



Annual Reports & Accounts 2022/23

*To be discussed at the Meeting of Parishioners
& Annual Parochial Church Meeting*

Sunday 21st May, 12 noon, St Andrew's, Churchdown

AGM 2023 Agenda

Annual Parishioner's Meeting

The meeting of Parishioners will be held in St Andrews Church on Sunday 21st May at 12.00 pm.

AGENDA:

- i. Opening thought and prayer - Revd John Monaghan
- ii. Appointment of a clerk for the meeting
- iii. Apologies for absence
- iv. Minutes of the meeting held on 10th May 2022
- v. Election of Churchwardens

Annual Parochial Church Meeting

The APCM will be held in St Andrews Church on Sunday 21st May at 12.00 pm following the Annual Parishioners' Meeting.

AGENDA:

1. Apologies for absence
2. Appointment of a clerk to the meeting
3. Minutes of the meeting held on 10th May 2022
4. Motion to approve a Burial Policy
5. Elections to the Deanery Synod
6. Elections to the Parochial Church Council
7. Electoral Roll Report
8. PCC & Standing Committee report
9. Churchwarden's Report
10. Vicar's report
11. Fabric/Facilities report
12. Other Ministry reports
13. Finance report, accounts & appointment of auditor
14. Closing Prayer

3. Minutes of the meeting held on 10th May 2022

ANNUAL MEETING OF PARISHIONERS, 10th May 2022

1. The meeting opened with a song and a prayer, led by Steve Riddick.
2. **Election of Churchwardens:** Andrew Smith and Nigel Roe were both happy to continue in their roles as churchwarden and, as no-one else wished to stand, they were both re-elected unopposed without the need for a vote. Steve thanked Andrew and Nigel and said we are very blessed and grateful for all their work, especially during the interregnum.

ANNUAL PAROCHIAL CHURCH MEETING, 10th May 2022

1. Apologies were received from Julie Ingram, Peter Ingram, Moira Perrin, Jane Pringle, Helen Wilson and Lucy Worsley
2. The **Minutes of the Annual Parochial Church Meeting of 2021** were accepted and signed by Gareth Davies, Deputy Chairman of the PCC. This was proposed by Dave Fisher and seconded by Clare Corley.
3. **Matters arising:** There were no matters arising.
4. **Postal voting for the election of lay representatives to the PCC:** Postal voting has been discussed at recent PCC meetings and it is now proposed that postal voting be allowed at the APCM from 2023 onwards. Electronic voting is not allowed under Church of England rules. The voting will take place after the meeting because people are eligible to be nominated for the PCC up until the start of the APCM. Therefore, the results will not be known for approximately 2 weeks following the meeting. People will have to request a postal voting in advance of the meeting and must be on the electoral roll. It was proposed by Andrew Smith and seconded by Rhi Reeves that postal voting for the election of lay representatives to the PCC be available from 2023 APCM and onwards. The majority of people present voted for the motion, with 5 abstentions and one person voting against.
5. **Treasurer's Report/ Acceptance of the Accounts for the year ended 31st December 2021:**
Andrew Smith introduced Rachel Limbrick, our Treasurer and said that she had suffered a serious injury 7 weeks ago but had managed to put together the accounts and gave a big vote of thanks to Rachel.

Rachel reported that in 2021 our total income was £379,388, down on the income of 2020 of £468,587. However, the 2020 income included £134,000 donation for the courtyard project. Most of our income comes from planned/regular giving. Planned giving was £274,000 in 2021, slightly down from £278,000 in 2020. Rachel said it is very humbling to see how generous people are. In 2010 planned giving was £143,000 and this has nearly doubled in 11 years. 125 people give through the regular giving scheme. Expenditure was £397,449, giving a small deficit of £18,000. However, the budget forecast was a deficit of £50,000 so this is much better than expected.

The Parish Share is one of the largest expenditure lines and currently stands at £83,000 in 2021. This has stayed the same for 2 years but will increase next year to £87,000. This payment is outside our control. We have long term investments of £61,168, an increase of £7,655 from 2020. These have not suffered during Covid. Rachel gave huge thanks to the assistant treasurers, Alice Oakes and Di Rowe for all their help managing the day-to-day finances. She thanked Andrew and Nigel for their support

and also thanked all the volunteers we have in the church, who are amazing. The accounts are unexamined at present but have been scrutinised by the Finance Committee. Steve Riddick said he doesn't expect them to change. Gareth reiterated Andrew's thanks to Rachel for all her help.

- 6. Election of Independent Examiner for 2022:** The accounts are due to be examined by Louise Newman & Co. It was proposed by Andrew Smith and seconded by Rachel Limbrick that the company be asked to examine them again for 2022. All were in favour.

- 7. Elections/Appointments:**

One Parochial Lay member was elected to the Parochial Church Council for 3 years: Rachael Champness.

Sidesmen/Welcomers: Andrew reported that welcomers have restarted at St Bart's, the same people as before. Celia Anderson has put together 5 welcome teams for St Andrew's of approximately 40 people. We now have welcomers and people serving coffee at the 9.00 am and 10.30 am services. Celia thanked all the people who have volunteered to help and team leaders and recorded a vote of thanks. The list of names was proposed by Steve Riddick, seconded by Nigel Roe and agreed by all.

- 8. Churchwardens' report:** An overhead presentation was made by Andrew and Nigel. The full report will be made available.

Two issues dominated the year; the continued and varying impact of Covid and the church family saying goodbye to Jonathan and Susie and entering into an interregnum in June.

It was great that we were able to have a sizeable leaving service for Jonathan and Susie. After 16 years theirs is a great loss but praise God we have come through the interregnum and Reverend John Monaghan our new vicar is starting in less than a month.

Throughout the year church life was impacted by Covid. However, the extent it impacted was greatly reduced through the live streaming project, the Connect Groups and the Pastoral Team. The activity of many going beyond that which could reasonably be expected has ensured that people within the congregation have felt involved, connected and pastorally cared for. As live streaming continued to be crucial for many in the congregation to connect with the church and its worship equipment was enhanced and the technical teams were relocated to a new platformed area within St Andrew's. The reformed computer team completed an update of the website. Attention then moved on to developing 'ChurchSuite' as the main channel for church communication. We aim to improve our communication through electronic means. Nigel thanked Ben Witchard and Colin Stephenson who provide a lot of technical advice and livestreaming and without whom we couldn't do it. Nigel said that he and Andrew have been so blessed by the support of so many people in keeping the congregation active, looking forward and working together for the Kingdom of God. He thanked people for their support. Connect groups had flourished through the use of Zoom and relocating into the church building while pastoral support has included the provision of over 200 meals, shopping for others and care for neighbours. Thanks went to Christina Castrolippo for organising this. Daily thoughts were shared on You Tube throughout the Lent period.

The children's and youth work were able to start meeting in person, but Covid had an impact on those able and wishing to volunteer. The introduction of intergenerational services once a month sought to ease this pressure and in the autumn we saw the numbers in our children's and youth groups increase. Harry started Youth Alpha two weeks ago and the average number of people in the first three weeks was 50, which is amazing, with 10-15 of those not connected with church before.

A Parish Profile was developed and agreed with Bishop Rachel which took up a lot of time. However, this helped to encourage a strong shortlist of applicants. A special mention is needed of our retired clergy; Reverends John Risdon, Pat Springford, Simon Marshall, Paul Kenchington and also Dan Button who have been central to helping us function. It is also a great blessing that Ian White has joined our church. We thank you for 'coming out of retirement' to help us provide marriages, funerals, baptisms and regular Sunday and mid-week services. In 2021 there were 6 baptisms, 9 marriages and 31 funerals. Nigel thanked Gareth Davies, our organist and his new recruit Jenni Philpott. We are very grateful to Gareth and to Jenni for giving support to Gareth. Andrew thanked Marilyn Baldwin for her help with the children's groups. He also thanked Julie Smith for all her work in the kitchen and said how important this is. Nigel thanked the many people who help in various ways at St Andrew's and St Bart's.

The church continued to provide support by prayer and financial giving to its mission partners throughout the year. Mission giving is overseen by the Mission Team, a subcommittee of the PCC. The Mission Team allocates money from the tithing (approximately 10% of general voluntary income given to the Church that is not given specifically for other purposes) and special gifts encouraged by holding a special Mission orientated Sunday. A specific legacy and some individual gifts in 2021 also increased the total given to £29,202. The giving was approved by the PCC. In making its decisions the Mission Team primarily supports charities that are either overtly Christian or known to be run by Christians, with the exception of some local organisations. It divides the giving between local, national and overseas. It ensures that a variety of needs are met – relief aid, promoting the Christian faith and working with those in need. It gives particular emphasis to those charitable activities linked to members. We also give non financial support to Listening Post who have the use of the whole building on Thursday evenings. In the coming year we aim to restore more elements of church life, welcome our new vicar and his family, support Ukrainian refugees with church families and agree an improved policy for our financial reserves. Nigel said that we can be optimistic for 2022 and see the Kingdom of God growing in Churchdown.

9. Question Time:

- a. When is the new vicar John starting? Andrew said that his first service is Wednesday 8th June with the Bishop and Archdeacon. John has been listening to our services on line and has been impressed by the preaching of our retired clergy. He has said that he doesn't want to preach every week and is happy for people to carry on helping if they so wish. Andrew doesn't think that the character of our church services will change very much.
- b. What qualities did we see in John at his interview? Celia who covered for Nigel, who had Covid at the time, said that John seemed to be a very honest and open person and has a strong desire to take the Gospel out to the community. Andrew said that all five people on the interview panel were very impressed by John. He gave a very good short sermon, talking about real life and real situations.

Gareth said that it has been a privilege for him to chair the PCC meetings since Jonathan left. When John arrives and attends his first PCC meeting on 13th June he has asked Gareth to chair the meeting. Gareth echoed the point about our indebtedness to our retired clergy throughout the vacancy. He also said that the work Andrew and Nigel have done is hardly known and he thanked them for all their hard work. The meeting ended with a song, prayers and the saying of the Grace.

4. Burial Policy Motion

The following policy was approved by the PCC in January but it has been recommended that the policy should also be approved by the wider church through a motion to our APCM. We therefore ask the church to approve this policy:

This policy covers requests for new burial plots in our churchyard. The policy recognises that there is now limited space left for such plots. Reservations of plots before death should not be allowed whether from those with an entitlement or those requesting discretionary permission. In accordance with the law, plots are available to anyone resident in the parish at the time of death and all on the parish electoral roll. Requests for burial plots for those not meeting these criteria are at the discretion of our incumbent but as a matter of fairness, the PCC wishes these to be granted only where there is a very strong connection to the church, the parish or the churchyard. Andrew Smith, Churchwarden.

7. Electoral Roll report

Currently, there are 400 on the electoral roll: 20 additions and 5 deletions.

8. PCC & Standing Committee report

PCC for 2022/23

Ex-officio members

Revd John Monaghan

Churchwardens

Andrew Smith

Deanery Synod

Gareth Davies, Gordon Goodman
Steve Riddick, Lesley Sadler

PCC

With 3 years to serve
Rachael Champness

With 2 years to serve
Dave Fisher, Jane Pringle,
Jeremy Taylor, Lynda Britton

With 1 year to serve
Tim Door, Tom Nhachi
Moira Perrin

Co-opted members
Celia Anderson

PCC for 2023/24

Ex-officio members

Revd John Monaghan

Churchwardens

Andrew Smith (STE*)
Celia Anderson (STE*)

Deanery Synod

Steve Riddick (STE*)

PCC

With 3 years to serve
(nominations received to date)
Sue Francis, Kath Baker, Sarah Wright,
Paul Hobbs, Jack Neave

With 2 years to serve
Rachael Champness

With 1 year to serve
Dave Fisher, Jane Pringle
Jeremy Taylor, Lynda Britton

**STE = Subject to Election*

St Andrew's and St Bartholomew's joint PCC has the responsibility of working with the Vicar in promoting the mission of the Church. The PCC is responsible for sharing the leadership, management and administration of a parish with the Vicar. Members of the PCC are elected by the Annual Parochial Church Meeting (APCM) and serve for three years. Its function can be summarised as follows:

- It exists to enable the church to play its part in God's mission to his world
- It exists to cooperate with the minister in sharing leadership
- It exists to ensure legal compliance with charity law and ecclesiastical law, in particular in the areas of finance, employment and appointments
- It exists to care for the buildings and churchyard so that they may be best suited for the purpose of the church's ministry and mission
- It exists to be a channel of consultation within the wider Church through its synodical structures on matters that affect the Church locally and nationally

The PCC met 6 times during the year. Since Revd John has arrived, we have met every second month on a Monday night and John has set up a Standing Committee which meets in the interim months to prepare the next meeting and chase up any outstanding actions needed. This Committee usually consists of the Vicar, Wardens, and a couple of others such as the Secretary and/or Treasurer. This year we had a vision/values evening in October 2023 where we reflected on our values and function (see above) as a PCC; we formed a HR sub-committee to help us with our employment governance; and we are so thrilled to have made three full-time staff appointments. We also have a series of 'spotlights' throughout the year which help us to reflect on areas such as young people, safeguarding, mission and seasonal events. Any member of the church who has an issue they wish to be raised in the PCC is invited to bring this to the attention of the PCC secretary (or Revd John). If you think you have gifts to offer our churches by standing on our PCC, do have a chat with our Vicar John at any stage in the year. There are options to co-opt you onto the PCC during the year if necessary. *Sue Francis, PCC Secretary.*

9. Churchwarden Report

This year has been one of many changes, the biggest one being the arrival of John in June after a year-long interregnum! John has been a tremendous blessing to the church, and we are incredibly thankful for his leadership, guidance and dedication.

In addition, we also want to express our gratitude to Nigel Roe, who stepped down as Churchwarden in December, for his hard work, wisdom, and kindness during his time in this role. We have experienced a few staff changes during the year as people have moved on to pastures new and are grateful for God's abundant goodness and provision, sending us the right people at the right time to join our staff team.

We want to express thanks to those in the church family who are serving in the church in whatever capacity – they are often hidden but their faithful dedication and commitment enable us all to flourish. Do please prayerfully consider how you could serve and express an interest through the “Join In” link on the website or by contacting the church office.

Sunday worship and teachings have been inspiring, and it is a joy to see so many people coming together to worship God as one, particularly as the threat from Covid recedes. We look forward to seeing how and where God will lead us in the coming year.

10. Vicar's Report

It's been a joy and an honour, to pick up the 'Vicar' baton back in June 2022. Over the past 11 months, I've been inspired and touched by stories of Jesus making a difference in your lives, and appreciating what a special community this is, under Jesus' Lordship. For 'such a time as this', the Lord has called us all together as we continue to bring 'hope for all ages' in Jesus' name. We received such a warm welcome when we moved from Bristol to Churchdown and are looking forward to planting roots here with our new church family. There has been so much life and change, so much to give thanks to God for over the past year. There have been many people to say thank you to for their faithfulness and service as they have moved on into new roles, here or elsewhere, and many new faces that the Lord has provided.

In just a few weeks, back in August, we said goodbye to our outgoing Youth pastor Harry Bennett, and our Children's pastor Laine Lewis – who have gone to Trinity Theological College, Bristol, to put on their own 'Vicar L-plates'. We are so thrilled that our new Children's pastor Kate Smith started in January, and our new Youth Pastor Jamie Flores is hoping to start in July. Later in August, we said goodbye to Dave Keeper, who was heading up Discipleship, and who has gone on to pastures new. In November, Rhiannon Reeves, our Worship Pastor went on Maternity leave. In December, our Warden Nigel Roe stood down during his third year of faithful service. Andrew Smith, our current warden has been supported hugely by our deputy warden Celia Anderson. In January, we said goodbye to Loraine Yates and Kevin Sadler in their long-held part-time roles as Church Administrator and Facilities Manager, and this May, Matt Waterfield has been able to absorb both previous roles in a newly created full-time role as Operations Manager. Earlier in 2023, our PCC secretary Leslie Dennish handed over the reins to Sue Francis, our Parish Safeguarding Officer, Lesley Ward handed over to Corinne Phillimore, and Tim Door, who took a lead in our Men's ministry, handed over to Andy Champness.

I am sure there have been many more volunteer changes than those mentioned above, and we are so grateful to the Lord for all of your continued service to him, in this, your local church. Below is a snippet of some of the other leadership areas that I have been involved in this past year:

Governance and leadership – made the staff appointments described above and amended staff line-management and appraisal process; set up a PCC HR sub-committee; adopted a new staff handbook and values; reconfigured PCC yearly pattern, agenda for meetings and adopted values; set up a Standing Committee; established yearly process for away days and training. I have worked with our administrator and staff team to standardise the processes for offices such as Weddings, Funerals and Baptisms and we have moved our work calendars, diaries and events onto an online system. I have also been meeting with leaders of various ministry roles such as Mission, Pastoral and Connect leaders as we discern the best way of supporting their leadership. I have immensely enjoyed visiting roughly 20 Connect groups in the first part of 2023 and getting to know more individuals in this way. It has been so rewarding being a part of releasing others to lead ministries such as our January 24/7 prayer week, and our Alpha course.

Sunday services – updated 9am service liturgy. We are also delighted that Jenni Philpott has come alongside Gareth Davies as one of our organists. At the 10.30am, we integrated the rotas fully onto ChurchSuite as well as the service plans; reconfigured the monthly pattern, reinstated a once-a-month Communion, offered more opportunity for testimonies, expanded the leading and preaching team considerably and started termly welcome teas for newcomers to find out more. Our once-a-month 6pm service has been wonderfully led by Mark and Jen Golledge and has been a time of informal sung

worship, space, informal prayer and encounter with the Holy Spirit. We continue to hold two services each month at St Bartholomew's and I have been enjoying getting to know folk there.

Further afield - I have enjoyed engaging with the Deanery, the Diocese, with Churches together in Churchdown, and getting to know fellow clergy in the area.

Some thoughts for this next year – I am looking forward to continuing to identify, empower and release leaders in various ministries so we can continue to be the 'one-body, many parts' church that God has called us to be, rather than a 'few parts' serving the 'large-body'! There may be formal or informal leadership training available where volunteers can have time to reflect, learn and grow in their ministries. I want to continue to work well with our newly created staff team and PCC/leadership as we discern the way forward together. I will be grateful for a little bit more stability from the staff appointments process and HR/governance this year(!) so that there is more time available to provide leadership, and vision, building relationships and starting to engage a bit more evangelistically with our community.

In September, we will be launching a mini-Stewardship series as we encourage each other to give faithfully and generously of our time, resources and money so that we have the opportunities to continue to be a church that brings 'hope for all ages' and increasingly looks outwards into our communities with the hope of Jesus. Also in the Autumn term, as well as our Church weekend at home, I hope we can work with our new Youth and Children's Pastors to think strategically about developing relationships and outreach opportunities with our local schools. Finally, I'm excited about learning how we can all continue to go deeper in discipleship as apprentices under Jesus. I love the phrase 'Holy habits that keep God at the centre of everything'. Habits such as Scripture, prayer, service, community and witness need to become increasingly a way of life for us all. I'd love to find out more information on what actually works in our day-to-day lives – what patterns and practices have actually taken root in our lives (and in the lives of our children/teenagers if we have them) and is there a disconnect between where we'd like to be and where we are currently; and how do we bridge that gap? Let's continue to pray for the Lord's rich provision, wisdom and blessing as we keep in step with his Holy Spirit in this year ahead, love in Christ, Revd John Monaghan

11. Fabric/Facilities report

Last year the church facilities were used more extensively as the threat from Covid reduced. No major works were carried out but lots of maintenance activity was undertaken. The regular 5-yearly survey of both churches was carried out in the summer and autumn. Unfortunately, we won't receive the written report until later this year due to the surveyor's maternity leave, but we have had strong verbal assurances that no urgent work on the buildings is required.

At the beginning of this year, Kevin Sadler left his role looking after our facilities, and another long-serving stalwart of ensuring the buildings are fit for purpose - Gordon Goodman - is also starting to step back. Julian Myrans continues to support in many ways as do many volunteers. With our new Operations Manager, we are developing new regimes to keep the facilities in a safe and suitable condition and identify plans for project activity in future years.

12. Other Ministry reports

This is not an exhaustive list of the many and various ways we serve the local church and wider community and world. We hope that this offers a flavour of some of the ministries that you have been involved in and offers us all opportunities for expressing thankfulness to God, to each other, and prayer for the future.

Ministry	Leader
6pm Services at St A's & 24/7 prayer	Mark & Jen Golledge
Alpha	Jane Pringle
CAMEO	Sue Conaty
Children's Assemblies Open the Book	Kate Smith
Children's Work & BLT	Kate Smith
Choir and St Bartholomew's	John Risdon
Churches together in Churchdown	Catherine Rowland
Comms & ChurchSuite	Adam Greenland
Connect Groups	Simon & Joy Marshall
Deanery Synod	Steve Riddick
Friday's Kitchen	Jane Badley
Hospitality	Jane Badley
Meals Ministry	Christina Castrophilippo
Men's Ministry	Andy Champness
Mission team	Angus Johnson
Pastoral care (incl. home HC visits)	Nigel Roe
Prayer chain and Friday healing prayer	Julie Ingram Gordon Goodman
Prayer Ministry	Kath Baker
Prayer on Thursdays	Matt Perrin
Safeguarding	Corinne Phillimore
The Knitters	Anne Ewart
The Producers	Julian Myrans
Welcome & Information Teams	Celia Anderson
Women's Ministry	Becs Maughan
Worship & tech teams	Christopher Phillimore
Youth	Chris Follett

6pm Services & 24/7 Prayer

We are excited about the momentum that is gathering for our Sunday 6pm encounter evenings. St Andrew's has grown in this area over many years through a previously held meeting called Fuel. Our heart for our Sunday evenings is to be a place where people can encounter the Holy Spirit and share what He is talking to us about. These times (currently on the first Sunday of every month at 6pm) allow for extended sung worship, provide an opportunity for people to bring prophetic words that bring encouragement as well as a time of discussion/reflection/prayer/supporting each other, depending on the theme for the evening. We are looking forward to seeing these evening times together grow in 2023. In particular, we are looking to make the space open to our young people as well as gathering a small team who will build into these evenings. If you are interested in being part of the team then get in touch with us. mark@markgolledge.com

24-7 prayer was a dedicated week held at St Andrew's in early January 2023. We received many contributions of God communicating during that week. We grouped these into 10 themes which we are taking into our Sunday evening meetings. We are looking forward to arranging another 24-7 prayer week in due course. In the meantime, we are encouraging people to link into the Thursday evening prayer meetings. You can find out more about 24/7 prayer at <https://www.24-7prayer.com/> or contact us at: prayer@stastb.church

Alpha

Alpha is a course from Holy Trinity Brompton, designed to encourage people to discuss life and the Christian faith through videos and small group discussions in an informal setting. There are 15 talks, each looking at a different aspect, although not all of these need to be included in every course. The sessions usually take place once a week and there is an away day or weekend with the talks on the Holy Spirit and time to pray with people who would like this. The last Alpha course at St Andrew's ran from January to March 2023. We had a team of 8 leaders and 25 guests, including a small Ukrainian group using material in Ukrainian available through HTB. Most guests came through a personal invitation from friends. It made a huge difference to be able to provide a meal at the start of each session thanks to a wonderful kitchen team. We had at least one person commit to faith and a number of others move forward in their understanding and thinking about Jesus. Some have joined Connect Groups. Please pray for those who are just starting out in their faith that it would take root and grow strong!

CAMEO

CAMEO is a lunch club. This stands for: come and meet each other. Once a month, we offer lunch to people over the age of 65 who live in Churchdown, or who go to St Andrew's or St. Bartholomew's. The lunch consists of a served, two-course meal followed by a short period of entertainment: a quiz, a speaker, a musical group or a conversation. We have seen the number of guests dip following Covid. We now have a list of 57 guests, compared to 82 prior to the epidemic. We are very thankful for the three new volunteers who have joined the team over the last year and also for Debbie Cratchley, who has taken on the role of committee leader, after Chris Eade retired last month. We are grateful to Chris, who led the team for 15 years and are glad she will continue to come to CAMEO, this time as a guest. We would welcome your prayers for a few more volunteers and specifically, someone to join the committee.

Children's Assemblies and 'Open the Book'

Our small team of Open the Book volunteers go into Churchdown Infants and Juniors School every Wednesday to give an assembly. We follow a series of Bible Stories, telling a different one each week by acting out the stories in costume. We also bring costumes for children and invite a few each week to come and help us tell the story by joining us at the front. After each story, we give a short explanation about what we can learn from this and invite the children to join us in a prayer to finish if they would like to. This has given the church a great chance to connect with the school and keep on building relationships with them. Recently, the junior school have spoken to us about inviting someone from St Andrews to come into a few classes and chat with some of the children about what being a Christian looks like, which is a wonderful opportunity. As this ministry continues, prayer would be valued for continued opportunities to build closer relationships with the school and for more volunteers to join the team so that we can keep this ministry going.

Children's Work & BLT

Children's groups run every Sunday morning during our 10:30am service except for the first Sunday of the month when we all have the opportunity to join together for an intergenerational service. We have five groups running on a Sunday morning for children aged 0-11 and an amazing team of volunteers who keep this running. During our groups, the children have the chance to dig into God's word and learn more about him together through craft, discussions, games and prayer. It's been really exciting to be a part of discussions with the children and to hear their thoughts and insights into God's word. We've also been using different methods of prayer in our older groups, and it's been wonderful to see some of the children really engaging with this. Our biggest prayer need in the Children's Work at the moment is for more people to help. Ideally, we would have 4-5 more helpers; each helping once a month in our Children's Groups. Alongside those helpers, several of our children have additional needs and would really benefit from having 1-1 support to engage in the sessions.

BLT - Babies, Lunch and Toddlers runs every Wednesday in term time from 11:30am-1:00pm. We welcome parents and carers with children under the age of 4 to come, chat and play. The session starts with free play, followed by a story time and a chance to say grace together before a simple lunch of soup and cake. After a Diocese Under 5s Training Day gave the team some new ideas, we've decided to start introducing a singing time to the session which will include some simple worship songs. This will alternate with our Bible story time and we feel that both of these give us a great opportunity to share a simple message of God's love for everyone with the children and their families. BLT is a wonderful ministry giving us a chance to welcome and connect with families from the local community. The team are often encouraged when we meet before each session to hear that someone has had the opportunity to lend a book or offer prayer to a parent or carer and we thank God for these openings. Please pray for wisdom as we look for events going on at St Andrew's that we can invite our Wednesday families along to.

Choir and St Bartholomew's

Festival Celebrations at St Bartholomew's attracted more worshippers than in recent years this autumn, with Choral Evensong adding to the regular pattern of Sunday worship. The Church Choir has welcomed the addition of Organist, Jenni Philpott to the team leading worship which includes valued worship volunteers. Festival occasions have attracted occasional worshippers who rarely come to regular services at either St Andrew's or St Bartholomew's. Looking ahead, additional festival celebrations are planned, including St Bartholomew's weekend, Harvest Thanksgiving, All Saints and Advent, with the return of the traditional village Carol Service, with local Rotary Groups.

At St Andrew's, the Church Choir also shares in the Communion Worship at the 9 o'clock Service. In leading the sung worship, the Choir looks to encourage those present with the use of hymns and songs that reflect the Biblical themes explored in the sermon series. We are encouraged that regular attendance has increased to pre-Covid numbers, and the Vicar's new Orders of Service Booklets have been appreciated. These offer a creative approach to seasonal variations, including Easter and other major festivals.

Churches Together in Churchdown

Churches Together in Churchdown was formed 25 years ago formally but it is likely that it has been in existence for much longer. It is a group of people/ reps from all four churches in the village (St John's, Methodist church, Our Lady's RC church and St Andrew's). We meet four times a year to share what we have been doing and how we can support each other. We plan joint activities to serve the Churchdown area in which we can show God's love and be a blessing to others...

In past years, we have supported Christmas Day lunches at St John's and St Andrew's. All congregations have helped at the summer holiday clubs at Innsworth. We have worked together to hold very successful summer parties with each church organising one aspect of it. There have been many special churches together services, some outdoors in the summer. The charity shop Ripples was an amazing community project. The Good Friday Walk of Witness, which is a great way people can meet and talk with each other, is planned by the CCT team as is Remembrance Sunday and World Day of Prayer. If anyone has a heart for seeing Christians working together to further our joint witness in Churchdown, we would welcome more representatives from St Andrew's and St Bartholomew's. Please talk to Catherine Rowland or Rachael Champness.

Comms & Church Suite

Communication continues to be vital, especially after coming out of lockdown. We aim to continue and push forward with our digital communications with social media becoming a big part of this - we're currently on Facebook, Instagram, Twitter and YouTube and will be looking to increase content across all these platforms. Be sure to check if you are following us - all links are available on the website. ChurchSuite has continued to grow over the last year with now over 350 people signed up which is about 90% of the congregation. We are continuing with another big rollout this year to get all who can sign up signed up. We have started to use "Newcomers cards" to help to get up-to-date information. Each newcomer will be presented with a newcomer's card, either during a Sunday service or newcomers tea. These have been of great use in transferring data onto ChurchSuite; on average we are able to sign up 10 people at each newcomer's tea. This coming year, we aim to have a ChurchSuite signup/help desk area once a month, in church, so we can help sign new people up and also help with any issues that people might have. If you have any questions about comms or ChurchSuite, feel free to email me on comms@stastb.church

Connect Groups

Connect Groups are where small gatherings of church members meet in homes at various times during the week. They provide the opportunity for building strong supportive relationships that are difficult to form in a church where there are many members as in St Andrew's. They aim to be places of welcome where there is worship, bible study, prayer and encouragement to share faith with those who have yet to know God's love in Christ. There is no 'one size fits all' such that each group has its own 'flavour'. As the Bible has much to say about caring for one another, Connect Groups are an ideal setting for this to take place. The past year has been one of restructuring, with the aim of improving communication and making it easier for people to access groups and sharing of resources. We have seen new group leaders emerge, some groups 'retired' and other groups form. At present, we have 22 groups meeting and a huge debt of thanks goes to the numerous group leaders who give sacrificially of their time to serve St Andrew's in this vital ministry of discipleship.

Deanery Synod

In order to facilitate upwards and downwards communication, the Diocese of Gloucester is divided (on a largely geographical basis) into nine deaneries, headed by an Area Dean. Each parish is entitled to elect representatives to their Deanery for three meetings each year (known as Synods). We are in the Severn Vale Deanery. Synods in 2022 were held in Westbury, Sandhurst and Hartpury. The first two meetings dealt largely with a Strategic Planning Process which the Diocese has asked each Deanery to undertake, and covered topics including: (i) how our plans are being developed, (ii) how we can all work together more closely, and (iii) the future of our church buildings (especially relevant for more rural parishes). Meanwhile, the third Synod was largely given over to Bishop Rachel, visiting the Deanery, who spoke of the changes she has seen in her seven years in Gloucester; the LIFE Together Vision which knits together everything the Diocese is trying to do; and various issues facing the church as a whole. We currently have vacancies for Deanery representatives, and I would encourage anyone who is interested in wider Church matters to consider putting themselves forward.

Friday's Kitchen

Friday's Kitchen offers food and fellowship on the first, third and fifth Fridays of the month during term time. We provide a light lunch of soup, salads and sweets, tea & coffee. We ask for a donation - this enables anyone to attend. We are staffed by two teams of volunteers made up of both women and men. We offer a warm welcome. The average attendance is 40; made up of all ages - church members from both St Andrew's and St Bart's, along with members of the wider community. We are always looking for new members of the team to lighten the load. No experience is necessary, just a desire to learn and serve.

Hospitality

St Andrew's Church kitchen offers us a fantastic resource to provide hospitality for a range of situations. Although we run the kitchen entirely with volunteers, we are covered by the requirements of Food Hygiene Inspections by Tewkesbury Borough Council - because we serve such a wide range of people, young, elderly, including the vulnerable. We currently hold a five-star rating. This requires us to run the facility as a food outlet, not a domestic kitchen. All church events are led by at least one member who holds a Level 2 Food Hygiene Certificate. This year we have provided; refreshments for services and church-based groups, lunch at BLT, CAMEO and Friday's Kitchen, an evening meal for ALPHA (ably supported by volunteer servers from Connect Groups), Women's and Men's breakfasts, refreshments for those attending Warm Spaces, refreshments and meals during interview processes, a meal for visiting clergy groups, and a celebration tea at John's licensing service. Those booking the church for lettings also have the opportunity to use the kitchen. If you'd like to become more involved, or just know more, please do ask.

Meals Ministry

The meals ministry is a group of men and women from within the St Andrew's church family who has volunteered to provide a meal when needed. Meals are provided to families and individuals to help in situations like short-term illness/injury, the birth of a new baby, bereavement, and significant life-changing events/situations. Meals are organised by using an online scheduling website. Team members can sign up quickly and easily by using a link which is sent to them in a WhatsApp group. It is a joy to be able to provide homemade meals to people in their time of need. Relationships and community are built through the conversations that take place on the doorsteps of people's homes.

Thank you to all the people on the meals team, who so willingly and reliably make wonderful meals for people. Prayer point – please pray that the Lord would call two or three more people to join the meals team in the next few months.

If you enjoy cooking and are interested in getting involved with this ministry, please contact Christina Castrolfilippo Email: christinagingerich@hotmail.com

Men's Ministry

Over the last year we have maintained the activities held previously and begun to develop new ways of supporting and encouraging the men in St Andrew's and St Bartholomew's in their discipleship. We have held a men's breakfast every 2 months, with over 40 men attending each occasion. The men's connect group continues to thrive under Andrew Smith's leadership. A small group, coordinated by Matt Mortlock, have started meeting twice a month on Friday evenings at the Old Elm for those on the fringes of the church. Tim Door stood down from leading the men's ministries after several years. The men of the churches would like to thank him for his energy and service. As we pick up the reins, we are in the process of reviewing the purpose, vision, strategy and approach, and are looking to involve more men in making men's ministries happen and coordinating activities.

Mission Team

The church continued to support mission by providing facilities, volunteers' prayer and financial giving to its mission partners throughout the year. The Mission Team enables this, but many aspects of church life are missional. Some highlights from 2022:

Ukrainian families seeking refuge in the UK were welcomed, hosted, and enabled to make the most of their unfamiliar environment. £8k was given and disbursed to help the families with necessities such as school uniforms. In support of Operation Christmas Child, 19,500 shoeboxes of Christmas goodies for children were checked, sorted, and packed into container lorries destined for Eastern Europe. Many of the recipients were children displaced by the Russian invasion. We held a Mission Sunday including displays from some of our mission partners covering outreach and pastoral support to the motorcycle community, bible and language translation including non-verbal language and the use of art to communicate the gospel.

10% of the church's unrestricted voluntary giving plus individuals' gifts is given to mission partners. In 2022 this amounted to £35k in total, disbursed to enable 22 mission partners - some serving close to home such as Foodbank and Teens In Crisis, some thousands of miles away such as Africa Inland Church (Daniel & Susan Lemadada) leading church plants in Kenya and via a church member's mission trip, essential food to help alleviate the famine in Malawi.

Pastoral Care & Home HC Visits

This year has been one of transition from the restrictions placed on pastoral care through Covid 19 to a return to 'normal'. Throughout Covid 19 there has been a wonderful informal network established to keep in touch with those who are in our church family. Thank you everyone for making this possible. We are now seeking to provide a little more structure to the pastoral care provided within our churches over the coming year. More details will be forthcoming in due course. However, we will continue to rely on all church members to be committed to love one another because we ourselves are first loved by God and therefore help others in their time of need. Included in pastoral care provision will be: Bereavement Support; Home Communion; Meal Provision; Pastoral concerns; Prayer

and visits. Once again, thank you to all those who have made it possible to provide pastoral care within our churches. It could not be achieved without you. For more details do contact Nigel Roe.

Prayer Chain and Friday Healing Prayer

There has been a prayer group meeting on Fridays, for many years, in person at St Andrew's and on Zoom, throughout Covid times, to offer intercessory prayer (or in-person prayer) for those in need of healing. In particular, we have been persistent in prayer for several children and young people who are members of our church family, with significant long-term medical conditions, as well as at one stage having three group members undergoing active chemotherapy. The pastoral prayer chain has also been running for many years – this is a small group of committed members who don't meet together, but are willing to pray, in confidence, for all significant needs communicated to them – often this may be where someone has requested that 'the church' should pray for their situation. This group of faithful prayer warriors diligently undertakes this on our behalf. The Friday Healing Prayer group has recently decided to stop meeting for the time being (many thanks to Gordon Goodman for his leadership), but the Prayer Chain (coordinated by Julie Ingram) is still active.

Prayer Ministry

Luke 4:40 'At sunset, the people brought to Jesus all who had various kinds of illness, and laying his hands on each one, he healed them.' John 14:12 'Very truly I tell you, whoever believes in me will do the works I have been doing, and they will do even greater things than these, because I am going to the Father.'

The Prayer Ministry team offers prayer, in church, at the end of the 10.30am services. We have teams (currently 6-8 people) on a rota for a particular Sunday of the month, and we pair up to pray. The team meets from 10-10.20am in the church lounge, to pray for each other, and wait on the Lord, in case He gives a word/picture to share. Then we make ourselves available at the front, at the end of each 10.30am service, to offer prayer ministry to whoever comes forward, in the name of Jesus and in the power of the Holy Spirit. We're grateful to God for the way in which He ministers to people during these times. It's also encouraging to see church members chatting and spontaneously praying for those around them after the service.

Prayer on Thursdays

Prayer is so important. We all know that, right?

It is like the engine in a car. It gives power to our lives and the life of the church. And the more we pray, the more we will see answered prayer and God's will and way being revealed, not to mention miracles happening. And it's relational. Not only does prayer change things, it also helps us get to know God better. With it, we see more of God's fingerprints on the things that matter. Without it, well it comes down to our own human strength and perseverance. Isn't it better to involve the One who knows everything?! So we meet to pray every Thursday evening at 7.30pm for about 40 minutes over Zoom; the online group video app that no-one had heard of before Covid. The password is detailed in the weekly notice sheet. It's incredibly convenient; we all join from the comfort of our own homes.

We pray for others. Be it in church ministries, in leadership, in outreach, for upcoming events and festivals. Also for current issues that need God's intervention in this broken world we live in, and for our mission partners who are serving in various places locally and abroad. Whilst we don't always get to see the answers to our prayers, we strongly believe that God hears everyone and is constantly

working behind the scene to answer them His way in His timing. It's all about Him at the end of the day! Over the past year, we definitely know prayer has influenced many key decisions and outcomes in our church. And we wait expectantly for more. There is no wrong prayer, just too few of them. If you are free and want to join in seeking more of His Kingdom coming, more of His Will being done on earth as in heaven, do log in on Thursday nights at 7.30pm. It will be great to see you!

Safeguarding Report

Safeguarding Children and Vulnerable Adults within our church community.

Whilst everyone in our community is responsible for safeguarding the children and vulnerable adults within our community, there is a core team of us that meet regularly to ensure that the formal systems and documents required to support this are robust, up to date and user-friendly. The work of our church core team is supported by the local Diocesan Safeguarding team who have lots of useful information, training and guidance to help us navigate any issues that arise. We are here to implement strategies to support any individuals subject to formal safeguarding processes to continue to attend church activities with confidence. We are currently working on developing a user-friendly pathway for each team to use for their safer recruitment process which will mean that anyone volunteering in any capacity in the church will have a clear description of the role responsibilities and the church will be able to demonstrate due diligence for the safeguarding of children and vulnerable adults within our community in our recruitment of volunteers.

Anyone who volunteers in any capacity in the church needs to complete a self-declaration or a Data and Barring Service check every three years depending on the role they fulfil. This will be led by the people who head up each particular activity or group.

We are so grateful to God for bringing together the core team and the provision of sound leadership and support from the Diocesan team. Please pray that we are quietly guided to every safeguarding situation and that there are always capable people ready to support those who are in need. Our Safeguarding policy is on our website <https://www.stastb.church/safeguarding> and more contact information is available outside the parish office.

The Knitters

The St Andrews Knitting group meets every Thursday from 10am to 12 noon in the Church Centre. We are a mix of both Church and non-Church members and numbers are regularly twenty or more each week. The morning provides an opportunity for ladies in our local community to meet up together to knit and chat. Some of our group first attend the 10am Communion Service and then join the group. We provide coffee and biscuits for refreshments. In 2022 we raised £1,200 for Gloucester Foodbank, run by the Trussell Trust, and £425 for Samaras Aid, a Syrian charity. All the money raised was from the sale of our knitwear plus donations. We have also donated blankets to Gloucester City Mission, hats and scarves to the Cathedral Breakfast Club and baby items to Little Bundles and the Elim Charity shop in Gloucester. For more information, please contact Anne Ewart ewartanne@gmail.com or 07751784083

The Producers

The Producers is a group that promotes the health and well-being of men who suffer with long-term chronic pain. It is open to the wider community and comes under the heading of social prescribing. Repairs, refurbishment and construction of new items including benches, raised veg beds and garden

planters are worked on every Tuesday in the Church Centre. Through listening and talking to each other (including tea and cake) strong bonds have been made and a new inner confidence has occurred within the group.

I believe that the right people have been involved from the start nearly 7 years ago to oversee God's work in giving hope to men who sometimes have no hope. If you need any more information or need anything, please contact Julian 07778039216.

Welcome and Info Teams Report

The Welcome Team is responsible for making our church family and visitors feel welcome and comfortable in church - the welcome received sets the tone for the experience of being in church. When people feel welcomed, they are more likely to return, become active members, and invite others. During the past year, the Welcome Ministry has aimed to:

- create an atmosphere which makes everyone feel valued and appreciated, fostering a sense of community and belonging.
- answer questions, particularly for newcomers, and provide information.
- provide assistance with seating and help visitors and members navigate the building.
- provide refreshments after the Sunday services to encourage people to stay longer and connect with one another, sharing stories and building relationships.

We are thankful for all the people who serve in this area and for the number of new church members whom we have been able to interact with. However, there are times when we are short of people – please pray for more to offer to serve in this area. Please also pray for the team to have an increased awareness of people who are not feeling “at home” in the church – it is very easy in a large church for people to feel alone.

Being part of the Welcome Team provides a great opportunity to serve others and to meet other people in the church. We are organised into 5 teams, each team taking its turn throughout the year. Do use the “JOIN IN” link on the website if you would like to offer to serve in this area.

Women’s Breakfast & Women’s Day

The women's church breakfast is held every two months as an opportunity for fellowship over breakfast, where 40-50 women listen to a talk from a church member or a guest speaker, followed by discussion and prayer on the topic. The aim is to encourage each other's growth in faith through testimony. The Women’s Day is a larger annual event where invitations are sent out to smaller churches in the area. Women come together for a day to listen to talks, pray, worship, grow in faith and support each other in Christian friendships. For some, it is a time to be held in the spirit and for others a time to build faith and courage to live according to God's purposes. Please pray that the Lord will continue to use the group to encourage and build faith.

Worship & Tech Teams

The Worship Team provides musicians and singers for the 1030 and 1800 services at St Andrew’s. These services have a contemporary style of sung worship led by a worship leader and band. The worship at these services utilises a rich mixture of musical sources from the last two centuries - traditional hymns that suit a band arrangement, more recent hymns from composers such as Stuart Townend and Phil Wickham, and modern worship songs from ministries such as Hillsong,

Bethel, Vineyard, Elevation and Passion that have inspired worship over the church worldwide. The Worship Team is led by Rhiannon Reeves, Worship & Creative Pastor, but otherwise comprises of volunteers, and altogether there are currently 20 people involved in the ministry. This year we've had to manage through some parallel absences – Rhiannon's maternity leave, and Isy and Flo taking up their posting in California – but as He has always done over the years, God has provided new and capable musicians at just the right moment to see us through. The ministry aims to maintain a high standard of musicianship – we interview and audition new members to assess their musical ability and their alignment with the values and qualities we strive for. We want the band to serve and support our worship and not to be 'noticed'. To God be the glory!

The Tech Team is involved in supporting all morning and evening services at St Andrew's. At every service we have personnel running the sound desk and data projection, and we add a further three people at the 1030 service to coordinate the livestream broadcast and video cameras. Tech Team members also coordinate the installation and maintenance of the necessary hardware and software that supports our worship. In all, 16 volunteers are involved in the ministry.

Over the last year we have had sound engineer training – helping especially in correctly setting EQ for each individual singer, speaker and instrument to improve sound quality in the church and on the livestream, we have made improvements to the visual mix of video and words projection on the livestream, and have dealt with the quirks and gremlins that linking multiple PCs running multiple software packages through hundreds of metres of cable throw our way from time to time! Always fun when these occur live in the services! It's also been really pleasing to get some of our youth participating in the Tech Team. We pray that this ministry continues to make our services accessible, audible, atmospheric and enjoyable and that God never ceases to sustain it with able volunteers!

Youth Report

St Andrew's youth ministry serves children in the church who are secondary school age. Since Harry's departure last year, the ministry has been covered by Adam Greenland from the staff team, supported by a team of volunteers. We anticipate that our new youth worker, Jamie Flores, will join us over the summer. Youth currently have two sessions each week, one on Sunday mornings during the 10.30am service and another on Monday evenings. Sunday sessions have been following a termly teaching programme devised by Chris Follett. Last term we looked at different ways to encounter Jesus and were pleased that other members of the congregation were able to input into this. The Monday evenings have had a more informal, social focus, and are delivered by a team led by Adam.

Both sessions are well attended, and we are blessed with a group of young people who are keen to grow in their relationships with each other and Jesus. Our main prayer points are really for the current team, as they seek to encourage and support the young people in their faith journey. We have been looking to expand the team and also develop Monday evenings further, in order to recapture some aspects of the youth small groups that ran previously. Please also pray for Jamie and his family, as they make the transition from living and working in the US to joining us here in Churchdown.

13. Finance report and audited accounts

See separate PDF entitled 'St Andrews Accounts year end 2022', also available on our website.