

# Ein cynlluniau

Canllaw ar gyfer paratoi  
Cynlluniau Datblygu Cenhadaeth,  
Eiddo a Chyllid o fewn  
Ardaloedd Gweinidogaeth

## Our plans

A guide to the preparation of  
Mission, Property and Finance  
Development Plans  
within Ministry Areas



## Ein gweledigaeth

Fel Cristnogion yn Esgobeth Bangor, gallwn olrhain ein hanes yn ôl i ddynion a merched sanctaidd a sefydlodd gymunedau o weddi a gwasanaeth ar draws yr esgobaeth mor gynnar â'r bumed ganrif. Parheir i goffáu'r saint Celtaidd cynnar hyn – Deiniol, Cybi, Seiriol, Tudwen, Madryn, a llawer o rai eraill – yn enwau ein heglwysi, ein pentrefi a'n trefi. Fileniwm a hanner yn ddiweddarach, nid yw ein cenhadaeth wedi newid – ond mae'n cyd-destun yn newydd, ac yn heriol. Ein hymateb ni yw ymrwymo'n hunain i wireddu gweledigaeth esgobaethol o ddilyn Crist ag egni newydd ac mewn ffyrdd newydd, ac i wneud hynny drwy sefydlu a hybu tri **chonglfaen**, tri **chanolbwynt**, tri **chynllun** a thri **chynsail** allweddol.

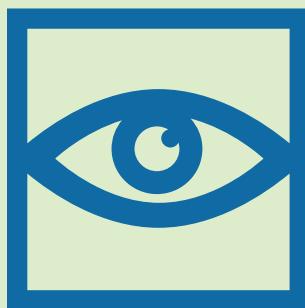
Mae'r **conglfeini** a nodwyd gennym yn disgrifio'n gobeithion a'n huchelgeisiau dyfnaf fel esgobaeth: rydym yn bodoli er mwyn **(1) addoli Duw, (2) tyfu'r Eglwys, a (3) caru'r byd**. Wrth i ni edrych ar ein esgobaeth heddiw trwy lens y conglfeini hir-dymor hyn, gallwn wedyn nodi'n glir rhai **canolbwytiau** hollbwysig. Rhaid i'n cenhadaeth a'n gweinidogaeth ganolbwytio **(1) ar feithrin disgyblion, (2) ar dyfu gweinidogaethau newydd, ac (3) ar groesawu plant, pobl ifanc a theuluoedd**. Er mwyn amlygu ein conglfeini a hybu ein canolbwytiau, rydym yn ymrwymo ein hunain i dri o **gynlluniau**: **(1) Cynllun Datblygu Cenhadaeth, (2) Cynllun Datblygu Eiddo, a (3) Cynllun Datblygu Cyllid**. Bydd y cynlluniau yma'n ein galluogi i ddangos, mewn ffyrdd ymarferol, ystyr y conglfeini a'r canolbwytiau yn ein bywyd ar y cyd. Mae'r **cynseiliau** yr ydym wedi sefydlu – **(1) Ardaloedd Gweinidogaeth, (2) Synodau a (3) strwythurau esgobaethol sydd wedi eu hail-lunio** – yn ein galluogi i gynllunio'n ystyrlon, ac yn ein galluogi i ddod â'n conglfeini a'n canolbwytiau'n fyw.

## Ein cynlluniau

Ffocws y llyfrym hwn yw'n **cynlluniau**. Os am hybu'n conglfeini a'n canolbwytiau, rhaid wrth ffocws, disgyblaeth a chynllunio. Bydd ein tri Chynllun Datblygu yn galluogi pob Ardal Weinidogaeth i ystyried sut y caiff ein conglfeini a'n canolbwytiau eu gwreiddio ym mywyd yr Ardal Weinidogaeth. Byddant yn daprau darlun manwl o'r hyn sy'n wir ar hyn o bryd, tra'n ein galluogi i gynllunio'n greadigol ynghylch ein hadnoddau a'n cenhadaeth ym mhob Ardal Weinidogaeth. Byddant hefyd yn declynau byw y gellir eu defnyddio gan Gynghorau Ardal Gweinidogaeth i asesu cynnydd, a chan gyrff esgobaethol i ffurfio barn ddoeth am eiddo, grantiau, cyllid a chenhadaeth.

### Y llyfrym hwn

Mae'r llyfrym hwn yn cynnig templedi ar gyfer pob un o'r Cynlluniau Datblygu. Nid rhywbeth i'w lenwi i mewn â llaw ydyw o reidrwydd; yn hytrach mae'n ymgais i roi ymdeimlad o siâp pob un o'r cynlluniau, yn ogystal â darparu fframwaith gyffredin i'w defnyddio ledled yr esgobaeth. Mae pob rhan o'r templedi'n rhoi cyfle i **fapio'r diriogaeth**, ac yna i **ddirnad y dyfodol**.



## Our vision

As Christians in the Diocese of Bangor, we can trace our history back to holy men and women who founded communities of prayer and service across the diocese as early as the fifth century. These early Celtic saints – Deiniol, Cybi, Seiriol, Tudwen, Madryn, and many others – are still commemorated in the names of our churches, villages and towns. A millennium and a half later, our mission hasn't changed – but our context today is new and challenging. Our response as a diocese has been to commit ourselves to a vision of following Jesus with new energy and in new ways, and to do so by establishing and advancing three key **principles**, three key **priorities**, three key **plans**, and three new **platforms**.

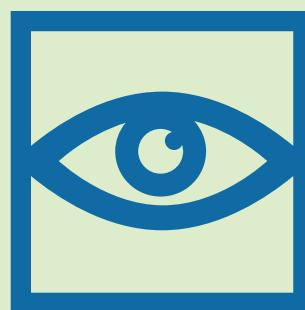
The **principles** we have identified describe our deepest hopes and ambitions as a diocese: we exist **(1) to worship God, (2) to grow the Church, and (3) to love the world**. As we look at our diocese today through the lens of these long-term principles, we identify some urgent and clear **priorities**. Our mission and ministry must focus on these priorities of **(1) nurturing disciples, (2) growing new ministries, and (3) welcoming children, young people and families**. In order to make manifest our principles and to meet our priorities, we are committing ourselves to preparing three **plans** in each Ministry Area: **(1) a Mission Development Plan, (2) a Property Development Plan, and (3) a Finance Development Plan**. Through these plans, we will demonstrate in practical ways the meaning of the principles and priorities in our common life. The **platforms** we have established – **(1) Ministry Areas, (2) Synods and (3) reshaped diocesan structures** – enable us to plan meaningfully, and help us to bring our principles and priorities to life.

## Our plans

This booklet focuses on our **plans**. Advancing our principles and priorities requires focus, discipline and planning. Our three Development Plans allow each Ministry Area to reflect on how our principles and priorities are rooted within key aspects of the life of the Ministry Area. They will allow us to share a detailed picture of where we are now, whilst also helping us to imagine creatively how we can develop our resources to enable the mission of the Church across all our Ministry Areas. They will also be real, living tools that can be used by Ministry Area Councils to assess progress, and by diocesan bodies to make grounded judgements about properties, grants, funding and mission.

## This booklet

This booklet offers templates for each of the Development Plans. It's not designed to be filled-in as such, but tries to give us a sense of the shape of each of the plans, as well as providing a common framework to be used across the diocese. Each part of the template offers an opportunity to **map the territory**, and then to **discern the future**.



# Amserlennu Timetabling

I'w gwblhau mewn ymgynghoriad ag Archddiacon Paul yn Archddiaconiaeth Bangor, ac Archddiacon Andrew yn Archddiaconiaeth Meirionnydd

To be completed in consultation with the Archdeacon Paul in the Bangor Archdeaconry, and Archdeacon Andrew in the Meirionnydd Archdeaconry

**Cynllun Datblygu Cenhadaeth  
yr Ardal Weinidogaeth tt.8-33  
Ministry Area Mission  
Development Plan pp.8-33**

**Cynllun Datblygu Eiddo yr  
Ardal Weinidogaeth tt.34-47  
Ministry Area Property  
Development Plan pp.34-47**

**Cynllun Datblygu Cyllid yr  
Ardal Weinidogaeth tt.48-82  
Ministry Area Finance  
Development Plan pp.48-82**

**Amserlen cwblhau drafft o rannau'r Cynllun Datblygu Cenhadaeth**  
Timetable for completing a draft of the sections of the Mission Development Plan

**Addoli Duw**  
Worshipping God

**Tyfu'r Eglwys**  
Growing the Church

**Caru'r byd**  
Loving the world

**Meithrin disyblion**  
Nurturing disciples

**Tyfu gweinidogaethau newydd**  
Growing new ministries

**Croesawu plant, pobl ifanc a theuluoedd**  
Welcoming children, young people and families

**Amserlen cwblhau drafft o'r Cynllun Datblygu Eiddo**  
Timetable for completing a draft of the Property Development Plan

**Amserlen cwblhau drafft o'r Cynllun Datblygu Cyllid**  
Timetable for completing a draft of the Finance Development Plan



Mae **Cynllun Datblygu Cenhadaeth yr Ardal Weinidogaeth** yn ddogfen hollbwysig sy'n dwyn ynghyd bopeth a wnawn i wreiddio'n cynseiliau a'n canolbwytiau ym mywyd yr Ardal Weinidogaeth. Gan ystyried pob un o'n cynseiliau a'n canolbwytiau yn eu tro, cawn gyfle i fyfyrio ar ble rydym ni rwan, ac i ddirnad gweledigaeth o le y gobeithiwn fod mewn tair i bum mlynedd.

The **Ministry Area Mission Development Plan** is the key document that brings together all that we seek to do to root our principles and priorities within the common life of the Ministry Area. Taking each of our principles and priorities in turn, we're asked to reflect on where we are now, and to discern a vision for we'd hope to be in three or five years' time.

## Adran 1

### Addoli Duw

Yng ngeiriau un credo hynafol, ein galwedigaeth gyntaf yw gogoneddu Duw a'i fwynhau. Mae addoli yn cynnwys ymgynnill i foli, gweddio, dysgu a chyfeillachu; ond mae hefyd yn cwmpasu y cyfan o'n bywyd – y byd cudd a phersonol yn ogystal â'r byd cyhoeddus. Mae'r hyn yr ydym a'r hyn a wnawn pan fydd y drws ar gau a ninnau ar ein pen ein hun gyda Duw yn gymaint rhan o'n haddoliad â'n bywyd a'n hymddygiad mewn mannau cyhoeddus (Mathew 6:6). Addoli Duw, felly, yw cynnig ein holl fywyd a chyd nabod bod popeth yn dod oddi wrth Dduw ac yn perthyn i Dduw.

Ceir cymorth i ddirnad y rhan yma o'r Cynllun Datblygu Cenhadaeth oddi wrth

**Archddiacon Paul yn  
Archddiaconiaeth Bangor,  
ac Archddiacon Andrew yn  
Archddiaconiaeth Meirionnydd**



Nid yw'n ddigon i ni i fod yn bobl foesol, yn awyddus i helpu ein cyd-ddyn. Y cwestiwn canolog yw: A ydym yn wir bobl Dduw, pobl ag awydd brwd i drigo ym mhresenoldeb Duw, i wrando ar lais Duw, i syllu ar brydferthwch Duw, i gyffwrdd Gair ymgawnawdoledig Duw, ac i flasu'n llawn holl ddaioni anfeidrol Duw? [Henri Nouwen](#)

## Section 1

### Worshipping God

In the words of an ancient creed, our first call is to glorify and enjoy God. Worship includes gathering for praise, prayer, learning and affirmation, but encompasses all of life, and is as much about the unseen and personal sphere as the public. Who we are in the secret place when the door is closed and we are alone with God is as much a part of worship as our life in more public spaces (Matthew 6:6). To worship God therefore is to offer all of our life and to acknowledge that everything comes from God and belongs to God.

It is not enough for us to be moral people, eager to help our fellow humans. The central question is: Are we truly people of God, people with an ardent desire to dwell in God's presence, to listen to God's voice, to look at God's beauty, to touch God's incarnate Word, and to taste fully God's infinite goodness? [Henri Nouwen](#)



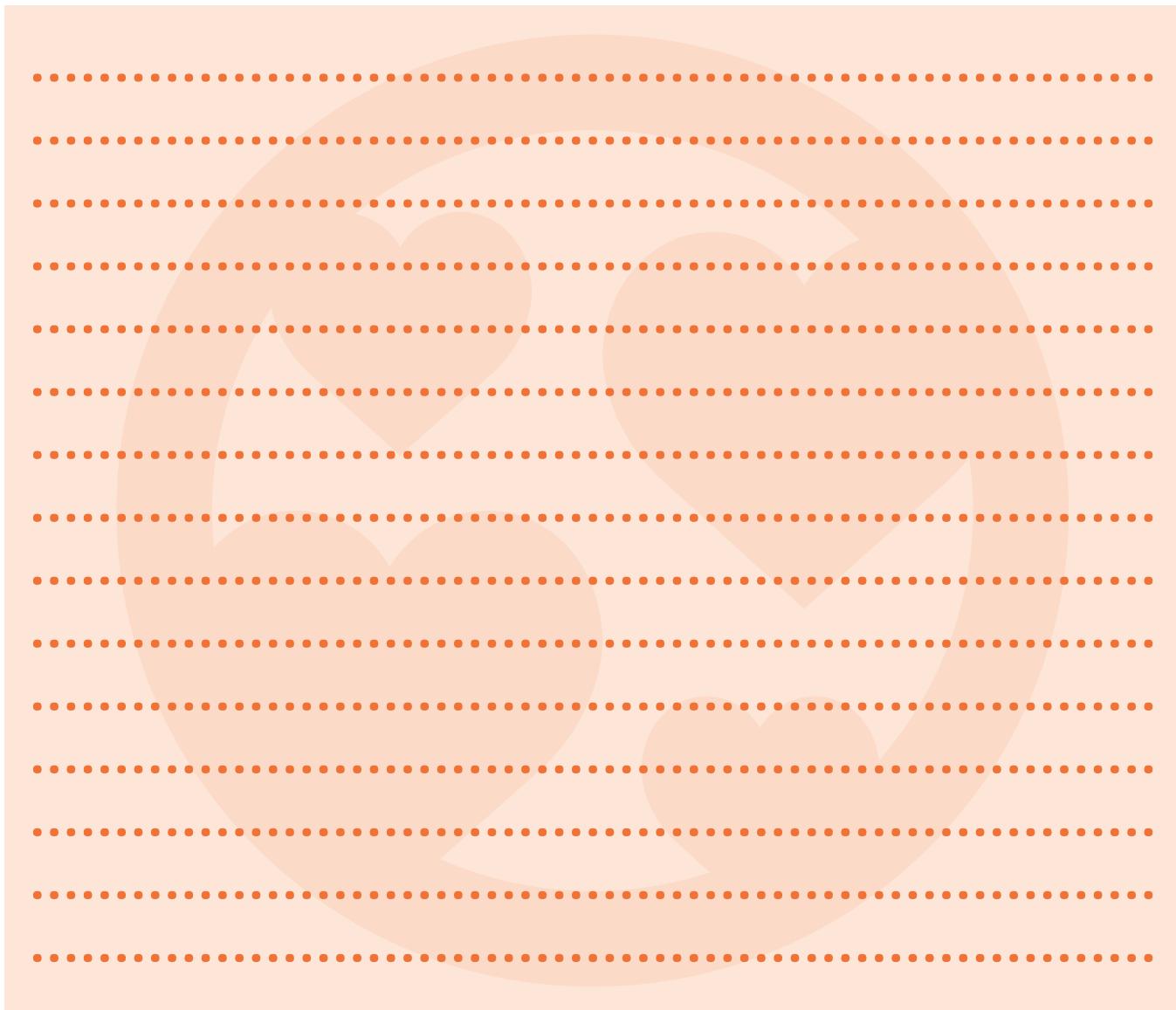
Support to discern this part of the Mission Development Plan comes from  
**Archdeacon Paul in the Bangor Archdeaconry, and Archdeacon Andrew in the Meirionnydd Archdeaconry**



# Mapio'r diriogaeth Mapping the territory

Ble rydych chi rwan? Ystyriwch ansawdd ac amrywiaeth eich haddoliad ledled yr Ardal Weinidogaeth, a'i allu i gyffwrdd y gymuned ehangach. Ystyriwch y ffyrdd y mae gweddi, myfyrdod ac agosatrwydd dwyfol yn cael eu hannog a'u galluogi. Ystyriwch addoliad cyhoeddus, cyd-weddio, astudio ac addysgu. Ystyriwch fedyddiadau, priodasau ac angladdau. Ystyriwch gerddoriaeth, pregethu a distawrwydd. Beth sy'n dda ac yn llawn bywyd? Ble mae'r gwendidau? Ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd.

Where are you now? Think about the quality and variety of worship across the Ministry Area, and its accessibility to the wider community. Think about the ways in which prayer, contemplation and encounter with the divine are encouraged and enabled. Think about public worship, fellowship, study and teaching. Think about baptisms, weddings and funerals. Think about music, preaching and silence. What is good and life-giving? Where are there weaknesses? Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole.



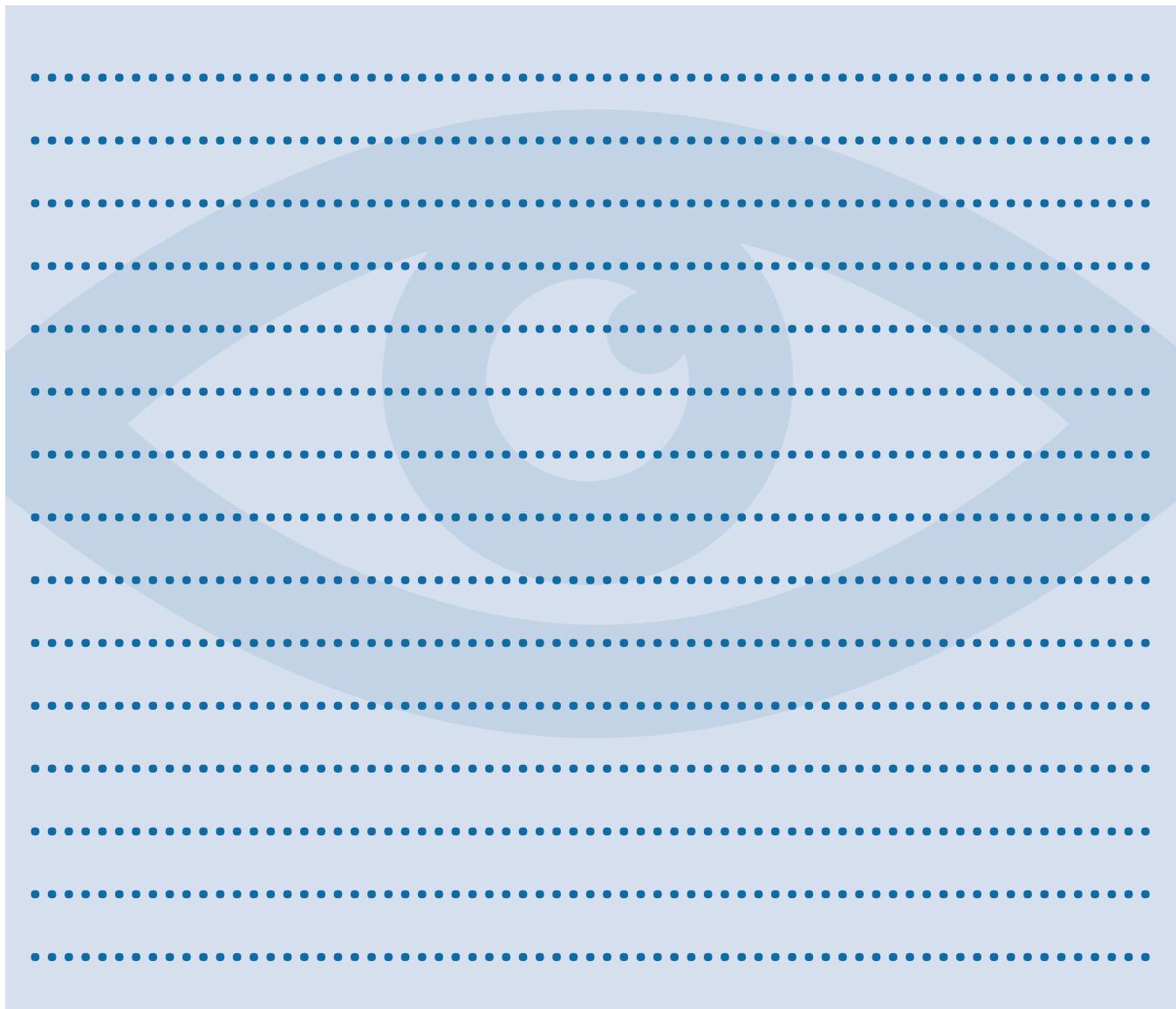


# Dirnad y weledigaeth

## Discerning a vision

Beth yw'r pethau allweddol y byddwch yn eu gwneud yn ystod y 3-5 mlynedd nesaf er mwyn gwella ansawdd ac amrywiaeth eich haddoliad ledled yr Ardal Weinidogaeth. Ystyriwch yr hyn y dylid ei roi o'r neilltu i ryddhau egni ar gyfer pethau newydd, ac am yr hyn sy'n barod i ffynnu ac aeddfedu. Yn fwy na dim, beth yw'r camau allweddol, conrid, cyraeddadwy a chreadigol y gallech eu cymryd yn ystod y 3-5 mlynedd nesaf a fydd yn gwneud gwahaniaeth? Ystyriwch y doniau a'r adnoddau sydd ar gael ledled yr Ardal Weinidogaeth. Ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd. Ceisiwch gymorth, her a gras yr Ysbryd Glân.

What are the key things you will do during the next 3-5 years to enhance the quality and variety of worship across the Ministry Area. Think about what should be set aside to allow energy for new things, and about what is ripe for development. Above all, what are the key, creative, concrete, achievable steps that you could take during the next 3-5 years that will make a difference? Think about the gifts, talents and resources that are available across the Ministry Area. Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole. As you discern, be open to the guidance, challenge and grace of the Holy Spirit.



## Adran 2

### Tyfu'r Eglwys

Fe'n gelwir fel disgyblion Crist i rannu ein ffydd a'n cred yn Nuw fel y gall eraill eu profi. Nid rhywbeth bwriadol neu rywbeth sydd wedi ei gynllunio yw hyn. Fel disgyblion Iesu, rydym yn adnabod ein hangen parhaus am ras, a rhannwn hynny fel y byddai claf am rannu iachâd ag eraill sydd angen meddyg. Yn yr ystyr hwn, ymwnelo twf yr Eglwys â chynnydd mewn gras yn ogystal â chynnydd mewn niferoedd. Y twf yr erfyniwn amdano yw aeddfedrwydd yng Nghrist (Efesiaid 4:13); ac eto, gan fod cariad Crist yn ein gorfodi, ni allwn beidio rhannu ein gobaith ag eraill. Mae tyfu'r Eglwys felly'n cwmpasu twf mewn niferoedd a thwf mewn aeddfedrwydd ysbyrdol.

Ceir cymorth i ddirnad y rhan yma o'r Cynllun Datblygu Cenhadaeth oddi wrth

**Archddiacon Paul yn  
Archddiaconiaeth Bangor,  
ac Archddiacon Andrew yn  
Archddiaconiaeth Meirionnydd**



Mae na gweistynau anghywir y gellid eu gofyn: Faint o bobl sy'n talu sylw ichi? Faint ydych chi'n mynd i gyflawni? Allwch chi frolio am eich canlyniadau? Y cwestiwn cywir yw: A ydych mewn cariad gyda Iesu? Efallai mai ffordd arall o'i ofyn yw: A ydych chi'n wir adnabod Gair ymgnewdoledig Duw? Yn ein byd o unigrywydd ac anobaith, mae yna angen enfawr am fwy o bobl sy'n adnabod calon Duw, calon sy'n maddau, sy'n gofalu, sy'n estyn allan ac yn awyddus i iacháu. Calon sydd am roi cariad, a derbyn cariad yn ôl, a dim arall. [Henri Nouwen](#)

## Section 2

### Growing the Church

Disciples are called to share their faith and belief in God so that others may taste and see. This happens less by intention than by design because disciples are people who know their everlasting need of grace, and share as patients might do with others also in need of a physician. In this sense the growing of the Church is as much about an increase in grace as it is in numbers. The growth is one of becoming mature in Christ (Ephesians 4:13); and yet, because the love of Christ compels us, we cannot but seek to share our hope with others. Growing the Church therefore encompasses both numerical and spiritual growth.

The question is not: How many people take you seriously? How much are you going to accomplish? Can you show some results? But: Are you in love with Jesus? Perhaps another way of putting the question would be: Do you know the incarnate Word of God? In our world of loneliness and despair, there is an enormous need for more people who know the heart of God, a heart that forgives, that cares, that reaches out and wants to heal. A heart that wants only to give love and receive love in response. [Henri Nouwen](#)



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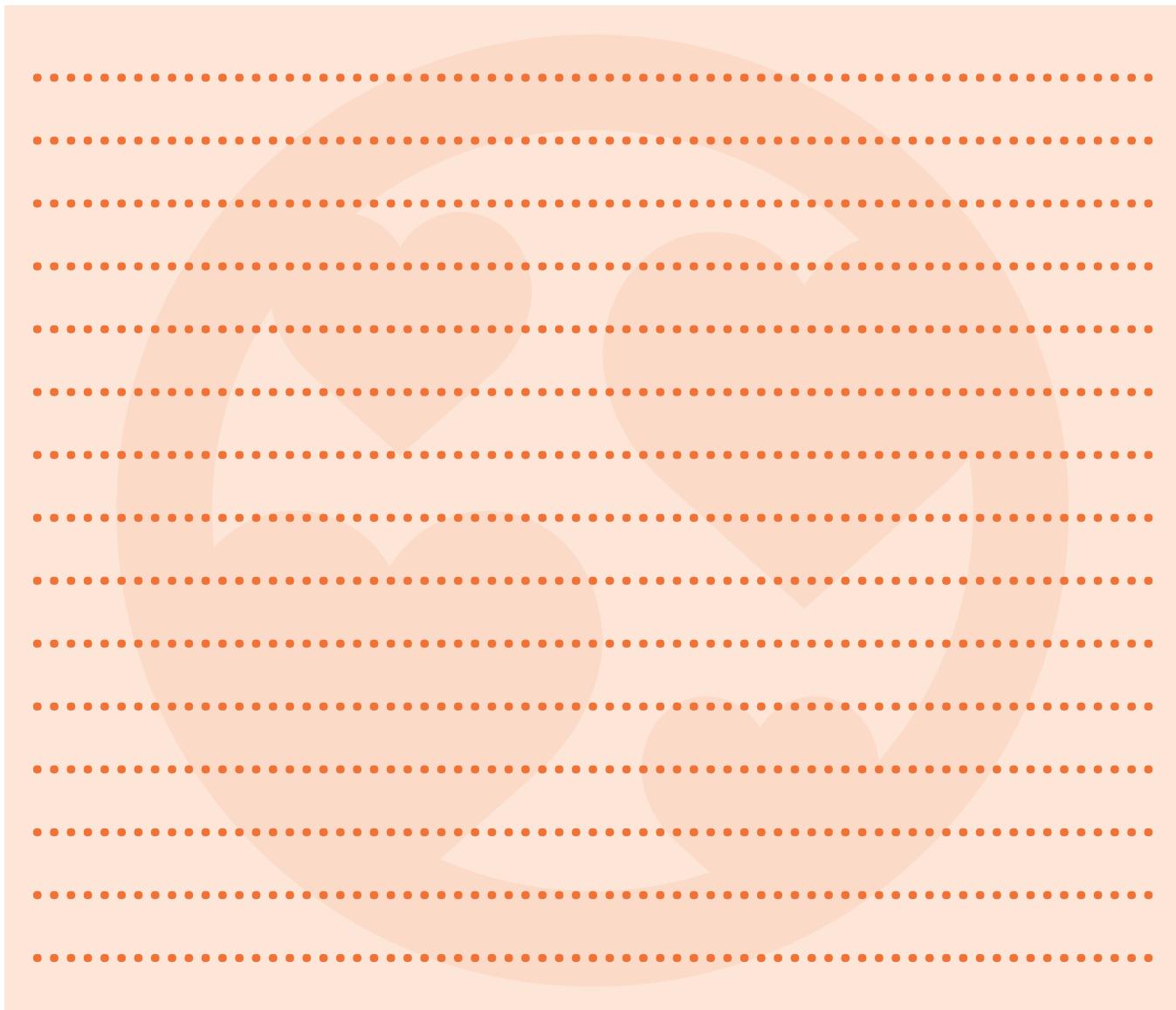


# Mapio'r diriogaeth

## Mapping the territory

Ble rydych chi rwan? Yn gyntaf oll, ystyriwch nifer y bobl sy'n cymryd rhan ym mywyd yr Eglwys ledled yr Ardal Weinidogaeth. Yw'r nifer wedi bod ar gynnydd neu'n lleihau dros y blynnyddoedd diwethaf? A oes cynnydd mewn diddordeb mewn rhai gweithgareddau, a lleihad mewn diddordeb mewn gweithgareddau eraill? Nesaf, ystyriwch bwysigrwydd gobaith a gras. Ble welwch chi arwyddion gobaith a gras yn yr Ardal Weinidogaeth? Ble welwch chi fflam a gwynt yn Ysbryd Glân yn dod ag egni a bwrlwm? A oes rhai gweithgareddau ble, dros gyfnod o amser, mae egni a bwrlwm wedi ei ddraenio i ffwrdd? Yn hyn oll, ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd.

Where are you now? First of all, think about the numbers of people who are involved in the life of the Church across the Ministry Area. Has there been an upward or downward trajectory over recent years? Is there an increased interest in some activities, and a decreased interest in others? Next, think about hope and grace. Where do you see the signs of hope and grace across the Ministry Area? Where is the presence and energy of the Holy Spirit ablaze? Are there some activities where, over time, energy and enthusiasm have drained away? In all of this, consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole.



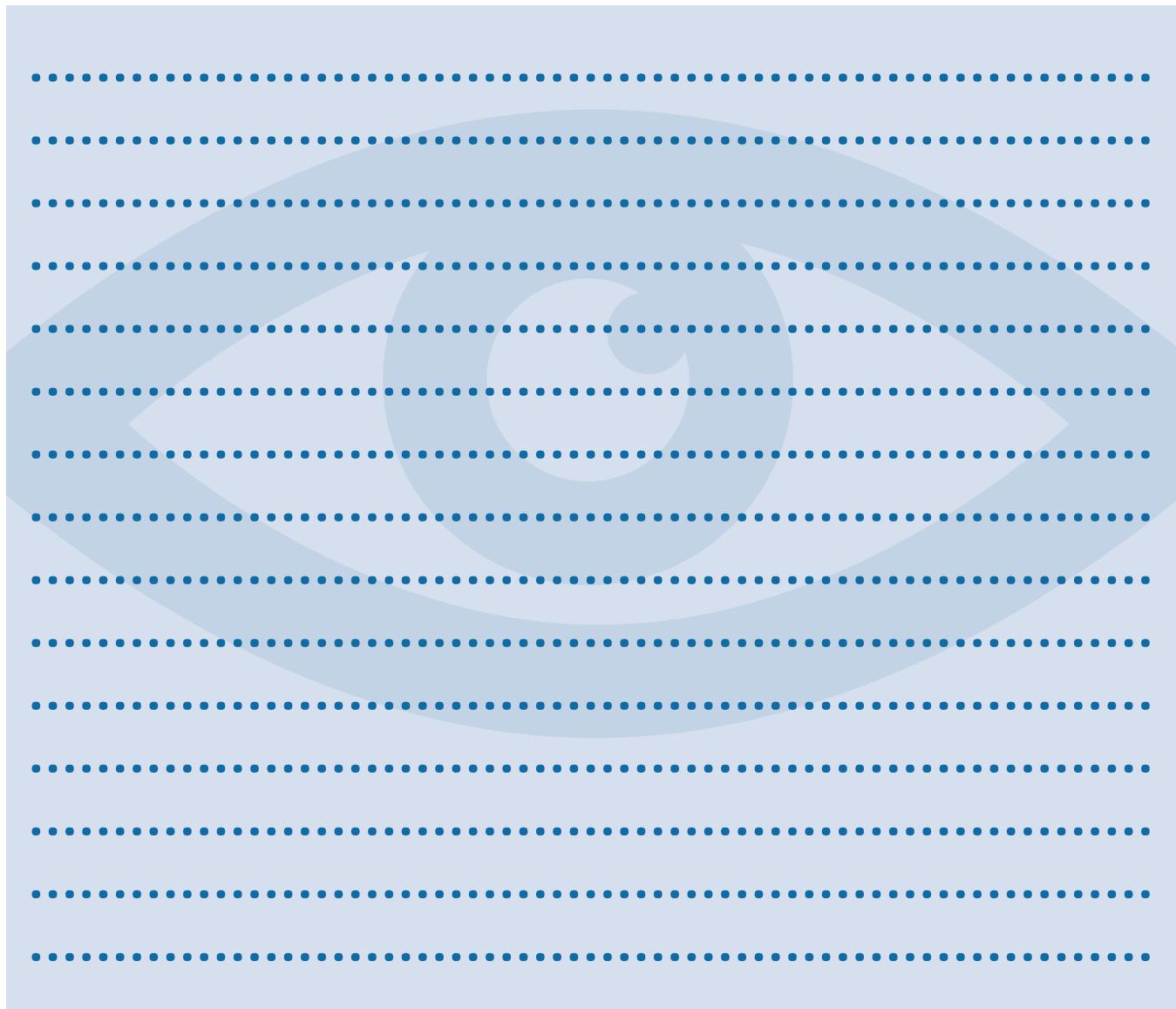


# Dirnad y weledigaeth

## Discerning a vision

Beth fydd arwyddion tyfiant? Yn gyntaf, ystyriwch weithgaredd a diddordeb. Sut beth fyddai mwy o weithgaredd a diddordeb? A oes targedau y gellir eu gosod? Sut y byddwch yn mesur eich cynnydd tuag at fwy o weithgaredd a diddordeb? Nesaf, ystyriwch bwysigrwydd gobaith a gras. Sut beth fyddai cynnydd mewn gobaith a gras? Beth fydd yr arwyddion o fwy o obaith ac o ras dyfnach? Sut y byddwch yn gallu dirnad yr arwyddion hyn? Dewch â hyn oll ynghyd i ddirnad y camau allweddol, conrid, cyraeddadwy a chreadigol y gallech eu cymryd yn ystod y 3-5 mlynedd nesaf a fydd yn achosi cynnydd mewn gweithgaredd, diddordeb, gobaith a gras. Ystyriwch y doniau a'r adnoddau sydd ar gael ledled yr Ardal Weinidogaeth. Yn hyn oll, ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd. Ceisiwch gymorth, her a gras yr Ysbryd Glân.

What will be the signs of growth? First, think about activity and engagement. What does increased activity and engagement look like? Are there targets that can be set? How will you be measuring your progress towards increased activity and engagement? Next, think about grace and hope. What does an increase in hope and grace look like? What will be the signs of greater hope and deeper grace? How will you be able to discern these signs? Distil these thoughts and discern the key, creative, concrete, achievable steps that you could take during the next 3-5 years that will enable increased activity, engagement, hope and grace. In all of this, think about the gifts, talents and resources that are available across the Ministry Area. Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole. As you discern, be open to the guidance, challenge and grace of the Holy Spirit.



## Adran 3

### Caru'r byd

Mae'r Ysgrythur yn tystio i Dduw a garodd y byd gymaint nes iddo roi ei unig-anedig Fab (Ioan 3:16). Mae'r datganiad rhyfeddol hwn yn golygu bod Duw wedi ymrwymo ei hun yn llwyr i'w greadigaeth. Fe'n gelwir fel disgyblion Crist i garu'r byd fel y carodd ef – drwy weithredoedd anhunanol, a thrwy haelioni afradlon. Mae'r dasg o drawsnewid yn dasg ar gyfer yr Eglwys ar y cyd; ond mae nodyn personol i'w seinio yma hefyd, oblegid mae'n gweithredoedd bychain, dyddiol o garedigrwydd a daioni hefyd yn dyst i'n ffydd yn Nuw. Carwn y byd drwy arddangos arwyddion y Groes a'r Atgyfodiad mewn ffyrdd mesuradwy a chlir.

Ceir cymorth i ddirnad y rhan yma o'r Cynllun Datblygu Cenhadaeth oddi wrth

**Archddiacon Paul yn  
Archddiaconiaeth Bangor,  
ac Archddiacon Andrew yn  
Archddiaconiaeth Meirionnydd**



Yn gyson, yn radical, yn goncrid, rhaid i'r rhai sy'n adnabod calon Duw gyhoeddi a dangos mai cariad yw Duw, a dim ond cariad. Pan fyddwn yn adnabod calon Duw, gallwn fod yn argyhoeddledig heb fod yn anhyblyg, yn barod i ddarbwyllo heb fod yn sarhaus, yn addfwyn a graslton heb fod yn feddal, ac yn wir dystion heb fod yn ystrywgar. [Henri Nouwen](#)

## Section 3

### Loving the world

The Scriptures bear witness to the God who loved the world so much that he gave his only begotten Son (John 3:16). This extraordinary statement means that God committed his very being to the world he created and sustains. Disciples are people who also love the world by their selfless acts of giving and generous attitudes. The task of transformation is one the Church embraces together; but there is a personal imperative to be sounded here as well, for each of our small, daily, individual acts of kindness and goodness show faith in God. To love the world is to show the signs of the Cross and Resurrection in measurable and clear ways.

Knowing God's heart means consistently, radically, and very concretely to announce and reveal that God is love and only love. When we know the heart of God, it will be possible to be convinced without being rigid, willing to confront without being offensive, gentle and forgiving without being soft, and true witnesses without being manipulative. [Henri Nouwen](#)



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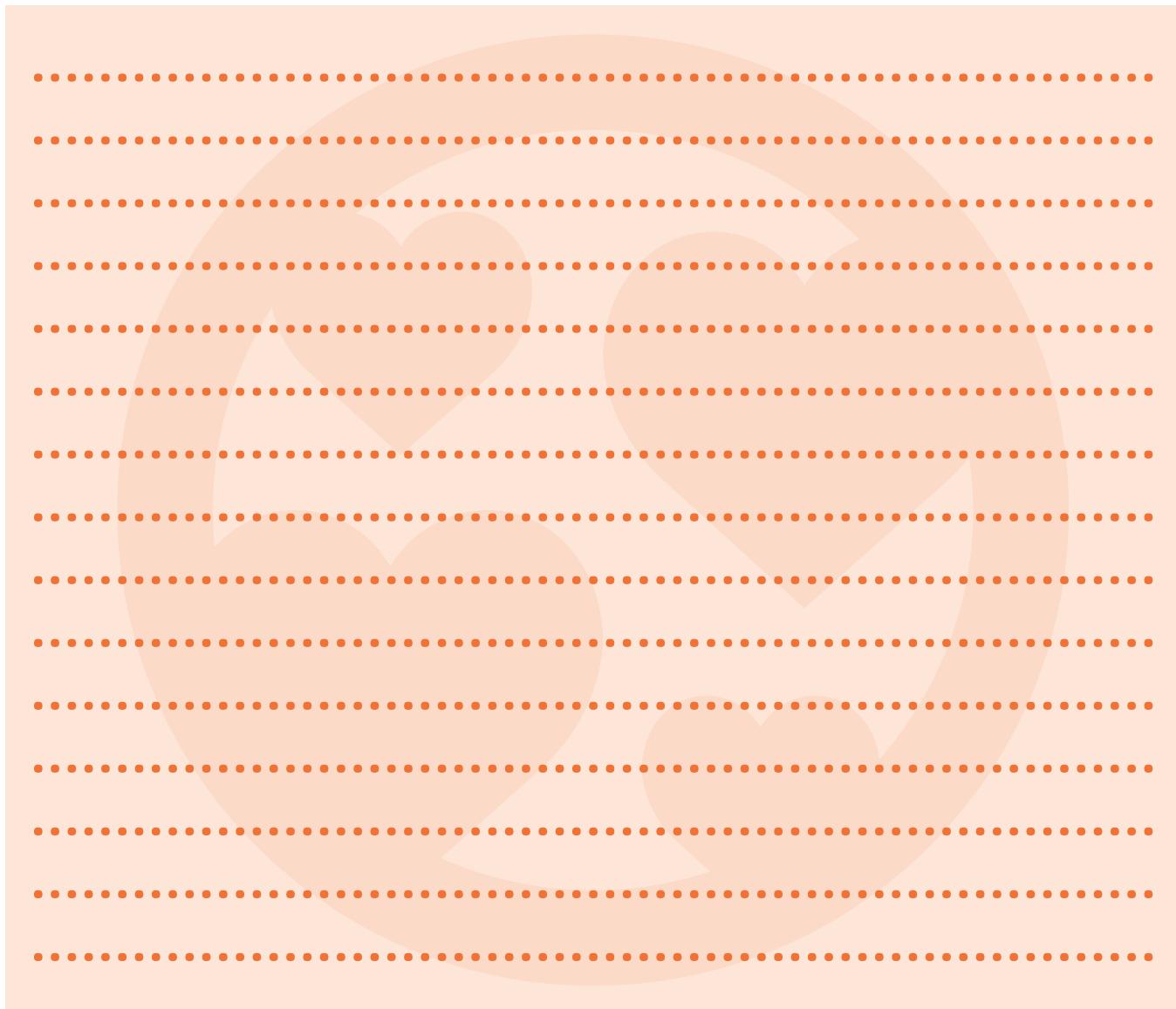


# Mapio'r diriogaeth

## Mapping the territory

Ble rydych chi rwan? Ystyriwch weithgareddau a phrosiectau sy'n ymestyn allan i'r gymuned leol mewn cariad ac mewn ysbyrdd o wasanaethu. Ystyriwch weithredoedd o haelioni sy'n datgan y Newyddion Da y tu hwnt i furiau'r eglwys. Ystyriwch ddigwyddiadau a chyfleoedd sy'n arwain at rannu storï'r ffydd mewn ffyrdd naturiol, deniadol. Ystyriwch eich gwaith i ymgysylltu â chenhadaeth yr Eglwys fyd-eang a chefnogaeth i asiantaethau ac achosion rhyngwladol; ystyriwch Masnach Deg, Cymorth Cristnogol ac achosion da eraill. A oes hefyd adegau pan fo'r ffocws yn rhy fewnbylg ac ynysig, a phan fo cyfleoedd i gysylltu â'r byd y tu hwnt i gymuned yr eglwys yn cael eu colli? Ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanwydd.

Where are you now? Think about activities and projects that reach out into the local community in love and service. Think about acts of generosity that make the Good News tangible beyond church walls. Think about events and opportunities that allow the story of faith to be shared with integrity in compelling ways. Think about links to the mission of the worldwide Church and support for international agencies and causes; think about Fair Trade, Christian Aid and other good causes. Are there also times when the focus is too inward and insular, when opportunities to connect to life outside the church community are missed? Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole.



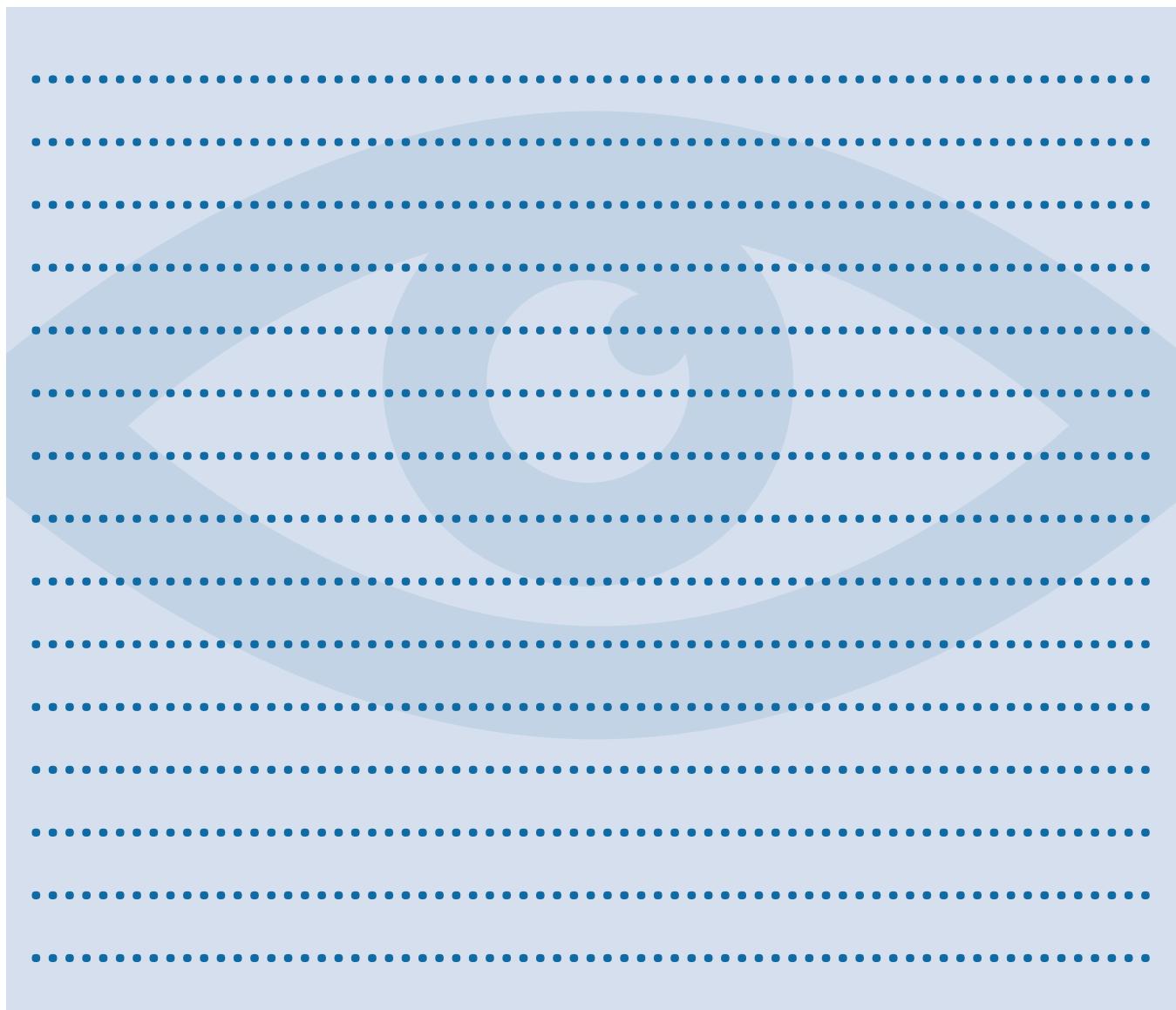


# Dirnad y weledigaeth

## Discerning a vision

Beth yw'r pethau allweddol y byddwch yn eu gwneud yn ystod y 3-5 mlynedd nesaf i ymestyn allan ymhellach gyda chariad Duw. Ym mha lefydd o fewn eich cymunedau lleol allai pobl Dduw wneud cyfraniad gwerthfawr i hybu cyflawnader a thrawsnewidiad? Ble mae'r cyfleoedd i efengylu'n ddoeth a dwfn? Ystyriwch yr hyn y dylid ei roi o'r neilltu i ryddhau egni ar gyfer pethau newydd, ac am yr hyn sy'n barod i ffynnu ac aeddfedu. Yn fwy na dim, beth yw'r camau allweddol, concrid, cyraeddadwy a chreadigol y gallech eu cymryd yn ystod y 3-5 mlynedd nesaf a fydd yn gwneud gwahaniaeth? Ystyriwch y doniau a'r adnoddau sydd ar gael ledled yr Ardal Weinidogaeth. Ystyriwch eglwysi a cynulleidfaeodd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd. Ceisiwch gymorth, her a gras yr Ysbryd Glân.

What are the key things you will do during the next 3-5 years to reach out further with God's love for the world. Where in the life of local communities could God's people make a valuable contribution and help to bring about justice and transformation? Where are the opportunities for wise, deep evangelism? Think about what should be set aside to allow energy for new things, and about what is ripe for development. Above all, what are the key, creative, concrete, achievable steps that you could take during the next 3-5 years that will make a difference? In all of this, think about the gifts, talents and resources that are available across the Ministry Area. Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole. As you discern, be open to the guidance, challenge and grace of the Holy Spirit.



## Adran 4

### Meithrin disgyblion

Er mwyn i'r Eglwys fod yn effeithiol yn ei chenhadaeth, mae angen dynion a menywod sy'n barod i ateb galwad Crist i'w ddilyn drwy dyfu mewn ffydd a gwasanaeth. Golyga hyn y dylem barhau i fuddsoddi ein hegni yn y gwaith o feithrin disgyblion newydd ac o ddyfnhau ysbrydolrwydd pob un ohonom – er mwyn i ni ddod i wybod mwy am stori ein ffydd, er mwyn i ni ganiatáu i'r stori honno lywio ein bywydau bob dydd, ac er mwyn i ni ddod yn fwy parod i rannu ei newydd da gydag eraill.

Ceir cymorth i ddirnad y rhan yma o'r Cynllun Datblygu Cenhadaeth oddi wrth

**Dominic McClean**

Cyfarwyddwr Meithrin Disgyblion a Galwedigaethau



Rhaid i ddilynwyr Iesu, yn anad dim, dreulio am amser cyson ym mhresenoldeb yr Un sydd wastad yn gofyn i ni: 'A wyt ti yn fy ngharu i? A wyt ti yn fy ngharu i? A wyt ti yn fy ngharu i?' Rhaid i'n bywydau gael eu gwreiddio mewn perthynas barhaol, addfwyn, agos gyda'r Gair ymgawnawdoledig, Iesu. Mae'n rhaid i ni adnabod calon Iesu. A phan yr ydym yn byw mewn byd sy'n meddu ar y gydnabyddiaeth honno, ni allwn na pheidio meithrin iachâd, cymod, bywyd newydd a gobaith newydd lle bynnag yr awn. [Henri Nouwen](#)

## Section 4

### Nurturing disciples

For the Church to be effective in its mission for the future, it needs men and women who are prepared to answer Christ's call to follow him by growing in faith and in service. This demands that we continue to invest our energy in nurturing new disciples and in deepening the discipleship of each one of us – so that we come to know more profoundly the story of faith, so that we allow it to shape our daily lives, and so that we are more ready to share its good news with others.

Followers of Jesus need, above all, the discipline of dwelling in the presence of the One who keeps asking us: 'Do you love me? Do you love me? Do you love me?' Our lives must be rooted in a permanent, intimate relationship with the incarnate Word, Jesus. We must know the heart of Jesus. And when we live in a world with that knowledge, we cannot do other than bring healing, reconciliation, new life and hope wherever we go. [Henri Nouwen](#)



Support to discern this part of the Mission Development Plan comes from  
**Dominic McClean**  
Director of Discipleship & Vocations

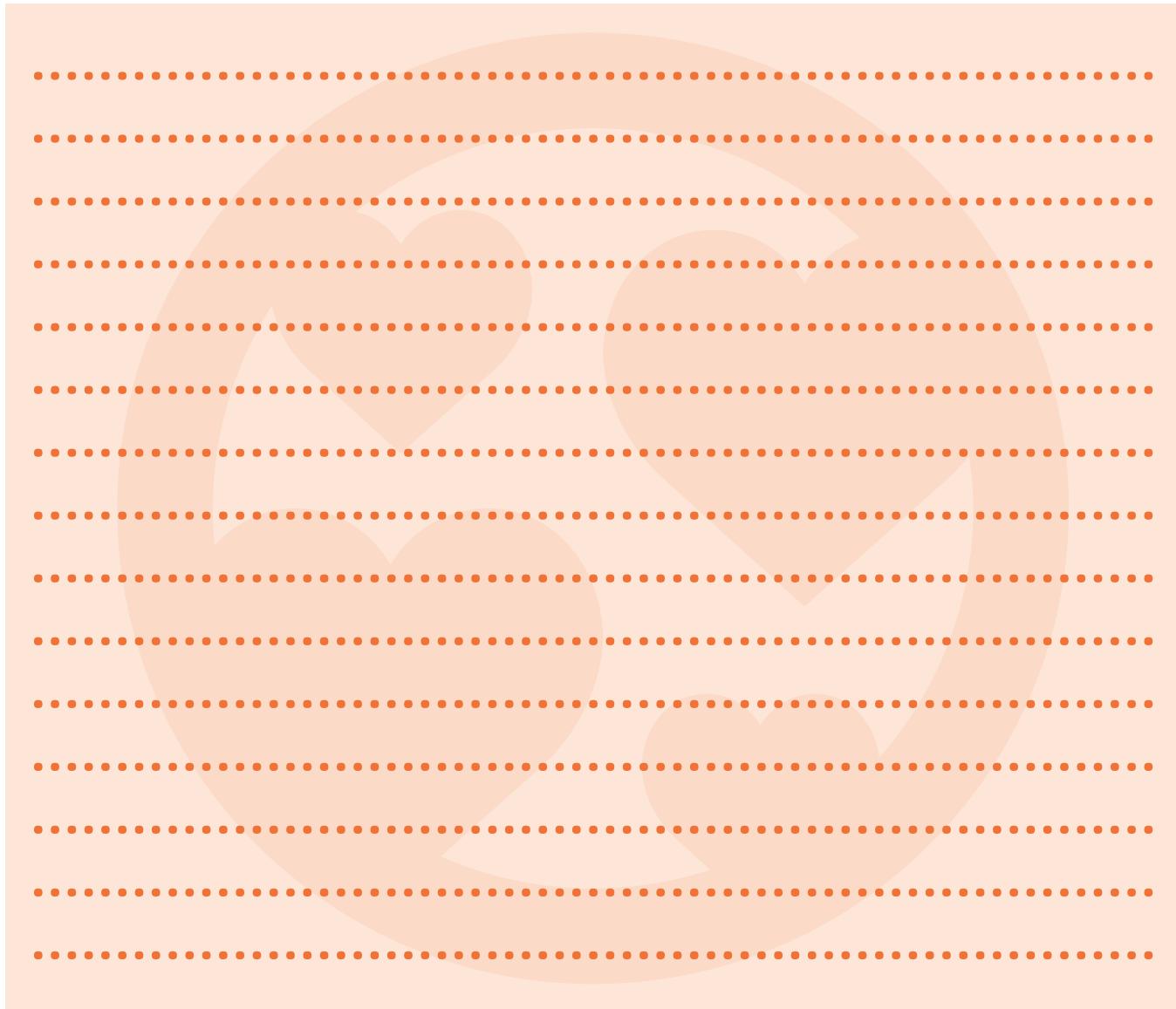


# Mapio'r diriogaeth

## Mapping the territory

Ble rydych chi rwan? Meddyliwch am y cyfleoedd sy'n cael eu cynnig i astudio'r Beibl, i archwilio'r ffydd, i brofi gweddi, ac i fyfyrion ar y profiad dynol. Meddyliwch am y ffyrdd y mae'r rhai sy'n canfod ffydd yn cael eu helpu ar eu taith. Meddyliwch am y ffyrdd y mae'r rhai sydd wedi bod yn Gristnogion gydol eu hoes yn cael eu hannog i gamu ymhellach ac yn ddyfnach. A oes hefyd nerfusrwydd, petruster neu ddiffyg hyder ynghyllch myfyrio am fod yn ddisgyblion a chlywed galwad Duw i'w ddilyn a'i wasanaethu? Ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd.

Where are you now? Think about the opportunities that are offered to explore the Bible, faith, prayer and human experience. Think about the ways in which those new to the life of faith are helped on their journey. Think about the ways in which those who have been Christians all their lives are being encouraged to step further and deeper. Is there also nervousness, hesitancy or a lack of confidence about reflecting on discipleship, call, duty and service? Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole.



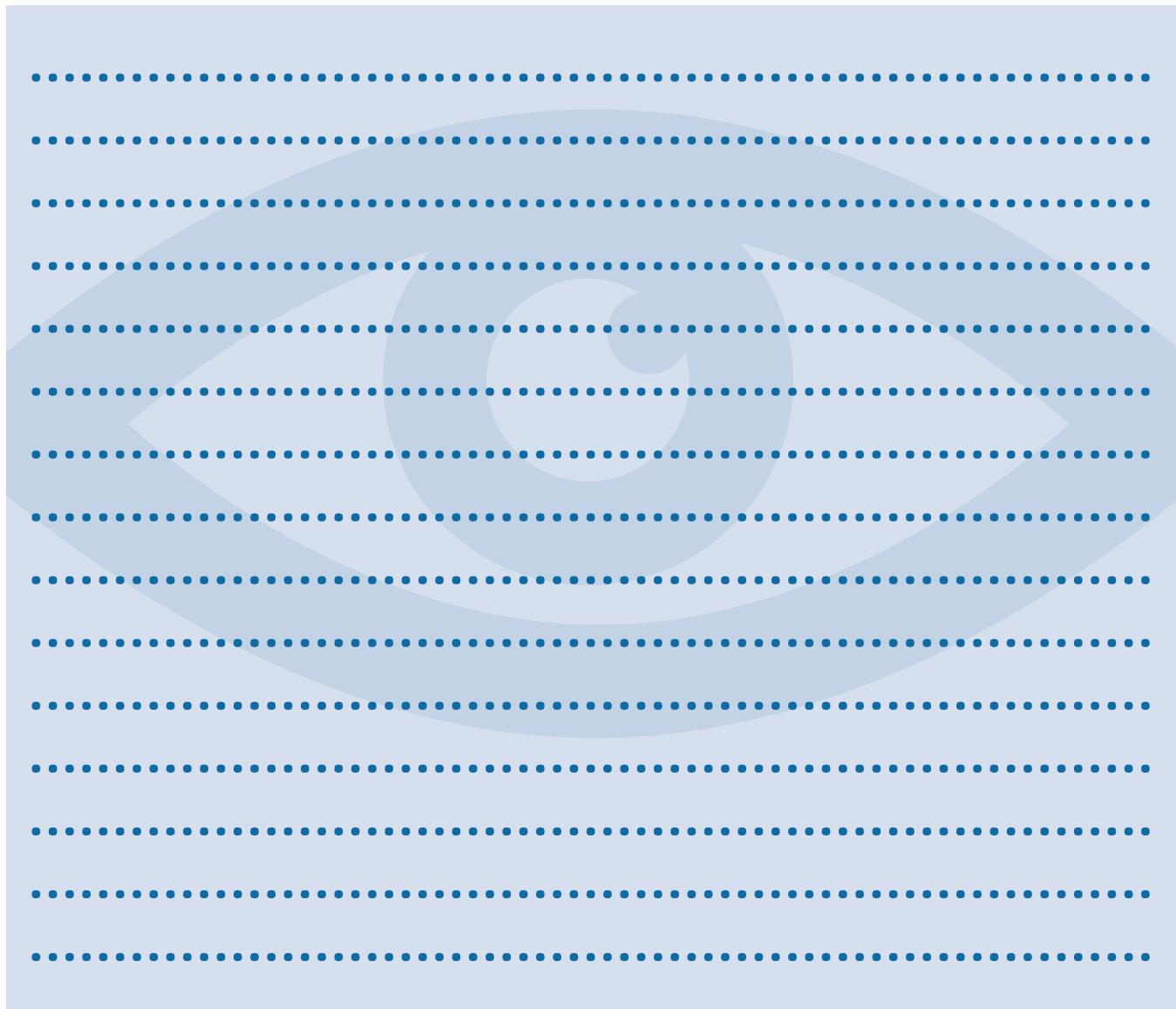


# Dirnad y weledigaeth Discerning a vision

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Beth yw'r pethau allweddol y byddwch yn eu gwneud yn ystod y 3-5 mlynedd nesaf i feithrin disgylion newydd ac i ddyfnhau ysbyrydolrwydd ledled yr Ardal Weinidogaeth. Ystyriwch y cyfleoedd a'r mannau lle gellir darparu meithrin cyfoethog. Ystyriwch yr ystod eang o weithgareddau, gwasanaethau ac adnoddau a allai fod yn rhan o feithrin disgylion, ac am y gwahanol gamau ar daith ffydd y gellid eu cyffwrdd. Ystyriwch yr hyn y dylid ei roi o'r neilltu i ryddhau egni ar gyfer pethau newydd, ac am yr hyn sy'n barod i ffynnu ac aeddfedu. Yn fwy na dim, beth yw'r camau allweddol, concrid, cyraeddadwy a chreadigol y gallech eu cymryd yn ystod y 3-5 mlynedd nesaf a fydd yn gwneud gwahaniaeth? Ystyriwch y doniau a'r adnoddau sydd ar gael ledled yr Ardal Weinidogaeth. Ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd. Ceisiwch gymorth, her a gras yr Ysbryd Glân.

What are the key things you will do during the next 3-5 years to nurture new disciples and to deepen the discipleship of everybody across the Ministry Area. Think about the opportunities and places where nurturing can happen well. Think about the whole range of activities, services and resources that could be involved, and about the different stages of faith's journey that could be touched. Think about what should be set aside to allow energy for new things, and about what is ripe for development. Above all, what are the key, creative, concrete, achievable steps that you could take during the next 3-5 years that will make a difference? In all of this, think about the gifts, talents and resources that are available across the Ministry Area. Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole. As you discern, be open to the guidance, challenge and grace of the Holy Spirit.



## Adran 5

### Tyfu gweinidogaethu newydd

Ar draws yr esgobaeth, rydym eisoes yn profi galwedigaethau newydd sy'n dod i'r amlwg wrth i ni feithrin disgyblion a chanolbwyntio ar alwad Duw i wasanaethu. Byddwn yn canolbwyntio yn ystod y blynnyddoedd sydd i ddod ar feithrin gweinidogaethau trwyddedig a chomisiynedig lleyg – yn meysydd gweinidogaethol o arwain addoliad, addysgu, gofal bugeiliol, gweinidogaeth teulu, efengylu ac arloesi – wrth i ni alluogi clywed a chydnabod galwad Duw mewn ffyrdd newydd a chyffrous. Wrth i ni ffurfio Ardaloedd Gweinidogaeth rydym hefyd yn datblygu a chefnogi gweinidogaethau Arweinwyr Ardaloedd Gweinidogaeth, tra hefyd yn ffurfio a meithrin Timau Ardaloedd Gweinidogaeth i arfer gweinidogaeth egnïol ar y cyd.

Ceir cymorth i ddirnad y rhan yma o'r Cynllun Datblygu Cenhadaeth oddi wrth

**Dominic McClean**

Cyfarwyddwr Meithrin Disgyblion a Galwedigaethau

**Anest Gray Fraser**

Cyfarwyddwr Addysg ac Ymgysylltu

**Jon Price**

Galluogydd Gweinidogaethau Arloesol



Rwyf wedi canfod, dro ar ôl tro, pa mor anodd yw hi i fod yn wirioneddol ffyddlon i Iesu ar fy mhen fy hun. Oblegid Iesu sy'n iachâu, nid fi; Iesu sy'n datgan geiriau'r gwirionedd, nid fi; Iesu sy'n Arglywydd, nid fi. Caiff hyn ei amlygu'n glir pan gyhoeddwn rym achubol Duw gyda'n gilydd. Yn wir, pryd bynnag y byddwn yn gweinidogaethu gyda'n gilydd, mae'n haws i bobl adnabod nad ydym yn dod yn ein enw ein hun, ond yn enw'r Arglywydd Iesu. [Henri Nouwen](#)

## Section 5

### Growing new ministries

Across the diocese, we already see new vocations emerging from our emphasis on discipleship and call. We will focus over coming years on nurturing licensed and commissioned lay ministries – in the ministry fields of leading worship, teaching, pastoral care, family ministry, evangelism, and pioneer ministry – as we enable God’s call to be heard and recognised in new and exciting ways. As we reshape our diocese into Ministry Areas we are also developing and resourcing the new ministry of Ministry Area Leadership, and forming and nurturing collaborative ministries in Ministry Area Teams.

I have found over and over again how hard it is to be truly faithful to Jesus when I am alone. For it is Jesus who heals, not I; Jesus who speaks words of truth, not I; Jesus who is Lord, not I. This is very clearly made visible when we proclaim the redeeming power of God together. Indeed, whenever we minister together, it is easier for people to recognize that we do not come in our own name, but in the name of the Lord Jesus who sent us. [Henri Nouwen](#)



Support to discern this part of the Mission Development Plan comes from  
**Dominic McClean**  
 Director of Discipleship & Vocations  
**Anest Gray Fraser**  
 Director of Education & Engagement  
**Jon Price**  
 Pioneer Ministry Enabler

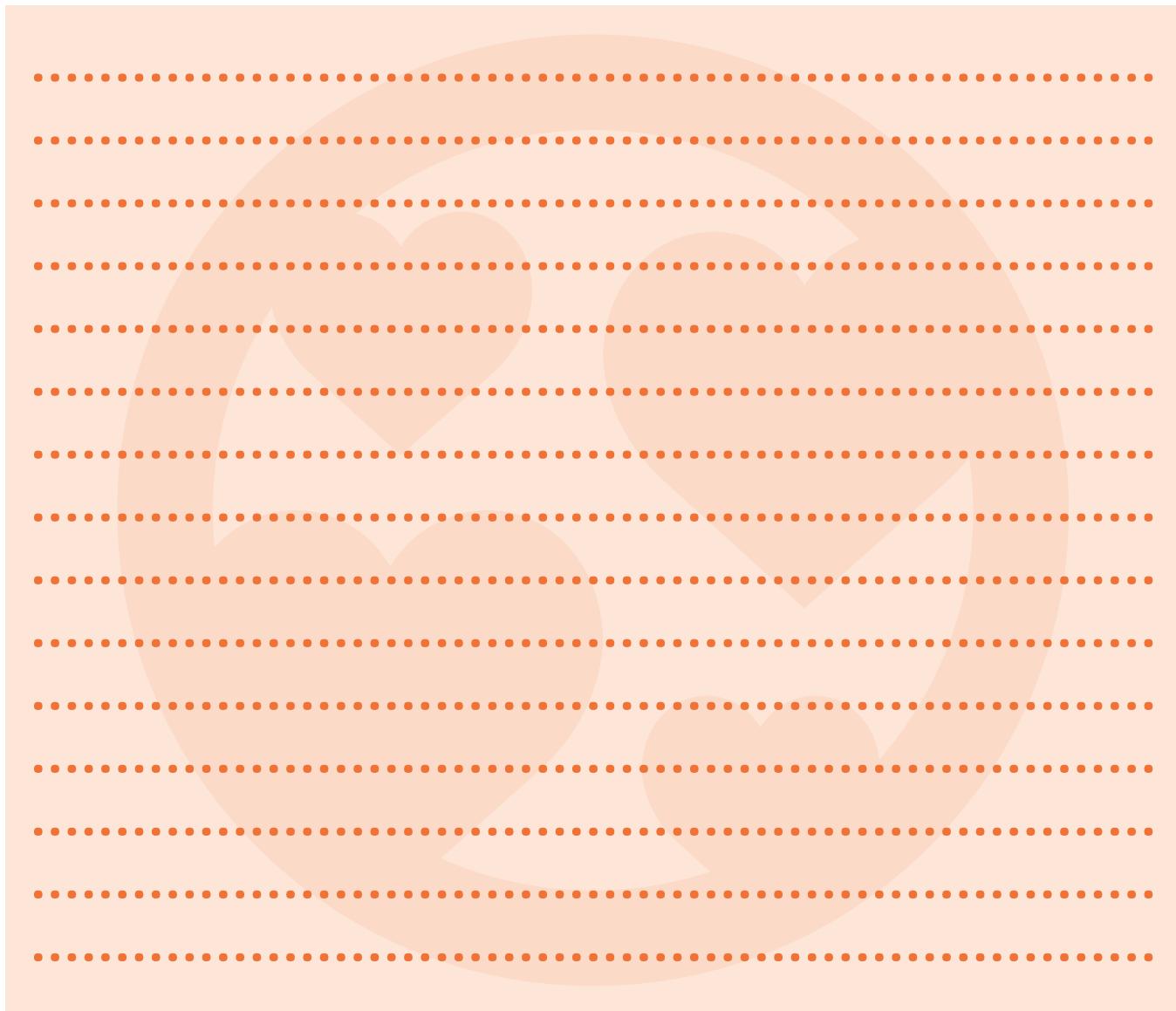


# Mapio'r diriogaeth

## Mapping the territory

Ble rydych chi rwan? Ystyriwch y gweinidogion trwyddedig sydd yn gwasanaethu'r Ardal Weinidogaeth, ac unrhyw Dimau Gweinidogaeth Comisiynedig sy'n cael eu ffurio a'u hyfforddi. Ystyriwch y doniau a'r talentau a gaiff eu defnyddio yng ngwasanaeth Duw o ddydd y dydd ac o wythnos i wythnos. Meddyliwch hefyd am y mannau llem: A oes rhai unigolion neu dimau allweddol sy'n cael eu gorlwytho? Oes yna bethau yr hoffech eu gwneud nad ydynt yn ymddangos yn bosibl oherwydd diffyg pobl i rannu yn y gwaith? Ystyriwch eglwysi a cynulleidfaeodd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanwydd.

Where are you now? Think about the licensed ministers who are serving the Ministry Area, and about any Commissioned Ministry Teams being formed and trained. Think about the many gifts and talents used in God's service day by day and week by week. Think also about the pressure points: Are there some key individuals or teams who are overburdened? Are there things you would like to do that don't seem possible because nobody can be found to share in the work? Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole.



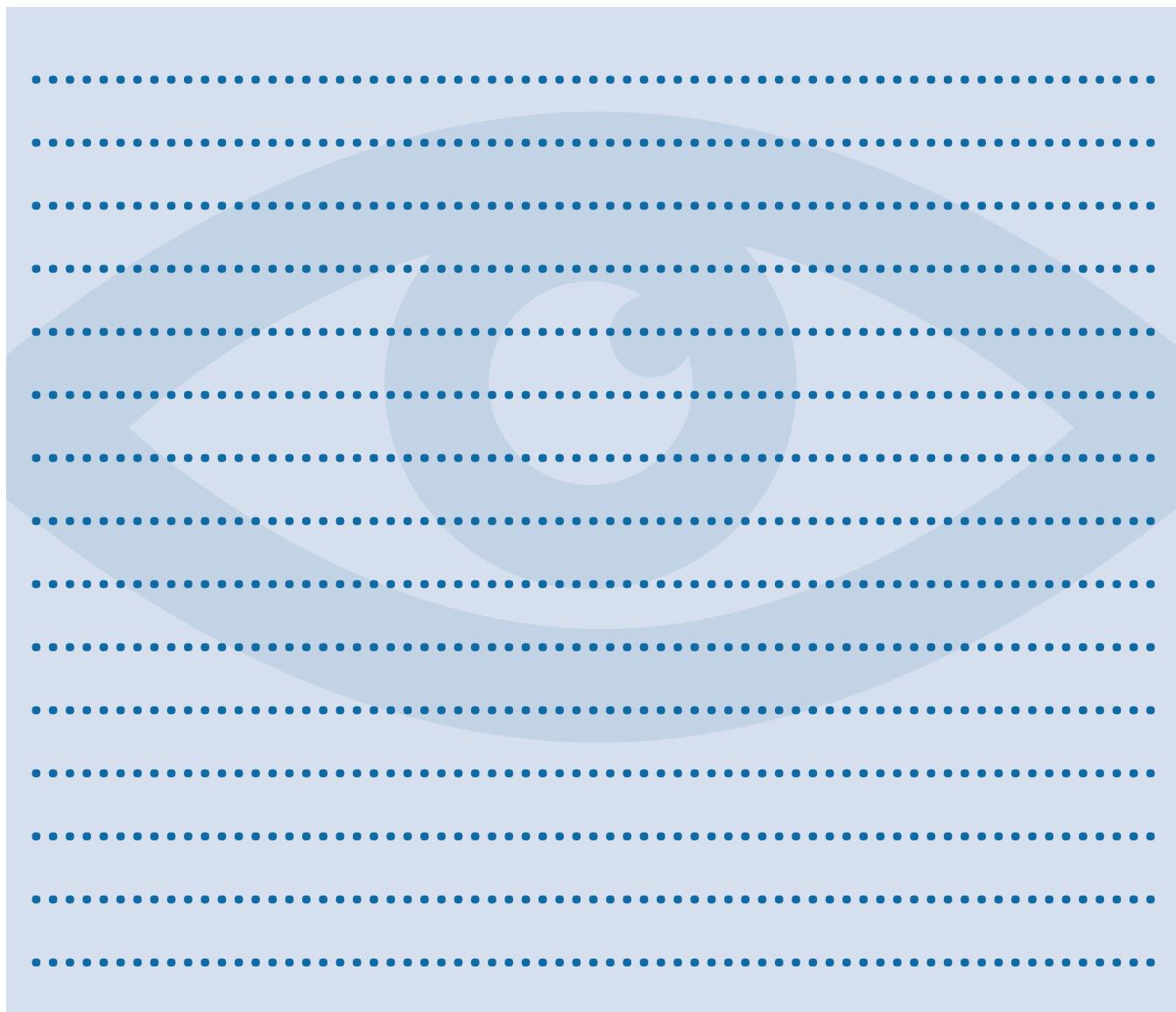


# Dirnad y weledigaeth Discerning a vision

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Beth yw'r pethau allweddol y byddwch yn eu gwneud yn ystod y 3-5 mlynedd nesaf er mwyn annog mwy o gyfranogi yn y weinidogaeth a ymddiriedwyd gan Grist i'w Eglwys. Sut y gellir clywed a dirnad galwad Duw i wasanaethu yn gliriach o fewn yr Ardal Weinidogaeth? Pa ddoniau newydd sydd angen eu meithrin a'u gwerthfawrogi? Ystyriwch y meysydd gweinidogaethol o arwain addoliad, addysgu, gofal bugeiliol, gweinidogaeth teulu, efengylu ac arloesi. Ystyriwch yr hyn y dylid ei roi o'r neilltu i ryddhau egni ar gyfer pethau newydd, ac am yr hyn sy'n barod i ffynnu ac aeddfedu. Yn fwy na dim, beth yw'r camau allweddol, concrid, cyraeddadwy a chreadigol y gallech eu cymryd yn ystod y 3-5 mlynedd nesaf a fydd yn gwneud gwahaniaeth? Ystyriwch y doniau a'r adnoddau sydd ar gael ledled yr Ardal Weinidogaeth. Ystyriwch eglwysi a cynulleidfaoedd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfarwydd. Ceisiwch gymorth, her a gras yr Ysbryd Glân.

What are the key things you will do during the next 3-5 years to encourage greater participation in the ministry entrusted by Christ to his Church. How can God's call to service be heard and discerned more clearly in the Ministry Area? Which new gifts and talents need to be nurtured and valued? Think about the ministry fields of leading worship, teaching, pastoral care, family ministry, evangelism, and pioneer ministry. Think about what should be set aside to allow energy for new things, and about what is ripe for development. Above all, what are the key, creative, concrete, achievable steps that you could take during the next 3-5 years that will make a difference? In all of this, think about the gifts, talents and resources that are available across the Ministry Area. Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole. As you discern, be open to the guidance, challenge and grace of the Holy Spirit.



## Adran 6

### Croesawu plant, pobl ifanc a theuluoedd

Bu croesawu cenedlaethau newydd i mewn i'n cymunedau eglwysig yn rhan ganolog o fywyd yr Eglwys ar hyd yr oesoedd – ond rydym wedi cydnabod ein bod yn aml yn ei chael hi'n anodd i wneud hynny'n dda. Mae'n Prosiect Plant, Pobl Ifanc a Theuluoedd esgobaethol yn anelu at alluogi gweinidogaethau newydd yn y maes hanfodol hwn o'n bywyd a'n chenhadaeth. Mae pedwar Galluogydd Gweinidogaeth Plant, Pobl Ifanc a Theuluoedd (CYFMEs) yn gweithio ledled yr esgobaeth i gefnogi Timau Ardaloedd Gweinidogaeth i feithrin hyder ac i ddatblygu mentrau newydd.

Ceir cymorth i ddirnad y rhan yma o'r Cynllun Datblygu Cenhadaeth oddi wrth

**Anest Gray Fraser**

Cyfarwyddwr Addysg ac Ymgysylltu

**Kirsty Williams, Jennifer Roberts, Naomi Wood,**

**Deborah Peck**

CYFMEs



Nid yw'n hawdd rhoi heibio'r hen broblemau. Ond wrth i mi feddwl am ddyfodol yr Eglwys, yr wyf yn credu mai'r rhai y disgwyliwn ddysgu'r lleiaf ganddynt a fydd yn arwain y ffordd. [Henri Nouwen](#)

## Section 6

### Welcoming children, youth and families

Welcoming new generations into our church communities has been part of the life of the Church throughout the ages – but we've acknowledged that we often struggle to do this well. Our diocesan Children, Young People and Families Project aims to enable new ministries in this critical area of our life and mission. Four Children, Young People & Family Ministry Enablers (CYFMEs) work across the diocese to support Ministry Area Teams to build confidence and to develop new initiatives.

Old patterns are not easy to give up. But as I think about the future of the Church, I do believe that those from whom we least expect to learn are showing us the way. [Henri Nouwen](#)



Support to discern this part of the Mission Development Plan comes from

**Anest Gray Fraser**

Director of Education & Engagement

**Kirsty Williams, Jennifer Roberts, Naomi Wood,**

**Deborah Peck**

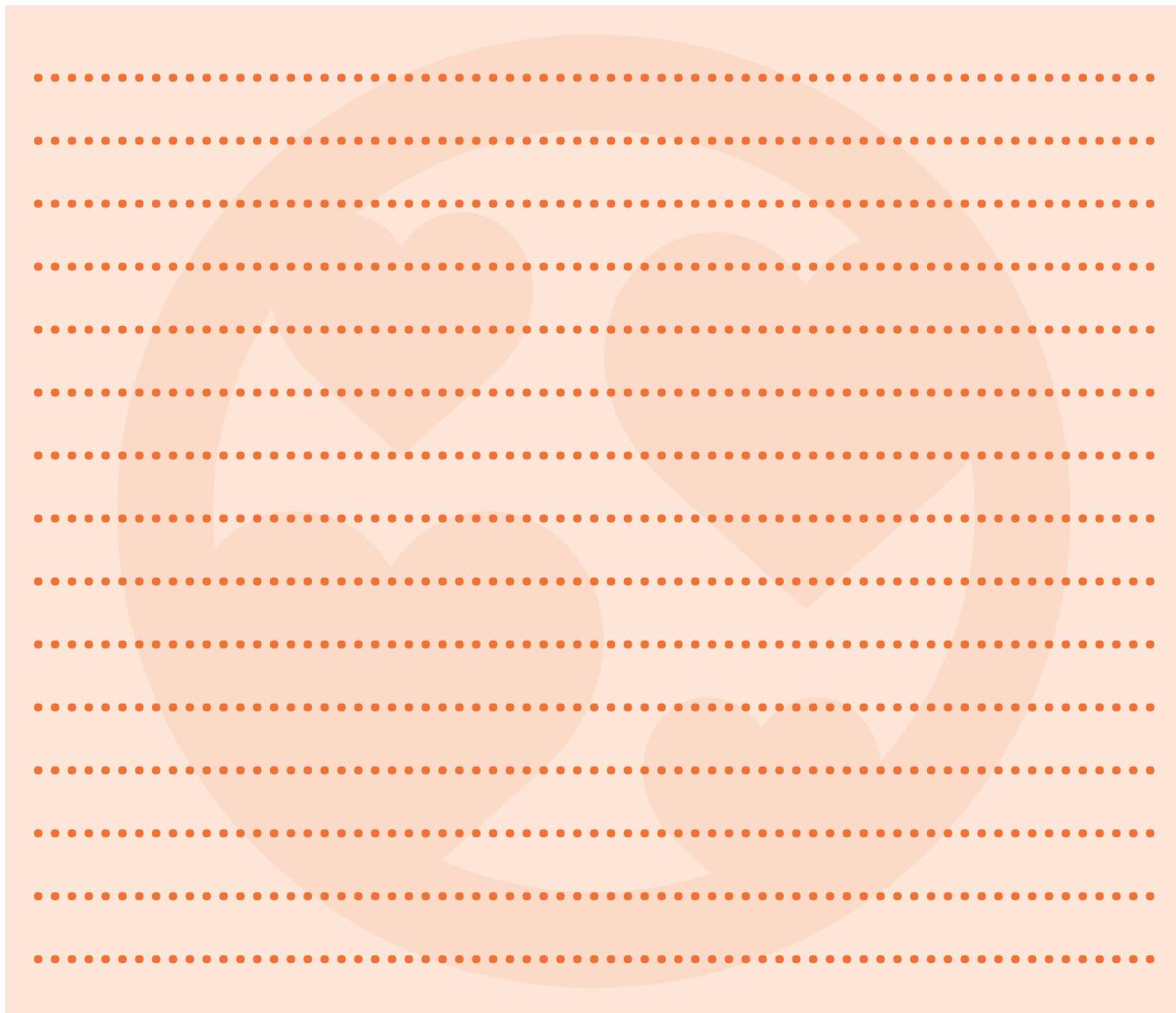
CYFMEs



# Mapio'r diriogaeth Mapping the territory

Ble rydych chi rwan? Lle mae plant, pobl ifanc a theuluoedd yn derbyn croeso cynnes yn yr Ardal Weinidogaeth? Ystyriwch y gweithgareddau a'r digwyddiadau arbennig sy'n cael eu hanelu at blant, pobl ifanc a theuluoedd. Ystyriwch hefyd eich gwasanaethau a'ch digwyddiadau rheolaidd drwy lygaid person ifanc. Ystyriwch y prosiectau a'r gweithgareddau sy'n torri tir newydd, ac yn dwyn y Newyddion Da at blant a phobl ifanc; ac ystyriwch eich ymgysylltiad â'r ysgolion lleol. Ystyriwch eglwysi a cynulleidfaeodd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd.

Where are you now? Where do children, young people and families receive a warm welcome in the Ministry Area? Think about the special activities and events that are aimed at children, young people and families. Think also about the ways in which regular services and events look when viewed through a young person's eyes. Think about the projects and activities that are breaking new ground, and taking the Good News out to where children and young people are; and think about your engagement with the local schools. Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole.



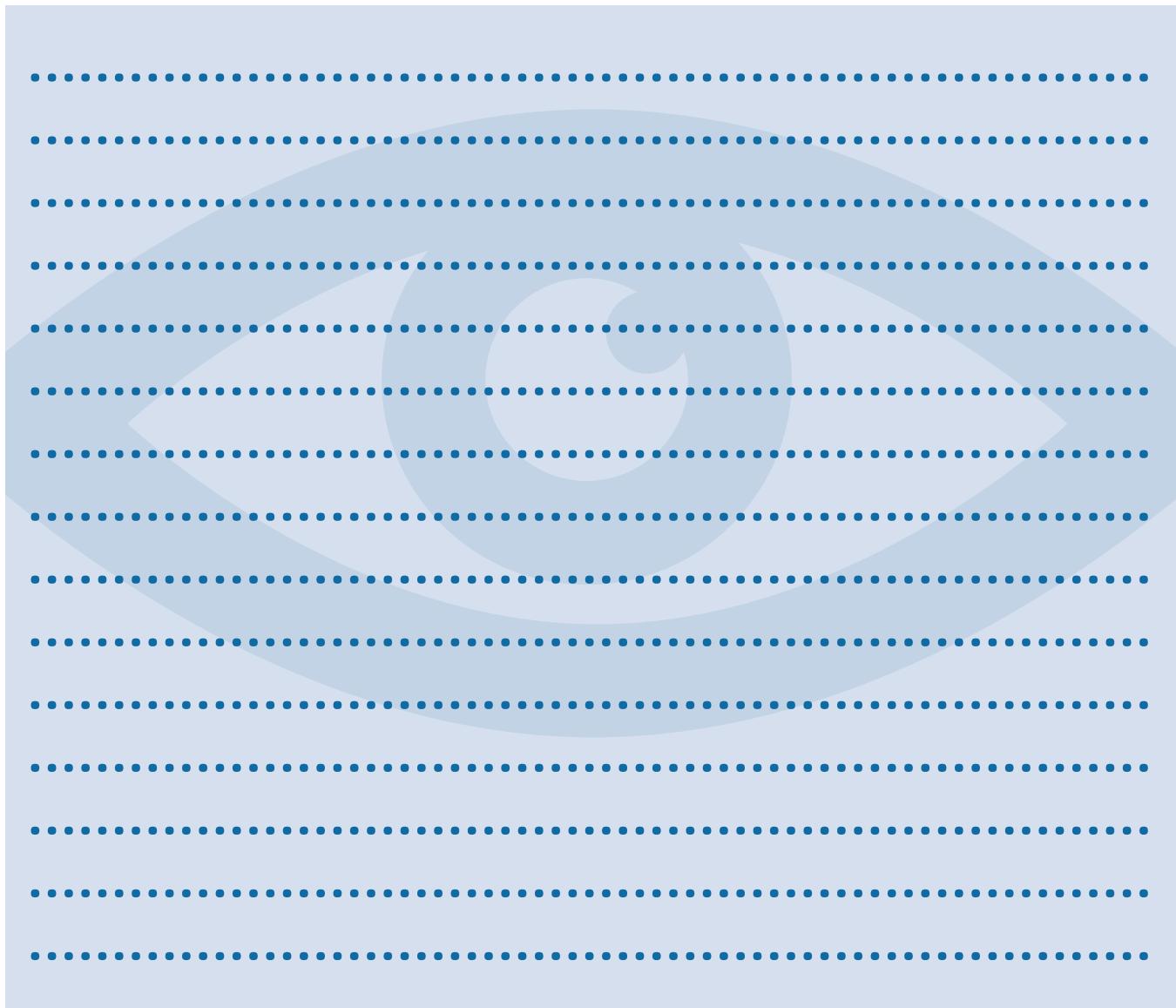


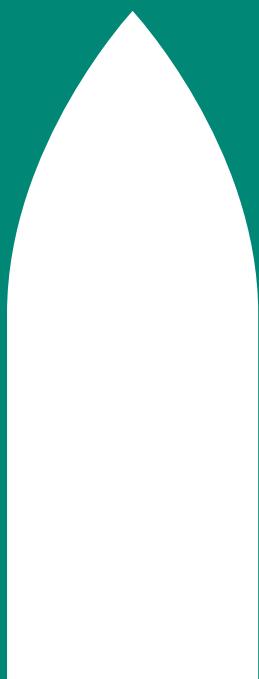
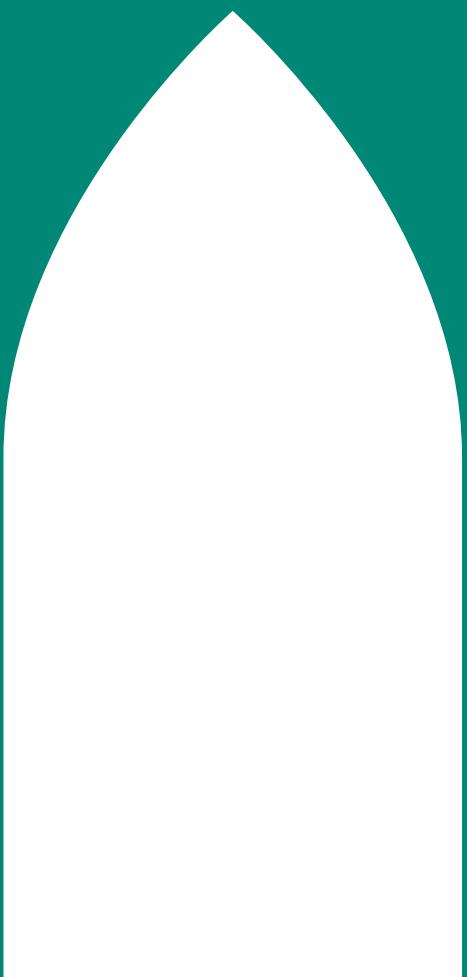
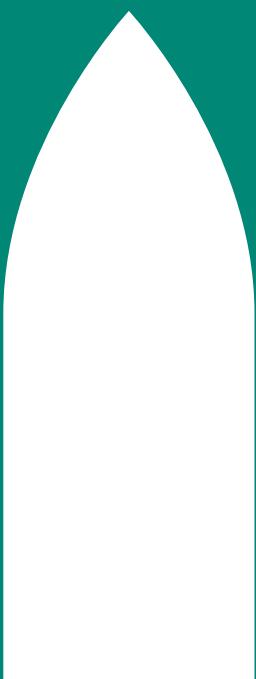
# Dirnad y weledigaeth

## Discerning a vision

Beth yw'r pethau allweddol y byddwch yn eu gwneud yn ystod y 3-5 mlynedd nesaf er mwyn gwella a chyfoethogi eich croeso i blant, pobl ifanc a theuluoedd. Ystyriwch yr hyn y dylid ei roi o'r neilltu i ryddhau egni ar gyfer pethau newydd, ac am yr hyn sy'n barod i ffynnu ac aeddfedu. Yn fwy na dim, beth yw'r camau allweddol, conrid, cyraeddadwy a chreadigol y gallech eu cymryd yn ystod y 3-5 mlynedd nesaf a fydd yn gwneud gwahaniaeth? Ystyriwch y doniau a'r adnoddau sydd ar gael ledled yr Ardal Weinidogaeth. Ystyriwch eglwysi a cynulleidfaeodd unigol, ond camwch yn ôl hefyd i ystyried yr Ardal Weinidogaeth yn ei chyfanrwydd. Ceisiwch gymorth, her a gras yr Ysbryd Glân.

What are the key things you will do during the next 3-5 years to enhance your welcome to children, young people and families. Think about what should be set aside to allow energy for new things, and about what is ripe for development. Above all, what are the key, creative, concrete, achievable steps that you could take during the next 3-5 years that will make a difference? In all of this, think about the gifts, talents and resources that are available across the Ministry Area. Consider individual churches and congregations, but also take a step back and consider the Ministry Area as a whole. As you discern, be open to the guidance, challenge and grace of the Holy Spirit.





Rhaid i'n hadeiladau ein helpu i wireddu'n gweledigaeth. Mae **Cynllun Datblygu Eiddo'r Ardal Weinidogaeth** yn edrych tuag at 2030. Mae'n rhoi braslun cadarnhaol a chymhellol o'r eiddo a'r adeiliadau o fewn yr Ardal a fydd yn ein galluogi i wireddu'r weledigaeth. Dyma gyfle i ystyried adeiladau, a'r holl asedau o ran eiddo a thir, a ddefnyddir ar hyn o bryd; a chyfle i ddirnad gweledigaeth o adeiladau cysegredig, adeiladau hyblyg, adeiladau cymunedol a thai staff a fyddai'n hybu cenhadaeth yr Ardal Weinidogaeth. Ceisiwn fod yn obeithiol ac yn realistig, gan anelu at ragoriaeth.

Our buildings need to help us deliver our vision. The **Ministry Area Property Development Plan** looks ahead to 2030. It sketches out a positive and compelling property set-up for the Ministry Area – one that will help us deliver our shared vision. Here is an opportunity to map all of the buildings, premises, properties and land assets currently owned and used by the Church; and then to discern a vision of sacred space, flexible space, community space and accommodation that would help to fulfil the mission of the Ministry Area. We aim to be hopeful; to be realistic; and to achieve excellence.

# Adran / Section 1



## Mapio'r diriogaeth Mapping the territory

Nodwch bob un o'r adeiladau a'r mynwentydd, a'r holl asedau o ran eiddo a thir, sy'n berchen i'r Eglwys yng Nghymru ac a ddefnyddir gan yr Eglwys yng Nghymru o fewn eich Ardal Weinidogaeth. Nodwch hefyd unrhyw eiddo arall sy'n eiddo i'r Ardal Weinidogaeth a'i heglwysi, gan gynnwys unrhyw eiddo masnachol neu eiddo fuddsoddiadol. Bydd fotograffau o bob adeilad neu leoliad yn ddefnyddiol; bydd nodyn parthed perchnogaeth hefyd yn ddefnyddiol pan fo hynny'n amwys. Ar gyfer pob adeilad neu leoliad, nodwch hefyd ei gyflwr, a'i gryfderau a'i wendidau fel rhywle a ddefnyddir i gefnogi cenhadaeth yr Ardal Weinidogaeth. Yn ogystal â nodi'r wybodaeth hon mewn tabl neu ddogfen, efallai y bydd hefyd yn ddefnyddiol i bloto'r lleoliadau ar fap o'r Ardal Weinidogaeth.

Note all of the buildings, churchyards, premises, properties and land assets owned and used by the Church in Wales within your Ministry Area. Note down also any other property owned by your Ministry Area and its churches, including any commercial or investment property. Some photographs of each building or location will be helpful, as will a note regarding ownership where this is not clear. For each property or location, make a note also of its condition, and of its strengths and weaknesses as somewhere used to advance the mission of the Ministry Area. As well as noting this information in a table or document, you may also find it helpful to plot the locations on a map of the Ministry Area.

### Eglwysi Churches

Enw Name	Llun Picture	Cyflwr Condition	Cryfderau Strengths	Gwendidau Weaknesses

**Eglwysi (parhau)**  
Churches (cont.)

Enw Name	Llun Picture	Cyflwr Condition	Cryfderau Strengths	Gwendidau Weaknesses

**Mynwentydd**  
Churchyards

Enw Name	Llun Picture	Perchnogaeth Ownership	Cyflwr Condition	Cryfderau Strengths	Gwendidau Weaknesses

## Neuaddau eglwys Church halls

Enw Name	Llun Picture	Perchnogaeth Ownership	Cyflwr Condition	Cryfderau Strengths	Gwendidau Weaknesses

## Persondai Parsonages

Enw Name	Llun Picture	Cyflwr Condition	Cryfderau Strengths	Gwendidau Weaknesses

Adeiladau eraill  
Other buildings

Enw Name	Llun Picture	Perchnogaeth Ownership	Cyflwr Condition	Cryfderau Strengths	Gwendidau Weaknesses

Tir  
Land

Enw Name	Llun Picture	Perchnogaeth Ownership	Cyflwr Condition	Cryfderau Strengths	Gwendidau Weaknesses

## Map





## Adran / Section 2

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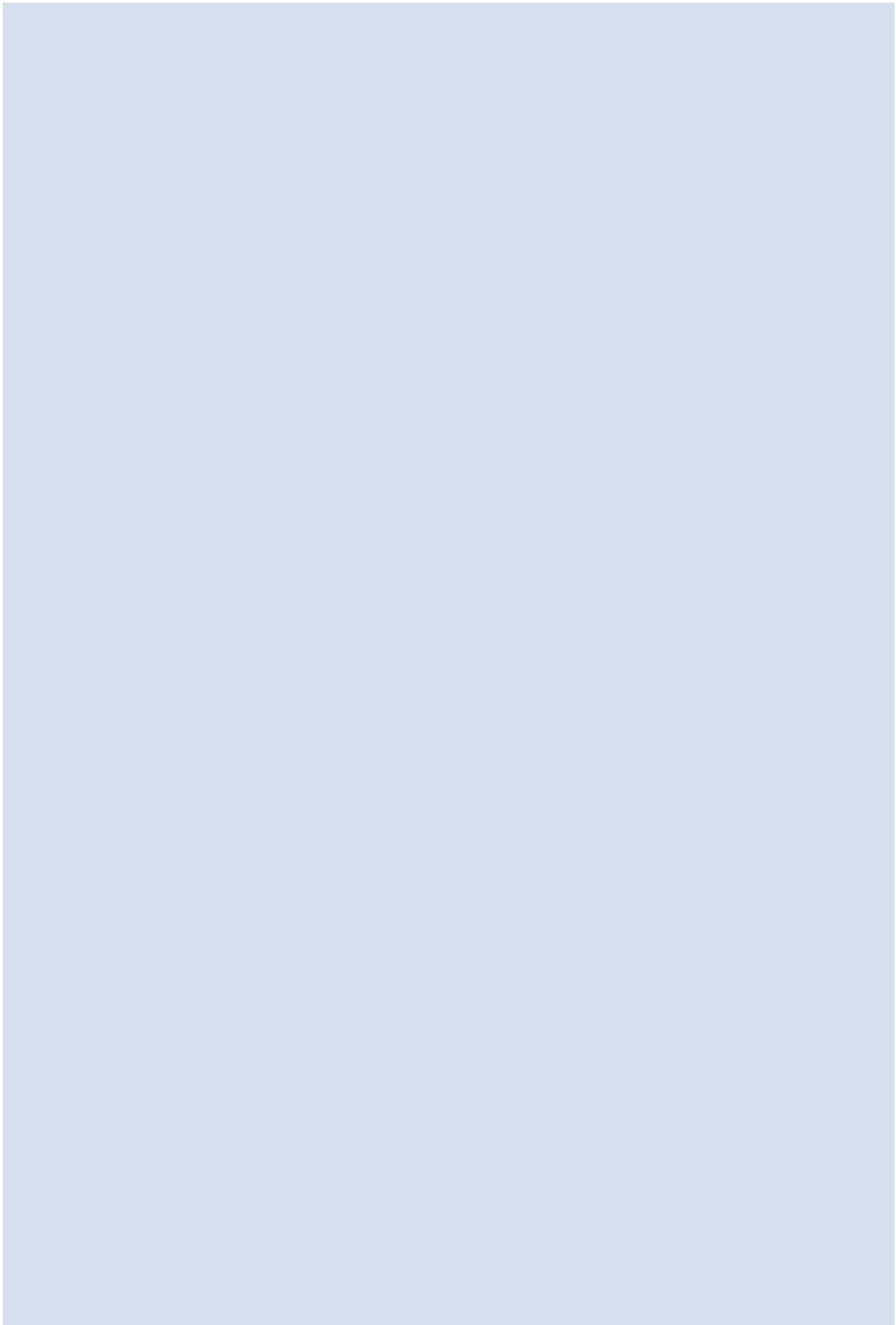
## Dirnad y weledigaeth / Rhan A Discerning a vision / Part A

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Dygwch ynghyd ein cynseiliau a'n canolbwytiau esgobaethol â'ch gwybodaeth chi o'r eiddo sydd wedi ei fapio gennych. Nawr ystyriwch yr hyn a fyddai'n batrwm eiddo ardderchog ar gyfer yr Ardal Weinidogaeth erbyn 2025-2030. Pa batrwm o adeiladau eglwysig, adeiladau hyblyg, adeiladau cymunedol a thai staff a fyddai'n hybu cenhadaeth yr Ardal Weinidogaeth? Pa batrwm fyddai'n eich galluogi i addoli Duw, i dyfu'r Eglwys, ac i garu'r byd. Pa batrwm fyddai'n eich galluogi i feithrin disgylion, i dyfu gweinidogaethau newydd, ac i groesawu plant, pobl ifanc a theuluoedd. Meddyliwch am hybiau allweddol ar gyfer cenhadaeth. Meddyliwch am leoedd a fyddai'n ad-dalu buddsoddiad a chostau datblygu. Meddyliwch am fathau newydd o adeiladau yn hytrach na dim ond y rhai yr ydym wedi eu hetifeddu. Byddwch yn obeithiol; byddwch yn realistig; anelwch at ragoriaeth.

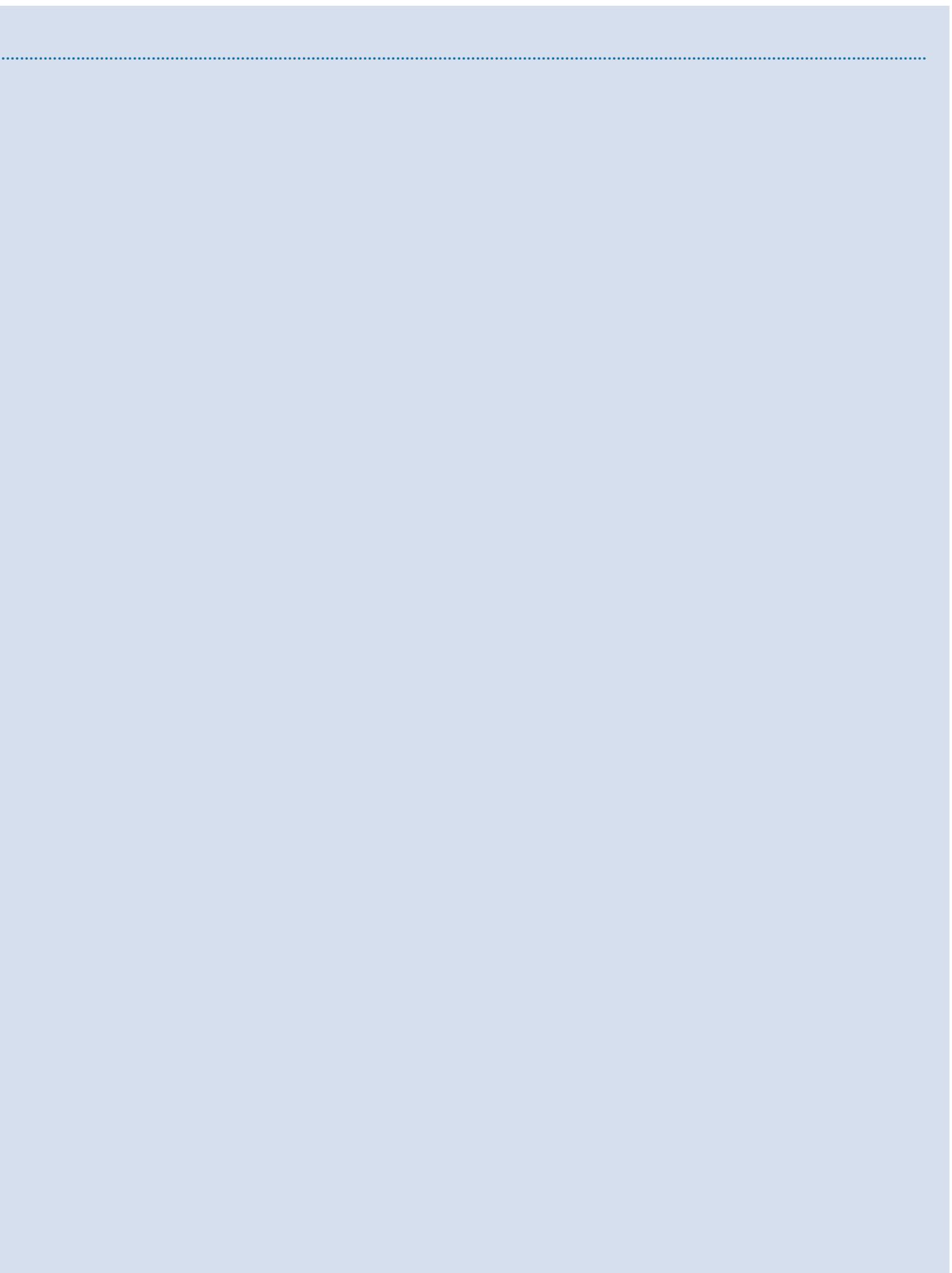
Bring together our diocesan priorities and principles with your knowledge of the properties that you have mapped out. Now think about what would be an excellent property set-up for the Ministry Area by 2025-2030. What configuration of church buildings, flexible space, community space and accommodation would help to fulfil the mission of the Ministry Area? What pattern of buildings and premises would best enable us to worship God, grow the Church, and love the world? What pattern of buildings and premises would best enable us to nurture disciples, grow new ministries, and welcome children, young people and families? Think about key hubs for mission. Think about places that would repay investment and the costs of development. Think about new types of buildings rather than simply those we have inherited. Be hopeful; be realistic; aim for excellence.





## Map

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# Adran / Section 3



## Dirnad y weledigaeth / Rhan B Discerning a vision / Part B

Nesaf, ystyriwch hefyd yr adeiladau a'r eiddo hynny sy'n debygol o fod angen eu rhoi o'r neilltu yn ystod y cyfnod rhwng nawr a 2025-2030. Gall rhai fod yn adeiladau eglwysig a fydd bob amser yn werthfawr a sanctaidd i ni, ond lle nad oes modd eu gweld yn cynnal cymuned o addolwyr rheolaidd erbyn 2025. Gall rhai fod yn adeiladau y mae angen eu gwerthu er mwyn ail-fuddsoddi'r arian mewn cenhedlaeth newydd o adeiladau sy'n fwy addas ar gyfer ein anghenion. Gall rhai fod yn adeiladau y gellir eu rhoi at ddefnydd masnachol i ddarparu llif incwm i gefnogi cenhadaeth yr Ardal Weinidogaeth. Byddwch yn realistig; byddwch yn onest; byddwch yn genhadol.

Next, reflect also on those buildings and premises that are likely to need to be set aside over the period between now and 2025-2030. Some may be church buildings that will always be precious to us, but which cannot be expected to sustain a regular worshipping community by 2025. Some may be buildings that need to be sold so that their value can be re-invested in a new generation of buildings better suited to our needs. Some may be buildings that can be put to a commercial use to provide an income stream to support the mission of the Ministry Area. Be realistic; be honest; be missional.





## Adran / Section 4

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### Adolygu Review

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Edrychwr dros y weledigaeth yr ydych wedi ei dirnad, gan ofyn rhai cwestiynau allweddol: A yw'n gwneud popeth o fewn eich gallu i sicrhau y bydd yr Ardal Weinidogaeth yn medru addoli Duw, tyfu'r Eglwys, a charu'r byd? A yw'n gwneud popeth o fewn eich gallu i sicrhau y bydd yr Ardal Weinidogaeth yn medru meithrin disgyblion, tyfu gweinidogaethau newydd, a chroesawu plant, pobl ifanc a theuluoedd?

Look back at the vision you have discerned, and ask some key questions: Does it do all it can to ensure that the Ministry Area is able to focus on worshipping God, growing the Church, and loving the world? Does it do all it can to ensure that the Ministry Area is able to focus on nurturing disciples, growing new ministries, and welcoming children, young people and families?



Mae **Cynllun Datblygu Cyllid yr Ardal Weinidogaeth** yn edrych tuag at 2020 a thu hwnt. Mae'n rhoi braslun o fframwaith ariannol egniol ar gyfer yr Ardal Weinidogaeth, a fydd eto'n ein galluogi i wireddu'n gweledigaeth. Dyma gyfle i ystyried gweinyddu ariannol ar draws yr Ardal Weinidogaeth; Cronfa Gweinidogaeth yr Esgob; rhoi ar gynllun a haelioni dydd-i-ddydd; codi arian, rhoddion mawr a ffrydoliau incwm newydd; a chynlluniau mentrus, pe na bai arian yn ein cyfyngu. Ceisiwn fod yn obeithiol; yn realistig; ac i weld cyllid yn gwasanaethu cenhadaeth yr Eglwys.

The **Ministry Area Finance Development Plan** looks ahead to 2020 and beyond. It sketches out a life-giving financial framework for the Ministry Area – again, one that will help us deliver our shared vision. This is an opportunity to consider financial administration across the Ministry Area; the Bishop's Ministry Fund; planned giving and day-to-day generosity; fundraising, major gifts and new income streams; and bold, money-no-object plans. We aim to be hopeful; to be realistic; and to see finances as the servant of the mission of the Church.

# Adran / Section 1

## Incwm a gwariant Income and expenditure

Incwm Income	£	%
Rhoddion ar gynllun Planned donations	0101, 0110-0112	
Rhoddion rhydd ar y blât Loose plate donations	0201-0204	
Blychau wal, rhoddion Cymorth Rhodd untro, rhoddion apêl Wall boxes, one-off Gift Aid donations, donation appeals	0301-0305	
Cefnogaeth i achosion ac elusennau eraill Support to other causes and charities	0401, 0402	
Cymorth Rhodd a GASDS wedi ei adennill Recovered Gift Aid & GASDS	0501, 0502	
Cymynroddion Legacies	0601	
Grantiau Grants	0701, 0702	
Codi arian, arian arall a gynhyrchwyd Fundraising, other funds generated	0801, 0802	
Incwm o rent neuadd, argraffu, gwerthu cylchgrawn Income from hall rental, printing, magazine sales	0803-0806	
Ffioedd ar gyfer gwasanaethau achlysurol Fees for occasional offices	0901	
Llog, incwm o fuddsoddiadau, rhent o dir ac adeiladau Interest, investment income, rent from land and buildings	1001, 1020, 1030	
Hawliadau yswiriant, gwerthu asedau / buddsoddiadau, taliadau benthyciadau Insurance claims, sale of assets / investments, loan payments	1101-1106	
<b>Cyfanswm Total</b>		



# Mapio'r diriogaeth

## Mapping the territory

### Mapiwch incwm a gwariant eich blwyddyn flaenorol.

Mae'r rhifau nesaf i'r penawdau yn ymwneud â'r Rhifau Cyfrif Nominal yn Finance Coordinator

### Map out your previous year's income and expenditure.

The numbers next to the headings relate to the Nominal Account Numbers in Finance Coordinator.

Gwariant Expenditure	£	%
<b>Cronfa Gweinidogaeth yr Esgob</b> <b>Bishop's Ministry Fund</b>	2001	
Treuliau clergigion, costau persondai Clergy expenses, parsonage costs	2101, 2120, 2145- 2150, 2170	
Costau Gweinidogion Trwyddedig a Chomisiynedig o fewn Tîm Licensed and Commissioned Team Ministry costs	2201-2203	
Costau addoliad Worship costs	2340-2342	
Costau gweinyddol cyffredinol General administrative costs	2401-2411	
Costau cynnal adeiladau eglwysig Church building running costs	2501-2505, 2507- 2509	
Costau cynnal eiddo eraill, e.e. mynwentydd, neuaddau Other property running costs, e.g. churchyards, halls	2601-2609, 2611, 2612	
Gwaith atgyweirio ac adnewyddu i adeiladau Major building repairs and renovations	2701	
Costau tyfu'r Eglwys, caru'r byd, a'n canolbwytiau Costs of growing the Church, loving the world, and our priorities	2801, 2803-2806	
Cefnogaeth i achosion ac elusennau eraill Support to other causes and charities	2901-2904	
Prynu asedau / buddsoddiadau, darparu benthyciadau Purchase of assets / investments, provision of loans	3001-3005	
Costau codi arian Fundraising costs	3101-3104	
<b>Cyfanswm</b> <b>Total</b>		

# Adran / Section 1 (parhad/cont.)

## Incwm a gwariant Income and expenditure

Incwm Income	£	%
Rhoddion ar gynllun Planned donations	0101, 0110-0112	
Rhoddion rhydd ar y blât Loose plate donations	0201-0204	
Blychau wal, rhoddion Cymorth Rhodd untro, rhoddion apêl Wall boxes, one-off Gift Aid donations, donation appeals	0301-0305	
Cefnogaeth i achosion ac elusennau eraill Support to other causes and charities	0401, 0402	
Cymorth Rhodd a GASDS wedi ei adennill Recovered Gift Aid & GASDS	0501, 0502	
Cymynroddion Legacies	0601	
Grantiau Grants	0701, 0702	
Codi arian, arian arall a gynhyrchwyd Fundraising, other funds generated	0801, 0802	
Incwm o rent neuadd, argraffu, gwerthu cylchgrawn Income from hall rental, printing, magazine sales	0803-0806	
Ffioedd ar gyfer gwasanaethau achlysurol Fees for occasional offices	0901	
Llog, incwm o fuddsoddiadau, rhent o dir ac adeiladau Interest, investment income, rent from land and buildings	1001, 1020, 1030	
Hawliadau yswiriant, gwerthu asedau / buddsoddiadau, taliadau benthyciadau Insurance claims, sale of assets / investments, loan payments	1101-1106	
<b>Cyfanswm Total</b>		



# Dirnad y dyfodol

## Discerning the future

Wrth feddwl tua'r dyfodol, sut batrwm hoffech ei weld ar gyfer eich incwm a'ch gwariant? Gallai hyn hefyd ddarparu Cyllideb fynegol ar gyfer eich Ardal Weinidogaeth a darparu targedau tymor hir i anelu atynt (gweler hefyd Adran 3D).

Mae'r rhifau nesaf i'r penawdau yn ymwneud â'r Rhifau Cyfrif Nominal yn Finance Coordinator

Thinking about the future, how would you prefer your income and expenditure to look? This might also provide an indicative Budget for your Ministry Area and provide longer term targets to aim for (see also Section 3D).

The numbers next to the headings relate to the Nominal Account Numbers in Finance Coordinator.

Gwariant Expenditure	£	%
<b>Cronfa Gweinidogaeth yr Esgob</b> <b>Bishop's Ministry Fund</b>	2001	
Treuliau clergigion, costau persondai Clergy expenses, parsonage costs	2101, 2120, 2145- 2150, 2170	
Costau Gweinidogion Trwyddedig a Chomisiynedig o fewn Tîm Licensed and Commissioned Team Ministry costs	2201-2203	
Costau addoliad Worship costs	2340-2342	
Costau gweinyddol cyffredinol General administrative costs	2401-2411	
Costau cynnal adeiladau eglwysig Church building running costs	2501-2505, 2507- 2509	
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Gwaith atgyweirio ac adnewyddu i adeiladau Major building repairs and renovations	2701	
Costau tyfu'r Eglwys, caru'r byd, a'n canolbwytiau Costs of growing the Church, loving the world, and our priorities	2801, 2803-2806	
Cefnogaeth i achosion ac elusennau eraill Support to other causes and charities	2901-2904	
Prynu asedau / buddsoddiadau, darparu benthyciadau Purchase of assets / investments, provision of loans	3001-3005	
Costau codi arian Fundraising costs	3101-3104	
<b>Cyfanswm</b> <b>Total</b>		

## Adran / Section 2

### Cynillion a buddsoddiadau Savings and investments

**Cronfeydd cyffredinol** / At ddibenion cyffredinol  
**General funds** / With a general purpose

Enw'r gronfa Name of the fund	Balans a gariwyd ymlaen Balance carried forward	Beth yw ei diben? What is it for?
<i>Cronfa Gyffredinol Santes Non</i> <i>St Non's General Fund</i>	<b>£2,500</b>	<i>Dibenion cyffredinol</i> <i>General purpose</i>



# Mapio'r diriogaeth

## Mapping the territory

Rhestrwch y cronfeydd sydd gennych ar hyn o bryd, a'r rhai sydd wedi eu sefydlu er eich budd (does ots lle cedwir y cronfeydd), yn seiliedig ar y penawdau isod. Os nad oes gennych ddogfen wreiddiol, efallai y bydd angen ymchwil pellach neu benderfyniad gan Gyngor yr Ardal Weinidogaeth ynghylch defnydd o gronfa benodol. Sicrhewch eich bod wedi gwirio'r ddogfen wreiddiol a chynnwys rhannau perthnasol o'i thestun yn y golofn 'Beth yw ei diben?'

List the funds you currently hold, and for which you are the beneficiary (regardless of where the funds are kept or vested), based on the headings below. If you have no source document, it may require further research or a decision by the Ministry Area Council as to the uses of a particular fund. Ensure that you have checked the original source document and include the relevant parts of its text in the 'What is it for?' column.

Lle mae hi? Where is it?	Dogfen wreiddiol Source document	Ellir gwario'r cyfalaf? Can the capital be spent?	Sut mae'n cael ei gwario i gwrdd â'n cynseiliau a'r canolbwytiau? How is it being used to deliver our principles and priorities?
Nat West	Cofnodion CAG MAC minutes 1/3/2013	Gellir Yes	Costau rhedeg Santes Non Cover running costs of St Non's

**Cronfeydd dynodedig /** Cronfeydd cyffredinol wedi eu neilltuo gan Gyngor yr Ardal Weinidogaeth  
**Designated funds /** General funds set aside for a particular purpose by the Ministry Area Council

Enw'r gronfa Name of the fund	Balans a gariwyd ymlaen Balance carried forward	Beth yw ei diben? What is it for?
<i>Cronfa Blant Dewi Sant St David's Children's Fund</i>	£3,500	<i>Gweithragreddau craidd i groeswau plant, pobl ifanc a theuluoedd Key activities to enhance our welcome for children, young people and families</i>

Lle mae hi? Where is it?	Dogfen wreiddiol Souce document	Ellir gwario'r cyfalaf? Can the capital be spent?	Sut mae'n cael ei gwario i gwrdd â'n cynseiliau a'r canolbwytiau? How is it being used to deliver our principles and priorities?
CCLA	<p><i>Cofnodion CAG</i>  <i>MAC minutes</i>  <i>24/5/2014</i>  <i>Addasu Cofnodion CAG</i>  <i>Amending MAC minutes</i>  <i>1/3/2013</i></p>	<p><i>Gellir</i>  Yes</p>	<p><i>Ariannu prosiect ymgysylltu</i>  <i>Nadolig blynnyddol yn Dewi Sant</i>  <i>Funding an annual Christmas</i>  <i>outreach project at St David's</i></p>

**Cronfeydd cyfyngedig /** Dibenion wedi eu pennu gan y rhoddwyr  
**Restricted funds /** Purpose defined by donors

Enw'r gronfa Name of the fund	Balans a gariwyd ymlaen Balance carried forward	Beth yw ei diben? What is it for?
<i>Cronfa Adnewyddu Dyfrig Sant St Dyfrig's Restoration Fund</i>	£38,200	<i>"cynnal ac atgyweirio ffabrig Eglwys Dyfrig Sant, Llanymddyfrig"</i> <i>"maintenance &amp; repair to the fabric of St Dyfrig's Church, Llanymddyfrig"</i>

Lle mae hi? Where is it?	Dogfen wreiddiol Source document	Ellir gwario'r cyfalaf? Can the capital be spent?	Sut mae'n cael ei gwario i gwrdd â'n cynseiliau a'r canolbwytiau? How is it being used to deliver our principles and priorities?
<i>BDT</i>	<i>Ewyllys Jenny McGyffin Will of Jenny McGyffin 14/2/1910</i>	<i>Na No</i>	<i>Ystyriaeth o gau Dyfrig Sant, felly angen cyngor cyfreithiol Possibility being explored of closing St Dyfrig's, so legal advice needed</i>

## Adran / Section 2 (parhad/cont.)

### Cynillion a buddsoddiadau Savings and investments

**Cronfa Wrth Gefn Weithredol /** Cronfeydd cyffredinol wedi eu neilltuo gan Gyngor yr Ardal Weinidogaeth  
**Operational Reserve Fund /** General funds set aside for a particular purpose by the Ministry Area Council

Enw'r gronfa Name of the fund	Balans arfaethedig Potential balance	Beth yw ei diben? What is it for?	Beth fyddai cynnwys y gronfa hon? What would make up this fund?
<i>Cronfa Wrth Gefn Weithredol yr Ardal Weinidogaeth Ministry Area Operational Reserve</i>	<i>3 mis o gostau rhedeg 3 months of running costs</i>	<i>Anghenion annisgwyl, ac i ddelio ag amrywiadau llif arian Unforeseen needs, and to cover cashflow fluctuations</i>	<i>Wedi ei neilltuo o gronfeydd gyffredinol presennol Set aside from existing general funds</i>

Er mwyn arddel arfer da, dylai pob Ardal Weinidogaeth roi ystyriaeth ddifrifol i ffurfio Cronfa Wrth Gefn Weithredol a ddylai fod yn anghyfyngedig. Dylai gynnwys balans sy'n cyfateb i dri mis o wariant, i'w ddefnyddio mewn argyfwng (anghenion annisgwyl, ac i ddelio ag amrywiadau llif arian). As a matter of good practice, each Ministry Area should give serious consideration to forming an Operational Reserve Fund which should be unrestricted. This should have a balance equal to three months of expenditure, to be used in emergencies (unforeseen needs, and to cover cashflow fluctuations).



# Dirnad y dyfodol

## Discerning the future

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Gan ystyried y rhestr yr ydych wedi ei fapio, ystyriwch beth fyddai'r patrwn o gronfeydd cyfunol delfrydol ar gyfer eich Ardal Weinidogaeth.

Reflecting on the list that you have mapped, consider what an ideal consolidated fund pattern would be for your Ministry Area.

**Cronfeydd cyffredinol / At ddibenion cyffredinol**  
**General funds / With a general purpose**

Enw'r gronfa Name of the fund	Balans arfaethedig Potential balance	Beth yw ei diben? What is it for?	Beth fyddai cynnwys y gronfa hon? What would make up this fund?
<i>Cronfa Gyffredinol yr Ardal Weinidogaeth</i> <i>Ministry Area General Fund</i>	<i>£16,000</i>	<i>Dibenion cyffredinol General purposes</i>	<i>Cronfa Gyffredinol Santes Non</i> <i>St Non's General Fund</i> <i>Cronfa Gyffredinol Euddogwy Sant</i> <i>St Euddogwy's General Fund</i> <i>Cronfa Gyffredinol Dewi Sant</i> <i>St David's General Fund</i> <i>Cronfa Gyffredinol Dyfrig Sant</i> <i>St Dyfrig's General Fund</i>

**Cronfeydd dynodedig /** Cronfeydd cyffredinol wedi eu neilltuo gan Gyngor yr Ardal Weinidogaeth  
**Designated funds /** General funds set aside for a particular purpose by the Ministry Area Council

Enw'r gronfa Name of the fund	Balans arfaethedig Potential balance	Beth yw ei diben? What is it for?	Beth fyddai cynnwys y gronfa hon? What would make up this fund?
<i>Cronfa Gweinidogaeth Teulu Family Ministry Fund</i>	<b>£5,200</b>	<i>Gweinidogaeth i groesawu plant, pobl ifanc a theuluoedd Ministry to welcome children, young people and families</i>	<i>Cronfa Blant Dewi Sant St David's Children's Fund Cronfa Ysgol Sul Euddogwy Sant St Euddogwy's Sunday School Fund</i>

**Cronfeydd cyfyngedig /** Dibenion wedi eu pennu gan y rhoddwyr  
**Restricted funds /** Purpose defined by donors

Enw'r gronfa Name of the fund	Balans arfaethedig Potential balance	Beth yw ei diben? What is it for?	Beth fyddai cynnwys y gronfa hon? What would make up this fund?
<i>Cronfa Adnewyddu Eglwysi</i> <i>Church Restoration Fund</i>	<b>£130,000</b>	<i>Cyllid sbarduno ar gyfer ceisiadau grant i atgyweirio adeiladau eglwysig yr Ardal Weinidogaeth</i> <i>Seed funding for grant applications to repair Ministry Area church buildings</i>	<i>Cronfa Adnewyddu Dewi Sant</i> <i>St David's Restoration Fund</i> <i>Cronfa Adnewyddu Santes Non</i> <i>St Non's Restoration Fund</i> <i>Cronfa Adnewyddu Dyfrig Sant</i> <i>St Dyfrig's Restoration Fund</i>

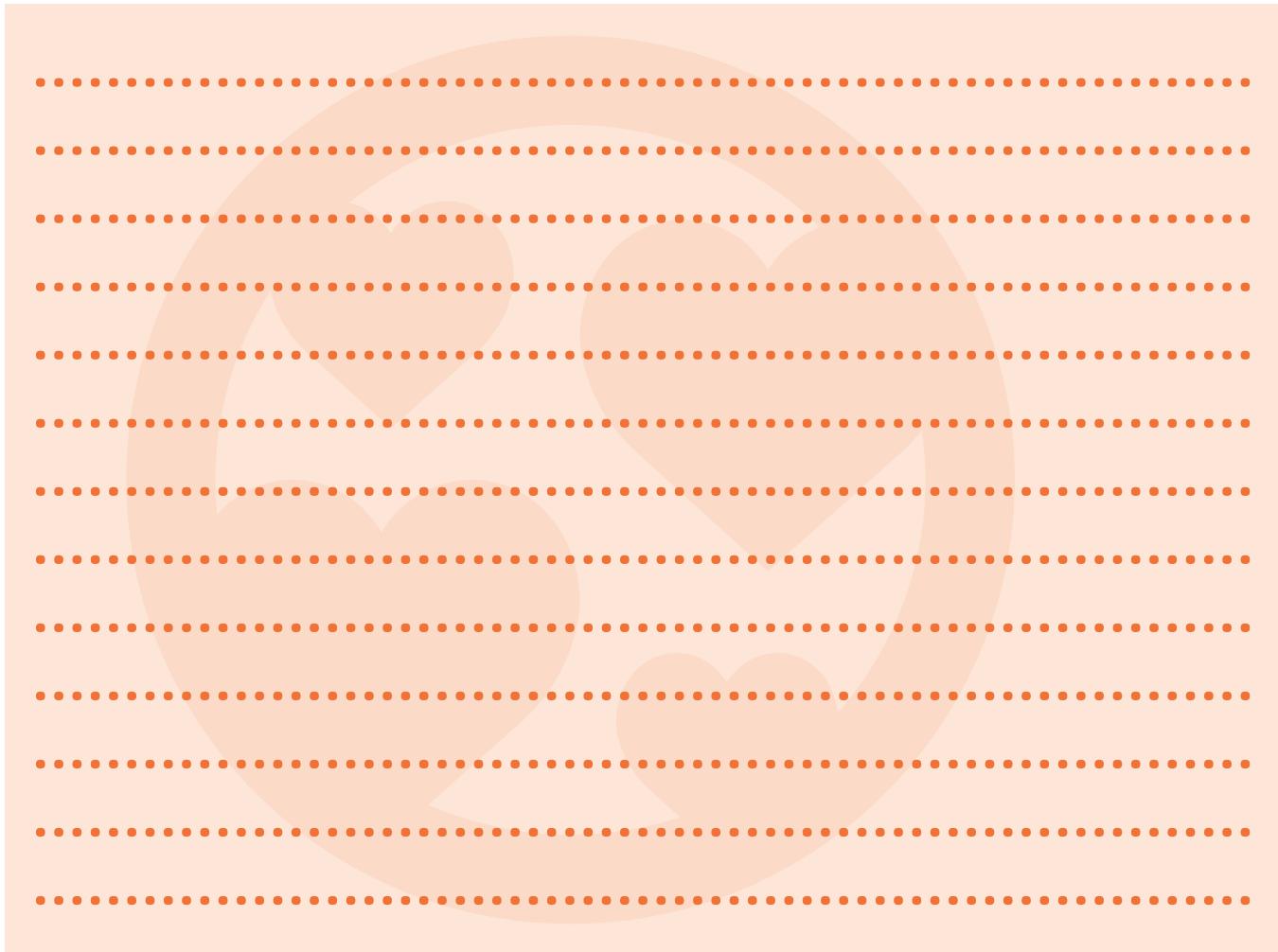
## Adran / Section 3A

### Gweinyddu: Gweinyddu ariannol Administration: Financial administration

#### Mapio'r diriogaeth Mapping the territory

Darparwch drosolwg o'r trefniadau gweinyddu ariannol a'r polisiau sydd ar waith. Ystyriwch gynnwys gwybodaeth am unrhyw drothwyon gwariant, defnydd presennol o feddalwedd ariannol, ac ati. Dylech gynnwys ystyriaeth o sut y mae Finance Coordinator yn cael ei gyflwyno a'i gefnogi.

Provide an overview as to how financial administration is undertaken and under which policies. Think about including information about any spending thresholds, current use of financial software, etc. Include a consideration of how Finance Coordinator is being introduced and supported.

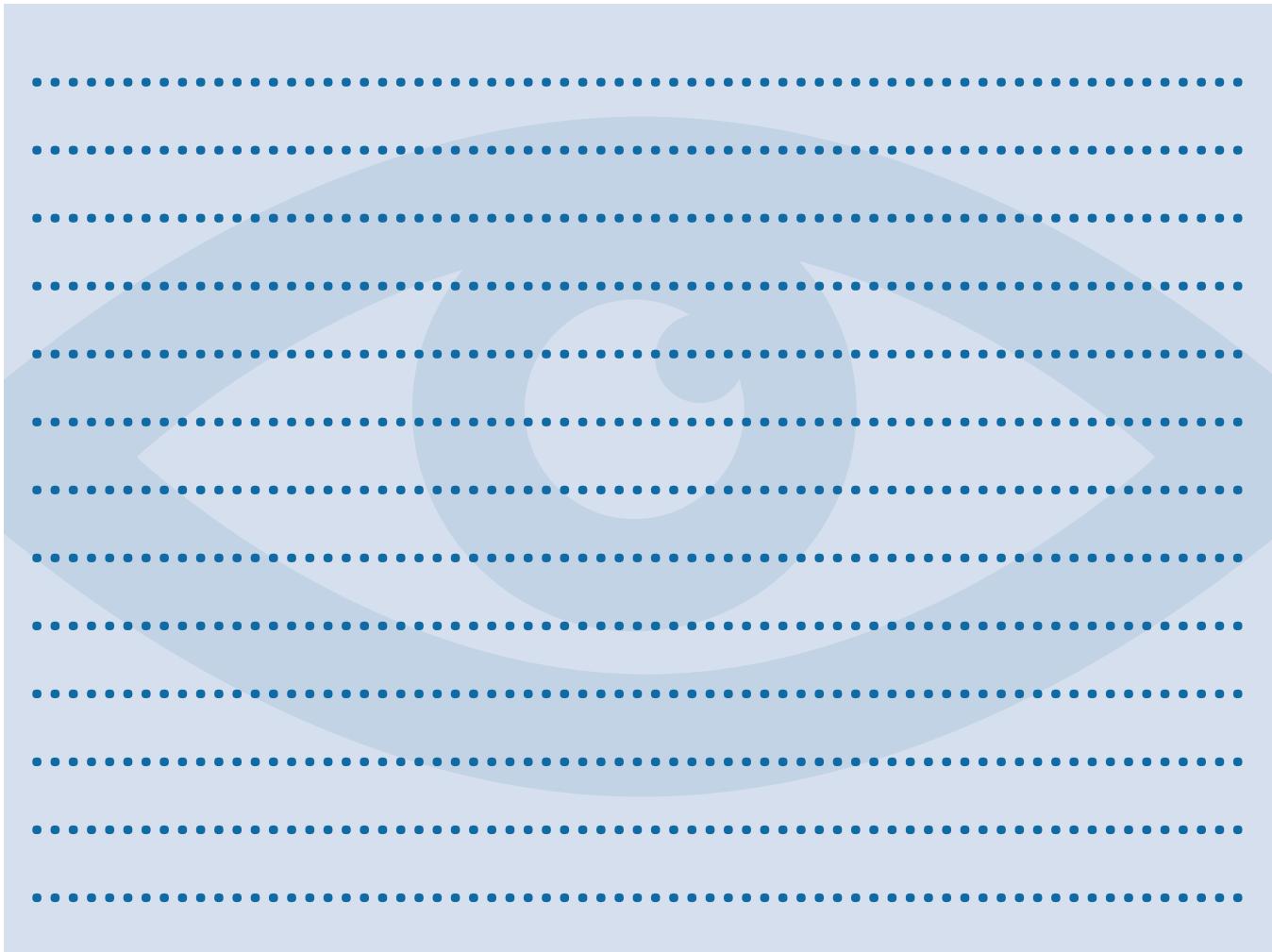




## Dirnad y dyfodol Discerning the future

Ystyriwch unrhyw symleiddio o dasgau gweinyddol presennol, yn ogystal â chyflwyno neu wneud gwell defnydd o feddalwedd ariannol arall.

Consider any streamlining of existing administrative tasks, as well as the introduction or better use of other financial software.



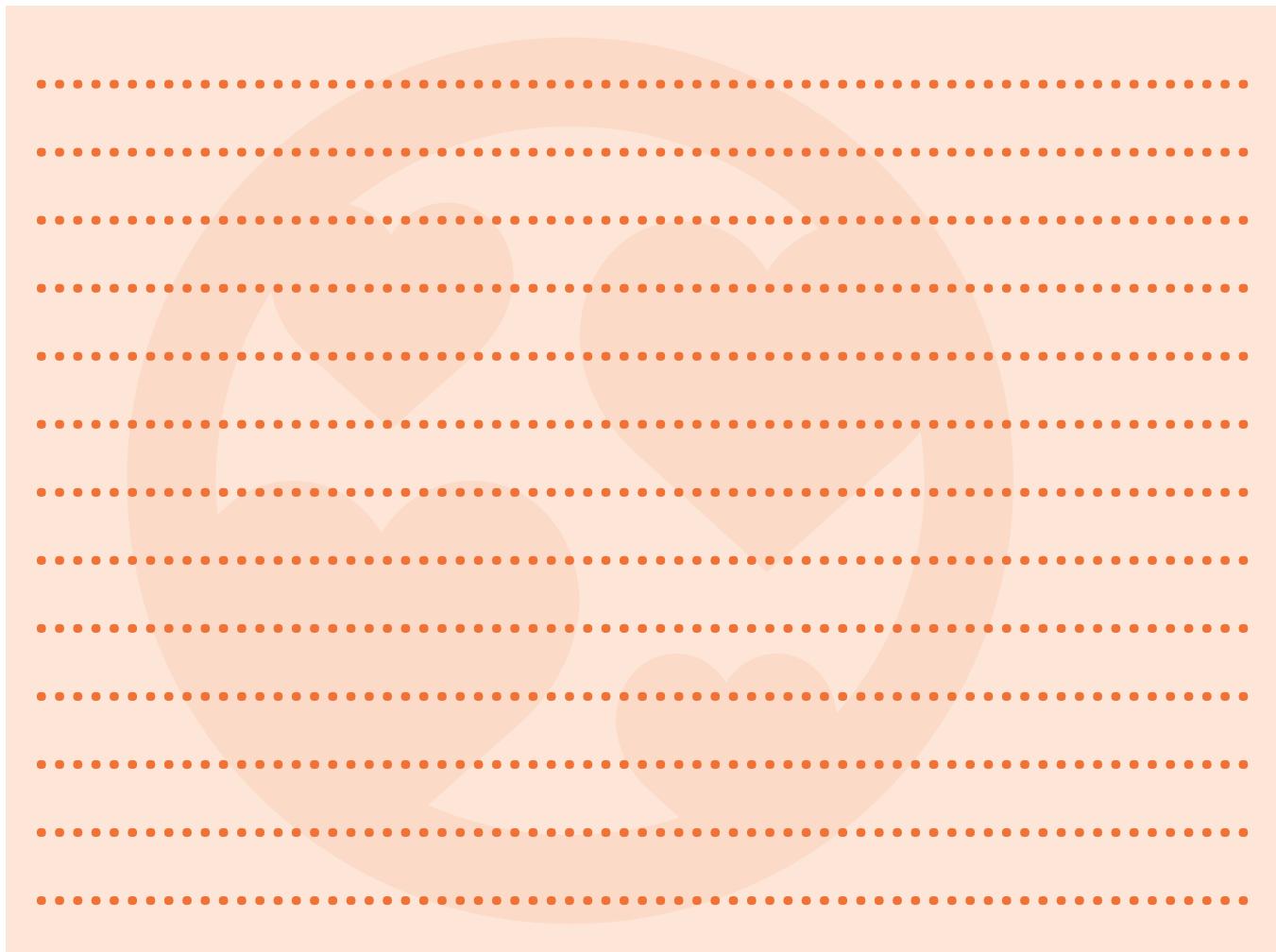
## Adran / Section 3B

### Gweinyddu: Cadw cofnodion Administration: Record keeping

#### Mapio'r diriogaeth Mapping the territory

Pa gofnodion ariannol sy'n cael eu cynnal a'u cadw?  
Ble mae cofnodion yr Ardal Weinidogaeth sy'n ymwneud â chyllid yn cael eu cadw? Ai dyma'r llefydd gorau iddynt gael eu cadw?

What financial records are being kept / maintained?  
Where are the Ministry Area's records relating to finances stored? Are these the best places for them to be stored?

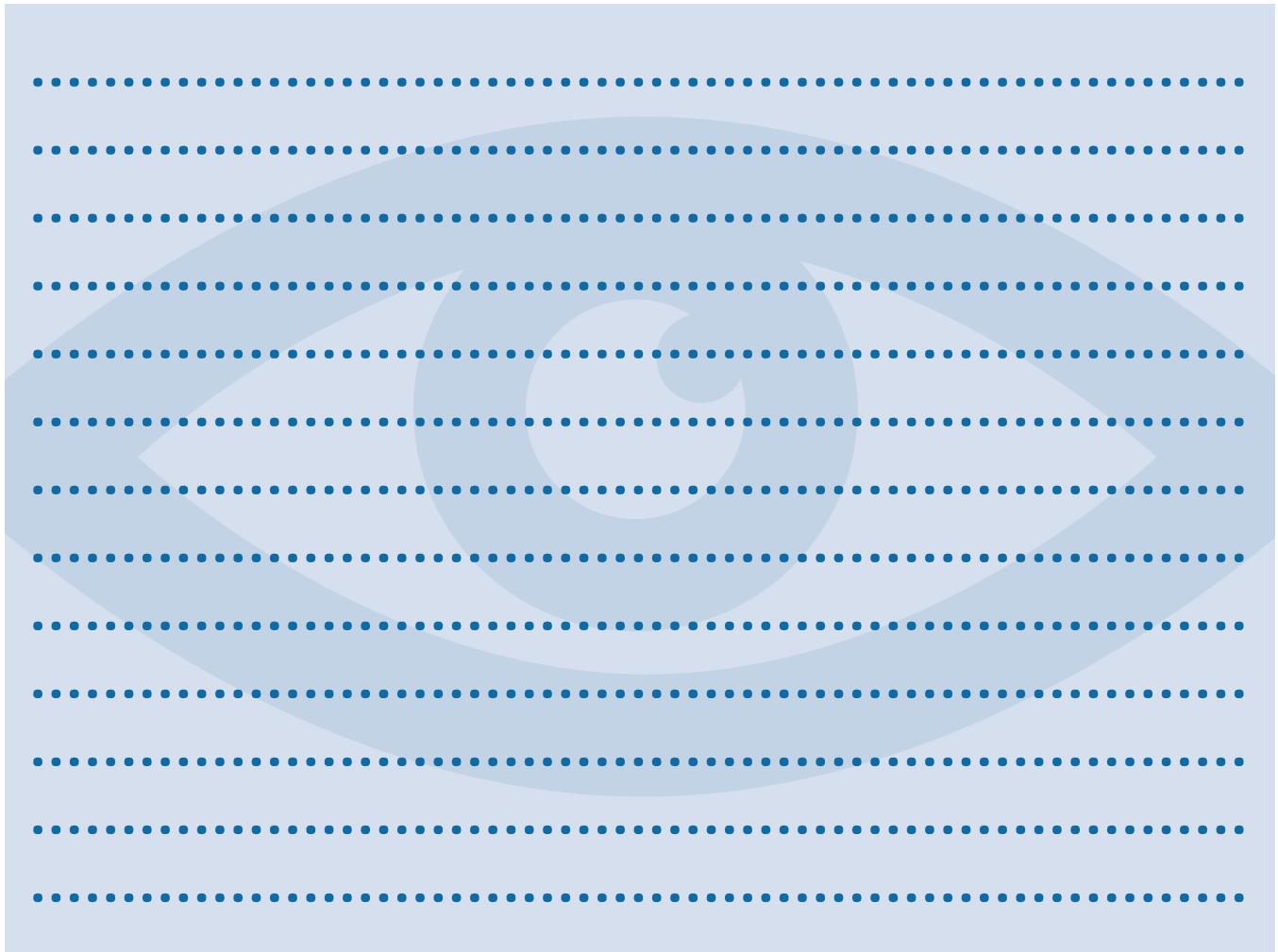




## Dirnad y dyfodol Discerning the future

Ble fyddai'r lle gorau i gadw cofnodion yr Ardal Weinidogaeth sy'n ymwneud â chyllid? A oes unrhyw gofnodion eraill y dylai'r Ardal Weinidogaeth eu cadw? Pa reolaethau ychwanegol y dylid ystyried eu cyflwyno?

Where would be the best place to keep the Ministry Area's records relating to finances? Are there any other records that the Ministry Area should be keeping? What extra controls may need to be introduced?



## Adran / Section 3C

### Gweinyddu: Cyfrifon banc a chyfrifon buddsoddi

### Administration: Bank accounts and investment accounts

Enw'r cyfrif Account name	Balans Balance	Sefydliad Institution	Llofnodwyr Signatories	Cronfeydd yn y cyfrif Funds held in account
<i>Cyfrif Cyfredol Santes Non Current Account St Non's</i>	£2,500	Barclays	<i>Ficer Vicar Wardeniaid Santes Non St Non's Wardens Trysorydd Santes Non St Non's Treasurer</i>	<i>Cronfeydd Cyffredinol Santes Non St Non's General Funds</i>
<i>Cyfrif Gwerthu'r Ystafell Ysgol Schoolroom Sale Account</i>	£25,000	Barclays	<i>Ficer Vicar Trrysorydd Euddogwy Sant St Euddogwy's Treasurer</i>	<i>Cronfa Gwerthu'r Ystafell Ysgol Schoolroom Sale Fund</i>

# Mapio'r diriogaeth

## Mapping the territory

Rhestrwch yr holl gyfrifon, gyda'u manylion o dan y penawdau isod.

List all accounts, with their details under the headings below.

Enw'r cyfrif Account name	Balans Balance	Sefydliad Institution	Llofnodwyr Signatories	Cronfeydd yn y cyfrif Funds held in account

# Adran / Section 3C (parhad/cont.)

## Gweinyddu: Cyfrifon banc a chyfrifon buddsoddi

## Administration: Bank accounts and investment accounts

Enw'r cyfrif Account name	Balans Balance	Sefydliad Institution	Llofnodwyr Signatories	Cronfeydd yn y cyfrif Funds held in account
<i>Cyfrif Cyfredol</i> <i>Current Account</i>	£16,000	Barclays	<i>Ficer</i> <i>Vicar</i> <i>Wardeniaid</i> <i>yr Ardal</i> <i>Weinidogaeth</i> <i>Ministry Area</i> <i>Wardens</i> <i>Trysorydd yr Ardal</i> <i>Weinidogaeth</i> <i>Ministry Area</i> <i>Treasurer</i>	<i>Crofna Gyffredinol Santes</i> <i>Non</i> <i>St Non's General Fund</i> <i>Cronfa Gyffredinol</i> <i>Euddogwy Sant</i> <i>St Euddogwy's General Fund</i> <i>Cronfa Gyffredinol Dewi</i> <i>Sant</i> <i>St David's General Fund</i> <i>Cronfa Gyffredinol Dyfrig</i> <i>Sant</i> <i>St Dyfrig's General Fund</i>
<i>Cyfrif Gwerthu'r</i> <i>Ystafell Ysgol</i> <i>Schoolroom Sale</i> <i>Account</i>	£25,000	<i>CCLA drwy / via</i> <i>BDT</i>	<i>Ficer</i> <i>Vicar</i> <i>Trysorydd yr Ardal</i> <i>Weinidogaeth</i> <i>Ministry Area</i> <i>Treasurer</i>	<i>Cronfa Gwerthu'r Ystafell</i> <i>Ysgol</i> <i>Schoolroom Sale Fund</i>



# Dirnad y dyfodol

## Discerning the future

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Ystyriwch y nifer delfrydol o gyfrifon, a'u natur.  
Ystyriwch gyfuno er mwyn ysgafnhau'r baich gweinyddol. Dylai ystyriaeth o gael yr elw gorau ar unrhyw fuddsoddiadau fod yn amcan sylfaenol.

Consider the ideal number and nature of accounts.  
Consider consolidation in order to ease the administrative burden. Consideration of getting the best return on any invested finances should be a primary objective.

Enw'r cyfrif Account name	Balans Balance	Sefydliad Institution	Llofnodwyr Signatories	Cronfeydd yn y cyfrif Funds held in account

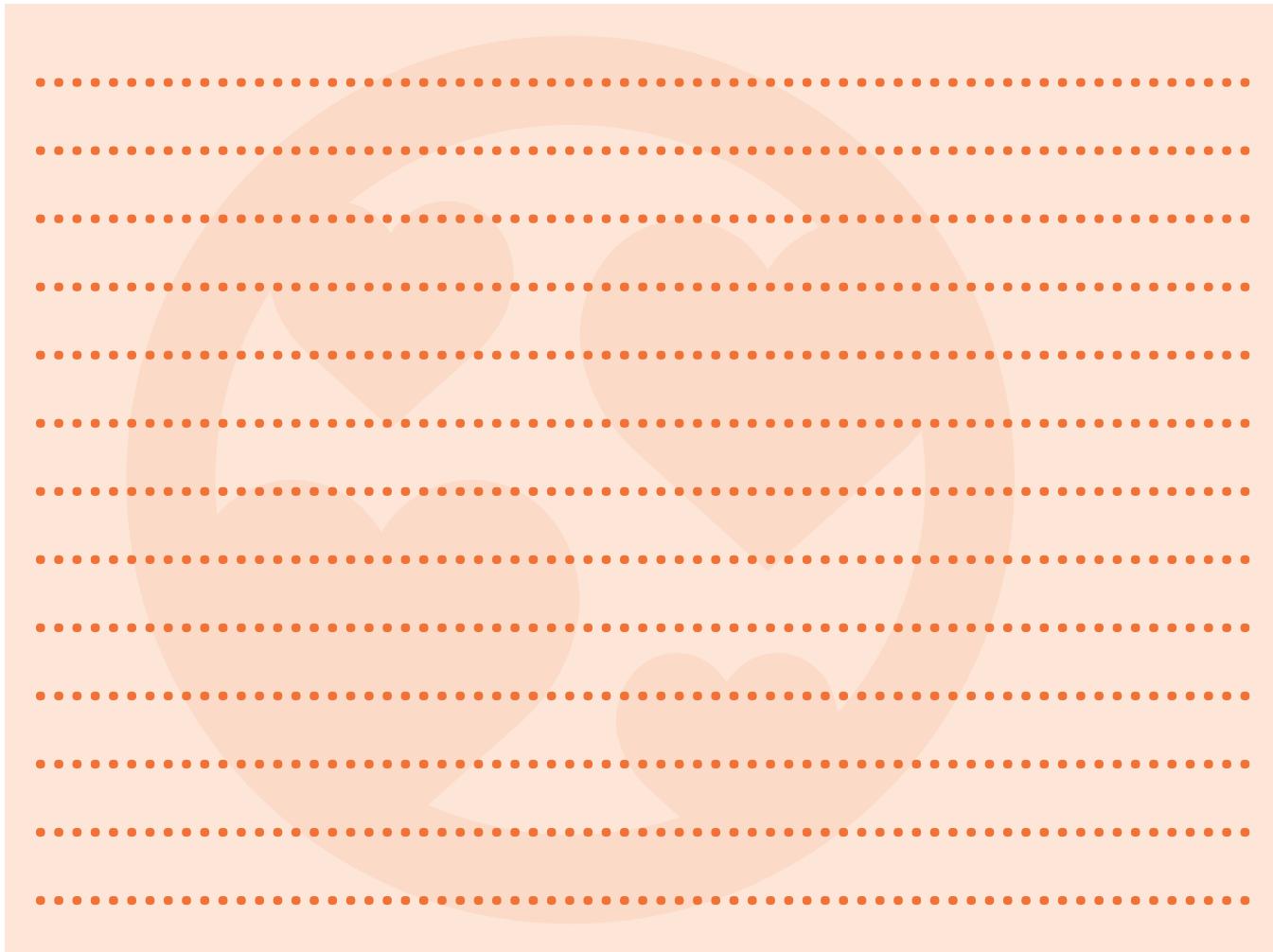
## Adran / Section 3D

### Gweinyddu: Cyllidebu Administration: Budgeting

#### Mapio'r diriogaeth Mapping the territory

A ydych yn paratoi cyllideb ar gyfer y flwyddyn sydd i ddod? Sut mae'n cael ei chreu, ei chymeradwyo a'i hadolygu?

Do you prepare a budget for the coming year? How is it created, approved and reviewed?

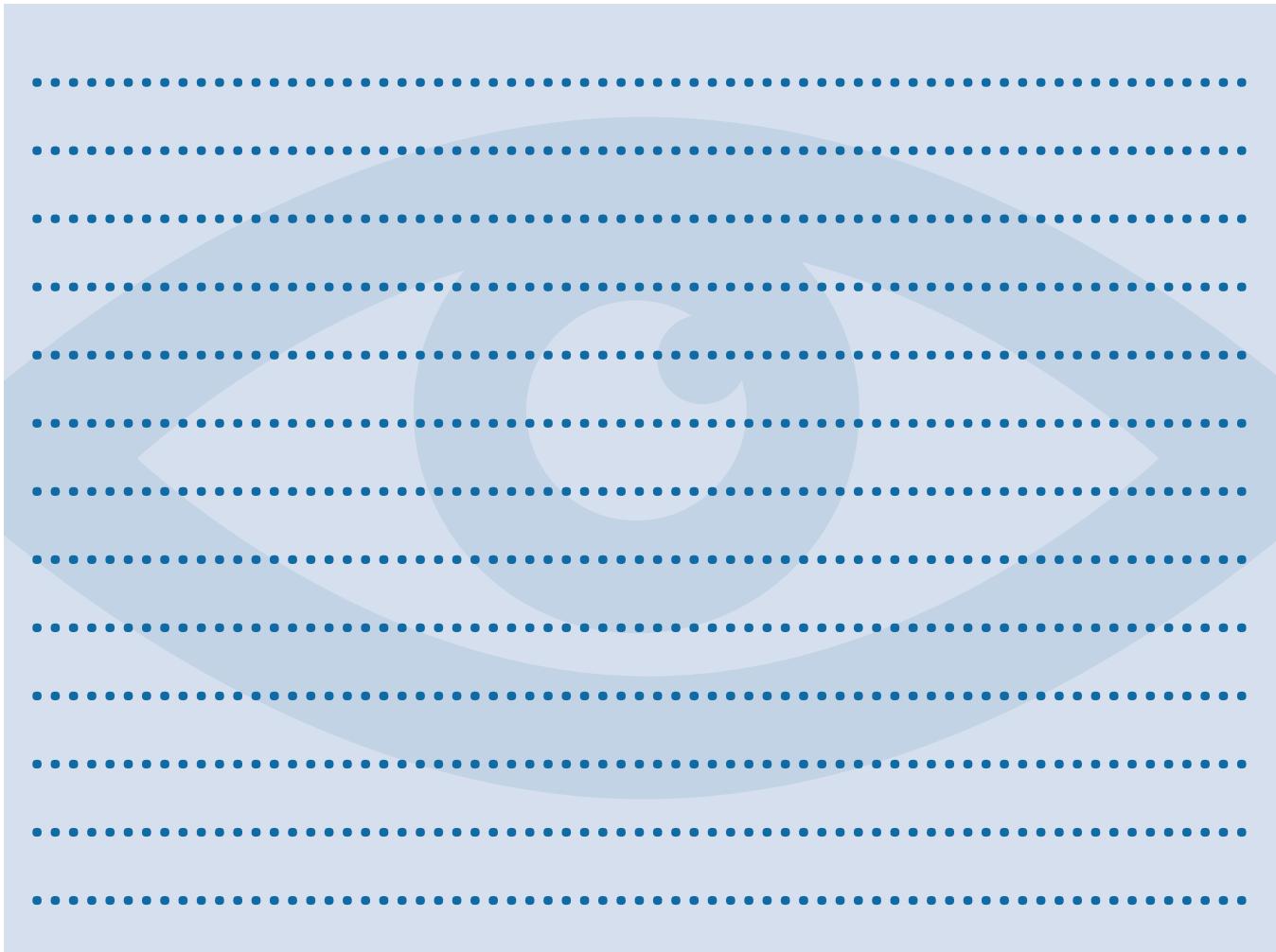




## Dirnad y dyfodol Discerning the future

Ystyriwch y ffordd orau o greu, cymeradwyo ac adolygu cyllideb. Meddyliwch am y prosesau sydd ynghlwm o safbwyt technegol. Meddyliwch hefyd am y ffyrdd y gall gosod cyllideb adlewyrchu ein cynseiliau a'ch canolbwytiau. Sut y bydd eich cyllideb yn eich helpu i addoli Duw, tyfu'r Eglwys a charu'r byd? Sut y bydd eich cyllideb yn eich helpu i feithrin disgylion, tyfu gweinidogaethau newydd a chroesawu plant, pobl ifanc a theuluoedd?

Consider the best way of creating, approving and reviewing a budget. Think about the processes involved from a technical perspective. Think also about the ways in which setting a budget can reflect our principles and priorities. How will your budget help you to worship God, grow the Church and love the world? How will your budget help you to nurture disciples, grow new ministries and welcome children, young people and families?



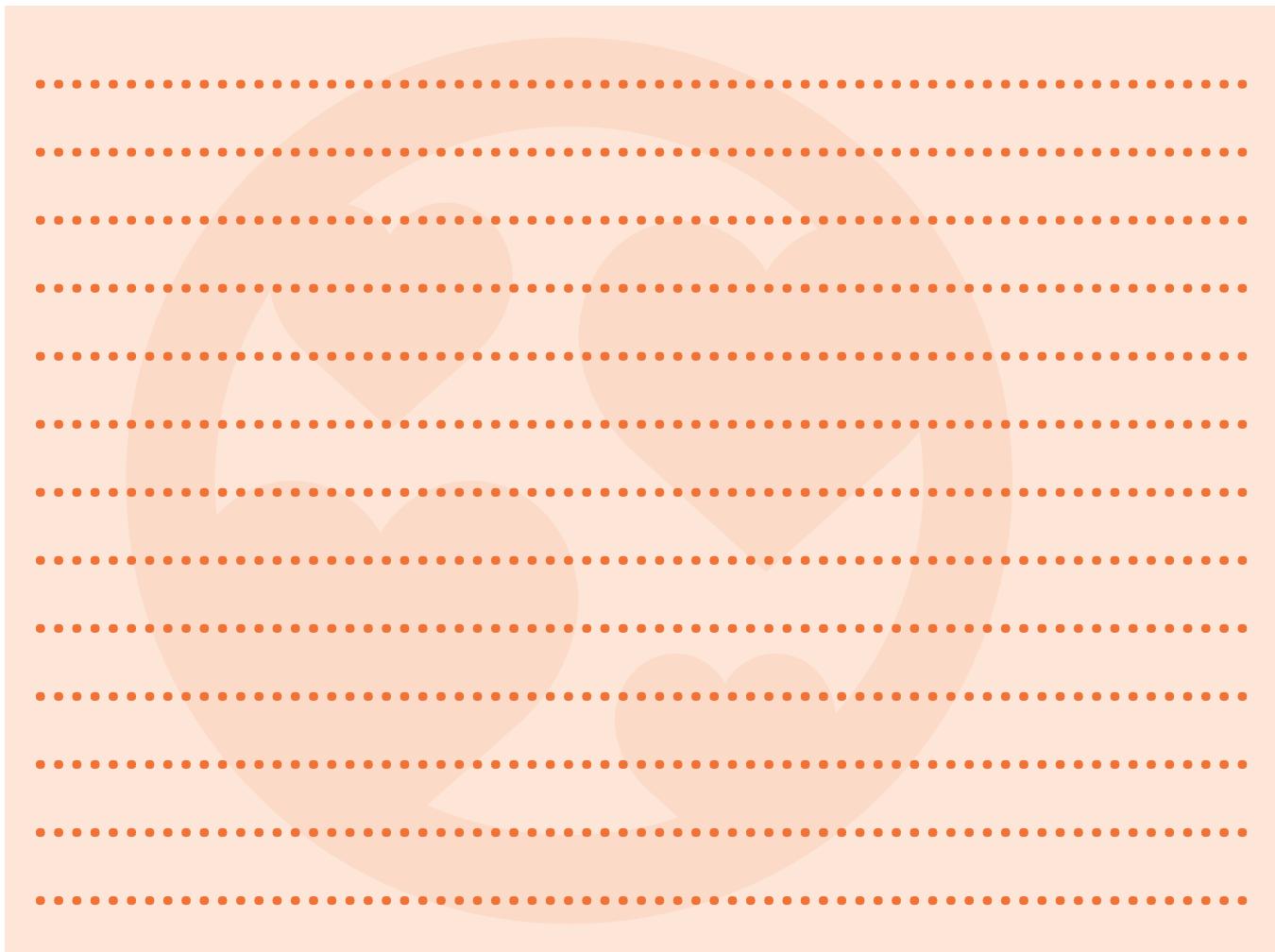
## Adran / Section 4

### Cronfa Gweinidogaeth yr Esgob The Bishop's Ministry Fund

#### Mapio'r diriogaeth Mapping the territory

Beth yw eich ymrwymiad presennol i Gronfa Gweinidogaeth yr Esgob? Sut yr ydych yn ariannu eich cyfraniadau i Gronfa Gweinidogaeth yr Esgob ar hyn o bryd? Pa mor gynaliadwy yw hynny?

What is your current Bishop's Ministry Fund commitment? How are you currently financing the payment of the Bishop's Ministry Fund? How sustainable is this undertaking?

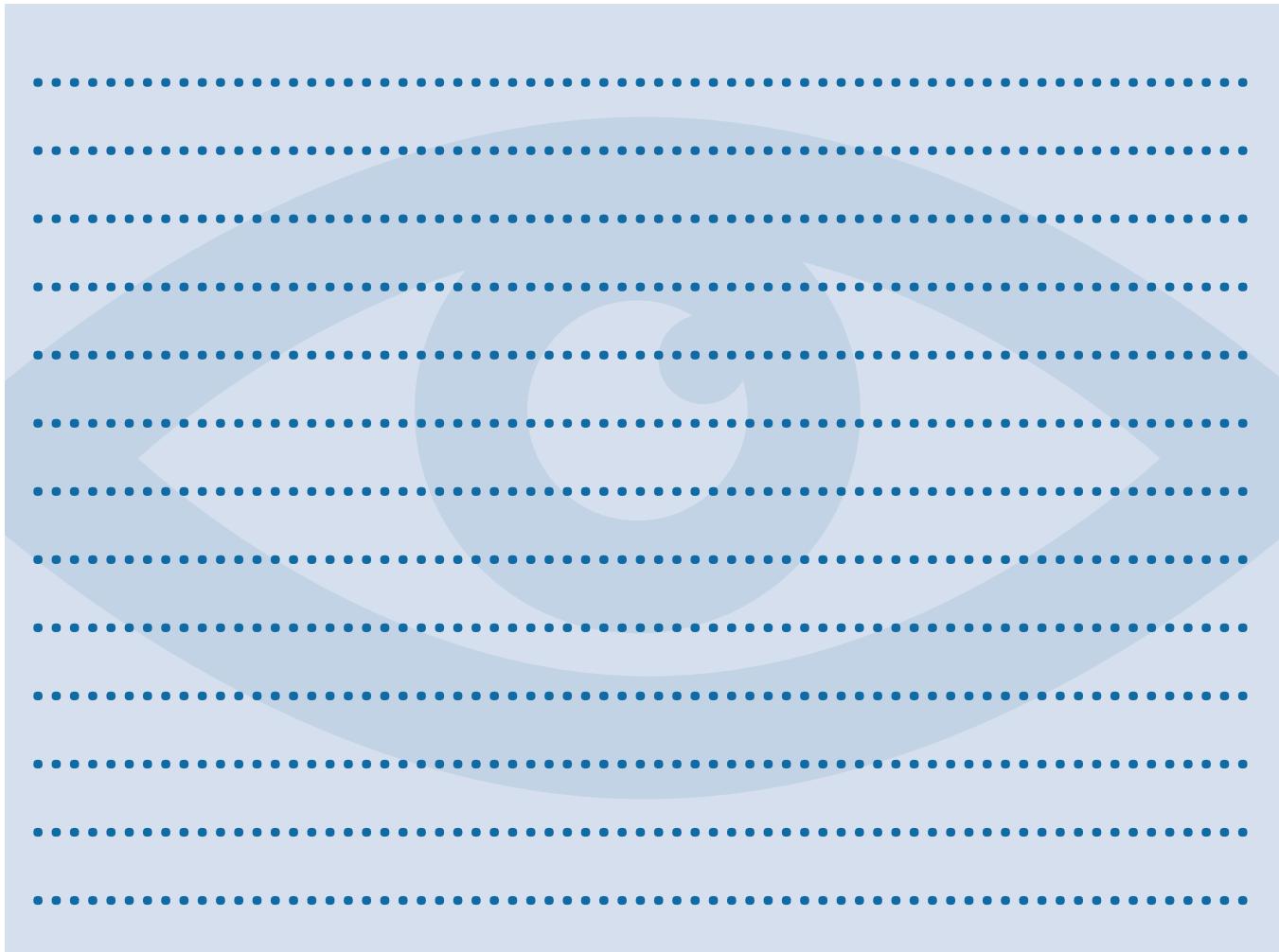




## Dirnad y dyfodol Discerning the future

Beth yw paramedrau eang eich cyfraniad tebygol i Gronfa Gweinidogaeth yr Esgob ar gyfer y blynnyddoedd sydd i ddod? Sut hoffech chi ariannu eich cyfraniadau i Gronfa Gweinidogaeth yr Esgob? Pa strategaethau y byddwch yn eu defnyddio i wneud hynny'n ddichonadwy?

What are broad parameters for your likely Bishop's Ministry Fund contribution during forthcoming years? How would you like to fund your Bishop's Ministry Fund contributions? What strategies will you use to make this viable?



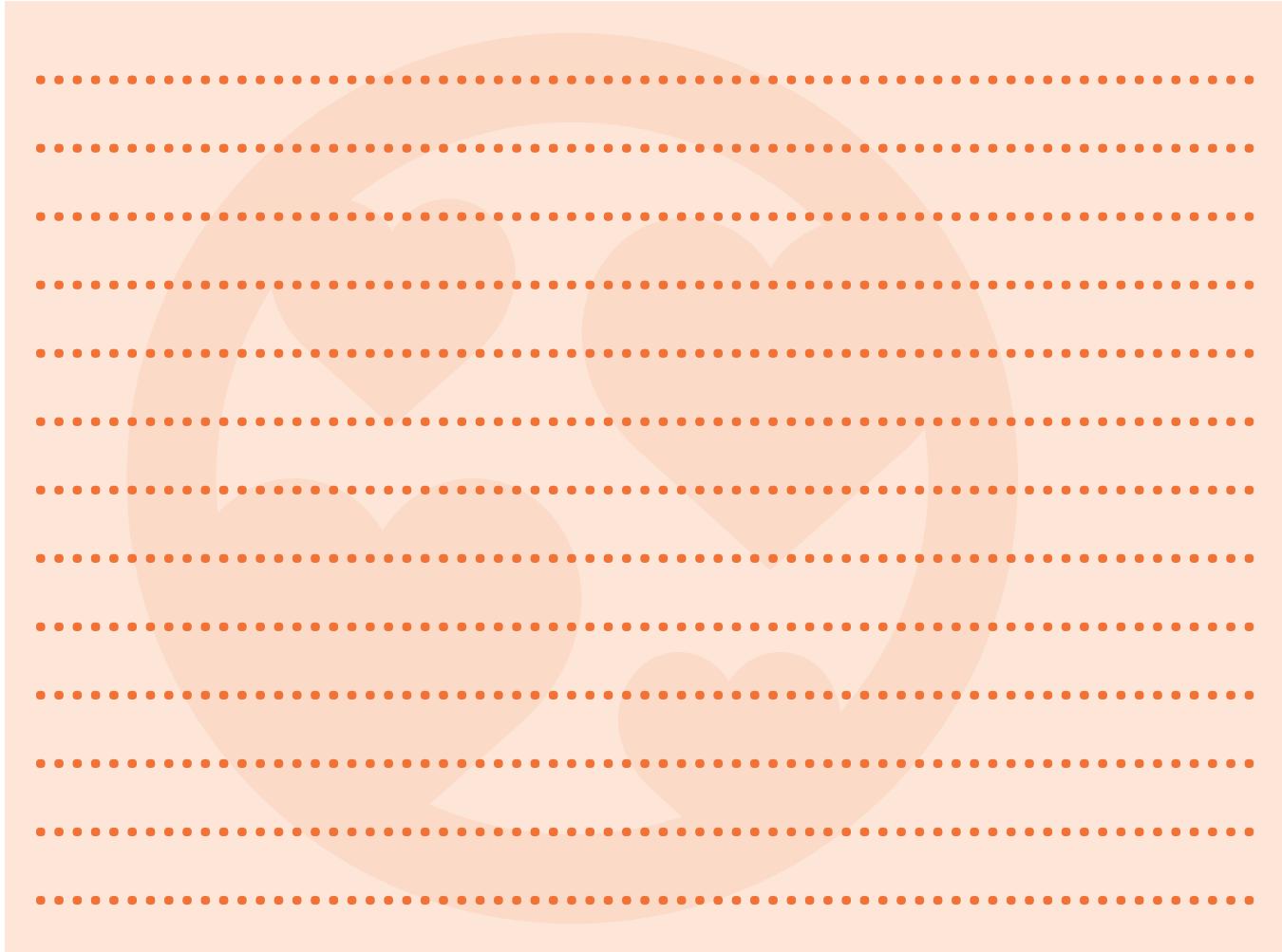
## Adran / Section 5

# Rhoi ar gynllun, Cymorth Rhodd a haelioni dydd Planned giving, Gift Aid and day-to-day generosity

## Mapio'r diriogaeth Mapping the territory

Rhowch drosolwg o'r sefyllfa bresennol o ran rhoi ar gynllun a haelioni dydd-i-ddydd. Sut y caiff rhoi ei ddosbarthu yn ôl bandiau oedran? Sut mae Cymorth Rhodd yn cael ei adenill, a thros ba gyfnodau? A yw'r adran Adeiladau Cymunedol o GASDS yn cael ei hawlio? Ym mha ffyrdd y mae haelioni a rhoi yn rhan o ysbrydolrwydd a disgylblaeth pobl yr Ardal Weinidogaeth?

Provide an overview of the current state of planned giving and day-to-day generosity. How is such giving distributed according to age bands? How is Gift Aid being reclaimed, and at what intervals? Is the Community Buildings section of GASDS being claimed for? In what ways are generosity and giving enabled to be part of the spirituality and discipleship of the people of the Ministry Area?



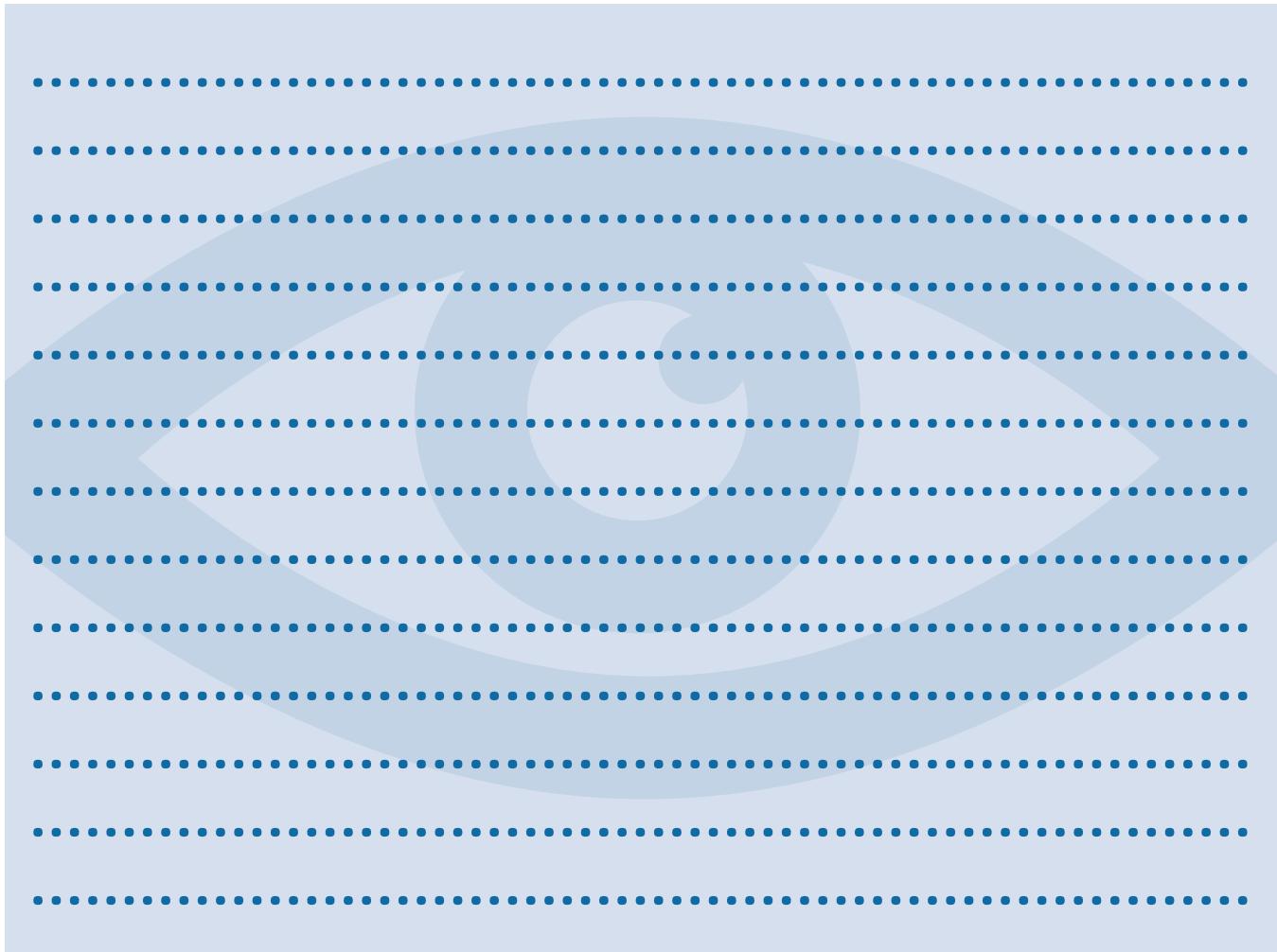
# dydd sity



## Dirnad y dyfodol Discerning the future

Pa wariant hoffech chi gael ei gwmpasu gan incwm o roi ar gynllun a haelioni dydd-i-ddydd? A ddylid annog mwy o bobl i roi ar gynllun? A oes ffyrdd newydd o greu incwm yn y modd hwn? A allai ffyrdd haws o hawlio Cymorth Rhodd gael eu gweithredu? Sut y bydd pwysigrwydd ysbrydol haelioni a rhoi yn cael ei feithrin?

Which expenditure would you like to be covered by income from planned giving and day-to-day generosity? Should more people be encouraged to give in a planned way? Are there new ways of generating income along these lines? Could an easier way of claiming Gift Aid be implemented? How will the spiritual importance of generosity and giving be nurtured.



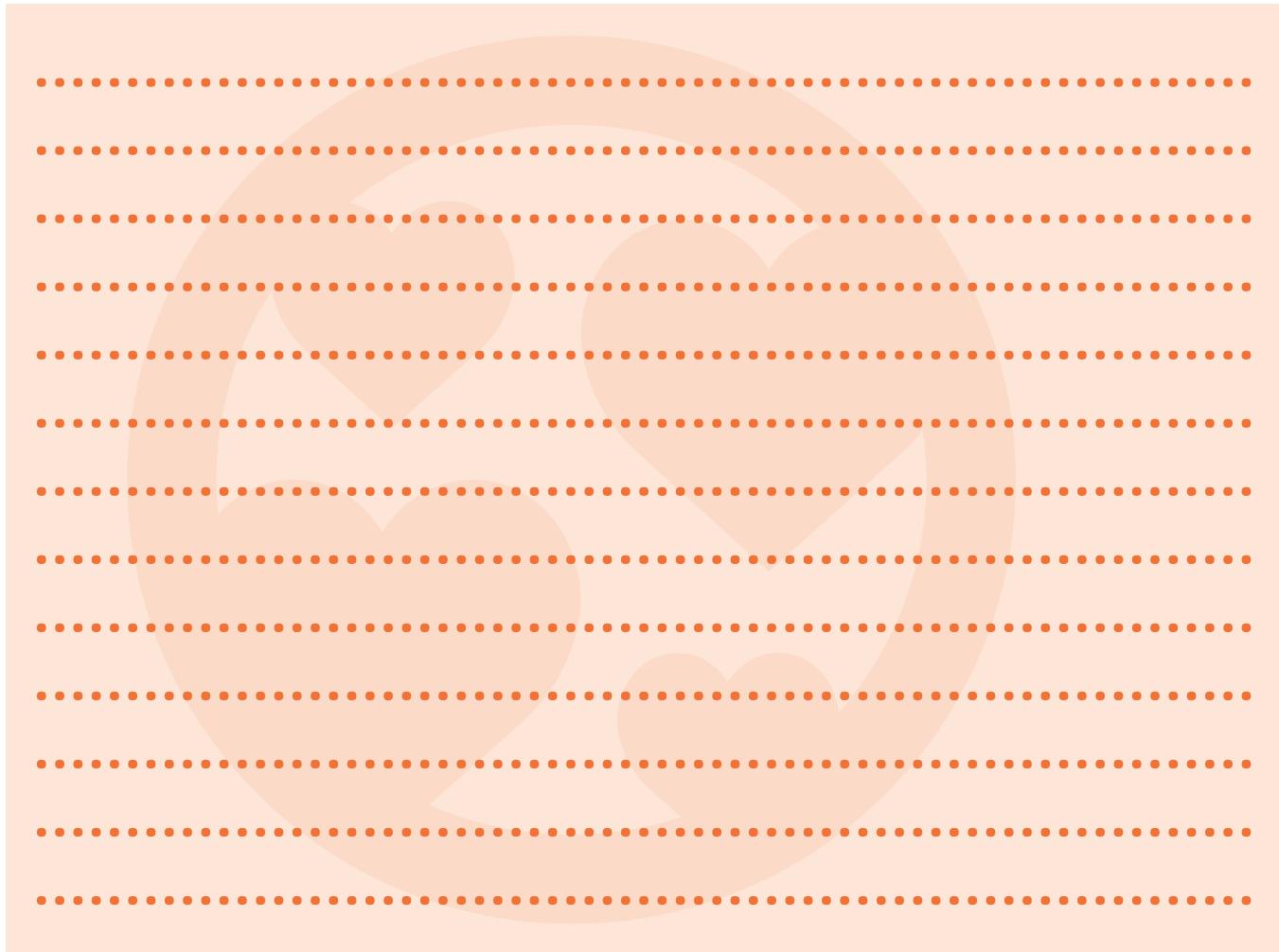
## Adran / Section 6

# Codi arian, rhoddion mawr a ffrydiau incwm newydd Fundraising, major gifts and new income streams

### Mapio'r diriogaeth Mapping the territory

Pa mor aml ac ym mha ffyrdd ydych chi'n codi arian?  
Pa fathau o roddion mawr ydych chi wedi eu derbyn yn ddiweddar? A ydych yn mynd ati i hyrwyddo pwysigrwydd chymynroddi? Sut ydych chi'n defnyddio incwm o'r ffynonellau hyn?

How often and in what ways do you fundraise? What types of major gifts have you recently received? Are you actively promoting the importance of legacy giving? How do you use income from these sources?



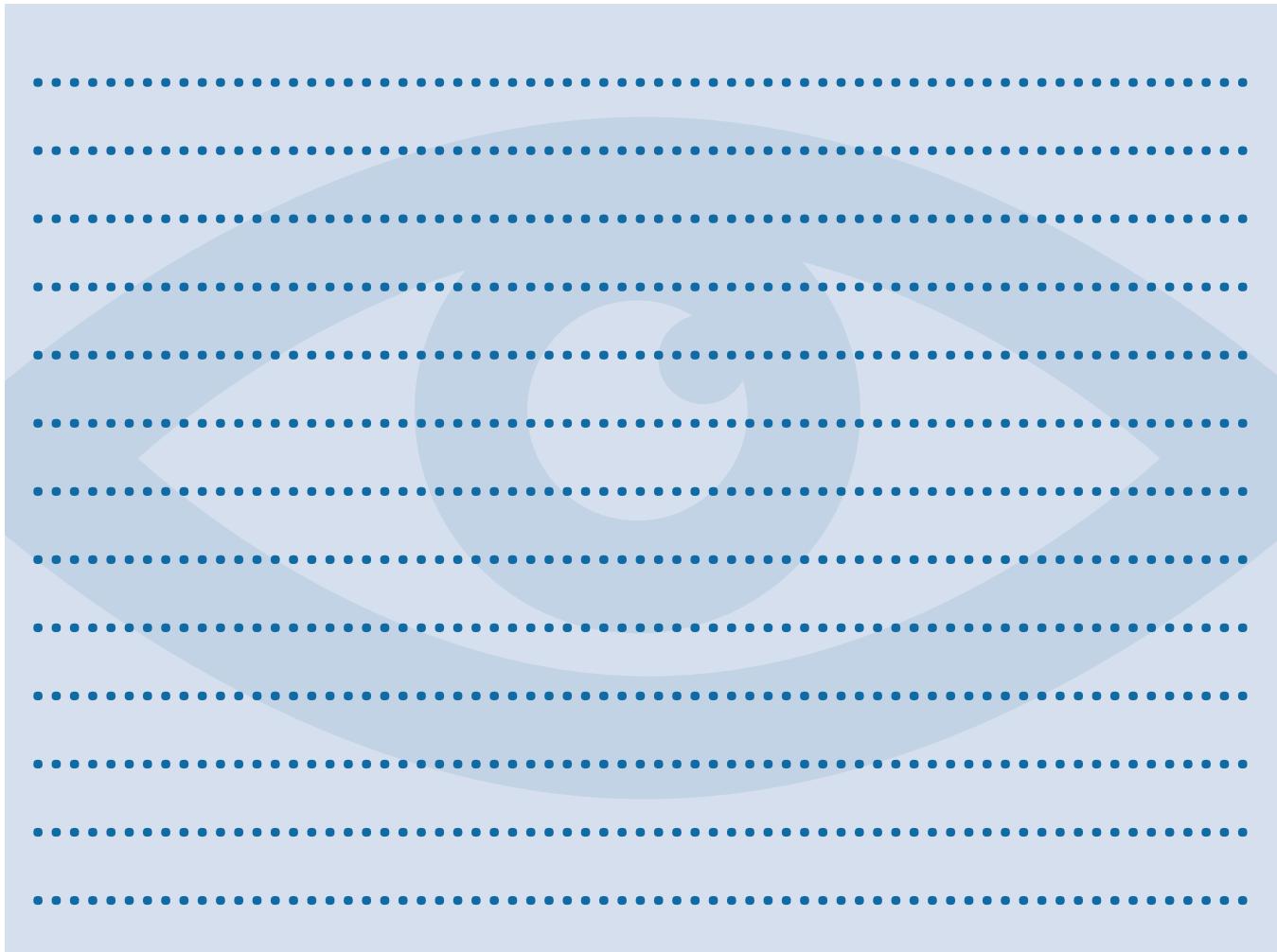
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## Dirnad y dyfodol Discerning the future

Ystyriwch atgyfnerthu eich gweithgareddau codi arian drwy ffurio strategaeth codi arian, gyda chysylltiadau cref i fywyd a chenhadaeth yr Eglwys. Ystyriwch pa ffrydiau incwm newydd y gellid eu harchwilio, gan, o bosibl, wneud gwell defnydd o asedau sy'n cael eu tan-ddefnyddio. Ystyriwch ddatblygu strategaeth rhoddion mawr a chymynroddi.

Consider consolidating and reenergizing your fundraising activities by developing a fundraising strategy, with links to the common life and mission of the Church. Reflect on what new income streams could be explored, potentially making better use of under-used assets. Consider developing a major gifts and legacy giving strategy.



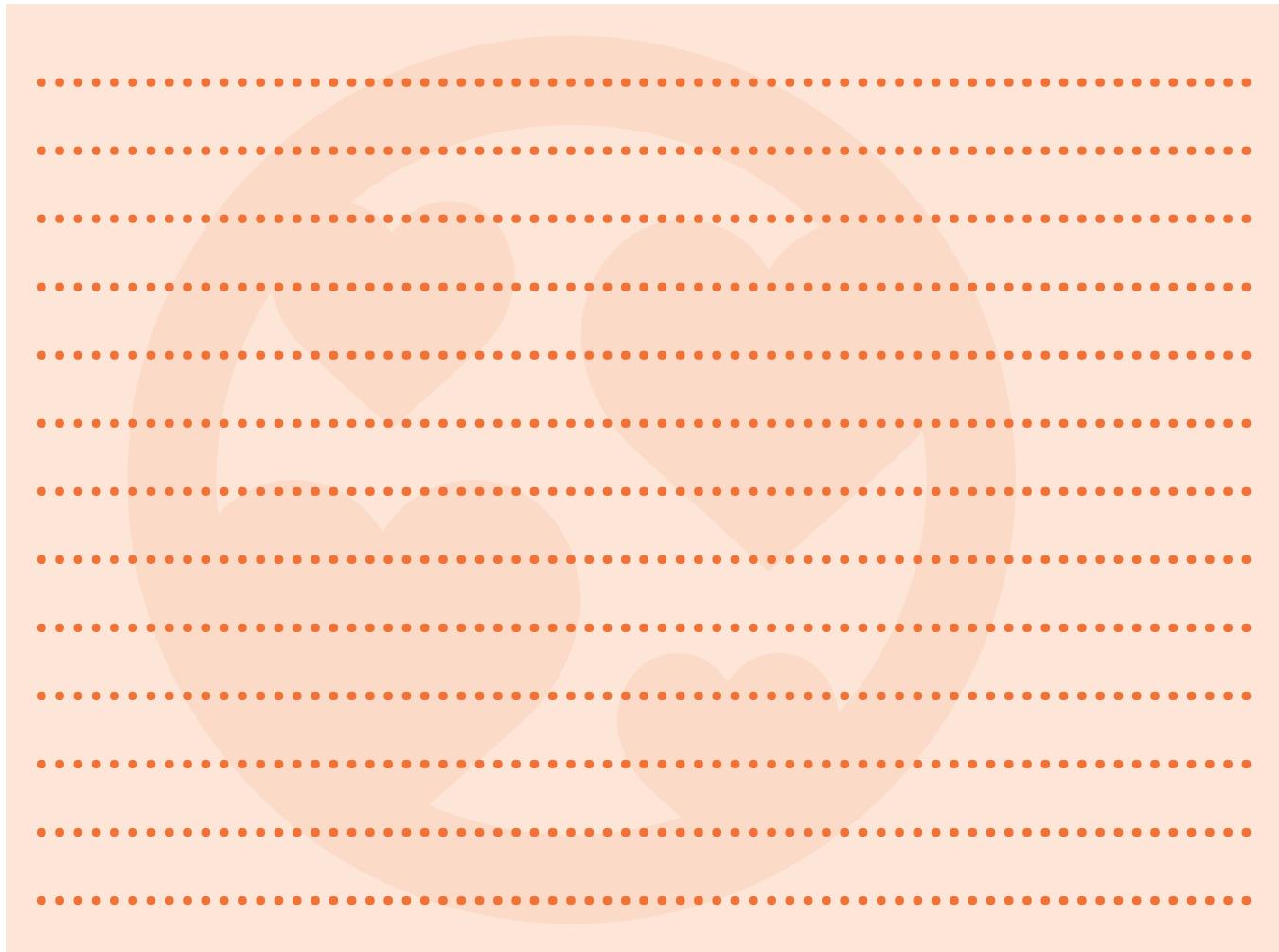
## Adran / Section 7

### Cynlluniau mentrus, pe na bai arian yn ein cyfryd Bold, money-no-object plans

#### Mapio'r diriogaeth Mapping the territory

Pa newidiadau neu ddatblygiadau sydd wedi'u galluogi yn Ardal Gweinidogaeth dros y blynnyddoedd diwethaf drwy wariant cyfalaf mawr neu wariant cyfredol sylweddol?

What changes or development have been enabled in the Ministry Area over recent years through major capital expenditure or focused revenue expenditure?



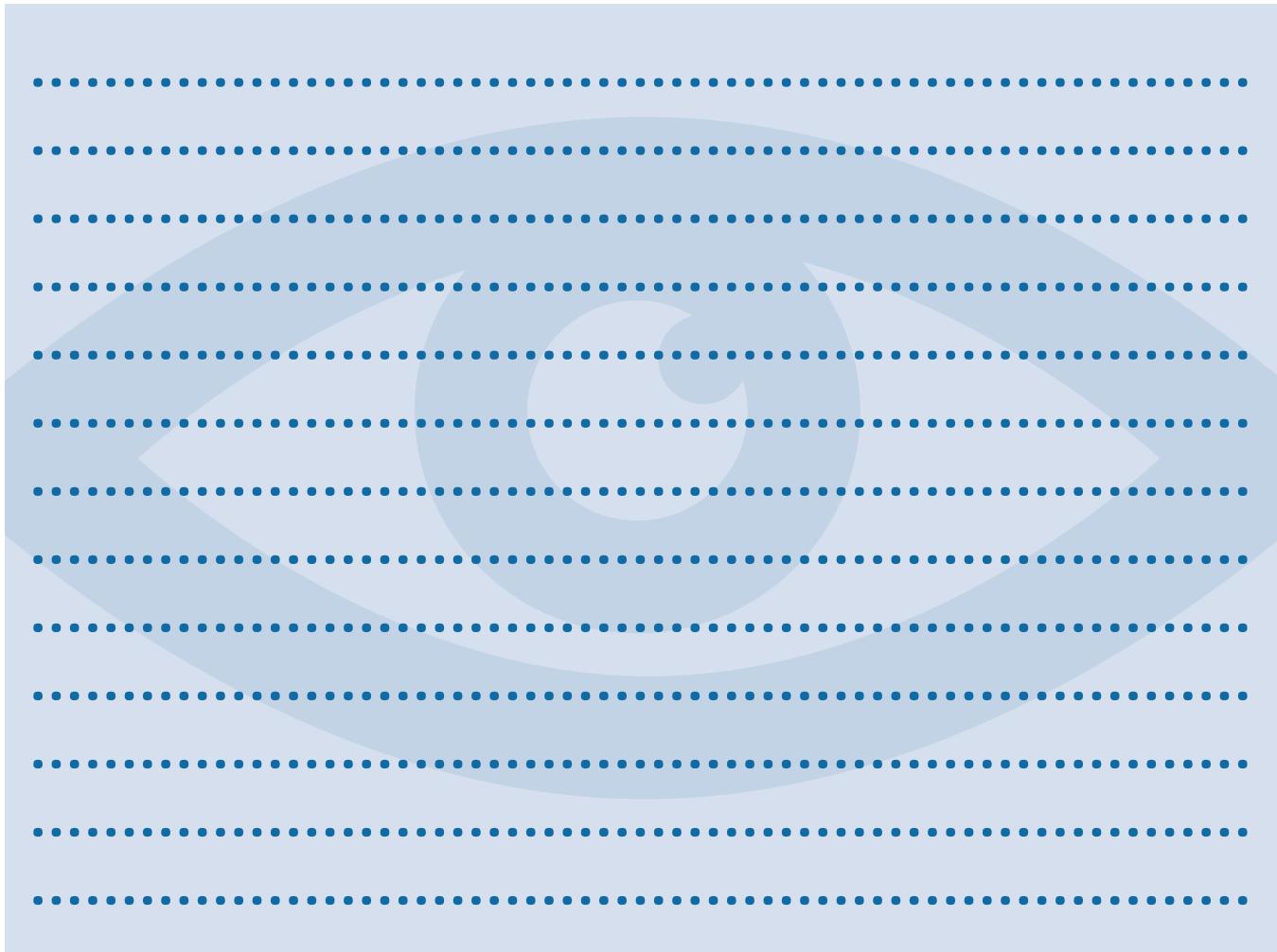
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## Dirnad y dyfodol Discerning the future

A oes unrhyw brosiectau neu ddatblygiadau mawr ar y gweill gyda goblygiadau ariannol sylweddol? A oes unrhyw feysydd o fywyd a chenhadaeth yr Ardal Weinyddiaeth y gellid eu trawsnewid pe bai adnoddau yn cael eu rhyddhau i alluogi prosiect neu ddatblygiad mawr? Sut y gallai rhyddhau adnoddau eich helpu i addoli Duw, tyfu'r Eglwys a charu'r byd? Sut y gallai rhyddhau adnoddau eich helpu i feithrin disgyblion, tyfu gweinidogaethau newydd a chroesawu plant, pobl ifanc a theuloedd?

Are there any major projects or developments in the pipeline with significant financial implications? Are there areas of the Ministry Area's life and mission that could be transformed if resources were released to enable a major project or development? How could the release of funds help you to worship God, grow the Church and love the world? How could the release of funds help you to nurture disciples, grow new ministries and welcome children, young people and families?



## Adran / Section 8

### Adolygu Review

Edrychwr dros yr hyn yr ydych wedi ei ddirnad, gan ofyn rhai cwestiynau allweddol: A yw'n gwneud popeth o fewn eich gallu i sicrhau y bydd yr Ardal Weinidogaeth yn medru addoli Duw, tyfu yr Eglwys, a charu'r byd? A yw'n gwneud popeth o fewn eich gallu i sicrhau y bydd yr Ardal Weinidogaeth yn medru meithrin disgyblion, tyfu gweinidogaethau newydd, a chroesawu plant, pobl ifanc a theuluoedd?

Look back at all that you have discerned, and ask some key questions: Does it do all it can to ensure that the Ministry Area is able to focus on worshipping God, growing the Church, and loving the world? Does it do all it can to ensure that the Ministry Area is able to focus on nurturing disciples, growing new ministries, and welcoming children, young people and families?

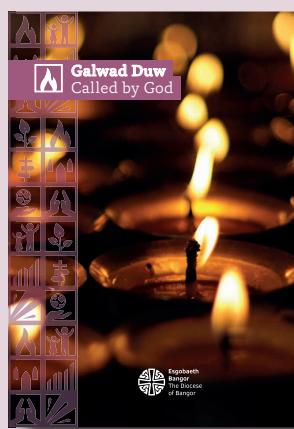
Cewch gymorth ychwanegol  
yn yr adnoddau canlynol

Further support is available from  
these additional resources



## Ein gweledigaeth

Trosolwg o'n gweledigaeth,  
gan gynnwys ein conglfeini,  
ein canolbwytiau, ein cynlluniau  
a'n cynseiliau

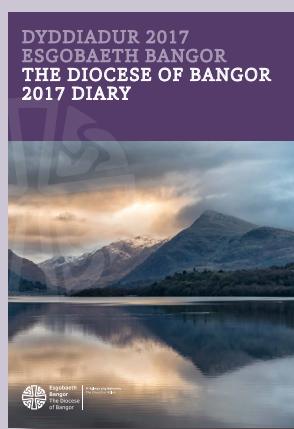


## Galwad Duw

Trosolwg o'n gweinidogaethau  
trwyddedig a chomisiynedig  
newydd ledled y meysydd  
gweinidogaethol o arwain  
addoliad, addysgu, gofal bugeiliol,  
gweinidogaeth teulu, efengylu ac  
arloesi

## Our vision

An overview of our vision,  
including our principles, our  
priorities, our plans and our  
platforms

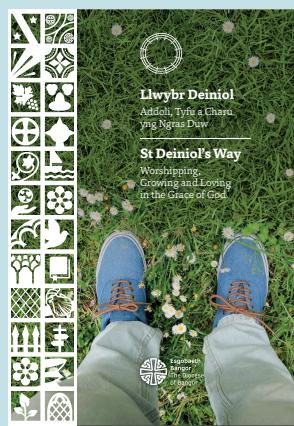


## Dyddiadur

Ein calendr gweddiau esgobaethol,  
trosolwg o'r timau sy'n cynnig  
arweinyddiaeth a chymorth  
esgobaethol, a'n digwyddiadau o  
ddathlu a dysgu yn ystod 2017

## Called by God

An overview of our new licensed  
and commissioned ministries  
across the ministry fields of  
leading worship, teaching, pastoral  
care, family ministry, evangelism,  
and pioneer ministry



## Llwybr Deiniol

Gwahoddiad i addoli, tyfu a charu  
yng ngras Duw drwy lunio eich  
'Llwybr Deiniol' eich hun, a thrwy  
weddio pob dydd yng nghwmni'r  
saint a law yn llaw ac eraill ledled yr  
esgobaeth

## Diary

Our diocesan prayer calendar, an  
overview of the teams offering  
diocesan leadership and support,  
and the dates of celebrating and  
learning events in 2017

## St Deiniol's Way

An invitation to worship, grow and  
love in the grace of God by forming  
your own 'St Deiniol's Way' and  
praying each day in the company  
of the saints and of other across  
the diocese

Hollalluog Dduw,  
a ysbrydolaist y esgob Deiniol  
i gasglu o'i gwmpas gymuned o Gristnogion  
i gyd-fyw bywyd cytun;  
caniatâ i ni, sy'n anrhymeddu'r cof amdano  
weithio i atgyfnerthu teulu dy Eglwys  
mewn ffydd, gobaith a chariad;  
trwy Iesu Grist dy Fab ein Harglwydd  
y bo iddo gyda thi a'r Ysbryd Glân  
yr holl anrhymedd a gogoniant  
yn awr ac am byth.

Amen.

Almighty God,  
who inspired your bishop Deiniol  
to gather around him a community  
to live the common life:  
grant that we, who honour his memory,  
may work to build up the family of your Church  
in faith and hope and love;  
through Jesus Christ your Son our Lord;  
to whom with you and the Holy Spirit  
be all honour and glory,  
now and for ever.

Amen.



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Esgobaeth  
Bangor  
The Diocese  
of Bangor

Yr Eglwys yng Nghymru  
The Church in Wales