

· M O N M O U T H · Grapevine

YOUR LOCAL CHURCH IN WALES

Diocesan Conference
2017 Edition



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From the Editor's Desk



I have pleasure in introducing this edition of Grapevine, which is timed to coincide with the annual Diocesan Conference, held at the new Caldicot School, on Saturday 21 October.

The theme for this edition (and for the Conference) is the development of our mission strategy through our Ministry Areas.

The Bishop dispels the myth that Ministry Areas are all about management, structures and financial necessity and talks about them providing a challenging space for us to become holy and to become more involved in the world.

In updating us on the progress of Ministry Areas in the Diocese, Sarah Burton asks the question "where is God in all this?" and David McGladdery explains how collaborative ministry is working in the Ministry Area of Monmouth.

A summarised version of the Diocesan Board of Finance report for 2016 is included and it describes how our resources are being used to support ministry and mission initiatives in the Diocese. We also hear more about the support the Diocesan Office is offering to Ministry Areas in the form of toolkits, roadshows, surgeries and grants.

I hope that you will find the content useful in explaining the mission strategy of the Diocese and how Ministry Areas can help us to become the people God calls us to be.

Paul Glover (Guest Editor)



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Editor: Debra Goddard,
Diocesan Communications Officer

Email: debragoddard@churchinwales.org.uk

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Monmouthdiocese



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'Being holy is being absolutely involved, not being absolutely separated'



As you will see, this edition of Grapevine focuses on the mission of our Diocese and, in particular, the concept and practice of Ministry Areas. It would be good to debunk some of the myths around this. Unfortunately, some people have the idea that Ministry Areas are all about management, structures and financial necessity. For some, church life and the emphasis on strategy may seem difficult to reconcile with a free-flowing spirituality. However, a robust understanding of our spiritual life would not seek such a contradiction.

A book that I recommend us all to read is *'Being Disciples'* by our previous Bishop, Rowan Williams. At one point, he reflects on the quality of holiness at the heart of the gospel where there is a clear desire for Jesus to make holy the people of God. Through the incarnation, His passion and His resurrection, we truly become the sons and daughters of God. But being made holy, does not just mean being set apart for the work of God:

'Being holy is being absolutely involved, not being absolutely separated...there is no contrast between holiness and being involved in the world. On the contrary, the most holy, who was Jesus, was the most involved, most at the heart of human experience.'

(Rowan Williams)

Ministry Areas, at their best, should provide a challenging space for us to become holy and more involved in the world. Our strategy, our deployment of resources, should allow the energy of love, our consecration to the things of God, to be more effective. It is lazy thinking to consider that good management is somehow antithetical to the spiritual life. The Ministry Area experience should enable us to develop and reveal the goodness of God in our

relationships together. Holiness is not about being saintly, it is about being saints in the world. I remind myself that Jesus spent most of his time outside of the temple rather than in it! However, the accumulation of culture, history and tradition and our place in society means that we cannot and should not just be free-range creatures! Our resources of people, buildings and of money have given us an embedded place in society. In our pursuit of holiness, of being the people of God in the world, we do not come empty-handed. Our service to others, our proclamation of the gospel in our locality may be better through the medium of the Ministry Area - if our attentiveness to the holiness of God is at the heart of all that we do. God loves his world and us in it.

+Bishop Richard



Support for Ministry Areas

We want to know what you want to know!

As part of the diocesan support for Ministry Areas, the Ministry Area Leaders are being asked what resources are needed for their churches. The Diocesan Office is committed to providing Ministry Areas with the resources that they need to thrive and succeed in mission. It is hoped that many of the tools needed for running the Ministry Area will be readily available and the Diocesan Office staff would be pleased to hear of any additional resources that are required in order to empower people to play a role in their church community and wider Ministry Area. These resources will be provided in a variety of ways:

Toolkits

The team will soon be creating a number of toolkits which will be placed on the Diocesan website for all to access. These fact sheets will cover a wide variety of topics including 'exploring vocations'; 'types of Lay Ministry'; 'how to run nurture groups' and a range of specific guidance to cover the care and maintenance of church buildings, finance, communication and much more besides. These Toolkits are designed to be a first port of call when looking for information and support.

Roadshows

The Diocesan team is coming to a church near you! Over the coming year a series of workshops and training events are planned, enabling people to receive more detailed guidance and teaching. Following the successful treasurers' workshops on Data Developments, Senior Finance Officer Bethan Davies will be arranging further training sessions. Then we will address everybody's favourite topic – faculties! Diocesan Advisory Committee Secretary Kath Hilsden will run a series of workshops across the Diocese on the new on-line faculty system, with practical guidance on how to use it.

Office Surgeries

The staff at the Diocesan Office are available to give help and advice to officers in the Ministry Areas. However, it is not practicable for everyone to be accessible at all times. In a bid to put faces to the names and to be available for you, the office is throwing its doors wide open and holding surgery days. On these days, all of the Diocesan Officers will be in the office to meet those needing individual help and advice on specific issues. One session has already taken place and the next is planned for Monday 20 November 2017.

Establishing a Ministry Area Council

In order to help Ministry Areas to establish an effective council, the Diocese has procured the services of John Truscott, an experienced Church Consultant and excellent facilitator. John can be booked to spend a day with a Ministry Area team and his fees will be met by the Diocese. For more information please contact the Diocesan Secretary.

Grants

The Diocese offers a number of grants to support parishes and Ministry Areas. Our popular schemes include the Ministry Area Development Grant which is a flexible scheme to support new initiatives in establishing Ministry Areas. The Churchyard Improvement Grant offers a maximum contribution of £2000 for works such as boundary wall repair, footpath repair or one-off assistance to bring a churchyard into good order. The Church Fabric Repair Grant has a limit of £5000 and is intended to fund repairs to church building fabric.

All the necessary guidance and forms can be downloaded from the Finance section of the Diocesan website, together with a full list of the Diocesan grants and support.

Children, Youth & Families

There are a range of resources that can be borrowed from the Diocesan Office. A 'Resource Box' can contain a number of items according to the type of ministry you are involved with, returned and renewed every season or as required.

The Children, Youth & Families Ministry Advisors can help you start up new initiatives and work alongside you to support you as you develop good and safe practice. We can organise training appropriate for your ministry and community context.

Building on excellence

Some of you will have resources that you already use at a local level and we want to encourage you to share them. If you have a great resource then let us know so that it can be shared with other Ministry Areas. Together we can better serve God's Kingdom and follow his call to mission.



Outdoor Eucharist at Capel Newydd

Ministry Area Update

Where is God in all this?

Matthew 28:18-20

"And Jesus said to them, 'All authority in heaven and earth has been given to me. Go therefore and make disciples of all nations and teaching them to obey everything I have commanded you.'"

The Church was empowered at Pentecost when God sent the Holy Spirit to enable his people to have the ministries necessary to proclaim the Gospel of Jesus Christ. We are called to bring healing, love and justice to all. The Holy Spirit continues to guide and direct the Church to be effective in each generation in new ways of doing things.

Ministry Areas are the consequence of the Diocesan commitment to the most effective deployment of its leaders to achieve its call to mission: we are called by Jesus to make disciples and this remains our primary task. Ministry Area Leaders will seek to serve their local Christian communities in developing their personal and corporate discipleship. They will seek to recognise those called to ministry and enable them to fulfil that calling. They will seek to identify how best the Gospel of Christ may serve the wider communities in which churches are set. They will seek to share resources in mutual support and to enable growth in new areas of witness. They will seek spiritual refreshment and well-being, not just for themselves but for all those under their care.

In all this they will seek Christlikeness in themselves and in all their local Christian communities.

Why Ministry Areas?

The Diocese of Monmouth continues to reshape itself into Ministry Areas. The need for this arose as it was realised that this would be the most effective way of realising God's call to mission. Ministry Areas are not an end in themselves. They are a tool for the Church to use in its mission work.

Many of us are seeing the numbers of stipendiary clergy continue to fall and the human resources of our local churches not yet being fully recognised. This makes fulfilling our call to mission difficult. The purpose of Ministry Areas is to create a new pattern of local church life so that church decline can be turned into growth. The structure of Ministry Areas, the reorganisation of Diocesan resources and the establishment of Ministry Teams provides a foundation for our mission to the communities we serve.

How are Ministry Areas different?

"Our mission is not to preserve an institution but to seek to further God's mission in the world"

Ministry Areas are larger pastoral units with several churches and parishes within them. For some, the Ministry Area may be an existing Rectorial Benefice. For others, it will see a number of neighbouring parishes being grouped together to form a Ministry Area.

Each Ministry Area will have a leader who will have oversight of a number of churches. Their leaders will need particular skills to encourage and support others in ministry – lay and ordained. These leaders have extra theological training in mission and ministry which will also address communication, delegation, supervision, effective change and team building. This training is provided by the diocese.

Each Ministry Area will have a Ministry Area Council. For those that are a Benefice already, this may be your PCC. In places where Parishes are working together, the Ministry Area Council will exist in addition to the individual PCCs. A Ministry Area Council will be made up of representatives from different churches, as well as the clergy team. Each person will have a role overseeing a certain aspect of the Ministry Area. For example, a finance officer; a youth officer; a safeguarding officer; buildings officer. The Diocesan Office is offering support in the form of John Truscott, who can come alongside a Ministry Area Council and offer them support. Some Ministry Areas have already taken up this opportunity.

These Ministry Area officers will then build teams around them, again from all of the different churches in the Ministry Area. For example, a buildings group made

up of those people with experience of maintaining and repairing their church buildings; and a grants group to apply for monetary grants available. There will be some churches that have nobody with experience of these things and the groups allow them to come alongside those people from other churches that do have that knowledge and experience. This approach benefits both the individual churches and the wider area.

Local churches should have a named minister (a focal minister) who will be the local link to the Ministry Area Leader and wider Ministry Team.

Ministry Areas may also be large enough to employ specialists in ministry – to develop new work such as with youth, wider community projects, mission, new styles of church meeting or administration – where a single Parish may not be able to afford this on their own.

It is also envisaged that every Ministry Area will have nurture groups to give people an opportunity to explore the Christian faith and what it means to be a disciple of Christ in today's world. See the feature on "Nurture Groups" in this edition of Grapevine for more information.

Are Ministry Area Leaders just 'super-managers'?

No, that is what we want to avoid, although good ministry always involves planning and organisation.

A Ministry Area Leader is being called to exercise their priestly gifts in more episcopal ways. As they will not be able to be everywhere in their Ministry Area they will be equipping and entrusting ministry to others. Lay ministry is a vital part of church life and serving our communities.



Ministry Area Leader training



Sarah discusses the Diocesan map with the archdeacons

How are Ministry Areas coming into being?

The shape of most of the Ministry Areas is now clear, although many have not yet been formally declared. 18 Ministry Area Leaders have been through the training and from the Autumn of 2017 another group of 10 people will begin training. The process is a gradual and organic one. On the next few pages you will find a table showing the status of each Ministry Area to date, with the planned number of stipendiary clerics and House for Duty Ministers, supported by non-stipendiary and lay ministers.

Lime-washing day at St Sannans, Bedwellty



The need for lay ministry

"We have different gifts according to the grace given to each of us" Rom 12.6

The model of a local priest serving one church parish and undertaking the various roles needed for a church to function does not fit into the world we now find ourselves. We now have a society where people travel further afield if there is a church they want to attend. Sunday mornings are now filled with children attending football or dance classes. Teenagers who do not want to get up for a 10am service in a cold church. Disabled people are increasingly independent and mobile. We are called by Christ to meet the needs of our communities, and these needs often do not fall in line with our existing church structures.

That is not to say that we throw away our traditional Sunday morning services. Rather, we should be encouraged to develop additional forms of church and worship, and at different times and places through the week. But a local priest cannot do this alone and as such lay ministry is key.



Toddler group at St Paul's, Newport

Lay ministry does not solely involve the traditional roles of Readers and Eucharistic Ministers. Every role within the church is important and essential and we all have a call on our lives to serve God. Perhaps you know someone who has great hospitality skills and makes the best cup of coffee in the town? Or you know someone who has a real talent working with children or young people? Or you are a musician and could lead worship at church? Is there someone that is friendly and can make anyone feel welcome the minute they step inside of the door? Are you a good cook who could help at a local night shelter? Or you are good with finances and accounts do not scare you! Or perhaps God is calling you to a licenced or commissioned lay ministry, such as funeral ministry or pioneer work? And there is so much more besides. Your church needs you!

Leaflets on different opportunities in Lay Ministry will be available at the Conference and from Liz Houghton at the Diocesan Office.



Rev Den Richards and Rev Richard Reardon with the Bishop at the formation of the Ministry Area in Caldicot

What are the advantages of Ministry Areas?

We appreciate that time is such a precious commodity in today's world but we need to disciple and support each other in serving God. We also know that some of our congregations are small, or aging, or lack energy, and that makes mission and community engagement difficult. But this is where Ministry Areas come in!

They offer shared fellowship in mission and ministry; namely different church congregations can work together to achieve mission and community engagement. Ministry Areas also offer the opportunity for more streamlined administration and the sharing of resources between churches. Ministry Teams with more specialised ministries can share their experiences and expertise across the area. Congregations can help each other, rather than compete with one another, and smaller local churches can be supported and encouraged by larger neighbours. And through this collaboration there will be an opportunity for new contemporary church communities to be developed alongside old ones.

How can the diocese help?

The Diocesan team is passionate about helping Ministry Areas thrive. A number of resources exist or are in development and coming to a ministry area near you! The Diocesan Office is currently undertaking a project to discover the great work that is already taking place and to ascertain what resources are needed to help areas which are struggling. Each Ministry Area is being visited and asked what additional support is required in the shape of either Toolkits, Roadshows or Surgery Sessions at the Diocesan Office.

At the request of Ministry Area Leaders, the Bishop and his senior team have also commenced a series of audits across the Diocese. The Bishop is visiting every church and conducting a detailed 'health check', before offering recommendations and advice to the Ministry Area Leader, Church Wardens and Ministry Area Councils.

It is recognised that Ministry Area Leaders are facing a challenge because church communities are experiencing a culture change, moving away from a single inward-looking church model, to an outward model of churches working with one another, and some are resistant to this. But where Ministry Areas have embraced this change, there is sign of church growth – showing that the Ministry Area strategy for mission can work if we persevere. See the "Back Chat" article by Rev David McGladdery for the story on how the Monmouth Ministry Area has been moving forward.



Sarah Burton
Projects Officer

Current Status of Ministry Areas in the Diocese



Monmouth Archdeaconry

Ministry Area	Current Parishes	Current Churches	Planned number of		Status of Ministry Area
			Stipends	House for Duty	
Abergavenny	Abergavenny Abergavenny Llanwenarth Citra Llantilio Pertholey w Bettws Govilon Llanfoist Llanelen Llanfihangel Cruorney Cwmyoy Llanthony Llantilio Crossenny Penrhos Llanvetherine Llanfapley Llanddewi Rhydderch Llangattock-juxta-Usk Llansantffraed Llanddewi Skirrid Grosmont Skenfrith Llanfair Llangattock Lingoed	St Mary Christchurch Holy Trinity St Peter St Teilo Bettws Chapel Christchurch St Ffwyst St Helen St Michael St Martin St David St Teilo St Cadoc St James the Elder St Mable St David St Cadoc St Bridget St David St Nicolas St Bridget St Mary St Cadoc	4	4	In formation
Monmouth	Monmouth Overmonnow Wonastow Mitchel Troy Rockfield Llanfihangel-ystern- Llewern Dingestow Penyclawdd Tregaer Cwmcarvan St Maughans Llangattock-vibon-Avel Trellech Penallt Llanishen Trellech Grange Llanfihangel-tor-y-Mynydd Llansoy Llandogo Tintern Pava	St Mary St Thomas the Martyr St Wonnow St Michael and All Angels St Cenedlon St Michael and All Angels St Dingat St Martin St Mary St Catwg St Meugan St Cadoc St Nicholas Old Church St Dennis Trellech Grange Church St Michael and All Angels St Tysoi St Oudoceus St Michael and All Angels	3	2	Formed and celebrated

Monmouth Archdeaconry					
Ministry Area	Current Parishes	Current Churches	Planned number of		Status of Ministry Area
			Stipends	House for Duty	
Wentwood Group	Caerwent Llanfair Discoed Newchurch Penhow St Brides Netherwent Llanvaches Llandeudaud	St Stephen and Tathan St Mary St Peter St John the Baptist St Bridget St Dyfrig St Peter	1		Formed and celebrated
Magor	Magor (RB)	St Mary (Magor) St Thomas (Redwick) St Mary (Undy) St Mary Magdalene (Goldcliffe) St Mary (Nash) St Cadwaladr (Bishton) St Mary (Wilcrick) Langstone Church St Martin (Llanmartin)	2	1	Formed and celebrated
Caldicot	Caldicot (RB)	St Mary (Caldicot) St Mary (Portskewett) St Mary (Rogiet)	1	1	Formed
Chepstow, Mathern and St Arvans	Mathern Moun-ton St Pierre Shirenewton St Arvans w Penterry Itton Devauden Kilgwrrwg Chepstow	St Tewdric St Andoenus St Peter St Thomas a Becket St Arvan St Mary St Deiniol St James Holy Cross St Mary St Christopher	3		In progress
Goetre and Mamhilad	Goetre Llanover Mamhilad Monkwood w Glascoed	St Peter St Batholomew St Illtud St Matthew St Michael and All Angels	0.5		Formed
Raglan	Raglan Llandenny Bryngwyn Bettws Newydd Trostrey Kemys Commander Llanfihangel Gobion	St Cadoc St John Apostle St Peter Bettws Newydd St David All Saints St Michael and All Angels	1		Formed and celebrated
Usk	Usk Llantrissent Llangybi with Coed-y-Paen Llanbadoc Tredunnoc Llangwm Wolvesnewton	St Mary SS Peter, Paul and John Sy Cybi Christ Church St Madoc St Andrew St John St Thomas a Becket	1	1	Formed and celebrated
Total	78	94	16.5	9	

Non-Stipendiary Ministers = 17 Lay Eucharistic Ministers = 57 Licenced Lay Ministers = 27

Newport Archdeaconry					
Ministry Area	Current Parishes	Current Churches	Planned number of		Status of Ministry Area
			Stipends	House for Duty	
Caerleon	Caerleon Llanhennock Llanfrehfa Llandegfedd	St Cadoc St John All Saints St Tegfeth	2		Formed
Newport North	Malpas Bettws Newport (All Saints)	St Mary St David All Saints	1	2	Formed
Newport East	Newport (Maindee) Newport (Lliswerry) Newport (St Julian) Newport (St Teilo) Newport (Christchurch)	St John St Mary St Andrew St Philip St Julius & Aaron St Teilo Holy Trinity	2	1	In formation
Bassaleg	Bassaleg (RB)	St Basil St John Baptist St Anne	2		Formed
Wentloog	Rumney Llanrumney St Mellons Marshfield St Brides	St Augustine St Dyfrig St Mellon St Mary St Bridget	2	1	In formation
Bedwas with Machen with Michaelston-y-Fedw with Rudry	Bedws Machen Rudry Michaelston-y-Fedw	St Barrwg St Thomas St Michael St John St James St Michael	1	1	Formed
Cyncoed	Cyncoed (RB)	All Saints, Cyncoed St Edeyrn All Saints, Pentwyn St David	2		Formed and Celebrated
<i>The number and shape of Ministry Areas involving these parishes is still to be finalised</i>	Cathedral Newport (St Mark) Newport (St Paul) Newport (St Stephen) Newport (Maesglas) Newport (St John Baptist)	St Woolos St Martin-in-the-Gaer St Mark St Paul St Stephen St Thomas St John Baptist	4	1	In progress
Upper Islwyn	Mynyddislwyn (RB) Blackwood Fleur-de-Lis Bedwelty and New Tredegar	St Tudor St Augustine St David St Theodore St Margaret St David St Thomas St Sannan St Peter St Dingat	3	1	In formation

Newport Archdeaconry					
Ministry Area	Current Parishes	Current Churches	Planned number of		Status of Ministry Area
			Stipends	House for Duty	
Lower Islwyn	Newbridge	St Paul	1	2	Formed
	Risca	St Peter			
	Abercarn and Cwmcam	St Mary St Margaret St Catherine St Luke St John the Evangelist			
Rhymney and Pontlottyn	Rhymney	St David	0.5		Formed
	Pontlottyn	St Paul St Tyfaelog St Aidan St Mary and St Andrew			
Upper Torfaen	Pontypool (RB)	St Cadoc	2		Formed
	Blaenavon	St Matthew St John St Peter St Paul			
Panteg and Giffithstown	Panteg Llanfihangel Pontymoile Giffithstown	St Mary St Michael and All Angels St Hilda St Oswald	1	1	Formed
Cwmbran	Cwmbran (RB)	St Gabriel St Michael and All Angels St Mary St Peter Henllys Worship Centre Holy Trinity	2	1	Formed
<i>The number and shape of Ministry Areas involving these parishes is still to be finalised</i>	Tredegarr Upper Ebbw Valleys (RB)	St George & St James Christ Church St David St Paul St Peter Holy Trinity and St Anne	3	1	In progress
	Abertillery Cwmtilillery Llanhilleth Six Bells	St Michael and All Angels St Paul St Mark St John			
Total	49	86	28.5	12	

Non-Stipendiary Ministers = 23 Lay Eucharistic Ministers = 110 Licenced Lay Ministers = 24

Diocese Total	Current Parishes	Current Churches	Planned Stipends	Planned House for Duty
	127	180	45 + 3 curates	21

Non-Stipendiary Ministers = 40 Lay Eucharistic Ministers = 167 Licenced Lay Ministers = 51

Nurture Groups

It's a gardener's world



I planted, Apollos watered, but God was causing the growth. So then neither the one who plants nor the one who waters is anything, but God who causes the growth.
1 Corinthians 3:6-7

The Diocese has recently seen the formation of the Evangelism Group, which hopes to assist in the implementation of the Governing Body motion on Evangelism by:

- 1. Suggesting ways to train and resource both clergy and laity in Evangelism.
- 2. Providing strategic advice regarding new ordained and lay roles which prioritise Evangelism.
- 3. Championing and resourcing the formation of local nurture groups in Ministry Areas and parishes.
- 4. Encouraging opportunities to pray for Evangelism across the Diocese, including the Thy Kingdom Come initiative.

The current members are: James Henley; John Connell; Rick Hayes; David and Wendy Matthews; Dean Roberts; Becca Stevens; Jonathan Williams and Sarah Burton. The group met for the first time in July 2017. One of the commitments to come from that meeting was to launch a campaign around nurture groups in January 2018 to support the Bishop's vision to see a nurture group in every Ministry Area. The aim is to provide resources to help Ministry Areas or local groups set up, or develop existing nurture groups.



What are nurture groups and why do we need them?
We are deliberately using the term 'nurture groups' rather than 'bible study groups' so that we focus on the missional aspect of groups designed for people with little or no understanding of the Christian faith. That is not to say that there is no value in having groups for people with a Christian faith. Far from it! Further, we are not saying that existing members of our churches should not attend nurture groups and would not benefit from being part of them. We are just distinguishing between the two.

There are many different nurture group courses and materials that can help people to start or refresh their understanding of Christianity. The ones that the Evangelism Group will start by recommending are:

- 1) Alpha - alpha.org
- 2) Twelve - twelvefilm.org
- 3) Pilgrim - pilgrimcourse.org -

For those who may be looking for something different, you are encouraged to check out <https://www.monmouthdisciples.com/disciples>

There can be great benefit from sitting with a group looking at the Christian faith together, sharing their thoughts and building one another up. And in that, people can talk about their lives and aspirations, disappointments and joys. This human sharing of life and experience is an essential part of Christian fellowship.

One group that has recently come into existence can be found in the Ministry Area of Bedwas with Machen with Michaelston-y-Fedw with Rudry.

Rev Dean Roberts who oversees this group says: "Our house group meets fortnightly - once in the home of a very hospitable family from St James' in Rudry, and the other time it's held in the Cefn Mably Pub in Michaelston-y-Fedw, with the landlords of the pub hosting us and making us food.

"It's all about coming together to discuss faith and look at the Bible. It's not an academic study, but rather a discussion about how Jesus and the words of scripture can impact our lives and help us grow as Christians. We seek to approach the scriptures as being 'living and active' amongst us."

With the opportunity to develop a relationship with both our living God and other Christians, everyone is encouraged to look out for a nurture group coming to your Ministry Area.



Diocesan Funding for Mission & Ministry

Report from the Diocesan Board of Finance for 2016

It is the responsibility of the Diocesan Board of Finance to provide the resources for mission and ministry in our Diocese and to support the strategy of evangelism through our Ministry Areas.

The Board set a budget of £3.329m in 2016 and the categories of income and expenditure are shown in the attached figure.

INCOME

63% of the DBF's income came from Ministry Share and 33% from the Representative Body of the Church in Wales (including the Transformation Fund).

The Diocese again benefitted from the Transformation Fund which the RB has made available for 3 years (2015 -17) to support dioceses in their implementation of the new mission and ministry strategy.

EXPENDITURE

As in previous years, the majority of the DBF's income was spent on ministry (stipends, pensions, housing and training). In addition, there was a significant budget for Ministry Area Support, together with the costs of Governance, grants, office staff and transformation projects.

SURPLUS

During 2016 there were several unfilled stipendiary posts. Consequently, the total expenditure was less than the allocated budget and there was a surplus of £161,000 at the end of 2016.

MINISTRY SHARE

The new Ministry Share scheme (introduced for Q1 2016) was successful in ensuring a higher level of on-time payments. Over 80% of our parishes paid by Standing Order (for which they received a 5% rebate) and only 3% of the 2016 share remained outstanding at the end of the year. It was also good to note that 8 parishes agreed to donate their 5% share rebate to those parishes in greater need.

All of the income from Ministry Share was spent on stipendiary clergy in our Diocese.

None of the money collected in share was used to pay for the costs of the Bishop, the Diocesan Office staff or Ministry Area support activities.

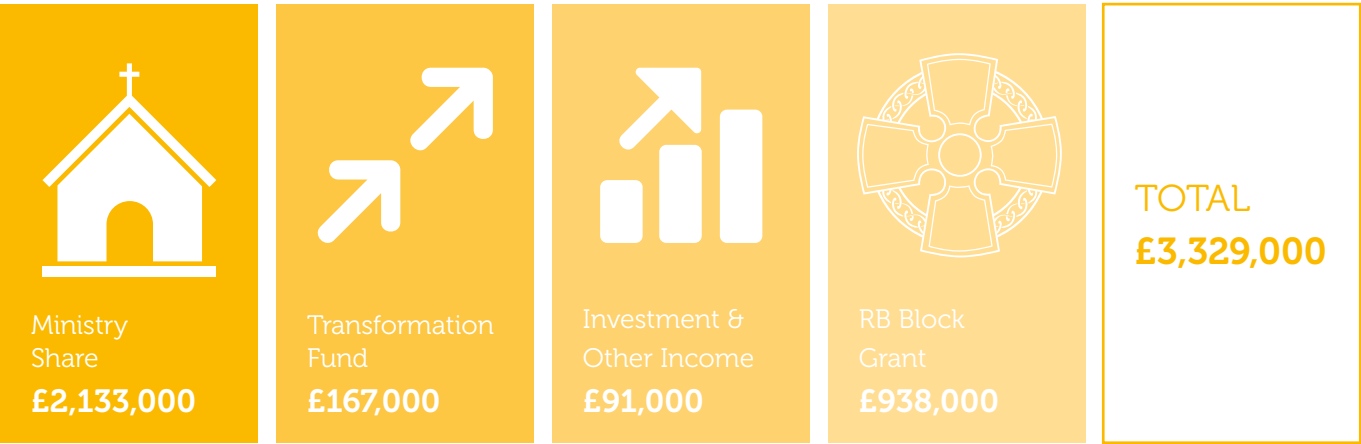
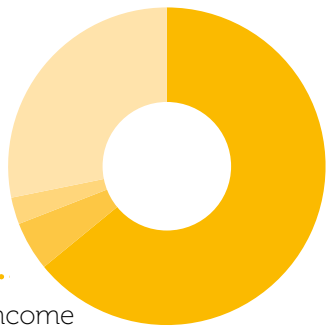
OUTLOOK

The trustees are aware of the long-term trend in reducing Sunday attendance and the consequent reduction in giving, together with the increased costs of clergy pensions, training and safeguarding. At the same time, they are conscious of the need to invest in evangelism and mission in order to develop the church for 2020 and beyond. Therefore, the trustees have agreed to carry forward any surplus funds (£161k from 2016) to provide additional resource in future years.

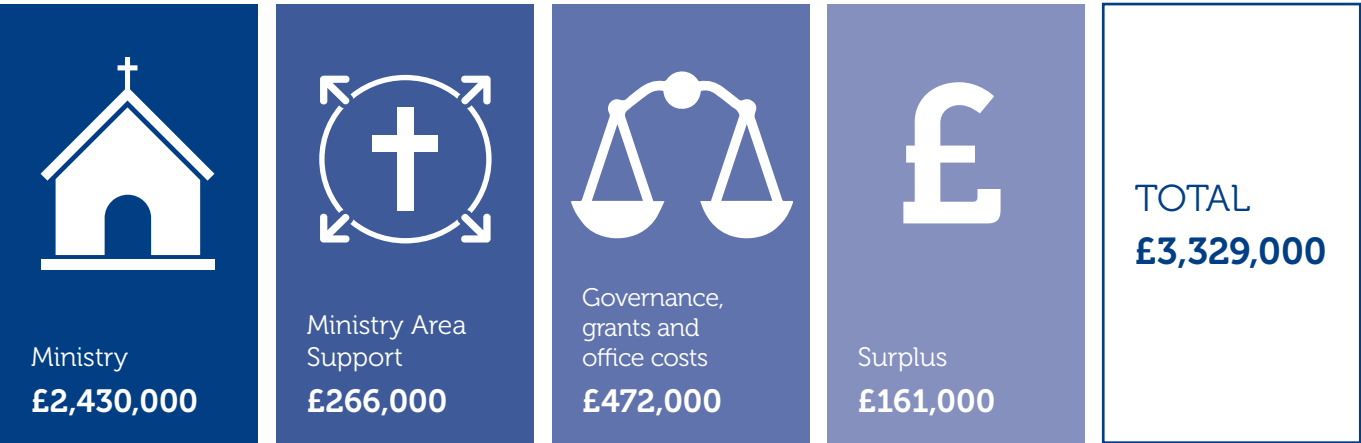
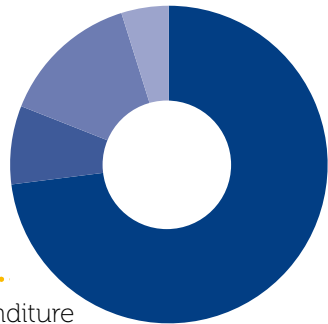


Parsonage Inspector Garry Reeder and Senior Finance Officer Bethan Davies talk money

DBF Income 2016



DBF Expenditure 2016



'Journey of Faith'

I was quite an active child, always wanting to go and explore new things, or lost in a book and oblivious to everything. So partly I think to give my dad a break my Godmother used to come and collect me on a Sunday and take me to Church. I loved it, I enjoyed watching the people at the front, the stories they used to tell in the Sunday school, and of course climbing over the pews and building a tower out of the kneelers... My introduction to church was of laughter and welcome so I enjoyed going every Sunday. But when I was thirteen my Godmother died in a car accident and I entered my rebellious period with Church. I was so angry with God that He had let it happen. I refused to go to Church and got quite annoyed anytime religion, faith and God was brought up. I tried to give up on God, but He never gave up on me, and when I look back I see all the signs that He was present and suffering alongside me.

I went to The University of Leeds as a student to study Law as I wanted to do something that would help people. One evening after visiting my dad when I was walking back to the station to go back to University I



Rev Becca Stevens at her ordination

walked past a church, and the doors were open, and out of the doors I could hear music... but it was unlike any music I had heard in church before so I listened for a while and then plucked up the courage to sneak into the back and sit down. I stayed for the rest of the service.

Next week I went back again, and the week after again.

I started to form relationships with others in the congregation, settled back into coming to church regularly and continued to explore my faith as an adult. I continued with my law degree and life went on.

At the end of my first year I decided I wanted to give some time doing something to show God's love to others after feeling like God had upheld me in a difficult time. So I went to India for a month and worked with a group out there teaching English to the children and women of the Dalit caste, those viewed as untouchables. Each day both broke my heart and allowed me to see the blessings of God at work.

During my second year of University I heard a voice saying I was called to something other than law... I ignored the voice... and applied for my pupillage. I got offered a place.

But during the holidays of my second and third year I went travelling and had a bit of an ahuh moment from God. He showed me some of the wonders of the world in nature while I was travelling around America, and then asked me *"If I can do this don't you think I know what I'm doing when I call you"*... but I'm stubborn so I didn't take the hint straight away...

However, I did turn down my pupillage... but I still wasn't convinced ordination was for me... so I finished my degree, and then explored.

I moved to Sowerby to be a house warden in a retreat centre where I joined a little rural church, with a middle of the road tradition. Two months into being there the vicar approached me and asked if I wanted to come for a coffee and chat. Before I left that chat I'd agreed to go on the readings and intercessions rotas, and to be a youth leader... I'm still not sure how that happened...

Later she encouraged me to think about ordination... Again I didn't think it was right so said I would give a year to God to explore....

I ended up applying to Careforce which was an organisation which provided gap years for young Christians. I filled in their forms and ticked north of



Rev Becca was recently inducted as Ministry Area Leader, Newport North

England for where I wanted to be placed... In the interview they said they had the perfect match for me... in... Wales... and would I go and see it. My response was that I had said I would give a year to God so would go... I went to see the parishes in the Rhymney Valley and knew it was where I was meant to be.

This time when ordination was mentioned it felt right... So I said yes and began the process.

I started my training in St Michaels College in Llandaff in September 2011 and studied for three years doing a variety of practical placements; including parish placements, university chaplaincy, and hospital chaplaincy. And doing my second undergraduate degree... this time in Theology

I was then ordained deacon in June 2014 and became the Assistant Curate in Bedwas, Machen, Rudry and Michaelstone and was ordained priest in June 2015. I then completed a second curacy in Cwmbran. I'm being licenced as Ministry Area Leader Designate in Newport North this September. The future awaits and I will follow where God leads.

Rev Becca Stevens

Ministry Area leader Newport North



Focus on...

The role of faith in a non-faith school



Not only is our Diocesan Conference held at the newly-opened £36million Caldicot School, but several of its students will play a key role in the event by leading us in worship.

Although it isn't a faith-based school, we have very close links with the school, which moved to its new building in September, and were delighted that the students would give-up a Saturday morning 'lie-in' to share prayers with us!

Headteacher Susan Gwyer-Roberts, says: *"Caldicot School is delighted to have been invited to host the Diocesan Conference for 2017. This is a unique opportunity for attendees to experience our new school and to foster stronger relationships with our diocesan partners."*

Key to this relationship is Pam Richards, one of our youth workers who has recently retired but has continued in her role as chaplain at the school.

Pam explains: *"This ministry is a new and innovative role which adds to the overall caring ethos of the school. The chaplaincy assists in the holistic, formative education that the school encourages. The well-being of staff and pupils is at the heart of this provision. It provides pastoral support to the head teacher, the staff and pupils through developing a meaningful relationship with the whole school community."*

Chaplaincy activities include a themed weekly reflection for all staff; a lunch-time meeting available for pupils to encourage them to flourish, to explore the spiritual nature of humanity and to achieve their individual potential and an afterschool meeting for staff, to provide fellowship, as well as to encourage and pray for the spiritual life of the school community.

Also, the chaplain's room has a prayer wall that is available to staff and pupils to post their concerns.

Pam says: *"Developing religious intimacy is a key concept in current, secular and multi-faith situation of 21st century Britain. Chaplaincy is a complex role that is committed to the well-being, human flourishing and spiritual development of pupils and wider school community of parents and staff. It is a self-giving ministry that is multi-disciplinary and multi-dimensional."*

"It's my aim to provide a distinct and intermediary role by being-around, joining-in, being approachable and a trusted go-between."

Oliver, who is now in his final year at the school has also grown-up with the church - serving, acolyte, crucifer and singing with the band for the family service.

He says: *"I help serve and sing for the church. I love being together for worship and being involved in events. I feel like the church is my family and we are all together as one."*

The chaplain is able to take assemblies, give guidance on the theological perspectives of worship and provide support for the teaching about faith with appropriate resources developed over decades of youth ministry. The main aims of the chaplain role are...

- Reconciling, guiding and nurturing.
- Pastoral care in practice.
- Unconditional care
- Personal counselling
- Personal issues
- Individual and community bereavement
- Accompanying on the spiritual journey.
- Accessing the Spiritual Dimension

Caldicot is the first secondary school to be built in Monmouthshire under the 21st Century School programme partnership between the local authority and the Welsh Government.



The young people participating in our Diocesan Conference are all members of a church youth group and take part in a monthly service tailored to engage with them

But what do they think about it...?

Millie (Yr10)

The youth group has helped me to grow in confidence and to find and explore my beliefs. Also, I enjoy doing the monthly services in the church hall because I like meeting new people in the community and helping out.

Sara (Yr7)

I enjoy coming to the youth group because we learn stuff about Jesus and we always have so much fun and a laugh planning our services every month.

Ellie (Yr9)

Since I have been in the youth group, I have become so much more confident speaking in front of a large group of people when I am the worship leader or doing a drama. A few years ago, I struggled to speak in front of my class but now I can speak in front of at least 45 people in the congregation.

Harri (Yr10)

My favourite part about leading a service is having the opportunity and confidence to make people laugh in the dramas so that they enjoy the service more.

Ellouise (Yr9)

I feel that my confidence has grown since I joined the youth group and I love the friendships I have made in the group. Also, our monthly services give us the chance to speak to people with such a different range of ages.

Molly (Yr10)

I feel that I can openly express myself and completely be myself in our youth group. I can even learn when I make mistakes because a feeling of reassurance surrounds me.



Pam Richards, School Chaplain

Back Chat...

Mission and Ministry: Growing God's Kingdom

I want to spend a few moments reflecting on what 'church' is for.

The *church* is the name we use to give identity to those who are united in a passion to share our belief that God's love is able to bring about change. Change for the better in society – where people are accepted, included and loved; forgiven and healed. The kind of change those disciples were so excited and motivated about on the Day of Pentecost. We call that the *Mission of the Church*. Or more correctly God's Mission: *Missio Dei*. Our job, as the Church of Christ – the Jesus Movement – is to find out what God is doing in our localities and join in. That is the whole point of Ministry Areas. *The Monmouth Deanery Ministry Area*, for example, is the whole Deanery of Monmouth. It consists of six groupings of churches each known as a 'Mission Area'. A Mission Area is where the sleeves get rolled up and the work gets done and God's mission is carried out. The 'Ministry Area' is that which resources that work of mission. That means the gathered people of Christ continue to work as localised churches, each with its own character, traditions and local knowledge. But support and practical resources are always available from outside localised areas to bring alive your Gospel initiatives in each community.

A Ministry Area is an area where ministry is a collaborative venture between ordained and lay people. The important thing is that a Ministry Area is not just a way of propping up old ways of doing things – it is a way of calling on each of God's people to live out their full Christian calling, maintaining that which is valuable in our tradition and finding new ways of presenting the Gospel, and showing the healing power of God's love to the wider community. Serving the community – finding out what it needs and taking Christ's love, help and practical support out beyond the four church walls.

But we have to be honest with ourselves and identify the dead wood – the things we no longer need. It may even be that a church building has come to the end of its viable life – and the gathered Christian community needs to reform and re-group in other ways, in order to grow and do new things. We have to be honest about this, if we are to grow God's kingdom on earth as it is in heaven. Ministry Areas are not administrative entities, which replace any current constitutional entities. They exist as missional opportunities, where the God-given gifts of everyone in the gathered church – and the community around it – are identified and blessed into action.

Ministry and mission is all about the three Cs, and the three Fs.

C-HARISMA: What special God-given gifts have we been blessed with?

C-OMMUNICATION: How do we communicate with God, through prayer? With ourselves? Listening deeply to our own inner selves. With each other? Especially how do we communicate when we disagree? There is a Christian way. And how to we communicate to the wider community? Through actions rather than words.

C-OMMUNITY. Who is your community? What does it mean to listen to the communities' needs and what can your church do to help?

F-AITHFUL: Be faithful. Stick at it with your local church. Don't shop around because of your likes and dislikes! Stay and faithfully work to enrich the life of the place where you belong.

F-RUITFUL: Be fruitful; give what you can of your time, talents, wealth and gifts to nourish your church and community.

F-UN! Have fun together! Laugh, eat and drink together and learn to love being a community.

The work of the Mission of the Church; is simply doing what the church does and has been called and commissioned to do:

To love the Lord, our God, with all your heart, with all your soul, with all your mind and with all your strength -
Mark 12: 29-31

To love our neighbour as ourselves - **Matthew 22: 37-39**

Just imagine, if Christians actually behaved as Christians – and stopped worrying about their own, and others' egos and actually started to live as healers, forgivers, all embracing, inclusive lovers of Jesus' teaching and example – imagine what would happen! The world, as we know it, would change!

That is what the church is for. If we are not being challenged and changed to live like Jesus, when we leave church after worship, then we are doing church all wrong!

At the heart of our faith lies the wonder and the power of resurrection. Through the power of our Baptism, we are reborn into the life of the risen Christ, who calls each of us to find life and hope in all things new.

Rev. Canon David McGladdery

Leader of the Monmouth Deanery Ministry Area