

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

Yr **Eglwys Ddiwygiedig Unedig**
Synod Cenedlaethol Cymru

Cyfarfod Synod yr Hydref
Autumn Synod Meeting

Saturday 16th October 2021

**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**

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Resolutions

Resolution 1: 2020 Accounts

Synod Meeting receives the accounts for 2020 as summarised in [Appendix C](#).

Resolution 2: Proposed Member's Resolution

Synod Meeting, noting the decision in principle of the General Assembly to move away from a Defined Benefits pension scheme for ministers, requests those working on a replacement scheme to ensure that the Church puts in place a suitable form of financial safety net, funded by the Church, to underpin a minimum fair pension for all ministers at retirement.

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 Food and Drink

A complimentary buffet lunch will be provided. If you have any special dietary requirements (other than vegetarian), please let Joel Sainsbury (joel.sainsbury.urcwailes@urc.org.uk) know before Monday 11th October. In addition, tea and coffee will be available on arrival and during the lunch break.

1.3 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).

1.4 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.



1.5 **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 **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>.

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

Saturday 12th March 2022	a virtual meeting using Zoom
Saturday 25th June 2022	Big Day Out
Saturday 15th October 2022	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 (helen.stenson.urcwailes@urc.org.uk).

10:15 **Gathering and Refreshments**

11:00 **Opening Worship led by Simon Walkling**

Introductions and Notices

Minutes of Spring 2021 Synod Meeting ([2021 Spring-DRAFT-Minutes](#))

Matters Arising from the Minutes

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

a) **2020 Accounts ([resolution 1](#))**

11.50 **“The Whole People of God Called and Committed to His Service”**

12.00 **Proposed Members Resolution ([resolution 2](#))**

12.20 **Video introducing the URC 50th Anniversary celebrations**

12.30 **An Introduction to Communications**

(Andy Jackson, URC Head of Communications)

13:00 **Lunch** (see [Notices 1.2](#))

14:00

Workshop One

“Writing for Reform and for Digest”

led by Steve Tomkins, Editor of Reform

David Spencer Suite at 2.00pm

Workshop Two

“Sharing news effectively: how to write stories and writing for the web”

led by Catherine Kelliher, Digital Content Officer;

Ann-Marie Nye, Communications Officer

Garden Room One at 2.00

Workshop Three

“Photography and videography”

led by Andy Jackson, Head of Communications

Garden Room Two at 2.00

14.40

Workshop Four

“Church magazines: How to interview people for an article”

led by *Steve Tomkins, Editor of Reform*

David Spencer Suite at 2.40pm

Workshop Five

“Crisis communications and dealing with the press”

led by *Ann-Marie Nye, Communications Officer*

Garden Room One at 2.40pm

Workshop Six

“Why a good website is important”

led by *Andy Jackson, Head of Communications*

Garden Room Two at 2.40pm

15.20

Reports to Synod

Closing Worship led by the Revd Simon Walkling



We are grateful to the Communications Team for bringing The United Reformed Church Bookshop to Synod Meeting. A range of books and products will be available, including the URC 2022 diaries and the

URC Prayer Handbook

You may wish to collect items for other church members



Daily Devotions from the URC

A reading, reflection and prayer in your inbox every morning

[Click here to subscribe](#)

BIG DAY OUT 2022

Saturday 25th June

Royal Welsh Agricultural Showground

**Save the
date**

3. Synod Officers' Meeting

FOR NOTING:

3.1 **Synod Structure Review**

A [Synod Structure review \(Appendix B\)](#) has been completed by Margery Davies and David Salisbury, taking account of the document 'Review of Synod Structure'. The report identified a sense of deep gratitude to the synod officers and staff for the work that they do, as well as identifying areas that might change to enable the structure to work better. These include:

- introducing a role description for the Regional Pastoral Committee convenor to help clarify lines of responsibility in dealing with matters in the region and in local churches so that the function of Regional Pastoral Committees can be fulfilled in ways that are relevant and responsive to the different demographic, cultural and geographical contexts.
- Building relationships, improving communication and coordination.

Spring 2021 Synod Meeting agreed that all resolutions and decisions by Synod boards and committees which have financial implications outside the budget should henceforth be presented to the Finance and Property Board/Trust for approval prior to implementation.

No changes having been made to the Synod Structure, the recommendation is for a further review to be undertaken in three years' time.

3.2 **General Assembly 2022**

General Assembly will take place at The Hayes Conference Centre, Swanwick, Derbyshire from Friday 8th to Monday 11th July 2022. 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 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/2lkaqHe>.

Expressions of interest are now invited from those who would be interested in being part of the synod's cohort next year. Please contact the Synod Clerk (helen.stenson.urcwales@urc.org.uk) before 31st December 2021. The final decision about the synod's representation at General Assembly will be made in January 2022, taking account of balance and when an individual last attended.

3.3 **Moderator of General Assembly 2023-2024**

Nominations are now sought from the churches in the Synod of candidates to serve from the close of General Assembly 2023 until the close of General Assembly 2024. Local churches are invited to consider whether they would like to nominate to Synod a person in either category – Minister/CRCW and Elder – or in one or other category. Full details and nomination forms are included at [Appendix E](#).

3.4 Big Day Out will be held on 25 June 2022 at the Royal Welsh Showground

FOR INFORMATION:

3.5 **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:

- Helen Stenson (Synod Clerk)
- Judy Harris (CYDO)
- Ian Lloyd-Parry (Convener of FPB)
-
- Revd Gethin Rhys (Cytûn National Assembly Policy Officer)
- Philip Rickards, Jill Shelton, Mathias Tchatchoua and Verena Walder (Local Church Leaders)

3.6 A Synod Officers' **Away Day** took place on Tuesday 28th September 2021.

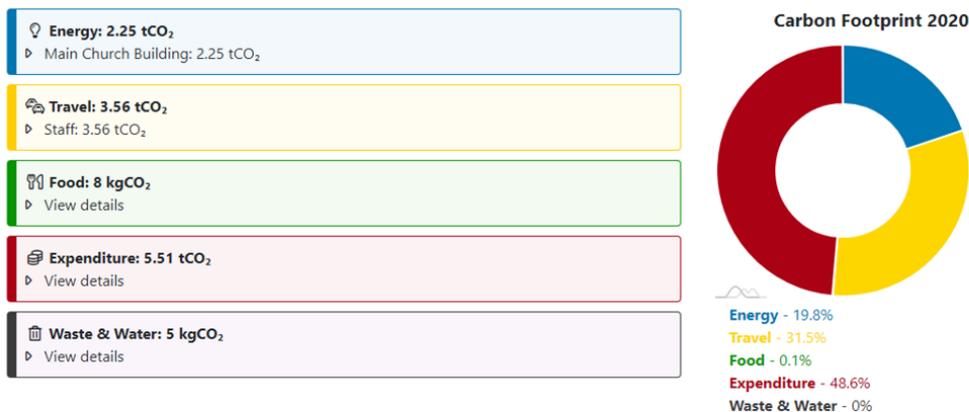
3.7 The meeting maintains an overview of **communications**, including the monthly Synod eNewsletter, website, social media and other forms of publicity.

3.8 The meeting maintains an overview of **safeguarding** matters. The Safeguarding Reference Group has met and recommend that a Convenor be appointed, external to the Synod organisation.

3.9 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.

3.10 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. The intention is to consider the safeguarding resolutions referred from General Assembly 2021 at the Synod Meeting in Spring 2022.

- 3.11 The meeting continues to oversee the Synod's compliance with the **General Data Protection Regulation (GDPR)**.
- 3.12 The meeting maintains and overview of the synod's **Welsh Language Policy**.
- 3.13 The meeting reviewed **Synod Environment Policy** and joined Climate Cymru. The Synod Carbon Footprint calculated for 2020, revealed that 11.33 tonnes CO₂ were expended, compared to 33.65 in 2019. Although there isn't currently a budget for offsetting carbon emissions, the 2020 emissions could be offset with Climate Stewards for £226.52. 2020 was an atypical year, as the impact of Covid/home working could not be included in the total figure.



What next?

You may like to consider optionally offsetting National Synod of Wales Office's unavoidable carbon emissions with [Climate Stewards](#). Offsetting with Climate Stewards supports community forestry, water filter and cookstove projects in Uganda, Kenya, Nepal, Ghana and Mexico.



Offsetting 11.33 tCO₂ will cost £226.52.

- 3.X **Synod Office Chaplain** The meeting agreed that work should be done around a role to give chaplaincy support and help with facilitation.

4. Synod Pastoral Committee

FOR DECISION:

- 4.1 **The Whole People of God Called and Committed to His Service** [Appendix B](#)
A Proposal for the Provision of Ministry in the United Reformed Church, National Synod of Wales is referred to the churches for discussion.

FOR NOTING:

- 4.2 **Synod Office Chaplain** The meeting created the post of Synod Office Chaplain to support staff and officers and to help with facilitation, and agreed that the Reverend Stephen Best, an ordained NSM, take up the role.
- 4.3 **Authorised Elders**

The list of Authorised Elders for the period 1st January 2022 to 31st December 2024 is included at [Appendix A](#) (page 19). All 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.

4.3 **Church changes**

Talgarth; Hebron, Mostyn; Hill; have passed closing resolutions.

The building of Horeb, Builth Wells, has closed; the church continues.

A review is due at Mount Zion, Hook URC/Cong Fed LEP

Barry Uniting Church has moved into the Waterfront Centre

Christ Well + Regional Minister added to Churches Seeking a Minister

4.4 **Ministerial changes**

Brian Matthews, Julia Bartholomew renewed Certificates of Limited Service. Julia Bartholomew's ministry now is a 50% scoping

Neil Riches has accepted a call to become Synod Minister based at Weymouth Hope and Radipole URCs in Wessex Synod.

Adrian Bulley has accepted a call to become the URC Deputy General Secretary Discipleship.

Brian Clarke has moved to East Midlands. He is not currently in pastoral charge. SPC concurred with Brian Clarke's move to the West Midlands Synod and commended him to their care. Viv Randles: has moved into the Synod temporarily, pending a move to West Midlands. SPC concurred that Viv Randles remain on the Roll of Minister whilst residing in Wales Synod.

Methodist circuit has appointed Nick Sissons as Minister at Penmaenmawr. Phil and Carole Challis have left Barry Uniting Church. Carole Challis is minister in Llanelli

Kathryn Price retired from the Alun Vale pastorate.

Martin Spain has been appointed as the Officer for Ecumenical and Interfaith Relations

Stephen Best has been appointed as the Synod Office Chaplain

FOR INFORMATION:

- 4.5 **The Synod Structure Review** led to the drafting of two papers:

Role Descriptions – Regional Pastoral Convenors

It was felt that a role description would be helpful. In addition, it would help clarify and differentiate between pastoral and pastorate roles.

Regional Meetings:

It was thought that meetings bring people together, to enable them to have an input, but that this does not always encourage people to attend.

- 4.6 **Deployment Strategy**

A sub group prepared the Whole People of God paper which proposes an intentional journey of discipleship and leadership

- 4.7 **NSM4**

SPC is considering an application for an NSM4 post

- 4.8 **Training and Development Matters**

A series of training events have been held, on Zoom, including Equipping Elders/More Able Church, Ministers' Summer School, '..And God Said..' Eco events; Stepwise taster session; and Lay Worship Leaders event

- 4.9 **Synod Sunday Worship**

'Synod Sunday' Services have been prepared and shared for when there fifth Sundays in the month.

- 4.10 **Live Streaming of Worship**

The Finance and Property Board has agreed that a fund of up to £100K be set aside to support local churches to be equipped to enable the live streaming of in person worship to be accessed by churches and individuals. The ideal would be to create a co-ordinated network; build an environment where ministers can be used more effectively.

RPCs to liaise with churches to determine what is needed in their area and bring proposals to SPC, along with costings.

5. Mission and Discipleship Board

FOR NOTING:

- 5.1 Since the last Synod meeting, Mission and Discipleship Board have met twice via Zoom in April and July, our next meeting in November will also be held via Zoom. In the future, during the year we hope to meet at least once in person and other meetings will be on Zoom. This makes both economic and environmental sense.

FOR INFORMATION:

5.2 **General Matters**

Much time has been spent on devising a Synod Wide Stepwise course. A taster session was held on 22nd July and the first stream 'Faith Filled Life' will begin in September.

Following the success of the Advent boxes for 2020 and the Lent resources, Advent boxes will be available again for this year. They can be pre-ordered from the URC shop or contact Judy Harris judy.harris.urcwailes@urc.org.uk

5.3 **Climate Change and Environmental Matters**

Following the adoption of the Synod Environmental Policy the board has been looking at how to implement the policy including ensuring that environmental matters are taken into consideration when making decisions. Churches will be encouraged to do the same. Churches will also be encouraged to appoint an Eco Representative who can connect with the local Regional Pastoral Committee and the wider Synod.

The Synod Office carbon footprint has also been worked out, thanks to Claire Boot. Although this comes up as a separate item, it is interesting to see where the majority of emissions come from. How does your church compare?

The Synod environmental webinars have continued. On 25th March we looked at 'And God said ... Do not be silent' and how to engage with our politicians. On 12th June buildings were the topic, entitled 'And God said ... take care of your buildings' considering how to make our buildings more environmentally friendly. Both were well attended.

In view of COP26 (UN Climate Change Conference) taking place in Glasgow in November, members of the board led the Synod Sunday Service for 29th August which focussed on environmental matters.

5.4 **Mission Committee**

Mission Committee met via Zoom in June and over two days covered a variety of topics including the final draft of the resolutions for General Assembly on Israel and the Occupied Palestinian Territories; plans for the URC's 50th anniversary next year; COP26; and Racial Justice issues.

The National Synod of Wales is currently looking for a Racial Justice Advocate.

Following the passing of the resolutions on Israel and the Occupied Palestinian Territories, the URC received a letter of gratitude from Kairos Palestine.

By the time of Synod Meeting, Mission Committee will have met again at the end of September.

6. Finance and Property Board/Trust Company

FOR DECISION:

6.1 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 sixth consecutive year. Technical changes to the layout out of Funds has continued for a third 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 ([pages 29, 30](#)). The full accounts are available upon application to the Treasurer (chris.atherton.urcwailes@urc.org.uk). [Resolution 1]

6.2 FOR NOTING:

a) Ministry and Mission Fund contributions in 2022 were agreed at £447 and £144 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).

b) Hebron URC Mostyn resolved to close with effect from 17 July 2021, on which day a service of thanksgiving was held.

c) The sale of Old Colwyn URC was completed on 12 May 2021.

d) G4S ended their tenancy of premises at St David's Uniting Church, Pontypridd, in September 2021.

e) The sale of 19 Capel Edeyrn, the former Ecumenical Officer manse, was completed in February 2021.

f) Hill URC Swansea resolved to close with effect from 26 March 2021 and an offer has been accepted for purchase.

g) The Guides Association ended their tenancy of premises at St Andrew's URC, Roath, in June 2021.

h) The manse purchased for the Ecumenical Officer post at 21 Llwyn-y-Bioden, Swansea, was no longer required for this purpose and was transferred to Christ Well URC, Swansea. The former Christ Well URC manse at 271 Pentregethin Road, Swansea, is up for sale.

i) The sale of Cefn-y-Bedd URC, Cilmerly, is in progress.

j) A complaint regarding the condition of the graveyard at New Bethel URC, Mynyddislwyn, was received in June 2021 and a survey of the site has been commissioned.

k) Horeb URC, Builth Wells, resolved to close with effect from 30 September 2021. Alpha Ecumenical Church will continue to worship in the Alpha PCW building.

6.3 FOR INFORMATION:

a) 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.

b) The Welsh Government intends to make permanent the temporary extension of the minimum notice period for tenants to six months. This has consequences for manses being let between ministers occupying the manse.

c) The sale of Christchurch URC Fairwater to Cadwyn Housing Association, for an affordable housing development, is in progress.

d) Synod concurrence was given to Maesyronnen URC, Glasbury-on-Wye, to pursue grant funding for repair work as recommended by the recent quinquennial inspection (c. £10,000).

Resolution 1: 2020 Accounts

Synod Meeting receives the accounts for 2020 as summarised in [Appendix C](#).

7. General Assembly Resolutions

Two resolutions were referred to Synods by the 2021 General Assembly, under the provisions of 3(1) of the Structure of the United Reformed Church. Each resolution was passed at General Assembly by a two-thirds majority and requires that no less than two-thirds of the synods raise no objections before ratification by General Assembly 2022. These will be scheduled for discussion at our Spring 2022 Synod Meeting.

8. Resolution 2: Proposed Members' Resolution

1 General Assembly this year voted in principle to close the URC Defined Benefits Ministers' Pension Scheme to new contributions and move to some form of Defined Contributions scheme. Further detailed work on the new scheme will now be done, with the hope that the 2022 Assembly can make a decision on the structure of a future scheme. Assembly expressed the wish that any new scheme should deal "honourably" with those ministers affected.

2 The two ways of providing pensions work differently. Under a Defined Benefits scheme the minister has a known pension and if the underlying investments perform badly the Church as a whole takes the responsibility for making up the pension to a fair amount. It is proposed to underpin the existing scheme with £45m of contingent commitments, safeguarding all pensions already accrued, and the position of all ministers currently drawing a pension.

3. Under a Defined Contributions scheme, there is no safety net of this sort automatically built into the structure of the scheme and a poor investment performance is a risk the minister might have to bear. Predicting what returns money put away today will earn over the coming decades is always hazardous. Averages based on past performance and informed guesses about future performance might greatly over estimate or under estimate what money will be available when the time comes to draw the money as a pension.

4 The concern is that this does not appear to treat equitably existing retired ministers and those close to retirement (whose current position is safeguarded) compared with younger ministers, much of whose pension provision will be without this automatic safety net. The principle of paying a stipend to a serving minister is that the Church removes financial anxiety from those called to serve as stipendiary ministers. Should this not also apply to pensions too and for every minister?

5 Assembly accepted the argument that the latest legal and regulatory environment means continuing the existing pension scheme will be made disproportionately expensive. It also said that whatever new scheme is introduced should 'deal honourably' with all serving stipendiary ministers. This resolution suggests that this should include creating an appropriate safety net as part of the arrangements for a new scheme.

6 The URC has expressed this principle with regard to retired ministers not only through the pension scheme but also through the Retired Ministers' Housing Society, providing reduced cost housing to retired stipendiary ministers who have not enough capital of their own. In recent years, the eligibility criteria for the Housing Society have been tightened, meaning that this 'safety net' does not catch all who need it. We would not want this situation to be exacerbated by seeing ministers also retiring with an inadequate financial pension.

7 Some ministers enter URC stipendiary ministry having already accrued a pension from previous employment; others will have an adequate pension through their spouses or inheritance or by other means. These ministers will not need access to the URC 'safety net' (just as many ministers now do not access URC retired ministers' housing even though they meet the eligibility criteria). It is possible that a Defined Contributions scheme might be put in place that in practice never left a minister short of an adequate pension for their years of stipendiary service to the URC. But we think that in principle the Church, not the individual minister, should carry the risk of a less happy outcome.

8 It is not possible for a Synod to design the details of a scheme, fair to all circumstances, without access to all the necessary information and specialist advice. The purpose of this resolution is to ask the group at Assembly level who are charged with designing a new scheme to take the principles outlined here into account as they do so.

Proposed Resolution

Synod Meeting, noting the decision in principle of the General Assembly to move away from a Defined Benefits pension scheme for ministers, requests those working on a replacement scheme to ensure that the Church puts in place a suitable form of financial safety net, funded by the Church, to underpin a minimum fair pension for all ministers at retirement.

Proposer: Revd Gethin Rhys **Seconder:** Revd Martha McInnes

Appendix A: Authorised Elders, 2022-2024

AUTHORISED ELDERS 2022-2024

			Conduct & Behaviour	Safeguarding
North Wales				
St John's Buckley °	Chris Byrne	to 31/12/2022	✓	✓
	Trefor Suddick	to 31/12/2022	✓	✓
Gloddaeth, Llandidno	David Jewell	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	✓	✓
East Wales				
Cwmbran	Diane Brain	to 31/12/2022	✓	✓
	Lyn Oelmann	to 31/12/2022	✓	✓
Stow Park, Newport	Ron Prosser	to 31/12/2024	✓	✓
	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 31/12/2023	✓	✓
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	✓	✓
	Alun Jones	to 31/12/2022	✓	✓
	Louise Morgan	to 31/12/2022	✓	✓
Canton, Cardiff	Chris Atherton	to 31/12/2022	✓	✓
City, Cardiff °	Beth Charles	to 31/12/2024	✓	✓
	Nici Lintern-Gittens	to 31/12/2024	✓	✓
	Alison McQueen	to 31/12/2024	✓	✓
	Liz Meek	to 31/12/2024	✓	✓
Parkminster, Cardiff °	Sylvia Abel	to 31/12/2022	✓	✓
	Derek Jones	to 31/12/2022	✓	✓
Penarth, Elfed Avenue	Clive Curtis	to 31/12/2023	✓	✓
	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	✓ ✓	✓ ✓
Valleys and Vale				
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 Margaret Morris	 to 31/12/2024 to 31/12/2024 to 31/12/2024 to 31/12/2024	- ✓ ✓ ✓ ✓	- ✓ ✓ ✓ ✓
Senghenydd	Sandra Gough Jill Shelton *	to 31/12/2022	✓ -	✓ -
Van Road, Caerphilly	Carol Thomas Lewis Lewis-Head Rob Moverley	to 31/12/2022 to 31/12/2022 to 31/12/2022	✓ ✓ ✓	✓ ✓ ✓
Swansea				
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	✓ ✓ -	✓ ✓ -
Temple, Gowerton	Teresa Morgan	to 31/12/2022	✓	✓
Pembrokeshire				
Landsker Pastorate	Melanie Ablitt Maureen Canton Kate Wolsey	to 31/12/2022 to 31/12/2022 to 31/12/2022	✓ ✓ ✓	✓ ✓ ✓
Mid Wales				
Penuel, Llanwrthwl Welshpool	Sally Tolson Ruth Henriksen	to 31/12/2022 to 31/12/2022	✓ ✓	✓ ✓
Bridgend				
Ogmore Vale	Heather Phillips	to 31/12/2024	✓	✓
Brecon Beacons				
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: The Whole People of God Called and Committed to His Service

A Proposal for the Provision of Ministry in the United Reformed Church, National Synod of Wales

The Lord Jesus Christ continues his ministry in and through the Church, the whole people of God called and committed to his service and equipped by him for it. This service is given by worship, prayer, proclamation of the Gospel, and Christian witness, by mutual and outgoing care and responsibility, and by obedient discipleship in the whole of daily life, according to the gifts and opportunities given to each one. The preparation and strengthening of its members for such ministry and discipleship shall always be a major concern of the United Reformed Church.

The Basis of Union of the United Reformed Church (19)

Preface

On 1st December 2020 Paper C, “Wales Synod Deployment Forecast: December 2020”, was presented to the Synod Pastoral Committee. Following a discussion, it was decided that a working-group be set up to consider the issues raised by the forecast. The group includes Simon Walkling, Branwen Rees, Martha McInnes and Jason Askew. They held discussions over three sessions between December 2020 and February 2021 and presented a paper for discussion at the Synod Pastoral Committee on the 9th of March. Following that discussion, the working-group went away to draft a proposal again with the intention of moving the discussion on towards a more specific Strategy. The group acknowledges all the work that has previously taken place with regards to deployment, in particular between 2009 and 2020.

Introduction

You are a human being, made in God’s image, with the breath of God giving you this amazing life, and gifts and talents to live it to the full. You are reconciled to God through Jesus. You are a child of God. When people talk about ‘the church’, that is you. When you read “the United Reformed Church”, that is you. Whenever it says somewhere “The National Synod of Wales” or just simply “the Synod” that is you. If someone refers to your church by name, that is you. When folk talk of the need for ministry in the church, they are asking about you, your God given gifts, your talents, the part which you play in the life of the

church, in bringing that Jesus effect, that reconciliation with God to bear in your community.

So as this paper is entitled “A Proposal for Ministry”, it is a proposal for you and about you. As you read on, consider that image of God within you; feel the presence of the Holy Spirit within you, what gifts do you have? What gifts would you like? How can your experience of God help to strengthen the faith of fellow Christians and help to bring others to know that Jesus has filled that ‘God shaped’ hole in their lives? How can we, you and I together, glorify and enjoy God for ever?

The Proposal

Called and equipped by God, to be ambassadors of love, agents of grace and envoys of peace, together we bring God’s Kingdom to bear in our world. We each have a ministry, a service, a part to play, as part of the body of Christ. Let us reflect on our part in God’s church. Take time to read what is below, to answer the questions and consider the next step on your journey of faith, your local churches journey together and the life of your Synod within all this.

Church Members

When a person is received into membership of a local church, there is a prayer which tells of ministry in the church:

*“God of grace, you call us to be your servant people,
and gather us into the body of Christ.
We thank you for sending us N
to work with us in serving your kingdom.
Confirm us all in the power of your covenant
to live in your Spirit,
to love each other
and to share the mind of our Lord and Saviour, Jesus Christ.”*

We are a servant people, each one with gifts to share, serving together in the Kingdom of God. Committed to growing in fellowship and growing in faith. Take a moment to reflect on the following questions:

What does it mean to be a member of the church?

What gifts and talents do you have to offer in your service as a member of the church?

What would help you to develop your faith and discipleship?

Are you aware of the following initiatives to help you develop your walk of faith?

- Discipleship Development Fund, which is offering grants to help pay for courses, materials, travel, etc which will help you to follow Jesus
- Stepwise, a programme to help you develop your discipleship
- Walking the Way, a focus on whole life discipleship

Church Elders

When a member feels called to the ministry of elder within the church, and is duly considered and elected by the membership, that person is ordained into that ministry. During that service, as well as promises and prayers, the statement of purpose is read out, it includes this description of the ministry of eldership:

“Elders share with the minister in the pastoral oversight and leadership of the local church. To each is normally entrusted a group of members. In the elders’ meeting they take counsel together for the whole congregation. They are responsible for making provision for Christian worship and education, for maintaining proper standards of membership, and for promoting witness and service to the community, mission at home and abroad, and the peace, unity and welfare of the Church. It is their duty to arrange for the proper maintenance of church buildings, and to ensure the oversight of church finances. Some elders represent the local church in the wider councils of the Church, and by virtue of their membership of these councils represent the whole Church to the local church.”

Eldership is a central ministry within the life of the church. Elders are those people whose gifts of oversight and leadership have been recognised from within the membership and who feel called by God to take a leading role within the life of the church. Take a moment to reflect on the following questions:

Reflecting on the quote above from the URC service book, service for the induction of elders, what do you think is the role of the eldership within the ministry of the church?

Would your gifts and talents fit the ministry of eldership within your local church?

What would help you to develop your ministry as an elder?

Are you aware of the following initiatives to help you develop your walk of faith?

- Discipleship Development Fund, which is offering grants to help pay for courses, materials, travel, etc which will help you to follow Jesus
- Equipping Elders, an ongoing series of training events for elders
- Eldership training through our training establishments at Westminster College, Cambridge and Northern College, Manchester

Ministers of the Word and Sacraments

Some people feel called to the ministry of the Word and Sacraments. This call is thoroughly tested through the councils of the church and at the induction service of the minister, along with the promise to live a life that is holy and committed to the service of God's kingdom, the following promises are made:

*Do you promise to fulfil the duties of your charge faithfully,
to lead the church in worship,
to preach the Word and administer the Sacraments,
to exercise pastoral care and oversight,
to take your part in the councils of the Church,
and to give leadership to the Church
in its mission to the world?*

This ministry takes place alongside the elders of the local churches. In the past 50 years this ministry has changed dramatically. The most obvious change being the number of local churches in which the ministers of the Word and Sacraments faithfully fulfil the duties to which they have been called. Also, there are now many different ways that these duties can be performed, for example as a stipendiary, a non-stipendiary, a NSM 4, Transition Ministry, Special Category Ministry, evangelists, enablers, Synod roles, and others. This, however, is not the first time that ministry has changed, it has always changed and adapted according to the context in which the church lives. Though the faithful duties remain the same the way in which these are fulfilled changes. Reflecting on the duties listed above how do you see those being fulfilled when a minister has, say 6 churches to serve?

How could the ministry of eldership work with the ministers of the Word and Sacraments who has 6 churches to minister in, so that each local church is able to fulfil its service and mission to its community?

What would help ministers of the Word and Sacraments to faithfully fulfil their duties in a changing world?

Are you aware of the following initiatives?

- EM3 training allowance of time and a grant of 2 weeks and £350 each year for every minister of the Word and Sacraments
- A sabbatical allowance of time and grant, of 3 months and £1200 every 10 years
- Ministers training events within the Synod, including a Summer School

Going Forward from 2021 to 2030 and beyond

Not for the first time do we need to look at our resources and make some decisions about the provision of ministry within the United Reformed Church and particularly for us, the National Synod of Wales.

We want to equip our members, our elders, our ministers of the Word and Sacraments and our church related community workers to be able to work together in the service of God's kingdom, glorifying and enjoying God for ever.

The present facts are that we have in Wales, 82 local churches, 1700 members, over 250 elders, 1 CRCW and 13 ministers of the Word and Sacraments.

Our church buildings are spread across the land, in individual communities. Likewise, the churches which meets in these buildings are located in particular communities, members and elders alike. The one resource we have that is moveable and can be flexible in its distribution is the ministers of the Word and Sacraments.

The forecast, based on the numbers going through training and those who are retiring, means that over the next 9 years all Synods will have fewer stipendiary ministers of the Word and Sacraments. Therefore, we need to consider how we can best make use of those in our Synod. The forecast is that by 2030 we will have 9 such ministers in Wales.

The proposal for us to consider, is how best can we be church in our communities? How can we, as Christians, as disciples of Jesus, use all our gifts to bring God's kingdom to bear where we live? And within this, how best can we use those 9 people among us who have been ordained as ministers of Word and Sacraments?

Let us look at those figures again: 1700 who have promised to be a servant people; over 250 people who have been ordained as leaders and pastors, 9 who have been ordained as ministers of the Word and Sacraments and a Church Related Community Worker.

So, what we have here in Wales are:

- you who are members with many years of faith and experience.
- you who are elders, leading the church and pastoring the people.
- you who are ministers of the Word and Sacraments, who are called and set apart for oversight of, and ministry within, the church.
- you who are a Church Related Community Worker, to serve out in the community and help the church in its witness to that community.

The proposal is that for the next 10 years and beyond, we embark on an intentional journey of developing our discipleship, our leadership and the way that we share our resources. It is a commitment to grow and be creative in our service, thinking of the church as the people whose faith and worship permeates every area of our lives, not just one hour on a Sunday morning led by 'the Minister', but every day, members, elders, CRCWs and Ministers of the Word and Sacraments, together walking the way, whole-life disciples of Jesus.

Appendix C: Summary of Accounts for 2020

THE UNITED REFORMED CHURCH (WALES) TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

13	Fixed asset investments (continued)	Designated Fund										Total	
		General Fund	Contingency Fund	Health & Safety Fund	Miarse Fund	Mission Development Fund	Daphne & Bethan Fund	Livingstone Trust Fund	Lay Preaching Fund	J Humphreys Memorial Fund			
		£	£	£	£	£	£	£	£	£	£	£	£
Fixed Interest Fund													
At 1 January 2020		-	-	-	-	-	-	20,427	-	-	-	-	20,427
Additions to investment		-	-	-	-	-	-	-	-	-	-	-	-
Withdrawals from Investments		-	-	-	-	-	-	-	-	-	-	-	-
Revaluation Gain/(Loss)		-	-	-	-	-	-	677	-	-	-	-	677
At 31 December 2020		-	-	-	-	-	-	21,104	-	-	-	-	21,104
Ethical Investment Fund													
At 1 January 2020		1,610,712	134,147	-	962,397	224,196	134,629	106,722	55,581	5,564	3,233,948		
Additions to investment		-	-	-	-	-	-	-	-	-	-	-	-
Withdrawals from Investments		-	-	-	(300,000)	(20,000)	(1,020)	-	-	-	(321,020)		
Revaluation Gain/(Loss)		101,839	(9,264)	-	49,512	14,314	13,190	6,748	3,514	352	180,205		
At 31 December 2020		1,712,551	124,883	-	711,909	218,510	146,799	113,470	59,095	5,916	3,093,133		
Property Investment Fund													
At 1 January 2020		277,451	-	50,000	-	34,552	-	17,091	-	-	379,094		
Additions to investment		-	-	-	-	-	-	-	-	-	-		
Withdrawals from Investments		-	-	-	-	-	-	-	-	-	-		
Revaluation Gain/(Loss)		(13,885)	-	-	-	(1,741)	-	(861)	-	-	(16,497)		
At 31 December 2020		263,566	-	50,000	-	32,811	-	16,230	-	-	362,597		
Total All investments													
At 1 January 2020		1,688,163	134,147	50,000	962,397	258,746	134,629	144,240	55,581	5,564	3,633,469		
At 31 December 2020		1,976,107	124,883	50,000	711,909	251,321	146,799	150,804	59,095	5,916	3,476,834		

THE UNITED REFORMED CHURCH (WALES) TRUST COMPANY LIMITED

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2020

13	Restricted Fund	Endowment Fund	Investment Total			
	Training Fund Glamorgan Chaplaincy	Osborne Resource Fund	Pantfedwen Fund	Restricted & Endowment Fund Total	Unrestricted & Designated Fund Total	Investment Total
Fixed Interest Fund						
At 1 January 2020	22,557	7,105	-	29,662	20,427	50,089
Additions to investment	-	-	-	-	-	-
Withdrawals from investments	-	-	-	-	-	-
Revaluation Gain/(Loss)	748	236	-	984	677	1,661
At 31 December 2020	23,305	7,341	-	30,646	21,104	51,750
Ethical Investment Fund						
At 1 January 2020	82,000	27,997	-	109,997	3,233,948	3,343,945
Additions to investment	-	-	-	-	-	-
Withdrawals from investments	-	-	-	-	(321,020)	(321,020)
Revaluation Gain/(Loss)	5,185	1,770	-	6,955	180,205	187,160
At 31 December 2020	87,185	29,767	-	116,952	3,093,133	3,210,085
Property Investment Fund						
At 1 January 2020	10,846	-	106,224	117,070	379,094	496,164
Additions to investment	-	-	-	-	-	-
Withdrawals from investments	-	-	-	-	-	-
Revaluation Gain/(Loss)	(546)	-	6,716	6,170	(16,497)	(10,327)
At 31 December 2020	10,300	-	112,940	123,240	362,597	485,837
Purple Shoots						
At 1 January 2020	-	-	-	84,000	-	84,000
Additions to investment	-	-	-	-	-	-
At 31 December 2020	-	-	-	84,000	-	84,000
Total All investments						
At 1 January 2020	115,403	35,102	106,224	340,729	3,633,469	3,974,198
At 31 December 2020	120,790	37,108	112,940	354,838	3,476,834	3,831,672

Appendix D: Nomination of Moderators of General Assembly 2023-2024

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 2023 until the close of General Assembly 2024.

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 (i.e. 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: helen.stenson.urcwailes@urc.org.uk) using the nomination forms on pages 31 and 31, 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 Friday 31st December 2021**.

If the Synod has more than one nomination in either category, an election will take place at the Spring Synod Meeting. If only one nomination in each 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 2023-2024**
for ballot at the Spring 2022 Synod Meeting

**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 FRIDAY 31st DECEMBER 2021

Email: helen.stenson.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 2023-2024**
for ballot at the Spring 2022 Synod Meeting

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 FRIDAY 31st DECEMBER 2021

Email: helen.stenson.urcwailes@urc.org.uk

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

Telephone: 029 2019 5728