

THE INDEPENDENT REVIEW INTO ALLEGATIONS MADE CONCERNING MIKE PILAVACHI AS THEY RELATE TO NEW WINE

TERMS OF REFERENCE

4 March 2024.

Overview

1. New Wine Trust has commissioned Fiona Scolding KC to lead a team consisting of herself and Ben Fullbrook (a barrister) and Alasdair Henderson (a barrister) (hereafter “the Reviewers”) to conduct an Independent Review following on from the review commissioned by the Trustees of Soul Survivor Watford and Soul61 (“The Soul Survivor Review”) as to the relationship between Mike Pilavachi and the New Wine and Kingdom Power Trust.
2. This review is to understand the degree to which Kingdom Power Trust was involved in providing financial and other support to Soul Survivor during the 1990s, including through sharing personnel and premises during that time.
3. This review shall seek to bring understanding and learning from the Soul Survivor Review, and use the findings of that review but shall not seek to use the material gathered during the course of the Soul Survivor review without the express consent of those individuals from whom the material was gathered, which shall be undertaken on a case by case exceptional basis. It is not envisaged nor necessary that those who have already provided information to the Soul Survivor Review shall be asked to give further

evidence or material, unless they wish to do so.

4. The review shall be conducted independently of all third parties including the Trustees of New Wine Trust, the Church of England and any charity or person associated with them. The Reviewers shall decide how to conduct the review and upon the content of any reports.

Background

5. Mike Pilavachi was a youth pastor at St Andrews, Chorleywood from where, in 1993, he planted a new church called Soul Survivor Watford (“SSW”). This is an Anglican church based in former warehouse premises in Watford. Until 2014, SSW was informally part of the Church of England via the permission of the then Vicar of St Peter’s Church, North Watford. In 2014 SSW became a Bishops Mission Order in the Diocese of St Albans. Mike Pilavachi is the founder, previous leader and was until recently, an associate pastor of SSW. Soul Survivor is perhaps best known for running annual summer festivals from 1993-2019 under a separate charity, Soul Survivor Festivals, which were aimed at 12–18-year-olds and attended by up to 35,000 people each summer. Soul Survivor, since 2011 through Soul61, also ran a number of religious gap year courses, previously known as Bodybuilders and Soulttime but latterly as Soul61 as well as programmes for interns.
6. In 2013, Mike Pilavachi was ordained in the Church of England. In 2016 Mike Pilavachi was made an Honorary Canon of St Albans Cathedral and in 2019 he was made an MBE for services to young people. In 2020 he received an award from the Archbishop of Canterbury for his outstanding contribution to evangelism and discipleship amongst young people in the United Kingdom. Today, Soul Survivor has

a family of linked churches in this country and abroad.

7. The Kingdom Power Trust, which is from what we understand a predecessor charity to New Wine Trust, from 1993 provided financial support to both the festivals and to the church in Watford through payments made to support Mike Pilavachi's salary, but also to the cost of premises. There was a degree of subsidy by New Wine of the organisation and costs of the Soul Survivor organisations throughout the 1990s, and premises were also shared at various points.
8. The allegations which are the subject of the Soul Survivor review have been considered by the NST and the St Albans Diocese, which have investigated and reached conclusions on safeguarding concerns and how others responded to concerns raised with them in accordance with the Church of England's internal guidance.
9. On 6th September 2023, upon the conclusion of the internal Church of England investigation the Church of England announced that: "Having explored the safeguarding concerns fully, according to House of Bishops guidance, the investigation team has concluded that they are substantiated. These relate to conduct in his leadership and ministry, both before and after he was ordained in 2012, spanning 40 years from his time as a youth leader through to current day".
10. The overall substantiated concerns are described as an abuse of power relating to his ministry, and spiritual abuse; described in guidance as 'a form of emotional and psychological abuse characterised by a systematic pattern of coercive and controlling behaviour in a religious context'. It was concluded that he used his spiritual authority to control people and that his coercive and controlling behaviour led to inappropriate relationships, the physical wrestling of youths and massaging of young male interns."

11. The internal process operated by the Diocese working with the NST was a safeguarding investigation, which was not about establishing guilt and was not an HR or disciplinary process. Its purpose, according to House of Bishops guidance, was to examine the safeguarding concerns surrounding Mike Pilavachi's behaviour and ministry and asked the question: Is Mike Pilavachi 'safe' clergy to minister today?
12. If, during the course of this review or arising from its findings and recommendations, there is discovery of criminal activity or further allegations of safeguarding breaches, these will be passed to the police or the Local Authority Designated Officer for Hertfordshire, the Diocesan Safeguarding Advisor and the National Safeguarding Team. Any discoveries that require urgent action, but which do not meet thresholds would be communicated to the Trustees of New Wine Trust for them to action according to their internal procedures. The process of the review is not to determine if Mike Pilavachi has breached any safeguarding guidance, measures or practices or has acted contrary to his role as pastor for the purposes of clergy discipline measure and/or other internal Diocesan or Church of England internal procedures.

Terms of review

13. The **purpose** of the review is to:
 - (a) Understand what the relationship was between Kingdom Power Trust, New Wine Trust and the Soul Survivor Trusts from 1993 until September 2023, and identify what oversight, support, guidance or governance was undertaken by Kingdom Power Trust and New Wine Trust of the Soul Survivor trusts and/or Mike Pilavachi and/or the Soul Survivor Festivals given their financial subsidies and premises sharing during periods of time covered by the review.

- (b) Understand whether and if the trustees and/or others involved with the New Wine Trust were aware of allegations against Mike Pilavachi and if so, what steps were taken to bring them to the attention of either the Soul Survivor organisations or other bodies.
- (c) Understand how any safeguarding allegations against Mike Pilavachi in connection with New Wine were handled, including whether he was, or was not, challenged if issues were raised (and /or if the values practices and processes in place at the time within New Wine Trust acted to inhibit the reporting of such concerns or to an absence of oversight or accountability of Mike Pilavachi).
- (d) Consider the extent to which the conduct specified in the allegations against Mike Pilavachi was, whether tacitly or explicitly, enabled, condoned or exacerbated by deficiencies in the governance, policies, practices, arrangements and oversight by the Trustees of New Wine Trust or others in leadership position or those who had oversight in respect of governance, management, pastoral or other oversight.
- (e) If it is found that safeguarding allegations against Mike Pilavachi in connection with New Wine were known, understand the scope and prevalence of past and current harmful experiences that arose as a result of any poor safeguarding practice at New Wine Trust or the abuse of power (making decisions on the balance of probabilities).
- (f) Provide an opportunity for those who are alleged to have been harmed by their involvement with Mike Pilavachi at New Wine Trust to have their voices heard

and for Mike Pilavachi to have a full and informed opportunity to respond to the allegations, in as much as those allegations are separate to or different from those raised during the course of the Soul Survivor review.

- (g) Understand the extent of compliance with the legislation in force at the time, any statutory guidance applicable to the organisation, any Church of England measures, guidance or procedures and general safeguarding practice in place at the time in question and the adequacy of the policies and guidance in place within organisations with oversight of New Wine Trust (if any) to meet such practice and guidance.
- (h) Apply the learning from the above to improve practice and safeguarding arrangements at New Wine Trust.
- (i) Seek to identify learning from the past to shape future development of governance and oversight at New Wine Trust.
- (j) The review shall not seek to replicate the Soul Survivor review, but to build upon its work and to form an addendum to that report (so that both reports will need to be read together for the full picture to be examined).

Individual complaints/referral to statutory authorities

14. The review shall only consider matters which concern New Wine Trust and shall not determine the merits or outcome of any individual complaints made. The Reviewers cannot determine if events did or did not occur or make any findings of fact as to any individual allegations.

Evidence gathering

15. The Reviewers shall:-
 - (a) Use the findings of the Soul Survivor review to provide insight into the activities of Mike Pilavachi and to use as background for the exploration of issues concerning the New Wine Trust and Kingdom Power Trust.
 - (b) The Reviewers shall invite information (whether in oral or written form) from Mike Pilavachi as well as any organisation or individuals they consider appropriate.
16. The Reviewers cannot compel the production of information or the interviewing of any individual or organisation.
17. The Reviewers may ask questions about the information provided to the review to corroborate, test or investigate it and may make reference to such in the final report.
18. It is not proposed that those who have already provided evidence or information to the Soul Survivor Review will need to come forward again, save if they wish to do so to provide additional information. The information gathered during the Soul Survivor review shall not be shared with the New Wine Trust not used in any way other than as background material upon which the reviewers can then seek to examine the distinct role of the New Wine Trust.
19. It is only proposed to invite evidence from those who either (a) have not already come forward or (b) those who have concerns specific to Mike Pilavachi's engagement with the New Wine or Kingdom Power Trust , whether during the conferences and/or events

run by New Wine or any other matter related to those trusts. It is understood that there is a cross over in personnel between the various trusts at points from the 1990s onwards. The reviewers would particularly like those who were Trustees or employees of New Wine Trust and/or the Kingdom Power Trust to come forward. A specific email address has been set up for the Trust at : newwine@landmarkchambers.co.uk .

Support

20. Those who have come forward to the NST and the St Albans Diocese have, where appropriate, already been offered support. People have the ability to continue to approach the St Albans Diocese and they will continue, where appropriate, to be offered support. If any person does not wish to approach the St Albans Diocese and is in need of support, then the Reviewers will refer them to Safe Spaces or 31:8 so that, where appropriate, support can be offered.

Final Report

21. At the conclusion of the review, the Reviewers shall produce a final written report which shall be provided to New Wine Trust and will form an addendum to the Soul Survivor report and should be read alongside it. To demonstrate openness and transparency, New Wine Trust will publish the report, subject to any relevant legal considerations. The Reviewers shall complete the report in a timely manner.

Identification

22. The Reviewers will not name any complainant or those who make allegations against Mike Pilavachi to him during the course of the review save with their express consent to do so. They will not be named in any final report save where they give their consent to be so named to the Reviewers in writing. The Reviewers will also take all reasonable

steps to prevent identification by way of “jigsaw identification”. Any organisation involved in the governance , management, oversight or provision of financial support to Soul Survivor organisations/ New Wine/Kingdom Power Trust shall be named in the report, save where there are legal and/or reasons of confidentiality and/or other compelling justification for not naming them. People involved in the organisation may be named in the report if reasonably necessary to fulfil the purpose of the Review.

23. Anyone who is the subject of significant criticism within the report shall be given an opportunity to comment upon such criticism in writing prior to the finalisation of the report. The Reviewers may, but are not compelled to, amend the draft report as a result of any comments or concerns raised.

Implementation of Recommendations

24. The Trustees of New Wine Trust shall carefully consider the recommendations by the Reviewers and determine the manner in which any recommendations are to be taken forward and implemented, within 3 months of receipt of the final report by way of publishing a response identifying how any recommendations are being implemented and the timescales for such implementation.

Confidentiality

25. The Reviewers shall keep confidential all confidential information disclosed as a result of the Review and shall not use or disclose the same save as set out below or as required by law.
26. The Reviewers shall ensure that all information provided via safeguarding complaints and/or information which was subject to safeguarding investigations is kept

confidential and is processed in accordance with best practice for such information and in line with the data processing notices which shall be provided upon request.

27. All information submitted to the Reviewers shall be held confidentially on a server which is secure and independent of New Wine Trust.
28. Information can only be accessed by the Reviewers and any adviser and/or support staff required to view the information.
29. Information shall always be processed in line with the Information Commissioner guidance, the Data Protection Act 2018 and GDPR.
30. The Reviewers shall not share any evidence received by themselves with New Wine Trust or any other third party save where a decision has been taken to disclose information for the specific purposes set out in the terms of reference.
31. Any individual who submits any information to the review shall not be mentioned by name or otherwise identified in any report produced for the purposes of this review unless they have given their express written consent to such identification to the Reviewers.
32. Any other person who wishes to submit information anonymously shall explain in writing at the time of submitting information why they wish to submit information anonymously and the Reviewers will consider whether they are able to agree to this or will seek further information to understand why the request has been made.
33. At the completion of the Review, any information held by the Reviewers shall be retained only as long as it is required for the purposes of the Review.

