

Bangor Cathedral Oversight Board

Meeting 3 November 2025, via video conference

Present: Professor Medwin Hughes (MH) (Chair)
Archbishop Cherry Vann
Matthew Corbett-Jones (MC-J)
Henry Gilbert (HG)
Judi Hayward (JHa)
Jane Heard (JHe)
The Reverend Canon Professor Peter Neil (PN)

Apologies: Professor Timothy Wheeler (TW) and Bishop David Morris (+DM)

In attendance: Simon Lloyd (SL)
The Very Reverend Dr Manon James (MJ)
Grahame Davies (GD)
Deborah Tugwell (DT)
John Davies (JD)
Emma Chappell (item 3b onwards) (EC)

**ACTION
BY:**

1 Opening prayers

MJ opened the meeting with prayer.

2 Minutes of the meeting held on 6 October 2025 and progress statement

The minutes of the previous meeting were reviewed and approved for publication, as was the Oversight Board's public statement. Given the longer interval before the Oversight Board's next meeting, it was agreed that a statement following this meeting would be approved for publication by the Chair to avoid a delay in the issuing of a statement.

JD/ DT

3 Dean's update

MJ provided a verbal update on various matters at the cathedral.

a) Action plan and work of the Implementation Group and Chapter

Cathedral staffing

Some cathedral staff were currently off work due to sickness, which made organisational work at the cathedral difficult, particularly in relation to liturgical administration.

The possible provision of occasional administrative support from diocesan staff was discussed, something that would be explored with the interim diocesan secretary.

SL

Cathedral choir

Disciplinary and redundancy processes continued, which continued to affect the operations of the choir, although some choral provision was returning. MJ noted she had been making herself available to members of the choir for one-to-one sessions, which had had a positive effect and a sense of progress was being felt.

Implementation Group

The recent work of the Implementation Group was discussed and the tracker document reviewed. The membership of the Implementation Group was recovering from the situation some months ago, but the interface between the Implementation Group and the Chapter was not ideal, with MJ being the only common member.

The role of the Implementation Group was discussed, with the possibility of a differently focussed group, possibly along the lines of an advisory group, being explored.

Cathedral constitution

MJ noted that the Chapter felt at a distance from the day-to-day life of the cathedral and that she had had initial conversations with the Diocesan Registrar about the possibility of changing the constitution of the cathedral.

It was suggested that constitutional models used in the Church in Wales's other cathedrals should be explored, perhaps initially via a conversation between MJ and SL with advice from the Head of Legal Services as necessary. Differentiation between the Chapter (the cathedral's governing body) and a wider College of Canons (honorary positions for clergy) was important to ensure that the membership of the Chapter included appropriate representation of lay people.

SL

This was identified as a key area of cathedral governance and an update report of progress would be provided to the Oversight Board at its next meeting.

MJ/ SL

Behavioural framework

The development of a behaviour framework for all those who were involved at Bangor Cathedral was discussed, using the document devised by the Llais Wales organisation as a template. The Oversight Board supported the development of such a document for the cathedral, feeling that it must align with and refer to the Church in Wales's Dignity Charter: the Dignity Charter defined the values professed; the behaviour framework defined the behaviour expected.

It was agreed that a workshop would be organised early in 2026 to explore the behaviour framework and discuss behaviour

generally. The workshop would be developed in consultation with MJ/ HG with support from provincial staff as necessary. As wide an attendance as possible would be encouraged, from all levels of cathedral life and involvement, including staff, worshippers, clergy, members of Chapter, and others.

It was noted that tone of interactions at the cathedral was important and the change prompted by MJ's appointment was acknowledged.

b) Human resources matters

Emma Chappell, the Regional Human Resources Adviser, was welcomed to the meeting and provided an update on ongoing human resources-related matters at the cathedral. EC was thanked for her work and expertise in handling often highly complex cases during the year and the support she had provided.

A disciplinary case was noted as being ongoing with the hearing expected to take place in late November.

4 Communication

Communication was an area of focus for this meeting and Grahame Davies, the Director of Mission and Strategy (which included the provincial communications brief), was welcomed to the meeting and provided a detailed update on the challenging communications-related work that had been undertaken in respect of the diocese of Bangor during the year.

Discussion followed. It was noted that communications management could only provide partial mitigation for some of the matters that had been faced by the diocese and wider Church in Wales during 2025. GD noted that things had now stabilised and MJ's presence at the cathedral had helped provide a settled environment and therefore less intense media interest. A steady reconstruction of normal business was now important.

The importance of communication as a tool to help bolster the cathedral was recognised and investment in this area was encouraged.

Future communications-related matters and the strategy for dealing with them were discussed.

5 Update on appointment of Bishop of Bangor

The Archbishop informed the Oversight Board that the Bangor Electoral College had, at a meeting on 13 October, decided not to appoint a shortlist of candidates for election as the next Bishop of Bangor. The Governing Body was due to meet on 25 November to discuss a proposal to stop the current process for appointing a new diocesan bishop and instead approve the appointment by the Archbishop of an interim bishop. The intention was that an interim bishop would be appointed for a time-limited period during

which the governance and financial issues in the diocese of Bangor could be addressed. This would prepare the way for a new diocesan bishop to be elected in due course, allowing that person to be able to concentrate on establishing their episcopal ministry and focus on the mission of the diocese.

The Oversight Board noted the position.

7 Other matters

Various other ongoing matters were discussed:

- **Safeguarding**

No significant safeguarding-related cases were ongoing at present, although a possible new case was being investigated by provincial safeguarding staff.

Cathedral safeguarding audits were being planned with terms of reference currently being devised.

- **Wider diocese**

The support being provided to the wider diocese was set out: it was noted that SL and the Archbishop would shortly meet with the Bangor Diocesan Board of Finance to discuss the interaction between the Board of Finance, Cathedral Chapter and the Bangor Diocesan Trust.

Date of next meeting

MH confirmed the Oversight Board would next meet on Tuesday 3 February 2026 at 18.00, via video conference.

Dates of meetings for 2026 would be identified and circulated to all members and relevant staff by email. **DT**

It was agreed that at the next meeting, culture would again be the area of focus so that important area of work received regular discussion.

Closing prayers

The Archbishop closed the meeting in prayer.