



# Diocese of Llandaff Conference 2020

## **Diocesan Conference** Online

**THURSDAY 24 SEPT 7.30PM  
BUSINESS MEETING**



**SATURDAY 26 SEPT 9AM  
CONFERENCE**

ESGOBAETH LLANDAF  
LLE MAE FFYDD  
YN CYFRIF



DIOCESE OF LLANDAFF  
WHERE FAITH  
MATTERS



## Thursday 24<sup>th</sup> September: Business Meeting

Members gathered online to attend the Diocesan Conference business meeting. Led by Bishop June, the Conference began with a Celebration of Eucharist service and opening remarks.

### Annual Report from the Diocesan Board of Finance (DBF)

Mike Lawley, Chair of the Diocesan Board of Finance, presented the 2020 Annual Report from the DBF. The report outlined the DBF's core principles:

- Maintaining a balanced budget.
- Making £3m of reserves available to deliver the Vision.
- Maintaining prudent financial management and strong governance.

### Key takeaways

- In the Financial Year 2019, against a deficit budget set at £(601)k, and despite operational deficit, we achieved a surplus of £693k due to investment gains.

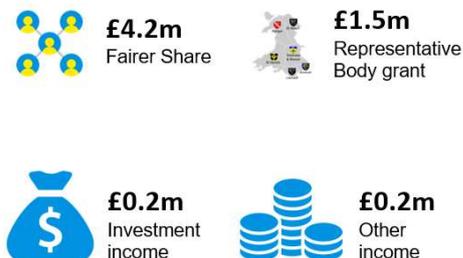


(Full details of annual accounts on website)

- For 2020, the budget was set with a £(606k) deficit including increases in Fairer Share and stipends while we continue working towards a balanced budget over 5 years:

### BUDGET 2020: Income

#### Income



#### TOTAL INCOME:

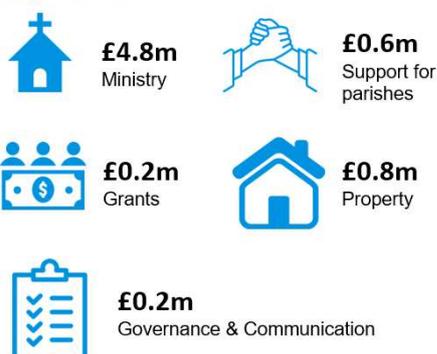
**£6.0m**





## BUDGET 2020: Expenditure

### Expenditure



### TOTAL EXPENDITURE:

**£6.6m**



As of June 2020, the deficit stands at £(418)k against a budget of £(303)k. This is largely due to investment losses, but has been offset by savings in a number of expenditure channels including office costs, vacancies, and pension scheme actuarial review.

The DBF drew attention to several successes over the past year:

- **Young Faith Matters:** Successful funding bid of £3m which enabled Citizen Church to start
- **Diocesan Vision Funding in place**, a £6m programme over five years
- **Dramatic growth in digital output** and lower Diocesan vision spending due to COVID-19
- Successful integration of two senior Diocesan appointments – **Diocesan Secretary** and **Director of Communications and Outreach**.
- Realignment of Diocesan staff teams and DBF structure and committees to be more agile and focused on effective delivery of the Vision
- The DBF response to the COVID-19 crisis has been balanced and strong: saving costs, sharing experience and providing both universal and targeted financial support
- Parishes have been resilient and innovative, with a huge growth of direct giving and many parishes paying Fairer Share in full – some even paying the full year in advance

Moving forward into 2021, the DBF aims to:

- Deliver the Diocesan Vision
- Form and develop Ministry Areas
- Support in rebuilding reserves
- Support digital innovation

In 2021, the budget will be a cautious one with 0% increase in stipend, salaries and other expenditure, with resources made available for the above objectives, and a new scheme to share the cost of curate housing across the diocese.

Mike Lawley concluded with thanks to DBF Members, diocesan staff and clergy, lay volunteers and generous congregations.

Following the DBF presentation, Ven Mike Komor, Acting Secretary of Conference, presented the Annual Report from the Diocesan Standing Committee which is also available on the diocesan website. Key themes included development of Diocesan Vision, COVID-19 and lockdown, and the regular business of diocesan strategy and territorial arrangements – moving and merging parishes.



## Diocesan and Provincial Elections

Archdeacon Mike Komor announced the results of recent diocesan elections, which were held electronically and were efficient and cost-effective. Ven Mike thanked all who voted, and those who stood for election, and warmly congratulated those who have been elected.

- For the Governing Body, Anthony Mullins, Heather Jayne Temple-Williams, Hannah Burch, and Andrew Sims were elected as Lay Members, and Revd Peter Lewis and Revd Canon Steven Kirk were elected as Clerical Members while the supplementary list consists of Revd Rosemary Hill and Revd Maggie Thorne.
- For the Representative Body, Geoff Moses and Ven Mike Komor were elected.
- For the Disciplinary Tribunal, Revd Peter Lewis and Revd Canon Steven Kirk were elected.

## Communications and Outreach

Matt Batten, Director of Communications and Outreach, delivered a report on some of the 2019 – 2020 highlights of the Diocese's Communications and Outreach plans.

- Although COVID-19 was a shock, the Diocese has seen success in the following areas:



- Outreach activities – tackling food poverty was key theme this year with many churches involves in hosting foodbanks, uniform exchanges, and food delivery
- As a Diocese we've been sharing stories of faith in action which have been widely reported, and we are not short of inspiring and joyful stories. We set up a [Where Faith Matters blog](#) to share these stories.
- Day of Prayer took place online in the early summer and is still widely viewed. It was agreed that a Day of Prayer will happen more frequently, either seasonal or quarterly.
- Generosity Matters – Received well online and a package of supportive resources for parishes has been developed around the project. Llandaff has accounted for over 25% of new Gift Direct sign ups (230 out of 816) and generated an additional £120k per year.
- Eco Diocese: 25 churches registered, 9 bronze, 5 silver.
- Ryan Forey, Lead Pastor, introduced Citizen Church and its vision by showing its new video.



## Questions

### What support is available in 2021 to help parishes recover?

- Mike Lawley replied that in 2020 with the assistance of additional grant funding by the RB the DBF was able to provide financial support to all parishes. The various support funds should provide some element of replacement income for Ministry Areas from that which has been lost as a result of the pandemic.
- The DBF is grateful to the RB for its financial support to allow the Board to do this. Anyone who is still concerned should contact the diocesan office.
- The DBF will review the 2021 budget for approval at its November meeting. Although this means a delay in the production of Fairer Share information at a Ministry Area level, this will allow the DBF to assess the overall diocesan financial picture and the continued impact of Covid-19.
- The DBF continues to budget significant deficits which we need to reduce in coming years, however it was felt that this year a “standstill” approach should be adopted to assist parishes. The proposal is currently for a 0% increase in cash terms for the share requested to Ministry Areas.

### When will recruitment for clergy vacancies start?

- Bishop June replied that we are starting now: we have started with Vision resources and will recruit clergy as soon as we can – but this must be done well and correctly, bearing in mind the importance of meeting a parish priest face to face interview to get to know them and their suitability for a post.

### Will the Year of Pilgrimage continue in 2021?

- Revd Mark Prevett replied that although our year has gone in unimaginably different ways from what we had expected, we have all been on a pilgrimage. The Year of Pilgrimage itself was always specifically tied to 2020 and so will not continue into 2021 – but pilgrimage remains one of the central expressions of our faith and all are encouraged to continue on pilgrimage as part of personal spirituality, parish ministry, and engaging with others.
- Revd Mark particularly recommended the book *Britain's Pilgrim Places*, and the excellent resource *A Home Pilgrimage* created by Revd Marc Walford, available on the [website](#).

## Saturday 26<sup>th</sup> September: Diocesan Conference

The Conference reconvened with morning prayer led by the Rev Dr Angela Cooper, Assistant Curate in the Benefice of the East Vale.

Archdeacon Mike Komor introduced stories of encouragement and hope from communities in lockdown, from food deliveries to online worship, wider community contact to deeper spirituality and prayer, Citizen Church launching their new coffee shop and other expressions of outreach across the Diocese.

Bishop June's Presidential Address called on the Diocese to accelerate Ministry Area plans if parish life is to continue. Bishop June spoke of the need adapt to the financial challenges and change the way we organize ourselves in order sustain our rich Anglican tradition and successfully deliver the Diocesan Vision. Listen to the [Bishop June's full address](#) on our website.



## Ministry Areas

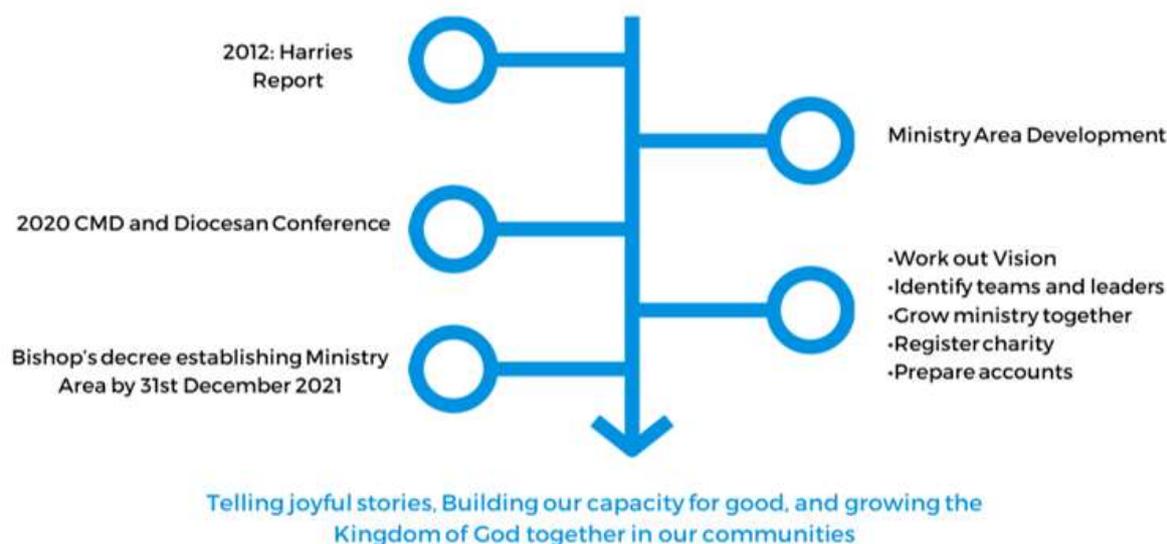
James Laing, Diocesan Secretary, outlined how we will deliver our Vision through Ministry Areas.

Each Ministry Area will be united under one mixed lay and clerical leadership team, with a lead cleric and a lead layperson. Resources can be pooled for better effect, and individuals' complementary skills can flourish as each fulfils their own calling.

Ministry Areas will be managed by a Parochial Church Council which is responsible for governance. The PCC should be 10-15 Members in total, with more lay than clergy, led by a leadership team or standing committee. It consists of some appointed members (clergy, lay chair, churchwardens, treasurer, secretary), some elected (from the electoral roll), and some co-opted (to complete any skills gaps). Each MA will have a name which has local resonance and will be a registered charity with a single set of accounts – and the Diocesan staff team will provide support to establish the MA, as well as ongoing liaison to help the MA in its mission and with delivery of Vision resources.

The PCC can be grouped either by geographical area or by activity – such as worship, children's work, property (and church buildings), finances, discipleship, or outreach.

Ministry Areas have been discussed for some years and will be formalised by Bishop's decree by 31<sup>st</sup> December 2021 at the latest, following the timeline below.



## Ministry Areas: Shared Learning

Facilitated by Archdeacon Mike Komor, John Gambles from St Asaph Diocese and Ven Andrew Jones from Bangor Diocese shared their experience of implementing Ministry Areas.

### Diocese of Bangor

Following the Harries Report in 2012, by 2014 Diocese of Bangor reduced 193 parishes to 27 Ministry Areas. Bangor defined five qualifying factors to decide parity across the Ministry Areas:

- Population.
- Number of church buildings.
- Parish share
- Secondary school in each Ministry Area
- Potential: Is there a uniqueness in the Ministry Area? E.g. tourism, pilgrimage, etc.



## Diocese of St Asaph – Mission Area of Valle Crucis

St Asaph Diocese gathers 7000 members in 216 churches into 21 Mission Areas, as a means of:

- Deepening Discipleship
- Increasing Participation
- Identifying and developing future leadership
- Extending God’s Welcome

Mission Areas emerged from facilitated consultations, and are responsible for governance (as a registered Charity), church buildings, finance, strategic planning for worship and pastoral care. Under a shared mission, local activities are delegated, and smaller churches protected.

## Diocese of Llandaff – our own experience so far

The Conference heard from the Parish of Pontypridd and the Benefice of Eglwysilan and Caerphilly of their experiences of establishing Ministry Areas. They both spoke of the benefits of collaboration, building on individual passions, and a growing lay voice in leadership and ministry. The workload is shared, bearing fruits in growth and supporting a variety of ministries, community projects and diverse congregations. Central governance and finance are supported by a dedicated administrator, local church teams, a growing tendency towards task or ministry-focused teams (rather than geography), an investment in flexible, generous relationships and a lot of prayer.

A Q&A session then began with members of Conference asking questions mainly on the practical implementation of Ministry Areas. The main points raised in this session focused on:

Question	Answer
Communication around what qualified as a Ministry Area and who were or were not consulted on this topic.	Area Deans were consulted about drawing the boundaries. Geography, demography, socio-economic and the number of clergy were also considerations.
Concerns around increased or decreased workload for laity and clergy.	Wellbeing of our clergy will always be a priority and pastoral care will be available to clergy.
Concerns expressed around the protection of distinctive traditional within individual churches.	We have a rich diversity of worship which remain is important to the Diocese and the Ministry Areas will not mean homogenisation.

All questions asked in the chat box will be answered directly in writing and will be included in a forthcoming FAQ page on the Diocesan website.

Conference members then went into breakout rooms by Ministry Area, to discuss what opportunities are presented to their Ministry Areas. Themes emerging from discussions included:

- Opportunities to build wider relationships, pool resources and share ideas.
- Recognising that Ministry Areas are at different stages along the journey, so some may need more support and guidance, others may need assistance in facilitating conversations and building relationships, while others have identified potential ministry to schools and other areas of growth that the MA will make possible.

The Conference ended with Revd Dr Angela Cooper leading the closing prayer.

## Further information

Reports, Presidential Address and presentations are available on the [Diocesan website](#).