



DIOCESAN PROFILE

The Diocese of Swansea & Brecon
Yr Esgobaeth Abertawe ac Aberhonddu

Father, we hold before you our family in the
Diocese of Swansea & Brecon
and we open our hearts and minds to your Spirit:
Bless us as we gather in your name;
guide us as we grow into the likeness of your Son;
lead us by your Spirit to go out and make
disciples of others.
God of our journeying, be our way and our truth
and our life; our beginning and our end.
We pray through Jesus our Lord.
Amen.

OUR DIOCESAN PRAYER



The next bishop of Swansea & Brecon will join a Diocese of committed clergy and laity with many challenges and opportunities to face together in the coming years. We hope this profile will present information that shows a Diocese that is 'bold, courageous, and realistic'. We are a Diocese with a vision to 'gather, grow and go', following the Great Commission of Christ to go and make disciples, and we take pride in this vision.

Yet we are a Diocese that is facing a number of challenges as we go forward, and we do not shirk from facing them. Woven into this profile are the voices of many of those engaged in the life and work of the Diocese at this present time. Each has been asked to share both the rewarding and challenging aspects of their work and to reflect on the qualities that a new bishop will need to support them and their area of work.

The Profile will begin with the context in which the Diocese is set and explore its geography, history and the economic and social conditions shared by its people. It

will then move on to identify the current set of Diocesan Strategic Aims. These have been developed in response to both the contexts in which the Diocese is set and an ongoing response to the Church in Wales Review of 2012.

The sections that follow outline the way in which the Diocese is currently structured and the ways in which it engages with its strategic aims in support of its mission and ministry. Where appropriate, each section outlines key qualities that those involved believe would be needed in a new bishop who is able to support that work. This part of the profile concludes with an outline of the challenges and opportunities facing the Diocese and the new bishop. There is then a section which outlines the new bishop's responsibilities in the broader provincial context and the document concludes with a Personal Specification for the new bishop.

An innovative project undertaken with the young people of the Diocese entitled 'Children and Youth Bishop Consultation' is included as an appendix to the main document.

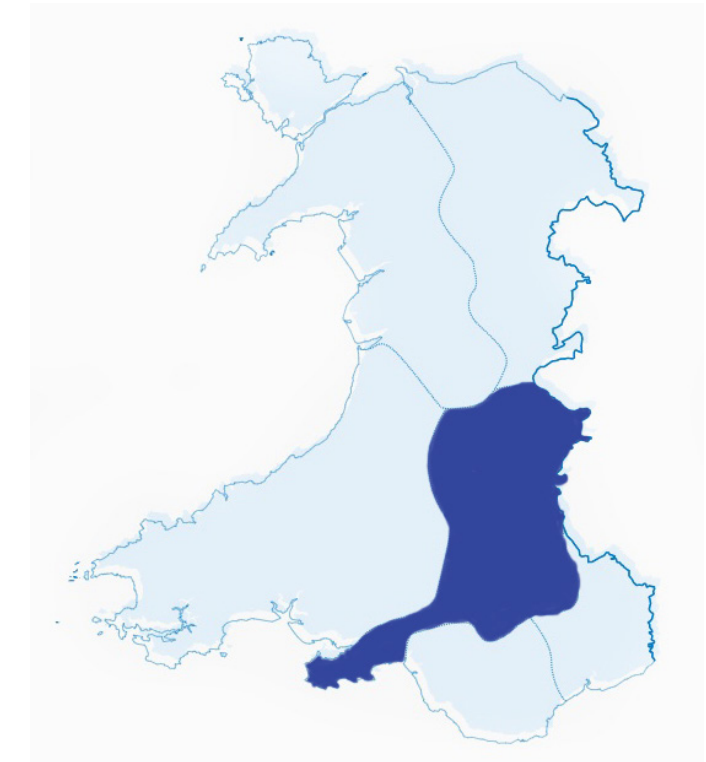
A family rooted in Christ, committed to transforming
lives by: **Gathering** as God's people; **Growing** more like Jesus;
Going out in the power of the Spirit

OUR DIOCESAN VISION



The Archdeaconry of Gower includes Swansea, the second city of Wales, which accounts for the bulk of the civil population of the diocese

The Diocese of Swansea & Brecon



At its disestablishment in 1920, the Church in Wales comprised the four Dioceses of Bangor, St. Asaph, St. David's, and Llandaff. In 1923, three years after disestablishment and consequential disendowment, two new Dioceses were created, Swansea & Brecon and Monmouth. An attempt was made to follow the principle that a Diocese should contain a mix of urban and rural areas. Consequently, Swansea & Brecon is made up of two vastly different archdeaconries which starkly contrast urban and rural ministry.

The Diocese extends from rural mid Wales in the county of Powys to the south Wales coast. To the east, it borders the English counties of Shropshire (the southwestern part) and Herefordshire. In its northwestern extremities, it borders the start of the Cambrian Mountain range and to the southwest, the Black Mountain. It is the only Diocese in Wales to share its borders with the other five Dioceses of the Church in Wales. Bangor and St. Asaph to the North, St David's to the West and Llandaff and Monmouth in the South.

The northern part is essentially rural in nature with agriculture, forestry, and tourism as its traditional main industries. It comprises the market towns of Knighton, Llandrindod Wells, Builth Wells, Hay on Wye and Brecon. From Brecon it runs south through the Brecon Beacons, down to the primarily urban areas of the Swansea Valley and then to the City of Swansea and onto the Gower Peninsula.



Two contrasting

The Archdeaconry of Brecon is centred around the historic market and garrison town of Brecon, which lies at the heart of Powys. In 1957, the Brecon Beacons National Park (BBNP) was created. It covers the southern part of Powys, mostly south of Brecon itself. The BBNP has mountains and waterfalls and is an increasingly popular area with visitors. The Brecon archdeaconry is sparsely populated despite being significantly larger in area than the Archdeaconry of Gower. There are a few small towns: Knighton (Tref-y-Clawdd), Llandrindod Wells (Llandrindod), Builth Wells (Llanfair ym Muallt), Hay-on-Wye (Y Gelli), Crickhowell (Crug Hywel) and Brecon (Aberhonddu) itself. These towns are focal points for the scattered villages and farms.

The north of the Diocese has an older age profile than the rest of Wales with 32.4% of the population being over 60 (compared with 22.2% nationally). The average age is 46.1 years.

The Archdeaconry of Gower includes Swansea, the second city of Wales, which accounts for the bulk of the civil population of the Diocese and is the business, social, cultural, economic and commercial centre of the West Wales region. 26.8% of the Swansea population is over 60 and the average age is 42.8.

Swansea experiences a higher level of crime than the rest of the country with most crimes being either anti-social behaviour or violent crimes (65%). Powys experiences lower

Archdeaconries

level of crime than the rest of the country but the crimes are also chiefly anti-social behaviour or violent crimes (64.7%).

Parts of Swansea have been described as suffering from 'deep rooted' deprivation, that is, they have remained in the top 50 most deprived areas for the previous 15 years. Overall, 49% of Swansea fell into the most deprived 50% of local areas. No part of Powys is included in the 10 most deprived areas and only 20% of Powys falls into the most deprived 50%.

It might appear that there is a complete divide between the two parts of the Diocese with Swansea being much more populous but with greater levels of what might be considered deprivation and the north of the Diocese appearing to be leafy, healthy and generally well served. However, many residents in rural parts experience deprivation of opportunity as a lack of services and good quality employment, and mobility, lack of public transport, and digital poverty both as poor internet connectivity and mobile phone signal.

Apart from our own diocesan structures, tourism, and outdoor pursuit activities, there are few natural links between Swansea & Brecon, and great efforts have therefore been made over the years to ensure that the Diocese continues to work as a single unit. The Diocese combines these two archdeaconries at the extremes of the urban - rural continuum in a way which ensures that deep rural and high-density urban ministry are enriched by each other.



Brecon Cathedral is dedicated in honour of Saint John the Evangelist and described by Richard Haslam in the Pevsner Architectural Guide for Powys as 'pre-eminently the most splendid and dignified Church in Mid-Wales'. Originally a Benedictine Priory and Parish Church, it became the Cathedral of the newly created Diocese of Swansea & Brecon in 1923. As such, it is the seat of the Bishop of Swansea & Brecon, and the focus of unity for the diocese, proclaiming the love of God made manifest in the person of Jesus Christ.





The Brecon Beacons

The Current Diocesan Strategy

The Church in Wales Review in 2012 challenged the Church in Wales to undertake a thorough appraisal of its life and work. In response to the challenges provided by the contexts in which it is set, and the ongoing provincial work of review, the Diocese of Swansea & Brecon has articulated a strategy for mission and ministry. It is based on the vision of a family rooted in Christ, committed to transforming lives by gathering as God’s people, growing more like Jesus, and going out in the power of the Spirit to make disciples of others. These strategic aims underpin the current life and work of the Diocese.

STRATEGIC AIM 1
The Diocese will have vibrant Ministry Areas for mission at the heart of our communities.
And Jesus said to them, “Follow me”. And immediately they left their nets and followed him (Mark 1:17-18)

STRATEGIC AIM 2
The Diocese will be structured and governed for mission.
Jesus said, “Go therefore and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit” (Matthew 28: 19)

STRATEGIC AIM 3
The Diocese will provide learning and discipleship programmes to deliver its mission.
Jesus began to teach in their synagogues and was praised by everyone (Luke 4: 15)

STRATEGIC AIM 4
The Diocese will seek to build God’s Kingdom in community and public life.
Jesus asked him, “Which of the three do you think was a neighbour to the man who fell into the hands of the robbers?” He answered, “The one who showed him mercy”. Jesus said, “Go and do likewise.” (Luke 10. 36-37).

STRATEGIC AIM 5
The Diocesan mission and ministry will be sustainable and resourced.
Jesus said, “For which of you, intending to build a tower, does not first sit down and estimate the cost, to see whether he has enough to complete it?” (Luke 14:28)

Diocesan Structure and Governance

BISHOP'S STAFF

The Bishop's Staff leads the Diocesan vision, ministry, and mission. It provides pastoral care for priests, deacons, and leading lay ministers across the Diocese. It currently comprises of the two Archdeacons of Gower and Brecon, the Dean, Diocesan Secretary, and Diocesan Registrar. It meets fortnightly and convenes regularly with key officers holding particular portfolios, including: Ministry Officers; Ministry Area Development Officer; Area Deans; Ministry Area Leaders, and the Chair of the Diocesan Board of Finance (DBF).

DIOCESAN BOARD OF FINANCE

The Diocesan Board of Finance consists of two components. The first is the Full Board, whose members are a representatives elected by the four deaneries. The Board is responsible for receiving and authorising the budget and financial annual report. The second is the Executive Committee, which is responsible for the operational financial management of the Diocese. Its Terms of Reference is to recommend budgets, forecasting, and to review the management accounts and financial risks. There are currently four sub-committees of the DBF with Terms of Reference. They are the Parsonage Board; Funding Committee; Investment Committee; and the Ministry Share Working Group, who report to the Executive Committee.

THE STANDING COMMITTEE.

The Standing Committee is the Executive of the Diocesan Conference. The Conference elects members from the Deaneries. It currently supports the bishop's staff appointments and pastoral reorganization. The new Bishop may want to enable the Standing Committee to further develop its role in monitoring and reviewing the Diocese's strategic aims and in evaluating how the Diocese is delivering the Diocesan vision.

DIOCESAN STAFF

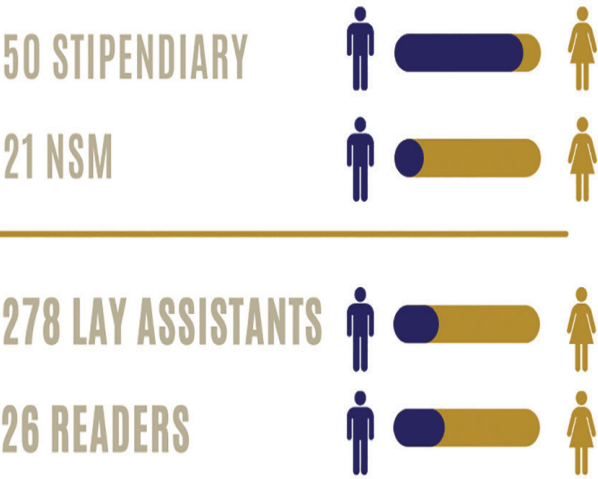
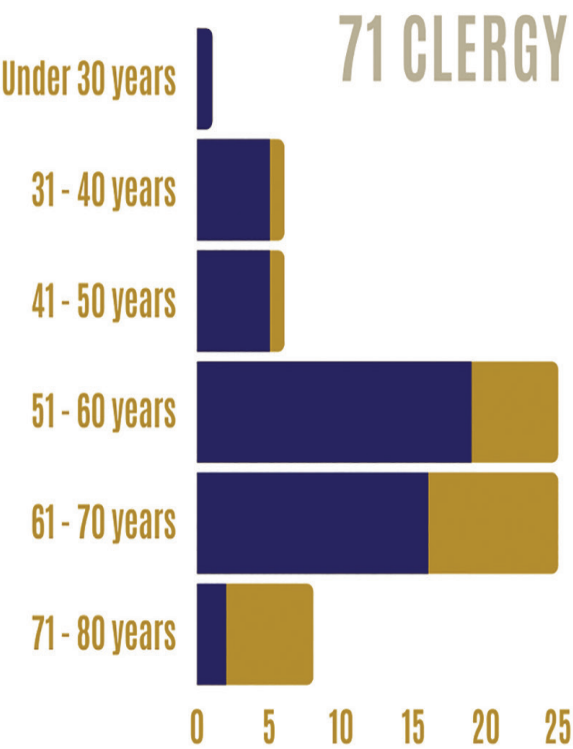
The Diocesan administrative team specifically dedicates itself to support the ministry and mission of the Diocese. Based in the Diocesan Centre in Brecon, it is committed to servicing the Ministry Areas, parishes, Bishop's Officers, and sector ministry outlined in this profile. It currently also has an office at The Eastmoor Centre, Swansea with home-based workers. There are currently 13 full-time staff who support the Diocesan ministry through the stewardship and management of the financial, administrative, and operational aspects of the Diocese. The staff are accountable to, and managed by, the Diocesan Secretary who reports to the Bishop's Staff and statutory bodies outlined above.

2 ARCHDEACONRIES

4 DEANERIES

20 MINISTRY AREAS

65 BENEFICES / PARISHES



4,032 EASTER COMMUNICANTS

AVERAGE ATTENDANCE
3,238 NON-TRADITIONAL ACTS OF WORSHIP

2,739 AVERAGE SUNDAY ATTENDANCE

14% UNDER 18 YEARS

258 BAPTISMS

92% UNDER 11 YEARS

14 CHURCH SCHOOLS

8 VC PRIMARY
6 VA PRIMARY

PARISH EXPENDITURE £3,600,000

PARISH SHARE £2,596,668

COLLECTION RATE: 92.2%

PARISH RESERVES £6,500,000

UNRESTRICTED: 62%

* 2019 figures

During the pandemic, the Diocesan staff have been resourced to operate from home with relative ease. As restrictions lift, the Diocesan Secretary anticipated a flexible approach of both home and office-based working.

PARSONAGE PROPERTIES

Currently, the Diocesan Trust is custodian of approximately 49 properties or parcels of land vested in parishes. The Education Trust resource 14 schools and maintains one closed school. The Diocesan Housing Association is responsible for two properties. The new Bishop may need to consider a strategic direction for the Diocesan properties in the future, and how the parsonage staff, currently significantly under resourced, might be reconfigured to become fit for purpose.

BISHOP'S OFFICERS

There are currently 30 Bishop's Officers supporting a wide range of missionary activities. This includes Officers engaged with rural life, older people, children, young people and families, interfaith dialogue, healing, and deliverance. Many of these are stipendiary clerics holding other weighty responsibilities. Currently, the officers meet periodically with the Bishop's Staff to report on their work. The Diocese would like to develop the reporting as to how their ministry relates to the vision and strategy of the Diocese.

COMMUNICATIONS

The bishop wrote regularly to his priests in the Ad Clerum. The new Bishop may need to consider how this can be improved. Currently, the Diocesan Director of Communications and Community Development produces a weekly e-bulletin and quarterly magazine, aimed at sharing information, initiatives, and stories of mission that many are engaged with throughout the Diocese. The purpose is to share Good News story, encourage and build up the Body of Christ. The Diocese, under the leadership of the new Bishop, may need to consider establishing a clear Communication and Marketing Strategy for the next five years.

THE WELSH LANGUAGE

The Diocese of Swansea & Brecon is a bilingual Church in which the Welsh and English languages have equal status. Some churches are predominantly English speaking, reflecting the practice of their local community, others are predominantly Welsh speaking, enabling them to enrich their worship with both Welsh and English according to local custom. The next bishop will be committed to championing the Welsh language across the Diocese, using resources to ensure both written and verbal communications are bilingual. Should the next bishop not be a Welsh speaker, s/he will be welcomed, encouraged, and resourced, to learn the language.

Diocesan Finance

Like many parts of the Church in Wales, the Diocese is facing financial challenges, and these have been exacerbated by the COVID epidemic. However, the diocese is served by a committed group of Treasurers throughout the Diocese, an engaged group of Trustees in the DBF (some of them with serious financial knowledge at the highest national level), and an excellent diocesan staff who manage the diocesan finances. The challenges, however, remain real.

The Diocese's major cost relates to its clergy and diocesan staff. There is therefore a need to ensure that they are deployed and managed effectively. It is also important to encourage and inspire both clergy and laity to practice good stewardship of the Diocese's assets, put down burdens, and release energy for growth and sustainable ministry.

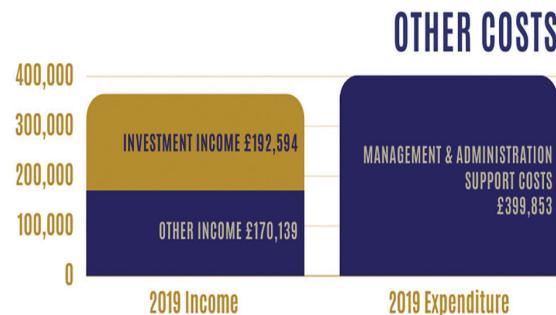
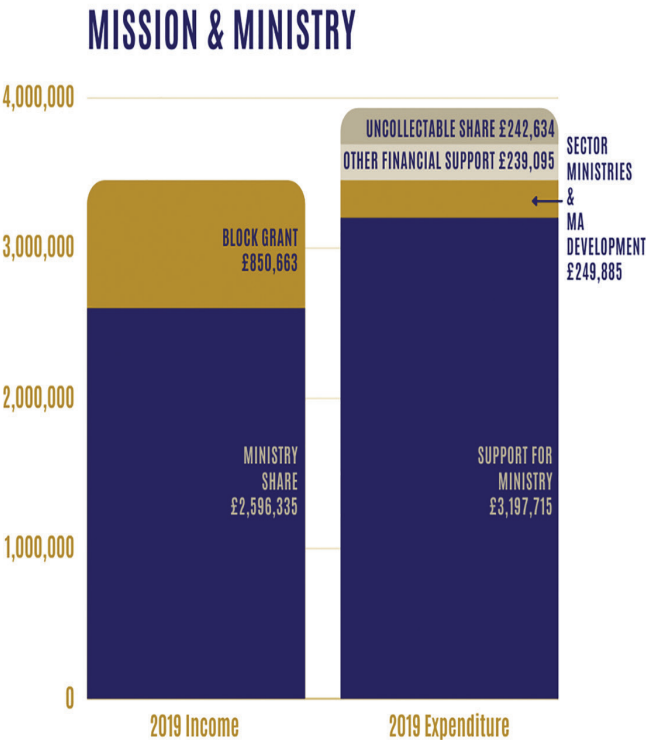
The diocese has more buildings than it needs. Many of them are listed historic churches. They witness to the traditions and faith of the past and are held in great affection by the communities they serve. They are owned by the Representative Body, not the Diocese, but they are a major indirect financial cost to us. Most are empty except for an hour or two a week, and then only contain a handful of worshippers. Energy and money go into their upkeep, and many congregations struggle to pay Ministry Share, even before the COVID lockdown. Honest evaluations, prayerful discernment, and decisive action are needed to deal with these issues in order to strengthen the Church for the future.

Ministerial costs are predominantly funded through Ministry Share and budgeted to break even. The struggle to pay the Share has been exacerbated by the pandemic. COVID has seen churches temporarily closed (some of these closures may well become permanent), and congregations are not returning in the numbers that were seen before. Income from Ministry Share is, therefore, substantially less than budgeted, though the generous assistance to Dioceses from the Representative Body has concealed this. Depending on the country's post-COVID economic prospects, our investment portfolio (around £5.5 million), may, or may not, give us some security.

The chair of the DBF has no doubt that financial challenges may well stimulate radical structural change in the Diocese. However, rather than managing decline, such change can provide new opportunities for growth and development. Evaluation and re-structuring, combined with the Diocese's commitment to supporting and resourcing new strategies for mission and evangelism, can stimulate growth and empower fresh expressions of Church. However, some changes will inevitably be painful and difficult, bringing conflict that will need pastoral, yet firm, managerial leadership. The new Bishop must enable, encourage, and be an inspirational and visionary leader of these financial processes of change.

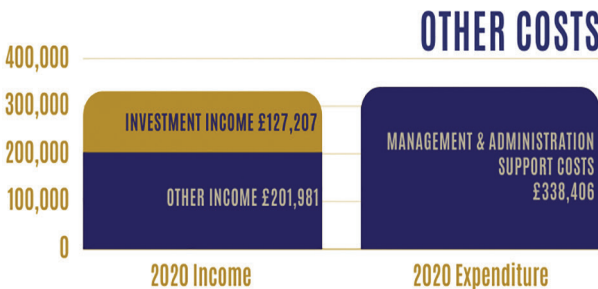
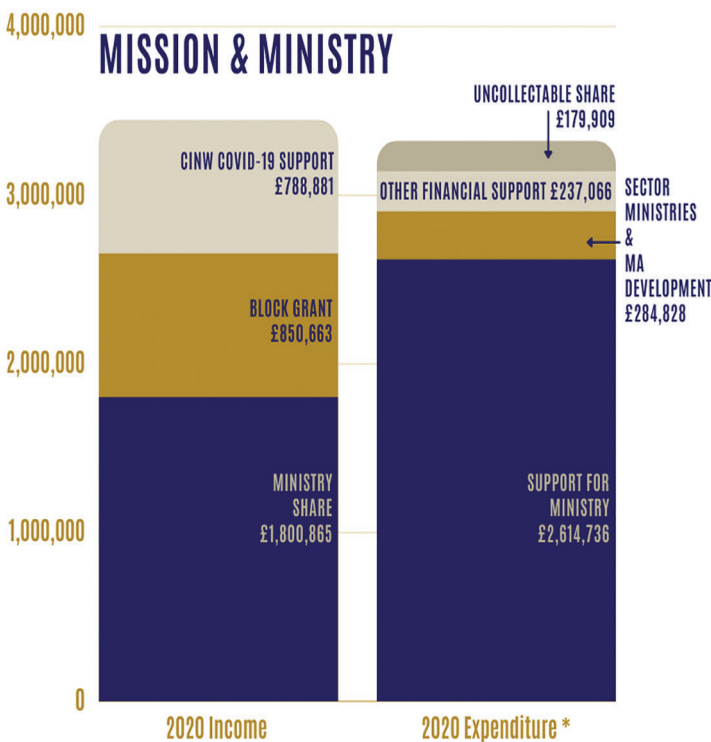
SWANSEA & BRECON DIOCESAN FINANCES 2019

TOTAL INCOME **£3,809,731**
TOTAL EXPENDITURE **£4,329,182**
GAINS / (LOSSES) ON INVESTMENTS **£492,164**
NET MOVEMENTS IN FUNDS **(£27,287)**



SWANSEA & BRECON DIOCESAN FINANCES 2020

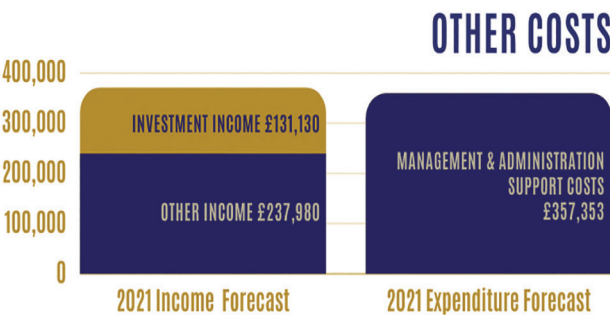
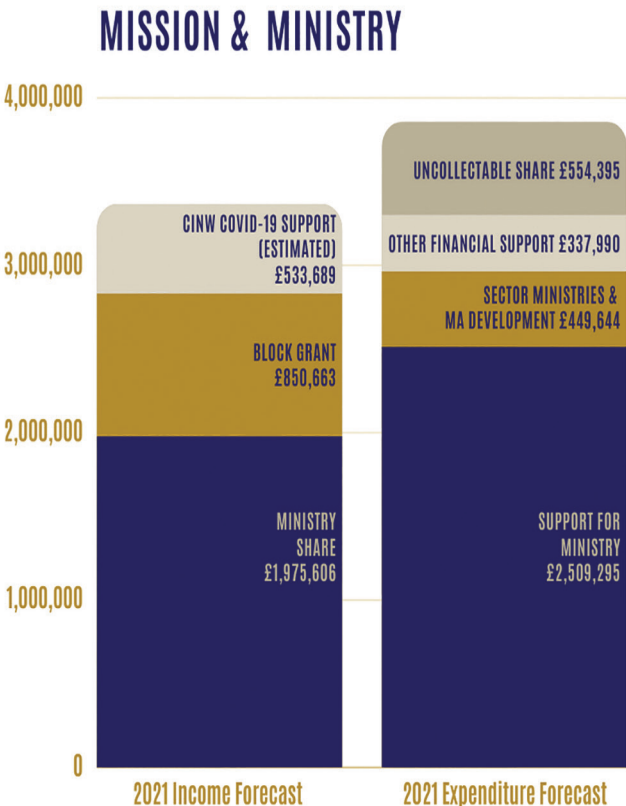
TOTAL INCOME **£3,769,597**
TOTAL EXPENDITURE **£3,654,945**
GAINS / (LOSSES) ON INVESTMENTS **(£40,132)**
NET MOVEMENTS IN FUNDS **£74,520**



*REDUCED ACTIVITY LEVELS DUE TO COVID-19

SWANSEA & BRECON DIOCESAN FINANCES 2021 FORECAST

TOTAL INCOME **£3,729,068**
TOTAL EXPENDITURE **£4,208,677**
NET MOVEMENTS IN FUNDS **(£479,609)**





Crickhowell, home to St Edmund's Church, in the Catwg Ministry Area

The Mission of the Diocese Ministry Areas

The first strategic aim of the Diocese states that, 'The Diocese will have vibrant Ministry Areas for mission at the heart of our communities'.

The Church in Wales Review of 2012 challenged the province to find new ways of structuring and resourcing its life and work to better support its mission and outreach to the people of Wales. It challenged the province to embrace a more collaborative way of being a Church that would support and encourage a new vision of parish life. Key to this has been the province's commitment to the development of Ministry Areas. At the heart of this has been a vision that restructuring parish life into Ministry Areas would encourage the whole people of God to engage together in ministry and free resources that could be used more effectively in mission.

The development of Ministry Areas has progressed in different ways and at different speeds throughout the province from that time. The Diocese of Swansea & Brecon has adopted a 'bottom up' rather than 'top down' approach to the development of Ministry Areas. It has therefore encouraged Ministry Areas to adopt structures that are deemed appropriate to the local context, rather than developing and enforcing a single diocesan model.

Those involved in the development of Ministry Areas in the Diocese recognize that, although Min-

istry Areas are beginning to flourish in some areas of the Diocese, progress has generally been slow. Although there is a growing acceptance that the status quo is no longer a viable option, and that the Church will need to express its mission in different ways in the future, Ministry Areas have not been widely accepted and Ministry Area Leaders continue to encounter a resistance to change.

There is a feeling in the Diocese that the original vision for the Ministry Areas from the Church in Wales Review (2012) has not yet been fulfilled. There is now a need and an opportunity to review progress and to refresh the vision. The bishop's staff team and the Standing Committee are both now of the opinion that an adaptable core structure that encourages mission (more of a menu with limited options rather than a blueprint), should be considered and implemented.

The challenge for the new bishop and the senior staff will be to review and refresh the vision of a Church that underpins the development of Ministry Areas and to make, and help implement, the strategic decisions needed to develop Ministry Areas as tools of mission in the future, while giving permission to the clergy to embrace experimentation, creativity, and innovation.

Currently there are 20 ministry areas. In 2017 the Diocese commissioned one ministry area, inaugurated 15 others, leaving 4 still to be inaugurated.

Social Responsibility: Faith in Families

The fourth diocesan strategic aim states, 'The Diocese will seek to build God's Kingdom in community and public life'.

In 2001, the Children's Society withdrew from Wales, leaving projects across the country, providing advocacy, family support, and anti-poverty work, without funding. The then Diocesan Social Responsibility Officer was given a budget of £2,000 to see how much of this work could be salvaged and continued. The Board for Social Responsibility changed its name to Faith in Families and has become a hugely significant part of the mission of the Diocese as it has worked with the principle of kingdom theology.

Faith in Families has this year celebrated its 21st birthday. Over this period, it has worked to provide family centres and family services within the most deprived communities in the Diocese. The work is coordinated by a Core Staff of three and there are several bases of work in Swansea and one in Brecon and the work includes:

- **Parent and Toddler Groups**
- **Afterschool Clubs**
- **Playschemes**
- **Breakfast Clubs**
- **Adult Courses**
- **An 'Inspiring Futures scheme' aimed at increasing women's employability**

• **A 'Brighter Futures project' that employs three engagement workers which delivers intensive support and activities for children and their parents / carers.**

Since the pandemic began, Faith in Families teams and volunteers have reached out to our communities in many different, creative ways:

- **Support to families in crisis**
- **Food parcels for those facing food poverty or who were isolated**
- **Check-in phone calls to support wellbeing**
- **Delivery of toys, activity packs, iPads or other equipment to bridge the digital divide**
- **Online activities to encourage learning**
- **Online stories to maintain relationships**
- **Online cookery sessions to promote healthy living.**

Apart from the work undertaken by and with 'Faith and Families', many churches in the Diocese engage in projects to support their local communities through the provision or support of foodbanks, luncheon clubs, baby basics, brunch clubs, night shelters, and street pastors.

Those working in this area want a bishop who deeply values and supports the Church's engagement with society and who encourages experimentation and innovation.

I first visited the Family Centre in Clase in 2009. Little did I know then how the family centre, would turn my life around completely. They provided a safe, secure environment for my child to be cared for. I met other parents from my area and my daughter thrived there

MUM, CLASE FAMILY CENTRE



Evangelism and Outreach

The second diocesan strategic aim states, 'The Diocese will be structured and governed for mission'.

The Diocese employs a Bishop's Officer for Evangelism and Outreach, Mandy Bayton, who is currently focussing on preparing the Diocese's application to the Provincial Evangelism Fund to fund a new evangelism project called Catalyst.

Her role is also to work with Ministry Area Leaders, clergy, and laity in helping them explore different ways, both online and in person, to reach out to their local communities and beyond. She is encouraged to find that many of the clergy and laity have a passion for mission, a willingness to consider new concepts, and a commitment to see the Church grow.

She is currently organising a Diocese Roadshow called, 'The Catalyst Conversation', and is introducing this to the Diocese via Zoom events. It is hoped that Catalyst will be a valuable and transforming resource for the Diocese in the future. It will focus on the importance of mission and evangelism and provide space for discussion to explore what that could look like in different contexts, encouraging discussion around the idea that we are all part of God's missional plan.

Mandy believes that one of the strengths of the Diocese is that many of the churches engage with social action very effectively. Therefore, many churches in the Diocese make a significant difference to their communities.

Churches have also adapted to living alongside Covid-19 and have embraced new ways of connecting and gathering, remaining steadfast and caring throughout the pandemic. That has been an enormous comfort to many.

The Diocese does, however, face challenges. The Church's demographic is mainly elderly and there is a resistance to change. There is a lack of confidence in communicating the faith and a need to help people gain the confidence to grow in their faith and their discipleship. There is evidence of growth but there is a lot of work to be done to nurture and support this.

A new bishop needs to have the ability to inspire change, be encouraging, support innovation, and build up the Body of Christ's disciples.



Volunteers at St Mary's Church in Central Swansea at the weekly brunch for homeless people in the city. St Mary's, together with Matt's Cafe and Zac's Place, has provided a takeaway service in the city centre during the Covid-19 pandemic





Education and Church schools

The third diocesan strategic aim states, 'The Diocese will provide learning and discipleship programmes to deliver its mission'.

Education is at the heart of the Diocese mission and outreach, with 14 diocesan schools. The number of children in church schools in the Diocese is growing with many parents choosing to send their children to our schools. Consultation is currently underway for 1 small primary and 1 high school to become a new Church in Wales school in the Diocese.

Church schools are the heart of the community, playing a central role in the life of the communities in which they serve, flourishing together to achieve immeasurably more than we can imagine. Our culture is one of high aspiration rooted in our Christian values as demonstrated in the life and teachings of Jesus Christ with all the schools demonstrating this through excellent leadership and management, with a proven performance record of high standards, a place of aspiration, achievement, and hope.

Wellbeing of all is central to success of the schools, rooted in 'Life in its fullness' (John 10:10) focusing upon hope, which is much more than a mood. It involves a commitment to action: what we hope for should be what we are prepared to work for, as far as that power lies in us and this is demonstrated through the Diocese commitment to provide professional learning events, an Education Day with over 90 attendees, and regular Headteacher and RE

Coordinator meetings being a few examples.

The Intergenerational Project <https://youtu.be/tflaEVjyDYo> plays a vital role on the focus upon wellbeing of all as well as working in partnership with the Diocesan Mission fund to purchase a labyrinth allowing the children (and church congregations) the opportunity to walk the spiritual pathway, helping them develop spirituality, a focus of education in the Diocese.

Developing a link between Eco Schools and Eco Church is growing, with collaborative projects and it is proposed that children and teachers be part of the Diocese Eco Committee, contributing to the climate change debate especially after the Church in Wales has announced a 'Climate Emergency'. Creative Arts projects in the Diocese, celebrating the ethnic minority communities, demonstrates the commitment to diversity and celebrating who we are. The Diocesan education social media presence has been recognised across Wales and provides a valuable platform to celebrate the work in our schools and be a signpost to world-highlighting links and resources.

Schools and churches are working closer together. It is hoped that a new bishop will encourage and support a further development of this work, building upon the success of these links and with outside organisations to represent what the Diocese is doing in relation to education and sharing the true meaning of Christianity.



Children Youth and Family Ministry

The third diocesan strategic aim states, 'The Diocese will provide learning and discipleship programmes to deliver its mission'.

The Children, Youth and Families Team for the Diocese of Swansea & Brecon is made up of four full-time roles. There are three Children, Youth and Families Officers: Clare Morgan for Greater Brecon Deanery, Sian Parkhouse for Greater Gower Deanery, and Sian Smith for Radnor and Builth Deanery. The team also includes Rev Rachel Bunting, who is the Bishop's Officer for Family Ministry in the Swansea Area Deanery.

The role of the team is to support and enable

churches in this part of their ministry. Some churches in the Diocese already engage with children in several ways. This includes Sunday School, Messy Church, supporting uniformed organisations, and work with children in church choirs. Therefore, some churches need help in publicising events, some need support to start a new group, while others require ongoing support and training for their volunteers.

The team is also responsible for hosting Diocesan wide events for young people and keeping up with new resources and programmes to share more widely through training, social media, and the

weekly newsletter. During the pandemic, the team have also been hosting virtual events, providing weekly online worship and downloadable resources, and keeping on top of the changes to Covid restrictions.

It has been a real joy seeing churches rise to the challenge of finding new and creative ways to interact with the young people in their communities, and we have been privileged to be part of some of those journeys.

Our biggest challenge is that youth and children's ministry is often not a priority for churches, often with little or no young people at present, and engaging with those churches can be a struggle. On the other hand,

churches with longstanding ministries can be reluctant to engage with training or new resources.

The team would love to see a new bishop with a real heart for children and young people - not just as the church of the future but as an essential and valuable part of the church now. We believe that this generation should be at the centre of all our planning, whether at Diocesan or parish level, and we would like to see that reflected in clergy training and celebrated publicly where churches are making steps forward. The team were excited that young people's voices were welcomed into the new bishop profile and would like to see that continued when the bishop takes up post.



Ministry

The fifth diocesan strategic aim states, 'The Diocesan mission and ministry will be sustainable and resourced'.

The Church in Wales Review (2012) challenged the Church in Wales to recognize the collaborative nature of God's people and encourage the province to develop new forms of lay and ordained ministry to support the Church's mission.

Since 2012, the Bench of Bishops has authorized new forms of lay and ordained ministry, and this has led to considerable changes in the pattern of ministry through the Diocese.

Although traditional Reader ministry has been in decline, there has been considerable growth in 'commissioned' lay ministry, particularly in the roles of Pastoral Visitor and Lay Worship Leader. A number of those involved in these new lay ministries have also made the 'journey' through to ordination.

The provision of more opportunities for lay ministry has, in most cases, helped the churches where they serve to become increasingly vibrant. Also, those who have undertaken training for these new roles, have often been stimulated to further explore their vocations.

Indeed, there are currently over 40 people in 'Theology for Life' training in the Diocese (187 across the Province) and following on from these courses, seven people have been ordained and one has become a Children, Youth, and Families Officer.

The number of Lay Worship Leaders in the Diocese have increased from 101 in 2016 to 278

today. Local Non-Stipendiary Ministers NSM(L)'s has increased from 12 in 2016 to 20 today, with others currently in training. There are three Anna Chaplains (including the Welsh lead).

Whilst a steady number of people have come forward for ordained ministry in recent years, there is still a need to focus on developing vocations and the ecclesiology that underpins a new way of being a Church. We therefore need to establish that lay ministry is a valid ministry given to the Church in Christ's name and not just a way of dealing with decreasing clergy numbers. We also need to recognize that many people exercising commissioned lay ministries are elderly and that we are not attracting large numbers of younger people to these roles.

Since 2015 the Diocese has ordained seven stipendiary ministers, and 27 Non-Stipendiary Ministers (six of whom have transferred to stipendiary ministry). Fifteen initially served in the Brecon Archdeaconry and 19 in the Gower Archdeaconry. Nineteen are female and 15 are male. In the 2021 Budget, there is provision for training and vocations to be increased from £21,910 to £40,264 to include greater numbers of laity (on hold due to COVID). Also, a two-day Lay Ministry Conference has been budgeted for 50 delegates (on hold due to COVID).

Those working in this area would welcome a new bishop displaying a clarity of vision for the development of new and existing forms of lay and ordained ministry and a heart for change to enable a new focus on the evangelistic opportunities presented by electronic ministry.

Chaplaincy

The Diocese has a small number of chaplains working in the public sector. Over recent years chaplaincy ministry has declined significantly. For example, there were five chaplains to Mid and West Wales Fire and Rescue Service (MWWFRS) serving 18 fire stations in 2009. There are currently two in 2021, one of which is a priest of the Diocese who has resigned due to higher demands as Minister Area Leader. This is symbolic of a decline in chaplaincy, which requires

fresh thinking in years ahead. The decline in chaplaincies is universal across the province, there appearing to be no clear coordination of lay or ordained chaplaincy provision. The Diocese currently has two unpaid hospital chaplaincies, two army chaplaincies, and one university chaplain. A new bishop will need to build up a coordinated approach to this important public ministry and mission of engagement in the public sectors.

Pilgrimage

Britain has seen an upsurge of interest in pilgrimage in recent times and a revival in the attraction of Christian destinations. Iona in Scotland claims 250,000 pilgrims annually, Walsingham in Norfolk has 100,000. The Diocese has many examples of individual congregations successfully organising pilgrimages to the Holy Land and to sacred places within the UK. However, pilgrimage can also seek deliberately to attract those at the margins of faith and can offer a unique opportunity for individuals to discover for themselves the freedom that discipleship can bring.

The Diocese has a wealth of sacred landscapes and places on which to base such mission initiatives. The Celtic Way and the Cistercian Way, two of the six recognised national pilgrimage routes, cross to the south of the Diocese. Both offer springboards from which to launch more detailed explorations of

the landscape, which offers many sacred sites including an abundance of holy wells situated away from the recognised trails, such as the one at St. Cenydd's church in Llangennith, Gower and other sacred features of our landscape like the Defynnog churchyard yew.

There is a great opportunity for the Diocese to build on initiatives already taken by the Church in Wales to develop Pilgrimage Churches, an important additional resource to support Christian pilgrimage. These would have to be of some heritage value and generally be small, single simple cell buildings and located in a visitor area together with a bedrock of local support to handle the care and custody of their future use.

Those working in this area would value a new bishop who is spiritually confident in his/her proclamation of the Gospel and is able to encourage and support innovation.



**St David's Church in Llanddewi'r Cwm,
one of the diocese's many rural churches**



St Mary's Swansea

St Mary's provides Swansea and the southern half of the Diocese with a suitable building for major occasions. It houses the bishop's chair in the City of Swansea. St Mary's is the Civic Church for the city and alongside the two Churchwardens are two Lord Mayor's Wardens who maintain links between the Church and the City. There is regular liaison with the Lord Lieutenant of West Glamorgan, the High Sheriff, and the Lord Mayor. Those in high office, MPs, Assembly Members, and Councilors regularly attend the functions, services, and concerts at St Mary's. Other civic bodies that use the church include a wide variety of military organisations and uniformed groups. St Mary's has proved to be a huge cultural resource for the city, providing a realistic alternative to other public venues. There is a ministry to those who are struggling in the city centre with help offered practically and pastorally, which pre-Covid-19 included a weekly brunch for the lonely, vulnerable, and those living on the margins of society with an increasing engagement with university students.



Brecon Cathedral

The role of the Cathedral Church of St John the Evangelist in the Diocese, as the Mother Church, is to be an exemplar of good governance practice, strategically, financially, but also in collaborative ministry and engaging mission. It is also the seat of the bishop, from where s/he gathers clergy and laity as a focus of unity and shared episcopal ministry that supports and encourages the bishop in his/her vocation. The Cathedral works closely with the Director of Education in providing a location for the annual Church in Wales services.

The Cathedral seeks to be an inclusive, faithful, and holy community rooted in the active love of God, his creation, and our neighbours through prayer, fellowship, and service. Grounded in daily prayer and

worship, uplifted by our choral tradition, and enlivened by our fellowship and teaching, we confidently witness to the reconciling good news of Jesus Christ through our mission and ministry to Brecon, the Diocese, and the world. Key to our mission is:

PRAYER & WORSHIP

The Cathedral stands as a monument to worshipping God ‘in the beauty of holiness’ ” (Psalm 96:9). The monks who once lived here devoted their lives to the daily discipline of prayer. After the Reformation, this building became a place of worship for mainly the poor of Brecon. Prayer and worship continue to shape the life of the Cathedral community through regular public services of Eucharist and Evensong, group devotions,

and the personal prayers of all the people who visit us.

HOSPITALITY

Scripture calls the Church ‘the Body of Christ, the gathered people of God, a fellowship of love’. Being a Christian is thus as much about belonging as it is about belief. As beautiful as our building is, Brecon Cathedral is primarily the people who worship, pray, sing, love one another, learn, and enjoy each other’s fellowship. We strive to be a place and people where others can see and experience God’s love.

LEARNING

Study, reflection, and formation have always been central to the Christian faith. Jesus called 12 disciples, who

later instructed others about what they had seen and heard. Later, the church preserved ancient learning, founded schools, and invented universities. Once, this Cathedral housed one of the largest libraries in Wales. That tradition continues today with our weekly bible study, learning groups, academic conferences, children’s activities, choir, and our work with Priory School. We seek to form people in the teachings of Christ and to encourage the pursuit of wisdom and understanding.

GENEROUS STEWARDSHIP

God created humankind to be stewards of his creation,

Continued on page 28

From page 27

seeking always to foster the flourishing of all. This requires generosity and compassion, by which we stand ready with our talents, money, and resources to share in Christ's redemptive mission to 'make all things new' (Rev. 21.5) and to offer the 'abundance of life' (John 10.10). We are committed to the good stewardship of finance and giving, local communities, our Cathedral heritage, and in developing and engaging with partner organizations with eco-friendly initiatives.

SERVICE

Love is the reason why we are Christians. Christ said, 'I give you a new commandment, that you love one another. By this everyone will know that you are my disciples if you have love for one another' (John 13.35). We seek to obey Christ's command by loving and supporting one another and those who come to us. Both clergy and laity visit the sick, help those in need, console the bereaved, work with local charities, and provide care in other ways.

The Cathedral seeks to be a place of:

- Inclusive welcome where all may find a place to belong, be listened to, and encouraged. As the Mother Church of the Diocese of Swansea & Brecon, we seek to be a home for all who belong to the Diocese. As a place of worship in Brecon, we seek to be welcoming to all who live in and around our town. As a historic attraction, we seek to greet pilgrims and tourists from all over the UK and the world. Indeed, we seek through the care of our grounds to be hospitable to all creatures that live within our ancient precincts. This is a place to be accepted by others while being transformed by God.
- Generosity where we put the needs and welfare of others before our own, even when we disagree. Because God has been generous in creating and redeeming each one of us, we believe we must be generous to others. In this way, we try to demonstrate the love and unity into which God calls us as Christians.
- Compassion where we seek to bear one another's burdens and to practice mercy. Such compassion requires us to be patient with one another, encourage rather than blame, and actively to support each other in our mission and ministry.
- Joy where we are thankful for God's immeasurable blessings and seek to delight in each other and God's creation. We strive to express God's joy in our work and fellowship with each other.



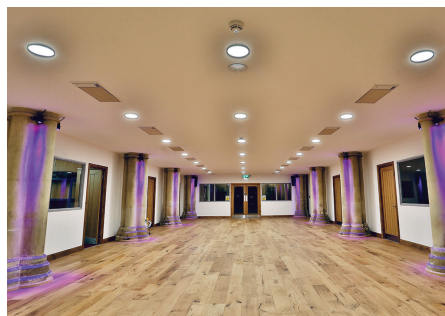


The Diocese Post COVID-19

The Covid-19 pandemic has had an impact on virtually every aspect of our church life. Certainly, there have been challenges. But a variety of positive responses emerged around the Diocese. From the development of new skills (e.g., live-streaming or video editing) to giving impetus for ways to support communities in need (e.g., provision of meals or deliver of medicine, support through Baby Basics), church communities adapted. Much can be learned from this experience.

Some changes will have a lasting impact that we seek to retain, especially in respect of relationship. For example, in one dispersed multi-parish rural context, moving worship online provided an opportunity to bring people together as one in a way that had never been achieved before. In another part of the Diocese, parishes got together to run online discipleship courses. This brought larger groups together and was enjoyed. One deanery took its Lent Course onto Zoom and saw its highest level of participation yet. Some churches found creative ways to make their outreach Covid-safe, and thus support vulnerable adults and children in their hour of need.

We are now in the recovery phase from the pandemic. Looking forward, we hope to reshape our life, taking up the best of what we have learned, and leaving behind what is no longer useful. We seek a new bishop who will see the next few years as opportunity for renewal in the light of what has been learned.



St Thomas' Church in Swansea has recently undergone a £1m transformation. The church is home to Baby Basics, which supports new mothers and families, the local foodbank and Credit Union and also houses a hall, a community café and facilities for Swansea Night Shelter users

Challenges and Opportunities

The Diocese urgently needs a fresh sense of its identity as it strives to be a cohesive, united body in its mission to the population it serves. As a Diocese we seek to build on the foundations laid by our last Bishop, not least his encouragement to embrace the risks that inevitably accompany implementing refreshed, as well as traditional ways of ministering.

Nevertheless, the up-coming appointment of his successor, together with the experience of the Covid-19 emergency, has provided an opportune and decisive ‘Kairos’ moment (cf. Church in Wales Review 2012) to undertake a considerable appraisal of the key, mission-critical challenges that remain to be faced and responded to constructively. The centenary of the Diocese in 2023 further provides an opportunity to engage the whole Diocese in a process of building a vision for the future.

If we are to successfully grasp the opportunities these will provide for further progress in the future, our new Bishop will need to possess a specific personal skill set. The most important of the challenges and opportunities emerging from our fundamental review, detailed in the earlier sections and to which these skills will have to be applied, are as follows:

- The Diocese urgently needs a fresh sense of its identity as it strives to be a cohesive, united body in its mission to the population it serves. Its physical geography has always made this a difficult challenge and together with the different requirements and pressures imposed by both urban and rural ministry, there is a general loss of confidence that our existing strategic plan will provide solutions. The existing strategy was conceived in 2013 to accompany the introduction of Ministry Areas. It is now overdue for a fundamental, realistic refresh to ensure that it reflects the current challenges faced by the Diocese and that its means of delivery are best served by the staffing, structure, and financing arrangements currently in place at both local and central levels. Key challenges to be addressed in this must include the forecast demographics of church membership, the numbers of ordained clergy going forward, and action to address the unsustainable number of places of worship currently open.
- A general loss of confidence in the Diocese’s ability to solve the current challenges it faces has led to varying degrees of low and stagnating morale in parishes, especially those in rural

locations. Pastoral support to our clergy needs to be enhanced and their well-being addressed. The recently relaunched Provincial Annual Clerical Review process should provide a facility to highlight individual needs providing the results are given adequate attention and properly acted on at Diocesan level where necessary.

- The implementation of Ministry Areas across the Diocese has been patchy depending on the degree of support and acceptance encountered locally. There have been some impressive efforts made to drive the transition forward and these have yielded good results. Equally, there has been at best a half-hearted acceptance and some outright resistance to the change by both clergy and congregations, the former mainly through impending retirement. The demographic age profile of congregations unwilling to face the necessity of the change and the concept of a shared ministry by both ordained and lay ministers has hindered progress.

- The encouragement of local ministries within the Diocese and those offering themselves for this vocation needs to be addressed if standards of ministry and mission are to be sustained in the long term. Increased numbers of vocations of lay ministers was a central assumption of the Ministry Area concept. The reasons for this falling short of expectations in this Diocese need study and solutions need to be found, aimed especially at increasing the number of Readerships in the north of the Diocese. This study will also need to address whether existing readers are being utilised to the fullest extent of their abilities and training e.g. officiating at a service of Communion by Extension and at funerals.

- While children, youth, and family work enjoys good leadership with energy and vision, it has not been sufficiently supported by the Diocese or made a priority. Many areas of the Diocese have little or no effective engagement with children and teenagers and even less in terms of proper catechesis and formation.

- The extent of the current shortfalls in Parish Share payments and forward projections of Diocesan finances suggests mounting fundamental problems that must be addressed in the short to medium term. At an individual church level, the situation is even more acute with varying degrees of capital reserves to draw on to deal with maintenance backlogs and the ravages of time on century old structures. This means that instead of congregations focussing their energies on



Holy Trinity Church, Llandrindod Wells, in the north of the diocese

external mission and evangelism efforts locally, their attention and effort is internally directed to create the means and resources to ‘keep the roof on’.

- The extensive use of new digital service technology to bring services and worship opportunities to those denied physical attendance at church has mitigated in part the adverse impact of the pandemic on our life as a Diocese. However, the problems and challenges that existed prior to the pandemic, many of them systemic, have been accentuated significantly, making their resolution even more pressing and urgent.

The Diocese of Swansea & Brecon is bound together by a rich diversity of contexts, cultures, and traditions. It is one of the most attractive places to live and work, from Beguildy in the north to Rhossili in the south. The north of the Diocese is an area of diverse and historic landscapes, in the context

of Brecon Beacon National Park, and is home to a network of people who contribute to the diversity and economy living and working in rural market towns and villages.

It is clearly folly to underestimate the difficulties that the Diocese faces. However, the Church of God is not a business to be managed, nor a merely human institution to be maintained. Wherever the Good News of Jesus Christ is proclaimed, growth in new life is the inevitable and joyful consequence. At the most difficult times in the Church’s history – as well as during periods of prosperity – the flame of faith has been preserved in communities of prayer and worship. There are already green shoots emerging in the Diocese and with tender care and significant pruning, a new bishop could prepare the way for the Diocese of Swansea & Brecon to flourish as sign of God’s Kingdom and a lively vehicle of salvation.

The Wider Church and Episcopacy

The Bishops of the Church in Wales share responsibility for the Church's mission to the wider church beyond their dioceses and to Wales. The work of leading the church in its mission and ministry is expressed in a number of ways but critically through key portfolio responsibilities shared with episcopal colleagues as a part of the work of the Bench of Bishops. It is the Bench's practice to review portfolio allocation at its first meeting after a new Bishop is elected.

The Bench of Bishops

The Bench meets together each month for a one-day gathering and four times a year for a three-day gathering to confer on matters of common concern. The monthly meetings are focused on transacting business. The three-day gatherings are for the spiritual refreshment, relationship building, vision setting, and strategy development. The Archbishop of Wales leads meetings of the Bench and members of staff from the national team are present to provide secretariat support. The bishops are joined for their meetings by the Chief Executive of the Representative Body who also holds constitutional responsibilities as Lay Secretary to the Governing Body and Archbishop's Registrar.

Working particularly closely with those staff whose role it is to take operational responsibility for portfolio-related tasks and also with the Principal of the St Padarn's Institute, the bishops are understood collectively to provide leadership to the whole church. The bishops spend time studying together and praying so that ministry is shared within an understanding of the life and call of Christ on our lives.

PORTFOLIO RESPONSIBILITIES

The bishops assume responsibility for leading the church in some specific areas of mission and ministry such as Church Action on Sustainability and

the Environment (CHASE) and ethical investment, evangelism with church growth and pioneer development, faith, order and unity, training, formation and ministerial development with the St Padarn's institute and education through our Church in Wales Schools. These areas of work are supported by Representative Body staff, and all receive appropriate funding for campaigns and gatherings agreed in advance as part of the annual budget setting process. These responsibilities allow Bishops to be creative and missional, setting new and innovative directions for the church, working closely with the Governing Body and its Standing Committee to endorse these lines of engagement. It is essential that the new Bishop of Swansea & Brecon works closely with colleagues and the national team to bring energy and focus to this part of episcopal work.

BELIEF AND WORSHIP

The Bench of Bishops is responsible for introducing legislation into the Governing Body which affects our authorised worship or doctrine. In this way they express their responsibility as guardians of the Church's worship and faith. However, this responsibility also expresses the bishops' shared focus for unity because it requires common assent from the Bench to make changes to our worship or doctrine.

A Common Vision and Purpose

The Church in Wales does not currently operate to any single common vision, but all bishops are members of the Governing Body and its Standing Committee. Recently, different gatherings within the Church have made it possible for us to consider whether there are common threads which are emerging that suggest we are able to share in the work of Christ with stronger connections between the Dioceses and to focus our resources. The next Bishop of Swansea & Brecon will need to embrace this emerging and deepening desire to minister as one Church in Wales with Dioceses working increasing closely together.

National Structure and Bishops' Involvement

The main structural bodies of the Church in Wales at a national level are the Governing Body, the Representative Body, and the Bench of Bishops. Each of these bodies has several sub-committees which undertake specific, specialised work on their behalf.

THE GOVERNING BODY AND STANDING COMMITTEE

The Governing Body is responsible for decisions that affect the Church in Wales' faith, order, and worship; it also sets regulations for the general management of the Church in Wales. The Governing Body also receives reports from various groups and bodies within the Church in Wales as well as external organisations with which the Church in Wales has relations or involvement. All the bishops are ex officio members of both the Governing Body and its Standing Committee.

The Standing Committee is, in effect, the executive committee of the Governing Body. It has certain powers conferred to it by both the Constitution of the Church in Wales and the Governing Body itself. The role of the Standing Committee in the strategic life of the Church in Wales is something which is expanding and recently it has begun meeting jointly with the Representative Body and the Bench of Bishops periodically to provide a forum for structured strategic discussions.

The Governing Body meets twice per year for, usually, a two-day residential meeting; the Standing Committee usually meets three times per year.

THE BENCH OF BISHOPS

The Bench of Bishops is made up entirely of the six bishops of the Church in Wales. Further details on the work of the Bench are provided above.

THE REPRESENTATIVE BODY

The Representative Body is the corporate body that holds the financial assets of the Church in Wales. It is a registered charity, and the members of the Representative Body are trustees with trustee responsibility for the oversight of the charity in line with charity legislation and the regulations of the Charity Commission. The assets include an investment portfolio, the income from which is the Representative Body's principal source of income used to fund the mission and ministry of the Church in Wales; the Clergy Pension Scheme; and the legal title to the Church in Wales' church buildings, parsonage houses and church halls, as well as other land and buildings.

The Representative Body prepares an annual budget for the operation of the Church in Wales and provides structural funding to the six Dioceses.

The Representative Body acts as the employer of staff operating at a national level.

The Representative Body ordinarily meets three times per year but not all the bishops are members: the Archbishop of Wales is an ex officio member, as is the Chair of the Standing Committee.

ST. PADARN'S INSTITUTE

St. Padarn's Institute is an integral part of the Church in Wales providing the Church's ministerial training, formation, and development. This includes the training of ordinands preparing for ministry; ongoing ministerial development for those at all stages of ministry; equipping and developing lay ministers for a range of ministries throughout Wales; and providing opportunities for discipleship to be nurtured whether through offering courses or the provision of resource materials. St. Padarn's also offers several specialist training courses and a range of post-graduate courses.

Strategic oversight of St. Padarn's is provided by the Bench of Bishops. St. Padarn's reports to the Representative Body on matters of budget, staffing, its statutory responsibilities, and legal and contractual commitments.

St. Padarn's has a team of over 30 staff across a range of support, operational and academic roles.

The bishops, both collectively as a Bench and individually, have close relationships with St. Padarn's staff via their national strategic role in St. Padarn's operation and in setting the training needs within their own Dioceses.

THE NATIONAL OFFICE

Operational and administrative support for the work of the Governing Body, the Representative Body and the Bench of Bishops is undertaken by staff based at the national office in Cardiff. Around 50 staff make up the national team, many of whom the bishops meet regularly with and work closely with.

Some members of the national team have operational responsibility for work relating to the bishops' portfolios; others have senior specialist responsibility for areas of work which include legal and constitutional matters, finance, people services, property, safeguarding, ICT, and governance support services. The bishops interact with many of these staff on a day-to-day operational basis to discuss matters and seek advice and support. Staff with operational responsibility for portfolio work will have a particularly close working relationship with the bishop who has oversight of that portfolio.

Personal specification

Bishop of Swansea & Brecon

We believe that the primary vocation and charisms of a bishop are deeply rooted in the example proclaimed in Scripture and the pattern inherited through the Anglican Tradition. This finds an appropriate focus in the Ordinal and in particular in the Bishop’s Charge.

‘Bishops are called to serve and care for the people of God. Mindful of the Good Shepherd, who laid down his life for his sheep, they are to love and pray for those committed to their charge, knowing their people, and being known by them. They are to lead their people in prayer and praise and to preside at the Holy Eucharist. They are to baptise and confirm, absolve, and bless, nurturing God’s people in the life of the Spirit, and leading them in the way of holiness. They are to nurture and discern the gifts of the Spirit in all who follow Christ, commissioning them to minister in his name. They are to ordain deacons and priests and share in the ordination of their fellow bishops.

As chief pastors, it is their duty to maintain the unity of the Church, speaking in the name of God, and interpreting the gospel of salvation. Together with their clergy and people they are to promote the church’s mission and have a special care for all, and especially the poor, the outcast and the needy.

Following the example of the apostles, they are to proclaim the gospel, boldly speak the truth, and work for justice and peace. They are to be merciful, but with firmness, and to minister discipline but with mercy.

My brother/sister, let love be genuine; hate what is evil; hold fast to what is good. Pray without ceasing; be of good courage; never lose heart; let no one suffer hurt through your neglect; lay hands suddenly on no-one; preach the gospel; heal the sick; rejoice in the Lord’.

We believe that five key images emerge from the Charge that help us to identify the charisms and gifts needed by a new bishop. We believe that a new bishop for the Diocese of Swansea & Brecon must be priest, pastor, evangelist, shepherd, and servant leader.

We seek a bishop who will be:

A PRIEST

- with a heart for the Gospel, formed by, and committed to, celebrating the sacraments;
- grounded in prayer, scripture and tradition, and, by their life, draw others to joyfully grow in faith, learning and hope;
- committed, by their own example, to being a visible sign of the good Christian life.

A PASTOR

- who will care for the diocesan clergy under their charge, taking time to know them as individuals and challenging them to be the best priests they can be in Christ;
- who ‘wears their authority lightly’ but have a track record for lifting and sustaining morale;
- who will be able to listen carefully, and have the humility to receive advice from others;
- who will invite the diocesan family to live generously and honestly, recognising its mutual dependence and incompleteness;
- who will be a listener as well as a talker, not afraid to speak unpopular truths to enable people, local churches and committees, to focus thought and action on Jesus Christ.

AN EVANGELIST

- who will confidently and publicly proclaim the Gospel in a way that is accessible to those they are with;
- who is theologically curious and can articulate and teach the faith of the Church to those within and without;
- who will enable the Diocese to proclaim the Good News of Jesus Christ by reaching out to all sections of society, especially children, families and young people.

A SHEPHERD

- who will be a symbol of unity and draw the diocesan family together to shape a common vision that will inspire us for the next decade;
- who, if they do not already have a fluent command of the Welsh language, will be prepared to learn Welsh to a good standard for liturgical and conversational use;
- who has a passion and commitment for enabling and supporting the Church’s engagement with society, especially the marginalised and the neglected.

A SERVANT LEADER

- who has proven skills in strategic planning and experience of managing change effectively;
- who is keen to work collaboratively with others, recognising their talents and gifts, particularly among the bishop’s staff and standing committee, to implement vision and strategic decisions;
- who can build trust and direct team working in pursuit of specific objectives, establish clear values and expectations, and delegate responsibility effectively;
- who can create and sustain a sense of unity of purpose and engender a sense of trust and collegiate ownership of the initiatives and changes that are necessary;
- who is prepared to take difficult, often risk inherent, decisions to make essential changes that will provide a sustainable future for diocesan structures, finances, and resources.

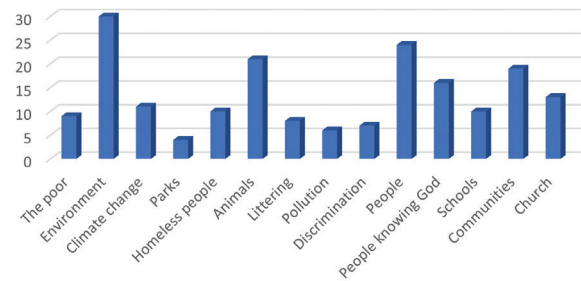
Appendix: Children and Youth Bishop Consultation

The Children, Youth and Families team have completed a consultation process with young people from around the Diocese to gather their input into choosing the next Bishop. Young people were invited to watch a video interview between the previous Bishop, John Davies, and members of Brecon Cathedral Choir, on what it means to be a Bishop. This video has been viewed over 4000 times at the time of writing. They were then invited to fill in a worksheet or online survey form to feedback their views on what they felt were the qualities needed to make a good Bishop. These resources were available in both Welsh and English.

An invitation to take part was sent via email to every school in the Diocese, and pupils from Knighton CinW Primary School, Priory CinW School, Llandrindod Wells CinW Primary School, Christchurch CinW Primary School, St Thomas Community Primary School and Danygraig Primary School took part. Individual families were also invited to take part via social media, and churches were encouraged to take part with their youth and children's groups through the weekly newsletter. In total there were 156 responses to the children's survey, and 11 to the youth survey. The children's survey was recommended for Primary school age children, and most respondents were between 9-11. The youth survey was aimed at 11-25-year-olds, and the majority were aged 11-14. This report summarizes the findings.

The children were keen for the Bishop to be involved in their local communities, visiting their schools and churches and those who they see as vulnerable where they live. They had a strong sense of the issues facing their communities and what would make it a better place to live. Their biggest concern was litter, followed by their school environment, and social issues such as homelessness, drug abuse and nature. The children would like to see their new Bishop sharing their concerns and having a passion for the environment- including issues such as climate change, nature, wildlife, pollution, and deforestation; as well as a care for people, particularly those in challenging circumstances (see fig. 1).

What would you like the Bishop to care about? (Figure 1)



The top 5 things they would like their Bishop to do are: care for people, help the poor and weak; listen to people; tell people about Jesus; and pray. To achieve that, the children overwhelmingly believe that their Bishop should be kind, followed by helpful, positive, and wise (see fig. 2).

What should the Bishop be like? (Figure 2)



They want a Bishop who will invest in them by telling them bible stories and being creative in how they communicate. A number of the children were also keen that the Bishop would be able to communicate with them in Welsh. The Covid pandemic has changed how they have had to learn so they would also like the Bishop to embrace technology such as Zoom, Teams, and YouTube in order to reach them. However they choose to make that connection, they should be kind, calm and fun, and speak to children at a level they will understand.

The responses that we received through our youth survey have come mostly from the 11-14 age range, most of whom attend church once a week and take part in the Sunday service with some going to a midweek group or visiting with their schools.

When asked how the Coronavirus has changed the way they experience church many of our young people said that they missed the singing



and fellowship that was a big part of their church experience, with some young people choosing to stay away completely or visiting different churches in an online setting.

The young people placed a great deal of value on the church being a friendly and welcoming place that can reach out and help in the community and a place that they could go with their problems as well as mentioning the building, the clubs and the stories told in church.

When asked about the challenges faced by churches as we seek to share the good news of Jesus, our young people were concerned that the church was not reaching everyone and that they would struggle to keep people interested. They also mentioned commitment, the outside environment and areas specifically designed for teenagers.

The young people in our diocese feel that the environment and climate change is the biggest issue that they would like our next bishop to be passionate about, but they should also be passionate about tackling poverty, Wales as a whole, outreach in order to get more people to come to church, the diocese,

Christianity in the world and helping others. They would also like the Bishop to work with young people in the diocese because they want to and not because they feel they must.

Overall, the qualities that our young people want to see in our next bishop is someone who is trustworthy and a good listener. And that they must be a caring person (particularly as we emerge from the Coronavirus pandemic).

Looking at both categories, the children and young people in our diocese would like the next Bishop to be someone who cares about them and their communities. They will take the time to get to know the young people in the diocese in a meaningful way and care about what they have to say. They will be passionate about the environment and helping people in the world around them by using their position of influence. They will be creative in evangelism and strong on mission. They won't take themselves too seriously, but will be humble enough to get involved in whatever situation they find themselves in, and to have fun doing it. Ultimately, they will be kind, trustworthy and genuinely care about the young people in the diocese.



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