

# St James' by the Park



## Annual Parish Church Meeting Monday 26<sup>th</sup> April 2021 7.45pm

### Agenda

- |  |            |
|--|------------|
| 2. Apologies for absence               |            |
| 3. Minutes of last year's meeting      | Pages 1-3  |
| 4. Formally required reports           | Pages 4-8  |
| 5. Election of church wardens          |            |
| 6. Election of PCC members             |            |
| 8. Financial report                    | Pages 8-10 |
| 9. Appointment of independent examiner |            |

## St James' by the Park – who? why? how? where? what?

**Who** are we (identity)?

*We are ordinary people following the extraordinary Jesus together*

**Why** do we exist (purpose)?

*We exist to Go deeper (with God), Grow closer (to each other), Reach further (with the gospel)*

**How** should we act (values)?

*We want everything we do as a church to be:*

*God-dependent, grace-filled, Bible-based, mission-focused, authentic community*

**Where** are we going (vision)?

*God is calling us to turn our church community inside out*

**What** is God calling us to focus on (our mission focus areas)?

*Families and children; teenagers; older people; the environment; inter-cultural relations; financial hardship; mental wellbeing*

-----

**PARISH OF SHIRLEY, SOUTHAMPTON  
MINUTES OF ANNUAL MEETING OF PARISHIONERS  
MINUTES OF ANNUAL PAROCHIAL CHURCH MEETING**

**Monday 12<sup>th</sup> October 2020 at St. James' Church**

The meeting started with a time of prayer led by Lena Phillips. Dan then welcomed everyone and explained that the bishops had signed an order making online APCMs legal, for this year and maybe 2021 as well, pre-covid it had been illegal to do this.

**1. PRESENT:**

88 people in total attended the meeting; 86 people were on the Electoral Roll. 82 people attended by Zoom and 4 by YouTube.

**2. APOLOGIES:**

David Bates, Victoria Horne, Gill Medley, Jan Bartlett, Janice Bates, David Bates, Sue Baverstock, Sheila Beesley, Hannah Brown, Tim Brown, Nichola Caveney, Simon Clift, Heather Corless, Gina Cornford, Jez Drury, Mark Hilliard, Tracy King, Allen King, Nicola King, Keith Rushby, Doreen Smith.

**3. MINUTES OF THE 2019 MEETING OF PARISHIONERS AND THE ANNUAL PAROCHIAL CHURCH MEETING AND MATTERS ARISING:**

Dan drew people's attention to the minutes of last year's meeting which were on the APCM page on our website.

Shaun Cassidy proposed that the minutes of the 2019 meeting were approved; this was seconded by Martin Caveney and voted to be accepted by the meeting. The minutes will be signed by Dan Clark as a true and accurate record of the meeting. There were no matters arising.

#### **4. FORMALLY REQUIRED REPORTS**

Dan drew people's attention to the formally required reports which were on the APCM page on our website. He made the following comments:

**Electoral Roll:** The numbers on our electoral roll are 197 which is a jump of 27 this year. This is because a few people forgot to sign up last year and have done so now. The electoral roll goes through a 6 year cycle where everyone is removed at the start and it then gradually builds back up again over the 6 years. The numbers on our electoral roll for 2018 were 244, so we're not back up to that figure yet.

#### **Buildings:**

The buildings' report is slightly out of date. We took the decision to sell St. John's a couple of years ago and we are still going through that process. We have submitted outline permission with the city council to change St. John's into housing. This doesn't necessarily mean it will be turned into housing but to satisfy charity commission regulations we have to maximise the sale value when we sell it and we have been advised that selling it with planning permission will do this so what it ends up as is largely out of our hands.

We know our first application will be rejected due to objections from local residents; therefore we will take these objections into account, resubmit the application *and hopefully soon will be able to put it on the market.*

Dan explained that if anyone had any questions concerning the reports to email or put them on the Zoom chat.

#### **5. ELECTION OF CHURCH WARDENS**

Peter Craggs has decided to step down earlier than planned due to a family situation. He has been a huge encouragement to Dan while he has been warden, his contributions have been thoughtful, rooted in prayer and wanting the best for us as a church. Dan was extremely grateful for all he had done, everyone present expressed their appreciation to Pete and Dan had a present which he will deliver.

Pete responded by saying how grateful he was for being part of such an amazing church; he feels blessed to be part of the church and serving it as church warden.

Church wardens have to be elected every year although most church wardens serve for several years. This year we have one nomination, as follows:

Simon Clift, proposed by Di Sawyer and seconded by Katy Barnes, therefore Simon was duly elected. Dan thanked Simon for standing again.

Dan has checked with the Diocese and Simon and they are both happy for us to just have one warden, hopefully this will be just until the next APCM in April 2021. Simon will also be standing down at this time so we will be looking for 2 churchwardens in April 2021.

#### **6. ELECTION OF PCC MEMBERS:**

There are three people standing down from the PCC after their 3 year term: Helen Bathard, Hannah Brown and Sam Taylor. Dan stated that he was very grateful for everything they had done and what they had brought to the PCC; it was great having younger members on the PCC.

The nominations were:

Laura Borthwick, nominated by Amy Currie and seconded by Helen Bathard.

Aimee Whitfield, nominated by Jayne Crispin and seconded by Wendy Spicer.

There were 2 nominations for 3 places, therefore both were duly elected.

The PCC has the power to co-opt another person so if anyone feels this is something God is calling them to, they should speak to Dan.

## **7. Deanery Synod**

There have been 3 nominations for 3 places. All nominees were already on the Deanery Synod. There will be some difficult decisions that will be made by the Deanery Synod over the next year that they will be part of.

The nominations for the position of Deanery representatives were:  
David Bates, nominated by June Dodge, seconded by Wendy Worrall  
Rosemary Brooks nominated by Elaine Hicks, seconded by Jan Bartlett  
David Wagstaff nominated by Geoff Cornford, seconded by John Moxley

Dan thanked these people for all they do representing us at Deanery Synod.

## **8. FINANCIAL REPORT (YEAR ENDED 31/12/19).**

2019 was a very unusual year; we had budgeted for decrease in income partly as we had known that a few regular givers were leaving, so we had therefore budgeted for a decrease in expenditure by making cuts in several areas and not appointing new staff. At that time we wrote to congregation explaining the situation and asking them to review their giving and the result of all that meant that income increased by almost £20K and expenditure decreased by about £38K which was in line with what we expected. This gave us an unexpected surplus of just over £50K.

The PCC gave away 10% of this surplus as thank offering and donations were sent to Friends International, Basics Bank, SCRATCH and Tearfund.

We didn't realise the full extent of the 2019 surplus when setting the 2020 budget, so the PCC agreed to put some of the surplus aside for the Carefund, recognising that more people might need help as the Covid pandemic went on, there has also been some anonymous donations into this fund. They agreed to put a significant amount aside to fund another member of staff on a part time basis for an initial 18 months.

The ongoing pandemic has adjusted our running costs; we have seen a decrease in rental income but that wasn't a significant source of income for us. There has been some increased expenditure, such as our tech equipment but we have had a couple of anonymous donations towards this and there has been some decreased expenditure such as hiring schools. Taking these things into account it appeared that we were on track with our budgeted income and expenditure at that time

Dan asked people to contact David Phillips if they had particular questions about our finances.

Dan finished by offering huge thanks to David Phillips for overseeing our finances and working extremely hard on them throughout the year, to Claire Clements who processes thousands of transactions every year, Theresa who processes all the payments and receipts, Catherine Humphrey who does the payroll and Barbara Rushby for counting and banking the cash collections each week. Huge thank you to all of them

Nick Smith proposed that the accounts were accepted as a true record; this was seconded by Tamsyn Langton, and so they were accepted as a true record of our accounts.

## **9. ELECTION OF INDEPENDENT EXAMINER:**

David Phillips proposed that we appoint Abraham and Dobell again for 2020. This was seconded by Carol Hayward, the meeting agreed so it was duly agreed to appoint Abraham and Dobell as our independent examiner for 2020.

## **10. CLOSE OF MEETING:**

Dan asked that any questions about anything that had been discussed should be emailed or asked via the Zoom chat.

-----

## **2021 Formally Required Reports**

### **Electoral Roll**

There were 197 members in 2020. The changes in 2021 are as follows:

No longer members: 3 + 2 deceased; new members: 9

Therefore the total number of members enrolled for 2021 is 201

No. of members living IN the Parish - 133 - includes 4 new members

No. of members OUT of the Parish - 68 - includes 5 new members

**Theresa Bowen**

### **Church Wardens' Report**

As I look back over the last 12 months it has been an extraordinary time in the life of St James by the Park by any stretch of the imagination.

First of all, the APCM initially scheduled for last April finally took place virtually on 12th October 2020. Prior to this in September Peter Craggs stepped down from his role as Warden during his 5th year in office for understandable personal reasons so that he could devote more time to his family while Zoe was nursing her mum at home. Consequently, I have been operating as a sole Church Warden over the last 5 months. Fortunately, when I compare my role as warden with those serving in parishes with less in the way of resources, my work is made an awful lot easier thanks to Theresa's work behind the scenes on any number of crucial administrative & governance matters which she quietly gets on with.

Reflecting on our life as a church since my last Warden's report in early 2020 I would like to highlight the following significant developments:

#### **1. COVID-19 pandemic**

As I stated at the end of my last report events had been overtaken by COVID-19 and there was a profound sense that life will never be the same again. How true this has proved! The last time we were all gathered together in St James is but a distant memory! Over the Summer and right up until Christmas Eve our buildings were open for restricted use with much smaller numbers and the now familiar measures to minimise COVID transmission. Alongside this as a church we have risen to the challenge of continuing our ministry and mission through online meetings & acts of worship. This has involved considerable skill and devotion behind the scenes by a number of different church members with appropriate technical skills. In addition, individual pastoral care has continued to be offered by small group leaders, members of the staff team and a host of others within the church family who have made a concerted effort to keep connected through telephone calls, emails, doorstep conversation and practical acts of kindness such as a delivery of meals. Maintaining the ministry of the church during the pandemic has been an enormous challenge on so many fronts, but I want to pay particular tribute to Dan as Vicar for the faithful & compassionate leadership he has shown us over the last 12 months. My thanks also go to the rest of the Staff team; Georgia, Josh, Katy, Lena, Paul, Rich and Theresa for their perseverance & dedication in such difficult circumstances.

## **2. Prayer**

I have been so encouraged by the increased engagement there has been in prayer over the last 12 months kick started by the season of Listening which we began last Spring at the time of the first lockdown. Since then, the church has established a new pattern of prayer with monthly prayer evenings again online with usually over 30 different participants. In addition, we have seen an increase in regular participants at our Saturday Morning Prayers which has been meeting via zoom at 7.45am to pray, listening & waiting on God and bringing before Him the life of the church and wider community as the Holy Spirit leads. We have also experimented last Summer with a series of weekly Night Prayer (Compline), a quiet and reflective time of prayer at the end of the day and have participated in two special Days of Prayer on 2nd December and again on 3rd March. Alongside these new developments, the Rapid response prayer email continues to be widely used and people continue to pray in prayer triplets & in small groups.

## **3. Progress on the development of our buildings**

Despite the additional challenges presented by COVID restrictions, The Buildings Development Group have continued to make progress on the development of our 4 buildings: St Johns, the Parish Hall, 133 Church Street and St James' Church. I am grateful to Nick Smith who along with the rest of the Buildings Development Group (BDG) has compiled a separate report summarising their activities during 2020. I would also like to thank each member of the BDG for making their professional skills and expertise to the PCC in this way during 2020.

As I prepare to step down as Warden, I delighted that Jacqui Dowdell and Nick Smith have both agreed to stand in my place. Jacqui has already served as Warden for a previous 5-year term and so the Church will be able to again benefit from her wisdom and experience. Nick has been serving on the PCC for the last 2 years during which time he has proved himself to be a wise and considered voice on a whole range of issues. I am confident that the Church will be in good hands under their leadership.

In His service,

**Simon Clift**

## **Parochial Church Council Report**

The PCC is the leadership group of the church. It works closely with Dan and the staff to help develop and carry the church vision and mission.

Due to the covid pandemic, all meetings after February were held via Zoom. To make any decisions legal they had to be agreed by email so this was done after every zoom PCC meeting. The PCC had a day away at St. Mark's Church, Ampfield in January, and 8 zoom meetings from March onwards. The usual meal that was held to help the new PCC to get to know each other wasn't able to be held due to covid. The Standing Committee made most financial decisions by email and met via zoom in October to start planning the 2021 budget. Each meeting started with a look at a bible passage and a time of prayer led by different members of the PCC. Each meeting ended with a time of prayer.

During 2020:

- Discussions were held about how to allocate the 2019 surplus. A suggestion was to create a new senior staff leadership post; Paul Lambert was appointed later in the year.
- There was a safeguarding update at every meeting and a scenario for the PCC to talk through. There were new challenges with safeguarding in 2020 as youth events had to be conducted by zoom, so deciding how safeguarding should be applied in a digital context was worked out.
- The building development group updated the PCC on their progress at most meetings and reported on the progress made selling St. John's and how plans were developing to re-structure our other buildings. This was all delayed due to the pandemic.
- Adrian Popplestone was appointed as buildings maintenance manager, but as he spent a some months out of the country due to the pandemic he stood down later in the year.
- A 2% payrise was agreed for the paid staff for 2020. Later in the year a 2% increase was also agreed for 2021.
- The Shirley Local History group kept the PCC informed with their plans to put up a blue plaque at the parish hall to mark its connection with manufacturing Spitfires during WW2.
- APCM preparations were made, although this had to be postponed; it was eventually held in October once the Bishop's had issued a Directive allowing APCMs to be held online.
- A proposal was made to develop the music in church. The PCC agreed to spend £4,000 to improve the technical side of music in church.
- Suzanne was appointed as safeguarding administrator.
- Time was spent considering our response to the covid pandemic and what action was needed to meet the changing challenges that everyone was going through. Measures were put in place to make sure people that needed it were being supported.
- New guidelines for the carefund were written, extra administrators were appointed and more money was made available to help people in need.
- Expenditure was agreed to update our technical equipment to help us with live-streaming our services.
- Teams were appointed to oversee different aspects of our response to the pandemic.
- It was agreed to temporarily move to one morning service at 10am.
- Time was spent discussing and praying about the Listening season that was the focus of our church life through the autumn term.
- Georgia Condell started working as curate at St. James' by the Park.
- The 2021 budget was proposed and agreed.
- The PCC spent time thinking about what the church might look like a year later and thinking of things we could do to prepare for that.
- It was agreed to sign up to Churchsuite, a church management system.
- Rich Lomath resigned as children, families and schools worker.

**Theresa Bowen**

### **Deanery Synod Report**

The Deanery makes up the collection of the Anglican churches in the city of Southampton, seeking to discern God's vision for the City as we work together to enable 'His Kingdom Come...' Each Parish in the Deanery elects a number of representatives dictated by the

number of people on its electoral roll. St James' by the Park has three elected reps, David Bates, Rosie Brooks and me. Simon and Esther Clift are also members of Deanery Synod because of their position on General and Diocesan Synod respectively. One of the roles of Deanery Synod reps is to elect lay members to those "higher" Synods.

The Deanery is headed by an Area Dean, supported by, now, two assistants. For much of 2020 there were vacancies for these posts and also for Lay-chair and Secretary. As a result of this, and Covid, there were only two meetings of Deanery Synod in 2020, the first of which was held in person and the later one via Zoom. Each Synod includes news from around the deanery including clergy comings and goings, a time of worship and, generally, a profile of the host parish. Administrative matters, approval of minutes etc. are kept to a minimum. Meetings are not restricted to Synod members and anyone is welcome to attend.

In February, we met at the Church of the Ascension, Bitterne Park where the main items were an inspirational talk by Bishop Debbie and a presentation by Andy Saunders, who heads up Lighthouse Ministries, an organisation that supports schools' and children's work in the Diocese. The Deanery subsequently commissioned Andy to do three online training sessions for Parish children's workers, one in each of the terms in the 2020/21 academic year.

Bishop Debbie spoke again at the October Synod. She shared some of the planning happening at Diocesan level which is required to reshape what we do in response to the challenges that we are facing as a Diocese, especially the reduction in income and other consequences of the Covid 19 pandemic.

As noted in last year's report, Synod has a fund, "the Deanery Collaborative Working Fund", which can be accessed by two or more churches in the Deanery wishing to explore new collaborative ventures.

**David Wagstaff**

## **Fabric and Buildings Report**

### **Sale of St John's**

During 2020 the Buildings Development Group (BDG) has been preparing the way for marketing the St John's site for sale, which could be either to a community group or for redevelopment. There is one community group, the Good Shepherd Church who have confirmed that they are interested in purchasing St Johns.

The PCC is not obliged to sell the site to the highest bidder, but if we choose to accept a lower offer, for instance from a community group, then we must demonstrate that we know how much the site is worth on the open market and be able to justify the differential. To maximise the attractiveness of the site to potential developers, we have submitted applications for outline planning permission to Southampton City Council to build housing on the site. An application for 5 town houses was submitted in June 2020 and rejected by the council as too dense for the site. An amended application for two pairs of semi-detached houses was submitted in February 2021 and we are optimistic this will be approved. The total costs of architects' fees and other expenses incurred in preparing the sale of St Johns to date are £8452.36.

## **Development of St James, 133 Church Street and Parish Hall**

In September 2019 the PCC requested the BDG to review how these three sites could be best developed to meet the needs of the church as it seeks to fulfil its mission, with a preference to concentrate all required accommodation on the St James' site via insertion of a mezzanine floor. The BDG invited five firms of architects to submit quotations to produce conceptual designs that would meet this objective. The selection process was considerably delayed due to the COVID pandemic, but ultimately in February 2021 the church appointed Studio 4 architects to undertake the work.

Early discussions with Studio 4 led us to conclude that a mezzanine floor may not be the best solution for the church, and therefore the first activity with Studio-4 will be to conduct an options appraisal exercise. This will review the three buildings owned by the church, and consider of how these might be adapted, refurbished, sold or developed to achieve the most successful outcome. We expect that this stage will be completed around the end of April 2021. Following this a recommended Concept Design will be elaborated using sketches and 3D modelling, providing spatial representations, cross sections and plan layouts. The design will be defined sufficiently to facilitate reasonable costing by a Quantity Surveyor. This work will be complete around the middle of 2021. The cost of the work to be undertaken by Studio-4 is £5950+VAT.

Prior to appointing Studio-4, a planning pre-application was submitted to Southampton City Council to ascertain their reaction to replacing the current Parish Hall with a two-storey design. The response from the Council was negative in tone, citing concerns over the bulk of the design, impact on neighbours and historic interest of the current building. Our work with Studio-4 will take into account the Council's opinion.

**Nick Smith on behalf of the Buildings Development Group**

## **FINANCIAL REVIEW**

The PCC's total income for 2020 amounted to £278,327 (2019 - £297,031).

Net expenditure was £255,170 (2019 - £246,547).

This resulted in a net surplus for the year of £23,157 (2019 – net surplus £50,484).

	2020	2019
	£	£
Total Income	278,327	297,031
Net Expenditure	255,170	246,547
Net Surplus / (Deficit)	23,157	50,484

The PCC's total income decreased by £18,704 (2019 – increased by £19,715) in the year, whilst gross expenditure increased by £8,623 (2019 – declined by £28,414).

The majority of the decline in income, £11,801, came in 'Income from Charitable Activities' where the renting of church property was severely curtailed by Covid 19 restrictions.

A year on year decline of £6,903 in 'Income from Donations and Legacies' was ostensibly due to the 'one-off' benefit of releasing a Gift Aid accrual of £5,268 in 2019.

The main areas of donor income were:	2020	2019
	£	£
Planned Giving	210,320	199,467
Donations	2,000	11,131
Tax Recovered : Gift Aid	47,019	52,161

Planned Giving and Donations are best viewed collectively due to the re-classification of some donor sources which have extended beyond a year and are now regarded as 'repeating' rather than 'one-off'.

The combined view shows a slight year on year increase of £1,722.

Gift Aid at £47,019 approximated the underlying prior year comparator of £46,893, which had been accentuated by the release of a prior year accrual of £5,268 in 2019.

Total costs of £255,170 increased by £8,623 compared to £246,547 in 2019 and were significantly lower than the annual budget set at £296,760, due to lower activity coupled with development plans being 'shelved' in the light of Covid 19.

The main areas of cost were:	2020	2019
	£	£
Common Mission Fund	104,603	103,200
Lay Staff Salaries	74,596	68,004
Buildings (maintenance, insurance and utilities)	28,292	27,039
Donations – UK & Overseas Missions	13,071	12,250

Payment of £104,603 to the Diocesan Common Mission Fund was as requested, increasing by £1,403 from 2019.

Annual salary costs increased by £6,592 predominantly due to the engagement of Paul Lambert (Assistant Leader) in November and Suzanne Bochel (Safeguarding Administrator) in May.

Annual expenditure on buildings increased by £1,253, with the following elements representing the most significant year on year changes:

Building Works Increased by £5,833 : Architects' Fees (£2,542), Bat Survey (£1,896)  
Legal Fees - Sale of St Johns (£1500)

St. James Increased by £2,154 : Window Replacement (£1,280) : Screening (£634)

Parish Hall Decreased by £5,250 : Replacement Flooring (£5,250)

St Johns Decreased by £816 : Replacement Pump (£458), Dehumidifiers (£226)

Giving to UK & Overseas Missions increased by £821 year on year due to the following:

Increase CMS General £500 : CMS Latin America & Iberia £500  
Enable Busoga £500 : Tear Fund £1,100 : SCM £951

Decrease Friends International £1,250 : SCRATCH £730 : A Rocha £500 : Cyclone Idai £250.

We entered the year with a Cash balance of £138,978 and closed with £157,914.

The increase of £18,936 was predominantly due the net income of £23,157, reduced by £4,221 which was the net effect of an increase in debtors of £12,989 offset by increased liabilities to creditors of £8,768.

The annual surplus of £23,157 outperformed the 'deficit' operating budget predicted in last years published accounts of £27k by virtue of enhanced levels of income amounting to £8,907 (Actual = £278,327 vs Budget = £269,420) and lower than anticipated expenditure of £41,590 (Actual = £255,170 vs Budget = £296,760).

### **Outlook**

The PCC's plans to re-invest a large proportion of its' £50k 2019 surplus to resource the future development of mission focus areas, by managing a 'deficit' operating budget in 2020 was curtailed by the impact of Covid-19.

These reserves have been supplemented by a further surplus in 2020 emanating from a largely unchanged donor income base coupled with lower than anticipated expenditure due to lower activity levels (limited by Covid-19 restrictions)

The PCC remains committed to re-investing previous financial surpluses into projects which are commensurate with advancing its' mission goals but is aware that this will, in part be regulated by the pace at which the UK returns to the 'new normal'. As such it has set a 'deficit' budget of £16k for 2021 established on the assumption of 6 months activity (Jan-Jun) subject to Covid restrictions and 6months (Jul-Dec) of normal activity.

### **Covid-19**

Given the manner in which the constraints of lockdown have changed the nature of operating parish business and its associated cost base, coupled with the uncertainties surrounding future economic recession and employment upon income, the PCC will continue to monitor financial outcomes on a frequent basis.

## Dan's review of the year

### **Ministry:**

2020 was obviously dominated by the covid-19 pandemic. I was humbled by the way many people stepped into new roles to enable us to begin streaming services online. I was saddened that most of our usual activities were put on pause. I was heartened that other activities re-imagined themselves and that the every-member-caring-for-each-other pastoral work continued and even deepened. I rejoiced that together as a church community, we donated significant amounts to help those struggling financially because of the pandemic, both locally and in Africa.

The pandemic prompted us to lean on God more, and it was hugely beneficial to spend time as a church in the Autumn thinking about and practicing 'Listening to God'. Obviously, we need to continue doing this – but all the more if and when we begin to emerge from the pandemic. What we will be as a church won't be the same as what we were.

### **Staff:**

It was a pleasure to welcome Georgia Condell onto the staff team as a self-supporting (and part time) Curate. It was a shame that her ordination was delayed and then severely changed by the pandemic, but her ministry will be rich and warmly received.

Lena Phillips has continued as our Associate Minister (part time) and Katy Barnes has become our Pastoral Chaplain (part time). Together they have taken a key role in ensuring our pastoral ministry continues in very changed circumstances.

Josh Cook (youth worker) and Theresa Bowen (administrator) have both ably adjusted to very different ministry requirements and working environments.

We also welcomed Paul Lambert as a part-time Assistant Leader in November, to help share some of the management role with me, to help us as we continue to discern our vision and direction as a church, and to help ensure that vision becomes reality. Paul is also considering a call to ordination.

I reluctantly and unexpectedly received Rich Lomath's resignation as our Families, Children and Primary schools' Lead at Christmas. We are reviewing that role before hopefully re-appointing someone to a similar position with more paid hours.

I am deeply grateful for all our staff: they work extremely hard in the service of our Lord and all of us.

### **Buildings:**

Sadly our progress with selling St John's and exploring options for transforming St James' and the Parish Hall were put on hold by the pandemic. However, work towards those is now underway again, and we trust that the Lord will show us how we should be using and developing these buildings to serve his Kingdom purposes in this area.