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Churches of North
Bradford on Avon
& Villages

Reports for the APCM for St Nicholas Church, Winsley



2021-22

**ST NICHOLAS CHURCH, WINSLEY.
MEETING OF PARISHIONERS AND APCM,
TUESDAY 10TH MAY 2022 AT 11.00HRS**

MEETING OF PARISHIONERS

- 1) Election of Churchwardens

ANNUAL PAROCHIAL CHURCH MEETING

- 1) Opening Prayer
- 2) Apologies for Absence
- 3) Minutes of 2021 APCM *Pages 3-6*
 - for approval
 - matters arising
- 4) Election of Lay Persons to PCC
- 5) Appointment of Independent Examiner
- 6) To receive reports on *Pages 7-25*
 - changes to the Electoral Roll
 - the activities of the PCC and the Parish generally, including the fabric, goods and ornaments of the church
 - the Financial Statements for year ending 31/12/21
 - the proceedings of the Deanery Synod
- 7) Other Business
- 8) Closing Prayer

Note. The Rector's Annual Report to the Benefice along with a number of other reports from staff and individuals is included in this pack as a series of Annexes, starting with an index at Page 26. These may be discussed at the end of the meeting, however they do not form part of the formal APCM agenda.

DRAFT FOR APPROVAL AT 2022 APCM

**ST NICHOLAS' CHURCH, WINSLEY
MINUTES OF MEETINGS on WEDNESDAY 21ST APRIL
2021**

Note. Due to government restrictions introduced for public health reasons during the Coronavirus pandemic, these meetings were held electronically via Zoom with participants signing in remotely from their homes.

Present:

Revd Ann Keating (Chair), Cedric Pierce (Secretary), John Allison, Linds Batson, Revd. Paul Batson, John Baxter, Alan Bryant, Val Bryant, Elizabeth Bush, Phillip Bush, Denise Button, Daphne Cox, Robin Elven, Mary Hewetson, Patricia Legge, Eric Legg-Bagg, Jean Legg-Bagg, Roy Ludlow, Revd. Tessa Mann, Geoff Parker, Heather Parker, Penny Pierce, Paul Simmonds, Alison Wells.

Apologies were not recorded for this meeting.

PARISHIONERS' MEETING TO ELECT CHURCHWARDENS

Roy Ludlow was nominated by Cedric Pierce and seconded by Penny Pierce. Elected unanimously by show of hands.

Linds Batson was nominated by Penny Pierce and seconded by Cedric Pierce. Elected unanimously by a show of hands.

It was noted that this would be the third year in office for both Churchwardens.

ANNUAL PAROCHIAL CHURCH MEETING

Revd Ann Keating opened the meeting with a scripture reading (Psalm 36 v5) and prayer.

Minutes of the 2020 APCM

There were no comments on the draft Minutes of the 2020 APCM, which were duly signed as a true record. There were no matters arising.

Election to Parochial Church Council

Dreen Rees had completed 3 years as a member of the Parochial Church Council and her re-appointment was proposed by Roy Ludlow and seconded by Linds Batson. Elected unanimously by show of hands.

Eric and Jean Legg-Bagg were both standing for election for the first time and were proposed by Linds Batson and seconded by Roy Ludlow. Elected unanimously by show of hands.

The new members were welcomed to the committee, and the meeting expressed its warm appreciation and thanks to Yvonne Geddes and Marjorie Rowland-Jones who were both retiring after 3 years' service on the PCC, and to Geoff and Heather Parker who were retiring after 6 years' service.

Appointment of Independent Examiner

John Allison proposed that Diane Aderyn be re-appointed as Independent Examiner and this was seconded by John Baxter.

Diane Aderyn was appointed by unanimous show of hands.

Changes to Electoral Roll

Mary Anne Baxter was unable to attend the meeting but reported via The Secretary that the number of Parishioners on the Electoral Roll at 31st March 2021 was 98 – down from 104 the previous year.

Mary Anne was thanked for her continuing work as the Electoral Roll Officer.

The Activities of the PCC and Parish Generally

The written reports were noted with no issues requiring discussion. Ann Keating thanked all contributors to the report both for their input and for their help and hard work through

the year.

The Financial Statements for 2020

Patricia Legge introduced her report, noting that despite the pandemic income had been sufficient for Parish needs throughout 2020. Financially, she was optimistic for 2021 because once the hall reopens there will be additional income streams available. Responding to a question about the costs of church heating (which had been intentionally kept on during daylight hours during the recent winter) she said that these figures were not yet available but she would prepare a spreadsheet once the April utilities bills were received. She anticipated that utilities costs would be significantly higher than usual.

John Baxter offered to research cheaper utilities bills making use of a company specialising in finding the most cost-effective utilities contracts, and Patricia Legge agreed to provide him with the necessary information to do so.

The meeting thanked Patricia Legge for her ongoing work as treasurer, despite her having stood down from the PCC.

The Fabric, Goods and Ornaments of the church

It was noted that there were no changes to report to the fabric, goods and ornaments of the church.

The Proceedings of the Bradford on Avon Deanery

The written report was noted without comment.

Safeguarding

Caroline Billingham was unable to attend the meeting but there was nothing to add to what had been written in the Annual Report. Caroline and Ann continued to meet regularly with Safeguarding Officers from the other parishes within the benefice, and all DBS checks remained current.

Caroline Billingham was thanked for her ongoing work as Safeguarding Officer, and appreciation was expressed for the

online safeguarding training which was easily accessible and more readily available than the previous face-to-face training.

Other Business

The meeting recorded its thanks to all those involved in providing online services throughout the pandemic. The hard work and the way the services enabled people to continue worshipping through the pandemic was much appreciated.

END

Lay Members of the PCC

Alan Bryant	Resigned December 2021	
Eric Legg-Bagg	Retiring in 2024	(3 years)
Jean Legg-Bagg	Retiring in 2024	(3 years)
Dreen Rees	Retiring in 2024	(6 years)

Note. During the year under review Mr Paul Simmonds who was succeeded by Mr John Baxter, Mrs Caroline Billingham and Mrs Patricia Legge were not members of the PCC but took the roles of Health & Safety Officer, Safeguarding Officer and Hon. Treasurer respectively.

Election of Parochial Church Council members

The maximum number of lay PCC Members is 9. Currently there are 3 Lay Members of the PCC with none due to retire this year. There are six vacancies. Nominations may be made up to the APCM.

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

Electoral Roll

The Church Electoral Roll was updated shortly before the 2021 APCM. At that time the number of parishioners on the Roll was 98.

The Roll will undergo its annual revision shortly before the APCM, in accordance with the Church Representation Rules. This year, the APCM is not until 11th May and consequently the annual revision had not been completed when this report was prepared. The number of Parishioners on the revised Electoral Roll will be advised at the APCM.

Coronavirus Pandemic

As is well known, the worldwide pandemic which began in 2020 continued throughout 2021 with a continuous lockdown in the first three months of the year, and at least some degree of restrictions for nearly the whole period under review. This continued to restrict the activities of all charities and employers across the country.

As for 2020, the pandemic with its associated lockdowns and restrictions had a significant impact on normal church activities. Whilst our aims and objectives have remained unchanged, there have been limitations on what can be delivered, and the way we practice (e.g., services and the various meetings) have had to change. Nevertheless, as the year progressed we were able to open up more activities, and the series of reports in the Annexes celebrate what has been achieved in difficult circumstances.

Aims and Objectives, Performance and Achievements

1. The objectives of the PCC are defined by the Parochial Church Council (Powers) Measure 1956. St Nicholas PCC has the responsibility of co-operating with the incumbent, the Revd Ann Keating, in promoting, in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social, and ecumenical. It also maintains The Church Hall situated opposite the Church.
2. The PCC of St Nicholas, Winsley is committed to enabling as many people as possible to worship at the church and to serving our local school and community. The PCC maintains an overview of worship in the parish and makes suggestions on how services can involve all groups within the community.
3. When planning activities, the PCC has considered guidance from the Charity Commissioners on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion.

4. The main activities of the PCC seek to enable people to live out their faith in the parish and community through:

- The provision of regular public worship that is open and accessible to all. This includes services using different formats for Holy Communion, Prayer and Praise, Café-style Refresh (which now takes place in the church hall), and meditation services.
- The provision of pastoral work by clergy and Lay Pastoral Assistants, including home administration of Holy Communion, hospital visiting, leading worship in our local Residential Care Homes, visiting the sick, the elderly, the bereaved and others with a particular need.
- The teaching of the Christian faith through sermons, home groups, Baptisms, Weddings and Funerals, Activities for Children, and Collective Worship and Open the Book in our local Primary School. Our local school, pre-school 'Acorns' and parents and toddlers' group 'Sunbeams' normally visit the church for key church year festivals and the former two for their graduation services.
- Sunbeams, a group for Carers and young children is held in the Church Hall every 2nd and 4th Wednesday morning of the month and continues to be very popular.
- 'Kettle's On', a fortnightly coffee morning, is held in the Church Hall; it was started in September 2018 and has proved very popular with people from the village.
- The promotion of the Christian faith through various events organised by the PCC, such as support for our local School Fayre. Winsley School has up to two Foundation Governors, one of whom is Revd. Tessa Mann (the other position being vacant at the time of writing). Open the Book continues most weeks at the school, and periodically the school continues to hold services in our church building.
- The support of other charities involved in Christian outreach and development such as designated charities for Harvest, Remembrance Sunday, Carol Service donations and regular donations to The Hub which runs the local foodbank.

- Various church house groups, which run throughout the year enabling congregation members to support one another in their Christian journey and discipleship as well as additional groups meeting for Advent and Lent.
- Various Prayer Groups, a Men's Groups and a Ladies' Group that meet regularly and underpin our outreach, fellowship and discipleship.
- St Nicholas has representatives on the Diocesan *Thrive Project* and works with representatives from the other three Benefice churches to support one another with mission opportunities including using our churchyards for mission and arranging displays, Christmas Tree festivals etc to promote key times in the Christian calendar
- St Nicholas also has representation on the Benefice Communications group which meets regularly to consider our means of communication within the church community and externally.

5. The church is a vibrant and active community, keen to pray, grow in faith and to serve the community.

6. The PCC takes very seriously the need to ensure that children and vulnerable adults are kept safe whilst involved in the church's activities and services. The PCC has adopted the Church of England Policy 'Keeping Children Safe' in addition to our Benefice Policy on safeguarding. Copies of this are displayed in the church and church hall. The Rector and Safeguarding Officer meet with other Benefice Safeguarding Officers regularly throughout the year, monitoring requirements for DBS checks and safeguarding training. A report on Safeguarding is made to each PCC meeting. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults).

7. Church Attendance: There were **98** parishioners on the Church Electoral Roll from April 2021. Whilst government restrictions during 2021 were less onerous than in 2020, some members of the congregation chose to stay away due to their personal medical

vulnerabilities. As the year progressed, attendee numbers rose steadily although the church continued with occasional online acts of worship for those unable to attend in person.

9. The PCC has agreed each year to donate 10% of the proceeds from regular planned giving to charities at home and abroad. A sub-committee makes recommendations to the PCC on which charities to support each year.

PCC Review of the year

Note. This section discusses the activities of the PCC only. There are fuller reports from the Rector, Churchwardens and a number of activity leaders in the Annexe to this report.

The PCC met a total of five times during the year. The first and last meetings were solely to allocate responsibilities and to approve the Annual Report; the three other meetings comprised an Awayday in June to review strategy for the year ahead, and business meetings in October and January to discuss routine business.

Safeguarding and Health & Safety continue to be standing items on every PCC agenda, and we are fortunate to have Caroline Billingham as our Safeguarding Officer, and John Baxter (in succession to Paul Simmonds) as our Health & Safety Officer. Our thanks are due to them.

Proposals to combine the four parishes within the benefice have been placed on hold for the time being as currently not all the parishes are willing to go down this route. However, the four parishes continue to work well together, sharing for example ministerial resources, the Benefice office and the Children & Families Worker. There is a monthly Benefice communion service, and Forest church also operates on a Benefice-wide basis.

A significant fundraising event was held in December 2021 when over £950 was raised at a Come & Buy Sale, the proceeds being for a new digital piano. The instrument was purchased in the new year.

The Churchwardens report that there have been no notable changes to the Fabric, Goods and Ornaments of the church.

ST NICHOLAS CHURCH WINSLEY FINANCIAL REPORT 2021

Our financial accounts for 2021 have been examined by Diane Aderyn. These are attached with her signed Independent Examiners Report.

Unrestricted Funds

The total receipts for the year ending 31st December 2021 were £68,487. The total expenses were £65,702, resulting in a profit of £2,785

With the lock down restrictions being eased in 2021 we were able to receive a better income from the hire of our hall, funerals, weddings and plate collections.

Nina Wright very generously left us a legacy of £2,000.

Our expenses were slightly down on last year.

Restricted Funds

Audio £3,666, Ladies £938, Fund Raising £911 and Youth Worker £26,331.

Reserve Policy

It is a PCC policy to try to maintain a balance in our savings account which equates to at least 3 months unrestricted expenses. Our monthly expenses are about £5,000 a month, therefore savings should be at £15,000.

We unfortunately have not been able to save since 2019, we will try to save and bring the balance up to £15,000 this year. Our savings as at 31st December 2021 were £12,656. We have not had to draw on this account for the past few years.

Our current Unrestricted Bank Balance as at 31st December 2021 is £29,457

Our share to the Diocese for 2022 is £42,724 this is up by 5%. We did not have an increase in 2021.

Thank you to all who so generously support our wonderful church and youth worker.

Patricia Legge
Treasurer
March 2022

St. Nicholas' Church, Winsley
Financial statements for the Year Ended 31 December 2021

Receipts and payments account

	Note	Unrestricted Fund	Restricted Funds	Total	2020
		£	£	£	£
Receipts					
Voluntary receipts:					
Planned giving		39,330	-	39,330	39,612
Gift Aid recovered	4a	10,047	2,918	12,965	16,196
Collections at services		1,967	-	1,967	691
Other voluntary giving	4b	1,377	11,999	13,376	15,199
Legacies received		2,000	-	2,000	11,000
Grants received		-	1,561	1,561	5,351
		<u>54,721</u>	<u>16,478</u>	<u>71,199</u>	<u>88,049</u>
Church activities:					
Hire of Church Hall		5,369	-	5,369	1,044
Fees for weddings and funerals (net)		7,628	-	7,628	3,303
Other income		207	-	207	176
		<u>13,204</u>	<u>-</u>	<u>13,204</u>	<u>4,523</u>
Activities for generating funds		555	911	1,466	176
Investment income					
CCLA deposit interest		7	-	7	53
Total receipts		<u>68,487</u>	<u>17,389</u>	<u>85,876</u>	<u>92,801</u>
Payments					
Church activities					
Parish share		40,688	-	40,688	40,894
Clergy expenses		2,463	-	2,463	2,402
Salaries of Benefice staff		3,689	-	3,689	3,052
Church running expenses	4c	12,637	266	12,903	11,954
Church Hall running expenses	4d	3,840	-	3,840	4,692
Tithed giving		2,385	-	2,385	3,415
Other giving		-	-	-	2,000
Youth Worker		-	12,006	12,006	12,196
		<u>65,702</u>	<u>12,272</u>	<u>77,974</u>	<u>80,605</u>
Costs of generating funds		-	-	-	49
Lee Abbey		-	-	-	(400)
Total payments		<u>65,702</u>	<u>12,272</u>	<u>77,974</u>	<u>80,254</u>
Excess of receipts over payments		2,785	5,117	7,902	12,547
Cash at bank and on deposit at 1 January 2021		39,328	26,729	66,057	53,510
Cash at bank and on deposit at 31 December 2021		<u>42,113</u>	<u>31,846</u>	<u>73,959</u>	<u>66,057</u>

St. Nicholas' Church, Winsley
Financial statements for the Year Ended 31 December 2021

Statement of Assets and Liabilities

	Note	Unrestricted Fund	Restricted Funds	Total	2020
		£	£	£	£
Cash Funds at 31 December 2021					
Treasurer's current account (inc. Petty cash)		29,457	5,773	35,230	31,798
Youth Worker current account		-	26,073	26,073	21,610
Total bank current accounts		29,457	31,846	61,303	53,408
Treasurer's deposit account		12,656	-	12,656	12,649
Total deposit accounts		12,656	-	12,656	12,649
Total Cash Funds at 31 December 2021		42,113	31,846	73,959	66,057
Other Monetary Assets at 31 December 2021					
Gift Aid recoverable		782	4,046	4,828	5,012
Funeral fee outstanding		409	-	409	-
Ladies Fund float		-	50	50	50
Amounts paid in advance for Benefice expenses	3	625	-	625	353
		1,816	4,096	5,912	5,415
Liabilities at 31 December 2021					
Payment of fees to Salisbury Diocese		-	-	-	1,989
Organist's and verger's fees outstanding		150	-	150	-
		150	-	150	1,989

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St. Nicholas' Church, Winsley
Financial statements for the Year Ended 31 December 2021

Notes

1. The financial statements of the PCC have been prepared in accordance with the Church Accounting Regulations 2006 using the Receipts and Payments basis.

2. The movements in restricted funds during the year were:

	Youth Worker £	Held for Women's Group £	Audio Fund £	Fundraising Fund £	Total £	2020 £
Receipts						
Donations (net)	11,999	-	-	-	11,999	11,982
Fundraising	-	-	-	911	911	-
Grants received	1,561	-	-	-	1,561	4,851
Gift Aid	2,918	-	-	-	2,918	4,924
	<u>16,478</u>	<u>-</u>	<u>-</u>	<u>911</u>	<u>17,389</u>	<u>21,757</u>
Payments						
Salary (inc. NI)	11,143	-	-	-	11,143	11,133
Other	863	-	266	-	1,129	1,327
	<u>12,006</u>	<u>-</u>	<u>266</u>	<u>-</u>	<u>12,272</u>	<u>12,460</u>
Excess of payments over receipts	4,472	-	(266)	911	5,117	9,297
Balance at 1 January 2021	21,859	938	3,932	-	26,729	17,432
Balance at 31 December 2021	<u>26,331</u>	<u>938</u>	<u>3,666</u>	<u>911</u>	<u>31,846</u>	<u>26,729</u>

The Youth Worker Fund represents donations to be spent on the salary and incidental costs of the Youth Worker.

The Women's Group make donations to the PCC to be held until allocated by agreement with the Women's Group to specific expenditure of the PCC.

The Audio Fund represents donations received to fund the purchase of a projector and associated audio visual equipment.

The Fundraising Fund represents the proceeds of activities held to raise funds for specific needs in the Church and the Church Hall. In 2021, funds were raised for the purchase of a piano for the Church Hall.

3. Benefice Office expenditure

Expenditure by the Benefice of North Bradford on Avon and Villages is shared amongst the four parishes within the Benefice in proportion to their Parish Share. The Benefice Office expenditure attributable to St. Nicholas (including the £625 paid in advance at 31 December 2021) is:

	£	2020 £
Clergy expenses	2,463	2,402
Salaries of Benefice staff	3,689	3,052
Upkeep of services	3	28
Other church running expenses	595	210
Benefice Office rent & phones	1,638	1,825
Benefice Office printing and stationery	1,433	2,043
	<u>9,821</u>	<u>9,561</u>

St. Nicholas' Church, Winsley
Financial statements for the Year Ended 31 December 2021

4. Further analysis of Receipts and Payments

	Unrestricted Fund	Restricted Funds	Total	2020
	£	£	£	£
Receipts				
a. Gift Aid recovered				
Stewardship	9,136	-	9,136	9,371
Collections and donations	911	-	911	1,901
Youth Worker	-	2,918	2,918	4,924
	<u>10,047</u>	<u>2,918</u>	<u>12,965</u>	<u>16,196</u>
b. Other voluntary giving				
Alms boxes	281	-	281	186
Income from donors	1,096	11,999	13,095	15,013
	<u>1,377</u>	<u>11,999</u>	<u>13,376</u>	<u>15,199</u>
Payments				
c. Church running expenses				
Upkeep of church				
Insurance	1,831	-	1,831	1,906
Utilities	2,333	-	2,333	1,304
Cleaning and caretaking	1,410	-	1,410	1,410
Maintenance	1,265	-	1,265	2,320
	<u>6,839</u>	<u>-</u>	<u>6,839</u>	<u>6,940</u>
Upkeep of services	965	-	965	664
Organists' fees	225	-	225	125
Benefice Office rent and phones	1,638	-	1,638	1,825
Benefice Office printing and stationery	1,433	-	1,433	2,043
Other	1,537	-	1,537	95
Purchase of projection and audio equipment and consumables	-	266	266	262
	<u>12,637</u>	<u>266</u>	<u>12,903</u>	<u>11,954</u>
d. Church Hall running expenses				
Insurance	916	-	916	953
Utilities	937	-	937	1,069
Cleaning and caretaking	1,410	-	1,410	1,410
Maintenance and other costs	577	-	577	1,260
	<u>3,840</u>	<u>-</u>	<u>3,840</u>	<u>4,692</u>

**INDEPENDENT EXAMINER'S REPORT
TO THE PCC OF ST NICHOLAS' CHURCH, WINSLEY**

This report is on the accounts of the PCC for the year ended 31 December 2021, which are set out on pages 1 to 4.

Respective responsibilities of Trustees and Independent Examiner

As trustees of the charity, the members of the PCC are responsible for the preparation of the accounts. They consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of independent examiner's report

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the PCC and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently, I do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with my examination, no matters have come to my attention:

(1) which give me reasonable cause to believe that in any material respect the requirements:

- to keep accounting records in accordance with section 130 of the Act; and,
- to prepare accounts which accord with the accounting records and comply with the requirements of the Act and the Regulations.

have not been met with; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Diane Aderyn FCA
65 South Wraxall
Bradford on Avon
BA15 2SE

Diane Aderyn
9 March 2022

ST NICHOLAS' CHURCH, WINSLEY
Recommendation from the Independent Examiner

Fund held for the Women's Group

The PCC accounts include a fund of £937.69 representing monies raised by the Women's Group and donated to the PCC to fund specific expenditure of the PCC. There have been no movements in this fund since 2019.

Now that a Fundraising Fund has been established with a similar purpose (to hold the proceeds of fundraising activity), it is recommended that the Women's Group are consulted about transferring the balance the Women's Group Fund to the Fundraising Fund.

Diane Adeyrn
9 March 2022

BRADFORD DEANERY SYNOD REPORT FOR 2021

Message from the Rural Dean, Canon Andrew Evans

This year saw us saying farewell to Rob and Marilyn Thomas at St James and Keevil. They were asked to connect the churches with a younger age group, and with the addition of a Children's and Families Worker and various new services, they have done just that. We wish them blessings in their retirement and are praying for a new incumbent for that benefice.

This has been another challenging year in the pandemic, with the celebration of Christmas made more difficult with fear over the *Omicron* variant.

We are now looking for the opportunities that this pandemic season has opened for us. Those parishes who asked the difficult questions in the pandemic - whether God was asking them to return to what they used to do before we had ever heard of 'Covid', and concluded he was asking them to branch out and find new ways to connect with people in their parish, are now seeing growth. We serve a God of abundance and possibilities, who wants to connect with his lost sheep. Let us not become churches that are looking for someone from outside to rescue us but let us be can-do churches finding new ways to connect people with the gospel.

This is a big well done from your Rural Dean.

Synod meetings in 2021

- 10 February 2021 (zoom meeting)
- 16 June 2021 (zoom meeting)
- 20 October 2021 (hybrid meeting onsite at St. Thomas' Church, Trowbridge & zoom)

Speakers in 2021

- The Revd Rhona Floate, Rural Field Officer, Wiltshire (February)
- Ross Coad from Templar Trust (October)

Synod meetings

Synod meetings are open to all those who wish to attend with meeting dates and locations arranged well in advance. The intention is to share good practice around the Deanery, and for it to be a place where ideas can be shared. During 2021 meetings were held on Zoom and in October a hybrid meeting with some reps on-site at St. Thomas' Church, Trowbridge, and other reps online. During 2021 there was opportunity at each meeting to share what has been taking place and to learn from each other, offer support and receive encouragement.

Officers

Information Officer	Dawn Farmer
Lay Chairman	John Joy
Lay Pastoral Officer	Marilyn Stubbs
Secretary	Dawn Farmer
Treasurer	David Robinson

Clergy and laity news

Rev. Helen Begley	Moved out of the Deanery
Rev. Jenny Davis	Retired
Rev. Ray Guyer	Retired
Rev. Ivor Hughes	Retired and moved out of the Deanery
Rev. Katie Jackson	Priested to Broughton Gifford, Great Chalfield and Holt
Hannah Tarring	Resigned as Children & Families worker to move to a new role at the Board of Education
Rev. Rob Thomas	Retired
Marilyn Thomas	Retired (LLM)
Rev. Charlie Thomson	Installed as Rector for Melksham Team

Deanery Share 2021 – David Robinson (Treasurer)

2021 has been another challenging year for all our PCCs as well as for the Diocese. The threat to finances brought about by the pandemic really became evident in 2021. Nevertheless, as of 31 January we had paid 92.8% of Share requested by Salisbury, or £677,885. This was, not unsurprisingly, lower than last year when we paid 96% but I was pleased to report that we were still above the average across the Diocese of 90%.

100% of Share was paid by all but 4 of our parishes and we must thank all PCCs and their treasurers and incumbents and recognise the efforts and dedication that they have been through to pay Share, often using reserves.

Towards the end of the year I spoke about, and indeed have been in print, on what Share pays for. The necessary explanation of 'Direct Ministerial Costs' (the stipends, national insurance, housing costs, pensions and expenses of all our clergy, currently 193 posts) and 'Ministerial support' (for on-going ministerial, ordinand and lay training, church buildings, pastoral governance, legal services, overseas mission and work with children and young people), together, 'Parish Ministry'. For the Diocese this amounted to £12.8 million, or 88% of total Diocesan expenditure in 2020 - and in the 2022 budget. That is what Share goes towards.

As I have said, Share is not a tax, it is not optional. It is an investment in people and needs to be viewed cheerfully. I know it is a huge challenge in these times, but the sad fact is that if Share isn't paid then the stipendiary clergy count will, inevitably, be reduced as all the other aspects of Parish Ministry. Any further reduction of clergy is to me the surest way to reduce further the number of people that come to our churches as well as putting an even greater workload on the clergy remaining.

Report on Synod link with Kadugli – John Joy

2021 started on a positive note with the opening of Peace Primary School. It rapidly established itself as a very desirable place to send the local children, and demand necessitated the building of a kindergarten. Bradford Deanery supported the building of both the school and kindergarten, and also paid fees for children of poorer families.

Churches and individuals have been very generous in their support, and once again Sue Cottle and her team ran a very successful fundraising cream tea.

In Kadugli, Rooted in Jesus made good progress in the early part of the year, and a number of people turned to Jesus in connection with it, including Muslims. Sadly, following the harvest period, when other forms of work cease so everyone can join in the harvesting, momentum was lost. Elsewhere however, Rev Ibrahim Mitshi was showing the Jesus Film, and successfully reaching out to non-Christians, again including Muslims.

We hope to be able to send a team to Kadugli later this year. Besides encouraging the local church with Rooted in Jesus, we would like to meet more of the Christians spread throughout the diocese, and to establish links with the Mothers' Union, who are doing important work among the women of the diocese.

We remain concerned about the physical welfare of the people of Kadugli and of Sudan as a whole. The harvest last year was poor, and the military coup in October has damaged the economy. In addition, terrorist incidents continue. All these things, as well as the more specifically Christian aspects of life in Kadugli, call for our prayers.

Diocesan Synod Meetings in 2021 report from Chris Hicks, Lay Member of Diocesan Synod

Salisbury Diocesan Synod met on 4 occasions in 2021 as follows: -

13 February (by Zoom)

22 June (by Zoom)

15 September at St Francis, Church Salisbury

6 November at St Paul's, Fisherton Anger, Salisbury

Agenda items that featured included the following: -

February 2021

* Church Life in the context of COVID.

* Mission and Pastoral Plan, summary & discussion paper Spring 2021.

* Environmental Net Zero: overall aim to achieve this by 2030.

* Functions, Constitution & Standing Order updated to include the Channel Islands within this Diocese.

* Synodical Elections 1) to Diocesan Synod; 2) Elections to General Synod (postponed from 2020 due to COVID).

June 2021

* Bishop Nicholas' final Presidential Address prior to his retirement. Bishop Karen referred to a letter of thanks (23 May 2021) to him and his wife Helen for the service and ministry he had exercised over the past ten years.

* Diocesan Board of Finance (DBF) AGM included a presentation setting out key aspects of the financial statements for year ending Dec 2021. COVID pandemic had led to a hugely challenging year. Much depended on the Generous Giving Campaign and the responses from the parishes.

* Chair of the DBF referred to the letter of 6 pages, dated April 21 and entitled *Diocesan Financial Update* that he had sent to all Parish Treasurers.

* The C of E '*Living in Love and Faith*' report. Parishes are strongly advised to examine the report for prayerful discussions on the subject of sexuality and diversity.

* Beyond the present: The Bishop of Sherborne gave a verbal update on progress of the vacancy of the See. The Statement of Needs for the diocese was made available.

September 2021

* This Synod was presided over by Acting Bishop of Salisbury, Right Rev Karen Gorham, Bishop of Sherborne and she urged us to be a Diocese of brave disciples, willing to not hold anything back. Also to be a Diocese of generous disciples known for our extravagant giving and care.

* A Church House guidance paper entitled '*Inclusive Invitational Inspiring*' concerns conducting Collective Worship in our schools was tabled to encourage more effective and inspiring Christian assemblies. This would be overseen by the Statutory Inspection of Anglican and Methodist Schools (SIAMS) in our church schools.

* A printable and colourful '*Guide for Fairer Share*' was shown as was a Treasurer's Guide to Fairer Share that had been distributed. These guides provided clear description of the scheme. Before the pandemic there was a 90% return of share but since then this had dropped to less than 85%. Monthly Finance reports are to be started to assist progress monitoring.

November 2021

* The Synod was once again presided over by the Acting Bishop of Salisbury, Right Rev Karen Gorham. In her lengthy address she mentioned her trip with 43 pilgrims to Iona, which reminded her of the Celtic church and how it grew as it went on to evangelise most of pagan England.

* The Diocesan Board of Finance (DBF) reported on the proposed Budget for 2022 recognising that there was an historical financial deficit so some years there had been no increase in Fairer Share. This diocese has the second highest number of clergy per church membership. The result of the Generous Giving Campaign had yet to be determined. A single revised proposal of a 5% increase in Fairer Share was put to a vote and approved. A Giving Advisor is being appointed.

* A clear finance presentation was given which identified that 74% of income to the Diocese from Fairer Share but that 87% was paid back to the parishes to support ministry.

- * Insurance was a major item of expenditure for parishes. The DBF are to therefore be working with an external consultant to lead a review on behalf of parishes.
- * The role of Chaplaincy was reported on noting that the diocese has 22 chaplains, none of whom are paid for from share, and are to be seen as a gift to the Diocese that enabled mission and evangelism within society (e.g. prisons, fire service).
- * The Annual Cathedral Report was presented by the Dean. 2020 had been the 800th anniversary of the cathedral's foundation but most of the planned programme of events had to be cancelled due to the COVID pandemic. Nevertheless there had been much to celebrate. Synod applauded the Dean and Cathedral team for their response to be COVID and the earlier Novichok crisis.
- * The Salisbury Diocesan Board of Education (SDBE) presented its Annual Report. The Department of Education would like all schools to change from being Local Authority (LA) funded to becoming an Academy Trust. SDBE had also encouraged this, and 55% of schools in the Diocese were currently within MATs.
- * In order to ensure tighter financial expenditure centrally, staffing at the SDBE Wilton office had been reduced to just 10 from 17 posts.
- * The Synod approved the new national DBE Measure 2021 for adoption by the SDBE, subject then to a resolution for Archbishops Council to certificate this for adoption from 1 January 2022.

SUMMARY

For further information on any topic mentioned above please refer to: -

- i) Copies of GRAPEVINE the Diocesan Newsletter emailed to parishes
- ii) The Diocesan website at:
<https://www.salisbury.anglican.org/whos-who/synods/diocesan-synod>

REPORT APPROVED BY THE PCC ON 27th March 2022

**AND SIGNED ON THEIR BEHALF BY REVD ANN KEATING, PCC
CHAIR**

Revd Ann Keating

