



ATHROFA PADARN SANT
ST PADARN'S INSTITUTE



ANNUAL REPORT

SEPTEMBER 2018 - AUGUST 2019



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Foreword by the Acting Chair



May I commend to you the Annual Report of the St Padarn's Institute for the academic year 2018/19.

The information contained here gives you an overview of the activity of the Institute, serving as it does the life of the Church in Wales. The creation

of a Provincial training instrument which would serve dioceses, varied in their demands and stakeholder expectations, was a bold initiative and one of which the Church in Wales should be rightly proud. Theological education, formation and training has become an ever more daunting enterprise as the mission and ministry of the Church finds itself responding to entirely new challenges with finite resources. Proclaiming the gospel afresh in this generation requires a larger role for pioneering ministry, chaplaincies and work with children, young people and families, reaching many who find church to be an alien concept. Those wishing to exercise ministry of any kind, lay or

ordained, must be ready to adapt to a less monochrome and traditional approach, to move away from the memory of a duty of churchgoing, and to be ready to innovate whilst sustaining the fidelity of faith of existing congregations. Three years into that venture it is heartening to see and celebrate how much has been achieved, and to acknowledge what opportunities still lie ahead.

– **Bishop of Llandaff**

Introduction by the Principal



Welcome to the first annual report of the St Padarn's Institute in this new format.

St Padarn's was launched in 2016 as a bold new initiative of the Church in Wales, to be "an integral part of the Church in Wales with a vision of outstanding mission-orientated formation and training for the whole people of God." The first two years were times of significant change, as the old structures for theological

education and training in the Church in Wales were moved across into St Padarn's, and the financial, management and oversight structures were constructed. The Representative Body and the Bench of Bishops share the oversight of St Padarn's, but we recognized that a broader annual report, presented at the Governing Body, would allow the whole Church to understand and own the Institute. Thus, I am pleased to present this report on the academic year 2018-19, which in many ways was the first year of 'steady operation' for St Padarn's. From now on a report will be produced each year.

I believe that this report gives an insight into the breadth of contribution which St Padarn's makes to the life of the Church. 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. We are very conscious of the investment the Church is putting into St Padarn's, and believe this long-term vision is a sign of the health and hope in the Church.

Much was achieved in 2018-19. I hope that this report will inform you, encourage you, and help generate the interaction which helps St Padarn's stay fully in-step with the Church it serves

Revd Prof. Jeremy Duff, Principal

Governance and Oversight

Three interlocking bodies oversee the St Padarn's Institute, to hold it to account, to sharpen and focus its work, and to ensure it is fully in-step with the needs of the Church.

The Bench of Bishops gives the strategic direction. The Principal meets with the Bench three or four times a year, and individually with each bishop twice a year. Two bishops sit on the St Padarn's Council, one as its Chair.

The Representative Body has responsibility for the operation of St Padarn's. St Padarn's 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. The Provincial Secretary scrutinises the finances and operations of St Padarn's monthly. Two members of the Representative Body sits on the St Padarn's Council.

The St Padarn's Council brings together bishops, members of the Representative Body and the Director of Ministry from each diocese. It meets four times a year to provide more detailed oversight of St Padarn's, focused on the formational, training and ministerial development

outcomes and activity, ensuring that the differing diocesan needs and experiences are understood and valued. During 2018-19, the members of the Council were: Rt Revd June Osborne (Acting Chair), Mrs Paulette Brown, Canon Tim Hewitt, Revd Canon Dr Rhiannon Johnson, Revd Canon Richard Lowndes, Venerable Ambrose Mason, Revd Dominic McClean and Revd Pam Powell. Regularly in attendance are the Provincial Secretary, the Head of Finance, an elected Student Representative, and the St Padarn's Principal and Director of Operations.

Formation for Licensed Ministry

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From September 2018 to August 2019 there were 80 candidates preparing for the full range of ministries – ordained (stipendiary, NSM and NSML) and lay (reader, pioneer, evangelist, youth and children, pastor). This included:

- 25 full-time candidates
- 55 part-time candidates

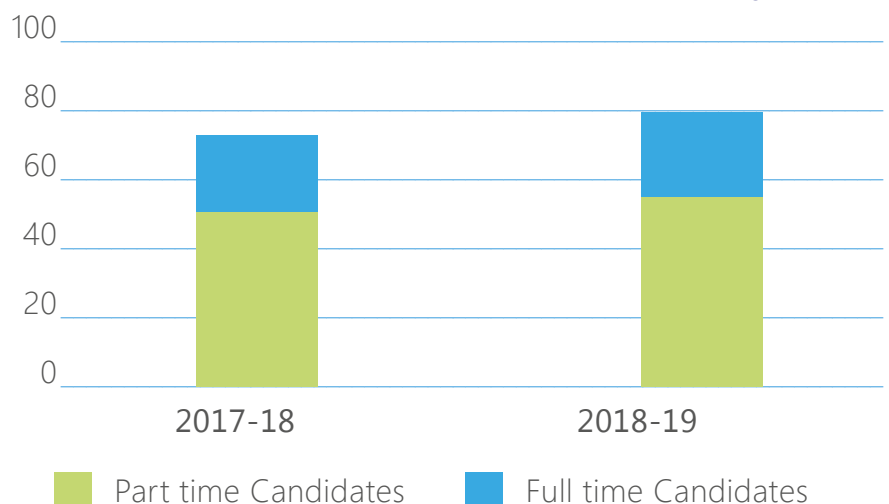
This academic year we focused more intentionally on developing the 'formation' aspect for our candidates, and placed an increased emphasis on this at our Summer School and three annual residentials. Summer School 2019 also focused on leading your church into growth (LYCIG). Residentials and Summer School were evaluated positively by the candidates as valuable opportunities for part- and full-time candidates to learn, pray and worship together.

Integrated formation is at the core of St Padarn's approach. All candidates, full and part time, are in formational

cells, where they reflect together on the integration of all their training experiences (academic, pastoral, liturgical, missional etc.). Integration was also seen in the many aspects of learning that happens across the ministries, as individuals prepare to train for their specific ministry, because all entering ministry need to develop skills in collaboration and mutual respect from the start. Most candidates training for stipendiary

ministry study on the full-time integrated contextual programme in which candidates attend St Padarn's Cardiff Wednesday to Friday, and do a long-term placement two days a week, either in the Cardiff area or in their home area, which can be anywhere in Wales. During the Wednesday to Friday programme, candidates met for teaching, worship, meals, Welsh practice, learning a biblical language and

Formation for Licensed Ministry



formational cells. All engage in stretching theological learning, but this is tailored to different starting points and levels – from an undergraduate certificate in theology through to a PhD.

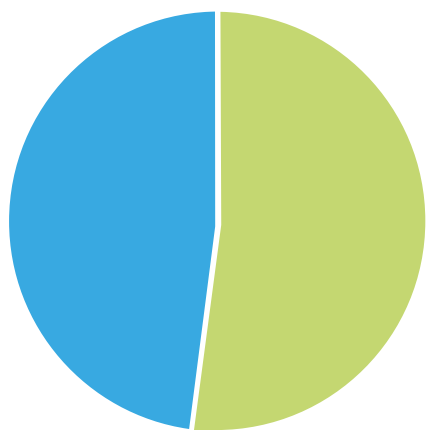
The full-time programme also included a fortnightly 'Leading

Healthy Churches' slot, a termly visiting speaker, and regular community / worship events. In June 2019, our full-time candidates engaged in a Mission and Evangelism Week in central Swansea, organising prayer stations outside of St Mary's Church, working with children in local primary schools,

leading a Boys' Brigade event in the Parish of St Thomas, and making themselves available for prayer and conversation throughout the city.

The charts below show the gender breakdown between full and part time candidates in the 2018-19 academic year.

FULL TIME CANDIDATES



Male Female

PART TIME CANDIDATES



Male Female

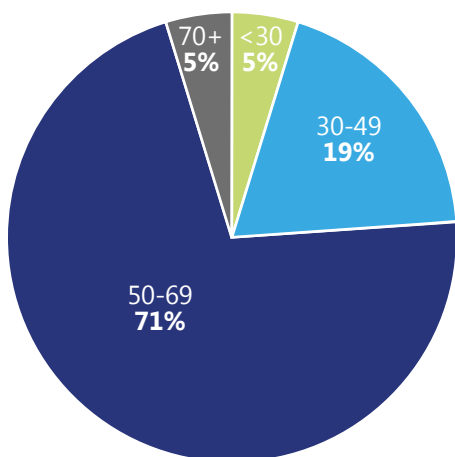
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This shows that there were no significant difference between the numbers of male and female candidates entering full time training, but that the majority of those entering part time training are female.

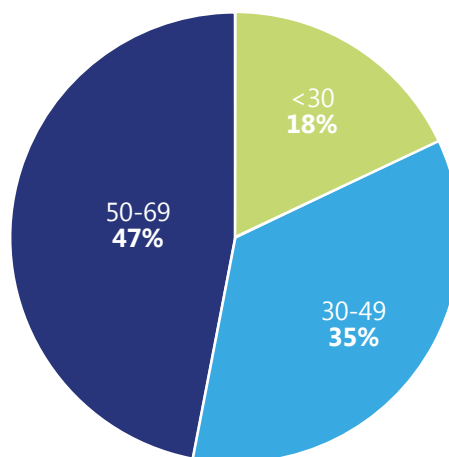
There is a clear correlation between age and form of training - all candidates under 30 were full time; all but two candidates over 50 were part time. It may also not be surprising that candidates over 50 tend to be

part-time. The pie charts below show relationship between the gender and age of candidates in 2018-19 - male candidates tend to be younger when entering training.

FEMALE CANDIDATES



MALE CANDIDATES



BTH IN THEOLOGY FOR DISCIPLESHIP, MINISTRY AND MISSION (THEOLOGY FOR LIFE)

Most candidates training for ministry undertake the BTh in Theology for Discipleship, Ministry and Mission. In 2019 we undertook an extensive review of the curriculum consulting with St Padarn's Council, bishops, archdeacons, current students and a small group of clergy from all over Wales, to ensure the curriculum was up to date and focused on the Church's needs, and provided clear (and challenging) progression through the degree from introductions, through detailed work, to integrating different areas of theology.

Some of the new modules created as a result of the review, to sit alongside existing modules in biblical interpretation, practical theology, doctrine and mission are: Exploring Welsh Christianity in Context: Past, Present and Future, Engaging Apologetics and Science, Engaging Christian Leadership and the Bible and Engaging Theology

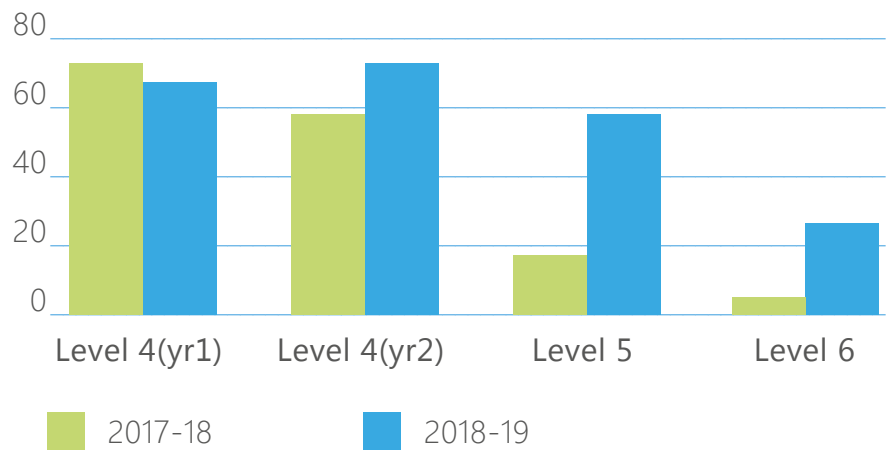
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and Contemporary Culture. Other changes include a new induction module, and the delivery pattern for level 6 to bring together the full-time and part-time learners.

For full time candidates studying at Level 4, 5 and 6 teaching takes place in St Padarn's Cardiff as part of the Wednesday to Friday programme. However, the largest percentage of our students study part time, meet in groups across Wales, and are not preparing for licensed ministry but deepening their own discipleship. In total

across the different streams there were 244 students studying for the BTh from September 2018 to July 2019. In the coming year, learning a biblical language and learning Welsh will be open to the part-time community (through a 'Greek in a week residential' and the use of the virtual Say Something in Welsh course). We will also increase our use of virtual resources more generally, to enhance the student experience particularly for those not based in Cardiff.

Theology for Life



Newly Licensed Ministers

The continued support and development of all licensed ministers (lay or ordained) in their initial years is of real importance, to ensure that Newly Licensed Ministers (NLMs) establish good patterns, continue to grow, and establish a pattern of lifelong learning. This is a shared endeavour – training supervisor, dioceses and St Padarn's all making a distinctive contribution. This academic year 52 people were licensed, of which 41 were ordained.

St Padarn's role is to provide a series of high quality residential, bringing together all the newly licensed ministers from across the Church. These provide a space for the NLMs to step back from the day to day, continue to meet with others from across the Church, and engage with a wide range of speakers focused on their specific needs. In the autumn

of 2018, the training programme was completely redeveloped to deliver a high-quality programme that aims to support all our ministers as they develop into effective representatives of God's Church in the 21st Century.

Over 2018-19, those licensed in 2017 completed training in Mission and Evangelism and a course on Developing as a Leader. In that same period, those licensed in 2018 did training in Children, Young People and Families ministry (including schools ministry), a weekend on Becoming a Priest in God's Church (for deacons about to become priests) and Transforming Church Conflict. Those ordained in 2019 attended Transforming Conversations a course run by 3d coaching, with their training supervisor. In total there were 7 residential, in 5 venues throughout Wales, involving just over 110 newly licensed ministers.

The NLM core phase of training is two years long and undertaken by all those licensed within the Church in Wales. As we look forward to 2020, this core phase will be followed by 'transitional programmes' as NLMs transition into their long-term ministries. For example, the development of an intentional leadership phase for those who are stipendiary priests and those for whom their bishops feel that although they are not stipendiary, they will be deployed to positions of high or overall responsibility.

As part of the NLM programme we also prepared supervisors for receiving Newly Licensed Ministers (covering relationships, reporting and dealing with difficulties) and we met for 24 hours with all our Directors of Ministry and Diocesan NLM officers to assess the impact of the programme.

Continuing Ministerial Development

The Church in Wales is committed to the continuing development of all of its ministers. Aside from the focused Formation for Licensed Ministry, and Newly Licensed Ministers, programmes, all those working within a Church in Wales framework are encouraged to embrace a culture of life-long learning. St Padarn's works closely with the six dioceses to provide an overall ministerial development programme, which consists of two strands:

St Padarn's is responsible 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 value help and advice in planning for retirement, or

the new focus on 'Life Events' (baptism, weddings and funerals) – it would be inefficient and confusing for each diocese to do this work alone.

Dioceses focus on 'CMD days' (generally four a year) which best reflect the particular context, needs and vision of that diocese, and draw together the family of ministers in that diocese. They also invest in particular initiatives in keeping with each diocese's strategy.

The beginning of the 2018-2019 academic year saw the production of reports from the 'Listening Days' which took place earlier in 2018. They provided a basis for work in this area – establishing what the honest views, strains and joys of clergy and lay licensed ministers were. It was also a

period for clarifying what was the best use of limited provincial resources in this area. There was also a pause in activity as the key staff member in this area left and a new one was recruited.

LIFE EVENTS

St Padarn's was asked by the Provincial Evangelism, Pioneer and Church Growth Group to bring across into Wales the fruits of the Church of England's Life Events project. This has been a significant venture over several years in England of undertaking concrete research (rather than informed speculation) as to how the community outside of the Church interacts with weddings, baptism and funerals. Why do people turn to the Church for

these? What do they value? What in the interaction with the Church are they very positive about? What are the own goals and missed opportunities? In what language should the church communicate about weddings, baptisms and funerals, which is true to our theology, but also intelligible to those outside the Church and connects with their own hopes and fears? The term 'Life Events' itself expresses this – previously in the Church these were known as 'occasional offices' but that phrase means nothing to most people.

The Life Events project aims to enable the church to be consistent in how it deals with requests for weddings, baptisms and funerals, encouraging good pastoral and professional practice. It is about supporting clergy and parishes as they take forward what in one sense are long-standing 'bread and butter' aspects of parish ministry, but which if done well can be of transformation impact on individuals and communities. Alongside the research, a tangible output is an extensive catalogue of quality resources for local churches, as well as websites offering additional help, support and ideas.

Bringing the benefits of all of this into the Church in Wales is a significant undertaking. 2018-2019 saw the exploration and agreement of the project, the beginning of the work of contextualising and updating for Wales, and translating the materials, and the planning of the 'rolling out' of information and training in 2020.

MINISTERIAL DEVELOPMENT REVIEW (MDR)

Alongside Life Events, the second main project in 2018-19 was the development of a pilot scheme for Ministerial Development Review for clergy. Three dioceses (Bangor, St Asaph and Llandaff) worked with St Padarn's to explore the best way

to devise an annual review scheme aimed at encouraging ministers to engage in continual reflection of their ministerial practice and context, and to set themselves manageable objectives and goals going forward. This needed to include an emphasis on physical and spiritual wellbeing, and a clear focus on the teamwork and collaboration which is at the heart of ministry in the 21st Century. The added complicating factor being that the different dioceses have different emphases – what is the right way of keeping a commonality among clergy across the Church in Wales, while supporting the different diocesan strategies and cultures?

The pilot scheme was established in the summer of 2019, and will be piloted in the three dioceses in Autumn 2019.

PRE-RETIREMENT

This year's Pre-Retirement course was held in Gregynog Hall in Powys. 33 people attended. There were a range of topics covered including Financial Planning, Clergy Pensions and Housing, Reflections of Retirement from one of our former bishops and Preparing for Retirement.

READER'S MINISTRY

Most years St Padarn's organises the Welsh Readers' Conference. We took a break from the conference in 2019 while our new Tutor for Ministerial Development consulted with each of the dioceses to ensure we were delivering what was required. The Readers' Conference will return in 2020. In line with that we have been developing a much closer working relationship with the Central Readers Council (CRC). The CRC is currently developing a long-term training strategy for Readers in England, and we are looking to see how we might

be part of that initiative and bring those benefits to Wales.

LOOKING AHEAD

Life Events and Ministerial Development Review: These will be a major focus in 2019-2020, as Life Events shifts from planning and preparation to training events and distribution of materials, and the pilot Ministerial Development Review scheme is evaluated and evolved into a scheme for all of the six dioceses.

Leadership: A key request from Dioceses is for investment in leadership development for clergy and key lay leaders. As Life Events and Ministerial Development review turn from planning into implementation, the planning and consultation focus will turn to leadership. What is the need here? What are the outcomes we are looking for in investment in leadership development? What models and potential partners are out there? What can we learn from how the Church has successfully, or less so, invested in leadership development in the past?

Palliative Care in Children:

St Padarn's has been working with a specialist team headed by Professor Richard Hain and a multi-disciplinary team drawn from Welsh Government, USW, UHW and Ty Hafan, to pilot a day looking at issues around paediatric oncology and other palliative conditions in children and young people. It is hoped to be able to offer this provincially in 2020.

Spiritual Direction: Through 2020 and 2021 St Padarn's will be offering a course in spiritual direction aimed at increasing the number of suitably trained directors able to offer support and accompaniment to ministers across the Province.

Discipleship

Discipleship is an ongoing process of both being disciples and discipling others. All our activities have discipleship at their heart, but below are three specific areas in which we have focused on the area of discipleship.

RESOURCES

LIVING AND LEARNING

Living and Learning was written to equip and empower the Christian community by the provision of a series of bi-lingual biblical resources to facilitate Christian living and ministry in a primarily Welsh context. By the autumn of 2019 two distinct strands had emerged:

- Theological Reflection (examples are The Lord's Prayer, A Church for the Future)
- Ministry Development (examples are Worship Leading, Pastor Visiting)

RESOURCES BEYOND 2018-2019

Moving forward we will add resources to focus on Small/Home Group material for local churches and also release the Jesus Shaped Life resource (developed by the Anglican Communion and being used in dozens of countries) that we will adapt and translate for the Welsh church. We will also re-release the small group discipleship resource Twelve - a collection of films for small groups looking at the experiences of faith of 12 individuals.

CHILDREN, YOUNG PEOPLE AND FAMILIES

St Padarn's Institute played an essential part in the development of children, young people and ministry development across the Province. It achieved this by working with

and networking key people across the province, including Diocesan Directors of Education, Diocesan Children/Youth/Family Officers, and of course the Bishop of Llandaff who has overall responsibility for this area of ministry. The annual pattern has been a business meeting to ensure we have representation on all necessary committees inside and outside Wales, a retreat (this year at Llangasty) and 24 hours together with an invited speaker (Yvonne Morris, Bishop's Children's Advisor for Oxford Diocese was this year's speaker).

In 2019 St Padarn's also released a children's ministry resource in Welsh, Newid Bywydau, to equip children's workers.

YOUTH SPECIALISTS GATHERING

During the summer of 2019 representatives from various Welsh organisations working with young people gathered at St Padarn's Cardiff. They had been invited for teaching and sharing good practice. The parachurch organisations in attendance included Church Army, Message Wales, Scripture Union and Youth for Christ - Urban Saints and TLG were also invited but needed to pull out at the last moment - denominational leaders included Salvation Army, Baptist Union, and each of the six Church in Wales Dioceses represented by Bishop's officers for children/youth. Diocesan Education Officers and School Chaplains also attended. And to ensure the discussions were properly earthed a selection of youth pastors from some of Wales larger churches were also present. The event included teaching, training and sharing together.

LOOKING AHEAD

St Padarn's will continue to provide

accredited training but will also build on the success of the youth Specialist's gathering and begin to provide training days and residential for children, young people and family workers across the province as well as further resources to help equip and empower.

PIONEER WORK

St Padarn's offers a Pioneer training strand that delivers specialist training for those going forward as Ordained Pioneer Ministers and Lay Licensed Pioneers. This training covers the core skills needed for this particular type of ministry, from listening to communities through to developing new forms of church. The Pioneer strand includes input from Pioneer practitioners and thinkers both from within Wales and the wider UK and is a space for development of theological reflection and innovative thinking and practice.

As well as training Pioneer specialists, at St Padarn's we are passionate about offering training in Pioneering to all our students. This training is delivered through two mission modules that are part of the core curriculum, for all trainees. These modules are aimed at equipping everyone going forwards for ministry in the Church in Wales, to understand Pioneer Ministry and how to develop a Mixed Economy of church in their Ministry Areas.

As well as training, St Padarn's has a key role in supporting Pioneers throughout their ministry. Through organising Pioneer Ministry conferences, we offer opportunities for networking, sharing stories and ongoing development for Pioneers. Most of all, these provide Pioneers with a chance to be with others

who think in a similar way and who may be exploring similar issues. There is a growing community of Pioneers within the Church in Wales, so supporting and resourcing this network is key, and developing the area of work. As well as supporting the Pioneers themselves, we organise opportunities for members of Diocesan teams to gather to learn about and discuss Pioneer Ministry, and to think about how to support this form of ministry. Through conferences and events, St Padarn's plays a key role in raising awareness of Pioneer Ministry and in the development of a Pioneering culture within the Church in Wales.

In October 2018 the Bench of Bishops commissioned St Padarn's to undertake a consultation around Pioneer Ministry in the Church in Wales, to build a clearer picture of what is happening and to identify the next steps needed to support this growing area. This consultation was undertaken through a Pioneer survey, the Llais 2019 Pioneer conference and questionnaires completed with key Diocesan stakeholders. The results of this consultation were then drawn together into a paper to be presented to the Bench of Bishops in October 2019.

PIONEER SURVEY

Our Pioneer survey had 33 respondents, most of whom identified new and emerging areas of Pioneering work that they are involved in. Of these, 18 listed established projects they are already running/overseeing. The survey enabled us to gain a picture of the impact of this work, showing that over 1900 people are being regularly engaged through these Pioneer initiatives, with 911 attending Fresh Expressions of Church or groups actively exploring Christian discipleship.

LLAIS CONFERENCE 2019

We identified 57 people involved in or supporting Pioneer Ministry across the Church in Wales to invite to the Llais conference held in April 2019 (of whom 47 attended). The two days were an opportunity for Pioneers to spend time together, share stories, discuss topics relevant to their ministry, and to be encouraged. We welcomed Jonny Baker, Director of Mission Education at CMS as our Pioneer in Residence and were really inspired by having him with us. We also used the time to consult with the Pioneers about what they felt was needed to grow

Pioneering within the Church in Wales. The first day of Llais was held at Techniquet, the interactive science museum in Cardiff Bay, which gave a creative feel to the event.

DIOCESAN CONSULTATION

Following Llais, we used a questionnaire to consult representatives from each Diocese on how Pioneering was emerging in their Diocese and what they felt would help them to resource this area of ministry. We had input from Directors of Ministry and Directors of Vocations from across the province, as well as others, and this input was hugely helpful. A paper drawing all of this consultative work has now been drawn together. This paper sets out the findings from our consultation the result of which is a picture of what is happening already in terms of Pioneer Ministry and offers some proposals of what would help us to grow and develop this area of work across the Province. If this gains the support of the Bench of Bishops, our next steps will be to work to implement these recommendations.

Postgraduate & Research

CHAPLAINCY

MTH CHAPLAINCY STUDIES

Our relationship with Chaplaincy has grown and developed over many years. In 2018 St Padarn's again successfully bid and were awarded the contract for training Army Chaplains providing the platform for further development in our training of Army and RAF chaplains as well as alongside this NHS, Sport and Prison Chaplains.

The MTh Chaplaincy Studies Programme is a unique development that supports in-service chaplains in their practice and ministry. The programme expands thinking and broadens awareness of both the theoretical and practical aspects of chaplaincy work. The delivery method for these courses concentrates all teaching into four intensive blocks (Monday to Wednesday) a year for

two years. It has been designed specifically to meet the needs of those working within professional contexts. In the standard programme, students will study three modules a year for two years, followed by eight months of dissertation writing.

This year there were 26 chaplains trained at St Padarn's of which 19 were military chaplains.

BEGINNING CHAPLAINCY

Our Beginning Chaplaincy programme has been running for 15 years. It is aimed at Healthcare Chaplains who are newly appointed or are beginning in their first Chaplaincy role. The course is held twice a year and 15 attended in February 2019, with a number already registered for the upcoming 2020 course.

LOOKING AHEAD

The 2018–19 academic year saw an increased level of interaction for St Padarn's with the wider chaplaincy world. A number of external organisations sought our involvement and leadership in the development and training of their chaplains. Since none of these groups were looking for the Masters' level training that forms the core of our output, plans have been formulated to develop suitable undergraduate programmes that would meet these needs and those of similar groups in the future. One of those development plans will expand and enhance the 'Beginning Chaplaincy' programme that has been running for many years. This five-day residential programme provides space and time for formal and informal interaction amongst participants and tutors, with individual and group reflection. It also provides learning support which is responsive to participants' individual needs and aspirations. The expansion will provide new modules to bring practical experience within the remit of the qualification alongside further consideration of the theological distinctives of chaplaincy.

MTH THEOLOGY

The MTh in Theology at St Padarn's is a Cardiff University postgraduate degree delivered alongside South Wales Baptist College. The weekly course alternates between St Padarn's Cardiff and the South Wales Baptist College. It has been designed with the busy life of those working in mind, both lay people and ordained ministers.

The course is a balance of academic study and practical application and offers students a choice of Specialisms (Biblical Studies, Christian Doctrine, or Practical Theology). The programme is academically challenging and multi-disciplinary and is geared to themes relevant both to the Church today and contemporary society. Its aim is to establish postgraduates as professionals with a serious and credible approach to their ministry, work, and career.

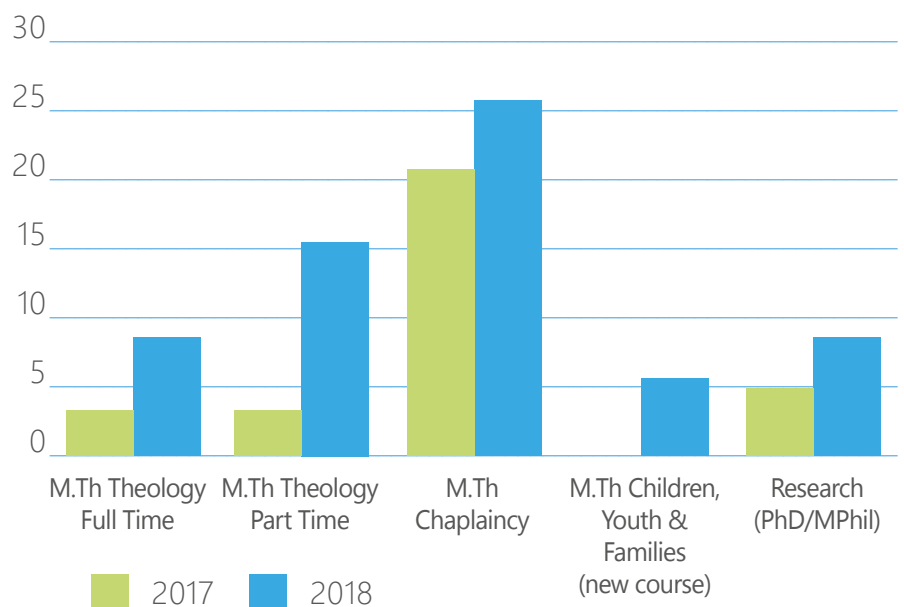
In March 2019, the Revd Canon Dr Trystan Owain Hughes was appointed as the MTh Lead at St Padarn's, a half-time appointment.

MTH THEOLOGY (CHILDREN, YOUNG PEOPLE & FAMILIES SPECIALISM)

This MTh 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. Speakers have included Lucy Moore (Messy Church), Yvonne Morris (Oxford Diocesan Children's Advisor), Rachel Turner (Parenting for Faith), Gary Smith (Message Trust) and Chloe Richards (Alpha Wales). The course has a UK wide reach, nevertheless, 60% of those who attended were from Church in Wales dioceses.

The delivery method for this specialism concentrates all teaching into three intensive blocks (Monday to Wednesday) a year for two years. 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 Master's Degree is accredited by Cardiff University.

Postgraduate Study with St Padarn's



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 and DMin's) raising up the next generation of theologians and stimulating useful research. The following list of doctoral projects being supervised in 2018-19 gives a flavour of this work.

Identity in 1 Peter

- Implementing change from traditional parochial ministry to a shared team approach
- Death & bereavement – helping children cope
- Interpreting the Bible for a Welsh Context
- Poverty and the Gospel
- Intergenerational Worship

The Song of Songs

- The role of play in coping with stress in parochial ministry
- Trinitarian Theology and Ecclesiology
- Workplace Chaplaincy
- Younger Vocations
- Developing Care Pathways as a chaplain

Looking to the future, we need to focus on being more of 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.

Safeguarding Training

St. Padarn's is responsible for developing and delivering safeguarding training for the Church in Wales. A healthy Christian community is one which ensures and nurtures the wellbeing of all. Safeguarding needs to be embedded in all aspects of the life and ministry of the Church, and safeguarding training and development at St. Padarn's is delivered in this context.

The training accessed through St. Padarn's equips the Church to engage positively with the protection of children, young people and vulnerable adults in a practical and informed manner. The training is designed and delivered by experienced and skilled trainers, committed to ensuring the Church is safe and welcoming place for all, who understand the statutory requirements of safeguarding children and adults, and how these are carried out in the context of the Church in Wales.

St Padarn's assumed the Safeguarding Training remit for the whole of the province in January 2019. Between January and August 2019, St Padarn's ran 11 safeguarding training sessions across the Province, resulting in 233 clergy and lay people either receiving Safeguarding Training for the first time or updating their safeguarding knowledge. Since assuming responsibility, we have begun working on a long-term plan for a robust structure which will drive the system for enrolling people onto training and ensure that efficient delivery of 'safeguarding awareness' to all who need it across the Church in Wales.

This has involved working closely with colleagues in IT, the Provincial Safeguarding team and Legal team to discuss clear mandatory training for different roles. St. Padarn's appointed Julie Davies as tutor with responsibility for driving forward the development of Safeguarding Training across the Province as well

as Emma Leighton Jones who is the lead safeguarding trainer (part time) with responsibility for writing modules, and Dee Paffett as part time trainer.

Training has taken place across the province in response to the needs and requests of individual dioceses.

LOOKING AHEAD.

We are working to develop and launch an online 'Safeguarding Awareness' course. This will be a key step in efficient delivery of 'safeguarding awareness' to all who need it across the Church in Wales.

Other new training packages are also in design and will be developed in line with the learning outcomes from Dorian Davies and the Provincial Safeguarding team and the updated Church in Wales Safeguarding Policy.

Ministry Policy & Development

Part of St Padarn's brief is to facilitate and catalyse thinking in the Church in Wales regarding ministry policy and development. Its Council brings together the appropriate people - Directors of Ministry from each diocese, Bishops, together with financial and operational expertise - and can ensure joined up thinking. The St Padarn's staff also provide theological, training and ministerial development expertise, and stay abreast of developments in other Churches. Part of the Principal's role is to support the Bishop with the Ministry Portfolio.

Progress in the 2018-2019 academic year has been limited by the lack of a bishop holding the Ministry Portfolio. Nevertheless, the year saw positive developments and clarity

in the area of Youth, Children's and Families ministry, which is a complicated area bringing together not just congregation members and volunteers but also Diocesan Board of Finance employees and licensed ministers. Working alongside the Bishop with the portfolio for Young People, a clearer understanding of how these pieces fit together, together with the provincial network, and St Padarn's resourcing, will give a stronger platform for the future. Similarly work began, with the Bishop who holds the portfolio for Evangelism, to clarify the understandings within the Church in Wales regarding pioneer ministry, in a new Pioneer Ministry Framework.

On the broader ministry agenda, work started looking at 'workforce

planning' in the Church in Wales - what ministers, and what sort of ministers, are needed in the coming decades. This connects to questions about the age and demographic profile of ordinands, and how to bring about a better gender balance in the stipendiary ordinands under 30. Similarly work began on the processes for 'assessment at the end of curacy', the dates of ordinations, the need for further investment in and encouragement of Reader ministry, and the revision of the document 'Church Serving God's World' which outlines the different forms of ministry recognised within the Church in Wales. We would hope that considerable progress can be made on these issues in the coming year.



Director of Operations Report

2018-19 saw a significant increase in the work of St Padarn's, across all areas. In preparation for this, in the summer of 2018, a restructure of Support Services staff was undertaken to ensure people's skills were being put to best use and to streamline operations.

It is always St Padarn's aim to be working towards excellence, and to be giving a good experience to learners around the Province. Around 75% of learners on St Padarn's academic programmes will never set foot in the Cardiff building so it is important that they are able to access resources. In the Spring term an access management system, Open Athens, was introduced. This enables learners to access all St Padarn's on-line resources with a single sign-on wherever they are based. Alongside this the on-line resources available has been increased, and this will continue to be a priority. The New Testament section of the library was also reviewed, with new texts purchased as part of ongoing work to ensure resources are up to date

St Padarn's continued to work with Cardiff University and the University of Wales Trinity St David who validate the postgraduate and undergraduate degrees which St Padarn's delivers. At the beginning of 2019 UWTSU undertook an interim review of their partnership with St Padarn's. This was extremely positive, and St Padarn's was commended for its care for its students.

St Padarn's is committed to the Welsh language, and for this reason appointed a Welsh language coordinator in the Spring of 2019. The aim of this role is to facilitate

the development of Welsh in all aspects of St Padarn's work, with a wider remit to support Welsh language mission.

STAFFING

St Padarn's employs 36 staff in a variety of roles. As well as the Principal there are 17 (13.5 FTE) teaching staff, 11 support staff (9.5 FTE) and 8 staff (5.4 FTE). 25 staff members are based at the Cardiff site and 11 are based around the Province

Full-time	Part-time	Total	FTE
23	13	36	28

PROPERTY DEVELOPMENTS

The decision by the Representative Body and the Bench of Bishops to base the work of St Padarn's in Cardiff for the next ten years, has meant that it has now been possible to undertake essential maintenance work to the building. A forward maintenance plan was drawn up by the Representative Body Head of Property, Alex Glanville, and work started in the winter.

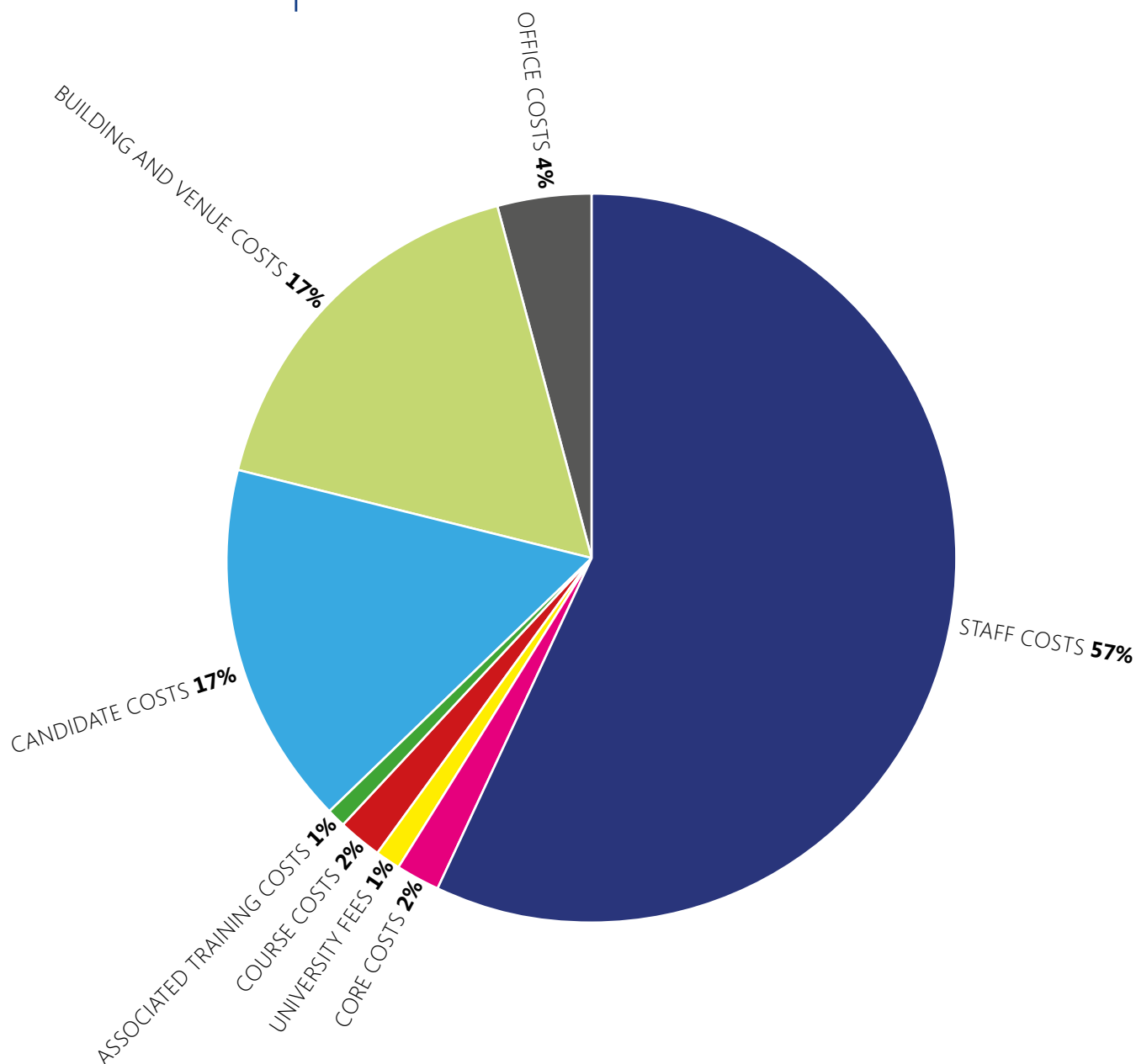
Other measures were taken to facilitate teaching and operations: the obsolete phone system was replaced; the IT infrastructure was overhauled so it will cope with the development of on-line delivery in order to increase accessibility; Wifi was installed in the chapel; interactive boards were purchased for the teaching rooms.

The increased work of St Padarn's means that the site is often very busy. As well as the regular Formation for Licensed Ministry programme there will be residentials for programmes such as the Newly Licensed Ministers and the MTh in Chaplaincy Studies.

The changing patterns of ministry mean that few people now move to Cardiff to train for ministry; usually they undertake their placement in their Diocese and come to Cardiff on Wednesday to Friday. As numbers training full-time have increased this means that for a minimum of half of every week in term time the 32 bedrooms are full.

Whilst St Padarn's main administrative base is in Cardiff, it is not a Cardiff institution. Many residentials are held around the Province. This is quite an expense, but an important use of resources. Approximately one third of St Padarn's staff are not based in Cardiff. Work has also started on identifying a base in the north where staff can work and hold meetings

Income & Expenditure



Overall Expenditure = **£2,318,270** Overall Income = **£177,271**

NOTES:

- Staff Costs** include all staff costs (Principal, Tutorial staff, Administration, Catering, House Keeping and Maintenance) and also fees for external lecturers
- Core Costs** includes publicity, learning technology, library resources
- Buildings & 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 Ministerial Development Events.
- Income** This is made up primarily from course fees for postgrad study

Into 2019-2020

Many of the sections above have given a sense of the direction of St Padarn's for 2019-2020. For St Padarn's as a whole, there are three clear emphases as we continue to seek to serve the Church.

First, the investment in safeguarding training. A start was made in 2018-2019, but very much 'on the old model' – training courses being arranged separately in different dioceses and locations to respond to expected need. 2019-2020 will see a far more robust data-driven approach emerging. Different roles which people carry out (Sunday School teacher, Vicar etc.) will be matched to different types of required training, and a database will ensure that those carrying

out those roles are invited to the correct training, and refreshers as appropriate, and will be able to give confirmation that all are up to date with the required training, and flag those who are not. An online safeguarding awareness package will also ensure that safeguarding awareness can be spread far and wide, beyond those who might strictly speaking 'need it' – safeguarding is everyone's business.

Second, investment in the use of technology for learning, particularly digital resources and online communications (webinars, videos etc.). This has great potential to give access to expert teaching and support for those where the geography current makes this

challenging, and to driving down the Church's carbon footprint and spend on travel.

Third, investment in the support of mission, ministry and learning through the medium of Welsh. Year by year St Padarn's is seeking to deepen its Welsh-language provision, and the use of Welsh in both its communal life and theological thinking. We have identified a need to support those who minister through the medium of Welsh, particularly those who may not be fluent, and to draw together and signpost the Welsh-medium resources which are available across the churches in Wales.

