



The
**United
Reformed
Church**

**Yr Eglwys Ddiwygiedig Unedig
Synod Cenedlaethol Cymru
The United Reformed Church
National Synod of Wales**

**Cyfarfod Synod yr Hydref
Autumn Synod Meeting**

**Saturday 19th October 2019
David Spencer Suite, The Metropole Hotel,
Temple Street, Llandrindod Wells LD1 5DY**

Yr Eglwys Ddiwygiedig Unedig Synod Cenedlaethol Cymru
The United Reformed Church National Synod of Wales

Synod Office | Minster Road | Roath | Cardiff | CF23 5AS
Ffôn | Tel.: 029 2019 5728

www.urcwales.org.uk

Contents

Section 1:	Notices	page 4
Section 2:	Agenda	page 6
Section 3:	Synod Officers' Meeting	page 8
Section 4:	Synod Pastoral Committee	page 10
Section 5:	District Council	page 14
Section 6:	Mission and Discipleship Board	page 15
Section 7:	Finance and Property Board/Trust Company	page 16
Section 8:	Mission Council Resolutions	page 21
Section 9:	Local Church Resolution: Divestment in Fossil Fuels	page 23
Appendix A:	Mission Development Fund Revised Policy and Procedure	page 25
Appendix B:	Authorised Elders, 2020-2022	page 40
Appendix C:	Summary of Accounts for 2018	page 42
Appendix D:	Budgets for 2020	page 44

1. Notices

1.1 Venue

The meeting will take place in the David Spencer Suite at the Metropole Hotel in Llandrindod Wells. The suite can be accessed step-free from the hotel car park – look out for the URC logo signs.

1.2 Directions:

By rail:

Llandrindod Wells railway station is on the Heart of Wales Line which runs between Swansea and Shrewsbury. From the station it is less than ten minutes on foot to the Metropole Hotel.

By road:

The Metropole Hotel is located on the A483 (the main north-south road through Llandrindod Wells).

1.3 Car Parking

There is ample free car parking at the rear of the hotel. As you come into Llandrindod Wells from the south, at the mini roundabout take the third exit (right) and then next left into Beaufort Road where you will find the car park on your left. If entering the town from the north, turn left into Craig Road and then right into Beaufort Road where you will find the car park on your right.



1.4 Food and Drink

A complimentary buffet lunch will be provided. If you have any special dietary requirements (other than vegetarian), please let Helen Stenson (helen.stenson.urcwailes@urc.org.uk) know before Monday 14th October. In addition, tea and coffee will be available on arrival and during the lunch break.

1.5 Visitors

Everyone is welcome to attend and participate in the Synod Meeting, although only members of Synod will be able to vote. All speakers are asked to identify themselves by name and local church.

1.6 **On Arrival**

- a) **For Synod representatives:** Please collect a label, to act as your name badge, a printed copy of the Synod papers (if you require one) and an expenses claim form. You may claim the cost of public transport, or car travel at 25p per mile. Please travel with others if at all possible. Please complete your expenses form with your bank details and leave it in the box before you leave: payment will be made electronically soon afterwards. If you would like the Synod to claim Gift Aid on all or part of your expenses claim, please complete the relevant section of the form. Please exchange your completed attendance card for three voting cards, which should be returned at the end of the meeting.
- b) **For visitors:** Please collect a label, to act as your name badge, and a printed copy of the Synod papers (if you require one).

1.7 **Mailings**

There are no mailings to collect at this Synod Meeting.

1.8 **Synod eNewsletter**

If you are not already subscribed to the synod's monthly eNewsletter – with news of people and places, information and requests, events, resources, etc. – you may do so by following this link:

<https://bit.ly/2MGqveS>.

1.9 **Forthcoming Synod Meetings are as follows:**

Saturday 29th February 2020 David Spencer Suite, The Metropole Hotel, Llandrindod Wells

Saturday 17th October 2020 David Spencer Suite, The Metropole Hotel, Llandrindod Wells

2. Agenda

It would be helpful to those involved if any questions on the reports that are not the subject of resolutions could be supplied in advance to the Synod Clerk (adrian.bulley.urcwailes@urc.org.uk).

10.15am **Gathering and Refreshments**

11am **Opening Worship**

**Commemorations and Ministerial Anniversaries
and welcoming Time for God Volunteers**

Introductions and Notices

Minutes of Spring 2019 Synod Meeting (<https://bit.ly/2CkpToi>)

Matters Arising from the Minutes

Mission and Discipleship Board (*Kathryn Price, Convener*)

Local Church Story:

‘Strengths’

Bethesda, Tongwynlais

Local Church Resolution:

Divestment from Fossil Fuels ([Resolution 9](#))

(Eileen Newington: Beulah URC, Rhiwbina, Cardiff)

Israel/Palestine Denominational Educational Visit (*Branwen Rees*)

1pm **Lunch**

2pm **Mission Development Fund Review ([Resolution 1](#))**

Local Church Story:

‘Opportunities’

Tabernacle, Llanvaches

Finance and Property Board/URC (Wales) Trust Company:

a) **Supporting the URC Ministers’ Pension Scheme**
([Resolution 3](#))

b) **2018 Accounts ([Resolution 4](#))**

c) **2020 Budgets ([Resolutions 5 and 6](#))**

**Local Church Story:
'Aspirations'
St John's Flint with Bagillt**

**District Council:
St David's Ecumenical Church, Pentwyn ([Resolution 2](#))**

**Mission Council:
Constitutional Amendments ([Resolutions 7 and 8](#))**

**Local Church Story:
'Resources'
St John's, Buckley**

A More Able Church

Reports to Synod (that are not the subject of resolutions)

3.30pm **Closing Worship**

Stepwise

The logo for 'Stepwise' features the word in a purple, rounded font. The letter 'i' in 'wise' is replaced by a purple footprint. Below the text are three wavy purple lines.

3. Synod Officers' Meeting

FOR DECISION:

3.1 **Review of Mission Development Fund**

A review of the Mission Development Fund has been completed, taking account of the document 'The National Synod of Wales and our part in God's Mission' as adopted by the Spring 2019 Synod Meeting. The proposed policy and procedure for the fund, as revised, is included at [Appendix A](#) (page 25) and is now commended to Synod Meeting for approval. [[Resolution 1](#)]

Training is being arranged for those who will support churches formulating applications to the Mission Development Fund, and for churches regarding auditing their local community and partnering with others to respond to mission opportunities.

FOR NOTING:

3.2 **General Assembly 2020**

General Assembly will take place at Aston University, Birmingham from Friday 10th to Monday 13th July 2020. The National Synod of Wales is able to send sixteen representatives, at least six of whom should be Ministers/CRCWs and at least six of whom should be lay representatives. All the costs of attending are covered, including travel, accommodation and meals.

Expressions of interest are now invited from those in either category who would be interested in being part of that cohort. Please contact the Synod Clerk (adrian.bulley.urcwailes@urc.org.uk) before 31st December 2019. The final decision about the synod's representation at General Assembly will be made in January 2020, taking account of balance and when an individual last attended.

3.3 **Beth yw'r Eglwys Ddiwygiedig Unedig?** The 'What is the United Reformed Church' leaflet has now been translated into Welsh for local use. A PDF of the leaflet, for local printing, is now available to download (<https://bit.ly/2Z4iC5z>).

3.4 A Welsh language version of the **United Reformed Church logo** is now available to download for local use (<https://bit.ly/2J7eafp>).



3.5 The style, venue and content of the March 2019 Synod Meeting have received positive feedback. Two **Synod Meetings** are planned in 2020,

both at The Metropole Hotel, on Saturdays 29th February and 17th October.

- 3.6 **Appreciative Inquiry** Two training events are being planned in Wales: the introductory 'A Taste of AI' course (see <https://bit.ly/2kuHnJ3>) from 12th to 13th November 2019 and the more advanced 'Developing Your AI Practice' course (see <https://bit.ly/2kuU5HI>) for those who have completed 'A Taste of AI', from 23rd to 25th June 2020.
- 3.7 **Safeguarding** Local churches are reminded that safeguarding does not just concern children and young people but also includes adults at risk.

FOR INFORMATION:

- 3.8 A Synod Officers' **Away Day**, facilitated by the Revd Ruth Whitehead, Moderator of the South Western Synod, took place on Friday 20th September.
- 3.9 The meeting maintains an overview of **communications**, including the monthly Synod eNewsletter, website, social media and other forms of publicity.
- 3.10 The meeting maintains an overview of **safeguarding** matters.
- 3.11 The meeting continues to give serious consideration to learning from the findings of the **Past Case Review** to ensure that the safeguarding provisions of the Synod and its churches are as robust as they can be.
- 3.12 The meeting is also paying close attention to the development of a denomination-wide **Safeguarding Strategy** and its implications for the Synod and its churches.
- 3.13 The meeting continues to oversee the Synod's compliance with the **General Data Protection Regulation (GDPR)**.
- 3.14 The meeting will shortly initiate a review of the synod's Welsh Language Policy. Anyone wishing to contribute to that review may do so through the Synod Clerk (adrian.bulley.urcwales@urc.org.uk).

Resolution 1: Mission Development Fund

Synod Meeting approves the revised Mission Development Fund Policy and Procedure as contained in [Appendix A](#).

4. Synod Pastoral Committee

FOR DECISION:

- 4.1 The situation regarding the future of the Local Ecumenical Partnership at **St David's Ecumenical Church, Pentwyn, Cardiff** has been considered. As the church has been functioning as a Church in Wales congregation for several years, and has no URC members, the matter was referred to the Wales District Council (see the [District Council](#) report on page 14). **[Resolution 2]**

FOR NOTING:

4.2 **Additional Ministry Funding Pilot Scheme**

As reported to the March 2019 Synod Meeting, the National Synod of Wales is part of a small pilot scheme operated by the Ministries Committee for using the Ministry and Mission Fund to finance ministries which are normally outside the scope of the fund. The Synod Pastoral Committee has identified the following projects:

- a) Cardiff and Penarth Youth Worker – no progress on the development of this is currently anticipated until April 2020.
- b) Stow Park Local Church Leader – the appointment of Mr Mathias Tchatchoua was made effective 1st May 2019 with fifty percent of the costs funded under this scheme for two years.
- c) Mid-Wales Regional Officer – this new one day a week post, aimed at creating a Regional Pastoral Committee in Mid-Wales, and the development of mutual encouragement in ministry across the churches of Mid-Wales, was advertised through July and August. Following due process, Mr Miara Rabearisoa was appointed for two years, starting 1st October 2019.
- d) Other possible uses of this additional ministry funding are being explored.

4.3 **Active Minister Status**

General Assembly 2018 passed resolution 27 which gave a definition of an Active Minister (see 2019 Spring Synod Meeting Reports, page 11, 4.2). The committee has now completed its assessment of all ministers within the Synod. The list will be reviewed annually in June.

4.4 **Emerging Ministries**

- a) Worship Leader – a draft role description is in progress.

b) Funeral Celebrant – a draft role description is in progress.

4.5 **Authorised Elders, 2020-2022**

The list of Authorised Elders for the period 1st January 2020 to 31st December 2022 is included at [Appendix B](#) (page 40). The vast majority of those listed have signified that they agree to abide by the '[Guidelines on Conduct and Behaviour for Authorised Elders](#)'. All those listed have either provided a valid Disclosure and Barring Service (DBS) certificate, or completed a safeguarding self-declaration.

4.6 **Training and Development Officers**

Further to the resignation of Gareth Dyer, effective 31st July 2019, the Synod finds itself without a Training and Development Officer. This is both a challenge and an opportunity. Various interim measures have been put in place to cover the period when no one is in post. At its September meeting, the committee approved a job description and person specification for a full-time Training and Development Officer covering the whole Synod. The post is being advertised through the Moderator's monthly vacancy list.

4.7 **Synod Officer for Ecumenical and Inter-Faith Relations**

The Revd Sally Thomas will complete her service as Synod Ecumenical Officer at the end of October 2019. Following a review, the Synod Pastoral Committee approved the proposals of a review group for a new job title, a scoping of 50% and a revised job description. Further work continues to determine the nature of the other 50% of a full-time post. It is hoped that a final decision will be possible in December and a vacancy declared at that time.

4.8 **Equipping Elders**

A day for elders is being planned for Saturday 13th June 2020 at The Metropole Hotel, Llandrindod Wells. Further details, including booking arrangements, will be circulated in the near future.

FOR INFORMATION:

4.9 **Church Closure**

The two remaining members of Christchurch with Caebach, Llandrindod Wells voted to close effective from 23rd June 2019 when a Service of Thanksgiving was held.

4.10 **Update on Declared Vacancies**

a) **Swansea Church-in-Community Post**

An invitation was issued to Adella Pritchard (from West Midlands

Synod) and accepted. Concurrence was given and the commissioning took place on Saturday 21st September 2019.

b) Cardiff and Penarth Churches

An invitation was issued to David Dean and Martha McInnes (from East Midlands Synod) and accepted. Concurrence was given and the induction will take place on Saturday 12th October 2019.

4.11 **Church of the Resurrection, St Mellon's, Cardiff**

The Revd Lesley Lawrence (Baptist) has been called to become Minister of this church. Her induction took place on Saturday 21st September 2019.

4.12 **Kirsty Mabbott**

Kirsty received a call from Coventry, Ansty Road and St Columba's Church in Community Project (in West Midlands Synod), and has accepted. The committee gave concurrence to her call. A commissioning service has taken place.

4.13 **The Revd Stephen Lewis**

SPI received a call from Twickenham and Hampton Hill with Synod Directed (Mission Enabler) in the Southern Synod, and has accepted. The committee gave concurrence to his call. An induction will take place on Saturday 5th October.

4.14 **The Revd John Hayton**

The committee has concurred to John's appointment as a Non-Stipendiary Minister in the South Pembrokeshire Pastorate and the South West Wales Methodist Circuit. A date for an induction has yet to be finalised.

4.15 **The Revd Richard Bellingham (Baptist)**

Richard has accepted a call from a Baptist congregation in Bromley (Kent) and will be leaving his ministry at Bailey Street Uniting Church, Brynmawr at the end of this year.

4.16 **The Revd Daniel Yoo**

A review has been carried out of Daniel's ministry as a Non-Stipendiary Minister based at Hanover, Llanover.

4.17 **Local Church Leader**

Mrs Verena Walder has been appointed as Local Church Leader for Tabernacle United Reformed Church, Mumbles, and duly recognised as such by the committee.

4.18 **Synod Lay Preaching Officer**

Richard Edwards has resigned from the post of Lay Preaching Officer for personal reasons and we thank him for his service. In line with the

Synod priority to do a few things well and reduce the number of posts we need to fill with volunteers, the committee has decided that, rather than seek a replacement at this time, the role will be covered from within existing resources.

4.19 **Northern College, Manchester**

The Revd Dr Graham Adams attended the June committee meeting and reported on developments, including staffing, from Northern College and Luther King House. He also contributed to a wide-ranging discussion on the ways in which the college and its staff might support the Synod in its training and development functions.

4.20 **Regional Pastoral Committees**

Four new conveners of Regional Pastoral Committees have been appointed in recent months:

North Wales	Paul Robinson and Keith Harrison (jointly)
Valleys and Vale	Phil Wall
Pembrokeshire	Stella Hayton
Mid-Wales	Miara Rabearisoa (see 4.2.c above)

Paul, Phil and Stella have now joined the Synod Pastoral Committee; Miara will do so from our December 2019 meeting.

We express our thanks to their predecessors – Linda Elliott, SPI Lewis, Nanette Lewis-Head and Brian Clarke – for their service.

4.21 **Synod Membership**

The Synod may co-opt up to twenty-four additional members, being people with a particular role or responsibility within the Synod. Those who are at present co-opted members of Synod for the duration of their respective appointments are as follows:

- Philip Rickards, Jill Shelton, Mathias Tchatchoua and Verena Walder (Local Church Leaders)
- Judy Harris (CYDO)
- Miara Rabearisoa (Mid-Wales Regional Officer)
- Ian Lloyd-Parry (Convener of FPB)
- Revd Adrian Bulley (Synod Clerk)
- Revd Gethin Rhys (Cytûn National Assembly Policy Officer)

5. District Council

St David's Church Ecumenical Church, Pentwyn, Cardiff has ceased to function as a Local Ecumenical Partnership and is operating as a Church in Wales congregation. The District Council of the Wales Synod of the United Reformed Church, properly convened and meeting on 8th May 2019, considered the following resolution in accordance with the provisions of paragraph 5 of the URC Act Schedule II, Part 1.

This resolution is now recommended to Synod for ratification.

Resolution:

It was resolved that:

- (a) as provided for in the Scheme of Union and the United Reformed Church Acts 1972, 1981 and 2000, St David's Church, Pentwyn should be declared closed from 20th October 2019.
- (b) responsibility for all assets and artefacts will become the sole responsibility of the continuing Church in Wales congregation from that date.

Signed: the Revd Sally Thomas (*Chairperson*)

Signed: the Revd Adrian Bulley (*Secretary*)

8th May 2019

Resolution 2: St David's Ecumenical Church, Pentwyn

Synod Meeting ratifies the decision of the District Council regarding the closure of the Local Ecumenical Partnership at St David's Ecumenical Church, Pentwyn, Cardiff.

6. Mission and Discipleship Board

FOR NOTING:

6.1 Regular features on our agenda are **Walking the Way** and **Stepwise**.

The **Walking the Way** staff are always keen to share stories of mission and discipleship. Take a look at their page on the URC website for ideas and resources: <https://urc.org.uk/our-work/walking-the-way.html>.

Groups are beginning to be formed to begin the first stream of **Stepwise** – the faith-filled life. Register your interest on the Stepwise page – not just as a possible learner, but also as a group facilitator or to mentor someone on the course: <https://urc.org.uk/count-me-in.html>.

6.2 We have regular ‘special interest’ slots on our agenda, whether from staff or invited guests:

Fresh Expressions Consultant Revd Julia Bartholomew highlighted new ways of doing church. She would welcome invitations from around the Synod to share ideas and hopes to draw up a map of Fresh Expressions.

Children and Youth Development Officer Judy Harris brought copies of the new publications – *Where are the Children* and *The Gift*, sent out to churches earlier this year and encouraged their use in local churches. Each year the Children and Youth department produce a themed worship guide - this year’s is *One Body*. Ask your Church Secretary if you have not seen these. More resources here: <https://urc.org.uk/our-work/children-and-youth.html>

The outgoing (just off to university) **Synod Youth Rep**, Jo Harris, made us think about the 20s-40s and a task group is planning a resource to help local churches build good relationships with that age group.

Rural Advocate Revd Ian Kirby brought stories from the world of farming – uncertainty about the effects Brexit might have, falling beef sales with the change in diets, climate change causing harvest problems, high levels of poverty and depression. On the plus side, young farmers remain a lively hopeful presence in the countryside.

FOR INFORMATION:

6.3 In 2020 we will be focussing on Climate Change. Check out <https://ecochurch.arocha.org.uk/how-eco-church-works/> to see how your church can be ready to join us.

7. Finance and Property Board/URC (Wales) Trust

Report of Finance and Property Board:

FOR DECISION:

7.1 In November 2012 Synod Meeting resolved to divide the net proceeds from the disposal of redundant churches on the basis that 50% would be invested in the Mission Development Fund and 50% invested in the Synod General Fund.

In the last few years synods have been asked to support the Retired Ministers' Housing Society (RMHS) through a gift of a proportion of sales proceeds from redundant churches. The Synod was not able at the time to agree to donating a proportion of sales proceeds but instead offered a property which was not taken up by the RMHS.

Recently, synods have been encouraged (particularly through the URC Finance Committee) to refocus their commitment to supporting the Minister's Pension Fund rather than RMHS (which is moving to an asset rich position), with a proportion of sales proceeds from redundant church buildings. Currently, ten Synods have either agreed to switch their support or have started supporting the Minister's Pension Fund in this way.

With this background in mind and the fact that the most recent actuarial valuation of the URC Ministers' Pension Fund has highlighted the ongoing need for additional funding to reduce the deficit, the Finance and Property Board now proposes to Synod Meeting that, with effect from 1st January 2020, the net proceeds from the disposal of redundant churches be divided as follows:

- 45% retained in the Synod General Fund
- 45% transferred to the Mission Development Fund, and
- 10% gifted to the URC Ministers' Pension Fund. [[Resolution 3](#)]

7.2 The United Reformed Church (Wales) Trust Company Accounts were received by FPB and approved by Trust Company Directors, noting that all funds were operating within budget and a surplus had resulted for the fifth consecutive year. Technical changes to the layout out of Funds has continued for a second year resulting in more overall clarity as to where funds are held and their availability to be spent on different purposes. A summary is included at [Appendix C](#) (page 42). The full accounts are available upon application to the Treasurer (chris.atherton.urcwailes@urc.org.uk). [[Resolution 4](#)]

7.3 The Budget for Synod General Fund is presented for approval at [Appendix D](#) (page 44) [[Resolution 5](#)].

- 7.4 The Budget for the Synod Training Fund is presented for approval at [Appendix D](#) (page 48). There continues to be support for developing Appreciative Inquiry and Good Grief training within the budget.
[Resolution 6]

FOR NOTING:

- 7.5 In November 2012 there was great concern about the state of the Synod finances and running a deficit budget. A resolution was passed to ask that a balanced budget be prepared for 2013. Part of the response was to cap our request to the Inter-Synod Resource Sharing Process (ISRS) at £100,000 for 2014. Our financial situation is now much improved, and we will be more flexible in our requests to ISRS within the discipline of producing a balanced budget each year.
- 7.6 Ministry and Mission Fund contributions in 2020 were agreed at £406 and £118 per member respectively for those with URC Ministry and those whose ministry is provided by other dominations. The 5% cap year on year increase would continue to be applied, as would reductions in the level requested of Ministry and Mission contributions for those within the bottom 25% of the Welsh Index of Multiple Deprivation (WIMD).
- 7.7 A final Thanksgiving Service was held at Caebach Chapel in Llandrindod Wells on 23rd June 2019 to mark the closure of Christchurch with Caebach URC.

FOR INFORMATION:

- 7.8 Pilot scheme funding available from the Ministry and Mission Fund, had been used to create a part-time post for a two-year term to explore potential options for the future for our churches in Mid Wales. A second project, has seen support given to Stow Park to develop their Ministry to the Community with a part-time appointment.
- 7.9 FPB continue to maintain an overview of the Synod Budget and receive Management Accounts for the Synod General Fund and the Training Fund on a quarterly basis.
- 7.10 The expenses relating to the Big Day Out on 29th June 2019 saw a slight overspend on budget of around £2,000. This was largely due to sponsorship being less than anticipated.

- 7.11 Funds previously allocated to underwrite the costs of the CRCW post in Bettws were re-assigned to provide the necessary underwriting of costs for the Swansea Region CRCW Post.
- 7.12 The Daphne and Bethan Jones Memorial Fund made the following grants: £100 to allow attendance at the URC Holiday Forum, £1,000 towards a holiday for a group from Penrhys and £390 to cover costs for three representatives to attend the URC Youth Assembly
- 7.13 Grants from the Livingstone Trust were awarded for £2,500 to support two people making an educational visit to Madagascar and for £1,250 towards costs of a visit to Palestine.
- 7.14 A grant of £411 was approved from the Synod Manse Fund for work carried out at the Alun Vale Pastorate Manse
- 7.15 Property Proposals were approved to create a car park at Sardis, Llangynidr; at St John's Tenby for external building repairs as approved by the County Conservation Officer; and repair of stained glass windows at Abergavenny, subject to listed building consent.
- 7.16 Following an update on the Heart of Senghenydd Project Phase 1 work to make the Church accessible in a safe manner was approved noting that the custodial fund would be released should there be a shortfall in grant funding from resubmitted applications to both the Welsh Church Acts Fund and the Caerphilly County Borough Council Regeneration Fund. The Church was also reminded to register for Gift Aid which could result in additional income of up to £8,000 per annum being claimed.
- 7.17 Uniting Church Sketty presented proposals regarding their Hall Project and it was agreed in principle to release £112,000 from custodial funds, on the basis of total project costs of £150,000, subject to the execution of the appropriate Deed of Trust.
- 7.18 The Holywell and Dyserth manse would continue to be let once vacated by Revd David Salisbury and family.
- 7.19 Manses at Llanvaches; Rhiwbina; Hengoed and Shotton would be let during ministerial vacancies.

Report of URC (Wales) Trust Company Limited:

FOR NOTING:

- 7.20 Ministers and church workers are reminded that manses are provided according to the charitable objects of the URC and should not be used for business purposes.

FOR INFORMATION:

- 7.21 A House for Duty policy was agreed and adopted.
- 7.22 Premises used by Christchurch, Llandrindod Wells have been surrendered to Wales and West Housing Association following the decision to close the church.
- 7.23 Geldards Law had been appointed to submit an application to the Charity Commission to allow Caebach chapel to be leased to Addoldai Cymru at a peppercorn rent for 25 years in accordance with the wishes of the church.
- 7.24 Authorised signatories were approved with effect from 1st August 2019.
- 7.25 Following presentation of a progress report on the Church's mission related work the release of £28,000 from the custodial fund held for Bailey Street Uniting Church, Brynmawr was approved.
- 7.26 The Manse, Rhayader continues to be managed by a licensed agent via the Trust Company. Essential work has been commissioned to maintain the property in a lettable condition and to comply with insurance conditions
- 7.27 The Trust was informed in May 2019, that Williams Ross, their Auditors for a number of years, would be withdrawing from audit practice subsequent to the completion of the 2018 Accounts. At the AGM, Williams Ross were thanked for their work and support of the Trust and the Synod over many years. A tendering exercise is being undertaken to appoint new Auditors from the 2019 Accounts onwards.
- 7.28 The following transaction has been completed:
Sale of former Horeb URC, Martlewy.

Resolution 3: URC Ministers' Pension Fund

Synod Meeting rescinds its decision of November 2012 regarding the division of the proceeds of sale of redundant churches, and resolves that, with effect from 1st January 2020, such proceeds of sale should be divided in the following manner: 45% retained in the Synod General Fund, 45% transferred to the Mission Development Fund and 10% gifted to the URC Ministers' Pension Fund.

Resolution 4: 2018 Accounts

Synod Meeting receives the accounts for 2018 as summarised in [Appendix C](#).

Resolution 5: 2020 General Fund Budget

Synod Meeting approves the Budget for the Synod General Fund for 2020 as set out in [Appendix D](#).

Resolution 6: 2020 Training Fund Budget

Synod Meeting approves the Budget for the Synod Training Fund for 2020 as set out in [Appendix D](#).

8. Mission Council Resolutions

Two resolutions were referred to Synods by the March 2019 Mission Council, under the provisions of 3(1) of the Structure of the United Reformed Church. Each resolution was passed at Mission Council by a two-thirds majority and requires that no less than two-thirds of the synods raise no objections before ratification by Mission Council or General Assembly.

Resolution about the number of Assembly Moderators [Resolution 7]

The Task Group on the Future of General Assembly proposed to Mission Council that there should be one Moderator of General Assembly, serving for one year. This Moderator may be a minister (of Word and Sacraments or CRCW) or an elder.

In supporting their proposal, the task group made the following points:

- a) it is most appropriate for an annual Assembly to have a Moderator serving until the close of the next Assembly
- b) it allows elders to serve alone, thus avoiding any possibility of the perception that they cannot serve without the accompaniment of a Minister
- c) it is likely to secure the widest and most inclusive pool of nominees
- d) when there are two Moderators they look on each other as close working partners and may develop a very strong collegueship. If this yoking were unavailable because the Moderator were working solo, it is at least possible in that situation that the Moderator would develop a closer working relationship with the General Secretary, and perhaps also with the Clerk, than is necessary currently. It is therefore possible that electing one Moderator would give the Church an even closer co-ordination between the ongoing service of Church House and the representative work of the Moderator than our present system promotes.

In order to make this system as helpful as possible, the task group proposed that:

- a) each synod be permitted to nominate one minister and one elder each year, to allow elders the greatest chance of getting onto the ballot paper at General Assembly
- b) that every year the ballot be open to both elders and ministers for election. To restrict a particular year to either candidate may result in the Church telling a very good candidate, potentially in the absence of other candidates, that they are not able to stand this year, which seems to the task group to be an attempt to restrict the Holy Spirit
- c) that a “college” of former Moderators be developed.

Resolution concerning the name of Mission Council [Resolution 8]

When Mission Council was first set up, there was a broad vision of coordinating various aspects of the work of the church. However, in recent years Mission Council has not managed to achieve these overarching aims, and the task group noted that the General Secretariat team now undertakes the work of coordination and strategy, and does so far more effectively than anything else in recent memory. Therefore, the task group recommends that Mission Council's remit be to undertake urgent work between meetings of General Assembly, to enable the business of General Assembly to be undertaken efficiently, and to undertake detailed work on technical matters that is better done in a smaller group.

The task group returned again to the question of the name of Mission Council. There is still considerable confusion with the mission committee, and the title of Mission Council does not obviously relate closely to the Assembly. Therefore, the task group recommended that the name be changed. Several possibilities were suggested and Mission Council determined that the name of Mission Council should be changed to Assembly Executive.

Resolution 7: Moderators of General Assembly

The National Synod of Wales raises no objection to the Mission Council resolution concerning the number of Assembly Moderators.

Resolution 8: Mission Council

The National Synod of Wales raises no objection to the Mission Council resolution concerning the new name for Mission Council.

9. Local Church Resolution: Divestment from Fossil Fuels

From Beulah United Reformed Church, Rhiwbina, Cardiff [Resolution 9]

9.1 The ethics of investment in fossil fuels

The climate crisis is an issue of the utmost urgency, with increasingly severe impacts on our brothers and sisters around the world.

Churches have a duty to ensure that their investments do not compromise the ethical position of their institutions.

In 2018 Christian Aid stated: 'Continuing to profit from fossil fuel production is ... morally wrong; investing in the alternatives is the Churches' prophetic responsibility.'¹

9.2 The impact of fossil fuel divestment

Over 1,100 institutions with more than \$11 trillion (£9 trillion) of assets under management have committed to divest from fossil fuels.

The United Reformed Church, the URC Synods of Scotland, Yorkshire and Wessex and several local churches have made divestment commitments.

The resolution passed unanimously at URC Mission Council in May 2019 'encourage[s] URC synods and local URC churches with investments to divest from fossil fuels, and reinvest in clean alternatives'.²

9.3 The financial case for divestment

Climate change poses risks to the entire global economy, threatens assets in the Churches' portfolios and could lead to an 'uninsurable' world.³

Oil and gas companies, and those who invest in them, risk being left with worthless fuel reserves, which cannot be burned if we are to meet the Paris Agreement targets.

CCLA recently announced that its COIF Charities Ethical Investment Fund will become 'fossil free' no later than 1st December 2019.⁴

9.4 Engagement with fossil fuel companies

Several Churches have chosen a policy of engagement with oil and gas companies.

Yet companies such as BP and Shell are still pursuing business strategies that would lead to 3-5°C global warming. As well as the URC, the National Trust decided to divest in 2019, citing lack of progress in response to engagement.⁵

None of the major oil and gas companies are aligned with the Paris climate goals.⁶

9.5 **In conclusion, now is the time for the Church to act prophetically in response to the climate emergency by divesting from fossil fuels and investing in the future.**

- 1 <https://www.christianaid.org.uk/resources/campaigns/time-divest-fossil-fuels>
- 2 <https://urc.org.uk/latest-news/3058-urc-votes-unanimously-to-divest-from-fossil-fuel-companies>
- 3 <https://www.axa.com/en/newsroom/press-releases/axa-accelerates-its-commitment-to-fight-climate-change>
- 4 <https://www.churchtimes.co.uk/articles/2019/9-august/news/world/climate-change-report-urges-better-use-of-land-to-fight-hunger>
- 5 <https://www.bbc.co.uk/news/business-48853217>
- 6 <https://www.carbontracker.org/reports/breaking-the-habit/>

Resolution 9: Divestment from Fossil Fuels

The National Synod of Wales requests the URC (Wales) Trust Company Limited to amend its investment portfolio at the earliest opportunity in order to divest from fossil fuels, and encourages other churches within the Synod to do likewise.



Appendix A: Mission Development Fund

Revised Policy and Procedure

POLICY

- Every application must demonstrate that it satisfies at least one of the five mission criteria which reflect The National Synod of Wales and Our Part in God's Mission which was adopted at the March Synod meeting in 2019 (see Appendix A)
- 50% of net sale proceeds from the disposal of redundant churches will continue to be invested in the Mission Development Fund (MDF)
- The MDF balance is capped at £300,000 inclusive of any pending successful award payments, subject to annual review by Finance and Property Board (FPB). Any surplus receipts to be invested in the Synod General Fund
- A sum of up to £20,000 is available as a main grant
- A development grant of up to £5,000 is available to assist with the formulation of a project through the engagement of professional support – to be deducted from the eventual grant awarded i.e. to a maximum of £20,000 in total
- An upper limit of £50,000 will be set for repayable grants for projects over £150,000 where bridging funding is required
- Repayable grants shall be returned within a maximum period of 3 years with an additional 3% management fee
- Grants and repayable grants will depend on MDF having monies available. If exhausted, the MDF shall not be supported by Synod General Fund
- All applications for grants and repayable grants be considered by FPB
- Applications must be accompanied by the written support of the Regional Pastoral Committee
- Churches/pastorates/projects may only apply for a development, full or repayable grant within a 2-year period
- In March 2019 Synod Meeting resolved that, "effective from 1st January 2020, no Mission Development Fund application or Ministry and Mission Fund appeal will be accepted from a church that has not submitted a Gift Aid claim to HMRC in the preceding twelve months."

PROCEDURE

Thank you for your interest in the Synod's Mission Development Fund. We want the application process to be as simple and straightforward as possible and offer these notes as guidance.

1. Initial Enquiry

The first stage of the process is to complete and return to the Synod Clerk the attached Initial Enquiry Form which will contain an outline of your mission project and how it meets at least one of the criteria set out in [Appendix A](#) (The National Synod of Wales and Our Part in God's Mission). Upon receipt of this form, we will ask one of the Synod's officers or another person with relevant skills to contact you to discuss your proposal further and to support you in completing a full application.

It is our aim that this person should get in touch within two weeks of you having submitted the Initial Enquiry Form, although due to work and other commitments this might not always be possible.

At this stage you have the opportunity to apply for a development grant of up to £5,000 to assist with the formulation of the project through the engagement of professional support. However, this amount will be taken off the eventual grant awarded.

2. Full Application

In developing your application you will need to take account of Appendix A (The National Synod of Wales and Our Part in God's Mission), Appendix B (Consulting With Your Local Community By Undertaking A Community Audit), Appendix C (Working in Partnership with Other Agencies) and Appendix D (Community Engagement for Mission: Planning for Impact).

Once the project is at a stage where a formal application to the Mission Development Fund can be made, you are invited to submit this, along with the other necessary documents, as outlined below, to the Finance and Property Board for approval via the Synod Clerk. If for some reason the Board is unable to approve the application as submitted, it will be returned with comments. The assigned support officer may continue to assist you in producing a revised application which could then be submitted for further consideration.

If your project is over £100,000 in total you will be invited to present to a meeting of the Finance and Property Board and Trust.

3. Bridging Funding

Bridging funding of up to £50,000 is available to local churches engaged in mission projects that satisfy at least one of the criteria found within the document 'The National Synod of Wales and Our Part in God's Mission'

(see Appendix A) and are over £150,000 in total.

Funds are only advanced against the written confirmation of grant monies and payment procedures in arrears alongside the provision of a cash flow forecast for the Project.

Funds are repaid to MDF as soon as the Church receives payment from the grantee. This should not normally be more than three months after the bridging funding is drawn upon.

4. Questions you might have:

a) How much can we apply for?

The maximum sum that can be granted in a single application is £20,000 which may be spread over a three-year period in the case of revenue applications.

To facilitate match-funding and assist with cash-flow problems, etc., a repayable grant, maximum £50,000, may be applied for, which should be returned to the Synod General Fund within 3 years. This will incur a 3% Management Fee. There is no lower limit for applications.

These figures will be reviewed annually and reported to the Autumn Synod meeting. Depending on the total value of the fund, these figures may increase or decrease. It is possible the Fund may be exhausted, in which case grants will be suspended.

b) How long will the application process take?

One of the advantages of the Mission Development Fund is that the time from submitting applications to receiving a decision and (where granted) money, is designed to be short. So, from receipt of an Initial Enquiry to being contacted by a Synod Officer or other relevant person, should take no more than 2 weeks. From receipt of a full application with supporting documents to receiving a decision, should be within 3 months as the Finance and Property Board meets four times per annum.

The time it takes to develop the project idea and actually submit an application will vary depending on the size and nature of the project.

c) What documentation will be required in support of applications?

The assigned Synod officer will help you determine what documents you will need to submit in support of your application. They will also assist you in completing the forms. The supporting documents will include:

- MDF Application form

- Church Meeting Resolution
- SORP Accounts for the last 2 financial years
- Statement of assets, including details of any custodial or locally controlled funds
- Church Budget for the current year
- The budget for the project
- Letter of support from Convener of Regional Pastoral Committee, following a presentation to the committee
- Project Plan
- Community Audit summary
- Repayment schedule (if applicable)

d) Can Churches submit repeat applications?

Only one grant may be made within a 2-year period. A church may submit a subsequent application after 2 years have elapsed from the receipt of the grant, for the same mission initiative. Each application will be considered on its own merits.

Churches can submit a separate application for a new initiative provided two years have elapsed since the receipt of a previous grant.

If an initial application is turned down, then a repeat application will be considered in an amended form provided that any advice from the refusal has been followed in the new submission.

e) What can grants from the Fund be used for?

The purpose of the Fund is for Mission Development and not for routine building maintenance or repairs. It is hoped that the Fund will be viewed as an enabling resource and will provide access to wider fundraising, in particular, match-funding. It is envisaged that the local church will be committed to an in-depth involvement in the project and a willingness to ensure the MDF continues as a resource available in the future to the whole Synod. We want to encourage congregations to use their imagination and think of ways that grants may be used to develop the mission of the church. 'The National Synod of Wales and Our Part in God's Mission' ([Appendix A](#)) should be considered as a starting point.

f) What will be the procedure for evaluation and monitoring of Grants?

In the case of a grant being made for a single capital expense then a project completion form will be sent to the church. The church should ensure that this is completed and returned to the Synod Clerk no later than six months after a grant is made. This will confirm that

the grant has been spent in accordance with the initial application and include other information such as how the grant has furthered the work and mission of the church, what effects it has had on the community etc.

In the case of ongoing termed funding for a project, the church will be expected to supply this type of feedback and monitoring at regular agreed intervals.

Any underspend of grant or non-spend must be returned to the Fund.

g) How can my church apply for bridging funding?

If your church has already received a grant or repayable grant from MDF in respect of the Project then the *MDF Bridging Funding Form* giving details of the amount required, details of grant money expected, dates of when funding is required and expected payment date shall be completed.

If the Church concerned has not applied to the MDF for a grant in respect of the Project then the normal application process shall apply – namely, Initial Enquiry Form then Full Application Form.

Written evidence is required regarding confirmation and payment arrangements of grants by funders to the Church.

The Church is required to provide a written cash flow forecast for the Project.

5. Continuing Congregations

Synod Meeting (October 2016 – resolution 7) has approved certain caveats that apply when a continuing congregation (following closure or amalgamation) is wishing to apply for the release of funds generated by the sale of a previous building.

Please refer to the Trust and Property Officer for further information.

MISSION DEVELOPMENT FUND: SUMMARY OF APPLICATION PROCESS

1. Church, seeking to further its mission, has an idea that it feels would qualify for a grant from the Mission Development Fund.
2. Church completes the Initial Enquiry Form and submits it to the Synod Clerk. This form, along with guidance notes, is available from the Synod Clerk.
3. The church will be contacted by a support officer who will work alongside the church in developing the idea further. This assigned person will work with the church for the duration of the application process and will consider and agree with the church, whether it is appropriate for additional persons with skills or expertise relevant to the project, to offer support.
4. A presentation will be made to the Regional Pastoral Committee about the project and the Convener will write in support of the application following approval of the project.
5. A more detailed formal application form for the Mission Development Fund is completed and submitted to the Synod Clerk together with the required supporting documents.
6. The application will be submitted by the Synod Clerk to the Finance and Property Board for consideration. The applicant church will be informed when the FPB is to meet and for projects of over £100,000 the church will be required to send representatives to make a presentation.
7. The decision of the FPB will be relayed to the applicant church by the Synod Clerk as soon as possible after its meeting.
8. If for some reason the FPB is unable to approve the application as submitted, it will be returned with comments concerning how the application may be developed. The assigned support officer may continue to assist the church in producing a revised application which could then be submitted for further consideration.

The National Synod of Wales and Our Part in God’s Mission

‘Mission is the good news of God’s love, incarnate in the witness of a community, for the sake of the world.’ (David Bosch, Transforming Mission, 1991)

‘The Church exists by mission, just as a fire exists by burning.’ (Emil Brunner, The Word and the World, 1931)

‘The URC will be a Church where every local congregation will be able to say who they are, what they do and why they do it.’ (The United Reformed Church, vision2020 Statements of Mission Purpose and Indicators)

‘We will be more confident in our identity, valuing the treasures of our tradition, discerning when to seek ecumenical partnerships, and when and how to seek the further unity of the Church.’ (The United Reformed Church, vision2020 Statements of Mission Purpose and Indicators)

We see mission as being part of God’s work in the world.

We will seek to promote, support and take part in intergenerational mission initiatives which are:

Proclaiming the Gospel	Serving Communities	Transforming Injustice	Sustaining the Environment	Working with Partners for the Common Good
<p>‘To proclaim the good news of the kingdom’¹</p> <p>‘To teach, baptise and nurture new believers’¹</p> <p>‘bringing good news in person, starting where others need to begin and finding holiness in every encounter’²</p> <p>‘We will be a growing Church with an increasing membership.’³</p> <p>‘We will be more confident to engage in evangelism, proclaiming the good news</p>	<p>‘To respond to human need by loving service’¹</p> <p>‘bursting through the walls of our churches, to reach out to the marginalised with unconditional love’²</p> <p>‘We will be a Church committed to becoming even more welcoming and hospitable, and embracing all people equally.’³</p> <p>‘The Church is the only institution that exists primarily for the benefit of</p>	<p>‘To seek to transform unjust structures of society’¹</p> <p>‘challenging complacency, and calling for action, through contemplative love’²</p> <p>‘We will be a Church committed to peace-making and reconciliation that keeps faith with the poor and challenges injustice.’³</p>	<p>‘To strive to safeguard the integrity of creation, to sustain and renew the life of the earth’¹</p> <p>‘we are creatures of the earth, reflecting God’s diversity, interconnected and interdependent.’²</p> <p>‘We will be a Church that has taken significant steps to safeguard the integrity of creation, to sustain and renew the life of the earth.’³</p>	<p>‘We will be a Church that is more active in the life of local neighbourhoods.’³</p> <p>‘The local congregation should see itself as a partner with the people in the community’⁵</p> <p>‘for the church to be effective, to be the body of Christ, its members must be in relationship with each other’⁶</p>

<p>of the kingdom of God with friends, families and strangers, through story and action.’³</p> <p>‘Preach the Gospel at all times. When necessary use words.’⁷</p>	<p>those who are not its members.’⁴</p>			
<p>What might this look like?</p>				
<ul style="list-style-type: none"> • Initiatives which speak the Good News in innovative ways • Initiatives which help people to experience the Gospel • Initiatives which develop disciples to walk the Way 	<ul style="list-style-type: none"> • Initiatives which bring something positive to communities • Initiatives which develop community • Initiatives which respond to real need 	<ul style="list-style-type: none"> • Initiatives which make a difference to the lives of victims of injustice • Initiatives which promote equalities and fairness • initiatives which promote peace and reconciliation 	<ul style="list-style-type: none"> • Initiatives which help communities to blossom and flourish • Initiatives which take a lead in promoting and creating sustainability 	<ul style="list-style-type: none"> • Broad-based initiatives which include ecumenical and community partners • Initiatives which promote cooperation to work for the common good • initiatives which promote values and outcomes which we would like to see, but which we cannot achieve on our own
<p>Some Practical Examples</p>				
<ul style="list-style-type: none"> • Running Christianity Explored, Living the Questions, Alpha courses, or working on Holy Habits • Supporting congregational involvement in outreach events • Imp[roving information leaflets, on line presence 	<ul style="list-style-type: none"> • Supporting ‘Church in Community’ projects accredited by the URC • Supporting congregational involvement in foodbanks and challenging the systems that have led to their growth • Sharing in night shelter provision 	<ul style="list-style-type: none"> • Supporting congregational involvement in projects that work with refugees and asylum seekers • Starting groups that need a safe space to meet because of negative prejudice • Supporting involvement in Christian Aid, the 	<ul style="list-style-type: none"> • Development of a community allotment or green space or garden on church land • Involvement in campaigns about climate change, promoting the URC’s Eco-policy, and supporting congregational 	<ul style="list-style-type: none"> • Development of a Community Centre in partnership with (an)other community group(s), i.e. Citizens Advice Bureau • Supporting the Development of work with statutory and voluntary services to meet the needs of particular groups, e.g.

and publicity to communicate the Gospel	<ul style="list-style-type: none"> Initiatives which promote community cohesion and wellbeing 	Living Wage Foundation and Church Action on Poverty <ul style="list-style-type: none"> Promoting the work of the Joint Public Issues Team and Cytûn's Laser Group 	involvement in Eco Church	cares, young carers, disabled people
<u>Some biblical references</u>				
Deuteronomy 26:1-11	Mark 12:28-34	Micah 6:6-8	Genesis 2:15	Exodus 18:13-27
Matthew 28:16	Leviticus 19:9-18	Isaiah 58:6-9	Psalms 24:1	Ruth, Isaiah 44:28
John 20:21	Luke 10:25-37	Amos 5:21-24	Mark 16:15	Mark 9:38-41
Romans 10:5-17	Galatians 3:25-28	Mark 2:1-12		
	Romans 12:9-18			

¹ The Five Marks of Mission, 1988 Lambeth Conference and later revised

² The United Reformed Church, vision2020 Mission Creed

³ The United Reformed Church, vision2020 Statements of Mission Purpose and Indicators

⁶ David Bosch, Transforming Mission, 1991

⁴ William Temple, attrib

⁵ Raymond Fung, The Isaiah Vision, 1992

⁷ St Francis of Assisi, attrib

APPENDIX B

CONSULTING WITH YOUR LOCAL COMMUNITY BY UNDERTAKING A COMMUNITY AUDIT

1. The benefits of consulting with your local community

- a) Simply inviting people to tell you about their situation and concerns demonstrates an open, inclusive, non-judgemental and caring church – willing to listen; willing to help.
- b) Your ideas for mission will be shaped by actual needs which you identify and not what your church members may imagine. Your resources and energy can be targeted successfully.
- c) You will be able to engage with a wide variety of people within your local community and become aware of their real needs. While you will not be able to meet all of these, you should find effective ways to support and help to meet some of those needs.
- d) You will reach local people representing not only residents but those who operate within your community – whether as a business; voluntary or charitable bodies; local and national government representatives. Opportunities for ecumenical and secular partnerships could be identified which will add strength and confidence to your own resources as well as developing greater community cohesion.
- e) Clearly identified and evidenced needs provide essential demonstrable data to support grant funding applications.

2. Key points to bear in mind

- a) You must be prepared to listen and uncover facts about the local community which you may find surprising; be willing to consider taking action on unpopular mission activities.
- b) A number of consultation events may need to be organised. Initially you may need to gather general facts and figures relating to your church, your members and the area in which it is located. You need to be clear about your own 'identity', current activities and resources. A second consultation may involve the wider community in a data gathering exercise. A final consultation would be able to focus on the opportunities and resources identified and provide your short list of mission projects for further exploration.

- c) Allow sufficient time to plan and undertake data collection and your consultation events. Create a calendar of events with a timetable for completion which is realistic and achievable.
- d) Good record keeping is essential. Your baseline data will be critical in demonstrating how you have reached the goals you set or those your grant funders may need to see.
- e) Build in a review of your plans and revise them in the light of changes affecting the community around you or the wider region/nation.
- f) Be smart as you gather support for any project: ensure it reflects the whole community – all ages and abilities; use techniques that are fun; explain how a need may be met and the consequences if it were overlooked.
- g) Be prepared to try new ways of working and accept that some may not be successful.
- h) Ask for and accept help to undertake a community audit: from Synod Officers; your local voluntary organisation; a suitably qualified consultant.

3. Resources

- a) Conducting a Community Audit – <https://www.empoweringdesign.net/designing-places-with-people-booklets.html>
- b) 'The Healthy Churches' Handbook: A Process for Revitalizing Your Church' by Robert Warren (ISBN 978-0715142820)
- c) 'What Every Church Should Know About Its Community' by Council of Churches of Christ (USA) (ISBN 978-1334807954)

APPENDIX C

WORKING IN PARTNERSHIP WITH OTHER AGENCIES

1. The benefits of working with partners:

- a) **Working with others can help you punch above your weight**, and implement mission initiatives that would otherwise have been difficult to achieve.
- b) **Other agencies have skills and experience.** Most public bodies or contracted bodies have excellent training, which is current and comprehensive. They have experienced most situations and will have policies and procedures that cover most occurrences. You may be able to access training and make use of best practice.
- c) **You can become aware of the needs** of the community from a different perspective. This allows your capacity to enlarge.
- d) **Gaining trust** as the you work together with an external agency or partner can open doors for the future. This enables you to develop your mission further for greater impact, or scale up so that there is greater reach.

2. Key points to bear in mind:

- a) **Building relationships takes time** – Trust is not born overnight but comes over time. You will often start by performing small tasks well, maybe passing on a piece of useful information, keeping an appointment or just attending a meeting to which you are invited. Tenacity and patience are vital. Trust is built over years not months.
- b) **Be clear on your aims, priorities and limitations** – be aware that there are many good ideas, but not all of them will be your church's mission priorities. What resources do you have, and what don't you have? Money? Volunteers? Expertise? Training? What will you need to do what you want to do well? How could other organisations or the local council help you?
- c) **Know the aims and priorities of potential partners** – if your work is going to help them achieve their aims, then they are likely to be more positive towards a partnership. Therefore, be wise in how you approach potential partners and ensure that you understand their perspective and priorities in advance.
- d) **Look at an organisation's vision statement and core values** to help you understand what is at the root of their culture. You can then see how your own values match and begin to prepare statements and language that reflect similar values, without compromising your own identity and mission.

- e) **Listen and talk** – this may mean attending meetings and receiving e-mail circulations so that you know and understand the position of the potential partner. Hear their issues. Consider what you think are likely to be stumbling blocks to working together. Is religion a problem? Is faith a problem? Are they frightened that you will be proselytising or discriminatory?
- f) **Build a bridge** that will take the weight of your project – bear in mind that if you let people down it will be many times harder to build a relationship next time – start small, and do it well.
- g) **Be aware of how some of the values that you take for granted** may seem very strange to others and ring alarms bells for those you are attempting to engage with. Being prepared beforehand can help you think how you might address such concerns.
- h) **Finally, be aware of your language.** Use of words and phrases that we might consider ordinary in a Christian context can sound foreign and even antagonistic to others, and can often be misinterpreted.

3. With which partners might a local church work effectively?

- A local authority
- Social services
- A local educational establishment
- A Citizens' Advice Bureau
- A charitable organisation (Mind Cymru, Mencap Cymru, Age Cymru, Trussell Trust, etc.)
- A local community group
- Another congregation
- Another religious organisation

APPENDIX D

COMMUNITY ENGAGEMENT FOR MISSION: PLANNING FOR IMPACT

1. Introduction

It is helpful to consider aspects and areas of engagement with the Community and how your Project Activities deliver outcomes that help meet identified need (based upon a Community Audit, support individuals and/or groups develop skills that build confidence and aid increased independence.

The aspects identified below are based around the Scottish National Standards for Community Engagement

2. The Inclusion Aspect

- Which audiences of people will be identified and involved that have an interest in the activities of the project?
- Who do you want to reach and why?
- Why might they want to be reached?
- Who might want to reach you?

3. The Support Aspect

- How will we identify and overcome any barriers to involvement of individuals/groups with the activities of the project?
- How will we ensure that we are listening to the people we are talking with?

4. The Working Together Aspect

- How will we agree and use clear procedures to enable the participants to work with one another, which values their contributions and wishes first? ('A Done with Model' of engagement as opposed to 'A Done Too Model')
- Who would you like to partner/collaborate with?
- Who are you already working with?
- Why would they be interested in working with you?
- What expertise/experience do they bring?
- efficiently and effectively

5. The Improvement Aspect

- We will develop actively the skills, knowledge and confidence of all the participants.
- What do you want to achieve?
- What outcomes are you hoping for?

- What are the mutual effects or changes you want to deliver?
- What are the beneficiaries getting out of the project activities?

6. The Feedback Aspect

- How will we communicate and inform the results of the project and its activities to the users, wider community and partners involved?

7. The Monitoring and Evaluation Aspect

- How will we monitor and evaluate whether the activities of the project meet its identified targets and purposes?

Appendix B: Authorised Elders, 2020-2022

			Conduct & Behaviour	Safeguarding
North Wales				
Buckley ◦	Chris Byrne	to 31/12/2022	✓	✓
	Trefor Suddick	to 31/12/2022	✓	✓
Gloddaeth, Llandidno Horeb, Dyserth ◦	David Jewell	to 31/12/2022	✓	✓
	Trefor Suddick	to 31/12/2022	✓	✓
Mold, Tyddyn Street Rhos-on-Sea	Julie Davies	to 31/12/2020		
	Keith Harrison	to 31/12/2022	✓	✓
	Ceri Gardner	to 30/06/2020	✓	✓
United Church in Rhyl ◦	Tony Barkley	to 31/12/2022	✓	✓
	Gavin Craigen	to 31/12/2022	✓	✓
	Joy Davies	to 31/12/2022	✓	✓
Rivertown, Shotton	Chris Byrne	to 31/12/2022	✓	✓
	David Clarkson	to 31/12/2022	✓	✓
	Janet Gray	to 31/12/2022	✓	✓
	Sheila Kavanagh	to 31/12/2022	✓	✓
Hebron, Mostyn ◦ St John's Flint with Bagillt	Iris Williams	to 31/12/2022	✓	✓
	Iris Williams	to 31/12/2022	✓	✓
Salisbury Park, Wrexham Tabernacle, Holywell	Shirley Devaney	to 31/12/2022	✓	✓
	Barbara Jones	to 31/12/2022	✓	✓
	Malcolm Scott	to 31/12/2022	✓	✓
	Jon Stanford	to 31/12/2022	✓	✓
East Wales				
Cwmbran	Diane Brain	to 31/12/2022	✓	✓
	Lyn Oelmann	to 31/12/2022	✓	✓
Stow Park, Newport	Ron Prosser	to 31/12/2021	✓	✓
	Mathias Tchatchoua *		✓	✓
Tabernacle, Llanvaches	Russell Davies	to 31/12/2022	✓	✓
	Joyce Smith-Draper	to 31/12/2022	-	✓
Cardiff and Penarth				
Bethel, North Llanishen	Sue Welpton	to 31/12/2020		
Bethesda, Tongwynlais ◦	Janet Evans	to 31/12/2022	✓	✓
	Barbara Tomlin	to 31/12/2020		
Beulah, Rhiwbina ◦	Richard Edwards	to 31/12/2022	✓	✓
	Sarah Edwards	to 31/12/2022	✓	✓
	Derek Evans	to 31/12/2021	✓	✓
	Alun Jones	to 31/12/2022	✓	✓
	Louise Morgan	to 31/12/2022	✓	✓
Canton, Cardiff City, Cardiff ◦	Chris Atherton	to 31/12/2022	✓	✓
	Beth Charles	to 31/12/2022	✓	✓
	Nici Lintern-Gittens	to 31/12/2022	✓	✓
Parkminster, Cardiff ◦	Liz Meek	to 31/12/2020		
	Sylvia Abel	to 31/12/2022	✓	✓
	Derek Jones	to 31/12/2022	✓	✓

Penarth, Elfed Avenue	Clive Curtis	to 31/12/2020	✓	✓
	Russell Davies	to 31/12/2020	✓	✓
	Elizabeth Lowder	to 31/12/2020		
St Andrew's, Cardiff	Christine Clarke	to 31/12/2022	✓	✓
	Jill Shelton	to 31/12/2022	✓	✓

Valleys and Vale

Bethesda'r Fro	Christine Clarke	to 31/12/2022	✓	✓
	Clive Curtis	to 31/12/2022	✓	✓
	Russell Davies	to 31/12/2022	✓	✓
	Nigel Williams	to 31/12/2022	✓	✓
Edwardsville	Phil Rickards *		-	-
Pontypridd, St. David's	Iestyn Henson	to 31/12/2021	✓	✓
	Alan Hills	to 31/12/2021	✓	✓
	Michael Howells	to 31/12/2021	✓	✓
Senghenydd	Sandra Gough	to 31/12/2022	✓	✓
	Jill Shelton *		-	-
	Carol Thomas	to 31/12/2022	✓	✓
Van Road, Caerphilly	Rob Moverley	to 31/12/2022	✓	✓

Swansea

Christ Well, Manselton	Mary Jeffreys	to 31/12/2022	✓	✓
	Elaine Jones	to 31/12/2022	✓	✓
Hill, Swansea	John Roach	to 31/12/2022	✓	✓
Tabernacle, Mumbles	Phyllis T. Roberts	to 31/12/2022	✓	✓
	Verena Walder *		-	-
Temple, Gowerton	Teresa Morgan	to 31/12/2022	-	✓

Pembrokeshire

Landsker Pastorate	Melanie Ablitt	to 31/12/2022	✓	✓
	Maureen Canton	to 31/12/2022	✓	✓
	Kate Wolsey	to 31/12/2022	✓	✓

Mid Wales

Penuel, Llanwrthwl	Sally Tolson	to 31/12/2022	✓	✓
Welshpool	Ruth Henriksen	to 31/12/2022	✓	✓

Bridgend

Ogmore Vale	Heather Phillips	to 31/12/2021	✓	✓
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Brecon Beacons

Brecon Beacons	Judith Negus	to 31/12/2022	✓	✓
Pastorate	Margot Seabourne	to 31/12/2022	✓	✓
	Liz Tadd	to 31/12/2022	✓	✓

* indicates those included for the duration of their term of service as Local Church Leader, although no renewal is required.

- o these churches have resolved that any person who is authorised to preside at the sacraments in a United Reformed Church (or LEP involving the URC) within the Regional Pastoral Committee be also authorised to celebrate the sacraments in their own church.

Appendix C: Summary of Accounts for 2018

The United Reformed Church (Wales) Trust Company Limited
Summary of Fund Movements
Year Ended 31 December 2018

	Totals for Year	Designated Funds																		
		£	Manse	Mission Development	Grants and Loans	Health & Safety	Daphne & Bethan Jones	Livingstone Trust	Lay Preaching	J Humphreys Memorial	Contingency									
Budgetable income / costs:																				
Income for period	609,942	478,138	19,709	49,239	-	-	-	-	-	-	10,310	-	-	5,213	-	-	-	-	-	-
Expenditure for period	(495,781)	(390,927)	(9,567)	(51,000)	-	-	-	(2,250)	(2,250)	(2,187)	-	-	-	-	-	-	-	-	-	-
	114,161	87,211	10,142	(1,761)	-	-	-	(2,250)	(2,250)	8,123	-	-	-	5,213	-	-	-	-	-	-
Net unbudgetable income / (expenditure)	137,455	-	137,455	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Surplus / (deficit) for period	251,616	87,211	147,597	(1,761)	-	-	(2,250)	(2,250)	(2,250)	8,123	-	-	-	5,213	-	-	-	-	-	-
Investment revaluations - gains / (losses)	(71,232)	(34,074)	1,675	(6,910)	-	-	-	638	638	(8,399)	(1,517)	(1,517)	(499)	(15,713)	-	-	-	-	-	-
Net income / (expenditure)	180,384	53,137	149,272	(8,671)	-	-	(1,612)	(1,612)	(1,612)	(276)	(1,517)	(1,517)	4,714	(15,713)	-	-	-	-	-	-
Opening reserves brought forward	7,597,855	2,147,650	4,390,831	272,311	63,521	110,797	136,608	50,326	136,960	-	-	-	-	-	-	-	-	-	-	-
Transfers between funds	-	5,803	-	(50,000)	-	50,000	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Funds carried forward	7,778,239	2,206,590	4,540,103	213,640	63,521	109,185	136,332	48,809	4,714	121,247	-	-	-	-	-	-	-	-	-	-

Notes

a) Net surplus on disposal of manse properties during the year

The United Reformed Church (Wales) Trust Company Limited
Summary of Fund Movements
Year Ended 31 December 2018

	Restricted Funds			
	£	£	£	£
	Training	Glamorgan Chaplaincy	Cwm More Able	Endowment Funds
Budgetable income / costs:				
Income for period	14,931	-	28,050	4,352
Expenditure for period	(26,247)	-	(10,696)	(2,907)
	(11,316)	-	17,354	1,445
Net unbudgetable income / (expenditure)	-	-	-	-
Surplus / (deficit) for period	(11,316)	-	17,354	1,445
Investment revaluations - gains / (losses)	(2,684)	-	-	(3,749)
Net income / (expenditure)	(14,000)	-	17,354	(2,304)
Opening reserves brought forward	79,969	84,000	-	124,882
Transfers between funds	3,233	-	(5,803)	(3,233)
Funds carried forward	<u>69,202</u>	<u>84,000</u>	<u>11,551</u>	<u>119,345</u>

Appendix D: Budgets for 2020

The United Reformed Church (Wales) Trust Company Limited General Fund - Budget 2020-2022

		2018 Budget £	2018 Actual £
Incoming resources			
Dividends and interest		66,794	74,328
Inter Synod Resource Sharing	2022 No MAC/Property Proceeds	174,000	189,000
Inter Synod Resource Sharing (CYDO)		60,000	60,000
Sales revenue & donations		400	5,213
Sponsorship		-	
Property Sales Fees		2,500	23,950
MDF Return of grant		-	
MoM clawback		30,000	30,000
Church contributions		6,500	7,785
CWM Grant/MOM Pilot/Other Grants		14,250	-
Solar Panel income		500	508
Miscellaneous income - Redundant Chs	Balance over 100k to budget	13,000	36,965
Miscellaneous income		11,500	5,090
CBF Grants		25,000	50,000
		<u>404,444</u>	<u>482,839</u>
Charitable expenditure			
<u>Mission</u>			
Mission grants			
	Projects		7,908
		50,113	
CBF grant due to churches		25,000	50,000
Pension Schemes - Additional Contributions		-	
Ecumenical Officer's Expenses		6,272	6,772
Cytun		50	-
Chaplaincies		-	-
Ecumenical pastorates		3,500	4,688
Synod Priorities		7,000	
CYDO		55,800	54,953
Synod CYDO costs		2,000	
Training costs		7,050	
Collections for other Beneficiaries		-	
Synod appointments		180	324
		<u>156,965</u>	<u>124,645</u>
<u>Property</u>			
Property legal fees		500	1,251
Graveyards and closed churches		3,000	27,693
Building contingency		-	
Dona Lola cost (Other Trust Costs)		3,381	3,067
Trust legal fees		250	3,159
		<u>7,131</u>	<u>35,170</u>
<u>Synod Related Costs</u>			
Synods		3,000	1,774
Synod Elders/Regional Pastoral Com. Boards and committees		3,000	
	Various boards / committees		2,420
	Area events		
	General Assembly		
	Synod Day		
		6,412	
Synod - task groups		2,853	2,891
	Moderator support group	720	
Trust Insurance		1,971	2,444
Other Trust Expenses			134
Contingency		10,000	
Synod publications		-	
		<u>27,956</u>	<u>9,663</u>
Total Charitable Resources Expended		<u>192,051</u>	<u>169,478</u>

2019 Budget £	2020 Budget £	2021 Budget £	2022 Budget £
66,974	78,044	81,947	86,044
181,500	159,000	159,000	167,000
60,000	60,000	60,000	60,000
400	400	400	400
5,000	-	-	2,500
2,500	2,500	2,500	2,500
-	-	-	-
30,000	30,000	30,000	30,000
8,500	8,361	8,570	8,784
14,250	51,250	51,250	-
500	500	500	500
33,000	32,000	32,000	32,000
11,750	11,750	11,750	11,750
25,000	25,000	25,000	25,000
<u>439,374</u>	<u>458,805</u>	<u>462,917</u>	<u>426,478</u>

15,000	15,000	15,000	15,000
-	37,000	37,000	-
<u>14,250</u>	<u>14,250</u>	<u>14,250</u>	<u>-</u>
29,250	66,250	66,250	15,000
25,000	25,000	25,000	25,000
-	-	-	-
6,272	6,941	7,115	7,293
50	50	50	50
-	-	-	-
-	5,040	5,040	5,040
7,000	7,000	7,000	7,000
55,800	56,327	57,735	59,178
2,000	2,000	2,000	2,000
3,000	10,500	10,300	8,100
-	-	-	-
180	180	180	180
<u>128,552</u>	<u>179,288</u>	<u>180,670</u>	<u>128,841</u>

500	500	500	500
3,000	3,000	3,000	3,000
-	-	-	-
3,381	3,220	3,381	3,550
250	250	250	250
<u>7,131</u>	<u>6,970</u>	<u>7,131</u>	<u>7,300</u>

3,000	3,000	3,000	3,000
-	-	-	-

4,000	4,100	4,203	4,203
-	-	-	-
-	500	500	500
<u>12,000</u>	<u>-</u>	<u>-</u>	<u>16,000</u>
16,000	4,600	4,703	20,703
2,853	2,963	3,037	3,113
720	720	720	720
2,034	2,627	2,824	3,036
10,000	7,500	7,500	7,500
-	-	-	-
<u>34,607</u>	<u>21,411</u>	<u>21,784</u>	<u>38,072</u>
<u>170,290</u>	<u>207,669</u>	<u>209,585</u>	<u>174,213</u>

The United Reformed Church (Wales) Trust Company Limited
General Fund - Budget 2020-2022

	2018 Budget £	2018 Actual £
Personnel Costs		
Employees' Salaries	110,559	116,957
Employer's NI Contributions	8,806	8,204
Employer's Pension Contributions	31,178	32,493
Employees' Expenses	3,501	4,252
Staff training	500	
	<u>154,544</u>	<u>161,906</u>
Premises		
Heating, Light and Water	1,260	1,362
Cleaning	1,260	1,440
Ground Rent for church land	3,850	3,850
Building Maintenance	5,000	944
Depreciation on Office Building	6,179	6,731
	<u>17,549</u>	<u>14,327</u>
Office Costs		
Printing, postage & stationery	1,637	2,322
Telephone	1,605	1,755
Consumable Equipment	-	
Equipment Rental (photocopier)	2,000	2,062
Equipment Depreciation	133	1,124
Computer Running Costs	5,000	6,190
Sundry Expenses	1,000	179
Bank charges	-	134
	<u>11,376</u>	<u>13,766</u>
Legal and Professional Fees		
Accountancy fees		7,600
Consultancy fees		
Finance Support		23,850
	24,200	
	<u>24,200</u>	<u>31,450</u>
Total Administration Expenditure	<u>207,669</u>	<u>221,449</u>
Total Operating Expenditure	<u>399,720</u>	<u>390,927</u>
Net (Deficit) for the year - being from brought forward reserves	<u>4,723</u>	91,912

2019 Budget £	2020 Budget £	2021 Budget £	2022 Budget £
144,106	115,770	118,645	121,591
11,584	9,612	9,852	10,098
40,638	32,422	33,232	34,063
3,501	4,358	4,467	4,579
1,000	1,000	1,000	1,000
<u>200,829</u>	<u>163,162</u>	<u>167,196</u>	<u>171,331</u>
1,290	1,464	1,574	1,692
1,260	3,500	3,500	3,500
3,850	3,850	3,850	3,850
1,000	5,000	1,000	1,000
6,179	6,394	6,075	5,771
<u>13,579</u>	<u>20,209</u>	<u>15,999</u>	<u>15,813</u>
1,637	2,438	2,560	2,688
1,605	1,843	1,935	2,032
-	-	-	-
2,000	1,700	1,700	1,700
120	1,012	910	819
5,000	5,250	5,513	5,788
1,000	1,000	1,000	1,000
200	150	175	200
<u>11,562</u>	<u>13,392</u>	<u>13,793</u>	<u>14,227</u>
5,000	15,000	15,000	15,000
-	-	-	-
<u>35,100</u>	<u>35,100</u>	<u>35,100</u>	<u>35,100</u>
40,100	50,100	50,100	50,100
<u>40,100</u>	<u>50,100</u>	<u>50,100</u>	<u>50,100</u>
<u>266,070</u>	<u>246,863</u>	<u>247,088</u>	<u>251,471</u>
<u>436,360</u>	<u>454,532</u>	<u>456,673</u>	<u>425,685</u>
<u>3,014</u>	<u>4,273</u>	<u>6,243</u>	<u>794</u>

The United Reformed Church (Wales) Trust Company Limited
 Training Fund Budget 2020 - 2022

Incoming Resources	2018 Budget	2018 Actual	2019 Budget	2020 Budget	2021 Budget	2022 Budget
	£	£				
CME Grant	6000	4866	6000	5000	5000	5000
Lay Preaching Trinity Fund grant	4000	4434	4000	5000	5500	6000
Preaching/Course fees	500	2075	500	500	500	500
Training Fund Interest	4716	6416	4952	6737	7074	7427
Induction Collections etc						
Pantfyedwen Fund Interest	2636					
Osborne Fund Interest	1366	1119	1434	1203	1293	1390
SGF TDO Housing Costs	2250		2250	3000	3300	3600
Discipleship Development Fund				1000	1000	1000
Other Income	15800		7500	7500	7000	4500
Total	37268	18910	19136	29940	30667	29417
Charitable Expenditure						
TDO Expenses	7182	3736	7541	5604	5884	6178
TDO Housing	2835	1877	2977	2816	2956	3104
ORF Grant	1200	2907	1200	1200	1200	1200
CME Grant	6000	5881	6000	5000	5000	5000
Lay Preachers	4000	4759	4000	4997	5247	5509
TLS Student grant	200		1000	1000	1000	1000
Lay Training	1000	3438	1000	1000	1000	1000
Ministerial Students	1000	300	500	500	500	500
Events	12300			7500	7500	7500
Other Training		4442				
Miscellaneous		1685				
Total	35717	29025	24218	29616	30287	29492
Balance	1551	-10115	-5082	323	380	-74

