



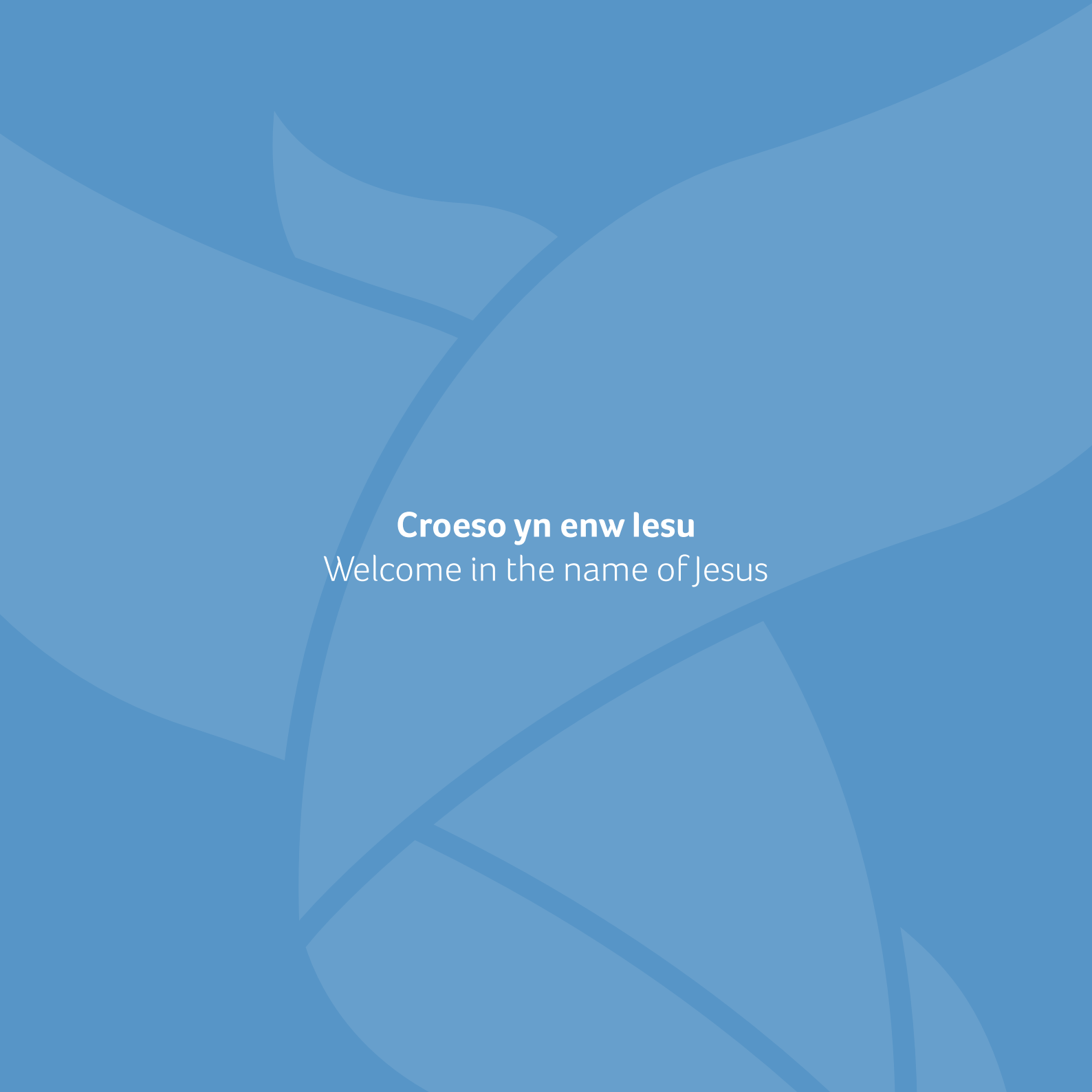
Esgobaeth Llandaf
Diocese of Llandaff

Lle Mae Ffydd Yn Cyfrif | Where Faith Matters

Recruitment Pack | Spring 2026

Penarth Ministry Area





Croeso yn enw Iesu
Welcome in the name of Jesus



Croeso! Welcome!

I am so glad that you are discerning a call to serve among us in the Diocese of Llandaff. These are hopeful, forward-looking days: our diocesan vision emphasises telling a joyful story, growing the Kingdom and increasing our capacity for good through loving service. I am praying for you as you embark on this process of discernment.

In the Diocese of Llandaff, our vision is for our churches to be centres of prayer, learning, loving service and outreach to their communities. We want our clergy to flourish in ministry, which is why we prioritise pastoral care and careful oversight through the work of our archdeacons and area deans. We seek to encourage collaborative ministry at every level and to empower our congregations to live out their calling as Christian disciples and tell the joyful story of the good news of God's love.

This is a wonderful time to be thinking about leading the ministry team in Penarth. The existing Ministry Team is committed to praying, meeting and working well together and is seeking a colleague who will lead and inspire them in both traditional and more creative ways, helping people to grow in their faith, welcoming people of all ages and at every stage of their Christian journey, and building on the great work already being done in these churches.

I am looking for a priest who enjoys working as part of a team, is prayerful, and will bring their own energy and creativity to help shape and develop the ministry of these faithful worshipping communities. I hope you will find this profile helpful in discerning whether you feel called to apply.

Rt Rev'd M. K. R. Stallard

Bishop of Llandaff



Welcome to Penarth Ministry Area

Penarth Ministry Area is a community of five churches centred on the attractive and vibrant seaside town just a few miles south west of Cardiff and the adjacent village of Llandough. Penarth is regularly highlighted in the national press as one of the top places to live in the UK and is popular with both families and the retired.

We are proud that the Ministry Area belongs to the Inclusive Church network and welcomes everyone. We value the diverse worship styles and traditions of the Anglican Church and our aim is for everyone to find a service to suit their preferences in one of our five churches.

Safeguarding is of paramount importance to us, so all relevant staff and volunteers are DBS checked and participate in the required training.

We are a well-integrated Ministry Area, with a single Ministry Area Council providing governance and a single set of bank accounts and financial reporting. The clergy team regularly rotates around our five churches, and our congregations come together several times a year for united Ministry Area services. There is strong support from across the Ministry Area for major events and initiatives organised by individual churches. Although good progress has been made, we are still learning what works for us as a Ministry Area and expect this to continue to evolve over time.

We are also active members of Penarth Cytûn, which brings the different denominations within the town together on a regular basis for prayer, ecumenical worship and various missional initiatives.



Our mission, vision and strategy

Photo by Nick Russell on Unsplash

The Ministry Area Council has developed a Mission, Vision and Strategy which sets out our priorities for the next five years and is reviewed on an annual basis. Our vision for the Ministry Area, which underpins all our mission priorities, is to be:

- Visible and known
- Flourishing, inclusive and outward-looking
- Making best use of our resources
- Proactive in serving our community
- Active in stewardship of our environment and challenging injustice.

We are looking for a Ministry Area Leader who will lead, support and encourage us in driving our strategic agenda forward, working as part of a strong and integrated team of clergy and lay people to minister to the people of our community and beyond.

Under previous leadership the Ministry Area Leader served as Vicar of St Augustine's, Holy Nativity and St Dochdwy's churches, working in partnership with Rev. Jimmy Young who was appointed in 2021 as Vicar of All Saints' and St Peter's. This represents the current working practice, though it is naturally expected that the new MAL may want to consider the future distribution of clergy resources, in consultation with other team members.



Our Community

Penarth Ministry Area is located approximately five miles to the southwest of Cardiff, encompassing the beautiful seaside town of Penarth together with the adjoining community of Cogan and the village of Llandough. Penarth is the second largest town in the Vale of Glamorgan, after Barry, and has a rich history. It was a popular seaside holiday destination during the Victorian era, promoted nationally as 'The Garden by the Sea', and also has a significant industrial and maritime heritage.

The population of the Ministry Area today is about 27,000. The housing is a mixture of large expensive properties along with ex-council estates and some social housing. There are newer housing developments in various areas of Penarth and a smaller development in Llandough, bringing new

families to live in the area. Further development is planned to the south of Penarth near Cosmeston Lakes. There are a number of retirement homes, residential and nursing homes within the Ministry Area.

Penarth has a vibrant main shopping area with a good mixture of independent shops, national chains, charity shops, cafés and restaurants. The town has a thriving library, theatre and concert venue, art gallery and many well-kept parks. The seafront promenade and award-winning pier with its café and multi-purpose events space attract many visitors. There is a yacht club, a golf club, two tennis and two bowls clubs and many other local sports organisations. Cosmeston Lakes Country Park and nature reserve provide a beautiful setting for walking, cycling and leisure just south of the town.





There are six primary schools (including a Welsh-medium school) and two secondary schools in Penarth. Children can also travel further afield to a Church in Wales secondary school in Llandaff or a Welsh-medium secondary school in Barry. Penarth has a number of good nurseries and an independent school educating children from 3 to 18. In addition, Headlands School provides education and residential services to students between the ages of 7 and 19 who may have experienced difficulties in their lives and are likely to face further challenges as they mature, and Ysgol y Deri, which featured on the BBC programme A Special School, is the UK's largest SEN school catering for students aged 3-19.

Cogan has its own primary school and is the location of Penarth's leisure centre and swimming pool, and the Ministry Area also encompasses Penarth Marina, which includes modern housing developments with waterfront homes and draws many visitors to the Cardiff Bay Barrage, giving pedestrian and cycle access to Mermaid Quay.



Llandough is a thriving village three miles from Penarth, on the hill overlooking the Marina and Cardiff Bay. It has no shops but has a primary school and a village hall. Llandough Hospital is part of the Cardiff and Vale University Health Board and has undergone rapid expansion in the last five years. The Health Board provides full Chaplaincy services.

There are frequent trains from Penarth into Cardiff, and there are regular buses to Cardiff, Barry and Llandough. A station at Cogan also provides access to Barry and Cardiff. The Ministry Area is a 15-minute drive away from Cardiff city centre which has excellent shops, restaurants, theatres and cinemas, and is only 10 minutes' drive to Cardiff Bay, home of the Senedd, [the Welsh Parliament], the Wales Millennium Centre, Sports Village and many waterside restaurants. The M4, for travel west towards Swansea or east towards Bristol, and Cardiff International Airport are both about 10 miles from Penarth.



Our Churches



St Augustine's

St. Augustine's is the only Grade 1 listed building in Penarth and is situated at the highest point of the area. It is a prominent landmark that can be seen from the Severn Bridges! It was completed in 1866 having been designed by the famous Victorian architect, William Butterfield. It has a bell tower with eight bells that are rung regularly. The churchyard is now closed for burials but there is an active Churchyard Group who maintain the space, including some attractive areas of rewilding.

The style of worship at St Augustine's is broadly Anglo-Catholic. A Sung Eucharist is held each Sunday morning at 10.45am, with tea and coffee served afterwards, and there is a mid-week Said Eucharist. Typical weekly attendance across all services is 45-55.

There is an active Friends of St Augustine's group, many of whom are not regular church attenders, who take a keen interest in the history and preservation of the church and churchyard. They arrange talks, guided walks and various fundraising events which help with maintaining the fabric of this historic building.

Holy Nativity

Holy Nativity Church is prominently located and 'greet's you as you drive into Penarth through Cogan.

It has its origins in an Anglican Mission started in 1889 to serve the growing community of Cogan. The first service took place on Christmas Day 1889 in a stable, which is the origin of the Church's dedication. The present church was built in 1894 to accommodate a larger congregation than the restored St. Peter's could accommodate. It suffered bomb damage during World War II and was re-consecrated in 1953.

In recent years, thanks to the initiative of the congregation and with the benefit of donations and grants, the setting of the church has been transformed to make the building more visible and to develop the church grounds as a landscaped 'community garden'. Work on the project is continuing.

The style of worship here has traditionally been Anglo-Catholic. The main service is now a Eucharist with hymns each Sunday morning at 9.15am. There is a loyal and senior congregation, many of whom have life-long family connections with the church, and an attachment to a traditional and more formal liturgy. Typical weekly attendance now varies between 12 – 20.





St Augustine's Interior



St Dochdwy's

St. Dochdwy's is centrally located in the village of Llandough on a site where Christian worship dates back to the origins of the early Celtic Church. The graveyard contains the Irbic Cross



which dates from the 11th/12th Century.

The present church was opened in 1866 and is a widely recognised landmark with its distinctive saddle back tower visible from miles around. Its churchyard is also now closed for burials.

St Dochdwy's is more central within the Anglican tradition. A Said Eucharist is held each Sunday morning at 9.15am for a faithful congregation of between 15-18.

One of our strategic priorities is to build a new congregation at St Dochdwy's, providing worship opportunities for younger single people and families living in the area. We have experimented with an informal Sunday afternoon service and are now working to build relationships through occasional special events and services.

All Saints'

All Saints' Church is located in Victoria Square, originally built by the Earl of Plymouth in 1892. Destroyed by a German air raid in 1943, the church was rebuilt and reopened in 1955. All Saints' has been re-ordered as a multi-purpose building with catering, toilet, office and creche facilities. The church is surrounded by a grassed area, landscaped



with trees. The Friends of Victoria Square group has created a number of attractive natural planting areas to encourage wildlife as well as a community vegetable garden.

All Saints' holds a wide spectrum of services. On Sundays there is a traditional Said Eucharist at 8am, followed by the main mid-morning service at 10am which has a more relaxed and informal style, with music provided by both organ and choir and a contemporary worship group. Tea and coffee are served after this service. There are mid-week Said Eucharists in both English and Welsh, and a monthly Choral Evensong. Typical weekly attendance across all services is 160-180.

St Peter's

St Peter's Church, also known as Old Cogan Church, is located on the outskirts of Penarth off Sully Road. There is a reference to it in 1180, so it was probably constructed just before that. The present structure is one of the earliest ecclesiastical buildings surviving in the Diocese. St Peter's is a small church but has a dedicated group of 'Friends' determined to conserve and enhance the building, as befits its historical and spiritual value. A project to improve the facilities at the church, using funds from a generous legacy is moving forward so that the church may play a full part in the overall life of the Ministry Area.



The style of worship may be described as traditional with a focus on the contemplative. Regular worship is held once a month with occasional special services to mark major festivals. Typical monthly attendance is 10-12.



The Team

The Rev'd Jimmy Young

joined Penarth Ministry Area in 2021 as Vicar for All Saints' and St Peter's churches. He was brought up in Cardiff but came to us from the Church of England, where he was ordained in 2014 after a number of years working as a youth worker. He is currently Area Dean for the Vale of Glamorgan Deanery, of which the Ministry Area is part, and served as chair of Penarth Cytûn for the past two years. Jimmy is passionate about sharing the love of Jesus with people of all ages and creating an invitational culture. He lives in All Saints' Vicarage with his wife Debs and is a keen runner and reader.



her wife Lucy, who is a junior doctor. They got married in August 2025 and held a service of blessing in All Saints'. They both enjoy walking, reading and exploring new places in Wales and beyond.

Hugh Bryant is our Lay Reader (retired, with PTO), who moved to the area in 2020 after managing a Trussell food bank and a long career in maritime law. Hugh enjoys preaching and leading services throughout the Ministry Area and is a keen advocate for social and environmental justice. Hugh and his partner Kehinde (Kenny), a food safety consultant, got married at All Saints' in August.

Children's & Youth Ministry Leader

– we are currently recruiting for this position after raising the funds to cover a full-time post. Previously we have employed two part-time youth workers in succession, but Penarth Ministry Area is now committed to taking our work with children, young people and their families to the next level as one of our top strategic priorities.

Alicia King-Evans and

Rachel Elder are our two part-time Administrators, based in the Ministry Area Office within All Saints' Church, and keep everything running smoothly. The office is staffed every weekday morning, with Rachel also spending one morning a week in the office at St Augustine's Hall.

Lay Ministry – throughout Penarth Ministry Area a huge number of lay people are involved in ministry in a wide range of ways. All Saints' has a Prayer Ministry team who provide an opportunity to pray with and for people during communion at the main morning service. Our trained Pastoral Visiting team are now working in pairs to visit those who are housebound on a regular basis.

We are blessed with teams of volunteers who help organise and host a myriad of other activities and organisations.

The Rev'd Susannah Griffin

joined us in 2025 as Curate, having been ordained as a deacon in June. Prior to training for ordination she worked as a Maths teacher in Hereford. She is enjoying all aspects of her curacy, but the pastoral side of ministry is a particular interest. Susannah lives in Llandough Vicarage with





Buildings

St Augustine's Parish Hall

The modern Parish Hall is located approximately two minutes' walk from St. Augustine's Church. It includes kitchen facilities and an office/meeting room. As well as being used for Ministry Area events, the hall is regularly let to other organisations and private parties providing a welcome income stream for the Ministry Area.



All Saints' Halls

All Saints' has two church halls on Victoria Square.

The Main Hall was designed by John Coates Carter as one of his first solo projects in the expressionist form in 1906; the building is grade 2 listed and is a fine example of the Arts and Crafts Movement. The hall includes a stage, gallery and basic kitchen facilities. It includes a comfortable Youth Room where the All Saints' youth group ('POD') meets during the Sunday morning service.

The Lesser Hall is smaller, carpeted and much cosier, and includes kitchen and projection facilities. It comfortably seats 80 people. The All Saints' Sunday



School meets here during the Sunday morning service, and it is the venue for a Community Cinema run by the church.

Both halls are used by a variety of community groups throughout the week providing an important source of income for the Ministry Area.

Church House is a former curate's house adjacent to Holy Nativity church. It is owned by the Ministry Area and currently let to a refugee family.



St Lawrence's is a decommissioned church in the rural setting of Lavernock, south of Penarth, and was the site of Marconi's first ever wireless broadcast sent over water in 1897. It closed in 2002 and has been leased by the Church in Wales to a charitable trust, the St Lawrence at Lavernock Trust (SALT), which is responsible for the maintenance and upkeep of the building. However Penarth Ministry Area retains responsibility for the churchyard, and SALT holds around six services a year to mark special festivals.



Music

St Augustine's choir

Music is very important in Penarth Ministry Area, and the choirs and worship group make a vital contribution to worship at our services.

St Augustine's

Robert Court, the organist and Director of Music at St. Augustine's is a retired professional musician and associate lecturer. Together with the assistant organist, Dr Chris Berry, he directs a small, committed and gifted choir of female voices. St Augustine's runs a modest bursary scheme to attract younger voices.

The William Hill organ at St Augustine's is one of the best examples of its kind in the country. It is in fine condition, and we have welcomed many internationally acclaimed soloists to give recitals on it.

All Saints

All Saints' enjoys a mix of traditional and contemporary worship music. It has a long-established choral tradition and a four-part choir who support the main service on a Sunday,

alongside a worship group which leads the more modern songs, usually accompanied by piano, guitar and viola. The choir, led by organist and choirmaster John Cheer, and worship team, led by Nigel Lloyd-Latham, collaborate closely with some members participating in both groups. The choir sings Choral Evensong once a month.

The church has a fine example of a Compton Extension Organ built in 1954 which was thoroughly overhauled and expanded to include a digital interface in 2017. All Saints' also benefits from a modern Yamaha concert grand piano which is the best piano to be found in a public space in Penarth, attracting many a professional player wishing to perform on it.





All Saints choir

Other churches

Holy Nativity, St Dochdwy's and St Peter's do not have choirs, but each has an organ and their congregations appreciate the services of part-time organists, interspersed with recorded music to accompany hymn singing.

Music at Lunchtime

The Ministry Area hosts monthly recitals in All Saints' Church on a Monday lunchtime, typically attracting an audience of 80-100 people. The performers include young people embarking on their careers, sometimes drawn from the Royal Welsh College of Music and Drama and Cardiff University, as well as professional musicians who enjoy the opportunity to play in the series. As an informal event, people are invited to bring their lunch and refreshments are served to enjoy while listening to the recital,

making it an excellent opportunity for fellowship and outreach. Entry to these lunchtime recitals is free but donations are welcomed and these are shared between the Ministry Area and the performers.

Other concerts

St Augustine's has a wonderful acoustic and is frequently used for concerts of varying musical genres, and occasionally for commercial recordings, providing a welcome addition to Ministry Area funds. In recent months St Augustine's has hosted the filming of both *Dechrau Canu Dechrau Canmol* for S4C and *Songs of Praise* for the BBC.

All Saints' is also a popular venue for visiting choirs and other concert promoters due to its seating capacity, attractive interior and excellent acoustics.



Ministry Area Leader in the Diocese of Llandaff

- Role Description and Person Specification

The Diocese of Llandaff is organised into 29 ministry areas. A ministry area is a united benefice or group of churches with a team of clerics licenced to the area as a whole.

Bishop Mary is looking for dynamic Priests with energy and drive, who can share in her episcopacy. They will effectively exercise oversight and pastoral leadership of the ministry area, fostering new relationships, encouraging greater collaboration, and building trust across the different churches and teams, so that the ministry area becomes one coherent community with a clear identity and purpose, empowering and enabling the gifts of all as they lead the mission of the church in that area.

Role Description

The ministry area leader would be expected to:

- **Lead the Ministry Area:** Ministry Area Leaders are strategic pastors, offering vision, creating culture, enabling change, and planning for the future, taking the ministry area on a journey towards renewed life and spiritual health. This will involve the development of a ministry area development plan, buildings plan, generosity plan and evangelism plan.
- **Oversee the Clergy Team:** Ministry Area Leaders are supervisors, meeting regularly with the clergy team, providing oversight, encouraging mutual respect, close collaboration and the flourishing of each other's ministry. This will involve regular team meetings, 121s, MDRs and good pastoral care.
- **Encourage Volunteers:** Ministry Area Leaders are collaborators, working closely with the Lay Chair, Church wardens, licensed and commissioned ministers, encouraging and enabling every member of each congregation to discern their gifts and get involved in the life of the church in ways that are sustainable and well supported.
- **Ensure Good Governance:** Ministry Area Leaders are good governors, creating clear and kind decision-making processes, robust accountability structures, and a safer culture, ensuring the Ministry Area Council fulfils its duties as a board of charitable trustees.
- **Create a culture of generosity:** Ministry Area Leaders are financially literate, working with the treasurer to provide financial oversight, encouraging regular giving and a culture of generosity across the ministry area.



Photo by Nick Russill on Unsplash

We are therefore looking for priests who:

- Are passionate about working with the Bishop and their fellow clergy to make the good news of Jesus Christ known in the churches, the local community and across the ministry area.
- Are able to teach the faith that comes to us from the Apostles and to proclaim this afresh, leading the people of God in holiness of life and encouraging the discipleship and ministry of others.
- Are ready to explore new ventures in mission and to work for peace, justice and the integrity of creation; who are able to work with others to enable the wider church to discern what the Spirit is saying to the churches and put this into practice.
- Have determination and perseverance, and who are committed to praying each day for strength to follow the Good Shepherd in guiding our church communities.
- Have a commitment to loving all God's people, seeking to manage conflict well, build consensus, make decisions and guide teams of clergy and lay people.
- Are willing to offer or ensure good "ad-ministry" in their communities, offering the oversight and organisation the ministry area needs.
- Have a warm and generous heart, able to offer pastoral care gently and kindly.
- Are comfortable ministering across a wide range of traditions within the Church in Wales.
- Have a heart for the local area and for continued learning and formation.



Children's and Youth Ministry

This is a major priority for Penarth Ministry Area, and we have ringfenced funds received through legacies and other generous donations to employ a full-time Children's and Youth Ministry Leader. The recruitment process is currently underway once again after a previous round unfortunately did not result in an appointment. Meanwhile our work with children and young people continues through the efforts of a committed and skilled group of volunteers.

All Saints' has a currently small but well-established Sunday School (the PEAS) and a thriving group for teenagers (the POD), both of which meet in the church halls during the main Sunday morning service. It also has an enclosed, well-equipped creche room which parents of younger children can use while still listening in to the service.

St Augustine's has a small Sunday School which meets once a month during Sunday morning worship, either in the hall or in the church porch (in fine weather!) This is an area we would like to see grow and develop, encouraging more families with children to attend. A well-attended playgroup led by volunteers from the Ministry Area has been held weekly at St Augustine's Hall, though has recently been suspended while the group seeks a new leader.

There are currently no children regularly attending our smaller churches, though Holy Nativity has a longstanding connection with Cogan Primary School. At St Dochdwy's we recently experimented with an informal, monthly service on Sunday





afternoons for all ages. Having reviewed this initiative we decided to take a step back and are currently working to gradually build relationships with local families through a series of special events and services around major festivals.

Toast is a monthly Saturday morning breakfast club held in All Saints' Church for families of younger children, providing play and creative activities for the little ones and a delicious breakfast for all. It provides a great opportunity to build relationships with families in a welcoming, relaxed and fun environment.

We have good relationships with a number of local primary schools, and clergy lead occasional assemblies there. Our active Open the Book team regularly visits local schools to present Bible stories in an accessible way using storytelling and drama. Several schools use our churches to hold Christmas Carol or Harvest Festival services.

All Saints' Church has for the last few years organised and hosted The Christmas Experience and The Easter Experience, each lasting up to a week during which around 400 local primary school children attend to explore the meaning of Christmas and Easter through a series of activity stations each prepared and led by lay volunteers.





Outreach and Activities

Life Events

Our churches are popular venues for baptisms, weddings and funerals.

Average figures for the past three years were as follows:

Baptisms: 11

Weddings: 7

Services of blessing: 1

Funerals and services of thanksgiving: 46

Interment of ashes: 4

A Confirmation service was held in January 2025, at which 6 young people and 5 adults were confirmed by Bishop Mary.

Special Services

Both St Augustine's and All Saints' Churches hold very well attended Crib Services each year on Christmas Eve and all five churches host a variety of carol services and other special services in the Christmas period. St Augustine's has a strong relationship with the RNLI, hosting their annual carol service and Sea Sunday celebration.



Holy Week services take place across our five churches throughout the week, encouraging members to move around the Ministry Area regardless of which church they usually attend.

Remembrance Sunday Services are hosted each year by All Saints' Church for the town of Penarth and St Dochdwy's Church for the Llandough branch of the British Legion. Both churches also host annual Civic Services for their respective local councillors.

All Souls' services are held at both St Augustine's and All Saints' Churches, to which families of

those whose funerals have been held in our churches over the past year are invited.

Faith Groups

Small groups where faith can be nurtured and shared and strong support networks developed are very important within Penarth Ministry Area. We currently have a total of 6 active groups meeting at different times of the week, open to anyone from across the Ministry Area.

Courses

All Saints' Church has a long history of running courses for those exploring and developing



Major Events

For several decades St Augustine's Church has hosted an annual Christmas Tree Festival over a weekend in early December. This brings over 2,000 visitors to the church each year to view the display of trees prepared by various local community groups, businesses, schools and families, as well as enjoying performances by local musicians and refreshments served in the hall. The proceeds of the Festival are split between three charities (one local, one national and one international) and Ministry Area funds.

All Saints' holds an annual Summer Celebration in the church and its grounds, including live music, a bar, bouncy castle and other entertainment for children, street food stalls, afternoon teas and more. This attracts hundreds of visitors from the local community and is a great way to invite them into our building in a relaxed and informal setting.

Community Cinema

Our Community Cinema is quite a phenomenon. It operates from All Saints' Lesser Hall, which is equipped with projection and sound facilities, and was started 7

their faith, including the Alpha Course and Christianity Explored. Currently a small Alpha course is running, specifically aimed at bringing together a group of younger adults who have recently started attending the church. We would like to run a larger Alpha course across the Ministry Area once again in the near future.

Each year we run a Lent course, either across the Ministry Area or on a wider basis alongside other Cytûn churches. Our five-year Strategy includes the development of an approach to running regular discipleship courses to cater for people at various stages of their

faith journey. Preparation for confirmation is also managed at a Ministry Area level.

Home Communion

A dedicated group of licensed Eucharistic Assistants supplements the clergy in taking communion to the housebound on a regular basis. We also offer communion in a number of local residential homes.

Mothers' Union

The Ministry Area no longer has its own branch, but our members attend the Dinas Powys group meetings.



Ministry Area lunches are held a couple of times each year, usually marking Epiphany and Harvest. These are a great opportunity for members of all our churches to come together for a delicious meal and fellowship, raising significant funds for the Ministry Area and its external mission. All Saints' Church also hosts a series of Cream Teas with live music on summer Sunday afternoons, which attract attendees from the local community and make a welcome contribution to Ministry Area funds.

years ago with a single screening once a month as an outreach to the older members of our community. The Cinema has grown to the point where several films are shown each month, each on multiple evenings, with each screening typically attracting an audience of 80+ people. Many of the attendees are elderly or have limited mobility and would find it difficult to visit a conventional cinema, and with a warm welcome from the hosting team and themed refreshments provided, the cinema provides a great opportunity for fellowship as well as a significant income stream for the Ministry Area. Some of the attendees have begun attending church as a result of the relationships formed.

Welcome and Fellowship

A number of other opportunities are available for fellowship amongst existing members and outreach to the community. All Saints' Church hosts a Warm Space each Thursday morning with free refreshments and a fortnightly Needles, Knitters and Natters group, as well as a weekly coffee morning in one of the church halls. St Augustine's Church is open to visitors on Wednesday afternoons and one Sunday afternoon each month. St Dochdwy's Church in Llandough plays an active role in the annual village fete and at St Peter's Church there is usually an annual Open Day and other occasional events throughout the year.

Cytûn

The closeness of the collaboration between churches of different denominations and the relationships between church leaders in Penarth is at a level rarely found and is a real highlight of our community. Church leaders meet regularly for prayer and fellowship; there is a weekly Welsh language Eucharist service, joint youth activities, an annual Week of Prayer for Christian Unity, Lent and Harvest lunches for Christian Aid, a Good Friday March of Witness, an annual service marking Women's World Day of Prayer, and more.



Governance

Ministry Area Council

Penarth Ministry Area is a Charitable Incorporated Organisation and Ministry Area Council (MAC) members are trustees of the charity. The MAC comprises:

- Our Lay Chair, Mel Griffin
- The clergy and our Reader as ex-officio members
- Our two Ministry Area wardens, Neil Pugh and Elizabeth Treasure
- Eight members elected by the Ministry Area, representing all five churches
- Our Treasurer, Chris Salisbury (co-opted)

The MAC meets every two months and is chaired by the Lay Chair. Our two administrators attend meetings as the secretariat. The MAC oversees all aspects of church life, including defining and implementing our Mission, Vision and Strategy, managing the finances, the employment of staff, looking after our buildings and making other decisions related to the operation of the Ministry Area.

Standing Committee

This is made up of the Lay Chair, clergy, Ministry Area wardens and Treasurer. It meets every two months in between MAC meetings to deal with urgent matters and the more detailed discussions needed in preparation for MAC decision-making.

Sub Wardens

Each of the five churches has a Sub Warden who takes care of day to day matters at the church and preparation for Sunday services. In the case of All Saints' Church this function is provided by a team of Sub Wardens working on a rota basis.

Buildings Committee

This is a small group who oversee all buildings related projects and major maintenance requirements, including ensuring delivery of the work arising from Quinquennial inspections and health and safety reports. The Buildings Committee provides a line of communication between the Sub Wardens in each church and the MAC which controls the finances.

Strategy Steering Groups

Small steering groups made up of MAC members and others by invitation have been established to oversee each of the five strands of the Ministry Area's Vision and Strategy, namely:

- Communications
- Outreach & Community (combined into one group)
- Resource Management
- Environment & Social Justice

These groups are not intended to do all the work themselves but to establish projects, bringing together other suitably qualified volunteers from across our congregations, and to provide guidance and direction to make sure that the Ministry Area's strategic objectives are met.



Financial Position

Chris Salisbury, a qualified accountant, acts as our Treasurer. The Treasurer prepares monthly financial reports and the annual accounts, as well as dealing with investments, insurance requirements, risk management and other matters on behalf of the Board of Trustees (the MAC).

The Ministry Area has a long tradition of Christian stewardship and encourages regular giving through the Church in Wales' Gift Direct scheme. Income from regular giving has fallen slightly over recent years, but is supplemented by income from venue hire, fundraising and investment income.

In the current financial year our income is exceeding expenditure year to date by about £16k, with unrestricted general cash reserves of c. £60k. However, we have a large building maintenance backlog arising from delayed Quinquennial inspection reports for our churches and a suite of health and safety reports we commissioned for all our buildings. Work is currently underway to review,

prioritise and quantify the list of projects arising from these reports. Grant funding will be sought for this work wherever applicable. The Ministry Area also benefits from a number of restricted donations held for specific purposes, such as the preservation and development of St Augustine's church and the funding of a Youth Ministry Leader.

We recently sold a property belonging to the Ministry Area and have invested the sale proceeds to generate income in the short to medium term, while designating the capital sum for strategic projects. We are also the beneficiaries of a significant legacy (over £1 million) received in 2019. The capital sum is held in trust by the Representative Body of the Church in Wales but the Ministry Area receives the income, which according to the donor's wishes is preferred for St Peter's Church. Funding has already been allocated to repair and renovate the organ at St Peter's, and a project is in progress to design and build a standalone amenity building providing toilet, storage and basic catering facilities for the church.



Here is a summary of the Ministry Area's financial position taken from the published end of year accounts for 2024:

All figures in UK Sterling	Unrestricted	Designated	Restricted	Total
Voluntary income	154,831	39,593	47,954	242,378
Generated Income	138,704	0	31,269	169,973
Investment income	21,520	0	437	21,957
Other income	4,047	0	200	4,247
Total income	319,102	39,593	79,860	438,554
Support for Ministry	154,041	0	0	154,041
Parish Activities	71,729	55	232	72,017
Maintenance	127,199	3,243	994	131,435
Missions	3,629	0	259	3,888
Other	2,573	0	0	2,573
Total expenditure	359,171	3,298	1,486	363,955
Operating surplus / (deficit)	(40,070)	36,295	78,375	74,600
Asset revaluations	153,929	0	0	153,929
Net surplus / (deficit)	113,859	36,295	78,375	228,528
Net assets brought forward	667,184	103,100	80,976	851,260
Net surplus / (deficit) for the year	113,859	36,295	78,375	228,528
Net assets carried forward 31 Dec 2024	781,043	139,395	159,351	1,079,789

Housing and Expenses

The Rectory is located in Hickman Road, adjacent to the town centre and approximately 10 minutes' walk from each of St Augustine's, Holy Nativity and All Saints' churches.

It is a large Victorian semi-detached house, with two reception rooms, a breakfast room and kitchen, plus six bedrooms. There is rear garden, a garage and a driveway with space for 3 cars.



Our Diocese

Irish monks first established the Christian faith in Morgannwg during the 5th and 6th centuries. St Cadoc established the monastery at Llancarfan and ruled the area as Abbott-King. St Illtud established a school of world renown at Llantwit Major where he trained St David and St Patrick. St Dyfrig became the first bishop of the area, followed by the great St Teilo. However, it was St Euddogwy, the third bishop who finally settled at Llandaff in the sixth century.

Today we are the most populous of six dioceses in the Church of Wales, with over one million inhabitants, covering much of South Wales, including the urban centres of Cardiff and Barry in the Southeast, the Heritage Coast to the South, the South Wales Valleys in the North and the post-industrial regions of Neath and Port Talbot in the West. The diocese is a family of over 6,000 regular worshippers with over one hundred clerics and more than two hundred churches spread across 29 Ministry Areas.



1 Theological Institute



29 Ministry Areas



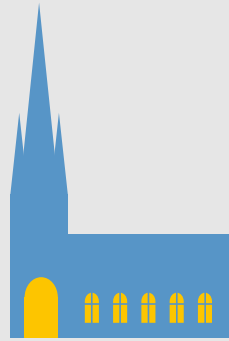
130 serving clergy



33 Licensed Lay Ministers



207 Churches



1 Cathedral



1 Eco-Diocese



6 Deaneries



More than **6000** regular Church in Wales worshippers



3 Church in Wales High Schools



22 Church in Wales Primary Schools



1 Resource Church



Esgobaeth Llandaf Diocese of Llandaff

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