

The Strategic Direction of the St Padarn's Institute 2023-2028¹

The St Padarn's Institute, as the Church in Wales' Institute for formation, theological education, ministerial development, and research, is commissioned to work in the following areas:

Core

- **Theology for Life**, providing accessible, higher-education level, theological education for discipleship within the Church in Wales, for lay people and as a tool with vocational discernment, and as continuing development for licensed ministers.
- **Formation for Licensed Ministry**, providing high-quality, accessible, formational programmes for all those sponsored by Church in Wales bishops for training to enter ordained or lay licensed ministries.
- **Newly Licensed Ministers**, providing high-quality, accessible, support for all those newly licensed by Church in Wales bishops as ordained or lay licensed ministers, and their training supervisors, including a special programme for those entering stipendiary 'first positions of responsibility'.
- **Continuing Ministerial Development**, providing targeted national training and resources for the continuing ministerial development of lay ministers and clergy, including MDR; regular conferences such as Welcome to the Church in Wales, pre-retirement, and the national LLM programme; courses to train Spiritual Directors and Anna Chaplains; programmes to support collaborative ministry; and to respond to the changing CMD needs of the national church as articulated through the bishops.

Supporting

Activities within this 'supporting' category, need to satisfy the criteria that they directly contribute to the mission of the Church in Wales; are coherent with St Padarn's other activities and its areas of expertise; enhance the reputation of St Padarn's and/or the Church in Wales; and stimulate and enrich St Padarn's as a Christian learning community.

- **Masters-Level Theology Programmes**, providing accessible, academically rigorous, reflective practice, masters-level theological programmes serving the Church's missional and ministerial needs. Currently, there are three programmes – Theology, Ministry and Mission; Chaplaincy; and Children, Young People & Families Specialists. *These programmes prioritise members of the Church in Wales, but include a wider range of learners, to ensure a strong, diverse learning community and to play a positive part in the UK-wide church, while ensuring that the inclusion of non-Church in Wales learners is always financially beneficial to the Church in Wales.*
- **National Networks**, which bring together, stimulate and resource those across the national church involved in particular ministries, and act as a focal point for the promotion of these ministries, always working in step with the bishop holding the relevant portfolio. Currently, there are three networks – Welsh-Medium Mission; Children, Young People and Families; and Pioneer.

Foundational to all this work is the continued strength of the St Padarn's Institute as a Christian learning community. Alongside the vitality of its Anglican spirituality, missional calling and commitment to the whole Church in Wales, this also requires robust finances and operational professionalism; a strong, motivated, diverse staff team; a bilingual culture; productive partnerships with universities, theological colleges, and

¹ Agreed by the Bench of Bishops, 25 July 2023.

others; and a robust policy and procedural framework, satisfying the quality assurance and other regulatory requirements for a Higher Education Institution, and ensuring the highest quality of learning experience.

St Padarn's plays its full part in collaboration with the wider church, in promoting inclusivity in areas such as gender, sexuality, theological difference and the use of the Welsh language.

Developing

Over the five years 2023-2028, the St Padarn's Institute is to focus development on the following seven areas:

1. **Widening Participation**, with a particular focus on ethnicity, disability, age, and lower prior educational achievement. This includes focusing on these factors within the make-up of the learner and staff community, and equipping learners across its programmes to support and build Christian congregations which incorporate flourishing diversity across these factors. The apprenticeship programme is one tool in this area.
2. **Clergy Leadership Development**, focused on those holding ministry/mission area leadership roles and other roles of enhanced responsibility.
3. **Excellence in Formation**, building on existing success, but focused on increasing formational quality, the life of prayer, the breadth of Anglican tradition and robustness of formational outcomes in a rapidly changing ministerial and cultural context.
4. **Geographical Equity**, ensuring that the highest-quality formational pathways for stipendiary ministry are available for those geographically far distant from Cardiff.
5. **Educational Excellence**, maintaining and enhancing St Padarn's reputation as a Higher Education institution, including responding to the challenges and opportunities of AI, changing forms of assessment, developing the scholarly reputation of the staff team, playing a full part in the HE ecosystem in theology (supervising, external examining, serving on subject committees and reviews), developing suitable vehicles for research projects in ministerial/missional theology and practice and the dissemination of results.
6. **The St Padarn's Cardiff Site**, ensuring it is a long-term asset for the Church in Wales, developed in line with our zero-carbon ambitions, which is fit for purpose spiritually, educationally, and operationally, as the home of the Church in Wales' theological institution.
7. **Sharing Resources with the wider Church in Wales**, ensuring that the resources of the institute, intellectual, spiritual, and physical, are appropriately shared with the wider Church. This is envisioned in three main areas:
 - (a) Supporting clergy and dioceses through access to learning resources, the use of the St Padarn's Cardiff site, staff expertise in consultancy and speaking, and updates on developments in theology, ministry, and missional practice.
 - (b) Contributing expertise and resources to the Church's development of commissioned lay ministries and wider lay discipleship.
 - (c) Contributing expertise and research to the Church's focus on mission and evangelism.