YR EGLWYS yng NGHYMRU THE CHURCH IN WALES

Gweithdy i gyd-fynd â Siarter Urddas yr Eglwys yng Nghymru

The material contained in this guide will support you in the delivery of the Dignity Workshop. In addition to this guide, you should also have:

- **Dignity Charter**
- **Dignity Charter Prayers**
- **Slides**
- **Bible Study**
- **Participant Booklet**

Workshop to accompany the Church in Wales Dignity Charter

The material contained in this guide will support you in the delivery of the Dignity Workshop. In addition to this guide, you should also have:

- **Dignity Charter**
- **Dignity Charter Prayers**
- **Slides**
- **Bible Study**
- **Participant Booklet**





Slide 1 – Welcome

What to say ...

“Good [morning/afternoon] and thank you for being here.

Today we’re going to explore dignity — something at the heart of our faith and our life together as a church community.

This isn’t just about a document or policy. It’s about how we treat one another day-to-day — especially when we disagree or things become difficult.

My hope is that this will be a safe and thoughtful space, where we can learn together.

Before we start it is appropriate to begin with prayer and I am going to use one of the specially commissioned prayers.”

Choose one of the prayers.

Facilitator notes

- **Set a warm, open tone**
- **Encourage listening and respect**
- **Ask participants to make notes in the Participant Booklet**
- **No exercise here – just grounding the session**



Slide 1 – Welcome

What to say ...

“Good [morning/afternoon] and thank you for being here.

Today we’re going to explore dignity — something at the heart of our faith and our life together as a church community.

This isn’t just about a document or policy. It’s about how we treat one another day-to-day — especially when we disagree or things become difficult.

My hope is that this will be a safe and thoughtful space, where we can learn together.

Before we start it is appropriate to begin with prayer and I am going to use one of the specially commissioned prayers.”

Choose one of the prayers.

Facilitator notes

- **Set a warm, open tone**
- **Encourage listening and respect**
- **Ask participants to make notes in the Participant Booklet**
- **No exercise here – just grounding the session**



Slide 2 – Scripture

What to say ...

“Let’s begin with these words from Matthew and Ephesians:

> *‘So whatever you wish that others would do to you, do also to them’*
>
> *‘Be kind to one another, tender-hearted, forgiving one another…’*

This is the spirit that underpins everything we’re talking about today.

Dignity is not just behaviour — it’s rooted in how we see one another as made in God’s image.”

Facilitator notes

- **Pause briefly after reading**
- **Let it settle (no discussion needed, unless very small group)**
- **Encourage participants to read the Bible Study after the event**



Slide 2 – Scripture

What to say ...

“Let’s begin with these words from Matthew and Ephesians:

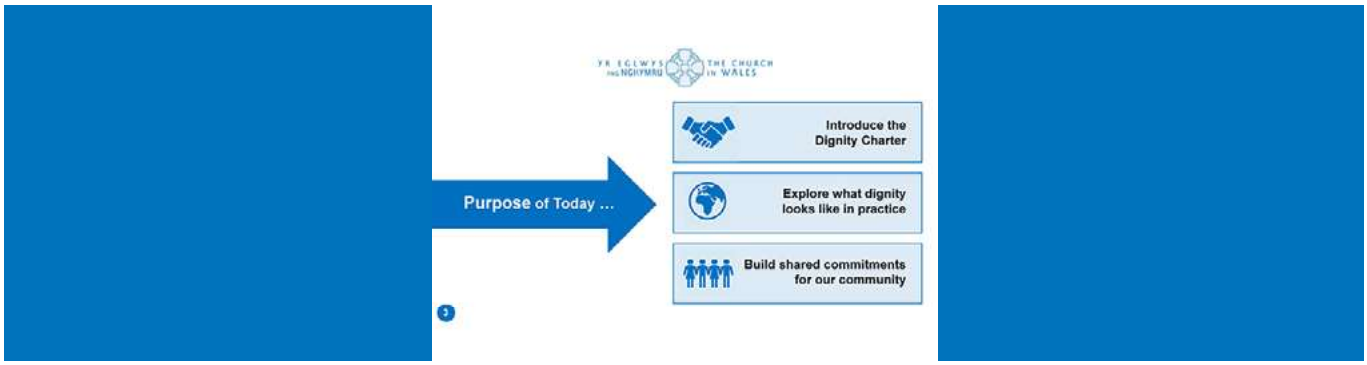
> *‘‘So whatever you wish that others would do to you, do also to them’*
>
> *‘Be kind to one another, tender-hearted, forgiving one another…’*

This is the spirit that underpins everything we’re talking about today.

Dignity is not just behaviour — it’s rooted in how we see one another as made in God’s image.”

Facilitator notes

- **Pause briefly after reading**
- **Let it settle (no discussion needed, unless very small group)**
- **Encourage participants to read the Bible Study after the event**



Slide 3 – Purpose of Today

What to say ...

"There are three aims for today:

- **To introduce the Dignity Charter**
- **To explore what dignity looks like in practice**
- **To build shared commitments for how we live together**

The Dignity Charter was prepared in response to the Monmouth Enquiry and Review, a report commissioned in May 2020. It was launched at the Governing Body meeting in September 2022; people have asked for additional material to help bring it to life.

The Chater aims to provide a framework of expectation for managing how we behave towards one another. It sets out standards which everyone should meet. It is intended to create a supportive environment where mistakes are recognised, acknowledged and which can result in positive learning and progressive change in behaviour.

Before we go further, let's reflect on our own experiences."

Exercise: Pair discussion

Prompt (say this): "Turn to someone near you and share:

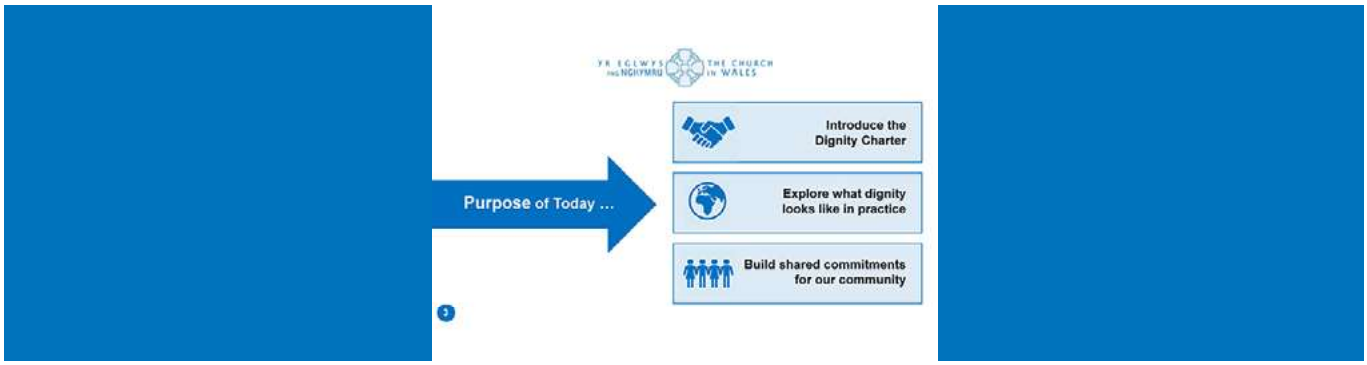
- ► **A time when you felt genuinely respected or valued**
- ► **What made that experience feel special?"**

Debrief questions

- **"What stood out?"**
- **"What made the biggest difference?"**

Facilitator notes

- **Capture themes verbally (no need to write unless helpful)**
- **Highlight words like: listening, kindness, inclusion, respect**



Slide 3 – Purpose of Today

What to say ...

"There are three aims for today:

- **To introduce the Dignity Charter**
- **To explore what dignity looks like in practice**
- **To build shared commitments for how we live together**

The Dignity Charter was prepared in response to the Monmouth Enquiry and Review, a report commissioned in May 2020. It was launched at the Governing Body meeting in September 2022; people have asked for additional material to help bring it to life.

The Chater aims to provide a framework of expectation for managing how we behave towards one another. It sets out standards which everyone should meet. It is intended to create a supportive environment where mistakes are recognised, acknowledged and which can result in positive learning and progressive change in behaviour.

Before we go further, let's reflect on our own experiences."

Exercise: Pair discussion

Prompt (say this): "Turn to someone near you and share:

- ► **A time when you felt genuinely respected or valued**
- ► **What made that experience feel special?"**

Debrief questions

- **"What stood out?"**
- **"What made the biggest difference?"**

Facilitator notes

- **Capture themes verbally (no need to write unless helpful)**
- **Highlight words like: listening, kindness, inclusion, respect**



Slide 4 – Core Principles

What to say ...

“These are the core principles behind the Charter:

- **Everyone has inherent worth**
- **Respect is both a right and a responsibility**
- **Behaviour affects the whole community**
- **We are a learning community**

Let’s make these practical.”

Exercise: Small group activity

Instructions: “I’m going to give you some behaviours.
In your groups

1. **Which principle does this connect to — or break?**
2. **What impact does it have?”**

Examples to give

- **Interrupting someone repeatedly**
- **Thanking someone publicly**
- **Ignoring emails**
- **Apologising when wrong**

Follow-up prompt

“What do you notice? Which behaviours build trust — and which erode it?”

Facilitator notes

- **Keep pace steady**
- **Don’t over-discuss each example**



Slide 4 – Core Principles

What to say ...

“These are the core principles behind the Charter:

- **Everyone has inherent worth**
- **Respect is both a right and a responsibility**
- **Behaviour affects the whole community**
- **We are a learning community**

“Let’s make these practical.”

Exercise: Small group activity

Instructions: “I’m going to give you some behaviours.
In your groups

1. **Which principle does this connect to — or break?**
2. **What impact does it have?”**

Examples to give

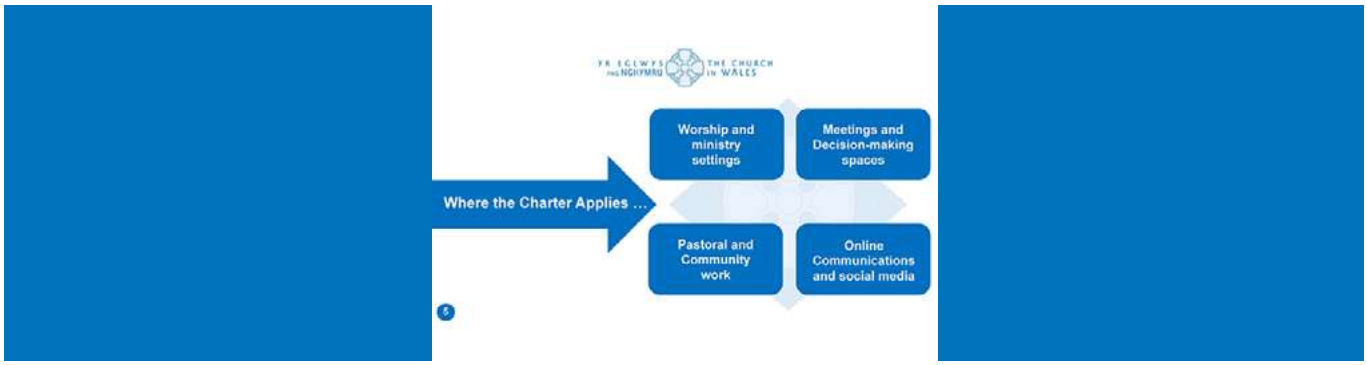
- **Interrupting someone repeatedly**
- **Thanking someone publicly**
- **Ignoring emails**
- **Apologising when wrong**

Follow-up prompt

“What do you notice? Which behaviours build trust — and which erode it?”

Facilitator notes

- **Keep pace steady**
- **Don’t over-discuss each example**



Slide 5 – Where the Charter Applies

What to say ...

“One key point — dignity applies everywhere:

- **Worship**
- **Meetings**
- **Pastoral work**
- **Online spaces**

Often the challenge isn’t knowing this — it’s remembering it in everyday moments.”

Exercise: Group reflection

Prompt: “In your groups, pick one or two of the 4 examples above and think of examples:

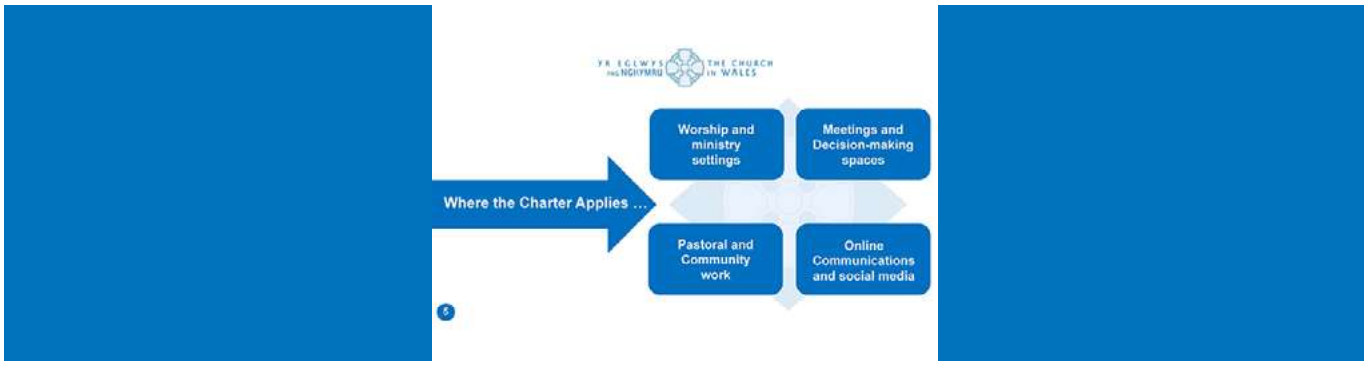
- **Where do you see dignity lived out well?**
- **Where is it more challenging?”**

Debrief

“Are there particular settings where it’s harder to maintain dignity?”

Facilitator notes

- **You may wish to do this in small groups or as one group, depending on numbers**
- **Expect mention of meetings, email, or conflict situations**



Slide 5 – Where the Charter Applies

What to say ...

“One key point — dignity applies everywhere:

- **Worship**
- **Meetings**
- **Pastoral work**
- **Online spaces**

Often the challenge isn’t knowing this — it’s remembering it in everyday moments.”

Exercise: Group reflection

Prompt: “In your groups, pick one or two of the 4 examples above and think of examples:

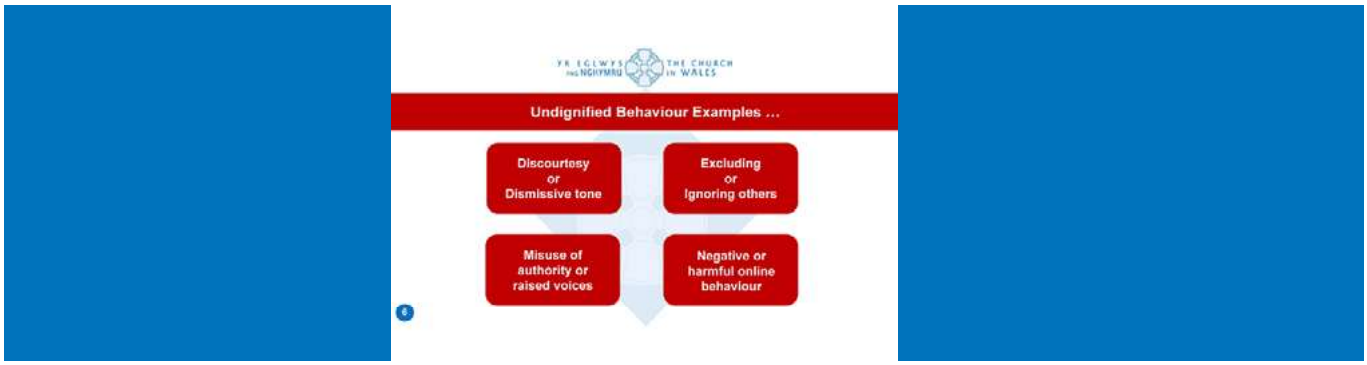
- **Where do you see dignity lived out well?**
- **Where is it more challenging?”**

Debrief

“Are there particular settings where it’s harder to maintain dignity?”

Facilitator notes

- **You may wish to do this in small groups or as one group, depending on numbers**
- **Expect mention of meetings, email, or conflict situations**



Slide 6 – Undignified Behaviour

What to say ...

"It's also helpful to recognise behaviours that undermine dignity:

- **Dismissive tone**
- **Excluding or ignoring others**
- **Misuse of authority**
- **Harmful online behaviour**

This isn't about blaming individuals — it's about recognising patterns."

Exercise: Dignity Spectrum

Instructions: "Imagine a line across the room:

- **One end = 'Undignified'**
- **Other end = 'Dignified'**

I'll read behaviours — stand or point to where you think they belong."

Use some of these examples (not all):

☺ **Being patient with someone who needs more time or support**
X **Using dismissive language (e.g. "That's silly")**
☺ **Thanking people for their contributions**
X **Sharing confidential information carelessly**
☺ **Respecting personal space and boundaries**
☺ **Giving constructive feedback privately, not publicly**
X **Excluding individuals from conversations or decisions**
☺ **Offering help when someone is struggling**
X **Raising your voice aggressively**
☺ **Using someone's preferred name or title**
X **Talking about people behind their back**
☺ **Maintaining appropriate eye contact in conversation**
X **Arriving late frequently without explanation**
☺ **Apologising sincerely when you've made a mistake**

continued ...



Slide 6 – Undignified Behaviour

What to say ...

"It's also helpful to recognise behaviours that undermine dignity:

- **Dismissive tone**
- **Excluding or ignoring others**
- **Misuse of authority**
- **Harmful online behaviour**

This isn't about blaming individuals — it's about recognising patterns."

Exercise: Dignity Spectrum

Instructions: "Imagine a line across the room:

- **One end = 'Undignified'**
- **Other end = 'Dignified'**

I'll read behaviours — stand or point to where you think they belong."

Use some of these examples (not all):

☺ **Being patient with someone who needs more time or support**
X **Using dismissive language (e.g. "That's silly")**
☺ **Thanking people for their contributions**
X **Sharing confidential information carelessly**
☺ **Respecting personal space and boundaries**
☺ **Giving constructive feedback privately, not publicly**
X **Excluding individuals from conversations or decisions**
☺ **Offering help when someone is struggling**
X **Raising your voice aggressively**
☺ **Using someone's preferred name or title**
X **Talking about people behind their back**
☺ **Maintaining appropriate eye contact in conversation**
X **Arriving late frequently without explanation**
☺ **Apologising sincerely when you've made a mistake**

continued ...

- X Interrupting or talking over someone
- ☺ Including everyone in discussions or group work
- ☺ Being punctual and respecting others' time
- X Ignoring someone's views or contributions
- ☺ Speaking respectfully, even in stressful situations
- X Invading personal space or ignoring boundaries
- ☺ Giving credit to others for their ideas or work
- X Taking credit for someone else's work
- ☺ Keeping confidential information private
- X Not responding when someone speaks to you
- ☺ Acknowledging different perspectives even when you disagree
- X Ignoring cultural or personal differences
- ☺ Listening without interrupting when someone is speaking
- X Publicly criticising or embarrassing someone
- X Showing impatience or frustration toward someone struggling
- X Using inappropriate jokes or comments

Debrief

- "Why did you stand there?"
- "What makes something feel more or less acceptable?"

Facilitator notes

- The ☺ examples are Dignified
- The X examples are Undignified
- Expect differences — that's helpful discussion

- X Interrupting or talking over someone
- ☺ Including everyone in discussions or group work
- ☺ Being punctual and respecting others' time
- X Ignoring someone's views or contributions
- ☺ Speaking respectfully, even in stressful situations
- X Invading personal space or ignoring boundaries
- ☺ Giving credit to others for their ideas or work
- X Taking credit for someone else's work
- ☺ Keeping confidential information private
- X Not responding when someone speaks to you
- ☺ Acknowledging different perspectives even when you disagree
- X Ignoring cultural or personal differences
- ☺ Listening without interrupting when someone is speaking
- X Publicly criticising or embarrassing someone
- X Showing impatience or frustration toward someone struggling
- X Using inappropriate jokes or comments

Debrief

- "Why did you stand there?"
- "What makes something feel more or less acceptable?"

Facilitator notes

- The ☺ examples are <u>Dignified</u>
- The X examples are <u>Undignified</u>
- Expect differences — that's helpful discussion



Slide 7 – Discussion Scenarios

What to say ...

"Now we're going to work with some real-life scenarios.

In your groups:

1. **What's happening here?**
2. **Where are the dignity issues?**
3. **How could this be handled better?"**

Give each group ONE scenario

1. During Coffee After the Service

Scenario: A newcomer is left standing alone while established members continue chatting only within their own friendship groups.

Prompt questions:

- **How might the newcomer feel in this situation?**
- **What small actions could others take to include them?**
- **Whose responsibility is it to notice and respond?**

2. Committee Meeting

Scenario: One person dominates the discussion and repeatedly talks over quieter members.

Prompt questions:

- **What impact does this have on group decision-making?**
- **How could the chair encourage more balanced participation?**
- **What does respectful listening look like here?**



Slide 7 – Discussion Scenarios

What to say ...

"Now we're going to work with some real-life scenarios.

In your groups:

1. **What's happening here?**
2. **Where are the dignity issues?**
3. **How could this be handled better?"**

Give each group ONE scenario

1. During Coffee After the Service

Scenario: A newcomer is left standing alone while established members continue chatting only within their own friendship groups.

Prompt questions:

- **How might the newcomer feel in this situation?**
- **What small actions could others take to include them?**
- **Whose responsibility is it to notice and respond?**

2. Committee Meeting

Scenario: One person dominates the discussion and repeatedly talks over quieter members.

Prompt questions:

- **What impact does this have on group decision-making?**
- **How could the chair encourage more balanced participation?**
- **What does respectful listening look like here?**

1. After a Service Mistake

Scenario: A volunteer is publicly criticised for making a mistake during the service.

Prompt questions:

- **How might this affect their confidence and willingness to serve?**
- **What would a more dignified way of handling the situation look like?**
- **Why does location (public vs private) matter when giving feedback?**

2. Welcoming Children

Scenario: Children are told off sharply in front of others for making noise during the service.

Prompt questions:

- **What message does this send to children and families?**
- **How can churches balance reverence with inclusivity?**
- **What would a more respectful approach look like?**

3. Handling Differences of Opinion

Scenario: Someone dismisses another's idea in a church discussion with "that's a ridiculous suggestion."

Prompt questions:

- **How does this language affect the person and the wider group?**
- **What are better ways to disagree respectfully?**
- **How can we value different perspectives?**

4. Gossip in the Congregation

Scenario: Personal information about a church member is shared informally without their permission.

Prompt questions:

- **What are the consequences of this for trust within the church?**
- **Where is the line between concern and gossip?**
- **How can confidentiality be better respected?**

3. After a Service Mistake

Scenario: A volunteer is publicly criticised for making a mistake during the service.

Prompt questions:

- **How might this affect their confidence and willingness to serve?**
- **What would a more dignified way of handling the situation look like?**
- **Why does location (public vs private) matter when giving feedback?**

4. Welcoming Children

Scenario: Children are told off sharply in front of others for making noise during the service.

Prompt questions:

- **What message does this send to children and families?**
- **How can churches balance reverence with inclusivity?**
- **What would a more respectful approach look like?**

5. Handling Differences of Opinion

Scenario: Someone dismisses another's idea in a church discussion with "that's a ridiculous suggestion."

Prompt questions:

- **How does this language affect the person and the wider group?**
- **What are better ways to disagree respectfully?**
- **How can we value different perspectives?**

6. Gossip in the Congregation

Scenario: Personal information about a church member is shared informally without their permission.

Prompt questions:

- **What are the consequences of this for trust within the church?**
- **Where is the line between concern and gossip?**
- **How can confidentiality be better respected?**

1. Inclusion in Ministry

Scenario: Certain individuals are overlooked for roles or responsibilities without explanation.

Prompt questions:

- **How might this affect people's sense of belonging?**
- **What processes could make opportunities more transparent?**
- **How can churches ensure fairness and inclusion?**

2. Accessibility Needs Ignored

Scenario: A person's accessibility needs (e.g. mobility, hearing) are not considered or accommodated during services or events.

Prompt questions:

- **What does this communicate about whose presence is valued?**
- **What practical steps could improve inclusion?**
- **How can churches be more proactive in recognising diverse needs?**

Optional role-play

"Try acting out a better version of the situation."

Debrief (whole group)

- **"What made the improved responses more dignified?"**
- **"What behaviours made the biggest difference?"**

7. Inclusion in Ministry

Scenario: Certain individuals are overlooked for roles or responsibilities without explanation.

Prompt questions:

- **How might this affect people's sense of belonging?**
- **What processes could make opportunities more transparent?**
- **How can churches ensure fairness and inclusion?**

8. Accessibility Needs Ignored

Scenario: A person's accessibility needs (e.g. mobility, hearing) are not considered or accommodated during services or events.

Prompt questions:

- **What does this communicate about whose presence is valued?**
- **What practical steps could improve inclusion?**
- **How can churches be more proactive in recognising diverse needs?**

Optional role-play

"Try acting out a better version of the situation."

Debrief (whole group)

- **"What made the improved responses more dignified?"**
- **"What behaviours made the biggest difference?"**



Slide 8 – Building a Dignity Culture

What to say ...

“Dignity is built through small, consistent actions:

- **Listening well**
- **Addressing issues early**
- **Admitting mistakes**
- **Showing appreciation**

Facilitator notes

- **Pause briefly after reading**
- **Let it settle (no discussion needed, unless very small group)**



Slide 8 – Building a Dignity Culture

What to say ...

“Dignity is built through small, consistent actions:

- **Listening well**
- **Addressing issues early**
- **Admitting mistakes**
- **Showing appreciation**

Facilitator notes

- **Pause briefly after reading**
- **Let it settle (no discussion needed, unless very small group)**



Slide 9 – Building a Dignity Culture

What to say ...

"Here's a simple tool. You may wish to write it down:"

"Pause → Listen → Acknowledge → Respond"

Exercise: Pairs

Instructions: "One of you choose one of the Speech Bubbles and say it to your colleague. The other responds using the model.

Then swap roles and choose another bubble"

Debrief

- **"What helped?"**
- **"What made it harder?"**



Slide 9 – Building a Dignity Culture

What to say ...

"Here's a simple tool. You may wish to write it down:"

"Pause → Listen → Acknowledge → Respond"

Exercise: Pairs

Instructions: "One of you choose one of the Speech Bubbles and say it to your colleague. The other responds using the model.

Then swap roles and choose another bubble"

Debrief

- **"What helped?"**
- **"What made it harder?"**



Slide 10 – Commitments

What to say

“We now come to reflections and commitments.
Take a moment to complete this sentence:

► **‘What are we going to do now to bring the Dignity Charter to life, to live it and adhere to it?’**

Options

- **Write privately**
- **Share in pairs**
- **Invite 2–3 volunteers**

Facilitator notes

- **Keep this reflective, not pressured**



Slide 10 – Commitments

What to say

"We now come to reflections and commitments.
Take a moment to complete this sentence:

► **'What are we going to do now to bring the Dignity Charter to life, to live it and adhere to it?'**

Options

- **Write privately**
- **Share in pairs**
- **Invite 2–3 volunteers**

Facilitator notes

- **Keep this reflective, not pressured**



Slide 11 – Closing

What to say

“Thank you for your honesty and engagement today.

Dignity isn’t something we fix in one session, it’s something we practise every day.

Today’s workshop introduced the Dignity Charter, exploring what dignity looks like in everyday church life and how behaviour, both positive and negative, affects the wellbeing of the whole community. It encouraged reflection on real scenarios and focused on building a culture of respect through active listening, accountability, and shared commitments.

The Charter is a shared commitment to uphold the inherent worth of every person, promoting respectful, kind and constructive behaviour across all areas of church life, including worship, meetings, pastoral work and online interactions.

It is not a set of rigid rules or a disciplinary tool, but a framework to guide attitudes and relationships, encouraging learning, reconciliation, and mutual responsibility rather than blame or control.”

Final words

“May we continue to build a community marked by kindness, respect, and grace.”



Slide 11 – Closing

What to say

“Thank you for your honesty and engagement today.

Dignity isn’t something we fix in one session, it’s something we practise every day.

Today’s workshop introduced the Dignity Charter, exploring what dignity looks like in everyday church life and how behaviour, both positive and negative, affects the wellbeing of the whole community. It encouraged reflection on real scenarios and focused on building a culture of respect through active listening, accountability, and shared commitments.

The Charter is a shared commitment to uphold the inherent worth of every person, promoting respectful, kind and constructive behaviour across all areas of church life, including worship, meetings, pastoral work and online interactions.

It is not a set of rigid rules or a disciplinary tool, but a framework to guide attitudes and relationships, encouraging learning, reconciliation, and mutual responsibility rather than blame or control.”

Final words

“May we continue to build a community marked by kindness, respect, and grace.”

Nodiadau

Notes

