

The Church in Wales
Archiepiscopal See Working Group

Draft Report
to the Bench of Bishops
and the Standing Committee

October 2008

I. The Working Group

I.1 The Working Group was established by the Bench of Bishops and the Standing Committee at the beginning of 2006 with the following terms of reference and membership:

I.2 Terms of Reference

The group is asked:

- *to consider the role and duties of the Archbishop of Wales and how they relate to the role of a diocesan bishop;*
- *in the light of the group's conclusions about the Archbishop's role and taking into account wider factors related to Welsh life, to consider the potential benefits and problems associated with creating an archiepiscopal see for the Church in Wales;*
- *to address concerns about the 1990s proposal set out in the 1994 Report of the Standing Committee Sub-committee on the Archiepiscopal See and the September 1996 debate on the Bill to Create an Archiepiscopal See (in particular the role and method of appointment of an assistant or suffragan bishop);*
- *to consider the implications for the Church in Wales as a whole – financial, practical, pastoral – of creating an archiepiscopal see;*
- *to draw up draft recommendations on the most effective way to enable the Archbishop to carry out his duties;*
- *to report to the Bench of Bishops and to the Standing Committee.*

I.3 Membership

Chair:	Lord Elis-Thomas
Bishop:	The Bishop of Swansea and Brecon
St Asaph:	The Venerable Bernard Thomas Mr Clive Myers
Bangor:	The Reverend Dr Gareth Lloyd Jones Mrs Mary Salmon
St Davids:	The Reverend Canon Joanna Penberthy Nicholas Cooke QC
Llandaff:	The Venerable Christopher Smith Mrs Helen Biggin
Monmouth:	The Reverend Julian White Mr Jim Thompson
Swansea & Brecon:	The Venerable Robert Williams Dr Gill Todd

I.4 Due to the pressure of other commitments Lord Elis-Thomas stood down as Chairman of the Working Group at the end of 2006, and the chair was taken by the Bishop of Swansea and Brecon (who had deputised for Lord Elis-Thomas during the year) for the Group's meetings in 2007. Following the Bishop's retirement in January 2008, the Bishop of St Asaph was appointed chairman for the Working Group's three meetings in 2008.

1.5 The Working Group met on nine occasions in preparing this report and recommendations. To help inform its discussions the Working Group has been grateful for further information from other churches and the views of others within the Church in Wales, and would wish to record its thanks to:

- The Right Reverend Dominic Walker, Bishop of Monmouth and former Bishop of Reading;
- The Right Reverend David Yeoman, Assistant Bishop of Llandaff;
- The Right Reverend Huw Jones
- The Right Reverend Ivor Rees (Both former Assistant Bishops)
- The Right Reverend Dr Stephen Venner, Bishop in Canterbury and Bishop of Dover and diocesan staff;
- The Right Reverend Keith Sinclair, Bishop of Birkenhead;
- The Right Reverend Richard Chartres, Bishop of London;
- The office of the Archbishop of York;
- The office of the Presiding Bishop of the Episcopal Church of the United States of America;
- The Secretary to the House of Bishops of the Church of Ireland.

2. Why Revisit Now?

2.1 The question of whether the Church in Wales should create a permanent archiepiscopal see has been considered on a number of occasions comparatively recently. The 1980 Boundaries Commission Report suggested the establishment of a collegial set-up in the diocese of Swansea and Brecon, whilst the possibility of designating the diocese of Llandaff as the archiepiscopal see was explored more fully between 1992 and 1996. On both occasions the proposal was heavily defeated. In the light of this experience, the Bench of Bishops and the Standing Committee acknowledge that there need to be good reasons for revisiting the subject now.

2.2 Perhaps the most obvious difference between 2006 and 1996 is that political influence in Wales has become centralised in Cardiff to a degree not seen before as a result of the creation of a National Assembly for Wales in 1999 and its location in Cardiff Bay. The implications of this change can be seen in the way in which Welsh institutions – including churches and other faith communities – have become centred on Cardiff in an effort to relate better to government and to each other. In addition the national Welsh media is concentrated in the Cardiff area although there are regional broadcasting sites and local print media based in other parts of Wales. Within this context it has seemed natural for the current Archbishop to be based in Cardiff, although in fact this is coincidental, reflecting the election of the Bishop of Llandaff as Archbishop and not a formal recognition by the Church of the changing dynamic of Welsh society.

2.3 The current Archbishop – as an Archbishop and diocesan bishop of Llandaff who has also served as a diocesan bishop in Bangor – has been able to bring an important perspective to initial discussions on this subject by the Bench of Bishops and the Standing Committee. It is his view that the modern expectations on the office of Archbishop, under which the Archbishop is seen as a genuinely national figure with a role encompassing the whole province, could not now be met by a diocesan bishop

based in one of the northern dioceses without imposing unreasonable demands upon the holder of that office. This has not always been the case, but it is suggested that over the last 10 years the demands of the office have changed to reflect significant changes in Welsh society (the role and duties of the Archbishop are discussed in section 3, below).

- 2.4 The Bench and Standing Committee considered that – in view of the two connected issues raised in paragraphs 2.2 and 2.3, above – the Church would be wise to consider once again the role and location of the Archbishop and the support that that office requires. If it has been argued that changes in Welsh society and the demands of the office would indeed make it extremely problematic for an Archbishop who had been appointed from a northern diocese to carry out the full range of provincial duties, it would be responsible for that argument to be tested, and changes made as required, before an archiepiscopal election is required. In this regard this would appear to be an opportune moment to consider the matter, as the current Archbishop will not reach normal retirement age until 2012. In addition, the fact that the serving Archbishop is also Bishop of Llandaff provides a contemporary example of the arrangements proposed in the 1996 Bill to Create an Archiepiscopal See at Llandaff, and would also negate the need for complicated transition arrangements of the type envisaged in 1996 – the office Archbishop and the office of Bishop of Llandaff will become vacant at the same time.
- 2.5 For these reasons the Bench of Bishops and the Standing Committee agreed to commission the Working Group with terms of reference and membership as set out in section 1 of this report. Members have been drawn from across the province in recognition that any change to the role and duties of the Archbishop, or the creation of a permanent archiepiscopal see, would hold implications for all dioceses.

3. The Current Role and Duties of the Archbishop

- 3.1 The Working Group began its consideration of this subject with an examination of the role and duties of the Archbishop of Wales as currently understood.

Appointment and Status

- 3.2 The Archbishop of Wales is primate of the Province of Wales, and is elected from amongst the six diocesan bishops by an Electoral College consisting of three lay members and three clergy members from each diocese and the six diocesan bishops. Once appointed the Archbishop continues to be the diocesan bishop of his own diocese – the Church in Wales has not identified one see as a permanent home diocese for the Archbishop, and there is no tradition in Wales of a presiding bishop without a diocese as in the United States. Although the senior episcopal office in the province (and provided with certain metropolitan powers – see 3.3 below) the relationship of the Archbishop of Wales to his fellow diocesan bishops is “first amongst equals” in the traditional Anglican model.

Powers

- 3.3 The Archbishop of Wales may exercise certain metropolitan powers. Canon law carried over on Disestablishment allows him to hold archiepiscopal visitations within the province and to dioceses other than his own. However in practice Archbishops have been keen to avoid interfering with the jurisdiction of other diocesans, and have restricted the exercise of their powers in other dioceses to their role as Guardian of the Spiritualities of sees whilst vacant (and in particular the right to appoint clergy to parishes in the absence of a diocesan bishop). Where an Archbishop intervenes in another diocese, he will do so on behalf of the Bench or the Province. The Archbishop presides at ordinations of bishops elected by the Church in Wales and the confirmation of the appointment (and ordination) of assistant bishops.

Provincial Functions

- 3.4 In addition to the Archbishop's duties and functions as diocesan bishop (and this point should be borne in mind throughout), he has the following provincial functions as Archbishop:
- President of the Governing Body. In addition to presiding at (normally) two meetings of the GB annually, he has responsibility for setting the agenda for GB meetings (with advice from the Standing Committee, of which he is a member) and is currently Chairman of the GB's Business and Appointments Sub-committees.
 - Chairman of the Bench of Bishops. This means chairing the four regular meetings of the Bench each year (of about 2-3 days' duration each), but also chairing meetings of the Provincial and Sacred Synods and the Electoral College when they are required to meet. He is also chairman of the Provincial Board of Nomination.
 - Membership of the Representative Body (three meetings each year). Since the restructuring of the Representative Body the Archbishop is the sole episcopal member of the RB and the formal link between the RB and the Bench of Bishops.
 - Various other *ex officio* roles – for example Chairman of the Trustees of St Michael's College, Llandaff, Chairman of Madam Bridget Bevan's Charity, Member of the Powis Exhibition Fund, Trustee of the Pantyfedwen Trust.
 - Regular meetings with key provincial staff – the Provincial Secretary, the lead Bishops' Adviser, the Press Officer.
- 3.5 There are also a large number of other duties related to the Archbishop's position as head of the Church in Wales:
- The Archbishop is often consulted by episcopal colleagues, and invited to join occasional working groups dealing with subjects of particular significance to the province – for example the Representative Body Review Steering Group.
 - The Archbishop is first port-of-call (and the Church's key spokesperson) for the national media in seeking a Church response (or often a response on behalf of the Christian faith in Wales) to a story.
 - In addition organisations that may not necessarily understand the Church's structure will look first to the Archbishop when seeking to engage with the

Church in Wales – this might include liaison with Government at a local, national or UK level.

- Within the Church in its wider sense the Archbishop is often invited to preach at significant events or give lectures – for example recent lectures in Ireland and in the United States, talks to clergy groups, etc – and is normally the appropriate person to welcome and provide hospitality for visitors from other provinces (such as the Compass Rose Society).
- The coincidence of the current Archbishop being based in Cardiff has also led to his involvement with national services and events for such organisations as the Police Service, the National Assembly and the Millennium Centre.

Anglican Communion and Inter-church Functions

3.6 As a primate of an Anglican province, the Archbishop of Wales has formal responsibilities within the Anglican Communion's structures:

- Primates' meetings (every 12-18 months);
- Currently membership of the Primates' Standing Committee (every year, one primate elected to represent Europe from British Isles);
- ACC Assembly (every two years);
- Porvoo Communion Primates meetings (every two years).

3.7 The close relationship between the current Archbishop and the Archbishop of Canterbury has led to his recent involvement with a number of additional tasks – for example involvement as a member of the Windsor Report working group.

Other Duties

3.8 The Archbishop of Wales is often invited to join or become patron of various local and national organisations, and it will be for him to decide personally which invitations to accept and his degree of involvement. The current Archbishop is patron or trustee of over 40 organisations, including the Interfaith Council, Shelter Cymru and Cymru Yfory. He is also Pro-Chancellor of the University of Wales.

4. Current Support for the Office of Archbishop

4.1 The Working Group considered also the support that is currently in place for the Archbishop.

4.2 The proposals in the 1990s that a permanent archiepiscopal see be established at Llandaff had grown out of a report seeking to identify ways to support the ministry of the Archbishop. Indeed it has long been recognised that the responsibilities that must be taken on by the Archbishop in addition to his normal diocesan duties require additional support from the province.

4.3 The Archbishop may appoint an assistant bishop to whom some of the Archbishop's diocesan duties may be delegated (the assistant bishop has no separate jurisdiction other than that delegated by the Archbishop). The costs of an assistant bishop (and secretarial support) are met by the Representative Body.

- 4.4 As a result of the recommendations of the 1992 *Report of the Working Group on the Future Role of the Archbishop* the Representative Body provides also for the Archbishop to appoint a chaplain, a secretary and a press officer. If necessary, the Archbishop may also appoint a driver. The present Archbishop has appointed an assistant bishop, a chaplain, a secretary and a press officer. He does not have a driver. The costs of these posts (including accommodation for the assistant bishop and chaplain) are met by the Representative Body.
- 4.5 In recent years the Representative Body has invested in improving the office facilities available to the Archbishop in recognition of the difficulty of accommodating the Archbishop's work and staff in the existing offices provided in bishops' houses. As a result the former stableblock at Bishopstow, Newport was converted during the period of office of the last Archbishop, and an annexe has just been completed at Llys Esgob, Llandaff. The cost of such projects is not insignificant, and it is reasonable to assume that, should a future Archbishop be elected from a diocese other than Monmouth or Llandaff, his office facilities will need to be upgraded in the same way.

5. The Working Group's Vision for the Role and Duties of the Archbishop

Principles

- 5.1 The Working Group's considerations have been informed by a number of key principles. First, the Group believes that the office of Archbishop of Wales is uniquely placed to lead the Church in its ministry to the whole of Wales: to re-establish awareness of the Church's presence, to promote the relevance of the Christian message, to engage with the communities of Wales and share in the life of the Church at all levels. This is a truly provincial role of increasing importance as the Church seeks to address and roll back years of decline. The Working Group's vision for this role is for the Archbishop to be the Church's "gift" to Wales and its public life. This vision is rooted in the reality of the situation in which the Church finds itself. If the Church is to engage with the people of Wales at a national as well as a local level then the development of and support for this important office to represent and lead the Church in that task is vital for its success.
- 5.2 Second, the Working Group understands the importance of the fundamental principle, agreed on disestablishment, that all dioceses of the Church in Wales are equal in terms of both status and representation at the Church's major decision-making councils.
- 5.3 Third, the Working Group is concerned that every protection and support is given to the holder of the office of Archbishop, the diocese in which he serves, and the provincial identity of the Church in Wales. This would seem to be a fundamental set of criteria against which any proposal should be measured as part of the Group's considerations. Whatever the expectations of the Church might be for the office of Archbishop, the Church has for many years (quite rightly) sought to ensure that unreasonable demands are not placed upon that office. It has attempted to define the role and responsibilities of and support for the Archbishop accordingly. Similarly, there is a need to ensure that the important provincial role envisaged for the

Archbishop by the Working Group in 5.1 does not compromise an important episcopal ministry to a particular diocese, and *vice versa*. Neither the diocese nor the province should lose out as a result of an Archbishop's difficulties in juggling the various responsibilities expected of him by the Church. Finally, at a time when new provincial funding arrangements for dioceses might encourage greater diocesan autonomy, the importance of promoting the provincial identity of the Church in Wales is recognised. The Working Group is all too aware of the vital role played by the office of Archbishop of Wales in helping to encourage a provincial identity from a collection of dioceses at disestablishment.

- 5.4 Fourth (and expanding upon the provincial identity point), the Working Group suggests that the Church must take into account the reality of the apparent north-south and east-west divisions in today's Wales, which arguably have been exacerbated in recent years by the increasing concentration of political and economic activity in southeast Wales. The members of the Working Group representing northern and western dioceses recognise that an Archbishop of Wales based in the Cardiff area would be able to engage with Welsh public life and national institutions far more easily, and have suggested that their fellow church members in those parts of Wales would understand if such an arrangement were to become permanent. However, it was felt that the *quid pro quo* for an Archbishop based permanently in the southeast should be an enhanced provincial role for the Archbishop as outlined in 5.1, so that the Archbishop would be able to become a familiar and regular visitor to all of the dioceses. Members were not convinced that it would be possible for such a provincial role to be undertaken by the diocesan bishop of a large and busy diocese.
- 5.5 These initial principles have informed the Working Group's considerations of the provincial duties of the Archbishop, which it would suggest fall into two categories.

Provincial Duties: Serving the Church

- 5.6 First, the importance of the Archbishop as the protector of the "things of the faith and the faithful" is recognised. In other words, whilst it might be tempting to prune many of the *ex officio* duties set out in sections 3.4 and 3.6 so that the Archbishop may be "released" for more obviously outward-looking or mission-orientated activities, the Group believes that it is important for the Archbishop to continue to play a full and active part in the governance of the Church and in setting its future direction. (And this applies to both the Church in Wales and the wider Anglican Communion).
- 5.7 It would be only sensible to question periodically whether the Archbishop's involvement in one or other provincial group represents a good use of his time. However, the Working Group considers the Archbishop's personal leadership and careful oversight on matters of the faith to be an essential part of the Church's provincial life, particularly in view of the significant challenges facing the Church. In addition, at a time when new funding arrangements might encourage dioceses to operate more independently on certain issues, the Archbishop's role as a truly provincial figure is perhaps more important than ever.

Provincial Duties: Engaging with Welsh Society

- 5.8 Second, the Working Group recognises the vital importance for the mission of the Church in Wales to Wales as a whole that the less formal duties set out in paragraph 3.5 continue to be performed. Just as the parochial clergy are not merely chaplains to congregations but seek also to minister and carry the Good News to the whole community in which they live, so the Archbishop should engage with Welsh society in its widest sense on behalf of the Church.
- 5.9 The Archbishop has become an increasingly influential figure in Welsh life as society places greater emphasis on and interest in the individual. This shift has made such engagement more difficult for Christian denominations with more diffuse traditions of leadership. Consequently when the media and other organisations seek to engage with the Christian churches of Wales they turn most often to the Archbishop. This is a tremendous opportunity for the Church in Wales to ensure that a Christian voice continues to be heard in the life of the nation. In addition the personal ministry of the Archbishop to society at large could provide one of the best means to reach an increasingly unchurched population.
- 5.10 The additional duties and responsibilities noted in paragraphs 3.7 and 3.8, which relate to the Archbishop's own talents and interests, fall into the same category, and should be encouraged. The Working Group has recognised in the preceding subsection the importance of the Archbishop's provincial role within the Church in Wales; it considers his role within society as a whole – “the Church's gift to Wales”, as described by one member – to be equally important and serving the same purpose.
- 5.11 In order that the Archbishop is able to fulfil the role envisaged by the Working Group (as set out in paragraphs 5.1 and 5.2) the Working Group's ideal would be for this aspect of his work to be expanded. However, the time implications of such a development would be significant.
- 5.12 It is suggested that for such a provincial role to be practicable the location of the Archbishop will need to be reconsidered by the Church in Wales.

Location of the Archbishop

- 5.13 The Working Group has taken seriously the views of the Archbishop (set out in paragraph 2.3) about the importance of location in enabling an Archbishop to carry out his provincial duties. It also has noted the clear connection between the significant changes to Welsh society outlined in paragraph 2.2 and the Archbishop's role in engaging with Wales as described in paragraph 5.8. In the light of these points it was a natural progression for the Working Group to consider the importance of the Archbishop's location, and the question of whether a permanent home should be created for the Archbishop – a permanent archiepiscopal see.
- 5.14 In doing so the Working Group, like the Standing Committee and Bench of Bishops, was fully aware that a proposal to create an archiepiscopal see at Llandaff was considered by the Governing Body as recently as 1996. That proposal was defeated overwhelmingly. It has recognised the significance of the principle not to base the Archbishop of Wales permanently in one diocese on disestablishment, and the

importance of that decision in establishing the culture of the new province. For these reasons it has sought to explore all options, including the creation of a new diocese and the merging of existing dioceses.

- 5.15 In the opinion of the Working Group, in order to facilitate his provincial role a strong case is made for the permanent location of the Archbishop either in or near Cardiff:
- 5.16 As noted already the creation of the National Assembly (and the most recent Government of Wales Act) has centralised political influence in Cardiff more obviously than in 1996 when the Governing Body last debated this question. This fact has been recognised by many other organisations by moving to Cardiff. Based in Llandaff, the Archbishop is currently able to engage easily with national institutions, including the spiritual life of such institutions (see the national services mentioned in 3.5).
- 5.16 The provincial offices (including the Archbishop's press officer) are currently based in Cardiff, with no plans to move from the Cardiff area. A number of important provincial meetings are held in Cardiff and the importance of regular face-to-face meetings with key staff has been noted. In addition it would help to provide continuity of the Archbishop's records and staff for the Archbishop's office to be based permanently in one diocese.
- 5.17 Other churches (for example the Roman Catholic Archbishop of Cardiff) and important inter-church and inter-faith groups (CYTUN, the Interfaith Council) have their leadership in Cardiff.
- 5.18 Noting the extensive travel commitments placed upon the Archbishop – within Wales and the UK, and internationally for the Anglican Communion – Cardiff has good road and rail links and easy access to two international airports.

Recommendations

- 5.19 In the light of the considerations set out in this section of the report, the Working Group recommends to the Bench of Bishops and the Standing Committee that:
- a) The provincial role and duties expected of the Archbishop by the Church in Wales should be consistent with those described in sections 5.6 to 5.10 of this report;
 - b) The Church in Wales seek to adopt a model of support for the Archbishop consistent with the principles set out in sections 5.1 to 5.4;
 - c) The Archbishop be located permanently in the Cardiff area.
- 5.20 If the Bench and Standing Committee are prepared to accept these initial recommendations, further consideration may be given to a variety of models for archiepiscopal arrangements for the future.

6. Models for Archiepiscopal Arrangements

- 6.1 The Working Group considered three quite different models for an Archbishop located permanently in Cardiff.

The Status Quo

- 6.2 Any consideration of archiepiscopal arrangements during a period where there is no particular or serious current concern about the office of Archbishop must consider first the possibility of making no change – of retaining the *status quo*. The existing arrangements are set out in some detail in sections 3 and 4 of this report, and so will not be repeated here, but the Working Group has given serious thought to the advantages and disadvantages of not making a change.
- 6.3 The main advantage of retaining the standing arrangements would appear to be that they have been tested over the last 80 years and that during that period the office of Archbishop has not only survived but prospered as a significant national position. In addition it would not be necessary to make changes to the structures of the Church in Wales or incur extra financial costs in the way that other models might be feared to do.
- 6.4 However, the Working Group felt that continuing the existing arrangements does not provide the Archbishop with the support required to operate in an enhanced provincial role as envisaged by the Group. The office of Archbishop has placed great burdens on previous incumbents, particularly as the role has grown in recent years. This is one reason for the periodic call for the creation of a permanent archiepiscopal see to be considered. Under the *status quo* it would be possible for an Archbishop to choose not to appoint an assistant bishop (as has been the case on two occasions prior to the term of the present Archbishop), or for him to be elected to serve from a northern or western diocese but be required to spend an increasing amount of time in the south. This raises serious concerns over whether the Church would be neglecting its duty of care to the Archbishop and to the diocese concerned.
- 6.5 In addition the current arrangements take no account of the significant changes that have occurred in Welsh public life over the past decade. They do not provide the Church with the platform to take full advantage of the opportunities to play a full part in the life of the nation that these changes have brought with them.
- 6.6 The Working Group believes that a new model for the primacy must be adopted if future Archbishops are to be given the support to be able to fulfil the expectations that the Church will place on them.

A Permanent Archiepiscopal See at Llandaff

- 6.7 The first “new model” considered was perhaps the most obvious arrangement – for Llandaff to be designated the archiepiscopal see and to make permanent arrangements currently in place in the diocese, under which the Archbishop delegates certain tasks in running the diocese to an Assistant Bishop. This was the proposal considered by the Governing Body in the period 1992 to 1996, and which was heavily

defeated even though efforts had been made to ensure that concerns raised in 1992 and 1994, particularly by the diocese of Llandaff itself, were dealt with in the final Bill debated in September 1996.

- 6.8 The main concerns at the time had been that the diocese of Llandaff would not have a free choice in the election of its diocesan bishop. The Archbishop would be chosen from amongst the existing diocesan bishops and the assistant bishop of Llandaff. The diocese would have no weighting in the Electoral College in that election. One of the concessions made in the 1996 proposal was that the assistant bishop would be elected by a Llandaff-weighted College rather than be appointed by the Archbishop.
- 6.9 In considering this option the Working Group noted that these were largely the arrangements currently in place in Llandaff, and that they appeared to be working well. In addition a Llandaff-based Archbishop is well-placed to play the major role in the life of the Welsh nation as already described. From a financial perspective, the costs of this arrangement are known and accommodated within provincial budgets, and the appropriate office facilities are already in place. However, the Working Group had significant initial concerns about the possibility of the Church adopting these arrangements permanently.
- 6.10 First, the validity of the original criticisms from the 1990s were recognised. There is a close relationship between diocese and diocesan bishop in the Church in Wales, where clergy and laity have far greater access to the bishop than in the Church of England, for example. This means that to take permanently from a diocese its choice of diocesan bishop (through its weighting in the election) ensures that the diocese would forever share its diocesan bishop with the province and represents a significant shift in the Church's culture. Such a change is bound create concern in the diocese in question. It was felt that the concession made in 1996 – that the assistant bishop could be elected – did not meet this concern fully.
- 6.11 Second, past experience of Archbishops over-working and either not sharing the diocesan workload with their assistant, or not appointing an assistant at all, was fresh in the minds of Working Group members. The Group recognises also that many church members will look to their diocesan bishop rather than an assistant. In their opinion the long-term success of the Archbishop/assistant working relationship depended heavily on the ability to safeguard the assistant bishop's role against Archbishops who were unable to "let go". Consideration of various options employed in English dioceses, including area bishop schemes, failed to convince the Working Group that there was an easy solution to the regulation of the Archbishop/assistant relationship without unduly fettering the legitimate authority of the diocesan bishop (in this case, the Archbishop).
- 6.12 Finally the Working Group was worried that difficulties in resolving adequately the problem of jurisdiction set out in section 7.6 – particularly in a diocese as busy as Llandaff – would make it impossible for the Archbishop to expand his "public" role as envisaged in section 5. Although in theory an assistant may take on some Episcopal duties – such as confirmation and ordination – in practice (and especially within the Welsh context) it was felt that the more time-consuming aspects of the diocesan's role, including dealing with pastoral situations involving their clergy, would still remain with the Archbishop.

- 6.13 For these reasons the Working Group felt initially that to designate the diocese of Llandaff as a permanent Archiepiscopal See could be problematic for the diocese itself, and would inhibit the Archbishop's ability to play as full a role in the Church's outreach at a provincial level as the Group hoped.

Creation of a New Diocese to be an Archiepiscopal See

- 6.14 Another option considered by the Working Group was the possibility of creating a new diocese from one or more of the existing dioceses which would be sufficiently small to enable the Archbishop to take an enhanced provincial role.
- 6.15 However, this option was not felt to be a realistic one by the Working Group for the following reasons:
- The creation of a new diocese from within the existing diocesan structure would be enormously complicated to achieve legally, would not sit well within the overall diocesan structure, and could be expected to be unpopular within the province (particularly within the areas affected by the change).
 - Within the current context – where some are calling for a reduction in the number of dioceses – such a move would attract criticism.
 - A new diocese, with a cathedral and possibly additional administrative offices, would be expensive to maintain at a time when parishes are finding it hard to meet their financial commitments and parochial clergy numbers are falling.
 - The Archbishop's duties in looking after an extremely small diocese would be sufficiently untypical of the work of the other diocesan bishops to raise questions about the value of the “diocesan” side of the Archbishop's work.
- 6.16 In addition it was felt that any proposal to redraw diocesan boundaries should be left for the Governing Body to initiate, particularly if the Working Group was able to find a satisfactory solution to the question of the location of the Archbishop within the existing diocesan structure.

A New Way of being Archbishop

- 6.17 Finally the Working Group considered another established Anglican model of a primate without diocesan responsibilities. Although outside the Church in Wales's experience, the Working Group was able to identify the clear advantages of this model:
- The Archbishop would be able to devote his time completely to provincial matters, both in terms of the internal work of the Church and its interface with the outside world. This would enable the Archbishop to develop stronger links with all the dioceses and a more prominent pastoral and/or teaching role in his own right.
 - The Archbishop would be very clearly independent of partisan concerns and priorities when taking part in provincial decision-making (for example at the Bench of Bishops, the Governing Body or the Representative Body).
 - The introduction of such an arrangement would be relatively easy to achieve legally. It would not require changes to the existing diocesan structure, nor the

formal division of diocesan duties between the Archbishop and an assistant bishop. The current procedure for electing Archbishops would require little amendment.

- A diocese would not be required to “share” its bishop, and his ministry, with the province.

6.18 It was recognised that such a model posed challenges and opportunities to the Church in Wales. For example how would the other diocesan bishops relate (both formally and informally) to the Archbishop? How would the Bench work to ensure that an Archbishop without diocesan responsibilities did not become isolated from the life of the Church at a local level? It would be important to avoid the perceived example of presiding bishops in the Church of Canada and the Episcopal Church (USA), which are considered to be concerned largely with internal structures and policy-making.

6.19 It was clear that such a model would enable the Archbishop to adopt an enhanced provincial role. It was equally clear that this option could only be taken seriously if solutions could be found to the issues raised in section 6.18.

7. The Working Group’s Preferred Option and its First Report

7.1 The Working Group reported to the Bench of Bishops in June 2007 with its recommendation of a preferred option to meet the needs of the Church in Wales. That option – a purely provincial Archbishop of Wales without diocesan responsibilities – was felt to be the best means to enable the Archbishop to expand his important provincial role without compromising in any way episcopal ministry at a diocesan level nor risk placing too great a burden on the individual holder of that office. The details of that proposal may be found in the Annex.

7.2 However, it was always recognised that such a move would challenge the Church in Wales to make a significant leap in its understanding of episcopacy and the way in which the Archbishop of Wales related formally to the rest of the Church.

7.3 The Bench of Bishops felt that much of the Working Group’s conclusions about the role of the Archbishop in today’s Church in Wales and contemporary Welsh society were an accurate reflection of the position, and fully accepted the Working Group’s recommendations in sub-section 5.19. However, the Bishops had difficulty in accepting the model proposed by the Working Group, and considered the appointment of an Archbishop of Wales without diocesan duties to be theologically and ecclesologically unacceptable for the Church in Wales.

7.4 The Working Group’s report, and the views of the Bench of Bishops, were considered by the Standing Committee in July 2007. Like the Bench, the Standing Committee was content to accept the recommendations of 5.19; some members were also prepared to accept the proposed model for the Archbishop of Wales. However, the Committee noted the significant reservations of the Bench, and suggested that the Bench provide further instruction to the Working Group.

7.5 The view of the Bishops was that the Working Group should build upon its existing work on the Archbishop's role, but concentrate on finding a way in which the establishment of a permanent archiepiscopal see at Llandaff might work. In October 2007 the Bench agreed the following revised brief for the Working Group:

- It was recognised by the Bench that the current peripatetic model of primacy was no longer appropriate to meet the needs of the Church.
- The importance of locating the Archbishop of Wales in or near Cardiff was clear from the Working Group's earlier work, although the difficulties associated with expecting the Archbishop to be diocesan bishop of Llandaff were well-documented also.
- The Presiding Bishop model recommended by the Working Group was felt to be theologically and ecclesologically unacceptable for the Church in Wales.
- The Working Group was asked to consider ways in which the diocesan bishop of Llandaff could operate permanently as Archbishop of Wales with the support of an elected suffragan (with a clearly defined role).
- It was suggested that eligibility for the office of Archbishop need not be restricted to serving Welsh diocesan bishops as now.
- It was recommended that the Working Group look again at models of shared episcopacy used in English dioceses.

8. Reconsideration of the "Llandaff Model"

8.1 The Working Group had considered (and indeed, the majority of members still consider) its original proposal to be the best means to achieve its vision for the office of Archbishop of Wales as the Church's "Gift to Wales" and a significant part of the Church's ministry to the nation in the wider sense. However, it returned to consideration of the "Llandaff model" with the intention of finding a means to deliver as much of this vision as possible within the parameters set by the Bench and the theological context required.

8.2 In its earlier discussions (see sub-sections 6.7 to 6.13 for more detail), the Working Group had identified certain advantages in the establishment of a permanent archiepiscopal see at Llandaff, not least because it met very obviously the geographical requirements of the Working Group's vision for the Archbishop. It placed the Archbishop at Llandaff, and created no significant additional financial costs from the arrangements currently in place. However, a proposal to introduce just such a model was defeated heavily by the Governing Body in 1996, and the concerns expressed at that time by the diocese of Llandaff and others became the key areas for consideration by the Working Group.

Weaknesses of the "Llandaff Model"

8.3 The Working Group felt that there were two main problems with the "Llandaff model". First, it was concerned that the diocese of Llandaff clearly feared the prospect of forever "sharing" its diocesan bishop with the province. The diocese seemed to consider that the Archbishop's ministry to the diocese would be restricted by the requirements of the province, and that the diocese would need to "settle" for much of the time for the ministry of an assistant bishop. The root of this concern is the close

relationship between dioceses and diocesan bishops in the Church in Wales – far closer than in the Church of England, for example – and so in this case the diocese would feel that it was losing something important. Another difficulty lay in the apparent lack of value placed upon the assistant bishop in such an arrangement, which may have been exacerbated by the underuse of assistant bishops by some Archbishops over the years.

- 8.4 This observation linked to the Working Group’s second concern: that the relative informality of the working relationship between the Archbishop and his assistant bishop in the past had allowed Archbishops to retain too many duties and responsibilities.
- 8.5 The Working Group’s conclusion was that the resolution – and regulation – of the Archbishop/assistant bishop relationship was the key to making any proposal to create a permanent archiepiscopal see at Llandaff acceptable to diocese and province. Whilst “rooting” the Archbishop in a diocese, the proposed model should seek to limit his diocesan duties to such an extent that he would be able to spend a significant amount (perhaps 80%) of his time on provincial matters. The model should not allow the Archbishop to retain a large number of diocesan duties; equally, the role of the assistant bishop should be enhanced, and protected from the possibility of losing part or all of his episcopal role arbitrarily (that is, on the whim of the Archbishop). The arrangement must recognise that both Archbishop and assistant bishop are “proper” bishops and should have the right to exercise those areas of ministry which define that office – particularly ordination.

The Working Relationship between the Archbishop and Assistant Bishop

- 8.6 Finding a way to offer protection for the respective episcopal roles of the Archbishop and an Assistant Bishop within a permanent archiepiscopal see was not an easy task. The normal Anglican understanding of the concept of episcopal authority is that the diocesan bishop has authority over and responsibility for the episcopal ministry in his diocese. Whilst the diocesan bishop has discretion to delegate certain episcopal duties to another bishop – and there are many examples of such arrangements in the Church of England – it is more difficult to find examples of a diocesan bishop being compelled to do so.
- 8.7 The Working Group studied in some detail shared episcopal arrangements currently in place in the Church of England – Oxford, London, York – and in particular the arrangements in Chester and Canterbury through visits by Working Group members. However, it became clear that none of these schemes were considered to be completely successful by the dioceses themselves, and all relied to some extent (and in some cases extremely heavily) on the personalities of the bishops involved to make things work. One particular problem was that powers or duties delegated to the suffragan or area bishops under these arrangements could still be rescinded by the diocesan bishop without reference to any other authority within the diocese.
- 8.8 Without a ready-made solution in England, the Working Group turned to what might be achieved within the Church in Wales’s own structures. It was felt that the working relationship between the Archbishop and his assistant bishop should be regulated by a formal agreement, and that it would be necessary for this agreement to be enshrined

within the Constitution. This would mean that the agreement would be protected but could be amended to reflect changing circumstances. It would also mean that the ultimate regulator would be the Governing Body, which would be acting on behalf of the Church in Wales; there was no other body or individual within the Church's structures that might limit the power of a diocesan bishop with greater legitimacy.

- 8.9 The Working Group envisaged a two-stage approach. First, certain fundamental principles would need to be introduced in Volume I of the Constitution by Bill procedure (and amended only by Bill procedure thereafter). These would include: the creation of a permanent archiepiscopal see at Llandaff; provision that the Archbishop of Wales would also be diocesan bishop of Llandaff; provision that there would be an assistant bishop; the method of election for both bishops; and the requirement that the working relationship between the two would be regulated by a scheme within the Constitution.
- 8.10 Second, the working relationship would be regulated by a Scheme, introduced as part of Volume II of the Constitution, which could be amended by simple majority of the Governing Body. It would include an explanation of both the Archbishop's provincial role and arrangements for sharing diocesan duties and responsibilities between the two bishops in the diocese of Llandaff, and would set out in detail who would do what and when.
- 8.11 Such a constitutional arrangement would ensure that the fundamental principles behind the Archiepiscopal See arrangement – including the existence of a Scheme to regulate the shared episcopal arrangement in Llandaff – were protected, and would require Bill procedure to amend. At the same time it would enable the Archbishop to amend the Scheme as required by circumstances, but only with the agreement of the Governing Body, which would consider the needs of diocese and province in doing so.

The Status of the Assistant Bishop

- 8.12 The Working Group believes that such an arrangement would help to strengthen the traditionally imperfect and informal working relationship between the Archbishop and his assistant bishop, and thus help meet concerns about the implications that the creation of a permanent archiepiscopal see at Llandaff might have for the diocese and the province. Certainly, it was felt that the setting out and protection of the division of duties within the diocese, and the securing of the episcopal role of the assistant bishop, would help to improve the status of the assistant bishop. However, with the enhancement of the assistant bishop's status in mind, it was suggested that any proposal to introduce the "Llandaff model" should also include the following provisions:
- That there would be a permanent suffragan bishop in the diocese of Llandaff to act, *de facto*, as the bishop of the diocese;
 - In recognition of the power of nomenclature, and drawing on the example of the diocese of Canterbury, the suffragan bishop would be called the Bishop in Llandaff;
 - The Bishop in Llandaff would be elected by the Electoral College with a Llandaff weighting; any priest or bishop in the Anglican Communion would be eligible for election;

- The Bishop in Llandaff would be a full member of the Bench of Bishops, the Sacred Synod, the Governing Body House of Bishops (*ex officio*) and the Electoral College;
- He would be paid a stipend by the Representative Body at diocesan bishop level;
- His term of office would not necessarily be co-terminous with that of the Archbishop.

9. The Working Group's Proposal

9.1 The "Llandaff model" was not the Archiepiscopal See Working Group's first choice for a new model of primacy in the Church in Wales. Nevertheless, the Working Group feels that its proposed solution to the question of shared episcopal responsibilities in a permanent archiepiscopal see at Llandaff would enable the Archbishop to carry out much of the provincial role envisaged for him by the Working Group in its first report (as set out in section 5 of this report) whilst at the same time meeting the concerns of the diocese of Llandaff. It is felt that the Working Group's vision for the development of the provincial role of the office of Archbishop of Wales – which, it is suggested, would enhance the Church's ministry to Wales quite considerably – could indeed be supported by the "Llandaff model", although for this to happen it will be necessary for the Bishops and Archbishops to work together to ensure that the Archbishop's ministry is understood and experienced throughout the province. For this reason, the Working Group has reviewed and updated this model for consideration by the Bench of Bishops and the Standing Committee.

9.2 Should the proposal be accepted by the Bench and the Standing Committee, it is recommended – in view of the significant implications of this proposal for the diocese of Llandaff and the Church in Wales as a whole – that it be subject to a province-wide consultation. The introduction of the new model would not create significant additional financial costs over the current arrangement in Llandaff, except that the Assistant Bishop's stipend would increase to that of a diocesan bishop, and it would be necessary to upgrade the secretarial provision to the Bishop in Llandaff to a full-time post (an estimated additional total annual cost, at 2008 salary levels, of £12,000).

Model for Consideration

9.3 The Bench of Bishops and Standing Committee are asked to consider the following model:

9.3.1 That the following provision be introduced in Volume I of the Constitution:

1. The diocese of Llandaff shall be the permanent archiepiscopal see in the Church in Wales.
2. The Archbishop of Wales shall also be diocesan bishop of Llandaff. He will be elected by the Electoral College, which in the view of the majority of Working Group members shall have no diocesan weighting. Any priest or bishop in the Anglican Communion will be eligible for election.
3. The Archbishop shall be supported in his episcopal ministry to the diocese of Llandaff by a suffragan bishop who will be called the Bishop in Llandaff. This Bishop

will be elected by the Electoral College with a Llandaff weighting; any priest or bishop in the Anglican Communion will be eligible for election. The Bishop in Llandaff will be a full member of the Bench of Bishops, the Sacred Synod, the Governing Body House of Bishop (*ex officio*) and the Electoral College. He will be paid a stipend by the Representative Body at diocesan bishop level. His term of office need not be co-terminous with that of the Archbishop.

4. The working relationship between the Archbishop of Wales and the Bishop in Llandaff, and in particular the delegation of episcopal duties and responsibilities from the Archbishop to the Bishop in Llandaff, shall be regulated by the *Archiepiscopal See Scheme* (name to be decided).

9.3.2 That the following Scheme, to be called *The Archiepiscopal See Scheme*, be introduced in Volume II of the Constitution:

Provincial Role, Duties and Responsibilities of the Archbishop of Wales

The Archbishop of Wales is called to a distinctive provincial ministry. His focus must be to provide spiritual leadership for the Church in Wales in upholding the Faith at a strategic level. In doing so, he will be required to take on a variety of roles, duties and responsibilities both within the Church and as a link between the Church and wider Welsh society. This provincial role is likely to require some four-fifths of his time as a bishop

The Archbishop will perform a number of structural functions within the province:

- To develop a provincial ministry to the parishes of the Church in Wales in collaboration with the other diocesan bishops.
- Chief consecrator of bishops in the Church in Wales.
- President of the Governing Body, a member of the Standing Committee and Chairman of the Business Sub-committee.
- Chairman of the Bench of Bishops, and for meetings of the Provincial and Sacred Synods, the Electoral College and of the Provincial Board of Nomination when they are required to meet.
- Membership of the Representative Body.
- Regular meetings with the Provincial Secretary.

In addition, the Archbishop will undertake the following duties:

- Engaging with other churches and faiths as an Anglican Primate and a Porvoo Communion Church Leader, and through relations with the Anglican Communion, CYTUN, the Commission for Covenanted Churches and the Interfaith Council.
- Engagement with the national institutions of Wales and Welsh society.
- To be the Church's key spokesman in its dealings with the national media.
- To respond to invitations to preach, give lectures, lead retreats for various organisations within the Church or to participate in the work of other groups in society.

Diocesan Duties

To enable the Archbishop to carry out the extensive and important provincial role outlined above, it will be necessary for a significant proportion of the Archbishop's normal duties as diocesan bishop to be delegated to the Bishop in Llandaff.

Recognising that some functions are essential to the office of bishop, and others essential to the role of diocesan, the following duties and responsibilities will be shared between the Archbishop and the Bishop in Llandaff by mutual agreement:

- a. Ordinations;
- b. The appointment of archdeacons and the cathedral Dean;
- c. Pastoral reorganisation;
- d. The appointment of area deans;
- e. Appointment of livings under bishops nominations turn;
- f. Episcopal visitations;
- g. Senior staff meetings;
- h. Diocesan Administration.

The following duties and responsibilities will be delegated to the Bishop in Llandaff:

- a. Institution and licensing of clergy and lay ministers;
- b. Permission to Officiate;
- c. Confirmations;
- d. Questions relating to remarriage after divorce;
- e. Administration of the sacrament at holy communion by lay persons;
- f. Consecration and licensing of church and chapel;
- g. Licensing of building for public worship;
- h. Consecration of burial grounds;
- i. Selection of ordination candidates;
- j. Resignation of clergy;
- k. Approval of forms of service;
- l. Clergy and lay discipline;
- m. Chair of diocesan conference;
- n. Attendance at other diocesan meetings.

By arrangement the Archbishop would conduct some services of confirmation and institution.

Additional Matters for Consideration

- 9.4 The Working Group recognises that the diocese of Llandaff will need to consider other details of the Archbishop/Bishop in Llandaff relationship. These include:
- The use of the Cathedral for provincial events, and the amendment of the Llandaff Cathedral Scheme to ensure that the Bishop in Llandaff has appropriate rights within the Cathedral. There are already two episcopal chairs at the Cathedral. The Working Group recommends also that consideration be given to conducting consecrations in the Cathedral of the new bishop's diocese.

- The provision of appropriate housing, office and private chapel facilities for both Bishops.
- The use of discretionary and other funds normally attached to the diocesan bishop, noting that there might be particular legal restrictions currently in place.

**Extract from the Report of the Archbishopal See Working Group: June 2007
Recommendation**

- I.1 After considerable exploration of the advantages and disadvantages of all four models, the Working Group proposes the adoption of the fourth option: an Archbishop without specific diocesan responsibilities. Such an Archbishop will be outside the ecclesiastical experience of the Church in Wales. However, the creation at disestablishment of an Archbishop of Wales without an archiepiscopal see (for example an Archbishop of Llandaff, or Bangor) was also a radical move. The office has very clearly helped in the formation of a provincial identity for the Church in Wales. This new model would enable the Church to enhance its role as a major voice in society throughout Wales.
- I.2 The proposal would also go some way to bridging the perceived north/south divide in both Church and secular Welsh life.
- I.3 Any proposal to extend the provincial role of the Archbishop (in the way necessary to meet the needs of the Church in Wales) whilst asking him to retain diocesan duties would compromise the close relationship in Wales between the diocesan bishop and his diocese. The proposed model would allow the Archbishop to take on an enhanced provincial role without placing too great a burden on him or, indirectly, upon his diocese.
- I.4 The following model is proposed:
- Role and Responsibilities
- I.5 The Archbishop could carry out occasional episcopal functions (for example, ordinations) both at a diocesan and pastoral level in collaboration with the diocesan bishops (see section on jurisdiction – 7.10).
- I.6 The Archbishop would continue at a provincial level to perform the same structural functions within the province as now:
- I.7 Presiding at ordinations of bishops in the Church in Wales.
- President of the Governing Body (including membership of the Standing Committee, Chairman of the Business Sub-committee).
 - Chairman of the Bench of Bishops (and chairman for meetings of the Provincial and Sacred Synods and the Electoral College when they are required to meet, and of the Provincial Board of Nomination).
 - Membership of the Representative Body.
 - Regular meetings with key provincial staff – the Provincial Secretary, the lead Bishops' Adviser, the Press Officer.
 - Various other *ex officio* roles not directly connected to the provincial structure – for example Chairman of the Trustees of St Michael's College, Llandaff, or Trustee of the Pantyfedwen Trust.

- I.8 The Working Group's prime reason for recommending this option is its potential to create a renewed provincial focus for outreach and evangelism. The Archbishop would have responsibility for leading and/or participating in major provincial initiatives in evangelism. In doing so he would draw together and resource at a provincial level the work of diocesan officers in areas such as ministry, evangelism, education and healthcare chaplaincy and so on.
- I.9 The Archbishop would be able to provide support for his episcopal colleagues – to discuss ideas and provide advice, to assist diocesan projects, or to provide cover during the absence of the diocesan.
- I.10 The Archbishop could expand existing responsibilities linking the Church and Welsh society, including:
- Engaging with other churches and faiths, which would include existing Anglican and Porvoo Communion duties, relations with CYTUN and the Covenanted Churches, and possibly continuing involvement with the Interfaith Council and similar bodies.
 - Engagement with the national institutions of Wales and Welsh society more generally. This might take a number of different forms, from the provision of spiritual support, to participation in the development of Government policy, to joining (and possibly leading) national campaigns.
 - To be the Church's key spokesman in its dealings with the national media. Recent experience (for example on the subject of the Government's plans to replace the Trident system) suggests that the Archbishop is well-placed to lead national debates and to provide a Christian voice on issues of national and local importance.
 - To respond to invitations to preach, give lectures, lead retreats for various organisations within the Church (for example diocesan clergy schools or diocesan conferences) or to participate in the work of other groups in society (to use examples from the work of the current Archbishop, Shelter Cymru and the University of Wales).
 - Along with these points the Archbishop would be able to develop his own particular gifts and interests in the service of the Church and the wider community.

Jurisdiction

- I.11 In a church where the authority of the diocesan bishop within his diocese is regarded as paramount it is recognised that for the Archbishop to take a more active role across the province it will be necessary for the Bishops and Archbishop to work together to ensure that the role of Archbishop is understood and experienced throughout the province.
- I.12 It is not envisaged that the Archbishop will carry out any regular episcopal duties (ordination, confirmation) except in collaboration with the diocesan bishops, and so serious issues of jurisdiction should not arise.
- I.13 The Archbishop will require access to all six dioceses to carry out public engagements and work with groups from within the Church (see paragraph 7.9), and it is important

that diocesan bishops are fully aware of the Archbishop's engagements in their respective dioceses.

- I.14 This new model will enable the Bench of Bishops to explore further the collegial and collaborative nature of their episcopal ministry to the Church in Wales.

Appointment

- I.15 Under the proposed model the Church's existing procedure for electing bishops and Archbishops will not require significant amendment. Under the new arrangement the Archbishop will continue to be elected by the Archbishop's Electoral College (that is, a College of 42 members with no diocesan weighting).
- I.16 In view of the new office's lack of diocesan responsibilities, it will be important for the credibility of the Archbishop to have had diocesan experience before taking on the role. For this reason it is recommended that only serving diocesan bishops should be eligible for election. However, it is not felt that eligibility should be restricted to diocesan bishops of the Church in Wales (although knowledge of the Welsh language and the culture of Wales is likely to be a consideration).
- I.17 Under ordinary circumstances the Archbishop would serve to normal retirement age.

Location and Support

- I.18 For the reasons given in section 5 it is recommended that the Archbishop should be based in the Cardiff area. However the proposed separation of the Archbishop from the diocese means that it would not be appropriate for him to share facilities with the Bishop of Llandaff. It is considered that the improved office facilities now in place at Llandaff are not extravagant for a diocesan bishop – indeed it might be argued that past provision of office facilities for bishops has proved to be inadequate.
- I.19 The Archbishop's throne would be at Llandaff Cathedral. The Bishop of Llandaff's *cathedra* would remain at the Cathedral (at the moment Llandaff Cathedral is home to both episcopal and archiepiscopal thrones).
- I.20 It is recommended that the Archbishop should be provided with the same team of support staff as now – a secretary, a press officer and a chaplain. He should also be entitled to a car and a driver in recognition of the likely travel requirements of this truly provincial office.
- I.21 It is proposed that the Archbishop be provided with a house in the Cardiff area, and that office facilities be made available for him and his support staff at the provincial office in Cathedral Road. Such an arrangement would enable the Archbishop to meet easily with provincial staff – for example the press officer is already based at Cathedral Road – and there would also be meeting rooms available for discussions with others both from within and outside the Church.

Financial Costs

- I.22 One potential concern about this proposal is the perception that it would significantly increase the costs of the provincial Church. Consequently the Working Group has considered the likely costs of the recommended new arrangements.
- I.23 At the moment the Archbishop may appoint an assistant bishop to support him in his diocesan duties, and this is currently the case in Llandaff. Bishops' costs are met in full by the Representative Body, and presently the Representative Body pays for:
- One Archbishop;
 - Five Diocesan Bishops;
 - Two Assistant Bishops (Provincial Assistant Bishop, Assistant Bishop for Llandaff);
 - Secretarial support and other support costs for the above.
- I.24 Relieved of diocesan responsibilities, it will not be necessary for the Archbishop (or indeed any of the diocesan bishops) to appoint an assistant bishop in future. Consequently, based on current staffing, under this arrangement the Representative Body would be asked to meet the following costs:
- One Archbishop;
 - Six Diocesan Bishops;
 - One Assistant Bishop (the Provincial Assistant Bishop);
 - Secretarial support and support costs for the above.
- I.25 The difference between the two lists is the substitution of a diocesan bishop for one of the assistant bishops, and so the actual additional cost of the proposed new arrangement over what is currently in place would be the difference in annual costs between a diocesan bishop and an assistant bishop.
- I.26 (The figures used for "Assistant Bishop" in the following comparison are based upon the present Assistant Bishop for Llandaff, who has a part-time secretary (20 hours per week).)

	Diocesan Bishop Costs (£)	Assistant Bishop Costs (£)
Stipend (2006)	33,822	31,079
Employers' NI contributions (2006)	3,689	3,338
Pension contributions (2006)	8,219	7,552
Secretary's salary, NI and pension (2006)	28,485	16,277
Total costs	74,215	58,246
Difference in total costs: diocesan/assistant bishop	15,969	

- I.27 It would be reasonable to assume that a diocesan bishop will incur greater travel, entertainment and subsistence costs than an assistant – perhaps an additional £5,000-10,000 per annum. The one-off set-up costs (housing/office) for such a change are more difficult to estimate. However the province already provides a house for the Assistant Bishop of Llandaff, which would no longer be needed under the new arrangements.
- I.28 It is therefore possible to estimate that the total additional financial cost of introducing a new model of Archbishop without diocesan responsibilities over current arrangements would be between £20-25,000 per annum.

Recommendation

- I.29 The Working Group recommends to the Bench of Bishops and the Standing Committee that the new model for the primacy as set out in this report be adopted by the Church in Wales.