Diocese of St Davids

Diocesan Conference

Ysgol Bro Pedr, Lampeter

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AGENDA and TIMINGS

Session 1 9.30 -11.25

From 9.30am	Registration
	Teas, Coffees & Biscuits
9.45am	Rules for Conference and Elections
10.00am	1. President's Welcome
10.05am	2. Opening Worship/Prayers
10.15am	3. Apologies
	4. Minutes of the meeting 4 October 2025
	5. Receive the Standing Committee Report
	6. Motion on Plenary Powers
10.45am	7. DBF Report and Financial Presentation
11.25-11.45	**Coffee Break**

Session 2 11:45-1.00pm

11.45am	8. Update on *Pruning for Growth*
	9. Annual Reports of Committees and Boards
12.10pm	10. Year of Mission – *Open to God*
	• Review of Year 1 • Looking Forward to Year 2
12:40pm	11. Feedback from the Governing Body
	12. Safeguarding
	13. Dignity Charter
	14. Workshop Briefing

Lunch: 1.00pm – 2:00pm

Session 3: 2:00- 4:30pm

2.00pm	15. Workshops
3.30 pm	16. Election Results
3.50 pm	17. Closing Worship and Presidential Address
	Departure

Session 1 – Chair – Ven Paul Mackness

Conference was opened at 9:30am to allow members to register and join.

1. **President's Welcome**

- The Bishop welcomed delegates and guests.
- He reiterated that attendance at Diocesan Conference is an expectation and not a choice for clergy; non-attendance (save for reasons of sickness and bereavement) may result in disciplinary action being taken.
- Delegates and guests were encouraged to remain for the entire day, including the Eucharist.

The Bishop congratulated:

- The Dean and the Cathedral staff for hosting of the International Commission of Anglican Orthodox Theological Dialogue.
- The Rt Revd Dame Sarah Mullally on her appointment as Archbishop of Canterbury.

2. **Opening Worship / Prayers**

- Ven Mones Farah opened in prayer.
- Worship was led by Revd Wyn Maskell and Revd Heulwen Evans.
- Readings: Mr Morgan Davies and Ms Laura Cait Driscoll.

The Bishop invited the Archdeacon of St Davids to take the Chair.

3. **Formal Conference Business and Apologies**

Ven Paul R Mackness advised that:

- Standing Orders were in force.
- Members were encouraged to use the Welsh language.
- When speaking, members were asked to give their name and LMA.

An explanation on voting eligibility was given, with reference made to the Constitution.

Apologies:

- 7 clergy were sick
- 7 other apologies received from clerics
- 1 cleric on sabbatical
- 45 apologies from the laity
- 6 no responses from laity
- There were 5 unclaimed clerical badges in the atrium (of these, 2 members were noted as being sick and one was indisposed).

4. Diocesan Conference Minutes, 5 October 2024, UWTSD – Carmarthen Campus.

- The minutes had previously been circulated. No amendments noted.

Revd Neil Hook proposed, and Revd Will Lambert seconded that the minutes be accepted as a true and accurate record.

Agreed by the vast majority of Members.
Opposed: none.
Abstentions: two.
The minutes were confirmed and signed.

5. Receive the Standing Committee Report

Mr Tim Llewelyn (Bro Caerfyrddin LMA, Chair of the DBF, and the outgoing Vice Chair of the Standing Committee) proposed and the Bishop (President of the Standing Committee) seconded that the report be accepted by Conference.

Ven P R Mackness opened the report for comments, questions or debate.

No comments or questions were received.

Members voted unanimously to accept the report.

6. Motion on Plenary Powers

Mr Tim Llewelyn presented the Motion and proposed that Members allow the Standing Committee of Diocesan Conference to be granted Plenary Powers to conduct Diocesan Conference business between conferences. The Motion was seconded by the Bishop.

Ven Paul Mackness opened the Motion for comment, questions or debate.
No comments or questions were received.

Members voted.
In favour: Vast majority.
Opposed: None.
Abstentions: One.
Motion was passed.

7. Introduction to the Year of Mission

Ven Mones Farah was invited to introduce the Year of Mission – *Open to God* (to commence on Advent Sunday).
The purpose of Open to God was to:

- Reinvigorate Mission across the Diocese
- Deepen discipleship
- Encourage evangelism
- Increase confidence in sharing faith
- Foster church growth

Canon Sheridan James led a presentation.

LMAs and churches were encouraged to:

- Grow in faith
- Grow in confidence and joy in the Gospel
- Grow in number

The Year of Mission was built around five strands: **CODE F** = **C**elebration, **O**utreach, **D**iscipleship, **E**vangelism and **F**ellowship.
LMAs were encouraged to integrate all five elements into their life and mission, leading towards:

1. The Open to God event during Pentecost weekend – each LMA to bring a coachload of people to this.
2. Every church aiming to undertake at least one CODE F activity and each LMA aiming to deliver at least two mission-focused events in 2026, such as:
    - A bereavement group
    - A prayer group
    - A discipleship group
    - A film screening
    - A pilgrimage

The Open to God group were there to help LMAs. It would be great to celebrate the CODE F events carried out during the year at the 2026 Diocesan Conference.

Ven M Farah thanked Canon James and encouraged members to sign up for the Workshops to be held following lunch.
He advised that all Members would receive a prayer bookmark and would also get a CODE F Workshop summary and outline to take back to their LMAs.

Ven P Mackness thanked Ven M Farah and invited Mrs Sue Henley to take the Chair.
(Session 2 commenced early due to being ahead of time on the previous items).

Session 2 – Chair – Mrs Sue Henley

7. DBF Report (an error was noted in the numbering of the Agenda – two number 7's)

Mrs S Henley invited comments or questions on the DBF Report.

Mr Tim Llewelyn (Bro Caerfyrddin LMA and Chair of the Board of Finance) spoke to the report.

He thanked the former Chair of the Board of Finance, Mrs Hazel Evans for her leadership and all of the work that she had done.

The Bishop's clear vision for the future had given the Board confidence that it was in very good hands.

Financial challenges were a significant concern with Ministry Share arrears having exceeded £2million over a five year period. Without intervention, insolvency could be a risk within the next five years.

It was a difficult time for churches, but the efforts of the 75% of churches who had met their Ministry Share contributions were deeply appreciated.

Pruning for Growth was well underway. Stage 1 was complete and Stage 2 was progressing well. The work was vital to identify where support was needed and where difficult decisions lay.

The Diocesan Registrar, Mr Arwel Davies and Ven Dr Matthew Hill were thanked for their leadership and innovation following their submission of an application to the Church in Wales's Growth Fund to launch an initiative which would benefit the entire Diocese. Updates on this would follow.

The DBF had welcomed new Board Members during the year, bringing fresh perspectives and energy to its work. Long serving Board Members whose terms had ended were thanked for their invaluable contributions.

The DBF would bid farewell to the Diocesan Secretary, Mr Howard Llewellyn at the end of the year. He was thanked for his remarkable leadership and steady guidance, especially during the Covid pandemic. His wisdom, calm presence and unwavering commitment helped steer the Board through uncertainty with clarity and purpose. It had been a privilege to work alongside him, and his impact would be felt long after stepping away. He and his wife, Rosemary, were wished a joyful and fulfilling next chapter together, filled with good health, happiness and well-earned adventures.

Mrs Hazel Evans had stepped down as Chair of the Board in 20205. Her service was honoured and she was thanked for the support that she had given the Bishop, the Vice-Chairs of the Board, the Archdeacons, the Diocesan Secretary and the Diocesan staff. Her leadership had been a true blessing. She was wished all the best in her new chapter. Her dedication to public service had been truly inspiring, and she would continue to play a pivotal role in communities with passion and commitment. She, her husband, Gareth and their faithful companion, Sooty, were wished joy, rest and plenty of adventures. Mrs Evans has made a lasting impact, and her legacy of service would continue to shine.

(Members applauded)

The Bishop thanked Mrs Hazel Evans for the assistance she had given him during the past year and a half. She had been a friend to him and the entire Diocese; they were indebted to her for her leadership and wished her and her husband well for the future.

The Bishop also thanked Mr Tim Llewelyn for accepting his invite to become Chair of the Board, recognising him as a visionary and an expert in his chosen field.

The Bishop then thanked Mr Howard Llewellyn, noting that he had relied on his wisdom, judgement, ability, friendship and counsel, especially during the last year and a half. Mr Llewellyn would be greatly missed, and the Diocese was appreciative of all that he had done. It was hoped that he would continue to have an association with the Diocese of St Davids. The doors of Llys Esgob would always be open to him.

The Bishop wished Mr Llewellyn and Mrs Evans every blessing, God's good grace, and health for the future.

Members applauded.

Mrs Sue Henley thanked the Bishop and opened the floor for questions and comments.

Q1 Revd Canon Ann Howells, Bro Sancler LMA

On the list of restricted income funds there is a line for "Church insurance contingency fund", showing a balance of £56,517 at the end of 31 December. Now that the LMAs are paying the insurance themselves and it is not going through the Diocesan Office, are there any plans to return this to the respective LMAs, so that we can have a little contingency fund for paying our insurance. Certainly, Bro Sancler LMA have one months' contingency fund for our insurance, so if we do not receive the insurance in from the Churches we are caput. Are there any plans to do that? Thank you.

Q2 Jerry Ford, Dyffryn Teifi LMA

In the accounts there is a transfer of fund of £400,000 from unrestricted funds across to restricted funds and I just wondered what the rationale for that was when it leaves the unrestricted funds depleted by nearly half a million pounds, which is going to have an impact, surely, on Ministry Share.

Mr Tim Llewelyn was called to respond to the above questions.

Revd Canon Ann Howells was thanked for asking Q1. Mr Llewelyn advised that he would review the terms of the restricted terms with Mrs Nia Evans, the Finance Manager. Ven Paul Mackness advised that he was able to tell Conference what the terms were, and he was invited to speak.

He explained that it was a fund that was used to pay the insurance for churches that were closed, so that it was not a burden on the churches that were open. It was a restricted fund specifically for that purpose and was not money that had been taken from any other insurance contributions.

Mr Tim Llewelyn thanked Mr Jerry Ford for Q2 – he advised that he would need to have a brief discussion with Mrs Nia Evans, Finance Manager. and was granted permission from the Chair to return with the answer for Conference after the break.

Mr Tim Llewelyn proposed and Professor Andrew Henley (Vice-Chair of the DBF) seconded that the report be accepted by Conference.

Members voted.
In favour: Vast majority.
Opposed: None.
Abstentions: One.

Mrs Sue Henley called Professor Andrew Henley to speak to the 2026 Budget.

Professor Henley gave a budget overview for 2026:

- Proposed expenditure = £5.2 million.
- Anticipated income = £4.93 million.
- Forecast Deficit = Just under £300,000 to be funded from reserves.

He advised that:

- In 2024-2025 a 0% increase was imposed on the total Ministry Share.
- 4% increase proposed in 2026 (reflected in the 4% stipend increase as agreed and approved for clergy across the Church in Wales).

Main areas of spending:

- Clergy stipends: 56%
- Non-clergy staffing: 14%
- Property costs (to maintain the property portfolio): 17%
- Remaining operational costs: balance.

The Budget Group had worked through the expenditure lines in great detail to identify savings that could be made, but there would still be a need to finance a deficit of just under £300,000.

Clergy provision:

- 78 Full Time Equivalent (FTE) clergy posts to be funded.
- Potential to increase by a further 3.5 FTE posts if opportunity arose.

Ministry Share:

- Ministry Share to be requested from LMAs in 2026: £3,911,603
- Represents over 79% of the DBF's total income.
- No significant funds coming in from other sources.
- Central support of 14.5% from the Representative Body of the Church in Wales (RB).

Deficit funding would not be sustainable beyond the very short term.

Complete avoidance of the deficit would require an increase of 16.5% in Ministry Share – deemed to be both undesirable and unachievable.

Pruning for Growth may have an impact going forward, however, maintaining the Diocese's clergy establishment is essential to supporting its Mission and future growth.

Representative Body (RB) funding:
Conference received an update regarding the motion brought by Ven Mones Farah, asking the RB to consider increasing financial support for the Diocese. That motion had been accepted by the Governing Body of the Church in Wales (GB).

The Diocese hoped that it may lead to:

- An increase in the 14.5% of funding currently being provided
- Room for the Diocese to manoeuvre in future.

Professor Andrew Henley proposed and Mr Tim Llewelyn seconded that the Budget for 2026 be accepted by Conference.

Mrs S Henley thanked Professor A Henley and Mr T Llewelyn and opened the floor for questions and comments noting that the Budget was not open for amendment or change.

Q1. Mr Jerry Ford (Dyffryn Teifi LMA)

I do not think that anyone has a detailed enough understanding to question the budget; we recognise what a challenge it is. I feel that to say that there is no overall increase in Ministry Share from last year rather ignores the fact that for a considerable number of churches, or at least a considerable number of LMAs, there has been a significant increase. A further increase of 10% this year, if the Ministry Share model is going to persist, so that is 10% next year, 10% the year after and then an unlimited increase on the projected figure, which is on top of the annual increase of 4% this year. So, I just think it is a little disingenuous to say that there was no overall increase in the Ministry Share budget for last year. It tends to ignore the fact that there is a significant impact on quite a few LMAs.

Q2. Ven Dr Matthew Hill (Archdeacon of Carmarthen)

I just want to make a comment which is to reinforce that the assumption is in the budget that Ministry Share is paid in full, and you can see the rates of default. So, for every percentage of default, that deficit that we saw will increase. It is important to stress that the assumption in the budget is that Ministry Share is paid in full; wherever the shortfall is, the bigger the deficit.

Q3. Revd William Lambert (Southwest Pembrokeshire LMA)

It is not a question, rather more of a comment or reflection. I hope I am not misunderstanding the way in which the budget is being presented but, just flat on, it looks like because they are going to pay me an extra 4% from January, the LMA Ministry Share is going to go up by 4% because people like me are going to receive an increase. To be honest I am struggling with it. Because we are getting a little bit more money in our pockets there are more and more demands being placed on our parishioners within the LMAs. There is nothing we can do about it because it is written in stone; I guess you can say 'well Will, if you don't want the 4% you can stick it in the LMA account' and yes, that is one good thing to do, but I just wanted to reflect that discomfort myself because other people are having to make sacrifices and I just want to challenge myself and all my colleagues here about what we can do to share that load.

Professor Andrew Henley was invited to respond to the questions/comments:

Q1. *The calculation of Ministry Share was moved to an LMA level and the model of calculating the Ministry Share has also moved and is much more closely aligned with practice in all other Dioceses of the Church in Wales. We are moving away from a model based on historic attendance because of all of the difficulties that that has presented. It does mean that the model we are moving towards is one where Ministry Shere is based on the provision of clergy support. I appreciate that is contentious and difficult in some areas, particularly where LMAs are struggling to fill clergy vacancies. That is the model that we are working towards and it does mean that, yes, although between 2025 and 2025 the total Ministry Share that the DBF has asked for from across the Diocese was flat in nominal terms, there were indeed gainers and losers in that process. If we change the system, there will be gainers and losers and that is all I can really say.*

Q2. *Ministry Share recovery: the contribution this year is running marginally ahead of where we were at the same point last year. The latest figure I have from Nia, our Finance Manager is that we have received approximately £76% of the Ministry Shere we have asked for at this stage in the year.*

Mrs Sue Henley thanked Professor A Henley for his responses and the proposal to accept the 2026 Budget was put to a vote.
In favour: Vast majority.
Opposed: Three.
Abstentions: Three.

Mr Tim Llewelyn was invited to provide an update on the Ministry Share Rebate Scheme. The DBF had approved a Rebate Scheme for 2025 at its meeting held on 1 October 2025.

The Rebate Scheme would operate as follows:

Ministry Share Paid	Rebate
100%	4%
75%	3%
50%	2%
25%	1%

Important points:

- Calculated at LMA level (not individual church level).
- Formal communication to LMA Deans, Chairs and Treasurers would confirm the exact date in January by which contributions for 2025 must be received.
- LMAs to decide how to apportion the rebate across their churches.
- Despite the cost, the scheme has encouraged contributions that might not otherwise have been made.
- Scheme not guaranteed in future years.

Thanks were given to all LMAs and Churches who worked hard to make their 2025 contributions.
He reminded members of the Bishop's words '*Ministry Share and Diocesan finances are but scaffolding, enabling the Diocese to undertake its true work of Mission and Ministry*'.

Mrs S Henley thanked Mr T Llewelyn for the update.

Session 2 broke for coffee. Mrs Henley gave an explanation of the election voting arrangements.

Session 2 recommenced at 11:50.

Mrs S Henley resumed the Chair and reminded everyone that Standing Orders were in force.

Mr Tim Llewelyn was invited to speak and advised that he and Mrs Nia Evans, the Finance Manager, had spoken about the transfer of £400,000 from the unrestricted fund to the restricted fund (as raised in Session 1, DBF Report, and a question put forward by Mr Jerry Ford of Dyffryn Teifi LMA). It related to the Parsonage Board and the DBF's annual requirement to pay around £5,000 for each parsonage for their ongoing upkeep. The Parsonage Board Fund was restricted, whilst the DBF Fund was not. The transfer occurred to enable the DBF to cover the Parsonage Board fees. The Parsonage Board and other bodies pay admin fees back to the DBF, therefore the £400,000 was a NET figure. A full breakdown could be provided on request.

Mrs S Henley thanked Mr T Llewelyn for the explanation and invited Ven Paul Mackness to speak to the following item:

8. Update on *Pruning for Growth*

Stage 1

- Complete.
- All churches assessed and ranked using agreed criteria.

Stage 2

- Hoped to complete by end of November.
- Churches participated in structured interviews and considered:
    - Strengths
    - Weaknesses
    - Hopes and aspirations
    - Local mission opportunities (signs of growth were already visible in places)

Stage 3

- To be completed by Easter 2026
- Gardening Group to look at Stage 2 interviews and make recommendations to LMAs.
- LMAs would need to disseminate them to individual churches.
- Constructive comments on recommendations to be sought.
- Any abusive comments may be referred under the Dignity Charter of the Church in Wales. Corrections to incorrect or misunderstood information would be accepted.
- Churches may comment should they not agree with a recommendation.
- The Gardening Group would look at all responses and tweak as appropriate.
- LMA Chairs were asked to ensure that time was allocated in meeting schedules to discuss the Gardening Group's recommendations.

Stage 4

- Final recommendations during the post Easter period (2026) through to the end of July.
- Final recommendations will be considered by:
    - The Bishop
    - Senior Staff
    - The DBF
    - The Standing Committee
    - The Churches and Pastoral Committee

All of the above have a particular role in the process, although the overall overview lies with the Bishop. The LMAC will also be notified of the final recommendations. From the Summer of 2026 it is hoped that the implementation of the recommendations will begin.

Recommendations may include:

- Closure
- Timetabling changes
- Giving some Churches priority
- Review periods

The Archdeacon stressed:

- There is currently no "Beeching-style" closure list.
- Only one Church in the St Davids Archdeaconry is currently identified for closure.
- Others will be reviewed in 1, 2, 3 or 5 years.
- Some churches that may have been noted for closure have shown positive signs pf renewal through engagement engaged with the *Pruning for Growth* process. It would be fair to give them time to see if there is real growth.

The aim of *Pruning for Growth* is to put the Diocese on a Mission footing, so that it is looking outwards, towards those who are outside of its churches and bring them in, to give others the opportunities that we have in knowing the love of God and knowing our saviour Jesus Christ and in being empowered by His Holy Spirit.

Members were invited to ask questions or make comments. There were none.

Mrs Sue Henley thanked everyone who had been involved in the *Pruning for Growth*; it was a mammoth task.

She introduced the next item and invited Ven Dr Matthew Hill (Archdeacon of Carmarthen) to propose the acceptance of the reports.

9. Annual Reports of Committees and Boards

[In Welsh] Ven Dr Matthew Hill acknowledged and appreciated the hard work that had been undertaken by members who served on various Diocesan Boards and Committees. It was important for Conference to recognise the important work that had been carried out during the year.

Ven Dr Matthew Hill proposed, and Ven Eileen Davies (Archdeacon of Ceredigion) seconded the acceptance of the reports. [In Welsh] Ven E Davies also thanked all those who gave of their time and expertise to ensure the success of the St Davids Diocese and to enable the work of the Lord in the Diocese.

Mrs Sue Henley invited questions and comments from the floor.

Q1. Ms Vicky Tomlinson (Southwest Pembrokeshire LMA)

I do not know quite how the system works, but there seems to have been a bit of a communication problem. I was unaware of the paperwork for this until a few days ago. Access to the reports, I only had this last week; it's an awful lot of information to take on board. It would be helpful if at least when these are available, you could let us know how accessible this information is. I tend to come here and think 'do we need all these committees? Have I got to read 60 or 70 pages?' It's a lot of information to take in and vote on and possibly at too short notice.

Ven Paul Mackness thanked Ms Tomlinson for the question. He advised that the reports had been available online for 3 weeks, which was considered to be sufficient time for them to be looked at. There had been an issue this year (with it being a Triennium) whereby some LMA Deans had not notified the Diocesan Office who the new Conference Members were. The Diocesan office can only send information to delegates it is aware of. Going forward, LMA Deans were requested to check that they had sent accurate Conference Membership details along with contact details to the Diocesan Office. Each LMA is entitled to have 8 Conference Members, and the Cathedral is entitled to have 6 Conference Members.

It was noted that there were 63 vacancies in Lay Membership across the Diocese. It was important for LMAs to have appropriate and sufficient representation.

Q2. The Bishop

[In Welsh] I have noted that The Diocesan Council for Social Responsibility (DCSR) has decided to change its name. I would like to know if the change had been implemented, and if so, what the new name of that Committee is.

Ven Eileen Davies responded as Chair of the DCSR and advised that any proposed change would be put before the Bishop for consideration before any decision would be made.

Q3. Revd Simon Law (Greater Dewisland)
Shared the following line from the Finance Report, which he felt was brilliant:

"Clergy are the Diocese's greatest asset and not its greatest cost."

This received warm applause.

There were no further questions or comments.

Mrs S Henley thanked Members for their questions, comments and responses.

Members voted on the proposal to accept the Annual Reports of Committees and Boards.
In favour: Vast majority.
Opposed: None.
Abstentions: One.

Mrs Sue Henley invited the Bishop, Ms Julia Edwards and Ms Delyth Higgins to present an Eco Church Gold Award to Revd Canon Ann Howells on behalf of St Mary's Church, Llanllwch.

Revd Canon Marcus Zipperlen was unable to be present as he was on sabbatical.

The Bishop was proud of the efforts of the church obtaining the prestigious Gold Award and was grateful for the way in which Canon Howells had led the Church and responded to the Eco Church challenge. He encouraged other churches to pursue Eco Church accreditation.

Mrs Sue Henley invited Ven Paul Mackness to propose the following item:

10. Constitutional Amendments
Ven P Mackness put the following Motion to Conference:

That the draft Charitable Incorporated Organisation Compliant Standing Orders be incorporated into the St Davids Diocesan Conference Constitution (replacing the existing Appendix II), and that the Joint Secretaries be instructed to amend the St Davids Diocesan Conference Constitution accordingly.

This would ensure:

- Compliance with Charitable Incorporated Organisation (CIO) requirements.
- Improved governance.
- Greater clarity over voting powers and procedures.
- Consistency across LMAs.

LMAs that are not CIOs would need to revise their current Standing Orders. The new documents show more clearly where amendments relating to individual LMAs can be made (they are highlighted in yellow). If agreed, the new draft template would be placed on the Diocesan website so that it could be accessed and used immediately.

Ven P Mackness proposed and Mr Arwel Davies, Diocesan Registrar seconded the motion, adding that good governance allows the Mission and Ministry of the Diocese to flourish without distraction. The amendments would provide greater clarity, robustness and transparency in the way in which decisions would be made.

Mrs S Henley opened the Motion for discussion and debate.

There were no queries or questions.

Members voted on the Motion.
In favour: Unanimous.
Opposed: None.
Abstentions: None.
The Motion was carried.

Mrs S Henley invited Ven Mones Farah to speak to the following item:

11. Year of Mission – Examples from LMAs and the Cathedral

Ven Mones Farah introduced the item; he advised that there was a YouTube video on the Diocesan Facebook page which showed what each LMA would like to do during the Year of mission. Revd Beth Davies, Revd Canon John Cecil, Revd Martine Johnson and Miss Maisy Johnson were invited to present their LMA visions for the Year of Mission to Conference.

All presentations were met with a round of applause.

Ven M Farah thanked those who had presented their LMA visions.

Mrs S Henley thanked all presenters noting that the content had been encouraging.

12. Feedback from the Governing Body (GB)

Ven Paul Mackness was invited to speak.

Conference was given an update on the Members Bill that was brought to the Governing Body by Ven Mones Farah and Mr Nigel Evans (both Ven Farah and Mr Evans were given enthusiastic applause).

Work on the Motion had begun and the Representative Body would be reporting back to the April 2026 meeting of the Governing Body.

Mrs S Henley invited Members to ask questions or make comments.

Professor Andrew Henley asked Ven P Mackness to provide an explanation of the Motion to new Conference Members.

Ven Mackness advised that the Motion called for a review of diocesan funding arrangements (i.e. the amount of financial support that the RB gives to Dioceses and Ministry Areas) and the impact of the Rowe-Beddoe reforms.
Dioceses and Ministry Areas do not receive as much financial support as they did previously, which has resulted in an increase in Ministry Share.
The Motion ensured a review would take place and fixed a tight timeline for it to be done.

The Bishop was very proud that the Motion had come from the Diocese of St Davids. Whilst he did not believe that the financial support from the RB would return to the same levels as prior to the Rowe-Beddoe Report, he hoped that decision made by the RB would be one which would positively impact all dioceses in the Province.

Giving in church communities would still be essential. Ministry and mission were on an equal standing during his Episcopacy. The Bishop thanked Ven Mones Farah and Mr Nigel Evans for the way in which they conducted and represented the Diocese at the last meeting of the Governing Body.

Mrs S Henley thanked the Bishop and invited Ven Mones Farah to speak to the next item:

13. Workshop Briefing

Ven Mones Farah briefed Members on the arrangements for the six workshops that would take place in Session 3. Each Member should attend two of the following workshops:

- Intercessory Prayer
- Celebration
- Outreach
- Discipleship
- Evangelism
- Fellowship

Half an hour was designated for each workshop, and delegates were encouraged to move quickly between them.

Members were encouraged to vote if they had not already done so.

Session 3 would commence at 2pm and delegates were encouraged to arrive promptly at the Workshops.

Mr Andy Pike led Conference in prayer before lunch.

Session 3 – Chair – Mr Tim Llewelyn

14. Workshop 1 – Members attended Workshop 1

15. Workshop 2 – Members attended Workshop 2

16. Plenary

Mr Tim Llewelyn welcomed Members to Session 3 and advised that Standing Orders were now in place. He introduced the plenary and invited Ven Mones Farah to speak.

Ven Farah explained that there would be some brief feedback from each of the Workshop Sessions.

- Revd Robert Wilkinson, Aberystwyth LMA – Intercessory Prayer
    - Begin by listening to God
    - Prayer transforms those who pray
- Revd Samuel Pattinson –
    - Identify people not currently reached by churches.
    - Use digital platforms effectively
    - Build meaningful relationships.
- Mrs Laura Driscol, Lampeter LMA – Celebration
    - Celebrate joyful experiences
    - Celebrate church life intentionally
- Very Revd Sarah Rowland Jones (Dean) – Fellowship
    - Build communities of belonging
    - Pray together
    - Make opportunities to meet between Sundays
    - Share food and life together
- Ms Beth Summerfield, Ordinand at St Padarn's – Celebration
    - Think outside of Sunday routines
    - Identify where fun is missing in churches
    - Celebrate what is unique to church history and heritage

- Revd Romola Parish – Discipleship
    - Follow Jesus through everyday acts of faithfulness
    - Value doing "the little things"
    - Show kindness
- Mr Gary Taverner, Bro Padarn LMA – Evangelism
    - Share faith through individual gifts and personality
    - Be motivated by Christ's love
    - Look at how our uniqueness can help us share about Jesus.

Ven Farah thanked Members for their feedback.

He advised that *Open to God* was the Bishop's vision; it was important to engage with it because people are more open to God than we would think. If they feel that our doors are closed, they may feel that God's door to them is also closed.

Conference was also encouraged to be open to God.

Launch dates of the Year of Mission in each Archdeaconry were announced:

- 5 December 2025, All Saints, Ammanford at 7pm
- 7 December 2025, St Mary's, Tenby at 3pm
- 9 December2025, Bishop and Andy Herrick will be speaking

He introduced a TikTok video, thanking Mrs Katy Patterson for contributing to the creation of it.
Ven Farah closed the Plenary Session with the St Davids Diocesan Mission prayers.

Mr Tim Llewelyn took the Chair and thanked Ven Farah and the individuals who led the workshops. Ven Farah was also thanked for the preparatory work for what would be an inspirational year of Open to God and the years that would follow it.

17. Presidential Address –The Bishop

Mr Tim Llewelyn invited the Bishop to give his Presidential Address to Conference.
The Bishop opened by thanking the following for making the Conference possible:

- Mrs Rachel Thomas, Headteacher of Penrhyn Dewi School for help and support
- Mrs Sian Churchill, Business Support Manager of Penrhyn Dewi School
- Mr Steve Probert, Technician
- Pete Foster, Caretaker
- Mamgu's for providing tea and coffee
- Box for providing lunch
- Ms Llinos Haf for providing simultaneous translation services
- Stallholders who have enriched the day
- All those who have presented or led items
- Those who have led the worship
- Mr Tim Llewelyn and Mrs Sue Henley for Chairing
- The staff of the Diocesan Office who give so much support throughout the year in addition to that which has been given today

- Miss Emma O'Connor, the Admin & Property Manager
- The Joint Secretaries, Howard Llewellyn and Paul Mackness
- All members for attending – it means a huge amount to the Diocesan family when this effort is made. It is one of two chances that the Bishop has during the year to address all of the clergy and the only chance that he has to address the lay Conference Members, apart from attendance at individual churches.
  He asked that the messages given at the Conference were conveyed to those who were not able to attend.
- Ven Mones Farah for coordinating the items relating to the Year of Mission, and those who are supporting that work
- The Dean, Archdeacon Paul, Archdeacon Eileen and Archdeacon Matthew for all that they do in supporting the Episcopal Ministry
- Revd Jonathan Parker, Bishop's Chaplain
- Particular thanks to the Chancellor, His Hon Nicholas Cooke KC and the Diocesan Registrar, Mr Arwel Davies for their sterling work in and for the Diocese.

The Bishop then addressed Conference and made the following notable points:

- He thanked clergy, lay readers, worship leaders, and LMA members; their dedication, prayerful service and pastoral care was the heartbeat of Diocesan life.
- The Diocese must become more open to God and more outward-looking
- Mission should be collaborative, rooted in prayer, worship and spiritual renewal.
- It was hoped that *Open to God* would have a long term effect on the life of the Diocese. George Noakes, former Archbishop and Bishop, had a passion for ministry and mission – there was no need to change the name *Open to God,* but the way in which mission was done might require realignment and change. There could be no complacency. There was a need for the Church to be the Church that God had asked for and for it to speak against the atrocities that were happening worldwide.
- The Bishop expected Churches and LMAs to support both the lead up events and the main *Open to God* event that would take place over Pentecost.
- Clergy, Lay Readers and Worship Leaders were encouraged to establish Bible Study and Prayer Groups, Church events, community interaction, pastoral visits, door knocking, seeking out the lost, to reflect and act on the Christ Commission, develop links with schools – there was a need for young people to be listened to and valued. The talents and experience of long-standing Christians must be used, in addition to the use of culture, language and traditions for the sake of the living word of Jesus.
- The Bishop wanted to see imaginative and creative liturgy enhance the experience of God in worship, praise, prayer and thanksgiving. There should be thought provoking teaching, inspiring fellowship and deep spiritual revelation. Pastoral interaction was key to this and must be taken seriously. It was a sacred calling and a weighty responsibility which demands prayerful reflection, spiritual discipline and courageous leadership. Each LMA Ministry Team was encouraged to meet as often as possible in prayer.
- The church is not immune to decline, distraction or drifting but it is not without hope or direction.

- Governance and financial stewardship were described as spiritual responsibilities and disciplines not administrative burdens. Honest reflection on sustainability, leadership and vision was needed. Hard questions about how buildings, finances and people are stewarded must be asked. There must be an openness to change.
- He quoted John 15:2, pruning is preparation for growth rather than punishment; removing what is no longer fruitful and making way for new life. It was a call to humility, to dependence on God and to renewed commitment, a reminder that growth does not come from comfort but from courage. Pruning should be embraced as a gift, as a divine invitation to become more fruitful, more faithful and more focused on Christ.
- He addressed the clergy, urging them to lead by example, to be seen, to be proactive, and to be sacrificial. The churches ordinal is not merely a liturgical form; it is a spiritual blueprint. Ministry should be marked by prayer, pastoral care and deep commitment to sharing the gospel. The Bishop stated his concern for the wellbeing of the clergy, and the need for them to look after themselves. He expressed concern about approaches to him from parishioners who felt disconnected from their vicars. If this *was* the case, he wanted to know why clergy were not engaged.

  He advised that he has mostly received messages of support and gratefulness for what was being done by clergy in the Diocese; that filled him with joy. However, there was also criticism of ministry and criticism of individuals. It was hard to justify pastoral neglect, negative behaviour and attitude. He did not exclude himself from it, as sometimes, due to oversight, tiredness and tardiness some things also passed him by.

  He called clergy to look at ministry together, to strengthen gifts, deepen prayer and call upon God's Holy Spirit to build up to the sacrificial service to which Christ had summoned them.
- Members were encouraged to reflect honestly on stewardship and whether they could contribute more financially to support mission and ministry. The vitality of the Church does not rely solely on money; it relies on faith, cooperation and the willingness of all of God's people to contribute to the growth of His Kingdom.
- The mission is Christ's mission, He has promised to be with us always. The Bishop concluded by calling the Diocese to move forward and be open to God, open to one another and open to the world that desperately needs the love, truth and grace of Jesus Christ.

Mr Tim Llewelyn thanked the Bishop for his thoughtful, challenging and insightful Presidential Address. His words would continue to guide and inspire and remind us that joy is not only possible, but also essential. The Bishop brings joy and generates fun which enables us to carry the weight of our responsibilities with grace and hope. Serious times can be faced with joy in hearts and smiles on faces.

Mr Llewelyn handed the Chair to the Bishop for the remainder of the Conference items

18. Election Results

Ven Paul Mackness was called to announce the results of the Diocesan Elections.
He thanked all those who had stood for election.
He advised that there had not been enough nominations to fill all required posts.
At its first meeting of the triennium, the Standing Committee would be asked to authorise a second round of nominations to fill some of the vacancies.

Election: **Standing Committee (all unopposed)**

- Mrs Gina Jones –Carmarthen Archdeaconry
- Mrs Marice Morgan –Carmarthen Archdeaconry
- Mrs Laura Cait Driscoll –Cardigan Archdeaconry
- Mrs Sue Henley –Cardigan Archdeaconry
- Revd Wyn Maskell –Cardigan Archdeaconry
- Revd Ali Reeves –Carmarthen Archdeaconry
- Vacancy – St Davids Archdeaconry

Election: **Episcopal Electors**
Lay Electors:

1. Mr Tim Llewelyn
2. Mr Arwel Davies
3. Mrs Gina Jones
4. Professor Medwin Hughes

Clerical Electors:

1. Ven Paul Mackness
2. Ven Mones Farah
3. Ven Dr Matthew Hill
4. Revd Dr Jonathon Wright
5. Revd Robert Moore

Election: **Governing Body**
Lay:

- Mrs Marice Morgan – Carmarthen Archdeaconry
- Mrs Laura Cait Driscoll – Cardigan Archdeaconry
- Mr Arwel Davies – St Davids Archdeaconry

Clergy:

- Ven Mones Farah – Carmarthen Archdeaconry
- Revd Wyn Maskell – Cardigan Archdeaconry

Election: **Disciplinary Tribunal of the Church in Wales**

- Ven Dr Matthew Hill

Election: **Churches and Pastoral Committee**
Only one nomination received.

- Mrs Gina Jones – Unopposed, Carmarthen Archdeaconry

Election: **Parsonage Board**

- Mr Nevin Davies - Unopposed, Carmarthen Archdeaconry
- Revd Jim Flanagan – Unopposed, Carmarthen Archdeaconry

All other positions will have to go out to a second round of nominations.

Election: **Diocesan Council for Social Responsibility**
No valid nominations were received.

Election: **Nomination Board**
No nominations were received.

They will also have to go back out for a second round of nominations.

The Bishop thanked Ven Paul Mackness.

The Bishop respectfully requested that Members remain and attend the Eucharist at the closure of the Conference.

The 2026 Conference would be held on Saturday 3 October in the Archdeaconry of Cardigan- theme and venue to be confirmed.

He remined the clergy that there was an expectation for them all to be present.

Clergy were also encouraged to support one another in attendance at clergy licensing services.

19. Closing Worship

Conference was concluded with the Bishop leading the Holy Eucharist.

Diocesan Conference Standing Committee **AGENDUM 5 & 6**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Ven Paul Mackness, Clerical Secretary 2024 -

MEMBERSHIP

Ex Officio:	The Bishop (Chair), the Dean, the Archdeacons (the Archdeacon of St Davids is Clerical Secretary), Diocesan Registrar, Chair of the DBF, Chair of the Parsonage Board, Vice Chair of DBF (Vice Chair)
Elected:	1 Cleric & 3 Lay Members per Archdeaconry
Co-opted	1 Cleric, 1 Lay Member
In Attendance:	The Diocesan Secretary (Lay Secretary), the Director of Ministry, the Children Youth and Families Missioner, The Creation Care & Sustainability Officer, the Welsh Officer, the Social Responsibility Officer, the Admin & Property Manager

The Standing Committee meets four times a year, two of which are held on Saturdays. Members are expected to serve on at least one other Diocesan Body as a representative of the Standing Committee

THE OBJECTIVES

- To serve as the Diocesan Conference in between meetings
- To serve as an Executive Committee to the Diocesan Conference, managing Conference Agenda and Scrutiny and Oversight of Diocesan Councils, Boards and Committees
- To co-operate with the Bishop in the re-organisation of Parish/LMA Boundaries
- To receive regular reports from the Directorates, Nomination Board, DCSR, Welsh Committee, Creation Care and Sustainability Committee, CYF Taskforce, Churches and Pastoral Committee, DBF and Parsonage Board
- To receive regular reports from the Gardening Group in relation to *Pruning for Growth*
- To advise the Bishop on any matters requested by him.
- To undertake tasks delegated by the Diocesan Conference

ACHIEVEMENTS THIS YEAR

The Diocesan Standing Committee has continued to monitor and provide scrutiny over the work of all Diocesan Councils, Boards and Committees, having representatives serving on these bodies. The Standing Committee receives regular reports on the *Pruning for Growth* Strategy.

Through the Joint Secretaries the Standing Committee has ensured that all the arrangements for the Diocesan Elections are in place.

CHALLENGES THIS YEAR

The number of gaps on the Standing Committee has hampered some of its work, and although a number of the vacancies have been filled, there are still challenges in having the Diocese as widely represented as possible.

The lack of nominations for Diocesan and Provincial Elections has meant that many Committees and Boards were left with less members than required. Some of this has been addressed through Archdeacons acting on behalf of the Bishop approaching individuals and filling casual vacancies. This is not permissible for Episcopal Electors and the Joint Secretaries at the time of writing are looking at a fourth round of elections to fill gaps on the Electors lists.

LOOKING FORWARD

The Standing Committee hope that there will be full membership for the next Triennium. The Standing Committee will be working with Gardening Group in the implementation of recommendations made following Stage 4 of *Pruning for Growth*. The appointment of a new Diocesan Secretary will hopefully bring more capacity to the organization of Conference and Standing Committee.

NEXT YEAR'S CONFERENCE:

Standing Committee has yet to make a decision on venue, it will be held within the Archdeaconry of Carmarthen, but the 2027 Conference will take place on Saturday 2nd October.

RECOMMENDATIONS

The Standing Committee invites Conference to:

1. *Plenary Powers*
   Delegate plenary powers to the Standing Committee for a further twelve months.

2. *Approval of the Report*
   Accept the Report of the Standing Committee

St Davids Diocesan Board of Finance **AGENDUM 7**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Mr Timothy Llewelyn, Chair

MEMBERSHIP

Ex-Officio: The Bishop, The Dean, Archdeacons, Chair of the DBF, Parsonage Board Chair, Diocesan Registrar, Diocesan Director of Education. Nominated: 1 Cleric per Archdeaconry, 2 Lay Directors per Archdeaconry. Elected: 1 Lay Director per Archdeaconry. Co-opted: 1 Cleric, 3 Lay Directors.

SUMMARY FOR THE YEAR

I am honoured to be submitting my first report as Chair of the Diocesan Board of Finance, and I want to express my deep gratitude for the leadership, commitment, and dedication of my predecessor, Mrs Hazel Evans. Her service has strengthened the Board's work and leaves a legacy for which we are all thankful.

I am pleased to confirm the appointment of Mr Iwan Thomas as the new Diocesan Secretary. He takes up his post on 4 May 2026; joining us after a highly successful tenure as Chief Executive Officer of PLANED. We look forward to benefitting from the experience, leadership, and skills he brings to this significant role. We also record our sincere thanks to Mr Howard Llewellyn for his many years of dedicated service to the Diocese and the DBF. His professionalism and commitment have been greatly valued, and we extend our warmest good wishes for his retirement.

In support of LMAs as they transition to Charitable Incorporated Organisations, the DBF has delivered workshops for LMAs in partnership with ACAT and Clay Shaw Butler. These sessions supported Church and LMA Treasurers in developing strong governance and financial management. Feedback has been encouraging, though further work is recognised as necessary to ensure LMAs continue to receive the support they need.

The Board introduced a new approach, calculating Ministry Share at LMA level rather than by individual church. While it is too early to determine causation, 80% of Ministry Share was received during 2025; an encouraging improvement on recent years. The Board will continue to monitor giving and collection trends closely.

The Diocese has submitted one application to the Church Growth Fund. Although warmly received, the Fund has since been paused pending a wider review of the Representative Body's finances. Further updates will be provided as the review progresses.

Following the publication of the Cathedral Visitation Report, the DBF Executive awaits the outcomes of the Executive Committee established by the Dean and Chapter to oversee implementation of the Visitation recommendations. The Board remains ready to support the next steps.

I remain deeply grateful for the commitment of our volunteer Trustees and the professionalism of diocesan Officers. As part of ongoing governance improvement, the structure and format of DBF meetings are being reviewed to ensure effectiveness and efficiency.

Parsonage Board **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Jan – Dec 2025

Author: Mr Nigel Roberts - Chair / Mrs N Evans BA FCCA, Finance Manager

BOARD MEMBERSHIP

The Parsonage Board met quarterly during the period under the chairmanship of Mr Nigel Roberts. Membership of the board is comprised of the Bishop, Archdeacons, clerical and lay representatives, a clergy spouse representative, and co-opted members who have specialism in matters such as property management, valuation and construction. The Parsonage Board Inspector and the Head of Building Services for the Representative Body also attend.

THE OBJECTIVES

To manage the Diocesan portfolio of vicarages according to Ministry needs and to maintain these buildings to a high standard and to manage the reinvestment programme.

REVIEW OF 2025.

The total income for the year for the Repairs Fund amounted to £855,153 which, after expenditure of £872,241 resulted in a deficit as at 31st December 2025 of £17,088. The Repair fund balance as at 31st December was £809,912.

As at 31 December 2025 the balance of the Improvement fund was a surplus of £193,051 and the Board's objective is to retain £1 million in reserves to construct three new vicarages at any given time together with an additional £100k to be retained as a floating fund for the upgrading of existing property.

CURRENT ISSUES

- 14 properties rented to tenants with none rented by the Board. 33 empty properties with the vast majority allocated for future use by clergy and for sale. Ongoing property transactions include the sale of Llanstadwel and The Parade, Carmarthen.
- The ongoing maintenance and servicing programme has continued, and this includes the 5 yearly inspections of electrical installations and the painting schedule prioritizing where necessary. Also, the undertaking of ongoing Asbestos Surveys.
- Projected to the end of 2026 include spend on new properties in Begelly and Fishguard.

FUTURE PLANS

- Archdeacons are managing a detailed Priority list which includes replacing those existing properties with inefficient EPC benchmarks and ultimately negating the issue of fuel poverty. Future implications of Pruning for Growth are also recognized.
- There is significant work still to be done to uplift the properties in the portfolio to an EPC benchmark of C or above. At the end of 2025 67% of properties were EPC benchmark D or lower and 33% were EPC benchmark C or above. Progress is being made improving the Energy Efficiency ratings of properties to get then up to a EPC band C. Properties deemed technically too difficult or expensive to realise an EPC band C will be considered for sale. Alternative more modern and energy-efficient houses will be bought as replacements. This also is in alignment with the Church In Wales sustainability agenda.
- The Board receives regular updates from its professional advisers regarding the property market which is presently extremely challenging.

Finance Sub-Committee **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Professor Andrew Henley, Chair, Finance Sub-Committee

MEMBERSHIP

Mr T J Llewelyn, Prof A G Henley, Ven P R Mackness, Ven Dr M A R Hill, Ven R H E Davies, Ven M A Farah, Rev W Maskell, Mr N Evans, Mr I Evans, Mr A Howells

THE OBJECTIVES

Monitoring and planning the Diocesan Board of Finance's (DBF) financial position and financial control systems. It plays a key role in ensuring that the DBF Executive discharges its financial responsibilities correctly and that it remains financial viable at all times.

ACHIEVEMENTS THIS YEAR

- Setting the DBF's annual budget for 2026, seeking engagement from budget holders and key stakeholders and approval by the DBF's Executive committee.
- Regular review of Income and Expenditure, identifying trends and reporting concerns and proposing remedial actions where necessary.
- Forecasting future activities and issues and assessing their budgetary implications.
- Regular review of Clergy numbers, taking into account new appointments, ordinations and movements into the Diocese and forthcoming retirements.
- Monitoring the adoption of recommended accounting software by LMAs and churches and the transition of LMAs to CIO status.

CHALLENGES THIS YEAR

- The Diocese continues to face challenging circumstances in terms of managing income streams to meet expenditure commitments.
- Ministry Share receipts remain an ongoing challenge, recognising the challenging wider economic circumstances that limit the ability of churches to raise funds and maintain stewardship.
- Ensuring that the Diocese can sufficiently resource ministry and support missional activities, particularly in the context of operating below budgeted clergy numbers. Clergy are the Diocese's greatest asset and mission is central to God's Kingdom.

LOOKING FORWARD

- Continued engagement with LMAs, particularly as they face financial challenges and the implications of Pruning for Growth and the transition to Charitable Incorporated Organisations.
- Achieving a realistic budget for the year ahead which is able to support ministry and mission.

Audit and Risk Committee **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Ven Paul Mackness, Chair, Audit and Risk Committee

MEMBERSHIP

From the DBF:	The Archdeacon of St Davids (Chair), Mr N Evans, Mr N D Roberts, Mr A Howells
Co-opted:	The Chair and Vice Chair of the DBF, Mrs G Morris

THE OBJECTIVES

- To oversee and advise the DBF on matters relating to the annual external audit, the assessment or risks affecting the DBF and scrutiny of budgetary matters within the total return of the DBF's financial position.
- To oversee and update the Risk Register
- To oversee and implement any tendering processes for services to the DBF
- To work with the external Auditors in the completion of the annual audit
- To ensure compliance with all necessary regulations and law relating to the Charity Commission and Companies House.
- To ensure compliance with the RB Partnership and Structural Resilience Funding requirements

ACHIEVEMENTS THIS YEAR

The A & R Committee oversaw the embedding of the DBF Risk Register, with the third year of revisions being incorporated as part of the annual work of DBF committees. The DBF continues to have a clean audit and be a going concern. The revaluation of DBF held properties has been carried out.

CHALLENGES THIS YEAR

Capacity issues in relation to staffing has meant the delay in undertaking a tendering process for the DBF's Land Agents.

LOOKING FORWARD

The A & R Committee will continue to monitor the Risk Register and ensure that all related Committees do likewise. The A & R Committee hopes to complete the tendering process for its land agents by the end of 2026.

St Davids Diocese Grants Sub-Committee **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Ven Dr Matthew Hill

The membership of the Grants Sub-Committee is comprised of the four Archdeacons, The Revd S Brett and Revd S Whitmarsh, Prof A G Henley, Mrs M Hughes, Mrs M Morgan, and Mr T Llewelyn with the following members of the Diocesan Office Staff in attendance as supporting officers: Mrs N Evans, Miss I Gandor, Mr F Clemas-Howard and Miss M Johnson.

The Committee administers the awarding of Grants of up to £3000, available to LMAs, churches and individuals to support projects that encourage mission and which promote growth in numbers, growth in spirituality and outreach to local communities.

Nine applications were received by the committee in the course of this year and eight applications were successful.

The projects and initiatives being funded included:

- Choir Robes
- An all age community space offering a meal, chat, worship, fellowship and games.
- A church community choir.
- A contemporary worship service.
- A new dishwasher to facilitate a church continuing a number of existing projects and initiatives which all involve refreshments or a meal and, consequently, a great deal of washing up.
- An R S Thomas literary festival.

The challenge, as usual, is to encourage more grant applications. The grants are currently under-utilized and there are plenty of funds available.

Please do take some time to consider events and initiatives for which you might be able to use such a grant. You can be as enterprising as you can. With the grant to cover your costs you can afford to be bold, creative and adventurous without being concerned as to how you might break even or cover your costs!

Human Resources (HR) Sub-Committee **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Mr Tim Llewelyn, Chair, HR Sub-Committee

MEMBERSHIP

Mr T J Llewelyn, Ven P R Mackness, Ven Dr M A R Hill, Mr A B C Davies, Mrs J A P Hayward, Prof A Henley, Revd J E Parker, Revd D L Rees, Mr N D Roberts

THE OBJECTIVES

To oversee the Diocesan Board of Finance (DBF) HR planning, monitoring and development of HR policies, recruitment and staffing levels, promotion of employee well-being, review and recommend levels of remuneration whilst ensuring compliance with legal and ethical requirements. It is also updated on any Safeguarding issues and developments.

ACHIEVEMENTS THIS YEAR

- Recruitment and appointment of a new Diocesan Secretary.
- Recruitment of key individuals in the Finance and Administration departments, all of whom have made a significant contribution to the life of the Diocese.
- Strong and productive working relationship with the Provincial HR Consultant.

CHALLENGES THIS YEAR

Adherence to the ever changing and at times challenging HR regulatory environment

LOOKING FORWARD

- Identifying opportunities to improve overall resilience levels.
- Ongoing colleague development.

Investment Sub-Committee **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Professor Andrew Henley, Chair, Investment Sub-Committee

MEMBERSHIP

Mr T J Llewelyn, Prof A G Henley, Ven P R Mackness, Ven M A Farah, Rev W Maskell, Rev J E Parker, Mr N Evans, Mr I Evans, Mr A Howells, Mr N D Roberts

THE OBJECTIVES

To oversee the Diocesan Board of Finance's (DBF) investment strategy from a number of perspectives and to ensure that its best interests are at the core of all investment activity, including investments held as custodian on behalf of individual LMAs.

ANNUAL OVERVIEW

St David's investment portfolio yielded (net of fees) a return of 17.2% in the year to April 2026. This reflects very good returns on US equities which comprise a significant element of the portfolio. It should be set in the context of a 5-year average return of 4.3% p.a., and a 10-year average of 5.6% p.a. Current annual returns are slightly below Rathbones charities sector benchmark, reflecting the strict ethical (ESG) stance instructed by the DBF. Current investment strategy is to hold 70% of the portfolio in equities, 15% in fixed income securities (corporate bonds and gilts), 5% in alternative investments (property etc.) and 5% as cash.

RATHBONES OVERVIEW (as at 29 April 2026)

Leading indicators of global economic activity were healthy prior to US strikes on Iran.

Since the strikes on Iran, there has been considerable disruption to energy markets. Oil and gas prices rose substantially in response. This will weigh on global economic growth.

Oil prices of around $90 for the foreseeable future would create only a small drag on growth. We think it could subtract a little more than 0.1 percentage points from global GDP, though the impact would differ by country. Energy importers would be affected worse than exporters.

The key downside risk is that the Strait of Hormuz, through which 20% of global oil and gas exports pass, remains effectively closed for months rather than weeks. That would cause prices to rise further, with greater damage to economic growth.

This scenario is possible, but far from inevitable. The Trump administration has a strong incentive to avoid much higher energy prices, and a track record of reacting to market pressure.

St Davids Diocese Property Sub-Committee **AGENDUM 9**
ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Mr Timothy Llewelyn, Chair and Miss Emma O'Connor, Property Manager

MEMBERSHIP

The Property Sub-Committee (PSC) meets four times per year, is chaired by Mr Timothy Llewelyn and comprises Clerical and Lay Members of the Diocesan Board of Finance.

THE OBJECTIVES

The Committee is charged with: -

- Managing the overall secular estate of the DBF (consistent with approved policies, strategic objectives and budgets set by the DBF).
- Complying with all legal and safety regulations in respect of any let property.

The Committee also aims to maximise the property portfolio and therefore its income, to assist the Board with its budget setting, so that there is a reduced request from our Churches for Ministry Share.

ACHIEVEMENTS THIS YEAR

The Committee has continued to engage with Local Ministry Areas/Churches, Community Groups and Associations regarding various property ownership and management matters.

CHALLENGES THIS YEAR

The Committee continues to be concerned about the following: -

- Property which is being unused by Churches and LMAs. These are a drain on valuable LMA resources (i.e. insurance costs, utility costs etc.) which can be ill afforded.
- Unidentified church property. The Committee continues to receive information about property for which it holds no paperwork. Work on an Asset Register to record all property is ongoing.

LOOKING FORWARD

The Property Department is in the process of undertaking a review of Property within the Diocese, this includes the creation of a full Asset Register. LMAs will be contacted in due course with a request to inform the Property Department of all known assets within the LMA. Local Ministry Areas/Churches are encouraged to contact the Property Department of the DBF for any property related matters that they might require assistance with.

Diocesan Board of Finance **AGENDUM 9**

Widows Orphans and Dependents Society

ANNUAL SUMMARY REPORT

Reporting period: January – December 2025

Author: Mrs Nia Evans, Finance Manager

Of the widows in receipt of a pension from the Representative Body of the Church in Wales during 2025, nine had incomes below the revised target level of £21,840, as agreed by the St Davids Diocesan Pensions and Assistance Committee. Grants were therefore awarded from the Provincial Society Fund to bring their incomes up to the agreed threshold.

To enable the payment of these grants, the Diocesan Pensions and Assistance Committee contributed £33,820 to supplement the Provincial Society Fund.

The Committee was also pleased to provide an additional Christmas grant of £160 to each widow, amounting to a total of £7,680. The recipients expressed their sincere appreciation for this support.

In response to increasing demands on the Fund, £42,000 of capital was withdrawn from Trust 464.

The balance as at 31 December 2025 stands at £13,006, which remains available to meet future grant applications from widows and widowers facing unforeseen expenditure.

St Davids Diocese Board of Nominations **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Ven Paul Mackness, Acting Chair 2022-24, Clerical Secretary 2024-

MEMBERSHIP

Membership of the Nomination Board comprises:

Ex Officio: The Bishop (Chair), The Archdeacons (Archdeacon of St Davids is Secretary),

Elected: 1 lay person for each Archdeaconry, 2 Clerics representing the whole Diocese.

Co-opted: the Diocesan Director of Education

The Board meets quarterly for business meetings, and as otherwise required.

THE OBJECTIVES

- The Board's primary duty is to assist the Bishop in making nominations and appointments to vacant livings.
- The Board also monitors the current number of clergy and deployment and advises on priorities for advertising vacant posts.
- Members of the Board usually are part of any interview panel (chosen usually on geographic location)

ACHIEVEMENTS THIS YEAR

The Board had managed to keep clergy numbers within the agreed number of stipends for the Diocese (Currently 84-85 FTE)

The Board has worked with LMAs to compile some very good parish profiles, embedding a new profile style.

A number of posts have been filled due to personal contact or head-hunting.

CHALLENGES THIS YEAR

The Board has again advertised a number of posts, which though usually having expressions of interest have been unsuccessful in attracting actual applications. This seems to be a trend in many dioceses across the UK. The cost of advertising in the *Church Times* is increasing.

The Diocese will be around 10 under the required number of stipendiary clerics that the Bishop believes are necessary to effectively run the Diocese by the end of 2026 unless recruitment or vocations increase. This places additional burdens upon existing clergy who are already heavily laden with ministry responsibilities.

LOOKING FORWARD

In the coming year the Board will continue to seek applications from potential clerics to fill vacant posts as well as monitoring numbers to ensure that they are within the budgeted stipend expenditure. The Board will also look at additional methods of advertising to broaden the reach of any search as well as continuing to draw on personal contacts and head-hunting.

St Davids Diocesan Churches & Pastoral Committee **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Ven Paul Mackness, Chair of CPC

MEMBERSHIP

Ex Officio: Bishop, Archdeacons (Archdeacon of St Davids is Chair) Chair of the DBF, Chair of the DAC
Nominated: 3 Clerics (1 from each Archdeaconry)
Elected: 3 Laity (1 from each Archdeaconry

THE OBJECTIVES

- To look at the pastoral use and viability of Church Buildings
- To administer the Closure and Redundancy of Church Buildings
- To administer the Church Repair and Maintenance Grants system
- To oversee the Quinquennial Inspection programme
- To advise the Bishop, Standing Committee and Nomination Board in relation to Boundary Changes and Vacancy Priorities
- To advise on Churches entering the Provincial Pilgrim Church Scheme

ACHIEVEMENTS THIS YEAR

The CPC had been able to award a number of Repair and Maintenance Grants (up to £7500) to churches within LMAs. The number of applications has been increasing and there have been a number of repeat applications. The CPC has overseen the process for a number of churches that have been closed and moved towards redundancy - ensuring that procedures are adhered to and completed before recommending to the Bishop that that be declared redundant.

There was a radical review of all church Electrical Inspection Condition Reports (EICRs) which resulted in some temporary closures of churches until necessary reports or work were carried out.

CHALLENGES THIS YEAR

The process of closure and redundancy is often delayed by LMAs not following the closure and redundancy mechanism process. Most delays relate to failures to ensure appropriate faculties are in place for the removal, relocation and disposal of church contents.

LOOKING FORWARD

The CPC hope to move 2 churches, Bletherston and Llanychaer into the Provincial Pilgrim Church Scheme by the end of 2026. The CPC will also be working with the Gardening Group, Bishop, Senior Staff, DBF and Standing Committee to help with the recommendations that arise out of Stage 4 of *Pruning for Growth*. This may include the closure and redundancy of church buildings which will bring with it extra workloads. The CPC also wishes to increase the uptake of Church Repair and Maintenance Grants. The CPC will continue the monitoring of EICRs.

Diocesan Advisory Committee (DAC) **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Mrs Jan Every, DAC Secretary/Care of Churches Officer

MEMBERSHIP

The DAC is the principal body that advises the Diocesan Chancellor and is chaired by a lay member of the committee. It comprises the three Archdeacons, the Diocesan Registrar, two members appointed by Diocesan Conference as well as both lay and clergy members offering specialist advice (e.g. architecture, archaeology history, stained glass, bells, organs and textiles). The DAC is also served by a Secretary and an Assistant who coordinate its work. The majority of members are voluntary, and the Diocese relies on the generosity of these volunteers in giving of their time and expertise.

THE OBJECTIVES

The main objective of the DAC is to administer the faculty process through the Online Faculty System (OFS). Through meetings and discussions, the DAC advises the Chancellor in the determination of full faculty applications, in addition to advising the Registrar on List B applications. The DAC also offer guidance and advice to LMAs

ACHIEVEMENTS THIS YEAR

The DAC has met six times, four of which have included meetings with the Fabric Advisory Committee (FAC), linked to the Cathedral. Eleven full faculties were granted with ten still awaiting the practical completion. 29 List B faculties were granted. Ten List A faculties were submitted. There are 29 faculties still in the preparation stages.

There are a number of faculty applications which are delayed or are unable to be progressed due to insufficient information, lack of technical detail, and some which have not been compiled with the help of a professional adviser (e.g. an architect). It is important that any applicants ensure that they follow the guidance on the OFS before submitting an application. The DAC Secretary is available to offer advice on this process.

CHALLENGES THIS YEAR

There continues to be a lack of understanding of the faculty process, by both clerics and laity. A backlog of work has occurred due to circumstances beyond the department's control.

An additional role of Care of Churches Assistant has been created, and this support is contributing well to addressing the backlog and ongoing work.

Applicants are complaining that the OFS is not very user friendly.

LOOKING FORWARD

A guidance booklet is being prepared to assist clerics and lay people with navigating the faculty system and to address other issues. The Care of Churches Assistant will continue to advise applicants on their applications, especially List B's, ensuring the Diocesan Registrar has all information required in order to process them.

Directorate for Education (incl. Endowed Schools) **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Revd Canon Chancellor John Cecil, Diocesan Director of Education

MEMBERSHIP

The Education Directorate is chaired by the Archdeacon of St Davids, the lead officers are the Director of Education and the Schools Officer. The membership of the Directorate is made up from representatives of the Standing Committee, Church School Headteachers, Bishop's Visitors, Clergy, Section 50 inspectors and School Governors. The Endowed Schools Committee is chaired by Revd Canon Chancellor John Cecil.

THE OBJECTIVES

The Directorate for Education oversees the work of church schools in the Diocese. This is primarily done through the Diocesan Director for Education, the Schools Officer, and our Foundation Governors and Bishop's Visitors. The Endowed Schools Committee is responsible for the funding of our Voluntary Aided and Voluntary Controlled Schools and is the financial wing of the Education Directorate. The Education Directorate meets as the Schools Committee three times a year, usually in one of the Church schools.

ACHIEVEMENTS THIS YEAR

The Education Directorate has provided support to all Church schools on matters relating to governance, staffing, finance and learning & teaching. The Bishop's Award scheme is being used by VA schools, and one has successfully obtained the Bronze Award. The scheme will be extended to VC schools in September 2026. The award recognizes achievements and helps schools prepare for their Section 50 inspection.

A new Section 50 inspection framework is now in place. The DDE and SO have offered training and mock inspections to help schools prepare. The schools that have been inspected have achieved excellent outcomes with a few being asked to write 'spotlight' reports to highlight their good practice.

The Endowed Schools Committee has supported Manorbier VC school and Cilgerran VC school to resist attempts by Pembrokeshire County Council to force closure. Both cases present complex legal challenges. The DDE and SO have offered pastoral support and visits by the Bishop have been greatly appreciated.

CHALLENGES THIS YEAR

Schools are facing budgetary pressures, and this is experienced more keenly in small and rural schools. Many schools are facing falling rolls, and this means that the money allocated to schools is reduced. Ysgol Penrhyn Dewi 3-16 VA school is oversubscribed, and an increasing number of families must go to appeal to try to secure place at the school. The school is operating at capacity. The Endowed Schools Committee deals with some significant issues relating to school buildings and does not always receive help and support from Local Authorities.

LOOKING FORWARD

The Education Directorate will continue to support Church schools ensuring that the Christian faith is at the heart of all they do.

Children Youth & Families Taskforce **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Ven Paul Mackness, Chair of Taskforce

MEMBERSHIP

Archdeacon of St Davids (Chair), Archdeacon Missioner (Vice Chair), CYF Missioner, Diocesan Director of Education, Schools Officer, Social Responsibility Officer, Chief Executive Officer of *Plant Dewi,* Mrs S Henley, Revd N Hook, Revd J Allen (until January 2026)

THE OBJECTIVES

- To support and oversee the work of the Children Youth and Families Missioner
- To work across Diocesan Structures in relation to Children, Youth and Families and ensure co-operation and non-duplication of work and an end to silo working
- To oversee the Diocesan Year of Children Youth and Families
- To award CYF Grants, to LMAs, Churches, Schools and other related organisations
- To receive regular reports from Plant Dewi, Education and Mission in relation to their work.

ACHIEVEMENTS THIS YEAR

The Taskforce is pleased to report a successful Year of Children Youth and Families, with additional resources and events being delivered in the latter half of 2025. This included a special conference at Pembrokeshire College entitled *"Irons in the Fire"* and a CYF *Freedom Festival* at the United Counties Showground in Carmarthen. Another successful Youth Pilgrimage was also delivered.

CHALLENGES THIS YEAR

Take-up of training has been hit and miss, and there have been challenges in ensuring that there is appropriate support to staff and assist at events held across the Diocese.

LOOKING FORWARD

Working with the Bishop and Archdeacon Missioner to help with the Year of Mission – *Open to God* in 2026 and 2027.

The delivery of another Diocesan Youth Pilgrimage.

Continuing to provide resources, training and advice to LMAs on CYF matters.

Ministry Directorate **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Revd Dr Jonathon Wright, Director of Ministry

MEMBERSHIP

The Ministry Directorate is made up of the 4 Archdeacons, the Director of Ministry and the Officers appointed to lead on different areas of ministry. They include: the Diocesan Director of Ordinands (DDO) and his assistant (ADDO), the Director of Vocations (the lead Vocations Advisor), the Lead Fellowship of Vocations (FOV) Chaplain, the Continuing Ministerial Development (CMD) Officer, Newly Licensed Ministers (NLM) Officer, Lay Ministry Officer, Warden of Readers, and the lead for College of Spiritual Directors. The Ministry Directorate is chaired by the Bishop. The Directorate meets formally three times a year.

THE OBJECTIVES

The Ministry Directorate oversees the provision of lay and ordained ministry in the Diocese, including discernment and training. The Directorate advises the Bishop on ministry policy, but its main focus is on delivery, co-ordination and ministry development.

ACHIEVEMENTS THIS YEAR

Most of the Ministry Directorate achievements are covered in the reports of officers who comprise the Ministry Directorate. The list of achievements is a collection of potted highlights:

- the implementation of a new Vocations Pathway to ensure better co-ordination throughout the pathway for vocations to ordained ministry;
- a number of vocations to lay and ordained vocations being supported through the new Vocations Pathway;
- the implementation of a new curate competency and reporting framework;
- a full CMD programme;
- the organisation and running of the first Clergy School for over a decade;
- the delivery of days to encourage and support lay ministry (Lay Readers and Lay Worship Leaders);
- the start of training for ministers supervising Focal Ministers
- a quarterly "Clergy Book Group" has met on *Zoom*, which is growing in attendance
- Ministerial Development Review (MDR) was completed for every stipendiary and non-stipendiary cleric that it applies to (i.e., not including those leaving or retiring, and those who are long-term sick).

CHALLENGES THIS YEAR

The officers of the Ministry Directorate combine their Ministry tasks with other ministry responsibilities. Additionally, the work of the Ministry Directorate has happened in the context of *Pruning for Growth* and the first year of the Diocese's *Open to God* mission initiatives as well as planning for the *Diocesan Day Out*. The achievements of the Ministry Directorate should be seen in the light of support to these diocesan priorities.

LOOKING FORWARD

The new Director of Ministry had a thorough handover from his predecessor Revd Canon Dr Rhiannon Johnson. New Provincial policy will soon be released for Spiritual Direction. Revd Andrew Johnson will retire from ministry in mid-2026 so the re-formation of College will need to be undertaken in 2026-7.

Readers Report (Licensed Lay Ministers) **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Ven Mones Farah

MEMBERSHIP

Ven Mones Farah, Warden of Readers

THE OBJECTIVES

To support and develop Readers ministry in The Diocese

ACHIEVEMENTS THIS YEAR

One candidate exploring a vocation to Reader ministry was recommended for training and commenced their formation during the year.

A Readers' Day, held jointly with worship leaders in Templeton and supported by Resourcing Renewal, provided an opportunity for shared learning, encouragement and collaboration. Bringing together Readers and Worship Leaders helped to strengthen relationships and support the continued growth and development of lay ministry across the Diocese.

CHALLENGES THIS YEAR

The year brought a number of challenges, including supporting three Readers who requested a transition from active ministry to Reader Emeritus status. Alongside managing these changes sensitively, there remains an ongoing need to encourage and recruit new Readers. The ageing profile of the ministry and the increasing impact of age-related limitations highlight the importance of nurturing future vocations and ensuring the long-term sustainability of Reader ministry across the Diocese.

LOOKING FORWARD

Priorities for the coming year include continuing to provide Readers' Day training, supporting the development of current trainee Readers and encouraging others to respond to a call to Reader ministry. It will also be important to navigate the change in structure and title to Licensed Lay Minister carefully and effectively, ensuring that those involved in the ministry feel informed, supported and valued throughout the transition.

Initial Ministerial Education (IME) **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Revd Dr Jonathon Wright

THE OBJECTIVES

Training provided specifically for Newly Licensed Ministers (NLMs). This year, this has focused on recently ordained clergy (Assistant Curates).

For ordained ministers, NLM training lasts for the duration of Curacy, and there may be elements that are completed in a position of first responsibility. Two strands are provided. There is provincially organised NLM training, administered and run through the St Padarn's Institute, and there is Diocesan NLM training.

The purpose of the Diocesan training is to broaden and enhance the opportunities for Assistant Curates to grow as ministers and to prepare them for a position of first responsibility.

The NLM Officer's role is to:

- organise and deliver a package of training for those in their first year of ministry, and the cohort in the second year and beyond. liaise with Training Incumbents;
- ensure that a training agreement is in place between each Assistant Curate and their Training Incumbent;
- provide a first point of contact after the Training Incumbent to resolve difficulties or disagreements for Assistant Curates;
- support the Archdeacon with the portfolio for ministry in gathering Training Incumbents together 3 times a year for discussion and training;
- develop diocesan NLM training and reporting policy;
- provide an annual report to the Bishop about each Assistant Curate in conjunction with the training incumbent.

ACHIEVEMENTS THIS YEAR

This year has seen:

- the provision of a training package for both the first year and year 2+ cohorts;
- regular Training Incumbent meetings;
- the development and implementation of a revised Curate Reporting System;
- the development and implementation of expected competencies for Curates at different stages in their ministry.

The training package for 2025-26 has been:

Year 1:

- The Church's calendar, liturgical seasons and clerical vesture (September 2025)
- Pastoral Visiting (November 2025)
- 2-day ecclesiology retreat at Llangasty with Swansea & Brecon diocese, led by Archbishop Rowan Williams (January 2026)
- Baptism, baptism preparation and follow-up (May 2026)
- Funeral ministry (June 2026)

Year 2+

- The cathedral and the Anglican Communion (September 2025)
- Organising a Bible Study (November 2025)
- 2-day ecclesiology retreat at Llangasty with Swansea & Brecon diocese, led by Archbishop Rowan Williams (January 2026)
- Confirmation, preparation and follow-up (May 2026)
- Reading well (June 2026)

CHALLENGES THIS YEAR

- Making training available and appropriately pitched for the variety of Stipendiary and Non-Stipendiary Assistant Curates.
- Avoiding clashes with Provincial NLM training, Diocesan CMD and other calls on Assistant Curates.
- Embedding the new Curates' competencies and reporting system. This is the first year.
- Getting appropriate engagement from all Assistant Curates.

LOOKING FORWARD

The handover and support from the former NLM Officer has been invaluable. The new systems put in place this year will need time to bed in. The present set up is achievable with the available resources.

Continuing Ministerial Development (CMD) **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Revd Lynn Rees, CMD Officer

MEMBERSHIP

Revd Dr. Jonathon Wright, Director of Ministry. Revd Lynn Rees. CMD officer.

Continuing Ministerial Development (CMD) training days are provided for licensed clergy and readers to support their continuing professional development. Attendance is compulsory for full-time stipendiary clergy and optional for self-supporting ministers. Retired clergy and licensed readers are also invited to attend CMD training sessions.

THE OBJECTIVES:

The purpose of Continuing Ministerial Development is to foster a culture of lifelong learning within the Diocese and to equip clergy with the skills and abilities, both practical and spiritual, to perform their ministry.

CMD training days also provide an important opportunity for fellowship, for clergy across the Diocese to meet and worship together.

ACHIEVEMENTS THIS YEAR

Over the past year four very successful CMD training sessions have been held in person on the following subjects.

- Tuesday 25th March 2025: "Vocations and Calling" led my Canon Mark Ansell.
- Thursday 19th June 2025: "Open to God" led by Archdeacon Mones Farah.
- Thursday 25th September 2025: LMA Governance led by Archdeacons
- Wednesday 25th March 2026: Bonhoeffer – Led by Rev. Dr. John McCabe

CHALLENGES THIS YEAR

The greatest challenge has been the availability of suitable venues that are geographically central and can accommodate the number of clerics attending and are within budget. Due to the unavailability of Newcastle Emlyn Rugby Club, higher costs have been incurred in booking alternative venues such as the Lampeter Campus of UWTSD. The Rugby Club has, however, confirmed availability for some future events.

LOOKING FORWARD

A programme of future training sessions is being developed for the coming year, providing a breadth of relevant training. The next session on the 11th of June will be led by Rev. Ainsley Griffith's on the Liturgical Year.

Fellowship of Vocations **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Revd Carys Hamilton, Fellowship of Vocations (FoV) Co-ordinator

MEMBERSHIP

Current membership is, on average, 56 members consisting broadly of 43-45 active members, their FoV Chaplains, Vocations Advisers, and the four Archdeacons.

THE OBJECTIVES

The main objective of the Fellowship of Vocations is to gently support, guide and prayerfully encourage all those who are seeking and exploring their Vocation and God's calling upon their life. The FoV groups are encouraged to meet regularly every 4-6 weeks and follow a structured guideline of Worship and discussion groups. The Fellowship strives faithfully to engage and encourage those who are deeply exploring their vocations and quietly discerning God's calling upon their lives. A yearly conference is normally held at the end of November (Christ the King) which brings everyone together in one place. Inspiring speakers are invited to come and share their experiences and to guide those seeking vocations. Plenty of time is designated during the weekend to worship, pray together and to discuss on a one-to-one basis the way forward for prospective candidates.

ACHIEVEMENTS THIS YEAR

The main achievements have been a very successful conference held at the Stradey Park Hotel Llanelli. New Chaplains and Vocations Advisers have diligently taken to their roles and endeavoured to encourage and nurture those who are seeking and exploring God's call upon their lives. Chaplains have previously reported that sessions with their members bring people together in union and personal friendships have also developed as a result of their FoV sessions.

CHALLENGES THIS YEAR

The main challenges this year have been around settling into the new system and getting used to the changes. Within the FoV groups, the Chaplains report that it is getting more difficult to set dates and times when all FoV members are available to meet. Life is busy for so many people that it is proving a challenge, and this is where Zoom/Team meetings have made it easier for people to meet together online.

LOOKING FORWARD

As we look ahead to the coming year, The Fellowship of Vocations remains committed to prayerfully encouraging and supporting all who are discerning God's call upon their lives. In a changing world and within the life of the Church, the need to nurture vocations with wisdom, compassion, and faithful accompaniment continues to be of great importance.

Vocations **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Revd Jim Flanagan, Vocations Coordinator

MEMBERSHIP

The Vocations team comprises a Vocations Co-ordinator, a Fellowship of Vocations Co-ordinator a number of vocations advisors and FofV chaplains and works closely with the DDO, the Assistant DDO, the Director of Ministry and other stakeholders.

THE OBJECTIVES

To encourage vocations to Christian Ministry with an emphasis on ordained, licensed and commissioned. Plus nurturing and discerning potential individuals, encouraging their formational growth and assisting them along the diocesan and provincial vocation pathways.

ACHIEVEMENTS THIS YEAR

A number of candidates have come into the system and existing candidates have been progressing through the various stages. The process has been changed in the past year to make it more simple to manage and ensure that candidates get the attention that they deserve. New VAs have been appointed and a single point of entry to the vocations pathway has been established. The FofV program has also been revamped with new chaplains and those involved in the FofV work closely with the VAs and Vocations Co-ordinator.

CHALLENGES THIS YEAR

Getting used to a new system with new people has been a slight challenge on a local level. More candidates coming through the system would also be of benefit, but it is hoped that this will improve with time.

LOOKING FORWARD

Working with local Clergy to increase the number of candidates coming into the system is an aim for the future and also 'tweaking' the new system where required to ensure things run as smoothly as possible.

Open to God Year of Mission Team **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Ven Mones Farah, Archdeacon Missioner

MEMBERSHIP

Revd Canon Alan Chadwick, Revd Dr Jonathon Wright, Revd Canon Sheridan James, Revd Samuel Patterson, Revd Sophie Whitmarsh, Revd Nicola Jones, Revd Wyn Maskell, Revd Kristie Godden-Lamb, Mr Neil Walker,

THE OBJECTIVES

Revitalise and inspire our churches and LMAs for mission. Plan and host *Open to God* Pentecost Events.

ACHIEVEMENTS THIS YEAR

Supported the delivery of continual ministerial development days focused on the Year of Mission and contributed to the development of CODE FP (Celebration, Outreach, Discipleship, Evangelism, Fellowship and Prayer) resources and seminars.
Played a key role in launching the Year of Mission and leading the 2025 Diocesan Conference, including delivering seminars on CODE FP to members.
Led Kick-Off events across each Archdeaconry and coordinated arrangements for Pentecost 2026, including venues, speakers, exhibitors, music acts and children's activities.
Created and contributed content for the Pure West Radio Advent Calendar.

CHALLENGES THIS YEAR

Key challenges included remaining within budget despite rising costs, securing appropriate speakers and responding to geopolitical developments which necessitated finding an alternative speaker. Team members were often stretched in terms of both time and capacity, meaning that although regular meetings were held, only a small number were attended by the full team. Limited secretarial support meant that meeting records relied heavily on electronic systems. There was also a slower than anticipated uptake among the LMAs.

LOOKING FORWARD

The *Open to God* Prayer Season and Pentecost weekend events provided opportunities to encourage LMAs to grow across all aspects of CODE FP, with a particular emphasis on Outreach and Evangelism. Through these initiatives, the team sought to support both spiritual and numerical growth, with the aim of seeing this translated into tangible social impact and transformation within communities across the Diocese. By equipping and encouraging LMAs to deepen discipleship and engage more effectively with their local contexts, the team hoped to foster churches that are growing in faith and contributing meaningfully to the wellbeing of the communities they serve.

Communications Team

AGENDUM 9

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Ven Mones Farah

MEMBERSHIP

David Hammond Williams, Tessa Briggs, Caroline Evans, Eluned Rees, Revd Canon Dewi Roberts, Revd Justin Arnott, Revd Jeremy Martineau, Revd Shirley Murphy, Revd Richard Davies, Revd Heulwen Evans.

THE OBJECTIVES

Communicate internally with LMAs and externally with the Diocese at large, through *Pobl Dewi*, the website and social media.

ACHIEVEMENTS THIS YEAR

Four issues of *Pobl Dewi were published*, regular updates to the website and social media channels were made, and a dedicated *Open to God* Year of Mission webpage was created to provide resources and information to support parishes and LMAs. Alongside this, a comprehensive review of communications and the role of the Communications Officer was commissioned and undertaken by an external consultancy firm. This provided an opportunity to assess current approaches and consider how the Diocese's mission and priorities could be best supported going forward.

CHALLENGES THIS YEAR

The main challenges were the absence of key members of the team and ensuring that the communications review was conducted in a timely, accurate and non-disruptive manner.

Maintaining a consistent flow of content also required ongoing efforts to source and receive articles for the website, social media channels and *Pobl Dewi*. In addition, it was important to remain up to date with emerging trends in religious tourism and their implications for churches and the wider Diocese, enabling communications and engagement activities to respond effectively to changing opportunities and needs.

LOOKING FORWARD

Priorities for the coming year include restoring the team to full strength and ensuring members are equipped to support the Diocese's communications and mission objectives effectively. We also hope to develop a new website and strengthen our social media content to enhance engagement and improve access to information and resources. In addition, recruiting a new editor and distributor for *Pobl Dewi* will be an important priority in ensuring the continued production and distribution of the publication.

Tir Dewi **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Ven Eileen Davies

THE OBJECTIVES

Tir Dewi was created to provide support to farmers and farming families within the Diocese of St Davids, who were struggling to cope. There was previously a lack of support available and almost nothing in the Welsh language. While its main objective remains the same, the area of operation has increased significantly and now covers most of Wales.

ACHIEVEMENTS THIS YEAR

Tir Dewi has grown considerably during its 10 years of operation and provides support to all who ask for help across the whole of Wales. The organisation is now recognised as an established part of the Welsh Farming environment and is respected by key partners including Welsh Government, Farming Unions, Young Farmers and other charities in the sector. *Tir Dewi* and the Samaritans have established a joint venture to answer ever increasing calls from young people in Rural Areas, and during the year the Samaritans have continued to provide vital training to all of *Tir Dewi*'s volunteers to meet these needs.

Caseloads have increased greatly during the duration of the last year, with 110 cases live at the beginning of 2026, with case numbers greater in Carmarthenshire and Ceredigion, but with significant number of cases for the whole geographical area of Wales. Thanks are extended to all the volunteers for their committed response to be by the side of farmers for as long as is needed.

CHALLENGES

Growth in the number of cases poses many challenges. They include:

- managing the workload
- growing teams of volunteers, especially in North and Mid Wales
- increased demands for partnerships
- increased financial needs.

Improving *Tir Dewi*'s infrastructure will ensure it can accommodate increased demand. Ms. Janine Griffiths Baker has settled in well as the Chief Executive Officer, improving governance, applying for major grants, and managing an amazing team of dedicated employees.

LOOKING FORWARD

There is a need to ensure that all demands can be met, therefore *Tir Dewi* will continue to seek new volunteers, support them to deliver this much needed service, so that farmers know they are not on their own.

St Davids Diocese Interfaith Committee Report **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Ven Mones Farah

MEMBERSHIP
Ven M Farah

THE OBJECTIVES
Encourage ecumenical and interfaith dialogue, outreach and events across the Diocese and the Province.

ACHIEVEMENTS THIS YEAR
Through attendance and active participation in EON (the Provincial Interfaith and Ecumenical Commission), valuable insights and information were brought back to senior staff to help inform Continuing Ministerial Development (CMD) days. Particular attention was given to the rise of far-right activity and its impact on communities across the Province, enabling these issues to be addressed thoughtfully and pastorally.

New relationships were established with ecumenical partners in preparation for the Open to God Pentecost events, while attendance at Eid celebrations provided opportunities for dialogue and relationship-building with the Ismaili Muslim community.
Engagement with Syrian refugees also continued, helping to strengthen understanding and foster positive relationships across communities of different faiths and backgrounds. Contributing to an online webinar on interfaith through St Padarn's training institute for clergy in ministry.

CHALLENGES THIS YEAR
Identifying potential partners and entering into active engagement locally.

LOOKING FORWARD
A Prayer for Peace Day will be hosted by EON in Early autumn.

St Davids Diocesan Council for Social Responsibility **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Venerable Eileen Davies, Chairperson

DCSR MEMBERSHIP

St Davids Diocesan Council for Social Responsibility (DCSR) is a registered charity with The Bishop of St Davids, The Right Revd Dorrien Davies as its President; Venerable Eileen Davies its Chairperson and 15 further members, 5 of whom are also trustees. The Council meets four times a year to manage and guide its affairs.

DCSR OBJECTIVES

The main objective of the DCSR is to promote social responsibility as a fundamental element of a living faith and as an integral part of Church mission. Its strategies for achieving this include supporting the work of the Plant Dewi project which works closely with young families, and Tir Dewi, a charity which helps rural farming communities. By also working pro-actively with wider organisations on a local and national level, the DCSR strives to identify areas of concern, or need and respond in a non-judgmental way.

ACHIEVEMENTS THIS YEAR

The DCSR continues to work with the management team of Plant Dewi on a strategic plan, to further support families across the Diocese, extending thanks and gratitude to the whole team for the love and support they have shown during the year, making a difference in young families lives. Plant Dewi work in conjunction with other organisations, networking and forming partnerships. Young Mothers have expressed personal gratitude for the support they have received. The positive work of the Dad's Project has also impacted greatly on families.

The expansion of Tir Dewi beyond the Diocese sees farmers from all over Wales being supported, working alongside Plant Dewi, Children Youth and Families, Mental Health Teams, and many other charities, helping young families living in rural areas.

Revd Justin Arnott, the Social Responsibility Officer, has continued to expand his role, raising awareness of the continued need of support for individuals and groups of people of all ages throughout the Diocese.

CHALLENGES THIS YEAR

Finances continue to be challenging. Plant Dewi successfully secured over £4k through National Lottery Grant during the year. Additional grant funding and fundraising is vital to support the work of Plant Dewi and Tir Dewi. Both trustees and staff are to be commended for their dedication to the work, and their concern for all. Re-establishing relationships, meeting in person and engaging with LMAs to promote the work of the DCSR continues to be a priority.

LOOKING FORWARD

Plant Dewi will celebrate its 25th Anniversary in 2027; please support the events.

The DCSR continues to look at its remit and purpose, and discussions as to whether the name reflects the true work and purpose of the Council continue.

The social wellbeing of our Diocese is a matter of urgency for the committee to address, with subgroups formed to assess Governance, Marketing and Communication, to meet the needs of different age groups and social backgrounds, in order to work together to further the Kingdom of God in a changing world.

As Chair I express my heartfelt thanks to all who promote the work of social responsibility within the Diocese of St Davids, as we together endeavour to uphold our Christian principles.

Plant Dewi **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Mrs Catrin Eldred, Manager Plant Dewi

MEMBERSHIP

St Davids Diocesan Council for Social Responsibility is a registered charity and Plant Dewi is its main family support project. Bishop of St Davids, The Right Revd Dorrien Davies, is its President; Ven Eileen Davies, its Chairperson along with up to 14 council members, of which the Chair and 5 members are Trustees, who all meet 6 times a year.

THE OBJECTIVES

Plant Dewi's vision is a future where all families in West Wales can reach their full potential, live in thriving communities, and raise happy, confident children. Their mission is to provide inclusive, community-based support and meaningful opportunities where families are empowered to grow stronger together—because every family matters.

ACHIEVEMENTS THIS YEAR

It has been another very busy year for Plant Dewi, with 2,942 families accessing groups and centres (3,528 adults and 4,414 children), and 289 baby bundles distributed to families in need.

During this year, Plant Dewi secured a grant from the National Lottery Community Fund People and Places programme for £398,078 for the Carmarthenshire groups over a three-year period and this has enabled three new Families Together Groups to be developed. There is now a total of 11 Families Together Groups across Carmarthenshire and Pembrokeshire with another new group commissioned by Pembrokeshire County Council also. Plant Dewi have been successful again with the tender for the Ceredigion Family Centre Network, securing the work for at least a further 2 years. A substantial amount of work has been undertaken to develop a new CRM for Plant Dewi to better measure the impact the project is having on families that access groups and centres across the diocese. This is a work in progress as staff continue to receive training and the database is tested thoroughly to ensure it fits the needs of the organisation. Plant Dewi's Baby Bundle Base in Carmarthen has had a re-vamp and is proving to be a warm and friendly space for staff, volunteers and families alike.

Plant Dewi has been involved in the Diocesan Year of Children, Youth and Families and through this work has made progress on improving engagement with churches in some areas. In May 2025, a group of staff, DCSR members and supporters took part in a 26 mile walk in aid of Plant Dewi, raising much needed funds for the project and raising awareness of the work whilst walking from Walton East to St Davids. A Fundraising Strategy has been developed, and this will enable the project to look at generating income by arranging events and reaching out for corporate support.

CHALLENGES THIS YEAR

Recruitment has been challenging over the past year, particularly for low-hour roles such as Group Facilitators (4.5 hours per week). Funding also remains a significant issue, with rising demand and costs alongside decreasing availability of grant funding.

LOOKING FORWARD

Over the coming year, Plant Dewi will enhance its use of the Views database to better monitor and measure impact across the organisation. A Volunteer Coordinator, funded by the WCVA Volunteering Wales grant, will be recruited to strengthen volunteer recruitment, training, and retention. Planning will also begin for Plant Dewi's 25th anniversary in 2027, alongside implementing the Fundraising Strategy in alignment with this milestone.

St Davids Diocese Rural Life Advisor Report **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Revd Wyn Maskell

BOARD MEMBERSHIP

The board of Rural Advisors meets every two months and the lead officer is Hermione Morris (St Asaph). The rural life advisors portfolio is managed by Bishop John Lamas (Bishop of Swansea and Brecon). The members are Revd Victoria Ashley (Llandaf), Revd Lea Ryder (Monmouth), Revd Wyn Maskell (St Davids), Revd Andrew Perrin (Swansea and Brecon), Revd Llewelyn Moules Jones (Bangor). The group strives to meet three times a year.

THE OBJECTIVES

The group's main objectives are to engage with all issues relating to rural areas and to communicate those issues to the Dioceses. It is important to work with other organisations working within rural areas, to network and offer support in our role as rural affairs advisors. It is essential to promote local produce and to facilitate opportunities to raise awareness of rural life, the agriculture sector and the environment.

ACHIEVEMENTS THIS YEAR

The group has met regularly to discuss issues relating to rural life.
A successful conference was held in Llandrindod Wells in October 2025 for people who are passionate about rural issues. There was a wide range of speakers who are involved in ministry in rural areas. The conference was organised by St Padarn's Institute in Cardiff. We are confident that the attendees will be able to apply what they have learned and share further in their ministerial areas.

A very successful Thanksgiving service was held in October 2025 at Carmarthen's Mart Cafe. £520 was raised on the night and the proceeds were split between the *Plant Dewi* and *Tir Dewi* charities. The Bishop of St Davids, Dorrien Davies, gave a special address and a number of other individuals also contributed. The aim is to hold such an event again sometime in September/October. It is an opportunity to bring people together to sing Thanksgiving hymns and to truly share the message of the Gospel.

CHALLENGES THIS YEAR

Our rural areas face a number of challenges, such as rising energy costs, changes to inheritance tax rules and mental health issues within our communities.
We must recognise that families in rural Wales are vital to the economy of our communities and acknowledge their vital work in safeguarding the nation's food supply.

LOOKING FORWARD

We are people who believe in the Gospel. Most of the Diocesan Churches are in rural areas and we recognise how much our Churches contribute to the wellbeing and culture of our Diocese.

Welsh and Bilingualism Committee **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Canon Angharad James, Swyddog y Gymraeg, Cadeirydd

COMMITTEE MEMBERSHIP

(2026) Revd Canon Angharad James (Chair), the Bishop, the Venerable Eileen Davies, the Venerable Dr Matthew Hill, the Venerable Paul Mackness, Revd Canon Richard Davies, Revd Jean Voyle Williams, Revd Rhian Morgan, Revd Wyn Maskell, Mrs Eluned Rees, Mrs Mary Davies, Mr Rob Jones, Mrs Mari Hughes, and Miss Emma O'Connor (Secretary).

Former members (who served during the reporting period)
Canon Chancellor Dewi Roberts, Revd Nicholas Bee and Mrs Hazel Evans.

THE OBJECTIVES

To promote a positive attitude in our use of the Welsh language within the Diocese and to raise awareness that the use of Welsh is not only beneficial, but a key element of our mission for Christ. As a Committee, we endeavour to ensure that the Welsh language is visible – and used naturally in our services and service leaflets and in all aspects of the life and mission of the Church.

ACHIEVEMENTS THIS YEAR

- Working towards Eisteddfod y Garreg Las – planning what will be on the Diocesan stand and the programme in the Cathedral
- Welsh-only services – e.g. Plygain services
- A new Welsh Language Officer started in January 2026
- Contributing to *Agored i Dduw/Open to God* (ensuring the use of the language and Welsh art).

CHALLENGES THIS YEAR

There was a significant period when we were unable to meet. The Committee's work has resumed since the new year.

LOOKING FORWARD

- August 2026 – Eisteddfod y Garreg Las – planning and contributing to the Diocesan stand
- Creating a WhatsApp network to connect clergy who speak Welsh/are learning Welsh
- Develop part of the diocesan website to promote the Committee's work and Welsh language resources
- Organising a conference on mission work (which had to be postponed)
- Organising a retreat through the medium of Welsh

St Davids Cathedral and Tŷ'r Pererin **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: The Very Revd Dr Sarah Rowland Jones, Dean

MEMBERSHIP

The Dean and Chapter of St Davids Cathedral is a registered charity, whose Trustee Body is the senior clergy of the Diocese: the Dean, Archdeacons and Canons, appointed by the Bishop. Tŷ'r Pererin is the Cathedral's Education and Pilgrimage Centre, operating in the old school building, owned by the Friends of St Davids Cathedral. Its work is headed by the Canon Pastor, the Revd Canon Sheridan Angharad James. Mrs Janet Ingram, the full time Education and Pilgrimage Officer, retired in June 2026, with plans evolving for a new phase of this work.

THE OBJECTIVES

The registered objectives of St Davids Cathedral are 'To advance the Christian Religion of the Church in Wales for the Public Benefit. In particular to promote the mission of the Church in Wales in and through the Cathedral by promoting the statement of faith particularly described in: the Constitution of the Church in Wales; the Royal Charter 1919; the Welsh Church Act 1914; the Welsh Church (Temporalities) Act 1991.' The Cathedral 'Welcomes visitors as Pilgrims', praying that all who visit should sense God's redeeming love, hear Christ's call 'follow me', and take the next step He puts before each of us.

ACHIEVEMENTS THIS YEAR

The Cathedral remains busy, with another vibrant year celebrating the liturgical calendar, alongside many special services and events, for local, diocesan, and wider groups. Attendances, notably over Christmas, Holy Week and Easter, rose. Music thrives, led by Sub-Dean Canon Leigh Richardson, with a successful Festival held, and other concerts promoted and hosted during the year. The Cathedral features regularly on TV, radio and other media, in both English and Welsh. Tŷ'r Pererin hosted an increasing number of events and activities, for individual pilgrims and pilgrimage groups, schools, LMAs /parishes, and the local community. Bishop Dorrien's Visitation, a general review in parallel to Pruning for Growth, was completed and recommendations are being taken forwards. A new Architect was appointed and undertook a Quinquennial Inspection. Significant surveys with some repairs were Cadw/RB funded, and an NLHF bid prepared.

CHALLENGES THIS YEAR

COVID's aftermath still shapes the local tourism economy: visitor numbers have plateaued around 30% below pre-pandemic levels, with consequent negative impact on a major income stream. Though Welcome Team and Shops continue to increase per capita giving and spend, and new wifi-enhanced giving is showing promise, finances continue too tight for comfort.

LOOKING FORWARD

The Visitation and QI set out a fresh vision for further developing Cathedral life, including added staff and 30-year planning for building care. This requires significant extra funding, which (as with almost all Welsh and English cathedrals) is beyond internal resourcing. The current NLHF bid is for project development, to enable a robust bid in 2027 for a comprehensive project to enhance and strengthen: the conserving and safeguarding of heritage; access and interpretation; environmental resilience; and organisational and financial capacity.

Mothers' Union **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Revd Glenys Payne, Diocesan President Mothers' Union

BOARD MEMBERSHIP

The Diocesan President, Three Archdeaconry Vice-Presidents, and two General Trustees from each Archdeaconry (General Trustees: two from each Archdeaconry to liaise with the VP to filter information down to branch leaders). The Chaplain, Secretary, Treasurer and Safeguarding Lead attend but do not vote and are not Trustees.

THE OBJECTIVES

Our vision is a world where God's love is shown through loving, respectful and flourishing relationships which members actively pursue by praying, campaigning and enabling others. Our Mission is to show our Christian faith by transformation of communities worldwide.

ACHIEVEMENTS THIS YEAR

- Our partnership with *Plant Dewi continues* with MU supporting and actively participating with the *Baby Bundle* scheme. We have also supported *Plant Dewi* via MU **A**way **F**rom **I**t **A**ll . AFIA, one of our longest-running projects, by contributing to family trips and days out.
- The continuation of our Seafarers, Women's Refuge and *Cross in the Pocket* projects and many local hospital and community projects run by Branches have also been introduced..
- We have streamlined the format of our Diocesan meetings. There are three 'Gatherings' one in each Archdeaconry. We have continued with a short talk from a speaker followed by an informal discussion with members.
- A day of Celebration was held in August at the Cathedral to celebrate the birthday of our Founder Mary Sumner. This culminated in a service of Thanksgiving.

CHALLENGES THIS YEAR

Yet again one of the biggest challenges is to maintain and nurture current branches. We are very grateful to our younger clergy who are helping us in this venture with a view to increasing membership. With most of our members heavily involved in Church life it has been a little difficult at times to continue with the administration in so many different avenues.

LOOKING FORWARD

This year we are celebrating the 150th Anniversary of MU. We are planning a visit from our Worldwide President in May. There will be a 150th Anniversary Celebration in the Cathedral in June. There will also be a Service in St. Paul's Cathedral in London which a few of our members are involved with. With guidance from our Clergy and our Central Board, our Trustees continue to look at new ways to facilitate existing branches. We are also looking at encouraging more young people to embrace the work of MU with a view to them becoming supporters and eventual members. We accept that this will take time. We pray that God will guide us to walk alongside our Clergy in furthering His work in this corner of the vineyard.

St Davids Diocese Guild of Bell Ringers **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026

Author: Ms Glynis Llewelyn, Guild Secretary

MEMBERSHIP

The Guild of Bell Ringers with the President being The Bishop, Vice President Fr Jim Flannigan, comprises 8 posts:

Guild Master (Chair)	Ringing Master	Treasurer	Secretary
Education and Youth Officer	Bell Restoration Officer	Safeguarding Officer	Central Council Representative
There are 152 members representing 17 Ringing Towers across the Diocese			

THE OBJECTIVES

- Recognise the true position of ringers as representatives of the church
- Promote the ringing of bells for worship and on other suitable occasions
- Promote the care and restoration of bells
- Recruit and train ringers
- Promote and advance change ringing

ACHIEVEMENTS THIS YEAR

The Guild has been celebrating its 80th Anniversary by ringing peals and quarter peals at many churches across the Diocese during the year.

The renovation and augmentation of the bells at St Mary the Virgin, Pembroke, has been successfully completed and the bells are now regularly rung.

CHALLENGES THIS YEAR

Income generation for bell and tower maintenance to ensure ongoing viability of bell ringing across the Guild. There is still a problem of water ingress in many churches with potential damage to church fabric and ringing infrastructure and possible Health and Safety issues. Some bands find it difficult to recruit new members.

LOOKING FORWARD

The Guild is carrying out a survey of all its members to involve everyone in helping to ensure the Guild can meet the needs of new and current ringers for the future

Housing Association Report **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Jan – Dec 2025

Author: Mrs N Evans BA FCCA, Hon Secretary

COMMITTEE MEMBERSHIP

The Management Committee met on three occasions through the year. It comprises, Bishop of St Davids, The Right Reverend Dorrien Davies as President, The Ven Dr M Hill as Chairperson, Mrs Nia Evans Treasurer, Ms Emma O'Connor Secretary , the Archdeacons of Carmarthen, St Davids and Cardigan, and 5 lay persons.

THE OBJECTIVES

The Housing Association provides rental homes for retired clerics, or widows/widowers and dependants of clerics. The Association endeavours to keep its housing in good repair and seeks to provide a responsive and efficient repair service for its tenants.

ACHIEVEMENTS THIS YEAR

- During the year there has been no change in tenancy with no vacant property at the year end.
- A rent review was conducted, which resulted in a rental increase of 2.5% from January 2026.

Total income for 2025 was £64,891. Expenditure on Charitable Activities amounted to £49,737. The resultant surplus on the Income and Expenditure Account was £15,154. At the year end the Balance Sheet showed total funds of £216,885.

LOOKING FORWARD

The Housing Association will endeavour to continue to maintain its housing stock in good repair and continue to offer a responsive repair service for its tenants.

Cursillo **AGENDUM 9**

ANNUAL SUMMARY REPORT

Reporting period: Easter 2025 – Easter 2026
Author: Caroline Llewellyn, Lay Director

MEMBERSHIP

Cursillo (a Spanish word pronounced Cur-see-oh) is a movement of the Church led by ordained and lay people providing a method by which Christians are empowered to grow through prayer, study and action and enabled to share God s love with everyone. It has been operating in the Diocese with the Bishop's permission since 1998 and since then 171 people have attended a Cursillo Weekend. All baptised Anglicans are welcome to join us.

THE OBJECTIVES

Cursillo's objectives are to renew Anglican Christians in their Christian commitment and to develop the practice of Christian principles in their everyday life so as to help others discover and sustain a Christian way of life, by various means including the provision of short religious education courses.

ACHIEVEMENTS THIS YEAR

The Dioceses of St Davids and Swansea & Brecon continue to work together to build Cursillo in this part of Wales.

Area meetings (known as Ultreyas, another Spanish word) have been held at Cardigan, Brecon, Loughor, St Davids, Templeton and Dafen and one meeting via Zoom which allowed those who are no longer able to travel, due to distance or ill health, to join with us virtually.

Several Members attended the National Ultreya in Durham which is a gathering of representatives from the 25 Cursillo Dioceses from across the country and included a walk of witness to the Cathedral where a Eucharist was held.

The highlight of our year was the 26th annual Cursillo Weekend in Llangasty, Brecon when new Pilgrims or participants were welcomed into Cursillo. It was a joy filled weekend of love, shared fellowship and discussion.

CHALLENGES THIS YEAR

Although our Cursillo group doesn't currently have any vacancies on its Secretariat, encouraging people to step forward to take on leadership roles at both a local and national level is a challenge. Several small groups (4th Day Groups) continue to meet regularly - in Carmarthen, Cardigan, Milford Haven, Brecon, Gorseinon and on Zoom. This is the 'bread and butter' of Cursillo where members support and hold one another accountable for our lives in Christ. However, it would be good to encourage more Cursillistas to meet together on a regular basis.

LOOKING FORWARD

More Ultreyas are planned - in Carew, Llansadwrn, Hubberston, Llandeilo and Carmarthen together with a trip to Chichester for the National Ultreya and work is well advanced in planning the next weekend to be held 10th - 13th September 2026.

STANDING ORDERS OF THE ST DAVIDS DIOCESAN CONFERENCE

1. All meetings of the conference shall open and close with prayer.

2. When the President has taken the Chair, no member shall continue standing, except when addressing the Chair.

3. While he is present at the Conference, the President may appoint another member of Conference to chair the Conference in his place.

4. When two or more members rise simultaneously to address the Chair, the Chairman shall decide which of them shall speak first.

5.

a) Speeches made by the proposer and seconder of a resolution shall not exceed ten minutes. The proposer may also claim five minutes for reply.
b) All other speeches shall not exceed five minutes.
c) The Chairman may, with the leave of the Meeting, extend the time for a speech.
d) This section shall not apply to the President's Address.

6. No member shall be allowed to speak more than once on the same question, except in explanation or to raise a point of order, unless it is the proposer of a motion exercising the right to reply.

7. Whenever the Chairman rises during a debate, any member speaking or offering to speak shall immediately sit down.

8. If, during a debate, 30 members rise in their places and demand that a vote be now taken, the Chairman shall put that question to the meeting for a decision by a show of hands.

9. If the meeting approves the call for a vote, the Chairman shall first offer the proposer the right of reply and then proceed directly to the vote.

10. Only the business set out on the Agenda Paper shall be transacted. The Agenda shall be sent to all members of Conference with the notice of meeting and Reports at least fourteen days before the date of the meeting.

11.

a) Any question requiring an answer, and any motion that members wish to propose must be submitted in writing to the Lay Secretary of Conference at least seven days before the date of the meeting.

b) b) Should any member wish to propose a motion other than for a Special Meeting it should be sent to the Lay Secretary in time for consideration by the Standing Committee at its meeting immediately preceding the meeting of Conference.

12. At a meeting other than a Special Meeting, the President may, at his discretion, allow other items of business of a routine nature not appearing on the Agenda Paper.

13. All amendments shall be in writing, signed by the proposer and must be handed to the Secretaries, if possible before the meeting.

14. No amendment on an amendment shall be in order.

15.

a) A motion which is printed on the Agenda Paper need not be read before being put.

b) All other motions or amendments shall be read immediately before the vote thereon is taken.

16. When a division is called for, tellers of both the Orders of Clergy and Laity shall be appointed by the President or Chairman.

17. The Standing Committee shall be authorised to act on behalf of the Diocesan Conference, between its meetings in any matter that the Bishop of the Diocese may deem to be necessary, and a report shall be made thereof to the conference at its next meeting.

18. Any member may speak in Welsh or English.

19. A Record of Attendance will be kept.

20. A motion for the suspension of Standing Orders shall not be in order unless a majority of the members present rise in support.

21. These Standing Orders shall be printed and circulated with the Agenda for each and every meeting of Conference.