



ATHROFA PADARN SANT
ST PADARN'S INSTITUTE



ANNUAL REPORT

SEPTEMBER 2023 - AUGUST 2024



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Foreword by Bishop Cherry Vann

Once again, it is my pleasure to commend to you the Annual Report of the St Padarn's Institute for the academic year 2023/2024. As ever, the core elements of training and formation of clergy and licensed lay ministers remains central to its work. In preparing our ministers for the demands and challenges of ministry, St Padarn's, like the rest of the church, remains mindful of the ever-changing landscape in which we are called to proclaim and share the good news of Jesus Christ.

In the pages that follow, you will see the extraordinary range of activity that is undertaken by the Institute. It is particularly good to have a focus on the

FLM (Formation for Licensed Ministry) programme with some insights from the Dean for Initial Ministerial Training as well as from some of the candidates. It is hoped that the change in the pattern of delivery this coming year from being at Cardiff to being in 'hubs' across the country will not only ensure a greater geographical equity but will also enrich the programme experience. This move represents an enormous organisational shift and we hope and pray that there will be a smooth transition.

As always, I am grateful for this opportunity to thank the Principal and all the staff at St Padarn's for the dedication, commitment and enthusiasm that they bring to their work.



The Right Reverend Cherry Vann,
Bishop of Monmouth

Introduction by the Principal

The St Padarn's institute continues to share with the wider Church in Wales the joys and challenges of responding to God's call in twenty-first century Wales. Much that is good, much that is fruitful, but also the continuing need to re-examine, prioritise and change in response to the changing needs and context. The danger of an institute becoming an institution is always there.

As reported in the last annual report, in July 2023, the Bench of Bishops set our strategic direction for 2023-2028. This is the guiding light for our work. In the 2023-2024 academic year we were able to orientate ourselves around this strategic direction and start to map out how we would progress over the five years.

The first part of the strategic direction lays out our core and supporting activities.

- **The Core** – Theology for Life, Formation for Licensed Ministry, Newly Licensed Ministers and Continuing Ministerial Development.

The first part of this annual report highlights the work which has been done in these Core areas. Each has its own dynamic, and its own way of serving the Church in Wales,

but underneath it the same staff team, and the same St Padarn's ethos and culture. There have been enhancements during this year, but particularly in Formation for Licensed Ministry and Continuing Ministerial Development quite a focus on planning and preparing for developments to come in in 2025.

- **The Supporting** – Our Master's Level Theology Programmes and National Networks.

The next part of the report focuses on these. 2023-2024 was the first year of our reshaped MA in Theology, Ministry and Mission focused particularly on supporting the development of Church in Wales clergy. With a new Director of Chaplaincy Studies starting in September 2024, we will see developments in that programme in the following year. The Networks existing to bring together, stimulate and resource those across the national church involved in particular ministries, working closely with the bishop who holds the relevant portfolio.

To achieve all of this, the strategic direction acknowledges that St Padarn's needs to continue to attend to its strength as a Christian learning community. The



final section of the annual report gives a glimpse of that, with updates from areas such as learning resources and learning support, two 'conversations with', finishing with a report from the Director of Operations. I continue to believe that a great strength of St Padarn's lies in the professionalism and dedication of its operational staff, from chefs to registrar, administrators to librarian, and from the support we get from colleagues in the wider Representative Body staff team.

The Strategic Direction set seven areas to be the focus for **development during 2023-2028**. We have made a start. In relation to **Widening**



Participation, we scoped out a new three year focus across the institution on disability and ethnicity (explained in the Director of Operations report), started to reformulate assessments, and continued our investment in Learning and Disability support. A significant step was also taken in launching the apprenticeship programme, which seeks to support younger and more diverse vocations to ordained and lay ministry. The key investment in **Clergy Leadership Development** was agreed, and the activity itself – a programme for Ministers with Enhanced Responsibility

– will begin in 2025. By the end of 2024 we were able to move forward the **Excellence in Formation** agenda, with changes in tutorial staffing to prioritise the centrality of Worship for the whole institution, and to strengthen the formational investment in part-time candidates for ordained and licensed ministry. A major exercise took place with our bishops and ministerial candidates to identify how the full-time ordination programme could change to enhance **Geographical Equity**. This is about reducing travel to Cardiff from the North and the West but is also about looking to increase the presence of St Padarn's in the dioceses. Key decisions were taken and will roll out in the next year. Educational Excellence is supported through many of our ongoing systems and the dedication of staff, but a particular focus at the moment is in the area of assessment – supporting staff to move away from older ideas in which assessment

followed learning, to a richer environment of diversity in assessments tailored to enhance learning and the acquisition of key skills for the future. The Director of Operations report details a number of investments in the **St Padarn's Cardiff Site** to ensure it is a long-term asset for the Church in Wales, and is fit for purpose as a centre for worship, learning and community life. The seventh area – **Sharing Resources with the Wider Church in Wales** – saw less focused development in 2023-2024.

I am proud of the staff team at St Padarn's, and the learners. 2023-2024 was a good year sometimes in challenging circumstances, sometimes in joy. The desire to serve, and to play our part in the flourishing of the Church in Wales in the coming decade remains strong.

Canon Prof. Jeremy Duff,
Principal

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Governance and Oversight

No changes were made in the governance and oversight of St Padarn's in 2023-2024. The bedrock is the accountability to the Bench of Bishops and the Representative Body. Our bishops give the strategic direction: the principal meets regularly with the Bench, and individually with each bishop twice a year. The Representative Body has responsibility for the operation of St Padarn's. Its finances are an integrated part of the Representative Body's finances; the Representative Body

approves its business plan and budgets. All St Padarn's staff are Representative Body employees.

Building on this foundation are two other bodies that have the time to attend more closely to the life and work of the institute. The St Padarn's Executive Board monthly meetings, bring together the Bishop who holds the Ministry Portfolio (currently the Bishop of Monmouth), the Chief Executive of the Representative Body, the Principal and the Director of Operations to ensure that St Padarn's

functions smoothly as a distinctive, but integrated, part of the Church in Wales. The Quality and Standards Panel, chaired by Professor Claire Taylor the Vice-Chancellor of Plymouth Marjon University, brings together expertise and experience in both ministry and education, to focus on overseeing quality and standards and driving forward enhancements. It has a particular role in carefully hearing the 'learner voice' and encouraging critical reflection and continuous improvement among the staff.

THE CORE Theology for Life

B.Th. in Theology for Discipleship, Ministry, and Mission

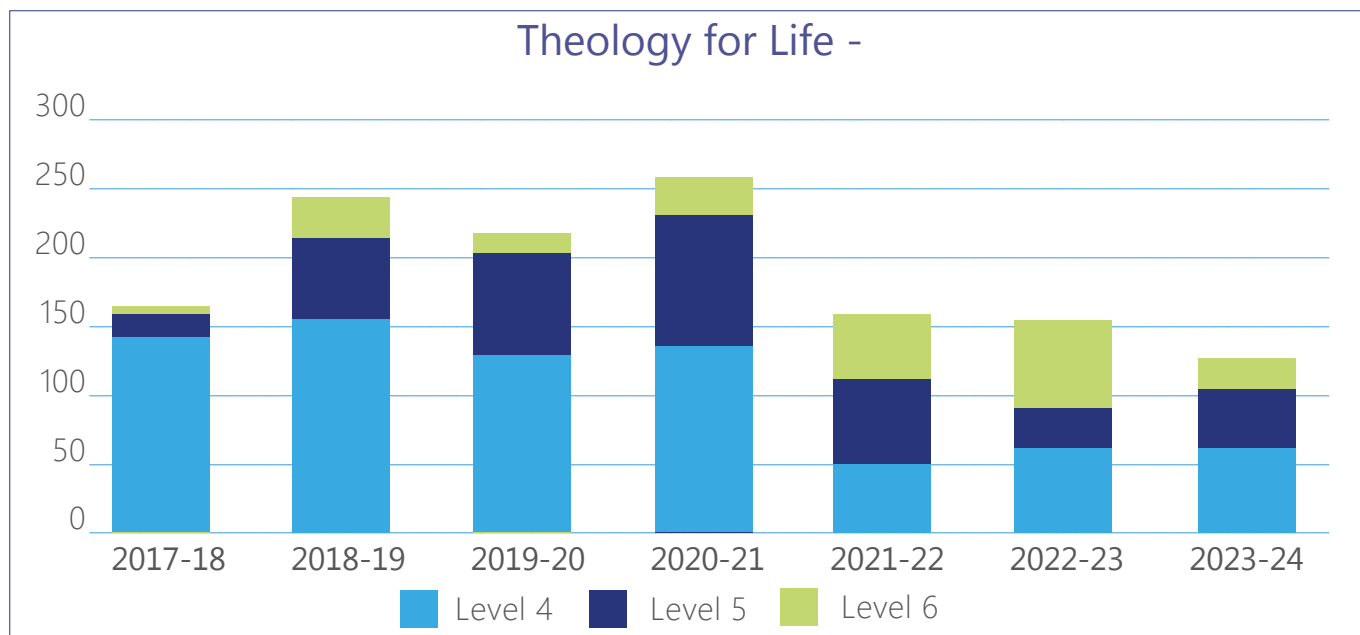
In the 2023/24 academic year we had 127 learners enrolled: 62 at Level 4; 41 at Level 5 and 24 at Level 6. At the end of the academic year, we had several learners receiving awards: 15 Certificates in Higher Education; 6

Diplomas of Higher Education and 17 obtaining the Bachelor of Theology Degree.

There are three different interlocking constituencies within 'Theology for Life'. Some of our learners are full-time

and part-time candidates training for licensed ministry within the Church in Wales. Some are in the discernment process – for them 'theology for life' is a key stepping stone as they consider their calling and engaged with thinking

Theology for Life -



about their faith alongside others from other congregations. Some are members of congregations across the Church in Wales undertaking theological education in this accessible fashion as a way of gaining further insight or understanding, or simply as a means of deepening or exploring their faith. All three of these streams are vital for the Church. Having them all within the same programmes means that people can seamlessly move from one to the other, and it promotes collaboration and respect between different parts of the Church.

Our learners are given the opportunity to offer feedback on their learning experience throughout the academic year. Last year, the overall feedback was positive. Following constructive feedback, we have made changes to enhance the experience of learners. For instance, we have updated the layout of Moodle (our Virtual Learning Environment) and offer weekly online help clinics to ensure that Moodle is accessible to all learners. We have developed our study skills provision to support learners in their studies by creating a new handbook. There are an

excellent variety of modules, and our tutors are continually developing these to ensure excellence in our provision of teaching and learning.

The graph of student numbers seems to show the impact of Covid 19 – the big drop of new starters from pre-covid to post-covid. In the last few years, the new starters have modestly increased year on year - thus the level 4 numbers shown in light blue are slowly increasing, while the total number of students has been falling as the pre-covid starters come towards the end of their studies.

Level 4	Level 5	Level 6
Introducing Christian Doctrine	Exploring Welsh Christianity: Past, Present, and Future	Engaging in Research in Theology
Introducing New Testament	Exploring Missional Church	Engaging in Theology Church Identity in Post-Devolution Wales
Introducing Old Testament	Exploring Biblical Interpretations	Engaging Sacramental Theology and Mission
Introducing Practical Theology	Exploring Christian Doctrine	Engaging Christology from the New Testament to the Creeds
Introducing Christian Mission	Exploring Christian Ethics	Engaging Christian Leadership and the Bible
Introducing Anglican Worship	Exploring a Canonical Reading of Scripture	Engaging Theology and Contemporary Culture

Formation for Licensed Ministry

The Formation for Licensed Ministry programme integrates theological learning, ministerial skills development, and personal and spiritual growth. The programme includes practical placements and opportunities for reflection within formational cells as well as more traditional methods of teaching and learning. The St Padarn's motto: 'formation in community for mission' lies at the heart of all that we do. However, candidates in reality belong to several formational communities, including their home contexts and placement churches.

While most candidates undertake the Theology for Life course, earning a Bachelor of Theology (B.Th.) accredited by the University of Wales Trinity Saint David, others pursue a Master's degree validated by Durham University. Both pathways are designed to connect theology with everyday life, ministry, and discipleship.

Throughout 2023 - 24 we have sought to address some of the barriers experienced by candidates from different parts of

Wales, especially those who live at a distance from Cardiff. However, we wanted to do this in such a way that it didn't compromise the quality, breadth or rigour of the training. With this in mind, in March 2024, the Bench of Bishops approved some changes to the structure of full-time training, which will take full effect in September 2025. At the heart of these are regular formation days, taking place in three different locations away from Cardiff. These will allow those in the north and west of Wales to have weeks with less travel, build up our partnership with the local dioceses, and given opportunities for more, regular, engagement face-to-face with those training part-time. This framework preserves the core of our training, a commitment to learning in community while enhancing accessibility and flexibility. The detailed planning will go forward in the 2024-2025 year.

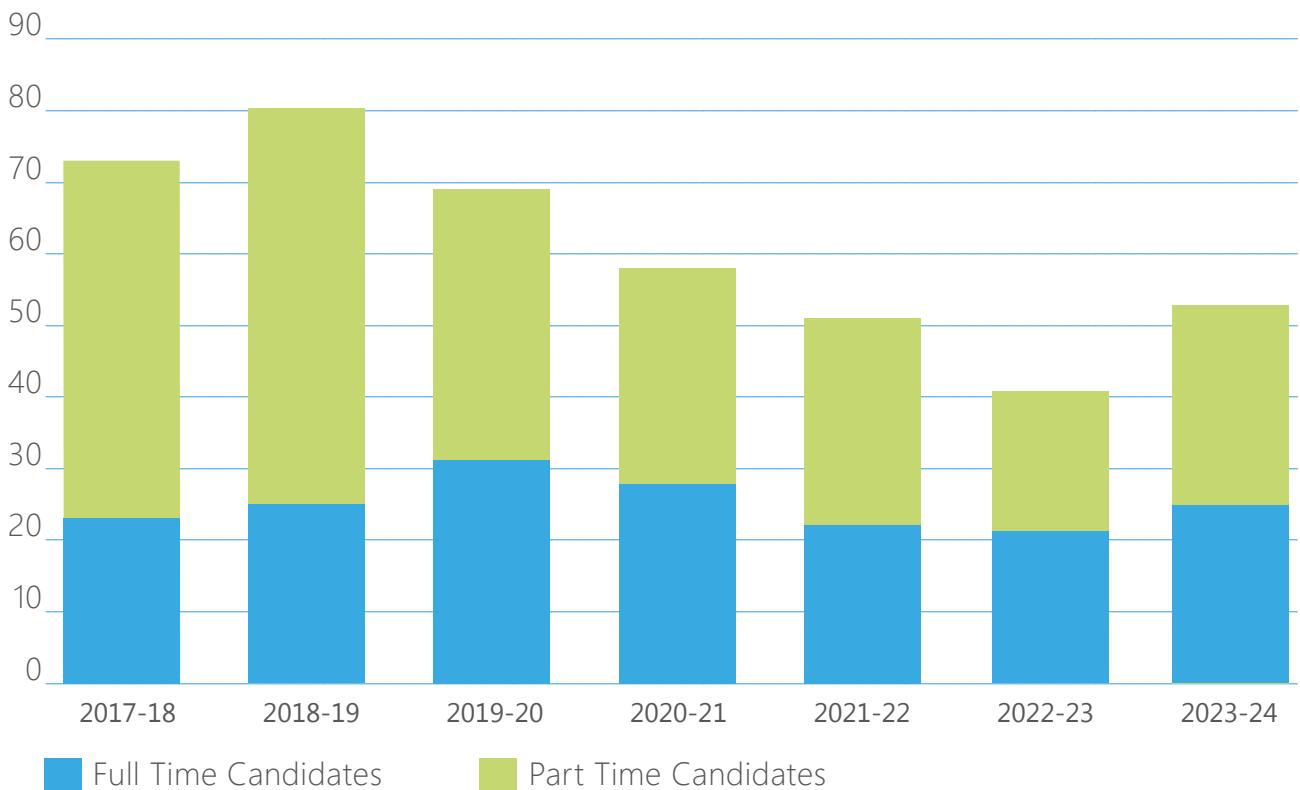
For this academic year there were 25 candidates training for full-time stipendiary ministry. 6 Stipendiary candidates were ordained in 2024. There were 17 candidates training for NSM



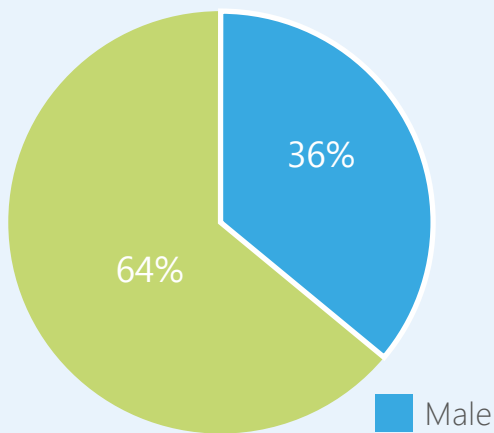
and 11 training for lay ministry- 1 LLM, 6 readers, 4 pastoral chaplains. Tragically, one of our reader candidates died in early 2024 which was a great loss.

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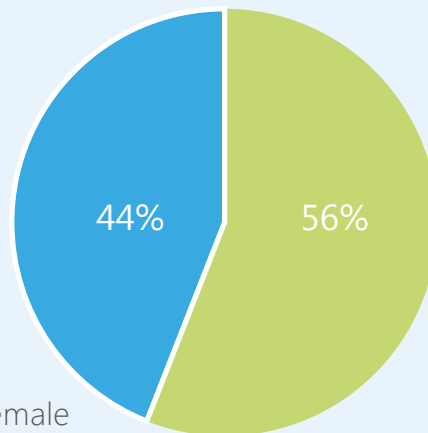
Numbers in Training for Formation for Licensed Ministry across all year groups



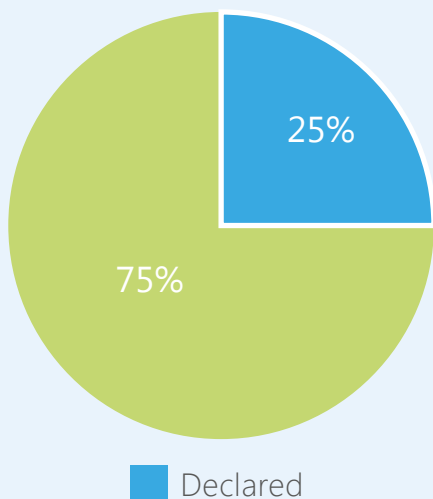
Those Training for Stipendiary Ministry



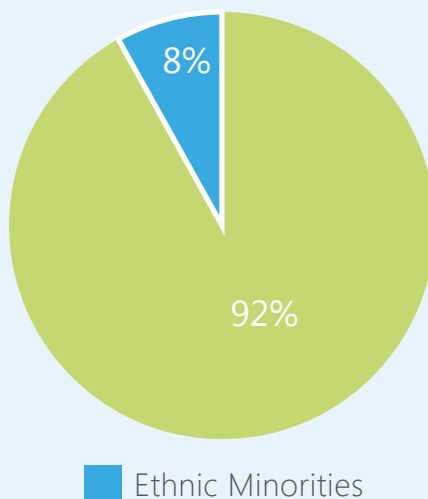
Those Training for Non stipendiary Ministry



Disabilities



Ethnic Diversity



FLM Ages	20-29	30-39	40-49	50-59	60-69	Total
Stipendiary						
Male	4	2	1	2		9
Female	4	2	4	6		16
Non-Stipendiary						
Male		2	4	4		10
Female		1	2	4	2	9
Reader / LLM						
Male				2	4	6
Female			1	1	1	3

Mission week was for the first time held in Nant Gwrtheyrn on the Llŷn Peninsula and we were joined by Bishop David Morris. We visited several churches on the peninsula and enjoyed learning from creative and pioneering projects across the diocese. Unfortunately, the weather prevented us from travelling across to Enlli.

August brings induction at St Padarn's Cardiff, including invaluable safeguarding training and an introduction into the rationale and culture of formation, and the practical elements of training. Then there is summer school, held at the University of South Wales. This year the theme was Spirituality. We were joined by Sally Harper

and Clare Cameron (of the St Asaph Diocesan Spirituality Group and Prayer Guide of the Outreach team of St Beuno's Jesuit Spirituality Centre) who led us in sessions on Ignatian Spirituality and how to lead a quiet day. Tutors also led sessions on contemplative prayer, charismatic prayer, and the daily offices. The emphasis was

on how to teach congregations to pray, as well as learning new methods of prayer for ourselves. Jeremy Duff provided biblical input each morning as we studied the book of Acts together.

During the academic year 2023-4 we continued to focus on the bishops' priorities for ministry (Grounded in Anglican Ecclesiology, Missional and Committed to Growth, and Strategic Leaders and Guides) and our keynote speakers in residential for full time and part time candidates included Archbishop Andrew John, Bishop Mary Stallard, Bishop Cherry Vann, Revd Dr Trystan Owain Hughes, Dr Catrin H. Williams, and Archdeacon Guy Elsmore.

We welcomed several guest speakers to speak at our Leading Healthy Churches sessions, as part of the full-time programme. Speakers led sessions on;

Funeral Ministry, growing congregations, well-being and mental health, bereavement support and unconscious bias and radio ministry. Our speakers included Bishop Gregory Cameron, Canon Professor Helen Wilcox, Canon Jan Gould and Canon Dr Mark Clavier.

We have sought to make the guest lectures and key events such as Christmas dinners within the full-time programme accessible to part time as well as full time candidates. The community welcomed the Revd Dr Malcom Guite for a live streamed guest lecture in the first term. Similarly, to further support our part time candidates, and increase their sense of belonging and engagement with the institution, we made the decision to move their formational cells from being led by volunteers to be led by core staff. This change starts from September 2024, and we hope it will

address the isolation reported by some part time candidates and allow greater formational input from members of the tutorial team.

Another area we are working to enhance is the support and training of placement supervisors. During the year we had regular online meetings and an overnight residential was held in March with a mixture of theological and theoretical input on formation, recent trends in theological education as well as facilitated sessions on sharing good practice. During this year

In the coming year, the priorities will be to plan for the new mode of delivery for the full-time programme and align the criteria more closely with the new framework of qualities developed by the Provincial Discernment Board.

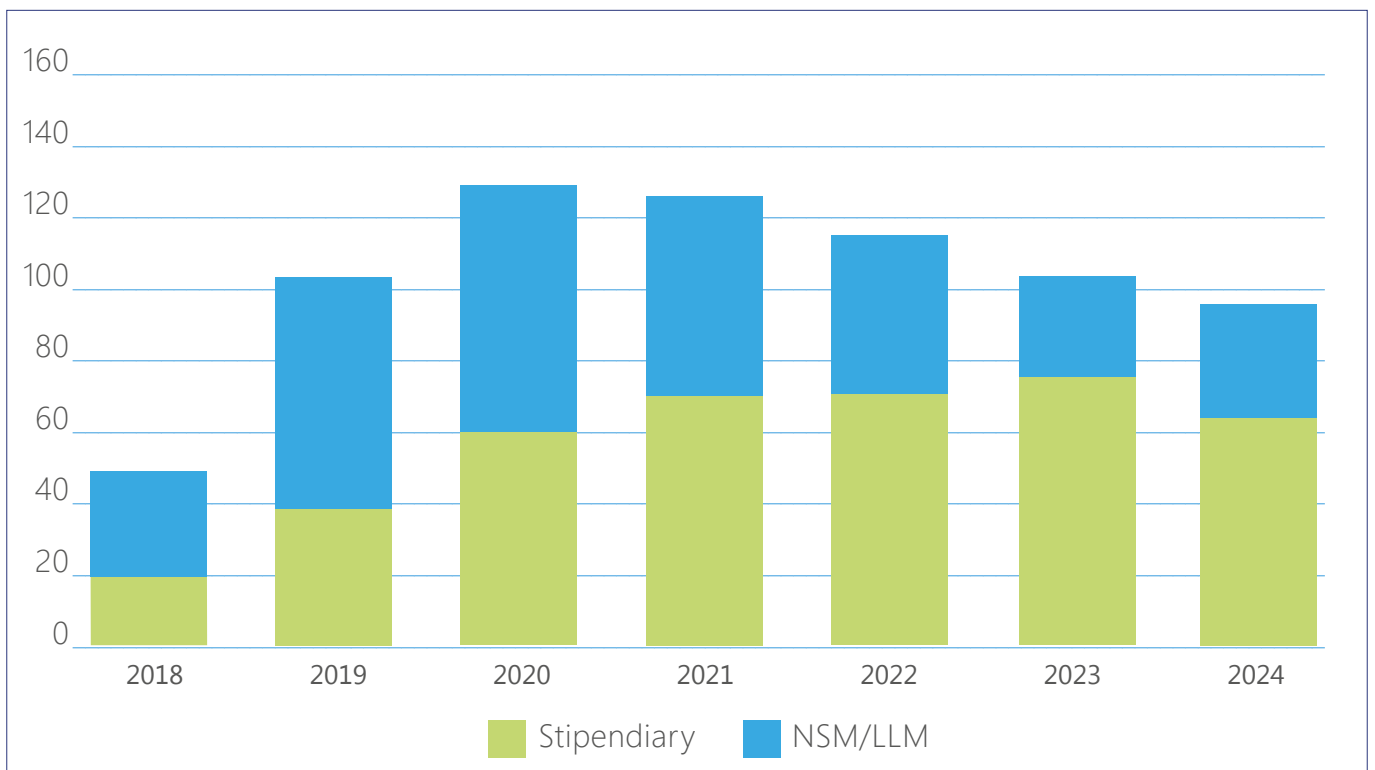
Newly Licensed Ministers

Our Newly Licensed Minister programme plays a significant role in continuing to train our ministers in their work of making disciples of Jesus in every community across Wales.

The Newly Licensed Minister programme is for all those who are licensed and/or ordained in the Church in Wales. The

Newly Licensed Minister programme has grown and developed over the past six years. It is now divided into two distinct areas; the *core phase* which lasts the two years after ordination and/or licensing and is for all those who the bishops license, and the *intentional leadership phase* which begins at the end of the

core phase and lasts for two years. This is primarily for those who hold stipendiary posts. This phase is proving exceptionally valuable both in terms of the input given, the opportunity to share good practice and the support it provides in the transition from a curacy to post of first responsibility.





Going forward there is still room for development. In the autumn of 2024, Mark Griffiths who oversees this area for St Padarns and Trystan Owain Hughes (Director of Ministry Development) will be working together to produce a video resource for those supervising NLMs. This project came as the result of our annual Ministry Conference and in consultation with our Diocesan Directors of Ministry.



The *core phase* looks at Transformative Communication, Ministry to Young People, Children & Families, Mission, Evangelism & the Development of New Christian Communities, Transforming Church Conflict, Becoming a Priest, Team Dynamics and Developing as a Leader. The *intentional leadership phase* looks at; resilience, change management, establishing a culture for growth, the importance of mission and evangelism, developing teams across a Ministry/ Mission Area, shaping strategy, and developing and presenting vision. Across these two phases there are currently 93 Newly Licensed Ministers.

As we are entering our seventh year of training Newly Licensed Ministers, we have been able to gather feedback from several cohorts that have completed the NLM course. It is satisfying to hear how well the training programme is being received by NLMs and Supervisors alike and that the associated activities of reporting and support are now well established. Part of that review also highlighted how much mission and ministry in the Church in Wales has changed over the past seven years, so we need to keep on nudging the focus and tweaking the content, so the support offered matches the increasingly rich diversity of the Church on the ground.

Continuing Ministerial Development

Once candidates have completed formation for licensed, lay or clerical ministry (FLM), and the Newly Licensed Minister (NLM) training programme, they are encouraged to maintain a

culture of life-long learning. St Padarn's works closely with the six dioceses of the Church in Wales in providing a robust CMD programme, which consists of two strands:



- St Padarn's provides targeted national training courses, programmes, and conferences, which ministers are invited to from right across the province.
- Dioceses offer additional CMD days to their clergy, usually a minimum of four per year, which best reflect their individual contexts, needs, and visions.

Church in Wales. It is an important part of a cleric's induction and is designed to be part of a three-part induction process, that runs alongside Cytûn's Welcome to Wales course, and alongside the induction process which each diocese undertakes when a new minister joins them.

Courses were held in October 2023 and May 2024, with forty-eight participants across the two courses. The next two courses are booked to run in November 2024 and May 2025.

MINISTERIAL DEVELOPMENT REVIEW (MDR)

Following an extensive consultation process, the Church in Wales successfully launched a Ministry Development Review (MDR) scheme for all serving clerics in the province in 2021. Over eight hundred reviews have been completed since then.

WELCOME TO THE CHURCH IN WALES INDUCTION COURSE

Invitations to this two-day course are extended on behalf of the Archbishop and Bench of Bishops to ministers and other key employees who are new to the

At its heart MDR is designed to encourage:

- an ongoing process of reflection and learning based on affirmation and accountability
- a culture of life-long learning and ministerial development
- reflection on ministerial practice
- the setting of challenging, yet achievable, objectives

St Padarn's monitors the scheme on behalf of the Bench of Bishops, and feedback continues to tell us that it is highly valued, not only in providing meaningful engagement with their diocese, but as a key source of personal and ministerial development in their service of the church, and as disciples of Jesus Christ.

We have started working on an equivalent MDR scheme for Church in Wales Lay Licensed Ministers (LLM) as requested by the Bench of Bishops. Awareness sessions for LLMs in Wales will be conducted via a series of diocesan events. The new MDR scheme for LLMs will be rolled out across all six dioceses during 2025.

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SPIRITUAL DIRECTION

The second provincial Spiritual direction course has been running since September 2023. The particular course offers practical training and support

to those who feel a calling to offer this valuable ministry, with a view to building up a pool of skilled practitioners right across the diocese. Spiritual direction is the practice of accompanying people as they look to deepen their relationship with God, or to learn and grow in their personal spirituality, so it's a hugely practical way of St Padarn's helping support ministers with their ongoing personal and formational development.

The current eighteen-month programme is due to conclude in the Spring of 2025 and features two six-day residential at the beginning and end of the course, and a monthly one-day training event. St Padarn's works closely with Sarum College to offer this course, drawing on their expertise in this area.

LAY LICENSED MINISTRY (LLM) CONFERENCE

St Padarn's organises a three-day conference each Autumn and hosts an online Support Day each Spring for Licensed Lay Ministers. This year's theme was 'The Hope of the Gospel'. It featured contributions from a wide variety of speakers. The focus of the Spring online Support Day was enhancing our prayer lives and encouraging a culture of prayer in our churches. Over fifty LLMs from right across the province attended these online events.

The next online Support Day takes place on 5th April 2025. The annual LLM Conference will take place on the 26th-28th September 2025.

CLERGY PRE-RETIREMENT CONFERENCE

The annual Pre-Retirement Conference took place in November 2023 offering practical help and information on Church in Wales pensions, support around personal financial planning, health and wellbeing advice, and helpful reflections from recently retired clergy and others.

DEVELOPING OLDER PEOPLE'S MINISTRY

This is a new addition to the CMD programme. Two courses have been held over the past year. The first course ran as a four-day residential for twenty participants. As the demand was high a second course was added. The objective of the course is to provide ministers with a greater understanding of ministry to the elderly with a focus on the Anna Chaplaincy model, and to train and encourage them as they develop pastoral teams in a variety of church and ministerial contexts. St Padarn's draws heavily on the experience and expertise of BRF Ministries in this area, along with Sally Rees, the Anna Chaplaincy lead for Wales.

IN CONVERSATION WITH...

MANON CERIDWEN JAMES, THE DEAN FOR INITIAL MINISTERIAL TRAINING

FLM CANDIDATES

Take us through what a typical week for a candidate looks like:

The weeks of full-time and part-time candidates look quite different, although the elements of training are similar. For full-time candidates the week will look something like this:

Sunday – candidates will be involved in leading services and possibly preaching, as part of their placement.

Monday & Tuesday – one of these will be a study day, the other will be their second placement day, full of church activities such as funeral visits, pastoral visits, PCCs, church events and community activities, baptism preparation and

shadowing their placement supervisor.

Wednesday – Friday – this is the residential training at St Padarn's site in Cardiff which begins with Eucharist at 11.45. This means an early start for those travelling from the north! During the 3 days candidates will be involved

in academic learning, preparing worship for the community and reflecting on it afterwards. There will be workshops on practical, pastoral and liturgical topics, and sessions on 'How to Lead Healthy Churches' in which we invite guests from the Church in Wales to talk about their good practice. There are also Welsh



classes, sometimes a guest lecture and formational cells. Wednesday night is family night, which includes all age worship and supper, that candidates can invite family and friends to.

Saturday – is a well-earned day off!

Part-time candidates will also be doing a placement, academic study and formational cells, around their everyday work and commitments.

Why do you think FLM is important?

Formation is not just about academic learning; it is an accompanied journey to help candidates develop as a person – growing spiritually and in faith and discipleship. Being called into ministry is an awesome responsibility. If we are called to leadership, we owe it to God and to each other to be the best version of ourselves we can be. Ephesians 4 tells us that those with any roles are there to build the body of Christ into maturity in Christ. This means that at the very least we must embody and exemplify that maturity in Christ ourselves, but we are all on a journey. Any organisation or institution we lead also tends to take on something of our character, so formation is an intense opportunity to attend to our own character and wisdom. The aim of FLM is to help people embody both a diaconal heart, and a priestly presence in their communities, a commitment to both service and being a part in helping people encounter the transforming presence of God.

What were the highlights of the year?

A retreat for the full-time candidates held



at Nant Gwrtheyrn in the summer was a particularly special time. It was good to learn together about the creative and inspirational ministry on the Llŷn peninsula, as well as have time to pray and learn in other ways. The three weekend residentials we hold during the year where all candidates, full and part time come together to learn from inspirational and experienced speakers and worship all together are always particularly good times. This year we had some memorable speakers once again.

What challenges has there been for Formation for Licensed Ministry this year?

I think we have faced challenges ensuring we have enough tutors to cover the work, which isn't always easy when we have staff changes. Training is a huge commitment, and candidates work hard to juggle everything we ask of them as well as their own caring responsibilities and relationships. In addition to this, living in a community is hard, and this year, as previously, we faced some of those challenges too. I am amazed at how well everyone gets on, especially when we have a much more varied student body than most theological colleges in terms of background and theologies.



What does the future hold for FLM?

In the 2025-26 academic year we will be adjusting the pattern of delivery with some training being done in 'hubs' around the country. The purpose of this is to increase geographic equity, which is part of the strategic direction set for us by the Bench of Bishops. This means having more of a St Padarn's presence in particularly those dioceses further away from Cardiff and decreasing the amount of time candidates from those areas have to travel. This will take a lot of organisation during the coming year to ensure everything is in place.

HEAR FROM OUR CANDIDATES:

“Over the past year, I have been blessed with precious opportunities to question, reflect, and deepen my understanding of the Christian faith. Studying theology at St. Padarn's has not only expanded my knowledge of Scripture, tradition, and the teachings of Christ but has also reminded me that, no matter how much I learn, there is always more to explore and unpack.” – **Philip (full-time candidate)**

“A great way to make new friends and meet up with those we have met through other channels e.g. TFL. Always a friendly and positive attitude from the staff and a wonderfully helpful SEN team.” – **Lucy Farrah (part-time candidate)**

“Last year has seen me grow in confidence in both the ability to effectively articulate my faith, and in responding coherently to theological questioning from others.” – **Ian Williams (part-time candidate)**

“This term I have loved the opportunity to study a research module of my choosing and dig deeper into topics that I've previously found hard to approach and understand. I enjoy the diversity of the modules and have got something out of all of them, it's been great to start putting things from them and our residential programmes into practice - for example learning about and then trying out narrative story-telling sermons. I've really valued the opportunity and support from St Padarn's to have short-term placements in different contexts to widen my experience of the Church in Wales. Our retreat week at the end of last year up in Nant Gwrtheyrn was a highlight for me, giving me a wonderful opportunity to reflect on the whole year and draw closer to God.” –

Rachel Petley (full-time candidate)

“St Padarn's is a very formational place and encourages flourishing in every aspect of training. I have enjoyed being theologically challenged in lectures but also during the times when you're just being social with other members of the community. It certainly is a joy and a privilege to be a part of the future Church and work alongside many different people with different backgrounds and beliefs. I have had quite a difficult year and the support and family that I have received from this community has been God-given.” – **Elin Douglas-Jones (full-time candidate)**

IN CONVERSATION WITH...

MARK GRIFFITHS, THE DEAN FOR DISCIPLESHIP

APPRENTICES

Take us through what a typical week for an apprentice looks like:

Monday is a day focussed on education. The apprentices are studying a Level 4 qualification in Ministry and Mission as part of their apprenticeship (the equivalent of the first year of a degree). Topics studied include Old Testament, New Testament and Mission. The afternoon is dedicated to independent study. If they gain the Level 4 qualification, they can choose to progress on to the B.Th. in Theology for Discipleship, Ministry and Mission.

The remainder of the week is determined by the apprentices' employers, which are predominantly local churches, but can also be other ministry organisations. The work is very varied tending to include a wide range of church work; preparing for services, helping lead a service, assisting with food banks, old peoples' ministry, working in parent and toddler groups, serving coffee and cake, visiting schools, visiting the sick and youth work.

Apprentices are encouraged to attend meetings such as church councils to get an idea of the whole breadth of church life. They are training for Christian ministry, and it is important that they get to experience what ministry looks like. Some will have specific areas of responsibility such as social media, filming videos or logistics. Each apprentice has a job description and person specification, so they understand the skills needed for the job, and it also allows them to gain new skills.

Why do you think apprenticeship is important?

We're not good at engaging different groups in church ministry such as younger people, ethnic minorities in church ministry, or those from diverse socio-economic backgrounds. We tend to be pretty middle class in the Church. The apprenticeship programme is easy to connect with, it feels accessible and gives people a chance to explore their calling before committing to the discernment



process. It will also help them gain the theological understanding and experience they will need if they are to be considered for training for licensed ministry.

The average of ordination at present in the Church in Wales is around 50 for NSM, and 40 for stipendiary clergy. This suggests that we are not showing younger people that ministry can be for them. Also, the evidence shows that people only really consider that something might be for them, if they can see people like them doing it. Thus, the apprenticeship allows younger people to experience full-time church ministry and shows to others in the Church and the wider community, that full-time church ministry is for people like them. Also with the Level 4 theological qualification, the experience and the growth in confidence that comes with it, means that the apprentices are also more able and more likely to offer themselves for selection.

What were the highlights of the year?

Seeing the apprentices in action doing things that they probably never thought they were capable of is great. For example, one apprentice got to lead carol services with quite significant numbers, to watch her blossom in that context was a joy. For another, the apprenticeship has meant that his call has become clear. Another has become the worship leader for a large church because of his experience. He led the worship for the apprentices and candidates together at their joint residential. Watching them

flourish and grow in confidence is so rewarding. Seeing them serving in different contexts is wonderful to watch, seeing people being involved in serving in the church without having to be told to do so. During the joint apprenticeship/candidate residential they got to spend time with candidates already training for ministry which was aspirational.

What challenges have there been for apprenticeship this year?

It has been hard to communicate the value of this programme to the wider church, it is something very new, and it takes time for new ways of doing things to gain traction. But if we are to attract people of all demographics into the Church and see it flourish and grow, we need to adopt some new ways of doing things. The trouble is that when churches feel so stretched anyway, taking on an apprentice feels like a bit of a risk.





“The apprenticeship in Christian Ministry has presented me with many opportunities to explore various areas of Ministry such as Family Ministry, University Chaplaincy and older people’s ministry as well as preparing and participating in various services. Having the possibility to connect with the local community including several local schools, has heightened my calling to work with children and young people as well as older people. The prospect of bringing the two together, is appearing achievable due to the level of support available.”
Yasmin, Bangor

The other major challenge is that most churches struggle to fund apprentices – they need paying at the government-set rate for all apprentices in the UK. This also creates the worry that it will be the more affluent churches or larger churches which take on an apprentice. This is a significant barrier. Sometimes local trusts are willing to fund apprentices but generally it falls on the local church. Some dioceses have been able to make some contribution which has been helpful.

What does the future hold for apprenticeship?

It is true to say that the apprentice programme has an uncertain future. While it is only a small number of churches that can afford apprentices, its reach and scope

will be limited, and apprentices will get a distorted view of the Church. But his could be a unique opportunity to help draw people from lower socio-economic backgrounds, diverse ethnic groups and younger people into the Church in Wales and make a significant difference in engaging with communities and age groups we wouldn’t otherwise reach. The zeal, the vision and the enthusiasm young people bring to ministry makes such a difference.

HEAR FROM OUR APPRENTICES

“The apprenticeship in Christian mission, ministry and theology was an incredibly valuable part of my discernment journey as I explore vocation. Studying theology helped my own personal discipleship as well as my ministry.” **Ewan, Llandaff**

“The Apprenticeship in Christian Ministry proved to be a great blessing for me and I thoroughly enjoyed my time on the program from Sept 2023 to July 2024. My fellow apprentices were great company; the subject areas and teaching were extremely well delivered and very informative; our residential package was very enjoyable; and I wholeheartedly recommend the apprenticeship program. Alongside lots of prayer and careful consideration, it has given me the encouragement to step forward for the Church in Wales discernment process for possible ordination.” **Andrew, St David’s**

THE SUPPORTING Postgraduate Courses

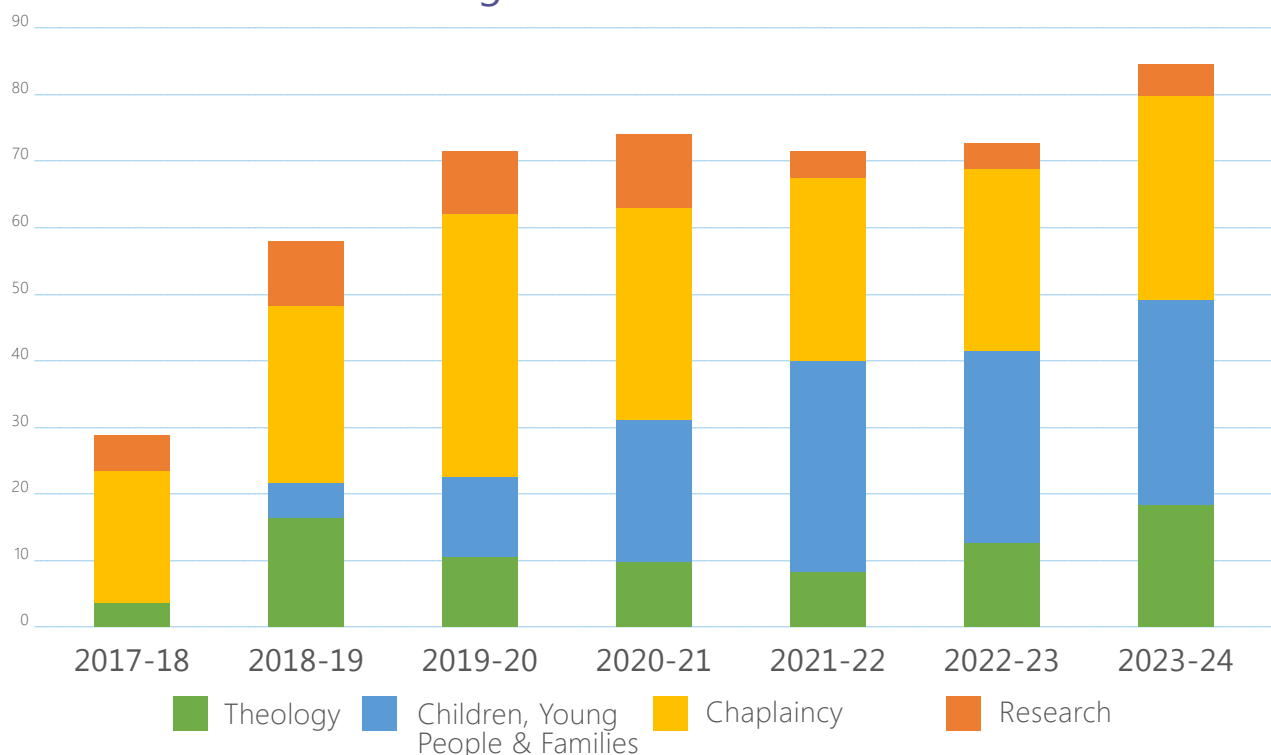
All our master’s Programmes are delivered face to face at the St Padarn’s site in Cardiff. There are proven formational advantages that face-to-face teaching and residential give. We have seen firsthand the value of the conversations our students have together both in the lectures, and over meals and during evening social activities. The learning that takes place at residential outside the lectures is an essential part of learning with St Padarns. Our Learning Outcomes for each module rely on a combination of lectures, seminars (discussion based), engagement with tutors and debates with other students and tutors. That

interaction between tutors and other students performs an invaluable role in helping you explore the subject matter, by challenging and developing your thinking to deepen understanding. This is when formation happens, and that’s why we teach face to face.

Our goal is to craft an experience, rather than simply delivering a set of lectures, but we do that against a solid structure. So, in the standard programme, students will study three modules a year for two years, followed by a year of additional input and dissertation writing. So, three intensive blocks a year (Monday to Wednesday) for three years (so 9 days onsite each year)

Our Postgraduate programme numbers continued to grow through 2024. And in September 2024 we will launch a new Programme focused on Church Law, aimed at archdeacons but also a wide range of people from across the world who are interested in this important area. The growth and reputation of our postgraduate programmes now means we are drawing students from all over the world. Our furthest student flies in from New Zealand for each residential, but we also have students from China, Scotland, Guernsey, Albania and England! And while the growth of our Programmes is of itself a cause for celebration, it is also a source of financial income, with our

Postgraduate Numbers



students paying standard Master's Fees to study with us here in Wales. MA students coming from the Church in Wales are offered a 20% bursary towards their fees.

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Our postgraduate programmes are designed as reflective practice degrees and our admissions policy emphasises that only those who are involved in ministry and have been involved for several years, are eligible to join our programmes. A significant number of those who have completed our Children, Young People and Family specialism are from Wales, many from Church in Wales churches. All our MA Theology students this year are from the Church in Wales, many of them being serving clergy using the MA as professional development.

We are also proud that the impact of these courses stretches beyond Wales. Five of the Church of England Bishop's Children / Youth Advisors trained with us at St Padarns. Many of the people funded by the Church of England's Growing Faith Foundation also trained with us. Many of the key Ministry of Defence chaplains deployed throughout the world trained with us, alongside many present senior chaplains in UK hospitals. It is such a privilege to being able to have an impact on the whole world in this way. It enriches the learning community, and allows us to

have a stronger staff team for the benefit of all St Padarn's learners.

MA THEOLOGY, MINISTRY & MISSION

The course offers people engaged in ministry or preparing for ordination the opportunity to explore how biblical and theological studies can inform their mission and ministerial practice. It is delivered flexibly over three residentials per year to allow people in full time ministry living across Wales to study. Many students are priests or members of the Church in Wales and their research has focused on important aspects of Anglican theology and practice, particularly in the Welsh context. Thus, the MA in Theology, Ministry, and Mission is making a mark on

the life of the Church in Wales. This year we held our first online open evening to promote the course and the numbers for next year look promising. We also started a podcast called Horizons of Scripture to promote postgraduate study and to serve as a resource for the church.

MA FOR CHILDREN, YOUNG PEOPLE AND FAMILY SPECIALISTS

This MA specialism was launched in 2018 and today, more than half of those studying Children, Young People and Family Ministry at Postgraduate level across the UK train at St Padarns. Annually, speakers include George Lings (former head of research for Church Army), Yvonne Morris (Oxford Diocesan





Children's Advisor), Rachel Turner (founder of Parenting for Faith), Gary Smith (Message Trust Wales), Chloe Richards (Alpha Cymru), Matt Summerfield (Zeo Church, former director of Urban Saints) and in 2021 Sally Nash joined the team as senior research fellow. Many of our students are from the Church in Wales or other Welsh denominations, but we also draw from England, Scotland and even one student from Albania. This mix of different people from different contexts, but all involved in ministry to young people and children, makes this an exciting and interesting programme.

This course has established itself as one of the most exciting and dynamic programmes for Postgraduate Teaching on Children, Young People & Families. In the last academic year, 10 of our students graduated, of whom more than half received distinctions.

MA CHAPLAINCY STUDIES

The aim of this St Padarn's programme is to offer postgraduate education in chaplaincy studies in partnership with the relevant professional bodies. It is designed to be continuing professional development at an advanced level for individuals engaged in chaplaincy work.

Learning is targeted at the following specialisms:

- Education
- Health
- Military
- Prison
- Sport

Most of our modules are studied alongside peers working in the same or similar sectors. And all the teaching is delivered by expert chaplains and academic specialists who have been carefully selected for their ability to equip chaplains for leadership in their roles. St Padarn's has held national Ministry of Defence contract since 1999, training MoD Chaplains who are deployed across the world.

In 2023-2024 St Padarn's said farewell to our Programme Leader Revd Dr Julian Raffay who has returned to hospital chaplaincy, but the new Programme Leader, Dr Monika Benitan, will join the team in September 2024 and comes with a wealth of chaplaincy experience. In 2023 we added 12 new students taking our overall number of chaplains to 31 and under Monika's leadership we are excited to see what happens next for this exciting Programme as it moves into a new phase on its 22-year journey.

BEGINNING CHAPLAINCY

Beginning Chaplaincy (Health) is a five-day induction course for chaplains engaged in health or social care and held twice yearly. Alongside this course we offer a three-day course for volunteer Chaplains. It has been designed around the experience and needs of recently appointed chaplains. In this academic year we welcomed 23 Chaplains in total. Applications are looking promising for the next coming year.

INTO THE FUTURE

A key task of the incoming Director of Chaplaincy studies is to develop our engagement with Chaplaincy outside of the MA. Beginning Chaplaincy (Health) is well received and should be a model for supporting those moving into Chaplaincy in other areas. There is also much more we can do to ensure that the Church in Wales in particular gains from the strength St Padarn's has in chaplaincy studies. Chaplaincy is an area of increasing importance in mission and ministry today – the challenge is to ensure our expertise and reputation in this area bears fruit in the life of the Church.

RESEARCH DEGREES

Alongside our Postgraduate taught programmes, we also supervise a range of research degrees, helping the church stay at the cutting edge of development.

Research Degrees that are currently being supervised, and that will benefit the Church in Wales and beyond include:

- Interpreting the Bible for a Welsh Context
- Young vocations - the hinderances to recruiting younger priests
- Intergeneration Worship - Building strong Christian communities by involving all ages in worship and ministry.
- Exploring long-term church ministry with young people who have experienced Adverse Childhood Experiences (ACEs)

Graduation Celebration

For the second year we hosted a Graduation Celebration at St Padarn's Cardiff site, with the celebration service taking place at Llandaff Cathedral. Students had been asking for such an event for several years primarily because, although they can attend graduation ceremonies at our accrediting universities, students identify more with St Padarn's than these institutions. It was a wonderful occasion for the graduates, their friends and family. The keynote this year came from Professor Clare Taylor the Vice Chancellor of Plymouth Marjon University and chair of the St Padarn's quality and standards board. The St Padarn's Team did an excellent job of creating just the right celebratory atmosphere with canapés and drinks at the reception which followed the service.



It is a particularly important moment for those who have not been preparing for licensed ministry (and therefore don't have licensing or ordination service), and

for those for whom a degree or other higher education award is something they never dreamt they could achieve.

WIDENING PARTICIPATION

National Networks

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THE WELSH LANGUAGE AND WELSH THEOLOGY

LEARNING WELSH

During the 2023-24 Academic year we continued to provide Welsh classes face to face on the Llandaff site at Mynediad (Entry), Sylfaen (Foundation), Canolradd (Intermediate) and Uwch (Higher) levels. The classes were taught in partnership with Cardiff and The Vale Centre for Welsh for Adults, under the Welsh in the Workplace scheme funded by Welsh Government. Online learning also continued for the part-time candidates through Say Something in Welsh.

The Mynediad 1 class to new learners has been taught by Dr Siôn Aled Owen, tutor in Welsh Theology at St Padarn's. The emphasis of the lessons not only on the language but also the cultural context of the Welsh language and the reasons, as noted above, why Welsh is an important part of the ministry and mission of the Church in Wales

Candidates are encouraged to use Welsh whilst planning and leading worship at St Padarn's and in their placement churches. This is not an easy task for

the less experienced learners, but it was encouraging to see the effort made to experiment and use Welsh in creative ways. Welsh was increasingly used in worship life at St Padarn's during the year more than in previous years. Examples of this included a candidate encouraging holding, and planning a Plygain Service, and a previous candidate now ordained, holding monthly services for Welsh learners in St Asaph. Many of the staff that are learning Welsh on different levels at St Padarn's also support this.

Once again, we saw a positive attitude towards learning Welsh and using the language in worship and other parts of the community at St Padarn's. This included candidates where their ministry would be in areas where the numbers of Welsh speakers would be low, realising that the occasional use of Welsh in their ministry and pastoral work would be useful. The module Exploring Theology and the identity of the Church in Wales following Devolution was taught again this academic year. Siôn Aled also contributed to this field in presentations

and residential events and through teaching the module with Paula Yates and introducing his expertise to the module first developed by Paula.

Siôn is also a member of the Author Groups of Churches Together for Britain and Ireland, who produce resources for Prayer Week for Christian Unity. In addition to contributing to the creation of resources specifically poetic reflections



inspired by churches from different parts of the world each year, Siôn is responsible for translating the resources to Welsh. Siôn was licensed as Canon Bard for Bangor Cathedral in October 2023, and he contributes regularly to worship and activities there.

It should be noted that in addition to the above activity, that Welsh and Welsh Theology are streams that flow through learning and worship and the community at St Padarn's and are growing every year.

The Gofal ein Gwinllan online sessions continued during the year, a series of online seminars discussing the contribution of the Church in Wales to the history, culture of Wales and the Welsh language. Both Ainsley Griffiths and Angharad Gaylard co-ordinate the arrangements for sessions, with input from Professor E. Wyn James, and Professor D. Densil Morgan regarding speakers. The sessions are well attended, around 30 audience members. A second book Gofal ein Gwinllan 2, including articles based on the sessions and written by the speakers, was launched at the National Eisteddfod in Pontypridd in August and a third hopefully next year.

Bishop Dorrien took over as the Bishop holding the portfolio for the Welsh language during the year, and we look forward to working closely with him to support mission and ministry going forward in the Welsh language across Wales.

CHILDREN, YOUNG PEOPLE AND FAMILY NETWORK

St Padarn's Institute plays an important part in the development of ministry to children, and young people across Wales. It outworks this role in the following ways:

- **Working with and networking key people across the province**, including Diocesan Children/Youth/Family Officers and the Bishop of Llandaff who has overall responsibility for this area of ministry. We have organised several retreats for those working in a diocesan capacity with children, young people, and families, usually at Llangasty. They have been an excellent time to share good practice, discuss upcoming events and work out how we can better support each other. Several members of this group also sit on wider committees across Wales



and beyond, including two people on the executive group for the Church of England and Church in Wales Diocesan Youth and Children's Advisor network - and it is always useful to hear the experiences of others.

- **Working with the Provincial Network to provide training events to help equip and empower those working in the area across the province.** We were delighted to be able to assist with the training day for children and young people in Swansea and Brecon this year, and we got the opportunity to help facilitate leadership development days for schools and family workers. We hope to increase the number of training days that we can offer input into 2025. We also hope to expand our reach to include a 3-day training course at St Padarns Cardiff site for young people, children and family workers.
- **Resourcing the Dioceses** – under this heading in 2024 we run Godly Play training. Godly Play was developed by Jerome Berryman following the themes used by Maria Montessori in the creation of the Montessori schools and we have been pleased to provide specialist accredited training on Godly Play.
- **Helping facilitate high level provincial events for young people and children.** One of the best examples of this was the Rock and Water Wild Weekend.

The Rock and Water Wild Weekend is a provincial project with a planning made up of colleagues from the Diocesan Children and Youth teams from Swansea and Brecon (Rachel Bunting), Llandaff (Steve Lock), and St Asaph Dioceses (Hannah Daniels), with additional support from the Llandaff Growth Enablers (Laura Ames and Joe Engle), and the Director of Mission for Llandaff Diocese (Tim Jones), and is open to the children of clergy from any diocese in the Church in Wales. This year we also had support from a couple from Urban Crofters Church who covered the catering (Chris and Tallulah Holley). The team recognised the need for the older children of clergy to have a safe place to get to know each other and share their experiences.

Experiences included horse riding, high ropes, climbing wall, archery, night walks and time to be together. The aim of the weekend was to facilitate relationships between the young people on the residential, by having opportunities to bond through adventure activities.

The feedback coming from the young people, similarly to the previous year, was that they wanted the weekend to be longer so that they could spend more time together. They enjoyed the adventure activities and the opportunity to try new things but felt that more time would allow them to do that and have some more relaxed time together.

PIONEER NETWORK

The Pioneer Community aims to support and encourage all those within the Church in Wales who are seeking to be innovative and pioneering in their ministry, mission and service. A few may have a dedicated role as a pioneer, but most are members of congregations, lay leaders and ministers, and clergy. Being linked up with others across our nation who are thinking similar thoughts, experimenting and seeking to find the right balance between the well-loved and the innovative, is a help to many. This is convened and supported by a staff member at St Padarn's and works closely alongside the more formal Church in Wales Pioneer and Evangelism Network chaired by Bishop John, the portfolio bishop.

The Pioneer Network itself has grown steadily over the last 12 months as evidenced by the Church in Wales Pioneer Community Facebook Group which has now expanded to 346 members. Whilst the Facebook Group itself can't be taken a sole indicator of growth, to see the group expand to this extent has been extremely encouraging. It continues to be a primary source of communication and fellowship, and is used to advertise pioneer events, facilitate discussion, and to foster a real sense of community and connectivity. Furthermore, it provides a space where members can ask questions, bounce ideas around, and generally offer one another valuable help and support.

Pioneer Forums are held every other month, with other impromptu Forums held when needed, or when opportunity allows. These are well attended but are also recorded so that they can also be watched back at a later date, or to enable those unable to attend on the day to catch up on what they have missed.

All Candidates training for ministry at St Padarn's are invited to do a Pioneer Evangelism Project as part of their first year of training, and I'm delighted to say that this has now become an established part of their contextual training.

One of the real highlights of the Pioneer Programme over the past year was the holding of a Provincial Pioneer Evangelism Conference in November. The conference was held with the two key objectives of galvanising the existing Pioneer Community in Wales, as well as engaging others who wouldn't necessarily identify themselves in that way, with a view to supporting and encouraging them to feel inspired, innovative, and creative in their ministry.

An online virtual 3D Platform was used to host the event, and not only did this seem to capture people's imagination, but it also provided an excellent and accessible way of enabling people from all over Wales to participate. It ran for 9 hours in total, allowing people to opt in and out as their personal and work commitments permitted. By extending the event into the evening, it made it possible for those

working during the day to still participate and feel part of it.

The conference featured a wide range of speakers drawn from right across the Church in Wales and beyond and included a number of International speakers. The National office at Callaghan Square was used as the broadcast location with the event's hosts and the majority of speakers broadcasting live from the venue. The exceptions were Rob Jones (Director of Pioneer Ministry, Church of Ireland) who broadcast from Dublin, and Bishop Susan Anne Bell (Bishop of Niagara) who broadcast from Canada. We were also blessed by the fact that all members of the Church in Wales' Bench of Bishops participated in an Episcopal Panel held during the evening.

A total of 245 people logged onto the event on the day – far more than could have attended a (more expensive) face to face event. Feedback suggests it did much to raise the profile and understanding of pioneering across the province.

In 2024-2025 St Padarn's will continue to look for new ways to engage with people across the Church in Wales, and stimulate thinking, about pioneer in ministry – such as a retreat for pioneers, and an online course for those thinking about starting a new worshipping community as part of their Ministry or Mission Area's plans.



Church in Wales Apprenticeship Programme

In December 2021 we called a meeting of the other Welsh denominations - 25 denominations attended. It was clear that all denominations were facing similar issues, and after outlining the potential of a Church Ministry Apprenticeship Framework, there was universal agreement that this would be a good way forward. Alongside the meeting also met with several members of the Welsh Government who all expressed support. Over the autumn of 2021 and throughout 2022 and 2023 we worked on this initiative.

The idea was that local churches would employ the apprentice and St Padarn's would oversee the programme and provide the educational aspects of the Level 4 in Workplace Theology.

The development of an Apprenticeship Framework necessitated the creation of a new educational programme with the University of Wales. This new programme provided the training context for apprenticeships.

St Padarn's is delivering the Level 4 qualification through a series of residentials and Zoom/Teams training.

In August 2023 the Welsh Government approved the proposal. In September 2023 the first apprentices entered the apprenticeship programme. Two of our six dioceses were involved.

Several of the 2023 cohort have entered the discernment process. One has taken the job of full time Worship Pastor in one

the largest churches in London, two have become Youth Pastors and one has gone on to the Teach First programme so she can teach Primary School from 2025.

From September 2024 we are expecting another two dioceses to come on board taking us to two thirds of Welsh Dioceses.

We feel this initiative has so much potential to help us see younger priests, from different socio-economic groupings and with a higher level of ethnic diversity. It is early days to evaluate the contribution the programme makes to vocations to ministry. Not only is the programme new, but it is not all about flow through immediately from apprenticeship into ordination training. The Church of England's ministry experience scheme looks at destinations

five years on, as the point at which impact can be properly assessed. And of course, some on the programme may have entered ordination training without the apprenticeship. We can note though that by September 2025 about 20-25% of those entering full-time ordination training may well have emerged from the apprenticeship programme. And they all will be aged 24-30.

The challenge is to ensure that the finances surrounding apprentices don't mean it becomes a programme only for our more affluent churches, so the apprenticeship programme can fulfil its potential for helping generate a sustainable stream of younger and more diverse vocations to ordained and lay ministry in Wales.



RESOURCES

Ministry Resources

St Padarn's publish an occasional "Ministry" series of books. The first was the Readers booklet to help clarify this important and integral ministry and to assist with many dioceses' strategy to recruit more Readers. It was exciting to work with Wardens of Readers from across Wales to facilitate this book.

Over the last two years we have worked with the Director of Ministry

Development to add two new resources to that list. The first for Worship Leaders and the second for Pastoral Assistants.

Their publication coincided with the relaunch of commissioned ministries across the dioceses and have been exceptionally popular since then. Copies are available from info@stpadarns.ac.uk



Learning Resources and Technology

In the past year, we have maintained our strong student focus in ongoing work and in changes and improvements.

TECHNOLOGICAL DEVELOPMENT

This year, we made a significant upgrade to our online learning platform Moodle, transitioning from Version 3 to Version 4. This upgrade was essential to ensure we are using a version of Moodle that has security support. This brought some immediate enhancements to navigating the site; the improved Dashboard allowing modules to be located more easily and a collapsible index within each module enabling faster navigation within modules.

In response to student feedback a new touch screen was added to the self-issue library computer, plus an electric adjustable desk making the self-issue station swiftly accessible for all height requirements. The system is user-friendly and simplified the checking out of library books.

ONLINE RESOURCES

We continue to expand our online collections of eBooks and e-Journals, ensuring equal access to essential texts and readings for all students. eBooks allow us to supply many more books to students simultaneously compared to printed books, as well as being far better for students learning at a distance.

- St Padarn's eBooks, all students: 505
- Common Awards HUB, 14,433
- Perlego Theology & Religion collection (MA students): 72,131

We aim to provide series and collections of eBooks as well as individual titles. During the academic year 2023/24 we added further commentary series to our eBook collection; The Tyndale Old and New Testament Commentaries and the 'For Everyone' New Testament commentaries.

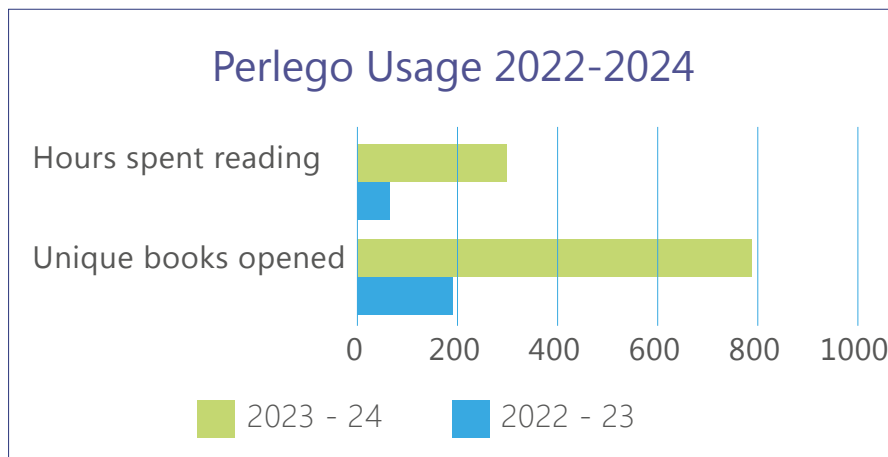
Online resource usage is increasing overall, shown below for St Padarn's collections accessed via Open Athens access management. The use of Perlego (online digital library), which is for our MA students and Tutors, has steadily increased as users become familiar with it. Perlego is a really important resource for those involved in postgraduate research as it provides access to a vast amount of digital academic books (currently 1,000,000 academic eBooks).

PHYSICAL BOOK COLLECTION USAGE AND ADDITIONS

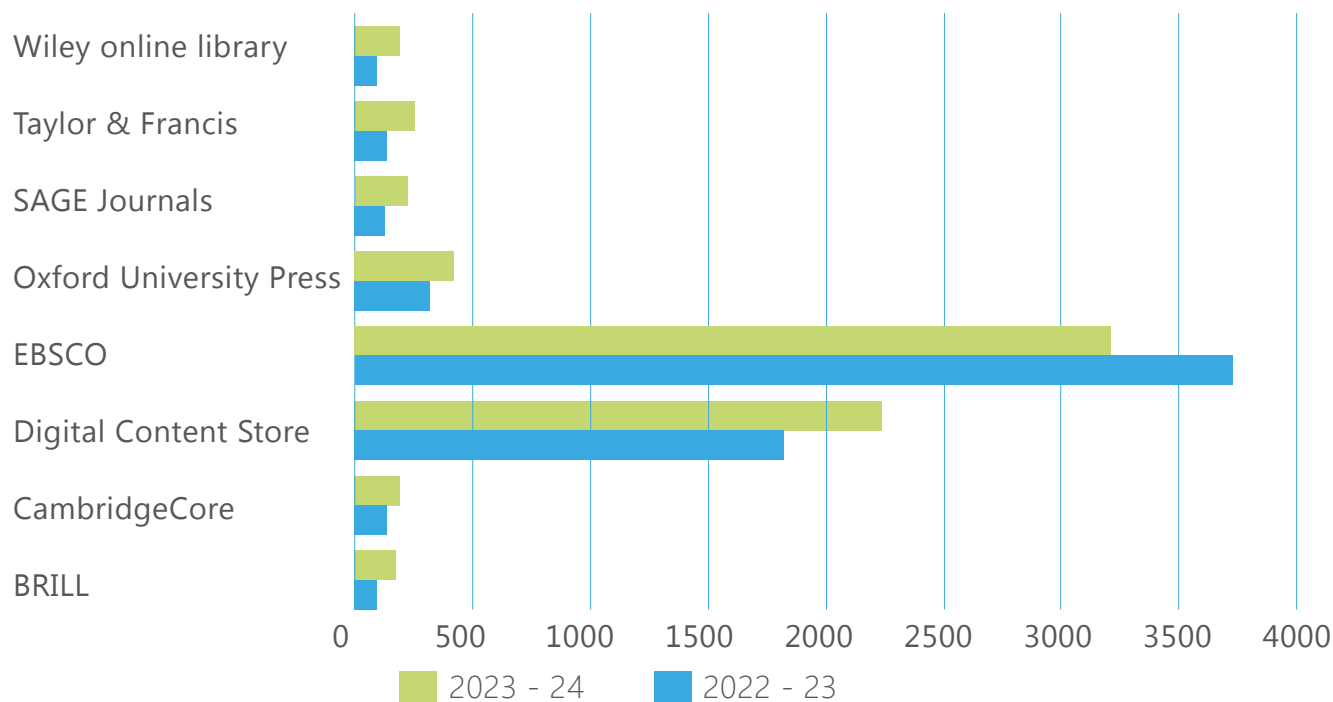
Though online resources are key to what we do, printed books are still an essential part of the resources we provide, both to those who come into the library and those who use our postal loan and scanning services.

- Active Library accounts: 113
- Loans issued: 1656
- Items added to the collection: 431
 - New titles: 357
 - Replacement and additional copies: 74
 - Donated 116
 - Purchased 315

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St Padarn's Online Resources Usage via OpenAthens 2022-2024



Learning Support

In every area at St Padarn's we aim to create an inclusive environment where people can flourish and reach their potential. We have worked hard to ensure people feel comfortable talking about additional needs and to make them feel confident that they will be well supported.

This year we completed a reorganisation of the Operations staff which included reshaping one of our roles into a Learning Services Manager; 0.5 of this role was to support learners in the things associated with studies such as grants, but predominately to support learners with disabilities. Much of the support our learners receive is funded by the Disabled Student Allowance, which is a government grant. The process of applying for this is not simple. The learner must provide evidence

and a lot of information. For a learner with something like dyslexia the approximately 20-page form is rather daunting! The Learning Services Manager helps them navigate this process, giving them practical support. Once the learner gets through this process the support provided by the grant is extensive. Examples of what it might include are equipment, specialist software and one to one study skills.

The numbers of learners declaring a disability has increased. Across St Padarn's the number of learners declaring a disability went from 23% in 2022-23 to 28% in 2023-24. We believe that the increase is partly because people have responded to the commitment of St Padarn's to people with disabilities and have been encouraged by other learners

who have already received support for their disabilities. Also, as awareness of neurodiversity increases, the number of people seeking a diagnosis for things like Attention Deficit Hyperactivity Disorder has increased. Half of all learners seeking support have some type of neurodivergence, a total of 15.6% of all learners. This is slightly higher than the national average; it is estimated that approximately 15% of people across the UK are neurodivergent.

There are still some disabilities which are under-represented at St Padarn's, particularly physical impairments. Over the coming months we will be looking to see if there is more we can do to identify and remove barriers for learners with disabilities currently under-represented.

Director of Operations Report

IT HAS BEEN ANOTHER BUSY YEAR AT ST PADARN'S.

Every four years St Padarn's must undergo a big quality review, the higher education version of schools' Estyn reviews. It is a lot of work but a very important exercise in helping us to

ensure that our academic programmes are high quality. We were delighted that we passed the review with no issues. The full review can be found at <https://www.qaa.ac.uk/>

Over this year there have been some big developments in higher education in Wales which impact St Padarn's. The Welsh Government introduced changes whereby further education and higher

education come under the same umbrella in order that there could be a more cohesive strategy. Previously the Higher Education Funding Council for Wales (HEFCW) regulated higher education providers on behalf of the Welsh Government. This organisation no longer exists and has been replaced by Medr. This will mean some changes for us going forward, but we have been pleased that Medr are listening to the voices of small providers like ours in the development of plans. The main change so far is that we now report data to the Higher Education Statistics Agency. This is quite a big piece of work but collecting and analysing reliable data has been an area for development for us over this year; while we may have to do it as part of our duties as a higher education provider, it is really useful to us as we set goals and track our progress in following the strategic direction for St Padarn's, set by the Bench of Bishops.

WHOLE WORLD VISION

Widening participation, or increasing diversity, is one of the strategic priorities for St Padarn's. The Welsh Government are also very keen on this agenda and require us to have a strategy on achieving widening participation – it is useful when the Church and Government agendas align! However, we felt increasing diversity in our student body should not be our main or only focus. St Padarn's exists primarily to train people for ministry and so ensuring that we train people to minister to diverse groups of people is essential. As part of this we need to help learners develop their world view. Of course, we will also attend to matters which will help us widen participation, but as we draw the majority of learners from the Church in Wales we are somewhat limited by the demographics of people within our churches. By training ministers to minister inclusively, in the long-term this should impact the diversity of churches and therefore ultimately our learner body become more diverse. As we are a small institution we have chosen to focus on two areas over the next 3 years, disability and ethnicity. The choice was made on a number of factors including learner feedback and from the Bishops.

CAPITAL INVESTMENT ON SITE

St Padarn's is privileged to use the site in Cardiff for much of its teaching, and its office and meeting space. These buildings are permanently endowed to be used for theological education and provide space, which is more than just functional, it enhances formation in community, with its chapel and grounds. The buildings are generally in good repair considering their age. Like all buildings they require ongoing maintenance to ensure they stay in a serviceable condition.

The biggest project on site for 2024 was the installation of new boilers in the main buildings of the St Padarn's, Cardiff site. The old boilers were obsolete and getting parts had become close to impossible, and there was a very real danger that if a part failed, we would be left with no way of making a repair, and therefore having no heating or hot water. There are 3 huge boilers in the basement, so it is rather more complicated than the installation of a domestic boiler, and the whole project took just over 3 months to complete. Previously, all of the heating for the main buildings and the Cottages were run off the old boiler system, with no zoning. This meant that during the Christmas period, for example, we would need to heat the whole of the buildings in order that the Cottages were warm for the residents. Now the heat for the Cottages can be controlled separately. The chapel has had issues with damp pretty much since it was first built. Various measures had been taken to try and stop the damp without really getting to the bottom of the causes and without appropriate faculties in place. In 2024 a Quinquennial survey was conducted and a faculty submitted. We are currently waiting to hear whether it has been approved. Various chimneys and coping stones which had been letting in water have also been repaired during the year

Keeping people safe is important, and learners and staff had expressed some concerns about the security of the buildings, so this year we have also installed an electronic door system and CCTV.

STAFFING

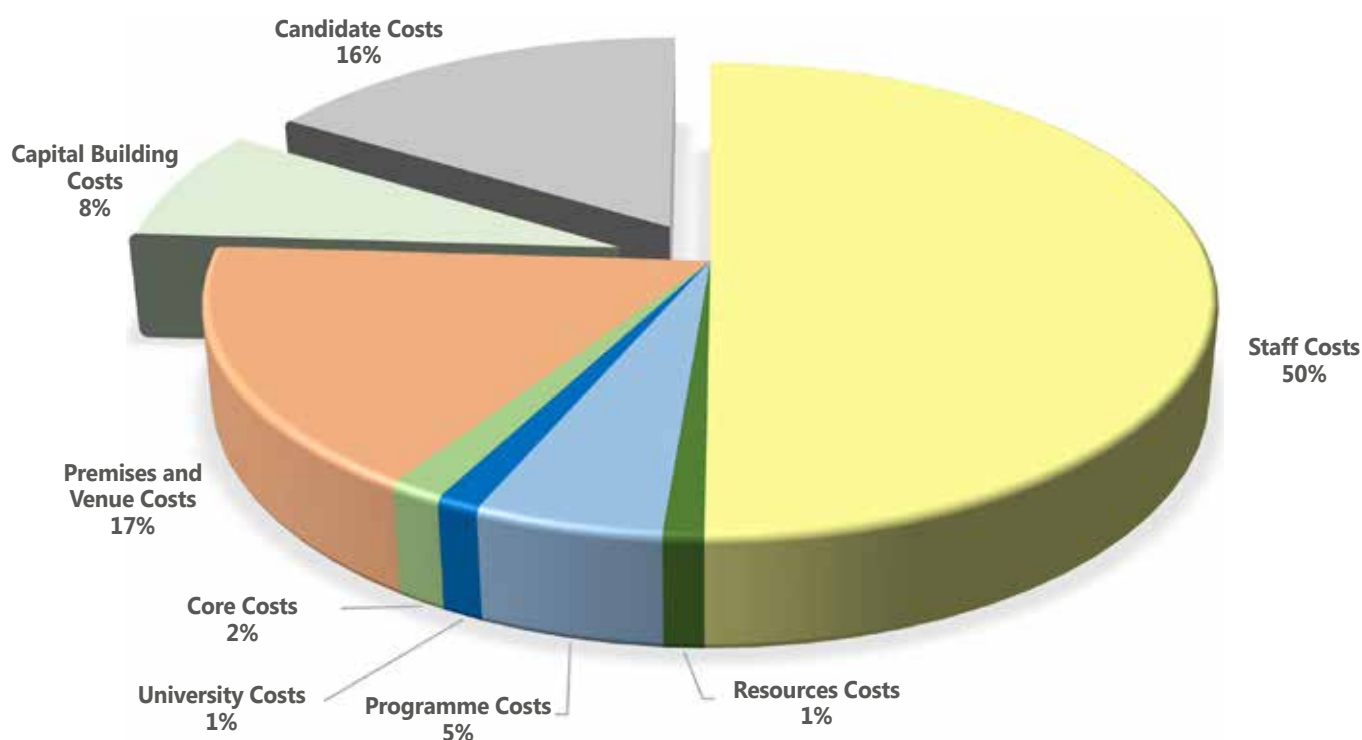
At the start of 2023-24 there was just one vacancy in the operations side of St Padarn's, a part-time administrative role, which was filled by Julie Clemo. On the tutorial side, we said goodbye to the Revd Helen Rees, who had been with us since the early days of St Padarn's. We were very grateful for her contribution to teaching, formation, and more latterly in the area of learning support. Our director of Chaplaincy Studies, Revd Dr Julian Raffay also moved on after just over three years to a new chaplaincy post in Sheffield, with much gratitude for the work he had done in the transition of the chaplaincy programme from Cardiff University to Durham University. Revd Dr Alun Evans was appointed to fill the vacancy of Tutor in Mission and started in March 2023, and Dr Monika Benitan was appointed as Director of Chaplaincy Studies and Tutor in Ethics and will take up her role in September 2024.

We were greatly helped in the transitions by Canon Richard Lowndes who worked part-time for the institute until August 2024 ensuring formation remained well-resourced. His calm, experienced, wisdom was appreciated by all! Richard had been Director of Ministry and Discipleship in Llandaff Diocese when St Padarn's was formed, so it was good that he was able to 'close the loop' - sharing in the life of the institution now, which he had helped plan for before it started.

THE ST PADARN'S BUDGET

The St Padarn's budget is one section of the overall budget for the Representative Body of the Church in Wales (RB). It includes all expenditure and income for which St Padarn's is responsible. In addition, RB funding is provided for grants for people training for ministry and for capital building works, which are overseen by the RB Director of Property Services (shown in light green and grey in the chart below). St Padarn's Executive Board, chaired by the CEO of the RB, oversees the operations at St Padarn's, including finances. The St Padarn's budget is first submitted to the Executive Board, before going through the normal RB budgeting approval processes. The Board also scrutinises the St Padarn's management accounts each month. The chart below shows the expenditure in 2023-2024.

Expenditure



Total Income = **£260,195** Total Expenditure = **£3,202,869** Net Costs = **£2,942,674**

Staff Costs	Includes all staff costs (Principal, Tutorial staff, Administration, Catering, House Keeping and Maintenance), travel, training and recruitment.
Resource Costs	Includes books and on-line resources. Increasingly this is for on-line books. It also covers copyright licences, library software and the hosting of Moodle, the virtual learning environment.
Programme Costs	These costs are associated with programme delivery. They include additional specialist tutors, external training providers for Newly Licensed Ministers and Continued Ministerial Development, worship resources and Welsh lessons for candidates.
University costs	Includes validation costs, and external specialist teaching costs.
Core Costs	Includes publicity, Welsh translation, insurance, governance and office costs.
Premises and Venue Costs	Includes day to day maintenance and upkeep of the St Padarn's Cardiff, where two thirds of training and events happen, as well as library facilities and a large part of administration and learner support. St Padarn's is a Wales wide institution but only has a physical base in Cardiff, and so this line includes costs for hiring facilities across the whole of Wales for Newly Licensed Minister Training, Continuing Ministerial Development training and other training and events run by St Padarn's.
Capital Building Costs	Includes building projects. The building is in generally good repair for its age, but all buildings need repairs. It also includes improvements to the site to ensure it is fit for purpose as a learning and training facility. This year mainly repairs to chimneys, coping stones and the first part of replacing the heating system in the main building.
Candidate Costs	Candidates training full-time receive a grant to cover their living expenses as well as travel expenses. Candidates training part-time receive a small grant to cover incidental costs, as well as travel expenses.
Networks	St Padarn's also hosts the Church in Wales Welsh Medium Mission Network, the Pioneer Network and the Children, Youth and Families Network, the figure for this is less than 1%. Children, Youth and Families Network, the figure for this is proportionately small so does not appear on the chart.
Income	The majority of the income comes from the Master's programmes.



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