



Furzedown Team Ministry

REPORT OF ACTIVITIES 2022

for the

Annual Parochial Church Meeting

Sunday 30th April 2023

ALL OF LIFE FOR CHRIST

empowering

ordinary people to live extraordinary lives

by

enabling

people to come to know Jesus as Saviour

and

equipping

people to live for Jesus as Lord

TELL

Evangelism: To proclaim the good news of the Kingdom of God for the salvation of those who believe

TRAIN

Discipleship: To teach, baptise, and nurture new believers as whole-life disciples of Christ

TEND

Compassion: To respond to human need by loving service

TRANSFORM

Justice: To transform unjust structures of society, to challenge violence of every kind, and to pursue peace and reconciliation

TREASURE

Creation: To strive to safeguard the integrity of God's creation, and to sustain and renew the life of the earth

RESOURCES

Resourcing the Vision with Pounds, People, Plant and Prayer



**Agenda for the Annual Parochial Church Meeting
Monday 30th April 2023**

1. Welcome and Opening Prayer
2. Apologies, Minutes of 2022 APCM & Matters Arising
3. Election of Church Wardens
4. Electoral Roll Report
5. Finance Report
 - Adoption of Annual Accounts to 31st December 2022
 - Appointment of Independent Examiner
6. Buildings and Fabric Report
7. Deanery Synod Report & Diocesan Synod Report
8. Elections
 - Deanery Synod: four members for a 3-year term
 - PCC: four members for a 3-year term
 - Deputy Wardens
 - Sidespersons
9. New Mission Action Plan & Finance Strategy
10. Results of Elections

Rectors Report

Dear Friends,

It is always a privilege to write my annual report as it gives me the opportunity to look back on the past year and see where God's gracious hand has been at work among us. The discipline of remembering with thanksgiving is a vital biblical principle which allows us to take stock and to give God the glory He is due.

In my report for 2021 I wrote as follows:

"I expect 2022 to be a year when we seek to re-emerge from covid as fully as possible and embrace the new normal with faith, hope and Gospel-creativity. It can't just be a return to business as usual. So, we will seek to catch God's renewed vision for our church and encapsulate that in a new vision document. Our 2020 Vision mission action plan is now two years out of date, and we have been unable to review and renew it due to covid. So, we plan to hold a PCC+ Away Day in the autumn of 2022 to begin this important work of refreshing and rebooting our strategy for mission and ministry for the next few years."

Well, it is good to report that those expectations were indeed fulfilled. 2022 was a year in which we sought, by God's grace, to embrace the post-Covid recovery, seeking to re-establish our life as a church after a long period of enforced closure. It hasn't been easy. There have been, and continue to be, many challenges in re-setting our mission and ministry, challenges which almost every church in the country is experiencing. We are certainly seeing fewer people coming to worship on a Sunday and whilst we rejoice that our livestreamed services attract an average of 60-80 views per week, there really is no substitute for the body of Christ meeting together in person week by week. The reality of reduced numbers attending services, along with some other external factors, has had a detrimental impact on our finances. We ended 2022 in deficit and the PCC found itself with little choice but to set a deficit budget for 2023.

In light of all this, we did hold the PCC+ Away Day in November 2022, to prayerfully review our Mission Action Plan and to discern what God might be saying to us for the future. It proved to be an inspiring day and the outcome will be a new Mission Action Plan (MAP) based around the five Anglican Marks of Mission: Tell (Evangelism), Train (Discipleship), Tend (Caring for the Needy), Transform (Justice & Inclusion), and Treasure (Creation Care). We hope to be in a position to present the new MAP at the APCM and to recruit volunteers to the Working Groups which will be tasked with the job of implementing the plan over the coming few years. Alongside the new MAP the PCC has drawn up a Financial Recovery Strategy with a plan to adequately fund our renewed vision, to return the church to breakeven at the end of 2023, and to surplus from 2024 onwards. This too we plan to present at the APCM.

In the background throughout 2022 was the ongoing process in the Church of England exploring issues of identity, marriage and relationships, called Living in Love and Faith (LLF). This culminated in a compromise proposal by the bishops to leave the doctrine of marriage unchanged whilst authorising prayers to affirm, celebrate and bless same sex couples in church. Neither side of the debate is particularly satisfied with the proposal, some believing it goes too far and others not far enough. As I write, work is going on behind the scenes as the proposals are being refined in preparation for the next General Synod in July. After that it is highly likely clergy, PCCs, and congregations will have some difficult decisions to make which could have far-reaching consequences for the future.

I am immensely grateful to God for St James. It is 10 years since the Lord called Claire, Beth and I to come south of the river to Furzedown and we continue to be grateful to God for giving us the privilege to serve among you. We look to the future with confidence, hope and excitement for whatever the Lord will bring.

Every blessing

A handwritten signature in blue ink, appearing to read 'Robson', with a long, sweeping underline.

St James Church
Summarised Minutes of the
Annual Parochial Church Meeting
held on 22nd May 2022

1: Welcome and Opening Prayer

Jacqueline Gray welcomed and thanked the congregation for attending today's APCM and opened the meeting with prayer.

Apologies: Rob Powell, Alan Burrows, Richard Reddie, Paulette Braithwaite

The Rector Rob Powell was absent due to illness so Jacqueline read the Rector's report.

2: Minutes of the 2021 APCM

The Minutes were approved and accepted unanimously There were no matters arising.

3: Election of Church Wardens

John Talbot and Marcia Gordon have agreed to continue as Church Wardens and were elected unopposed.

4: Electoral Roll Report

There are a total of 167 members, 45 are residents and 122 non-residents.

5: Finance Report

In Alan Burrows' absence Jacqueline read the contents of his summary of the Annual Finance Report. The full report is in the booklet.

There were no questions from the APCM on the report. They had been independently examined by Leroy Reid and approved by the PCC. They were formally adopted unanimously by the APCM. Proposed by Glynis Wilkinson and seconded by Raphael Gordon.

The existing accounting firm Leroy Reid will be reappointed as St James's Independent Examiner. This was agreed unanimously by the APCM, proposed by Raphael Gordon and seconded by Glynis Wilkinson.

6: Buildings and Fabric Report

John Talbot gave a summary report to the APCM. The full report is in the booklet.

There were no questions.

7: Diocesan Synod and Deanery Synod Reports

The APCM was referred to the booklet for the reports. Responsible for the report are Allie Neill and Nick Burt.

There were no questions.

8: Elections

Election of PCC Members

Nominees

Yvonne Mason
Adam Seymour Davies
Sandra Lucas
Rocky Deans

Proposed

Marion Bird
Glynis Wilkinson
Alan Burrows
Glynis Wilkinson

Seconded

Jacqueline Gray
John Talbot
Elizabeth Gibbons
Jo Seymour Davies

8b: Deputy Wardens

Kirk Douglas, there are additional vacancies.

8c: Side Persons

There is a good team, but we are always looking to increase this team.

There were no questions.

9: Appreciation

Jacqueline extended her thanks to Rob Powell for his work during the year. This was also extended to those who had covered for him in his absence. Thanks were expressed to all who work for the Church in paid and voluntary positions.

10: Any Other Business

None received

Marcia Gordon and John Talbot were formally prayed for in their office as Church Wardens.

11: The meeting was closed in prayer.

Summary of Accounts and Notes

PCC Meetings

The PCC held 6 meetings during the year. The average attendance was 73.48% (previously 74.99%).

Committees

The PCC operates through several task groups, which have met between full meetings of the PCC, to whom they are responsible and to whom they report.

Church Attendance

The Church Electoral Roll records 167 (previously 171) persons as members of the Church, 122 of whom are not resident within the parish.

The average Sunday attendance counted during October and November was 87 adults plus children.

Review of the year

The various activity groups will highlight their activities during the year by giving reports at the APCM. The activities of the parish insofar as they impinge upon the Statement of Financial Activities have been as follows:

Summary of Accounts and Notes

The activities of the parish insofar as they impinge upon the Statement of Financial Activities have been as follows:

1. The parish's contribution to the central fund of the Diocese of Southwark (the Parish Support Fund) remains the principal item of expenditure at £81,900 for 2022 (£80,300-2021) and has been paid in full.
2. Voluntary contributions from members of the congregation remain the principal source of income.
Income from donations for unrestricted purposes including claimed Gift Aid amounted to £126,063 (£145,387- 2021). An Advent Thanksgiving gift day was held with a commitment that the first £3,000 of donations would be divided between three projects - Wandsworth Foodbank (Furzedown), Furzedown Youth Centre (FYC), and Onside Soccer. Total donations received were £13,216 including associated Gift Aid (£17,735 - 2021).
The PCC continues to encourage the congregation to give to the Church in a regular and committed way using one of the stewardship schemes. Tax efficient regular giving to the General Fund amounted to £70,317 (£85,949 - 2021) and with other Gift Aided donations, £19,191 (£22,583 - 2021) was claimed in Gift Aid for unrestricted purposes. Other donations of £1,530 (£6,460 - 2021) included restricted donations for various areas of the Church's ministry, and a grant from the Southwark Diocese to help with rising energy costs. The PCC's commitment to supporting all aspects of mission resulted in £37,722 (£36,737 - 2021) being granted to several causes including support for the Furzedown Youth Centre by the donation of the £22,549 for rent and utility bills. A tithe on income from giving of £11,434 (£12,129 - 2021) was split between two Mission partners receiving a share with Furzedown Youth Centre receiving 1/3, and "Crosslinks" receiving 2/3 in support of Alun and Debbie Burt's ministry in South Africa. Total income amounted to £205,826 (£221,827- 2021) of which £3,130 was restricted (£9,743 - 2021). Total expenditure amounted to £222,208 (£227,163 - 2021) of which

£3,143 was expenditure on restricted items (£6,152 - 2021).

The generosity of the people of St. James continues to be a source of both encouragement and humility. It is encouraging that we have been able to welcome new faces into the congregation. It is hoped that newcomers will soon become full and active members of our Electoral Roll.

3. The churches of the Furzedown Team Ministry (St. James, St Alban's and St. Pauls) continue to work closely together and with Mitcham Lane Baptist Church, sharing a vision of mission in the community, especially in the area of ministry to young people both through Sunday groups and through the work of the Furzedown Youth Centre.
4. The Church continues its commitment to children and young peoples' ministry. A full-time Youth Outreach worker is jointly employed with our partner churches. Little Fishes continues to be, for many, a first introduction to church life and is currently oversubscribed. Get Set and Adventurers continue to engage with children of Primary school age during the week.
5. The Church continues its commitment to the Furzedown Youth Centre and, in partnership, work to improve the facilities of both the upper and lower halls continues to be the goal of the Community Centre Management Committee. The Church views FYC as a major resource for the young people in the surrounding community.
6. During the year the Church continued to consider the use of its buildings and possible developments that might be undertaken to further the mission of the Church in the future. A small working group under the Building for the Kingdom Project has been working on developing proposals and has fed back to the PCC and church members for further input during the year.

Alan Burrows
Treasurer

Extracted Information from the Accounts

Various items of Income	2022	2021
Gift Aided Giving via Bank Standing Orders	55,897	70,545
Gift Aided Giving via Envelopes	13,553	17,169
Non-Gift Aided Giving via Standing Orders	9,858	5,892
Non-Gift Aided Giving via Envelopes	5,846	2,985
Giving via Plate Collection	6,653	4,452
Donations to the General Fund (day to day housekeeping fund)	3,449	2,383
Gift Aid received on giving to the General Fund	19,191	22,583
Advent Thanksgiving Gifts	13,216	17,375
Legacies		
Letting/Hire of Upper Hall	19,705	17,048
Letting/Hire of Church and Centre	1,210	370
Fees for Weddings and Funerals (PCC retained)	1,094	1,622
Bible Study Notes sales	220	240
Well coffee and cake sales	2,320	695
Rental income from 171 Mitcham Lane	26,767	26,028
Children's Ministry receipts (Get Set, Little Fishes, Holiday Clubs etc)	2,067	764
Donations to Crosslinks (from individuals)	-	-

Various items of Expenditure	2022	2021
Fairer Share (contribution to Diocese)	81,900	80,300
Church Insurance	6,318	6,306
Hall Insurance	1,844	1,549
Church Utilities (heat and light)	10,851	6,689
Hall Utilities	5,086	3,214
Church Repairs & Maintenance	8,394	11,970
Hall Repairs & Maintenance	3,385	2,013
171 Mitcham Lane Maintenance and Expenses	2,951	4,999
Salaries and Support	46,810	45,304
Clergy Expenses	141	162
Church Catering - incl Well	244	1,424
Printing and Production	933	558
Postage and Telephone	588	1,372
Examination of Accounts	1,200	1,200
Mission Support through tithe on Regular Giving	11,434	12,129
Crosslinks Donations (non - tithe)		-

St. James West Streatham
Statement of Financial Activities
For the year ended 31 December 2022

	Note	Unrestricted £	Restricted £	Endowment £	Total £	2021 £
Income and endowments from:						
Donations and legacies	2	126,063	3,130	-	129,193	149,547
Charitable activities	3	46,725	-	-	46,725	44,003
Other trading activities	4	2,540	-	-	2,540	935
Investments	5	27,079	-	-	27,079	26,181
Other	6	289	-	-	289	1,161
Total		202,696	3,130	-	205,826	221,827
Expenditure on charitable activities:						
Church activities	7	134,258	-	-	134,258	140,345
Salaries and support costs	8	46,810	-	-	46,810	45,304
Management and administration	9	3,418	-	-	3,418	4,777
Mission giving and charitable donations	10	34,579	3,143	-	37,722	36,737
Total		219,065	3,143	-	222,208	227,163
Net income/(expenditure)		(16,368)	(13)	-	(16,381)	(5,336)
Transfers between funds		-	-	-	-	-
Net movement in funds		(16,368)	(13)	-	(16,381)	(5,336)
Reconciliation of funds:						
Total funds brought forward		90,262	9,919	100,613	200,794	206,130
Total funds carried forward		73,896	9,905	100,613	184,414	200,794

St. James West Streatham

Balance Sheet

As at 31 December 2022

	Note	2022 £	2021 £
Fixed assets			
Curates House 171 Mitcham Lane	15	100,613	100,613
		<u>100,613</u>	<u>100,613</u>
Current assets			
Cash at bank and in hand		85,315	92,611
Investments		8,659	8,659
Sundry debtors		2,933	12,574
Prepayments		2,687	1,200
		<u>99,594</u>	<u>115,044</u>
Liabilities			
Accrual Independent Examination		1,200	1,200
Creditor HMRC PAYE & NI		1,011	6
Other sundry creditors and accruals		13,582	13,657
		<u>15,793</u>	<u>14,863</u>
Net current assets		<u>83,801</u>	<u>100,181</u>
Net assets		<u>184,414</u>	<u>200,794</u>
Represented by:			
Unrestricted funds	11	60,641	76,311
Designated funds	12	13,255	13,951
Restricted funds	13	9,905	9,919
Endowment funds	14	100,613	100,613
		<u>184,414</u>	<u>200,794</u>

Building and Fabric Report

Well, another year has come and gone. The fabric of our buildings although sound still needs our help and support to keep it upright.

Sometimes we call it the **BBC** that's short for Beautiful Big Church

Other times we think of **BBC** meaning Building Battles Continue, nevertheless however we refer to our building, we continue to look after it in many ways.

This year there has been a good deal of work gone into refurbishing the basement of the hall where FYC live. The whole basement area has been waterproofed inside, affectionately called Tanking, which in essence means that the basement is now almost damp proofed and is now much more habitable. Much of this has been funded by FYC and will give the building an extended life. Plants growing in the walls have additionally been removed.

The main church roof continues to need repair with slates being replaced and guttering cleared. The entrance to the church, which is a flat roof and difficult to seal up, has had work completed and now is waterproof.

Additionally, you will have noticed that various of the pendant lights in the sanctuary are not working. This is down to the fact that the wiring is at least 60 years old and perished. An electricians quote for repairs means that to ensure the wiring is safe, and the only solution is to rewire the church, which will be sensitively done to ensure that future development of the building is included and can be added onto. Why rewire you may ask, well, as an example the positioning of the fuse boxes does not meet current safety standards and therefore need repositioning and updating. The wiring to the pendants is crumbling and dangerous so the bulbs cannot be replaced.

There is grant funding available for part of the project from the Church of England and the PCC have agreed to consider additional funding be released from reserves. This is vital work without which we may be negating the buildings insurance.

The door to the toilets in the church centre has been replaced and some remedial work has been done on the plasterwork in the left-hand toilet.

Other jobs remain to be dealt with, and further improvements to the heating are always under consideration. For smaller jobs we have a handyman around who visits the church every week. He has a very long list to get through!!!!

Thank you all for trusting us with looking after our building as much as we can.

John Talbot
Churchwarden

VARIOUS MINISTRIES

Sunday Children's Ministry

The Sunday Children's groups include Creche (birth-nursery); Bubbles (school nursery-year 1); Splash (years 2-5), and XStream (years 6+), and they run on the second, fourth and fifth Sundays of the month.

In 2022, Bubbles learned about lots of different stories from the Bible, including creation; Moses; Jesus' life; and Paul. Splash and XStream looked at various stories in more detail and with deeper discussion and application, including Jesus' miracles; Jeremiah; Paul's conversion; David; Solomon; and John's descriptions of Jesus and Heaven in Revelation. All three groups also studied the Easter and Christmas stories.

The average number of regular children attending each group on a Sunday morning are:

Creche:7 Bubbles: 7 Splash: 8 Xstream: 4

It is a pleasure being able to see the children of St James grow in their knowledge and relationship with God. It is also wonderful to welcome new children to the Sunday groups, whether they are one-off visitors or new members of the church family.

The Sunday Children's Team this year is:

Creche: Frances Hawkins, Kelly Ball, Rachael Aldrin-Quaye, and Ruth Derruau.

Bubbles: Sarah Murdock, Maia Ganesh, Syllyna David, Georgina David and Glynis Wilkinson.

Splash: Bethany Powell, Jo Seymour-Davies, Keren Pybus and Claire Powell.

Xstream: Claire Powell, Glynis Wilkinson, Paul Rook and Diana Rook.

Bethany Powell

Adventurers

Adventurers is our midweek club for children in school years 3-6. It currently runs on Tuesday evenings in term time from 5.45pm to 7.15pm in the Church Centre.

Sessions contain plenty of fun and games, a Bible story discussion with video clips, songs, and an activity such as a craft, quiz or treasure hunt. We follow a similar teaching programme to Get Set, but the children look at Bible stories in more depth and enjoy videos and activities suited to older children. Two Adventurers clubs were running during the Spring and Summer of 2022 due to the number of children of this age-group on our books. In September 2022 we merged these two groups into one when a number of older children left to go up to POD. 18 children regularly attend the club, with 6 attending St. James on Sundays. Adventurers is a lively group with more boys than girls.

Following on from the online Christingle we filmed during lockdown which was so popular, we ran Christmas 'Christingle' events for the whole family for our final sessions of both Adventurers and Get Set in December 2022. Most families attended and many brought siblings along to join in. The children and parents made their christingles together and then went through into church for a short, fun service which included singing carols and lighting Christingle candles. It was encouraging to see so many families involved and enjoying being in church. We regularly post about Adventurers sessions on our church social media accounts to enable the church family to share in the work we are doing.

The Adventurers team this year is: Bethany Powell, Claire Powell, Rob Powell and Glynis Wilkinson.

Bethany Powell

Get Set

Get Set is our midweek club for children aged 5-7 (reception, year 1 and 2). It runs in term time on Wednesdays in the Church Centre from 3.30pm - 4.45pm. As they arrive children have a drink and biscuit and then choose a toy or a craft activity. At 4pm all help to clear away to get ready for a Bible story with video clip, action song and a game. We spend the last 10

minutes in small groups talking about the story while we colour a picture. We work from a 3 year teaching programme of Bible stories based around videos from the Read & Share Bible. As clubs had been closed for several years following Covid, there were no children of Get Set age left on our books. Therefore when Get Set reopened in September 2022 all children joining were new to the group which is an unusual situation. Demand was high which was encouraging, with many contacts coming from Little Fishes. As all the children were new to us it took around 6 weeks to settle all the little ones into the Get Set routine, but the club was soon running well and is very popular in the community with new children continuing to join. 21 children are regularly attending. 7 children attend St. James on Sundays and a further 3 families have been attending Messy Sundays over the past few months. We regularly post about Get Set activities on our weekly social media accounts which parents say they really enjoy seeing. The Get Set Team this year is: Carol Burt, Bethany Powell, Claire Powell, Rob Powell and Glynis Wilkinson.

Bethany Powell

POD

'POD' (Pocket of Disciples) is a Bible-based small group for girls aged 11-16 (School years 7-11) and was created to support the young people who graduate from Adventurers. POD meets in FYC on Thursday evenings at 6pm in term time. We start with a catch-up over a drink and a snack and move on to an ice-breaker game at 6:15pm. This is followed by a short Bible study and prayer time, a game and a craft activity.

In September 2022, we had 11 new girls join the group, 5 of which graduated from Adventurers.

This brings our group up to a total of 20 on the register, with 14 attending regularly.

During 2022 we discussed a variety of different Bible stories, including Esther and Jonah, and topics, including 'our identity in Christ' and 'how to navigate the world of social media as a Christian'.

It is a real joy to get to know and support the young people of POD and have the weekly opportunity to teach them about Jesus.

The POD team this year is: Bethany Powell, Claire Powell, and Glynis Wilkinson.

Bethany Powell

Little Fishes

"This is by far the best toddler group I have been to!"

High praise from one of our Little Fishes community, but not uncommon. The combination of free play, the Bible-centred worship and puppet show, and the welcoming Christian environment, seem to make Little Fishes a big draw for young families in Furzedown.

Following our resumption after the Covid-19 lock down, we continued to use the Eventbrite booking system which works very well and ensures that we don't exceed our safe capacity. Having said that, we are full every week, and most parents set an alarm on their phone to remind them to reserve their place for the next week when bookings open at 6pm every Thursday. We currently have 85 registered parents of whom around 30 make the cut each week!

I am so grateful to our faithful team - Sarah Byron Evans, Kelly Thompson, Glynis Wilkinson, Beth Powell, Lucille Quallo, and Alan Burrows. We sadly waved goodbye to the two Natashas during the year, Saint M'leux and Kumar, as the former moved to France and the latter's son started nursery. However, we thank God for Rachael Aldrin-Quaye who joined the team having been an attendee for some time.

Please continue to pray that the Lord will use Little Fishes to proclaim the good news of Jesus to families in Furzedown and beyond.

Rob Powell

The Well

The Well is our community café that opens on Tuesdays from 9am-12pm in term times in the Church Centre. It is run by Bethany Powell and Jo Seymour-Davies.

The Well is attended by a variety of people from the community, including child-minders; parents coming from the school drop-off; members from Churches in the Furzedown area; and long-time regulars. The Well is also child-friendly, providing toys to play with in the Children's Corner and age-appropriate drinks and snacks.

The Well provides a menu with a large variety of food and drink, including teas; coffees; hot chocolate; breakfast pastries; tea cakes and toast.

In 2022, The Well continued to thrive, gaining some new regular customers from the community. It is always a pleasure to welcome people of all ages into our relaxed and friendly café!

Bethany Powell

Deanery Synod

Tooting Deanery Synod met several times in 2022 over Zoom & in person meetings. At the meetings a wide range of topics were covered including:

- Eco-church & climate change. Churches discussed going green/sustainability progress, resources, planned community awareness events and ideas that have emerged across the deanery
- A social outreach log for each church was compiled into a 'deanery log' of the social outreach projects being offered by the churches on each day of the week. This tied into the cost of living crisis which was discussed and how each church was responding & helping in the community and being used as warm spaces for those in need.
- Compassion Projects happening in the deanery
 1. Syrian family who arrived in Tooting February 2020 under the Government "Vulnerable Persons Resettlement Scheme", after they had spent time in a refugee camp in Lebanon. Since arriving the family have settled well into the community & local schools and their English is improving. Some prayer is needed over the housing situation as they will need to move as the house where they are living had originally been offered for the 2 year period anticipated by the scheme. The rental period had kindly been extended by several months, but now new arrangements are needed - preferably locally, where the children are well settled into schools.
 2. Christmas bags for prisoners in HMP Wandsworth. The Anglican Chaplains planned to give a small Christmas gift bag to all the Christian prisoners. Among all the churches a total number of 225 bags were pledged & the number provided was exceeded (over 300 received) and given to the prisoners who greatly appreciated the kind & thoughtful gesture by all who were involved.
 3. Balham Crosslight debt centre. The branch based in Ascension Church, Balham consists of a Branch Manager, Debt Advisors and incredible volunteers helping our communities get back on their feet through debt advice, money education and person-centred support. The value of the debt advice centre, and the help and support it can offer to those who are often the "unseen" in society. There are currently 20 volunteer advisers from local churches and the area - please let it be known that more advisers are needed. (Crosslight is overseen by the FCA, so volunteers undergo full training.)
- Training for deanery synod members especially in the areas of well being and mental health. There was a 1 day mental health first aid course accredited by MHFA England provided for 16 delegates with all 11 churches asking to sign up. The course was held as a step towards exploring issues concerning Mental Health in our churches. The delegates who undertook the course were asked to come together to consider what could develop good practice further in our individual churches and across the deanery.

During the year General Synod meetings occurred and regular updates were given and matters for prayer raised.

The meetings are well attended with in-person meetings taking place in various churches in the deanery.

St James is represented by Rev. Rob Powell, Nick Burt, Glynis Wilkinson, Liz Gibbons, Alan Borrowes and Ailie Neill

Diocesan Synod

Diocesan Synod, which is the governing body of Southwark Diocese, met three times in 2022, in March, July and November. I was appointed to continue as a member of the new Synod that started work in November 2021. I am also a member of the Diocesan Council of Trustees, which has met three times, and chair the Policy and Finance Committee.

The ‘normal’ business of any governing body included items such as the Annual Report and Accounts for 2022 (we ended with a deficit of about £435K, less than the £1.1M budgeted due largely to an unexpected grant), setting a Budget for 2023 (a small projected deficit of about £100K, on a turnover of £25.7M), reviewing and updating the Risk Register and setting and reviewing of Objectives for 2022 and 2023, together with on-going discussion and review of progress with the diocesan Strategy for Mission (‘Hearts on Fire’**), based on the Anglican Five Marks of Mission, and which feeds down into our deanery, team and parish Mission Action Plans.

Synod has continued to implement the agreed strategies for development of Lay Leadership and Ministry in Southwark, including establishment of the Lay Council, and for development and transformation of our Deaneries, seeking to breathe new life into their workings, in order to ensure that deaneries become viable centres of mission and ministry.

The overarching financial strategy has been to maintain an annual surplus year on year, based on the generosity of parish giving through the Parish Share system, and to build up working reserves to see us through the years ahead. Clearly this has been impeded by the impact of COVID-19, and whilst the 2021 and 2022 results turned out to be better than expected in the circumstances, due to some one-off items, including unexpected grants and property gains, the Budget set for 2023 is broadly balanced, with the real hope that the small projected deficit will be bettered by year end. Bids are also being pursued for further strategic development grants from the Church of England Commissioners, together with a new Mission Innovation fund. The diocese is especially grateful for the faithful and generous support received from parishes through this very difficult time.

In the past year, the Synod has agreed an Anti-Racism Charter and has begun to consider our response to the major Church of England report, “From Lament to Action”, seeking to make a sea change to the church’s attitudes to racial inequality and injustice within the church, diocese and parishes. The Synod has also encouraged parishes to engage with the Living in Love and Faith process for listening to and learning from each other in the area of human sexuality. Progress has been made towards recognition as an ‘Eco Diocese’ (Bronze Award now achieved), and ways to achieve the challenging target for Net Zero Carbon Emissions have been discussed. Further initiatives in this area are planned for 2023, including help and guidance for parishes to address these issues in their local setting.

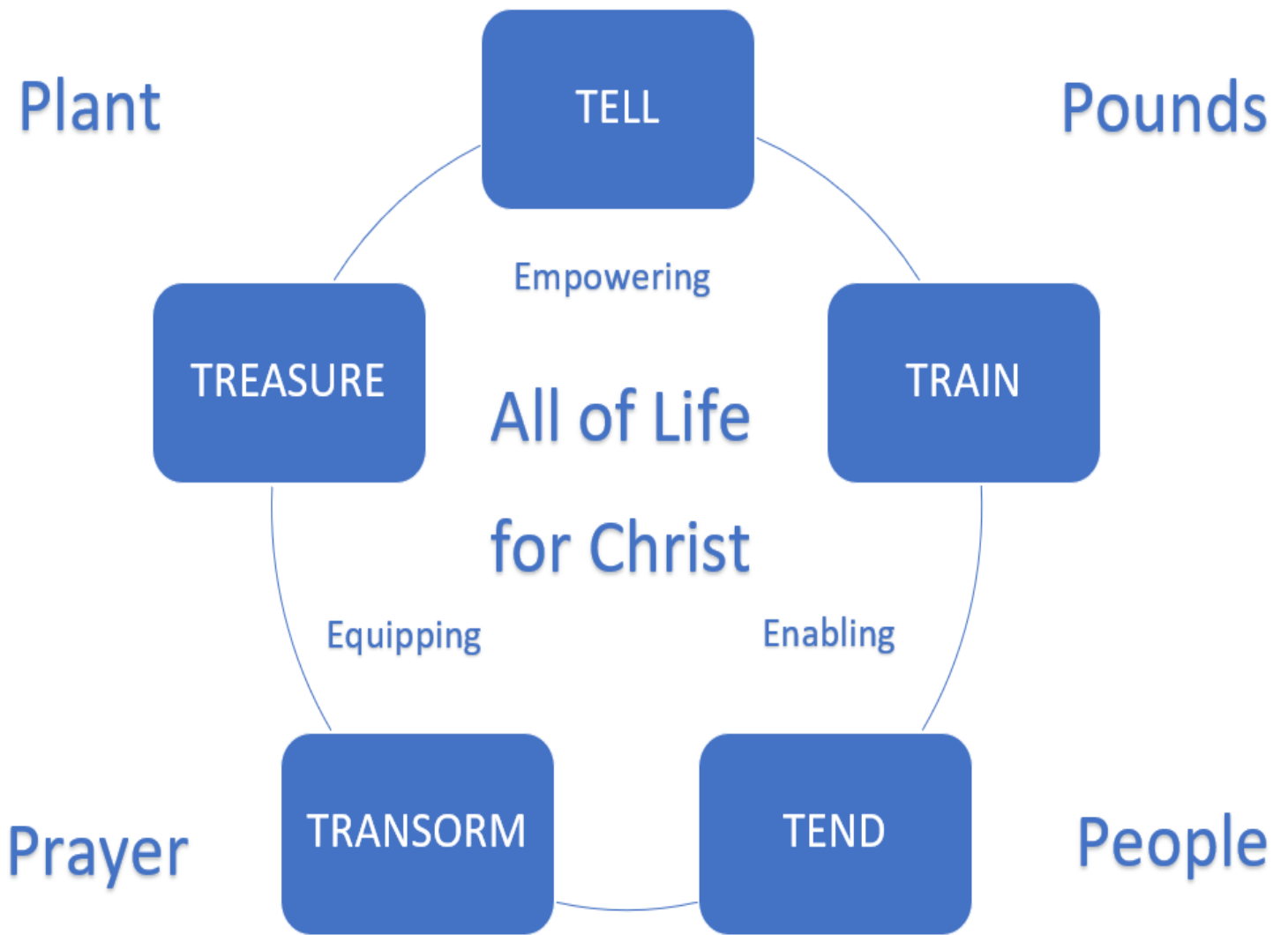
The past year has therefore seen some significant progress in achieving our Vision for 2025, made possible by the relative health of our finances despite the circumstances we are living through. For this, the diocese is hugely thankful for the continuing generous support by our parishes through the Parish Support Fund, not least St James which continues to cover our full costs. Looking forward, whilst 2023 is likely to present continuing challenges as we seek to adjust our expenditure to more closely match our income, while maintaining our focus on Mission, we will also begin the process to update our Vision and Strategy for Mission in the 5 years from 2025 onwards. However, with the support of parishes and of the Church of England Commissioners, and the provision and grace of our wonderful God, we trust that the ministry and mission of the diocese will continue to flourish.

** The diocesan Strategy for Mission, *Hearts on Fire*, restates our commitment to mission, grounded in prayer, that the growth of the kingdom of God may be at the heart of all we do. In particular, we will:

- Serve our Communities;
- Share our faith with great joy and gladness;
- Be the Church: a people with hearts on fire, loving God, walking with Jesus and led by the Holy Spirit.

Nick Burt
April 2023

NEW MISSION ACTION PLAN 2023 & BEYOND



Finance Recovery Strategy 2023+

Context

- St James finished 2022 £17k in deficit
- This has been managed in the short term from reserves
- The main cause of the deficit was a drop in giving and a shift from gift aid to non gift aid donations

Main Objective

- To create an activity plan that brings us back to break even at the end of 2023
- To create a growth strategy aligned to the Mission Action Plan to raise income in order to fulfil our calling as an outward, mission focussed church.
- To raise an additional £33k over our planned expenditure in 2024

Activity Plan

Area	Proposed Activity	Impact	Timeline	Who
Giving to God	Embed persistent and prevailing prayer into our financial strategy through relaunching our corporate prayer strategy - Church prayer meetings - Small group church prayer points - Prayer triplets - Half nights of prayer	There are official prayer touch points for the mission action plan and specific activities plus finances every week	Launch at the APCM and then weekly prayer points sent to prayer co-ordinators inc all small group leaders	Rob
	Further discussion with the PCC on how much as a church we should be giving away – connected to what we plan to do in the Mission Action plan	Tithe increases to include all our income – generous giving but that all mission activities can be included in this not just money to external partners	22nd March 2023	Rob
Congregation Giving	Deliver a gift aid campaign	Increase gift aid donations by 8% in 2023 and 9% in 2024 and 2025	At the APCM and then repeated across church messaging for the following month	Rob
	Present the Mission Action Plan to the church and brief the financial strategy at the same time so giving is linked to the vision	Increase overall giving to the church up to £135,750 in 2023 and to £145,688 in 2024 and £156,750 in 2025 (from £127,712 in 2022)	At the APCM and then repeated across church messaging on a quarterly basis to keep people up to date on where we are	Rob/Mark
	Increase giving through the Parish Giving Scheme and encourage sign up to increase by inflation each year.	Free up Alan's time to focus on grant applications. Increase future growth in donations.	At the APCM and then repeated across church messaging for the following month	Rob

	Relaunch newcomer welcome events and ensure the church vision and MAP are part of this plus information on giving routes	All newcomers are aware of the church vision and regular members are actively giving	First one by end March 2023	Rob/Mark with the welcome team
Other income sources	Review Hall letting fees in line with market rates	Hall income increases by 10% in 2023 and a further 5% in 2024	End April 2023	Alan
	Analyse hall income from the ballet school versus having a nursery in during the week and weekends free for kids parties	Ensure we make a net gain but are also considerate of relationships if the difference is less than a 10% increase	For the ballet school present new rates to the new owner to ascertain acceptance by June 2023	Analysis by Alan, decision with Rob
	Presenting opportunity for legacy giving to the congregation – connection opportunity to Christian solicitors that do wills	Hard to measure as we will not see people’s wills	At the APCM and then repeated across church messaging for the following month	Rob
	Increase community events at St James that raise income. Create an annual calendar	All events have a net income to the church by ensuring all base costs are covered	Launch in May 2023	Mark
	Increase 171 Mitcham Lane rent	Increased rent by 10% YOY = 5% increase in total 2023 income	At the rent review in June 2023	Rob
	Move £30k of church reserve money into a high interest account – research best accounts for this and see if Southwark have any resources to advise in this area	Raise income of £750 through interest by end 2023 and £1500 in 2024	By end March 2023	Alan
	Move the designated Friendship Circle money into the General Fund and create a new budget for the friendship circle as part of the MAP	Increase the general fund by £5k	By end March 2023	Alan
Additional New Income Sources	Increasing our You tube presence to drive income - Record good quality kids action songs - Load just the sermon element of our services - Kids craft ideas from the ones we do anyway	Have it as revenue source but also part of making our kids activities accessible	Launch in June 2023	Pete Neill, Beth, Rob

	Create a database of potential grants we could apply for and apply for all eligible grants	Obtain at least £30k pa in grant funding by 2024 (and aim for £10k in 2023)	November 2023	Alan
	Create a budget for new ministries linked to the MAP and apply for related grants – example for green and energy areas	All new ministry work has a budget and source of income aligned with it	End March 2023	Mark Alan
	Create a Friends of St James email group for those that have left us but stay connected. Post on here exciting things that are happening in the church but also regular updates such as the financial ones and include links to give	Secure £1000 a year through giving from this group	End March 2023	Rob/Alan
Cost Savings	Deep dive into printing and production costs to ascertain why this area was so high in 2022 and then create a strategy to reduce	Deliver cost savings of 20% in 2023 and a further 10% in 2024	End March 2023	Alan
	Deep dive into utilities costs to ensure we are maximising all government and church supported schemes.	Deliver cost savings of 8% in 2023 and a further 10% in 2024 and 11% in 2025	End March 2023	Alan
	Maintain all other non-staff costs for 3 years unless linked to MAP with linked income.	Real terms decrease of 10% by 2025	From Jan 2024	Alan

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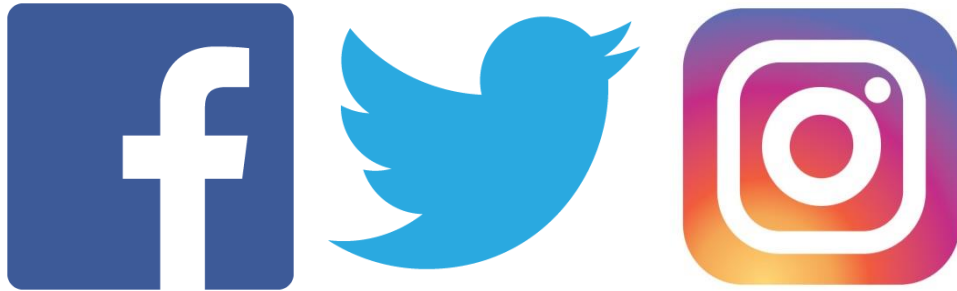
Bank Details:

Barclays Bank plc, Sort Code: 20-96-89

Account no: 00196878, A/c Name: St James PCC

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