and begin to embed discipleship as a central plank in their strategy and daily life.

Alongside these, online sessions focused on different spiritualities: Benedictine, Franciscan, Celtic, Pentecostal, and Liberation Spiritualities, which were led by a different Diocesan cleric apart from the last session which was led by Shane Claiborne from *The Simple Way* in Philadelphia Pennsylvania.

2022-23 *Year of Pilgrimage* (*Focusing on the Cathedral 900 Celebrations and Pilgrimage in general*)

The Diocesan Year of Pilgrimage, running from Advent Sunday 2022 to 2023, follows on from the Years of Prayer and of Discipleship. The main breadth of activities and events has been led by the Cathedral, with a separate freestanding project to produce a book 'St Davids Diocese in 100 Objects', due to be published in October 2023.

The Year of Pilgrimage capitalises on the 900th anniversary of Pope Callixtus II saying in 1123 that two pilgrimages to St Davids were of equal value to one to Rome, thus also giving international recognition to Dewi Sant.

Pilgrimage has exploded in recent decades, as people of all faiths and none, rediscover the importance of stepping aside, and taking time for outer and inner journeying, often involving greater connectedness with nature. The Covid pandemic seems to have increased this desire. Pilgrims may seek answers to questions, solutions to problems, healing for life's wounds, or just yearn for refreshment and renewal. Journeying intentionally then spending time in St Davids, or some other spiritually significant destination, so often means returning home in some way changed.

The year has encouraged people across the diocese to explore pilgrimage as a spiritual discipline to help them deepen their walk with God. Resources have included courses for



Advent 2022 and Lent 2023, and the provision of a range of options for groups from LMAs and congregations to make pilgrimages to the Cathedral (guided half-days, full days or longer, self-guided visits etc), to develop pilgrimages in their own vicinity, and to follow 'inner' pilgrimages wherever they happen to be (including through 'A Pilgrimage in a Bag'). The Cathedral's existing programmes for schools have also been extended and developed, with the Church in Wales' pilgrim staff being used across all the church schools of the diocese. New resources include two cross-curricular projects on pilgrimage written to help support future learning opportunities in both secondary and primary phases. All these resources have strengthened links between the Cathedral and the wider Diocese and its schools (not only church ones), will have a lasting legacy.

With no known date for the Pope's 1123 privilege, major events are focused on the feast of Saint James, Patron Saint of pilgrims, with a swathe of events, including a Festal Eucharist on 25 July led by the Archbishop, with the Bench of Bishops, ecumenical partners, and a Wales-wide guest list.

Proposed Future Years

2023-24	<i>Year of Salt & Light</i> (Social Responsibility & Community Engagement)
2024-25	<i>Year of Children Youth & Families</i>
2025-26	<i>Year of Evangelism</i>

The *Years* are focused on the priorities identified by the 2020 Diocesan Conference (delayed to April 2021 due to the Pandemic) these were:

- Children, Youth & Families
- Discipleship
- Evangelism
- Community Engagement

Ministry in the Diocese of St Davids

Christian ministry in the Diocese is diverse and well developed. The Diocese is divided into three geographical archdeaconries (St Davids, Carmarthen & Cardigan) and one extraterritorial archdeaconry for New Christian Communities and Evangelism.

In addition to the Cathedral there are 24 Local Ministry Areas (which are also United Benefices and Deaneries). These comprise 312 open churches.

- St Davids Archdeaconry Cathedral + 6 LMAs
- Carmarthen Archdeaconry 9 LMAs
- Cardigan Archdeaconry 8 LMAs

Local Ministry Areas

The Diocese has been organised into Local Ministry Areas (LMAs) which combine a number of old-style parishes into one administrative structure while allowing each church to maintain its own character. Each LMA has a team of clergy and lay people (stipendiary and non-stipendiary) who should be committed to work together to serve their local communities and church congregations. LMAs are both parishes (United Benefices) and deaneries within the constitutional structure of the Church in Wales.

The formation of the new LMAs has been challenging in developing a more collegiate style of ministry and also for congregations as they have begun to get to know each other and to understand the character of each church and community and to value difference rather than to feel threatened. It is true to say that the new structures are in varying stages of development across the diocese.

There are a number of areas of concern. Many issues relating to governance, charity registration and finance are yet to be resolved. There are LMAs which have been unable to appoint Lay Chairs or Treasurers, for example. Most of the LMAs have teams which are the result of circumstances rather than careful and deliberate formation. The stipendiary element of many teams is simply composed of the clerics who happened to be in post in the respective benefices at the time of their formation. This does mean that there are teams which contain tensions and do not work effectively together. As LMA Deans only have 'gentle oversight' rather than the authority of Rectors in Rectorial Benefices they have limited scope to resolve such tensions. There are LMAs where the original constituent benefices remain *de facto* intact within them. This has led to instances where workload is not evenly or fairly distributed amongst stipendiary colleagues within a team. There are groupings of churches which would not have been able to warrant or sustain a stipend if they had remained outside an LMA structure which nevertheless remain resourced by a stipendiary cleric as if they were the incumbent of a grouped benefice.

One of the significant changes has been introducing the role of lay chairs for the new style LMA councils and church committees. This promotes greater involvement of the laity in the oversight of the LMAs and frees up some of the clergy time to concentrate on ministry as well as signalling the desire within the Diocese for greater collaboration with lay members. Where Ministry Teams and congregations work effectively there are significant benefits from clergy and congregations working across a wider area and praying and worshipping together regularly. Skills and giftings can be shared and we can learn from each other's experiences in ministry. For example, in one LMA a member of the clergy team is able to use their experience of pioneer ministry to support the compassion and outreach ministries while helping individual churches develop new projects and ideas.

Ministry

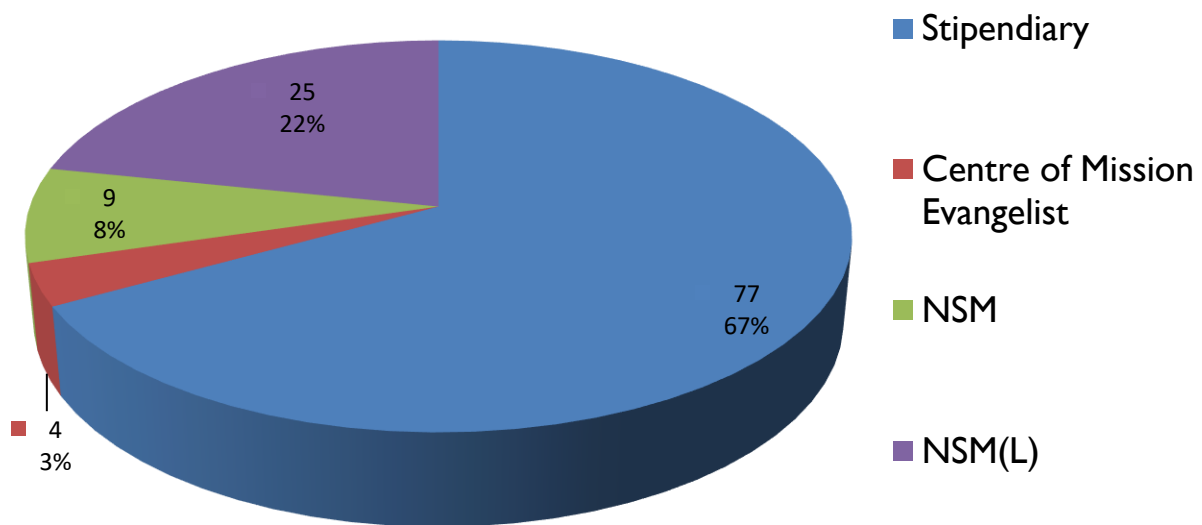
The Diocese has planned for 84-85 stipendiary clergy, the DBF has agreed to fund up to 3.5 further posts to cover retirements/moves etc. (The Director of Ministry and the Archdeacon for New Christian Communities and Evangelism are not currently funded by the Stipends budget). Our rate of retirements has increased in recent years, and this has not been matched by an equal increase in stipendiary ordinands therefore one of the greatest challenges will be to recruit sufficient numbers to replace those who retire from stipendiary ministry in the next five years, both from new vocations but also externally.

Clergy Numbers in Post (Projected for end 2023)

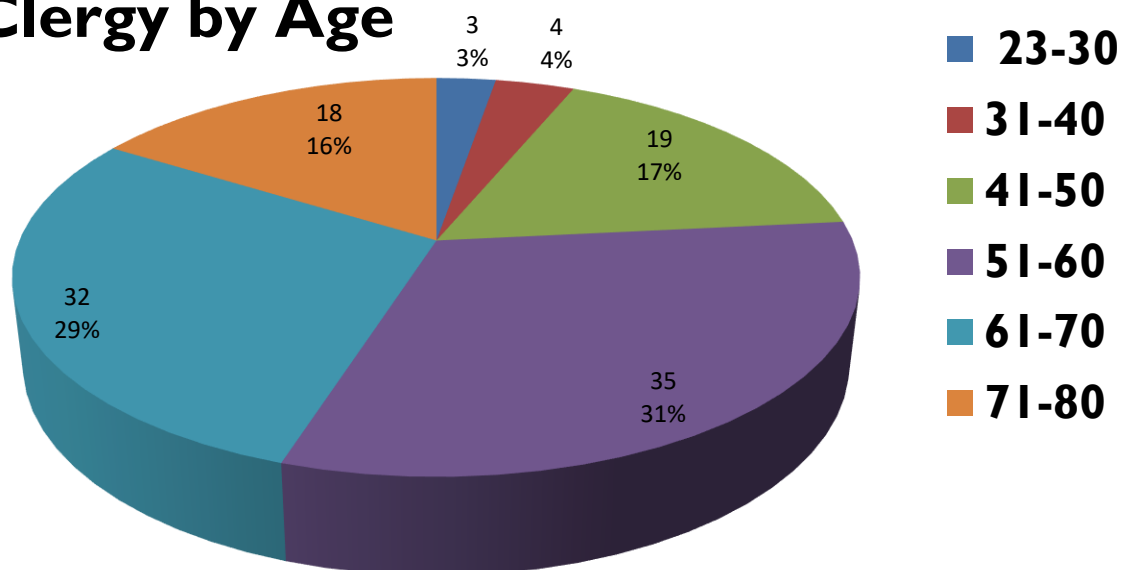
	Clergy by Type	Male	Female
Stipendiary	77	47	30
Non-Stipendiary	9	6	3
Non-Stipendiary (Local)	25	7	18
Lay Evangelists	4	1	3
Total	111 Clergy 4 Lay Workers	61	54

As a result of this, a Vocations Strategy Working Group has been formed which is looking at current vocations to all ministries on a regular basis and brings all of the relevant members of the Ministry Directorate together. A series of vocation days are planned for the autumn of 2023 to showcase what ministries are available and what this would entail.

Predicted Clergy by end 2023



Clergy by Age



Ordinands and Lay Readers in Training

There are currently nine Ordinands and one Reader in training. The breakdown of ordinands is shown below. The Diocese is conscious of the need for younger ordinands in order to address the age balance within the clergy. St Davids has for a number of years bucked the trend in the Church in Wales and had a larger number of female ordinands compared to male ones.

Ordinand Type	Male	Female
<i>Stipendiary</i>	1	3
<i>NSM</i>	1	1
<i>NSM(L)</i>	0	3

NSM(L)s

We have been blessed in the increase of numbers to those called to the Non-Stipendiary Ministry and in particular the Non-Stipendiary Ministry (Local) (NSM (L)). These are men and women ordained to the sacred ministry raised up by their own communities but deployed in their local context. The Diocese has pioneered this type of Ministry and has already seen the benefit of their contribution to the mission of the Church, the Diocese is now on NSM(L) Cohort 12. Some of the younger NSM(L)s (especially those who speak Welsh) have later transferred to Stipendiary Ministry – having been initially reluctant to offer themselves in this capacity.



Lay Ministry

There are currently around 40 Readers and over 110 Worship Leaders and the Diocese is keen to continue supporting lay ministry and in recognising the vital role it plays in the life of parishes and churches. There are a large number of Pastoral Eucharistic Assistants (PEAs) and some Parish Visitors who have also been licensed or commissioned and enable ministry

to happen. Some LMAs employ Children Youth and Families workers on a full or part-time basis. Discipleship and nurturing the vocation of all Christians is a key focus for the Diocese both now and for the future.

Centre of Mission Evangelists

As part of the Diocesan Evangelism Bid, there are two Centres of Mission, operating in partnership with the Church Army in Merlins Bridge and Cross Hands. Four lay evangelists currently work in these centres, two in each, one is paid by the DBF, two from the Evangelism Fund and one by the Church Army.

Focal Ministers

The Diocese has a number of Focal Ministers (FMs), these are lay or ordained (NSM(L) only) people who serve as a focus for local leadership of a single Church, many of the Lay Focal Ministers also serve as Worship Leaders and PEAs, some are also Churchwardens. Focal Ministers are appointed following a resolution of the relevant Church Committee and LMA Council in consultation with the Bishop's Office and Director of Ministry. The largest commissioned number of FMs is currently in the Archdeaconry of St Davids and the Diocese is playing catch-up to ensure that those who exercise this ministry are properly authorised and commissioned.

Mission in the Diocese

Education



Education in the Diocese is overseen by the Directorate for Education which serves as the Diocesan Education Authority and is chaired by an Archdeacon. Its chief officers are the Diocesan Director of Education and Schools Officer. There is also an independent Schools Admissions Appeals Panel.

There are a total of 24 Church Schools in the Diocese. Of these 7 are Voluntary Aided (VA) and 17 are Voluntary Controlled (VC)

- In St Davids Archdeaconry there are 4 VA and 9 VC schools
- In Carmarthen Archdeaconry there are 2 VA and 4 VC schools
- In Cardigan Archdeaconry there are 1 VA and 4 VC schools

Most of the schools are primary schools, apart from Ysgol Penrhyn Dewi which is a Voluntary Aided 3-16 School located on the St Davids peninsula.

Children, Youth and Families

At the 2020 Diocesan conference it was overwhelmingly decided that work with Children, Young people, and Families was the number one priority for the Diocese going forward. In preparation for the Year of Discipleship a Church Army report was commissioned by the Diocese to primarily ascertain the current engagement at Local ministry area level, and to identify some of the key challenges as well as to highlight areas where things are going well and where growth is happening. The report concluded that we were currently engaging with

around 7,650 children, which is around 10% of all children living within the Diocese. This is good news, because it means there is work to be done as we move forward. As a result of the Conference's decision as well as the Church Army report, a Children, Youth and Families Missioner was appointed in early 2022.

One of the roles of the Missioner is to deliver a strategy that is sustainable and will enable and facilitate both spiritual and numerical growth of Children, Youth & Families work. The strategy has now been approved by the Standing Committee and will be brought before the Diocesan Conference in October 2023. The strategy is built upon the biblical themes of soil, sowing seeds, and harvest, and has 5 steps that can be applied to any LMA context.



As a result of the Church Army report it was noted that rather than having a “top-down” approach, it would be more helpful if the Diocese provided training and support to the diversity of approaches taken to mission and ministry with Children and Young People. Therefore, the Missioner will focus most of their efforts upon the first step of the strategy *Prepare* which seeks to ensure that all those working with Children, Youth & Families have all the tools, training, and confidence they need to do the work they want and need to do. In addition, the Missioner works closely with the Centres of Mission and *Plant Dewi* to try to enable better communication across the Diocese with regards Children, Youth & Families and help LMAs to engage with them well.

Furthermore, the Missioner aims to provide opportunities for young people that are perhaps outside the capacity of the Local Ministry Areas. An example of this would be the annual Youth Pilgrimage, now in its second year, which brings together young Christians aged 11-17 from across the diocese to spend time with other Christians, and to learn more about faith through the eyes of St David and others.

Some of the challenges that the Diocese faces, are a lack of Welsh speakers; large geographical areas leaving young people often stranded and feeling isolated in rural areas with little or no facilities; disadvantaged young people and high levels of deprivation in some areas. However, it is perhaps these challenges that can also be opportunities for growth, for mission and for kingdom building.



Creation Care and Sustainability

St Davids Diocese has endeavoured to respond to the climate and biodiversity crises with energy and purpose and were the first diocese in the Church in Wales to appoint an officer

to oversee Creation Care and Sustainability matters. When in 2021 the Church in Wales declared a climate emergency and the commitment to become carbon neutral by 2030, St Davids adopted an Environment Policy that embodies these aims and gives a 'route-map' and targets to monitor progress. In the 2021 Diocesan Conference it adopted a motion to become a 'Climate Positive' diocese seeking to move beyond merely desisting from harm (carbon neutrality) but instead seek actively to heal the Earth and repair some of the damage we have inflicted on creation. Climate positivity has also been a way to change the narrative away from one of doing less (by emitting less CO₂) and toward one of loving more and caring for our common home.

In common with all dioceses in the Church in Wales, St Davids has been using the *Eco Church* and *Eco Diocese* schemes to engage church communities with creation care. In October 2022 it achieved *Eco Diocese* bronze status and is now working towards a silver award.

By embedding creation care into Diocesan formation for ministry programs, teaching our curates Eco-theology and introducing them to the range of practical and mission opportunities available it is believed this will help weave creation care into parish life. Caring for creation was the focus for shared Lenten devotions in 2020 and has been the subject of two Clergy training days. A Diocesan Creation Sunday event each year during the Season of Creation, and the Diocesan Standing Committee successfully lobbied the Church in Wales to incorporate the Season of Creation into the Provincial Lectionary, which will occur this next liturgical year (2023-24). St Davids is a member of the charity 'Caring for God's Acre' to help support congregations manage church land to enhance biodiversity.

Organizationally, momentum is maintained by having the Creation Care and Sustainability Officer report to each Standing Committee meeting; to call to action and report on progress. The Officer convenes the Diocesan Creation Care and Sustainability Committee that meets regularly to progress aims, encourage congregations, and share experience. Each LMA Council has been encouraged to appoint a 'Creation Care Advocate' to disseminate information to meetings and alert them of any responsibilities. Whilst St Davids is only near the beginning of the ecological conversion needed to be undertaken as a church and diocese it is making tangible progress broadening discipleship to include care for creation and reducing carbon emissions.

Communications

Pobl Dewi, the Diocesan newspaper is the primary communications medium after the Diocesan Website. It is produced quarterly and often has a theme for each issue. It is distributed to parishes free of cost and often goes out more widely than to just the local

church. *Pobl Dewi* is seen as being one of the best ways to communicate with the wider diocese. The Diocese makes use of social media but this is an area that will require greater work and engagement in the future.



The Communications Group is within the Directorate for Mission and also carries the remit for tourism, radio, the calendar of intercessions and providing a presence at local agricultural shows and events.

World Mission

The historic link with the Diocese of Bukavu in the Province de L'Eglise Anglicane Du Congo has been affected at the Episcopal level by disagreement on the stance of the Church in Wales towards same sex marriage. Other informal links exist, such as that between the city of St Davids and Lesotho, through which the VA 3-16 school participates in exchanges.

Ecumenism

Though sharing fully in Church in Wales participation in Cytûn, and the Covenanted Churches' partnership, diocesan ecumenical engagement is patchy. There are currently no formal Local Ecumenical Projects (LEPs), and while there are many 'Churches Together' bodies, the extent of cooperation is often dependent upon particular individuals, and on shared language. Activities often focus around study groups and/or services during the week of prayer for Christian Unity, Advent, Lent and Holy Week, and Remembrance Sunday; or maybe more practically oriented, including working together for Christian Aid Week; food banks; street pastors, etc; or in tackling local issues together.

Looking ahead, improving ecumenical cooperation is likely to be an important factor in ensuring a continuing Christian presence across the communities of the diocese, particularly in more rural areas.

Interfaith

Anglican chaplains generally enjoy good ecumenical and interfaith relationships. Numbers of those following other faiths are below the Welsh average and are focused on urban centres.

Social Responsibility & Outreach

Most of the Social Responsibility work in the Diocese comes under the aegis of the Diocesan Council for Social Responsibility which is a charity in its own right. The Bishop serves as president. The Council oversees the work of *Plant Dewi* which was founded following the withdrawal of the Children's Society from Wales. *Plant Dewi* serves as the project based wing of the DCSR and has numerous family centres and projects across the



Diocese, often working in partnership with the Local Authority to provide support for children, young people, families and parents.

The Diocese has an active Mothers' Union which is fully engaged in matters of outreach and mission. The MU works closely with and provides support to the DCSR and LMAs on numerous projects. Among some of the many ventures the MU supports: AFIA (away from it all, holidays for

those in need); Nightlight and providing packs for the homeless, especially young people.

Plant Dewi



PLANT DEWI
Lle mae Teuluoedd yn Bwysig
Where Families Matter

Plant Dewi has been supporting families since 2002. Its mission is to nurture families and strengthen communities across the Diocese of St Davids. *Plant Dewi* provide

free, open access services, that act as a local meeting place for children and families, offer families support, and help families to grow friendships and social networks. This is done through a variety of different settings e.g. Family Centres, Families Together Groups, Supporting Dads' project, Young Parents Hubs and the Baby Bundle Bank.

Last year *Plant Dewi* supported just under 2,500 families across the Diocese through the family centres (which are registered charities, some operating independently from *Plant Dewi*), as well as through the other groups. *Plant Dewi*, enable families to access a range of experiences and thus develop the creation of positive childhood memories together. Families have reported that by accessing the projects, the positive outcomes are:

- Reduced isolation
- Improved relationships with children
- Improved confidence
- Improved well-being

Plant Dewi's aim moving forward is to reach out to more families in their communities and offer them what they need, to be the best parents they can be. It is fortunate to be working with a wide range of organisations who refer to the projects, attend the projects to deliver specific sessions or are there to refer to for more specialist support.

These include organisations such as: *Team around the Family*, *Action 4 Children*, Health Visitors, Midwives, Speech and Language therapists, *Homestart*, Local churches and LMAs, Youth Service, Schools, CAMHS, Police, Young Carers, Library Service, *Menter Iaith*, *Stop It Now*, *Men's Shed*, *Mind*, Social Services, CAB, *Trussell Trust*, *Impact 242*, Food Banks, Mothers' Union, St John's Ambulance.



Plant Dewi projects' main source of income is grants from funding bodies. Following the Covid pandemic and the cost-of-living crisis, the demand for its services is increasing, however, the amount of funding available is reducing. Generating enough income to continue

with our work is currently the biggest challenge and threat. Our current funders include: St Davids Diocese (DBF), Carmarthenshire County Council, Ceredigion County Council, Awards for All – National Lottery Community Fund, Lloyds Foundation, Henry Smith, WCVA Volunteering Wales, Margaret and Gwendoline Davies Charity, South Hook, Garfield Weston, *Globals Make Some Noise*.

For more information, please visit the website – www.plantdewi.org.uk or find *Plant Dewi* on Facebook.



Tir Dewi

Tir Dewi was formed in the Diocese of St. Davids in 2015 to support farmers and farming families who were struggling to cope. Since then, it has grown to an organisation of 9 staff (1 full-time and 8 part-time) and over 60 volunteers. It provides support via a 365-day Helpline and an on-farm support service, often dealing with multiple issues. Its support is now provided across most of Wales, including a formal launch into the north-east this August.

Importantly, *Tir Dewi* recognises that it can't provide all support in all matters so it has formed strong links and partnerships with other relevant bodies including the farming unions, Welsh Government agriculture services, police, NHS and other charities working in the space. Through this, *Tir Dewi* has now supported around 1,500 individuals on over 500 farms. It continues to grow as the farming environment changes and becomes ever more challenging.

Chaplaincy

Within the Diocese there are three University campuses, the University of Aberystwyth and the University of Wales Trinity St David (UWTSD) which has campuses in Lampeter and Carmarthen. The Diocese works especially closely with the latter two campuses sharing a full-time chaplain, the Bishop serves as Visitor to UWTSD.

The Diocese is covered by the Hywel Dda University Health Board which has its own senior chaplain based in Glangwili Hospital in Carmarthen, but local clergy also serve in providing chaplaincy cover and assistance in other areas of the Diocese.

A number of clergy serve as chaplains with His Majesty's Armed Forces and related cadet groups either as members of the relevant Reserve or in voluntary capacities

However, the Diocese also supports the Police, Fire Service, RNLI (Lifeboats) Royal British Legion, Sports Clubs, local Mayors and Community Councils etc at a local level with lay ministers and clerics serving as chaplains often on a voluntary basis as part of their service to the community. The Diocese also has three ancient Freeman groups in Laugharne, Haverfordwest and Pembroke with local clergy serving as Chaplains.

Finance, Property & Administration

The Diocesan Offices and Llys Esgob (the Bishop's residence) are located in Abergwili, just outside Carmarthen, in the grounds of the former palace which now serves as the County Museum. Currently there are ten full-time (Including the Diocesan Secretary) and four part-

time members of staff. The Diocesan Office also provides office space for the Diocesan Registrar and the Parsonage Board Inspector.

The Diocesan Secretary, Finance Manager and Admin and Property Manager form a senior management team. Led by the Diocesan Secretary the Diocesan Office staff are broken down into two teams:

Finance Team

- Finance Manager
- Finance Officer
- Finance Assistant
- Stewardship & Support Officer (SaSO) (Part-Time)
- SaSO Administrative Assistant (Part-time, Fixed Contract)

Admin & Property Team

- Admin & Property Manager
- Care of Churches Officer (also DAC Secretary)
- Diocesan Inspector of Churches
- Diocesan Property Officer (Part-time)
- Communications Officer (Part-time)
- Administrative Assistant x 2
- Parsonage Board Administrative Assistant

Diocesan Board of Finance

The Diocesan Board of Finance (DBF) works closely with the Bishop's Office and is located alongside Llys Esgob in Abergwili, Carmarthen. Its principal activities are to promote, aid and assist the ministry and mission of the Church in Wales in the Diocese. Its Executive Committee is responsible for the management of the Diocesan finances and assets and for receiving and authorising the budget and financial annual report. It is a registered charity and a company limited by guarantee.

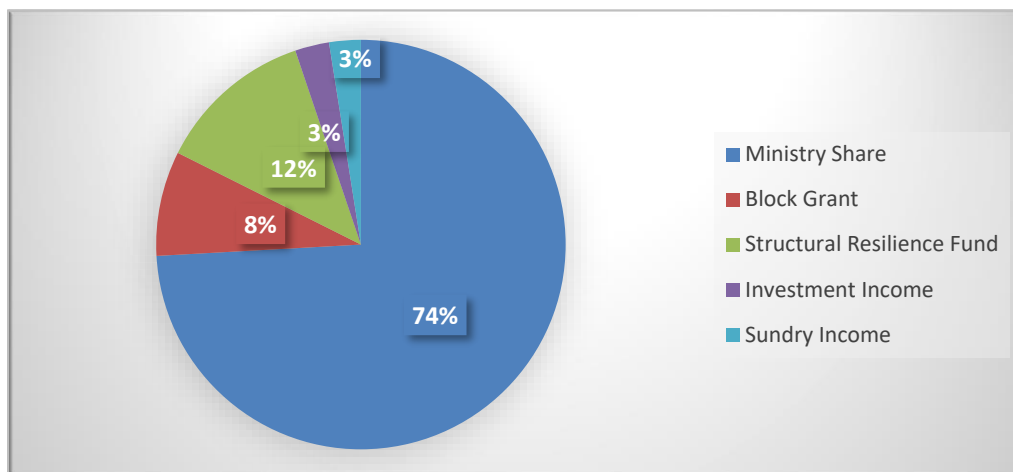
The DBF is supported by a number of sub-committees each governed by a Terms of Reference and charged with a specific area of focus including Audit and Risk, Endowed Schools (Church Schools Property), Finance, Human Resources, Investments, Parsonage Board, Pensions and Assistance and Property. It works closely with the Diocesan Standing Committee.

The DBF's trustees are made up of ex-officio, clerical and lay members, some are nominated, some are elected and some are co-opted. Each one draws on their own individual wealth of experience and varied backgrounds. In common with many other Dioceses in the Church in Wales, St Davids faces financial challenges, consequent upon declining church attendance, ageing demographics and the ongoing fall out of a post pandemic world. The DBF has fundamentally changed the way it calculates its annual budget where it now applies a quantitative and qualitative approach. A small budget setting group engage with every Diocesan budget holder to better understand not only how monies would be spent but how the spend would support the Diocesan mission and ministry. The change in its budgeting approach coincided with a root and branch review of how it calculated and distributed the annual Ministry Share contributions. All churches, apart from

a few Mission Churches, now pay proportionally the same amount which is largely based on their average Sunday attendance statistics. This hasn't necessarily reduced the level of contribution but does now ensure a felt fare approach. A key member of the DBF team is the Stewardship and Support Officer whose primary aim is to work alongside churches to help them explore ways to support ongoing ministry and contributions from their congregations.

ST. DAVIDS DIOCESAN FINANCES 2022	
TOTAL INCOME	£5,226,052
TOTAL EXPENDITURE	£6,150,864
LOSSES ON INVESTMENTS	£666,010
NET MOVEMENT IN FUNDS	£1,590,863

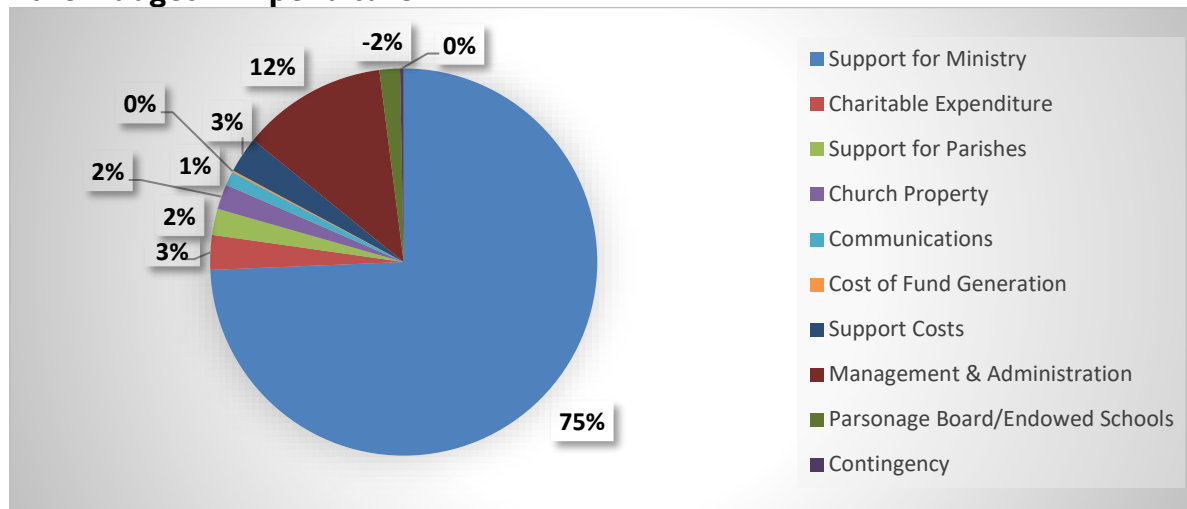
2023 Budget – Income



It is wholly right that the DBF's largest item of expenditure relates to its clergy. They are never seen as a cost, rather one of its biggest assets. Recruitment has been a challenge in recent years especially in Welsh speaking areas, but it is recognised that a flourishing and engaging church needs faithful and spiritual leaders. A pastoral, spiritual and engaging clergy team is a key Diocesan cornerstone. As the psalmist wrote *'The stone that the builders rejected has now become the cornerstone. This is the LORD's doing, and it is wonderful to see. This is the day the LORD has made. We will rejoice and be glad in it'*. Such rejoicing and gladness though does come at a cost. Our new Bishop will need to play a key role in inspiring and motivating the clergy team to be the best they can be, attracting new clergy to the Diocese and to support and develop the callings of future ordinands.

Esgobaeth Tyddewi - Proffil yr Esgobaeth -2023
St Davids Diocese - Diocesan Profile - 2023

2023 Budget – Expenditure



Ministry Share	£	3,582,054
Block Grant	£	400,000
Structural Resilience Fund	£	600,000
Investment Income	£	130,289
Sundry Income	£	120,692
	£	4,833,035
Support for Ministry	£	3,720,704
Charitable Expenditure	£	144,752
Support for Parishes	£	109,832
Church Property	£	104,569
Communications	£	58,121
Cost of Fund Generation	£	7,500
Support Costs	£	150,455
Management & Administration	£	607,758
Parsonage Board/Endowed Schools	£	(85,656)
Contingency	£	15,000
	£	4,833,035

2023 Budget

The 2023 Budget allows for a total Stipendiary team of 84.5 but this does presuppose that the income stream is both constant and dependable. The Diocese's major source of income is Ministry Share, representing as it does 74% of total budgeted income. It is understood that reliance on a single and at times, unreliable source of income is not sustainable and the

DBF has embarked on identifying potential other income streams. One such stream includes the prospective development of the Penlan Farm Estate in St Davids which already boasts two holiday accommodation units with potential for up to seven more. This certainly won't fill any future income void but is a step in the right direction. Other such opportunities will need to be explored and exploited.

Despite the undoubted economic challenges, these are exciting times. The Diocese is longing for reinvigorated leadership, there is a yearning for spiritual guidance and the Church still sits at the heart of many a community. Indeed, in many areas the church is the only remaining community building. The Diocese is rich in assets and this is not a time for a managed decline. Yes, the DBF may need to *Prune for Growth* in some areas but despite all that has been experienced by the Diocese from a global pandemic to a cost-of-living crisis, God's people still look for guidance, meaning and love. The new Bishop will be uniquely placed to lead such a revival.

Parsonages

The Parsonage Board manages and maintains parsonages on behalf of the Diocese and also is responsible for a large portfolio of properties. The Parsonage Board Inspector and his assistant are based at the Diocesan Office. In recent years the Parsonage Board has been actively replenishing housing stock with more modern and new properties more fit for the 21st Century, in terms of size, working space and families. The Church in Wales Net Zero Carbon agenda has been embraced and a programme of disposal of older housing stock is in process. There have also been concerns in recent years about fuel poverty and its effect on clergy, which are being actively addressed. The Parsonage Board Chair and Inspector have regular meetings with the Archdeacons to set priorities in relation to Diocesan and clergy need.

Internal Structures

In addition to the Diocesan Conference and its Standing Committee, there are the constitutionally required Nomination Board, Churches & Pastoral Committee and Diocesan Advisory Committee. The three Directorates for Ministry, Mission and Education are self-explanatory and serve as coordinating bodies for the various aspects of diocesan life. Each Directorate is chaired by an Archdeacon.

The Cathedral

The Cathedral Church of St Andrew and St David stands in Glyn Rhosyn, the Alun River valley, where Dewi Sant himself is said to have settled with his monastic community in the 6th century. This is not only the place of the Mother Church of our Diocese for more than 1,400 years: in many ways it is also Wales' spiritual heart, home of its Patron Saint. To come to St Davids is to know yourself on holy ground, and visitors and pilgrims alike attest to this being one of the 'thin' places of the world.

The present Cathedral was begun in 1181. Its glorious architecture, from transitional Cymro-Norman to late Perpendicular with Victorian renovation, is the setting for a community grounded in the rhythm of daily worship, on which is built a broad ministry of hospitality, spearheaded by the Dean and two Residentiary Canons (the Sub-Dean, who fulfils the role of Precentor, and the Canon Pastor for Parish and Pilgrims), supported by an extensive, though largely part-time, staff. Their aim is to 'welcome visitors as pilgrims' so

each may have the chance to reflect on their life's journey and to take the next step in response to Jesus Christ's call, 'Follow me', that he extends to everyone.

Within this resonant sacred space, living faith is particularly proclaimed in worship, notably through the longstanding tradition of musical excellence which reaches back beyond the Tudor composer Thomas Tomkins. There are generally six choral services weekly during term time, with frequent broadcasting, including BBC Radio 3 Choral Evensong. Choristers are drawn from the local VA 3-16 school (the only one in Wales - and with which we have excellent relations), and from the wider area – providing unique musical and spiritual opportunities to young people and their families. The Cathedral is also the parish church for a shrinking population in the UK's smallest city, dropping from around 1,800 to 1,300 permanent residents over the last decade.



Alongside this, the Cathedral's Education and Pilgrimage Centre, Tŷ'r Pererin (purchased a decade ago by the active Friends association), arranges a wide variety of activities for schools across, and even beyond, the Diocese, as well as hosting pilgrimage and other church groups, and provides resources for general visitors. Increasing numbers come as pilgrims, to visit the Shrine which was restored and rededicated in 2012, especially in 2023 as Cathedral and Diocese celebrate the 900th anniversary of Dewi Sant's international recognition, and the affirmation of this as a place of pilgrimage, when Pope Callixtus II granted the privilege in 1123 that two pilgrimages to St Davids were of equal value to one to Rome.

Pre-pandemic, St Davids Cathedral received close to 300,000 visitors annually, from near and far, with the summer months being particularly busy with holidaying families and organised tour groups from the UK and around the world. During COVID that number collapsed, and with it the Cathedral's most significant income stream. Since the ending of the Furlough Scheme and government grants, the Cathedral has had to draw more heavily than is comfortable on reserves in order to sustain its music and education-based activities and outreach. 2023 is finally seeing a return to close to pre-pandemic visitor numbers, and finances are beginning to improve, though remain extremely testing. St Davids Cathedral is waiting to see how the Structural Resilience and Church Growth Fund initiatives will affect financing of the Welsh Cathedrals.

The recent Quinquennial Inspection indicates significant work is required on the tower in the near future – a further major challenge. The Cathedral stands within an extensive medieval Close, surrounded by 30 Grade I and II listed houses, outbuildings, historic gateways, walls and so forth, and four scheduled monuments. The Cathedral is also custodian of other Welsh historic legacies, being the final resting place of priest and writer Gerald of Wales, the Lord Rhys (acknowledged 'Prince of Wales' as well as Prince of

Deheubarth) and others. Its prowess as a site of learning stretches beyond King Alfred's mentor Asser, and some of Wales' earliest Bible translators.



During the Reformation, the tomb of Edmund Tudor was brought to St Davids, and the First Canon Cursal's stall came into the possession of the crown– the Sovereign's Stall – giving a very particular, and continuing, connection with the reigning monarch. Today it houses Wales' only in situ historic Cathedral library; and a popular community garden, *Erw Dewi – Dewi's Acre*, was launched during the pandemic.

Architecture, art, music and pilgrimage, past and present, regularly feature in Welsh and wider TV, radio and media, as the Cathedral supports and showcases Wales' cultural life, and continues to proclaim the words of Saint

David's final teaching, *'Be joyful, keep the faith, and do the little things.'*

NB Following reformation disagreements, since 1542 the Bishop of Saint Davids has lived in Abergwili, 48 miles away, and well over an hour's drive, from the Cathedral.

Profile Compilation and Consultation

This profile was compiled following an extensive consultation process. The Diocesan Standing Committee appointed a Profile Group to draft the Diocesan Profile. As part of this process the Group met twice in person and were assigned various tasks to get factual information, followed by 24-hour residential meeting with the Archbishop's Facilitator the Rt Revd Tim Thornton and those Electors not part of the Profile Group.



The Diocese held an extraordinary Diocesan Conference at the suggestion of the Archbishop, who addressed the meeting – the main business was facilitated groupwork allowing the views of the Diocese, both lay and ordained to be recorded and heard in relation to the priorities for the next Bishop and the skills and gifts that they should have. The feedback formed a large part of the 24-hour residential.

A designated email Vacancyinsee@cinw.org.uk was set up to encourage members of the Diocese to suggest the qualities needed from the next Bishop of St Davids as well as giving a place where suggestions of potential candidates might be made to Episcopal Electors.

The young people of the Diocese were also consulted, firstly through the Youth Action Group, which is a forum for the young people to air their views and secondly by the Chair of the Profile Group asking those on the Diocesan Youth Pilgrimage for their views. All of these consultations have fed into the compilation of this document.

Diocesan Profile Group

Facilitator: Rt Revd Tim Thornton

Chair: The Ven Paul Mackness*

Vice Chair: Mr Tim Llewelyn (also Vice Chair of Diocesan Standing Committee)*

Members: Ms Celine Cuddihy (Standing Committee & GB Member)*
Captain Mike Dare CA (Standing Committee Member, Lead Evangelist)
Mr Arwel Davies (Diocesan Registrar)*
The Venerable Dorrien Davies*
The Venerable Eileen Davies MBE
Mr Morgan Davies (Under 30's GB Member)
Mrs Hazel Evans (Chair of the DBF)*
The Venerable Mones Farah
Mrs Sue Henley (LMA Chair)
The Revd Canon Dr Matthew Hill (LMA Dean)*
The Very Revd Dr Sarah Rowland Jones LVO OBE
The Revd Sophie Whitmarsh (Children Youth & Families Missioner)
Mrs Sandra Vaughan Jones (Reader-in-Training)

* *Episcopal Elector*

This profile has been endorsed by the Diocesan Standing Committee.

*O Lord and heavenly Father, good shepherd of your sheep,
give your Church in this diocese a shepherd after your own heart
who will walk in your ways
and watch over your people with loving care;
by your Holy Spirit guide the discernment
of those charged with their election
that we may have a leader of vision and courage
and a wise teacher of truth,
so your kingdom may be proclaimed
your Church built up and your name glorified
through Jesus Christ our Lord. Amen*

