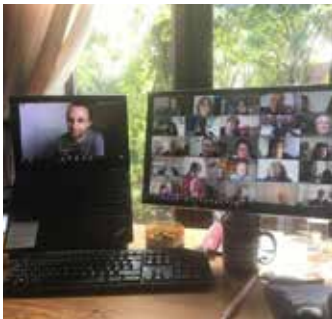




ATHROFA PADARN SANT
ST PADARN'S INSTITUTE



ANNUAL REPORT

SEPTEMBER 2019 - AUGUST 2020



CONTENTS

Foreword by the Archbishop John Davies	3
Introduction by the Principal	3
Governance and Oversight	4
Formation for Licensed Ministry	4
BTh in Discipleship, Ministry and Mission (Theology for Life).....	5
Newly Licensed Ministers.....	6
Continuing Ministerial Development	7
Digital and Online Support	7
Ministerial Development Review (MDR)	7
Life Events	8
Reader Ministry and other Licensed Lay Ministry	8
Spiritual Direction.....	8
Marriage Registration	8
Looking Ahead.....	8
Discipleship Resources	9
Living & Learning	9
Jesus Shaped Life	9
Ministry Booklets	9
2 Learning Resources	9
Moving in a Digital Direction	9
Audit Digital and Physical Resources	10
National Networks	10
The Pioneer Network.....	10
Children, Young People and Family Workers Network.....	10
Welsh Medium Mission Network.....	11
Postgraduate & Research.....	12
MTh Chaplaincy	12
MTh Theology.....	12
MTh Children, Young People & Families	13
Research.....	13
Safeguarding Training	14
Ministry Policy & Development	14
Director of Operations Report.....	15
Staffing	15
Income & Expenditure	15
Into 2020-2021	16

Foreword by the Archbishop



I am delighted to be able to commend to you the Annual Report of the St Padarn's Institute for the academic

year 2019/20. From the contents of the Report, you will be able see at once the continuing journey of St Padarn's as it works to fulfil the role expected of it as the Theological Institute of the Church in Wales. As such it seeks to be a resource for training people called to an increasingly varied number of ministries for the service of God and his Church, both in Wales and beyond.

Under the oversight of the Bench of Bishops and the Training, Formation and Ministerial Development Committee of the Representative Body of the Church in Wales, I trust that the life of the Institute will continue to grow in both strength, experience, and commitment to the task.

In commending this Report, I also express my thanks to the Principal and all the staff for their work. I recognise that this report covers an academic year the normal course of which has been so interrupted by the COVID-19 pandemic. I pay particular tribute to the efforts made by the staff to ensure that, despite that unwelcome interruption, training has been able to continue, albeit in a form that has imposed significant constraints on both them and their students

Most Reverend John Davies,
Archbishop of Wales

Introduction by the Principal



Well, what a year that was! Along with the rest of society it is hard to look back at the 2019/20 academic year and not just talk about the COVID-19 pandemic, even though that only hit half-way through the year.

There is so much variety in St Padarn's work, as it supports the mission and ministry of the Church in Wales, it is hard to summarise it here. Read the report and you will get a sense of the breadth of that contribution, all brought together in our vision for "outstanding mission-orientated formation and training for the whole people of God". This continues to be a work in progress, as the institution improves, and as the Church's needs change. Indeed, as the Archbishop said in his presidential address to the

September 2020 online governing body meeting, the circumstances surrounding COVID-19 were now forcing the Church to do the new things which we had hoped for, but had sometimes lacked the impetus to achieve, and were producing a 'can do' conviction. Training and development are by definition always about the future. As the opportunities and challenges for the Church change rapidly, St Padarn's needs to remain 'on the front foot', bringing the riches of scripture and the church's tradition, plus the diversity of human wisdom and experiences, to the reality of mission and ministry here in Wales today and tomorrow.

One feature of the first part of the year might be overlooked in these pages. This was the investment of time and energy in getting right the smooth running, to professional standards, of St Padarn's as a learning community and provider of Higher Education. This culminated in our inspection by the Quality Assurance Agency, the organisation commissioned by the Higher Education Funding Council for Wales to ensure that the quality of Higher Education meets its standards. (To be clear, not that we receive money from the Funding Council, but it is the body to which the Welsh Government has delegated the oversight of standards in Higher Education in Wales.) That rigorous inspection was passed with flying colours, confirming that the academic



standards and student experience at St Padarn's was at least in line with other Higher Education (university) providers. The accolade is nice, and a real encouragement to hard working staff, but it matters most because each learner is important, and the Church's investment in the future, by funding St Padarn's, needs to be professionally managed. Most of this report focuses on the learners and the learning, but it is important that the Church can be assured that those learning in whatever form at St Padarn's are dealt with and supported according to high, externally assessed, standards.

I hope that this report will inform you, encourage you, and stimulate the further interaction which helps St Padarn's stay fully in-step with the Church it serves.

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 three or four times a year 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.

This year, though, saw developments and improvements in our structures for governance and oversight. In part this was driven by our Quality Assurance Agency review, itself part of the oversight of St Padarn's by the Higher Education Funding Council for Wales. In preparation

for this we realised that some of the structures established when St Padarn's was launched might be opaque or seem confusing outside of the Church. In part this was learning from experience; we were now clearer as to the academic governance needed, and what was the best way for the oversight from the Representative Body to work.

So, the old St Padarn's Council developed into the new Training, Formation and Ministerial Development Committee of the Representative Body. This makes the legal aspects robust, avoiding giving the impression that the St Padarn's Council was legally a governing body / charitable trust when it wasn't. It also made clearer that the purpose of the body isn't to obsess with St Padarn's, but to serve the training, formation and ministerial needs of the Church. St Padarn's might be at the heart of this, but there is more to life than St Padarn's! The Archbishop as the bishop who is also a Representative Body

trustee became Chair. The Committee was strengthened during the year by the addition of Bishop Cherry Vann in her role as Ministry Bishop, and two external members appointed for their particular expertise – the Revd Dr Stephen Roberts, the Tutor in Practical Theology and Mission at the South Wales Baptist College, and the Revd Dr Paul Roberts, Tutor in Christian Worship and Church History at Trinity College Bristol.

We also developed a new 'Executive Board', which is the monthly meeting of the Chief Executive of the Representative Body with the Senior Leadership Team in St Padarn's. This has ensured that the Chief Executive remains fully informed of all that St Padarn's is taking forward, and what it is delivering for the Church, and ensures 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.

4

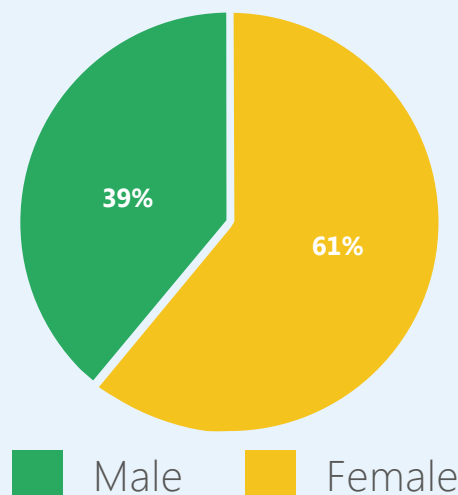
Formation for Licensed Ministry

From September 2019 to August 2020 there were 31 full time and 38 part time candidates preparing for lay and ordained ministries. 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 is also seen in the many aspects of learning that happens across the different 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 meet

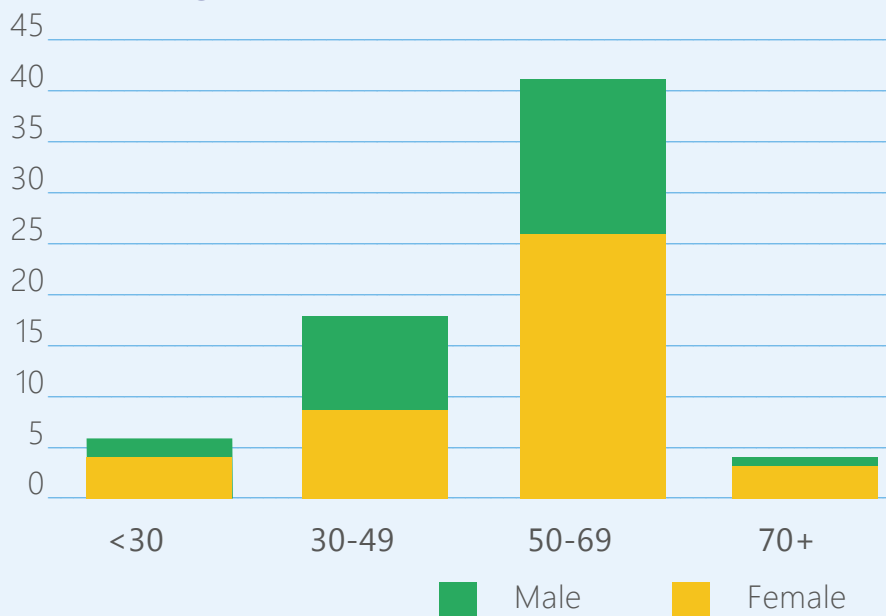
for teaching, worship, meals, Welsh practice, learning a biblical language and formational cells. All engage in challenging theological learning, but this is tailored to different starting points and levels – from an undergraduate certificate in theology through to a PhD.

This was the pattern up until the pandemic struck in March and over the Easter holidays, we moved the full-time provision wholly online, using a combination of video platforms to teach (primarily Zoom and MS Teams). Very quickly the tutors learnt skills of how to encourage group

Male / Female Breakdown Training For Licensing / Ordination



Age Profile of all Candidates



and participatory learning through these unfamiliar technologies, ways of working which by now seem very familiar to us. A virtual chapel was created where candidates shared resources, services and videos as well as a prayer forum so that candidates could continue to worship together during the Wednesday to Friday programme.

Given that dioceses vary from year to year in the numbers of candidates they send, a 'formation' tutor system rather than a diocesan tutor system was introduced, and each candidate now has one tutor they relate to for their formation and reporting. A deliberate attempt was made to increase tutor time with candidates in order to ensure additional support during this time.

The candidates remained in their formational cells which continued to meet online. A placement area was added to the Virtual learning Environment (VLE) where candidates were set placement tasks if they were unable to minister on their placements. However, the take up for this was

minimal – we found that many churches blossomed in terms of virtual activity and pastoral care and candidates were at the heart of many exciting initiatives that enabled church to happen differently.

The 2020 Summer school focused on spirituality, which transferred effectively online. The evaluations were positive. The mixture of input and spiritual exercise meant the candidates found the summer

school a moving experience. Residentials were also reshaped to work on Zoom during this period, offering candidates more materials to read in their own time and the use of forums to reduce 'Zoom fatigue'. The themes of the residentials were Christian Hope (October), Sustaining a Fruitful Ministry (February) and Salvation (May – online).

This year all candidates, part and full time, were offered the opportunity to learn or improve their Welsh on the Say Something in Welsh course, and full-time candidates also have a weekly half hour session (Tê Bach) where they practice liturgical Welsh, conversational Welsh, and hear speakers on aspects of Welsh life, culture and faith.

Voice coaching was offered to both full time and part time candidates, and three full-time candidates travelled in February with Revd Chris Burr and a team from local churches to Uganda.

One area of work which has developed this year has been with spouses and Mrs Wendy Matthews, a retired occupational health therapist and herself a clergy spouse has taken on the role of voluntary chaplain to spouses, with Mrs Krisi Hillebert co-ordinating this area.

5



BTh in Theology for Discipleship, Ministry and Mission (Theology for Life)

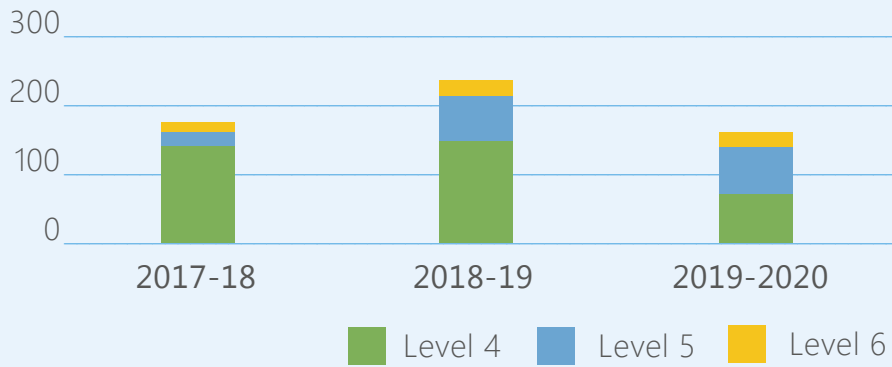
As of Nov 2019, we had a total of 222 students studying on our B.Th. for accreditation. During this year development took place on our online resources and e-book provision, as well as piloting some online groups.

These initiatives meant that the course was well placed to move completely online when the pandemic struck. St Padarn's was in the process of a Quality Assurance Agency (for Higher Education) inspection as the UK went

into lockdown. The QAA found that they had confidence in both academic standards and the quality of the student experience.

Part-time modules were redesigned to be delivered fully online on our VLE,

Theology for Life



using a combination of short videos, forums, worksheets as well as the usual distance learning materials and reading. Despite offering the facility for students to continue to follow the course on an individual basis, most students opted to continue with their learning groups and to meet online, and this has continued. Going forward, we shall be holding several facilitated learning groups online, even when we are out of Covid restrictions.

We held our first fully online seminar day

on Zoom on Saturday April 25th and 71 people attended the morning session and 63 people the afternoon session. It was a combination of lecture / input and breakout groups. The response was very positive, and as a result, after consulting formally with the students over the summer, we have decided to run the introductory seminar day for each module on Zoom so that every student can engage directly with the module leader and increase our online provision and resources.

Although this academic year was the final year of the old curriculum, new modules were introduced - Engaging Theology and Popular Culture and Engaging Apologetics and Science. During lockdown Level 6 modules were delivered on Zoom on Thursday evenings and this is something that will continue out of Covid restrictions in order to make the B.Th. accessible to people from all over Wales.

One emerging difference during this year was giving a stronger role to module leaders, who are specialists typically with PhDs in their subject areas. They will always lead the introductory module seminar day and be available to answer student queries through online forums. They now have more freedom to develop different resources and modes of teaching that are appropriate within that particular subject area. Discipleship, Mission and Ministry covers such a wider range of topics and disciplines; this subject-specific freedom in how the learning process works opens the door to further enhancements.

6 Newly Licensed Ministers

The continued support and development of all licensed ministers (lay or ordained) in their initial years of ministry is of real importance. Early years of ministry are where Newly Licensed Ministers (NLMs) establish good patterns of prayer, continue to grow as disciples and leaders, and commit themselves to lifelong learning. This is a shared endeavour – training supervisor, diocese, and St Padarn's all making a distinctive contribution. In 2020, 45 people were licensed as Church in Wales ministers (3 licensed as lay ministers and 42 ordained).

St Padarn's role is to ensure that NLMs and their supervisors are equipped for this important stage of training. This involves training days for supervisors ensuring that Learning Agreements are negotiated and agreed, and that there is access to the competency checklists and report protocols for NLMs. In addition to this we are responsible for duty of care and support for NLMs and Supervisors as needed. St Padarn's also plays a part in

helping the increasing number of NLMs who have not undertaken their initial training in Wales to assimilate into The Church in Wales culture and pattern of training and development.

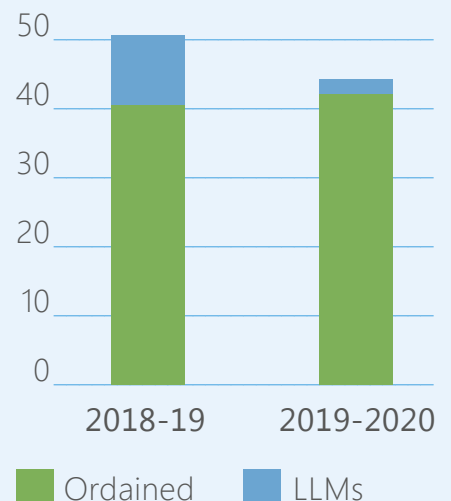
St Padarn's also provides a series of high-quality training residentials, bringing together all the newly licensed ministers from across the Church in Wales. These provide a space for the NLMs to step back from the day to day, meet with others from across the Church, and engage with a wide range of speakers focused on their specific needs.

The training programme was developed in 2018 to ensure it delivers a programme that supports all ministers as they develop into effective representatives of God's Church in the 21st Century. By August 2020 it had been refined and embedded into a regular pattern of effective training.

Over 2019-20, those ordained and/or licensed in 2020 began their training by attending Transforming Conversations, a course run by 3D Coaching, which they

attended with their training supervisor. Those ordained/licensed in 2019 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

Newly Licensed Ministers





and Transforming Church Conflict. The final block of the new programme was added in 2020 with the Transitional Phase for those stipendiary priests ordained in

2018. This course is designed to provide key elements of leadership development looking at culture, structure, building teams, evangelistic projects etc and provides a

higher level of support for ministers as they move into positions of overall responsibility.

The NLM Core Phase of training is two years long and undertaken by all those licensed within the Church in Wales. The Transitional Phase is a further two years, designed to span across the transition from curacy into a 'post of first responsibility'. In total, during this period, there were 9 residentials, in 4 venues throughout Wales involving just over 108 newly licensed ministers. The number of external venues was restricted because of the pandemic, so many of our scheduled training events were moved to the Zoom video platform.

Continuing Ministerial Development

Once candidates have completed formation for licensed, lay or ordained ministry (FLM and NLM) they are encouraged to embrace a culture of life-long learning. St Padarn's works closely with the six dioceses of the Church in Wales in providing a robust CMD programme, which consists of two strands:

- St Padarn's takes 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 an additional 4 days CMD per year to their clergy which best reflect their individual contexts, needs and visions.

DIGITAL AND ONLINE SUPPORT

COVID-19 has had a significant impact on how CMD has been offered and delivered with several initiatives and planned events having to be cancelled or postponed in recent months. COVID-19 has presented complex challenges for churches and ministers, but has also brought real and

exciting opportunities to do mission and ministry differently. Creating a positive online presence has never been more important, and many churches have greatly enhanced their online activity, with many exploring online ministry for the very first time.

To try and capture this incredible shift, St Padarn's initiated a project called 'Voices', a series of nearly 30 short videos recorded by Christians of all backgrounds right across Wales. There were contributions from bishops, lay and ordained ministers, teachers, medics, university students, as well as parents and children. They all shared their experiences of how life had changed dramatically for them, and how their faith had encouraged and sustained them. Contributions were offered both in Welsh and in English, and the videos were made available to view on the St Padarn's website and resulted in just under 1,500 views.

We also ran a series of 8 webinars through the summer focused on offering practical support to ministers and churches engaging with digital ministry. The webinars featured some of the leading figures in digital ministry in the UK at present, as well as many others sharing

their own experiences and expertise from right across the Church in Wales, covering everything from holding a coffee morning on Zoom, to live streaming and editing videos for a Facebook page.

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

MINISTERIAL DEVELOPMENT REVIEW (MDR)

St Padarn's has been tasked with devising and implementing a new ministerial review scheme for use across all dioceses in the Church in Wales, a task it has shared with a Steering Group initially comprising representatives from the dioceses of St Asaph, Bangor, and Llandaff, and then later expanded to all six dioceses.

After much discussion and consultation, a hybrid scheme was proposed with provincial sections focused on the cleric's prayer life, approach to scripture, study and learning, welfare and wellbeing, and their vocation within the Church. There would also be a section focusing on ministry in the Church with questions set by each individual diocese to account for

their own unique context, collaborative ministries and team working. Goals and objectives would also be set which would then form the basis of reflection at the cleric's next annual review.

A pilot exercise was conducted in St Asaph, Bangor and Llandaff in the Autumn of 2019 and beginning of 2020, with both verbal and written feedback collated and evaluated. The scheme was agreed by the Bench of Bishops in February, with a period of time then set aside for engagement with HR, the legal department and IT to address any potential queries or difficulties.

During this period St Padarn's also looked to prepare a training and awareness package for use by dioceses, as well as training resources for potential reviewers. 3D Coaching were appointed to facilitate this training on St Padarn's behalf.

It is anticipated that any residual work will be completed in time to enable the Steering Group to formally recommend the scheme's adoption by the Bench of Bishops at its October 2020 meeting, with it being available to dioceses for use from January 2021.

8

LIFE EVENTS

The Life Events initiative is now well established in the Church of England following considerable research into how the church interacts with the local community through weddings, funerals, and baptisms. It has also produced an extensive catalogue of quality resources for local churches, as well as websites offering additional help, support, and ideas.

Following an agreement between St Padarn's and the Church of England to translate and contextualise their written and online resources, and make them available for use in the Church in Wales, and it being supported by the Bench of Bishops, Dr Sandra Millar, head of the Church of England's Life Events Team, spoke to Governing Body in September 2019 which further endorsed the initiative.

A series of diocesan and provincial events were booked for Summer and Autumn 2020 to roll out Life Events across the province, but following the COVID-19 outbreak, these events were postponed with the hope that the roll out will now take place in the Spring of 2021.

READER MINISTRY AND OTHER LICENSED LAY MINISTRY

The relationship with the Central Reader's Council (CRC) has continued to develop and strengthen. Over the past year the CRC launched a series of excellent training resources aimed at both Readers and those who fall under a wider umbrella of Licensed Lay Ministers (LLMs). The 'Transforming Ministry' training project is based on the CRC's strategic document entitled 'Resourcing Sunday to Saturday Faith'. Following consultation with the CRC, the document has been contextualised and adapted to the Church in Wales' context. Copies have been made available to all Readers/LLMs across the province in a bilingual format.

The annual National Conference planned for July 2020 was cancelled due to COVID-19, but in its place a series of diocesan events for Readers/LLMs is planned for the Autumn which will feature Bishop Cherry (Ministry Bishop) offering a message via video and Ruth Haldane, Project Manager for Transforming Ministry, leading some discussion and teaching around lay ministry, and highlighting the training and development resources available via Transforming Ministry.

SPIRITUAL DIRECTION

The provincial spiritual direction course began in July 2020, facilitated on St Padarn's behalf 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. Ellen is also a tutor on the London-based Ignatian Spirituality Course. They were assisted by the Revd Jane Butler and Jenny Barrow who are both based in the Church in Wales.

Due to the nature of the course, it was decided that the number of participants should not exceed 18. In the event it was significantly over-subscribed with a written application process and a series of interviews determining the 18 places.

The course is 12 months long with reading and assignments set in addition to a series of 3 residentials each lasting 6 days. The first of the residentials was due to have been held at St Padarn's in July, but this had to be moved online

due to COVID-19. This naturally resulted in a great deal of additional work, but initial feedback has been very positive. We hope to be able to hold the second residential at St Padarn's as planned in February 2021, with the third and final residential planned for July 2021.

The course is not accredited, but a certificate of attendance and successful completion of assignments will be provided at its conclusion. 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.

MARRIAGE REGISTRATION

Following the introduction of the Civil Partnerships, Marriages and Deaths (Registration etc) Act 2019, St Padarn's was tasked with organising a series of diocesan events to enable the General Registrar's Office (GRO) to familiarise clerics with the new procedures for recording marriages. The six diocesan events were scheduled for November and December 2019, and three of these had already taken place when a general election was called resulting in the immediate cancellation of the three remaining ones.

The understanding presently is that some of the procedures may be subject to amendment, but that GRO will reengage once a date for implementation is known.

LOOKING AHEAD

Subject to its adoption by the Bench of Bishops in October, work will continue to ensure that the new MDR scheme is available for use across the province from January 2021.

It remains to be seen if COVID-19 will further impact the planned roll out of the Life Events initiative now deferred to Spring 2021, or indeed the two remaining residentials planned for the Spiritual Direction course.

It is hoped that the Transforming Ministry resources will continue to evolve enabling us to offer enhanced opportunities for training and development for Readers and other LLMs across the Province in the coming year. Plans are also in place to continue offering support and resources to help churches grow their online and

digital ministries. Further webinars are already being planned for the Autumn to help churches rethink how they mark and celebrate key dates in the Christian year such as Harvest, Remembrance Sunday, Advent and Christmas.

Whatever the uncertainties going forward, it is clear that the way CMD delivers its training and support across the Church in Wales has undergone a tremendous

shift in recent months and is unlikely to return to its former pattern. Whilst some courses such as the pre-retirement course will always be best delivered face to face, the rapidly increasing familiarisation with online technology presents many new opportunities for many more people to access resources and learning. The MDR training being offered by 3D Coaching for example will be delivered via a series

of pre-recorded tutorials which can be accessed at any time via the St Padarn's website. This means that people can engage with learning in a way and at a time convenient to them and have a learning resource that they can visit many times if needs be rather than rely on notes and handouts from a single one-off training event.

Discipleship Resources

LIVING & LEARNING

Living and Learning booklets were created to equip and empower the Christian community through the provision of a series of bi-lingual resources for small groups to facilitate Christian living and ministry in a primarily Welsh context. By the autumn of 2020 titles included:

- Leading Worship
- A Church for the Future
- Creeds
- The Lord's Prayer
- Living the Five Marks of Mission
- Living Scripture
- Called by God
- The Church and Young People
- Pastoral Visiting
- Stewardship

JESUS SHAPED LIFE



'Jesus Shaped Life' was also released in this period. This has emerged from the Anglican Communion's Group for Intentional Discipleship. It is a book containing a series of studies suitable for those who long for a life like Jesus. 'Jesus Shaped Life' 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 on 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 each diocese so simply ask them for a copy or set of copies if you wish to use this resource for a small group.

MINISTRY BOOKLETS

In the Summer of 2020 work started with a representative group of Readers from across Wales to develop a Readers booklet to affirm the importance of this ministry and to help the process of recruiting new Readers. The booklet will look at:

- What is a Reader?
- What do they do?
- How do you become one?

The booklet will be completed by the Spring of 2021.

Learning Resources

The 2019-20 academic year saw significant movement for St Padarn's learning resource strategy and delivery. Much time was spent moving in a digital direction and the presence of the pandemic focused minds on that. An audit was taken of St Padarn's physical and digital resources and the work of removing unnecessary duplicates, as well as outdated and irrelevant resources began, and providing digital support for all areas began. To these ends, we achieved the following:

MOVING IN A DIGITAL DIRECTION

- Redesigned St Padarn's Moodle layout and structure, to make unnecessary sections redundant, and to streamline access to online resources, and expand our capabilities to accommodate self-registration & enrolment for courses.
- Increased our e-resourcing collections in relation to our physical holdings
- Through a careful consultation, we produced a vision & strategy for where St Padarn's is moving,

regarding our VLE and wider e-Learning. This, in turn, gave a framework for sourcing and installing a learning resources studio, to facilitate homegrown SPI digital resources.

- Provided an infrastructure for remote working and learning at St Padarn's, through providing support and integration of Zoom licenses and MS Teams.
- Developed (collaboratively) mounting of ministry resources on the website.

- Developed (collaboratively) the Safeguarding Awareness Course.
- Developed (collaboratively) our Virtual Chapel.
- We piloted video-based B.Th. modules, in terms of core content, as well as Seminar and Mid-Term Saturdays.

- Improved our feedback system for B.Th. modules, through trialling a third-party provider, allowing a higher level of analysis of the feedback.

AUDIT DIGITAL AND PHYSICAL RESOURCES

- We spotlighted most useful e-resources on our VLE and evaluated the necessity

of those that were underused.

- Worked with the Common Awards Hub to secure access to a large number of new electronic resources, in light of SPI tutorial staff requests.
- Continued to source e-Books (and specific licenses for them) in relation to tutorial staff requests.



National Networks

St Padarns has the privilege of supporting three exciting and important national networks:

THE PIONEER NETWORK

The Provincial Evangelism, Pioneer and Church Growth Group, under the leadership of the Bishop of Bangor gives the leadership in this important area of the Church's life. This influences many different aspects of St Padarn's, as we seek to ensure that all our learning programmes are in line with the future needs of the Church in its mission in our nation. However, we have a particular contribution in the area of Pioneer Ministry.

At the heart of this is 'convening' the pioneer community. Working closely with the Pioneer Steering Group, we bring together those from across the Church who see themselves as pioneers or engaging in some aspects of pioneer ministry. This networking gives people the opportunity to be with others who think in a similar way and who may be exploring

similar issues, to network and to find support. Through meetings, occasional training days and conferences, it also helps develop the theology of Welsh pioneering, and raises awareness of Pioneer Ministry and in the development of a Pioneering culture within the Church in Wales. 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.

A key step in this year was the approval by the Bench of Bishops of the 'Framework for Growing Pioneer Ministry'. This drew together the data about the significant amounts of pioneering going on within our parishes and mission/ministry areas, put this in the context of theological thinking and the experience from elsewhere, and outlined a roadmap for progress in three areas: Welsh identity and language in pioneer ministry, pioneer community and support, and encouraging pioneer vocations. In particular it outlined

how the Church needed widespread pioneering, much pioneer ministry and some pioneer ministers.

Alongside this St Padarn's ensures that all students are introduced to a pioneering ethos and understand the changing nature of mission and ministry. Core modules in the B.Th. address this, there is engagement through the residential within initial training, and for newly licensed ministers. The integration of convening the pioneer community and training the next generation of ministers, ensures that current practice shapes training, and that those in training easily connect in with the wider network of pioneers.

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 the province, including Diocesan Children/Youth/Family Officers, Provincial and Diocesan Directors of Education and of course the Bishop of Llandaff who has overall responsibility for this area of ministry.
- Working with schools, children, youth 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.

WELSH MISSION NETWORK

The Representative Body provided some investment at the end of 2019 to allow a part-time staff member at St Padarn's to focus on stimulating and supporting mission and ministry through the medium of the Welsh language. Clearly mission and ministry in the Welsh language has to be a central part of our life as a Church, taken forward by many people across our nation. However, it was clear that there were two overlapping needs. First, that there weren't good mechanisms for sharing good practice and resources in Welsh. Compared to English the 'market' for resources in Welsh is small, therefore it is important that the great resources

which are produced are shared, and innovation is nurtured. Second, that many in ministry who are not fluent in Welsh but learners, wanted to use the Welsh language more in ministry, but needed encouragement and support.

The pandemic has hit the beginnings of this work, but the network has started to build under the leadership of Bishop Andy, drawing in the Welsh Language officers and Bishops in each of the dioceses, understanding the different needs, connecting with ecumenical colleagues (such as the Cyngor Ysgolion Sul), starting to gather and disseminate resources, and identifying future needs.



Postgraduate & Research

M.TH CHAPLAINCY

The M.Th. Chaplaincy Studies Programme 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 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.

Our 20 years' experience of running this course has given us the necessary resilience to face both the external challenges of COVID-19 and the internal consequences of covering the vacancy of the programme lead. Thanks are due to all who took on extra responsibilities and ensured the student experience remain uncompromised. The transfer of residentials to online delivery went to plan. We have increased our investment to create a full-time Director of Chaplaincy Studies post. Rev Dr Julian Raffay will start in November.

Over the coming year we hope to better communicate the options for postgraduate students to apply for one year (Certificate), two years (Diploma), or three years (Master's). The hope is to capitalise on our online teaching experience to refresh our five-day Beginning Chaplaincy course and prepare similar courses in collaboration with external organisations employing chaplains in diverse sectors. St Padarn's aims to build closer ties with our external partners to ensure we respond to the changing and growing chaplaincy sector. This will include ensuring our courses support professional accreditation requirements. We are also reinvigorating 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.

M.TH THEOLOGY

The M.Th. in Theology at St Padarn's is a Cardiff University postgraduate degree delivered alongside South Wales Baptist College. Taking place on one or two days a month during term time, the programme has been designed with the busy life of those working in mind, both lay people and ordained ministers. It is a balance of

academic study and practical application and offers a choice of pathways (Biblical Studies, Christian Doctrine, or Practical Theology).

The programme has continued to develop its relevance 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. The COVID-19 pandemic led to a temporary move of teaching onto online platforms and feedback from students has shown this to have been remarkably successful.

Numbers continue to be steady, with 10 students having begun the course in



September 2020 (9 part time and 1 full time) and 10 students either continuing from the previous year or completing their dissertations.

As the next step in developing this programme, we will look at making the Masters even more flexible in terms of content and delivery, with students able to tailor their study to suit their locality, interests, or background. The plan is to split the programme into a combination of three-day residentials, online provision, and day courses. The new structure will also be modified to allow an approach that is clearly rooted in Welsh culture and ministry.

M.TH CHILDREN, YOUNG PEOPLE & FAMILIES

This M.Th. 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 Lucy Moore (founder of Messy Church), Yvonne Morris (Oxford Diocesan Children's Advisor), Rachel Turner (founder of Parenting for Faith), Gary Smith (Message Trust Wales) and Chloe Richards (Alpha Cymru), Matt Summerfield (Zeo Church, former director of Urban Saints). The course has a UK wide reach yet enriches the Church in Wales. Indeed, 60% of those who attending come from Church in Wales dioceses.

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.

Significant applications already received for the 2020-21 academic year mean this course will soon be the largest provider of Postgraduate Teaching for Children, Young People & Family workers across the UK.

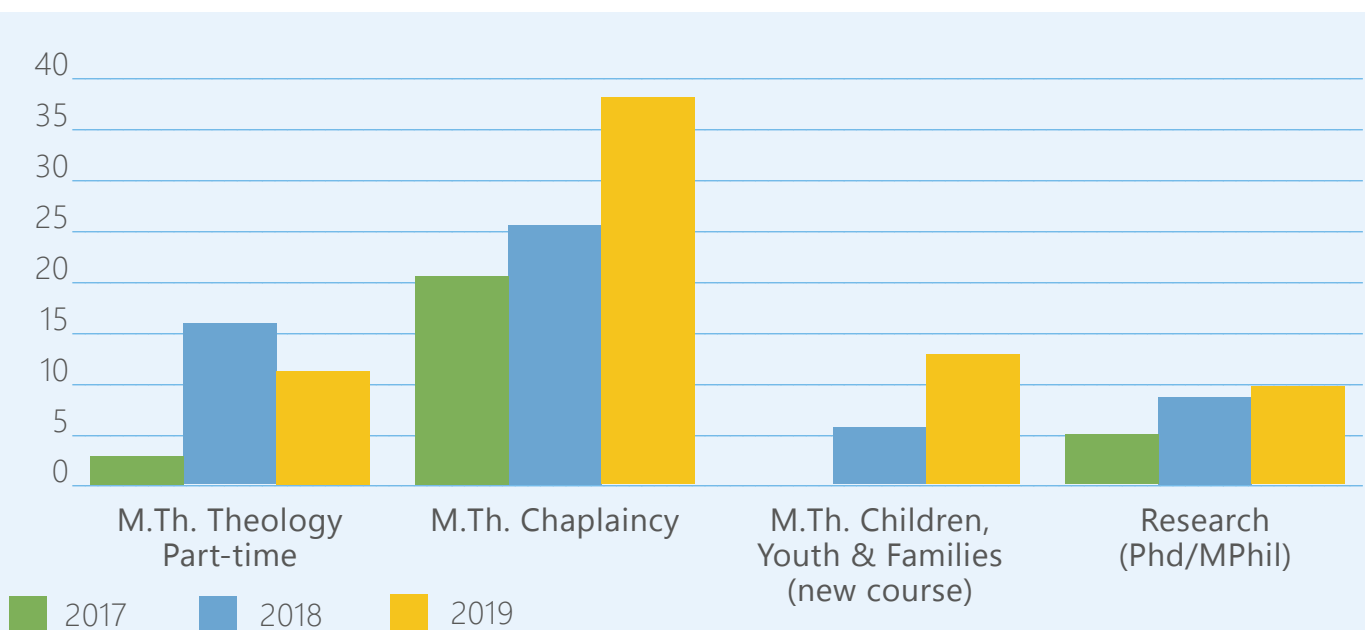
RESEARCH

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 2019-20 gives a flavour of this work.

- Identity in 1 Peter
- The Song of Songs
- Death & bereavement – helping children cope
- 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?
- How the change from traditional parochial ministry to a shared team approach can be implemented
- 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.

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.



Safeguarding Training

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. Indeed, 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.

Thus, safeguarding is also at the heart of the Church in Wales' training institution, St Padarn's. There are two interwoven aspects of this. First, that safeguarding is part of the culture and context for all of the training and education which St Padarn's takes forward. We are steadily moving to ensure that safeguarding is not a 'bolt on' to ministerial education: engaging in thinking and practice in safeguarding being as much part of the staff and learner focus as any other discipline. It is all about the God we serve and the communities we build.

14

Alongside this we provide safeguarding training for the wider Church in Wales. This is closely coordinated with the work of the safeguarding team which focuses on policy and casework and is overseen by the People Committee of the Representative Body. As the Church in Wales improves in this area, we are progressing towards a comprehensive map of different forms of training for those fulfilling different roles in the church. The map and levels of training are set by the safeguarding professionals; our share of the work is to ensure that the high-quality training follows. This all dovetails with the forthcoming new safeguarding database, which will ensure that all those fulfilling different roles across our Church have the right up-to-date training.

The pandemic inevitably has hit the speed of progress and the format of training. In one sense it made the investment in an online video-based safeguarding awareness course seem prescient. This is not 'safeguarding training' for people working with young

people or vulnerable adults, but an accessible online course for everyone. Raising awareness across our church. The beta version of this is running well; key improvements to accessibility and the production of a Welsh language version are in the pipeline. The main course for 'ministers' (lay, ordained, and all those with particular roles with young people or vulnerable adults) moved onto Zoom in March. After some initial disruption, this has started to work well. 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.

Ministry Policy & Development

Part of St Padarn's role is to facilitate and catalyse thinking in the Church in Wales about theology, mission and ministry, and thus the policies and structures within the church to support ministry. There is a particular role for St Padarn's in supporting the Bishop with the Ministry Portfolio.

In this area of work 2019-2020 was a transition, with less activity in the first part of the year, and then Bishop Cherry taking up the Ministry Portfolio in March. A number of pieces of work nevertheless went forward. The Pioneer Framework, highlighted on page 10, was agreed, as was a new way forward for St Padarn's to support Welsh-medium mission and ministry (see page 11). We were also able to bring together aspects of the support of Readers across the province, simplifying and facilitating the relationship with the Central Reader

Council, ensuring that all Readers within Wales got access to the great resources (see page 8).

An interesting aspect of this work is the balance between unity and diversity between our dioceses. Within a diocese an approach may seem clear, but when put against the divergent approaches in the other five, the Church in Wales can appear less coherent. This is a delicate balance since dioceses have different context and strategies; uniformity will help nobody. However, there is a value in looking for consonance. Partly this is to ensure the Church's resources are well used (we aren't inventing six very similar wheels). Also, sometimes divergence can be disturbing when looked at from a Church in Wales perspective. Is it appropriate that the same person would train for different lengths of time depending on their

diocese? One area of progress this year has been the development of a form and process to support the allocation of curacies, so that all those training for ordination have a clear sense of appropriate expectations about the curacy process, that good-quality communication happens between ordinand and diocese, and that differences between dioceses (e.g., over the timing of curacy decisions) don't cause distress when the ordinand community is tightly knit with folks from every diocese.

Director of Operations Report

The year of 2019 – 2020 was a year of two halves. Much of our time and attention in the first half of the year was taken up with working towards St Padarn's first Quality Assurance Agency (QAA) review. This review assesses how providers of education maintain their academic standards and quality.

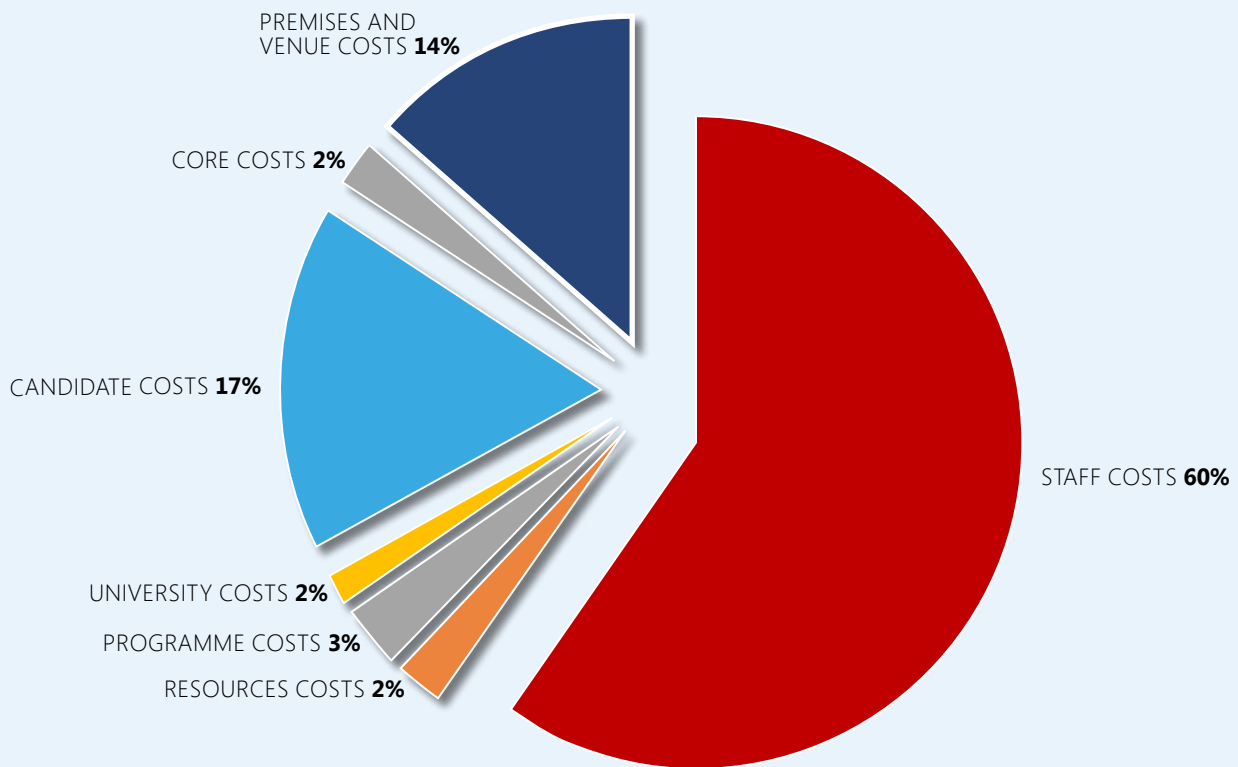
The first part of the review was made up of two reports, one written by the student body and one written by the institution. We are very grateful to the students who took on the task of collating feedback and writing the

students' review. In the institutional report a higher education provider has to outline and provide evidence to show how it meets all the quality standards for higher education. These include standards for the programmes themselves, standards to ensure that students are treated fairly and for Welsh institutions that the standards for Welsh provision are met. This was a huge body of work, submitted with approximately 100 pieces of supporting evidence. The second part of the review, the inspection by QAA assessors took place in March, just before lockdown. We were delighted

that St Padarn's was not only found to meet the required standards, but that the inspectors recommended no areas for improvement. Not that St Padarn's intends to rest on its laurels, we always want to be improving and developing to better serve the church.

The second half of the year operationally was dominated by COVID-19. Face to face teaching had to stop mid-March and the challenge of moving everything on-line, on the teaching and operations sides, had to be met. Like everyone else our learners and staff had to make sacrifices. It was a great

Income & Expenditure



Overall Expenditure = **£2,388,437** Overall Income = **£195,060**

Notes:

Overall Expenditure has increased from 2018-19, largely as this was the first full year where Safeguarding Training and Welsh Language Mission were represented in the St Padarn's budget.

Staff Costs	Include 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 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, an increase in student numbers led to an increase in income of 10%.

sadness not to go ahead with valued events such as the Formation for Licensed Ministry and Newly Licensed Ministers residentials face to face. It felt as if as quickly as we made one plan restrictions changed and another had to be made. Staff and learners had to cope with working/learning on-line, at home, often while having to home school children. However, both staff and learners responded incredibly well to the challenges. Strict safety measures were put in place for the small amount of work which had to happen on site in Cardiff, ensuring it was a safe place to be for staff and those people for whom the site is their home. People adapted quickly to on-line meetings, teaching and worship. The fact that the St Padarn's community is dispersed throughout Wales meant that to some extent we had some experience in working remotely which did help. The situation for 2020 – 2021 remains uncertain, but we will continue to ensure learners and staff are safe, and that high standards are maintained.

STAFFING

Full-time	Part-time	Total	FTE
22	16	38	27

As well as the Principal, St Padarn's employed 9 full-time and 8 part-time tutorial staff (13.7 FTE). Working alongside the tutorial team there is a Librarian and Learning Technology Assistant (1.5FTE). Associate tutors are used to provide specialist teaching, for example military specialists on the Chaplaincy programme. 11 full-time and 7 part-time staff (12.8 FTE) are employed in programme support and the running of the site in Cardiff, e.g., in administration, catering, housekeeping and maintenance.

Throughout the year there were several developments in staffing. At the beginning of September one tutor took up the role of overseeing Learning Technology to

ensure that St Padarn's utilises digital technology to enhance learning. This became an even more strategic move than we could have anticipated, as by mid-March all learning was being undertaken digitally because of the Coronavirus pandemic. At the beginning of the year there was one tutorial and one housekeeping vacancy within the team. By the end of the year there were a further 1.5 vacancies within the tutorial team. In March, when the Cardiff site was shut down because of the pandemic all catering and housekeeping staff were placed on furlough. One of the housekeeping staff returned in the summer to ensure the site remained clean for the small number of staff using it.

Into 2020-2021

16

Sadly, any look ahead into the 2020-2021 academic year continues to be dominated by the COVID-19 pandemic. While the progress towards 'unlocking' is uncertain, it seems clear that we have to plan for the 2020-2021 academic year to be vastly different from normal, and fundamentally not to include face-to-face engagement. This is true not just for our learning activities, but also for the staff team, with many continuing to try to do a good job while working from home, in far from ideal conditions, often home-schooling children.

A number of themes emerge as we look towards the future. St Padarn's will continue to invest in online and distance-learning resourcing and technology. This was already highlighted as a direction of travel in the last annual report, long before COVID-19. The possibilities here are significant, with educational and environmental benefits, but it is a complicated area to navigate well (much cannot be done online) and requires ongoing staff development. Our work in resourcing and networks will also continue to develop – welsh-medium, pioneering, youth, children & family's workers, and to support the continuing ministerial development of lay and ordained ministers.

There are also particular financial pressures on the Church at this time, and St Padarn's budgets going forward are understandably tight. The Church continues to invest in the future by investing in training and development at St Padarn's, but in the current climate we need to be even more focused on achieving value for money for the Church, getting the best long-term 'bang for the buck'. This will require creative, theologically informed and evidence-based thinking, and an honesty in assessing what is seen as 'the norm'. Life will not be the same after the pandemic. As a theological and training institution, St Padarn's needs to be at the forefront of 'designing the future'.

Alongside this, 2020-2021 will bring a change in the university partner involved in our post-graduate courses. St Padarn's continued the link with Cardiff University for its post-graduate courses which had been established decades before by St Michael's College. However, sadly Cardiff University's School of History, Archaeology and Religion has undergone what they describe as 'realignment and curriculum development' which led them to conclude that the partnership is 'not strategically tenable'. In simple terms that Christian

theology has become too marginal to the university for them to have the staff to sustain the partnership with us, and that the partnership is not aligned with the university's own interests. This is sad and is a worrying sign of changes in Higher Education. However, it does present us with an opportunity to reconsider our post-graduate provision and find a university partner who is at the forefront of theological and missional thinking. Keeping our partnership with University of Wales: Trinity St David for our undergraduate programmes, we are very likely to replace our Cardiff partnership with one with Durham University, one of the leading theological institutions in the UK. A programme of work for 2020-21 to get this to happen, and new opportunities from September 2021 onwards.

Finally, though we have to look again to the Archbishop's words in his September presidential address, and his call for the whole church to 'renew the song' and adopt a 'can do' approach to the rapidly changing context. 'Building back better' is a slogan which rolls off the tongue easily but must be the agenda for St Padarn's in 2021.