

# Diocese of Llandaff

## Profile

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### **The Diocese of Llandaff is not standing still...**

**“Show me your ways, Lord, teach me your paths.” *(Psalm 25:4)***

The first steps of our pilgrim journey were taken by the Celtic saints 15 centuries ago and, since then, the Christian community of our diocese has plotted a route through change and upheaval, peace and conflict, industrialisation and secularisation. A constant thread of Christian faith has been woven into the broader historical, social and economic fabric that saw South Wales become an industrial powerhouse in the 19<sup>th</sup> and 20<sup>th</sup> centuries, before evolving into today’s vibrant multi-cultural heartland of devolved Wales. Our nation is confident of its place in the UK, Europe and the world, yet anxious as it surveys the post pandemic landscape at a time of economic uncertainty and geopolitical insecurity.

The journey is ongoing as the Diocese of Llandaff seeks to speak into this narrative, with a bold proclamation of Jesus Christ and of God’s profound love and, in doing so, discern the person God might call to become the 73<sup>rd</sup> Bishop of Llandaff.

The Rt Revd June Osborne has served as our Bishop since 2017 and, with her retirement, the Electoral College of the Church in Wales, comprising 47 lay people and clergy elected by the six Welsh dioceses, will meet at Llandaff Cathedral on 18<sup>th</sup> – 20<sup>th</sup> January 2023, to elect her successor. This profile draws together views and perspectives from across the Diocese of Llandaff that will form the core of the Llandaff Electors’ presentation to the Electoral College.

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## Renewed purpose and missional focus

*"Therefore, if anyone is in Christ, the new creation has come: the old has gone, the new is here!" (2 Corinthians 5:17)*

Our next Bishop will arrive at a moment of significant change and opportunity. In the last three years we have set out a new strategic vision entitled "Llandaff Diocese - Where Faith Matters" with a primary focus on growth, lay leadership and nurturing younger disciples. This has grown out of a shared core commitment that as the family of God in this diocese, we should be:

- Telling a joyful story
- Growing the kingdom of God
- Building our capacity for good

This has brought a step-change to our identity and purpose, with the amalgamation and development of parishes into new Ministry Areas, comprising clergy and lay teams at the heart of local collaborative ministry. Area Deaneries have also been given new purpose, with a vision of them hosting regional hubs for diocesan officers, with teams of growth enablers, outreach workers and evangelists established on the ground to support the work of Ministry Areas.

The diocese, through its leadership structures and with investment overseen by the Diocesan Board of Finance, has invested in new roles to support this shift in governance and mission. The Bishop's Leadership Team comprises half clergy and half laity holding key strategic roles in the diocese, forming an experienced and creative group who contribute differing approaches and gifts, whilst offering collaborative solutions to take and mitigate risks, and who exercise enthusiastic support for our local Ministry Areas.

A dynamic team of diocesan staff is now in post to assist in supporting the whole diocese to deepen discipleship, allowing God to inspire more variety in our expressions of faith. New 'Colleges' have been created, bringing together Ministry Area Leaders, Vicars, Lay Chairs, Treasurers and Safeguarding Officers of Ministry Areas to share and learn prayerfully together. This phase of our diocesan journey brings more than just some new committees and a few fresh faces; its ambition is wide and its direction far reaching, aiming to build an aspiration in congregations and their clergy that combines traditional models of faithful church life with missional ambition, offering a full breadth of inclusive liturgy and worship.

Since 2020, there has been significant investment of money and energy to establish a solid strategic foundation for the Diocesan Vision. A significant grant from the Church in Wales Evangelism Fund has been matched by the Diocesan Board of Finance to create the Young Faith Matters initiative. This has funded five youth engagement workers, tasked with pump-priming youth initiatives across the diocese, while building a wider, sustainable network of youth and children's officers. This investment has also enabled the establishment of Citizen Church in central Cardiff, described by Bishop June as "a church for the 99% of people who don't currently go to church."

Citizen Church has already established two other plants in the dioceses. These churches bring fresh expressions of faith and worship to the diocese that do not always conform to

the traditional parish footprint; in so doing, they demonstrate the impact that a resource church can make. There are plans to extend this model to equip our diocese in areas such as Welsh language, spirituality, worship, and pioneering social justice.

The diocesan vision and strategy are already gaining traction, and this leaves the diocese well placed, with the prospect of further large-scale investment from the Representative Body of the Church in Wales in the next few years.

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## **With change comes challenge**

**“Christ is our peace... reconciling us to God in one body through the cross.” (*Ephesians 2:14, 16*)**

It is this heady mix, with its energetic, evangelistic drive for the future, alongside congregations steeped in faith and tradition, that forms the complex tapestry of Llandaff Diocese. The move to Ministry Areas has not been universally welcomed and there is a clear role for our next Bishop if Ministry Areas are to mature into effective hubs of Christian witness, mission and outreach, rather than being just lines on a map.

For many, the energy and dynamic transformation of lay and ordained ministry is a long-awaited answer to prayers; for others, it is unsettling, and the future seems uncertain. Surveys of diocesan clergy have provided an outlet for some to express concerns about morale and the burden felt by those working at the coalface. Many congregations speak of a decline in numbers, giving and volunteers, with the maintenance of church buildings posing a particular burden following the pandemic, when there are severe cost of living challenges for so many communities. Poor ethnic diversity and disability representation amongst clergy and in diocesan structures presents a wider concern.

All this highlights the importance of the dedicated and able group of diocesan clergy, many of whom have spent much of their ministry in Llandaff, and who seek a Bishop who will bring spiritual and pastoral leadership and experience, that combines energy and ambition in God’s name with corresponding compassion, love and understanding. Clergy, Readers and lay leaders anchor the whole endeavour of our diocese, to love and serve the Lord Jesus, through the five Marks of Mission. Much has been achieved in recent times to restructure and re-energise the patterns of local ministry, so that each Ministry Area and every church community flourishes in its work and witness to Jesus Christ.

We seek a Bishop to consolidate the essential progress of recent times, who is deeply rooted in experience of parish ministry, who will bring hope and vision to the Anglican family in Llandaff. This will require someone with the agility to deploy a variety of leadership styles to a diverse range of settings, who is theologically articulate and nimble, confident in the Gospel, and is astute and experienced enough to be a wise and loving shepherd to a range of traditions and situations, where there may be differing priorities. Our next Bishop is invited to embrace this situation, bringing strong conviction and resolve to build on the established foundation of the Diocesan Vision, while also being a visible and collaborative encourager and healer, not afraid to make important decisions, and enabling the gifts of all to be nurtured, celebrated and appropriately deployed.

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## **Holding our situation, sometimes in tension, as we move forward**

***“As God's chosen ones, holy and beloved, compassionate hearts, kindness, humility, meekness, and patience, bearing with one another.” (Colossians 3:12, 13)***

Parishioners across our 29 Ministry Areas, along with key officers, committees, groups and stakeholders have been consulted about the character and gifts that we anticipate our new Bishop will bring to this work.

‘Wisdom’, ‘humility’ and ‘kindness’ featured often in the responses, alongside a desire for someone who would be approachable and compassionate, with a collaborative approach to both high level strategy and everyday challenges. Pastoral care of the clergy and church communities also rated very highly, with a desire for understanding of local church needs, as a broader strategy for growth develops: in short, someone with a parish priest’s heart.

Inclusion and diversity are part of the daily life of Llandaff, where women priests serve at every level across the diocese, bringing a depth of experience and wisdom. The liturgy for the blessing of same-sex marriages and civil partnerships, approved by the Church in Wales in 2021, has been widely welcomed, while a recently established LGBTQ+ Chaplaincy has affirmed the value of same-sex relationships. That said, our next Bishop will need to recognise the pastoral needs of clergy and congregations who have strongly held but differing views on these matters.

Partnerships with schools (especially Church in Wales schools) reap significant rewards and digital ministry, which opened up the work of local churches during the pandemic lockdown, has gained traction even though restrictions have eased.

There is a clear call from our consultation for our next Bishop to understand and embrace the context of contemporary Wales, its people, culture, identity and language. It is crucial that our next Bishop is willing and able to be an audible and recognisable Christian voice, speaking directly into the life and culture of contemporary South Wales. We would expect anyone allowing themselves to be nominated for election to embrace the Church in Wales’s commitment to being a bilingual church, and to demonstrate a deep desire and commitment to learning the Welsh language.

There is much to celebrate in the Diocese of Llandaff. We maintain a church presence in every community, backed by financial security within the diocese, and we are rightly proud of the diverse mix of community and culture, belief and tradition, where Christian faith is proclaimed.

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## **Prayer: in all things, our foundation**

***“And this is my prayer, that your love may overflow more and more, with knowledge and all discernment.” (Philippians 1:9)***

Our Diocesan Vision sits in this context, with its emphasis on “encountering and knowing the love of God,” evidenced by “transformed lives, living and bearing witness to Jesus Christ, and brought about through three distinct yet complementary expressions of our missional work.” As our journey into

God prepares for its next phase, we are confident that our joyful story will help grow the kingdom of God and, in so doing, will build our capacity for good.

So, it is with humility of faith and confidence in God's purpose, that the Llandaff diocesan family seeks God's will in the election of our next chief shepherd and pastor.

**"Then they prayed and said, "Lord, you know everyone's heart. Show us which... you have chosen." (Acts 1:24)**

### **We pray that our next Bishop will:**

- ***possess wisdom, humility and kindness***: these are the qualities most sought by people in our Ministry Areas, who desire a Bishop who will be approachable and compassionate, with a collaborative approach to both high level strategy and everyday challenges;
- ***resolve to build on the established foundation of the Diocesan Vision and strategy***, embracing new initiatives and enabling them to flourish, while also being a visible and collaborative encourager and inspirer;
- ***be able to deploy a variety of leadership styles*** to a diverse range of settings, who is theologically articulate and nimble, confident in the Gospel, yet able to be a wise and loving shepherd, who can bring healing and reconciliation to a range of traditions and situations;
- ***be a pastor and encourager of the clergy*** who understands the burdens faced by those working at the coalface, who will bring spiritual and pastoral leadership and experience, that combines energy and ambition in God's name with corresponding compassion, love and understanding;
- ***be someone who understands local church needs***, as a broader strategy for growth develops; whose heart is deeply rooted in parish experience, who recognises that not everyone supports the move to Ministry Areas and who can hold this range of views in tension, while consolidating the progress of recent times and re-energising patterns of local ministry with hope and vision;
- ***understand and embrace the context of contemporary Wales***, its people, culture, identity and language; who will embrace the Church in Wales's commitment to being a bilingual church, and demonstrate a deep desire and commitment to learning the Welsh language;
- ***give a strong lead in areas of inclusion and diversity***, both within church structures and more widely, whilst being a wise and loving shepherd to a range of traditions and situations, where there may be strongly held, differing views;
- ***have a heart for young people and families***, who recognises the value and potential of our Church schools, and who can encourage key partner organisations such as the Mothers' Union in this task.

**Eternal Father, whose Son is our Shepherd and whose Holy Spirit is our Guide, in your mercy bring to the diocese of Llandaff as our Bishop a shepherd after your own heart who will walk in your ways, and with loving care watch over your people.**

**Grant us a leader of vision and a teacher of your truth, so that your Church here may be built up and your name glorified.**

**We pray also for your guidance on the members of the Electoral College, and all involved in the process of the new Bishop's election. These things we ask in the name of Jesus Christ our Lord. Amen.**

## **The Province**

The Church in Wales is an autonomous province within the Anglican Communion. It comprises six dioceses, of which Llandaff is one, the others being Bangor, Monmouth, St Asaph, St David's, and Swansea and Brecon.

The Church in Wales has its own Constitution and is overseen by the Governing Body of the Church in Wales. The Bench of Bishops comprises the six diocesan Bishops, one of whom is the Archbishop of Wales. Any diocesan Bishop may appoint an assistant Bishop, and it is usual practice for assistant Bishops to attend meetings of the Bench.

The assets and finances of the Church in Wales are overseen by the Representative Body of the Church in Wales, which has its own Board of Trustees; its Provincial staff are based at Cardiff.

Amongst other matters the Representative Body pays stipends and provides for the clerical pension scheme.

## **Historical background**

The Christian faith was established in 'Morgannwg' as it was known, by Irish monks during the 5th century, and by 500 AD, monastic schools had been founded at Llantwit Major and Llancarfan. Dyfrig (c450-540) is remembered as the first Bishop for the area, who was succeeded by Teilo, but it was the third Bishop, Euddogwy, who built the church at Llandaff, on a sheltered site next to the River Taff, creating the Celtic "Kingdom-Bishopric".

The Middle Ages saw the building of the Cathedral (the first stone building was commenced in 1121), along with the Cistercian Abbeys of Margam and Neath, and many of the present churches in the diocese.

The industrialisation of the South Wales valleys and the coastal towns after the Industrial Revolution saw an increasing focus on coal, steel and shipping, as the population of Glamorgan expanded greatly. The Church responded to the great industrial growth of the 19th century by providing churches and schools.

Cardiff grew rapidly during this period, eventually subsuming the historic City of Llandaff with its Cathedral into the wider city, while the name Llandaff stayed with the Diocese and Cathedral.

The Church of England was disestablished in Wales in 1920, and the Church in Wales was formed to take over its role. Llandaff was one of the four (later increased to six) dioceses forming the Church in Wales.

## **The Diocese**

The Diocese of Llandaff lies in the central part of South Wales. It extends from Neath in the west to include much of Cardiff in the east, with the large towns of Merthyr Tydfil and

Aberdare, and the iconic South Wales valleys marking the northern boundary. To the south, the coastline provides a physical border, punctuated by the towns of Port Talbot, Bridgend and the smaller towns of the rural Vale of Glamorgan, before Barry and Penarth lead back to the edge of Cardiff.

The diocese is bisected by the M4 running east to west and the A470 north to south, providing the main arteries that supply the life blood of people, commerce and industry through South Wales.

The current population of the diocese is 1.25 million people, which is roughly 40% of the 3.1 million population of Wales. There are seven local authority areas within the diocese: Bridgend, Caerphilly, Cardiff, Merthyr, Neath Port Talbot, Rhondda Cynon Taf and the Vale of Glamorgan, each providing focal points for housing and employment.

In 1955, Cardiff was declared the capital city of Wales, and in 1998 it became home to the National Assembly for Wales, which is now the Senedd, the focus of devolved government. Cardiff has developed as a modern European capital city and as part of this, Llandaff Cathedral continues to play a role in Wales akin to a national cathedral, hosting landmark events including Wales's recent commemoration of the death of Queen Elizabeth II.

The City of Cardiff contains much of the substantial social infrastructure serving the diocese area and wider South Wales area, providing significant employment through industry and commerce. Bridgend, Port Talbot and Neath are major hubs of housing and employment, along with the valley towns to the north. The diocese contains six of the most deprived areas in Wales, along with four of the least deprived areas, reflecting the very mixed social and economic character of the region.

Three major Higher Education institutions attract a significant student population: Cardiff University, The University of South Wales (including the Royal Welsh College of Music and Drama), and Cardiff Metropolitan University. The University Hospital of Wales also functions as a major teaching hospital.

Since devolution, the Church in Wales has played a full part in the life of devolved Wales. Yet, despite having one of the largest concentrations of Welsh speakers in the nation, the diocese has only one Welsh speaking congregation and relatively little Welsh-language worship.

## **The resources of the Llandaff Diocese**

The greatest resource of our diocese is the 113 clergy, of whom 13 are curates and 13 are non-stipendiary. Readers complement the clergy across 29 Ministry Areas, in six Area Deanery Hubs and two Archdeaconries.

Our church buildings range from historic Celtic sites to secular settings, and whilst we are a diocese with roots in Anglo-Catholic spirituality and worship, there is a wide range of expression of mission and church life.

The diocese is rightly proud of its 26 Church in Wales schools, of which three are secondary schools, and the strong and distinctive Christian character of these schools is a notable feature of the local education landscape.

Decision making rests with the Bishop's Leadership Team, which currently comprises:

- The Bishop
- The Dean
- Bishop's Chaplain
- Two Archdeacons
- Chair of the Diocesan Board of Finance
- Diocesan Secretary
- Director of Ministry and Discipleship
- Director of Mission
- Director of Education
- Director of Communication and Engagement
- Director of HR, Finance and Administration

### **The Cathedral**

The seat of the Bishop of Llandaff is at Llandaff Cathedral. The current 12th Century site bears witness to a much older Christian heritage. This is one of the most ancient sacred sites of Wales and is also a modern, worshipping community which cares deeply about the well-being of our nation and its future generations, including their spiritual welfare.

It often functions as the national cathedral: a 'public square' where Wales commemorates, memorialises, and remembers, as the long thread of our Christian pilgrimage give context to contemporary life. On a daily basis, the Cathedral gathers as a local community and a parish church, for the community around Llandaff and the west of Cardiff.

With a relatively new Constitutional Scheme, a newly appointed Dean, a talented Chapter, large all-age congregations, and enthusiastic volunteers, all the ingredients are in place for a successful and sustainable future.


## Contact the Electoral College


Any person wishing to propose a suitable candidate who might be considered for election as the next Bishop of Llandaff, should email the Secretary to the Electoral College:


[electoralcollege@churchinwales.org.uk](mailto:electoralcollege@churchinwales.org.uk)

### The Diocese

[www.llandaff.churchinwales.org.uk](http://www.llandaff.churchinwales.org.uk)

 Diocese of Llandaff

 @llandaffdio

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### Llandaff Cathedral

[www.llandaffcathedral.org.uk](http://www.llandaffcathedral.org.uk)

### Young Faith Matters

[www.llandaff.churchinwales.org.uk/en/young-people/young-faith-matters](http://www.llandaff.churchinwales.org.uk/en/young-people/young-faith-matters)

### Citizen Church

Our mission is to break the stereotype of church, to breach loneliness, to bring people home and to build the kingdom.

<https://www.citizenchurch.org.uk>

### Mothers' Union

With its 76 branches, MU activity plays a major role in the mission of the local church community in a variety of ways, developing discipleship, leadership and the missional capacity of its members: We are Faith in Action.

[www.mothersunionllandaff.org](http://www.mothersunionllandaff.org)

### Church Schools

The 26 Llandaff Church Schools serve almost 10,000 children and young people aged 3 to 18, while supporting teachers and school leaders to promote a distinctive Christian vision in their work.

<https://llandaff.churchinwales.org.uk/en/young-people/schools-education>

### Church Army – Llandaff Centre of Mission

Our CA partners are working to grow a culture of evangelism, by working closely with our Engagement Workers, Growth Enablers and newly formed Ministry Areas.

<https://churcharmy.org/mission/llandaff>

### Citizens Cymru

Llandaff Diocese is a partner to Citizens Cymru and many church congregations are members of this community organising network, campaigning for local justice in our communities and wider issues such as welcoming refugees, the real living wage and supporting dignity for care workers.

<https://www.citizensuk.org/chapters/cymru-wales>

### Eco Church

In March of 2021, Llandaff became the first diocese in Wales to achieve Bronze Eco Diocese Award. We are encouraging more of our church congregations to register with the 'A Rocha UK Eco Church' programme, to help them integrate care of the Natural World into church life and mission.

<https://llandaff.churchinwales.org.uk/en/outreach-social-justice/eco-eglwys>

### Christians Against Poverty

The diocese is providing assistance to help Ministry Area offer free help getting out of debt, budgeting, making our money go further, or help finding a job.

<https://capuk.org>

### Trussell Trust Foodbanks

The diocese is committed to campaigning to prevent people falling into poverty and providing emergency food. Several congregations organise their own food bank and food pantries, but most are part of the Trussell Trust schemes.

<https://www.trusselltrust.org>