

*The* **United Reformed Church**  
**National Synod of Wales**

*Yr* **Eglwys Ddiwygiedig Unedig**  
**Synod Cenedlaethol Cymru**

**Cyfarfod Synod yr Hydref**  
**Autumn Synod Meeting**

**Saturday 17th October 2020**

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

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# 1. Meeting Arrangements

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**SESSION 1**  
**10:30 – 11:00**

Gathering in breakout rooms for conversation

**SESSION 2**  
**11:00 – 12:30**

Opening Worship including the Induction of Jason Askew, Commemorations and breakout rooms for Bible Study conversation

Notices

Minutes of Spring 2020 Synod Meeting (<https://bit.ly/2WGxVmr>)

An Introduction to the Education, Training and Development Framework followed by breakout rooms to react and respond

**SESSION 3**  
**14:00 – 15:30**

2021 Budgets (resolutions 1 and 2)

An Introduction to the Draft Synod Environmental Policy

Eco Church/Eco Synod update

Breakout rooms and feedback:  
'What have we learned through the pandemic?'

Reports to Synod

Closing worship

**SESSION 4 (optional)**  
**15:30 – 15:45**

Leaving from breakout rooms

## 2. Synod Officers' Meeting

### **FOR NOTING:**

#### 2.1 **General Assembly 2021**

General Assembly will take place at The Hayes Conference Centre, Swanwick, Derbyshire from Friday 9th to Monday 12th July 2021. 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.

A new leaflet – ‘They’ve asked me to be a Member of General Assembly’ – which gives an overview of the role and obligations of being a member, as well as the work of the General Assembly itself, can be viewed and downloaded here: <https://bit.ly/2IkaqHe>.

Expressions of interest are now invited from those who would like to be part of the synod’s cohort next year. Please contact the Synod Clerk ([adrian.bulley.urcwales@urc.org.uk](mailto:adrian.bulley.urcwales@urc.org.uk)) before 31st December 2020. The final decision about the synod’s representation at General Assembly will be made in January 2021, taking account of balance and when an individual last attended.

#### 2.2 **Moderator of General Assembly 2022-2023**

Nominations are now sought from the churches in the Synod of candidates to serve from the close of General Assembly 2022 until the close of General Assembly 2023. Local churches are invited to consider whether they would like to nominate to Synod a person either a Minister/CRCW or an Elder, or one name in both categories. Full details and nomination forms are included at [Appendix E](#) (page 37).

#### 2.3 **Covid-19**

##### a) **Synod Priorities in a time of physical distancing**

The Synod Leadership Group proposed a revised set of priorities for the Synod during the period when the Covid-19 crisis required lockdown and/or physical distancing:

- i. Developing a safe and effective means of fulfilling the core functions of a Synod during lockdown and social distancing.
- ii. Supporting staff, ministers and local churches in a time of social distancing and beyond.
- iii. Learning from the current situation in order to adapt the way we work.

b) Synod Office in a time of physical distancing

The Synod Office closed from Monday 16th March out of concern for the health and wellbeing of staff and their households. During the time of closure all e-mail accounts were monitored and most staff continued to work from home. The gradual re-opening of the office commenced on Monday 3rd August, with a risk assessment and protocols in place and with appropriate physical distancing and PPE provisions. At the time of preparing these reports, the Synod Office had been open on two days each week.

- c) Four online conferences were held during July and August: two related to completing a Covid-19 Risk Assessment, one was more generally about preparing to re-open churches, the last was about Next Steps: Living with Physical Distance. The two risk assessment conferences attracted 26 and 32 participants respectively, the preparing to re-open conference attracted 55 participants, the Next Steps conference attracted 53 participants. Each conference was recorded and they are available online as follows:

**How to ... Complete a Covid-19 Risk Assessment:**

<https://youtu.be/IQTKhq7WLR0>

**Preparing to Re-open our Churches:**

<https://youtu.be/mAcXoK3h-os>

**Next Steps: Living with Physical Distance:**

<https://youtu.be/7HpgdezkdL4>

2.4 eNewsletter

- a) Local churches and chapels are reminded that reports of events, activities and initiatives are always welcome. Reports of 250 words with accompanying photographs should be sent to [newsletter.urcwaales@urc.org.uk](mailto:newsletter.urcwaales@urc.org.uk).
- b) Individuals can subscribe to the eNewsletter by following this link: <https://bit.ly/2MGqveS>.

2.5 Safeguarding

- a) URC (Wales) Trust Company Limited: The Trust adheres to the Safeguarding Policy of the United Reformed Church as outlined in Good Practice 5 and received the Synod's Annual Safeguarding Report. All trustees are shortly to be trained in safeguarding with special attention to their responsibilities as trustees. This training will be repeated every three years.
- b) Synod Events: All Synod events will adhere to the safeguards stipulated in Good Practice 5.

- c) Synod Office: A safeguarding policy is being drawn up for the Synod Office covering all aspects of employment, safeguarding staff and volunteers. The Synod Office Management Group will receive and approve this policy when it is completed.
- d) Synod Safeguarding Reference Group: This group reports annually to the Synod Officers' Meeting in January.

The group will develop the URC strategy in line with Wales and All Wales protection procedures.

The group has oversight of safeguarding training, which is now being offered online.

- e) Synod Safeguarding Officer: In reporting to Synod Meeting in Spring 2020, the Synod Officers' Meeting said, "If the necessary funding can be arranged, the Synod hopes to recruit a full-time Synod Safeguarding Officer to assist with the implementation of the Safeguarding Strategic Plan 2020-2025, and support churches as they respond to the requirements of Good Practice 5."

Unfortunately, it has not been possible to identify or secure the necessary funding for a full-time post and we hope shortly to proceed with advertising a half-time post. This reduction in the time available will inevitably impact upon the timescale for implementing the Safeguarding Strategic Plan 2020-2025.

## 2.6 Appreciative Inquiry

- a) A Taste of AI: A course will be arranged when it is felt to be safe to do so.
- b) Developing Your AI Practice: This event had to be postponed due to Coronavirus (Covid-19) and will be rescheduled when it is felt to be safe to do so.

## 2.7 Future Synod Meetings

- a) Saturday 20th February 2021 at Salisbury Park, Wrexham.
- b) Saturday 6th March 2021 at Trinity, Porthcawl.
- c) Saturday 16th October 2021 at The Metropole Hotel Llandrindod Wells, with the URC Communications Team.

## FOR INFORMATION:

### 2.8 Synod Structure: Review

The current Synod Structure was adopted by Synod Meeting in October 2017 for implementation with effect from 1st January 2018. In adopting the

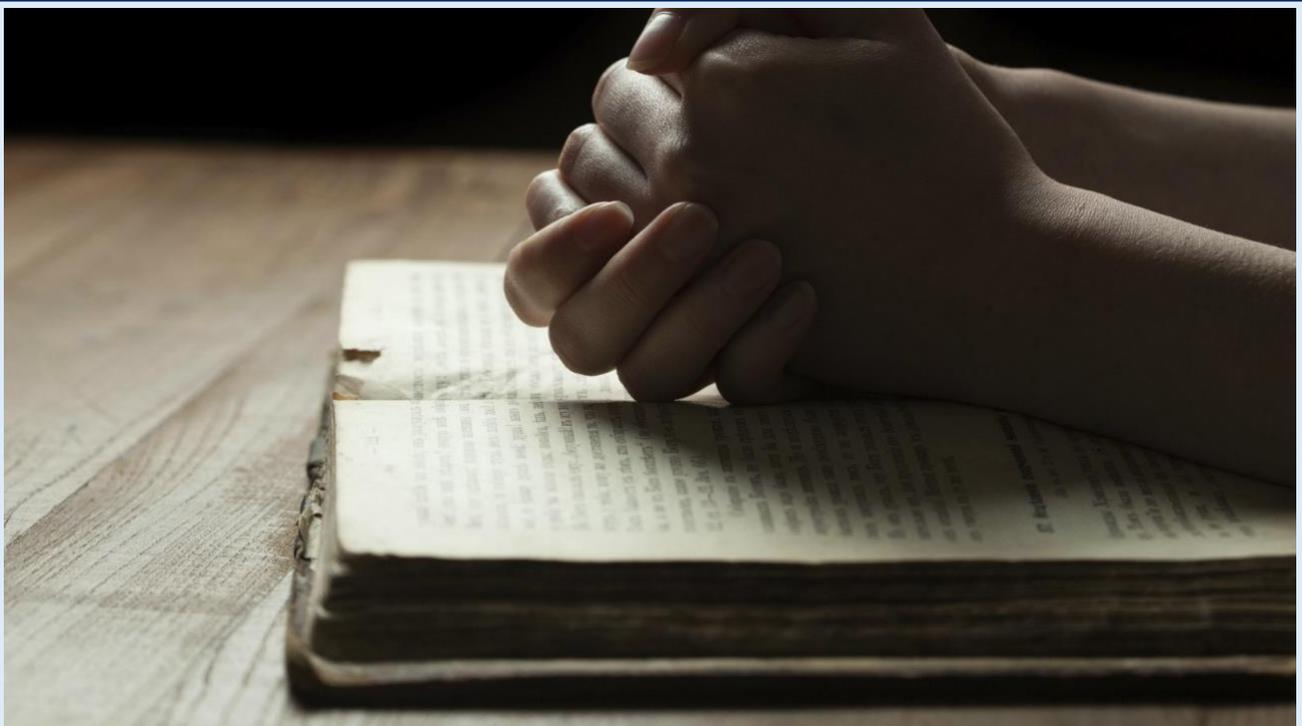
revised structure, Synod Meeting asked “that the new structure be reviewed by the appropriate body three years from implementation”.

The Synod Officers’ Meeting has asked David Salsbury and Margery Davies to undertake this review and to report in January 2021. Observations and suggestions are invited to [david.salsbury@urc.org.uk](mailto:david.salsbury@urc.org.uk).

## 2.9 **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:

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



### **Daily Devotions from the URC**

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## 3. Synod Pastoral Committee

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### **FOR NOTING:**

#### 3.1 **Authorised Elders**

The list of Authorised Elders for the period 1st January 2021 to 31st December 2023 is included at [Appendix A](#) (page 18). All those listed have signified that they agree to abide by the '[Guidelines on Conduct and Behaviour for Authorised Elders](#)' and have either provided a valid Disclosure and Barring Service (DBS) certificate, or completed a safeguarding self-declaration.

#### 3.2 **Education, Training and Development Framework**

The committee has adopted this document – reproduced at [Appendix B](#) (page 20) – as a working paper which will be reviewed annually.

#### 3.3 **Pastoral Supervision of Ministers and CRCWs**

On 10th July, Mission Council approved General Assembly 2020 resolution 25, thereby adopting a policy for the pastoral supervision of active ministers and CRCWs. The committee has begun to work through the implications of this decision, and upon implementation within the Synod.

### **FOR INFORMATION:**

#### 3.4 **Church Closure**

At a church meeting on Sunday 16th February 2020 [Old Colwyn URC](#) resolved to close effective Sunday 12th April 2020.

#### 3.5 **Training and Development Officer**

The committee has concurred in the appointment of Jason Askew to this post. Jason started in the role on 18th May 2020, necessarily working from home and engaging with others using video conferencing solutions. Unfortunately, the move with his family into the new manse in Abergavenny was delayed by the Covid-19 pandemic, but the family was finally able move towards the end of August.

#### 3.6 **Active Minister Status**

In accordance with General Assembly resolution 2018:27 the committee has completed its annual review of the list of Active Ministers within the Synod.

#### 3.7 **Equipping Elders**

This event had to be postponed due to Coronavirus (Covid-19). The More Able Church Steering Group is now giving active consideration to moving the

whole event online, either as a single stand-alone event, or as a series of shorter events, in the first quarter of 2021. Further details will follow.

### 3.8 **Equipping Disciples: Westminster College in Wales**

These events had to be postponed due to Coronavirus (Covid-19) and will now take place from 22nd to 25th March 2021. Further details will follow.

### 3.9 **Officer for Ecumenical and Interfaith Relations**

A manse having been secured at 21 Llwyn Y Bioden, Parc Gwernfadog, Morriston, Swansea SA6 6TD. The vacancy for this post was declared effective 1st March 2020.

### 3.10 **Valleys Pastorate**

The vacancy for this pastorate (consisting of Van Road Caerphilly, Bethany Ystrad Mynach and Hope and Market Square Merthyr Tydfil) was declared effective 1st April 2020.

The Revd Malcolm Shapland has stepped down as Interim Moderator and been replaced by the Revd Dr Phil Wall.

### 3.11 **Bridgend United Area**

The committee received a pastorate profile from the Bridgend United Area but felt that there were significant questions that needed to be addressed before a vacancy could be declared. It is hoped that revisions can be made in time for a decision to be made at the committee's December meeting.

### 3.12 **Vocations**

Kate Wolsey (Landsker Pastorate) has been accepted for ministerial training. She has commenced training at Northern College, having successfully completed the URC Introductory Course under the guidance of the Training and Development Officer.

### 3.13 **Additional Ministry Funding Pilot Scheme**

In addition to the posts in East Wales and Mid Wales which are already being funded under this scheme, the committee has identified the possibility of three further pieces of work:

- a) Cardiff and Penarth Youth Worker – no further progress on the development of this post.
- b) Aberystwyth, St David's – the committee has agreed in principle to contribute towards the ongoing costs of the pastoral worker. No further progress on the development of this post.
- c) North Wales – the possibility of offering some funding towards the establishment of a regional support office/administrative hub is being considered. No further progress on the development of this post.

### 3.14 **Reviews**

- a) Mrs Jill Shelton, Local Church Leader at Senghenydd, this review has been postponed until a physical meeting is possible.
- b) The Revd Brian Matthews, Certificate of Limited Service at Salisbury Park, Wrexham, the Accreditations Sub-Committee has granted an extension to this post until 31st December 2021 to enable a review to take place.
- c) The Revd Julia Bartholomew, Certificate of Limited Service at Rhos-on-Sea, the Accreditations Sub-Committee has granted an extension to this post until 31st January 2022 to enable a review to take place.



## 4. Mission and Discipleship Board

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### **FOR NOTING:**

4.1 We have met twice since the last Synod Report, in March and July, both times using Zoom.

### 4.2 **Working Through Lockdown**

Both times we have discussed the way in which the lockdown has impacted on church life. Both Mission and Discipleship have had to adapt to circumstances. Building-base mission, such as drop-ins and the offering of rooms to community groups, has in many places had to be suspended. Support of Food Banks has continued and many communities have created new support networks for those who were shielding, collecting shopping and prescriptions, walking dogs, providing chat-links for the isolated. Community food programmes and the delivery of meals has also been part of the picture.

Much of church life has transferred to online and social media. This is acknowledged to exclude some church members but has in some places increased connections, both in depth and numbers, with relationships across pastorates growing and supporting individual discipleship in new ways.

Youth and children's work has adapted well to these new methods at all ages and Judy Harris, our CYDO, has been involved in conversations, quizzes, etc., with and for young people, while Friends on Faith Adventures has emailed out weekly resources for the younger end.

### 4.3 **Updates**

- Adrian Bulley, Synod Clerk, has agreed to represent the Synod on the Laser Group
- The Commission of Covenanted Churches in Wales is discussing the possibility of setting up a Welsh branch/version of JPIT (The Joint Public Issues Team), recognising that devolution means an increasing difference in approaches to issues between England and Wales
- The programme of Local Mission and Ministry Review has been suspended for the time being as it is dependent on visits, which are not possible in the current context

### 4.4 **Climate Change and Environmental Matters**

Most of our time has been focussed on environmental matters, both in full board meetings and in the working of task groups.

A Synod Environment Policy is being presented to this Synod Meeting, with a view to it being adopted in Spring 2021.

Synod has registered to become an Eco Synod and a small group is working towards an award - <https://ecochurch.arocha.org.uk/denominational-awards/eco-synod/>. Our Green Advocate, Eileen Newington will report on progress at the Synod Meeting.

The board held an online conference entitled 'And God Said, "Take care of ... yourself"' on Saturday 26th September, with Caroline Pomeroy, the Director of Climate Stewards. This will be the first of several such conferences over the coming months under the banner 'Journeying together as an Eco Church'. A recording of September's conference can be found on the Synod's YouTube channel here: <https://bit.ly/3cnTaPS> (don't forget to subscribe!).

- 4.5 At the end of the year, I will have completed my 3-year term as Convenor and will hand over to Revd Branwen Rees. It has been a privilege to work with such a committed, lively, gifted group of people.



## 5. Finance and Property Board/Trust Company

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### Report of Finance and Property Board:

#### **FOR DECISION:**

##### 5.1 **Synod General Fund Budget**

The Budget for Synod General Fund 2021 -2023 is presented for approval at [Appendix D](#) (page 33) [[Resolution 1](#)].

The budget continues to support the delivery of Synod agreed priorities. Whilst the Covid19 pandemic has caused issues with regard to investment income and the amount of support possible via the Inter Synod Resource Sharing mechanism from other synods, a balanced budget has been presented in line with the resolution passed by the Synod previously. With the retirement of our current Property Officer, the budget allows for a re-scoped post that includes explicitly some trust work – the new Trust and Property Officer post will continue to be full time. To meet increasing standards, both legal and good practice regarding Safeguarding, funding has been found to create in the first instance, a half time Safeguarding Officer post

##### 5.2 **Synod Training Fund Budget**

The Budget for Synod Training Fund 2021- 2023 is presented for approval at [Appendix D](#) (page 36) [[Resolution 2](#)].

The budget continues to reflect the desire for the funds available for training to support the development of Synod Priorities

#### **FOR NOTING:**

5.3 Ministry and Mission Fund contributions in 2021 were agreed at £449 and £138 respectively for those with URC Ministry and those whose Ministry is provided by other dominations. These figures were larger percentage increases than 5% over 2020. It was noted that 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)

5.4 Old Colwyn URC resolved to close with effect from 12 April 2020. It was not possible to hold a Final Service of Thanksgiving.

5.5 A Ministry and Mission Fund Working Group has been established to engage with local churches and help the Synod to meet its target. Mrs Sheila Jones and Mr Lyn Oelmann had agreed to serve.

**FOR INFORMATION:**

- 5.6 A COVID 19 Emergency Support Grant Scheme for churches was approved by both FPB and Trust. 29 applications were received.
- 5.7 Policies concerning the reopening of Church Buildings were approved by both FPB and Trust.
- 5.8 Property Proposals were received from Libanus, Ebbw Vale, to redecorate the exterior of their church. FPB recommended the church seek support from their Regional Pastoral Committee to consider how this would further their mission in their community before considering approval of the work and the release of funds.
- 5.9 DBS checks would be obtained for members of FPB and Trust Directors and training on safeguarding organized.
- 5.10 A grant of £20,000 was approved from the Mission Development Fund for a project at Tyddyn Street, Mold to support the employment of a Family Worker at Parkfields Community Centre.
- 5.11 FPB approved the manse at 1 Augusta Park, Ebbw Vale be declared redundant and directed the Trust to arrange for the disposal of the property at the earliest opportunity.
- 5.12 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.

**Report of URC (Wales) Trust Company Limited:**

**FOR NOTING:**

- 5.13 Good Practice 5 was adopted as the Safeguarding Policy of the Synod

**FOR INFORMATION:**

- 5.14 The Trust approved a recommendation for the posts of part time Property Officer and part time Trust Officer to be revised into one full time post to be advertised in September.
- 5.15 Geddards Law had successfully submitted an application to the Charity Commission for a Scheme to allow Caebach chapel, Llandrindod Wells, to be

leased to Addoldai Cymru at a peppercorn for 25 years in accordance with the wishes of the church members.

- 5.16 Authorised signatories were approved with effect from 1st August 2020
- 5.17 The Annual Safeguarding Return for the Synod was received and noted
- 5.18 Trust approved an application be submitted by St John's Buckley for a Keep Wales Tidy grant to create a wild habitat in their grounds.
- 5.19 A sale has been agreed on the redundant manse at 19 Capel Edeyrn, Pontprennau, Cardiff
- 5.20 A manse at 21 Llwyn y Bieden, Swansea has been purchased to accommodate the Officer for Ecumenical and Inter Faith Relations
- 5.21 The Rainbow Café closed on 30th June 2020 and vacated the premises in Christ Church, Fairwater. Following unsuccessful discussions with four Christian organisations who had expressed interest in the site, it would be offered for affordable housing development via Faith in Affordable Housing in the first instance.
- 5.22 The United Reformed Church (Wales) Trust Company Accounts for the year ending 31 December 2019 would not be prepared and audited until mid-October due to delays resulting from the pandemic. The Company Secretary had received consent for an extension to the filing date at Companies House and the Charity Commission. It would be necessary to convene an additional meeting of FPB and Trust once the Accounts were audited and presented for approval. The full accounts will be made available upon application to the Synod Office.
- 5.23 Requests for the release of funds for dry rot treatment at Rhos-on-Sea and to deal with damp at The Manse, Rhayader were approved.
- 5.24 The following transactions have been completed:
  - Purchase of a manse at 32 Clos y Pinwydd, Abergavenny for the Training and Development Officer post at £340,000 was completed in March 2020
  - Purchase of a manse at 21 Llwyn y Bieden, Swansea for the Officer for Ecumenical and Inter Faith Relations at £235,000 was completed on 15 June 2020
  - 3 Deeds of Covenant in respect of the former site of Windsor Road URC, Barry

**Resolution 1: 2021 General Fund Budget**

Synod Meeting approves the Budget for the Synod General Fund for 2021 as set out in [Appendix D](#).

**Resolution 2: 2021 Training Fund Budget**

Synod Meeting approves the Budget for the Synod Training Fund for 2021 as set out in [Appendix D](#).

## Appendix A: Authorised Elders, 2021-2023

			Conduct & Behaviour	Safeguarding
<b>North Wales</b>				
St John's Buckley °	Chris Byrne	to 31/12/2022	✓	✓
	Trefor Suddick	to 31/12/2022	✓	✓
Gloddaeth, Llandidno	David Jewell	to 31/12/2022	✓	✓
	Trefor Suddick	to 31/12/2022	✓	✓
Horeb, Dyserth °	Trefor Suddick	to 31/12/2022	✓	✓
Mold, Tyddyn Street	Julie Davies	to 31/12/2023	✓	✓
Rhos-on-Sea	Keith Harrison	to 31/12/2022	✓	✓
United Church in Rhyl °	Tony Barkley	to 31/12/2022	✓	✓
	Gavin Craigen	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 °	Iris Williams	to 31/12/2022	✓	✓
St John's Flint with Bagillt	Iris Williams	to 31/12/2022	✓	✓
Salisbury Park, Wrexham	Shirley Devaney	to 31/12/2022	✓	✓
	Barbara Jones	to 31/12/2022	✓	✓
Tabernacle, Holywell	Malcolm Scott	to 31/12/2022	✓	✓
	Jon Stanford	to 31/12/2022	✓	✓
<b>East Wales</b>				
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	✓	✓
<b>Cardiff and Penarth</b>				
Bethel, North Llanishen	Sue Welpton	to 31/12/2023	✓	✓
Bethesda, Tongwynlais °	Janet Evans	to 31/12/2022	✓	✓
	Barbara Tomlin	to 31/12/2023	✓	✓
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	Chris Atherton	to 31/12/2022	✓	✓
	Beth Charles	to 31/12/2022	✓	✓
	Nici Lintern-Gittens	to 31/12/2022	✓	✓
City, Cardiff °	Liz Meek	to 31/12/2023	✓	✓
	Sylvia Abel	to 31/12/2022	✓	✓
Parkminster, Cardiff °	Derek Jones	to 31/12/2022	✓	✓
	Clive Curtis	to 31/12/2023	✓	✓
Penarth, Elfed Avenue	Russell Davies	to 31/12/2023	✓	✓
	Elizabeth Lowder	to 31/12/2023	✓	✓

St Andrew's, Cardiff	Christine Clarke Jill Shelton	to 31/12/2022 to 31/12/2022	✓ ✓	✓ ✓
<b>Valleys and Vale</b>				
Bethesda'r Fro	Christine Clarke Clive Curtis Russell Davies Nigel Williams	to 31/12/2022 to 31/12/2022 to 31/12/2022 to 31/12/2022	✓ ✓ ✓ ✓	✓ ✓ ✓ ✓
Edwardsville Pontypridd, St. David's	Phil Rickards * Iestyn Henson Alan Hills Michael Howells	 to 31/12/2021 to 31/12/2021 to 31/12/2021	 ✓ ✓ ✓	 ✓ ✓ ✓
Senghenydd	Sandra Gough Jill Shelton * Carol Thomas	to 31/12/2022  to 31/12/2022	✓ - ✓	✓ - ✓
Van Road, Caerphilly	Lewis Lewis-Head Rob Moverley	to 31/12/2022 to 31/12/2022	✓ ✓	✓ ✓
<b>Swansea</b>				
Christ Well, Manselton	Mary Jeffreys Elaine Jones	to 31/12/2022 to 31/12/2022	✓ ✓	✓ ✓
Hill, Swansea Tabernacle, Mumbles	John Roach Phyllis T. Roberts Verena Walder *	to 31/12/2022 to 31/12/2022 to 31/12/2022	✓ ✓ -	✓ ✓ -
Temple, Gowerton	Teresa Morgan	to 31/12/2022	✓	✓
<b>Pembrokeshire</b>				
Landsker Pastorate	Melanie Ablitt Maureen Canton Kate Wolsey	to 31/12/2022 to 31/12/2022 to 31/12/2022	✓ ✓ ✓	✓ ✓ ✓
<b>Mid Wales</b>				
Penuel, Llanwrthwl Welshpool	Sally Tolson Ruth Henriksen	to 31/12/2022 to 31/12/2022	✓ ✓	✓ ✓
<b>Bridgend</b>				
Ogmore Vale	Heather Phillips	to 31/12/2021	✓	✓
<b>Brecon Beacons</b>				
Brecon Beacons Pastorate	Judith Negus Margot Seabourne Liz Tadd	to 31/12/2022 to 31/12/2022 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 B: Education, Training and Development Framework

### WORSHIP

Training/Development Need	Who organises?	Possibilities	Next Steps
Leading worship	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• pre synod days</li> <li>• local/regional events</li> <li>• local mentoring</li> </ul>	TDO to develop a 'leading worship' course which can be presented by ministers/local church leaders in churches/RPCs
Lay preaching – Synod recognition	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• local/regional events</li> <li>• via Stepwise</li> <li>• Local mentoring</li> </ul>	Await finalising of E&L and Ministries paper to Mission Council
Lay preaching - Assembly accreditation	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• Via Stepwise</li> </ul>	Annual request to ask RPCs to identify potential candidates.
Presiding at Sacraments	Ministers TDO	<ul style="list-style-type: none"> <li>• One to one mentoring</li> <li>• Regional events</li> </ul>	TDO to develop a 'Presiding at the Sacraments' course with can be used by ministers and TDO with individuals/small groups.
Intergenerational Worship	Ministers/Local Church Leaders Elders CYDO	<ul style="list-style-type: none"> <li>• local/regional events</li> <li>• pre synod day</li> <li>• Big Day Out</li> </ul>	Consider promoting intergenerational online offering from CYDO+ team or within Synod
Messy Church Training	Ministers/Local Church Leaders Elders CYDO	<ul style="list-style-type: none"> <li>• Local/regional events</li> <li>• pre synod day</li> <li>• Big Day Out</li> </ul>	Re-consider when physical meetings possible.

## MINISTRY

Training/Development Need	Who organises?	Possibilities	Next Steps
Understanding changes in the role of Minister	Ministers Synod Officers	<ul style="list-style-type: none"> <li>• Pre-Synod days</li> <li>• regional working</li> <li>• Ministers</li> <li>• vacancy visits/profile writing</li> <li>• Interim moderators</li> </ul>	Consider an online seminar about balancing the online, in building and paper-based elements of worship and prayer. Consider an online seminar about leading when remote working
Ministers training for ecumenical interchangeability	Ecumenical & Inter-faith Officers Network	<ul style="list-style-type: none"> <li>• Ecumenical module</li> </ul>	Await further information from EION
Using ministers' skills across churches/pastorates	RPCs TDO	<ul style="list-style-type: none"> <li>• Pre-Synod Days</li> <li>• Summer Schools</li> </ul>	TDO conversations to discover ministers' gifts and skills
Encouraging vocations	Local minister/Local Church Leader Elders TDO	<ul style="list-style-type: none"> <li>• Through pastoral relationships</li> <li>• Synod/regional event(s)</li> </ul>	Ongoing
Pre-candidating preparation – ordination promises; URC Statement of the Nature Faith & Order; shadowing; ecumenical and world church	Local minister/Local Church Leader Moderator TDO Synod Office Manager	<ul style="list-style-type: none"> <li>• One to one</li> </ul>	As required
EM1 – Intro to URC, Ministerial Training	RCL TDO	<ul style="list-style-type: none"> <li>• Local study &amp; meetings (physical &amp; virtual)</li> <li>• Attendance at RCL</li> </ul>	ongoing as and when

EM2 – reflecting with an advisor and weekends away	TDO Pastoral Advisor	<ul style="list-style-type: none"> <li>• one to one (physical &amp; virtual)</li> </ul>	Meetings between EM2 ministers and Pastoral Advisors TDO discussions with EM2 Ministers and Pastoral Advisors
EM3 – developing interests and skills, sabbaticals	TDO	<ul style="list-style-type: none"> <li>• Summer Schools</li> <li>• Pre-Synod Days</li> <li>• URC events</li> <li>• Outside events</li> <li>• Appreciative Inquiry</li> </ul>	Planning of future events Meeting with Ministers (physical & virtual) Developing knowledge of events/courses
Safer Sacred Space training for active ministers	TDO CYDO Safeguarding Officer Moderator	<ul style="list-style-type: none"> <li>• Synod or regional events (physical &amp; virtual)</li> </ul>	Contact Active Ministers Determine on line initial training with other TDOs Arrange online SSS refresher

### **ELDERS and LEADERS**

Elders' Trustee responsibilities	Trust Secretary Trust & Property Officer	<ul style="list-style-type: none"> <li>• Local, regional or synod events (physical &amp; virtual)</li> </ul>	Plan for events in 2021
Elders with listed buildings responsibilities	Trust Secretary Trust & Property Officer	<ul style="list-style-type: none"> <li>• Local, regional or synod events (physical &amp; virtual)</li> </ul>	Plan for events in 2021
Leadership and motivation	TDO Ministers/Local Church Leaders	<ul style="list-style-type: none"> <li>• Pre synod days</li> <li>• Local or regional events</li> <li>• Stepwise FF leadership</li> <li>• EM3</li> <li>• Appreciative Inquiry</li> <li>• Big Day Out</li> </ul>	TDO to develop presentation for Elders Talks/presentations to Elders Encourage Elders to take up Stepwise and AI
Leading small groups	Ministers/Local Church Leaders	<ul style="list-style-type: none"> <li>• Mentoring</li> <li>• Local or regional events</li> </ul>	Wait until physical meetings are possible

Leadership and strategic development	Synod Officers	<ul style="list-style-type: none"> <li>• Pre synod days</li> <li>• Local or regional events</li> <li>• Stepwise FF leadership</li> <li>• Appreciative Inquiry</li> </ul>	Use 'Next Steps' event and current opportunities
Leadership and oversight of a church	Synod Officers	<ul style="list-style-type: none"> <li>• Pre synod days</li> <li>• Local or regional events</li> <li>• Stepwise FF leadership</li> <li>• Appreciative Inquiry</li> </ul>	Wait until physical meetings are possible
Leading the leaders: Minister/Local Church Leader and Elders	Synod Officers	<ul style="list-style-type: none"> <li>• Pre synod days</li> <li>• Local or regional events</li> </ul>	Officers to use the opportunity of conversations around COVID-19
Treasurers' Training	Synod Treasurer	<ul style="list-style-type: none"> <li>• One to one mentoring</li> <li>• Local or regional events</li> </ul>	As required or wait until physical meetings are possible
Secretaries' Training	Synod Clerk	<ul style="list-style-type: none"> <li>• One to one mentoring</li> <li>• Local or regional events</li> </ul>	As required or wait until physical meetings are possible

## MISSION

<b>Training/Development Need</b>	<b>Who organises?</b>	<b>Possibilities</b>	<b>Next Steps</b>
Evangelism/Sharing the Good News	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• Local or regional events</li> <li>• Pre-Synod Days</li> <li>• Summer Schools</li> <li>• Appreciative Inquiry</li> <li>• Big Day Out</li> </ul>	Working with local churches to encourage and enable their witness
Pioneering ministry and church planting	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• Local or regional events</li> <li>• Pre-Synod Days</li> <li>• Summer Schools</li> <li>• Big Day Out</li> <li>• URC events</li> </ul>	Considering use of Special Category Ministry funding

Community engagement	Ministers/Local Church Leaders TDO CRCW	<ul style="list-style-type: none"> <li>• Pre synod days</li> <li>• Local or regional events</li> <li>• Via Appreciative Inquiry</li> <li>• Big Day Out</li> </ul>	Working with local churches to discover the possibilities Using 'The National Synod of Wales and Our Part in God's Mission' as a tool
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## DISCIPLESHIP

Training/Development Need	Who organises?	Possibilities	Next Steps
Biblical Knowledge and understanding	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• Local groups</li> <li>• Pre-synod events</li> <li>• Summer School</li> <li>• Via Stepwise</li> </ul>	Encourage Stepwise participation Through the Bible Days local groups
Theological knowledge, reflection, understanding and expression	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• Local groups</li> <li>• Pre-synod events</li> <li>• Summer School</li> <li>• Via Stepwise</li> </ul>	Planning events Signpost to online events organised by others
Spiritual practices and prayer life	Ministers/Local Church Leaders TDO	<ul style="list-style-type: none"> <li>• Local groups</li> <li>• Pre-synod events</li> <li>• Summer School</li> <li>• Via Stepwise</li> </ul>	Wait until physical meetings are possible

## SAFEGUARDING

Training/Development Need	Who organises?	Possibilities	Next Steps
Safeguarding principles and practice	Safeguarding Officer	<ul style="list-style-type: none"> <li>• Local or regional events</li> <li>• Online</li> </ul>	Autumn 2020 Zoom events
Safeguarding – with children's and youth work	Safeguarding Officer	<ul style="list-style-type: none"> <li>• Local or regional events</li> <li>• Online</li> </ul>	Autumn 2020 Zoom events

Safeguarding – with adults at risk	Safeguarding Officer	<ul style="list-style-type: none"> <li>• Local or regional events</li> <li>• Online</li> </ul>	Autumn 2020 Zoom events
Safeguarding for Trust Directors	Safeguarding Officer	<ul style="list-style-type: none"> <li>• During meetings</li> <li>• Online</li> </ul>	Plan for Summer 2021
Safeguarding verifiers procedures	Safeguarding Officer	<ul style="list-style-type: none"> <li>• One to one</li> <li>• As part of general safeguarding training</li> </ul>	As required
Church Safeguarding Coordinators' responsibilities	Safeguarding Officer	<ul style="list-style-type: none"> <li>• One to one</li> <li>• As part of general safeguarding training</li> </ul>	Autumn 2020 Zoom events and as required
Safeguarding – Elders and Trustees	Safeguarding Officer	<ul style="list-style-type: none"> <li>• Local/regional events</li> <li>• Online</li> </ul>	Wait until additional staffing available

### **CHILDREN AND YOUTH WORK**

Children's and Youth Work – Core Skills	CYDO	<ul style="list-style-type: none"> <li>• Core Skills</li> <li>• Local/regional events</li> </ul>	Wait until physical meetings are possible
Youth work training	CYDO	<ul style="list-style-type: none"> <li>• Local/regional or synod events</li> </ul>	Wait until physical meetings are possible
Child & Family Friendly Church award training	CYDO	<ul style="list-style-type: none"> <li>• Local/regional events</li> </ul>	Wait until physical meetings are possible

### **PASTORAL CARE**

<b>Training/Development Need</b>	<b>Who organises?</b>	<b>Possibilities</b>	<b>Next Steps</b>
Good Grief – bereavement care	Good Grief team with TDO	<ul style="list-style-type: none"> <li>• Good Grief 1</li> </ul>	Wait until physical meetings are possible
Good Grief – Funeral Celebrants	Good Grief team with TDO	<ul style="list-style-type: none"> <li>• Good Grief 1 &amp; 2</li> </ul>	Wait until physical meetings are possible

Pastoral Care in the Church - Elders - Members - Ministers	TDO Local ministers	<ul style="list-style-type: none"> <li>• Local or regional events (physical or virtual)</li> </ul>	TDO to develop training both online and, when possible, physical meetings.
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## BUILDINGS

Asbestos Duty Holders Responsibilities	Trust & Property Officer	<ul style="list-style-type: none"> <li>• Local or regional events</li> </ul>	Wait until physical meetings are possible
Health & Safety	Trust & Property Officer	<ul style="list-style-type: none"> <li>• Local or regional events</li> </ul>	Incorporate in COVID-19 risk assessment process

## CHURCH LIFE

<b>Training/Development Need</b>	<b>Who organises?</b>	<b>Possibilities</b>	<b>Next Steps</b>
Change Management	TDO with Synod Officers	<ul style="list-style-type: none"> <li>• Local, regional or Synod Events</li> <li>• Appreciative Inquiry</li> </ul>	Using the challenges of the pandemic to reflect on reactions to change through pastoral conversations
Training for church reviews	RPCs with review leaders	<ul style="list-style-type: none"> <li>• Regional events</li> <li>• On the job training</li> </ul>	Review leader trains the other members of the team
Training for producing Profiles	Interim Moderators TDO	<ul style="list-style-type: none"> <li>• local or regional events</li> </ul>	Consider featuring at a Synod Meeting
Digital participation in church life	Local churches, TDO and Synod Officers, RPCs	<ul style="list-style-type: none"> <li>• as a by-product of other events</li> <li>• one to one encouragement</li> </ul>	Using 'Next Steps' event and preparation for Synod Meeting

# Appendix C: Draft Synod Environmental Policy

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## SUMMARY

### 1. **Purpose**

As the National Synod of Wales of the United Reformed Church we affirm with General Assembly that care for Creation, a just sharing of the world's resources, and protecting the environment are fundamental Gospel commitments and central to our discipleship.

### 2. **Introduction**

God calls us to be partners in God's ongoing creative, renewing and redeeming activity; commands us to act justly and in righteousness not only towards all humanity but to all Creation; and requires us to care for Creation so that future generations may enjoy it and benefit from it.

In March 2019 the National Synod of Wales adopted the document The National Synod of Wales and our part in God's Mission in which the Synod committed, "to promote, support and take intergenerational mission initiatives which sustain the environment".

We affirm the view expressed in the 2009 URC/Methodist report Hope in God's Future that 'it is now intellectually and morally irresponsible to fail to acknowledge and address the urgent need for radical cuts in greenhouse gas emissions in order to prevent intolerable damage to human populations and mass extinctions of many plant and animal species.'

### 3. **Shrinking our Carbon Footprint**

Churches are encouraged to work towards achieving Eco Church Bronze, Silver or Gold award status through A Rocha UK: The Eco Church free online survey and supporting resources are designed to equip churches to express their care for God's world.

<https://ecochurch.arocha.org.uk/>

Churches are encouraged to follow the Synod in divesting from companies whose total turnover is more than 10% derived from the extraction and/or supply of fossil fuels: *Divest your church*, is a step-by-step guide to divesting from fossil fuels, switching to renewable energy and reinvesting in clean alternatives. <https://brightnow.org.uk/>

Churches are encouraged to take steps to review and reduce their carbon footprint: Churches can get help in calculating, analysing and considering off-setting their carbon footprints through Climate Stewards. <https://www.climatestewards.org/>

The Synod aims to shrink its carbon footprint year on year, recording and reporting progress annually, and to reduce the total carbon footprint to net zero by 2040: Synod recognises that this is a demanding and collaborative endeavour and commits to providing assistance to churches, including information about practical measures and potential grants.

The Synod will aim to reduce car and air travel for meetings through the use of video conferencing, and where that is not possible to adopt the practice of carbon off-setting.

The Synod commits to a systematic audit of the Synod Office and of its activities, and encourages local churches to do likewise to ensure that their buildings and actions are environment friendly.

The Synod and its officers will support local churches in their response to the climate emergency, particularly working towards Eco Church awards, and will work towards achieving Eco Synod status.

### 4. **Some online resources which local churches may find helpful**

[Operation Noah](#)  
[Green Christian](#)

[A Rocha](#)  
[Season of Creation](#)

[Greening Church Buildings](#)

## SYNOD ENVIRONMENTAL POLICY

### 1. Purpose

- 1.1 This policy is based upon the United Reformed Church's (URC's) [Environmental Policy](#), outlining its stance towards the environment in which it operates, agreed by General Assembly in 2016.
- 1.2 It is the cornerstone of our intent, as a body of people committed to seeking God's justice and treasuring God's world, to care for Creation and to live lightly upon the Earth.

### 2. Introduction

- 2.1 As the Synod of Wales we affirm with General Assembly that care for Creation, a just sharing of the world's resources, and protecting the environment are fundamental Gospel commitments and central to our discipleship.
- 2.2 We believe that we are an integral part of God's Creation, that God calls us to be partners in God's ongoing creative, renewing and redeeming activity; commands us to act justly and in righteousness not only towards all humanity but to all Creation; and requires us to care for Creation so that future generations, whom God also loves, may enjoy it and benefit from it.
- 2.3 We affirm that Christian mission includes caring for God's Earth and all Creation. It includes acknowledging humankind's responsibility, sharing in putting right the relationships within God's Creation that have gone wrong, and working within the church and with partners outside the church to grow towards justice and good stewardship as envisaged in the biblical vision of the world as it is meant to be. (This section draws upon the Baptist Union of Great Britain statement '*A Vision for the Environment*', and the Methodist, Baptist and URC report *Hope in God's Future: Christian Discipleship in the Context of Climate Change* (Peterborough: Methodist Publishing, 2009) p.7.)
- 2.4 We acknowledge that human activity has contributed to the degradation of the Earth and that this is not the will of God. We believe that this degradation limits the attainment of the fullness of life that God wills for all Creation, and is a sin for which we should seek forgiveness. It also imposes most heavily upon the peoples of the developing countries of the world and is part of the intrinsic injustice to which we bear witness. As the Lambeth Declaration 2015 on Climate Change, to which the URC is a signatory, affirms, 'The demands of justice as well as of creation require

the nations of the world urgently to limit the global rise in average temperatures. We have a responsibility to act now, for ourselves, our neighbours and for future generations.'

- 2.5 We recognise the significance and hope of the December 2015 Paris Agreement under the United Nations Framework Convention on Climate Change (UNFCCC) and the imperatives of the 2018 Intergovernmental Panel on Climate Change (IPCC) special report on global warming of 1.5 °C above pre-industrial levels.

### **3. Our Part in God's Mission**

- 3.1 The Environmental Policy of the URC, adopted by General Assembly in 2016, was founded upon the Vision 2020 statements, which declared that the URC 'will be a church that has taken significant steps to safeguard the integrity of creation, to sustain and renew the life of the earth' (statement 10: The Integrity of Creation). Vision 2020 also states that 'Our churches, reflecting faith in God the creator and sustainer of life in all its fullness, must discover the radical voice of care for the Earth that is supported by the way we live.'
- 3.2 This policy echoes Vision 2020's affirmation that 'The changing climate and its consequences for all life on planet Earth cannot be over emphasised as the most significant underlying issue of our time' - and that it is vital that the Church 'recognises the reality and fear present in environmental debates and lives hopefully in the present climate.'
- 3.3 In March 2019 the Synod of Wales adopted the document *The National Synod of Wales and our part in God's Mission* in which the Synod committed, "to promote, support and take intergenerational mission initiatives which sustain the environment".

### **4. 'Hope in God's Future'**

- 4.1 We affirm the view expressed in the 2009 URC/Methodist report *Hope in God's Future* that 'it is now intellectually and morally irresponsible to fail to acknowledge and address the urgent need for radical cuts in greenhouse gas emissions in order to prevent intolerable damage to human populations and mass extinctions of many plant and animal species.'
- 4.2 We pledge to respond to the report's call for repentance in the face of our own and humanity's complicity in the sinful structures that are causing wanton damage to the Earth, to its creatures and to many poor communities.
- 4.3 We pledge to adopt practices and lifestyles consistent with reducing levels of greenhouse gas emissions as rapidly as practicable to net zero by 2050 and to eliminating the pollution of the air that people breathe.

- 4.4 We pledge to adopt practices and lifestyles consistent with protecting biodiversity in fresh and salt water, on land and in the air from pollution by plastics, pesticides, other chemicals and from other harm such as over-exploitation.
- 4.5 We also commit to intercede for those most threatened by climate change.

## 5. Shrinking our carbon footprint

- 5.1 Reflecting the commitments contained in the vision 2020 statement, in *The National Synod of Wales and our part in God's Mission*, in the *Hope in God's Future* report, and in a resolution on climate change passed by General Assembly in 2007, the URC Synod of Wales affirms its pledges to shrink its carbon footprint and to strive to protect and restore the environment. The Synod will record and report progress annually, and will endeavour to achieve net zero carbon emissions by 2040.
- 5.2 The Synod recognises that shrinking the total Synod carbon footprint calls for both conversion on the part of its individual members, transformation of its internal structures and co-operation between churches. Synod will endeavour to work ecumenically whenever possible and appropriate in the working out of this policy.
- 5.3 Synod will carry out a systematic audit of the Synod Office and the activities of Synod staff in order to establish strategies to reduce their carbon footprint.
- 5.4 Local churches in Wales will be encouraged to:
  - a) work towards achieving Eco Church Bronze, Silver or Gold award status through A Rocha UK (see <https://ecochurch.arocha.org.uk/>);
  - b) respond positively to the encouragement of the 19th October 2019 Synod Meeting and divest from companies whose total turnover is more than 10% derived from the extraction and/or supply of fossil fuels, including thermal coal, natural gas and oil (see <http://brightnow.org.uk/>);
  - c) carry out a systematic environmental audit of their buildings ;
  - d) raise awareness, through prayer, preaching, Bible study, teaching and discussion, of the need for confession, repentance and forgiveness in relation to the causes of climate change, and of our calling, as God's redeemed people, to sustain and renew the life of the Earth;
  - e) celebrate 'Time for Creation' as encouraged by the World Council of Churches. Creation Time runs from 1 September until 4 October each year;
  - f) ensure that energy is used efficiently and that their buildings, including Manses, are environment friendly through the use of energy-saving

technologies and by identifying and using renewable sources of energy as appropriate;

- g) help members of their congregation to make adjustments in the carbon emissions associated with their lifestyles by supporting them in a personal audit and in finding appropriate strategies;
- h) involve their children and young people in activities focusing on care for the environment;
- i) engage their local political representatives, urging them to support policies that take effective steps towards realising the commitment to net zero carbon emissions by 2040;
- j) support campaigns and action around climate change issues promoted by Christian Aid and other organisations;
- k) ensure that church-owned land is used in ways that encourage an enjoyment of nature and both enhance biodiversity and protect the environment.

#### 5.5 Synod of Wales Synod Officers will:

- a) support churches to gain Eco Church Award status;
- b) support the process of working towards Eco Synod Award status;
- c) assist in seeking appropriate support to ensure that church premises, including manses, are environment friendly through the use of energy-saving technologies and by identifying and using renewable sources of energy where appropriate;
- d) encourage churches to work in collaboration with, or initiate, local transition or sustainability groups;
- e) encourage churches to receive training and support on issues of climate justice and environmental care;
- f) support the synod's Green Advocate in monitoring progress on carbon reduction in the synod.

#### 5.6 The Synod of Wales will aim to:

- a) lower incrementally its carbon footprint by a significant amount each year;
- b) campaign at local and national level for policies that strengthen, and take steps towards realising, net zero carbon emissions by 2040;
- c) ensure that its buildings are environment friendly through the use of energy-saving technologies and by identifying and using renewable sources of energy as appropriate;
- d) reduce, where practicable, car and air travel for meetings through the use of video conferencing. With due regard for distances and costs

involved, individual members will be encouraged to use transport with minimum impact; to cycle, use buses and trains, and car-share and use energy-efficient vehicles where possible. Members will also be encouraged to adopt the practice of carbon off-setting with respect to essential travel by making payments that support sustainable projects (e.g. through [Climate Stewards](#));

- e) promote opportunities to develop an environmental theology;
- f) establish the habit of recording and celebrating environmental initiatives within local churches in the synod;
- g) ensure that environmental issues are integrated within the whole life of the synod;
- h) support URC Youth in developing a strategy responding to the challenge of climate change.

## 6. Resources

### Eco-Church

[ecochurch.arocha.org.uk](http://ecochurch.arocha.org.uk)

### Operation Noah

[operationnoah.org](http://operationnoah.org)

### Green Christian

[greenchristian.org.uk](http://greenchristian.org.uk)

### A Rocha

[arocha.org/en/](http://arocha.org/en/)

### Season of Creation

[oikoumene.org/en/what-we-do/climate-change/time-for-creation](http://oikoumene.org/en/what-we-do/climate-change/time-for-creation)

### Bright Now

<http://brightnow.org.uk/>

### Greening Church Buildings

[ecocongregationscotland.org/wp-content/uploads/2012/11/Greening-Church-Buildings.pdf](http://ecocongregationscotland.org/wp-content/uploads/2012/11/Greening-Church-Buildings.pdf)

# Appendix D: Budgets for 2021-2023

The United Reformed Church (Wales) Trust Company Limited General Fund - Budget 2021-2023	2019 ISRS figure 242,001	2020 ISRS figure 219,000	2021 ISRS figure 233,500	2022 ISRS figure 249,203	2023 ISRS figure 268,676	
	2019 Budget £	2019 Actual £	2020 Budget £	2021 Budget £	2022 Budget £	2023 Budget £
<b>Incoming resources</b>						
Dividends and interest	66,974	75,861	78,044	67,947	71,344	74,912
Inter Synod Resource Sharing	181,500	182,063	159,000	173,500	186,500	184,500
Inter Synod Resource Sharing (CYDO)	60,000	59,938	60,000	60,000	60,000	60,000
Inter Synod Resource Sharing (Safeguarding)					2,703	24,176
Sales revenue & donations	400	350	400	400	400	400
Sponsorship	5,000	4,000	-	-	2,500	-
Property Sales Fees	2,500	16,661	2,500	2,500	2,500	2,500
MDF Return of grant	-	-	-	-	-	-
MoM clawback	30,000	30,000	30,000	30,000	30,000	30,000
Church contributions	8,500	4,560	8,361	4,674	4,791	4,911
CWM Grant/MOM Pilot/Other Grants	14,250	37,500	51,250	61,250	10,000	10,000
Solar Panel income	500	291	500	500	500	500
Miscellaneous income - Redundant Chs	33,000	54,444	32,000	32,000	32,000	-
Miscellaneous income	11,750	76,637	11,750	11,750	11,750	11,750
CBF Grants	25,000	50,000	25,000	25,000	25,000	25,000
	<u>439,374</u>	<u>592,305</u>	<u>458,805</u>	<u>469,521</u>	<u>439,988</u>	<u>428,648</u>
<b>Charitable expenditure</b>						
<b>Mission</b>						
Mission grants						
Regional Ministry		3,502	15,000	15,000	15,000	15,000
MoM Pilot Project		9,170	37,000	37,000	-	-
CWM More Able Church		797	14,250	14,250	-	-
	29,250		66,250	66,250	15,000	15,000
CBF grant due to churches	25,000	50,000	25,000	25,000	25,000	25,000
Pension Schemes - Additional Contributions	-	-	-	-	-	-
Ecumenical Officer's Expenses	6,272	4,689	-	5,000	5,125	5,253
Cytun	50	100	50	100	100	100
Chaplaincies	-	1,000	-	1,000	1,000	1,000
Ecumenical pastorates	-	-	5,040	5,040	5,040	5,040
Synod Priorities	7,000	-	7,000	5,000	5,000	5,000
CYDO	55,800	52,081	55,800	53,383	54,718	56,086
Synod CYDO costs	2,000	3,164	2,000	2,000	2,000	2,000
Training costs	3,000	240	10,500	10,300	8,100	8,100
Collections for other Beneficiaries	-	745	-	-	-	-
	180	-	180	-	-	-
	<u>128,552</u>	<u>125,488</u>	<u>171,820</u>	<u>173,073</u>	<u>121,083</u>	<u>122,579</u>
<b>Property</b>						
Property legal fees	500	2,035	500	500	500	500
Graveyards and closed churches	3,000	1,598	3,000	1,678	1,762	1,850
Building contingency	-	-	-	-	-	-
Dona Lola cost (Other Trust Costs)	3,381	3,179	3,381	3,338	3,505	3,680
Trust legal fees	250	1,364	250	250	250	250

The United Reformed Church (Wales) Trust Company Limited  
 General Fund - Budget 2021-2023

	2019 ISRS figure 242,001		2020 ISRS figure 219,000		2021 ISRS figure 233,500		2022 ISRS figure 249,203		2023 ISRS figure 268,676	
	2019 Budget £	2019 Actual £	2020 Budget £	2020 Budget £	2021 Budget £	2021 Budget £	2022 Budget £	2022 Budget £	2023 Budget £	2023 Budget £
<b>Synod Related Costs</b>										
Synods	3,000	4,221	3,000		4,432		4,654		4,886	
Boards and committees		3,908	-		4,000		4,100		4,203	
General Assembly			500		500		500		500	
Synod Day	16,000	17,865	-		-		19,000		-	
			500		4,703		23,600		4,703	
Synod - task groups	2,853		2,853		2,996		3,071		3,147	
Moderator Support	720	828	720		770		770		770	
Trust Insurance	2,034	3,666	2,034		3,941		4,237		4,554	
Other Trust Expenses/Contingency	10,000	7,772	7,500		5,000		2,500		2,500	
Synod publications	-		-		-		-		-	
	<u>34,607</u>	<u>38,260</u>	<u>16,607</u>		<u>21,841</u>		<u>38,831</u>		<u>20,560</u>	
<b>Total Charitable Resources Expended (carried forward to next page)</b>	<u>170,289</u>	<u>171,924</u>	<u>195,558</u>		<u>200,680</u>		<u>165,930</u>		<u>149,419</u>	

**The United Reformed Church (Wales) Trust Company Limited**  
**General Fund - Budget 2021-2023**

	2019		2020	2021	2022	2023
	Budget	ISRS figure				
	£	£	£	£	£	£
		242,001	219,000	233,500	249,203	268,676
	<b>2019</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
	<b>Budget</b>	<b>Actual</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>	<b>Budget</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Personnel Costs</b>						
Staff Salaries	144,106	107,835	115,770	138,926	142,379	145,918
Employer's NI Contributions	11,584	9,434	9,612	11,545	11,833	12,129
Employer's Pension Contributions	40,638	36,259	32,422	38,942	39,916	40,914
Employees' Expenses	3,501	6,733	3,501	6,901	7,074	7,251
Staff training	1,000	-	1,000	1,000	1,000	1,000
	<u>200,829</u>	<u>160,261</u>	<u>162,305</u>	<u>197,314</u>	<u>202,202</u>	<u>207,212</u>
<b>Premises</b>						
Heating, Light and Water	1,290	926	1,290	995	1,070	1,150
Cleaning	1,260	1,637	1,260	1,760	1,892	2,034
Ground Rent for church land	3,850	3,850	3,850	3,850	3,850	3,850
Building Maintenance	1,000	5,430	1,000	1,000	1,000	1,000
Depreciation on Office Building	6,179	6,730	6,179	6,394	6,074	5,770
	<u>13,579</u>	<u>18,573</u>	<u>13,579</u>	<u>13,999</u>	<u>13,886</u>	<u>13,804</u>
<b>Office Costs</b>						
Printing, postage & stationery	1,637	2,179	1,637	2,288	2,402	2,522
Telephone	1,605	1,550	1,605	1,628	1,709	1,794
Consumable Equipment	-	-	-	-	-	-
Equipment Rental (photocopier)	2,000	3,804	2,000	2,100	2,205	2,315
Equipment Depreciation	120	745	120	671	603	543
Computer Running Costs	5,000	4,065	5,000	4,268	4,482	4,706
Sundry Expenses	1,000	1,071	1,000	1,000	1,000	1,000
Bank charges	200	148	200	200	200	200
	<u>11,562</u>	<u>13,562</u>	<u>11,562</u>	<u>12,154</u>	<u>12,601</u>	<u>13,081</u>
<b>Legal and Professional Fees</b>						
Accountancy fees		3,769	15,000	6,750	6,750	6,750
Consultancy fees				3,000	3,000	3,000
Finance Support		35,100	35,100	35,100	35,100	35,100
	<u>40,100</u>		<u>50,100</u>	<u>44,850</u>	<u>44,850</u>	<u>44,850</u>
	<u>40,100</u>	<u>38,869</u>	<u>50,100</u>	<u>44,850</u>	<u>44,850</u>	<u>44,850</u>
<b>Total Administration Expenditure</b>	<u>266,071</u>	<u>231,265</u>	<u>237,546</u>	<u>268,317</u>	<u>273,539</u>	<u>278,947</u>
<b>Total Operating Expenditure</b>	<u>436,360</u>	<u>403,189</u>	<u>433,104</u>	<u>468,997</u>	<u>439,469</u>	<u>428,366</u>
<b>Net (Deficit) for the year - being from brought forward unrestricted reserves</b>	<u>3,014</u>	<u>189,116</u>	<u>25,701</u>	<u>524</u>	<u>519</u>	<u>282</u>

**The United Reformed Church (Wales) Trust Company Limited  
Training Fund Budget 2021 - 2023**

<b>Incoming Resources</b>	<b>2019 Budget</b>	<b>2019 Actual</b>	<b>2020 Budget</b>	<b>2021 Budget</b>	<b>2022 Budget</b>	<b>2023 Budget</b>
	£	£				
CME Grant	6000	8165	5000	5000	5000	5000
Lay Preaching Trinity Fund grant	4000	0	5000	5500	6000	6000
Preaching/Course fees	500	1389	500	500	500	500
Training Fund Interest	4952	3878	4072	3461	3634	3816
Induction Collections etc						
Pantymfedwen Fund Interest	2636	3295		2941	3088	3243
Osborne Fund Interest	1434	1144	1230	1021	1098	1180
SGF TDO Housing Costs	2250		3000	3300	3600	3600
Discipleship Development Fund			1000	1000	1000	1000
Other Income	3000		7500	7000	4500	4500
<b>Total</b>	<b>24772</b>	<b>17869</b>	<b>27302</b>	<b>29723</b>	<b>28420</b>	<b>28838</b>
<b>Charitable Expenditure</b>						
TDO Expenses	7541	1060	1590	5000	5250	5513
TDO Housing	2977	381	572	3000	3150	3308
ORF Grant	1200	165.85	1200	1200	1200	1200
CME Grant	6000	7846	5000	5000	5000	5000
Lay Preachers	4000	5027	5278	5542	5819	6110
TLS Student grant/DDF Grants	2000	2081	1000	1000	1000	1000
Lay Training	0	0	0	0		
Ministerial Students	500	4779	500	500		
Events	0	2538	7500	7500	7500	7500
Other Training		1878				
Miscellaneous		67				
<b>Total</b>	<b>24218</b>	<b>25823</b>	<b>22640</b>	<b>28742</b>	<b>28919</b>	<b>29630</b>
<b>Balance</b>	<b>554</b>	<b>-7953</b>	<b>4662</b>	<b>981</b>	<b>-500</b>	<b>-792</b>

## Appendix E: Nomination of Moderators of General Assembly 2022-2023

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Every year local churches have the opportunity to nominate people for election as Moderator of General Assembly. We are now seeking nominations from the churches in the Synod of candidates to serve from the close of General Assembly 2022 until the close of General Assembly 2023.

In the coming months Elders' and Church Meetings are invited to consider whether they would like to nominate to Synod a person in each category (Minister/CRCW and Elder), or in one or other category. One nomination from each church in each category is sought, and only one nomination in each category will be accepted. Please note that nominees do not need to be from within the National Synod of Wales, and they should not be approached to give their permission before nomination.

Your nomination/s should be sent to the Synod Clerk (through the Synod Office or by e-mail: [adrian.bulley.urcwales@urc.org.uk](mailto:adrian.bulley.urcwales@urc.org.uk)) using the nomination forms on pages 38 and 37, and should include a 100 word (maximum) pen portrait of the nominee which will be presented to Synod Meeting. Nominations must be received by the Synod Clerk **by noon on Thursday 31st December 2020**.

If the Synod has more than one nomination in either category, an election will take place at the Spring Synod Meetings on Saturdays 20th February and 6th March 2021. If only one nomination in either category is received, a simple vote will be taken. The result/s will then be communicated to the General Secretary.

This call for nominations is part of the privilege of being the United Reformed Church, and it is hoped that local churches will engage enthusiastically with the process over the coming months.

**LOCAL CHURCH NOMINATIONS FOR  
MODERATORS OF GENERAL ASSEMBLY 2022-2023**

*for ballot at the Spring 2021 Synod Meetings*

**NOMINATION FOR  
A MINISTER or CHURCH RELATED COMMUNITY WORKER**

Name of Minister or CRCW:	
Nominee's Local Church: <i>(i.e. Church where nominee has membership)</i>	
Statement in support of your nomination (not exceeding 100 words):	
Name of Church submitting this nomination:	
Please indicate whether the nomination comes from Elders' Meeting or Church Meeting:	
Contact details of person submitting this nomination <i>(in case the Clerk needs to liaise before publication of Synod papers)</i>	

**DEADLINE FOR SUBMISSION OF NOMINATIONS TO THE SYNOD CLERK:**

**NOON on THURSDAY 31st DECEMBER 2020**

Email: [adrian.bulley.urcwaless@urc.org.uk](mailto:adrian.bulley.urcwaless@urc.org.uk)

United Reformed Church, Synod Office, Minster Road, Roath, Cardiff CF23 5AS

Telephone: 029 2019 5728

**LOCAL CHURCH NOMINATIONS FOR  
MODERATORS OF GENERAL ASSEMBLY 2022-2023**

*for ballot at the Spring 2021 Synod Meetings*

**NOMINATION FOR AN ELDER**

Name of Elder:	
Nominee's Local Church: <i>(i.e. Church where nominee has membership)</i>	
Statement in support of your nomination (not exceeding 100 words):	
Name of Church submitting this nomination:	
Please indicate whether the nomination comes from Elders' Meeting or Church Meeting:	
Contact details of person submitting this nomination <i>(in case the Clerk needs to liaise before publication of Synod papers)</i>	

**DEADLINE FOR SUBMISSION OF NOMINATIONS TO THE SYNOD CLERK:**

**NOON on THURSDAY 31st DECEMBER 2020**

Email: [adrian.bulley.urcwailes@urc.org.uk](mailto:adrian.bulley.urcwailes@urc.org.uk)

United Reformed Church, Synod Office, Minster Road, Roath, Cardiff CF23 5AS

Telephone: 029 2019 5728