

# DIOCESAN RESTRUCTURING

## DIOCESAN COMMITTEES

### Introduction to Diocesan Restructuring Paper – Bishop Cherry Vann

This paper proposes a restructuring of our diocesan committees and the creation of a single Diocesan Council.

I am aware that over the past three years, the Diocese of Monmouth has undergone significant change and I am grateful to everyone who has worked so hard for the benefit of their church, their ministry area and the whole diocese. The transition to ministry areas has not been easy but, with all sixteen now inaugurated, we can begin to build new relationships and work together to provide a stable and hopeful future for all.

At last October's conference you will recall the successful motion making ministry areas co-terminus with deaneries. This change will come into effect in May, and it represents a significant streamlining of our structures. This item for discussion is a continuation of that process, enabling our decision-making structures to be effective, efficient and striving to best serve the needs of the whole diocese.

Our diocese's greatest asset is us, the people, and I am enormously grateful for all the goodwill and hard work that we see day-in and day-out in all our churches. This energy and dedication is to be honoured as well as celebrated. One way of doing this is to ensure that when I ask you to serve on a diocesan committee, we are making the most of your time and talents.

In our current structure, the Standing Committee has oversight for policy, governance and strategy and the DBF looks after finance. By dividing our key discussions and decision-making into these two separate committees we are limiting members' ability to look at a whole topic and reducing their capacity to find creative solutions. This paper proposes the creation of a single Diocesan Council, which will bring together discussion, debate and decision-making about finance and strategy, therefore making us more able to respond effectively to the challenges and opportunities we are facing.

Alongside this, many of you will be aware that we have established ministry area networks for the key roles (wardens, treasurers, lay co-chairs, etc) in each of our ministry areas. This programme of network meetings is an opportunity for increased dialogue so that we can listen to, learn from, and support, one another across our diocesan family. By working with these networks and engaging in the dialogue they generate, a single Diocesan Council made-up of representatives from across the diocese will be the best structure to make the right decisions for the benefit of the whole Church.

I have been conscious in all the change that has taken place in the diocese since my arrival as Bishop of the need to recognise and value the time and gifts that are given by so many people. This proposal seeks to help us channel at least some of those



gifts so that they can be used to best effect in growing the Kingdom of God in our diocese and beyond.

I commend this discussion paper to you with enormous thanks to the many people who do so much to contribute to the life of the diocese.

## **A Consultation Paper for Discussion at Diocesan Committees and the Diocesan Conference.**

At the Diocesan Conference in October 2022 it was agreed to restructure the Diocese into 16 Deaneries, each co-terminus with the 16 Ministry Areas. It is, therefore, appropriate that we look at the wider structure of committees in the Diocese and the composition and function of those committees so that they effectively support the work of our Ministry Areas.

The Diocese currently has a lot of committees – they are:

- **The Diocesan Conference** – This is the main arm of governance of the Diocese. Some issues are reserved to the Conference and cannot be delegated to other committees.
- **The Diocesan Standing Committee (incorporating the Churches and Pastoral Committee)** – This is the strategic body of the Diocese, overseeing policies and structures. It deals with matters delegated to it from the Diocesan Conference including parish reorganisation. It also regulates the various grants that the Diocese has available for repairs to churches and other areas of financial support for Ministry Areas.
- **The Diocesan Board of Finance (DBF) and its Executive Committee** – This oversees the finances of the Diocese, setting an annual budget and monitoring income and expenditure each quarter. It oversees the setting and raising of Ministry Share and seeks to raise the funds required to support the mission and ministry of the Diocese. The DBF is a registered charity and a company limited by guarantee. The Parsonage Board is a sub-committee of the DBF which oversees the maintenance, repair and management of the stock of parsonages held to house stipendiary and house for duty clergy.
- **The Diocesan Trust** – This mainly oversees the financing and supporting of our 15 Church Schools but does also manage other land and properties. The Trust is a registered charity and a company limited by guarantee.
- **The Diocesan Advisory Committee** – This advises the Diocesan Chancellor on faculty applications. It is regulated by Welsh Government legislation which grants the Church in Wales ecclesiastical exemption from listed building regulations. This Committee requires very specific and specialist areas of expertise and it is not proposed that any changes are made



to this committee.

There is a strong case for bringing together the work of the Standing Committee, DBF and Diocesan Trust to create a Diocesan Council which can oversee both strategy and finance, making sure that both are working together for the good of the Diocese. This has already happened in the Diocese of Bangor and is considered to be working well, allowing a more joined-up approach.

It also has to be acknowledged that in recent years there has been difficulty in recruiting enough people to populate the different committees. In June 2022 a number of Deaneries failed to elect members to the DBF and not enough nominations were made for election to the Standing Committee in October 2022 to fill all of the places for lay people. There are some people who sit on a number of committees involving a considerable commitment.

As a first step we could change the composition of each of the committees so that they contain the same membership. We would initially retain the DBF and the Diocesan Trust as separate charities and companies but deal with matters relating to both at the same meeting of the Diocesan Council. Changes will be required to be made to the Memorandum and Articles of Association of both the DBF and the Diocesan Trust.

The Council would elect a chair from amongst its members as it currently the case for both the DBF and the Diocesan Trust. The Chair would line manage the staff employed by the DBF, a role currently undertaken by the Chair of the DBF. All members of the Diocesan Council would need to be members of the Diocesan Conference.

The possible make-up of the Diocesan Council is as follows:

### **Ex-Officio – 7**

- Bishop
- Dean
- Archdeacons (3)
- Chancellor
- Chair Parsonage Board

### **Elected (for three years) – 15**

- 2 Clergy per Archdeaconry
- 3 Laity per Archdeaconry

### **Co-opted (for three years) – up to 6**

*If they are not already members this would include reps on the Provincial Standing Committee and the Representative Body*

### **In attendance**

- Diocesan Secretary
- Finance Officer
- Other Officers as required

All elections to the Diocesan Council would be by the Diocesan Conference.



Firstly, each MAC would meet as the Deanery Conference between 30<sup>th</sup> April and 30<sup>th</sup> June to nominate candidates for election. The Cathedral would also be able to nominate candidates through the Cathedral Chapter after consultation with the Congregational Committee. The voting papers would group candidates into Archdeaconries and ask members of Conference to elect two clergy or three laity from each Archdeaconry.

To support the work of the Diocesan Council there would be a number of sub-committees. All of these sub-committees would provide regular reports to the Council and make recommendations for decisions that would need to be taken by the Council. The proposed sub-committees are:

**Parsonage Board** – The membership and functions of this Committee are laid out in the Church in Wales Constitution and will remain as they are at present

**Land and Buildings** – This will look at issues around land and buildings currently vested in either the DBF or Diocesan Trust, including our Church Schools. It will also oversee the church redundancy process (fulfilling the Constitutional functions of the Churches and Pastoral Committee) and the allocation of the various grants available for buildings and projects.

**Finance** – This brings together three existing committees to oversee the setting of the annual budget, the allocation of Ministry Share Support and the managing of the three investment portfolios held for the DBF, Diocesan Trust and Churches and Pastoral Committee.

**Council for Education** – This is a new committee which will be held jointly with the Diocese of Llandaff (we share an Education Support Team with Llandaff). It will offer support to the Church Schools and be a forum for discussing policy and curriculum issues.

This paper is presented for discussion, comment and amendment by the Standing Committee, DBF, Diocesan Trust, Ministry Area Leaders and the special Diocesan Conference in March 2023.

If the approach receives general approval, then a substantive motion will be brought to the Diocesan Conference in October 2023 including the necessary changes to the Diocesan Constitution and a timetable for implementation. The current DBF and Diocesan Trust members will also need to approve the necessary changes to the respective Memorandum and Articles of Association which apply to these committees.

