

Bangor Cathedral Oversight Board

Meeting 17 July 2025, via video conference

Present: Professor Medwin Hughes (MH) (Chair)
Henry Gilbert (HG)
Judi Hayward (JHa)
The Reverend Canon Professor Peter Neil (PN)
Bishop David Morris (+DM)

Apologies: Matthew Corbett-Jones (MC-J)
Jane Heard (JHe)
Professor Timothy Wheeler (TW)

In attendance: Simon Lloyd (SL)
Deborah Tugwell (DT)
John Davies (JD)
Archdeacon David Parry (DP)

**ACTION
BY:**

1 Opening prayers

+DM opened the meeting with prayer.

The Chair prefaced the meeting by confirming that on 27 June it had been announced that the Archbishop of Wales had retired with immediate effect: he would remain in post as Bishop of Bangor until 31 August.

The Electoral College to elect the next Archbishop of Wales was due to meet on 29 July.

2 Minutes of the meeting held on 16 June 2025

The minutes of the previous meeting were reviewed and approved. It was noted that the former Archbishop had not participated in the interview process for the new Dean of Bangor.

At its previous meeting the Oversight Board had agreed that it would publish a statement after each of its meetings. In addition to this, the Oversight Board now agreed that it would also publish the minutes of each of its meetings; any confidential details would be redacted as necessary. It was also agreed that the statements and minutes would be published on the Bangor Cathedral website.

MH

JD

3 Approval of the progress statement from the Oversight Board

The draft statement prepared following the Oversight Board's first meeting was reviewed and agreed. The Oversight Board was supportive of the general style and format.

4 Representative Body statement

MH informed the Oversight Board that the Representative Body had met on 24 June and had agreed and published a statement on the situation at Bangor Cathedral. Regret was expressed at the subsequent leaks of information confidential to the discussions at that meeting, something MH was discussing with the Charity Commission.

The Representative Body's statement included a number of points of action, which were being arranged.

Provincial staff continued to support both the diocese and cathedral in a range of areas of work, including human resources, legal advice, governance, data protection, safeguarding and the development of financial controls.

5 Updates on the action plan and engagement of the Implementation Group and Chapter

DP updated the Oversight Board on the Implementation Group's work and the general situation at the cathedral. The progress document provided was reviewed and noted: the inclusion of timelines for action would be a helpful addition.

Appointment of Dean

The Reverend Canon Dr Manon James had been appointed as the new Dean of Bangor. The Dean of Armagh had undertaken a moderator role in the appointment process and had published a written document affirming the appointment process.

Following her taking up her new role, it was agreed that Dr James would be invited to attend Oversight Board meetings, in addition to DP.

The diocesan Registrar was advising on changes to the cathedral's Constitution to clarify the relationship between the Dean and the wider ministry area.

Staffing

It was noted that a Chief Operating Officer had not yet been appointed: it was intended that the funding for that post would be sourced from the particular element of the Partnership Funding from the Representative Body for the provision of an additional staff post in cathedrals.

It was intended that the Chief Operating Officer would hold the ministry area safeguarding officer position, supported by volunteers. A member of Chapter had been appointed as the designated safeguarding trustee.

Consideration of policies

The policies that had been provided to the Oversight Board for comment were reviewed: all members were encouraged to communicate any further comments to MH and SL. It was noted that consonance between policies was important. **ALL**

Other policies were in the process of being drafted: it was agreed that in the interests of demonstrating thoroughness and providing confidence, all policies would be presented to the Oversight Board for comment and discussion.

The Oversight Board noted its confidence in the work being undertaken by the Implementation Group to put in place policies and procedures and paid warm tribute to DP, the Chapter and the Implementation Group in the work being undertaken. Transforming culture was a much harder piece of work and the appointment of the new Dean was key to leading that work.

6 Areas of focus for the next meeting

It was agreed that at the Oversight Board meeting due to take place on 9 September there would be a specific focus on safeguarding and culture: provincial safeguarding staff would be invited to join the meeting for that discussion. **DT**

A specific focus on communication (internal and external) would follow at a future meeting.

The Oversight Board felt that it would be beneficial for it to meeting on site at Bangor Cathedral so members would be familiar with the place that was the focus of its work. This would be arranged during the autumn. Members of the Oversight Board were also welcome to attend the installation of the new Dean on 4 October 2025. **DT/ JD**

Date of next meeting

MH confirmed the Oversight Board would next meet on Tuesday 9 September at 18.00, via video conference.

Closing prayers

PN closed the meeting in prayer.