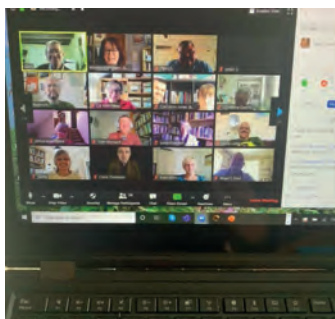




ATHROFA **PADARN** SANT
ST **PADARN'S** INSTITUTE



ANNUAL REPORT

SEPTEMBER 2020 - AUGUST 2021



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Foreword by Bishop Cherry Vann



It is my pleasure to commend to you the Annual Report of the St Padarn's Institute for the academic year 2020/2021. In doing so, I want to pay tribute to the Principal and Staff who have gone to extraordinary lengths in extremely challenging circumstances to ensure the continuing education and formation of our ordinands and of those preparing for licensed lay ministry. In showing flexibility, resourcefulness and commitment to their work, they have not only found ways to deliver the courses and programmes, they have also gone the extra mile to attend to the health and wellbeing of their students. We

are blessed to have such a dedicated team serving the Church in Wales.

The report demonstrates the broad range of activities in which St Padarn's is involved and the breadth of resources, training and research opportunities that it offers. As the Church seeks to respond to the challenges we face and the opportunities we are beginning to discern in a post-pandemic context, I am confident that St Padarn's will continue to rise to the challenge of training those called to serve God's Church and God's world in an increasingly varied range of licensed ministries.

The Right Reverend Cherry Vann,
Bishop of Monmouth

Introduction by the Principal



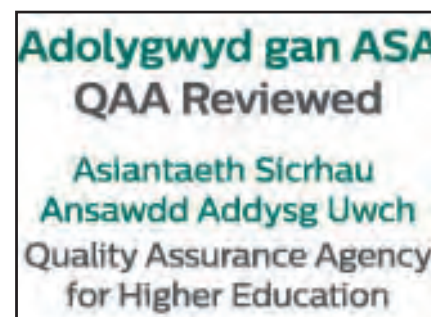
A year ago, as we looked forward into 2020-21, there was some hope for progress towards 'unlocking' after COVID-19 in the Autumn of 2020. In reality, this was sadly not to be and as this report testifies, COVID-19 dominated the whole academic year.

For the whole Church, St Padarn's included, it has been a year of enforced innovation and collaboration, as we have been driven, in the words of Psalm 137, to "sing the songs of the Lord while in a foreign land?". It isn't a foreign land literally, it's our land, the land of our communities and churches, where the Christian faith has been shared for over

1800 years. Nevertheless, the landscape certain has changed. And we know it isn't going to 'revert back'.

I am proud of the staff team and our learners in all their different types who have worked on, innovated and coped this year. Particularly as the months dragged on, the spirit of collaboration, generosity towards one another, and determination to continue to build community and look outward has been inspiring. Our strapline of 'formation in community for mission' being reinvigorated and invigorating in new ways. I hope that this report gives a flavour of that spirit and of the many and various ways in which St Padarn's seeks to support the mission and ministry of the Church in Wales.

St Padarn's was established by the Church in Wales as a courageous belief in the future – training and development is a long-term investment – some of those now in a curacy have 40 years of stipendiary service ahead of them; the children's worker of today is fostering the faith of those who will sit in Governing Body in 50 years' time. As so much changes around us, I like to remember the words attributed to Nobel Prize Winning Physicist Dennis Gabor 'The best way to predict the future, is to create it'. As disciples of Jesus we are not called to be fatalistic, nervously listening to negative



future-telling, but to have confidence that God can do 'immeasurably more than all we ask or imagine', and that Jesus' compassion for the crowds 'harassed and helpless, like sheep without a shepherd' is as strong as ever, and allow ourselves to be transformed and empowered by the Spirit as we run the race set before us. At St Padarn's we continue to pray that we may be faithful as we seek to help the Church in Wales build that positive, gospel-filled, future.

Revd Prof. Jeremy Duff,
Principal

Governance and Oversight

Strong and clear governance and oversight is vital for the health of the St Padarn's Institute, and to ensure that it is fully in-step with the needs of the Church. The bedrock of this is the accountability to the Bench of Bishops and the Representative Body. Our bishops give the strategic direction: the Principal, meeting 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.

Two bodies do much of the oversight work. First the Representative Body's Training, Formation and Ministerial Development Committee, which considers St Padarn's as part of the overall landscape of training, formation and ministry in the Church, with members from dioceses, two Representative Body trustees and two bishops, and some external (expert) appointments. During

2020-21 it was chaired by the Archbishop until his retirement and then by Bishop Cherry Vann, the Bishop holding the Ministry Portfolio. Second the Executive Board, a monthly meeting of the Chief Executive of the Representative Body with the Senior Leadership Team in St Padarn's. This ensures that the Chief Executive remains fully informed of all St Padarn's activities, and that St Padarn's functions smoothly as a distinctive, but integrated, part of the Representative Body's work of supporting the mission and ministry of the Church in Wales.

Formation for Licensed Ministry

The Formation for Licensed Ministry programme at St Padarn's is devoted to training and forming candidates in the knowledge, skills, and character required for ministry in the Church in Wales in the 21st century. Training in knowledge occurs primarily through the 'academic' components of the programme. Most of our candidates are enrolled on the Theology for Life (TFL) course, whose modules are designed to deepen the candidates' understanding of the Christian faith and the ministerial/missional needs and opportunities currently facing the Church in Wales. Some candidates will study for a Master's degree, or engage in research or bespoke programmes of learning. In addition to their formal academic studies, candidates also benefit from

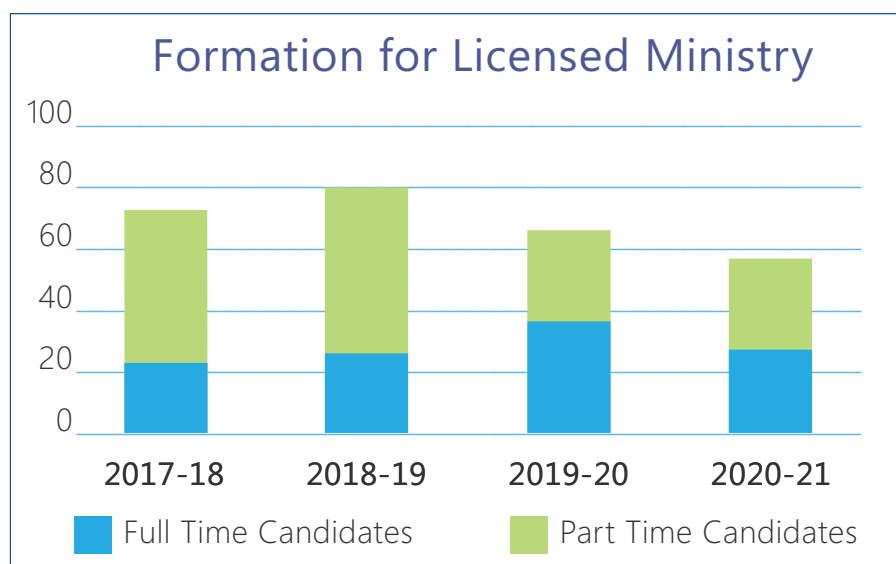
keynotes and workshops provided by teaching staff and outside experts on the Theology and Practice of Ministry programme (TPM) – a weeklong summer school and three weekend residentials focused on the areas of teaching and preaching, pastoral care, and pioneering in ministry.

As well as teaching the requisite knowledge (biblical, theological, ministerial, etc.), the FLM programme equips candidates with the practical skills necessary for ministry in the Church in Wales. This aspect of their training occurs primarily in their placement contexts, where candidates receive expert supervision and regular experience in preaching, leading worship, pastoral care, mission, evangelism, etc. Our Tutor in Contextual Learning works closely with training supervisors to ensure

that our candidates receive good training, opportunities, and feedback in these areas. The 'knowing' and 'doing' aspects of training are closely integrated at St Padarn's, allowing candidates to put into practice what they have learned in the classroom on their placements and to reflect on their ministerial experiences throughout their modules.

Finally, training and formation at St Padarn's is not simply a matter of knowing and doing, but of being—developing the virtues, dispositions, and overall character required of a public minister. This work of formation is at once spiritual, relational, and emotional/psychological. Ultimately, formation is a matter of being transformed ever more into the likeness of Christ, enabling candidates to bear witness to Christ, not only in their teaching and preaching, but in the very shape of their lives. This work of transformation is primarily a work of the Spirit (Gal. 5:22-26), but through such disciplines as prayer, worship, meditation on scripture, acts of service, etc., candidates are brought to a greater attentiveness to and dependence on the Spirit in their own lives and ministries. For this reason, worship, prayer, and the study of scripture play a central role in the FLM programme. In their placements, on residentials, in formational cells, in facilitated groups, and (for some) in the weekly residential component of the fulltime programme, candidates learn to navigate difficult relationships, to encourage and support one another, to

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pray with/for each other, and ultimately to minister to one another. Formational tutors meet regularly with their candidates to support and encourage them in their spiritual journeys.

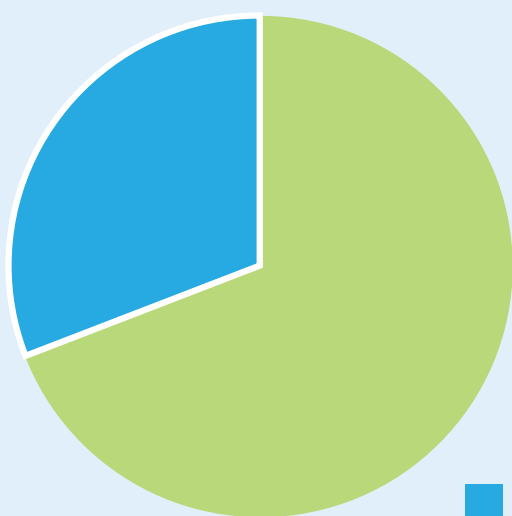
From September 2020 – August 2021 there were 28 full time and 30 part time candidates preparing for lay and ordained ministries. The average age of a person training to be a stipendiary priest in this

period was 48. The average age of a person training to be a non-stipendiary priest was 57. Most people training for ordination are female (70% for stipendiary ministry and 54% for non-stipendiary)¹. Since we train all whom our bishops sponsor, the numbers entering training are not directly in our control. Nevertheless, we note that the historic concern that younger

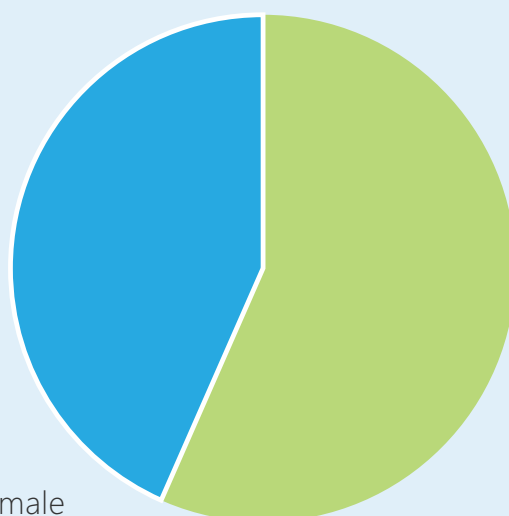
stipendiary ordinands tended to be men is no longer valid.

During this year we were exclusively online. Fortunately, we had already begun to develop this aspect of the work, and so it was relatively easy to continue the formational cells and learning groups online using Zoom or Teams. We were also able to run residentials as well as the Wednesday to Friday full-time programme online.

Those Training for Stipendiary Ministry



Those Training for LLM or Non stipendiary Ministry



Male Female

5

However, it was a relief when we were able to develop some face-to-face provision in the summer school given that we are training candidates for a physically embodied ministry as well as an online ministry. A key thing we missed was the ability to 'waste' time with each other, chatting over coffee or meals. We found on reflection that such experiences were priceless in building community, getting to know each other and to trust each other. Our subsequent return to onsite training has also confirmed the importance of the residential component for the fulltime programme. Some formational issues only surface in community, and we have therefore been better equipped to discern these issues and respond to them.

The developments in the tutorial team during 2020-21 (see page 10) have strengthened the FLM work. Dr Siôn Aled Owen not only further increases our Welsh language provision and expertise, but also increases the focus on contextual Welsh theology. Dr Elizabeth Corsar, brings her biblical expertise, but also has a particular

role to assist Revd Dr Jordan Hillebert and Revd Dr Manon Ceridwen James with the formational aspects of the residential Wednesday to Friday programme. The Revd Chris Thomson's role of Convenor of the Pioneer Community, and Tutor in Contextual Learning - combining working with dioceses to create challenging placements that equip candidates for the church of the future. The role of Convenor of the Pioneer Community supporting pioneering across Wales - ensures that new and contextually appropriate methods for church growth (in its widest sense) are embedded from the very beginning of a candidate's ministry and training.

Amongst the speakers at our (online) residentials were Archbishop Andrew and Prof Laura McAllister speaking about Wisdom in leadership and Canon Andy Delmege (Canon residentiary in Birmingham Cathedral and former head of the urban estates network), and Revd Dr Sarah Lawrence (researcher and author on baptism, based in rural Lincolnshire) both speaking on New Life. The theme

of the Autumn residential was Christian Character and Formation.

The summer school was a hybrid event, face to face in smaller groups for the first part and then online with the Leading Your Church into Growth team led by Canon Robin Gamble. Several of our tutors also led keynotes in the residentials throughout the year.

During the year we have been working on a new curriculum for the residentials, what we are now calling the Theology and Practice of Ministry. It is a spiral curriculum, in that candidates will be introduced to key subjects such as preaching, pastoral care, pioneering and working with all ages at an introductory level and then they can build on their knowledge each year. (In the past, candidates would only study one subject a year). Candidates with particular training needs (for example, those who arrive with good experience already or are training for a specific ministry and need a more intense training in that field) are given a particular pathway to follow. However, most people

are following their year cohort (Carfan) named after key Welsh historical religious figures – Esgob William Morgan, Griffith Jones (Llanddowror) and Mary Jones. We

believe that this will help everyone gain a wide variety of important foundational skills as well as enable specialists and candidates later in their training to receive

more challenging and expert training for the complex pastoral, pioneering and leadership skills they will need.

		<30	30-39	40-49	50-59	60-69	Total
Stipendiary							
	Female	3	3	6	4	2	18
	Male	0	2	1	3	2	8
Non-stipendiary ordained							
	Female	0	0	1	4	3	8
	Male	1	2	0	4	5	12
LLMs							
	Female	1	0	1	4	4	10
	Male	0	1	0	1	0	2

BTh in Theology for Discipleship, Ministry and Mission

In this academic year, 86 people achieved qualifications through St Padarn's. 8 received their BTh degrees (5 firsts and 3 2:1s.), 43 received Postgrad diplomas and 35 a certificate (though a good number will continue with their studies).

The numbers on the course from 2020-21 were 222, 31 level 6 students, 96 level 5 students and 95 level 4 students. The numbers entering their degree bearing level 6, phase means that in the years to come the numbers receiving BThs will increase significantly, producing a

considerable number of theologically trained laity being inspired and equipped for their ministries.

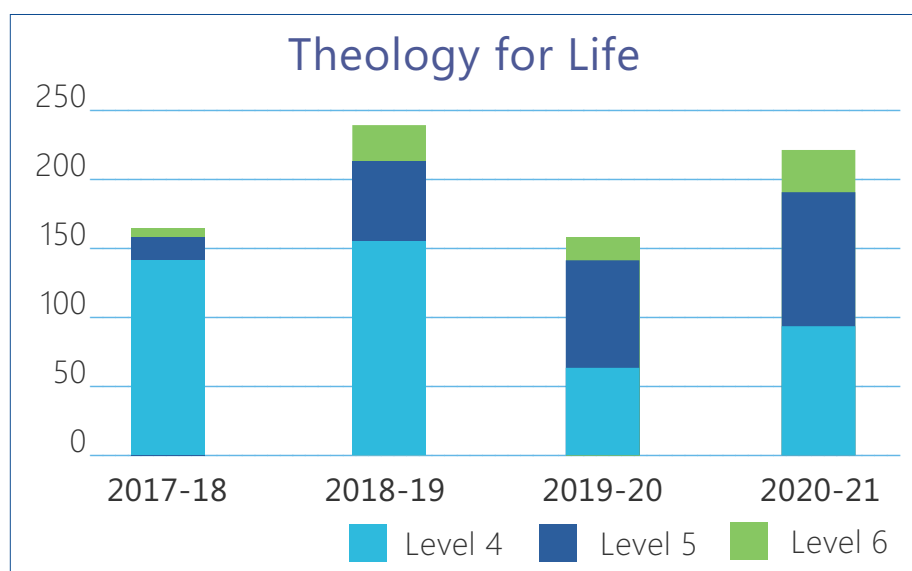
The BTh is explicitly a course in theology for discipleship and this is reflected in the topics learners write about for their assignments. Students are writing theological reflections on Tik Tok, study group materials on human sexuality or capitalism, they are using various theological reflection methods to analyse difficult ministry area meetings or pastoral situations or the political topics of the day. They are studying how to give an account

of their faith – for example why there is suffering in the world and relating the models of leadership they experience to the models they see in the Bible and in their own lives.

One learner in an evaluation expressed it in this way – the modules which had helped them the most was the mission and doctrine modules because 'the doctrine gave me the why and the mission bit gave me the how.' Another commented that "Christian Mission definitely helped me gain a better understanding of the role of the church and my role in supporting the church".

During the year we have also been developing new modules, including one level 6 module on Engaging theology, Church, and identity in post-devolution Wales. In this way we are producing lay and ordained theologians for the Church in Wales who as Barth would have approved, look at the world with the Bible in one hand and a newspaper in the other.

The past year has seen us develop further study skills sessions to enhance our students learning experience. This includes recorded and in person sessions covering everything from





basic IT skills, and how to read and take notes, to using evidence correctly, and constructing arguments.

Some of our candidate and student community have complex and diverse learning differences that are not always easily recognisable. To ensure that each student is treated as an individual, a learning support team was set-up to address the support required for each student/candidate who identifies as someone with learning differences. During the year individual staff members were identified to work in this specialist team to meet the needs of our students.

Newly Licensed Ministers

The ongoing support and development for all our Newly Licensed Ministers is a significant factor in providing Wales with the calibre of ministers who will play a significant role in transforming our communities under God. The Newly Licensed Minister programme is for all those who are licensed to the Church in Wales, not just the ordained. This is particularly important in the period covered by this annual report as we experienced a lower than usual number of ordinations, combined with a Bangor Diocesan initiative to license key diocesan lay workers to acknowledge their significant contribution to the life of the diocese.

The Newly Licensed programme has grown and developed over the past five 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 across Wales, and the *transitional phase* which begins at the end of the core phase, lasts for two years, but is for those who will hold stipendiary posts.

Over 2020-21, those ordained and/or licensed in 2021 began their training in July by attending Transforming Conversations, a course run by 3D Coaching, which they attended with their training supervisor. Those ordained/licensed in 2020 attended the second of the 3D Coaching sessions. This was followed by training in Children, Young People and Families ministry (including schools ministry), and a weekend

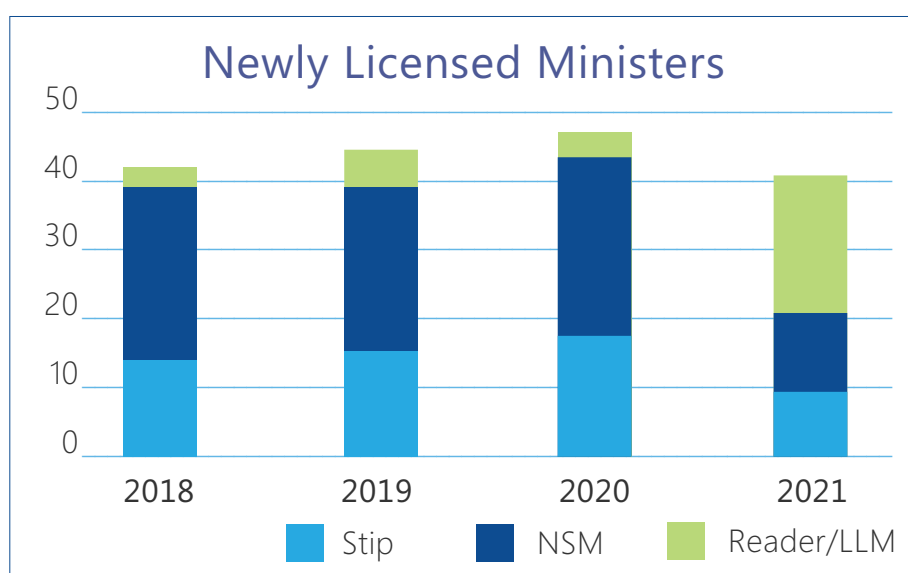
on Becoming a Priest in God's Church (for those ordained) and then Transforming Church Conflict in the autumn. Those licensed in 2019 attended a weekend residential on Mission, Evangelism and New Christian Communities. The final course in the core phase is the residential on Developing as a Leader in a Church in Wales context. Those licensed in 2019 attended this in the early summer of 2020.

The programme is constantly developing as we listen to our bishops, senior staff, those attending our courses and all stakeholders, for example, in 2021 it became clear that our stipendiary ministers were finding immense benefit from our Transforming Church Conflict course that runs for four full days at the Bangor Management Centre each autumn. Some Non-Stipendiary and Licensed Lay Ministers were finding it

difficult to find the time necessary for this, so they now attend a two day Zoom version of the course. However, even in that, if we have an NLM or SM who feel they would benefit from the full course, or their bishop is advising that the full course would be helpful for their future ministry, then we ensure that provision is available.

The *transitional phase* that makes up years 3 and 4 of the Newly Licensed Minister programme is only compulsory for Stipendiary Priests. All other NLMs may attend, but only with specific permission from their Bishop, although we would expect those who are likely to hold positions of overall or significant leadership to be asked to attend. This phase consists of three more training courses, over a two-year period and is focused on Intentional Leadership. These additional courses are designed to make the transition to

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the post of first responsibility as smooth as possible. It is likely that the transitional phase will begin as curates are about to move and continue through their initial time in their new context. These courses look 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. The courses also offer time and space for new incumbents to share experiences and for good practice to be propagated throughout the cohort. An organisation called Lead Academy, who have substantial experience in leadership, church growth and mission, help us deliver these courses and offer a programme of consultation and development for the new local team

if new incumbents want to take them up on this offer. We continue to work with our stipendiary ministers beyond this and seek to keep the Lead Academy consultancy offer to work with these new incumbents/mission/ministry area leaders and their new team after this period (4+ years after ordination), but that comes under the remit of our Continuing Ministerial Development programme.

Continuing Ministerial Development

All licensed ministers, lay and ordained, are encouraged to maintain a culture and practice of life-long learning, beyond the Formation for Licensed Ministry and Newly Licensed Minister programmes. 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 holds responsibility for provincial training, or training that is common across all dioceses. An example of this might be running a pre-retirement course for those who would value help and advice in planning for that.
- Dioceses offer additional CMD days to their clergy, usually a minimum of four, which best reflect their individual contexts, needs and visions.

Over the past year, Covid 19 has continued to present significant and complex challenges for churches and ministers. In response, St Padarn's CMD has sought not only to hone and adapt the training and resources it has provided, but continued to offer targeted help to support churches with their own online ministries.

DIGITAL AND ONLINE SUPPORT

Our continuing online webinars have sought to provide practical help and advice, but also featured inspirational and creative guest speakers offering great ideas for churches to adopt and adapt to their individual context. These webinars also included ministers from within the Church in Wales sharing their own experiences, expertise and best practice.

All webinars were recorded and continue to be available to view via the St Padarn's website.

MINISTERIAL DEVELOPMENT REVIEW (MDR)

A single Ministerial Development Review (MDR) scheme common to all licensed clerics, and used by all six dioceses, has been a key objective for the Church in Wales for some considerable time. St Padarn's was tasked with overseeing and implementing that, and, with the help of a specially formed provincial Steering Group, a scheme was created, piloted, and honed, and formally adopted by the Bench of Bishops in October 2020.

The MDR scheme was designed to offer both affirmation and support to licensed clergy, as well as challenging them to reflect on their ministerial practice and contribution to the wider church. At the heart of the scheme is an annual conversation with a reviewer specifically chosen by the diocese where the cleric is able to discuss and reflect upon their ministry, discuss and training which might be required, and to set goals and objectives for the coming year. There are core questions based on ordination promises asked of every cleric, and a

section to allow dioceses to ask additional questions specific to their own contexts, visions, and strategies.

St Padarn's prepared a suite of training resources to support dioceses and clergy with implementing and using the scheme, including training for reviewees and potential reviewers via a series of recorded videos made in partnership with 3D Coaching. While the scheme was introduced at live events, bite-sized videos which clergy could access at the right time for them (e.g. when their review is approaching) was identified as the best way to provide support. These resources continue to be available for new reviewers via the St Padarn's website. It is hoped that by the end of 2021 all dioceses will have begun utilising the new scheme, and across the province a total of 161 MDRs had already been conducted in the first two quarters of 2021 (1st January-30th June). St Padarn's, working with a provincial steering group, will continue to monitor the scheme, reporting annually to the bench of Bishops.

SPIRITUAL DIRECTION

The provincial spiritual direction course began in July 2020 and ran for 12 months, concluding in July 2021. The course was facilitated by Dr Julia Mourant, Tutor in Spiritual Formation and Biblical Studies at Sarum College, and Ellen Farmer, co-director at the House of Prayer in East Molesey, and a tutor on the London-based Ignatian Spirituality Course. They were assisted throughout by the Rev'd Jane Butler and Jenny Barrow, both of whom are both based in the Church in Wales.

Much of the teaching and practice on the





course had to take place online due to Welsh Government Covid 19 guidelines, but it was possible to hold the final residential in-person at St Padarn's, albeit whilst having to adhere to the significant restrictions still in place at that time.

It is hoped that those who complete the course will offer themselves to dioceses to further enhance the existing pool of spiritual directors across the province. The feedback from the course was incredibly positive, and we would hope this work of continuing to raise up and support spiritual directors continues.

LAY LICENSED MINISTRY

St Padarn's has organised and hosted two online events per diocese during the year, the first in Autumn 2020, and the other in Spring 2021. The Autumn events featured Ruth Haldane, Project Manager for Transforming Ministry, who offered teaching and discussion exploring and affirming the variety of lay ministries now being exercised. They also served to sign post the comprehensive training and development resources now freely available via Transforming Ministry, and each featured an inspiring video message from Bishop Cherry. The Spring events were led by Bishop Cherry and entitled 'The Heart of our Calling'. At these, through teaching and discussion, she encouraged participants to reflect on their journey of faith and pathway into ministry to date.

The annual conference for LLMs is due to be held in Wrexham at the end of September. Entitled 'Part of the Body' it will feature Bishop Cherry, Dr Sandra Millar (Life Events), Carrie Myers (Co-

ordinator for Lay Ministry for the Church of England), Prof Jeremy Duff (Principal, St Padarn's), and a variety of practical and reflective workshops.

MARRIAGE REGISTRATION

Following the introduction of the Civil Partnerships, Marriages, and Deaths (Registration etc) Act 2019, St Padarn's was tasked with organising and hosting a series of events to familiarise clerics with changes to procedures for recording marriages which took effect from 4th May 2021, as well as changes to the definition of 'relevant nationals' because of Brexit which took effect from 1st July 2021. Two online training events with Q&As took place in April leading up to the changes from 4th May, with another in June leading up to the changes from 1st July. All clergy in the Church in Wales were invited to these training events which featured input and discussion from members of the General Register Office, as well as Matthew Chinery, Head of Legal Services in the Church in Wales.

LEADERSHIP DEVELOPMENT

In collaboration with diocesan Directors of Ministry, a suite of training courses was developed and made available to dioceses through May, June, and July. The aim of these courses was to offer enhanced training for clerics in core leadership skills. The courses were facilitated by a variety of providers including CPAS and Bridgebuilders and focused on Time Management, Reflective Practice, Leading through Change and Conflict, and Working Collaboratively.

Autumn 2021 will see the launch of the first of two pilot projects. These pilots are designed to support, equip, and enable ministry/mission teams to work more effectively and collaboratively to further mission in their own ministerial contexts. Lead Academy who already contribute to our NLM programme have been asked to offer each of the teams the benefit of their experience and expertise throughout a two-year period, with a personal mentor offering each team regular and targeted support. In addition to that, there will be four two-day residencies when all six teams will come together to share, pray, and receive further training and support.

LIFE EVENTS

St Padarn's was originally requested by the Church in Wales' Evangelism, Pioneer, and Church Growth Group to bring the Life Events project into the Church in Wales - research and resources to enrich the Church's ministry of baptisms, weddings, and funerals as significant missional opportunities.

To date over 120 pages of online resources and ideas have been prepared, and additional work has been completed on two suites of videos. All of the online help and resources, including both suites of videos, are available to access via the St Padarn's website, while all printed materials are now available Church Print Hub (CPH). We look forward to the launch of these materials in the Autumn 2021, and churches across Wales being supported to make the most of the opportunity which baptisms, weddings and funerals give us to reveal Christ's love in our words and actions.



New Tutorial Staff



DR SIÔN ALED OWEN

I was originally John Aled Owen, but have been known by the Welsh form 'Siôn' since university days. I am married to Sian, who is a teaching assistant and a Welsh for Adults tutor, having learned Welsh as a second language herself. I am the Tutor in Welsh Theology, and organise 'Te Bach' Welsh practice sessions and encourage staff and candidates in learning and using Welsh. For fun I like walking and anything to do with animals, especially cats.

One of my passions is poetry. I won the National Eisteddfod Crown for poetry way back in 1981, and now write and

publish in both Welsh and English, with the occasional smattering of Latin!

At St Padarn's I will be working to establish a firm foundation for teaching and exploring Welsh Theology, which includes seeking to answer the question 'What is Welsh Theology?' or, more accurately, 'What are Welsh Theologies?' I am also very committed to increasing the creative use of Welsh in St Padarn's and in the Church in Wales, which includes inspiring candidates from all parts of Wales to experiment with bilingual (or multilingual) worship and outreach.

I am from Edinburgh and attended St George's School for Girls before going to New College, University of Edinburgh, to study for an MA in Divinity. I subsequently undertook a Research Masters and a PhD in New Testament. My parents, sister, and maternal grandparents all still live in Edinburgh.

I joined St Padarn's as a bible specialist, teaching candidates and students at undergraduate and postgraduate level. This includes a masters level module on John's gospel (in part drawing on my doctoral research) and a new New Testament Greek class, which is going extremely well.

To get me away from my books, I have

recently taken up rowing. I also really enjoy going out for a fancy meal and good bottle of wine.



DR ELIZABETH CORSAR

I am passionate about Gospel studies – both canonical and non-canonical. I love going to conferences and sharing and hearing new ideas. I am currently organising a conference and edited volume with my best friend and former colleague Dr Julia Lindenlaub on the reception of John's Gospel in the first five centuries.

During my time at St Padarn's I hope to equip our candidates and students to be independent and lifelong readers and interpreters of the Bible. I also hope to raise the research profile of the Institute through my own research and by ensuring that our research symposium is a regular event.

I grew up on the streets of South London and have now fallen in love with Wales. I helped run a small entrepreneurial business before ordination. I have been in ministry for 25 years. I span Church traditions and I have a background in Parish Ministry, Church Planting, Fresh Expressions and Pioneering. I am a Church Growth Coach in the Gregory Centre. Founder of God Stories Today YouTube Channel. I am married to The Revd Dr Donna Lazenby, Vice Principal of Trinity College Bristol. As I write this, my wife is pregnant with twins, due to be born in June 2022. Gulp!

At St Padarn's I have two roles: One is Convenor of the Pioneer Community

where I will work with the exceptional network of pioneering ministers from across Wales, (see page 13) and my other role is Tutor in Contextual Learning, ensuring our candidates for ordination and/or licensing have the best possible placement experience in our local churches and ministry/mission areas.

For fun I like to play with digital film making, interviewing people for their God Stories, linked to this, Evangelism through the use of storytelling and unfortunately a propensity for eating far too much chocolate

I am passionate about telling people, all people, that God is real and wants to be involved in their lives and to that end, my hope for my time at St Padarn's is that

through the power of the Holy Spirit and working with fab colleagues – we will see Revival across our Church.



REVD CHRIS THOMSON

Discipleship Resources

2021 saw St Padarns approached several times to help explore afresh how we can better help Dioceses with Lay Discipleship. This is an interesting and important area and in which we will make significant developments in future years in terms of book and video resources and short courses focused on helping people live as followers of Jesus - equipping all God's people (Ephesians 4).

Early exploration of this area included the Living & Learning series for Small Groups (some of the titles are still available on our website). But in 2021 we added Jesus Shaped Life an exciting initiative from the Anglican Communion's Group for Intentional Discipleship. It has been produced bilingually in English and Welsh and has had a very positive response. It is a book containing a series of studies suitable for those who long for a 'Jesus Shaped Life'. It is divided into twelve sections and is suitable for Bible study or small groups, though it could also be easily adapted for Sunday services. It is also suitable for online

use. Our involvement in the Intentional Discipleship Group meant that we were able to help in this course's development and ensure that Welsh was one of the languages of the Communion in which it has been translated. Copies of this book have been distributed to Directors of Ministry.

In late 2021 we published the first of the "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 key Readers from across Wales to facilitate this book.

In the next twelve months we will add, Worship Leaders & Pastoral Visitors to the Ministry series and will see a more intentional consultation with Ministry Bishop and Directors of Ministry to explore what is needed in terms of Discipleship for every existing member and every soon to be member.



Library Resources

During this year we continued to support students working at a distance by adding more content to our online library; a further 100 individual eBook titles were added to our collection. We also adopted new ways to support students, such as recording off-the-cuff short 'how to' videos made specifically for individual students in response to requests for help, and other planned 'how to' videos that we placed in St Padarn's Moodle to help wider groups of students. The latter videos were accompanied by help sheets on the same topics to meet the needs of differing learning styles and were also created in accessible styles.

Though Covid restrictions were in place over this period we looked for opportunities to begin to reintroduce our 'normal' library services. As soon as we were able, we reinstated our postal loan service for post graduate students and those in the final stages of their undergraduate degree (Level 6), sending

books out by post and receiving returns through the post. Then as the restrictions lessened over the summer, we introduced Grab & Go and Drop & Go systems, with dedicated boxes in the entrance area, so that students who were nearby could order

library books for collection or arrange to return books while minimizing their contact time with others. We also managed to continue to buy essential books to go into the physical library and we purchased an additional 120 titles (about 135 books).



Learning Support

Learning Support is the area of St Padarn's which support learners with disabilities. The term disability in education covers a range of additional needs which might affect someone's learning – these could be physical disabilities such as hearing loss or mobility issues, mental health disabilities which includes anyone with a long-term mental health condition and specific learning differences such as dyslexia.

St Padarn's has a responsibility to ensure "that disability does not provide a barrier to full participation in learning and teaching, facilities, and services for existing and prospective learners"¹

Learners are encouraged to declare additional needs at the start of their studies but can also do this at any point afterwards. This is not something that learners always find very easy, they either do not want to cause a fuss or are worried that it may have an adverse effect on their future ministry opportunities. Staff have worked hard to create an environment where learners feel comfortable to discuss additional needs.

Once a learner has let the Learning Support staff know about their additional need, Learning Support staff look to see what reasonable adjustments can be made and put in place a support plan. A huge

amount of resource is available in the form of the Disabled Student Allowance for those learners on accredited programmes, and Learning Support staff will be assist learners in making applications. The difference which good learning support can make to learners with additional needs can be life changing.

Additional needs are many and varied. This year St Padarn's have been working with a Welsh based learning needs support company, Beacon Support Ltd, in order to develop an enhanced level of Learning Support across St Padarn's. This has included training for all staff.

Safeguarding

Safeguarding is everyone's responsibility. At the heart of safe church is the embedding of safeguarding at every level of the church's activity and in every corner. Within St Padarn's we have a slogan 'if it isn't safe it isn't church' – if a community is not safe for the young or vulnerable then, whatever it may wish to say about itself, it is not the body of Christ; it cannot claim to be Church.

For the first part of this academic year, St Padarn's continued to serve the Church in Wales by providing safeguarding training, before the major investment in Safeguarding which saw a new Director of Safeguarding appointed and a consolidation of all of the Church's safeguarding activity under his leadership.

As has been highlighted elsewhere in this report, this was a period in which Covid-19 greatly changed patterns for the delivery of training. At the end of the previous academic year we had released a fully-online safeguarding awareness course for the Church. This was not 'safeguarding training' for people working with young people or vulnerable adults, but an accessible online course for everyone. Raising awareness across our church. Average satisfaction feedback was 4.4/5, with feedback highlighting the benefits of an video: "The course was well structured, and the videos were well made and easy to follow. It was helpful to have an online course, which you

could take your time over, rather than sitting in a zoom or physical session where you have no choice but to go through in one sitting. It allowed for thinking and processing time, which I personally find very helpful."

The main course for 'ministers' (lay, ordained, and all those with roles with young people or vulnerable adults) continued to operate on Zoom. Clearly something is lost without the face-to-face interaction. However, the lack of travel has been a benefit for many, it has allowed the training to be broken up into two shorter sessions which educationally is preferable to one mammoth one, and it has allowed people across the whole church to learn together with a good range of available dates, rather than geography constraining who can attend what. By the end of 2020, about 90 ministers were completing the course a month, which is level needed, given the considerable number who require this training, and the need for periodic refreshers. 86% of feedback was positive or very positive, illustrative would be: "I enjoyed the clear presentation, the breakout groups and the slides and video clips. I can't really highlight one particular area because the combination of different learning method worked to make it an enjoyable experience.

A key challenge is the various levels of previous experience of participants. The Church in Wales' policy is that all who hold particular roles need to complete the relevant training, even if they have engaged



with significant levels of safeguarding training from other areas of their lives (e.g. in a current or previous job). This 'no exceptions' approach is the best way to ensure all are trained, and understand the Church in Wales' systems, but it does create some challenges for tutors and for some participants. Further work will need to be done to ensure that periodic refreshers for ministers are genuinely refreshers, taking them further and updating them, rather than a replay of earlier training.

While by the end of the year St Padarn's was no longer responsible for the delivery of safeguarding training, the institution remains passionate that safeguarding must be part of the culture and context for all of the training and education which St Padarn's takes forward. It is not a 'bolt-on' or about 'compliance', it is about the God we serve and the communities we build. The partnership with Anthony Griffiths, the Director of Safeguarding, and his team is strong, as we work together to work for the safe church of the future.

National Networks



St Padarn's has the privilege of supporting three exciting and important national networks that are overseen by three of our Bishops:

- The Pioneer Network under the oversight of (now) Bishop John, (in 20-21) Bishop Andy
- Children, Young People & Families under the oversight of Bishop June
- The Welsh Language Development under the oversight of Archbishop Andrew

Staff at St Padarn's work closely with these Bishops to enable the development of these key areas:

THE PIONEER NETWORK

The Pioneer Community – linking together and encouraging lay and ordained across the Church in Wales who seek to be pioneering in ministry – has been developing rapidly over recent years, supported by the Church's Pioneer Steering Group and the work of Helen Shepperd, part-time tutor in St Padarn's. Helen's departure in October 2020 gave an opportunity to rethink this work, resulting in the creation of new full-time post combining the work of Convenor of the Pioneer Community with the Tutor in Contextual Theology, who is responsible for the placements undertaken by those training for ministry, to ensure that pioneering is embedded from the very beginning of a candidate's ministry and training.

The Revd Chris Thomson took up this role in June 2021, coming to us from

developing pioneer ministry in Truro and Exeter dioceses, and the Gregory Centre in Church Multiplication. Chris commented shortly after his appointment:

"It is my experience that The Church in Wales is rich with people from all traditions, backgrounds and ages who have pioneering hearts, and a calling to evangelise with innovation and imagination so as to reach people today, where they are, with the life-giving Gospel of Jesus. For instance, whilst recently conducting a review of contextual placements for all the candidates for ministry in The Church in Wales, nearly all of them had pioneering ideas they were eager to launch! In my role I am called to support, champion and resource the innovation, imagination and pioneering that the Holy Spirit is already fanning into flame, and to include everyone within it.

Watch this space for the development of this work in the Autumn of 2021 and into 2022. It is a privilege for St Padarn's to help catalyse and support pioneering in ministry across the Church in Wales".

CHILDREN, YOUNG PEOPLE AND FAMILY WORKERS NETWORK

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

- Working with and networking key people across Wales including Volunteer and Diocesan Children, Young People and Family Officers

and ensuring the Church in Wales is properly represented on all Anglican Communion and National Society groups.

- Providing gatherings and retreats for Diocesan Children, Youth and Family Officers to share good practice, hear about staffing developments in other dioceses, be briefed on Wales-wide developments and of course be recharged with input from gifted communicators.
- Working with schools, children, young people and family workers to provide training events to help equip and empower those working in this area.
- Resourcing the Dioceses by pointing them in the direction of high-quality events that can be run across Wales, recent examples have included Carols at the Cathedrals and Y Parti Mawr.
- Providing high level teaching events with speakers from around the world talking about their research into work with Children, Young People and Families. Our most recent speaker was Dr David Csinos from Atlantic School of Theology, Canada. David (using Zoom technology) talked to over 100 people about his latest book "Young Theologians." Login information on our key speakers is available on the St Padarn's website and tuning in is free to all Children, Young People and Family Workers across Wales.



WELSH-MEDIUM MISSION NETWORK

In January 2020 we appointed a part time Welsh Mission Advocate Rachel Settattree in order to support and resource Welsh medium ministry and mission for the Church in Wales. Supported by members of a working group at St Padarn's consisting of other members of Welsh speaking staff particularly Angharad Gaylard, the Welsh Resource and Communications Coordinator, her projects have been:

- Working with Cyngor Ysgolion Sul on the development of a bi-lingual book of reflections to be released in 2022-3.
- The creation of a web page for resources using the Welsh Language which can be found on the St Padarn's website.
- Sharing of good practice, specifically mission activities taking place in Welsh through a regular newsletter.
- Networking with other groups and agencies producing Welsh medium resources in Welsh.

- Working with Welsh Language officers in each diocese to share ideas and learn of resource needs.

The working group has been collaborating on a joint project with Revd Dr Ainsley Griffiths from the National Office, and Professor Wyn James (Cardiff University) in creating a series of online sessions called 'Gofal ein Gwinllan' that discusses the contribution that the Church in Wales has made the Welsh Language, history and culture of Wales. The sessions so far have been a great success with between 30 and 40 people attending each session. These sessions are ongoing and all seminars held so far are on the Church in Wales' YouTube channel. We are also exploring publishing a book, and two prominent Welsh scholars, Professor Densil Morgan and Dr Cynfael Lake have volunteered to edit. This work will be an important contribution in raising the profile of the contribution of Anglicanism to Welsh culture and ensure that this important influence is not lost, but will empower and resource our future mission. The style of the book (as indeed the seminars) is to inform ordinary non

academic people who want to be better informed about our heritage.

Every area of Wales has a significant number of Welsh speakers, from 10% upwards and overall there are just under 30% who can speak Welsh. It is therefore important that we also resource and encourage candidates training for ministry to learn the language. During the pandemic, Rachel worked with Angharad and other members of the working group to resource a weekly 'Tê Bach' where candidates were introduced to speakers about cultural issues as well as language learning. Candidates, full and part time have continued to follow the Say Something in Welsh online course. During the year an appointment was made for a tutor to specifically develop contextual Welsh Theology, and Dr Siôn Aled Owen, moving forward will continue to monitor the effectiveness of our Welsh language learning provision for candidates as well as develop a new module which will start in 2022 called Engaging theology, Church and identity in post-devolution Wales.

Postgraduate

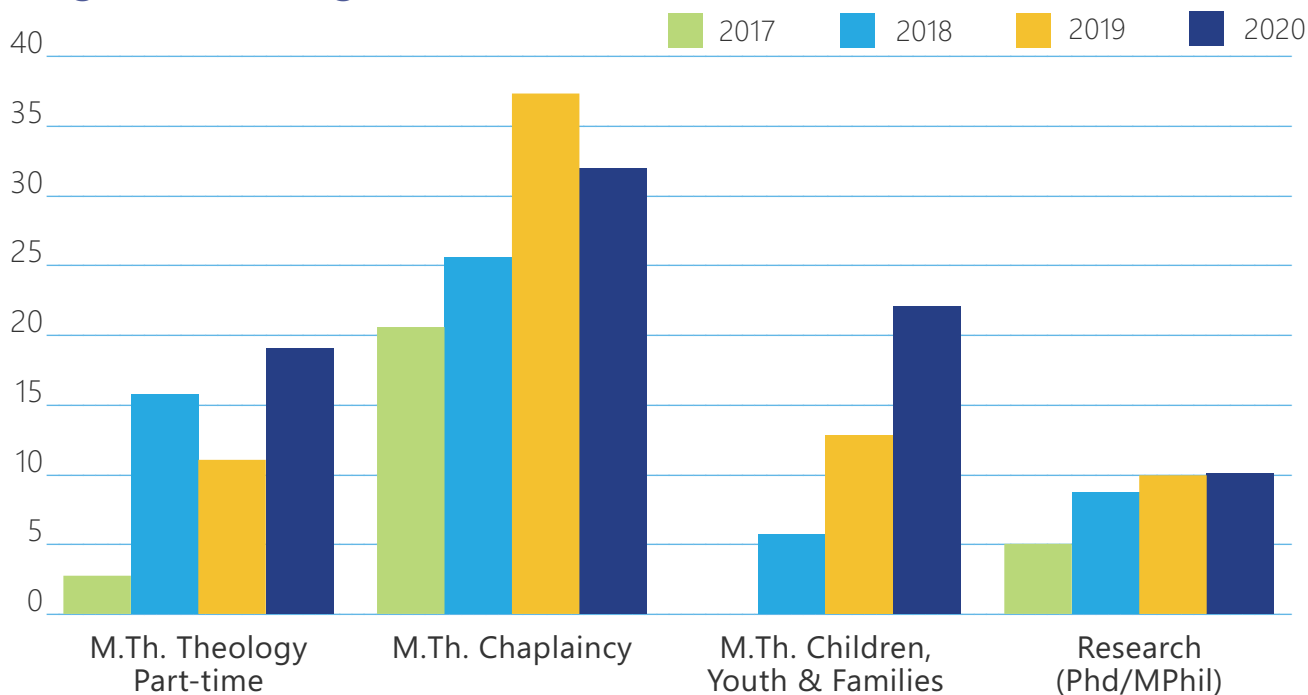


Our postgraduate programmes have continued to grow and develop and have a UK reputation for delivering exceptional postgraduate qualifications in Theology, Chaplaincy and Children, Young People & Families. In 2021 we decided to move the accreditation of our postgraduate programmes from Cardiff to Durham to come under the Common Awards programme. There were many reasons for the move, but amongst them was Durham University's clear commitment to Christian theology. In 2021 they were ranked in the top five universities in the world for theology, so we felt a good partnership could be developed with a university with that level of commitment to theological study.

MTH AND MA THEOLOGY

We welcomed our final intake on the Cardiff University MTh (Theology) in September 2020. Delivered alongside

Postgraduate Programmes



South Wales Baptist College, this course has educated and inspired many students down the years. Ten students begun the course in 2020 and nine students were continuing from the previous year. Due to the pandemic, the final group of students were taught on Zoom, but feedback showed this mode of delivery was received very well.

This academic year also saw us marketing and preparing for our exciting new MA (Theology, Ministry, and Mission), validated by Durham University. The course gives our students a grounding in practical theology and biblical studies, before allowing them to tailor study to suit interests or background – whether practical theology, doctrine, Old Testament, New Testament, spirituality, mission, or church history. As such, it offers students an approach that is rooted in their situation, locality, or in Welsh culture and ministry. Bursaries are available to support members of the Church in Wales using these MAs as part of their lifelong learning.

Taking place on three residentials (two in-person and one online), the new programme has been designed with the busy life of ordained ministers and lay people in mind. The programme aims to be relevant both to the Church

today and contemporary society and to establish postgraduates as professionals with a serious and credible approach to their ministry, work, and career.

By the end of summer 2021, we were delighted to be welcoming eight new students on this new MA course. The first residential met in the Village Hotel in Cardiff to learn, debate, and socialise. There was much excitement amongst the group and the tutors as we looked forward to our first year on this innovative new course.

MA FOR CHILDREN, YOUNG PEOPLE & FAMILY SPECIALISTS

This MA specialism was launched in 2018 and has quickly developed into one of the most exciting postgraduate

qualifications for those working with children, young people and families across the UK. 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. Sally comes with decades of experience in this area, his first PhD is in Youth Work and her second is on Shame. The course has a UK wide reach yet enriches the Church in Wales. Indeed, many of our students are from the Church in Wales or other Welsh denominations.





The delivery method for this specialism concentrates all teaching into three intensive blocks (Monday to Wednesday). It has been designed specifically to meet the needs of those working with families, young people and children. In the standard programme, students will study three modules a year for two years, followed by a year of dissertation writing.

This St Padarn's course has quickly established itself as the largest provider of Postgraduate Teaching for Children, Young People & Family workers across the UK. It is a delight to contribute to the Church across the UK in this crucial area, and to ensure that the best resources and training is available for the Church in Wales.

The 2020-21 academic year necessitated all sorts of creative responses to the pandemic. We managed a face to face teaching session with this group in the autumn of 2020 when there was a general relaxing of the rules, but the rest of the academic year was conducted online. Certainly, due to the nature of this Masters, face to face is always preferable, but our lecturers delivered exceptional online content and student feedback was positive – although this group is highly relational and stressed throughout the year that whenever possible they would prefer to be face to face.

We were also concerned about how we would recruit the next cohort in the middle of a pandemic, but as the 2020-21 academic year drew to a close, our prayers were clearly heard, and we had a good range of applicants ready to start this Masters in September 2021.

Chaplaincy

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Chaplains complement parish ministry. They share God's love in deed and word across many diverse settings, including hospitals, schools, and the armed forces. Being at the forefront of Christian mission, chaplains both benefit from and have much to teach their parish counterparts. They exercise mission day in, day out, and

are constantly addressing their mostly secular contexts. As specialists in their fields, they may visit church members in prison, handle critical incidents, or build bridges with those wary of entering a church building. Chaplains have been particularly valued in helping people find hope during the long months of Covid lockdowns.

MA/MTH CHAPLAINCY STUDIES

St Padarn's MA in Chaplaincy Studies Programme supports in-service chaplains in their practice and ministry. It has been designed in association with relevant professional bodies to meet the needs of those working in professional contexts. Students seeking to study the full MA, complete three modules a year for two years, followed by ten months of dissertation writing.

We have successfully transferred our validation to Durham University and will be admitting students from September 2021. This has enabled us to review our programme and redesign our marketing. Though our Cardiff MTh is closed to new admissions, we will continue teaching students on that programme until they complete their studies.

Thanks to the dedication of our staff and 21 years' experience of running this course, we have successfully supported our chaplaincy students throughout the uncertainties of Covid-19 and in doing so delivered the expertise to deliver online as well as face-to-face.

This year there were 28 chaplains trained at St Padarn's of which 16 were military chaplains.



BEGINNING CHAPLAINCY (HEALTH)

Beginning Chaplaincy (Health) is a five-day induction course for chaplains engaged in health or social care and



held twice yearly. It has been designed around the experience and needs of recently appointed chaplains. Beginning Chaplaincy complements in-house induction programmes and local management.

The course supports chaplains in being safe and effective practitioners, able to make a distinctive contribution. Beginning Chaplaincy is built upon the UK Board of Healthcare Chaplaincy's Competencies and Capabilities Framework.

LOOKING AHEAD

We are focusing our postgraduate research work to ensure that St Padarn's both retains and enhances its international reputation as the 'go to' place for training chaplains. We have reconfigured our Associate Tutor roles to move away from module tutors

to emphasize chaplaincy specialisms (e.g. military, health, prison, education). This will support a more integrated, less siloed vision for the MA, and provide the expertise needed to serve more chaplaincy contexts. We plan not simply to respond to changes within chaplaincy but also equip leaders able to exercise leadership within those contexts.

In the coming months, we are planning to appoint specialist Associate Tutors to develop our work in prison and education chaplaincy. We are preparing to pilot new products, including online provision for those undertaking part-time chaplaincy in smaller organisations. While improving access to expert chaplaincy, we are looking to further develop opportunities for postgraduate research into chaplaincy.

Research

St Padarn's staff seek to contribute to the development of theological thinking and mission and ministerial practice in the Church through their research, writing and speaking, and in giving expert advice (such as in the use of data and statistics in shaping mission). The institution also hosts colloquia and research seminars

to support ongoing thinking and collaboration. An important aspect of this is supervising doctoral research (PhDs) raising up the next generation of theologians and stimulating useful research. The following list of doctoral projects being supervised in 2020-21 gives a taste of this work.

Looking to the future, our focus should be on being a catalyst and meeting point for the theological thinking and research going on in different places across the Church in Wales, adding value by connecting this to wider thinking and encouraging and fostering research and scholarship aside from postgraduate degrees.

■ Identity in 1 Peter	■ The Song of Songs
■ Death & bereavement – Does religious education help or hinder the grieving process?	■ Trinitarian Theology and Ecclesiology
■ Interpreting the Bible for a Welsh Context	■ Workplace Chaplaincy
■ Poverty and the Gospel	■ Younger Vocations
■ Intergenerational Worship	■ Developing Care Pathways as a chaplain
■ A Trinitarian Pattern of Ministry for the Church (in Wales)	■ The role of play in coping with stress in parochial ministry
■ In what ways does the legacy and praxis of Industrial Mission/ Workplace chaplaincy transform missiology and ecclesiology?	■ Transforming Ministry in the Church in Wales: A critical assessment of the Implementation of Ministry Areas
■ A biblical and doctrinally coherent theology of dating	■ Chaplains in the Far East during the Second World War – A Study in Spiritual Resilience.
■ Exploring long-term church ministry with young people who would identify as 'vulnerable children' by EU indicators.	■ Serving two masters: a critical evaluation of the leadership styles adopted by British Army chaplains and their relationship to ecclesiastical and military models of leadership.

Director of Operations Report

INTRODUCTION

There are a wide range of staff roles within the Operations team at St Padarn's, from Programme Coordinators, Registry staff to maintenance and catering staff, but they are all working to a common purpose. Each member of staff is conscious that learners need to be at the heart of what St Padarn's does, and the importance of giving value to the Church in Wales. They work hard to make sure people are treated well. This includes putting in place support for learners with additional needs, ensuring that learners are treated with dignity and respect, especially when they are facing challenges, or ensuring learners have tasty and nutritious meals within a careful budget. Each member of staff strives for excellence to create an environment where learners can achieve their potential and grow in discipleship and ministry. They also work to make sure St Padarn's is compliant with its various statutory and regulatory obligations as well as meeting quality and governance standards.

It is vital that St Padarn's meets the evolving needs of the Church in Wales. To assist with this, last year St Padarn's developed a new validating partnership with Durham University for its postgraduate programmes.

Durham University is one of the top universities in the United Kingdom with an excellent reputation for Theology, and in particular Biblical Studies. The new partnership means we have a greater responsibility for the quality and administration of our postgraduate programmes, but also a greater flexibility to enable St Padarn's to develop delivery and content. Initially the move has meant a great deal of work has had to be done on quality assurance, governance, and administration processes to accommodate the responsibilities of the new partnership, but the benefits are already being felt. For example, the MA in Theology, Ministry and Mission is more relevant as CPD for clergy.

Covid continued to play a huge part in operations during the 2020-2021 academic year. In some ways 2020 was straightforward; although there had been a very steep learning curve in putting all teaching on-line back in February 2020, apart from one residential off-site everything continued to be delivered electronically for the rest of the year. While the whole of St Padarn's worked extremely to maintain high standards of quality, there is no doubt that some training is more effective in person. This is particularly so when formation in community is an integral part of delivery. In June

2021, with the backing of the Bishops, St Padarn's started the slow journey back to 'normality'. To say it has been a challenge is an understatement – ensuring that the everchanging regulations were understood, putting into place rigorous safety measures, and taking into account the anxieties as well as the safety of staff and learners has taken much time and energy. By the end of the academic year there had been a number of successful in person residencies, and Cardiff based staff were all back in the building several days a week.

Over the year St Padarn's has made several developments to the site in Cardiff to support the environment. It was awarded "Bee Friendly" status by the Welsh Government for the work it has done in planting flowers that will attract bees, particularly an incredibly attractive wildflower meadow. Hedgehogs rehomed in the grounds by a local animal welfare charity have been breeding very successfully.

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Staffing

	Full time	Part time	Total	FTE
2020	22	16	38	27
2021	24	8	36	27

In the first half of 2021 there was a reorganisation of the tutorial team to ensure that key specialist areas are covered. This included Biblical Studies, Pioneer Ministry and Tutor in Welsh Theology to assist with the development of Welsh language teaching and of Welsh Theology. Alongside the Principal, there were 11 full-time tutorial staff, and 4 part-time tutorial staff (13 FTE).

A Librarian and a Learning Technology Assistant worked alongside the tutorial team (1.5 FTE). Associate tutors are also brought in on different programmes to add specialist teaching where necessary. The overall size of the tutorial team has remained constant over recent years, but the level of expertise in the key areas for St Padarn's has notably strengthened.

There were 11 full-time and 4 part-time (1.6 FTE) people employed in programme support and the running of the site. At the end of the 2021-2021 there were also 4 part-time vacant catering and housekeeping positions (2.5 FTE), having not needed those roles while in lockdown. It is a priority to recruit to these roles for the next academic year.

The Higher Education Funding Council for Wales (HEFCW)

An important part of the work of the Operations team is to ensure that there are excellent quality assurance measures in place, and to deal with the various external bodies involved in regulating higher education. St Padarn's is an "Alternative Provider" of Higher Education. These are institutions who deliver higher education but are not themselves awarding bodies, these programmes are validated by other universities. Alternative Providers may not be universities but they are still heavily regulated to ensure they deliver an equivalent standard of education. There are a small number of these institutions and up until fairly recently, Alternative Providers struggled to get their voice heard when

policy decisions affecting education were made by the Welsh Government. Along with the other Alternative Providers St Padarn's has been working hard to change this. The Higher Education Funding Council for Wales (HEFCW) outworks much of the implementation and monitoring of decisions and policy affecting higher education, with the overarching aim of ensuring the student experience is good. Over the last year there have been some very positive advancements in the relationship with HEFCW, who have come to understand the unique contribution to education that Alternative Providers bring. The support received from them has been valuable over this year, and they are now advocating on

behalf of Alternative Providers, particularly in some of the big changes that will be happening to tertiary education in Wales over the next few years. HEFCW recognise students want to learn with St Padarn's, and therefore they want to support St Padarn's to give those students the best possible experience of education. St Padarn's has contributed to the consultation on the Welsh Government's Tertiary Education Bill. St Padarn's also has a statutory Prevent Duty, and are assessed each year to ensure that Duty is being meant. Once again this year St Padarn's came through that assessment with flying colours.

Into 2021-2022

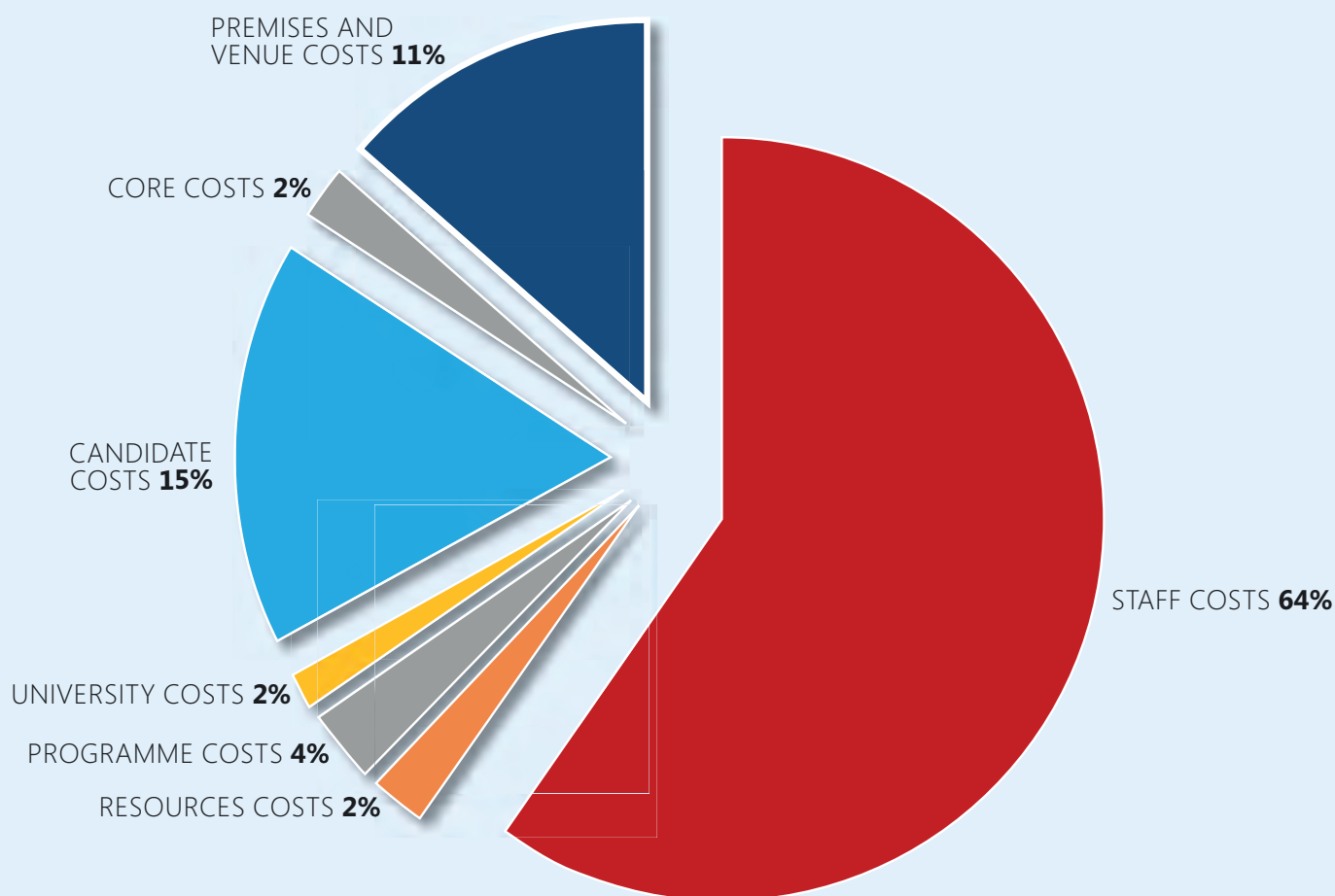
We dare to hope that gradually during 2021-22 the COVID-19 pandemic and restrictions will lessen, and we emerge into a 'third normal'. Certainly not the 'old normal'. But we also need to recognise that the pandemic and its restrictions have lasted so long that a way of working under the restrictions has grown up and become embedded in its own way. It will be a year of emerging into new working and teaching patterns bringing together the best of the past, and what we have learnt the last two years, into a new future.

This is not just about the impact of Covid on St Padarn's. The Church is changing, as it faces new challenges and sees new opportunities. 2021-22 will bring a new Archbishop, and at least one new bishop, and the fruits of ongoing strategic discussions within the Church. We can see some areas for continued development for St Padarn's – pioneering in ministry, supporting interns and ministry experience opportunities through a recognised 'apprentice framework', supporting

the Church's drive to carbon-zero, increasing the investment in leadership development, finally launching Life Events, and evaluating how we can best support lay discipleship. However, alongside St Padarn's watchwords of courage, hope and prayer, responsiveness will be key in 2021-22. As new sense of direction emerge from the Church, St Padarn's will need to refine its strategic direction to ensure it keeps in step, and maximises the value it gives to the Church in Wales.



Income & Expenditure



Overall Expenditure = **£2,038,149**

Overall Income = **£186,822**

Notes:

Expenditure 15% lower than the previous academic year, due largely to the vast majority of activities happening on-line rather than face to face. Staffing was also reduced slightly as there was no need for catering, and reduced need for housekeeping. Safeguarding training moved to the National Office part way through the year, which also reduced expenditure.

Covid also affected income, as postgraduate learners usually pay for accommodation during their teaching residentials. However, the increase in learners on the course, and corresponding increase in course fees, means the decrease was only 4%.

Staff Costs	Includes all staff costs (Principal, Tutorial staff, Administration, Catering, House Keeping and Maintenance).
Core Costs	Includes publicity, Welsh translation and office costs.
Premises & Venue Cost	Includes maintenance and upkeep of the St Padarn's Cardiff as well as costs for hiring facilities outside of Cardiff for Safeguarding, Newly Licensed Minister Training and Continuing Ministerial Development Events. These costs are down on last year as all teaching for the last term had to be undertaken on-line due to COVID-19.
Resource Costs	Includes physical and on-line resources
University and Programme costs	Includes validation costs, and external specialist teaching costs
Income	This is made up primarily from course fees for postgrad study. Income from fees increased by 11%.