



**St Andrew**  
STAPLEFORD

## Annual Meetings 2022

### **NOTICE OF THE MEETING OF PARISHIONERS**

The annual meeting of parishioners will be held via Zoom on Monday 14 March 2022 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 via Zoom on Monday 14 March 2022 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 2021 meeting
2. Election of churchwardens

### **B. ANNUAL PAROCHIAL CHURCH MEETING**

1. Minutes of 2021 meeting

Note: the next election of Deanery Synod representatives will be in 2023.

2. Election of members of the laity to serve on the PCC

Note: The retiring lay members of the PCC are Simon Humphrey, Jackie Nettleton and Nicola West. There are six vacancies, namely four for three years, one for two years, and one for one year.

3. Election of assistant churchwardens
4. Financial statements & reports
5. Appointment of Independent Examiner for 2022
6. Parochial Church Council Reports
7. Electoral Roll  
[A copy of the roll is available for inspection]
8. Reports on the activities of the parish
9. Buildings, churchyard, goods and ornaments
10. Deanery Synod
11. Parish Priest's Report
12. Any other business

### **C. PAROCHIAL CHURCH COUNCIL MEETING**

1. Minutes of 2021 meeting
2. Appointment of Vice-Chair, Secretary and Treasurer and any consequential co-options
3. Appointment of Electoral Roll Officer
4. Confirmation of date of next meeting

Note: the composition of the Standing Committee will remain as Parish Priest, Churchwardens, Secretary and Treasurer and two additional lay members until confirmed or changed at the next PCC meeting.

## **A. DOCUMENTS FOR MEETING OF PARISHIONERS**

### **Item 1: MINUTES OF THE ANNUAL MEETING OF PARISHIONERS HELD BY ZOOM ON MONDAY 10 MAY 2021 AT 7.45 PM**

Simon Taylor opened the meeting with Psalm 149 and a prayer and welcomed everyone to the meeting.

PRESENT: Simon Taylor (Chair), Mary Cooper (Churchwarden), Alastair MacGregor (Churchwarden), Nicky West (Secretary), Chris Bow (Treasurer), Revd Clare Coates (Curate), Gillian Sanders (Minutes Secretary), Sue & Stephen Brown, John Bryden, Ollie Challis, Felicity Cooke, Chris Cooper, Chris Everitt, Jeannie Green, Simon Humphrey, Frank Jacot, Janet Johnson, Joan & John King, Judith Lee, Trish Maude, Rob & Sarah Needle, Jackie Nettleton, Bill & Valerie Powell, Romie Ridley, Alice Rouse, Lizzie Taylor, and Peter & Christine Wenham.

APOLOGIES: Anand Pillai, Diane Barlow, Simon Talbott, Lisa MacGregor and Margaret Hebden

#### **Minutes of Previous Meeting**

The Minutes were approved and signed.

#### **Election of Churchwardens**

Jackie Nettleton and Alastair MacGregor were nominated and seconded to serve as Churchwardens for the coming year, and had expressed their willingness to serve. There being no other nominations they were duly elected to serve as Churchwardens for 2021-22.

Simon Taylor thanked Mary Cooper and Alastair MacGregor for their work during this challenging year.

The meeting closed at 7.53 pm.

## **B. DOCUMENTS FOR ANNUAL PAROCHIAL CHURCH MEETING**

### **Item 1: MINUTES OF THE ANNUAL PAROCHIAL CHURCH MEETING HELD BY ZOOM ON MONDAY 10 MAY 2021 AT 7.50 PM**

Present: as at the annual meeting of the parishioners

Apologies: as at the annual meeting of the parishioners

#### **Appointment of Sidespeople**

It was noted that the appointment of Sidespeople is no longer a function of the APCM (since the rule change in 2020).

#### **1. Minutes of the 2020 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 Lay Members of the Parochial Church Council**

Jeannie Green was nominated and seconded and had expressed her willingness to serve. Jeannie was duly elected to serve as a lay member of the PCC for a period of two years. Simon thanked retiring members Ollie Challis, Romie Ridley, Lisa MacGregor and Alice Barlow for their service. The other five positions (one further position having become vacant since the agenda for this meeting was circulated) will be held open in the hope that other nominations are received; a by-election can then be held.

## **3. Election of Assistant Churchwardens**

Romie Ridley and Chris Cooper were Assistant Churchwardens in 2020-21; Simon thanked them for their hard work.

Romie Ridley and Felicity Cooke had been nominated and seconded, and expressed their willingness to serve. There being no further nominations they were duly elected to serve as Assistant Churchwardens for 2021-22.

## **4. Financial Statements and Reports.**

These were presented by Chris Bow. Simon thanked the finance team – Chris Bow, Sue Brown, Lisa MacGregor and Clare Kerr - and Chris Bow added his appreciation for the team's hard work.

### **4.1 and 4.2 Treasurer's Report & Financial Statements For 2020**

Overall, 2020 has been a good year financially for the PCC and the unusual circumstances have not adversely affected finances.

In relation to the **statement of financial activities**, the surplus of £6,858 is up considerably from last year. Donations have been constant year on year. The total income £101,000 is just short of last year's. Expenditure has been less than last year. Investments and net assets have increased.

With regard to the **balance sheet**, the PCC is in a financially stable condition. Most assets are held in investments and cash. In 2020 the PCC received a one-off £10,000 support grant from South Cambridgeshire District Council which went towards covering the loss of rental income from the Johnson Hall.

### **4.3 Budget for 2021.**

There has not been much income from the Johnson Hall this year but there are still running expenses as well as repairs to the church ceiling. The budget has been broadly as expected apart from the saving made from the furlough of three employees. Also, the Cambridge Joint Playscheme is leaving the Verger's Cottage resulting in a loss of rental income. Chris Bow drew the meeting's attention to an error on page 24 of the documents

for the meeting, under Column 2020; the figure of £3,765 should not be in brackets, in other words, there was a surplus of £3,765 on the funds in 2020.

The Johnson Hall Fund shows a deficit of £962 due to the anticipated significant loss of rental income. The Estate Fund anticipated deficit of £6710 is due to repairs to the church ceiling and the wifi installation. The deficit on the General Fund is expected to be substantially reduced from 2020 to £2,784 (2020: £9,665) due to furloughing three staff members. Overall it is anticipated that the deficit in 2021 will be of the order of £7,590. Chris submitted the budget to the meeting.

Felicity Cooke asked if the Friends of St Andrew's were going to be asked to help with repairs. Jeannie Green also expressed her expectation that the Friends would help. Alastair MacGregor was hopeful that the Friends will be willing to contribute. It was noted that the Friends had willingly contributed substantially to the cost of ceiling repairs in 2020.

#### **4.4 Gift Aid.**

The report from Lisa MacGregor was noted. Chris Bow thanked Lisa for her invaluable assistance with Gift Aid.

#### **5. Independent Examiner**

Chris Bow expressed his thanks to Keith Haddow, the independent examiner, for his work in 2020. Keith is willing to continue in the role. Chris Bow proposed his re-appointment and Simon Taylor seconded. Keith Haddow was appointed unanimously.

#### **6. PCC Reports for 2020**

##### **6.1 & 6.2 Annual Report of the PCC & Proceedings of the PCC**

These were taken as read and there were no questions.

##### **6.3 Safeguarding**

Lisa MacGregor was commended and thanked for the wonderful work she has done in setting up the new safeguarding system and being our Parish Safeguarding Officer for 2½ years. She stood down a few weeks ago and Rob Needle has taken on the role.

#### **7. Electoral Roll**

The membership of the Electoral Roll is now 113. Anyone is welcome to see the roll (which now includes names, not addresses). Romie Ridley was thanked for her work as Electoral Roll officer.

#### **8. Reports on the Activities of the Parish**

Thanks were expressed to all who had provided reports. They are as follows.

##### **8.1 Churchwardens' Report**

The Churchwardens' report was taken as read and the wardens were thanked for their work.

## 8.2 Curate's Report

Clare Coates' report was taken as read. Alastair MacGregor thanked Clare and Sue Brown for making Forest Church a great success. Clare thanked the whole team who contribute to Forest Church.

## 8.3 to 8.14 Reports of Committees and Organisations

Thanks were expressed to all who had provided reports and contributed in so many ways. The reports were presented in groups as follows.

- **Ministry in and around Stapleford**

Events Committee  
Pastoral Care

Thanks were given to Joan King who has stood down as coordinator. Mary Cooper has taken it up in the short term, and Romie Ridley & Clare Coates will co-ordinate it on a longer-term basis. The Pastoral Care team needs new members. Trish Maude and Judith Lee expressed their gratitude for the support they received.

Community Warden Scheme

Joan King and Jackie Nettleton are our representatives on the Age UK team which runs the scheme. Joan King is standing down and Mary Cooper has volunteered to take her place. Finances have improved a little. Sue Brown confirmed there is still £400 available to be transferred to Age UK; Jackie Nettleton confirmed that the money can now be paid. Age UK passed on the benefit of the furlough scheme into our account. More people need to be recruited as users to make the scheme viable in the long term.

- **Ministry beyond Stapleford**

St Andrew's Stapleford-Nachingwea Link Committee.

Mary Cooper proposed thanks to Trish Maude for her enthusiasm and hard work. The anniversary celebration service is to be held in September instead of on 29 August. Trish asked if a PCC member would be willing to act as a link between the Nachingwea Link and the PCC.

Traidcraft

St Andrew's/Children's Society Partnership.

Thanks were expressed to Rob Needle and the team. The annual service is coming up in October and the Chief Executive of The Children's Society is coming to preach at St Andrew's.

- **Children and Young People**

Children and Families  
Youth Groups  
Stepping Stones  
St Andrew's Toddler Group



Shelford & Stapleford Youth Initiative  
YouthInc

Frank Jacot commented that great work is being done with youth groups and families. We should encourage and further engage young people into church life eg: into the choir.

- **Music**  
Choir

Huge thanks were expressed to John Bryden and all the choir members.

SingPlus

John Bryden told the meeting about SingPlus which involves singing, bell ringing, bible stories, drawing with a theme.

Tower Bells

- **House Groups, Study Groups and Prayer Groups**

A number of groups have kept going as best they can during the pandemic. Hopefully new groups will get together for the LLF series in June. The groups are:

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

- **Eco Church Project**

On 24 June at 7 pm there will be an Eco Church event in churchyard with a speaker from Christian Climate Action, music on a green theme and a picnic.

- **Church Flowers**

Thanks to Jackie Nettleton and the team. Jackie would welcome new volunteers.

- **Lunch Group**

Chris Everitt was thanked for organizing this and continuing it under difficult circumstances this year.

- **St Andrew's Display Board**

Thanks to Judith Lee for organizing the display board.

- **Stapleford Mothers' Union**
- **Friends of St Andrew's**
- **Stapleford Messenger**

There have been big changes this year as a new team has been formed. Felicity Cooke and the whole team were thanked, and Valerie Powell expressed her particular thanks to Jon West and Ed Rose for their tremendous help to deliverers during the pandemic.

## **9. Buildings, Churchyard, Goods and Ornaments**

- **Church Building.**

Stephen Brown, as chair of Fabric Committee, was thanked for looking after the church building, together with Chris Cooper and Ollie Challis.

- **Inventory of Goods and Ornaments**

The inventory is available for inspection.

- **Johnson Hall and Verger's Cottage**

Alastair MacGregor, Gillian Sanders and Mary & Chris Cooper were thanked for their efforts in keeping the Hall and Cottage in order. Bookings are trickling in and will hopefully pick up.

- **Churchyard**

Chris Cooper and the team of volunteers were thanked. Chris would welcome new volunteers, and suggested making a list where people could sign up for specific tasks. Chris been helped by a DoE student this year. Adrian & Gillian Halliwell have been cutting the hedge, and handed over the job a few months ago.

## **10. Granta Deanery Synod**

Lizzie Taylor and Felicity Cooke were thanked for representing us. Felicity is on the Deanery Synod standing committee.

## **11. Parish Priest's Report for 2021**

Simon Taylor had recorded his report for 2021 (relating to 2020-21) and put the video on the St Andrew's YouTube channel and the text of the report on the church website. Simon added to the report his thanks to Rosemary Scott for organising the rota for the 8 am Sunday services for many years, and also thanked Jeannie Green for organising the mid-morning Sunday service rota.

The text of Simon's **report for 2021 (relating to 2020-21)** was as follows. *This is included here as part of the minutes of the 2021 APCM:*

On the surface, 2020 was a pretty bad year for the church. We actually met on 30 Sundays, but it was so broken up that it felt like fewer. We were virtually unable to socialize. We all know the restrictions we have been under. It was tough, and its not over yet. But I feel that we have been blessed, and it is right therefore, to ask how God blessed us in those tough times. What turned out for the good?

I think the answer is quite a lot. None of it makes up for the misery for each and every bereaved family, or for the financial hardship so many have suffered, or for the stress and

loneliness many have suffered. But nonetheless, by God's grace some good things have come to St Andrew's during the pandemic.

If we had known in advance what it was going to be like and had been able to plan, I think we might have set our aims quite low. We would have said, I guess, that we wanted to keep people safe and in touch, and to keep the church going. But as a church community we have far exceeded those basic expectations.

Some of the ways in which that is so are obvious. We are now competent and confident about putting videos online, and there are a great many who have worked out the technicalities of contributing. Those will be skills we will use going forwards without a doubt. Our social media output and our understanding of how a church can use social media is now way better than it was. Our pastoral care team found itself able to rise to a huge logistical challenge of keeping in touch with a large number of people. Our choir, singing in a socially distanced way without each member having the support of a neighbour singing right next to them in the stalls has sung better and better. Knowing that there was no scope for congregational singing our music choices have, I think, been freer and more innovative, encompassing a vast range of styles. Our planning and execution of new things in general has become more nimble, moving faster from idea to action. Zoom meetings and groups are now a fixed part of our repertoire, and amidst the obvious downsides there is great benefit in that for many people. I might add that we almost have Wifi, though those of you who have heard me before on the subject, will know it pains me even to consider putting it in the good things category. But it will be a good thing, and it has come out of the pandemic.

These good things came, of course, at a cost. Those among you who have contributed time and effort to keeping the church going know how hard it has been. Every single activity has been more difficult than in normal times. That has been tiring and frustrating, and has increased the workload for those leading the church beyond all recognition. I don't think that any churchwardens will ever have had to work as hard as Mary and Alastair have this year, with the absolutely constant demands placed upon them. For my part I am hugely grateful to them both, but as Mary is retiring from the role now it is right to record my admiration and respect as well as those thanks. Mary is not just hardworking and multi-talented – we all know that – but she is wise as well. She has a marvellous directness and honesty which she has sometimes had to use to bring me back into line. I have really appreciated the way she has gone about the job and it has been good working together.

Others need to be thanked too. John Bryden has been tireless in keeping the St Andrew's musical tradition alive in the most difficult of circumstances and the choir have responded brilliantly to his lead. Joan King and then Mary Cooper coordinated our pastoral care efforts. Mary and Chris Cooper kept the church clean and the grounds in good condition. Zoe Clayton tried every possible stratagem to keep a vestige of youthwork going. Gillian Sanders was willing and flexible and I could not have managed

without her. Chris Bow, Sue Brown, Lisa MacGregor and Clare Kerr have managed our finances impeccably with their various roles. Stephen Brown has kept the necessary work going on our buildings despite all difficulties. Frances Richardson made marvellous new links with neighbours and started a street service which developed into a low key church service. Sophi Berridge has moved our Eco Church project on, again despite all difficulties. And Clare Kerr and Peter Green have fulfilled their various duties as Verger and Sacristan admirably, again, always under restrictions and difficulties. Felicity Cooke and the Messenger team have stepped up to the plate in bringing the Messenger into a new phase of its long life. My sincere thanks to every single one of all of these, and to all of you who have contributed in other ways I have not mentioned. I am truly grateful.

Lisa MacGregor has our grateful thanks in another respect too. As our Parish Safeguarding Officer until a few weeks ago she coped admirably with constantly changing circumstances through the year, and endless new ways of doing things each requiring careful thought and preparation. Lisa, characteristically, wanted no fuss as she came to the end of her time in the role. But I do want to record my gratitude for a difficult job well done, and for the way in which Lisa used all her energies to drag us into adopting modern safe practices. Aside from the nuts and bolts of the role, I think that in 2½ years she has brought about the cultural change that we so sorely needed. That is huge progress. It just now needs embedding. Rob Needle has now taken on the role. Our thanks to him for stepping up.

And if I may give one further special thank you, it is to our curate Clare. How fortunate we have been to have Clare as our curate at this time. Innovative, resourceful, kind and immensely hard working are just some of the right words. Thank you Clare, from us all.

One of the year's innovations that Clare and Sue Brown came up with was Forest Church. Sue has led our children's work fantastically over several years now, and the Forest Church innovation has been wonderful. Sue and Clare would be the first to say that in a sense it was forced upon us. Last summer when we opened up we simply could not ask our toddlers and young children to sit still through a service in church where any movement around the building could spread infection. The Johnson Hall was too small to cope with social distancing. And so Forest Church came about. It has been a huge success. It has been, actually, much more of an all age endeavour than Messy Church in the hall ever was. It has been good to see some of our indoors aficionados giving it a try. I am sure there will in time be movement the other way too, which is as it should be. And crucially Forest Church has been a very easy service to invite people to. It is unthreatening, relaxed, fun and inclusive, but when people come they hear the bible read and the good news preached. Holy communion is offered, and they sing and pray. What is not to like?

Of course there are difficulties with having concurrent services indoors and out. We are alive to the fact that at the moment they are very separate events. We need to get our after-service coffee going again as soon as we reasonably can, because that is an obvious

point of contact. And to mitigate the separation we will need to have occasional all together services as we did on Easter Day. And when movement and intermingling is permitted we may sometimes have our two separate services join at the end, perhaps for communion together. If we do that, incidentally, it won't necessarily be movement from outside to inside. We may well ask those inside to go out for communion on occasions. What happens outside is proper church just as much as our inside offering is – I shouldn't need to say that but it is worth saying I think - so it would be good for us all to enjoy it occasionally.

Amidst these things that we can all see are good I am conscious that I have caused upset, even some anger, by making changes to our pattern of services. I am not the only architect of what has happened, and it is not only my thoughts that have gone into it, but the ideas for the changes came from me and on this issue the buck stops with me. There has been a spectrum of responses. Within that spectrum I do know that it has been really hard for a few, and I am very sorry that has been so.

However, I am not sorry for making the changes. In my annual report last year – still available both in written and video form - I set out my thinking, and I am not going to repeat it all now.

My view – and I know that not everyone shares it - is that in offering only communion services both at its early service and its mid-morning service St Andrew's was choosing to make the gospel inaccessible in our modern society. Without repeating what I said last year, I would like to develop that a little.

When St Andrew's adopted that pattern – in the early 1970s I think – it was joining what was known as the Parish Communion movement, a deliberate policy of holding a communion service as the main act of worship every week. Before that the staple diet had been Mattins, what we would categorise as a liturgical but non-eucharistic service, one which had set words and prayers but was not a communion. At that time it would have been the norm in many churches to have an early BCP communion every week, but mid-morning communion only monthly or even less. The BCP stipulates that parishioners should receive communion at least 3 times a year, and inevitably 3 times a year had become the norm in some places. I hasten to say that we are not going back there. In any event, in the 1970s following the Parish Communion movement and changing to a mid-morning communion every week was the course St Andrew's took. Speak to those who hold the church's historical memory that far back and they will tell you that there was something of a row about the change at the time.

The Parish Communion movement really took off about that time in many churches, but it had been around since the early 1900s having come out of the catholicizing Oxford movement of the mid 19<sup>th</sup> century. One of the early slogans of the Parish Communion movement – it was really a campaign group within the Church of England – was 'The Lord's people around the Lord's table on the Lord's day'. That's a neat slogan, but as soon

as you state it you can see the movement's flaw in today's society. If virtually everyone in a community counts themselves as Christian, then the movement is pretty inclusive. But nowadays that is not the situation, and having the main Sunday service every week as a communion is neither inclusive nor welcoming.

In a way the rot that would expose the movement's flaw was setting in around the time St Andrew's and many other churches joined it. To illustrate that with my own experience, as would be the case with many other children growing up in the sixties and seventies our family never went to church except for baptisms, weddings and funerals. My parents had no interest in church, or in seeing me confirmed. Missiologists would refer to my parents as dechurched – they had been brought up in church but had left – and they would refer to me as a child and young adult as unchurched – I had never had a regular experience of church. Many children of the sixties are now grandparents. Our society has a large number of families, I suspect a majority, with three, or at least two, unchurched generations. In that sort of society the aims and the slogan of the Parish Communion movement – 'the Lord's people round the Lord's table on the Lord's day' – is a recipe for largely limiting the gospel to those who have already accepted it as true.

We tried with every possible effort to grow our old 9.45 am service for 4½ years since my appointment before the first lockdown, and I am sure my predecessors did too. I have come to the conclusion it cannot be done. The time had come to change and to do so radically. I don't know if our new services will help to produce growth, but I do know that growth was not possible with the old, so we have to try something new in conjunction with all our other outreach efforts.

So what is our pattern of services going to be?

The first thing to say is that the services will evolve over time – they always have, even within the previous relatively fixed framework. In particular, we won't really get an idea of how the pattern is working, what the precise content needs to be, and what tweaking is needed until we can meet without restrictions. To give one example, the music at our 10.30 services is rightly now quite performative – that is what we are allowed – but the time will come when we will have to adjust again to full congregational involvement.

Secondly we don't yet know how the afternoons or evenings will develop. We are planning our first evensong for 6 June, and I would like it to return as a monthly event, robed, traditional and formal, as it was before lockdown, but we do need to go at the pace that John and the choir can manage. Connect, too, is yet to return, but discussions are ongoing. So there is uncertainty over afternoon and evenings.

In the mornings, however, we now have something I expect to be a good working framework.

Each week we will have a 9 am communion service which will be formal and robed. If those things help you worship, the 9 am service may be for you.

This service will use the Book of Common Prayer on all except the third Sunday of the month, when it will be a Common Worship service. Whenever possible, the intention is that the choir should sing at that third Sunday service. If your preference is for a traditional sung communion following our standard Common Worship liturgy, that service is for you. The first of these third Sunday 9 am sung Common Worship communions will be in May. The first likely deviation from the pattern – illustrating how fragile these patterns are in any event – will follow hard on its heels in June. Bishop Stephen is coming to the 10.30 am service that day, and so the choir will be at that service, but we will still have a Common Worship said communion at 9 am. On other weeks the 9 am service will be a quiet, said service. Now that the early service has been moved from 8 am a number of new people are trying it. I hope they will find it to their liking.

As for the 10.30 services indoors, the general pattern will be that the first Sunday will be a Common Worship sung communion, and the others will be Services of the Word. Festivals and holidays will inevitably disrupt the pattern, but that is the basic idea. The Service of the Word is a standard Church of England service, but one with minimal liturgy and great flexibility. The choir will sing at those 10.30 am services save on the third Sunday of the month. On the third Sunday there will be music, but it will be a bit skeletal to start with. It won't really come into its own until we can have congregational singing. This should become a service at which congregational singing of great hymns and worship songs will be the core, but we will need to be patient to develop that fully.

When there are fifth Sundays we will do different things. In May the fifth Sunday coincides with Trinity Sunday, and it seemed right that we should celebrate that, one of the church's so-called Principal Feasts and Holy Days, with a sung communion. We will always try to do that with those important days even if it means juggling our pattern a bit.

In any event, whether or not it is a communion service, the 10.30 am service will be less formal than the earlier service, without processions, robes or unnecessary formality. The feel of it will deliberately be different.

And, of course as well as those indoor services we intend to continue with Forest Church, twice a month, on the first and third Sundays at 10.30 am, a communion service and a Messy Church service respectively.

I have already set this out in an email but I know not everyone is able to read them or wants to do so. I hope that this further explanation helps understanding, and perhaps in some instances alleviates fears. I believe there is going to be something for all tastes, or at least as wide a variety as we can reasonably cater for.

As I said, I know not everyone is happy about this. A handful have left, and I am sorry to have lost each and every one of them. Any who want to return will be warmly welcomed back. That actually makes me even more grateful to, and, for what it is worth, impressed

by the perseverance of those who I know are equivocal about the changes but are prepared to give them a go. Thank you for your patience. Thank you for being prepared to try something new for the sake of others.

What has been apparent in the discussions we have had is that our different ideas about what services should look like are often related to our different and frankly more important ideas about what a local church is for. Those attending a church, me included, know that church meets some of our own needs. That might be spiritual hunger or a search for truth or suchlike, one of the things that priests like to talk about, but it could equally well be anything as varied as friendship, the alleviation of loneliness or finding peace in a busy life, an opportunity to feel useful, a chance to take responsibility, a chance to serve others or more.

All of those reasons for liking attending church, or liking particular services are fine and valid, but most of them do not really get at what a church is for. They are good by products, not the key purpose. You will have your own thoughts. Some would say that church is primarily a worshipping community, or a place of fellowship, for example. But to my mind, if it is to be narrowed down to one thing from which all else flows, the purpose of the church is to bring the good news of Jesus Christ to as many people as possible and to make them disciples of Christ. That is our Lord's great commission in a nutshell. All discussions around the pattern and format of our services need, again to my way of thinking, to be considered in that framework. We have asked: how can we genuinely be a church for the whole community? It is the same thing to ask: how can we bring the good news of Jesus Christ to the largest possible number of people?

And that framework does not just apply to services. It also applies to our pastoral care and to all outreach activities. When we return to the topic of refurbishment of our church building, it is that purpose we will need to have in mind. It will apply too, to all the challenges we are going to face over the next year or so, things like reducing our deficit, and how to engage with deanery pastoral planning. Always, the issue is how can we better be a church for the whole community? How can we bring the good news of Jesus Christ to as many people as possible? I should say that in asking these questions and trying to do something about the decline in attendance we are acting in line with what the diocese expects of us, and that is something that may be important when the deanery planning process once again considers which parishes should continue to operate independently and with their own priest.

Having all this in mind, my take on where we are and what the future holds for us is genuinely optimistic. I think we are gradually embedding the idea of being a church for the whole community in our thinking. We know, though we do not often articulate it, that the purpose of the church is to spread the good news of Jesus Christ and to make disciples.



Now I believe the worst of the pandemic is behind us. But even, God forbid, if we are hit with another lockdown, we will weather it. We have weathered the storm so far and come through it safe and intact. We have exceeded any aims we could reasonably have set ourselves. We are tired at this point, all of us, exceptionally and deeply so, but we are not defeated. We have God in Word and Spirit, and we have each other. By God's grace we have been able to be innovative in the ways we have sought to spread the gospel. We have a wonderful opportunity to do God's work in this place. There are signs of really good things happening.

My suggestion, my final thought? Pray for the Spirit to act in this place, pray for growth, and hang on for the ride.

Every blessing to you all, Simon

### **Discussion resulting from the Parish Priest's report for 2021:**

Frank Jacot asked how the pattern of services is going to play out in future. Simon said we need to give the new pattern a fair try-out as we come out of lockdown. Jeannie Green would like a wider discussion on some items in Simon's annual report. Jeannie said a forum should be set up so people can speak their mind freely. Jackie Nettleton agreed. Valerie Powell appreciated the new service pattern which is in line with her and Bill's worshipping experience. Jeannie Green said she would not be coming to the Service of the Word if it wasn't for John Bryden and the music. Alastair MacGregor said that the variety of styles of service is a strength of St Andrew's because it helps more of the congregation and community to feel welcome. Sue Brown was looking forward to singing again which she thought will increase enjoyment of the Service of the Word. Chris Everitt said that he was happy with the new pattern and looks forward to it continuing. Frank Jacot considered that we should look at the overall experience such as the variety of services, Messy Church etc. He noted that some people may look elsewhere but others will be attracted. Bill Powell suggested we could try the Renewal of Vows to Christ, a Methodist ceremony. Simon Taylor said he would be glad to talk to anyone who has thoughts about services.

Alastair MacGregor proposed thanks on behalf of the meeting to Simon Taylor for his leadership in this year of enormous challenge.

### **12. Any Other Business**

Trish Maude proposed thanks to Rosemary Scott who for many years has patiently and efficiently distributed the rota. Trish also wanted to thank Simon Taylor and Clare Coates for their online services, especially from different venues.

The meeting closed at 9.05 pm.

## **Item 4: FINANCIAL STATEMENTS & REPORTS**

### **4.1: TREASURER'S REPORT**

*Extracted from the Report & Accounts 2021 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. It is available on our website [here](#).*

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

As illustrated in the financial statements the church's financial position continues to be maintained predominantly by regular giving and donations although the amount this year, at £55,173, has declined by 11% compared with 2020 (£61,906).

Income from the parish magazine was maintained close to last year's level but hall rental income declined further due to the impact of the Covid-19 pandemic. Covid-related grant income amounted to £4,048 (2020: £10,000).

Before investment gains, the net deficit for the year was £18,316 (2020: A surplus of £6,858). The restricted funds were in deficit in the year by £14,703 (2020: £1,516 surplus). This was largely due to roof and ceiling repairs (£8,780) and grants paid from the Nachingwea Fund (£15,906). The church's unrestricted funds (which reflect the normal operations of the PCC) were in deficit by £3,613 (2020: £5,342 surplus).

The PCC transferred £3,000 to The Messenger designated fund (2020: £4,983).

Gains on investments of £16,290 (2020: £4,879), although not yet realised, offset a large proportion of the above deficit.

Net assets were £185,657 (2020: £187,683).

The overall financial position of the PCC remains satisfactory.

#### **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 (based on recent years' experience). It is also our policy to hold an amount for likely building works arising from the church's next quinquennial inspection. 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)**

The charity's principal sources of funds are 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 provide funds for the long-term maintenance of the church fabric.

#### **4.2: FINANCIAL STATEMENTS FOR THE YEAR TO 31 DECEMBER 2021**

The tables under this heading are extracted from the Report & Accounts 2021 for submission to the Charity Commission by the PCC. The full document is available to read on our website [here](#).

##### **4.2.1: Statement of Financial Activities**

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2021 total</b>	<b>2020 total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Incoming resources</b>				
Donations and legacies	50,775	4,398	55,173	61,906
Charitable activities	2,166	0	2,166	763
Other ordinary incoming resources	22,123	8,238	30,361	35,208
Investments	3,750	0	3,750	3,740
<b>Total incoming resources</b>	<b>78,814</b>	<b>12,636</b>	<b>91,450</b>	<b>101,617</b>
<b>Resources expended</b>				
Raising funds	(11,379)	0	(11,379)	(14,563)
Charitable activities	(71,048)	(27,339)	(98,387)	(80,196)
<b>Total resources expended</b>	<b>(82,427)</b>	<b>(27,339)</b>	<b>(109,766)</b>	<b>(94,759)</b>
<b>Net (outgoing)/incoming resources before other gains and losses</b>	<b>(3,613)</b>	<b>(14,703)</b>	<b>(18,316)</b>	<b>6,858</b>
<b>Gains on investments</b>	<b>16,290</b>	<b>0</b>	<b>16,290</b>	<b>4,879</b>

	Unrestricted funds	Restricted funds	2021 total	2020 total
	£	£	£	£
<b>Net movement in funds</b>	12,677	(14,703)	(2,026)	11,737
<b>Reconciliation of funds</b>				
Total funds brought forward	156,076	31,607	187,683	175,946
Total funds carried forward	168,753	16,904	185,657	187,683

#### 4.2.2: Balance Sheet

	Unrestricted funds	Restricted funds	2021 total	2020 total
	£	£	£	£
<b>Fixed assets</b>				
Tangible assets	0	0	0	528
Investments	129,751	0	129,751	113,461
Sub-total	129,751	0	129,751	113,989
<b>Current assets</b>				
Debtors	1,792	253	2,045	2,111
Cash at bank and in hand	58,446	16,651	75,097	85,005
Sub-total	60,238	16,904	77,142	87,116
<b>Current liabilities</b>				
Creditors: amounts falling due within one year	(21,236)	0	(21,236)	(13,422)
<b>Net current assets</b>	39,002	16,904	55,906	73,694

	<b>Unrestricted funds</b>	<b>Restricted funds</b>	<b>2021 total</b>	<b>2020 total</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
<b>Total assets less current liabilities</b>	168,753	16,904	185,657	187,683
<b>Total net assets</b>	168,753	16,904	185,657	187,683
<b>The funds of the charity</b>				
Restricted funds	0	16,904	16,904	31,607
Unrestricted funds	168,753	0	168,753	156,076
<b>Total funds</b>	168,753	16,904	185,657	187,683

### 4.2.3: Incoming Resources

	Unrestricted funds	Restricted funds	2021 total	2020 total
	£	£	£	£
<b>Donations and legacies</b>				
Donations & gifts	41,405	3,445	44,850	50,998
Gift aid	9,370	953	10,323	10,908
<b>Sub-total</b>	50,775	4,398	55,173	61,906
<b>Charitable activities</b>				
Fee income	2,166	0	2,166	763
<b>Other ordinary incoming resources</b>				
Hall hire	1,881	0	1,881	3,584
Magazine sales & advertising	15,694	0	15,694	16,285
Other income	500	8,238	8,738	5,339
Covid grant income	4,048	0	4,048	10,000
<b>Sub-total</b>	22,123	8,238	30,361	35,208
<b>Income from investments</b>				
Interest income	3,750	0	3,750	3,740
<b>Total incoming resources</b>	78,814	12,636	91,450	101,617

#### 4.2.4: Resources Expended

	Unrestricted funds	Restricted funds	2021 total	2020 total
	£	£	£	£
<b>Expenditure on raising funds</b>				
Magazine printing costs	9,461	0	9,461	9,248
Other trading activities - hall upkeep	870	0	870	4,299
Hall repairs & maintenance	1,048	0	1,048	1,016
<b>Sub-total</b>	11,379	0	11,379	14,563
<b>Expenditure on charitable activities</b>				
Ministry share	25,498	0	25,498	27,487
Administrative costs	12,159	150	12,309	10,359
Utilities	2,344	0	2,344	2,955
Insurance	2,490	0	2,490	2,439
Repairs & maintenance	3,167	9,403	12,570	9,408
Events & entertaining	339	0	339	0
Missions & charities	7,062	17,786	24,848	7,106
Upkeep of services	990	0	990	608
Choir, robes & music	7,246	0	7,246	8,288
Youth work & education	9,225	0	9,225	10,833
Depreciation	528	0	528	713
<b>Sub-total</b>	71,048	27,339	98,387	80,196
<b>Total resources expended</b>	82,427	27,339	109,766	94,759

#### 4.2.5: Funds

	1 Jan 2020	Movement during 2020	31 Dec 2020	Movement during 2021	31 Dec 2021
	£	£	£	£	£
<b>Restricted funds</b>					
Estate fund	17,034	1,423	18,457	(6,401)	12,056
Nachingwea fund	12,983	(308)	12,675	(7,827)	4,848
Children's Society & Warden Scheme	74	401	475	(475)	0
<b>Total Restricted funds</b>	30,091	1,516	31,607	(14,703)	16,904
<b>Unrestricted funds</b>					
Johnson Hall fund	17,569	8,269	25,838	(37)	25,801
General fund	50,759	(3,031)	47,728	15,314	63,042
Legacy fund	77,527	0	77,527	0	77,527
Designated funds:					
Messenger Fund	0	4,983	4,983	(2,600)	2,383
<b>Total Unrestricted funds</b>	145,855	10,221	156,076	12,677	168,753
<b>Total funds</b>	175,946	11,737	187,683	(2,026)	185,657



### **4.3: BUDGET FOR 2022**

#### **4.3.1: Notes**

##### General inflation assumptions

Energy & water	5.0%
Other utilities	0.0% (contracts run to 2023)
General	4.0%

##### Johnson Hall

- Income: based on running rate in November/December 2021
- Expenses: in addition to inflation, budget reflects impact of increased letting activity

##### Estate Fund

###### Income

- Partial recovery of Feoffees income
- Friends pay 50% of ceiling repairs (costs in 2021 accounts)

###### Repairs

- £1,000 sundry repairs
- No quinquennial repairs

##### General Fund

###### Income

- Generally similar levels to 2021, except collections/donations, which reflect increased church attendance as pandemic subsides

###### Costs

- Normal running costs assumed except as stated below

###### Staff

- 4.8% increase on current rates  
(NB: staff furloughed for part of 2021, hence year-on-year change)

###### Upkeep of services

- £1,000 additional streaming equipment

###### Quota to diocese

- Per formal notification

###### Missions & Charities

- Age UK, Deanery Youth Initiative & SSI

###### Magazine profit

- Sale revenue as per last year

- Advertising revenue confirmed by payments received.
- Printing costs based on running rate

#### Verger's Cottage

- No income
- Normal running costs for full year

#### 4.3.2: Summary

	<b>2022 Budget</b>	<b>2021 Actual</b>
Johnson Hall Fund	3,776	(38)
Estate Fund	5,300	(6,402)
General Fund	(10,743)	(4,059)
Messenger surplus retained	3,354	3,084
<b>Total</b>	<b>£1,687</b>	<b>(£7,415)</b>

#### 4.3.3: Johnson Hall Fund

	<b>2022 Budget</b>	<b>2021 Actual</b>	<b>% increase / (decrease)</b>
<b>Income</b>			
Hall Hire	6,000	1,881	218.98
Other income	0	0	
<b>Expenditure</b>			
Electricity	282	177	59.49
Gas	86	54	59.49
Cleaning & Administration	321	255	25.60
Water	101	60	67.46
Repairs & Maintenance	300	282	6.52
Insurance	797	767	4.00
Other	337	324	4.00
<b>Net Surplus/(Deficit)</b>	<b>£3,776</b>	<b>(£38)</b>	<b>n/a</b>

#### 4.3.4: Estate Fund

	<b>2022 Budget</b>	<b>2021 Actual</b>	<b>% increase / (decrease)</b>
<b>Income</b>			
Feoffees	3,500	2,504	39.78
Friends of St Andrew's	2,800	0	-
Tax refund	0	497	(100.00)
<b>Expenditure</b>			
Repairs	1,000	2,504	(89.36)
Wifi	0	0	-
<b>Net Surplus/(Deficit)</b>	£5,300	(£6,402)	n/a

#### 4.3.5: General Fund

	<b>2022 Budget</b>	<b>2021 Actual</b>	<b>% increase / (decrease)</b>
<b>Income</b>			
Collections & Donations	4,500	3,489	28.97
Regular Giving	39,000	37,916	2.86
Gift Aid	9,500	9,370	1.39
Fees	2,200	2,166	1.59
Interest	3,800	3,750	1.33
Verger's Cottage rent	0	500	(100.00)
<b>Total Income</b>	<b>£59,000</b>	<b>£57,191</b>	<b>3.16</b>
<b>Expenditure</b>			
Administration expenses	2,197	2,263	(2.94)
Postage & Stationery	226	217	4.00
Photocopier Hire	1,568	1,563	0.28
Other	383	369	4.00
Clergy Expenses	383	368	4.00
Cottage Maintenance & Repairs	50	28	80.90
Cottage Gas	106	101	5.00
Cottage Electric	360	498	(27.67)
Cottage Water	131	125	5.00
Cottage Insurance	262	252	4.00
Cottage Cleaning	85	84	1.63
Gas	400	400	0.00
Electricity	918	918	0.00
Insurance	2,327	2,238	4.00
Water	318	303	5.00
Organ Repairs	539	518	4.00

	<b>2022 Budget</b>	<b>2021 Actual</b>	<b>% increase / (decrease)</b>
Maintenance, Upkeep & Repairs	1,250	1,685	(25.81)
Church cleaning	550	0	-
Upkeep of Services	1,629	990	64.62
Education/Children's Work	100	71	40.61
Churchyard	887	853	4.00
Organist	7,935	6,718	18.12
Choir, Robes & Music	549	528	4.00
Events/Entertaining	350	339	3.33
Quota to Diocese	26,400	25,498	3.54
Missions & Charities	1,800	1,462	23.11
Depreciation	0	380	(100.00)
Bank Charges	225	216	4.00
Gifts	150	393	(61.87)
Youth Worker	10,068	6,071	65.83
Parish Administrator	7,596	5,803	30.90
<b>Total Expenditure</b>	£69,743	£61,251	13.86
<b>Net Surplus/(Deficit)</b>	(£10,743)	(£4,059)	164.63

#### 4.3.6: Magazine Profit & Loss Account

	<b>2022 Budget</b>	<b>2021 Actual</b>	<b>% increase / (decrease)</b>
<b>Income</b>			
Sales	3,300	3,265	1.07
Advertising Revenue	12,885	12,429	3.67
<b>Total income</b>	<b>£16,185</b>	<b>£15,694</b>	<b>3.13</b>
<b>Expenditure</b>			
Printing Costs	9,411	9,049	1.07
Administration	420	412	3.67
Depreciation	0	149	(100.00)
<b>Total expenditure</b>	<b>£9,831</b>	<b>£9,610</b>	<b>2.30</b>
<b>Net Surplus</b>	<b>£6,354</b>	<b>£6,084</b>	<b>4.43</b>
Distributed	3,000	3,000	0.00
<b>Retained by PCC</b>	<b>£3,354</b>	<b>£3,084</b>	<b>8.74</b>

#### 4.3.7: Verger's Cottage Profit & Loss Account

	<b>2022 Budget</b>	<b>2021 Actual</b>	<b>% increase / (decrease)</b>
<b>Income</b>	0	500	(100.00)
<b>Expenditure</b>			
Maintenance & Repairs	50	28	80.90
Gas	106	101	5.00
Electric	360	498	(27.67)
Water	131	125	5.00
Insurance	262	252	4.00
Cleaning	85	84	1.63
<b>Net Surplus/(Deficit)</b>	(£994)	(587)	69.40

#### **4.4: GIFT AID**

For 2021, we claimed £4,779.04 of gift aid on donations outside the Parish Giving Scheme. Of this £929.50 was for the Nachingwea Link and £24.61 was for the Stapleford Community Warden Scheme. A further £5,482.03 of gift aid was received during 2021 from donations via the Parish Giving 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. Monthly, quarterly or annual donations can now be set up on the Parish Giving Scheme website [www.paritygiving.org.uk](http://www.paritygiving.org.uk), clicking on the 'Donors' tab at the top of the page and searching for 'Stapleford St Andrew'.

*Lisa MacGregor*

#### **Item 5: INDEPENDENT EXAMINER**

The Independent Examiner for 2021 was Keith Haddow. He has signed the Report & Accounts 2021 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 2022 and the APCM is invited to make the appointment.

*Chris Bow*

#### **Item 6: PAROCHIAL CHURCH COUNCIL REPORTS FOR THE YEAR TO 31 DECEMBER 2021**

##### **6.1: ANNUAL REPORT OF THE PCC**

*Extracted from the Report & Accounts 2021 for submission to the Charity Commission by the PCC. The full report is available on our website [here](#).*

**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**

During 2021 the church's activities were still significantly affected by the Covid pandemic. The national and local levels of infection, and the precautions required, have waxed and waned during the year, but as the church goes into 2022 it is conscious that the pandemic is by no means over.

Worship and Prayer - the PCC offers a range of services and other worship opportunities during the week and in the course of the year. During the course of the year St Andrew's has generally offered up to three services on Sunday mornings, in addition to evening services once a month. Every Sunday morning begins with a communion service at 9 am. The various services at 10.30 am are of different styles. They include regular 'Forest Church' services in the churchyard. The latter service has proved popular with families with young children, but also with some older members of the church. Its popularity prompted greater use of the churchyard for other services too, so that a number of



services, both on special festivals and other occasions, were successfully held in the churchyard, including at Christmas 2021 when the pandemic worsened.

Special services have taken place according to the church calendar (e.g. Easter Sunday, Harvest Festival).

In May 2021 at the date of the annual church meeting there were 113 persons on the Electoral Roll, 54 of whom were not resident in the parish. The attendance during an average week in October was calculated to be 80. This represents a reduction from 100 reported in 2019, which reflects the effect of the pandemic. The 'usual Sunday' attendance reported in 2019 was 85. That figure was not collected in 2021. As was the case in 2020 there were simply too many Sundays on which services did not take place. Attendance usually increases considerably for major festivals (250 on Easter Eve/Day, and 449 on Christmas Eve/Day in 2019). Both Easter and Christmas were disrupted by the pandemic in 2021.

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 - in the past the church has been open 24 hours per day throughout the year. Once the church re-opened for Easter that continued during 2021. The PCC's Fabric Committee has continued to undertake and commission regular maintenance and upkeep, and volunteers do the bulk of the work necessary to maintain the churchyard. Both church groups and community groups and local service businesses use the Johnson Hall, but there has been significantly reduced use of it and the Verger's Cottage since the first lockdown began in 2020.

The Verger's Cottage provides office space for the parish, including the administrator, curate and youth worker, and an office address for two local charitable trusts (the Magog Trust and the Stapleford Feoffees) and a national charity (Women and the Church). A weekly toddler group, supported by the church takes place in the Johnson Hall. This re-started at the end of 2021.

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. The production of the magazine has been taken over by the Messenger Production Group. The surplus from the magazine is used in part to fund local, national and international good causes.

Youth Work - a paid church youth worker, Zoe Clayton, works 16 hours per week for the church. She replaced Zac Britton just as the first lockdown was beginning in 2020. In person groups and trips started again in 2021. The groups are small but well liked by those who attend. Occasional other activities and trips also took place as circumstances allowed.

The St Andrew's Stapleford-Nachingwea Link - 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. The Link celebrated its 40 years of operation in 2021 with a service in the churchyard in September. It is thought to be the longest running, continuously active Parish to Parish link in the UK.

The Children's Society - In 2020 the St Andrew's/Children's Society partnership continued to support the work of The Children's Society (TCS) by praying, acting and giving. The key event of the year was a service in November at which the CEO of The Children's Society preached. 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, the 2021 Advent Challenge was adopted by other churches and schools.

The Community Warden Scheme run by Age UK but sponsored by St Andrew's has continued to run during the year.

## **6.2: PROCEEDINGS OF THE PCC**

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

- Thought how best to manage risk through each new wave of the Covid-19 pandemic and sustain the congregation through our enforced separation. We thank the whole congregation for its goodwill and support as we have adapted to what was possible in challenging circumstances. It has been great to be able to gather together again more recently.
- Made the most of the web site, Zoom and YouTube to communicate more openly and engagingly with our community. We thank Simon Taylor and Clare Coates for all that they have done make this possible and everyone who has contributed to leading and participating in online services.
- Prepared a Trustees Annual Report to file with the accounts filed with the Charity Commission.
- Supported the diverse forms of worship that have enabled St Andrew's to reach out to more of our community and make them feel welcome whatever their age, outlook and situation in life. We thank everyone who plans and leads our worship, including Simon Taylor, Clare Coates, Lucinda Howard, David Tisdall, Fiona Holliday, John Bryden and the choir.
- Received regular reports from committees and organisations, which have full reports elsewhere. We thank everyone who contributes to the work of these groups.
- Welcomed new initiatives to broaden and deepen our fellowship, such as JOY (Just Older Youth), Living in Love and Faith (thinking about identity, sexuality, relationships and marriage) and the re-established Toddler Group.

- Supported St Andrew's partnership with The Children's Society and also with the Link Committee furthering the relationship with St Andrew's Nachingwea.
- Backed the Stapleford Warden Scheme. The PCC thanks Age UK and Stapleford Parish Council.
- Received regular up-dates on church finances, maintained the budgeting process and approved investments for church funds. The PCC is grateful to Chris Bow for his work as Treasurer, to Sue Brown and Clare Kerr who look after the day-to-day running of the accounts, and to Lisa MacGregor for handling Gift Aid.
- Supported the Eco Church project in gaining a bronze award. We thank Sophi Berridge for her leadership and look forward to moving the church further towards a sustainable future.
- Continued to follow good safeguarding practice, including safe recruitment. We thank Rob Needle and Gillian Sanders for all their work on this and the congregation for supporting this important process.
- Supported the transition to a new editorial and production team for the Stapleford Messenger. We are grateful to Felicity Cooke, Martin Ginger, Helen Hale, the rest of the Messenger Production Group, Valerie Powell and the many volunteer deliverers.
- Installed netting to protect people from future plaster fall from the ceiling. We thank Stephen Brown for managing our care for the building.
- Thought about how St Andrew's can serve people who are unable to attend worship in person. We hope to provide fuller online services again shortly.
- We thank Peter Green who will shortly be stepping down as Sacristan after many years of excellent work.
- We thank Felicity Cooke and Jackie Nettleton who are stepping down as assistant churchwarden and churchwarden after an intense year of work.

We thank Gillian Sanders whose administrative support to the PCC has been invaluable during this challenging year. We thank Nicky West for all that she has done as PCC secretary.

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, welcomers, servers, prayer leaders, service leaders, occasional preachers, children's and youth work leaders, Deanery Synod representatives, flower arrangers, sacristan, vergers and people responsible for sound, repairs and maintenance, churchyard, pastoral care, home groups and the Johnson Hall. A special thanks to the retiring members of the PCC Simon Humphrey, Nicky West and Jackie Nettleton.

*Alastair MacGregor & Jackie Nettleton*

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### **6.3: SAFEGUARDING**

I took over the role of Parish Safeguarding Officer (PSO) in the summer of 2021 and I would like to record my thanks for the work of my predecessor, Lisa MacGregor, in putting the safeguarding processes in church on such a sound footing and for offering me sound advice as I was taking up the role.

There are four sources of activity in relation to safeguarding in parish churches:

1. Safeguarding Training
2. Safeguarding Checks
3. The Parish Safeguarding Dashboard
4. Reports or Suspicions of Safeguarding Incidents

#### **1. Safeguarding Training**

Our church is an active one, with lots of church-led activities going on. Whenever these activities involve children or vulnerable adults the volunteers who help run them are required to have safeguarding training. In 2021 the national church decided that the period after which safeguarding training needs to be renewed should be reduced from five years to three. This means that in 2022, we will need to arrange the retraining of nearly three times as many of our volunteers as we would usually do in a year. We tried to get ahead of the game by encouraging many of our volunteers to complete their requalification in the 2021. This was achieved to some extent but the rest remain to be completed in 2022.

#### **2. Safeguarding Checks**

As with safeguarding training, these checks are required for all volunteers who run or assist with church activities that involve or could involve children or vulnerable adults. In 2021, as with safeguarding training, the national church decided that the period after which safeguarding checks need to be renewed should be reduced from five years to three. This means that in 2022 we will need to arrange the re-checking of nearly three times as many of our volunteers as we would usually do in a year. This decision came late in 2021, so we were not able to get many checks done in advance of 2022. A lot of work remains to be done in 2022.

#### **3. The Parish Safeguarding Dashboard**

The Safeguarding Dashboard is an audit tool, which ensures the PCC are maintaining an appropriate level of oversight of safeguarding in the church. It prompts the PCC to conduct annual reviews, to ensure we continue to comply with safeguarding policy in relation to all our church activities with a safeguarding element, and that our policies and procedures remain up to date and relevant.

#### **4. Reports or Suspicions of Safeguarding Incidents**

In 2021 we received two reports of potential safeguarding incidents. These we referred to the Diocesan safeguarding team for advice.

*Rob Needle*

#### **Item 7: ELECTORAL ROLL**

There were 113 names on the electoral roll for the APCM in May 2021 which increased to 115 in October 2021 and now the total is 117, despite 3 more members. This is because Joan Barnes died recently, a wonderfully committed member for decades. The increases are due to people moving into Stapleford and joining St Andrew's church. We are delighted and thankful.

Of these:

- 64 are resident in the parish of Stapleford
- 34 are resident in Great or Little Shelford including 15 who live nearer to St Andrew's than to St Mary's Shelford
- 11 are resident in the parishes of Sawston, Duxford, Whittlesford and Newton
- 4 in Cambridge
- 4 live slightly further afield in Histon, Great Cambourne and Six Mile Bottom.

All who live outside the parish have longstanding, close links with St Andrew's.

*Romie Ridley*

## **Item 8: REPORTS ON THE ACTIVITIES OF THE PARISH**

### **8.1: CHURCHWARDENS' REPORT**

It has been a challenging year for the whole congregation as we have faced new waves of Covid-19. As churchwardens we have worked with the clergy and Diocese to help keep the congregation safe and together, even while physically separated for much of the year. This last year would not have been possible without everyone in the congregation adapting and learning as we have gone along.

We have responded to Diocesan requests about Statistics for Mission and Articles of Enquiry. We have checked the inventory, with the help of Mary Cooper, Simon Taylor and Peter Green. It will be available to view at the APCM.

We are liaising with the Diocese as part of Deanery Development Planning to help ensure that St Andrew's can continue to flourish in the long term. The Bishop's Pastoral Order has been terminated, which removes an obstacle to having Simon Taylor made our incumbent.

Thanks to the assistant wardens, Felicity Cooke and Romie Ridley, for working with the churchwardens and clergy so effectively. We are very grateful to everyone who contributes to roles visible and invisible – see the PCC Report.

Finally thanks to Simon Taylor and Clare Coates for their energetic, positive and tireless leadership.

We look forward to the future of St Andrew's as we are once again able to meet and worship together freely in church.

*Alastair MacGregor & Jackie Nettleton*

### **8.2: CURATE'S REPORT**

It is hard to believe that I am now in the final few months of my curacy. I have absolutely loved being your curate and have many happy memories of my time with you. Thank you for making me and my family feel so welcome. This last year has really flown and it has been really good to be meeting again in person on a more regular basis. I have enjoyed the breadth of worship at St Andrew's from Choral Evensong, to BCP, Sung Communion and Sunday Worship and of course the wonderful fun that is Forest Church! Worshipping outdoors together at Easter and Christmas was a particular highlight, as were starting JOY last June and re-launching St Andrew's Toddlers this January. It has been good to meet many old friends again and make new ones. I will miss you once it is time for me to go.

God Bless,

*Clare Coates*

### **8.3: MINISTRY IN & AROUND STAPLEFORD**

#### **8.3.1: Events Committee**

The Events Committee has not met in 2021. What a dismal thing to have to report! There was no substantial and sustained let up in the pandemic which gave us space for long term diary planning.

Nonetheless, the church community wriggled free when it was possible and safe. So there was a marvellous Sunday event in a marquee on the vicarage lawn following the wedding of John Bryden's daughter, and we had refreshments after church when we could.

Here's to a better 2022!

*Simon Taylor*

#### **8.3.2: Pastoral Care**

The Pastoral Team continues to meet regularly under the leadership of Clare Coates and Romie Ridley. It has seven members.

The team continue to regularly ring or visit mainly older members of our church family, especially those who have been or are unable to attend church due to ill health or Covid concerns. Home communions recommenced in July, usually to four homes each month, taken by Clare Coates, Joan King, Jeannie Green or Romie Ridley. Safeguarding awareness and procedures and Covid precautions are regularly addressed.

Thanks to the vision and initiative of Clare Coates, the JOY group – Just Older Youth - began in June 2021 and has met monthly since from 2 to 3.30 pm in the Johnson Hall, except when Covid rates were dangerously high in December and January. It includes a time of reflection, refreshments, entertainment or a speaker, sharing of their experiences eg of the second world war – very thoughtful and moving – and much good conversation and friendship. Numbers vary from 12 to 25. We now meet on the first Wednesday of each month.

For the future, the team hopes to share some training on 'dementia friendly churches' with Great Shelford team, led by Julie Norris. Other ideas are: a session on planning for the end of life using resources found by Simon Taylor called 'Grave Talk'; a village wide session on avoiding scams; support for the bereaved and baptism families. All these will hopefully include others from our church family.

The team are very grateful to Clare for her excellent interim leadership of the team; we will be very sad to see her leave. We pray that she will be richly blessed in her continuing ministry for she has been a great blessing to us and the pastoral ministry of St Andrew's.

*Romie Ridley*

### **8.3.3: JOY**

Thanks to Clare's vision and initiative, the JOY group – Just Older Youth - began in June 2021, meeting monthly in the Johnson Hall. Numbers vary from 12 to 25. We now meet on the first Wednesday afternoon each month from 2 to 3.30 pm, to avoid clashes with the MU. This will also enable us to extend to the third Wednesdays in the future if wanted. The team consists of Clare Coates and six volunteers, mainly members of the pastoral team.

We begin with a Bible reading, short reflection and prayer. Cups of tea or coffee and homemade cake are then enjoyed. Mary Coates sang beautifully for us in July, standing in for John Bryden at the last minute. December and January meetings were cancelled due to the huge rise of the Omicron variant. John King cooked and Joan King festively bagged up mince pies which team members delivered to all JOY participants. They were very well received and distanced chats enjoyed. In January, six members met on zoom instead. John Bryden has come twice to lead singing, once of old songs then for a belated party which celebrated Candlemas rather than Christmas in February

We have enjoyed some speakers from among the team. In July, our summer ordinand, Alan Gault gave an entertaining and thoughtful talk then answered questions on his life growing up in Northern Ireland and faith journey to ordination. In November, members shared their experiences of World War II which were fascinating and moving. Members have suggested various speakers with a puppeteer due in March, thanks to Kay Coe.

Covid has restricted numbers, so we plan to invite users of the Warden Scheme from April and then open up to anyone in the village.

More members, volunteers or cake makers most welcome! It is a very friendly and interesting group; conversation never flags. Do join us.

*Romie Ridley*

### **8.3.4: Community Warden Scheme**

The Scheme has had another challenging year mainly through the illness/absence of a Warden. Interviews have taken place for a replacement, and we now wait to hear that the paperwork is in order for a new Warden to start. In the meantime a new relief Warden – Yvonne Smith - has started, employed by Age UK on a part time basis. We are hoping for a more stable period when hopefully the new Warden (together with the relief Warden) is able to recruit more service users. Age UK has continued to make phone calls and until now, Wardens from other areas have been able to make visits and pick up shopping, prescriptions etc. The service users have been happy with these temporary arrangements.

### **Finance**

The service users continue to pay £9 per week (£11 per week for a couple living at the same address). We were very lucky and thankful for 2 gifts of £400 and £800 respectively



from the Messenger Fund and a small amount was raised through a picnic lunch in August 2021. We wait to hear how much Stapleford Parish Council will grant us from April 2022. We are pleased that the church will again grant the Scheme £500 for the financial year 2022-23.

*Jackie Nettleton*

#### **8.4: MINISTRY BEYOND STAPLEFORD**

##### **8.4.1: St Andrew's Stapleford Nachingwea Link**

###### **1. The 40<sup>th</sup> Anniversary of the Link**

The St Andrew's Stapleford-Nachingwea Link is thought to be the longest continuously active Parish to Parish partnership in the UK. Our Ruby year was celebrated both here in Stapleford and in Nachingwea.

Celebrations in Stapleford included:

- the Parish Lunch
- the Service of Thanksgiving with Jennifer Oakley, Trustee of the Friends of Masasi & Newala Dioceses as guest speaker
- the Organ Recital by John Bryden

We also welcomed back the Christmas Fair, another greatly appreciated community event, which raised almost £2,000. This was remarkable as it was in pandemic time.

###### **2. Projects**

This was also a year of unprecedented spending, following the previous 'fallow' Covid year and included:

- The Second Generation Library for Nambambo Secondary School, with computers, in conjunction with READ International
- Medical equipment for Nachingwea Maternity Hospital
- School uniforms and shoes for needy students in the Special Needs classes
- VETA Catering Course and 'start-up' equipment for 5 ladies
- VETA Tailoring Course and a sewing machine each for 5 ladies
- English Course for 40 students who had graduated from Primary school, in preparation for the start of Secondary education
- Dictionaries for use on the course and then on loan to Nambambo Secondary School library until the next English course
- Seeds for needy farmers
- A gift to the Priest in Charge

### **3. Messenger Fund Grant**

The Link applied for and very gratefully received a grant of £900, to help with the following four projects:

- Uniforms and shoes for needy students in the Special Needs classes
- Sewing machines for the VETA Tailoring students
- Start-up equipment for the VETA Catering ladies
- Seeds for needy farmers

### **4. Friends of the Link**

We established a group entitled: 'Friends of the Link' and thereby benefit from the wisdom of past Committee members and others near and far with their special interest in the Link.

### **5. Website**

Through the expertise and knowledge of a Committee member, the new-looking Link pages on the church website have been created and updated. Assistance with editing the monthly articles for the Stapleford Messenger, providing monthly News items on the website and the setting up of a Link Group email address, which adds to the security of contacts, have been achieved.

### **6. Thanks**

The Committee gratefully acknowledges:

- the help of all who have contributed time and energy, to the planning, running and completing of the celebration of our 40<sup>th</sup> anniversary and the Christmas Fair
- the generosity all who have contributed funds via direct giving and to those who gift-aid their donations, thereby adding substantially to the funds
- the support of the PCC

*Trish Maude*

#### **8.4.2: Traidcraft**

Many thanks to all those in the church and village who have continued to support Traidcraft, despite pandemic restrictions, by emailing or phoning me to place new orders. The stall was run in person at the Eco Fair in Whittlesford Church on 27 November, then at the Nachingwea Fair on 4 December, with about £100 worth of goods sold at each.

Rather than totalling orders from APCM to APCM, I am now going to give the annual total for that calendar year. Goods purchased from Traidcraft in 2021 reached the amazing total of £2,421, about £300 more than 2020, with £1,600 ordered by people from October to December, mainly for Christmas - cards, presents and delicious consumables

from dried lentils to sweet treats. In addition, sustainable eco goods, mainly from Traidcraft, are being used, wherever possible, in all our church buildings.

The stall is booked for the Deanery Fair on 9 April; do come and buy to enable me to sell stock and release more funds for education in Nachingwea. £100 was given recently in addition to the £300 given for the library project last March, raised from Jan 2020 to March 2021.

As the catalogue promises, all Traidcraft products are '*the very finest fair trade, ethical, organic, recycled, reusable and socially conscious goods*'. The sales support producers and thus whole communities, increasingly affected by climate change and are aiming to help create a world that is truly sustainable. Many thanks to Nicky West for updating the Traidcraft pages on the church website with care and style.

I have been happily running the Traidcraft stall and sales for about 20 years, taking over from Helen Shackleton, and am more than ever convinced of its mission. However, I would be very grateful to hear from anyone willing to help with Traidcraft or, hopefully, take it over.

Please continue your support, every little helps.

*Romie Ridley*

#### **8.4.3: St Andrew's Children's Society Partnership**

The various restrictions imposed to reduce the spread of Coronavirus had significantly limited our activities in 2020 and early 2021. So it was a tremendous opportunity to re-launch our work at The Children's Society (TCS) service on Sunday 28 November when we had the Chief Executive of the charity come and preach. Mark Russell is a charismatic and inspiring preacher and encouraged us to renew our work on behalf of TCS.

The Stapleford Children's Society Advent Challenge was once again used by our church members and by other parishes and groups. Also, Bishop Dagmar sent out copies to every parish in Ely Diocese so they could use it if they wished. The 2021 Advent Porch Appeal raised £174 for a TCS project in Essex and our Christingle service was very well attended and raised a further £148 plus Gift Aid for the charity.

I am very grateful for the assistance and enthusiastic support of the members of the TCS Partnership team. We are always keen to recruit new members. If you are interested in supporting the vital work of TCS through the church, please speak to me.

*Rob Needle*

### **8.5: CHILDREN & YOUNG PEOPLE**

#### **8.5.1: Children & Families**

As you are well aware, we were again in lockdown for the first three months of 2021. During this time the Messy Church team took a leading role in the on-line service for one Sunday each month. We returned to a more normal format with an all-together, outdoor,

service for Easter Day which was appreciated by all. From then onwards Forest Church has been held on the first and third Sunday of each month, the first being a communion service with activities, and the third a more informal Messy Church style service.

We have covered topics including a number of Jesus' parables; Noah's ark; King Ahab & Elijah and various festivals including Pentecost, Harvest and Christmas. Numbers have remained encouraging at around the 35 mark each time. Three of our youngest members have received their first communion after a period of instruction from Clare Coates.

Through any cold and wet weather we have managed to stay outside, with the swift erection of gazebos or moving away from drippy trees as and when necessary. The team has adapted and made every service work. We continue to receive encouragement from the families who attend regularly and also from our older members who have felt safer, and I trust welcome, at our outdoor services.

With grateful thanks to Alastair Macgregor, Eleanor Norman, Sarah Walls, Zoe Clayton, Lizzie Taylor, Chris Cooper and Ollie Challis. More recently our student ordinands David Tisdall and Lucinda Howard have been welcomed onto our regular team. Fiona Holliday is also joining the team, but more helpers would always be welcome.

*Sue Brown & Clare Coates*

### **8.5.2: Youth Groups**

Youth has continued to be challenging due to Covid but we are in a much better position than last year. We are currently running 2 in person youth clubs, offering 1:1 mentoring and running trips.

We finished last year by winding up Youth Online and slowly moving to in person groups. Youth continued to target school years 7-11 but was quite unsuccessful mostly due to the other competing clubs in the area. Schools are also reluctant to advertise for us making it hard to reach the young people.

The youth team would wait by the doors for young people each week but rarely had anyone show up. However, we would have many year 4's and 5's very eager to come in. This is when we started Younger Youth. This was initially started due to the demand, with the intention of this group being a feeder into our "real" youth club. After working with these young people, we can see a need for this age group to have somewhere they can go to talk and hangout. Other youth workers are now exploring and running younger groups after hearing about our success with this age range.

Younger Youth has now been running for 10 months and has 17 school year 3-6's signed up. We average around 10 young people each week. Each session has 10-20 mins allocated for a talk which has been well received. Topics vary each week. Some of the things we have looked at this term have been bullying, and the environment, and leaders have shared personal testimonies. Young people particularly enjoyed taking a tour of St

Andrew's and learning about its history. Parents value this talk time and have requested specific topics for future weeks.

The older youth group is still running as we still want to offer something for this age range. Youth currently has 6 young people signed up but only has 2-3 attend each week. This group was a challenge to get through to but after taking a trip to a Christian concert, they really opened up. We started running the "I Am Project" and the young people are great at finding Bible verses and sharing their thoughts on them. We have had many great discussions on a variety of topics, all focused on Biblical principles.

Last year, I was struggling to find volunteers. As Covid is still around, it is even more important to have a wider team that could step in when my regular helpers are away/ill. I am so thankful to now have 3 regular volunteers and 5 willing to step in when needed.

We have run 9 trips this year. These have all been successful and a lot of fun. The young people really enjoy the activities, and it helps a lot with building stronger connections with them.

The youth also enjoyed running their fundraiser for The Red Hen Project this year. They all contributed with ideas and some of them helped on the actual day. It was really encouraging to hear from one parent how they found going into a church too scary but felt very welcomed and enjoyed the service at St Andrew's.

This year, we changed our social media approach. Instead of just advertising ministry, we are now doing ministry online. Our social media engagement has gone up a lot and continues to increase. Most of our following are people from Shelford, Sawston and Trumpington.

There have been a few issues with parents. At times, I have felt bullied as they say or message me nasty things (even outside of my working hours). Unfortunately, there is not much that can be done about this. As I have a work phone, I can ignore them during my personal time but do find it a big distraction from my work as it impacts the youth clubs. I am grateful that my volunteers and the rest of the St Andrew's community is supportive and continues to encourage me.

Going forward, I am hoping to get the Connect Service back. This was previously run with YouthInc that no longer has a youth worker. There has been interest from some of the older young people at Forest Church for a Zoom art club. The idea is that we briefly discuss the preach from that week and then create something inspired by it. I currently have 1 volunteer willing to help every 4<sup>th</sup> session but need others willing to be there for it to go ahead. Younger youth and Youth will continue to run as it is. Mentoring will continue to be offered and I'm sure there will be more trips.

*Zoe Clayton*

### **8.5.3: St Andrew's Toddler Group**

Like most of life the St Andrew's Toddlers Group had to close its doors in March 2020 due to the Covid pandemic. When life started to open up again in the autumn of 2021 the wonderful and tireless Lynn Pepperell decided it was time to step down after a long and hugely successful period leading the group. Jill Ward also did a very long stint as a helper, providing craft activities week in week out for many years. We and the parents, carers and children they served owe them a great debt of gratitude and we were delighted to thank them publicly during a service in November.

But Toddlers is now back and running. We kicked off with a Christmas Party in December and have been meeting weekly on Mondays 9.15 to 11.00 since the beginning of January 2022. We have started relatively quietly, partly due to the ongoing pandemic, with some returning families but also several new children. No doubt we will grow over the coming weeks. We have a lot of fun with time for free play, crafts and playdough followed by stories and songs, not forgetting those important cups of coffee or tea and time to chat.

Thank you to those who have volunteered to help; Sarah Walls, Kirsty Campbell, and Romie Ridley and our back up volunteers Valerie Powell and Frances Richardson. It would be great to have a few more regular volunteers so that we can build our team. Just once a month or once a term would be helpful, and it really is rewarding and delightful interacting with the children and their carers. Please contact us if you can help.

*Clare Coates & Fiona Holliday*

### **8.5.4: Shelford & Stapleford Youth Initiative**

SSYI have been providing youth support services, clubs, and activities in the local area for over 20 years. This year has been an eventful one for SSYI, despite the continuing impact of the Covid-19 pandemic we have seen great growth and opened our fantastic, redeveloped Youth Centre in Great Shelford. We are so pleased with what we have been able to achieve this year. Statistics released by Mind in 2020 show that 1 in 4 people will experience a mental health problem of some kind each year in England, so we have been continuing to offer 1:1 support to many of our young people. By the start of the new school year in 2021 we had over 100 new young people coming along to our work and youth clubs on every day of the week, 4 happening in our Youth Centre and 2 in Sawston. We have continued to run 1:1 work within Sawston Village College, running regular detached sessions in the school and the villages and providing vital support to local young people.

We are so grateful for all the support we receive from churches, individuals, parish councils, and other organisations. We couldn't run without your ongoing prayers and support.

*Zachary Britton*

### **8.5.5: 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. In the past it has also run relevant courses for parents and supported 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. There are now groups in Whittlesford, and Thriplow & Fowlmere, and others are in development.

St Andrew's contributes in two main ways. We contribute £300 pa, and Simon Taylor is chair of the trustees. In the past we have also hosted Connect services, and it is hoped these will return in 2022.

During the pandemic the charity has continued to operate online and in person when permitted. The youth worker Sam Graham left in 2021, and it has not been possible to replace him so far, but efforts are continuing. In the meantime the existing groups have flourished, testament to the foundations laid by the volunteers and youth workers to date.

*Simon Taylor*

## **8.6: MUSIC**

### **8.6.1: Choir**

We rehearse weekly for upwards of an hour on a Thursday evening with a short warm-up before morning services and a longer rehearsal before the monthly Choral Evensong. The Choir has increased once again in size (upwards of 16, and often well balanced in vocal range). There is a pleasing age-range and we have grown accustomed to singing with the necessary and demanding social distancing. Repertoire stretches across 13 centuries and across a variety of styles of worship. Christmas music is always a highlight but we commit with enthusiasm to every situation, working hard in our aim to offer inspiration and spiritual enhancement to the services. I am very grateful for all the help given by Sarah Needle and James Buchanan-Worster.

*John Bryden*

### **8.6.2: SingPlus**

This small but important Group meets on a fairly regular basis in the Church on Wednesdays for 90 minutes. Structured in a gentle way at the end of a primary school day for two boys aged 6-7 and the 8-9 year old sister of the one of the boys - with

another girl due to join in February, the Group is led by John Bryden, very ably assisted by Frances Richardson. There is normally a general theme, developed and extended over the weeks, eg: windows, trees, the crib, animals, the materials of the building, the five senses etc. Activities include singing, a great deal of drawing, story-telling, Bible reading and research, exploration of the church building, a little prayer, some organ playing by all and musical games with handbells. Within all this is conversation, explanation, discovery: indeed, an open forum for anyone's thoughts.

*John Bryden*

### **8.6.3: Tower Bells**

Sadly there's not much to report. We have only rung a few times in the last year. We hope to very shortly get back our regular ringing practice on a Wednesday evening and of course back to ringing on a Sunday, but, as with everything, Covid has not helped.

*Tony Smith*

## **8.7: HOUSE GROUPS, STUDY GROUPS & PRAYER GROUPS**

### **8.7.1: Wednesday Evening Bible Study & Prayer Group**

Having changed our evening from Tuesday to Wednesday, a small group of us began to meet again. We study in depth the lovely Gospel of Mark, relating it to our own and the church's life. We pray for each other's needs, and the situations in church and world. Our meeting lasts from 8 pm – 9.30 pm and we welcome you most warmly to join with us.

*Frances Richardson*

### **8.7.2: Exploring Faith, Life & Prayer (Women's Group)**

Our ecumenical women's group continues to meet on the 1<sup>st</sup> and 3<sup>rd</sup> Tuesdays from 7.30 to 9 pm. Numbers have reduced to 6, since 3 of our longstanding members are now committed to groups in other Anglican churches. We have mostly met on Zoom in the last year, with a few in person but hybrid meetings, thanks to Imogen's hospitality. A member who has moved away joins in via Zoom – it works very well. We begin by sharing news – both thanksgivings and prayer requests; the group is very supportive.

We were glad to follow the LLF course online in the summer and found the sermons a very helpful addition to our thinking and discussions. In the autumn we studied James 1-4, again listening to the sermons in church, online or reading as word documents. At other times we have used various sources for discussion and silent meditation. We are using meditations from Margaret Silf's book, 'Soul Journey' on Zoom during Lent, then plan to follow the Bible Course in the summer or autumn.

*Romie Ridley*

### **8.7.3: Tuesday Evening Women's Bible Group**

The Tuesday Evening Women's Group has continued to meet, sometimes on Zoom, but now back in person. We have loved reading Isaiah together and we are really looking



forward to the new "Bible Course" starting in Lent. As always anyone is welcome to join us.

*Sarah Hackett*

#### **8.7.4: Wednesday Evening Housegroup**

There is nothing to report this year.

*Mary Cooper*

#### **8.7.5: Friday Prayer Group**

We are thankful to be together again. As a Prayer Group that is what we do ... for the world, locality, those in need and each other. Now, more than ever, there is great need.

*Judith Lee*

#### **8.8: ECO CHURCH PROJECT**

2021 was the year in which we achieved our Eco Church bronze award, which is something to be proud of having done despite the debilitating effects of the pandemic. We finally managed it at a wonderful Eco Church evening event in the churchyard in the summer – with a guest speaker, green-themed music, a botanical tour of the churchyard, and campaigning postcard writing.

That aside, it has been a relatively quiet year, but a number of good things are in place. Our Church resources policy is working, we are a Traidcraft registered church, and our land and buildings management is generally eco-friendly.

We are holding a meeting of those interested on 4 March to plan next steps. It will be good to work towards our silver award as a marker of our continuing determination to do what we can for our environment.

*Sophi Berridge*

#### **8.9: CHURCH FLOWERS**

Although our numbers are dwindling, we have managed to have flowers in church at all weekends except in Advent and Lent. At Christmas the whole team was involved in decorating the Church – the theme being “The Spirit of Christmas”. Thanks to Gillian Halliwell who again decorated the Advent Cross, to Joan and John King who put up the tree, and to Ollie Challis and Peter Green who put up the pillar rings and candles ready for decoration.

Most people donate their flowers, so the cost to the church is minimal. A mixture of containers is used – some belonging to church, some are people’s own.

Up until recently when the vestry has been out of action, most of the team have chosen to arrange flowers at home and bring them into church. Now that there is a bit more space in the vestry, arrangements may be done in the church if people wish.

Weddings – Jackie Nettleton can communicate with the couple about flowers if required. Some couples choose to make their own arrangements.

New people are always welcome to join our team. Please contact Jackie Nettleton (07773 423388) if interested.

*Jackie Nettleton*

### **8.10: LUNCH GROUP**

Once again this year we have had a limited number of meetings as a result of the Covid restrictions imposed on us by the Arthur Rank Bistro. However we had a very good turnout in December for our Christmas gathering and since then we have been meeting monthly with about 16 people attending.

Sue Wiles and Frances Clifford continue to keep in touch with our members on a regular basis and we all look forward to our meetings and the fellowship we enjoy.

*Chris Everitt*

### **8.11: ST ANDREW'S DISPLAY BOARD**

The board has been used but with limited opportunity. Forest Church and Eco Church and I have highlighted special seasons and occasions. Peace is a strong element.

*Judith Lee*

### **8.12: STAPLEFORD MOTHERS' UNION**

The year has once again been disrupted because of the Covid situation, so we were not able to meet until August (after Freedom Day), on 9 August (Mary Sumner Day) when we invited Milton Branch to join us for a coffee morning in the Johnson Hall. It was good to meet up again after so long, even though we had tried to keep in touch by email.

Before we started meetings, the Committee decided that we should start with afternoon only meetings, starting at 2 pm – perhaps returning to evening meetings as well when the situation had settled down. We held a Zoom committee meeting in April, and another one, face to face, in September.

Our meeting on 30 September was an Opening Service, led by Clare Coates. On 28 October, we saw the power point prepared by the World Day of Prayer, and listened to many interesting facts about Vanuatu (the 2021 compilers of the service). A week later on 5 November we held the World Day of Prayer service in Cox's Close lounge – it had had to be delayed from the usual date of the first Friday in March. Then in November, a representative of the Mum2Mum charity in Cambridge came to tell us about the work they do with young mothers, much of which coincides with the work of the MU. The Granta Deanery Advent Service took place on 2 December in St Andrew's, led by Clare Coates, with visitors from several other branches.

We again had a very successful toiletries collection for the Women's Refuge, supporting the MU Campaign against gender-based violence, and we also ran a cake & preserves stall at the Nachingwea Fair in early December.

We have not been able to have our usual fund-raising events this year, but members have been generous with donations, to help us give money to the various MU projects, including those overseas.

Joan Barnes' death in November saddened us all – she was such a stalwart supporter of the MU, one of her many interests. She was so much part of Stapleford – we shall miss you, Joan. And we were sad also to hear of Audrey Bower's passing in Cromer – she too had been an integral part of our branch before she moved away.

So we look forward to another year, perhaps more 'normal' than the past eighteen months. Thank you to all members for their continued support in these different days, and of course thank you to the Committee for their encouragement and support.

*Hilary Street*

### **8.13: FRIENDS OF ST ANDREW'S**

This year due to the Covid pandemic our usual activities and fund raising have been put on hold.

Hopefully by this time next year we will be operating as normal.

*Tony Hore*

### **8.14: STAPLEFORD MESSENGER**

During 2021 the Messenger Production Group, which was formed at the end of 2020, continued to produce and publish the Stapleford Messenger every month. The group includes people from across the village, some churchgoers and some not. Ed Rose and Jon West continued to supply strong support to the group on both the news and production sides. Towards the end of the year both stepped back to some degree. Jon remains a member of the group while Ed is providing back up support and cover.

Frank Jacot and Bill Powell manage the advertising side and have successfully retained most of the advertisers, as well as selling new adverts, despite pandemic conditions which have impacted on local businesses.

The group provides the chair for the Messenger charity committee and Martin Ginger has taken this over. Grants have been made this year in support of the Village Warden Scheme, the Stapleford School Playscape and the children's playground on the Rec.

Early in 2021 Wendy and John Little left the village and the group and Linda Whitebread joined at the end of the year. Otherwise membership has remained stable. Some roles have changed, with Frank Jacot leading on production, aided by Simon Hardwick. Helen Hale and Felicity Cooke manage the Messenger inbox, and undertake proof reading. Christine Hall, Sylvia Morris and Linda Whitebread have joined the proof reading team. Felicity and Martin Ginger are co-convenors for the group. And Felicity has acted as liaison with the PCC. This is very much a joint church/village effort.

*Felicity Cooke*

## Item 9: BUILDINGS, CHURCHYARD, GOODS & ORNAMENTS

### 9.1: CHURCH BUILDING

Despite the pandemic we have been able to undertake several jobs around the church and complete the usual service of items.

#### Quinquennial Works

- I am pleased to say that we have addressed or mitigated the risk of all but one of the major issues that should be addressed within five years of the Quinquennial Inspection (QI) that took place in August 2020.
  - The major piece of work this year was the fitting of safety netting between 21 and 30 June 2021 in the nave to mitigate the effects of any future plaster falls from the ceiling (QI ref 8.1). This work required a faculty which was gained in two parts. A temporary faculty so that we could get on with the work quickly and a full faculty after the completion of the work. It should be noted that the full Faculty did come with conditions. In particular the faculty is for a period of 5 years starting on 22 September 2021. By the end of that period the church must apply for a faculty to provide a permanent solution to the problem. It must be noted that a faculty is a legal document and needs to be complied with. **We need to start fund raising for a permanent solution to the nave plaster ceiling as soon as possible.**
  - Other works undertaken and listed in the Quinquennial report.
    - QI ref 5. Fire extinguisher survey by Cambridgeshire Fire and Rescue
    - QI ref 8.2.3. Lady Chapel west wall re-plastered - 7 August 2021
    - QI ref 8.3.2. New boiler room door fitted – 3 September 2021
    - QI ref 8.1.2. Ridge tile mended and loose roof tiles replaced - 16 to 24 September 2021
    - QI 8.2.4. Repair to loose plaster around South main door – 19 November 2021
  - Works yet to be carried out/finalised:-
    - QI Ref 8.2.2 recommended the re-leading of tower roof in medium term. The lead on the tower roof is of a good quality and will not be re-leded as the thickness of lead used today is not as good a quality as the lead that's there at the moment. This area will be monitored for faults.
    - QI Ref 8.2.2. Decorate the Vestry window. This has had one coat of undercoat/primer and will have a gloss coat when the weather improves.
    - QI ref 8.3.1. Redecorate north aisle ceiling with limewash. Working parties will undertake this in due course.

- QI ref 8.3.3. There is a 'within five-year' recommendation for the removal of cement rendering on west wall of north aisle and Lady Chapel. This has been reviewed by John King, a retired builder, and it's not clear what is meant by this. Further guidance will be sought when the architect next attends the site.
- QI 9.3. Vegetation growing from vestry roof/chimney stack treated with weed killer and removed once it had died off.

### **On-going maintenance jobs**

Annual jobs completed included: -

- May – tower safety equipment safety checks
- August – church gas boiler serviced
- October - fire extinguishers safety checks
- Two water fire extinguishers had expired and were replaced
- December - tower lightening earthing rod inspected

There was found to be high resistance to the earthing rod which required the replacement of the earthing rod and the addition of two new rods to meet current specifications.

### **Fence posts**

Six fence posts were repaired on the south side of the church adjacent to the public path on 21 April 2021.

### **Baptistry**

The baptistry was painted with limewash on 21 August 2021.

### **Working Parties**

Three working parties took place in June, September and November. Our thanks to Chris Cooper for arranging these.

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

*Stephen Brown*

### **9.2: INVENTORY OF GOODS & ORNAMENTS**

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

*Alastair MacGregor & Jackie Nettleton*

### **9.3: JOHNSON HALL & VERGER'S COTTAGE**

#### **Johnson Hall**

Bookings for the Johnson Hall are gradually picking up which is good news. Several church groups are using the hall again free of charge, but other fee paying groups are returning as well as private groups eg: for children's parties. The hiring fees were increased slightly in Jan 2022 in line with inflation. Thanks to Gillian Sanders for managing the bookings.

New crockery and cutlery was purchased in the hope that this would appear more attractive to prospective hirers. Some groups still prefer to store their own. Chris Cooper recently checked the efficiency of the oven, and repaired the dishwasher. Our thanks go to him.

Finance - £1,900 approx income, expenditure just over £1,900. There was no major expenditure last year. In 2020, we received a £10,000 grant from South Cambs to cover losses due to the pandemic.

#### **Verger's Cottage**

We can expect virtually no income from the Verger's Cottage at present. A few groups use it for free as a postal address. The electric heating in the Cottage is expensive and energy for the Cottage was not brought into the deal that covers the Johnson Hall and church; however now is not a good time to change. It is used mainly by Clare Coates, Gillian Sanders and Zoe Clayton.

The Wifi router failed after Christmas; Virgin have replaced it for free.

Chris Cooper would appreciate help with gardening at the Johnson Hall & Verger's Cottage. Simon Humphries is going to ask some younger parents who attend Forest Church if anyone would be interested, but any volunteers would be most welcome.

*Jackie Nettleton*

### **9.4: CHURCHYARD**

There has been a gradual return to normal activity in churchyard maintenance since the near halt of last year.

There have been few normal work-parties, but individual contributions from members of the team, and the contracted-out lawn-mowing, have resulted in keeping on top of things. Volunteers include non-church members with specific botanical interests or plain enthusiasm. They have listed wild plants and labelled trees for the interest of those wandering through.

Forest Church has given a new purpose to the churchyard which has required a re-think of how to reconcile it with the conservational needs. There are a variety of spaces designed to create different habitats, some quite happy to be trampled on at particular times of the year.

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

Hopefully it will be possible in the coming year, to involve more people in maintaining and appreciating the churchyard.

*Chris Cooper*

#### **Item 10: GRANTA DEANERY SYNOD**

The Deanery Synod met three times in 2021, in April (on Zoom), July and November (both in person). Meetings begin with a presentation and in 2021 speakers were Sarah Jorgensen talking about the charity Hope in Action, and Revd Julie Norris who spoke about the ethical aspects of creating, storing and using embryos.

Key matters of business over the year were finance and deanery planning. The Deanery ended 2020 with £41K in reserves, but five parishes were unable to meet their Ministry Share in full, so the Deanery did not benefit from the 2.5% Diocesan rebate which rewards full payment. As a result reserves at the end of 2021 were reduced to £27K. Finances will continue to be a matter for concern as many, though not all, parishes struggle to maintain income. The Deanery actively encourages parishes to join the Parish Giving Scheme. Bishop Stephen has expressed his thanks to parishes for their efforts to pay Ministry Share.

Deanery planning made little progress over the year, and significant steps are yet to be taken in this regard.

Two vacancies were filled during the year, in Sawston and Babraham, and Hinkledux, and Linton Benefice fell into vacancy, with recruitment ongoing.

There is an ongoing project to support Mental Health First Aiders, with courses and a support group.

Deanery Synod plays an important part in the structure of church governance. Elections for Diocesan Synod amongst Deanery Synod members resulted in Lizzie Taylor and Felicity Cooke being elected as lay members and Simon Taylor as a clergy member. Deanery Synod members form the electorate for General Synod. Simon Talbott (clergy) and Felicity Cooke (laity) were elected to General Synod for the quinquennium beginning in November 2021. Lizzie Taylor came fourth highest in the election for three lay members. Both Felicity and Lizzie were elected by Diocesan Synod members to be members of Bishop's Council. Felicity is a member of the Deanery Synod Standing Committee.

YouthInc continues to be an important and much valued project within Granta Deanery, and has survived successive lockdowns, thanks to the hard work of Jenny Duke. Ten parishes have benefited from the work of the project.

Due to Covid no Deanery Fair took place in 2021, so the funds normally raised by the event were missing.

At the close of the year it was announced that Simon Talbott, our Rural Dean and Chair of Deanery Synod had been appointed Senior Chaplain to Bishop Stephen, with a consequential vacancy for both offices, to be filled in 2022.

*Felicity Cooke & Lizzie Taylor*



## **C. DOCUMENTS FOR PAROCHIAL CHURCH COUNCIL MEETING**

### **Item 1: MINUTES OF THE PAROCHIAL CHURCH COUNCIL MEETING HELD IN THE CHURCH ON MONDAY 10 MAY 2021 AFTER THE APCM**

PRESENT: Simon Taylor (Chair), Alastair MacGregor (Churchwarden), Jackie Nettleton (Churchwarden) Chris Bow (Treasurer), Nicky West (Secretary), Clare Coates (Curate), Sue Brown, Felicity Cooke, Jeannie Green, Simon Humphrey, and Lizzie Taylor

APOLOGIES: Anand Pillai

Jeannie Green was welcomed as a new member.

#### **1. Appointment of Secretary, Treasurer, Electoral Roll Officer and Vice Chair**

The PCC made the following appointments, proposed by Simon Taylor and seconded by Alastair MacGregor, and agreed unanimously.

- Secretary – Nicky West
- Treasurer – Chris Bow
- Lay Vice-Chair - Felicity Cooke

Chris Bow was co-opted to the PCC, proposed by Simon Taylor and seconded by Felicity Cooke, agreed unanimously.

Romie Ridley was proposed as Electoral Roll Officer by Simon Taylor and seconded by Nicky West. Her appointment was agreed unanimously.

#### **2. Date of next meeting**

Monday 24 May 2021 at 7.45 pm by Zoom unless notified otherwise.

The meeting closed at 9.10 pm.