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The Annual Reports are available to download in Welsh and English from the Diocesan website: [http://stasaph.churchinwales.org.uk/annual-reports](http://stasaph.churchinwales.org.uk/annual-reports). If you would like to receive a printed copy of this booklet in Welsh, please contact the Diocesan Office on 01745 582245 and we will post one to you with pleasure.

Mae’r Adroddiadau Blynyddol ar gael i’w llwytho i lawr yn Gymraeg a Saesneg oddi ar wefan yr Esgobaeth: [http://stasaph.churchinwales.org.uk/annual-reports](http://stasaph.churchinwales.org.uk/annual-reports). Os hoffech gael copi Cymraeg o’r llyfryn yma wedi ei argraffu, cysylltwch à Swyddfa’r Esgobaeth (01745 582245) ac fe wnawn ni bostio un atoch chi gyda phleser.
The Bishop of St Asaph’s Annual Report

The Bishop’s Report on the Sixth Year of his Ministry
April 2014 – April 2015

“Church reports are like stones skimmed across a river. They make a few splashes and then they sink without trace.” I don’t know the source of this rather cynical quotation, but there may have been more than a few who expected the Harries Report of 2012 to be more of the same. With fifty recommendations, it was not a relaxing read, and the recommendations ranged from the good sense to the radical. It was published as a report to the Bench of Bishops and to Governing Body, and neither the Bench nor the Provincial Standing Committee have been willing to let it go. The central question has been “Is the Church fit for purpose as we approach the centenary of disestablishment?”, and past form unfortunately suggests not: we have been failing to recruit new membership or to grow for the last half century.

“The Harries Report” has become “2020 Vision”, and, in this diocese, “Unlocking our Potential”, because the thrust is forward looking and the challenge for our churches is to find ways of revitalising our life. The central principle has been to encourage the pooling of our resources, whether as clergy in chapter, as clergy in shared ministry with laity, or as churches in a locality working together, so that we can find the new energy, strength and good ideas to move forward in mission.

New Mission Areas

I am conscious that for many, like myself, this has meant a whole new layer of work, but it is intended to be liberating, and it can be exhilarating. I want to thank all those, clergy and lay, paid and volunteers, who have really put themselves out to support and galvanise change. And it is beginning to have traction. Already, I have commissioned three new Mission Areas, and others are well on the way. A Transition Missioner leads a growing team of Transition Mentors, to help people at parish and deanery level to find the ways forward that command their confidence. And for once, money is not a problem, since the Province has released significant sums of new money, and the diocese is drawing from our reserves, so that new ideas can be put into place, without charging new sums to the parish share.
Of all that I have said and written about Unlocking our Potential, one thing seems to have rung more bells than any other: You have permission to be bold in trying new things. Believe me, it is something which I seek to apply to my own ministry as your bishop as well.

**Episcopal Duties**

So to the formal figures. As of the end of the sixth year of my episcopate:

I have baptised 8 (3 in the previous year: the previous year’s figures are shown in brackets throughout) persons, and confirmed 187 (143). The number of confirmations is 30% up on last year, but is still down on some higher numbers in some previous years.

Although the numbers of individual confirmations are higher, the number of confirmation services actually went down this last year. It would be good to see a renewed emphasis on inviting people to make a commitment to Christ, and to active membership of the Church through this sacramental act. The bishops have requested the Standing Liturgical Advisory Commission to prepare a new Order of Confirmation, in order to emphasise its meaning in the modern Church, and we are looking at revising the rules on Communion before Confirmation to be able to emphasise the Communion of all the Baptised.

I have been co-consecrator at the ordination of 1 (1) bishop, and I ordained 2 (3) priests and 1 (2) deacon. I conducted 14 (9) collations or institutions, and 9 (4) other licensings for parish ministry, and in addition, issuing a licence to a further 1 (1) cleric. I have collated 1 (1) Archdeacon, commissioned 3 (3) Acting Area Deans, and installed 3 (7) Canons. I issued 8 (4) permissions to officiate, licensed 3 (2) new Readers and 3 Readers who transferred from other dioceses (in addition to reissuing or endorsing 23 licences in the course of visitations). There has been 1 application for a faculty for a Reader to take funerals.

I have held Services of Commission for 4 new Church school head teachers, which is a new commitment this year. The Service has been devised by the Director of Education and Lifelong Learning, and aims to emphasise the links between Church schools and their parishes.

I assisted at 1 (1) wedding, and either conducted or assisted at the funeral for 2 (1) members of the clergy and 1 member of the laity, and I also
participated in 2 memorial services. I have admitted 4 (8) people to the Order of St Asaph.

In the course of the year, I presided at 76 (70) services, and I preached or gave homilies on 66 (71) occasions (not co-terminus). I made 6 (6) school visits, and 1 (1) visit to a hospital. I conducted 184 (191) pastoral visits, interviews or engagements (including 17 (34) interviews in connection with the clergy review process) and 6 (16) meetings to conclude the Second Episcopal Visitations. I attended a further 175 (192) meetings, engagements or interviews on diocesan business. I have attended 19 (23) Provincial meetings and 6 (8) engagements outside the Province.

I gave 17 (15) media interviews, and participated in 89 (80) other meetings, engagements and interviews in connection with my ministry as Bishop of St Asaph.

I declared 1(2) church building redundant, issued 25 (5) decrees to do with parish boundaries and appointments, commissioned 3 Mission Areas, and dissolved 1 Rectorial Benefice. Much of this work reflects the changes we are making to create effective Mission Areas and teams in the diocese.

I consecrated 1 altar, rededicated 2 Churches following re-ordering or refurbishment work, dedicated 1 memorial, blessed 1 home, 1 stained glass window and assisted in celebrating 3 (4) Church anniversaries, including unveiling 1 plaque.

I have approved 11 (11) De Minimis Applications for smaller projects in our churches, and endorsed 39 (11) grant applications.

**Good News**

I hope that this gives members of the diocese some idea of the range of what a bishop gets up to. For the most part it is rewarding and stimulating, especially as I come alongside people at key moments in their spiritual pilgrimages. There is much good news about the vitality of the diocese. So I report on my sixth year encouraged by all the good things I see around me, and by the genuine excitement that I also see as people become enthused about their Church and their future. May God continue to bless us richly.

+Gregory Llanelwy
The focus of the Diocesan Board of Finance (DBF) is to facilitate the development and future growth of mission and ministry within the Diocese of St Asaph and to support initiatives that promote 2020 Vision and Unlocking our Potential. The Board aims to manage the financial affairs of the diocese in such a way as to allow this vision to become a reality.

In 2014, the DBF raised £3.078m (£3.028m in 2013) from Parish Share and received a grant of £1.147m from the Representative Body of the Church in Wales. £3.325m (£3.319m in 2013) was expended on covering all Clergy costs and this remains the largest element of our budgeted expenditure (approx. 80%). The diocese has now achieved the target figure of 75 full time stipendiary clergy and we are now supporting the Bishop in his desire to use the budget in fresh and creative ways to encourage new vocations to the diocese.

Parish Share

Our parishes continue to meet a significant part of the total cost of mission and ministry in the diocese and the Board is extremely grateful to them for their ongoing support. We understand the acute financial pressure on many of our congregations and therefore the Board took a number of actions to help our parishes in 2014:

- In 2014, the Parish Share increased by 1%; this was below the rate of inflation at the time and also below the level of increase for clergy stipends and clergy housing.
- The Board continued the Parish Share Discount Scheme and increased the level of discount available to 3%. The Scheme continues to be received enthusiastically with 84% of our parishes qualifying for the discount in 2014.
- 97.1% of all required Parish Share for 2014 had been paid in full by 31.01.15. This compares with 94.7% at 31.01.14, and 93.3% at 31.01.13
- This encouraging response from our parishes has released some time within the Diocesan Office to focus on supporting parishes that are experiencing financial difficulties. The Parish Finances Support System was launched in 2014 and offers targeted help and mentoring to such parishes.
- For 2015, despite clergy stipend increase of 2.5% and an increase in required contribution to the Parsonage Board Scheme of 2.7%, the
increase in Parish Share has been kept as low as possible at 2%. This increase, which is below the current rate of inflation, the Consumer Price Index and the Retail Price Index, was approved by the Diocesan Conference at its meeting in Llangollen in October 2014.

Overall, the accounts show a surplus for the year of £284,396. This surplus is larger than expected when the 2014 budget was drawn up and is primarily the result of a significant amount of clerical inter-regna across the diocese. This surplus will be used to match-fund the Transformation Fund in 2015, without making further demand on our parishes, and to support other initiatives for growth.

**Funding and Grants**

The Board allocates funds to support the excellent work taking place across the diocese. With the approval of the Standing Committee, the Board has established a dedicated Diocesan Grants Committee that oversees the awarding of grants across the diocese. This Committee allocates financial resources in the areas of buildings, youth projects, social engagement and training.

In addition, the Board allocated funding in 2014 to support mission and ministry within the diocese as follows:

- Cathedral grant to support the Cathedral in its role as Mother Church of the diocese and to assist with maintenance and upkeep £70,000
- Widows and Orphans grant to support the widows and orphans of clergy of the diocese who are experiencing financial hardship £7,000
- Social Engagement Grant to support local issues that affect our communities £7,000
- Readers’ Grant to support the ministry of Readers across the diocese £1,000

**Transformation Fund**

The Transformation Fund has been established as a partnership between the Representative Body of the Church in Wales (R.B.) and our DBF. The R.B. has agreed to create this Transformation Fund to assist with meeting new costs arising as part of 2020 Vision. £3million will be shared equally amongst the six dioceses: £1million in each of the years 2015, 2016 and 2017. The St Asaph Diocesan Board of Finance has agreed to ‘match-fund’ this initiative for each of the next three years from diocesan reserves. This means that a total fund of £330,000 will be available in each of the years 2015, 2016 and 2017 for this
The essential spirit of the Transformation Fund is that it is available to build the future of the Church in Wales. As such, it is intended to support in our diocese the initiatives encapsulated in “Unlocking our Potential”, and the move to create a collaborative, outward looking church, in which there is a passion for the Gospel, shared ministry, and new life and growth.

Priorities for 2015

- Continued support for 2020 Vision and Unlocking our Potential as we take a fresh look at our rich resources – people, talents and finances – to best serve the people of Wales in the 21st Century.
- Provide financial support for the rollout across the diocese of the messages from ‘The Time is Now’ Conference, held in November 2014 in Llandudno
- Prudent and intentional financial management of diocesan reserves and investments to ensure the financial security of our diocese and our church. The Diocese of St Asaph adheres to an investment policy that is ethical and consistent with the furtherance of our aims and objectives. We believe that it is entirely appropriate and possible to operate such a policy alongside the requirement to achieve the best returns from our investments, and to use our investments as an ethical means of contributing to the cost of ministry and mission in the Diocese.
- Successful launch of the Transformation Fund and effective monitoring of the use of this Fund

Diocesan Administration Team

Members of the Diocesan Administration Team are employed by the DBF to provide and to support mission and ministry in this diocese. In 2014, the Administration Team consisted of:

- Diocesan Secretary
  - Full time
- Administration and Resources Officer
  - Full time
- Administration Assistant (Diocese)
  - Full time
- Administration Assistant (Cathedral)
  - Full time (paid for by the Cathedral)
- Administration Assistant (Finance)
  - 13 hours per week
- Administration Assistant (Parsonage Board)
  - 20 hours per week (paid for by the Parsonage Board)
Business Support Officer (From 01.05.14.) 21 hours per week (part funded by the Education Trust Fund) 
Churches Conservation and Development Officer 21 hours per week (part funded by the Representative Body) 

Communications Officer 28 hours per week 

Director of Education and Lifelong Learning Full time 

Engagement Officer (from 01.05.14.) Full time 

Finance and IT Officer Full time 

Parish Funding Officer 25 hours per week 

Parsonage Inspector Full time (paid for by the Representative Body) 

Schools Officer (Statutory Education) 21 hours per week (term time only) 

Under 25s Officer Full time
## DIOCESE OF ST ASAPH

### INCOME AND EXPENDITURE ACCOUNT

#### YEAR ENDED 31 DECEMBER 2014

<table>
<thead>
<tr>
<th>Note</th>
<th>ACTUAL 2014</th>
<th>BUDGET 2014</th>
<th>ACTUAL 2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Parrish Share</td>
<td>£3,132,635</td>
<td>£3,146,974</td>
<td>£3,089,367</td>
</tr>
<tr>
<td>Less Rebate</td>
<td>-£55,000</td>
<td>-£50,352</td>
<td>-£61,000</td>
</tr>
<tr>
<td></td>
<td>£3,077,635</td>
<td>£3,096,622</td>
<td>£3,028,367</td>
</tr>
<tr>
<td>Block Grant</td>
<td>£1,147,388</td>
<td>£1,147,535</td>
<td>£1,117,956</td>
</tr>
</tbody>
</table>

**Total Income:** £4,432,921

<table>
<thead>
<tr>
<th>Income</th>
<th>£</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Parish Share</td>
<td>3,132,635</td>
<td>3,146,974</td>
</tr>
<tr>
<td>Less Rebate</td>
<td>-55,000</td>
<td>-50,352</td>
</tr>
<tr>
<td>Block Grant</td>
<td>1,147,388</td>
<td>1,147,535</td>
</tr>
</tbody>
</table>

**Total Expenditure:** £4,151,825

<table>
<thead>
<tr>
<th>Expenditure</th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td>Stipends, Pensions etc</td>
<td>£2,917,623</td>
<td>2,989,390</td>
<td>2,909,179</td>
</tr>
<tr>
<td>Housing Maintenance (Parsonage Board)</td>
<td>407,807</td>
<td>420,660</td>
<td>409,400</td>
</tr>
<tr>
<td></td>
<td><strong>Sub Total Clergy Costs</strong></td>
<td>£3,325,430</td>
<td>3,410,050</td>
</tr>
<tr>
<td>Nurturing</td>
<td>165,988</td>
<td>201,557</td>
<td>49,275</td>
</tr>
<tr>
<td>Developing</td>
<td>102,875</td>
<td>200,904</td>
<td>91,255</td>
</tr>
<tr>
<td>Engaging</td>
<td>35,832</td>
<td>40,626</td>
<td>11,802</td>
</tr>
<tr>
<td>Communication</td>
<td>29,186</td>
<td>30,400</td>
<td>26,123</td>
</tr>
<tr>
<td>Diocesan Board of Finance</td>
<td>61,232</td>
<td>67,914</td>
<td>59,106</td>
</tr>
<tr>
<td>Diocesan Advisory Committee (Faculties)</td>
<td>2,426</td>
<td>4,000</td>
<td>3,294</td>
</tr>
<tr>
<td>Cathedral</td>
<td>70,000</td>
<td>70,000</td>
<td>70,000</td>
</tr>
<tr>
<td>Church Inspection</td>
<td>34,403</td>
<td>34,300</td>
<td>25,870</td>
</tr>
<tr>
<td>Rural Assistance</td>
<td>1,869</td>
<td>6,500</td>
<td>4,045</td>
</tr>
<tr>
<td>Grants, Donations</td>
<td>11,898</td>
<td>13,750</td>
<td>11,350</td>
</tr>
<tr>
<td>Bishop’s Discretionary Fund</td>
<td>7,000</td>
<td>7,000</td>
<td>7,000</td>
</tr>
<tr>
<td>Diocesan Board of Finance Members Expenses</td>
<td>1,383</td>
<td>1,900</td>
<td>1,500</td>
</tr>
<tr>
<td>Governing Body Meeting Expenses</td>
<td>11,647</td>
<td>10,000</td>
<td>7,290</td>
</tr>
<tr>
<td>Widows Orphans and Dependants</td>
<td>7,000</td>
<td>7,000</td>
<td>7,000</td>
</tr>
<tr>
<td>Stockbroker Fees</td>
<td>7,183</td>
<td>7,000</td>
<td>6,818</td>
</tr>
<tr>
<td>Registrar’s Costs</td>
<td>23,668</td>
<td>23,670</td>
<td>23,319</td>
</tr>
<tr>
<td>Provision for Contingencies</td>
<td>0</td>
<td>20,000</td>
<td>0</td>
</tr>
<tr>
<td>Depreciation of Fixtures/Fittings/Equipment</td>
<td>17,449</td>
<td>4,415</td>
<td>5,418</td>
</tr>
<tr>
<td>Salary Costs</td>
<td>235,356</td>
<td>233,409</td>
<td>360,214</td>
</tr>
<tr>
<td></td>
<td><strong>Sub Total</strong></td>
<td><strong>826,395</strong></td>
<td><strong>984,345</strong></td>
</tr>
<tr>
<td></td>
<td><strong>Total Expenditure</strong></td>
<td>£4,151,825</td>
<td>£4,394,395</td>
</tr>
</tbody>
</table>

**Sub Total** | £4,151,825 | **984,345** | **770,679** |

### Surplus/(Deficit) For The Year

<table>
<thead>
<tr>
<th>Surplus/(Deficit) For The Year</th>
<th>£</th>
<th>£</th>
<th>£</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Surplus/(Deficit) For The Year</strong></td>
<td>£281,096</td>
<td>£30,972</td>
<td>£275,265</td>
</tr>
</tbody>
</table>
## DIOCESE OF ST ASAPH

### BALANCE SHEET

#### AT 31 DECEMBER 2014

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>FIXED ASSETS</strong></td>
<td>£</td>
<td>£</td>
</tr>
<tr>
<td>Fixed Assets</td>
<td>601,086</td>
<td>609,153</td>
</tr>
<tr>
<td>Investments</td>
<td>4,265,413</td>
<td>3,407,886</td>
</tr>
<tr>
<td><strong>Total Fixed Assets</strong></td>
<td>4,866,499</td>
<td>4,017,039</td>
</tr>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Debtors</td>
<td>725,943</td>
<td>854,380</td>
</tr>
<tr>
<td>Funds held by stockbroker</td>
<td>19,701</td>
<td>32,252</td>
</tr>
<tr>
<td>Funds with bankers</td>
<td>1,612,033</td>
<td>1,828,899</td>
</tr>
<tr>
<td><strong>Total Current Assets</strong></td>
<td>2,357,677</td>
<td>2,715,531</td>
</tr>
<tr>
<td><strong>CREDITORS amounts due within one year</strong></td>
<td>923,061</td>
<td>796,702</td>
</tr>
<tr>
<td><strong>NET CURRENT ASSETS</strong></td>
<td>1,434,616</td>
<td>1,918,829</td>
</tr>
<tr>
<td><strong>NET ASSETS</strong></td>
<td>6,301,115</td>
<td>5,935,868</td>
</tr>
</tbody>
</table>

### FUNDS

#### Unrestricted Funds

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>General Fund</td>
<td>3,823,630</td>
<td>3,509,955</td>
</tr>
<tr>
<td>Churches Fund</td>
<td>49,515</td>
<td>32,524</td>
</tr>
</tbody>
</table>

#### Restricted Funds

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pilgrim Church Fund</td>
<td>5,066</td>
<td>-</td>
</tr>
<tr>
<td>Diocesan Readers Fund</td>
<td>5,433</td>
<td>5,073</td>
</tr>
<tr>
<td>Parsonage Board</td>
<td>325,128</td>
<td>334,908</td>
</tr>
<tr>
<td>Education Trust Fund</td>
<td>981,352</td>
<td>968,127</td>
</tr>
<tr>
<td>Cathedral Fund</td>
<td>381,284</td>
<td>385,236</td>
</tr>
<tr>
<td>Widows, Orphans and Dependents Fund</td>
<td>295,959</td>
<td>290,640</td>
</tr>
<tr>
<td>Ruth Roberts Fund</td>
<td>198,190</td>
<td>191,572</td>
</tr>
<tr>
<td>Mrs B J M Smith Fund</td>
<td>118,397</td>
<td>114,443</td>
</tr>
<tr>
<td>SW Tanganyika Fund</td>
<td>25,843</td>
<td>15,121</td>
</tr>
</tbody>
</table>

#### Endowment Funds

<table>
<thead>
<tr>
<th>Note</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Winitfred I Thomas Fund</td>
<td>91,318</td>
<td>88,269</td>
</tr>
<tr>
<td><strong>Total Endowment Funds</strong></td>
<td>6,301,115</td>
<td>5,935,868</td>
</tr>
<tr>
<td>DIOCESE OF ST ASAPH</td>
<td>General Fund</td>
<td>Education Trust</td>
</tr>
<tr>
<td>---------------------</td>
<td>--------------</td>
<td>-----------------</td>
</tr>
<tr>
<td>Market value at 1 Jan 2014</td>
<td>£1,745,535</td>
<td>£1,030,511</td>
</tr>
<tr>
<td>Market Value at 31 Dec 2014</td>
<td>£2,184,741</td>
<td>£1,047,356</td>
</tr>
<tr>
<td>Cost at 31 Dec 2014</td>
<td>£1,396,815</td>
<td>£903,982</td>
</tr>
</tbody>
</table>
ANNUAL ACCOUNTS: YEAR ENDED 31 DECEMBER 2014

NOTES

1. **Block Grant from the Representative Body**

This is allocated against expenditure, as follows:

<table>
<thead>
<tr>
<th>Item</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clergy costs</td>
<td>£865,073</td>
</tr>
<tr>
<td>Cathedral</td>
<td>£30,000</td>
</tr>
<tr>
<td>Parsonage Board</td>
<td>£210,000</td>
</tr>
<tr>
<td>Governing Body Members’ Expenses</td>
<td>£11,647</td>
</tr>
<tr>
<td>Widows, Orphans &amp; Dependents</td>
<td>£7,000</td>
</tr>
<tr>
<td>Diocesan Registrar</td>
<td>£23,668</td>
</tr>
</tbody>
</table>

**TOTAL**                                   **£1,147,388**

2. **Clergy Costs**

This includes Clergy stipends, Employer’s Pension and National Insurance contributions, Clergy Council Tax, death in service provision, bursaries and grants and Retired Clergy Housing Loan provision.

3. **Investments**

The value of the investments is shown at page 16. The Board of Finance notes that the value of its reserves has shown a modest improvement in 2014 as the world financial markets have stabilised. However, low interest rates on bonds and cash holdings continue to impact negatively on income levels.

4. **Debtors**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outstanding parish share payable by parishes</td>
<td>£377,458</td>
</tr>
<tr>
<td>Other debtors</td>
<td>£210,885</td>
</tr>
<tr>
<td>Clergy Housing Loans</td>
<td>£137,600</td>
</tr>
<tr>
<td><strong>TOTAL</strong></td>
<td><strong>£725,943</strong></td>
</tr>
</tbody>
</table>

5. **Funds with Bankers**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amount of funds held on behalf of Parishes</td>
<td>£751,188</td>
</tr>
</tbody>
</table>

6. **Unrestricted Funds**

a. The General Fund holds funds from the Board of Finance’s investments for the primary purpose of funding the mission and ministry of the church in
the diocese.

b. The Churches Fund is granted from the Board of Finance for assistance with restoration of churches within the diocese.

7. Restricted Funds

a. The Pilgrim Church fund is held to fund the maintenance of Pilgrim Churches in the diocese.
b. The Diocesan Readers Fund is held on behalf of the readers.
c. The Parsonage Board Fund is held to fund the repair and maintenance of parsonage houses.
d. The Education Trust Fund holds funds, under section 2 of the Education Act 1944, for statutory education purposes.
e. The Cathedral Fund is held on trust by the Board of Finance for the maintenance of the Cathedral.
f. The Widows, Orphans and Dependents Fund is held on trust by the Board of Finance to support Diocesan clergy widows and widowers, orphans and dependants.
g. The Ruth Roberts Fund is held on trust by the Board for the purpose of training for the priesthood.
h. The B J M Smith Fund is held on trust by the Board for the benefit of retired clergy.
i. The South West Tanganyika Fund is held by the Board for the purpose of enhancing the ministry and mission of both dioceses.

8. Endowment Funds

The W I Thomas Fund is held on trust by the Board, the income of which is for the benefit of the Parish of Rhosllanerchrugog
The Developing Steering Group

The Revd Dr Manon Ceridwen James - Director of Ministry

Towards Shared Ministry

We have as our purpose ‘the development of transformational ministry rooted in a robust theology of the discipleship and ministry of the whole people of God’. The ways in which we are trying to embed the principles of shared ministry in the life of the diocese include:

- Making a substantial contribution to the report A Theology and Framework of Shared Ministry in the Church in Wales for the 2020 Vision. This is a significant report which will enable us to be able to discern and train people for a variety of lay and ordained ministries such as pioneer, youth, and pastoral worker as well as the traditional categories of deacon, priest and reader.

- Developing a common discernment process within the diocese for all public ministries, and setting up discernment days which make recommendations within an atmosphere of prayer, and an emphasis on seeking the guidance of the Holy Spirit.

- With colleagues, rolling out a common training programme for everyone in the Training Together programme.

- Again, with colleagues in the other steering groups, developing a common bursary scheme to resource training and learning for all, not just clergy.

By putting into practice our commitment to shared ministry, and modelling working with colleagues across the steering groups, we are hoping to embed further the principles of collaboration and teamwork across ministries.

Initial and Continuing Ministerial Development

In service training for ministers has now changed from a “one size fits all” approach to the diocese offering a menu of resources and support for individuals who take responsibility for their own development. Curates complete a portfolio to evidence their development and their suitability for the leadership and supervision of the ministries of
others within an incumbency. Clergy are encouraged to develop their own specialisms and skills to offer within a Ministry Area through Ministry Development Review as well as being able to access the variety of training on offer through the province and diocese. More expensive courses can be funded now through the Training Bursary Scheme, which has superseded the Clergy Allocation Grant. All stipendiary clergy are expected to attend two voluntary training events per year, and if they want individual help and guidance with their development they are welcome to contact the Director of Ministry at any time.

In September 2014 we held our triennial clergy residential in St Anne’s, Oxford. The speakers were John Bell, Grace Davie, Martyn Halsall and Jack Nichols. This was a time of inspiration and refreshment where the clergy were introduced to new and creative worship, stimulated to think further about Paul’s letter to the Philippians and its relevance to today, as well as being introduced to current thinking about religion and society in Wales and Britain.

Amongst the additional events this year for clergy were the Safeguarding Training days run by the Province and an away day for those who have recently changed posts. The Province also ran successful Leading Change and Making Meetings Work courses. Training Together days have included a creative worship day, preaching for Advent and Christmas and a ministry and poetry day. Full details can be found in the training prospectus and in the Provincial handbook.

Vocations

This year we have set up a common administrative procedure in order to cope with the increasing demand of people wanting to discern their vocations. We now have between 30-40 people at various stages of exploration and training, two stipendiary ordinands, three non-stipendiary ordinands and two reader candidates are starting their training this year, as well as two pioneers and two pastoral workers. We have held two discernment days and have four planned for next year, as well as a shared vocations day and young vocations day in the pipeline.
The discernment days are a mixture of group and individual exercises and an interview as well as a meeting with the Bishop. These activities begin and end in prayer and meditation in order to help us all seek guidance from God. More information and resources on discernment can be found on the website on the ministry pages.

We encourage all those who want to explore their vocation to speak to their local priest or ministry area leader who will be able to contact the diocesan office in order to be assigned a vocations adviser. The continuing support of local clergy and ministers is vital to the development of everyone exploring vocation. We would like to work with local areas to develop a culture of vocations, where every member of our congregations is challenged to identify and develop their own vocation, and to encourage the vocations of others within their congregations.

Training for Public Ministries, Exploring Faith, Lay Ministry and Discipleship

Following an extensive review of theological education and ministry training in Wales, a new Institute, St Padarn's, is being set up to unify training across Wales. Combining elements of the St Michael's College and Exploring Faith Programmes, this course will be fully running from September 2016. The 2014/15 and 15/16 academic years have been used to develop and trial aspects of the new course and provision.

Meanwhile a new framework of lay ministry has been developed in the Province and agreed by the Bench of Bishops. This will be published later in the year but importantly this framework both increases the opportunities for licenced lay ministry in the diocese and gives parishes and mission areas increasing flexibility in the discernment and deployment of members in ministry roles locally. The new roles of licenced lay pastoral minister and pioneer minister are been developed, with candidates in training for both.

Exploring Faith continues to bring together around 100 students from across the diocese, now in five year groups and with at least two new groups starting this September. Some are training for ministry, some for their personal development, some for a qualification and some for their own interest. A number of members have completed their Certificates and/or Diplomas in Theology and a hardy group of students from the course's first intake are now proceeding up to degree level.

The Living and Learning course has also been developed to support local churches in exploring the process of moving to mission areas and shared ministry and includes training for worship leaders and pastoral assistants, with further modules planned to support other ministries and to help develop spirituality.
Currently the diocese has 4 ordinands for stipendiary ministry (3 currently in training), 7 for non-stipendiary ministry (NSM), 4 readers in training, 2 pioneers and 2 pastors.

**Reader Ministry**

The St Asaph Readers Board continues to meet regularly. As part of its remit, it is reviewing, in a creative and energetic way, the ministry of readers in our diocese and its unique contribution in this time of transition. Any process of change throws up its unique challenges and these need to be aired with care, transparency and a willingness to share good practice.

The work of training and discerning the ministries of new readers is now held in common with the discernment process and training for other ministries. Part of the ongoing enrichment of reader ministry has been the “Reader Review” process. This has had a mixed welcome by participants varying from enthusiasm for the need for conversation to concerns that this is a “Big Brother” exercise. Assurance has been required by some to show that this is a genuine tool identifying both strengths and training needs. 2020 Vision is all about transparency and the Review Process is an aid to transparency so as such, not to be feared.

Sylvia Harris has now finished as “reader especially concerned with issues of Training and Development” and the Readers Board is extremely grateful for her enthusiasm and good communication. Sylvia’s place will be taken by Dr Wayne Morris, a reader from Wrexham and head of the Department of Theology and Associate Dean at Chester University. He will bring his own skills to the role, perhaps even establishing cross diocesan/province training days with Chester and even further. All we need is the will and the enthusiasm to see beyond so called “boundaries” and glimpse the potential. Isn’t that our strap line!

Several candidates have transferred in from England and it’s been good to welcome two of our own back into active ministry after a period of inactivity. Three have completed their training, three are in training and two
are about to begin; there are also seven aspirants. We send our love to the family of Clive Ward Williams from Worthenbury, a reader in training, who died suddenly.

As Warden, the Revd Steven Green writes that “a simple Thank You does not do justice to your honoured, energetic and prophetic ministry. I know that reader ministry in the diocese, like ministry in its broadest sense, faces many challenges and opportunities, but is in good heart and willing to work toward a common vision for the future.”

**Personnel**

There will be some staffing changes or developments within the diocese due to the new St Padarn Training Institute and the requirement to have similar posts in each diocese to support the provincial structure. We would like to thank the Revd John Harvey for all of his work with vocations in the diocese and look forward to welcoming him back to the work of the Developing Steering Group as Director of Spirituality. As DDO he has had a particular role in setting up the vocation adviser team and the new process for discernment.

We also welcome the Revd Nia Catrin Williams as interim DDO and Rachel Cutler as interim administrator. Their work has already proved very valuable in setting up more robust and effective administrative procedures to cope with the increase of those wanting to discern vocations to public ministries.

**Priorities**

Our priorities for the coming year will be:

- To develop, with the Bishop, a diocesan strategy for vocations and training, in particular to address the mid-term and long term needs of mission areas both in developing leadership and collaborative working.
- To work with colleagues in the Province to set up the new St Padarn Institute and create a good foundation for the future of training for public ministries in the Church in Wales.
- To finalise our work on our administrative procedures and discernment processes to set up a good foundation for the development of other key areas e.g. with young vocations and pioneer ministries.
- To continue to work collaboratively with diocesan colleagues on all areas of training and nurturing disciples in a rapidly changing 21st century Welsh context.
The Engaging Steering Group
Sarah Wheat - Diocesan Engagement Officer

The Engaging Steering Group was established by the 2012 Diocesan Conference to stimulate and resource churches and church members to speak and act the gospel in the world by:

- enabling parishes to reflect theologically on the world in which they live and their mission to speak the gospel
- providing stimulus for the diocese to engage with social issues
- making links with best practice across the UK
- supporting Christians in their workplace, retirement, voluntary work and unemployment.

This was a very broad portfolio including work previously undertaken by:

- Board of Church in Society (including Rural Life, Asylum Seekers)
- Voluntary World Mission Officer
- Board of Parish Renewal and Development
- Stipendiary Evangelism Officer
- Board of Communication
- Voluntary Ecumenism and Interfaith Officers (continuing)
- Churches and Pastoral Committee (continuing)
- SW Tanganyika Committee (continuing)
- Deaf Church (continuing)
- Ecology Group

Membership

It is now the third anniversary of the Steering Groups and the agreed term for membership. The list below is for the outgoing members and may change in the next few months. As a group we have constantly looked to ensure that members of the Steering Group are relevant and passionate about the work we do. We have recently appointed a new chairperson, Alison Williams, who is the first female, lay chairperson.

Alison Williams  Church warden Llanfair DC / senior manager Tata Steel
Peter Pike  Archdeacon of Montgomery
Buzz Squires  Retired HR professional as Facilitator
Sarah Wheat  Engagement Officer
Heather Fenton  Diocesan rural life advisor
Rocky Bateman  Licensed evangelist
Martin Snellgrove  Vicar of Corwen group, Standing Committee Representative and Ecumenism Officer, formerly a member of the Board of Parish Renewal & Development
Ros Crawford  SW Tanganyika lead and Diocesan Offering Officer
John Gallanders  Chief Executive AVOW, formerly a member of the Board of Church in Society
Sian Syme  Manager of the True Food Café and member of St Francis Church
Jennie Willson  Transition Mentor

**Key themes and strategic vision**

The group identified its key themes as:

- Sustainability / Human Ecology
- Inclusion
- Justice
- Communication / Evangelism

The group set out to create a five year strategic vision in which the diocese would be better equipped to respond to the issues which concern the world around us and parishes would be resourced and challenged to engage with their local communities as an outworking of our gospel faith. The Engaging Steering Group’s new chair, Alison Williams, said: "By having a clear vision and identifying strategies for the next 3-5 years, this will enable us to prioritise activities and resources to deliver effective solutions that will positively impact the communities in which we serve."

We have had a full time lead officer for the group for 18 months allowing us to engage with community issues, to build a training programme to support churches in their journey to becoming mission areas and to have confidence to engage with their communities. The group is aware of the many issues faced in our communities and as such we feel we must respond.

**Accessible Church**

Jennie Willson, a member of the Accessible Church sub group tells us about her view of churches becoming more accessible:

‘Accessible Church’ is a series of ways in which churches can work towards becoming more accessible. It will challenge churches to think in a different way about how new people can engage with their services and activities. It will complement mission area working by aiming to serve our communities better; focusing not just on accessibility for those with disabilities but how we make church accessible to everyone, regardless of their background and experience.
Volunteering

John Gallanders the Chief Executive of AVOW tells us about his vision for volunteering and the church.

Churches are ideal recruitment grounds for volunteers! Helping others is a fundamental part of our faith and has featured in the life of the church for hundreds of years - looking after the poor, developing education and social welfare, etc. These are all elements that are still true today particularly in the current climate of austerity and cuts to public services.

Congregations can help within the church providing practical support for the fabric of the building or taking up a lay position, perhaps visiting/befriending those who may be socially isolated or in need.

It is not just within a church community that volunteers are required but within the broader community in which a church is located.

Training to Engage with Communities

Sarah Wheat our Lead Officer for the group and the Engagement Officer tells us about the work she is doing to encourage churches to engage with their community and with issues of social justice.

Training is being offered to help churches to become more confident in engaging with their community and other churches in their mission area. A programme, called ‘Hope and a Future’ has been developed in conjunction with Mosaic Creative, a small training consultancy, working in the field of community development for over 20 years in the UK and overseas. The course aims to deepened and strengthened church members’ faith through learning new ways of studying and experiencing the Bible. It encourages churches to have a vision and passion to work with their community. By completing the course church members will be equipped with a range of tools and skills to assess needs and address them, allowing churches in (or working towards becoming) mission areas discover the potential they have in working together and sharing resources to address local needs. This training allows churches to strengthened relationships with their local community and become recognised for their role of bringing transformation, well-being and hope.

Holiday Hunger Gap

Over the past year this steering group has become aware of and concerned by the issue of holiday hunger for many of the children in our diocese. We are working to support many initiatives to help fill this holiday hunger gap. As a
group we are keen to show that the church cares and as an expression of our Christian values wants to help end the holiday hunger gap that effects so many.

Priorities

For the next two years, with our full time officer in place and a committed steering group, the priorities we feel we must work on include:

- **Justice:** Developing best practice examples for parishes to look at ways to support social justice and world justice. Training for those wanting to engage more with communities and social issues. Develop coordinated working between groups and churches with a representative from each mission area.

- **Inclusion:** Encourage churches to prepare questions for Archdeacons Visitations on action that is still required regarding toilets, disabled access and hearing loops. Encourage churches to become accessible to all by creating a document with advice and support for this process.

- **Human Ecology:** Reviewing the progress needed to complete the Parish Green Guide. To promote Fair Trade events and local produce.

- **Evangelism:** Produce a toolkit for Unlocking Our Potential in loose leaf and book format. Embed leadership training for mission areas.

We value and welcome your comments and views. You can:

- write to us at: Engaging Group, Diocesan Office, High Street, St. Asaph LL17 0RD
- email us at: sarahwheat@churchinwales.org.uk
- join in the discussion on Facebook: look for the “Engaging with Issues” page. The Facebook page is not intended to make statements of diocesan policy or even the corporate mind of the Engagement Group but it’s hoped it offers an opportunity to bring issues to wider attention and an opportunity for debate and comment.

We look forward to everyone being engaged in God’s world.
The Nurturing Steering Group

The Nurturing Steering Group’s role is to reflect God’s purpose, nurturing the faith development and spirituality of children, young people and adults and provide and develop a stimulating programme of training opportunities to support involvement in the life of the church.

In September 2013, the group defined its aim which is to: Inspire and Nurture Disciples. From this they identified two priorities:

- Prepare the diocesan family (Teulu Asaph) for a change in culture, and consider how the future might look.
- Review the role of nurturing in relation to schools and colleges

Priority one: Preparing the Diocesan Family for a Change in Culture

For the first priority, the group proposed that there was a role for specialists to work with parishes to develop the role, purpose and activity of mission areas.

The role of the Transition Mentor is to assist deaneries and mission areas to undertake a complete review of their life as a family of congregations, and to facilitate the development of their common mission, witness and ministry in preparation for their transition to mission areas.

The goal of the mentors work is to strengthen the vision and delivery of the priorities of a deanery or mission area, develop witness and mission, and the development of the local mission area ministry team. Three transition mentors are now in place for a period of three months and others are planned.

This year has seen some exciting developments in the area of children’s and youth ministry, training events have been held for children’s and youth workers, including praying with young people and mission area youth work. Children and youth worker breakfasts have been extended to run not just in the north but also in the south of our diocese.

This year has also seen the launch, nurture and development of the Diocese of St Asaph Youth Forum. This group of young people have in a short time amazed all who come in to contact with them. From their contribution to the Time is Now conference, to helping with the holiday food clubs and addressing Governing Body, they articulate their vision and contribute
widely to diocesan life. They will also lead the worship at the Diocesan Conference in October 2015.

Future plans include:

- St Asaph Youth Church – this new form of church is planned for September 2015 for young people around the diocese.

- There are initiatives planned within mission areas to work in new ways with children and families. The Vale of Clwyd Mission Area has developed Taste and See services and Northop and surrounding parishes have secured finance to employ a schools and church chaplain. The creation of many new family and children orientated services, play schemes and projects has risen this year as we gain momentum with 2020 Vision.

- Tim Feak undertook Engaged Compassion Facilitator training and has already taken several training courses and projects working with children and youth groups, schools and youth workers on the theme of young people and spirituality and it is planned that this will be further developed in 2016.

Priority two: Schools and Colleges

The second priority was to review the role of the diocese in relation to church schools and colleges and how we could ‘enhance’ the educational experience of every child. The first phase of this work is to develop the role of the Bishop’s Visitor. The Bishop’s Visitor will still embody the Bishop’s pastoral role for schools but will now additionally require schools to report to them on their priorities for developing their distinctiveness and ethos related to the Section 50 process, which will benefit schools as they work on their identified areas for development.

The group has also had chaplaincy as a priority for 2015. A new chaplaincy coordinator role has been created in Coleg Cambria and Ruth Holden was appointed to this role. The chaplaincy continues to grow and have a positive influence on the life of students. A chaplaincy has also begun to develop in the south of the Diocese. Neath, Port Talbot College and Coleg Powys have amalgamated to form the NPTC group. The new chaplaincy is based at the Newtown campus.

On 3rd March 2016 there will be an open chaplaincy forum at Coleg Cambria Wrexham facilitated by Garry Neave the National Adviser on Further
Education for the Church of England and Rev. Canon Mary Stallard Director of the St Giles' Centre for Religious Education and Faith Development. The key areas for consideration are:

- How do schools and colleges support the students in their care?
- How might we support schools and colleges in this endeavour?
- What is chaplaincy and how might it be of help?
- How might chaplaincy be developed in the future?

In addition to its ongoing work, the group has identified that “Celebrating life’s milestones” will form part of their work programme for 2016-17. This work will look at the liturgical milestones such as baptism, confirmation and marriage, consider how these are linked to life events and what can be done to support these.

The Nurturing Steering Group has had a busy and fulfilling year and has exciting plans for 2016 and beyond. It reports to Standing Committee and through that to Diocesan Conference.
2020 Vision - Unlocking our Potential
The Revd Pam Powell - Transition Missioner

2020 Vision has a high profile within our diocese and throughout the Church in Wales and it is manifesting itself in different and unique ways.

The Time is Now Conference – November 2014

The provincial The Time is Now Conference about 2020 Vision took place in Llandudno in November 2014. The Diocese of St Asaph was represented by over 30 delegates, lay and ordained and all mission areas sent at least one representative. The event was stimulating, enjoyable and well facilitated. The programme for the weekend was packed and stressed the need to look at culture as well as structure within the Church in Wales. It was heartening to witness the inclusion and contribution of the St Asaph Youth Forum, the Engaging Steering Group who organised an Ethical Market and the Llan Band from Dyffryn Clwyd Mission Area, among the many contributors from this diocese.

The Power of Prayer Events February/March 2015

The Standing Committee felt it was important to spread the messages of The Time is Now Conference as widely as possible across the diocese without losing momentum. It was agreed to focus on the importance of prayer in everything that we do on our 2020 Vision journey and we were delighted to welcome Mark Yaconelli, an internationally recognised authority on Youth Work and Engaged Compassion, to join us for the events. Mark helped up to explore different ways of praying and to understand the importance of sharing the stories and history of our communities as we seek to reach out with the Gospel message.

- Four events were held between 27 February and 1 March 2015
- Events took place in St Asaph, Wrexham (x2) and Gregynog with the same format for each event
- Bishop Gregory and Mark Yaconelli spoke at each event
- The St Asaph Youth Forum attended a Wrexham event
• 345 people attended over the weekend – 68 clergy and 277 lay people

Follow up to the Power of Prayer events:

• Weekly Power of Prayer email contact with all attendees
• Creation of a web of prayer across the diocese
• Transformation Fund launch in June 2015
• Planning for a Mark Yaconelli six month residency in 2016
• Growing more deeply into prayer – establishing prayer groups across all our mission areas with support from St Beuno’s Spirituality Centre in Tremeirchion

Appointment of a Transition Missioner

The Revd Chancellor Pam Powell is now settling in to her new diocesan role as Transition Missioner and has worked with every deanery and area dean /mission area leader. We are all on a journey of change and no two deaneries are the same due to size, culture and models of ministry within the areas. The diocese has committed itself to the deployment of Transition Mentors and the first mentor report has been completed for Cedewain Mission Area. Other mentors have worked within Hawarden and Llanrhos, and Mathrafal, Alyn, Dee Valley and Penllyn and Edeyrnion’s Deanery Conferences wish to follow suit. The change is initiated by deanery conferences which are ideal platforms as they includes both lay and ordained, representing all the churches in the deanery.

The transition mentors are playing key roles in delivering the development of mission areas as part of 2020 Vision. The role focuses on managing change at parish level and requires intensive ‘active listening’ in order to understand people’s hopes, concerns and fears. Once this stage is complete, the transition mentor will synthesise and analyse the feedback received before producing recommendations for the future development of the mission area.

Some deaneries such as Wrexham, Denbigh and Mold have not opted for a transition mentor but have nevertheless gone through a period of discernment and consultation as they look to become a mission area. The transition is more than a name change but a whole culture change as we
develop a shared ministry approach to serve the needs of all the people of God in our deaneries.

Deaneries are now looking at their leadership teams and discerning who is best to serve alongside clergy and readers. Roles include pastoral visitors, finance, administration, children and family ministries, ministry to tourists, schools, residential homes and much more. Each team member will begin to work with others across the deanery with similar gifts, thus strengthening the overall ministry within the mission area by focusing outwards to meet the needs of everyone.

As we are always in transition in our personal lives, so are we as faith communities if we are to meet the needs of those we serve. The Transition Missioner’s role is therefore a wide one:

The role of the Transition Missioner will be to assist deaneries and mission areas to undertake a complete review of their life as a family of congregations, and their common mission, witness and ministry either in preparation for their transition to mission areas, or in developing their lives as mission areas.

The goal of the Missioner’s work will be to strengthen the articulation and execution of the priorities of a deanery or mission area in common witness and mission, the discernment of the territorial arrangements of mission areas and the development of the local mission area ministry team, its training and methods of working.

The Missioner also will assist in the development and articulation of mission area covenants. Where one or more transition mentors are deployed by the diocese, the Transition Missioner will act as operational line manager of their work, and bring all transition mentors together for co-ordination and encouragement.
Parish Funding and Stewardship
Tracey White - Funding and Parish Support Officer

Becoming a Generous People

Work continues on encouraging people to explore one of the four strands of the Becoming A Generous People project:

- Growing a culture of generosity
- Encouraging regular giving
- Planning for growth
- Encouraging a lasting gift

‘Giving For Life’ provides a ‘light touch’ stewardship programme and during 2015 eight parishes have worked through the programme which allows them to decide the order in which they approach the issue:

- Preaching and teaching
- Saying thank you
- Linking giving to mission and ministry
- Reviewing giving

In all cases the parish must work through the programme themselves then there might be an appeal to the local community – helping them to understand the difference their giving could make to both to their church and their neighbourhood.

Project Funding

Parishes in the diocese continue to succeed in attracting grants from a variety of funders for a wide range of projects. As funding becomes scarce, funders are requiring a higher degree of professionalism in funding applications. They are particularly keen to see that project benefits reach out beyond church congregations. This has led to a need to identify potential stakeholders and consult more widely than was previously necessary.

It is no longer acceptable for parishes to tell funders ‘we will build it and they will come’. Instead there needs to be a robust activity plan in place for any major re-ordering project.

To help adapt to these changes, an online video has been produced to guide parishes through the steps needed to make effective funding applications.
The Diocesan Advisory Committee on the Care of Churches (DAC)
Jan Williams - Churches Conservation & Development Officer

In 2014 the DAC held eight meetings throughout the year, and considered 63 faculty applications. To date (31 July 2015), the DAC have received 50 faculty applications this year. A number of site meetings have also been held, as requested by parishes, to give advice on various schemes proposed.

The DAC website seems to be widely used; Guidance Notes and Faculty Forms can be downloaded. ‘Inspirational Buildings’ can be viewed, which also indicate costs. Most Faculty Forms are emailed or individually downloaded; some are still posted. There are discussions that an online facility may be made available in the future, as provided by the Church of England.

All DAC members receive ‘papers’ for DAC meetings electronically. These are either emailed via a ‘dropbox’ link or added to a memory stick which is posted out. This is working well, and saves time and money on printing and postage.

The DAC chair is retiring as from the meeting on 7 September 2015. His successor is Ms Menna Gerrard, also an Architect.

Five churches and the Cathedral were successful in gaining grants for roofs/guttering from the Listed Place of Worship Grant, totalling £363,600.

A demonstration for drone photography/filming was held in the Cathedral grounds in January, which was attended by Architects/Surveyors serving St Asaph and Bangor Dioceses.

Courses
Managing Change in Historic Buildings – held in Chester Cathedral 29 April 2015 – attended by Jan Williams

2015-16
- Add more ‘before’ and ‘after’ pictures to ‘Inspirational Buildings’
- Provide training courses for help and advice on faculties
The forthcoming year will be a time of great activity in the Cathedral. After many years of planning and several setbacks work is finally about to commence on an extension to provide lavatories. The availability of modern conveniences will enable the Cathedral to extend its potential as a premier venue for concerts and events and to develop its ministry of hospitality, with plans already underway to provide a tearoom. It is hoped that the new facilities will be operational from Easter 2016.

The Dean and Chapter, Cathedral congregation and staff were sad to bid farewell to chaplains the Revd Val Rowlands and the Revd Elaine Atack but delighted to welcome the Revd Canon Rex Matthias as the new Canon Precentor.

Auditions are taking place to create a Cathedral Voluntary Choir which is a new venture in the musical life of the Cathedral and will enrich the Cathedral's repertoire of sacred choral music.

Thanks to the generosity of a benefactor and vigorous fundraising by the Cathedral Choir Association it has been possible to begin work on upgrading the Song School to make it compliant with current regulations and be a safe, warm and comfortable environment for the choristers.

The residency of the ‘Artist in Residence’ culminated in the creation of the artwork The Honesty which was displayed using visual special effects and hologram technology in the tower.

The Cathedral continues to welcome pilgrims throughout the year and the Dean and Chapter are very grateful to the stewards and welcome who greet people who come to visit and to worship. Weekday and Sunday services continue to develop and there has been an increase in attendance at most services. It is always a pleasure to host services and concerts for other organisations, and there have been many during the year including Russell Watson. Parishes, mission areas and deaneries have also visited the Cathedral, and it is always a particular privilege to welcome groups from the diocese and to host diocesan events.
Retired Clergy Association

The Revd Canon D Quentin Bellamy

One of the great gifts that we have in the church is those retired ministers who serve among us. They come with a huge wealth of knowledge and experience and a great depth of spirituality. Some come to us from other provinces within the Anglican Communion whilst others have served in our diocese for much if not all their ministry. They have seen all kinds of trends and initiatives come and go and can assure us that in reality, (and ministry) there is nothing new under the sun. Without the slightest shadow of a doubt many parishes (and their clergy) could not survive without the ministry of our retired colleagues who so generously and graciously share their gifts and ministry with us.

A number of years ago a group of retired clergy living in our diocese suggested that it would be a good thing if a Retired Clergy Association could be formed to provide mutual fellowship and support. Under the leadership of Canon (now Archdeacon) Bob Griffiths, the group was established and it very swiftly proved its worth. It continued to flourish under the ministry of Canon John Evans and on his retirement, I was invited to become chaplain.

We meet formally twice a year. In spring we meet at the Church of St Martin of Tours, Llay where we welcome a guest speaker and there is generally a time allocated for discussion. Following this we have a delicious afternoon tea prepared by the parish and the afternoon is brought to a conclusion with Evening Prayer. We are so grateful to the people of the Parish of Llay for their wonderful kindness and hospitality. In the autumn comes our Annual Eucharist at the Cathedral and this is followed by lunch at the Oriel Hotel in St Asaph. On this occasion our Bishop is the host and he ensures that everyone has an excellent time and that all come away feeling that their ministry is thoroughly valued and appreciated by the diocese.

The Association is open to all retired clergy, their spouses, and clergy widow(er)s, and a very warm welcome is extended to all. If you know of any clergy who are not aware of our Association and who would like to join us then please advise me without delay.
Communications
Karen Maurice - Communications Officer

2014/2015 has been another busy year in Communications. We have continued to support the many 2020 Vision initiatives across the diocese under our ‘Unlocking Our Potential’ initiatives. In the last 12 months, we have focused even more on communicating face to face with people. The Diocesan Conference 2014 focused on ‘Unlocking Our Potential’ and was an ideal opportunity to share the key messages with representatives from every church across the diocese.

In November 2014, the Church in Wales organised The Time is Now Conference in Llandudno and we were pleased to support this as a diocese by organising an ethical market, providing speakers to talk about inspirational 2020 Vision initiatives within the diocese and organising the evening’s entertainment. The 30 diocesan delegates were inspired by this event and then tasked with spreading the messages of the conference across the diocese. Out of this, the Power of Prayer Events in Spring 2015 were born where nearly 500 people from across the diocese attended to hear inspirational speaker Mark Yaconelli remind us that prayer must underpin all that we do. A weekly Power of Prayer email was also established to reach out and establish a network of prayer across the diocese.

Newer forms of media continue to be important and our website is now the primary source of information for our parishes, deaneries and mission areas. Our social media platforms continue to grow as we seek to find ways to encourage the younger generations to engage with the Gospel message. Bishop Gregory is very keen to use this new technology and has experimented with recording key messages to be shared across the diocese. This has been well received.

2015 has seen a significant change in communications personnel. Early in 2015 and after four successful years in post, Phil Topham moved on to a new role outside the Church in Wales. We are very grateful to Phil for all his hard work, energy and enthusiasm and wish him every success for the future. While a replacement for Phil was sought, a number of temporary measures were put in place to ensure continuity of communications.

Michelle Freeman acted as temporary communications officer, based at the diocesan office providing regular updates to the diocesan website, facebook page, twitter account and issuing press releases.
Teulu Asaph was edited by the Revd Heather Fenton and designed by Martyn Walsh supported by a communications team. In recent editions, Teulu Asaph has moved to take a more “campaigning” stance on some matters and covered some challenging subject matter. For example, in the run up to the General Election, Teulu Asaph asked if Biblical principles, specifically the teachings of the Prophet Micah, could be used to decide how to vote. Following the consultation on same sex marriage across the Province, the August/September edition commissioned reflections from opposing sides in the debate. We hope this will support our efforts to be an outward-looking church that focuses far more on our local communities and the issues that are important to the people there. We have been encouraged to hear that many churches are now actively using Teulu Asaph as a tool for mission and distributing the magazine to their wider communities via libraries, doctors' surgeries and hairdressers!

Following the successful launch of the first ever Diocesan Training Prospectus in September 2014, a second edition of the prospectus for 2015/2016 will be issued in autumn 2015. We have seen a significant rise in bookings on training courses since launching this prospectus. In July 2015, we also launched a new Diocesan Grants Guide that explains the various diocesan grants that are available to support individuals, parishes, deaneries and mission areas.

In July 2015, we were delighted to announce the appointment of a new diocesan communications officer. Karen Maurice, a former BBC journalist and PR consultant within the renewables industry, started on two days a week during the summer holidays but moved to full time from September. Karen is taking up the editing of Teulu Asaph, seeking to ensure the publication remains challenging and relevant, reflecting mission from across the diocese and looking to see how its circulation can be increased outside of churches. Going forward she will oversee all internal and external communications, including press releases, web content, social and multi-media projects.
The Diocesan Offering

The Revd David Lewis - Rector of Hawarden Rectorial Benefic.

Our charity for 2014 was The Farming Community Network which provides crucial support to the farming community especially in our diocese, which covers such a large rural area. The charity was celebrated at our special service in Llangollen Pavilion in October led by Chris Coe, the regional director for FCN and the Revd Heather Fenton our Rural Life Officer. A cheque for £8000 was presented to the charity by Mrs Clare Cameron.

At the 2014 Diocesan Conference, Wales Air Ambulance was selected as our 2015 charity. Wales Air Ambulance is the national air ambulance charity for Wales, providing emergency air cover for those who face life-threatening illness or injuries. The charity's three helicopters are confronted with a diverse and challenging landscape. Each helicopter can be launched within three minutes of receiving an emergency call. From the three airbases, a helicopter can be anywhere in Wales within just 20 minutes. But this charity relies on our donations, so the offering will make a real difference to too many people's lives. The offering service will be held in the Diocesan Conference on Saturday 10 October 2015.

For the past few years the diocese has made up the offering donated by the parishes to £8,000. At our Conference in 2014, delegates decided that from this year the cheque presented will be the actual amount collected without the top up.

After 14 years as the officer responsible for the administration I stepped down from the position in March. I would like to thank Bishop Gregory, his wife Clare, Sian in the Bishop’s office and all the diocesan office team who have worked so hard in supporting this annual appeal. Mrs Roz Crawford takes over the position from this year and I wish her every blessing for the future.
The Parsonage Board

Dewi Thomas - Parsonage Board Inspector

Further redeployment of clerical staff throughout the year has created a fluid housing stock situation. The Board has had to be flexible and adaptable to ensure properties are completed to the necessary standard on time and within budget.

The workload continues to be varied, ranging from another new build (Connahs Quay) enabling the sale of the Victorian former vicarage, to extensive refurbishments at Denbigh and Westminster Drive, Wrexham, for example. Upgrading of existing non-residential buildings to provide fit for purpose administrative facilities (Gwernaffield, St Giles’ Wrexham and St David’s Connahs Quay) has been ongoing.

The sale of larger, older and inefficient properties has continued, enabling the purchase of modern replacements such as Caerwys, Whitford and Llansantffraid YM. Where it is considered inappropriate to sell a larger property, consideration is given to converting/re-ordering to give new life, possibly in the form of much needed rental accommodation.

The retention of surplus property available to rent will entail a different style of management, ensuring rental incomes are maximised, reducing the financial burden elsewhere in the diocese.

It is anticipated that projects involving different types of church property will be managed in house; these include redundant schools, school houses, administrative centres and halls.

Additional administrative work will be necessary over the next few years to accommodate changing legislation (CDM Regulations 2015). This may provide another opportunity to train a university student in building surveying work.

There is also further scope for integrating the work of the Board with other staff to maximise and rationalise resources.
The South West Tanganyika Association

Jonathan Abbatt - Chairman of the SWT Association

Two trips to South West Tanganyika are taking place in September 2015.

Bala Teenagers Milo-Bound

Iwan Edwards and Katie Williams from Bala, are joining Adrian and Hilary Murray on their September visit to the mountain top community of Milo, Bala’s twin parish in SW Tanganyika.

Iwan and Katie had to raise the cost of their visit and there is also a fund of about £500 for use in projects to prepare for the trip and for while there. The group took lightweight cabin baggage for their personal possessions leaving 30 kg each, 120 kg in total, for the things they intend to leave in Milo including carpentry tools, books and CDs, craft materials, embroidery sets, lesson plans and materials, books for the school, three laptops, two sewing machines, a knitting machine and several sets of football kit! A kind donor promised to help if they go over the luggage allowance and Emirates airline has a special charity rate for extra luggage.

Building School Links

Music Teacher Kathryn Mann will join Mike and Roz Harrison on their visits to Njombe and Manda in September. Pupils in dosbarth 3 at Ysgol Bodafon have been studying Tanzania with Mrs Mann for several months. Kathryn hopes to bring back lots of new music from SW Tanganyika to be part of the schools autumn programme. Kathryn will be teaching in St. Mary’s School, Njombe.

Mike and Roz will be getting to know the new Bishop of SW Tanganyika, the Rt. Revd Matthew Mhagama, and exploring how the two dioceses can work together. Bishop Matthew, a native of Zanzibar, has recently completed postgraduate studies in Islamic Studies in Ethiopia in the hope that better understandings can be achieved between the different faith communities in East Africa.
**New Fishing Boats**

Over the past two years, St. Paul’s, Colwyn Bay, has raised over £2,000 to assist the fishermen of Ilela parish on Lake Nyasa to purchase modern boats with outboard motors.

The rural parishes in the Mathrafal deanery have also made a huge effort as have friends in St. Leonard’s parish in the Diocese of Gloucester. Together with a donation from a private donor and a grant from the St. Asaph DBF, a total of £8,500 has been raised to furnish the four lakeside communities with four new fishing boats to replace the dugouts in current use.

**School Support**

St. Mary’s School, Njombe, is building new classrooms after support from schools in Llanfynydd and Nercwys.

**Link Parishes**

A number of St. Asaph parishes have started to make links with parishes in SW Tanganyika. Trees have been planted in Kibena as a result of support from Gwersyllt.
Training Together
Tracey White - Funding & Parish Support Officer

The Training Forum is attended by anyone who organises training events for the diocese. Currently the members are:

- Tracey White – Co-ordinator/Parish Admin Training
- Manon James – CPD/Theology/Pastoral Assistants/Worship Leaders
- Ros Williams – Schools
- Tim Feak – Youth and Childrens’ Workers
- Sarah Wheat – Parish Engagement/Outreach
- Richard Hainsworth – Exploring Faith/Living and Learning
- Huw Lloyd – Lay Advocate for 2020Vision/Mental Wellbeing and Spirituality
- Pam Powell – Transition to 2020 Vision
- Lay Reader – Dr Wayne Morris

The Training Forum discusses all matters relating to training for everyone active in our diocese. These are some of the activities:

- A training prospectus produced, giving details of all training/learning events during 2015
- We have supported the introduction of a training bursary open to all with an increased maximum of £500 per person
- The training prospectus 2016 will include a section focussing on mental wellbeing and spirituality
- We requested a special section on StAR to highlight forthcoming training events
- Since the introduction of the prospectus, and the change in layout of StAR, attendance at Training Together training events has increased significantly. We have had several bids to the training bursary fund to enable individuals to access high quality training.
- During late 2015, Training Together Online will be launched with video clips which can be accessed via the web. This will enable learning to take place at a time and place suitable for the learner. Subjects that have been recorded so far are:
  - PCC Secretary;
  - Funding A Project
  - Rules Around Gift Aid Small Donations Scheme.
St Melangell Church and Centre

The Revd Lynette Norman - Priest Guardian of the Shrine Church of St Melangell and Director of St Melangell’s Centre

We continue to have a stream of pilgrims and visitors to this beautiful valley. We have had groups who have made their annual pilgrimage here attending the healing service and having a talk in the afternoon; whilst others come for coffee and attend the daily healing service and come over to the centre to eat their packed lunch and spend the afternoon enjoying the peace of the church, churchyard and centre gardens. We have had several groups of other faiths who also enjoy the facilities here. There has been a steady stream of individuals who have booked into the programme of Quiet days, some coming on several occasions from as far afield as Manchester, Stafford and Cumbria. The Centre Gardens are also part of the Quiet Garden Movement and so we have visitors who make use of these and admire the variety of bird life feeding here.

Sadly as this report will be the final one I will make in my capacity here I am unable to report on future plans. I am moving onto pastures new but I will be overseeing the work here during the interregnum as I take up the role of Vicar of the LLanrhaeadr ym Mochnant group of parishes. Can I take this opportunity to thank all who have visited and supported me here; it has been a wonderful four and half years. I now ask for your prayers as the diocese and Trustees look to the future of continuing the Ministry of Presence and Healing here at the Church and the Centre.

Diolch yn fawr iawn o'r galon a phob bendith.
The Diocese of St Asaph –
a snapshot

Membership

<table>
<thead>
<tr>
<th>Attendance</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
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<td>10991</td>
<td>10147</td>
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<td>Average Adult Attendance (Sunday and Weekday)</td>
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<td>7269</td>
<td>7017</td>
<td>6814</td>
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<td>Other Acts of Worship*</td>
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<td>0</td>
<td>0</td>
<td>0</td>
<td>1297</td>
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*Figures only gathered from 2013 onwards

Buildings

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Giving

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Parish Expenditure
Snapshot of our Clergy

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<tr>
<th>Clergy Numbers</th>
<th>Male</th>
<th>%</th>
<th>Female</th>
<th>%</th>
<th>Total</th>
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<td>Stipendiary</td>
<td>48</td>
<td>60</td>
<td>32</td>
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<td>80</td>
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<tr>
<td>Non Stipendiary</td>
<td>10</td>
<td>63</td>
<td>6</td>
<td>37</td>
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<tr>
<td>Total</td>
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<td>60</td>
<td>38</td>
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Clergy by Age Profile

Clergy by Age Profile Showing Gender Split
## Snapshot of the Deaneries and Mission Areas - 2014

<table>
<thead>
<tr>
<th>Deanery or Mission Area</th>
<th>Number of Parishes</th>
<th>Grouped into Benefices</th>
<th>Total ave. Sunday attendance</th>
<th>Total ave. Sunday and weekly attendance</th>
<th>% inc/dec on 2013</th>
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<tr>
<td><strong>Archdeaconry of St Asaph</strong></td>
<td></td>
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<tr>
<td>St Asaph</td>
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<td>690</td>
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<td>65</td>
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<td>2205</td>
<td>2580</td>
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<td>Penllyn &amp; Edeyrnion</td>
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