



ATHROFA PADARN SANT
ST PADARN'S INSTITUTE



ANNUAL REPORT

SEPTEMBER 2021 - AUGUST 2022



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Foreword by Bishop Cherry Vann

It is my pleasure to commend to you the Annual Report of the St Padarn's Institute for the academic year 2021/2022. It is encouraging to read in the pages of this report the extraordinary breadth of training and formation that is undertaken by St Padarn's staff and the ways in which the core elements of that formation are being honed and shaped to meet the needs of the Church both current and future.

Increasingly, we need our clerics and lay leaders to have an outward-facing and pioneering spirit about them which enables them to engage confidently as ministers of the gospel with a society

that seems disinterested in the Christian faith; be that through the core business of the occasional offices or through new projects that reach out to those who have nothing to do with the church hitherto. As this report shows, St Padarn's is playing a central role in equipping the Church for this task.

As always, I am grateful for this opportunity to thank the staff at St Padarn's for the dedication, commitment and enthusiasm that they bring to their work. The Church in Wales can be proud that it has a high-quality training institution nurturing ministers for the distinctively Welsh contexts we are called to serve.



The Right Reverend Cherry Vann,
Bishop of Monmouth

Introduction by the Principal

What joy there has been in getting together face-to-face once more! After two years which had been severely disrupted by COVID-19, we were soon able to more or less leave it behind, although it still overshadowed the very beginning of the year. Most tangibly this meant that learning opportunities could once more be face-to-face, whether in formation for licensed ministry, conferences for licensed lay ministers, or our specialist MA programmes. But it is more that COVID placed a huge burden on staff – as it did on people across society – and disrupted the collaborative working with the wider church which is St Padarn's calling. Business can be transacted digitally but it's so much easier to really understand what others are saying when you are in the same room

If you read this report, you will get an insight into the work of the institute in all its variety, as it seeks to play its part in the mission and ministry of the Church. Within all of that, I would highlight five things from 2021-2022. First, we were able to greatly improve our support for those with learning disabilities. This is a crucial area. Many in our society and our churches have a range of what one might loosely call 'additional learning needs' or 'specific learning differences', though the technical language in education is 'learning disabilities' which covers

everything from hearing loss, through to long-term mental health conditions and differences such as dyslexia. We find about 20% of our learners do, and we are getting much better at working with them, and drawing down significant government funding to support them.

Second we have started to get to grips with the challenge of net zero, and more broadly how as a theological institution we can contribute to the Church's agenda – from growing food on site and reducing travel, to tackling our heating system and teaching about environmental theology. Third, picking up the direction set by our new Archbishop, and reinforced by the Representative Body, we continue the 'tilt' towards mission and evangelism. Formation includes many elements from biblical studies to spirituality, prayer to preaching, all of which continue to be vital, but we are continually looking at how we can align what we do to the Church focus on mission and evangelism.

Any organisation or collaborative group of people needs an ongoing sense of purpose and direction, to shape its life and motivate its work. Thus, fourthly, at the request of the Bench of Bishops a strategic direction for St Padarn's for 2022-28 was drafted, dovetailing with the discussions elsewhere in the Church in Wales about vision and direction. Finally, because St



Padarn's is the only theological college within the Church in Wales, it is important to have regular external reviews of our work, to give confidence to the Church that St Padarn's compares positively with any theological college in the UK, and to highlight areas for enhancement and further development. Some of these come through our university partnership and Higher Education regulators. However, a periodic external review has been commissioned from the Quality in Formation Panel which conducts reviews of theological colleges across the UK on a six-year cycle, primarily for the Church of England, but also for other denominations. It particularly looking at issues such as formation, leadership, spirituality and preparation for ministry. The review takes place in October 2022.

Canon Prof. Jeremy Duff,
Principal

Governance and Oversight

Strong and clear governance and oversight is vital for the health of the St Padarn's Institute, and to ensure that it is fully in-step with the needs of the Church. The bedrock of this is the accountability to the Bench of Bishops and the Representative Body. Our bishops give the strategic direction: the principal, meeting regularly with the Bench, and individually with each bishop twice a year. The Representative Body has responsibility for the operation of St Padarn's. Its finances are an integrated part of the Representative Body's finances; the Representative Body approves its business plan and budgets. All St Padarn's staff are Representative Body employees.

During the year further consideration was given to where 'the diocesan voice' - vital for St Padarn's - could best be expressed, and the diocesan voices be brought together into a single melody. It was decided that this was a key function of the Bench of Bishops. As a result the then Training, Formation and Ministerial Development committee could be evolved into a new Quality and Standards Panel. It no longer needed to be a place for inter-diocesan discussions (which were properly the domain of the bishops) and so could focus more fully on overseeing quality and standards and driving forward enhancements and continuous improvement. Professor Claire Taylor, Deputy Vice-Chancellor of Glyndwr University, and member of the Church in

Wales, was appointed to chair the panel, and other members with expertise and experience in ministry and education were appointed by the Bench. Two members of the Representative Body are also on the panel, both because of their expertise, but also to ensure good connection with the Representative Body.

Alongside this, the St Padarn's Executive Board - the Bishop who holds the Ministry Portfolio (currently the Bishop of Monmouth), the Chief Executive of the Representative Body, and the Senior Leadership Team from St Padarn's - continues to meet monthly to ensure that St Padarn's functions smoothly as a distinctive, but integrated, part of the Church in Wales.



Formation for Licensed Ministry

The Formation for Licensed Ministry programme at St Padarn's has four elements designed to equip candidates for ministry in the 21st century. Our motto for the programme is 'integrated formation' in that we believe that all the components are important and feed into each other. Most candidates follow the Theology for Life course (our BTh validated by the University of Wales, Trinity St David) and gain a diploma and degree in a course specially designed to connect theology with everyday life and discipleship. Occasionally candidates will study for a Masters degree (validated by Durham University). Both courses integrate theology and practice and offer a variety of modules studying the bible, ethics, practice, mission and various forms of contextual and contemporary theology.

Another integrative approach is seen in our programme of residentials called the Theology and Practice of Ministry where candidates learn about the theology and practice of preaching, worship leading, work with all ages, pastoral care, pioneering and mission.

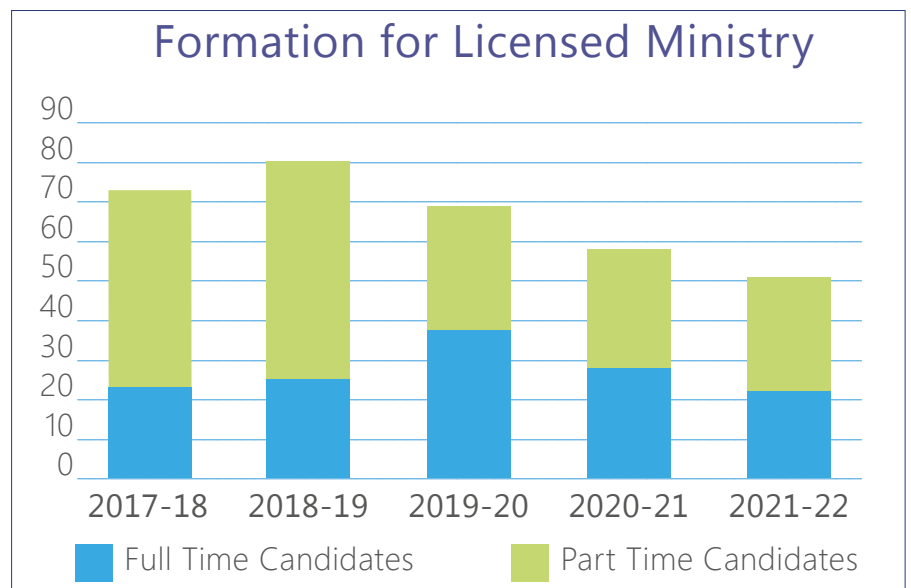
An important and innovative aspect to the formation for licensed ministry programme is the formational cell, where candidates reflect in a group setting with a trained guide on their formation in an integrated

way. As most discussion about formation and most theological learning happens in a group setting at St Padarn's, we are embedding good practice in collaboration from the start of their formational journey.

Finally, we place a lot of emphasis on contextual learning (placements) where the learning (especially from the residentials) is earthed. Our Tutor in Contextual Learning works closely with training supervisors to ensure that our candidates receive good training, opportunities, and feedback on practice. Each full-time candidate spends two days on placement, and part time candidates spend at least four hours.

All these activities are reflected on each term with a tutor, who will challenge candidates in their growth in character, wisdom and spirituality, in other words their transformation into the likeness of Christ. Prayer and worship undergird all that we do.

It was a joy being able to return to an in-person programme this year, although our learning during lockdown meant that we were able to make informed decisions about which online features to continue, especially on the part time mode of delivery. All formational cells for part time candidates as well as Theology for Life



Age Commencing Training	20-29	30-39	40-49	50-59	60-69	70+	Total
Stipendiary							
Male	2	4	1	0	1	0	8
Female	5	2	5	4	0	0	16
Non Stipendiary							
Male	0	2	0	3	1	1	7
Female	0	0	3	6	8	4	21



stipendiary ministers remains high, nearly a third of those training for stipendiary ministry are under 30 – this change owes much to the Church in Wales’s investment in Resource Churches.

The summer school during this period had as its main theme Spirituality, and it was good to be able to welcome Dominic Mclean and Archdeacon Mones Farah to speak on the subject personally as well as share different types of prayer that the candidates can incorporate into their prayer life as well as teach others. During the weekend residentials, as well as members of our own tutorial team, the speakers included Mandy Bayton and Chloe Axford on topics such as Communicating Salvation and Sustaining a Fruitful Ministry. Going forward, our themes will be aligned to the new Bench of Bishops’ Priorities for Ministry and during the year we developed them into learning outcomes for licensing / ordination. They are:

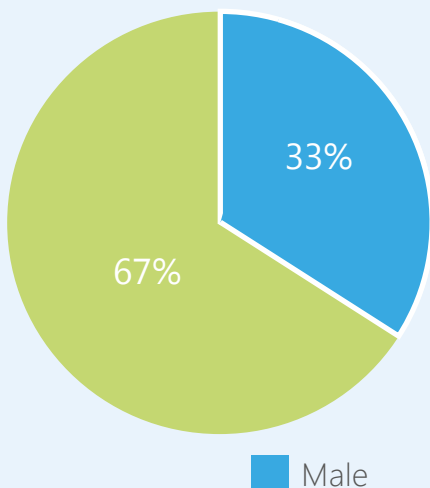
- Confidence, security and mature faith
- Team working
- Creative, flexible and adaptable
- Grounded in Anglican ecclesiology and spirituality
- Missional and committed to growth
- Strategic leaders and guides

During this year we also embedded our new ‘spiral’ curriculum for the theology and practice of ministry, which is taught at residentials. Instead of focussing on one topic throughout the year, candidates now work in cohorts and learn basic skills in the first year in all areas of ministry – preaching, pioneering, pastoral care, work with all ages, and continue to build on them throughout their training.

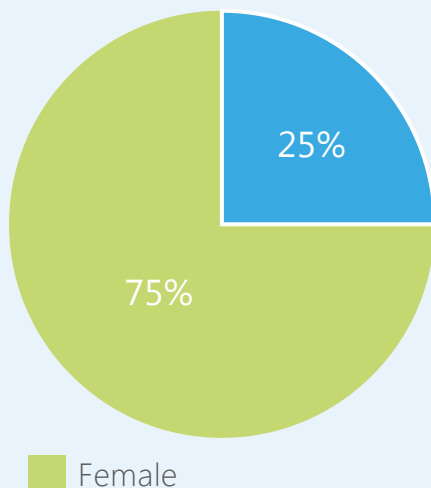
learning groups continued online and this was helpful in enabling part time candidates to balance all their responsibilities whilst training by lessening travel times. Having non geographical groups also increases the diversity of candidates in groups, enables us to have Welsh language groups as well as English language ones and is better for the environment.

There are currently 28 candidates training for Non Stipendiary Ministry and 24 candidates training for Stipendiary Ministry. The trend towards greater numbers of candidates being female continues, and this year a third of our Stipendiary candidates were male and two thirds were female. Whereas 75% of our NSMs are female. While the average age for non-

Those Training for Stipendiary Ministry



Those Training for Non stipendiary Ministry



Full-Time Programme: The fulltime community benefited from inspirational and informative Leading Healthy Churches sessions from guest speakers on topics such as rural ministry, spiritual direction, developing vocations, and outreach to and collaboration with ethnic minority communities. In the autumn, the community welcomed Dr Michael Burdett (University of Nottingham) for a fascinating evening lecture on Technology and the Future of Human Transformation. In the runup to Christmas, the fulltime community took part in the local Llandaff Christmas lighting ceremony, leading carols and offering prayers for those gathered. On 1 December, the community held a half-night of prayer (6:30pm-10:30), praying for the needs of the community, the Church in Wales, and the people/places of Wales. The community was intending to hold a guided retreat on Ash Wednesday (led by Jeremy Duff), but the outbreak of war in Ukraine led instead to a day of focused prayer for the people of Ukraine, concluding with a candlelit vigil outside the cathedral.

GREEK – BLENDED COURSE

This year we were able to teach New Testament Greek, initially taught in person and online to the part time or full time candidates who elected to take the course. This worked well, however, it was decided as the course progressed that we would move fully online. We met every fortnight and worked through Jeremy Duff's Elements of New Testament Greek. The tutor Dr Elizabeth Corsar used a 'flipped'

classroom approach. (A 'flipped approach is where learners engage with the learning materials outside of the classroom, and use the sessions for their questions and interactions with the tutor rather than being 'taught' in the traditional way) She reports that she was really pleased with the progress made by the candidates, and their ability to translate with a dictionary the New Testament in Greek.

WEEK OF MISSION AND EVANGELISM, FULL TIME COMMUNITY

In June 2022 a team of ordinands from St Padarn's spent a week working alongside the Bro Teifi group of churches in Cardigan. Before COVID we had sent teams to Cardiff and Swansea, so it was wonderful to have the opportunity to serve in St Davids diocese and give the candidates a taste of ministry in West Wales. The local churches hosted the team, and together we put on events throughout the week including a family fun day, several testimony evenings, a jubilee tea party and an Alpha Course launch, all of which provided opportunity for faith to be shared. We were joined by evangelists from the Fourth Archdeaconry in St Davids who worked alongside the St Padarn's team and helped to root the mission work in a way that would become sustainable on an ongoing basis after the team had left. The ordinands worked hard and were pushed outside their comfort zone, and as a result they grew in confidence in God and in sharing their faith, as well as seeing the local churches inspired.

CONTEXTUAL TRAINING

Engagement with a placement context is at the heart of training for licensed ministry in Wales. Candidates for ministry dedicate a significant portion of their week to ministry and mission on the ground within local ministry areas, bringing this experience to inform their classroom-based learning, just as their theological education informs their praxis. Their experience, and their theological reflection upon it, contributes to formal assessments as well as to St Padarn's reporting process, and we encourage placements to use the candidates as full members of their ministry teams.

One development this year is that all first-year candidates for ministry are now being required to shape and engage with a pioneer evangelism project as part of their Contextual Training.

Our candidates for ministry already exhibit a pioneering spirit, and the hope is to capitalise on this spiritual gift and to develop confidence, a culture of pioneering, evangelism, and innovation in our emerging church leaders. Candidates are given appropriate coaching to enable this growth. St Padarn's continues to be profoundly grateful for the hospitality of placement supervisors and their investment in Wales' future ministers, and we are in conversation about how best to continue developing our support and training for supervisors.



Newly Licensed Ministry

Our Newly Licensed Ministers programme plays a significant role in helping to provide Wales with the calibre of ministers who will go on to make disciples of Jesus in every community.

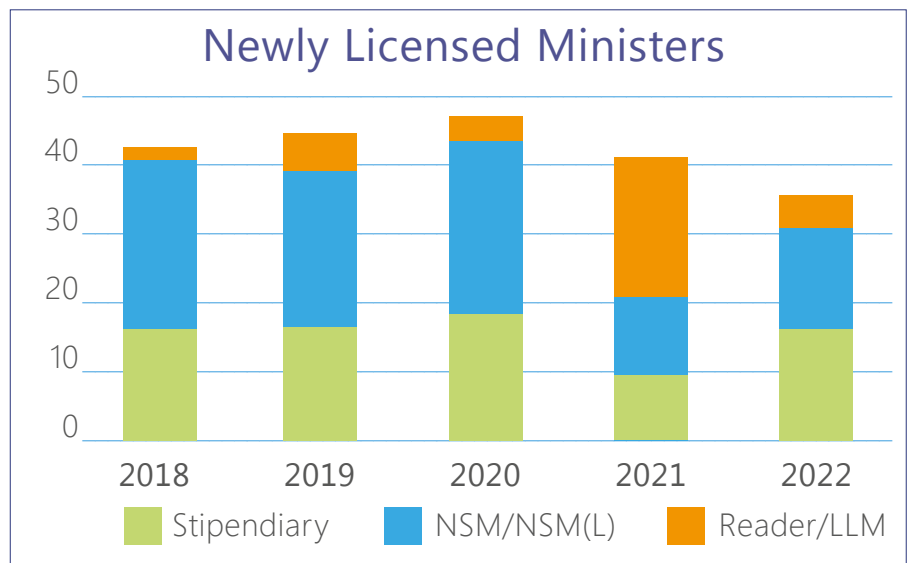
The Newly Licensed Minister programme is for all those who are licensed to the Church in Wales, not just the ordained. The numbers in 2022 are lower than previous years despite a third of the Stipendiary NLMs coming from outside of Wales. However, this is not an area St Padarn's has control over, the majority of people in the NLM process correlates to those put forward for training by our Bishops some years earlier. However, with nearly a third of our NLMs coming from outside of Wales, extra work was needed to ensure those who did their initial training in England felt part of the NLM training community and that they understood Welsh culture and traditions.

The Newly Licensed programme has grown and developed over the past five years. It is now divided into two distinct areas; the core phase which lasts the two years after ordination and/or licensing, and is for all those who the bishops license across Wales, and the transitional phase which begins at the end of the core phase, lasts for two years, but is for those who will hold stipendiary

posts. This phase is proving exceptionally valuable both in terms of the input given over this period, but also because it provides for support and the sharing of good practice as our ministers enter their posts of first overall responsibility.

The core phase looks at Transformative Communication, Ministry to Young People, Children & Families, Mission, Evangelism & the Development of New Christian Communities, Transforming Church Conflict Becoming a Priest, and Developing as a Leader. The transitional phase that makes up years 3 and 4 of the Newly Licensed

Minister's programme is only compulsory for Stipendiary Priests. All other NLMs may attend, but only with specific permission from their Bishop, although we would expect those who are likely to hold positions of overall or significant leadership to be asked to attend. The transitional phase courses look at resilience, change management, establishing a culture for growth, the importance of mission and evangelism, developing teams across a Ministry/Mission Area, shaping strategy, and developing and presenting vision.



Continuing Ministerial Development

All ministers in Wales, both lay and ordained, are strongly encouraged to maintain a culture of life-long learning. St Padarn's works closely with the six dioceses of the Church in Wales in providing a robust Continuing Ministerial Development (CMD) programme, which consists of two strands:

- St Padarn's holds responsibility for provincial training, or training that is common across all dioceses. An example of this might be running a pre-retirement course for those who would value help and advice in planning for that.
- Dioceses offer additional CMD days to their clergy, usually a minimum of four, which best reflect their individual contexts, needs and visions.

Over the past year, the restrictions associated with Covid 19 have begun to diminish but nevertheless has continued to present significant and complex challenges, and shaped the ways in which St Padarn's has been able to deliver training and resources to ministers and churches.

DIGITAL AND ONLINE SUPPORT

Despite churches gradually reopening their doors, the demand for online and digital ministry has remained strong, with many churches facing the challenge of reintroducing regular in-person services whilst maintaining a strong online presence.

The extensive repository of webinars which were held and recorded at the height of lockdown remain available to view via the

St Padarn's website, and continue to offer a great deal of practical support.

LIFE EVENTS MINISTRY

With the continued lifting of Covid restrictions, the Life Events initiative was able to be rolled out across the province with each diocese hosting a launch event.

Over one hundred and twenty pages of online resources and ideas are now available to access via the St Padarn's website, supplemented by two suites of six videos offering practical help, support and advice to encourage ministers and churches to use Life Events ministry as a prime focus of welcome, hospitality and evangelism.

The Life Events initiative and resources have been widely welcomed and

feedback from the launch events has been extremely positive.

With the Life Events pages on St Padarn's website now complete, work has now begun to update the Life Events pages on the Church in Wales website. The aim is to make this section of the website more accessible and outward facing, with an emphasis on personal story and positive connection with the Church in Wales and its Life Events ministry. This work was completed Autumn 2022.

MINISTERIAL DEVELOPMENT REVIEW (MDR)

The new Church in Wales new MDR scheme was launched in 2021 and by this point it is being fully utilised by all six dioceses. Indeed 2022 sees all but one of the dioceses now on their second cycle of review and feedback remains positive in terms of the scheme achieving its core objectives.

At the request of the Bench of Bishops, St Padarn's continues to monitor use of the scheme across the province, and collates data on MDRs completed by dioceses on a quarterly basis. The suite of training videos and resources for the training of Reviewers continues to be accessible via St Padarn's website.

SPIRITUAL DIRECTION

A service of thanksgiving and celebration was led by Bishop (now Archbishop) Andrew at St Padarn's last September where all those who had attended the provincial course in Spiritual Direction and successfully completed the assignments for were acknowledged and presented with a certificate. Many of those who completed the year-long course have since offered themselves as spiritual directors to their respective dioceses further enhancing the pool of spiritual directors available across the Church in Wales which was one of our key objectives.

LAY LICENSED MINISTRY

St Padarn's organises a conference each Autumn and an online event each Spring. This means, alongside diocesan events, that LLMs right across the Church in Wales will be invited to a minimum of four events each year. It is hoped that this will continue to foster an enhanced feeling of cohesion and networking amongst LLMs right across

the province, as well as offering regular targeted help and support.

The 2021 LLM Conference was held in Wrexham last September. Entitled 'Part of the Body' Sandra Millar (Life Events), Carrie Myers (Co-ordinator for Lay Ministry for the Church of England), Jeremy Duff and Bishop Cherry led a variety of practical and reflective workshops. The spring event was held in March 2022 and featured a Bible study on Luke 10 led by Elizabeth Corsar and two discussions on lay ministry led by Bishop Cherry.

PRE-RETIREMENT CONFERENCES

As demand for the annual pre-retirement conference was high, we subsequently hosted two conferences last Autumn.

Conferences such as these offer practical help and information on Church in Wales pensions; the Retired Cleric Housing Scheme; support around personal financial planning; and helpful advice and reflections from recently retired clergy and others. We ran workshops on prayer, music, and creative writing which all provided opportunities to relax and explore new activities.

COLLABORATIVE TRAINING FOR MINISTRY TEAMS

Autumn 2021 saw the launch of the first of two pilot projects designed to support, equip, and enable ministry/mission teams to work more effectively and collaboratively to further mission in their own ministerial contexts. The second pilot is due to commence in Autumn 2022.

Both pilots, each containing teams of up to six clerics and lay people from six different ministry/mission areas across Wales, are being facilitated by Lead Academy, one of the UK's primary providers of training on team dynamics, leadership, and collaborative ministry. Each programme is designed to run for two years and include a mix of four two-day residentials (called LCs - Learning Communities) with coaches and mentors assigned to the individual teams to keep in contact in between.

PROVINCIAL CMD TRAINING COURSES

In consultation with Diocesan Directors of Ministry, St Padarn's has drawn up a wide-ranging programme of full day and half day courses offering help, training and support for ministers and churches. The programme features a mix of Zoom and in-person events, the in-person training being held in a variety of locations across Wales.

These courses focus on helping equip and enable leadership (e.g. leading healthy teams and supporting volunteers); core skills (e.g. effectively managing conflict, managing time and managing change); and more practical courses for ministers and their church teams (e.g. caring for the bereaved, effective preaching, understanding pioneer ministry and welcome and hospitality as mission).

There are more than thirty courses being offered in total with the programme running from June 2021 right through to March 2022.



Undergraduate Programme

BTH THEOLOGY FOR DISCIPLESHIP MINISTRY AND MISSION

In this academic year 41 gained qualifications. The number on the course during the year were 161 made up of 44 Level 6, 67 Level 5 students and 50 level 4 students. A high proportion of our students are studying to inform their own Christian life and discipleship and not as part of training for a licensed ministry. We are proud of playing a part in the development of lay theologians who have important gifts to share in the life of the church, and more importantly in reflecting theologically within their communities and places of work.

In response to our end of year review, the students were varied in their responses about what they learnt – the variety of modules mean that different people are engaged in different ways, however in response to this question people responded in this way:

'[I] knew very little before so learnt an enormous amount: about God, history of Bible, study and history of theology.'

'The most useful thing was a clearer understanding of the history and meanings of the different sections of the Eucharist liturgy.'

'I was surprised at the Christian mission module and also the Practical Theology module, [that] there was connection with my longstanding concern about global environmental issues.'



In the question about which module engaged them the most, like last year, every module almost was mentioned by someone and a similar variety was expressed in response to the question which module had helped them most in their mission or ministry.

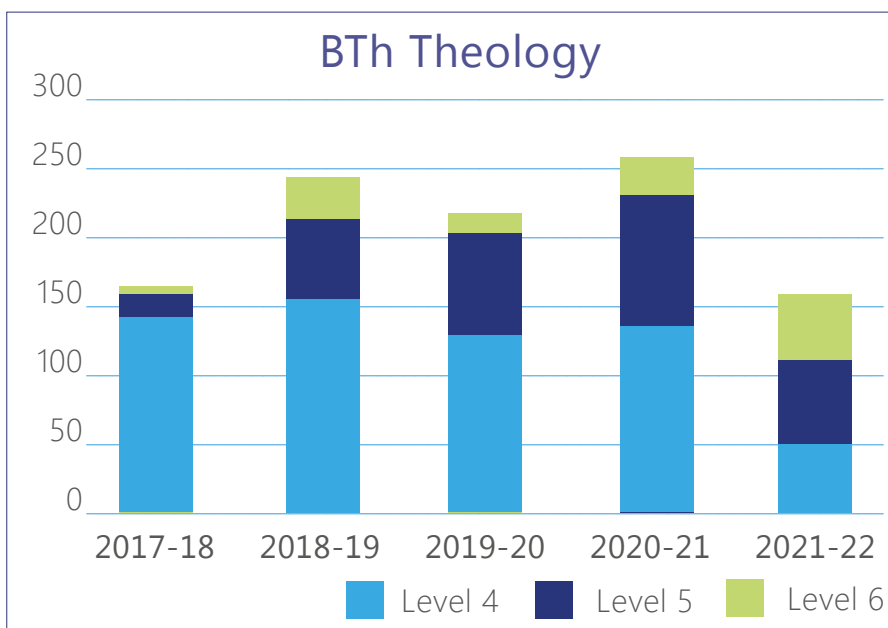
Generally learners enjoy their facilitated learning groups. Here are some of the comments about them:

'I am lucky to have a diverse group with an excellent facilitator.'

'Our facilitator is amazing and I learn so much from the others in my group as well as making firm friends.'

Moving to a different Moodle (VLE) provider has given us more freedom to adapt the resources as we like, and library services have been working hard to make readings more accessible, and Moodle generally easier to use. We have also been working on improving our marking processes further, and in particular helping students understand the comments by framing them more positively.

We have also been developing new modules, one Level 6 module which enables learners to follow their own theological interests with guidance from a tutor, and another level 6 module called Engaging Theology, Church and Identity in Post Devolution Wales, to complement a level 5 module we already run called Exploring Welsh Christianity in Context: Past, Present and Future. In this way we are developing theologians who are skilled in reflecting theologically on their context. As more learners reach level 6 and gain their degrees we have been encouraging them to present at our research symposia and consider doing post graduate work or even become facilitators themselves. We also have appointed several early career academics as post graduate teaching assistants to assist with marking and teaching so that we are also developing the Welsh theologians of the future amongst the wider academic community.



Postgraduate Taught Courses

MA THEOLOGY, MINISTRY AND MISSION

Our Cardiff University MTh (Theology) ended during the 2021/22 academic year, with only two students left to complete their dissertations by the end of that year. Delivered alongside South Wales Baptist College, this course has educated and inspired many students down the years. We finished this year with enthusiasm and hope that links with the Baptist College together would continue in other ways in the future.

Most of our energy this past year, though, was committed to the launching of our exciting new MA (Theology, Ministry, and Mission), validated by Durham University. The course gives our students a grounding in practical theology and biblical studies, before allowing them to tailor study to suit interests or background. As such, it offers students an approach that is rooted in their situation, locality, or in Welsh culture and ministry. Taking place over three residentials each year, the new programme has been designed with the busy life of ordained ministers and lay people in mind and it aims to be relevant both to the Church today and contemporary society.

A first cohort of 8 new students (a number which surpassed our expectations) began in September 2021 and, despite pandemic challenges, there was much excitement and enthusiasm as the group flourished during their first year on this innovative new course. We were also delighted that, after a sustained publicity drive (including high-quality videos, articles in diocesan magazines, and stalls at



diocesan conferences), six new students have enrolled to join the course we will welcome a second cohort of six new students in September 2022. What is exceptionally good news is the majority of these 14 students are Church in Wales ministers who are using this course to enhance and resource their ministry.

MA FOR CHILDREN, YOUNG PEOPLE & FAMILY SPECIALISTS

This MA specialism was launched in 2018 and has quickly developed into one of the most exciting postgraduate qualifications for those working with children, young people and families across the UK. Annually, speakers include George Lings (former head of research for Church Army), Yvonne Morris (Oxford Diocesan Children's Advisor), Rachel Turner (founder of Parenting for Faith), Gary Smith (Message Trust Wales), Chloe Richards (Alpha Cymru), Matt Summerfield (Zeo Church, former director of Urban Saints)

and in 2021 Sally Nash joined the team as senior research fellow. Many of our students are from the Church in Wales or other Welsh denominations, but we also draw from England, Scotland and even one student from Albania. This mix of different people from different contexts, but all involved in ministry to young people and children, makes this an exciting and interesting programme.

This course has quickly established itself as the largest provider of Postgraduate Teaching for Children, Young People & Family workers across the UK. In the last academic year, 10 of our students graduated, of which more than half received distinctions.

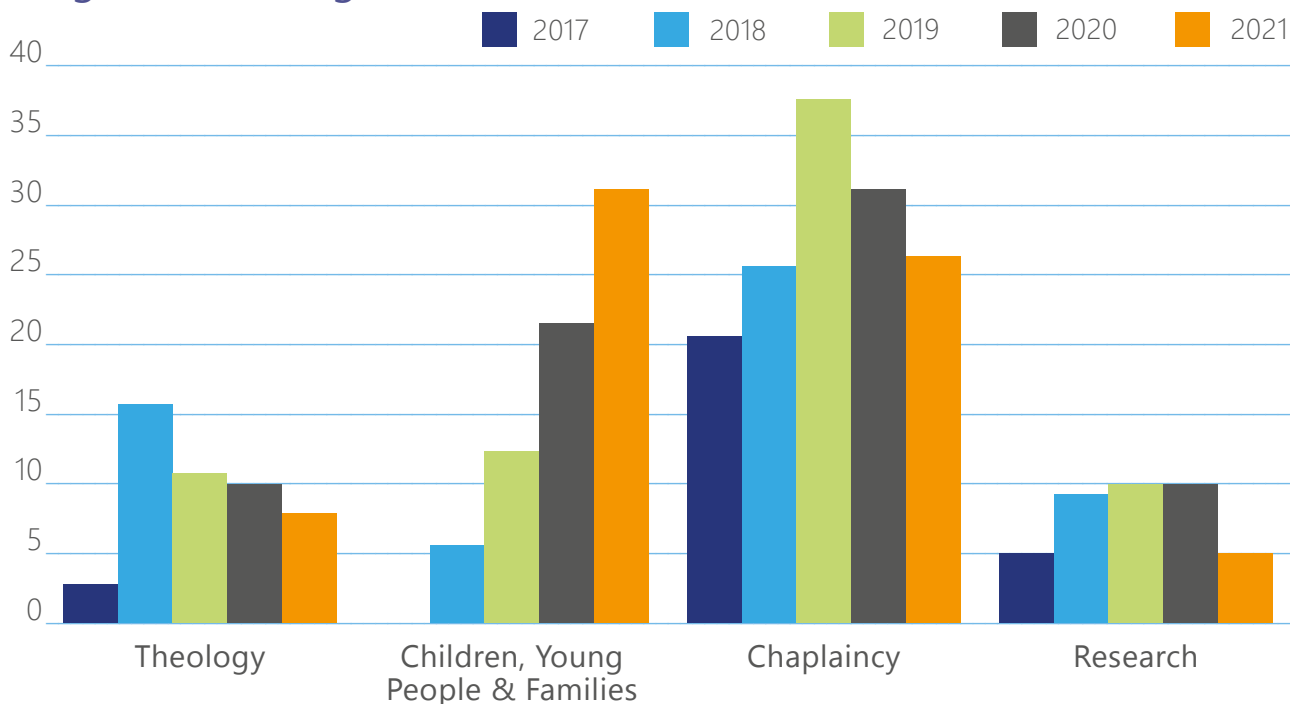
MA CHAPLAINCY PROGRAMME

Students can study for a PG Certificate, PG Diploma, or MA in Chaplaincy Studies. Our flagship programme supports in-service chaplains in their practice and ministry. It has been designed to meet the needs of those working in complex professional contexts. Students seeking to study the full MA, complete three modules a year for two years, followed by ten months of dissertation writing. The delivery method for this specialism concentrates all teaching into three intensive blocks (Monday to Wednesday).

Having successfully transferred our validation to Durham University this academic year, and with a mostly new tutorial team, we have been reviewing our programme alongside our first student cohort. Those studying for the



Postgraduate Programmes



one-year PG Certificate can now study reflective practice rather than research methods. We have successfully achieved accreditation as a registration programme with the Board of Healthcare Chaplaincy.

This year there were 28 chaplains training for our MA in Chaplaincy Studies at St Padarn's of which 16 were military chaplains.

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). An important aspect of this is supervising doctoral research

(PhDs) raising up the next generation of theologians and stimulating useful research. The following list of doctoral projects being supervised in 2021-22 gives a taste of this work.

Our tutors presently supervise PhDs at Manchester University, Cardiff University, UWTSD and Lambeth Palace.

St Padarn's also hosted two Research Symposia during the year to support ongoing thinking and collaboration. Tutors, students and invited guests contributed papers on a variety of topics from biblical, liturgical, theological and historical perspectives on subjects ranging from religious education to humour, to the close reading of texts to reflecting theologically on pain, hope, and the

pandemic. Moving forward, we hope to develop this aspect of our work, so that research symposia became an integral part of the St Padarn's calendar.



■ Interpreting the Bible for a Welsh Context	■ Young vocations – the hinderances to recruiting younger priests
■ Intergen – Building strong Christian communities by involving all ages in worship and ministry.	■ Chaplains in the Far East during the Second World War – A Study in Spiritual Resilience.
■ Exploring long-term church ministry with young people who have experience Adverse Childhood Experiences (ACEers)	■ Death and Bereavement – Does Christian Education help of hinder children in the bereavement process?
■ God for Us: Reclaiming LaCugna's Contribution for the Church	■ Songs of Songs – a Biblical Exegesis
■ Serving two masters: a critical evaluation of the leadership styles adopted by British Army chaplains and their relationship to ecclesiastical and military models of leadership.	■ Transforming Ministry in the Church in Wales: A critical assessment of the Implementation of Ministry Areas

Our Wider Chaplaincy Programme

BEGINNING CHAPLAINCY

Beginning Chaplaincy (Health) is a five-day induction course for chaplains engaged in health or social care and held twice yearly. It has been designed around the experience and needs of recently appointed chaplains. Beginning Chaplaincy complements in-house induction programmes and local management.

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



WATERWAYS CHAPLAINCY DEVELOPMENT PROGRAMME (PILOT)

In partnership with the Waterways Chaplains, we are piloting accessible enhanced training to smaller charities, part-time, and voluntary chaplains. The programme includes twelve sessions in total. Six national afternoons are being delivered by St Padarn's via Zoom

and another six 'local' sessions led by Waterways Chaplaincy. If successful, the programme will run simultaneously with a range of smaller chaplaincy providers.

LOOKING AHEAD

We are focusing our postgraduate research work to ensure that St Padarn's

both retains and enhances its international reputation as the 'go to' place for training chaplains. We are preparing an MA Chaplaincy (prisons) specialism for 2023-24 entry and a PG Cert Chaplaincy with UKBHC accreditation. While improving access to expert chaplaincy, we are looking to further develop opportunities for postgraduate research into chaplaincy.

Welsh Language and Theology

DYSGU CYMRAEG / LEARNING WELSH

All full-time candidates at St Padarn's who are not already fluent in the language are required to be actively learning the language as part of their training, and part-timers are encouraged to do so. The rationale for this provision is that, firstly, in a large geographical area in Wales, a majority, or a significant minority, of the population are Welsh-speaking and it is clear that in those areas, the ability to communicate in Welsh is necessary for effective ministry and mission. Secondly, the Church in Wales is a proudly bilingual Church, and even in areas where the percentages of Welsh speakers are lower, it still seeks to offer opportunities for worship and pastoral care through the medium of the language. It's also true that the Welsh language has a higher profile in some of the more 'anglicised' parts of Wales than it has enjoyed for a hundred years and more. In Treganna/Canton, for example, an area of Cardiff bordering on

Llandaf, Welsh-speakers now account for over 20% of the population, whereas fifty years ago the presence of Welsh-speakers would have been hardly noticeable.

The teaching of the Welsh language through St Padarn's in 2021-22 continued the use of the on-line multi-level course, SaySomethinginWelsh, with all non-fluent fulltime candidates being registered at a level appropriate to them. Some candidates who expressed a preference for another on-line course, Duolingo, were enrolled on that instead, and candidates who were able to access on-line or on-site classes were also supported to pursue that option.

The Tê Bach practice sessions also continued, and, apart from a brief lockdown period in early 2022, were able to be held on Thursday afternoons in the Chapel on-site. The pattern established was a brief introductory presentation by the Tutor in Welsh



Theology, the Revd Dr Siôn Aled Owen, on an aspect of the language related to Church and ministry, followed by division into groups on three levels, Beginners, Intermediate and Advanced, the two higher levels being facilitated on a voluntary basis by a candidate

who was an advanced learner and a candidate fluent in Welsh respectively.

In addition, several of the Thursday sessions were given over to instruction in liturgical Welsh by the Revd Dyfrig Lloyd, of Eglwys Dewi Sant, Cardiff.

Candidates were actively encouraged to use the Welsh language when planning and leading worship, both at St Padarn's and in their placement churches. This was clearly not an easy ask for some of the less experienced learners, but it was very encouraging to see the efforts made and the experimentation with creative approaches to using the language. It was noticeable that the Welsh language became more and more a part of the worship life of the Institute during the year.

As an example of the use of Welsh in ministry and mission beyond St Padarn's itself, one candidate established an Eglwys Caffi / Café Church meeting on Sunday afternoons in St Asaph Diocese, catering particularly for Welsh learners, with fluent speakers attending to give their support. It is hoped other similar ventures can be encouraged for 2022-23.

A number of staff members are also learning Welsh at various levels and St Padarn's actively supports them in this. Both staff members and candidates are encouraged to take advantage of the opportunities to practise their Welsh provided by the Mentrau Iaith / Language Initiatives in all parts of Wales, and more information about those opportunities will be provided during 2022-23.

It was particularly encouraging to note during the year how attitudes towards learning Welsh and the towards the use of the language in the Institute's worship and other activities became progressively more positive. Some, whose ministry is likely to be in areas where the percentages of Welsh speakers are lowest, were sceptical early on about the value of learning the language, but came to see that Cymraeg belongs to the whole of Wales and that Welsh language skills can be of value wherever you are in Wales – and beyond, given the reach of the Internet to Welsh speaking communities and individuals worldwide. In this respect, it is important to note St Padarn's does not set targets for a

learner's achievements in Welsh language learning – each candidate can learn to the level appropriate to that individual and their present and future ministry. Plans for 2022-23 include the provision of on-site Welsh in the Workplace classes on at least three levels, in partnership with the National Welsh for Adults Centre, and a one week residential course on preaching in Welsh, led by Siôn Aled Owen, at the National Language Centre in Nant Gwrtheyrn, Gwynedd. Support for on-line learning (in parallel with the on-site classes) will also continue.

DIWINYDDIAETH GYMREIG / WELSH THEOLOGY

During the academic year 2021-22, Siôn Aled Owen has been preparing to deliver a new module on Engaging Theology, Church and Identity in Post-devolution Wales during the following academic year. However, he has already been providing input in this field through presentations at residential weekends, at a St Padarn's research symposium and in the introductory presentations to the Te Bach practice sessions. He also co-taught the established module on Exploring Christianity in Wales with Paula Yates, introducing his own expertise and experience into the module which Paula herself had developed. He also gave a presentation on the subject of bilingualism in the Church in Wales at the annual UK Theological Educators' Conference, held this year at Leicester University.

Siôn is also a member of Churches Together in Britain and Ireland's Writers' Group which produces the resources for the Week of Prayer for Christian Unity. As well as contributing to the production of the resources, inspired by churches in a different part of the world each year, it is Siôn who is responsible for translating the material into Welsh.

Siôn is also one of the poets in residence for the Welsh language Pererindod Llenyddol Llwybr Cadfan Sant (Saint Cadfan's Path Literary Pilgrimage), following in the footsteps of Cadfan, a sixth century Celtic saint, originally from Brittany, from Tywyn, Meirionnydd, to Ynys Enlli (Bardsey). The project was launched in St Cadfan's Church in Tywyn in March, in the presence of Archbishop Andrew and Bishop Mary, Assistant Bishop of Bangor, and will reach Enlli in August 2023. The poetry produced by Siôn and his fellow poet in residence, Sian Northey, together with work by other poets involved in the pilgrimage and participants in writing workshops along the way, will be published in a volume when the project is complete.

St Padarn's Institute is keen to emphasise that 'Welsh Theology' is not some discreet aspect of the curriculum, but a thread running through the teaching, the worship and the life of the community, in much the same way that the Welsh language is also celebrated in all those areas.



Ministry Resources

In late 2021 we published the first of the "Ministry" series of books. The first was the Readers booklet to help clarify this important and integral ministry and to assist with many dioceses' strategy to recruit more Readers. It was exciting to work with Wardens of Readers from across

Wales to facilitate this book. Throughout the 2021-22 academic year we have been developing two new booklets; the first on Worship Leading and the second on Pastoral Visiting. These are currently with the typesetter and will be released in Welsh and English in early 2023.



Learning Resources

During the year we were relieved to be gradually returning to a combination of face-to-face and virtual interactions. Our accelerated developments in online resourcing and technology over the previous 18 months put us in a stronger position in resourcing current programmes such as the BTh and Newly Licenced Minister (NLM) programmes, but also to provide the additional resourcing required for the MA Theology, Ministry and Mission (MA TMM) programmes.



This year we made substantial changes behind the scenes to our virtual learning platform, St Padarn's Moodle, enabling us to keep abreast with software updates and giving us a firm foundation for further developments. This immediately enabled us to integrate the content for the MA TMM programmes, which previously hadn't been hosted on St Padarn's Moodle.

Our technological additions include 2 'Owl' cameras which have proved particularly useful with small learning groups and meetings with a mixture of virtual and in-person attendees.

We have continued to provide digital resources in accessible formats wherever possible, such as compatibility with screen readers and other reading aids. We also are adding software to the library computers to match the software students with additional learning needs are provided with so that they can access the same software if they visit the library. We continue to provide support for individual students with additional learning needs based on their requirements.

We continue to have access to the Common Awards Hub online resources now totalling nearly 14,000 eBooks for MA students and 4000 eBooks for BTh and NLM students. To our own collection of eBooks we have made a further 152 new targeted additions, including a full Bible commentary series. Previously we had relied on digital scans of chapters from text books for essential course readings but now we provide access to the full eBook for the majority of essential course readings, allowing students to easily read more broadly around a subject.

The opportunity to borrow printed books is still on offer, in person or via postal loan and though many users are at a distance, last year we had 136 active library borrowers.

We were very pleased to see the number of books issued, which had been only 226 in 2020-21, return to pre-pandemic levels this year with 1472 issued books. We have also returned to pre-pandemic levels and have added 549 printed books to the collection.



Learning Support

In education the term 'disability' covers a range of additional needs which may affect someone's learning – these could be physical disabilities such as hearing loss or mobility issues, mental health disabilities which includes anyone with a long-term mental health condition and specific learning differences such as dyslexia.

St Padarn's has a legal responsibility to ensure 'that disability does not provide a barrier to full participation in learning and teaching, facilities, and services for existing and prospective learners'. It is also part of St Padarn's ethos to make learning accessible. Each year between 18-20% of learners on accredited programmes have declared some kind of additional need.

St Padarn's works hard to create an environment for learners to feel comfortable declaring additional needs. New learners are encouraged to declare

known needs as soon as possible. St Padarn's learners sometimes come suspecting they may have a learning difference such as dyslexia, or a possible learning difference may be identified by a tutor. The learning support staff will work with the learners to assess whether they would benefit from a formal assessment and support them in getting that assessment made. This year we have supported people with a range of additional needs. Dyslexia has been the most common need, and there have been a number of students with autism and attention deficit hyperactivity disorder.

Learners with additional needs on our accredited programmes may be eligible for considerable help through the Disabled Students Allowance (DSA), and the learning support staff assist learners in their application for this grant. The DSA provides significant assistance for

those with additional needs. Depending on the type and severity of the need, typical assistance can include specialist software, specialist equipment and/or one to one help such as assistance with proof reading, or mentoring. Typically a learner may get the equivalent of £9000 in support per year, although learners can receive up to £31,831 per year. An individual learning support plan will be put in place for any learner that has gone through the St Padarn's learning support process, which identifies the reasonable adjustments which need to be made in order to help them achieve the learning outcomes for their programme.

As additional needs are many and varied St Padarn's draws on external expertise for advice and support, and have developed a good partnership with a Welsh based learning needs support company, Beacon Support Ltd.

National Networks

ADNODDAU CYMRAEG / WELSH LANGUAGE RESOURCES

It was with sadness that we said farewell to Rachel Settatree, our part time Welsh Mission Advocate, in January. The work she began has, however, continued. That includes the production, in partnership with Cyngor Ysgolion Sul / The Sunday Schools Council for Wales, of a bilingual book of reflections, which is due to be published early in November 2022

Angharad Gaylard continued with the work on updating information on available Welsh language and bilingual resources on our website and on the production of a newsletter publicising developments regarding Welsh language resources and activities. St Padarn's is also represented on the Provincial Welsh Language Committee, which is chaired by the Archbishop of Wales.

Gofal ein Gwinllan ('the Care of our Vineyard'), the series of on-line presentations and discussions on the contribution of the Church in Wales to the vitality of the Welsh language and culture throughout the centuries, has also

continued. All the presentations, including access to an English simultaneous translation, are made available on the Church in Wales' website and it is planned to publish the text of the presentations in due course in a volume edited by Professor Densil Morgan and Dr Cynfael Lake.

CHILDREN, YOUNG PEOPLE AND FAMILY WORKERS NETWORK

St Padarn's Institute plays an essential part in the development of children, young people and ministry development across

the Province. 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. The various children/youth/family officers come together as a Wales wide network and St Padarn's acts as a conduit between them and the Bishop



- Working with the Provincial Network to provide training events to help equip and empower those working in the area across the province
- Resourcing the Dioceses by pointing them in the direction of high quality events that can be run across the province, recent examples have included Carols at the Cathedrals and Y Parti Mawr.

Into 2023 we will begin to broaden that role further by working with the Diocesan children, young people and family officers to run a series of high quality training days.

PIONEER NETWORK

The Church in Wales Pioneer Community continues to increase in number. As this report is being written there are now 251 members of the Church in Wales Pioneer Community Facebook Group. This growth, from launch, in just over one year brings our Pioneer Community to half the size of the Church of England's Anglican Pioneer Network. While our Facebook Group is not the sole indicator of the size of the Welsh Pioneer Community, it is an encouraging insight.

The ancient history of Pioneering in Wales

continues to be a source of inspiration for today, and a helpful resource in our desire continuously to ask the Holy Spirit for insight into the nature of Welsh Pioneering. We might say that Welsh Pioneering is as ancient as Christianity in Wales. The first Christians in our land would have been Pioneers by virtue of occupying that time in Welsh history when Christianity was not yet established. The age of the Saints is a powerful and formative time in our Pioneering heritage, which we can all draw from. Welsh Pioneering is not a new thing, but part of the very nature of Welsh Christianity: it is rich and broad and able to embrace the whole people of God alongside those with the specific pioneer charisma.

We are constantly looking for ways to develop and equip our Pioneer Community across Wales. Within St Padarn's, the programme for ministerial training now includes formational modules in pioneer ministry at every residential. The annual summer school now offers a Church Planting course. Across Wales, we have launched Pioneer Forums: events where we enjoy input from a keynote speaker followed by opportunities for questions, conversation and prayer. These occur every other

month, are online to enable greatest attendance, and aim to equip pioneering in Wales. The Pioneer Steering Group meets on a regular basis.

A Pioneer Evangelism Conference is being explored, perhaps for 2023, as is a Pioneer Roadshow. The Revd Chris Thomson, as Convenor of the Pioneer Community, and as a key part of his role, already tours Wales to meet, encourage and equip the growing Pioneer Community, networking people together: and posts his encounters and peoples' testimonies on social media. These are proving inspirational and, crucially, are building a sense of community for pioneers across Wales. The network hopes to contribute ever more extensively to conversations about ministry development. Roundtable theological discussions, exploring issues pertinent to pioneering ministry, will begin in early 2023. We look forward to calling the Church in Wales Pioneer Community to join for a day of prayer and fasting during Eastertide 2023. We are also connecting with other denominations to develop relationships and share learning about pioneering. Teaching on pioneering has featured on the CMD programme this year.



Special Projects

RIDING LIGHTS THEATRE COMPANY



In the autumn of 2021 Governing Body a vote was taken to declare 2022 "The Year of Biblical Literacy". St Padarn's, working with the Mission and Evangelism Committee, has some experience in recognising that communication is always about books! So it was decided to commission a Theatre Company Presentation that would look at the Bible and its impact through the eyes of

various performers. Riding Lights are lined up to do this and will bring their usual combination of humour, song and acting.

The idea will be to run three performances in each diocese with one of them being in the diocesan cathedral. These performances will take place in the autumn of 2022 and rehearsals are well under way for what looks to be an excellent theatre production.

APPRENTICESHIP PROGRAMMES

In the summer of 2021 St Padarn's Institute met with key stakeholders to discuss a programme to make it easier for younger people to explore ministry within the Church in Wales and to that approached the Welsh Government in to explore setting up a Level 4 Apprenticeship Framework in Church Ministry. The apprenticeships would help us achieve a range of benefits:

1. Provide extra support for our churches in a wide range of ministry functions, from leading youth groups, outreach to local schools, contributing to services to putting the chairs out and distributing the hymn books.

2. Provide a pipeline into ordained ministry. We will ensure DDOs have contact with Apprentices during their training. And of course they will enter ministry at BTh Level 5 and can then do Level 5, Level 6 and potentially the MA in their three years at St Padarns.
3. If they explore ordination during their Apprenticeship and feel it is not for them, we still have some highly skilled lay people.

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

The development of an Apprenticeship



Framework necessitated the creation of a new educational programme with the University of Wales. This new programme will provide the training context for apprenticeships. If the Apprenticeship Framework is approved by Welsh Government then:

- St Padarn's will promote the Apprenticeship Framework throughout all our churches. Using the various networks we have developed throughout the years.
- We will provide the support and assistance for churches who want to employ an apprentice and help them access Welsh Government funding to do this. Those churches taking on an Apprentice under this system will receive up to £4k from Welsh Government.
- Apprentices will be employed by the church and undertake the activities the church has specified. We can advise on this. But 4 days of working plus 1 study day will be the recommended way forward. With additional time off for residentials that the apprentices will attend.
- St Padarn's will deliver the Level 4 qualification part of the apprenticeship through a series of residentials and Zoom/Teams training.
- Before the Apprenticeship begins and throughout, advice on vocations will be given by our DDOs, in the same way other Apprentices would have input from Career teachers,
- It is hoped that at the end of training, some of our Apprentices would enter ordination training.

Welsh Government will let us know the outcome of our work in early 2023.

WIDENING PARTICIPATION

The 'widening participation' agenda is significant for St Padarn's, and becoming more central to our activities. In this we are assisted by the requirements and encouragement of our various external partners – the Higher Education Funding Council Wales, the University of Wales Trinity St David and the University of Durham. These external bodies add rigour to what, one would hope, the Church would already want to do.

'Widening participation' covers a range of aspects. At the heart is the recognition that historically educational programmes and ministry opportunities in the Church have been disproportionately focused on one part of the population. The issues currently for us are around race, lower prior educational achievement and disability. The racial diversity of Church in Wales clergy, for example, does not match that of the population of Wales. Similarly those with prior degrees appear to find a smoother pathway from being encouraged to consider ministry through to being a ministry area leader than others, even though the Church rightly doesn't believe having a degree is a valuable marker of whether God may be calling you to be a priest. The same could be said about those with disabilities, or neurodiversity.

These issues are complex. One part is how education and formational programmes are designed and delivered, and the support offered to people. That is clearly a focus for St Padarn's, and there is work to be done, but it is also easiest to get to work on. We have been

working to ensure that reading lists draw fully on scholarship and experience outside of Europe and North America ('decolonizing the curriculum'), and as mentioned elsewhere in this report, have been significant improving our systems for supporting those with disabilities, and drawing down significant government money to assist in that. Theology for Life has a good track-record in supporting those with lower prior-educational achievement. It is also important to avoid the low-aspiration assumption that certain people 'shouldn't be working to recognised qualifications' – instead the question is how to support them so they do achieve. There is more for us to do in terms of theological thinking about disability, and to continue seeking diversity in the staff team.

More difficult is recruitment – the fact is that if people think something isn't for 'people like me' they don't get close enough to find out if 'people like them' would thrive on the programme. If the response to hesitant expression of calling is to be given two books to read, we have lost folks for whom books are not a regular part of their lives. This part of the work needs to be done in close conjunction with dioceses, for ministerial candidates lay and ordained are 'recruited' and tentative vocations nurtured within local churches and dioceses. Experience of churches elsewhere has been that the priority need is for mentoring and nurture during the discernment process (this is what for example the 'Peter Stream' in the Church of England does), but St Padarn's also needs to do its share.

There is also the question of whether particular initiatives might help widen participation. Elsewhere you will see the work we have been doing on an apprenticeship programme, particularly aimed to help engage with under 25s. It is good to note, as you can see in the report on Formation for Licensed Ministry, women are at least as represented as men on our programmes.

2021-2022 saw St Padarn's really starting to focus on this agenda. As we move into 2022-23, with the guidance of the new Quality and Standards Panel, and working with the new Director of Ministry Development we hope to see clear benchmarks and plans established.



Director of Operations Report

The Operations side of St Padarn's encompasses all areas which are not teaching and learning. This includes buildings and venues, catering and housekeeping, registry, QA and the large amount of administration needed in order to operate a residential educational institution. The roles within the staffing are diverse, but all have one common purpose, and that is that learners are at the heart of all St Padarn's does. The dedicated team strives to be continually improving every aspect of St Padarn's. They are key in creating an atmosphere conducive to learning and spiritual development.

As the work St Padarn's is asked to undertake evolves, and the external requirements and environment change, the work that the Operations staff do has to change to keep pace. This year has seen the start of a reorganisation of the team to ensure it has the capacity to ensure St Padarn's is able to deliver on the requirements of the Church in Wales and meet its obligations as a higher

education provider. The reorganisation has focussed on ensuring the Director of Operations has capacity for strategic work, quality and governance, production of digital resources and the collection and management of data. It is hoped that the reorganisation will be completed next year.

The St Padarn's, Cardiff, site is in good condition considering its age, but as with all buildings regular maintenance is essential. Some planned forward maintenance work has taken place this year. This included repairs on some of the roofs, some masonry and guttering's which solved some damp issues. Initial work started on plans to replace the heating system and by doing so reduce St Padarn's carbon footprint.

Covid disrupted operations directly far less this year than the previous two years, although one residential had to be rearranged and staff are still having to support learners who have missed sessions through illness. The effects on the

mental well-being of learners are ongoing, particularly in the health and military chaplains on the MA Chaplaincy Studies.

STAFFING

During the Covid pandemic the operations staff numbers had been lower than usual, as there were no catering and minimal housekeeping staff, when we were unable to operate much in the way of face-to-face teaching. With the return to normal delivery catering and housekeeping staff were appointed. The two new chefs (both called Paul!) are very environmentally conscious and have been initiating very positive changes including working with the gardener to grow fresh produce and buying locally grown, in season food. They are working hard to provide healthy but very tasty food.

ST PADARN'S RELATIONSHIPS WITH EXTERNAL BODIES

St Padarn's has relationships with a diverse range of bodies that contribute to quality



assurance, either by setting standards or monitoring standards.

HIGHER EDUCATION FUNDING COUNCIL FOR WALES (HEFCW)

The Higher Education Funding Council for Wales is the public body operating between the Welsh Government and higher education providers.

As such it is one of the key external bodies St Padarn's interacts with. St Padarn's relationship with HEFCW differs from the relationship HEFCW has with universities. St Padarn's is what is currently known as an Alternative Provider of Higher Education. St Padarn's course go through a process called course designation in order for our students to be able to access the Disabled Student Allowance and, where appropriate (e.g. Masters Students), access to student finance in the form of loans and grants. Each year HEFCW performs a monitoring exercise on behalf of the Welsh Government to assess whether the following year's courses will be designated. This exercise is designed to ensure that St Padarn's meets quality standards, fulfils Welsh Government educational priorities, such as widening participation and the increase of the use of the Welsh language in education, is well governed and is financially viable.

HEFCW require institutions to have regular reviews by the Quality Assurance Agency for Higher Education (QAA), the charity it commissions to measure quality in higher education institutions.

As part of the Welsh Government's reform of tertiary education HEFCW is due to be replaced by a Commission for Tertiary Education and Research. This will mean some changes in requirements for alternative providers such as St Padarn's, although the details of these have not yet been confirmed.

HIGHER EDUCATION STATISTICS AGENCY (HESA)

HESA collects, assures and disseminates data about higher education (HE) in the UK on behalf of its Statutory Customers. It works with HE providers in each of the four nations, collaborating with them to collect and curate one of the world's leading HE data sources. The data collected helps

the governments of the home nations to assess whether HE providers are meeting the governments' objectives.

OFFICE OF THE INDEPENDENT ADJUDICATOR FOR HIGHER EDUCATION (OIA)

The Higher Education Act 2003 required that an independent body should be set up to run a student complaints scheme in England and Wales, and the OIA was chosen to run this scheme. A student who has not been satisfied by the internal complaints processes of their university for their academic course can take the complaint to the OIA. The OIA provides a wealth of resources and training for institutions in order to help prevent situations where complaints might arise. We are pleased that once again no referrals have been made to the OIA by any St Padarn's students, which is a sign that should issues arise, we are able to resolve them smoothly within the institution.

VALIDATING UNIVERSITIES

St Padarn's currently works with two validating universities:

- Durham University
- University of Wales, Trinity St David

The student's contractual agreement is with St Padarn's and the final award the student receives is from the university. In both cases the programme is validated by the university and St Padarn's delivers that programme in line with the university's regulations. The partnership with Durham is orchestrated through the Church of England's Common Awards scheme. Common Awards is a three-way partnership between a Theological Education Institution, the Church of England and other participating churches, and Durham University. The arrangement with Durham University covers the postgraduate taught courses offered by St Padarn's (Chaplaincy, Theology, and Children, Youth and Families). The arrangement with UWTSd covers the undergraduate courses (BTh Theology, Diploma of HE Theology, and the Certificate of HE Theology). In both cases the university and St Padarn's enter an agreed sharing of responsibilities that ensures that student experience and the

quality of the programme are paramount, the particulars of each agreement differ. The validation agreements commit St Padarn's to a regime of data submission, reporting, and review.

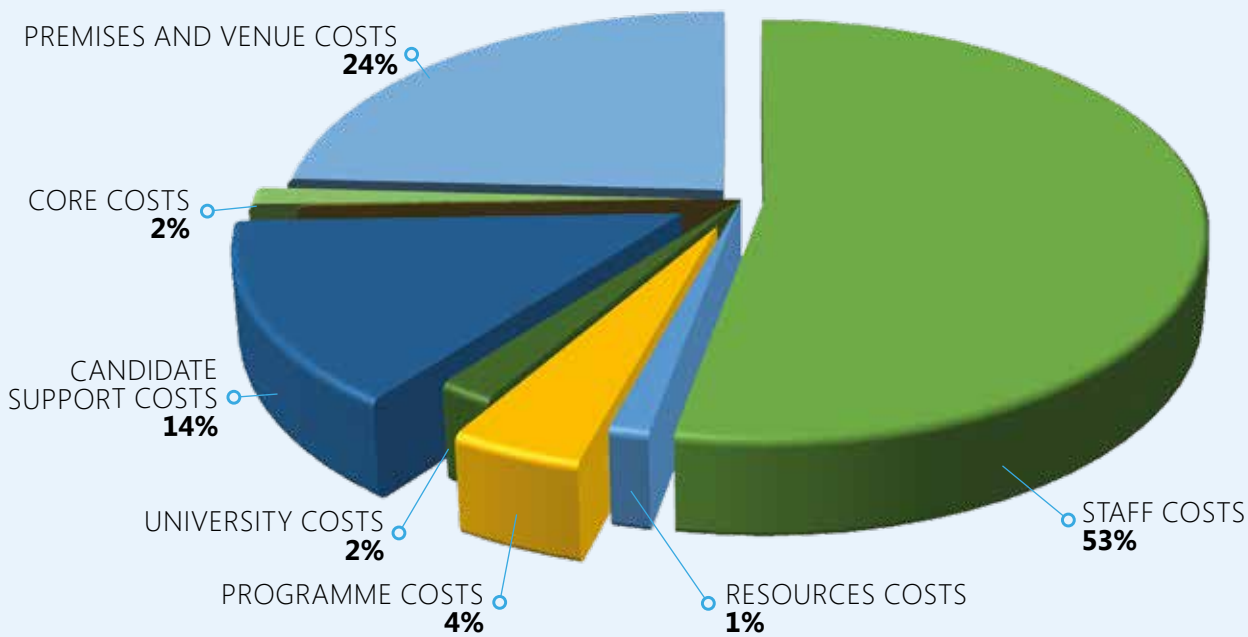
In addition to the arrangements with UWTSd and Durham University St Padarn's is also in the 'teach out' phase of the partnership agreement with Cardiff University for the MTh Chaplaincy Studies and MTh Theology. This arrangement ensures the continued support of a very small number of students who are completing their studies at Cardiff. This arrangement is expected to end within the next academic year.

MINISTRY DIVISION, CHURCH OF ENGLAND

St Padarn's welcomes the regular reviews it has to undergo by its validating universities and the QAA as it recognises the objective, external view is invaluable in assisting to enhance quality. St Padarn's chooses to invite the Ministry Division of the Church of England to conduct a Periodic External Review of Formation for Licensed Ministry and Newly Licensed Minister training in order to gain this independent expert view of its initial ministerial training. A review is due to take place in October 2022.



Income & Expenditure (SEPTEMBER 2021 TO AUGUST 2022)



Total Expenditure = £2,674,176 Total Income = £246,114

Notes:

There appears to be a significant increase in expenditure this year (31%) but there are several things to note in explanation:

- i. 2021-2022 saw a return to pre-Covid levels of delivery. Most of St Padarn’s training is delivered residentially, either at the St Padarn’s, Cardiff, site, or at hired venues around the country. Therefore, Premises and Venue Costs increased from £227,222 in 2020-2021 to £644,649 in 2021-2022
- ii Staffing costs also increased as catering and housekeeping staff were employed.
- iii Necessary building maintenance of £230k took place.
- iv The increases in points i. and iii. Combined account for more than the increase in expenditure, meaning St Padarn’s has made significant economies in other areas in order to keep costs down.

Income increased by 32%. This is due largely to two reasons: a return to the sorts of residential activity for which we charge, mostly Masters residentials, and a very successful relaunch of the in person Beginning Chaplaincy short courses. Last year, Covid meant that we were unable to do much face-to-face delivery, which affected income.

Staff Costs	Includes all staff costs (Principal, Tutorial staff, Administration, Catering, House Keeping and Maintenance).
Core Costs	Includes publicity, Welsh translation and office costs.
Facilities for Residentials and Day Events	Includes maintenance and upkeep of the St Padarn’s Cardiff as well as costs for hiring facilities outside of Cardiff for Safeguarding, Newly Licensed Minister Training and Continuing Ministerial Development Events. These costs are down on last year as all teaching for the last term had to be undertaken on-line due to COVID-19.
Resource Costs	Includes physical and on-line resources
Candidate Support Costs	Candidates training full-time receive a grant to cover their living expenses as well as travel expenses. Candidates training part-time receive a small grant to cover incidental costs, as well as travel expenses.
University and Programme costs	Includes validation costs, and external specialist teaching costs
Network Meetings	There is also an area of the budget called Networks, which is used for meetings of Diocesan Children, Youth & Family officers, Pioneer Workers and those involved in Welsh Mission & Ministry. But during the pandemic there were reduced numbers of in person meetings and therefore reduced budget needed for those areas (and so invisible in the chart above). Network meetings for 2022-23 will include some on-line and some in person gatherings, and appropriate levels of funding will be included in the budget.
Income	This is made up primarily from course fees for postgrad study. Income from fees increased by 11%.



Into 2022-2023

Two significant building blocks will shape St Padarn's as it moves into 2022-23. First the adoption of a renewed strategic direction document for St Padarn's by the Bench of Bishops. This will closely link St Padarn's with emerging strategic direction and vision for the whole church as together we focus on the missionary challenges and opportunities ahead. Second, the Periodic External Review report is likely to set out a range of recommended enhancements, which will set something of an agenda for the institute.



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