LLYTHYR YR ESGOB
HYDREF 2017
BISHOP’S LETTER
AUTUMN 2017

MAE’N AMHOSIBL DIRNAD SUT Y GALLWN ROI MWY NAC Y MAE DUW YN EI ROI. HYD YN OED OS RHODDAF FY NGWERTH I GYD, DAW O HYD I FFORDD I ROI LLAWER MWY YN ÔL I MI NAG A RODDAIS.

Charles Haddon Spurgeon, y pregethwr a’r awdur Bedyddiedig nodedig

IT IS BEYOND THE REALM OF POSSIBILITIES THAT ONE HAS THE ABILITY TO OUT-GIVE GOD. EVEN IF I GIVE THE WHOLE OF MY WORTH TO HIM, HE WILL FIND A WAY TO GIVE BACK TO ME MUCH MORE THAN I GAVE.

Charles Haddon Spurgeon, the celebrated Baptist preacher and author

Esgobaeth Bangor
The Diocese of Bangor

Yr Eglwys yng Nghymru
The Church in Wales

Annwyl gyfeillion

GRAS A THANGNEFEDD I CHI.

Ym mhenodau agoriadol Actau'r Apostolion, cawn gip ar fywyd y gymuned Gristnogol gyntaf yn Jerwsalem yn yr wythnosau a'r misoedd yn dilyn esgyniad Iesu.

Gwelwn ddynion a merched yn dysgu beth mae'n ei olygu i fyw gan ddilyn camau Crist. Ar adegau, fe'u gwelwn yn ymlawenhau yn noniau'r Ysbryd, gan gyhoeddi'r Newyddion Da yn llawen mewn gair a gweithred. Fodd bynnag, ar adegau eraill fe'u gwelwn hefyd yn ei chael yn anodd ymdopi ag oblygiadau ymarferol byw yn Ffordd Crist. Mae'n rhaid iddynt benderfynu ynghylch y mathau o weinidogaethau sydd eu hangen arnynt i gyflawni cenhadaeth yr Eglwys. Mae'n rhaid iddynt hefyd wneud penderfyniadau ynghylch arian – penderfyniadau ynghylch sut y byddant, yn unigolion ac fel cymuned, yn gwario eu harian ac yn rhannu eu hadnoddau ariannol. Efallai na ddylai fod yn syndod i ni mai'r penderfyniadau ariannol hynny yw'r rhai sydd, yn ôl pob golwg, yn cynnig yr heriau dwysaf ac yn achosi'r anghytgord mwyaf!

Ers y dyddiau cynharaf, felly, mae eglwysi wedi gorfod meddwl sut i godi a gwario arian, a bu cyfrannu'n hael tuag at genhadaeth yr Eglwys yn un o nodweddion bod yn ddisgybl i Grist. Fel unigolion, mae'r ffordd rydym yn defnyddio'n cyfrifon banc cyn bwysiced i'n bywydau fel disgyblion Iesu ag yw'r ffordd rydym yn gweddïo ac yn trefnu ein dyddiaduron. Fel esgobaeth hefyd, dylai'r modd rydym yn strwythuro'n materion ariannol ac yn defnyddio'n hadnoddau adlewyrchu'n eglur ein hegwyddorion a'n blaenoriaethau. Mae hynny oll yn deillio o'r ffaith ein bod yn credu bod gennym, fel cymuned o ddisgyblion, waith pwysig i'w wneud, ac y bydd o reidrwydd, ac yn gywir felly, yn costio'n ddrud os ydym i addoli Duw, tyfu'r Eglwys a charu'r byd hyd eithaf ein gallu.

Yn y llythyr hwn, hoffwn gynnig trosolwg o faterion ariannol yr esgobaeth, gan ystyried mewn ffordd eglur faint mae'n ei gostio i gynnal Esgobaeth Bangor, a sut y diwellir y costau hynny. Yn ail, rwyf am ddiolch i'r bobl sy'n gwneud hyn oll yn bosibl, a chynnig anogaeth wrth i ni edrych tua'r dyfodol.

> **A CHAN DDYFALBARHAU BEUNYDD YN UNFRYD YN Y DEML, A THORRI BARA YN EU TAI, YR OEDDENT YN CYDFWYTA MEWN LLAWENYDD A SYMLEDD CALON, DAN FOLI DUW A CHAEL EWYLLYS DA'R HOLL BOBL. AC YR OEDD YR ARGLWYDD YN YCHWANEGU BEUNYDD AT Y GYNULLEIDFA Y RHAI OEDD YN CAEL EU HACHUB.**
>
> **ACTAU 2:46-47**

Dear friends

ALL GRACE AND PEACE TO YOU.

In the opening chapters of the Acts of the Apostles, we are given a glimpse of the life of the first Christian community in Jerusalem in the weeks and months after Jesus's ascension.

We find men and women coming to terms with what it means to live a life in Christ's footsteps. At times, we find them rejoicing in the gifts of the Spirit, joyfully proclaiming the Good News in word and deed. However, at times we also find them struggling with the practicalities of living in Christ's Way. They have to make decisions about what sort of ministries they need to serve the mission of the Church. They also have to make decisions about money - decisions about how, as individuals and a community, they will spend their money and share their financial resources. Perhaps it should come as no surprise that these financial decisions are the ones that seem to bring the greatest challenges and cause the most discord!

Since the earliest days, then, churches have had to think about how to raise and spend money, and giving generously towards the mission of the Church has been a mark of Christian discipleship. And the same is true for us today.

As individuals, the ways in which we use our bank accounts are as important for our lives as disciples of Jesus as the ways in which we say our prayers and organise our diaries. And as a diocese, the ways in which we structure our finances and allocate our resources should be clear indicators of our principles and priorities. All of this is because we believe that we, as a community of disciples, have important work to do, and that it will inevitably and properly be costly if we are to worship God, grow the Church and love the world to the best of our abilities.

In this letter, I want to offer an overview of our diocesan finances, looking in clear terms at what it costs to run the Diocese of Bangor, and at how those costs are met. Secondly, I want to offer thanks to those who make this all possible, and offer encouragement as we look to the future.

> **DAY BY DAY, AS THEY SPENT MUCH TIME TOGETHER IN THE TEMPLE, THEY BROKE BREAD AT HOME AND ATE THEIR FOOD WITH GLAD AND GENEROUS HEARTS, PRAISING GOD AND HAVING THE GOODWILL OF ALL THE PEOPLE. AND DAY BY DAY THE LORD ADDED TO THEIR NUMBER THOSE WHO WERE BEING SAVED.**
>
> **ACTS 2:46-47**

FAINT MAE'N EI GOSTIO I GYNNAL ESGOBAETH BANGOR BOB BLWYDDYN?

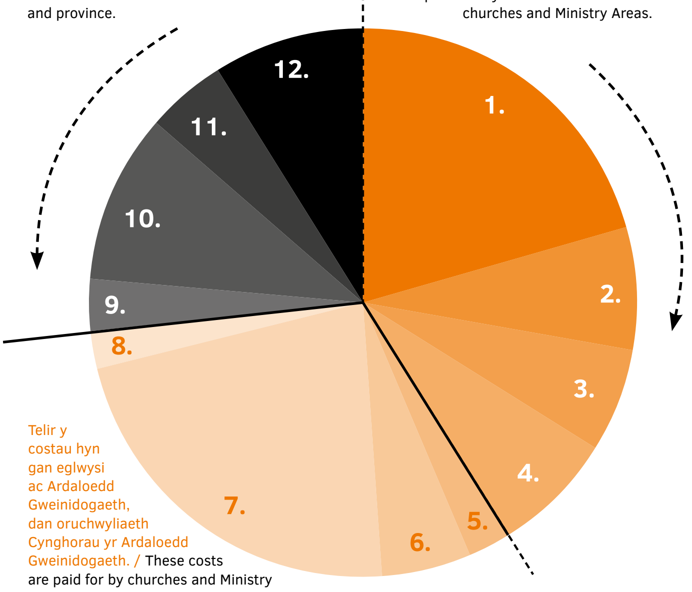
HOW MUCH DOES IT COST TO RUN THE DIOCESE OF BANGOR EACH YEAR?

Yr ateb yw £4.549 miliwn. Dyma'r swm o arian sy'n cael ei wario bob blwyddyn gan holl eglwysi'r esgobaeth, ynghyd ag arian sy'n cael ei wario'n ganolog gan Gyngor yr Esgobaeth. Mae'r siart hwn yn dangos sut mae'r gwariant hwnnw wedi'i rannu.

The answer is £4.549 million. This represents the amount of money which is spent each year by all of the churches in the diocese, along with money spent centrally by the Diocesan Council. This chart shows how that expenditure is divided up.

Telir y costau hyn yn ganolog gan yr esgobaeth, o gronfeydd canolog ac incwm o asedau hanesyddol yr esgobaeth a'r dalaith. / These costs are paid for centrally by the diocese, from central funds and income from the historic assets of the diocese and province.

Dyma gostau Cronfa Gweinidogaeth yr Esgob. Ein nod yw talu'r costau yma o gyfraniadau eglwysi ac Ardaloedd Gweinidogaeth tuag at Gronfa Gweinidogaeth yr Esgob. / These costs constitute Bishop's Ministry Fund expenditure. We aim to meet these costs with Bishop's Ministry Fund contributions from churches and Ministry Areas.



Telir y costau hyn gan eglwysi ac Ardaloedd Gweinidogaeth, dan oruchwyliaeth Cynghorau yr Ardaloedd Gweinidogaeth. / These costs are paid for by churches and Ministry Areas, overseen by Ministry Area Councils.

1.
Cyflogau clerigol
Clergy stipends
£941,000

2.
Cyfraniadau pensiwn clerigol
Clergy pension contributions
£324,000

3.
Cynnal a chadw a gwella persondai / Maintenance and improvements of parsonages
£278,000

4.
Costau curadiaid: cyflogau, cyfraniadau pensiwn a threuliau / Curate costs: stipends, pension contributions and expenses
£328,000

5.
Treuliau teithio a llety clerigol sy'n cael eu talu gan eglwysi ac Ardaloedd Gweinidogaeth / Clergy travel and housing expenses met by churches and Ministry Areas
£121,000

6.
Gwariant cyffredinol mewn eglwysi ac Ardaloedd Gweinidogaeth: gwin Cymun, adnoddau Llan Llanast, a myrdd o gostau eraill
General expenditure in churches and Ministry Areas: everything from Communion wine to Messy Church material
£237,000

7.
Costau adeiladau eglwysig a neuaddau eglwysig: gwres, golau, cyfleustodau, gwaith cynnal a chadw, a gwelliannau
Church building and church hall costs: heat, light, utilities, maintenance and improvements
£1,018,000

8.
Rhoddion gan eglwysi ac Ardaloedd Gweinidogaeth i asiantaethau cenhadol ac elusennau / Donations by churches and Ministry Areas to mission agencies and charities
£98,000

9.
Costau cymorth esgobaethol ym meysydd cyllid ac eiddo: gan gynnwys meddalwedd ariannol ac adroddiadau penseiri / Diocesan finance and property support costs: including financial software and architects' reports
£142,000

10.
Gwariant esgobaethol canolog ar ein canolbwyntiau: gan gynnwys meithrin disgyblion; tyfu gweinidogaethau newydd, gan gynnwys costau dirnadaeth alwedigaethol, prosiectau gweinidogaethu arloesol, a chostau datblygu gweinidogaethol parhaus; croesawu plant, pobl ifanc a theuluoedd, gan gynnwys ein CYFMEs a gwaith gydag Ysgolion Eglwys
Central diocesan expenditure on our priorities: including nurturing disciples; growing new ministries, including discernment and vocational exploration costs, pioneering ministry projects, and continuing ministerial development costs; welcoming children, young people and families, including our CYFMEs and work with Church Schools
£450,000

11.
Costau gweinyddiaeth esgobaethol, cyfathrebu, TG a phartneriaethau
Diocesan administration, communication, IT and partnership costs
£214,000

12.
Costau arweinyddiaeth, cynllunio a llywodraethu esgobaethol: gan gynnwys costau archddiaconaidd, deonaidd, Ysgrifennydd yr Esgobaeth ac esgobol; a chostau cyfreithiol, yswiriant a diogelu. / Diocesan leadership, planning and governance costs: including archidiaconal, decanal, Diocesan Secretary and episcopal costs; and legal, insurance and safeguarding costs
£398,000

O BLE Y DAW EIN HARIAN?

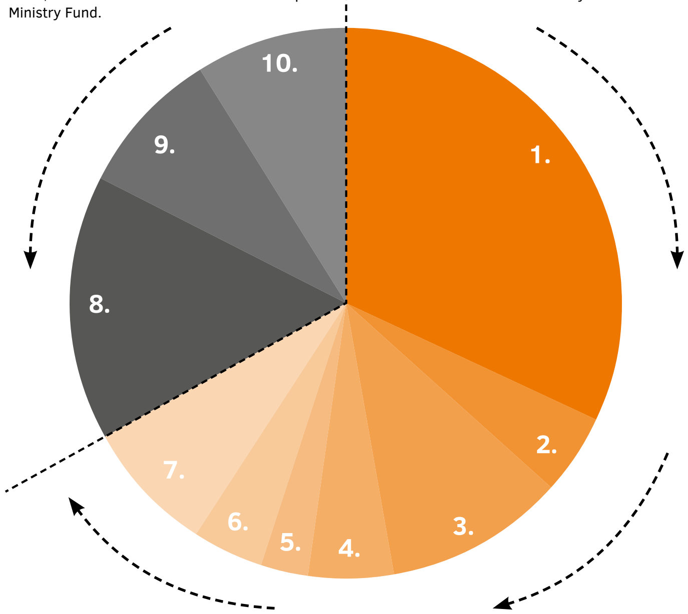
Mae'r siart hwn yn dangos amrywiol ffynonellau ein hincwm ledled yr esgobaeth – gan gynnwys arian a gesglir ac a godir gan holl eglwysi'r esgobaeth, ac arian a dderbynnir yn ganolog gan Gyngor yr Esgobaeth.

WHERE DOES OUR MONEY COME FROM?

This chart shows the various sources of our income across the diocese – including funds collected and raised by all of the churches in the diocese, and funds received centrally by the Diocesan Council.

Mae'r ffrydiau incwm esgobaethol canolog hyn yn cwrdd â'r cyfan o gostau darparu cymorth ac arweinyddiaeth esgobaethol, ac yn cyfrannu at Gronfa Gweinidogaeth yr Esgob / These central diocesan income streams meet the totality of diocesan support and leadership costs, and make a contribution to the Bishop's Ministry Fund.

Defnyddir arian a godir yn y ffyrdd hyn i gwrdd â chyfraniadau i Gronfa Gweinidogaeth yr Esgob ac i dalu am ystod eang o gostau mewn eglwysi ac Ardaloedd Gweinidogaeth / Monies raised in these ways meet Bishop's Ministry Fund contributions and a wide range of costs in churches and Ministry Areas.



1.
Casgliadau a rhoddion: rhoi rheolaidd ac achlysurol i eglwysi ac Ardaloedd Gweinidogaeth / Collections and donations: planned and occasional giving to churches and Ministry Areas
£1,464,000

2.
Incwm Cymorth Rhodd: arian a dderbynir oddi wrth CThEM ar ben casgliadau a rhoddion / Gift Aid income: monies received from HMRC in addition to collections and donations
£215,000

3.
Codi arian: arian a godir gan eglwysi ac Ardaloedd Gweinidogaeth trwy ystod eang o weithgareddau codi arian / Fundraising: money raised by churches and Ministry Areas through a wide range of fundraising activities
£476,000

4.
Grantiau a dderbynir gan eglwysi ac Ardaloedd Gweinidogaeth, fel arfer tuag at gostau cynnal a chadw a gwella adeiladau
Grants received by churches and Ministry Areas, usually towards building maintenance and improvement costs
£222,000

5.
Cymynroddion a dderbynir gan eglwysi ac Ardaloedd Gweinidogaeth / Legacies received by churches and Ministry Areas
£136,000

6.
Ffïoedd a dderbynir gan eglwysi ac Ardaloedd Gweinidogaeth / Fees received by churches and Ministry Areas
£182,000

7.
Incwm a gwariant o gynilion a buddsoddiadau eglwysi ac Ardaloedd Gweinidogaeth / Income and expenditure from the savings and investments of churches and Ministry Areas
£358,000

8.
Grant gan Gorff y Cynrychiolwyr: incwm o asedau hanesyddol cenedlaethol yr Eglwys yng Nghymru / Representative Body grant: income from the national historic assets of the Church in Wales
£705,000

9.
Grantiau, ffïoedd, taliadau gweinyddol a nawdd gan gyrff allanol a dderbynir gan Gyngor yr Esgobaeth / Grants, fees, administrative charges and sponsorship from third parties received by the Diocesan Council
£387,000

10.
Incwm a gwariant o gynilion a buddsoddiadau esgobaethol canolog: o'r asedau hanesyddol yr esgobaeth a reolir gan Gyngor yr Esgobaeth / Income and expenditure from central diocesan savings and investments: from diocesan historic assets managed by the Diocesan Council
£404,000

MAE CYFLAWNI HYN OLL YN GOFYN HAELIONI MAWR A STIWARDIAETH OFALUS AR RAN LLAWER O BOBL.

1 Yn gyntaf, hoffwn ddiolch i bawb ohonoch sydd, drwy roi rheolaidd yn wythnosol ac yn fisol, yn cynnal cenhadaeth a thystiolaeth ein heglwysi, ein Hardaloedd Gweinidogaeth a'n hesgobaeth. Eich haelioni a'ch ymroddiad yw'r elfen allweddol sy'n galluogi cymaint o'n bywyd fel esgobaeth i ffynnu. O gynnal ein gweinidogaeth ordeiniedig a'n hadeiladau eglwysig gwerthfawr i dasgau syml beunyddiol megis talu am wres a golau a chanhwyllau a'r coffi ar ôl y gwasanaeth ar y Sul – mae hyn i gyd yn dibynnu ar eich rhoi aberthol. Gallwch fod yn sicr fod haelioni ac ymroddiad o'r fath yn cael ei werthfawrogi'n fawr.

2 Yn ail, hoffwn ddiolch i'r bobl niferus hynny sy'n rhoi o'u hamser i gynllunio ac i gynnal ystod mor amrywiol o weithgareddau codi arian o wythnos i wythnos mewn eglwysi ac Ardaloedd Gweinidogaeth ledled yr esgobaeth. O ffeiriau eglwys i deithiau noddedig a ffeiriau sborion i gyngherddau gyda'r nos, mae cynnal digwyddiadau codi arian yn gofyn llawer o waith trefnu ar ran unigolion ymroddedig. Byddwch wedi gweld o'r siartiau ar y dudalen ddiwethaf y symiau sylweddol a godir drwy weithgareddau codi arian, a'r cyfraniad pwysig sydd ganddynt felly tuag at ein cenhadaeth a'n tystiolaeth fel esgobaeth. Mawr yw fy niolch i bawb sy'n aml yn gweithio mor galed y tu ôl i'r llenni i wneud hyn i gyd yn bosibl.

3 Yn drydydd, rwyf am gydnabod ein dyled i'n Trysoryddion. Mae gwaith tawel a diwyd Trysoryddion Eglwysi a Thrysoryddion Ardaloedd Gweinidogaeth yn hanfodol i sicrhau bod ein trefniadau ariannol yn gweithredu'n effeithiol. Gwn fy mod yn siarad ar ran fy holl gyd-glerigwyr wrth ddiolch i chi am eich gweinidogaeth hollbwysig. Mae i chi swyddogaeth y tu hwnt i gadw cyfrifon a thrafod arian – fe'ch gelwir i sicrhau, yn y cyfnod pwysig hwn, ein bod yn defnyddio ein holl adnoddau yn y ffordd fwyaf creadigol a hael ag y gallwn i sicrhau twf a thrawsnewid ym mywydau ein heglwysi a'n Hardaloedd Gweinidogaeth. Parhewch i weddïo am arweiniad Duw wrth i chi gyflawni eich dyletswyddau a chofiwch eich bod yn fy ngweddïau innau hefyd.

4 Yn bedwerydd, hoffwn ganmol y gwaith mae Tîm Deiniol – sef yr aelodau staff sy'n gweithio yn Nhŷ Deiniol ym Mangor – yn ei wneud i gynnal ac i wella'n barhaus ein trefniadau ariannol a'n lles fel esgobaeth. Bydd llawer ohonoch wedi cyfarfod yn barod ag Owain Pritchard, ein Swyddog Codi Arian a Stiwardiaeth, sydd bob amser yn barod i gynorthwyo Trysoryddion a Chynghorau Ardaloedd Gweinidogaeth gyda'u cyfrifoldebau ariannol. Rydym yn cymryd camau breision ymlaen yn y meysydd hyn, gan gynnwys drwy ddefnyddio meddalwedd Finance Coordinator, ac rwy'n edrych ymlaen at weld rhagor o gynnydd dros y misoedd nesaf wrth i'r Ardaloedd Gweinidogaeth baratoi Cynlluniau Datblygu Ariannol a'u rhoi ar waith.

5 Yn olaf, rwyf am bwysleisio pwysigrwydd y cyswllt rhwng arian a gweledigaeth. Rydym fel esgobaeth wedi ymrwymo i gonglfeini a chanolbwyntiau o bwys, ac rydym wedi gweithio'n galed dros y blynyddoedd diwethaf i sefydlu conglfeini newydd, yn enwedig ein Hardaloedd Gweinidogaeth newydd, mewn ymateb i alwad Duw i adfywio bywyd yr Eglwys yn ein hesgobaeth. Mae gweithio tuag at wireddu ein gweledigaeth yn gofyn disgwyl yn weddigar ac ufudd wrth Dduw, ond mae hefyd yn gofyn ymrwymiad ariannol a sicrwydd ariannol ymarferol. Bydd gennym lawer gwell siawns o addoli Duw, o dyfu'r Eglwys ac o garu'r byd yn effeithiol os byddwn yn defnyddio'n hadnoddau ariannol i gyflawni'r conglfeini sylfaenol hyn – ac yn sicrhau ein bod yn gwneud hynny am yr hirdymor. Fel unigolion, fel eglwysi ac fel esgobaeth, boed i ni ymrwymo i ddefnyddio'r doniau hynny a roddwyd i ni gan Dduw i wasanaethu Duw, fel y gallwn barhau i addoli, i dyfu ac i garu yng ngras Duw er mwyn Teyrnas Dduw.

Y Gwir Barchg Andy John
Esgob Bangor

The Rt Revd Andy John
Bishop of Bangor

MAKING ALL OF THIS POSSIBLE REQUIRES GREAT GENEROSITY AND CAREFUL STEWARDSHIP ON THE PART OF MANY PEOPLE.

1 First, I want to thank all of you who, through your regular weekly and monthly giving, support the mission and witness of our churches, Ministry Areas and diocese. Your generosity and commitment is the key ingredient that enables so much of our life as a diocese to flourish. From supporting our ordained ministry and maintaining our precious Church buildings to the simple, everyday tasks of paying for heat and light and candles and coffee after the Sunday service, all of this relies on your sacrificial giving. Please know that such generosity and commitment is recognised and appreciated.

2 Secondly, I want to thank those many people who give of their time to plan and run such a diverse range of fundraising activities week by week in churches and Ministry Areas across the diocese. From Church fairs and jumble sales to sponsored walks and evening concerts, fundraising events demand a lot of organisation from so many dedicated individuals. You will have seen from the chart on the previous page the significant sums raised by fundraising activities, and the major contribution which they therefore make towards our mission and witness as a diocese. To all of those who often work so hard behind the scenes to make all of this possible, go my thanks.

3 Thirdly, I want to acknowledge the debt that we owe to our Treasurers. The quiet, diligent work of Church Treasurers and Ministry Area Treasurers is essential for the smooth-running of our finances. I know that I speak on behalf of all of my clerical colleagues in thanking you for your vital ministry. Yours is a role that goes beyond book-keeping and accounting - you are called to ensure that, at this important time, we use all of our resources as creatively and generously as possible to support growth and transformation in the life of our churches and Ministry Areas. Please continue to pray for God's guidance in your duties, and know that you are also in my prayers.

4 Fourth, I want to commend the work that Tîm Deiniol – the staff based in Tŷ Deiniol in Bangor – are undertaking to sustain and continually improve our financial administration and well-being as a diocese. Many of you will already have met Owain Pritchard, our Fundraising & Stewardship Officer, who is always ready to support Treasurers and Ministry Area Councils in their financial responsibilities. We are making major steps forward in these areas, including through making use of the Finance Coordinator software, and I look forward to seeing more progress over coming months as Ministry Areas prepare and adopt Finance Development Plans.

5 Finally, I want to emphasise the importance of the link between finance and vision. We have committed ourselves as a diocese to significant principles and priorities, and we have worked hard over recent years to establish new platforms, especially our new Ministry Areas, in response to God's call to revitalise the life of the Church in our diocese. Our progress to making our vision a reality requires prayerful, obedient waiting before God, but it also requires practical financial commitment and security. We will stand a much better chance of excelling at worshipping God, growing the Church and loving the world if we support these fundamental priorities with our financial resources - and ensure that we do so for the long term. As individuals, as churches and as a diocese, let us commit ourselves to using those gifts which are ours from God in God's service, so that we may continue to worship, grow and love in God's grace for the sake of God's Kingdom.

AM RAGOR O WYBODAETH AM GODI ARIAN, STIWARDIAETH A CYLLID ESGOBAETHOL, CYSYLLTWCH Â'M CYDWEITHWYR.

FOR MORE INFORMATION ABOUT FUNDRAISING, STEWARDSHIP AND DIOCESAN FINANCES, PLEASE CONTACT MY COLLEAGUES.

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