



**Corff Cynrychiolwyr Yr Eglwys yng Nghymru
The Representative Body of The Church in Wales**

Report of the Representative Body

Agendum 10

Governing Body, 30 April – 1 May 2025
Corff Llywodraethol, 30 Ebrill – 1 Mai 2025

Report of the Representative Body

The Governing Body receives a report of the Representative Body (RB) at each of its meetings. The RB has met twice since its report in September 2024 – in November 2024 and March 2025. Minutes of the November meeting are available on the Church in Wales website [here](#). The minutes of the March meeting will be available when they are approved by the RB at its meeting in June.

This report is divided into two sections: the first sets out some points from the RB's meetings in November 2024 and March 2025, and the second provides an update on the Church Growth Fund.

Section 1: Report of the Representative Body

Below are some highlights from the RB's meetings in November 2024 and March 2025, for the Governing Body's information.

■ Funding for growth and resilience

At both its meetings, the RB was provided with updates on the various streams of funding provided to dioceses: Partnership Funding, the Structural Resilience Fund, the Evangelism Fund, and the Church Growth Fund (an update on the Church Growth Fund is provided under section 2 below).

Partnership Funding

Partnership Funding is the successor to the block grant and represents the core of the funding the RB provides to the dioceses and includes a component of funding to the cathedrals. Partnership Funding is index linked and will rise each year by the same percentage increase agreed for increases to stipends and salaries. In November 2024, the RB agreed the total Partnership Funding for 2025 at £2.6million.

Structural Resilience Fund

The Structural Resilience Fund is an extra £3.7million per annum for ten years. £3million per annum is shared between the dioceses using an agreed formula and £700,000 is held to provide 'safety net' funding to respond to pressing matters as they arise across the province, allocated in consultation with the bishop, the DBF Chair and the diocesan secretary of the relevant diocese. Any unused safety net funding is distributed to the dioceses at the end of each year using the agreed formula. The Structural Resilience Fund does not increase in line with inflation – although this decision is being kept under review by the RB.

Evangelism Fund

The Evangelism Fund is now closed for new applications. The RB was informed of the latest funds distributed to each of the five projects funded by the Evangelism Fund Committee. These projects are now overseen by the Church Growth Fund Allocation Group. The diocese of Swansea & Brecon decided not to make an application to the Evangelism Fund at the time: its allocation of £3million was therefore added to the Church Growth Fund.

■ Budget, pensions and investments

Budget for 2025

At its meeting in November 2024, the RB endorsed the budget for 2025 and recommended it to the Standing Committee for approval.

Clergy Pension Scheme

The RB is responsible for the management and maintenance of the Clergy Pension Scheme. In November 2024, the RB was updated on the current position of the Clergy Pension Scheme, and some minor changes to the Clergy Pension Scheme factors (the various elements that determine the benefits and contributions within the Scheme) were approved.

Investment strategy

The vast majority of the Representative Body's income is generated through its investment portfolio, so the performance of its investment portfolio is of fundamental importance. The RB was informed, in November 2024, of the estimated drawdowns required from stock exchange portfolios to fulfil commitments to the Structural Resilience Fund and the Church Growth Fund, together with the levels of investment income required over the coming years to fund these commitments.

Ethical Investment Policy

In September 2024, the Investment Committee took the decision to exercise its oversight of the Ethical Investment Policy directly rather than continue to do so through the Ethical Investment Group. To support this, two new members were appointed to the Investment Committee who have extensive knowledge and experience of ESG (ethical, social and governance) matters – Dominic Rowles and the Reverend Richard Williams. Both are ESG specialists and combine investment experience from the private sector and Church contexts. The Ethical Investment Policy, a policy of the Governing Body, is currently being reviewed and it is hoped proposals for revisions will be brought to the Governing Body at its meeting in September for consideration. The RB is very grateful for the long and diligent service of the members of former Ethical Investment Group.

■ Provincial human resources support

In November 2024, the RB was informed of the outcome of a consultation undertaken with all diocesan senior staff teams about a set of proposals for the implementation of a province-wide human resources support service, provided by the RB. The RB approved the proposals to expand human resources support to dioceses, with the service differing between dioceses to reflect differing diocesan needs. To facilitate this service, three additional human resources staff posts were created, with these officers being regional officers, based across Wales. Two of the three new officers are now in post, with the third starting in May. The support service will be implemented on a phased basis as agreed with each diocese.

■ Safeguarding and serious incident reports

As part of its statutory obligations as a registered charity the RB must make serious incident reports to the Charity Commission when necessary. The RB was provided, at both its meetings, with updates on serious incident reports made to the Charity Commission (which all related to safeguarding matters), alongside operational updates from the provincial safeguarding team.

In March 2025, the RB noted the Finance Committee's approval of the recruitment of a Provincial Safeguarding Support Officer in response to a significant, sustained increase in safeguarding casework. The additional staff role will assist the provincial safeguarding team's casework officers by providing basic safeguarding advice to churches and individuals, allowing the other caseworkers to focus on more complex referrals. The RB warmly acknowledged the provincial safeguarding team's excellent work during a period of significant pressure.

■ Other matters

Below is listed in brief some other areas of work in which the RB has been engaged over the past six months:

- **Committee membership** – Several appointments were made to the RB's committees, initially for the remainder of the current triennium:
 - Mr Paul Haley, who currently works within the internal audit sector, was appointed to the **Audit and Risk Committee**.
 - As already noted, Mr Dominic Rowles and the Reverend Richard Williams were appointed to the **Investment Committee**, to bolster the Committee's expertise in ethical investment.
 - Archdeacon Gerwyn Capon, Archdeacon of Montgomery, was appointed to the **Property Committee**, bringing with him valuable experience following a career as a chartered surveyor.
- **Prevent duty** – In November 2024, the RB undertook its annual review of the risk assessment, policy and procedures at St. Padarn's in relation to the Prevent duty under the Counter-terrorism and Security Act 2015 to protect students from extremism.
- **Risk register** – The RB undertook its annual review of its risk register in November 2024, discussing the risks and the controls in place to mitigate them. Work is ongoing to rationalise the RB's operational risk register.

Section 2: Update on the Church Growth Fund

The Church Growth Fund is the practical outworking of the Representative Body's commitment of £100 million over ten years to support evangelistic projects across the province. The Fund is divided into two tiers: tier 1 grants of up to £10,000 and tier 2 grants of more than £10,000. The Church Growth Fund Allocation Group considers applications to the Church Growth Fund, and the RB is updated at each of its meeting about grants made by the Allocation Group.

At the Fund's inception, the RB allocated grants to the dioceses of Monmouth and Swansea & Brecon, in recognition that these dioceses did not have the historic assets of the other four. £6.4 million (over ten years) was allocated to the diocese of Swansea & Brecon and £6.7million (over ten years) was allocated to the diocese of Monmouth.

As of March 2025:

- **Nine tier 1 grants** have been approved;
- **Seven tier 2 grants** have been approved;
- **Three project managers** have been recruited to oversee approved tier 2 projects – tier 2 projects are required to recruit a project manager, these posts are funded by the Church Growth Fund. So far, appointments have been made by the dioceses of St. Asaph, Monmouth and Swansea & Brecon. (One project manager will usually oversee all tier 2 projects within a diocese);
- **Five more tier 2 bids** are expected to be submitted for consideration at the next Church Growth Fund Allocation Group meeting.

Details of all approved grants under the Church Growth Fund can be found within **appendix 1**. Most tier 2 projects are not yet fully operational but are in preliminary stages, including the recruitment of associated staff. The project at Swansea Minster is underway and it was inaugurated as the first minster in the Church in Wales at a service on 16 February 2025.

The provincial communications team has been working with the approved Church Growth Fund projects to produce media to share across the province. To date, **two videos** have been produced for the following tier 1 projects, with others to follow:

→ **[First Sundays – Church of St Mary the Virgin, Brecon \(Swansea & Brecon\) – tier 1 project](#)**

First Sundays (Faith, Food, Friendship) is an informal, group-based style of service that runs on the first Sunday of each month. The service is based around the book *Word & Sacrament*, which introduces the Christian faith to newcomers.

→ **[Faith Alive – Bro Dwyllan MA \(Bangor\) – tier 1 project](#)**

Faith Alive is a new approach to family and all-age ministry using a pioneering service once a month: a simple and accessible service that has modern music and easy to follow preaching and liturgy. The project is a series of different activities that create a variety of ways for families and young people to engage: all pointing to the main Faith Alive service that is more informal alternative to the usual Sunday Eucharist.

RJ | 07.04.2025

Appendix 1 – Approved Church Growth Fund projects

Approved tier 1 Church Growth Fund projects

(grants up to £10,000)

Name of project	Location	Brief description	Total grant awarded
Faith Alive	Bro Dwyfan	<i>New approach to family and all-age ministry, pioneering service once a month.</i>	£4,570
First Sundays: Faith, Food and Friendship	Brecon & Epynt	<i>Running first Sunday of each month, a programme of teaching/discussion based on Word & Sacrament book by Dr Mark Clavier, introduce Christian faith to newcomers.</i>	£9,050
Wellbeing Journey Course	North Cardiff MA	<i>Running a Wellbeing Journey Course as a process evangelism course across at least three churches.</i>	£1,629
New Worshipping Community and Process Evangelism	The Mountain and Marsh MA	<i>Offering liturgy in services in new formats and extend use of cathedral. Installation of four 75" AV screens.</i>	£10,000
St Asaph Cathedral Liturgy Excellence	St Asaph Cathedral	<i>Encouraging engagement through new expression of church with focus on art, music and drama.</i>	£10,000
The Living Story of St Nicholas Church Montgomery	Pool MA	<i>Working with Montgomery Church School to help children understand link between church building and faith stories.</i>	£9,156
Arts Alive in Berriew	Pool MA	<i>Embedding a newly planted worshipping community launched in May 2024 and developing ministry of process evangelism.</i>	£8,578
Illuminate: Light and Sound for Spiritual Renewal	Valle Crucis MA	<i>Harmony & Light Project providing regular sound baths as St Collen's Church.</i>	£9,229
Well-Being @ St James (Beacon Healing Hub)	Estuary and Mountain MA	<i>Establishing a Beacon Healing Hub with the Guild of Health and St Raphael (Go Health).</i>	£9,725

Approved tier 2 Church Growth Fund projects

(grants of more than £10,000)

Name of project	Location	Brief description	Total grant awarded
Mission Hub Churches	St Asaph	<i>Hub Churches – a model of ministry, modelling healthy patterns of growth, harnessing ministry and outreach skills, each led by Mission Hub Priest, centre of excellence for running/growing a church.</i>	£4,685,037
Rural Pioneer Missioners	St Asaph	<i>Rural Pioneer Missioners – to strengthen rural Mission Areas by deploying Pioneer Missioners to regenerate rural ministries.</i>	£1,008,890
Schools Engagement Pioneer Project	Monmouth	<i>Building relationships with schools through events and services.</i>	£1,272,832
Gower Well-Being	Swansea & Brecon	<i>Sharing good news with Gower residents; renewing discipleship; creating a network between churches and agencies.</i>	£763,278
St Mary's Minster	Swansea & Brecon	<i>Facilitating St Mary's becoming a Minster Church.</i>	£2,820,929
Project Manager – Swansea & Brecon	Swansea & Brecon	<i>A project manager role to oversee all Swansea & Brecon projects.</i>	£432,869
Interim Application – Maternity leave payment	Swansea & Brecon	<i>To fund a contract extension for a member of staff</i>	£9,084.13

Inception grants

The table below outlines grants that were approved by the RB at inception of the Church Growth Fund.

Name of project	Diocese	Brief description	Total grant awarded
<i>Inception grant</i>	Monmouth	<i>To support the cost of stipendiary, house for duty and salaried lay ministry.</i>	£6,700,000
<i>Inception grant</i>	Swansea & Brecon	<i>To support MA administrators, succession planning and staffing direct mission and ministry.</i>	£6,400,000