



st Andrew
STAPLEFORD

Annual Meetings
2020

NOTICE OF THE MEETING OF PARISHIONERS

The annual meeting of parishioners will be held at St Andrew's Church on Monday 19 October 2020 at 7.45 pm for the purpose of electing churchwardens.

Those resident in the parish whose names are on the local government register of electors and those on the electoral roll of the church are entitled to attend and vote.

NOTICE OF THE ANNUAL PAROCHIAL CHURCH MEETING

The Annual Parochial Church Meeting will be held at St Andrew's Church on Monday 19 October 2020 at 7.50 pm.

Those on the electoral roll of the church are entitled to attend and vote.

NOTICE OF PAROCHIAL CHURCH COUNCIL MEETING

A Parochial Church Council meeting will be held after the conclusion of the Annual Parochial Church Meeting.

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AGENDAS

The meetings will be opened with prayer.

A. MEETING OF PARISHIONERS

1. Minutes of 2019 meeting
2. Election of churchwardens

B. ANNUAL PAROCHIAL CHURCH MEETING

1. Minutes of 2019 meeting
2. Election of two Deanery Synod representatives for three years
3. Election of four members of the laity to serve on the PCC for three years
4. Election of assistant churchwardens
5. Appointment of sidespeople
6. Financial statements & reports
7. Appointment of Independent Examiner for 2019
8. Parochial Church Council Reports
9. Electoral Roll
[A copy of the roll is available for inspection]
10. Reports on the activities of the parish
11. Buildings, churchyard, goods and ornaments
12. Deanery Synod
13. Parish Priest's Report
[Will be given orally]
14. Any other business

C. PAROCHIAL CHURCH COUNCIL MEETING

1. Minutes of 2019 meeting
2. Appointment of Vice-Chair, Secretary and Treasurer
3. Appointment of Electoral Roll Officer
4. Confirmation of date of next meeting

Notes:

The composition of the Standing Committee will remain as Parish Priest, Churchwardens, Assistant Churchwardens, Vice-Chair, Secretary and Treasurer until confirmed or changed at the next PCC meeting.

Co-options will be considered by the next PCC meeting.

A. DOCUMENTS FOR MEETING OF PARISHIONERS

Item 1: MINUTES OF THE ANNUAL MEETING OF PARISHIONERS HELD IN THE CHURCH ON MONDAY 29 APRIL 2019 AT 7.45 PM

Simon Taylor opened the meeting with prayer and welcomed everyone to the meeting.

Present: Simon Taylor (Chair), Sue Brown, Felicity Cooke (Churchwardens) and 42 parishioners whose names are held on file.

Apologies: the list of those who apologised for their absence has been mislaid.

Election of churchwardens

Mary Cooper and Alastair MacGregor were nominated, and duly seconded (nomination papers are on file). Both had expressed their willingness to serve. There being no further nominations they were duly elected to serve as Churchwardens for the coming year.

Simon thanked Felicity Cooke and Stuart Watt for their work over the last year, and Mary and Alastair for standing.

The meeting closed at 7.50 pm.

B. DOCUMENTS FOR ANNUAL PAROCHIAL CHURCH MEETING

Item 1: MINUTES OF THE ANNUAL PAROCHIAL CHURCH MEETING HELD IN THE CHURCH ON MONDAY 29 APRIL 2019 AT 7.50 PM

Present: as at the annual meeting of the parishioners

Apologies: as at the annual meeting of the parishioners

1 Minutes of the 2018 APCM and matters arising

- The Minutes had been circulated in advance.
- The Minutes were approved and signed.
- There were no matters arising.

2 Election of four PCC members to serve for three years

Nominations, appropriately nominated and seconded were received for:

- Simon Humphrey
- Jackie Nettleton
- Wendy Redgewell
- Nicola West

There being no further nominations they were duly elected to serve for a period of three years.

Thanks were expressed to retiring members of the PCC:

- Chris Cooper
- Clare Kerr
- Jacqui Watkins, and to
- Lesley Ford, who had resigned during the course of the year

3 Election of assistant churchwardens

Jacqui Watkins and Chris Cooper were nominated and duly seconded (nomination papers are on file). Jacqui and Chris confirmed their willingness to serve. There being no further nominations they were duly elected to serve for the coming year.

Simon expressed his gratitude to Jacqui and Chris for their willingness to serve, and for their work over the last year.

4 Appointment of sidespeople

The list of sidespeople and of those whose names were removed from the list in the course of the year was considered. Simon proposed that those remaining on the list be appointed 'en bloc'. This was unanimously accepted.

Simon thanked those serving for undertaking this crucial role, including those who have recently stood down.

5 Financial statements and reports

All reports in the review of the year were received as read. Chris Bow explained that accounts have been prepared in accordance with statutory and accountants' rules and answered questions from the floor. The reports were unanimously accepted.

6 Appointment of Independent Examiner for 2019

Keith Haddow, who lives in Stapleford, is happy to be our Independent Examiner for 2019. Proposed by Simon Taylor and seconded by Sue Brown. The proposal was unanimously agreed.

Keith was thanked for his thorough work.

7 Parochial Church Council reports

These comprised the annual report of the PCC, a report on its proceedings in the year, and a report on safeguarding. These were taken as read.

8 Electoral Roll

Jeannie Green gave an oral report.

A complete revision of the roll was undertaken as required by the rules. Prior to the revision there were 168 members of the roll. After revision, there were 109 members.

An account in broad terms was given as to why the number on the roll had decreased. Eleven members of the previous roll are known to have started to worship elsewhere, for a wide variety of reasons including some who have moved away. Twenty-six members of the previous roll have not responded to invitations to join the new roll or indicated that they do not wish to join. A number of these have moved away or attend very rarely.

Jeannie was thanked for her work and report.

9 Reports on the activities of the parish

Thanks were given to all who had provided reports which are held on file. They are as follows.

- **Churchwardens' report**
- **Ministry in and around Stapleford**
 - Events Committee
 - Pastoral Care
 - Village Warden Scheme
- **Ministry beyond Stapleford**
 - St Andrew's Stapleford Nachingwea Link Committee
 - Traidcraft
 - St Andrew's/Children's Society Partnership

- **Children and young people**

- Junior Choir
- Messy Church
- Youth Groups
- SSYI
- St Andrew's Toddler Group

- **Music**

- Choir
- Junior Choir
- Tower Bells

- **House groups, study groups and prayer groups**

- Tuesday Evening Bible Study Group
- Exploring Faith, Life and Prayer
- Tuesday Evening Women's Bible Study Group
- Wednesday Evening Housegroup
- Friday Prayer Group

- **Lunch Group**

- **St Andrew's Display Board**

- **Stapleford Mothers' Union**

- **Friends of St Andrew's**

- **Stapleford Messenger**

10. Buildings, Churchyard, Goods & Ornaments

- **Church Buildings**
- **Inventory of Goods & Ornaments**
- **Johnson Hall & Verger's Cottage**
- **Churchyard**

11. Granta Deanery Synod

12. Report of parish priest for 2018/19

This was delivered orally, and was as follows:

In this past year there has been, as always, plenty to reflect on. I think that in time we will look back on it as the year in which we began to turn the face of the church deliberately outwards, more so than it had been before. But I am getting ahead of myself.

There have been some real highlights this year. But it has also been a year with some significant and very particular difficulties which have been very time-consuming and emotionally draining. Some of you will know this already. I considered saying more about

them, but have thought better of it. I am willing to discuss them with church members, so far as it would be proper, so please do feel free to ask me, not tonight but another time if you wish. By not dealing with those difficulties here I am not trying to hide anything, but rather to concentrate on giving thanks.

One of the things I am thankful for is Felicity Cooke's amazing service as church warden. In the highs and lows of the year I have been greatly blessed by having Felicity in that role.

She has been a warden for four years, and she has been incredible. She is clever and kind, down to earth and emotionally astute, challenging and supportive. I don't think Felicity has ever actually said to me 'I wonder if that is wise' but it is exactly the sort of gentle correction she makes. And she has certainly asked 'how are you?' and sought a real answer. We have had a very productive partnership. I am so very grateful to her for her service as warden, as I know we all are, and I am particularly grateful for her friendship and counsel this year. It is typical of her that she refused to accept a thank you collection for herself, but has directed our donations to the Multiple Sclerosis Trust, a charity which helps those who, like her sister, suffer that horrible disease. Felicity, thank you!

Any year involves changes. As well as Felicity standing down tonight, during the course of the year Peter Green stood down from leading the Fabric Committee, and Mary Cooper from leading our children's work. They have each served in these roles for well over 20 years. We offered them our true and heartfelt thanks at the time they stood down, but it is right to mark once again what remarkable service they each gave and how incredibly grateful we are. Good things will continue to happen in both these spheres, but that is only possible because of the excellent state in which they have handed on their responsibilities. Our grateful thanks go to both of them.

We have also just said goodbye to John Clenaghan after five very productive years. I am sorry to have been on holiday for his last Sunday with us. John is a very fine and extremely versatile musician and we will miss him. He covered an extraordinary range of music - from super traditional choral evensongs using the Book of Common Prayer to rocking the gospel at Connect. He is going to be a hard act to replace, but that process is getting under way. I anticipate us being able to make an appointment no later than September and possibly in July or August.

Of all the tasks that can be listed as duties for a new Director of Music my sense is that the most important is having the skills, drive and desire to build up the choir numbers, both adults and children. An analysis of the choir demographics and likely retirements over the next few years makes that the imperative if we are to continue to have the high quality music week to week and the outstanding festivals and special events that we currently enjoy.

And now may I move on to some highlights, because as well as teaching me through the difficulties I have alluded to God has certainly blessed us all with some great things.

You will all know by now that the Community Warden scheme managed by the local branch of Age UK is up and running. We were very pleased to welcome Donna Allsopp, the new warden, to a service a few weeks ago. This is very much a church initiative and would not have happened without the efforts and prayer of our pastoral team. We are grateful for significant funding from the Parish Council, but we are the sponsoring organisation with ongoing responsibilities, and I am determined that the scheme will be known for its association with the church so as to be deliberately, albeit gently, missional. Joan King's dogged leadership on this has been crucial. Over a year ago I thought the idea was lovely but had no real faith that it would come about. I am pleased to have been proved to be entirely wrong. Stuart Watt also played an important part in bringing the discussions with Age UK to a conclusion. Our thanks go to both Joan and Stuart.

At the other end of the age spectrum our work among children and families is, once again, a particular highlight. We can all see that Messy Church is sometimes bursting at the seams. Sue Brown and the whole team continue to do a terrific job, and they too have our thanks. Interestingly, there was one month earlier this year when more people attended Messy Church than the conventional service held at the same time. The success of Messy Church does raise important issues, and is changing us as a church, as I anticipated last year.

As regards youth work, we now run two church-related youth clubs and two which are essentially secular. The age range that Zac Britton, our youth worker, now covers is really from age 8 or 9 upwards. Those are the new pre-teens. Zac is being successful because he is kind, innovative and persistent, and has gained the respect of parents. I am very grateful to him, and also to Chris and Mary Cooper and Alice Barlow, who have provided particular support.

So our work with children and young people is really most encouraging. But I do want to say that it is quite fragile. It still needs a lot of nurture. It is very dependent on a few people and needs more volunteers. And it will take time before its effects work through more fully into the life of the church.

Our work with children and vulnerable adults raises, of course, the issue of safeguarding. Lisa MacGregor has led us superbly on this issue, making sense of some quite poor material emanating from national and diocesan sources and putting it into effect with quiet determination. I believe our safeguarding processes are now second to none. That too is to be celebrated as a highlight. The idea is to embed a culture of safeguarding because that is one way in which we can love our neighbours as ourselves. As well as thanking and congratulating Lisa for all she has done - and for the grace with which she put up with rather more grumbles than there ought to have been - I should congratulate all those who just got on with what was necessary. There have been only a very few - I can count them on the fingers of one hand - who decided to lay down their roles rather than take part in the safer recruitment procedures required.

I said that I thought this may be remembered as the year in which we began deliberately to turn the face of the church outwards. That is not to say we have not been outward facing at all in the past, because of course we have, but two more highlights, in addition to the warden scheme to which I have already referred, illustrate what I mean.

The first is the progress on the outreach consultation. For the moment, it suffices to say that it was a really good process with excellent and encouraging engagement. I am grateful to Alastair MacGregor and Felicity Cooke who led much of the preparatory work, and to Jacqui Watkins, Clare Kerr and Romie Ridley who led the focus groups, and indeed to everyone who contributed. It ended with lots of good ideas and constructive thoughts being generated, which the PCC will gradually choose from and bring into action. This will be a long-term process, but one example of an idea already being brought into action is a short one-session course Alastair MacGregor is going to be running on learning to speak naturally about our personal faith. All Christians should be willing and able to give an account of the faith they hold - it is not me that says that but St Peter - so I commend this course to you. It looks very good and we chose it carefully out of quite a wide variety of such courses available because we thought it would suit us here.

The second is the new website, which is now modern and attractive, and easy to update, and contains lots of useful information. One side benefit of the new website, coupled with the GDPR process we went through, is that we now have a proper database as part of the very flexible administration system embedded within the website, which this year we are going to use to standardise and modernise all the various bits of church admin that go on. As for its outward face, the new website represents a distinct change in what we might call 'advertising style' from what has gone before, conveying the confidence we should feel that St Andrew's is a great church in all sorts of ways. I hope it gives everyone the clear impression all are welcome here.

And one more highlight this year was the news that we will have a curate from July. Many of you will already have met Clare Coates. She is going to be working half time, and we are very much looking forward to having her training here. This is a big responsibility for a church. The expectation is that the newly ordained minister, fresh out of college, spends three years learning with us and is then fit and ready to become the incumbent of her own parish. We are very fortunate that such a great trust has been placed in us.

A little about our services. The first thing to say is that total attendance across all services is holding steady. That is an achievement in itself, given the startling downwards trend visible in the published data going back to 2006. The so-called 'usual Sunday' attendance in 2006 was around 170 each week; it is now around 100. And as well as that holding steady, there are areas of real encouragement across very different types of services - so, for example, Messy Church is doing well, but so too, on the whole, are our BCP Evensongs. These are not packed out, but they are better attended now than when we did them more frequently. Connect is also doing well, and the 8 am BCP Communion service is also holding up. These could not be more different, but all are meeting

particular needs. And, of course, festival services remain popular. But when you drill down into the total attendance figures they also show unequivocally that our standard 9.45 am services continue to decline markedly in popularity. Increases in other areas are masking that in the overall figures, but we cannot kid ourselves about it. It is, however, an issue for another time.

We continue to attract excellent visiting preachers - including this year Professor Sarah Coakley and Revd Dr Emma Percy celebrating 100 years of women having the vote, Jamie Hawkey the former Dean of Clare College, and Mark Bonney, the Dean of Ely Cathedral - and our festival services and many other special occasions such as choral evensongs went really well, greatly enhanced by excellent music making. We are going to continue in much the same vein with our services this year. We may, when energy and resources permit, continue our evening experimentation, retaining the Evensongs and Connect services, but regarding the other slots as open to trials of other things.

This concludes my review of the past year. As ever, some wonderful things have happened, and we have much for which to be grateful. I now turn to the future.

I do so first by letting those of you who have been following these talks over the last couple of years know that the vicarage asparagus bed is healthy. It came through unexpectedly challenging conditions over the last year with its development perhaps a little slowed, but it is still fine. Now, just in its third year, it is not producing huge numbers of shoots, but there are encouraging signs. I am confident that the work we have done on it - including this year's weeding and manuring - will yield a good crop for many years to come. Asparagus, like church, is a long term project.

Returning to our concerns here, in the first of my annual reports in 2016 I posed a question. I asked 'what is our core identity?' I have to say that at times I have rather regretted having asked, because the phrase 'core identity' has become at times something of a stick to beat me with if I propose any change, even a minor one. 'You can't change that; it is part of our core identity.'

Despite that, I do think trying to understand who we are is really important. It will help to focus what we do, so I have persisted with the question in my own mind ever since. What is our core identity?

Initially the answers I received, and indeed my own thoughts, were very much to do with the style of the main morning service. Eucharistic, robed choir, vestments, a certain formality. Now, hear this correctly: I am not about to suggest that we change any of that in the near future. Indeed, despite changes elsewhere, that service remains very much as it was when I started, with a few minor tweaks only. But I do now think that as a description of our core identity a focus on the style of one service was and is inadequate. Even if you are one of those who are very attached to this style of service, that description can never be adequate as an identity for the church. It is too small a description. It is a way of worshipping, an elegant and pleasing one, but not who we are as a church. There is a difference.

It is possible also to make the equal but opposite error of adopting too large a description. So we might truthfully say that as Christians gathered into a local church our identity is that of disciples of Jesus Christ. True, but one would have to descend several layers of particularity to give that concrete meaning and turn it into action.

So who are, and what are we here for?

Events this year, including some disagreements, have been very helpful in focusing my mind on this issue. I believe that we are – and what we have to be – is a church for the whole community. In parenthesis I would say that by the term ‘the community’ I do not just mean the strict boundaries of the ecclesiastical parish of Stapleford. The sphere of influence of St Andrew’s has much more porous borders than that, even though it is centered on this village.

But with that caveat, we are and must be a church for the whole community.

Now this might seem to be stating the obvious, but the longer I minister with you the more important I think it is to recognize this identity. It is good to recognize that it is easy for churches to lapse into certain habits of style and indeed habits of theology that can tend to exclude. It is important to stress that that process is usually inadvertent and entirely unconscious, so it is not a question of fault. But one can see how over time the development of habits, whether of style or theology, can lead to a church losing touch with many it is supposed to serve. Narrowness of focus - great for those who like a particular way of doing church - can lead to inaccessibility for others. And if a church is too specialist - I am going to say specialist rather than narrow, because I don’t want to embed a pejorative term to describe an unconscious process – if a church is too specialist it becomes inaccessible to many people. It is as if our village corner shop became a specialist cheese shop - a very good thing in itself, but not able to serve the whole community in the way the Spar supermarket does. In a city, with the next church just a five minute stroll away, it does not matter very much if this happens. Indeed, doing one style of church truly excellently can be a good thing if other churches within walking distance do other things equally excellently. Together they might bring the message of Christ accessibly to their whole community.

But we are the only church in a village community. That is a both a privilege and a responsibility. It means that if those in our community who have not yet experienced the love and welcome of Christ are ever going to do so their best chance is through our ministry. And of those 1,700 or so souls in this village, and many more in the immediate surrounds, who at this time do not know Christ, the interest of one might be pricked by a traditional service, another by a very modern service, another by quiet contemplation; these different styles and more all have their place in a church for the whole community. And so do different approaches to theology. One person will need to hear an explanation why the world is often such a grim place and will respond positively to the understanding that humans are fallen creatures offered forgiveness by our Saviour; another may overwhelmingly need, at first at least, to hear a message of love and comfort; these

messages, both true, may come from different theological approaches. Others will be attracted by activities, others by music, others by being served in their moment of need. Diversity in all spheres is therefore the key, I think, to living out our identity as a church for the whole community.

We are already on that road. For us as a church fellowship it means consciously pursuing a wide range of worship styles, embracing theological diversity within Church of England limits, and reaching out in a whole variety of different ways. And for us as individuals within such a church it may mean - and this is where we stumble so easily – that there has to be a willingness to compromise. It may mean giving up some of what we personally like to make space and release resources for something else. That is hard. Equally it may mean giving support to some things we do not personally like. That is also hard. All of this is because as Christians we earnestly desire every person in our community to come to Christ, and because we know for certain sure that different approaches will be attractive to different people. It is all part of being a church for the whole community.

It sounds simple enough, and we are making progress in the diversification and modernization that is needed. But that needs gently to continue, with us now switching our focus to the ways we reach out. The challenges for each of us are likely to be these. Do I want St Andrew's to be a church for the whole community? And, if so, how am I willing to make that happen?

It will mean different things for different people. But may I tell you the minimum requirement for each of us if we are to live out that identity as a church? It is also, in a way, the only requirement. It is to pray that we should truly be a church for the whole community.

One thing which is obvious to me is that we have, on the whole, already accepted the necessity of the direction of travel towards this goal, grasping instinctively that this is what we need to be. That was very clear from both the consultation on our pattern of services last year and the outreach consultation this. That is a matter for real joy. It shows that we know, deep down, that our first duty is to present the good news of Jesus Christ in word and deed accessibly to everyone in our community. We are now doing that in a variety of ways, and we will continue to improve. Being a church for the whole community is, I believe, a God given task, our God given task, and I look forward to continuing to embrace it with you all for many years to come.

Every blessing to you all, Simon

Trish Maude proposed a vote of thanks to Simon Taylor on behalf of the meeting.

The meeting closed with the Grace.

After the meeting Felicity was again thanked for her service as Churchwarden and in so many other ways. Flowers were presented as a small token of our appreciation.

Item 5: FINANCIAL STATEMENTS & REPORTS

5.1: TREASURER'S REPORT

Extracted from the Report & Accounts 2019 for submission to the Charity Commission by the PCC. A full copy of this document will be available for inspection at the APCM, and can be provided in advance or subsequently on request.

Review of the charity's financial position at the end of the period

As illustrated in the financial statements on, the church's financial position continues to be maintained predominantly by regular giving and donations in addition to the income derived from the rental income provided by the Johnson Hall.

For the year 2019 only, the PCC resolved to distribute all the net profit of £5,779 generated by the village magazine to local charitable and worthy causes. £1,983 of this amount remains to be distributed as at 31 December 2019.

Before investment gains, the net surplus for the year was £916 (2018: £187). The restricted funds were in surplus by £7,657 (2018: £9,392). However, the church's unrestricted funds (which reflect the normal operations of the PCC) incurred a deficit of £6,741 (2018: £9,205). Despite these continuing shortfalls, the overall financial position of the PCC remains satisfactory for the time being.

Net assets were £175,946 (2018: £161,978).

Statement explaining the policy for holding reserves stating why they are held

It is the policy of St Andrew's Church, Stapleford to hold in reserves the equivalent of three months' general running costs and three years' annual deficit of income versus expenditure. It is also our policy to hold an amount for likely building works arising from the church's next quinquennial inspection. This policy will be reviewed in twelve months' time, unless the PCC determines that the church's circumstances have changed sufficiently to warrant an earlier review. The appropriate sum to hold in reserve for these purposes at the present time is £70,000.

The charity's principal sources of funds (including any fundraising)

Personal giving and fees gained for wedding and funeral services (charged in accordance with Ely Diocese procedures), with additional funding provided by rental income, income from the village magazine and interest on investments. A programme of fundraising events augments the church's funds but are primarily to aid other charities eg: our link with St Andrew's Church, Nachingwea, Tanzania as well as a range of local, national and international aid charities.

Two Stapleford charities, namely the Stapleford Feoffee Charity and the Friends of St Andrew's, provide funds for the long-term maintenance of the church fabric.

5.2: FINANCIAL STATEMENTS FOR THE YEAR TO 31 DECEMBER 2019

The tables under this heading are extracted from the Report & Accounts 2019 for submission to the Charity Commission by the PCC.

5.2.1: Statement of Financial Activities

	Unrestricted funds	Restricted funds	2019 total	2018 total
	£	£	£	£
Income				
Donations and legacies	53,588	7,674	61,262	76,833
Charitable activities	2,469	0	2,469	648
Other trading activities	28,855	6,146	35,001	31,695
Investments	3,856		3,856	4,063
Total Income	88,768	13,820	102,588	113,239
Expenditure				
Raising funds	(17,628)	0	(17,628)	(29,282)
Charitable activities	(77,881)	(6,163)	(84,044)	(83,770)
Total Expenditure	(95,509)	(6,163)	(101,672)	(113,052)
Net gains on investments	(6,741)	7,657	916	187
Net (Expenditure)/ Income	13,052	0	13,052	(478)
Net movement in funds	6,311	7,657	13,968	(291)
Reconciliation of funds				
Total funds brought forward	139,544	22,434	161,978	162,269
Total funds carried forward	145,855	30,091	175,946	161,978

5.2.2: Balance Sheet

	Unrestricted funds	Restricted funds	2019 total	2018 total
	£	£	£	£
Fixed assets				
Tangible assets	1,241	0	1,241	1,953
Investments	108,582	0	108,582	95,530
Sub-total	109,823	0	109,823	97,483
Current assets				
Debtors	2,438	6,233	8,671	2,845
Cash at bank and in hand	47,302	25,039	72,341	73,967
Sub-total	49,740	31,272	81,012	76,812
Current liabilities				
Creditors: amounts falling due within one year	(13,708)	(1,181)	(14,889)	(12,317)
Net current assets	36,032	30,091	66,123	64,495
Total assets less current liabilities	145,855	30,091	175,946	161,978
Total net assets	145,855	30,091	175,946	161,978
The funds of the charity				
Restricted funds	0	30,091	30,091	22,434
Unrestricted funds	145,855	0	145,855	139,544
Total funds	145,855	30,091	175,946	161,978

5.2.3: Analysis of Income

	Unrestricted funds	Restricted funds	2019 total	2018 total
	£	£	£	£
Donations and legacies				
Donations & gifts	43,543	6,864	50,407	65,706
Gift aid	10,045	810	10,855	11,127
Sub-total	53,588	7,674	61,262	76,833
Charitable activities				
Fee income	2,469	0	2,469	648
Other trading activities				
Hall hire	11,089	0	11,089	10,133
Magazine sales & advertising	16,566	0	16,566	15,497
Grant income	0	0	0	4,865
Other income	1,200	6,146	7,346	1,200
Sub-total	28,855	6,146	35,001	31,695
Income from investments				
Interest income	3,856	0	3,856	4,063
Total income	88,768	13,820	102,588	113,239

5.2.4: Analysis of Expenditure

	Unrestricted funds	Restricted funds	2019 total	2018 total
	£	£	£	£
Expenditure on raising funds				
Magazine printing costs	10,488	0	10,488	9,320
Other trading activities - hall upkeep	6,041	0	6,041	5,828
Hall repairs & maintenance	1,099	0	1,099	14,134
Sub-total	17,628	0	17,628	29,282
Expenditure on charitable activities				
Ministry share	28,456	0	28,456	29,369
Administrative costs	11,598	60	11,658	3,911
Utilities	2,682	0	2,682	3,291
Insurance	2,134	0	2,134	1,982
Repairs & maintenance	6,597	336	6,933	4,009
Events & entertaining	740	0	740	830
Missions & charities	3,825	5,767	9,592	16,642
Upkeep of services	997	0	997	1,045
Choir, robes & music	8,196	0	8,196	10,953
Youth work & education	11,944	0	11,944	11,554
Depreciation	712	0	712	184
Sub-total	77,881	6,163	84,044	83,770
Total expenditure	95,509	6,163	101,672	113,052

5.2.5: Funds

	1 Jan 2018	Movement during 2018	31 Dec 2018	Movement during 2019	31 Dec 2019
	£	£	£	£	£
Restricted funds					
Estate fund	0	11,179	11,179	5,855	17,034
Nachingwea fund	12,747	(1,492)	11,255	1,728	12,983
Children's Society	295	(295)	0	74	74
Total Restricted funds	13,042	9,392	22,434	7,657	30,091
Unrestricted funds					
Johnson Hall fund	23,449	(9,829)	13,620	3,949	17,569
General fund	48,251	146	48,397	2,362	50,759
Legacy fund	77,527	0	77,527	0	77,527
Total Unrestricted funds	149,227	(9,683)	139,544	6,311	145,855
Total funds	162,269	(291)	161,978	13,968	175,946

5.3: BUDGET FOR 2020

5.3.1: Notes

General inflation assumptions

Energy & water	5.0%
Other utilities	2.5%
General	2.0%

Estate Fund

No quinquennial repairs

Repairs include £1,700 for tree work in the churchyard

General Fund

Giving

- Improved use of electronic giving & Parish Giving Scheme.

Youth Worker

- Future arrangements still to be resolved, budget based on current cost plus £1,000 supervision fee and £700 for phone, laptop & desk.

Magazine profit

- Sales revenue as per last year.
- Advertising revenue confirmed by payments received. Prudent increase in printing costs.
- £3,000 distributed to village good causes; balance retained by PCC.

Missions & Charities

- Costs covered by Magazine surplus in 2019, now charged to General Fund

Verger's Cottage

- Maintenance & repairs budget covers £900 cleaning and £500 sundry repairs.

5.3.2: Summary

	2020 Budget	2019 Actual
Johnson Hall Fund	6,670	4,922
Estate Fund	3,964	5,855
General Fund	(13,827)	(12,674)
Messenger surplus retained	2,600	0
Total	(£593)	(£1,897)

5.3.3: Johnson Hall Fund

	2020 Budget	2019 Actual	% increase / (decrease)
Income			
Hall Hire	11,311	11,089	2.00
Expenditure	436	415	5.00
Electricity	427	407	5.00
Gas	1,500	3,524	(57.44)
Cleaning & Administration	274	261	5.00
Water	729	126	477.10
Repairs & Maintenance	674	661	2.00
Insurance	600	772	(22.29)
Other	600	638	(5.96)
Net Surplus/(Deficit)	£6,670	£4,922	35.53

5.3.4: Estate Fund

	2020 Budget	2019 Actual	% increase / (decrease)
Income			
Feoffees	6,000	6,181	(2.93)
Miscellaneous	0	10	(100.00)
Expenditure			
Repairs	2,036	336	505.95
Net Surplus/(Deficit)	£3,964	£5,855	(32.30)

5.3.5: General Fund

	2020 Budget	2019 Actual	% increase / (decrease)
Income			
Collections & Donations	7,250	6,910	4.92
Regular Giving	37,500	36,632	2.37
Gift Aid	10,300	10,045	2.54
Fees	2,500	2,469	1.28
Interest	3,900	3,856	1.13
Verger's Cottage rent	1,200	1,200	0.00
Total Income	£62,650	£61,112	2.52
Expenditure			
Secretarial & Office Rent	1,158	2,214	(47.68)
Postage & Stationery	1,791	1,756	2.00
Photocopier Hire	2,000	2,063	(3.08)
Books etc	71	318	(77.63)
Other	100	333	(69.93)
Clergy Expenses	399	391	2.00
Cottage Maintenance & Repairs	1,400	3,775	(62.92)
Cottage Gas	112	107	5.00
Cottage Electric	343	326	5.00
Cottage Water	165	157	5.00
Gas	1,380	1,314	5.00
Electricity	393	374	5.00
Insurance	2,177	2,134	2.00
Water	424	404	5.00
Organ Repairs	528	517	2.00
Maintenance, Upkeep & Repairs	1,350	1,323	2.00
Upkeep of Services	1,017	997	2.00

	2020 Budget	2019 Actual	% increase / (decrease)
Education/Children's Work	250	186	34.27
Churchyard	1,001	982	2.00
Organist	8,094	7,345	10.20
Choir, Robes & Music	868	851	2.00
Events/Entertaining	400	740	(45.91)
Quota to Diocese	27,487	28,456	(3.40)
Missions & Charities	1,800	29	6,202.52
Depreciation	414	414	0.11
Bank Charges	289	283	2.00
Gifts	597	585	2.00
Youth Worker	13,500	11,757	14.82
Parish Administrator	6,970	3,655	n/a
Total Expenditure	£76,477	£73,786	3.65
Net Surplus/(Deficit)	(£13,827)	(£12,674)	9.10

5.3.6: Magazine Profit & Loss Account

	2020 Budget	2019 Actual	% increase / (decrease)
Income			
Sales	3,200	3,233	(1.03)
Advertising Revenue	13,000	13,333	(2.50)
Total income	£16,200	£16,566	(2.21)
Expenditure			
Printing Costs			
	9,900	9,459	4.66
Administration	400	1,029	(61.12)
Depreciation	300	299	0.40
Total expenditure	£10,600	£10,787	(1.73)
Net Surplus	£5,600	£5,779	(3.10)
Distributed	3,000	5,779	(48.09)
Retained by PCC	£2,600	£0	-

5.3.7: Verger's Cottage Profit & Loss Account

	2020 Budget	2019 Actual	% increase / (decrease)
Income	1,200	1,200	0.00
Expenditure			
Maintenance & Repairs	1,400	3,775	(62.92)
Gas	112	107	5.00
Electric	343	326	5.00
Water	165	157	5.00
Net Surplus/(Deficit)	(£820)	(£3,165)	(74.10)

5.4: GIFT AID

For 2019, we claimed £6,365.72 of gift aid. Of this £447.11 was for the Nachingwea Link and £265.50 for the Stapleford Community Warden Scheme.

Thanks very much to everyone who has gift aided their donations. We encourage anyone interested in giving to St Andrew's regularly to do so through the Parish Giving Scheme. Please ask for information.

Many thanks to Stuart Watt from whom I took over last summer for his stint as Gift Aid Officer earlier in the year and for all his help in getting to grips with gift aid.

Lisa MacGregor

Item 6: INDEPENDENT EXAMINER

The Independent Examiner for 2019 was Keith Haddow. He has signed the Report & Accounts 2019 for submission to the Charity Commission. He was extremely thorough in his work. Our grateful thanks go to him.

Keith has indicated his willingness to act again in 2020 and the APCM is invited to make the appointment.

Chris Bow

Item 7: PAROCHIAL CHURCH COUNCIL REPORTS FOR THE YEAR TO 31 DECEMBER 2019

7.1: ANNUAL REPORT OF THE PCC

Extracted from the Report & Accounts 2019 for submission to the Charity Commission by the PCC

Summary of the main achievements of the charity, identifying the difference which the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole

Worship and Prayer – the PCC offers a range of services and other worship opportunities during the week and in the course of the year. These are regularly three services on Sunday, including an All Age Service on the first Sunday of each month, which caters especially for families and young children, and Junior Church on other Sundays. Worship is supported by the Director of Music and the choir, and, latterly, by SingPlus, a new junior group focussed on singing but also offering art and other musical activities. A Messy Church is held monthly in the adjacent Johnson Hall. An informal service of the word is offered on the fourth Sunday evening of the month aimed at young people, but open to all, to which members from parishes throughout the deanery are invited. Special services take place according to the church calendar (e.g. Harvest Festival, St Andrew's Patronal Festival, Ash Wednesday).

In April 2019 there were 108 persons on the Electoral Roll, 48 of whom are not resident in the parish. The attendance on a 'normal' Sunday (as reported in the 2019 'Statistics for Mission') was calculated to be 85. Attendance increases considerably for major festivals

(250 on Easter Eve/Day, and 449 on Christmas Eve/Day). During 2019, 11 funerals, 1 wedding and 3 baptisms were held at St Andrew's.

Deanery Synod – Three members of the PCC, including the parish priest, sit on the Deanery Synod, which provides the PCC with an important link between the parish and wider structures of the church.

The church and the Johnson Hall/Verger's Cottage – the church is open 24 hours per day throughout the year. It is made available for community events, including concerts and services for the local (non-church) primary school. The PCC's Fabric Committee undertakes and commissions regular maintenance and upkeep, including the churchyard. Both church groups and community groups and local service businesses use the Johnson Hall. The Verger's Cottage provides office space for the parish, including the administrator, curate and youth worker, a local charitable trust, a youth initiative serving our own and three adjacent parishes, and a local holiday playscheme. A weekly toddler group, supported by the church takes place in the Johnson Hall, as do the weekly Junior Church and crèche sessions on Sundays and the monthly Messy Church.

Parish Magazine – the church publishes a monthly news and events magazine for the village of Stapleford, The Stapleford Messenger, which is available on subscription with copies delivered in the village and in local shops.

Youth Work – a paid church youth worker, Zachary Britton, works half time for the church and half time for the Shelfords and Stapleford Youth Initiative (SSYI), with all payroll and other costs shared equally. Four different youth groups, and trips and other activities, ran during the year.

The Children's Society – In 2019 the St Andrew's/Children's Society partnership continued to support the work of The Children's Society (TCS) by praying, acting and giving. Key events of the year were a presence at the Stapleford Village Weekend in June; the annual Children's Society service in October; the Stapleford Children's Society Advent Challenge; and the annual Christingle Service on Christmas Eve.

We continue to devise novel ways in which we can support the vital work of TCS with the most vulnerable and disadvantaged children and young people in the country and we model these initiatives so they can be adopted by other churches. For example, our Advent Challenge was adopted by other churches and schools.

Link Committee – Together with the local community the church runs a Link Committee with the church of St Andrew's in Nachingwea, Masasi Diocese in southern Tanzania. Of 38 years' standing it is thought to be the longest running, continuously active Parish to Parish link in the UK. Fundraising events, including the Christmas fair, May lunch and concert, along with donations from sponsors raised £4,864 (2018: £9,190).

The Community Warden Scheme run by Age UK but sponsored by St Andrew's has continued to run during the year. The church held fund raising events including a Christmas Tree Festival.

7.2: PROCEEDINGS OF THE PCC

In the course of the year the PCC has, amongst other things:

- Received regular reports from committees and organisations, which have full reports elsewhere. We thank everyone who contributes to the work of these groups.
- Organised a mental health first aid course for the village.
- Supported establishment of a monthly prayer meeting on the first Monday evening of the month.
- Actively supported St Andrew's partnership with The Children's Society and also with the Link Committee furthering the relationship with St Andrew's Nachingwea.
- Supported the Stapleford Warden Scheme. The PCC thanks warden Donna Allsop, Age Concern and Stapleford Parish Council.
- Organised the recruitment of our Parish Administrator Gillian Sanders. The PCC thanks Gillian for all her hard work in enabling the mission and ministry of St Andrew's.
- Received regular up-dates on church finances, maintained the budgeting process, and approved investments for church funds. As part of a vision project we also looked at how to put the finances of the church onto a more sustainably long-term footing. The PCC is grateful to Chris Bow for his work as Treasurer and also to Sue Brown and Clare Kerr who looks after the day-to-day running of the accounts.
- Supported the establishment of the Eco Church. We thank Sophi Berridge for her leadership.
- Continued to follow good safeguarding practice, including safe recruitment. We thank Lisa MacGregor for all her work on this and the congregation for supporting this necessary work.
- Looked for ways to transition to a new editorial and production team for the Stapleford Messenger. This is a work in progress. We are grateful to Ed and Jon for sterling work over the years, and to the many volunteer deliverers.
- Participated in the Village Show, with a stand on Saturday and a Sunday morning afternoon 'Hymns and Pimms', and in events organised by Friends of St Andrew's. We are grateful to FOSA for all its hard work.
- Made the most of the new web site to communicate more openly and engagingly with our community. We thank Simon Taylor for all that he did to get the web site up and running.

St Andrew's can only run with the enthusiastic support of the whole congregation. We are very grateful to everyone who contributes to roles visible and invisible. For example choir members and musicians, cleaners, coffee team, sidespeople, servers, prayer leaders, service leaders, children's and youthwork leaders, Deanery Synod representatives, flower arrangers, Gift Aid secretary, sacristan and verger. Especial thanks to the retiring members of the PCC, Alastair MacGregor, Eleanor Norman and Alice Rouse and to Wendy Redgewell as the retiring PCC secretary. Finally sincere thanks

to Simon Taylor for all his support and for keeping the PCC abreast of changes to the Church Representation Rules.

Alastair MacGregor

7.3: SAFEGUARDING

Last autumn we completed the catch up of all of the safeguarding checks and training required under the Church of England's Safer Recruitment policy – 66 people! This is a significant achievement and it is encouraging and reassuring that so many embraced the process and recognised its importance. Thank you!

But it doesn't end with the catch up. Anybody taking on a new role might need to have safeguarding checks/training or might need to "top up" what they already have. For example, someone who has a DBS check and then starts to work with children may need to have another level of DBS check. Indeed, about 10 further sets of checks/training have been completed or are ongoing.

Please could I take this opportunity to remind everyone that any checks/training needed for a particular role are not optional and cannot be waived. Anybody not willing to undergo the Safer Recruitment procedures will not be able to undertake the role for which the checks/training are required.

We have recently started to use an online system recommended by the Diocese of Ely for logging safeguarding processes called the Safeguarding Dashboard. This does not contain any personal information but valuable in ensuring that all necessary processes are in place and reviewed regularly, and that documentation is kept up to date.

Lisa MacGregor

Item 8: ELECTORAL ROLL

There are still 109 names on the electoral roll. Alan Bullwinkle has died and one longstanding member of the congregation has joined the electoral roll.

Of these:

- 61 are resident in the parish of Stapleford
- 29 are resident in Great Shelford including 9 who live nearer to St Andrew's than to St Mary's Shelford
- 12 are resident in the parishes of Sawston, Duxford, Whittlesford, Newton and Fulbourn
- 3 are resident in Cambridge
- 4 live slightly further afield in Histon, Great Cambourne and Six Mile Bottom

All have longstanding, close links with St Andrew's.

Many thanks to Gillian for all her efficiency in transferring the roll to Excel and much else

and to Jeannie for all her past analysis, colour coding and wonderful efficiency in drawing up the new roll last year.

Romie Ridley

Item 9: REPORTS ON THE ACTIVITIES OF THE PARISH

9.1: CHURCHWARDENS' REPORT

It has been a steep but enjoyable learning curve as we have settled in as churchwardens for 2019-2020. There is so much that goes on behind the scenes either relating to our relationship with the Diocese or to ensure that our church continues to remain lively and relevant to Stapleford and beyond.

We have responded to Diocesan requests about Statistics for Mission and Articles of Enquiry and engaged with the Archdeacon about the Bishop's Pastoral Order and how we can ensure the continuation of lively and effective witness to Christ in Stapleford.

Alastair organised two well-attended sessions on 'Thy Kingdom Come – how to talk about your faith' and we attended the training on mental health organised by Simon. We have checked the inventory, with the help of Simon, Peter Green and John Bryden.

We have helped with a consultation about St Andrew's vision for its buildings. Thank you for your responses. We are delighted at the development of Sing Plus, Stepping Stones and the continuation of Messy Church, all of which are encouraging new people to our church. Our thanks to John Bryden, Clare Coates, Sue Brown and all their teams for their enthusiasm.

We thank Zac Britton for all that he has done to build up youth work in Stapleford and beyond. As well as taking over the St Andrew's Friday youth club, he has set up several other young people's groups under the auspices of St Andrew's and has collaborated with local churches e.g. on Youth Alpha. We wish him well as he moves on to work with Romsey Mill.

We are grateful for all Clare Coates' has brought to St Andrew's expanding its mission, ministry and pastoral care.

It has been great to welcome Gillian Sanders as administrator. She has been a great help. Thanks too to Sophi Berridge for steering us towards becoming an Eco Church. Changes have already been made and we look forward to more progress over the coming year.

Thanks too to the Assistant wardens for helping so reliably at services and to all of those on the rotas, who contribute in so many ways to make church life vibrant and positive.

Finally we would like to thank Simon Taylor for his energetic, positive and tireless leadership. We have no idea how he manages to do so much in a half-time post with St Andrew's.

We are optimistic about the future of St Andrew's.

Mary Cooper & Alastair MacGregor

9.2: CURATE'S REPORT

I have now been at St Andrew's for nearly nine months – and time has really flown! I am loving being your curate. I, and all my family, have been made to feel very welcome and we feel fully part of the St Andrew's family. I have loved meeting people and getting to know you all. Particular highlights have been joining the Monday morning Toddler group, Messy Church, Stepping Stones, Choir, and my visits to people in the community. I have also really valued the breadth of worship at St Andrew's from 8 am BCP to All Age and Parish Communion, to Choral Evensong, Taize and Connect. I have been busy with baptisms and funerals as well as curacy training which involves trips to Ely, keeping a journal, and writing theological reflections. As I write, the country is on lockdown, including our church building. I have been immensely proud of how we have pulled together as a church family at this very difficult time, looking out for one another and also for those in our wider community. We are a church without walls at the moment, connected by our shared faith. Thank you for making me feel so welcome. I am looking forward to the next year of curacy, whatever it may hold, trusting that God walks with us.

Clare Coates

9.3: MINISTRY IN & AROUND STAPLEFORD

9.3.1: Events Committee

The Events Committee thinks up and arranges events both for the church family and events of a more missional flavour to reach out to the community. It is good fun – if you would like to be involved let me know. We do need more members.

We are very pleased to have just welcomed Jan Croft to join the committee, which now consists of her, Simon Taylor, Mary Cooper, Clare Kerr and Jeannie Green.

New events put on this year were:

- a 'Mothering Saturday' craft event, which was good but poorly attended
- a gig by a Christian comedian, Paul Kerensa, which took place in the church in early June. It was moderately well attended and much enjoyed by those who came. It just about broke even
- an excellent Harvest supper in church after the Evensong by Clare College Choir

Simon Taylor

9.3.2: Pastoral Care

Pastoral care is a practical expression of the church's concern for the needs of its members and the wider community. I have long felt that this is a responsibility which we all share and right now this is being made clear in an increasing number of thoughtful and creative ways. In response to the current pandemic, people are reaching out to others, offering support in many forms. Quality relationships are being developed and existing links re-affirmed, all of which can be wonderfully enriching, encouraging and enabling for each one of us. In addition, praying with and for others is a powerful tool; along with listening, talking and sharing ideas.

We continue to support the work of the Community Warden Scheme and form part of the steering group. We have visited those who are sick at home and/or in hospital and provided ongoing support for those who are recovering. Plenty of people throughout the congregation and the community have done similarly, amply demonstrating the shared aspect of pastoral care. Throughout the year, we have been quietly continuing with the provision of home communion, which it is a privilege to share in people's home settings.

I am stepping back from my role in co-ordinating the team and must take this opportunity to commend to you the current team which, alongside Simon and Clare, consists of Mary Cooper, Jan Croft, Jeannie Green, Clare Kerr, John King and Jackie Nettleton.

Joan King

9.3.3: Community Warden Scheme

There are 15 Stapleford residents (in 12 households) on our books, who receive daily phone calls and regular visits from Donna Allsopp our Warden who is employed by Age UK.

Donna held a very successful Christmas party last December at Cox's Close for those in the Warden Scheme and elderly friends. This was financed by a donation from the Village Show.

Unfortunately Donna has recently suffered a broken wrist and is therefore unable to drive and to do her work in Stapleford. Phone calls and visits to residents have been covered by other staff at Age UK. This arrangement continued throughout the lockdown period.

The financial picture

The cost that members pay is about to be increased from £7 per week to £9 per week.

The Stapleford Parish Council has agreed to pay the promised £4,000 this year (2020) - £2,000 in April and £2,000 in October. Other funding has come from South Cambs, St Andrew's Church and other sources.

There have been various donations made including over £400 from the Stapleford Messenger Fund, and £1,000 from an anonymous donor. £1,200 was raised through the Christmas Tree Festival as well as over £260 from the organ recital by Silas Wollston held in February 2020.

We are very mindful of the fact that although our finances look fairly secure for the coming year, we have to continue raising money for the Scheme for it to survive successfully.

Jackie Nettleton

9.4: MINISTRY BEYOND STAPLEFORD

9.4.1: St Andrew's Stapleford Nachingwea Link

Amongst other activities in 2019 five highlights stand out, namely:

- the St Andrew's Stapleford/Nachingwea Celebration Service and seed planting on 12 May
- the May Bank Holiday lunch in the Jubilee Pavilion
- the Christmas Fair on 30 November
- the Concert by the Magog Singers on 30 November
- READ reporting improved student results in national examinations following the first Library Project

Projects to which we contributed in 2019 include:

- 3 month English Course for ten girls in preparation for secondary education
- Support for children with special needs
- 'A' Level and Medical training for two students
- The first travelling Communion set for St Andrew's Church
- VETA Tailoring course
- VETA Catering Course
- Provision of catering equipment for the trainees
- continued work on a project for sustainable agricultural practices

Projects ahead include:

- Supplies to equip the new Maternity Facility at Nachingwea Hospital
- 'Next Generation' Library for Nambambo Secondary School
- 3 month English Course for girls in preparation for secondary education
- School uniforms and other support for children with special needs
- support for women's training in ministry

The weekly chain of prayer on Thursdays continues.

We look forward to seeing you at the Link Celebration Service, followed by the Link Lunch in the Jubilee Pavilion on Sunday 17 May.

We also look forward to the visit of the Rt Rev Dr James and Mrs Veronica Almasi from 6-9 July.

Thank you for your encouragement and support in all these endeavours.

Trish Maude

9.4.2: Traidcraft

Many thanks to everyone who generously supports our monthly Traidcraft stall, usually on the first Sunday of the month. Also thanks to those who help, especially Ollie Challis who unfailingly waits to assist in carrying the remaining goods to my car.

From April 2019 to March 2020 a record amount of almost £1,400 of goods from Traidcraft were sold. This was mainly due to three new opportunities - the Deanery Fair, the Stapleford School Craft Fair, and Eleanor Norman and pupils running a stall at Comberton Village College in Fairtrade fortnight. Profit from the latter is going to Traidcraft Exchange towards their vital campaigning work.

The stall continues to support the Nachingwea Link projects for girls' education, currently for Mama's Kitchen and the Tailoring course and now, a library for a second secondary school there.

The stall also sells beautiful hand embroidered cards for a project amongst the poorest village women in NE Pakistan. (Offers to sell a few elsewhere would be greatly appreciated eg: friends' churches, workplaces...).

Romie Ridley

9.4.3: St Andrew's Children's Society Partnership

We had another busy year of activities to raise awareness of the work of The Children's Society (TCS), praying for that work and raising money to support it. These included:

Lent Appeal. We supported the campaign to 'Strengthen the Safety Net' of emergency loans from local authorities to families which experience a sudden financial crisis and who would fall into long-term debt if they could not get access to a crisis loan. We raised funds by selling paperchain links to construct our own 'safety nets' in church and these were hung over the bannisters in front of the organ loft – fully covering them by Easter Day. This was supplemented by inviting people to take the 'Could you survive on £60 per week' online quiz on the TCS page of the church web site.

Village Weekend. We had a stall inviting people of all ages to play the Escape From Syria board game. This was designed specifically for this purpose by Nicky West. Those who played it had a chance to learn how difficult and dangerous it is for child refugees to travel from war-torn Syria to safety in the UK.

Box Collection. Another good amount was raised by those who donate to the charity by regularly putting small amounts into a collection box throughout the year.

TCS Service. The theme of this service this year was Child Refugees. It resulted in a collection for the charity and a member of the congregation volunteering to help out with the TCS shop in Sawston and joining the TCS partnership team.

Advent Challenge. This was the second year of running this and as word spread it was taken up by yet more churches and groups across the diocese. We have had interest from some schools who might wish to try it in 2020, so we shall develop a schools version alongside the standard version.

Christingle. Once again this was a highly successful service, with a full and lively church and funds raised for the work of TCS.

Thank you once again to the fantastic TCS Partnership team for their enthusiasm and consistency in coming up with innovative ideas to promote our link with the charity.

Rob Needle

9.5: CHILDREN & YOUNG PEOPLE

9.5.1: Junior Church

Attendance at Junior Church has remained secure during 2019 with numbers each session averaging 8 children. We continue to follow the Roots programme which sets lessons and activities based on the lectionary readings for the day. We meet term time only and find this works well both for our families and helpers.

We have lost a couple of helpers during the year, mostly due to their commitments elsewhere, and as a result we have had to stop offering a supported session for the under 4's. However, our families with very young children know they can still come to either the Lady Chapel during the service or come into the hall where we also have dedicated baby and toddler toys and games. Those with older siblings often choose to get involved with craft activities too. Children under 4 must be accompanied by a parent as we do not have the staff numbers to take responsibility for them.

The children very much enjoy being asked what we've been doing when we return to church and sometimes being able to lead a prayer at that time.

We are always in need of new helpers, so please contact me if you want to know more. There is a recruitment process to go through, but nothing too difficult.

Sue Brown

9.5.2: Messy Church

Messy Church sessions on the third Sunday of each month have remained popular with numbers normally reaching 35-40. Our families tell us they appreciate the relaxed atmosphere with time to chat over a coffee whilst children are engaged in craft activities. Adults and children alike come together for a bible story, prayer and a song before the majority come with us up to church although we always make it clear that families can go straight home from the hall if they wish.

We follow the Bible Reading Fellowship's 'Messy Church' programme which gives us ideas which we can follow or adapt to suit our needs.

There have been two 'Messy Church does All Age Communion' services in April and September 2019 when our whole church family came together in church for a very recognisable communion service with prayerful and thought-provoking craft activities to compliment the theme. We have had very positive feedback from both services, and these will continue, at least twice annually.

We have a very dedicated band of helpers who plan, resource and lead the craft activities, most of whom will also take a turn at leading the story/worship time. We would welcome anyone to join us, either as a one off to see what we get up to, or more regularly, or to get involved with the leadership team.

Sue Brown

9.5.3: Youth Groups

We have been continuing to run a great selection of youth groups with the church over the last year. The Friday after school group is still one of our largest with most of the Stapleford Primary year 6 class joining us after Easter. This group offers structured activity with an optional discussion slot at the end to allow time for us to share the message of the gospel with the young people. Explore, our church focused group has moved to a Thursday, along with A Group with No Name. Both have been well attended over the year. In Explore we have looked at many different topics including following the Test of Faith material. We took two of our Explore young people to Fort Rocky last year which is a Christian weekend away run by Youth for Christ. We had booked in to take five this year but due to the Coronavirus outbreak the event was cancelled.

On Sunday our group for those in year 5-7 has been positive. We have been going through the whole Bible book by book using video resources from the Bible Project. This has enabled some of our young people to begin to get a strong picture of the overall message of the Bible. More of our young people have been attending Connect and getting involved in the band and the readings.

In September we started running Youth Alpha in partnership with SSYI, All Saints and Great Shelford Free Church. We had up to 25 young people attending this, most of whom had never been to church. They engaged so well with the content and the discussions, many of the young people expressed a great interest in the gospel and what it could mean for their lives.

Alongside this we have run our termly parties engaging with many local young people who don't regularly join us and sharing the message of the gospel with them.

In April Zoe Clayton will be taking over from Zac Britton and running the youth work of the church.

Zachary Britton

9.5.4: Stepping Stones

Stepping Stones was launched in January 2020. It is a new group for families for children under five and we have been meeting weekly in the church on Thursday mornings. The toddlers have loved exploring the space and playing with a variety of toys. The tunnel has been a particular favourite! We always have a craft activity based on a Bible story – we have made storm boat collages; junk model boats which we have floated on 'the sea of Galilee'; cotton wool sheep; hearts; and even a kitchen roll river. Each session includes a Bible story which is told using 'props' such as sheep, boats, model animals and figures of Jesus and his disciples. We sing lots of songs and play musical instruments and have lots of fun! My particular thanks go to John King and Karen Binks who have been helping and who have been fantastic.

Clare Coates

9.5.5: St Andrew's Toddler Group

We meet on Monday mornings in the Johnson Hall from 9.15 am until 11.30 am in term time. We have been in existence for 17 years now and we have 40 families on our register. Many families are from the village and surrounding villages who have made strong friendships over the years. The toddlers and babies have a fun time playing with various toys etc for the first hour, some partaking in art and craft activities or showing some creative cookery expertise in the home corner area. The play-doh table is always very popular too! We then collect together and have a music session with piano which they all enjoy. A lot of singing, movement, dancing together with percussion instruments are a lot of fun. Then a drink and biscuits are much needed! In the summer months we enjoy the use of the garden, with the garden toys, trampoline and slides.

Lyn Pepperell

9.5.6: SSYI

Shelford and Stapleford Youth Initiative has been running in this area for over 20 years, providing support and activities for local 10-18 year olds. We provide opportunities for young people to engage with others, grow in their skills and build relationships. We encourage them to behave in a positive way, to support the community, and we offer informal education opportunities. During the week we run multiple open access and targeted youth clubs and engage with over a hundred young people. We also run one-to-one sessions and mentoring support with the neediest youth, some of this in partnership with Sawston Village College.

Over the last year we have been given sole occupancy of the Sports and Social Club in Shelford and have been in the process of renovating and equipping the space to transform it into our Youth Centre. This has given us more opportunities and greater capacity to support the young people of the area. In the winter term the Youth Centre was host to the Youth Alpha course, run in partnership with the local churches. This was great as it enabled us to share the gospel with our young people in a neutral and safe space.

Our work is continuing to grow, we have recently employed a new part time worker to focus on working with vulnerable girls, and in partnership with Romsey Mill we are looking to expand our reach. We are so grateful for the support of St Andrew's both financially and in prayer. It is invaluable.

Zachary Britton

9.5.7: YouthInc

The aim of this charity is to ensure that all young people in South Cambridgeshire have the opportunity to hear the gospel. It does this principally by providing a professional youth worker to run youth groups and give help to those parishes that do not have their own youth worker. It also runs relevant courses for parents and supports the monthly deanery Connect service at St Andrew's.

The charity is funded by parishes and the Deanery, including benefitting from the proceeds of the Deanery Fair, plus donations from individuals. The Diocesan Parish Growth Fund is matching those contributions.

The project builds on existing work with children and families with under nines. Having started with the Hinkledux parishes it has extended its work to other parishes that have not had the services of a youth worker.

St Andrew's contributes in three main ways. We contribute £300 pa, Simon Taylor is one of the trustees of the charity and helps run it. The monthly Connect service held at St Andrew's is part of the YouthInc project.

Simon Taylor

9.6: MUSIC

9.6.1: Choir

It was thanks to the Choir that I applied for the post of Director of Music at St Andrew's. I was already enjoying myself - singing together is good for the body, mind and soul!

On Friday at 7 pm as the bells strike off we go with a rich programme to work on. A descant to top the full-throated unison for the final verse of the opening hymn? Which verses shall we sing in harmony? Remember a pronounced 'GL' to give 'Glory' its deserved resonance. Keep the tempo flowing when the organ abandons us on purpose - unaccompanied choir and congregation singing is surprisingly effective! A wide range of anthems including now the new book featuring women-composers. (St Andrew's has helped sponsor this publication in rather distinguished company!)

There are settings of the Communion Service to revise or to learn (my own included), psalm chants for Evensong as well as the crescendo towards the service of Nine Lessons and Carols and the Palm Sunday Evening Music. Before Coronavirus struck, this year was to comprise a 'Stabat Mater' by the 16th century aristocratic Nun, Sister Sulpitia Cesis, J.S. Bach's 'Actus Tragicus' (for some people this is their favourite Bach cantata) and Parry's impressive anthem 'Hear my words, ye people'. The solos were to have been sung by Alice Barlow and Philip Needle and by present and past members of various Cambridge University college choirs. As with Christmas, Easter and All-age services we were going to have been well supported by a most willing group of local instrumentalists.

At each rehearsal the bells of 8'o'clock strike remarkably soon: come and join us!

John Bryden

9.6.2: SingPlus

SingPlus is what we do on most Wednesdays after school! After a drink of water or fruit-juice and a biscuit (rarely singular) we gather round the piano and open up (literally) with 'Wide, wide as the ocean'. To follow are other action songs, carols and short effective compositions written by older members of St Andrew's - Sarah, Greg and myself so far.

Aged between 7 and 10 our next activity ranges from calligraphy with Penny, Scribe to the University - along with making an inventory of the number of St Andrew's Crosses in the building - drawing, story-telling (the Annunciation Window), an explanation of her baptismal pictures from Frances, organ-playing and recently a vertical journey into the Organ Gallery to examine the pipes and bellows! The Lady Chapel provides us with good daylight and much food for thought and we are slowly developing our skills at handbell-ringing. We are 8-10 in number, girls and boys: wonderfully lively, inquisitive and responsive and with beautiful singing voices.

I am indebted to Alice Barlow, Frances Richardson, Penny Price and Simon Taylor. More fun and discoveries ahead!

John Bryden

9.6.3: Tower Bells

This last year has not been one of the best years for the tower. One of the ringers had to have a knee operation, another member had a hip replacement and I have a broken ankle, but we gained a new member who has moved here recently and is proving to be an asset to the team. Hopefully the coming year will be positive for the tower and we will be able to ring more frequently on Sunday mornings.

Tony Smith

9.7: HOUSE GROUPS, STUDY GROUPS & PRAYER GROUPS

9.7.1: Tuesday Evening Bible Study Group

Our little group has continued all year, studying, in depth, Luke's gospel – never tiring of it. (I gave a chance to stop, but they were happy to continue!)

After the last AGM, Bill and Valerie joined us – an enormous blessing. But our dear Tanatswa left us in the summer and is now playing football in Croatia. He's greatly missed but still prays for us, and will come back when he can.

What an opportunity a bible study is – to grow to know the Lord and his word; to learn the power of prayer and to grow closer as we share our lives together, yearning to see others join us. You are most welcome.

Frances Richardson

9.7.2: Exploring Faith, Life & Prayer

The group continues to meet on 1st and 3rd Tuesdays of each month with 8 to 10 members, to pray for each other and those we are concerned about, to discuss and then reflect in silence. From March to July 2019 we used Rowan William's book, *God with us: the meaning of the cross and resurrection - then and now*. We found parts a challenging read needing a 'team effort' but as always, very thoughtful and helpful. From September to February we followed the very informative and thought provoking Faraday Institute course *Test of Faith* alongside the excellent autumn sermon series. Many thanks to Simon for both initiatives. We ended up on the section about the environment, moving onto our own Eco Church project and how we as a group and individuals might help – an ongoing

basis for discussion, prayer and action. In Lent the group are participating in the communal Lent course *Experiencing Prayer*.

Romie Ridley

9.7.3: Tuesday Evening Women's Bible Group

The Tuesday Evening Women's group continues to meet every week. There are 5 regular members and others that come occasionally. We would all agree that meeting together, reading the Bible, talking and praying for each other is a spiritual life saver. We are reading Hebrews at the moment but looking forward to the Lent course in church.

Sarah Hackett

9.7.4: Wednesday Evening Housegroup

Over this year, we have studied the first books of Isaiah and 1 John and joined in the Test of Faith course. We find that our study of the bible quickly leads on to discussion of topical issues and to how our Christian faith guides our lives today. We finish each session with prayer.

We are a group of 5 or 6, meeting at Peacocks in Great Shelford and would very much welcome new members.

Mary Cooper

9.7.5: Friday Prayer Group

There is always need for prayer for the world, country, locality and church. During Advent we used past books. For Lent we are doing likewise but working on a particular topic each week including peace, forgiveness, hope and love. As individuals we have different thoughts yet somehow our contributions make for unity. We aim to make a difference in our overburdened, troubled world. Good is recognised and valued for which we are thankful.

Judith Lee & Mary Antcliff

9.8: ECO CHURCH PROJECT

Since we launched the Eco Church project in September we have achieved some really important steps. Already, we have good 'scores' in the areas of 'Worship and Teaching', 'Land' and 'Buildings' and some members of the church have taken responsibility for continuing work in these areas.

There is work still to do in the two remaining categories on 'Lifestyle' and 'Community and Global Engagement' where we have yet to achieve a 'bronze' score. There have been a couple of innovative ideas in this area including the 'Communal Christmas Card' on the wall in December and the creation of the 'travel survey' which was due to be rolled out in March before the 'lockdown' started.

We still need more people to engage with this project and to form clear plans of action with members taking the lead on these last two categories. There were quite a few good

proposals at the last meeting which would have come to fruition over the next few months but these will now need to be put on hold until normal church life resumes.

Sophi Berridge

9.9: CHURCH FLOWERS

We have approximately 10 regular members who arrange the flowers in turn for the Sunday services. Flowers usually last 2 weeks in Church, sometimes longer. As many people as possible meet for the main festivals of Easter, Harvest and Christmas, when there are more arrangements to be made. Financially, some claim for the cost of flowers, others donate them.

The group meets from time to time to discuss themes for Festivals, any difficulties that may have arisen and what improvements need to/can be made.

Of course, the arrangements for Easter were rather different this year in more ways than one. Our thanks go to Gillian Halliwell who organised the Flowering Cross, put up outside Church this year, so that members of the congregation and anyone passing could add their floral contribution. This was appreciated by many people.

We've lost one or two flower arrangers for one reason or another, so we are always looking out for new people. Please let Jackie Nettleton know if you're interested in joining us, either to go on the regular rota or just to be included at the main Festival times (07773 423388).

Jackie Nettleton

9.10: LUNCH GROUP

Our lunch group which is principally for single people of retirement age continues to thrive.

We meet on a monthly basis at the Arthur Rank Bistro with rarely less than sixteen people attending. We are really well looked after by the staff at the Hospice bistro who go above and beyond to provide an excellent lunch and caring service.

Bearing in mind that 30% of households in this area are single occupancy and one in five people over 70 eat all their meals alone it is not surprising that our monthly gatherings are so much appreciated by those who attend from St Andrew's and their friends in the community.

I am pleased to say that Sue Wiles has agreed to join me in organising the lunches and our link with St Mary's.

Chris Everitt

9.11: ST ANDREW'S DISPLAY BOARD

The display board has had varying uses and shared responsibilities. Results have included ideas regarding how St Andrew's might develop and grow to benefit us all, an Eco Christmas card, a church family tree and an outreach to the community for Candlemas. Messy church and the congregation have been involved. Remembrance Day was

reflected appropriately and now the cross of hands leads us through Lent. Previously bold images depicted the biblical words, 'Faith can move mountains,' something to keep in mind.

Judith Lee

9.12: STAPLEFORD MOTHERS' UNION

It has been another busy year for the Branch; our theme for the year was Listen, Observe, Act – in step with God. We have heard speakers on many topics in line with this topic, starting last January with Felicity Cooke, who told us the stories of many outstanding Cambridge women as they battled to overcome prejudice in the university and the wider world. We hosted a Deanery meeting for Hazel Williams, our Diocesan President when she talked about her life, heard about New York churches and their connections with the events of 9/11, and gained an interesting insight into the work of the Arthur Rank Hospice. There was a 'round the world' flavour too at some meetings; the Powells on Uganda and David Barnes on Botswana, as well as the slides from the women of Slovenia in advance of the World Day of Prayer on 1 March. There were meditations and services too from Suzanne Watt and Petra Shakeshaft, as well as a couple of Fellowship afternoons, led by Mary and Valerie. And we held a couple of Coffee Mornings to raise funds for the Branch as well – and thanks go to the hostess Mary on both occasions.

The social side with other branches was not forgotten either. We joined Trumpington MU in June for afternoon tea at the Hotel Felix, and had a joint outing with Sawston MU to the Mary Challis house to celebrate Mary Sumner Day in August. Our invitation to Puddings and Coffee to Milton MU in July was reciprocated in October with their Sausage Sizzle evening. And we joined the whole Diocese for afternoon tea in July, held at St Mary's church in Ely, when the Revd Susan Bowden-Pickstock gave a talk about her erstwhile role as faith co-ordinator for Radio Cambridgeshire. The Deanery Advent Carol Service took place at Linton this year, and some members attended.

There were two Diocesan Days in 2019, one in March in April, and the other in October at Milton, where the new Suffragan Bishop, Dagmar Winter, gave a very interesting talk about her life and background – starting with her childhood in Switzerland and studies in Germany. Also to support the Diocese, some members helped in the Mothers' Union Baby tent at the Quy show in August.

The Branch continues to support church and village life in Stapleford, with stalls at the Village Show in June and the Nachingwea Fair in November. Another very successful toiletries collection this winter, in aid of the Cambridge Women's Refuge, was supported well by the St Andrew's congregation and the parish, and we supported the church with a Christmas Tree in the Tree festival in December, a fund raiser for the Village Warden scheme. The World Day of Prayer was again organised by our Branch at The Chestnuts on 1 March, and was well attended not only by members but others interested in this long established service; it was organised this year by the women of Slovenia.

Clare Coates, our new curate, was welcomed into the Branch at our Opening Service, led by Suzanne Watt, in September. Although our numbers are fewer, we still have a role to play in both church and village life, especially as some of our members play an active role in other village organisations, such as being a church warden of St Andrew's and the Tanzania Link with Nachingwea, not to mention flower arrangers and members of the St Andrew's choir.

And so our Branch continues I believe to be a functioning part of village and church life in Stapleford. We look forward to another interesting year in 2020, when our theme is 'Building Hope and Confidence'.

Hilary Street

9.13: FRIENDS OF ST ANDREW'S

The Friends of St Andrew's have had another good year.

Our fund raising activities this year have continued and I can report that we are in a very good financial position to help to with the maintenance of the fabric of the Church when necessary.

The Friends regained the Village Quiz Trophy and the provision of teas and cakes for the Open Gardens Scheme was again very successful.

Tony Hore

9.14: STAPLEFORD MESSENGER

This was another excellent year for the Messenger, especially when contrasted with the predicament in which the magazine currently finds itself.

2019 was our second year as a full colour product and subscription numbers and advertising revenues remained steady, showing once again that the Messenger is an important part of village life. For how much longer remains to be seen, however, as the magazine is currently at a crossroads and its future uncertain. Both the editor and the deputy editor have decided to step down in 2020 as so far no-one has come forward to replace them.

The deputy editor, for the record, has not only been responsible for the production side of the magazine but has for many months been taking on the bulk of the advertising remit, as, sadly, that position was not filled when it became vacant either.

Unfortunately, time is now running out. The PCC has agreed to make a decision on its future by the end of September, as advertising renewal invoices have to be sent out in October.

Jon West

Item 10: BUILDINGS, CHURCHYARD, GOODS & ORNAMENTS

10.1: CHURCH BUILDING

This has been a quiet year for church works as the major works raised in the last Quinquennial in 2015 were completed in 2017. The next Quinquennial inspection is due in August 2020.

Church Architect

Our long-standing architect, Jane Kennedy of Purcell's, Cambridge retired this year, so the Fabric Committee's first job was to appoint a new Church Architect. The Fabric Committee invited seven local architects, who were listed on the Diocesan preferred architects list, for their CVs. References were obtained from four architects. The successful applicant was Karen Lim, of Cowper Griffith Architects, Whittlesford.

Green Energy Survey

The Diocese made available a free Green Energy Survey for all parishes in the Diocese. They are collaborating with a company called Green Journey. We had our free survey of the Church and Johnson Hall in January 2019. Many of the recommendations are not easily executed in a grade 2 listed building.

Ongoing Maintenance

- Annual
 - February - tower earthing rod inspected
 - April - fire extinguishers safety checks
One water extinguisher failed its checks and was replaced
 - May – tower safety equipment safety checks
 - August – church gas boiler serviced
- 5 Yearly – pre-quinquennial
 - October – tree survey
The survey described the general state of the trees as 'good' but some trees contained some dead wood and one tree was dead. The remedial work recommended in the survey was carried out in February 2020.
 - January - electrical safety checks of the church, Verger's Cottage and Johnson Hall
The consumer units are satisfactory, one heater had inadequate earthing, and some devices failed PAT testing. They have been repaired or disposed of
 - Inspection of the bells and bell frame.
Tony Smith, is investigating organisations that can undertake a detailed survey of the bells and bell frame.
- Other works
 - April – fence post supporting the west corner of the perimeter fence become unstable and was repaired
 - July – The chancel door key went missing so a new key was made by Dents
 - Working parties

- There have been three churchyard working parties during the year. My thanks to Chris Cooper for organising these and to all who were able to help.

Policies and Procedures

The following policies and operating procedures have been produced this year.

- Fabric Committee Terms of Reference
- Working at Height Policy
- Emergency Plan (revision)

Photovoltaic Panels on the Johnson Hall Roof

As part of the Green Energy Survey and St Andrew's Eco Church Project we have been investigating the possibility of placing 14 photovoltaic panels on the Johnson Hall roof. The Hall is in a conservation area so this would require planning permission. An application for pre-planning advice has been lodged with the Planning Dept, South Cambridgeshire District Council. No reply has been forthcoming to date.

My thanks to the Fabric Committee for their help and support.

Stephen Brown

10.2: INVENTORY OF GOODS & ORNAMENTS

The Churchwardens have completed a check of the Church Inventory, which is available for inspection at the APCM.

Mary Cooper

10.3: JOHNSON HALL & VERGER'S COTTAGE

Following refurbishment work last year, the Johnson Hall has mostly been well used this year (~70% occupancy). We are advertising in the Messenger to further grow usage. Financially the Johnson Hall generated a surplus of £3,949. We are looking at ways to improve sustainability as part of the Eco Church project.

The Verger's Cottage provides office space for the parish, including the administrator, curate and youth worker, a local charitable trust, SSYI (a youth initiative serving our own and three adjacent parishes), and a local holiday play scheme.

Sheila Tilbury-Davis is handing over the role of Johnson Hall manager to Gillian Sanders. We are very grateful for all that Sheila has done over the last 12 years.

Alastair MacGregor

10.4: CHURCHYARD

The churchyard is managed to combine formal and wild areas. The wild areas include dead-wood and ground cover to encourage wildlife, and managed meadow-grass to encourage chalk grassland flowers.

It is maintained by individual volunteers, work-parties and a student doing his Duke of Edinburgh Award. Continuing thanks to John O'Boyle for his botanical oversight in

managing new sapling growth to replace ageing trees. Mowing the “ornamental” lawn, including the Johnson Hall, is contracted out to a groundsman.

This year the trees were given their quinquennial survey. As a result, a dead whitebeam was removed and the roadside chestnuts made safe. The eventual replacement of the chestnuts was discussed; possibly a phased interplanting of other native species with a less spreading characteristic, giving more light to the church and a better perspective from the road.

The churchyard and Johnson Hall garden are included in St. Andrew’s Eco-Church project, to extend the provision for botanical and wild-life and encourage awareness, particularly by the young.

Removing the century old compost heap in the north-east corner is progressing. Anyone wanting some excellent soil improver is welcome to cart it away.

New volunteers are welcome as there is always more that can be done.

Chris Cooper

Item 11: GRANTA DEANERY SYNOD

The three meetings of Deanery Synod hosted a number of interesting speakers.

1. Lisa Tulfer, Bishop's Officer for Lay Learning and Formation, spoke about courses being offered by the diocese. These included:

Way of Life - a programme for people who wish to live out their discipleship with a rule of life and with commitments to prayer and sharing their faith. There are 6-week introduction courses which can be used in parishes, for adults; young people; and families. There is also a follow-up booklet for those who have done the 6-week course. The course works with “Growing as a Disciple” course.

Growing as a Disciple - the bedrock of LLM training but many others have done this course. It helps people grow in confidence in sharing their faith and has led some to undertake training as LLM or ALM. The routes to undertaking this are individual request or recommendation by incumbent and PCC. Training includes safeguarding, the Growing as a Disciple course, and a specialism eg: children’s ministry, music ministry.

Equipping people to live out their faith - in some churches a member of the congregation is interviewed and asked what they will be doing “this time tomorrow”, what their challenges are and how they can be supported.

2. David Parry-Smith (Linton) and Sarah West (Whittlesford) spoke on Mental Health First Aid.

Both the Discipleship Course and a course introducing Mental Health First Aid have subsequently been run at St Andrew’s.

3. Ann Allen spoke about the work of Reach, a local charity providing food bank, debt counselling in Haverhill.

4. Geoffrey Hunter (Head of the Church Buildings and Pastoral Department) gave a presentation on “Re-imagining our churches as community assets for the common good” (www.ReachEly.org) in association with the Cambridge Judge Business School.
5. Bishop Dagmar introduced herself and answered questions from those present.

YouthInc

This project is funded by parishes and the Deanery, including benefitting from the proceeds of the Deanery Fair, plus donations from individuals. The Diocesan Parish Growth Fund is matching those contributions.

A report on the project is included separately in this booklet.

Rob Needle & Lizzie Taylor

C. DOCUMENTS FOR PAROCHIAL CHURCH COUNCIL MEETING

Item 1: MINUTES OF THE PAROCHIAL CHURCH COUNCIL MEETING HELD IN THE CHURCH ON MONDAY 29 APRIL 2019 AFTER THE APCM

1 Appointment of the Secretary, Treasurer and Vice-Chair

The PCC made the following appointments unanimously:

- Secretary - Wendy Redgewell
- Treasurer - Chris Bow
- Vice-Chair - Rob Needle

Wendy Redgewell has agreed also to act as Minutes Secretary.

2 Appointment of Electoral Roll Officer

The PCC made no new appointment, and Jeannie Green continued as Electoral Roll Officer.

3 Standing Committee and Co-options

The Standing Committee was appointed as follows:

- Chair of PCC and Churchwardens, these being statutory members
- Vice Chair
- Assistant Churchwardens
- Secretary
- Treasurer

A more permanent membership will be discussed at the next meeting of the PCC.

Co-options to the PCC will be discussed at the next meeting of the PCC.

4 Dates of next meeting

The dates of the future PCC meetings:

- Thursday 23 May at 7.45 pm
- Thursday 25 July at 7.45 pm
- Thursday 26 September at 7.45 pm
- Thursday 21 November at 7.45 pm

The meeting was then closed.