

THE STANDING COMMITTEE

The Standing Committee has met twice since the last Diocesan Conference, in January and May.

In considering the 2006 Conference it was agreed that the format of the 2005 Conference be adopted with discussion groups considering *Investing in Mission*. It was agreed that Conference should again be held at University of Wales, Lampeter but consideration be given to 'rotating' around archdeaonries in future years.

The Standing Committee discussed the Diocesan Structures Review, which was to be considered in detail by Deanery Conferences.

It was agreed that investigations be made into updating the Diocesan Conference Constitution.

In accordance with powers devolved to Standing Committee by Conference, the Standing Committee agreed to co-operate with the bishop in the following re-groupings and boundary changes:

- **Rectorial Benefice of Bro Teifi Sarn Helen**
The creation of a new Rectorial Benefice comprising of the previous benefices of The Lampeter & Llanddewibrefi Group together with Llangeitho w Betws Leucu & Gartheli.
- **Llanwinio**
Llanwinio to be de-grouped from Tre-lech a'r Betws and placed with Clydau w Egremont & Llanglydwen w Cilymaenllwyd & Llanfyrnach.

RECOMMENDATION

1. **Approval of the Report**
That the Report of the Standing Committee be accepted.

The Revd Roger Jones
Clerical Secretary

BOARD OF NOMINATION

Two full meetings of the Board of Nomination have taken place since the previous Diocesan Conference, these being in April and June. A further meeting is scheduled for late September.

A vacancy in the Incumbency of Llanelli Rectorial Benefice was considered and a nomination made.

In addition to the above, appointments have been made to the following Incumbencies by the Provincial Board of Nomination, the Bench of Bishops or the Bishop:
Llangwm & Freystrop & Johnston; Llanfihangel-ar-arth w Capel Dewi; Burry Port & Pwll;
Rectorial Benefice of Bro Teifi Sarn Helen; Pencarreg & Llanycrwys.

The Incumbencies of Begelly w Ludchurch & Crunwere and also The Crymych Group were suspended.

A Priest-in-Charge was appointed to Newport w Cilgwyn & Dinas w Llanllawer; a Priest-in-Charge was appointed to Maenclochog & Llandeilo w Henry's Moat w Mynachlogddu w Llangolman w New Moat w Llys-y-fran; a Priest-in-Charge was appointed to Llanpumsaint w Llanllawddog; a Priest-in-Charge was appointed to The Crymych Group.

Dr David Causton was elected to serve on the Provincial Nomination Board until December 2007.

It was agreed that arrangements to view vacant parishes should be made with the relevant Archdeacon, at which time there would be an opportunity to meet informally with parish officers and view the parsonage.

Given the changes to various patterns of ministry, the Board adopted a procedure for appointments in Rectorial Benefices and other team ministry situations allowing for cooperation with the ministerial team at the local church, both lay and ordained.

The Churches & Pastoral Committee considers all vacancies and makes recommendations on the future of Incumbencies prior to nominations or appointments being made. All the recommendations made in the period under review were accepted and are reflected in the above and in the report from The Standing Committee.

The Revd Roger Jones
Secretary

PARSONAGE BOARD

The Parsonage Board met on four occasions during the year ended 31st December 2005.

The total income for the year amounted to £449,134 and expenditure amounted to £482,351. This resulted in an excess of expenditure over income of £33,217 and a balance on the Parsonage Board Repair Fund of £78,406 at the year end.

A total of 810 repair orders were placed during the year; an increase of nearly 25% when compared to the previous year.

The following improvement schemes were carried out during the year:

Refurbishments at Fishguard and Camrose
New study at Barn Street, Haverfordwest
New study/garage at Cynwyl Elfed
Commencement of a new Vicarage at Llanllwch

The following improvement schemes were prepared in 2005 for implementation in 2006:

New study extensions at Manorbier and Llanrhian
New study/kitchen extension at Pontyberem
Garage conversion at Tumble
New study at Newcastle Emlyn

Cyclical external painting was carried out on 42 properties. The introduction of the “working at height” regulations and the increase in scaffolding costs has meant that the painting cycle will have to be extended from 5 years to between 6 and 7 years.

Included in the current year's expenditure is a planned maintenance programme to clean gutters and downpipes, servicing of gas appliances and a 5-yearly inspection of electrical installations.

Phase I of the wall repairs to the Deanery was completed at a net cost of just under £15,000 after taking into account a grant of £10,000 from the Local Authority. Phases II and III are scheduled to be completed over the next two to three years.

Major repair projects totalling £68,600 were completed. These included a roof refurbishment at Camrose, new kitchen and lounge extension at Fishguard, a driveway at Saundersfoot, a railing replacement at Laura Road, Aberystwyth and continuing repairs to the outbuildings at Llangadog.

During the year the following properties were disposed of: Penparcau (Fronheulog), Llanelli (Hedley Terrace), Ysbyty Cyfyn, Letterston (St Davids Road) and Pembroke (Woodbine Terrace). The project at the Llanelli Old Road site was completed with the sale of the Old Vicarage and three plots.

Replacement properties were purchased at Newcastle Emlyn (Station Road), Penparcau (Piercefield Lane) and Letterston (Nant y Ffynnon). A further six properties are scheduled for replacement in 2006/07.

The Board wishes to thank the Clergy for their patience and co-operation, whilst work was carried out in their homes.

V A Hockey
Diocesan Secretary

CHILD PROTECTION TEAM

All people are special because they are made in the image of God, this is true of children and young people, who should be respected and protected. Within the Kingdom of God, children matter in their own right and are to be taken seriously. I am sure everyone is aware of the terrible cases of child abuse that have been highlighted by the press; there are many other cases that do not have this high profile. We need to exercise care when working with those for whom we have been given responsibility.

The focus for child protection this year has been on change, both at Provincial and Diocesan level. At Provincial level, a new Provincial Child Protection Group has been formed, consisting of the Child Protection Officer from each diocese, together with one other nominee from each diocese. This group is scheduled to meet quarterly.

The Diocesan Child Protection Group has been reconstituted, with terms of reference, and the development of this group will be a focus for the child protection work next year. The group plans to develop, over the next year, a programme of child protection training, for different groups of people and at different levels, possibly including outside organisations. I would like to take this opportunity to thank Canon Sydney Thomas for all his help and support during the time he chaired the Child Protection Group. I also would like to thank all the

members of the previous Child Protection Group for their support in promoting child protection in the diocese. The new Group is chaired by the Archdeacon of Carmarthen, the Ven Alun Evans.

The Diocesan Child Protection Officer regularly meets with the Chair of the Diocesan Child Protection Group and with Bishop Carl, regarding Child Protection procedures in the diocese.

Where requested the Child Protection Officer has continued to provide Awareness Training sessions at deanery and parish level, Children's Workers, Continuing Ministerial Education Programme, other church groups and meetings with individual clergy. As in previous years the Church in Wales guidance "Children and Young People" and child protection information was also made available at the "Festival of Ministry" day at Aberaeron. The Child Protection Officer has already received several approaches to go to parishes to talk about child protection in the autumn.

The Child Protection Officer, during the year, has distributed to the Parish Child Protection Coordinators in the Archdeaconry of Carmarthen information regarding multi agency "Basic Child Protection Awareness" training offered by Carmarthenshire ACPC. The Parish Child Protection Coordinators in the Archdeaconry of Ceredigion were sent information regarding a two day multi agency "Child Protection Awareness" training offered by Ceredigion Social Services. A large aspect of the Child Protection Officer's work continues to be answering telephone enquiries, letters and e mail enquires; these cover a variety of topics.

In supporting the children's work of the diocese the Child Protection Officer sits on the Children's Team and attends the regular meetings and events. During the year this group has been looking at the development of the "Child Friendly Church Award," which includes a section on Child Protection. In addition attention is drawn in "Plant" to child protection and the contact number for the Child Protection Officer is published for children's workers. An article was also published in "Pobl Dewi" drawing attention to the importance of child protection and the safeguarding of our children and young people.

To support this work the Diocesan Child Protection Officer has attended Child Protection training, regarding "The Safeguarding of Vulnerable Groups Bill", in Llandrindod Wells to ensure an up to date perspective is achieved and relevant information is then included in the Awareness Training where appropriate.

The Diocesan Child Protection Officer continues to attend the Area Child Protection Committees meetings in Carmarthenshire and Ceredigion. A focus for both the Area Child Protection Committees this year has been the change from 'Area Child Protection Committees' to 'Local Children's Safeguarding Boards.' The Carmarthenshire Area Child Protection Committee continues to hold its free multi agency "Basic Child Protection Awareness" training events over the year; these have been extended this year to three training events. Information regarding training offered by Ceredigion Social Services has also been made available. The details of these multi-agency training/conferences were distributed to the known, named Parish Child Protection in Carmarthenshire.

Up to date information regarding CRB is received regularly from Cardiff and is also included at Awareness Training. Any queries re CRB are checked with Cathedral Road, Cardiff and information fed back to the group where the query originated. Cardiff also keeps the diocese up to date with the process of CRB checks throughout the diocese.

All the Diocesan Child Protection Officers continue to meet to discuss progress in their diocese regarding the Child Protection guidance, appendices and any other child protection issues that might be useful to share. This group is also looking at aspects of child protection

across the province. New guidance is to be produced and circulated as Appendices to the Church in Wales document “Children and Young People” in the near future.

To ensure the support for Child Protection work in the parishes, the Child Protection Officer does need to be kept up to date with any changes to the names of Parish Child Protection Co-ordinators to ensure that support and information is offered to them.

Diane Morley-Jones
Diocesan Child Protection Officer

CHURCHES AND PASTORAL COMMITTEE

The Committee met on five occasions during 2005 and there was no change of membership during the year.

As well as responding to grant applications the Committee continues to fulfil its pastoral role. The Nomination Board requires that before any vacancy comes before the Board, consideration has to be given as to whether the Incumbency should continue in its present format or whether re-organisation is desirable. The same consideration is given when it is the Bishop's or the Provincial Board's turn of patronage.

It needs to be noted that the Church Repair Grant Application Form now includes a question as to whether or not the church is in arrears with quota or insurance payments.

The Home Office Burial Ground Survey Questionnaire was circulated to all parishes for completion. These have now been returned to the Home Office for collation with copies retained in the Diocese.

St Decumanus Church, Rhoscrowther and St Odoceus, Llandawke have been transferred to the ‘New Mechanism’.

Llanfair Orllwyn Church has been declared redundant as also St David's Church Llanelli and Capel Tygwydd which are now for sale as also is Llanrheithan. Llanllawer Church and Cilgwyn are sold and Nantcwnlle is under offer.

As regards Capel Tygwydd, Ceredigion Planning Council has adopted the policy that prior to change of use being granted there is a need to prove why the current building is no longer required for its previous use and what alternative facilities are available in the vicinity. With Nantcwnlle and Goginan they insist that they may be offered for business/commercial use prior to consideration of a residential possibility. It seems that there is considerable inconsistency not only to the Council's thinking within the County but also in the role of our other planning authorities.

The HLF has indicated that an interim report from the Quinquennial Inspecting Architect is required if the last Quinquennial Inspection Report is over two years old.

The Committee is encouraging parishes to consider very carefully any proposed capital expenditure programmes and whether such expenditure can be justified if it is merely to conserve the churches. A paper is to be prepared on “Re-ordering the Church buildings for worship and mission in the 21st Century” and will be circulated by the Archdeacons.

Mrs C Louise Davies
Secretary

COUNCIL FOR MISSION AND MINISTRY

The Diocesan Council for Mission and Ministry (DCMM) seeks to co-ordinate the various aspects of the Church's mission, ministry and witness within the Diocese. It is comprised of representatives from each of its constituent teams.

The DCMM has met twice during the past year. The main business of the meetings is considering and responding to reports from the various teams of the diocese. In doing so the council forms an important forum for communication across the teams and a place where the activities of each team can be encouraged and sometimes challenged. In addition to this the council may propose and discuss matters of importance to the Diocese as a whole in particular the development of Venturing in Mission and the Diocesan Venturing in Mission Day in 2008.

The Revd John S Bennett
Secretary

CHILDREN'S TEAM

Training

A provincial one day conference 'Child in the Midst' was held in Neath in November 2005 (organised jointly by Children's Officers from St Davids & the diocese of Swansea & Brecon). It was a thought provoking and encouraging day including workshops on craft, puppets, multi-sensory worship, holiday clubs as well as opportunities to browse resources.

A Godly Play training day for children's workers was held at Haverfordwest in October 2005 and a drama workshop was held near Carmarthen in January 2006. Those attending found the days stimulating and enjoyable. Unfortunately subsequent training days have been cancelled through lack of interest.

Rhiannon Johnson of Walton West, Little Haven and Christine Newman of Llandysul attended a three day residential Godly Play training course at Llangasty in January and are to be congratulated on becoming accredited Godly Play Teachers. There are now three Accredited Godly Play Teachers in the diocese and we are hoping to hold some Godly Play evenings later in the year when people can try out some of the stories for themselves.

Plant (Children's Team newsletter)

PLANT is circulated to children's leaders, Sunday School teachers, Family Centres and Church Schools and to clerics on request. Clergy are kept informed about training and children's events as appropriate through the diocesan mailing scheme.

There is a continuing need for bi-lingual resources that can be used by those who are less confident in their use of Welsh. The Team would be pleased to hear from anyone who has any good bi-lingual resources which others may find useful.

Child Friendly Churches Award

A discussion pack for parishes has been produced and will be available for distribution at Diocesan Conference.

Conferences

Lynn Chambers attended the CGMC (Consultative Group on Ministry with Children) 'Open' Conference in Nottingham in September 2005 and organised a multi-sensory worship room for the duration of the conference. Jerome Berryman, Director of the Institute of Child

Theology in Texas, was the main speaker. Lynn joined Jerome and representatives from the Church of Ireland and the Moravian Church to answer questions about children's ministry in an 'Ask the Panel' session.

Lynn will be organising another multi-sensory worship room at the next CGMC Conference in September 2006 and she would welcome opportunities to use these ideas and materials throughout the diocese.

Provincial Children's Network

The network of Diocesan Children's Officers meets four times a year to work together and share ideas. 'Play & Pray through Lent', produced by the Network, was published by BRF in November 2005 and is available in Welsh and English. 'Play & Pray through Advent' is finished and will be published by BRF in 2007.

Plans are in hand for a Provincial Children's Festival to be held at the Royal Welsh Showground, Builth Wells on Saturday 9th June 2007.

Liaison within the diocese

We are grateful to Sue Fletcher from Plant Dewi and Diane Morley-Jones, Diocesan Child Protection Officer, for their continued involvement with the Children's Committee, ensuring mutual support and good communication with other areas of children's ministry. We hope to build similar links with the recently appointed Schools Officer and Diocesan Youth Chaplain.

The Children's Officer and other members of the Children's Team are available to answer queries about all aspects of children's ministry and welcome opportunities to meet with individuals and parishes to discuss children's work and the role of children in the life of the church. Following the Diocesan Children's Event in the cathedral in September we hope to encourage and provide practical support for similar events at Deanery level.

Children's work continues to be a challenging and rewarding area of ministry. We are fortunate in having an enthusiastic and hard working Team who, together with many children's leaders and ministers in the parishes, are committed to presenting the gospel relevantly to young people and to involving children within the life of the Church.

The Revd Lynn Chambers
Diocesan Children's Officer

COMMUNICATIONS TEAM

The team has continued to develop thinking about the task of communication in the diocese, and the changes in attitude and practice necessary to achieve a communication culture. The team currently oversees work in the following areas: Pobl Dewi, Web Site, Year Book, Intercessions calendar, Major Events and Training. In addition, the tourism and evangelism briefs have recently been added to our portfolio.

Our preferred method of working is to resource groups who are charged with specific tasks. These then report at Team meetings, where decisions are made and policy is discussed. In addition this year we have had one full day's meeting to plan more generally. This was facilitated by the Communications Officer of the Church of Ireland.

Pobl Dewi is now run by an editorial team that includes three editors who take turns to be the lead editor on each edition. Anecdotal evidence suggests that Pobl Dewi is becoming

established as a valued resource in the diocese. We are approaching its third anniversary and have decided to have a more thorough review, a pilot for which has been run in some parishes.

A training course on how to produce a Thought for the Day was successful, and other courses are planned. We have been collating Parish magazines as a step towards identifying training needs in that area.

The new diocesan web site is our major piece of work this year. We hope that it will be launched soon after Easter in 2007. This will follow the launch of the new provincial site, with which it will be associated. We have held a series of hearings with interested parties across the diocese to decide exactly what should appear on the site and in what form. One particularly interesting section should be "Church Life." This will include an on-line version of Pobl Dewi together with press releases from every committee of DCMM, to be produced after they each meet. It will also include a blog, enabling discussion of some of the issues raised. Training will be offered to secretaries or press officers from these committees.

We are working with a design house to develop the diocesan logo. The current Venturing in Mission style was appropriate for the early stages of the process, but does not function well as a logo (which of course it was never meant to). Work is now well advanced on a logo which will complement the style, in appropriate applications.

We have had a review of the year book to see whether that needs to be changed in any way, and are working with the results.

In the coming year we shall be able to see how tourism and evangelism settle within the communications family, and to help in work towards a major Venturing in Mission event in 2008. The retiring officer for communication, Canon Roger Hughes has been warmly thanked for his work. We look forward to his successor, Rev Paul Davies, Vicar of Burry Port, becoming thoroughly involved.

The Venerable John Holdsworth
Archdeacon of St Davids
Chair

ECUMENISM TEAM

The Ecumenism Team (for the first time following its establishment in 2003) is pleased to report to the Diocese the following:

1 A commitment to pray and work for the unity of Christ's Church in the Diocese.

The Ecumenism Team (which is made up of a cleric and lay person from each Archdeaconry in the Diocese) meets at least twice a year. In its meetings we pray for the unity of Christ's Church and seek to be both reactive and proactive in ways that we can help to facilitate and protect the Ecumenical agenda in the Diocese.

2 Representation of the Diocese at Provincial and Interdenominational Levels

We provide representatives for ecumenical gatherings when asked. The Ecumenical Officer is an alternate member of the CYTUN council.

3 Review of the Enfys Covenant.

This review (which took place on a Deanery level) asked parishes to assess to what extent they agreed in principle with the Enfys Covenant (signed by the Church in Wales) and what steps they had actively taken to further the aims of the covenant. The review (copies available from the Ecumenism Team) revealed that most parishes agreed with the principles of the covenant but might have done more to facilitate ecumenism at a grass roots level.

4 Provision of support, encouragement and advice to parishes in ecumenical matters.

Parishes in the Diocese have approached the team about issues concerning ecumenism – both issues to do with how they might work more closely with Christians of other denominations and also how they might handle particular situations. The Team is very pleased to share experiences, stories and provide encouragement and support in such matters.

5 Production of the Diocesan Ecumenical Handbook

The Ecumenical Handbook (published in May this year) was a proactive venture of the Team. It seeks to :

- Give a clear definition of ecumenism and explain the various umbrella organisations in Wales that seek to promote Christian unity.
- Address the legal framework that facilitates cooperation between different denominations.
- Cover a range of topics which will be of practical help to ministers and congregations.
- Provide contact addresses, phone numbers and e-mail addresses for contacts from the main denominations in Wales

We are enormously grateful to those who assisted with the translation of this handbook.

The team is meeting for a quiet day with Bishop Saunders Davies in November to assess its first three years of activity and to look towards the next three years.

If there is any way in which the Ecumenism Team can be of assistance or support to any parish, please do not hesitate to be in touch.

The Revd Paul Davies
Officer for Ecumenism

EDUCATION TEAM

The Education Team continues to meet once each term and until recently has been Chaired by the Dean. The new Chairman of the Education Team is the Ven Andy John. The function of the Education Team is to support and promote the interests of the Church in Wales in the area of Education within the Diocese of St Davids. It also monitors what is happening in our Church schools through the reports it receives from the Diocesan Director of Education, the Assistant Director and the Diocesan Schools Officer and is consulted by the local authorities when their rationalisation plans affect Church Schools.

Earlier this year, we completed the current five year cycle of school inspections and I am pleased to be able to report that we have no failing Church schools in the Diocese. We have now entered a new cycle of inspection with a new framework for inspecting RE and collective worship. That framework has been trialed in this diocese and in the Diocese of Llandaff over the past few months and a training day for head teachers and Chairs of governing bodies was held in Trinity College at the beginning of June. Our Section 50 inspectors will receive

further training in the new framework at the end of September and this new inspection framework will be used in all future inspections in the diocese.

During the past year the Education Team, in its role as the Diocesan Education Authority, was consulted by Pembrokeshire County Council over their proposal to close Penally VC School from January 2007. After careful consideration the Education Team decided not to oppose the closure of this school. It was a difficult decision to make, but it was unanimously agreed that, though regrettable, it was the correct decision.

We are also in on-going discussions with Carmarthenshire County Council over the future provision of education in the Llandovery area and some positive proposals are emerging from those talks which we hope to take forward in the coming months.

One of the ever present concerns of the Education Team is the state of the buildings in our nine aided schools. All of them are currently in a good state of repair, but physical restrictions at one or two of our school sites do present difficulties when trying to improve the facilities that our schools provide.

However, the Diocese has provided over eight hundred thousand pounds in the last six years as our contribution towards the provision of new schools in St Davids and Jeffreyston and on the continuing enlargement and improvement of the Model VA School in Carmarthen and St Mark's VA School in Merlins Bridge, Haverfordwest. It is expected that work on the final phase of the Model Re-development Project will begin next year and be completed in 2008, while the re-modelling and refurbishment of St Mark's VA School is almost complete.

The Education Team would like to acknowledge the partnership that exists between the Welsh Assembly Government, the local authorities and the Diocese. As a result of this partnership our schools have benefited and continue to benefit enormously.

A very successful Education Sunday Service was held on Sunday May 21st at St Elli's Parish Church, Llanelli. We are grateful to the Rectorial Benefice of Llanelli for hosting this event, to the pupils and teachers of Pentip and Model VA Schools, and Ferryside VC School for leading the worship and once again to the Bishop for his unstinting support.

Last February, the Revd Robert Townsend, our then Diocesan Schools Officer, left us to return to the Diocese of Bangor as Vicar of Llanberis. Robert was beginning to make an impact on our Church schools, so his loss was felt quite keenly. However, we have an able replacement in Mrs Jean Voyle Williams of Llanddarog. Jean was herself a teacher and brings a great deal of knowledge and insight to the post. Jean was Commissioned as Diocesan Schools Officer at the Education Service in Llanelli.

Revd Ainsley Griffiths was installed as Chaplain to Trinity College a year last September and he has had a considerable impact on the College over the past few months. There are effective Chaplaincy Teams at University College Lampeter and at Aberystwyth but there are still no chaplains at Pembrokeshire College at Haverfordwest or at Coleg Sir Gâr. Chaplaincy in Further Education Colleges is patchy throughout Wales and is proving very difficult to provide because of the nature of the institutions concerned.

Finally, the Education Team would like to thank the head teachers, teachers, staff and governors in our church schools, our parish clergy and our Bishop's Visitors, for the important part that they so willingly play in the Church's role of education in the schools of the diocese and I would ask you to remember them and the work of the Education Team regularly in your prayers.

The Revd Canon Derek Evans
Director of Education for the Diocese of St Davids

MINISTRY TEAM

MEMBERS: The Bishop, The Venerable Alun Evans, The Venerable Hywel Jones, The Venerable Dr John Holdsworth, The Very Revd Wyn Evans, The Revd Joanna Penberthy (Warden for Readers), The Revd Canon Aled Griffiths (Warden of Ordinands & budget clerk), The Revd Paul Nash (ICME), The Revd Ainsley Griffiths (CME), The Revd Mandy Williams-Potter (NSM & secretary to the Team), Canon Betty McNiven (Lay Ministry), The Revd Dennis Wight (Vocations advisor co-ordinator).

IN ATTENDANCE: The Revd Dr Graeme Smith and the Revd Stephen Adams (St Michael's College); a member of the Executive Committee of Readers' Association.

READERS

Emeritus status for Readers: It was decided to introduce an Emeritus status for Readers who were not as active now but still taking occasional services. Anyone to be given Emeritus status still has to be CRB checked.

Reader training: To be provided by St Michael's College and Cardiff University. This will begin in July 2006 with 3 new students. Those already in training will remain with Bangor University.

Readers' Day: A very successful Readers' Day was held in the Cathedral in October 2005 where six new readers were licensed. It was decided that the day should be held in the Cathedral in 2006 and will be on 21st October.

Readers and Child Protection: The following issues were raised regarding the status of readers in respect of child protection:

- Training on child protection for readers
- Child protection issues that may or may not be illegal such as spiritual abuse – what procedures are in place or should be in place?
- Management of pre-disciplinary measures

It was agreed that these issues be raised with the Diocesan Child Protection group and that the Child Protection officer raise them also at Provincial level.

Reconstitution of Readers' Association: It has been decided to reconstitute this organisation and proposals will be put before Readers at the Readers' Day in October 2006. Elections for members of the Executive Committee will be held following the October meeting. A member from the Executive will be in attendance at future Diocesan Ministry Team meetings and also at the Provincial Readers' meetings.

Working Agreements: It has been decided that these should be reviewed bi-ennially rather than annually but that when the Reader's licence is sent to the Bishop for renewal each year the Incumbent and Reader sign a statement to say that they have met and reviewed the agreement verbally.

ICME

Provincially ICME/CME is to be provided by St Michael's College, Llandaff. To this end a new Dean for Ministry has been appointed by the college – the Revd Stephen Adams. It is felt

that commitment to ongoing training by clergy is still low and it is hoped that there will be greater continuity between pre-ordination and ICME /CME.

CME

Clergy deaneries: The last six months visiting the various deanery chapters to inquire as to their perceived CME needs. He has produced an extensive report on his findings, which has been distributed to the members of the Ministry Team for their consideration. This will be discussed when the Team meets in October 2006.

CME provision 2005/6: The following provision has been offered:

6th March: "Learning how we learn" – the Revd Mary Thorley

5th September: "Theology Update: Biblical Studies – the Ven Dr John Holdsworth, the Revd Dr Paul Middleton.

Clergy School 2006: 5-7 Sept, Swansea University: Leadership for Growth - the Revd Keith Lamdin, Director of Stewardship training and Evangelism in the diocese of Oxford and the Revd John Leach, Parish Development Officer in the Diocese of Monmouth.

Future clergy schools: There is an issue as regards finding a venue which is large enough to hold the numbers involved and to have a separate room for worship. The Revd Ainsley Griffiths has provisionally booked Swanwick Conference Centre for 2007 and is exploring other colleges, conference centres and hotels. Speakers for 2007 and 2008 are Ann Morisy and Stephen Cottrell.

TRINITY COLLEGE

Partnership with St Michael's College, Llandaff: It is thought to be important for both institutions and for this diocese that the partnership is as strong as possible, Trinity already provide room space and lecturers for the non-residential course at SMC. Another way in which this is being worked out is the offer of a liturgical Welsh course for ordinands and clergy at Trinity College.

Service Level Agreement: An SLA has been agreed between Trinity College and the Diocese as regards the use of college facilities. It has been agreed that the college will offer the free use of the rooms at the Halliwell Centre for one day a year and a discount of 25% on all other room hire at the Halliwell Centre. Tea, coffee and water will be free of charge. Equipment hire will be at full cost. Rooms in the college itself will be made available for the Diocese free of charge when available. Fees for the use of teaching staff will be negotiated beforehand with the department/s involved. A similar agreement is being drawn up as regards the college's use of Diocesan rooms, staff and officers.

ORDAINED MINISTRY

Selection Boards: Recently there have been 2 Diocesan boards and 2 Provincial boards. We have sent 4 candidates to the Province and they have all been accepted. 2 Stipendiary and 2 NSM's. This means that we shall have 7 ordinands in training for 2006/7, 4 in full time training and 3 NSMs.

New Diocesan Selection: There have been discussions as regards selection criteria which the Bishop brought before the Ministry Team for their consideration. It has been decided that the Diocesan Board should mirror the Provincial Board in having educational, vocational and pastoral selectors as well as a chairperson and secretary. It is envisaged that there would be 2-3 selectors in each category and training will be provided. 12 people have been asked to train as selectors and there is to be a training event on 4th November with Mary Stallard at Trinity College.

NSMs

Associate Priests: A new title has been agreed for those in Non-Stipendiary ministry who have completed their ICME and are no longer curates. They will now be known as Associate Priests. The Bishop is in the process of licensing the appropriate people to this ministry.

An evening specifically for those considering a call to Non-Stipendiary ministry was held on Wednesday 18th January 2006 at 7.00pm in the Diocesan Office. There is a recognition that we need to encourage specific vocations to NSM.

The Revd Ainsley Griffiths is in consultation with all NSMs in the diocese to try to identify their specific needs as regards CME. ICME is already being provided to NSMs.

LAY MINISTRY

Training for various licensed lay ministers continues to go well and Spirituality days organised for all forms of lay ministry in each of the archdeaconries continue to be appreciated.

Some frustration has been caused by the fact that information regarding the above days has not reached interested parties. At present the information goes out in the Diocesan mailing.

A Diocesan Festival of Ministry was held on Sunday 7th May 2006 at Aberaeron. It was felt that the day had gone well and that those who attended had gained a lot from it but that it was not well supported by the local churches. A suggestion was made that a larger resource exhibition be held in a few years time.

Two new lay ministry development officers have been appointed: the Revd Sian Wight to be responsible for developing lay ministry in Daugleddau deanery and the Revd Alan Maunder to develop lay ministry in the Cwmaman group.

VOCATIONS

Vocations are being encouraged in each archdeaconry by the three vocational advisors (Dennis Wight – St Davids, Sian Jones – Carmarthen, John Livingstone – Cardigan). They are either meeting in small groups or individually. Guidelines are being prepared on discerning vocations, which will be made available to all parish clergy. The age profile of ordinands continues to be a concern and there is a need to encourage younger vocations and in particular younger female vocations. This is very important if we are to take seriously recent research that suggests the age of the Incumbent has a direct influence on the age profile of the congregation he/she serves.

WOMEN'S MINISTRY

A day was held for Bishop Carl to listen and respond to the unique experiences of the ordained women in the Diocese. It was facilitated by Mrs Rosemary O'Malley. The general consensus was that it had been a worthwhile day and various issues were raised. The main areas for future discussion are:

- Highlighting the need for younger, female vocations and addressing why this might be an issue and how it might be addressed.
- The need for a mentoring system for the newly ordained and for those in first incumbencies.
- The need for a women's support network.
- A concern that there weren't many women involved in the decision-making structures of the diocese.
- The specific issues for those who are NSMs.
- The specific issues for couples where both partners are ordained.

A diocesan celebration of the 10th anniversary of women in the priesthood in Wales is to be held in the Cathedral on Saturday 13th January 2007 at 2.00pm.

A Provincial Conference on 10 years of the Ordination of Women to the Priesthood in Wales is to be held at St Michael's College, Llandaff from 22nd - 24th January 2007 with a Provincial celebration Eucharist on Tuesday 23rd at 7.00pm. The conference and service are open to all.

THANK YOU

The Ministry Team would like to thank Archdeacon Hywel Jones for his faithful ministry on the Team and for his wise counsel on the Diocesan Selection Board. We wish him a happy and healthy retirement. He will be replaced by the Revd Andy John (Archdeacon designate of Cardigan).

The Revd Mandy Williams-Potter
Secretary to the Ministry Team

SOCIAL RESPONSIBILITY TEAM

Full Council has met throughout the year on a regular quarterly basis, with the trustees meeting as necessary.

2005 proved once again to be a year of celebration, which saw our projects grow, continuing to offer much needed support to our children, young people and their families. Our Plant Dewi project relies on its reputation and this year Local Authorities, Assembly Ministers, external agencies, evaluation consultants and new partnerships have commended the work of its team.

It is rewarding that our work is meeting the needs of, and making a difference to, those we seek to serve. The staff are to be congratulated on their commitment and achievement. All the Local Authorities have continued to financially support pieces of work.

In March, we were pleased to accept additional funding from Pembrokeshire County Council to employ two further Project Workers to expand the parenting work. Our increasing work with family centres has highlighted the need to work with very young children to increase their self-esteem and sense of belonging. A written proposal to Carmarthenshire County Council to develop this work has been granted. A grant of £45,000 was also awarded which will be divided between the centres. An Assembly Member for Pembrokeshire nominated the "Daddies" group as a project that has made a difference in the community and as a result our Project Worker met with the Prime Minister in London. The young people of the Digilab project entered some of their work into a Credu competition. At the first Digilab conference in front of a large audience, our Project Worker learned that the young people had won a 42" plasma screen to be used in youth projects. In October we heard that we had been successful in attracting funding to enable the Digilab resources to be taken out to, and used by, isolated parents. The young people led alcohol video project, competing against 70 projects throughout Wales, was awarded a Wales Youth Agency Youth Excellence Award.

A new partnership has been established with Trinity College to strengthen the joint working we have carried out in the past. A Higher Certificate of Education is also being put together which will provide our staff and family centre staff with training appropriate to their work.

As a result of our work with the Mobi project in Carmarthenshire, Pembrokeshire Youth Service has joined us in partnership to establish the model in that county's rural areas.

These achievements during the year highlight and endorse the continued and growing relevance of the council's work through the Plant Dewi project.

The council's other work continued moving forward. The Fair Trade initiative through the sub-group set up for the purpose was able to progress this agenda. The Dyfed Victim Support Scheme continued to be supported. The SRO continued to work with the WCVA in respect of its national responsibility to examine quality in grant administration and delivery, which was brought to a successful conclusion during this year. The SRO's membership of the All Wales Mental Health Grants Scheme Panel was renewed, nominated by WAG to administer its mental health community support through the WCVA. During this year the SRO has worked to support the new partnership in Carmarthenshire, which produced the first Night Stop temporary accommodation scheme for young people in the county. Additionally, he has represented DCSR and the Bishop of the Diocese as part of Carmarthenshire's 'Supporting People Programme'. The SRO has continued to work in all three counties of the Diocese, Carmarthenshire, Pembrokeshire and Ceredigion, on planning for a civil emergency. In that capacity he represents the faith communities.

The Revd Canon W R Hughes
Social Responsibility Officer/Secretary

WORLD MISSION GROUP

World Mission Group: Mrs Claire Mansel Lewis (Chair), The Revd Ann Howells (Secretary), The Revd Canon Jonathan Lean, The Revd Eric Roberts, Mr Bernard Atherton, Mr Geoff Pacey, Mrs Pauline Pacey, Mrs Mary Lewis (MU)

The Group met 5 times during 2005.

Much of the work of the Group was focused on implementing the recent resolution of the Governing Body which –

Recognizing the importance of understanding and listening to the world church:

**Recommends increased support of the Anglican world mission agencies*

**calls on all Parochial Church Councils to commend to the members of their electoral rolls the principle of being on the mailing list of at least one of the world mission agencies*

It was decided that the best way of working towards this resolution was to ask each Parish/Benefice to nominate a **World Mission Contact** who would be responsible for its engagement with the worldwide family of the Church. The Bishop's Visitation Questionnaire included a request for this person's details. We plan to gather these 'Contacts' together annually, per Archdeaconry, in order to share time together and have the opportunity to understand more about the World Church and how we in St Davids Diocese can play our part as members of God's family.

In 2005 we gave our first **World Mission Presentation** at the invitation of Lampeter/Ultra-Aeron and Llangadog/Llandeilo Annual Deanery Conferences. This is an informal occasion which includes a pub-style quiz (including a world food tasting), songs, an opportunity to pray silently by placing candles on a giant floor map of the World, and receiving a power-point illustrated talk – both of which were given by Peter Davies, serving in Afghanistan with CMS.

This has been a period of upheaval for many of the Mission Agencies, not least CMS. During the year we had 2 visits from CMS personnel explaining the ways they are reorganising, and the

changing outlook for Mission in the 21st Century. The Church in the West, for so long seeing itself as the 'provider', is now seeking to **participate** in what God is doing throughout His Church Worldwide. We experienced something of this when a group of **Christians from the Church of North India visited us in May 2005**. They took part in the Festival of Ministry at Fishguard, and shared their vibrant faith at assemblies in local schools and a care centre in the Llandeilo area.

There were 2 provincial meetings of the World Mission Officers throughout Wales, chaired now by Bishop Anthony Crockett; at the September meeting, representatives of the Mission Agencies were invited to attend. These provide valuable opportunities to exchange views and gain more understanding of how best to raise the profile of Mission in a largely rural Province. Frequent topics are Diocesan Links, the Interchange scheme, issues such as Trade Justice/Make Poverty History/Fair Trade, the growth in popularity of Child Sponsorship Schemes etc. The Group has also produced a blue glossy A4 sheet, available for distribution at this Conference, giving a thumb-nail sketch of Mission Agencies most closely associated with the Church in Wales over the years, including a tear-off slip for more information.

Claire Mansel Lewis
World Mission Officer

YOUTH COMMITTEE

Our *Houseparty* was held at the beginning of the Summer holidays this year and we went for the first time to Plas Dolau near Aberystwyth. We had workshops which included the Plant Dewi *Digi-lab*; making prayer-beads; photography; bread-making and music for our worship. We called our worship 'real time' and we used modern music and imagery as well as the traditional. We didn't get much sleep but we had lots of fun and fellowship.

The Youth Committee has changed in the last year with new members joining including a new chaplain and a new chair. Andy John and Adrian Legg have done a fantastic job as chairperson and Chaplain in the past and we all thank them for their commitment and enthusiasm.

To follow-up the Summer Houseparty there will be an opportunity for the young people to meet again in October to catch up and maintain their friendship.

Several groups from the Diocese went to *Soul Survivor* and Adrian Legg also led the Diocesan trip to *Greenbelt*.

In anticipation of the Pilgrimage to Taize next July, Richard Wood, one of our Diocesan ordinands in his first year at St Michael's College, went to on a 'reconnaissance' trip with some others from the Monmouth and Llandaff Dioceses, and he is happy to be contacted for information about his experience there. This will be a trip that would suit more mature young people, ideally students of GCSE age and above.

We also have plans for a large Diocesan worship event on September 15th 2007 with a group of professional Christian musicians from Birmingham leading us. This is aimed at encouraging those young people who have been recently confirmed or who are exploring their relationship with God.

Finally we aim to launch a website in the next twelve months to enable young people keep connected with youth issues and to resource youth leaders in the Diocese.

The Revd Michael John
Youth Chaplain

DIOCESAN ADVISORY COMMITTEE

The Committee met on five occasions during 2005. At the beginning of the year the Venerable Alun Evans, Archdeacon of Carmarthen was welcomed to his first meeting. On the recommendation of the Committee, Mr Anthony Kleinberg, Mr Tom Lloyd and Mr Chris Delaney accepted the Bishop's invitation to serve as additional members.

As always the Chairman and Secretary attended the two provincial meetings of the Chairmen and Secretaries of all the Diocesan Advisory Committees.

Fifty two petitions for faculties were discussed during the year and forty seven were granted by the Chancellor. They involved routine maintenance and repair work and the occasional re-ordering. Parishes are now taking into account with the provision of the Disability Discrimination Act the requirements of ramps and handrails, together with sound systems for the hard of hearing. Prior to every meeting the Secretary meets with the Registrar Mr B L V Richards who scrutinises the applications. The Committee also carried out a few site visits.

Together with the Archdeacon and Incumbent, the Secretary is informed of any change of listing to churches.

Forms of "Statements of Need and Significance" are now circulated and it is required that these are completed when any major work or re-ordering of a church is being considered by a parish.

An archaeological flow chart (which is circulated with the form to petition for faculty) may assist petitioners in deciding whether or not this is an issue for consideration.

Our Bells and Organ Advisor is Mr Michael Slaney and we are very fortunate that he has created a data base of all the organs in the Diocese.

A library of books and magazines has been established over the years. These are available on loan and a list can be obtained from the Secretary.

After so many years of a very happy working relationship it was with a note of sadness that we bade farewell to His Hon Judge Michael Evans our Diocesan Chancellor on his retirement in September. We welcome and look forward to working with Mr Nicholas Cooke the new Diocesan Chancellor.

For further information and help please contact the Secretary.

Mrs C Louise Davies
Diocesan Advisory Secretary

FRIENDS OF ST DAVIDS CATHEDRAL

During the year that has elapsed since our last report to Diocesan Conference the Friends have had a relatively quiet time though we have provided the Dean & Chapter with £75,000 towards the Cloisters project in the Millennium Appeal and over the two calendar years 2006/2007 have promise a further £100,000.

We are pleased to see the continuation of the general upward trend in the value of the stock market as the value of the Friends' holdings recover and so are ready to respond to any requests which the Dean and Chapter may have to make.

The Executive Committee continues to meet as required having had four meetings since the last report. Whitewell Bungalow has been sold and the monies are now in one of our bank accounts. We have also arranged a new Business Farm Agreement for the letting of the Whitesands Field. As required all the Friends' property has been revalued and as a result the Friends "paper" value has increased substantially, but as one of our aims is to protect the environs of the cathedral we are extremely unlikely ever to capitalise on the new values.

Friends' Day 2005 was held on Saturday 10th September with a corporate Eucharist on Sunday 11th September. The Friends' Day Eucharist, held at the High Altar, has been moved to 12:00noon in order to encourage those Friends who arrive early to attend.

As is required by the Constitution we elected three members to the Executive Committee: Mr H A M Williams was elected unopposed to the vacancy created by the retirement of Mr C T Taylor and Mr A B C Davies and Mr C Odling were re-elected for a further term in accordance with the Constitution.

Numbers remain fairly constant at the 1900 level but if you are reading this and are not already a Friend please consider joining us as there is plenty of room. Enrolment forms are readily available by writing to the Dean or directly to the Hon Secretary at 23 Maes yr Hedydd, St Davids, Pems. SA62 6QW. If you are a Friend please consider trying to enrol one of your friends.

Raymond G Tarr
Hon Secretary

HOUSING ASSOCIATION

The Management Committee met on four occasions during the year with the Annual General Meeting being held on 3rd May 2005.

The following were elected members of the Association at its Annual General Meeting - The Venerable A W Evans, The Venerable Dr J I Holdsworth, The Venerable B J H Jones, The Very Revd J W Evans, The Revd Canon G A Edwards, The Venerable I D John, Mr J E George, Mr J L Morris, Mrs V E Paley, Mr D T P Rogers and The Revd D B G Davies.

Mr M Presdee Jones was elected as a member during the year.

The Management Committee completed the current programme of renovation and refurbishment started in 2004. The exterior of the properties at Ger y Llan were painted during the year. Further renovation and refurbishment works have been planned for 2006 as this programme is regarded as an ongoing project to be completed when all properties have been upgraded.

The gross income for 2005 was £35,957, which included an adjustment for loss of income due to vacant properties. All properties were occupied by the end of the financial year.

Repairs and maintenance costs exceeded the budgeted figure due to additional expenditure being incurred in respect of the upgrading of the electrical installations in all properties. Other expenditure incurred was comparable to the budget.

The Income and Expenditure Account for the year ended 31st December 2005 showed a larger than budgeted deficit as a result of the previously mentioned electrical installation upgrading.

The Balance Sheet indicated a healthy financial position with total assets of £138,164.

Mrs V A Hockey
Honorary Secretary

MOTHERS' UNION

The highlight of 2005 must be the three Archidiaconal Festivals at which Nan Warlow, Diocesan President, introduced Dr Gavin Ashenden, Chaplain at the University of Sussex as the guest speaker, giving us a lot of food for thought with his address.

Unit Co-ordinators and their committees have worked together promoting the work of the MU throughout the Diocese with various events and services.

We continue to have close links with Plant Dewi and their projects. Heather Jenkins is the AFIA representative and under her guidance we have been able to provide 11 Away From It All holidays this year. Thanks should go to Tenby for allowing us two of these holidays; also to those branches that gave money for the 'welcome pack.'

Our Irish friendship link with Cashel & Ossery goes from strength to strength with 11 of our members visiting that Diocese in September. We look forward to meeting them again in 2006 when the General Meeting will be in Dublin.

Portman Road, Ipswich was the venue for this year's meeting, and 14 members travelled to the MU Make Poverty History rally. Throughout the year, MU branches have held various events to bring this cause to people's notice.

As usual, our Retreats prove very popular and are booked up until November 2006. Days of Fellowship have been moved around the Diocese and this has proved to be successful. The Service of Light in St Davids Archdeaconry continues to be very popular.

One particular success story this year is that one branch in the Diocese had been re-opened, namely Llechryd, following a visit from our Marketing Unit Co-ordinator, Glenys Payne. We wish them well for the future.

Our branches total 103, with 2137 members, and once again we have more interest shown in Diocesan membership now totalling 11.

The theme for 2006 is Answering God's Call and is particularly relevant as we come to the end of another triennial with elections taking place during 2006.

I feel privileged to be able to continue as Diocesan Secretary and should like to record my thanks to all the Trustees, Deanery Leaders, Branch Leaders and clergy for their continued support and fellowship. I am proud to belong to such a wonderful organisation as the MU.

Brenda Evans
Diocesan Secretary

END