THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF CAMBERLEY ST MARY

England & Wales · Charity number 1127459

Details

Other names	ST MARY'S PCC, CAMBERLEY
Status	Registered
Legal form	Previously excepted
Registered	2009-01-09
Register	View on the Charity Commission register

Contact

Address	St. Marys Church Centre Park Road Camberley GU15 2SR
Phone	01276685167
Email	office@stmaryscamberley.org.uk
Website	www.stmaryscamberley.org.uk

Activities

Objects: Promoting in the ecclesiastical parish the whole mission of the Church.

Activities: Religous Activities

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services
- **What:** General Charitable Purposes, Religious Activities, Other Charitable Purposes
- **Who:** Children/young People, Elderly/old People, People With Disabilities, The General Public/mankind

Downloaded from opencharities.uk/ew/1127459

Geography

- **Area of benefit:** UNDEFINED, IN PRACTICE
- Surrey

Finances

Period end	Income	Expenditure	Assets	Employees
2025-12-31	£200,950	£195,079	-	-
2024-12-31	£159,223	£153,520	-	-
2023-12-31	£136,686	£131,968	-	-
2022-12-31	£154,994	£153,207	-	-
2021-12-31	£137,232	£137,677	-	-

Trustees

Name	Role	Appointed
Rev Andrew John Knowles	Chair	
Clare Crossley		2026-04-26
Darren Duplock		2026-04-26
Lesley Hall		2021-05-23
Michael Emery		2026-04-26
Rev Sue Duplock		2021-05-23
Rodney Bates		2025-05-18
Tyrrell Brett		2025-05-18
Yovan Devadoss		2024-04-28

Downloaded from opencharities.uk/ew/1127459

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF CAMBERLEY ST MARY

England & Wales - Charity number 1127459

Accounts



St Mary's, Camberley

Trustees Annual Report and Financial Statements
of the Parochial Church Council
Year ended 31st December 2025

Incumbent:	Church Wardens:	Independent Examiner:
Revd Andrew Knowles	Mrs L. Hall	Fuller Spurling Chartered Accountants

Table of Contents

Introduction Letter 3
Administrative Information 5
PCC Members: 5
PCC Structure, Management and Governance 7
Standing Committee (Operations Team) 7
People Team 7
Building Team 7
Finance Team 7
Ministry Leadership Team 8
The PCC as an employer 8
The PCC oversees those who volunteer 8
Objectives 9
Vision: Our shared vision and mission strategy across the Guildford Diocese 10
St Mary's Vision and Mission 12
Achievements and Performance 17
Leadership: PCC and Deanery Synod 17
Worship @ St Mary's 21
Pastoral 28
Discipleship 30
Outreach 35
A Safer Church 36
Safeguarding 36
Health and Safety 37
Data Protection 38
Technology 39
Church Centre (The Well at St Mary's) 39
Building 40
Financial Review 44
Income: 44
Expenditure: 44
Net Result: 44
Accounting Policies 47
Assets 47
Funds Policies 48

Reserves policy.....48
Independent Examiner's Report.....52

PLEASE NOTE:
This report is the sum of many contributors, their words are incorporated to form this single report about the Life and Ministry of St Mary's, Camberley.

Introduction Letter

Letter from Reverend Andrew Knowles, Vicar of St Mary's Camberley

Passing on the Mantle – Elijah and Elisha (2 Kings 2)

As we reflect on the past year at St Mary's, I find myself drawn to the story of Elijah and Elisha. It is a story of faithful service, trust, and God's work continuing from one season to the next. After years of faithful ministry, Elijah was called to pass on the mantle to Elisha, trusting that the Lord who had led him so faithfully would continue His work through another.

This image speaks powerfully to our life together at St Mary's in this season. We give thanks for all that God has done among us, and we look ahead with confidence, knowing that His purposes for this church continue far beyond any one person or chapter in its life.

St Mary's continues to express its unique identity through the life of the Church, the Nursery (which is a separate charity), and The Well. Each has its own character and ministry, yet together they share the same calling: to serve our community, nurture faith, and glorify God. Increasingly, we are seeing the connections between these parts of our life deepen, creating pathways through which people encounter welcome, belonging, and, ultimately, God Himself.

A Season of Transition and Trust

This has been a significant year of transition as we continue to build on the foundations laid in recent years and prayerfully prepare for the future. As many of you know, I will be stepping down as Vicar in the coming year, with **August bringing to a close this season of my ministry at St Mary's**.

At such moments, the story of Elijah and Elisha offers both comfort and perspective. Elijah was called to serve faithfully in the season entrusted to him and then to pass on the mantle, trusting that God's work would continue through another. The mantle did not represent Elijah's work alone, but the ongoing mission of God. In the same way, the life and witness of St Mary's has never rested on one individual, but on the faithfulness of God and the shared calling of His people.

We move forward with confidence, trusting that the Lord who has guided us through every season will continue to lead St Mary's into the next chapter of its life and ministry.

Growing Connections, Deepening Faith

Our Church Development Plan continues to shape the life of St Mary's—not simply as a strategy, but as a vision for connection and growth. We are seeing encouraging signs of people finding their way into the life of the church through worship, community events, The Well, the Nursery, and pastoral care.

This year has reminded us that growth often happens through faithful presence, simple acts of welcome, and prayerful attentiveness to where God is already at work. We are learning to keep things simple, to focus on what matters most, and to create spaces where people can encounter Christ.

Faithfulness in the Everyday

This report reflects the faithfulness of so many people. It is seen in those who serve week by week, often unseen; in those who pray; in those who welcome, care, organise, lead, and give. The life of St Mary's is sustained not by a few, but by many, each playing their part.

At the same time, we continue to face real challenges. The care of our buildings remains a significant responsibility, alongside our commitment to environmental stewardship and financial sustainability.

These are not small matters—but neither are they new to us. Time and again, we have seen God provide what we need, often in unexpected ways.

As a registered charity, we remain committed to acting with transparency, integrity, and careful stewardship of the resources entrusted to us. We seek to uphold the highest standards of governance, ensuring that St Mary's continues to be a place of worship, support, and outreach for generations to come.

Moments That Matter

There have been many moments this year that remind us why St Mary's is here. We become a place of connection, remembrance, or comfort. These are often not the loudest moments, but they are the ones —the conversations, the prayers, the quiet reassurances that people are not alone.

We continue to be called to be a visible and faithful presence in our community—to be salt and light in ways that are both practical and prayerful.

Looking Ahead with Hope

As Elijah's mantle fell to Elisha, so we trust that God is already preparing the next season for St Mary's. Leadership changes, seasons come and go, but the mission remains the same: to worship God, serve our community, and make Christ known.

It has been a profound privilege to serve as your Vicar. I am deeply thankful for all that we have shared together and for the faithfulness, generosity, and love of this church family.

We look to the future not with anxiety, but with hope and expectation, trusting in the God who always goes before us.

With every blessing,

Reverend Andrew Knowles
Vicar, St Mary's Camberley

Administrative Information

St. Mary's Church is situated in Camberley, Surrey. It is a part of the Diocese of Guildford within the Church of England. The correspondence address is:

St Mary's Church Centre, Park Road, Camberley, Surrey, GU15 2SR.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity registered with the Charity Commission, Charity Number 1127459.

PCC Members:

Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules. PCC members for 2025 are listed below.

PCC members serve for three years, (shown in brackets). Church Wardens are elected each year.

Ex Officio members:

Incumbent:	Reverend Andrew Knowles* (Chairperson)
Associate Minister:	Reverend Sue Duplock (July 2024)

Elected members:

Church Wardens:	Mrs Lesley Hall* (first elected: 2022)

Representatives on the Deanery Synod:

Mrs Lesley Hall* (2023 – 2026)

Mr Darren Duplock (2023 -2026)

Representative on the PCC: There are five vacancies on the PCC.

Mrs Rosie Jones (2023 – 2026) resigned in January 2026

Mr Mike Emery (2023 – 2026)*

Mr Yovan Devadoss (2024 – 2027)

Ms Tyrrell Brett (2025 – 2028)*

Mr Rodney Bates (2025 – 2028)

*Members of the Standing Committee from April 2025

Officers to the PCC (non-PCC members): each officer was invited to report to the PCC over the last 12 months.

Mrs Lesley Hall (Electoral Roll Officer)

Mrs Tyrrell Brett (Safeguarding Officer from May 2024)

Mrs Rosie Jones (Designated Safeguarding Lead – stepped down January 2026)

Mr Melvyn Hayward (Data Controller)

Revd Andrew Knowles (Health and Safety Officer)

Consultants to the PCC (non-PCC members)

HR Consultant - Mrs Karen Liddington

People In Focus Ltd, Aspect House, Pattenden Lane, Marden, Kent, TN12 9QJ

Health and Safety Consultant - Mr John Bradstreet

Just Safety Ltd, Market House, 21 Lenten Street, Alton, Hampshire, GU34 1HG

Architect – Purcell UK - Mrs Ellie Atherton (Oxford Office)

15 Bermondsey Square, Tower Bridge Road, London, SE1 3UN

Purcell Architects were appointed on 18th October 2014 as St Mary's Architect to advise on all building work and to complete the Quinquennial Report.

- Jonathan Deeming (Oct 2014 to Feb 2025), Partner at Purcell and our Principal Architect, supported by:
    - Alex Marlow (Jan 2022 to Dec 2023)
    - Kayleigh Buttigieg (Dec 2023 to Jan 2024)
    - Ellie Atherton (Jan 2024 onwards)
- Ellie Atherton (Feb 2025), Associate Architect at Purcell with specialism in historic buildings and in February 2025, Jonathan Deeming stepped down and Ellie Atherton became our Architect.

External Examiner: Mrs Susanne Keane

Fuller Spurling Chartered Accountants, 90 High Street, Sandhurst, GU47 8EE

PCC Structure, Management and Governance

The Parochial Church Council's membership includes the ordained Minister (Vicar), Associate Minister, and those elected, the Church Wardens, two Deanery Synod representatives, and seven PCC members. All those who attend our services and are members of the congregation are encouraged to register on the electoral roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish, including deciding on how the funds of the PCC are to be spent. New members receive initial training in the workings of the PCC.

The PCC operates throughout the year with the full council meetings (every other month) and the subgroups called 'Teams' that meet regularly and report to the full PCC meetings. The PCC Officers report to each PCC meeting to ensure good communication.

In 2025, there were six full PCC meetings held, plus the Vestry meeting and the Annual Parochial Church Meeting.

Standing Committee (Operations Team)

The Standing Committee is a statutory PCC Committee. It carries out the work of the PCC between meetings. The Incumbent and Church Wardens are ex-officio members (of all teams), and the PCC appoints at least two of its members.

People Team

Overseeing the resources of people, those employed by St Mary's or volunteering for St Mary's, to ensure that we support them and fulfil our legal obligations. The safeguarding team has met, but the People Team didn't meet in 2025.

- Incumbent (ex officio)
- Associate Minister
- Church Wardens (ex officio)
- Parish Safeguarding Officer
- PCC Member
- Advisers: HR Consultant, Parish Safeguarding Officer (PSO), Data Protection Officer.

Building Team

Overseeing the resources of our buildings to ensure they are appropriately cared for and fit for the mission and ministry of St Mary's.

- Incumbent (ex officio)
- Church Wardens (ex officio)
- Lay members

Finance Team

Overseeing the resources of our finances to ensure they are appropriately managed and support the mission and ministry of St Mary's.

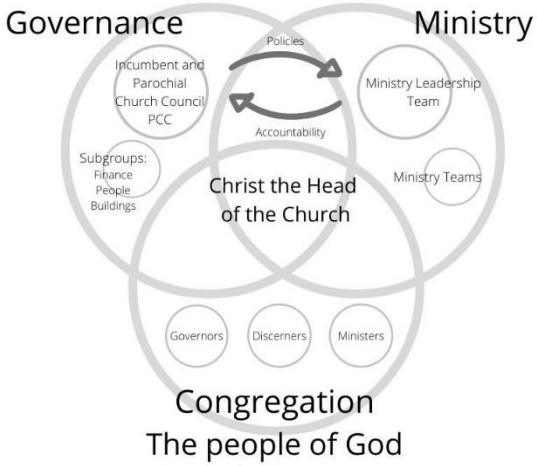
- PCC Treasurer (ex officio)
- Finance Officer
- Incumbent (ex officio)
- Church Wardens (ex officio)
- Advisers: Diocese and Charity Commission Officers

Ministry Leadership Team

The Ministry Leadership Team oversees the ministry at St Mary's, and it is accountable to the PCC. The core team is those who have been called by God, affirmed by the Church and are exercising licensed ministry. Additional team members are invited to join by the MLT team and the Incumbent. The MLT is responsible to the PCC, reporting regularly, and making proposals for the PCC to approve.

The Ministry Leadership Team oversees the many ministries at St Mary's to offer leadership and support. Each ministry within St Mary's must be approved by the PCC, along with the necessary paperwork, so we fulfil our legal requirements.

This diagram shows how St Mary's operates.



The PCC as an employer

Welcome and Bookings Officer: Mrs Gwen Mullins (15 hours per week) started in September 2023

Administrative Support Officer with an emphasis on communications: Mrs Modupe Adegbaji-Pain (10 hours per week term time only) started in November 2024

Finance Officer: Mrs Esther Westwood (6 hours per week) started in November 2021

Cleaner: Mrs Patricia Chavarria (10 hours per week) started in February 2025

The PCC is grateful for the commitment of its staff, their work and ministry at St. Mary's. Every year has its challenges at St Mary's and we are indebted for their dedication.

We would like to thank Mr Mike Emery for maintaining our IT equipment for the Church. St Mary's Nursery now outsources its IT support. St. Mary's Camberley website is managed by Mr Ian Robson with the help of the Administrative Support Officer. We thank them for their hard work.

We rely on our staff and volunteers who work behind the scenes as well as up front to keep the church running. We are very grateful for their hard work from locking up each evening, keeping the garden beautiful, washing the linen etc. There can never be enough volunteers and we would love it if many more people would be willing to join the team – there is a job available for all ages and all capabilities!

The PCC oversees those who volunteer

Like most charities, St Mary's has seen a change in its volunteering, we are grateful for all who have given their time, and work for the benefit of us all. 80 volunteers are covering 49 different roles.

We are aware of the need for more people to serve to share the workload. We are continually reshaping the way we work and looking to build up teams and team leads. We have created a Ministry Handbook, which was completed in 2024. This is called the St Mary's Ministry Handbook rather than a Volunteers Handbook because our approach to serving is rooted in Christ's model of ministry. Jesus demonstrated servant-hearted leadership, calling His followers to serve others in love. As He said, "For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many" (Mark 10:45). Our HR Counsultant keeps us up to date on changes we need to be aware of.

This reflects our belief that serving in the church is more than just volunteering—it is a ministry, a calling to serve God and His people.

At the same time, as a registered charity, St Mary's aligns with the Charity Commission's requirements, ensuring that all who serve are equipped, supported, and accountable within a well-structured framework. By calling it a Ministry Handbook, we highlight both our spiritual foundation and our practical responsibilities.

Objectives

Spiritual Objectives:

At St Mary's, **we continue to seek to be a church shaped by Jesus' call to worship the Father "in the Spirit and in truth" (John 4:24).** For over forty years, this has been a defining focus of our life together: to be a people rooted in God's Word and open to the renewing and guiding presence of the Holy Spirit. Rather than being defined by cultural labels such as "Evangelical" or "Charismatic," our desire has simply been to follow Christ faithfully as a church formed by Scripture and alive to the work of the Spirit. We seek not only the Spirit's leading in worship and prayer, but also the growth of the Spirit's gifts in ministry and the Spirit's fruit in our common life — love, joy, peace, patience, kindness, goodness, faithfulness, gentleness, and self-control. This enduring tradition continues to shape our worship, discipleship, prayer, and mission as we seek to serve our community in the name of Jesus.

Governance Objectives:

Parochial Church Councils (PCCs) are charities and are governed by two pieces of Church of England legislation, called Measures. These are:

The Parochial Church Councils (Powers) Measure 1956 as amended.

This defines the principal function, or purpose, of the PCC as "promoting in the parish the whole mission of the Church".

The Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended)

https://www.churchofengland.org/resources/clergy-resources/pcc-accountability-guide

St. Mary's Parochial Church Council (PCC) has the responsibility of cooperating with the Incumbent, the Reverend Andrew Knowles, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical as set out in the Church Representation Rules.

The PCC is also specifically responsible for the maintenance of the Church and the Church Centre Complex of St. Mary's (now called The Well), Park Road, Camberley, GU15 2SR. St. Mary's House is the responsibility of Guildford Diocese, and the parish is responsible for internal decorating.

St Mary's PCC therefore shares with the Incumbent the responsibility for:

a) The promotion of the whole mission of the church – pastoral, evangelistic, social and ecumenical – within the ecclesiastical parish of St Mary's, Camberley.
b) The efficient administration of the parish and its funds. The PCC is responsible for funding the maintenance and repair of the Church Centre (which includes the Church).

The PCC has considered the Charity Commission guidance on public benefit and believes the guidelines have been met as the activities of the church are open to the public at large and are for public benefit.

Vision: Our shared vision and mission strategy across the Guildford Diocese



The diocesan leadership and community are committed to the vision of Transforming Church, Transforming Lives and have been since September 2016.

The Diocesan vision is one of a diverse, growing, intergenerational church at the heart of each community, working alongside our chaplaincies and schools in living and proclaiming the Good News of God in Jesus Christ.

A refreshed focus

Following a second prayerful listening exercise and looking at the National Church's focus of 'Simpler, Bolder, Humbler'. The Diocesan Senior Staff have opted for three related priorities that refresh and evolve our original vision:

Growing Disciples brings together:

- Encountering God through worship, prayer, retreat and learning.
- Everyday Faith – sharing and expressing our faith in daily life and exploring vocation.
- Meeting with our Church family in all sorts of contexts for Christian encouragement, friendship and support.

Growing Diversity will mean for many Parishes increasing the number of younger people and also growing our diversity in every way to ensure we better reflect the communities we serve. It means continuing the great work our schools are doing. It means having the courage to experiment with new ways of being Church, physically and digitally.

Growing Community builds on the community partnerships of our parishes, chaplaincies, and schools – many of which were developed during the pandemic. It also draws in the critical work across our communities to care for the Earth and reduce carbon emissions.

Alongside the three priorities, they also created a refreshed set of 'Imagine' statements:

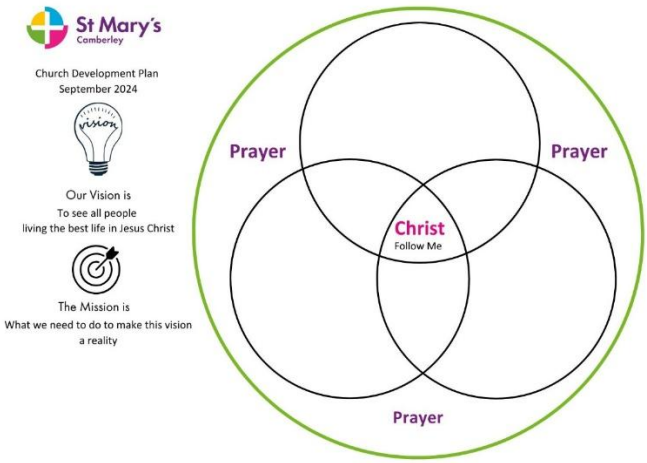
Imagine statements:

> **Imagine a Church** that is rooted in prayer, daily recognising our dependence on the God who saves, guides, strengthens and grows the Kingdom.
>
> **Imagine a Church** where people of all ages reach their full potential as disciples and leaders, cheering one another on in the adventure of following Jesus.
>
> **Imagine a Church** that worships in many ways and places, building diverse, holy, attractive communities of faith that are nourished through word and sacrament, alive in the Spirit, and accessible in every way.
>
> **Imagine a Church** at the heart of the communities we serve, reaching out to the poor and marginalised with compassion and purpose, challenging injustice, and bearing gospel fruit around the world.

In 2024, Surrey Heath Deanery and its parishes started a Deanery, and a Parish Needs Process.

The Deanery Leadership Team, the Deanery Synod and Chapter, and the Parochial Church Councils collaborated to explore ways to grow disciples, enhance diversity, and strengthen community. This discernment process occurs every two years and resulted in the creation of a Deanery Plan, and a Church Development Plan (CDP) for each parish. We are in the early stages of planning the third stage of CDP.

St Mary's Vision and Mission



Our Vision:

To see all people living the best life in Jesus Christ

Our Mission:

To do what we need to do to make this vision a reality

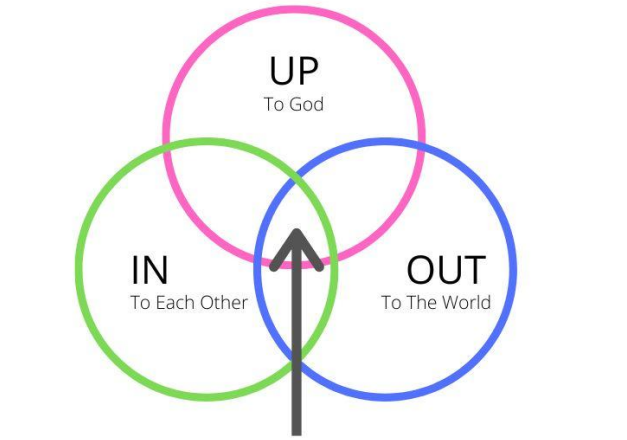
Our Values - why we do what we do.

We believe and trust in one God, Father, Son and Holy Spirit. God has revealed himself through the Bible. God has revealed himself most clearly through the gift of his Son, Jesus Christ. God makes himself known personally to each believer through the work of the Holy Spirit. Whilst these statements are true for us, the following seven values have been important to St Mary's over the years and help us to follow Jesus all the year round.

1. **Prayer** - Connecting with God in new ways, to new depths. Cultivating prayer for lifelong and everyday faith.
2. **Worship** - Calling people to a holistic life of devotion as they grow in knowledge of God's infinite love.
3. **Family** - Inviting participation in God's magnificent, global, gifted, flawed, history-spanning family: the Church.
4. **Power** - True transformation – becoming like Jesus – is only possible through the power and the presence of the Holy Spirit.
5. **Justice** - Seeking Jesus' redemptive Kingdom on Earth, we join a physical, spiritual battle against injustice both personal and systemic.
6. **Evangelism** - Good news is worth sharing. We want to help people be able to talk naturally about life-changing faith with their friends.
7. **Creativity** - Discovering how creativity can serve the renewing and repainting of the world, learning from the God who is "making all things new".

UP, IN and OUT

The UP, IN and OUT is a simple tool to help remember and understand our vision, mission and values.



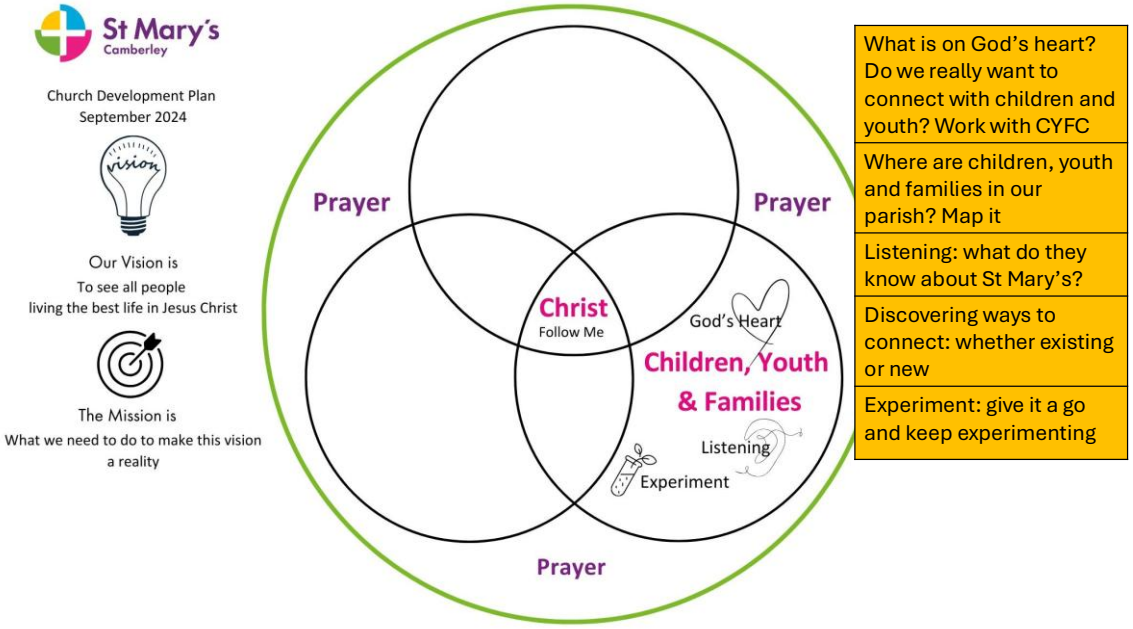
Church Development Plan 2024 to 2026 - strategy

This new Church Development Plan was created by the PCC, in partnership with the Church family, the Deanery and the Diocese. It was approved by the Archdeacon of Surrey in September 2024 and forms part of the Deanery and Diocesan Mission Plan for the next three years. It was shared with the Church family at our Vision Day in October 2024.

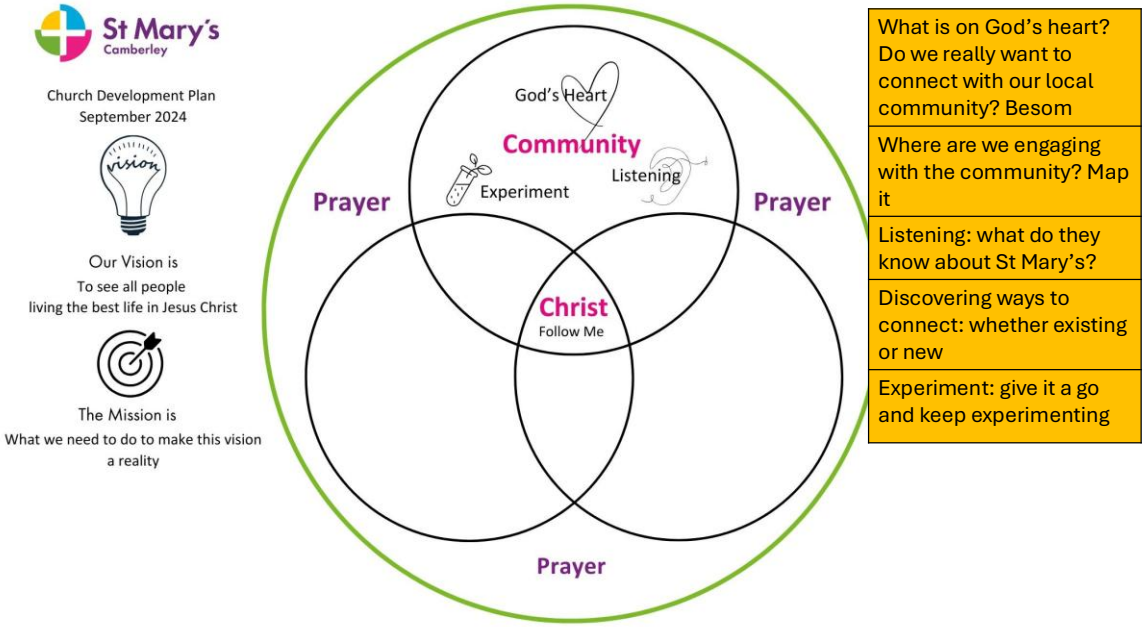
We have three key priorities, and the fourth is moving towards Net Zero Carbon



Priority One is to increase our engagement with families, children and young people to give them an amazing experience and build new Christian communities. (Be Fun)

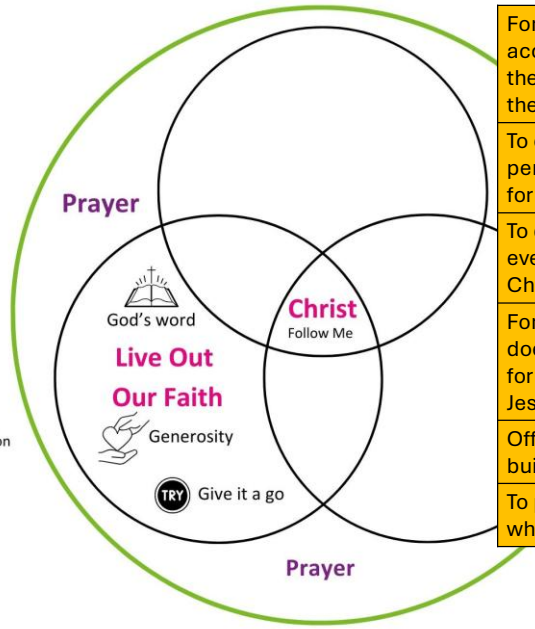


Priority Two is to increase our engagement with the wider community to reach out and become a church that our community can not live without (Be there)



Priority Three is for the church, ordained and lay together, to enable God's people to grow in their capacity to live out the Good News of Jesus in all of life – in service in the church and in the world. (Be confident)





For every person on Earth to have access to the Gospel translated into their heart language – working with the Bible Society
To equip every believer to share their personal faith and develop pathways for nurturing faith
To develop ways that enable care for everyone in building up the body of Christ.
For every person on planet Earth who doesn't know Jesus yet, to be prayed for by someone who does know Jesus: starting with those we know
Offering to God all we have for the building of the kingdom
To plant a church/congregation where no church is reaching

Priority Four is to improve our environmental footprint and moving towards Net Zero Carbon (NZC) (Be Responsible)



Net Carbon Zero by 2030
Complete an Energy Audit and link it to the Quinquennial Report
Funding opportunities with improve the building performance
Outside worship
Going for Gold – Eco Church
Phase One - reordering of the foyer and toilet
Phase Two – renew the interior of the church
Phase Three – renewal of the hall e.g. roof

What we have done in 2025.

Last year (2024), the PCC and church family went through the process of creating a new Church Development Plan. This year we have been working to implement this plan, under its 4 key points. This is our progress:

Children & Youth

- Continue to run a Monday Night Youth Group for our teens and a Tots and Dots group for toddlers and their carers.
- All our services are inclusive of all ages, with craft and colouring materials and toys available.
- Sofas and small tables allow parents to sit comfortably while allowing children to move around.

Community Engagement

- We have been running monthly community cafes in aid of charity since March. Each month, a charity is invited to provide cakes and invite their supporters to help with their fundraising. St Mary's provides the venue, and helpers for setting/clearing up and serving coffee/tea. It has proved popular and has so far been used by the Ezra Foundation, local Scouts for their hut roof fund, Shifa Network (for a swimming project for ethnically diverse women), for St Mary's (us!) roof fund, McMillan, Phyllis Tuckwell hospice.
- We continued with special services intended to be popular and more accessible to the local community – an outside Remembrance Service, a Pizza and Carols service (in addition to the popular Christingle service).
- School lessons in the church

Church Growth

- From June, Breakfast Church restarted to make church more accessible, especially for visitors and non-church goers, and to allow us to get to know each other better.
- Five members of St Mary's attended a Leading Evangelism Course.
- Pray-for-5 initiative started (to encourage people to pray for those they would like to know Jesus).
- Being bolder – making speaking about Jesus more natural – members of the church family giving testimonies.

Eco/Net Zero

- Church cleaning products evaluated and eco-safe products sourced where possible.
- Eco values and processes written into our church room-hire policy.
- Garden Waste service subscribed to.
- Further hedging ordered to provide to improve the eco-friendliness of the car park.

- Efforts made to reduce the amount of waste produced by the church.
- LED lights, and motion sensors to automate light switch-off installed.
- Continued changing single glazed windows in the Church Centre to double glazed windows and upgraded electric heaters to four rooms.

Achievements and Performance

Leadership: PCC and Deanery Synod

Electoral Roll Report

A new Electoral roll was prepared in spring 2024, and approved at the APCM, There are currently 56 members of the Electoral Roll (down from 68, due to moves, deaths, etc). Being a member of the electoral roll shows that people consider themselves part of the St Mary's family. Like the civil electoral roll, it allows people to stand for election to church offices (e.g.: PCC) and vote in elections at the APCM. The number is also used cumulatively with those from other churches in the Deanery to determine how many Clergy and Lay representatives for the Deanery can attend the Diocesan Synod.

There will be a revision of the electoral roll in spring 2026, to allow for new church members, or anyone who missed it last year, to be added. This will be approved in the 2026 APCM.

PCC review of 2025

Andrew Knowles

The Parochial Church Council met regularly throughout 2025, providing governance, strategic oversight, and prayerful leadership for the life and mission of St Mary's Church, Camberley. The year has seen continued progress in governance, safeguarding, ministry development, financial stewardship, and future planning.

Governance and Leadership
The PCC continued to meet bi-monthly, supported by regular meetings of the Standing Committee. During the year, the Council strengthened its governance arrangements through improved action tracking, the timely approval and publication of minutes, and the introduction of updated governance policies, including a revised conflicts of interest policy and updated terms and conditions for hire.
A revised PCC Handbook was introduced, and work progressed on role descriptions for officers, trustees, and volunteer teams to provide greater clarity of responsibilities and support good governance practice.
The PCC also confirmed the structure and membership of key subgroups, including the Standing Committee, Finance Team, Buildings Team, People Team, Ministry Team, and Communications and IT Team.

Safeguarding
Safeguarding remained a principal priority throughout the year. The PCC received regular reports on the Parish Safeguarding Dashboard and formally approved an updated action plan to support ongoing compliance and best practice.
Progress has been made in DBS compliance, volunteer training, safer recruitment, induction processes, and safeguarding arrangements for hirers and external users of the premises.
The PCC also reviewed learning arising from national safeguarding reports and approved an updated Complaints Procedure.
The Council records its sincere thanks to Tyrrell Brett for her diligent and faithful leadership in this area.

Mission and Ministry
The PCC continued to oversee the Church Development Plan (2024–2026), with particular focus on evangelism, discipleship, and ministry among children, young people, and families. Encouraging progress was noted in youth ministry, baptism preparation, community outreach, and seasonal events. The Well Pop-Up Café has provided a valuable point of contact with the wider community and supported charitable fundraising.
The PCC also engaged with diocesan evangelism and church growth initiatives to help shape future mission priorities.

Buildings, Health and Safety
The PCC continued to oversee essential work relating to the church buildings, accessibility, and statutory compliance. This included fire alarm upgrades, fire warden training, health and safety inspections, and ongoing maintenance planning.
During the year, preparatory work began for significant roof repairs and improved accessibility at the main entrance, alongside water system and legionella checks.

Finance and Stewardship
Financial sustainability remained a key concern throughout 2025. The PCC has continued to address the challenge of meeting the full Parish Share and has engaged with diocesan stewardship and financial recovery support processes.
The Council remains committed to careful stewardship of resources while supporting the mission and ministry priorities of the parish.

Partnership with St Michael's
A significant development during the year was the discernment of a pilot partnership with St Michael's Church, Camberley. Following a joint meeting of both PCCs in November, St Mary's PCC voted unanimously to enter into this partnership from January 2026.
This partnership is intended to strengthen shared ministry, support mutual mission, and assist with future clergy transition planning.

Looking Forward
Looking ahead, the PCC's priorities include strengthening safeguarding culture, improving financial resilience, supporting church growth, implementing the St Michael's partnership, and preparing well for the forthcoming leadership transition.
The PCC gives thanks for God's faithfulness and guidance throughout a year of challenge, change, and opportunity.

Standing Committee 2025

Andrew Knowles

During 2025 the Standing Committee met regularly to make decisions on behalf of, and in preparation for, the PCC. Key decisions included:

Governance and APCM

- Approved PCC minutes for circulation and publication
- Set key deadlines and timetable for the APCM, Annual Report, and financial statement preparation
- Oversaw electoral roll completion and APCM preparations
- Agreed the preparation of updated role descriptions for PCC officers, churchwardens, trustees, and ministry leaders
- Agreed the development of Assistant / Deputy Churchwarden roles

Safeguarding and Compliance

- Determined the safeguarding items to be escalated to PCC from the Parish Dashboard
- Approved updated safeguarding policies and practice guidance
- Approved updated complaints procedures and safeguarding arrangements for hirers
- Agreed actions in response to the national APCS / DBS data breach, including communication and pastoral follow-up with affected individuals
- Agreed website and documentation updates to improve safeguarding visibility and compliance

Buildings and Health & Safety

- Agreed revisions to Terms and Conditions of Hire, including safeguarding, accident reporting, and legal compliance matters
- Approved actions relating to fire safety, signage, and evacuation arrangements
- Agreed legionella risk assessments and wider H&S file reorganisation
- Agreed work parties and building maintenance priorities, including lighting audit, storage, grounds, and roof issues

Mission and Ministry

- Agreed to make the Church Development Plan a major PCC agenda item for review and next steps
- Agreed development of ministry displays and volunteer sign-up initiatives to encourage wider service across the church family
- Supported planning for children and youth ministry following staffing changes
- Agreed autumn worship patterns, including coordination with St Michael's

Finance and Future Planning

- Agreed the need for a financial recovery plan and parish share discussions to be brought to PCC
- Agreed priorities for grant applications and community benefit documentation
- Discussed strategic questions regarding the future partnership with St Michael's and clergy provision

Surrey Heath Deanery Synod 2025

Lesley Hall

What does a Deanery Synod do?

- It is a representative body which makes decisions at a deanery level with its main priorities being mission action planning and determining the parish share allocation from the deanery to the parishes.
- It acts as an intermediary between its parish PCCs and its Diocesan Synod: Under the Synodical Government Measure 1969, deaneries have the power to bring proposals and motions to Diocesan Synod for debate by contacting the Diocesan Secretary, and it also receives actions from Diocesan Synod or General Synod to carry out in its deanery.
- Deanery synod members also act as the electorate for elections to Diocesan Synod and General Synod

Deanery Synod Report 2025

Clergy: Revd Andrew Knowles, Revd Sue Duplock,
Lay representatives: Mr Darren Duplock (2023 -2026) and Mrs Lesley Hall (2023 -2026)

Deanery Synod meetings were held on the following dates:
26th February 2025, 21st May 2025 and 15th October 2025

A typical format of meetings is:

- Update from Area Dean and Lay Chair
- Report from Diocesan Synod – including Diocesan finance, and Parish Needs initiatives
- Parish News (optional but can report good news or challenges)
- Parish Needs Process and Support
- Deanery Mapping (working together)
-

February 2025: at St John the Baptist, Windlesham, attended by 8 clergy and 16 lay members.

At this meeting representatives from the new parish of Deepcut were welcomed.
The meeting focus was Communications Strategy and Opportunities, and Diocesan Comms team Officer, Rachel Tooze, was the guest speaker. She described how the team was working to refresh the Diocesan strategy and their capacity to promote messages. They invited Parishes to share their success stories which they could help share within the Diocese; offered bespoke training, recommended promotions through local MPS, and use of social media; and highlights available material (e.g.: newsletters, safe filming of events, etc).

A round-up of news and successful events from the deanery included:

- Christmas events (Pizza and Carols at St Mary's, Camberley), a Christmas Tree service in aid of Connect at St Anne's, Bagshot, and Carols and Nativity at The Frog pub in Deepcut which attracted over 200 people.
- Concert with Military Wives choir at St Anne's, and Public Speaking Event (e.g.: County Lines, NSPCC) at All Saints, Lightwater
- Discipleship course at All Saints, Lightwater, and Insights into Prayer course at Deepcut

- Future plans for pancake services, Easter Wreaths (St Peter's, Frimley), Lent groups (Bisley & West End), a bereavement course (St Anne's, Bagshot), a dementia café (All Saints, Lightwater), a Community Café in aid of local charities (St Mary's, Camberley)

May 2025: at St Mary's, Camberley, attended by 8 clergy and 21 lay members.

Parishes highlighted encouraging events including an Easter donkey and baby lamb (with help from a local farm) at Bisley & West End; the new vicar, Men's Breakfast and Speakers Corner events (St Paul's); 'Stay and Play' sessions at Heatherside attracting 30-40 children; 'Open the Book' sessions at 2 local schools, and a Makaton Course (St Peter, St Francis, Frimley); plans for outreach at the Windlesham fete (St John's); Messy Church leading to baptisms, and a new men's group (St Anne's, Bagshot); breakfast church working well (St Mary's, Camberley); weekly café growing, and messy church building links with schools (St Martin's, Camberley); praise from several churches where new wardens stepped up.

Parishes were encouraged to contact the Deanery with their event announcements so that they could be distributed to other Synod members.

The progress on the Deanery Development plan was presented. The exercise to map schools and youth engagement had been completed; there were plans to convene meetings on safeguarding and NetZero topics; the Borough Dean (Sean Bagley) was engaged with the discussions in the formation of Unitary Authorities in Surrey.
An item from the Diocesan Synod report was that in a report on the General Synod decision on independent safeguarding, the Diocese had been found compliant.

October 2025: at St Paul's, Camberley, attended by 7 clergy and 12 lay members.

John Peddie (Heatherside) presented the plans and strategy for Camberley Youth for Christ. As he was now the sole staff resource, and there are no longer any paid youth workers in the Deanery, so the focus is changing from face-to-face interaction in schools, to providing opportunities and resources for churches to engage with young people. Also, The Point events have stopped as there are no team members available. Churches would need to focus on sending teams into schools. The Area Dean recommended ways to engage youth in churches, and the Synod recognised how this aligned with their aim to fill the youth gap in churches.

Parishes highlighted their plans and events, including a Light Trail (in lieu of Halloween) in Deepcut; new prayer trees and a prayer bench installed at Windlesham; a monthly café for the elderly and their carers in Lightwater; successful school sessions in the church at St Mary's; Chobham festival based around church; Youth Alpha at Bagshot.

The Deanery reported there were plans to develop a policy directory; and that safeguarding and NetZero events were now being offered by the Diocese.

Worship @ St Mary's

We continue to lead St Mary's worship with flexibility and imagination. We are focussing on including all learning styles to engage with our diverse congregation. We provide access to our main Sunday service via zoom and YouTube, as well as meeting in person.

- Wednesday Holy Communion: 10.00 am.

- Sunday Services:
  - 9.00 BCP Holy Communion (said)
  - 10.30 am Morning Worship/Holy Communion
- Prayer Stream: faithfully praying for those in need.

Those responsible for our rotas:

Leaders/Preachers: Andrew Knowles
Musicians/Singers: Ruth Walker
Tech Team: Mike Emery
Welcome Team: Melvyn Hayward
Bible readers/Intercessions: Paul Crossley
Prayer Ministry: Sally Robson and Val Goddard
Coffee/Hospitality: Kathryn Knowles
Children: Kathryn Knowles
Youth: Andrew Knowles and others

We continue to write and update our role descriptions, and we have identified the need for team leaders, this work continues with the introduction of the Safeguarding Parish Dashboard, which links roles descriptions with people and ensures that training and DBS checks are completed.

In 2025, we welcomed many new people to St Mary's Church Family. We continue to work on making it easier for people to transition from visitors to church family members.

2025 Statistics Return to the Church of England:

Funeral x 1 at St Mary's and 1 taken elsewhere (such as Crematorium)
Baptisms x 3
Confirmations x 5
Weddings x 1
Thanksgiving for the Marriage x 0
The number on the electoral roll at APCM in April 2025 was 56 (down from 68 in 2024)
Church attendance 2025 – weekly Sunday attendance based on the October count is 61 adults and 7.5 children/young people, and people online.

Teaching Series Report

Andrew Knowles

The teaching programme has made a significant contribution to the spiritual life and mission of St Mary's during 2025. The series-based approach has provided continuity across the year, enabling the congregation to engage more deeply with Scripture and to grow in confidence in prayer, discipleship, and witness.

This has supported:

- the development of small groups and shared discussion resources
- the growth of prayer ministry and healing ministry
- increased confidence in evangelism and welcome

- stronger engagement from children, young people, and families through linked teaching themes
- clearer alignment between preaching, worship, and the Church Development Plan

The focus on prayer and the Holy Spirit particularly strengthened the church's participation in **Thy Kingdom Come**, while the autumn vision series helped shape the congregation's understanding of St Mary's identity and future direction.
Taken together, the teaching through 2025 has helped nurture a church community that is growing in faith, deepening in prayer, and becoming more confident in its calling to serve the wider community and share the hope of the gospel.

Spring Term – Spiritual Formation and Prayer
The spring term focused on **spiritual formation and the practices of Christian living**, helping the congregation grow in prayer, holiness, community, and welcome.

Teaching explored themes including:

- spiritual practices
- generosity of spirit
- suffering and faith
- healing and repentance
- rule of life
- life together
- welcome and reconciliation
- prayer and talking to God

A particular emphasis was placed on forming habits of prayer and discipleship, including teaching on spiritual practices and creating a rule of life. Lent and Holy Week invited reflection on meeting God in pain and suffering, repentance, restoration, and Christ's journey to the cross.

Mothering Sunday and Easter brought a strong emphasis on life together and resurrection hope, reinforcing the church's vision of being an intergenerational and welcoming community.
This term laid important foundations for the later series on prayer and the Holy Spirit.

Summer Term – Prayer, the Holy Spirit, and Discipleship
The summer term built intentionally on the spring focus on spiritual formation, moving the congregation into a deeper exploration of **prayer, the work of the Holy Spirit, and discipleship in everyday life**.

The series **Prayer – Being with God** invited the church family to reflect on prayer as relationship with God, with themes including talking with God, listening to God, and abiding in God's presence.

This was followed by a major series on **The Holy Spirit**, running from Pentecost through to mid-summer. Teaching explored the Spirit's work across Scripture, in the life of Jesus, in the early Church, and in the life of believers today. This strongly reinforced the church's focus on renewal, healing ministry, and evangelism.

Later in the summer, the **Walking with the Saints** series drew on the lives of Christian witnesses such as Dietrich Bonhoeffer, Corrie ten Boom, William Wilberforce, Fanny Crosby, Martin Luther King Jr., and Jim Elliot and Elisabeth Elliot.
These examples helped the congregation reflect on costly discipleship, justice, forgiveness, perseverance, and faithful witness.

Autumn Term – Vision, Welcome, and Mission
The autumn term centred on **vision, identity, welcome, and mission**, helping the congregation reflect on what kind of church God is calling St Mary's to be in this season.

The main autumn series, **God's Vision for This Church**, explored the life and calling of the local church through themes including:

- a caring church
- a learning church
- a worshipping church
- an evangelising church
- peace and flourishing in the community

This teaching strongly supported the Church Development Plan and encouraged the congregation to reflect on St Mary's identity as a church shaped by love, Scripture, worship, and outward mission.

During Advent and Christmas, the series **Radical Hospitality** focused on God's welcome through the incarnation, exploring themes of hope, inclusion, welcome, and Christ as the Light of the World.
This reinforced the church's commitment to hospitality and community outreach during the Christmas season.

Summary
Across the year, the teaching programme has provided a clear and intentional journey:

- **spring – formation and prayer**
- **summer – renewal and discipleship**
- **autumn – vision and mission**

Together these series have supported the growth of the church family in faith, prayer, worship, and confident witness.

Leading Worship

Sue Duplock

Our services for 2025 have mainly been led by Andrew, Sue and Mike. We have had a wide array of services ranging from BCP Communion, Morning Prayer and Breakfast Church on the 1st Sunday of the month, the first of which was in January.

We are always exploring ways to make our services suitable for all ages and abilities. Each service has provisions for the younger people amongst us as well as our Special Needs group who love to colour while they are listening and singing.
In January we introduced 'Hymns We Love' on a Wednesday which took place once a month. We covered a variety of hymns, focussing on a particular one each month and

finished with the December Christmas special. These services, although not very well attended were enjoyed by all those that did come.

Bible Reading and Intercessions

Paul Crossley

We are thankful for the faithful ministry of those who lead our intercessions and read the Scriptures in our services each week. Hearing a range of voices from across our church family is both encouraging and enriching, and the thoughtful, imaginative, and prayerful contributions offered each week continue to deepen our worship and help us pray together as one body.

Musicians and Singers Ministry Report

Ruth Walker

I would like to say a big 'thank you' to our regular musicians and singers (and not forgetting those who join us from time to time) for their commitment and willingness to help lead this crucial part of our church life. We continue to explore new ways of expressing worship so that it is accessible for all in our church family. Gathering for prayer before the service gives us all the opportunity to offer it up to God, to listen, and prepare ourselves to properly engage as worshippers also.

It has been a joy to welcome new singers (especially the younger ones), and our 'Nigerian choir'! The next few months will be challenging as we effectively lose one of our lead musicians, and this will place added pressure on the existing team. I'm sure that there are some closet pianists out there and I would strongly encourage you to consider joining the worship team.

Prayer Ministry Report

Sally Robson

Every Sunday after the 10.30 morning service we offer prayer ministry at the front, for anyone and everyone who would like and value prayers, however big or small, whatever their request, we hand them to God then we are able to give them Words of Knowledge through words or pictures before praying into their situation. Almost every Sunday we have people coming forward for prayer which always feels an honour that we are trusted with their requests.

It is wonderful when we hear back from people we have prayed for; with news of how God has answered their prayers.

There are 7 members of the team and we are always looking for more people to join this wonderful ministry We give thanks to Val Goddard who does a commendable job creating our team rota every four months.

Prayer Stream Report

Kathleen Nelson and Sue Dunn

The Prayer Stream is a very vital ministry within St Mary's church.

We support one another by sharing and praying for situations that arise within our lives or the lives of our families, friends and church community. This ministry is always confidential within the Stream and it is important that the person or persons who has asked for prayer or been invited to be prayed for gives their permission as requests can be personal , private and sensitive .

We pray for the Lord to intervene —to bless—heal —strengthen and provide whatever the person is seeking from Him. This is an expression of our love and care for all as the Body of Christ .

It is important too that the requests are always sent to both Sue and Kathleen so that the prayer can be put on via email to all on the Stream ASAP (as coordinators it means that whoever sees the request first would then send out, remembering too that some requests may be urgent)

We are always encouraged by any updates we receive and it reminds us that those answers to prayers can be a powerful witness to others (esp to those who maybe don't know the Lord as yet) as we pray through perhaps some difficult times for them entrusting and acknowledging that the Lord is in charge.

We would love to invite more friends to join us in the Prayer Stream (there are around 30 of us) and if anyone feels in the coming days or weeks that they would like to find out more about this ministry please ask either Sue or Kathleen as we have copies of the guidelines for you to look over and ask the Lord if this is what He may be calling you to do now or in the future.

We are privileged and thankful that the Lord allows us to serve Him in this way.

Communion Assistants Co-ordinator Report

Grace Bates

We continue to the distribution of bread and wine separately. We have trained members of the PCC who have become part of our Communion Assistants team.

Flower Report

Hazel Hassall

We welcome offers from all members of the Church family to provide flowers in church. Whether it is a vase of flowers from your garden or a bunch from the supermarket it doesn't matter. Both are inexpensive but are a delight with their variety of colour and cheerfulness.

Please speak to the Parish Office if you would like to provide flowers for a particular week, either as a one off or on a more regular basis. If the flowers you are providing are in memory

of a loved one or for a special occasion, we would be happy to mention this in our church newsletter.

Thanks go to Pat Colegate and Hazel Hassall and their team of volunteers for the special flower arrangements in church for festivals such as Easter, Remembrance and Christmas.

St Mary's Garden Report

Clare Crossley

Our four lead-look planters at the front of the church are on their second spring planting and are looking bright and promising, planted with tete a tete narcissi, polyanthas and some later flowering tulips. Forget-me-nots have also been planted, and I am planning to introduce erigeron (Fleabane) a trusty perennial in the hope that like the forget-me-nots it will seed itself in nooks and crannies. It is very pretty plant that seems to like dusty dry conditions which we certainly get in the front of the church in summertime.



The flower beds continue to be carefully tended by Andy and Hazel, and they keep the perennial weeds at bay. We also have an additional 'green' space at the east side of the church; depending on how well the monstrous mares' tails are kept away it could be reclaimed in the future as an additional part of St Mary's Garden.

Hospitality Report

Kathryn Knowles

The hospitality team prepares and serves coffee, tea and refreshments every Sunday before and after our 10:30 service. We work in pairs to share the task and make it more sociable. We are grateful to the extra people that help serve at the special services at Christmas and other festivals and events. Generally, on Sundays, people serve once a month, but Jenny likes to help every week, getting out the biscuits and squash and serving drinks. This year the dishwasher has been replaced in the kitchen with one that cleans the cups more effectively, and so we have stopped using disposable cups and are now using our church mugs again. We are still keen to encourage people to bring their mugs or travel cups and take them home to wash. We have 6 people on the team and several who are willing to help occasionally, but we really need 2 more pairs of helpers to run the team smoothly. It's a great way to get to know people in the church and there is plenty of support and training available. Please speak to Kathryn Knowles or email the church office if you are interested in joining the team. Many thanks.

Pastoral

Pastoral Care Report

Sue Duplock

Pastoral care continues to be at the heart of the life and ministry of St Mary's. Caring for one another, particularly those who are vulnerable, unwell, isolated, or going through difficult times, remains a central priority for our church family.

During 2025, we have continued to strengthen our pastoral support through the development of a wider team approach, recognising that pastoral care is shared across the whole church community. We continue to encourage volunteers to be involved in pastoral visiting and in supporting those within our congregation who may need regular contact, prayer, or practical help.

Alongside this, pastoral care is increasingly being lived out through our wider church groups and ministry teams, including Life Groups, children and family ministry, the Welcome Team, and community groups meeting in The Well. Our aim remains that every member of the St Mary's family is known, cared for, and supported by others within the church community.

As also happened last year, the number of people who have required Home Communion has sadly diminished due to a number of deaths. We continued to offer support to those people who were unable to attend church in person due to illness or disability and offered them Home Communion, prayer and a listening ear.

Cambridge House sadly closed down in August due to redevelopment but we went into them once a month up until that point and really enjoyed a time of fellowship with their residents. We have continued to go into Kingsclear Nursing Home once a month when we first offer Home Communion and then a short, themed service for all. At Christmas we took our usual nativity story with props to them and this was really well received.

Much of pastoral care continues to take place quietly behind the scenes through phone calls, visits, conversations in church, and support offered through the Church Centre. Whether responding to illness, bereavement, distress, or practical need, it remains a privilege to be able to offer a listening ear, prayer, and timely support.

During the year, we have shared both joyful and difficult moments together as a church family, celebrating weddings, baptisms, and significant life events, while also walking alongside those who have been bereaved or facing loss.

Caring for one another remains central to the life of St Mary's, and we continue to seek to show the love of Christ to all who come into the church and centre, whether members of the congregation, visitors, hirers, or members of the wider community.

There are a small group of people who are able to support with this and we would love to have some new volunteers.

Welcome Team Report

Melvyn Hayward

Welcomers support Sunday services and special events by providing a friendly and practical point of contact. Typically, two welcomers are on duty: one positioned outside the porch to assist with parking and late arrivals, and one in the foyer to help attendees find their way around St Mary's. Additional welcomers may be required for larger services, such as Remembrance Day or services following a bereavement.

Welcomers are responsible for greeting all attendees, assisting those who require step-free access to the sanctuary, and supporting the exit of those leaving via the porch after the service. They also take time to engage with newcomers and gather information that helps St Mary's respond to their needs and interests.

The rota requires welcomers to serve one Sunday per month, with an additional duty on one of the fifth Sundays when applicable. All welcomers have completed Basic Awareness Safeguarding training and wear name badges identifying them as members of the welcome team. Some have also completed fire safety training and are able to assist with evacuation procedures if required.

This year, we welcomed a new team member, Maria. Additional volunteers would be appreciated to provide resilience within the rota and cover when existing members are unavailable. Feedback from new attendees continues to highlight how being greeted in the car park and foyer contributes positively to their experience

St Mary's Cricket Club Report

Following a period in which no fixtures have taken place and dwindling members, the Cricket Club has now formally closed.

The PCC records its gratitude for the many years in which the Club contributed to the life and fellowship of St Mary's and the wider community. We especially remember with thanksgiving Cyril Pavey, whose dedication and commitment were central to the Club from its first fixture in 1980 and whose loss continues to be deeply felt.
The Club's 40th anniversary match remains a joyful and fitting celebration of its long history and fellowship, and now stands as an appropriate and positive conclusion to this chapter of church life.

Remaining equipment has been distributed to local good causes, ensuring that the legacy of the Club continues to serve the wider community.

Discipleship

Children Report

Kathryn Knowles

During 2025 we have continued to gather as a whole church family for Sunday morning worship, with themed activities available on tables and a dedicated area for younger children around the sofas.

Our services regularly include action songs and interactive elements, helping those who enjoy signing, movement, or more active participation in worship to engage fully. This continues to support our vision of worship that is accessible, inclusive, and welcoming to all ages.

We remain committed to growing as an intergenerational church and would love to welcome more families to attend regularly and become part of our church family. Everyone is welcome and included, whatever age or stage of life. Each person is a child of God and a valued member of our church community.

Youth Report

Andrew Knowles

This year has been one of both challenge and encouragement for the youth ministry at St Mary's. Following the departure of Katy from her role as Youth Worker, the ministry entered a season of transition. Yet it has also been a year in which the strength of the church family has been clearly seen, as volunteers, leaders, and helpers came together to ensure that our young people continued to experience a safe, welcoming, and flourishing environment.

We give thanks for the commitment, creativity, and pastoral care shown by the many adults who have sustained this work. The continued presence of a regular youth programme has offered much-needed continuity and stability for our young people.

Programme Highlights Across the Year

Spring Term

The spring programme offered a varied mix of social, reflective, and creative activities, including:

- Board games and shared meals
- Games tournaments
- Pancakes and pizza made from scratch
- Film and pamper evenings
- Family heritage and identity discussions
- Nature walks and café trips
- Regular visits to The Point at St Paul's
- Weekly Sunday Youth Hub gatherings

These sessions helped build friendships, confidence, and a sense of belonging.

Summer Term

The summer term rota reflected a rich and imaginative programme, with a strong emphasis on culture, service, discussion, and celebration. Highlights included:

- Debate Night
- Volunteer opportunities with Ezra Trust and RSPCA Chobham
- Chill evenings led by Joan
- Indian Culture Night with sari exploration and shared curry meal
- Book Club Night
- Jazz / Nigerian Night
- Games in the Park and end-of-year BBQ thanksgiving for leaders and helpers

A particular strength this term was the balance between fun and formation: young people were invited not only to socialise, but to think, discuss, serve, and encounter cultures and ideas beyond themselves.

Autumn Term

The autumn term continued this creative and relational approach with activities such as:

- Pop art portraits
- Paper folding
- Social media teaching
- Cake decorating
- Yoga and wellbeing sessions
- Costume design and film nights
- Pumpkin carving and toffee apples
- Christmas decorating and Safari Supper

This broad programme enabled the youth work to remain engaging and accessible to young people with differing interests and personalities.

Leadership and Volunteers

The youth work has only been possible because of the extraordinary generosity of our volunteer team.

Special thanks go to all those who have led and supported sessions during the year, including:

Joan, Sue, Rodney, Mike, Hazel, Kathryn, Darren, Val, Lesley, Carol, Yovan and family, Lydia, Ruby, Rosie, Matilda, Al, Andrew, and many others.

Their willingness to give time, energy, hospitality, and care has been central to the flourishing of this ministry.

Safeguarding and Pastoral Care

Throughout the year, safeguarding has remained central to the ministry. Careful rotas, DBS oversight, appropriate supervision, and clear leadership structures have helped maintain a secure and nurturing environment for our young people.

This has enabled the youth group to remain a place where young people feel safe, listened to, and valued.

Looking Ahead

As we look forward, we hope to continue building on the momentum of this year by:

- strengthening volunteer leadership teams
- deepening discipleship opportunities
- developing more outreach-focused activities
- building stronger links with local schools and youth organisations
- discerning longer-term leadership for the ministry

The year has shown that even in times of transition, God continues to sustain and grow this work.

St Mary's Nursery Report

Sue Gauntlett, Manager

We give thanks for another encouraging year in the life of St Mary's Nursery, which continues to be a significant ministry to children and families in our community.

This has been a particularly positive year, marked by the wonderful achievement of an **Outstanding Ofsted judgement**, recognising the exceptional quality of care, safeguarding, and staff development.

The Nursery is a separate charity, governed by its own Board of Trustees, and continues to work in close partnership with St Mary's Church. The **incumbent of St Mary's serves as Chair of Trustees**, and **St Mary's PCC appoints trustees** to the Board, helping to ensure strong links between the life of the church and the Nursery's ministry and governance.

The Nursery continues to provide a thriving early years setting, with increasing demand for places, particularly following the expansion of funded two-year-old provision. During the year, the indoor two-year-old area was reconfigured, increasing capacity from **8 places per session to 12 places per session**.

Financially, the Nursery has remained strong and sustainable:

- **Total income:** £276,275
- **Annual surplus:** £11,011h
- **93% of income** from Surrey County Council funding

- **5% of income** from parent session fees
- **73% of expenditure** invested in staff salaries
- **7% of expenditure** on rent and premises

These figures reflect both careful stewardship and the priority given to maintaining high-quality staffing and provision.
This year has also seen significant investment in the Nursery environment, including:

- a new outdoor shelter
- a new mud kitchen
- resurfaced outdoor play areas
- greenhouse and allotment development

The Nursery continues to support a high number of children with **special educational needs and disabilities**, including some with Education, Health and Care Plans, with close work between the SENCO team, families, and local schools to ensure strong support and smooth transition into school.

Staff training remains a major strength, with all practitioners holding Paediatric First Aid certification, all staff trained in food hygiene, and all trustees having completed safeguarding training. The leadership team includes **three Designated Safeguarding Leads**, reflecting the Nursery's strong commitment to safeguarding and child wellbeing.

The Nursery continues to be a significant expression of St Mary's mission to local families, helping children to grow, flourish, and live life in all its fullness.
We give thanks to the Nursery leadership team, staff, volunteers, and trustees for their faithful and highly valued service.

Please note that the Nursery's governance and financial year is from August to August.

Schools

Andrew Knowles

We continue to work within our local primary school, with a couple of assemblies and RE lessons. We are delighted to have had various classes visit St Mary's to learn more about Christianity.

Adult Small Groups Report

Kathryn and Andrew Knowles

Report from Reset: Tuesday@2 Life Group

At the beginning of 2025 it became obvious that the weekly Tuesday afternoon Life Group was dying with just four semi-regular members. There was talk of closing it but God had other plans! After meeting together and with much prayer it was agreed to relaunch the group under a new name and setup. Those four members agreed to become the Hosts and in March 25 an invitation was given to church members to come for coffee, cake and a chance to discover more of what being part of a Life Group entailed. From that initial

meeting eight or so ladies regularly came together on the 1st and 3rd Tuesdays at 2.00pm in the Oasis Lounge starting with drinks, cake and catch-up, shortly followed by a time of quiet reflection, some music, our topic of the day (following the Sunday series), and sharing and praying together - though not necessarily in that order! The 5th Tuesday being set aside for a Bring & Share Lunch which gives the chance to fully relax together and deepen relationships.

Throughout the rest of 2025 Reset:Tuesday@2 began to grow in friendship, trust, depth and numbers. The ladies being encouraged to take an active part in running the group, whether that be setting up the room, choosing music, bringing cake (very important!), reading the Bible passage, leading the session or facilitating the prayers – group members have also been very active over the year in inviting others to join us and numbers have almost doubled not including the odd baby who come and gurgle along We look forward to all that the coming year brings and look back with thankfulness for God's prompting and provision. Although currently all ladies we also welcome men, and all are welcome to join us.

Hosts: Kathryn Knowles, Sue Dunn, Kathleen Nelson, Grace Bates.

Wednesday Evening Group

Meeting every two weeks, the group provides a welcoming space for fellowship, prayer, Bible study, and mutual support. Members encourage one another in faith and in daily life, sharing both joys and challenges and seeking to walk together as disciples of Christ.

During 2025, the group has continued to follow the Sunday sermon series, using the themes and passages from our preaching programme as the basis for discussion, reflection, and prayer. This has helped members engage more deeply with Scripture and has strengthened the connection between Sunday worship and midweek discipleship.

The group greatly values the opportunity to listen to one another, pray together, and support each other pastorally, reflecting the caring and prayerful heart of St Mary's.

The group shares meals together on occasions and sometimes go to the local pub/restaurant. We welcome new people to the group.

Bookstall and Library Report

Carol Carter

The bookstall is working well, with Cards, Bibles and Free Booklets. The bookstall monies go straight into St Mary's Account, and all invoices are paid from that account, which has made things much easier.

The Open Mind Club gives us some of the handmade cards that they make to sell and for the money to go to St Mary's funds. We are delighted that the Library continues to be used.

Outreach

Food Poverty

We work in partnership with Besom by our Besom Sunday (3rd Sunday of the month) food donations and by referring clients to them. We have a small emergency fund if needed.

Tots and Dots Report

Kathryn Knowles

Tots & Dots is our Monday morning toddler group which meets in the hall during school term time from 9:30-11:00. Part way through the session we stop for a story and some songs and celebrate birthdays and other events. In Spring 2024 the group got bigger and bigger until it began to feel unsafe as people couldn't see their children or have proper conversations. We decided to limit the group to just parents and grandparents with their children and invited the childminders to meet on a different day. They now meet on a Tuesday morning.

St Mary's Nursery came to join us for a summer and Christmas special and we had an Easter happening which was open to the whole community.
We have recently re organised all the toys and equipment in the store cupboard at the end of the hall and have new shelving which makes set up and put away much easier.
We are very grateful to those who help to get out the toys and equipment every Sunday after church, it makes a huge difference to us all. We have a great team of people who welcome and serve the families every week and if you enjoy spending time with young children and being supportive and encouraging why not come along on a Monday morning to see Tots & Dots in action and think about joining the team.

Please pray for the families that attend, for friendships to grow and that we will have opportunities to share our faith. Thank you

Mission Partners

Andrew Knowles

During 2025, **Besom Sunday**, held on the third Sunday of each month, has continued to be an important part of our shared life and witness, encouraging regular food donations for those in need within our local community. We are pleased that this initiative continues to be well supported, with a steady and generous flow of donations throughout the year.

Our Christmas collections once again supported the important work of The Children's Society, helping to care for vulnerable children and young people.

We have also continued to maintain links with our Church Mission Society mission partners, supporting them through prayer and regular interest in their ministry and witness.

During the year, we have continued to make use of resources from Bible Society, which has supported the church's ongoing teaching, discipleship, and spiritual growth.

We also continue to support the work of Tearfund as one of the Disaster Emergency Committee charities and value the faith-based resources and encouragement they provide, which continue to enrich our worship and response to global need.

A Safer Church

Safeguarding

Parish Safeguarding Officer: Tyrrell Brett
Deputy Safeguarding Officer: Vacant following the resignation of Rosie Jones. We thank her very much for her service and wish her the best in her new role as a mother.
Clergy Safeguarding Lead: Andrew Knowles
Churchwarden: Lesley Hall

St. Mary's continues to strive to make Safeguarding central to our core, ensuring we are safe and welcoming to all attending church and our other activities. We are continuing to ensure safeguarding is seen as central and best practises are shared with our facilities users and in our community.

We continue to adhere to the procedures set out by the Church of England, though as these have gone through some updates and changes this has posed a bit more of a challenge. We continue to use the Safeguarding Hub and Dashboard to help manage our volunteering roles and the required training and DBS checking. These tools are dynamic and under regular improvement and increase in scope.

Safeguarding is reported at every PCC meeting and the PCC approve all polices and procedures, Church and non-church activities.
Safeguarding Sunday was well received by the congregation and very positive.
Following the Data Breach of the DBS checking company APCS last year, there have been some challenges and DBS checks have been paused. We are pleased to say now, that as of early March 26 we are now signed up with the new CofE recommended DBS checking company and check will resume shortly.

Full role descriptions and risk assessments for all volunteers' roles are progressing to ensure everyone is clear of their roles and feels supported. We are committed to ensuring everyone, including vulnerable adults are enabled to serve safely.

The Church Centre Hire terms and conditions have be thoroughly reviewed and updated including stronger and clearly stated safeguarding requirements.

No serious incidents have been reported. Smaller concerns and queries have been raised and handled within the recommended format and with the suitable contacts. It has been good to see concerns highlighted appropriately and that appropriate support and advice is there.

Going forward our priorities are:

- Completing the role descriptions and ensuring all volunteers fully understand their responsibilities and where to find support.
- Recruit a deputy safeguarding officer.
- Handover from the vicar as he is retiring of the contacts of vulnerable people – carers, supportive family, social workers et al.
- Complete the outstanding DBS checks and renewals now the new service is available.
- Run group training sessions for the 3 main Safeguarding Training courses again as we have some new volunteers, and those requiring refresh training after the courses we ran 3 years ago.

Health and Safety

(By Andrew Knowles)

Consultant: Mr. John Bradstreet (Health and Safety Consultant)
Last Inspection: April 2024
Next Inspection: March 2025

Introduction:
At St Mary's, we are committed to providing a safe and secure environment for all staff, visitors, and members of our community. Health and safety is a top priority, not only to comply with legal requirements but also to ensure that everyone who interacts with our church and its facilities is protected from potential risks. Regular inspections and updates are essential to maintaining a safe space for all.

Completed Actions:

1. **Fire Alarm Upgrade & Emergency Lighting Replacement** – Both systems have been fully upgraded to ensure compliance and safety.
2. **First Aid Training** – Additional staff members have received first aid training to increase on-site safety.
3. **Portable Appliance Testing (PAT)** – Quotation received and testing for 2025 has been completed, following the disposal of outdated equipment.
4. **Safety Data Sheet** – All relevant safety data sheets have been updated to reflect current materials and equipment.
5. **Fire Aid Boxes** – These have been replaced and relocated to more accessible and visible positions throughout the premises.
6. **Asbestos Register** – The asbestos register has been updated in compliance with safety regulations.
7. **Gas & Electrical Safety Checks** – Both checks have been completed successfully, ensuring all systems meet current safety standards.
8. **Fire Door Installation (Kitchen)** – A new fire door will be installed in 2025 to enhance fire safety in the kitchen area.
9. **Shed Repairs** – Necessary repairs to the shed are scheduled for 2025 to ensure structural integrity.
10. **Back Gate Security** – A security number has been added to the back gate for emergency exit accessibility.

We remain committed to ensuring the health and safety of all visitors and staff at St Mary's, and we will continue to monitor and improve our safety standards. Regular inspections and updates are vital in maintaining a safe environment for everyone who uses our facilities.

Data Protection

(By Melvyn Hayward)

The Parochial Church Council of the Ecclesiastical Parish of Camberley St Mary is the organisation registered with the Information Commissioner's Office. The Registration reference is ZA065046; the registration commenced on 11 July 2014 and is renewed each year.

St Mary's has a Data Protection Policy and this is signed by employees. It also has a consent form which has been signed by those whose data is held by the church. In the autumn 2023 the Diocese of Guildford issued new guidelines on Data Protection; the Diocese recommends that Data Protection is on the PCC agenda at least once a year. A Privacy Notice was drawn up and was agreed by the PCC.

As part of this examination, an audit of what information St Mary's holds, who has access to it, and what safeguards are in place has been carried out. This is being proof read and will be discussed with the vicar. In addition, an examination of the data held about individuals has been carried out to ensure that what is held is still required. All historical material is archived as arranged by Guildford Diocese with Surrey History Centre, 130 Goldsworth Road, Woking, Surrey GU21 6ND. The Data Protection implications for the Prayer Stream were strengthened during the year.

There have been no data breaches reported during the year by St Mary's and no requests from individuals for information about the data held about them.

However, the Diocese reported a data breach in August 2025 affecting DBS checker APCS. A Disclosure and Barring Service check is a process in England and Wales to review an individual's criminal record to help employers assess their suitability for a role. APCS worked with around 19,000 organisations including at least 17 dioceses, including Guildford so it was a widespread data breach. St Mary's DBS checks were processed by APCS. As a result, those affected were contacted and warned to be aware of the breach which would have affected data they had provided during their application. The CofE provided a safeguard for those likely to have been affected by working with Experian and offering free 'ExperianPlus' No effects from the breach have been reported to the Safeguarding Officer, Tyrrell Brett.

The Diocese now uses a different company to process its DBS applications.

Technology

(By Mike Emery)

Technology supports the life of St Mary's – in worship, administration and social activities. We use sound and video equipment during services and around the building, we rely on office computing and phone facilities, and we reach out to members and outsiders via the church's website.

2025 Highlights
Our **new website launched** – with a fresh look, and focussed around the needs of its users. The website is a resource for church members and a shop window, especially for enquirers and people moving into the area

We took advantage of **Microsoft's extended support for Windows 10**, allowing us to retain our otherwise serviceable office computers.

Introduced trolley-mounted **portable video** equipment – allowing the use of video (including video conferencing) by centre users in any of the downstairs rooms.

2026 Plans
We will eventually have to **replace our office PCs,** as these will not run Windows 11.
The **presentation software** which we use for worship services is no longer being updated, so we will evaluate alternative products.
We will **build relationships with our opposite numbers at St Michael's.**

Special Thanks to
Braid and **Ian** for their work on the website**.**
Our Sunday worship team: **Ian, Sandy, Judith, Geraldine and Mike**

Please pray …
that we make good use of the resources – both human and technical – that God has given us, and that technology is our servant, and not our master.

Church Centre (The Well at St Mary's)

(by Gwen Mullins)

St Mary's started the year 2025 off to a great start with our newly refurbished Oasis Lounge being completed and ready to use. This has been a huge success and has gained such great compliments from our groups that visit us. It really is like having your own 'living room at home' with new chairs, wall heaters, flooring, and a new kitchen with all new crockery. We also had new doors and windows fitted which completed our 'new modern' look. I personally, could not wait to start showing it off and welcome our existing groups in, and new groups that have joined us in the coming year.

Along with the Oasis Lounge being completed and ready to use, we also had new windows installed in the admin office and the office upstairs. During the year, we had new wall heaters installed in the rooms upstairs and our office.

Andrew has worked tirelessly donning his work overalls and painting throughout the building. Once the painting was finished, we had new signage put up throughout, which included signs on the walls, doors and new boards for information. This has really brightened up our entrance in the centre. New plants were put in place adding a touch of warmth. Andrew managed to buy a new wooden bookcase and some café style tables and chairs. We also had a new door fitted to our kitchen.

Later in the year, new LED lights were installed in The Sanctuary, making it a lot brighter and welcoming. In addition to the new wall heaters installed upstairs and in the office, we decided our entrance foyer was in much need of some warmth and so we had a wall heater installed to help with this.

We were PAT tested in December which makes all of our electrical equipment compliant.

It is always a pleasure to welcome our usual groups into The Well, as well as some new groups that have joined over the course of the year. We had several birthday parties over the year and one big new event that started in March was our 'Community Café', which is proving to be a great success. This is held every 2nd Saturday of the month in our Davison Hall, and has grown month by month. We have been able to support several charities along the way, as well as opening our doors to the wider community and not just our Church families. It really is a lovely event and lots of families and friends look forward to meeting together for a tea/coffee and some cake and biscuits. Some of the charities we have been able to support are, Phyllis Tuckwell, Ezra, Shifa Network, CSSEF (which is a charity for deaf children), Home Start, Macmillan, REDZ Performing Academy and Home Start. The Community café is all down to the hard work and commitment of our Minister Sue Duplock and endless help from volunteers across the board.

In May, we celebrated along with the rest of the country, 80 years for VE day. We have also continued celebrations throughout the year, not only our worshipping days of celebration, but events like Mother's Day, Father's Day, Remembrance Sunday, which is always very well attended come rain or shine, Breakfast Sunday every 1st Sunday of the month and lots of other exciting events. The hard work that is put in place to run these events is forever gratefully received and acknowledged.

We look forward to 2026 with lots of changes happening.

Building

Fabric Report – Lesley and Andrew

In 2025, we continued progressing our master plan developed with architects Purcell with Ellie Atherton, based in Oxford, as our lead architect. The building team met several times, and there was a productive Work Party in July.

Key Areas of Focus

1. Repairs

- Roof and gulley repairs (partly funded by Diocese) to address issues identified in Quinquennial report, and fix leak identified in late 2024. This work included broken roof and ridge tiles, including on gable end, for the church, porch and foyer roofs. Also, the repair of the lead downpipe, and repair of felt water tank housing. Examination of the roof structure (which dates from when the church was built in the 1930s) identified that the church roof potentially has only 2 years of life left (as the nails holding the tiles on are rusting).
    - Main entrance/Foyer Ramp repairs
    - Replacement of doors to become fire doors (e.g.: for kitchen).
- Various repairs and redecorating (water damage in toilet beneath hand dryer, housing around kitchen stopcock, replacement toilet seat in ladies, drains blockages due to toilets cleared).
- Completion of gravelling around church walls to allow foundations to breathe (delayed by water leak to side of building).
- An old shed behind the hall was removed and disposed of.
- Water boiler repair
- Emergency Light remedial works.
- Legionella Risk Assessment and Testing (new) (H&S requirement).
- Services and testing for compliance (Boilers, Oven, Gas appliances, PAT testing)

2. Renewals

- New Sanctuary chairs (funded by chair sponsorship) – lighter, stackable, and easier to rearrange. Old chairs donated to other charitable groups.
- New pictures/ frames and plants for foyer, Oasis lounge, etc.
- Replacement heaters in church offices, upper rooms, and new heater in foyer.
- Replacement of H&S Signage (Fire exits etc) to make compliant.

3. Net Zero Carbon

- Single glazed windows in the lounge, offices and upper rooms replaced with double glazing.
- Replacement of some lights with LEDs, and fitting of motion sensors to control lights in toilets, and front stairs.
- Garden Waste disposal service subscribed to, and refuse disposal switched from commercial to domestic (i.e.: smaller bins, and we reduce our waste footprint. Centre users are required to remove all their garbage).

4. Other

- Church leadership and staff participated in Fire Warden training.
- Patricia accepted the post of cleaner (to replace Gregorz who resigned due to family responsibilities).
- Church Lock Up process put in place to ensure building checked for security every night.
- Whatsapp maintenance group to field small/emergency repairs

Looking ahead to 2026 and beyond.

Key priorities include:

· Repairs: Replace the church roof and two boilers.

· Renewals: Complete the internal reordering of the church, replace the entrance ramp (as it is non-compliant) and replace and automate the foyer doors, landscape and refresh the patio area to make a community garden for relaxation, reflection and to aid wellbeing for church and centre users. A gift has been received for the door replacement.

· Net Zero Carbon: Transition to full LED lighting and replace remaining single-glazed windows in the centre with double glazing.

We have the vision and the plans — now we need to secure the necessary funding to make all this a reality. Some grants have been identified which we intend to apply for.

Cleaning

Cleaning is primarily undertaken by our cleaner Patricia, along with a small team of helpers. Tyrrell has worked to ensure we are using Ecofriendly products that clean well.
If you can help once a month, please come and have a chat with Gwen in the Parish Office.

Fabric (building) costs for 2025:

Description	Amount	sub category	Total
Architect fees		Architect	3,291.00
New Chairs for Church and Oasis Lounge		Chairs	10,002.00
Electrical work and PAT Testing		Electrical	6,956.90
Heaters supply and fit Upper/Watchetts/Entrance		Heating	2,496.00
Oasis Lounge refurbishment		Lounge	24,172.86
Six Monthly Fire Alarm Maintenance			
Gas appliance service			
Oven service			
Legionella Risk Assessment			
Kitchen Boiler Service			
Wood Boring Insects Insurance		Maintenance	1,628.24
Repair Water Heater in Kitchen	108.00	Repairs	
Toilet Seat	36.00	Repairs	

Foyer plants	93.94	Repairs	
Replacement items for Kitchen	270.00	Repairs	
Roof Leak Repair	374.40	Repairs	
Water Boiler Repair	326.16	Repairs	
Hot Water Boiler Service and Repair	243.24	Repairs	
Complete Gravelling	200.00	Repairs	
Decorating	780.00	Repairs	
Fire Doors replaced	1,560.00	Repairs	
Fire signage	259.92	Repairs	
Fire safety	681.60	Repairs	
Merlynns Room lock replacement	316.80	Repairs	
Shed removal and skip hire	1,250.00	Repairs	
Manual Callpoint Keys	16.80	Repairs	
water sampling and testing	144.00	Repairs	6,660.86
Decorating and Ramp Repairs		Decorating	1,880.00
New Signage		Signage	3,089.64
Roof repairs (part funded by Diocese)		ROOF	11,354.40
Supply and fit windows for the Offices/Watchetts View		Windows	7,838.32
			79,370.22

Financial Review

(Figures in brackets denote amounts for the previous year.)

Income:

Total incoming resources for 2025 increased by 26.2% from the previous year and amounted to £200,950 (£159,223). This income is held in unrestricted general funds, £172,471 (£159,223), and in designated funds, £28,479 (£0).

Planned giving remains a vital part of our income £61,950 (£59,317), and without the regular financial commitment of church family and friends, we would not be able to function. Where a donor is a taxpayer and has signed a Gift Aid declaration, we are able to reclaim Gift Aid from HMRC, and this has contributed an additional £17,357 (£13,915)
The best way to give financially to the ongoing life and work of St Mary's is through the Parish Giving Scheme (PGS), which is a Church of England scheme funded by the diocese, whereby the gift aid is claimed by them and paid over to the church every month. This simply requires the setting up of a direct debit with the scheme, and it has the benefit of offering an annual review of giving with the option to allow an inflationary increase.

The income from the Church Centre in 2025 increased by 5.9% to £62,126 (£58,664). This is due to an increase in the number of groups which are renting rooms within the centre. We are expecting a similar level of income during 2026.

Expenditure:

Total expenditure from unrestricted funds of £191,199 (£153,520) was used as follows: Ministry: £49,911 (£51,756), which includes Parish Share of £42,000 (£42,000) – see additional note below on Parish Share expenditure. Staffing, Administration, Building maintenance and Utilities: £141,288 (£101,484).
Total expenditure from restricted funds was £3,780 (£0) on fabric costs, £100 (£866) on outreach and £0 (£280) on grants.

Parish Share is the money given by the parish to the diocese, which is used to pay for our incumbent and central church costs. Parish Share for the full year increased by 2.5% from 2024 to 2025, and the amount requested by the Diocese from St Mary's was £83,702.88. However, due to cash flow constraints, the need for essential fabric work and an increase in costs, we have been unable to donate the amount requested by the Diocese in 2025. We have aimed to contribute an amount equivalent to the costs associated with having our own incumbent (salary, pension, housing), but have fallen short of contributing to some of the central costs of the Church of England.

Net Result:

2025 has seen us end the financial year with a small surplus of £5,871 (£5,703).

St Mary's Church, Camberley

Statement of Financial Activities for the year ended 31 December 2025

	Note	Unrestricted General Funds	Designated Funds	Restricted Funds	Total Funds 2025	Total Funds 2024
		£	£	£	£	£
Incoming Resources						
Voluntary Income	2 (a)	108,352	28,479		136,831	96,625
Income from church activities	2 (b)	63,057			63,057	60,813
Investment Income	2 (c)	1,062			1,062	1,785
Total Incoming Resources		172,471	28,479		200,950	159,223
Resources Expended						
Grants	3 (a)					280
Ministry	3 (b)	49,911		100	50,011	51,756
Staff, Building and Admin	3 (c)	141,288	3,780		145,068	101,484
Total Resources Expended		191,199	3,780	100	195,079	153,520
Net Incoming/(Outgoing) Resources		(18,728)	24,699	(100)	5,871	5,703
Balances brought forward		55,718		516	56,234	50,531
Transfers between funds						
Balances carried forward		36,990	24,699	416	62,105	56,234

St Mary's Church, Camberley
Balance Sheet as at 31 December 2025

	Note	Unrestricted General Funds £	Designated Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
Current Assets						
Bank and Cash		13,084			13,084	13,684
Deposit Accounts		28,093	24,699	416	53,208	39,190
Bookstall stock		328			328	277
Other Debtors		3,602			3,600	19,640
Total Current Assets		45,108	24,699	416	70,221	72,791
Current Liabilities						
Accruals & Deferred Income		(8,117)			(8,117)	(16,557)
Net Current Assets		**36,991**	**24,699**	**416**	**62,105**	**56,234**
Analysis of Net Assets by Fund	4					
Current Assets		45,107	24,699	416	70,222	72,791
Liabilities (falling due within 1 year)		(8117)			(8117)	(16,557)
		61,833		**416**	**62,249**	**56,234**

Revd Andrew Knowles

Approved by the PCC on:

St Mary's Church, Camberley

Notes to Financial Statements for the year ended 31 December 2025

Accounting Policies

The accounts have been prepared in accordance with the Parochial Church Council's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Parochial Church Council is a Public Benefit Entity as defined by FRS 102. The Parochial Church Council has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations, but which has since been withdrawn.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body.

Bank Accounts:
National Westminster Bank, 45 Park Street, Camberley, GU15 3PA.
CAF Bank Account, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Assets

Fixed Assets

Consecrated and Benefice Property is not included in the accounts in accordance with s.10(2)(a) and (c) of the Charities Act 2011.

Current Assets

Cash on deposit is held in an interest-earning account with CAF Bank.

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by Section 10(2)(a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Movable church furnishings

These are capitalised at cost and depreciated over their useful economic life other than where insufficient cost information is available. In this case the item is not capitalised, but all items are included in the Church's inventory.

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

- Land Nil
- Fixtures and Fittings 20 years
- Computers 3 years

No depreciation is provided on the buildings as the currently estimated residual value of the properties is not less than their carrying value and the remaining useful life of these assets currently exceeds 50 years, so that any depreciation charges would be immaterial.
An impairment review is carried out at each year-end and any resultant loss identified in expenditure for the year.

Investments

St Mary's receives the dividends from Astra Zeneca shares, but it does not own the shares.

Short term deposits

These are the cash held on deposit with the CAF Bank.

Funds Policies

Restricted Funds represent donations or grants received with a specified purpose attached to them. These funds can be used only for the specific purposes for which they were given. Any balances remaining unspent at the end of the year are carried forward as a balance on that fund. The PCC does not invest separately for each fund.

Unrestricted Funds are general funds, which are used by the PCC for everyday running costs which includes ministry, upkeep of the building, staffing and administration. The PCC may choose to consider some income as designated for a particular project.

Designated Funds are unrestricted money that the trustees have chosen to set aside for a specific purpose.

Endowment Funds, St Mary's does not have any Endowment Funds

St. Mary's Nursery is a separate registered charity and its accounts are reported separately.

Reserves policy

It is PCC policy to try to maintain a balance of 10% of annual expenditure as an operational margin, and to cover emergencies. This is included in the balance of £55,719 (£48,869) unrestricted funds at the end of year (see Note 4.)

There is a need to build up reserves to cover on-going maintenance and unforeseen events and expenditure. A quinquennial inspection took place in 2023.

Notes to the Financial Statements for the year ended 31 December 2025

Notes		Unrestricted General Funds £	Designated Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
2	**Incoming Resources**					
2(a)	**Voluntary Income**					
	Planned Giving:					
	Gift aid donations	59,513			59,513	57,720
	Other planned giving	2,437			2,437	1,597
	Gift Aid tax recovered	17,357			17,357	13,915
	Collections (open plate)	2,843			2,843	3,964
	Other income and donations	9,243			9,243	5,969
	Donations for Door/Ramp replacement in 2026		18,750		18,750	
	Donations for Roof repairs in 2026		9,729		9,729	
	Grants & Legacies	16,959			16,959	13,460
		108,352	28,479		136,831	96,625
2(b)	**Income from Church Activities**					
	Church Centre Rents	62,126			62,126	58,664
	Children's activities	501			501	798
	Bookstall	195			195	462
	Fees received	234			234	890
		63,057			63,057	60,814
2 c	**Investment Income**					
	Bank interest	737			737	1,474
	Dividends	325			325	311
		1,062			1,062	1,785
	Total Incoming Resources	**172,471**	**28,479**		**200,950**	**159,224**

Notes		Unrestricted Funds £	Designated Funds £	Restricted Funds £	Total Funds 2025 £	Total Funds 2024 £
3	**Resources Expended**					
3(a)	**Grants**					
	Community Outreach					280
						280
3(b)	**Ministry**					
	Diocesan Parish Share	42,000			42,000	42,000
	Children and Youth	765			765	2,045
	Discipleship	1,264			1,264	1,539
	Outreach	4,063		100	4,163	3,477
	Pastoral	1,162			1,162	1,100
	Worship	430			430	1,301
	Bookstall	227			227	294
		49,911		100	50,011	51,756
3 (c)	**Staff, Building and Admin**					
	Staff Costs	28,878			28,878	26,315
	Utilities	16,096			16,096	15,468
	Insurance	2,157			2,157	2,061
	Cleaning and Waste Disposal	3,427			3,427	2,561
	Fabric Costs	79,424	3,780		83,204	45,301
	Consultancy and Accountancy	4,497			4,497	4,677
	Communications, IT and Overheads	3,641			3,641	2,463
	Photocopier and Office Supplies	3,168			3,168	2,639
		141,288	3,780		145,068	101,484
	TOTAL RESOURCES EXPENDED	**191,199**	**3,780**	**100**	**195,079**	**153,520**
	Net Incoming/(Outgoing) Resources	**(18,727)**	**24,699**	**(100)**	**5,872**	**5,703**

Notes		Balance at 1st Jan 2025 £	Incoming Resources £	Resources Expended £	Transfers £	Balance at 31st Dec 2025 £
4	**Movements in Funds**					
	Unrestricted Funds					
	General Fund	54,858	172,471	(191,199)		36,130
	Designated - Roof, Door & Ramp		28,479	(3,780)		24,699
	Designated - Vicars Discretionary	861				861
		55,718	200,950	(194,979)		61,689
	Restricted Funds					
	Community Outreach Fund	250				250
	Community Food Fund	266		(100)		166
		516		(100)		416
		56,234	**200,950**	(195,079)		**62,105**

Independent Examiner's Report

INDEPENDENT EXAMINERS REPORT
TO ST MARY'S CHURCH CAMBERLEY
FOR THE YEAR ENDED 31ST DECEMBER 2025

I report on the Accounts of St Mary's Church for the year ended 31st December 2025

Respective responsibilities of trustees and examiner

St Mary's Church is responsible for the preparation of the accounts. St Mary's Church consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- Follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act and ;
- State whether particular matters have come to my attention

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the church and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and the seeking of explanations from you as St Mary's Church concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- The accounting records were not kept in accordance with section 130 of the Charities Act; or
- The accounts did not accord with the accounting records; or
- The accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Susan Keane FCA
Fuller Spurling
Chartered Accountants & Statutory Auditors
Mill House, 58 Guildford Street
Chertsey
Surrey
KT16 9BE



LIVING THE BEST LIFE

discover it - live it - give it away

St Mary's Camberley

www.stmaryscamberley.org.uk

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF CAMBERLEY ST MARY

England & Wales - Charity number 1127459

Accounts



St Mary's, Camberley

Trustees Annual Report and Financial Statements
of the Parochial Church Council
Year ended 31st December 2024

Incumbent:	Church Wardens:	Independent Examiner:
Revd Andrew Knowles	Mrs L. Hall and Mr D. Duplock	Fuller Spurling Chartered Accountants

Table of Contents

Introduction Letter 3
Administrative Information 5
PCC Members: 5
PCC Structure, Management and Governance 7
Standing Committee (Operations Team) 7
People Team 7
Building Team 7
Finance Team 7
Operations Team 8
Ministry Leadership Team 8
The PCC as an employer 8
The PCC oversees those who volunteer 9
Objectives 9
Vision: Our shared vision and mission strategy across the Guildford Diocese 10
St Mary's Vision and Mission 11
Achievements and Performance 15
Leadership: PCC and Deanery Synod 15
Worship @ St Mary's 21
Pastoral 27
Discipleship 29
Outreach 32
A Safer Church 33
Safeguarding 33
Health and Safety 35
Data Protection 36
Technology 36
Church Centre (The Well at St Mary's) 37
Building 38
St Mary's Building Overview 39
Financial Review 40
Income: 40
Expenditure: 40
Net Result: 40
Accounting Policies 43
Assets 43

Funds Policies....44
Reserves policy....44
Independent Examiner's Report....48

PLEASE NOTE:
This report is the sum of many contributors, their words are incorporated to form this single report about the Life and Ministry of St Mary's, Camberley.

Introduction Letter

Letter from Reverend Andrew Knowles, Vicar of St Mary's Camberley

Mary's Song – The Magnificat (Luke 1:46-55)

As we reflect on the past year at St Mary's, Mary's song—the Magnificat—comes to mind. It is a song of praise, but also one of transformation and hope. Just as Mary rejoiced in the mighty acts of God, so we too can look back and see God's hand at work in our church.

St Mary's has a unique identity, much like the Trinity—Father, Son, and Holy Spirit. We see this reflected in our church family: the Church, the Nursery, and The Well (our Church Centre). Each is distinct in character, yet all share the same DNA, bound together by our mission to serve our community and glorify God.

A Journey Through Loss and Renewal

Five years ago, in March 2020, our world changed with the onset of the pandemic. It was a season of loss—loved ones passing away, people moving on, and some drifting from church life. The words of the song *All I Once Held Dear* ring true: *All this world reveres and wars to own… all I once thought gain I have counted loss.* Yet, through this season of grief and change, God has been faithful.

Our core team worked tirelessly, navigating an uncharted cultural landscape and seeking a fresh vision from God. We have clung to the promise of Psalm 23: *Even though I walk through the darkest valley, I will not be afraid, for You are with me. Your rod and Your staff comfort me.* Through every challenge, God has guided and protected us.

A New Season

We stand on the threshold of a new season, one in which the prophetic word spoken over St Mary's more than 15 years ago is being fulfilled: *See, I am doing a new thing!* (Isaiah 43:19). Signs of new life are all around us—the catalyst of our Church Development Plan (CDP), the Nursery's 'Outstanding' Ofsted result, and the rebranding of the three St Mary's ministries, just to start with. A renewed confidence and focus are emerging, and 2025 will bring further new initiatives.

Our CDP is not just about strategy—it's about connection. It is about linking up the different activities of our church life and creating intentional pathways for people to encounter St Mary's and, ultimately, to encounter God. The pandemic shook us out of old ways, much like Israel's journey out of Egypt, through the wilderness, and into the Promised Land. Now, we step into the new landscape, embracing the opportunities before us.

Faithfulness and Challenges

This report is a testimony to God's provision and the faithfulness of those who have remained steadfast—those who turn up Sunday after Sunday for worship, those who serve, love, and reach out to others. We are learning to travel light, to keep things simple, and to trust in the Holy Spirit, who goes ahead of us.

Yet, we do not ignore the challenges we face. The need to repair and renew our buildings—the Church and The Well—is urgent. Our commitment to achieving Carbon Net Zero by 2030 adds complexity, with our roof and two boilers needing to be replaced within the next two years. Financially, we must raise enough for the day-to-day running of St Mary's while also funding these necessary projects. And yet, as this report will show, St Mary's has a history of overcoming obstacles and turning them into opportunities for growth.

As a registered charity, we recognise our responsibility to act with transparency, integrity, and make good use of the resources entrusted to us. We have shown this through sound financial management, community engagement, and initiatives that support our mission. The Charity Commission requires us to ensure that all funds are managed effectively and used in line with our mission. We are committed to upholding the highest standards of governance, ensuring that St Mary's remains a place of worship, support, and outreach for generations to come.

Moments of Community and Witness

Among the many highlights of the past year, two stand out. Our Remembrance Service was a powerful moment of witness—180 people gathered outside, including schools, uniformed groups, and the Rock Choir, to remember together. It was a visible sign of our role in the community. Another deeply moving moment was retelling the Christmas story in our local nursing home, reminding the residents that they are so loved.

As a parish church, we continue to seek to be salt and light in our community. We move forward in faith, knowing that God is leading us into the new things He has prepared. We journey together with hope and expectation, trusting in His unfailing love.

With every blessing,

Reverend Andrew Knowles
Vicar, St Mary's

Administrative Information

St. Mary's Church is situated in Camberley, Surrey. It is a part of the Diocese of Guildford within the Church of England. The correspondence address is:

St Mary's Church Centre, Park Road, Camberley, Surrey, GU15 2SR.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity registered with the Charity Commission, Charity Number 1127459.

PCC Members:

Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules. PCC members for 2024 are listed below.

PCC members serve for three years, (shown in brackets). Church Wardens are elected each year.

Ex Officio members:

Incumbent:	Reverend Andrew Knowles* (Chairperson)
Associate Minister:	Reverend Sue Duplock

Elected members:

Church Wardens:	Mr Darren Duplock* (first elected: 2021)
	Mrs Lesley Hall* (first elected: 2022)

Representatives on the Deanery Synod:

Mrs Lesley Hall* (2023 – 2026)

Mr Darren Duplock* (2023 -2026)

Representative on the PCC: There are three vacancies on the PCC.

Mrs Maria Morris (2022 – 2025)

Ms Tyrrell Brett (2022 – 2025)*

Mrs Rosie Jones (2023 – 2026)

Mrs Joan Hibbins (2023 – 2026)

Mrs Penny Newson (2023 – 2026)

Mr Mike Emery (2023 – 2026)*

Mr Yovan Devadoss (2024 – 2027)

*Members of the Standing Committee from April 2024

Officers to the PCC (non-PCC members): each officer was invited to report to the PCC over the last 12 months.

Mrs Lesley Hall (Electoral Roll Officer)

Ms Abbigail Ruddock (Safeguarding Officer until February 2024)

Mrs Tyrrell Brett (Safeguarding Officer from May 2024)

Mrs Rosie Jones (Designated Safeguarding Lead)

Mr Melvyn Hayward (Data Controller)

Mr Darren Duplock (Health and Safety Officer)

Consultants to the PCC (non-PCC members)

HR Consultant - Mrs Karen Liddington

People In Focus Ltd, Aspect House, Pattenden Lane, Marden, Kent, TN12 9QJ

Health and Safety Consultant - Mr John Bradstreet

Just Safety Ltd, Market House, 21 Lenten Street, Alton, Hampshire, GU34 1HG

Architect – Purcell UK - Mrs Ellie Atherton (Oxford Office)

15 Bermondsey Square, Tower Bridge Road, London, SE1 3UN

Purcell Architects were appointed on 18th October 2014 as St Mary's Architect to advise on all building work and to complete the Quinquennial Report.

- Jonathan Deeming (Oct 2014 to Feb 2025), Partner at Purcell and our Principal Architect, supported by:
    - Alex Marlow (Jan 2022 to Dec 2023)
    - Kayleigh Buttigieg (Dec 2023 to Jan 2024)
    - Ellie Atherton (Jan 2024 onwards)
- Ellie Atherton (Feb 2025), Associate Architect at Purcell with specialism in historic buildings and in February 2025, Jonathan Deeming stepped down and Ellie Atherton became our Architect.

External Examiner: Mrs Susanne Keane

Fuller Spurling Chartered Accountants, 90 High Street, Sandhurst, GU47 8EE

PCC Structure, Management and Governance

The Parochial Church Council's membership includes the ordained Minister (Vicar), Associate Minister, and those elected, the Church Wardens, two Deanery Synod representatives, and seven PCC members. All those who attend our services and are members of the congregation are encouraged to register on the electoral roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training in the workings of the PCC.

The PCC operates throughout the year with the full council meetings (every other month) and the subgroups called 'Teams' that meet regularly and report to the full PCC meetings. The PCC Officers report to each PCC meeting to ensure good communication.

In 2024, there were nine full PCC meetings held, plus the Vestry meeting and the Annual Parochial Church Meeting.

Standing Committee (Operations Team)

The Standing Committee is a statutory PCC Committee. It carries out the work of the PCC between meetings. The Incumbent and Church Wardens are ex-officio members (of all teams), and the PCC appoints at least two of its members.

People Team

Overseeing the resources of people, those employed by St Mary's or volunteering for St Mary's, to ensure that we support them and fulfil our legal obligations. The safeguarding team has met, but the People Team didn't in 2024.

- Incumbent (ex officio)
- Curate
- Church Wardens (ex officio)
- Parish Safeguarding Officer
- PCC Member
- Advisers: HR Consultant, Parish Safeguarding Officer (PSO), Data Protection Officer.

Building Team

Overseeing the resource of our buildings to ensure they are appropriately cared for and fit for the mission and ministry of St Mary's.

- Incumbent (ex officio)
- Church Wardens (ex officio)
- Lay members

Finance Team

Overseeing the resources of our finances to ensure they are appropriately managed and support the mission and ministry of St Mary's.

- PCC Treasurer (ex officio)
- Finance Officer
- Incumbent (ex officio)
- Church Wardens (ex officio)
- Advisers: Diocese and Charity Commission Officers

Operations Team

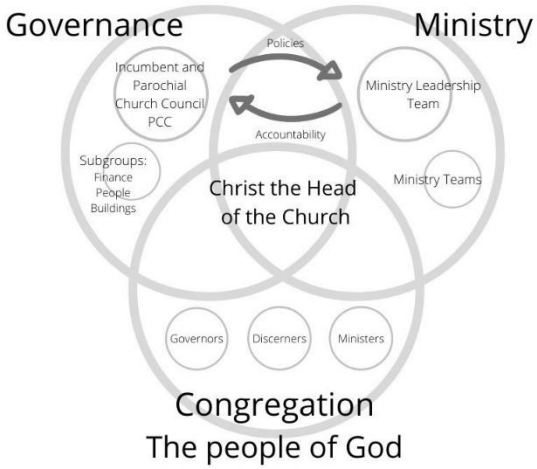
See Standing Committee

Ministry Leadership Team

The Ministry Leadership Team oversees the ministry at St Mary's, and it is accountable to the PCC. The core team is those who have been called by God, affirmed by the Church and are exercising licensed ministry. Additional team members are invited to join by the MLT team and the Incumbent. The MLT is responsible to the PCC, reporting regularly, and making proposals for the PCC to approve.

The Ministry Leadership Team oversees the many ministries at St Mary's to offer leadership and support. Each ministry within St Mary's must be approved by the PCC, along with the necessary paperwork, so we fulfil our legal requirements.

This diagram shows how St Mary's operates.



The PCC as an employer

Welcome and Bookings Officer: Mrs Gwen Mullins (15 hours per week) started in September 2023

Administrative Support Officer: Mrs Phillippa Pluess (7.5 hours per week term time only) finished in October 2024

Administrative Support Officer with an emphasis on communications: Mrs Modupe Adegbaji-Pain (10 hours per week term time only) started in November 2024

Finance Officer: Mrs Esther Westwood (6 hours per week) started in November 2021

Caretaker/cleaner: Mr Gregorz Musolf (10 hours per week) started in June 2019

The PCC is grateful for the commitment of its staff, their work and ministry at St. Mary's. Every year has its challenges at St Mary's and we are indebted for their dedication.

We would like to thank Mr Mike Emery for maintaining our IT equipment for both the Church and the Nursery, which is always developing. St. Mary's Camberley website is managed by Mr Ian Robson with the help of the Administrative Support Officer. We thank them for their hard work.

The PCC oversees those who volunteer

Like most charities, St Mary's has seen a change in its volunteering, we are grateful for all who have given their time, and work for the benefit of us all. 80 volunteers are covering 49 different roles.

We are aware of the need for more people to serve to share the workload. We are continually reshaping the way we work and looking to build up teams and team leads. We have created a Ministry Handbook, which was completed in 2024. This is called the St Mary's Ministry Handbook rather than a Volunteers Handbook because our approach to serving is rooted in Christ's model of ministry. Jesus demonstrated servant-hearted leadership, calling His followers to serve others in love. As He said, "For even the Son of Man did not come to be served, but to serve, and to give his life as a ransom for many" (Mark 10:45).

This reflects our belief that serving in the church is more than just volunteering—it is a ministry, a calling to serve God and His people.

At the same time, as a registered charity, St Mary's aligns with the Charity Commission's requirements, ensuring that all who serve are equipped, supported, and accountable within a well-structured framework. By calling it a Ministry Handbook, we highlight both our spiritual foundation and our practical responsibilities.

Objectives

Charities have a range of Governing Documents. Charitable Trusts are governed by Trust Deeds; Charitable Companies will have a Memorandum and Articles; whilst Charitable Associations usually have a Constitution. Whilst Parochial Church Councils (PCCs) are charities, they are governed by two pieces of Church of England legislation, called Measures. These are:

The Parochial Church Councils (Powers) Measure 1956 as amended.

This defines the principal function, or purpose, of the PCC as "promoting in the parish the whole mission of the Church".

The Church Representation Rules (contained in Schedule 3 to the Synodical Government Measure 1969 as amended)

https://www.churchofengland.org/resources/clergy-resources/pcc-accountability-guide

St. Mary's Parochial Church Council (PCC) has the responsibility of cooperating with the Incumbent, the Reverend Andrew Knowles, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical as set out in the Church Representation Rules.

The PCC is also specifically responsible for the maintenance of the Church and the Church Centre Complex of St. Mary's (now called The Well), Park Road, Camberley, GU15 2SR. St. Mary's House is the responsibility of Guildford Diocese, and the parish is responsible for internal decorating.

St Mary's PCC therefore shares with the Incumbent the responsibility for:

a) The promotion of the whole mission of the church – pastoral, evangelistic, social and ecumenical – within the ecclesiastical parish of St Mary's, Camberley.
b) The efficient administration of the parish and its funds. The PCC is responsible for funding the maintenance and repair of the Church Centre (which includes the Church).

The PCC has considered the Charity Commission guidance on public benefit and believes the guidelines have been met as the activities of the church are open to the public at large and are for public benefit.

Vision: Our shared vision and mission strategy across the Guildford Diocese



The diocesan leadership and community are committed to the vision of Transforming Church, Transforming Lives and has been since September 2016.

The Diocesan vision is one of a diverse, growing, intergenerational church at the heart of each community, working alongside our chaplaincies and schools in living and proclaiming the Good News of God in Jesus Christ.

A refreshed focus

Following a second prayerful listening exercise and looking at the National Church's focus of 'Simpler, Bolder, Humbler'. The Diocesan Senior Staff have opted for three related priorities that refresh and evolve our original vision:

Growing Disciples brings together:

- Encountering God through worship, prayer, retreat and learning.
- Everyday Faith – sharing and expressing our faith in daily life and exploring vocation.
- Meeting with our Church family in all sorts of contexts for Christian encouragement, friendship and support.

Growing Diversity will mean for many Parishes increasing the number of younger people and also growing our diversity in every way to ensure we better reflect the communities we serve. It means continuing the great work our schools are doing. It means having the courage to experiment with new ways of being Church, physically and digitally.

Growing Community builds on the community partnerships of our parishes, chaplaincies, and schools – many of which were developed throughout the pandemic. It also draws in the critical work across our communities to care for the Earth and reduce carbon emissions.

Alongside the three priorities, they also created a refreshed set of 'Imagine' statements:

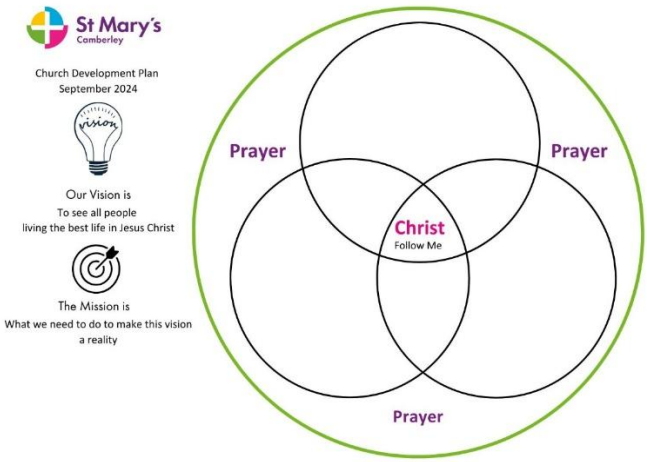
Imagine statements:

> **Imagine a Church** that is rooted in prayer, daily recognising our dependence on the God who saves, guides, strengthens and grows the Kingdom.
>
> **Imagine a Church** where people of all ages reach their full potential as disciples and leaders, cheering one another on in the adventure of following Jesus.
>
> **Imagine a Church** that worships in many ways and places, building diverse, holy, attractive communities of faith that are nourished through word and sacrament, alive in the Spirit, and accessible in every way.
>
> **Imagine a Church** at the heart of the communities we serve, reaching out to the poor and marginalised with compassion and purpose, challenging injustice, and bearing gospel fruit around the world.

In 2024, Surrey Heath Deanery and its parishes started a Deanery, and a Parish Needs Process.

The Deanery Leadership Team, the Deanery Synod and Chapter, and the Parochial Church Councils collaborated to explore ways to grow disciples, enhance diversity, and strengthen community. This discernment process occurs every two years and resulted in the creation of a Deanery Plan, and a Church Development Plan for each parish.

St Mary's Vision and Mission



Our Vision:

To see all people living the best life in Jesus Christ

Our Mission:

To do what we need to do to make this vision a reality

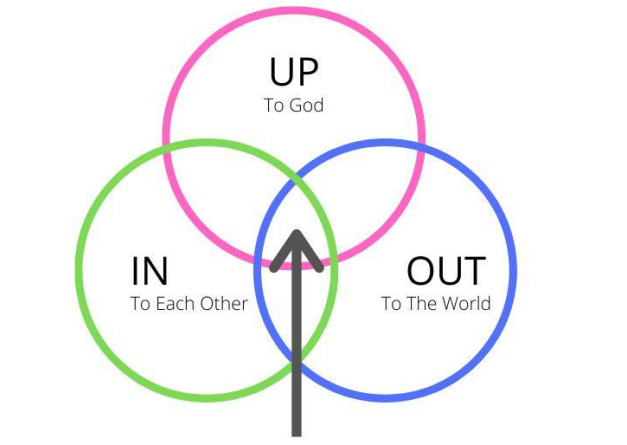
Our Values - why we do what we do.

We believe and trust in one God, Father, Son and Holy Spirit. God has revealed himself through the Bible. God has revealed himself most clearly through the gift of his Son, Jesus Christ. God makes himself known personally to each believer through the work of the Holy Spirit. Whilst these statements are true for us, the following seven values have been important to St Mary's over the years and help us to follow Jesus all the year round.

1. **Prayer** - Connecting with God in new ways, to new depths. Cultivating prayer for lifelong and everyday faith.
2. **Worship** - Calling people to a holistic life of devotion as they grow in knowledge of God's infinite love.
3. **Family** - Inviting participation in God's magnificent, global, gifted, flawed, history-spanning family: the Church.
4. **Power** - True transformation – becoming like Jesus – is only possible through the power and the presence of the Holy Spirit.
5. **Justice** - Seeking Jesus' redemptive Kingdom on Earth, we join a physical, spiritual battle against injustice both personal and systemic.
6. **Evangelism** - Good news is worth sharing. We want to help people be able to talk naturally about life-changing faith with their friends.
7. **Creativity** - Discovering how creativity can serve the renewing and repainting of the world, learning from the God who is "making all things new".

UP, IN and OUT

The UP, IN and OUT is a simple tool to help remember and understand our vision, mission and values.



Being Disciples + Making Disciples

This is the vision of what a Christian church can be.
It is to grow deeper in these three dimensions that are the essential aspects of a healthy church and of an individual disciple.

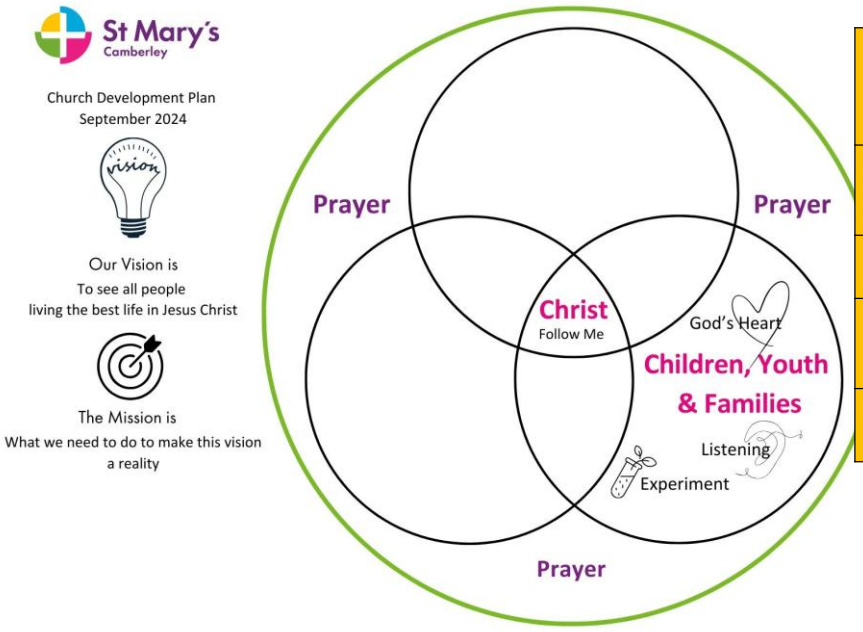
Church Development Plan 2024 to 2026 - strategy

This new Church Development Plan was created by the PCC, in partnership with the Church family, the Deanery and the Diocese. It was approved by the Archdeacon of Surrey in September 2024 and forms part of the Deanery and Diocesan Mission Plan for the next three years. It was shared with the Church family at our Vision Day in October 2024.

We have three key priorities, and the fourth is moving towards Net Zero Carbon

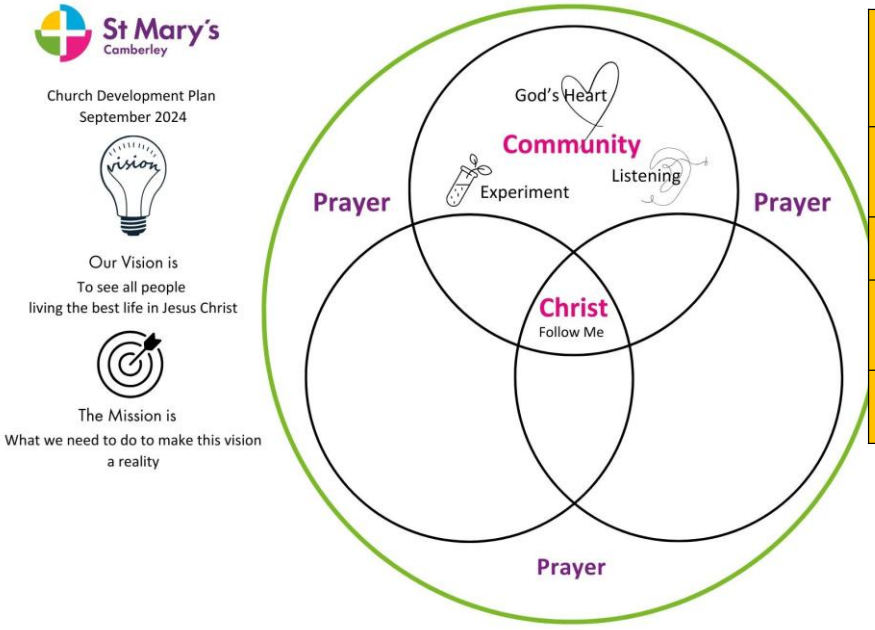


Priority One is to increase our engagement with families, children and young people to give them an amazing experience and build new Christian communities. (Be Fun)



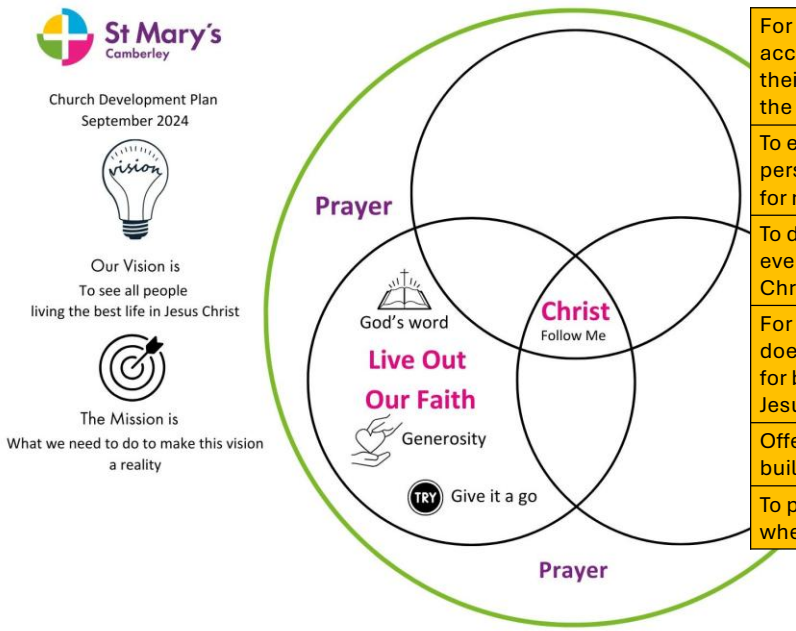
What is on God's heart? Do we really want to connect with children and youth? Work with CYFC
Where are children, youth and families in our parish? Map it
Listening: what do they know about St Mary's?
Discovering ways to connect: whether existing or new
Experiment: give it a go and keep experimenting

Priority Two is to increase our engagement with the wider community to reach out and become a church that our community can not live without (Be there)



What is on God's heart? Do we really want to connect with our local community? Besom
Where are we engaging with the community? Map it
Listening: what do they know about St Mary's?
Discovering ways to connect: whether existing or new
Experiment: give it a go and keep experimenting

Priority Three is for the church, ordained and lay together, to enable God's people to grow in their capacity to live out the Good News of Jesus in all of life – in service in the church and in the world. (Be confident)



For every person on Earth to have access to the Gospel translated into their heart language– working with the Bible Society
To equip every believer to share their personal faith and develop pathways for nurturing faith
To develop ways that enable care for everyone in building up the body of Christ.
For every person on planet Earth who doesn't know Jesus yet, to be prayed for by someone who does know Jesus: starting with those we know
Offering to God all we have for the building of the kingdom
To plant a church/congregation where no church is reaching

Priority Four is to improve our environmental footprint and moving towards Net Zero Carbon (NZC) (Be Responsible)



Net Carbon Zero by 2030
Complete an Energy Audit and link it to the Quinquennial Report
Funding opportunities with improve the building performance
Outside worship
Going for Gold – Eco Church
Phase One - reordering of the foyer and toilet
Phase Two – renew the interior of the church
Phase Three – renewal of the hall e.g. roof

Achievements and Performance

Leadership: PCC and Deanery Synod

PCC review of 2024

Tyrrell Brett and Andrew Knowles

At every PCC we begin with a Bible reading, reflection and prayer, end with sharing together, reflection on the meeting and finish in prayer.

- Previous minutes are approved and relevant actions reviewed and updated.
- Team updates and reports received from the PCC Officers and Team leads are reviewed prior to the meeting and key items discussed, including Governance items and Safeguarding updates.
- The following is a summary of key meeting points and not fully inclusive of all topics discussed at each meeting.

January

- **Finance:** End-of-year report reviewed. Noted that full Parish Share contribution to the Diocese isn't possible, the 2023 deficit reduced to £20k (from an expected £40k).
- **Buildings:** Discussed essential repairs to the church roof and car park. Quotes reviewed and decisions made on works to proceed.
- **Prayer at St Mary's:** Reflected on how and when we pray as a church. Small group discussions held on prayer life.

February

- **Deanery Synod & Parish Needs Process:** Preparation for creating a new Church Development Plan (CDP). A group of 10 members approved to represent diverse areas of ministry.
- **Eco:** Trial of eco-friendly Delphis products agreed. Commitment made to phase out non-eco products.
- **Tots 'n' Dots:** Due to growing size and safety concerns, decision made to limit group to primary carers (excluding childminders). Plans to work with childminders to create an alternative group.
- **Prayer Focus – "Thy Kingdom Come":** Explored different types of prayer — worship, waiting on God, contending (battle), fasting, and blessing. Challenged to reflect on whether we see church as a "cruise ship" or "battleship". Vision of being "battle, rescue, mercy ships" passionate to see God's Kingdom come.

March

- **No PCC meeting.**

April

- **Annual Report & APCM:** Approved with minor amendments. Agreed to hold a bring-and-share lunch after APCM to foster community and shared responsibility.
- **CDP Development:** Parish Needs Team attended Diocese Strategy Day — reviewed achievements of current plan and started shaping next phase.
    - Shared tools to understand church life: faith journeys (Stepping Stones), levels of connection (Contact to Core), and reviewing activities (Fruitfulness vs. Effort).
- **Building Repairs:** Reviewed progress and next steps.
- **Holy Communion:** Discussed significance of single chalice and shared bread. Decision to return to this tradition.

May

- **Leadership Appointments:** PCC Officers and Standing Committee appointed. Agreed to trial alternate month PCC meetings (6 per year).
- **Safeguarding:** Core policies approved, noting updates needed for new Parish Safeguarding Officer (PSO).
- **Building Works:** Reviewed progress on car park (including tarmac removal and bollards), roof, windows, and doors.
- **CDP Service:** Planning for interactive service to gather the congregation's input on our priorities, share long-term building plans, and foster engagement.

June

- **PCC Actions:** Follow-up on safeguarding accessibility, building works.
- **Church Calendar:** Introduced new format for regular review.
- **CDP Priorities:** Prepared focus areas for PCC discussion.
- **Local Elections:** Plans to engage voters using church as a polling station — welcoming environment, displays of plans, advertising.

- **CofE Net Zero:** Reviewed national goals and implications for St Mary's.
- **Safeguarding Tier 3:** New role descriptions and training expectations under review.

July

- **Team Updates:** Pre-circulated and reviewed.
- **Energy Audit:** Outcomes of free audit shared; ideas for improvements noted.
- **Racial Justice Covenant:** First review, feedback to be gathered.
- **Camberley Group:** is five Anglican churches within Camberley that formed a 'group' which is a legal entity. St Mary's, as one of the member churches of the group, has been consulted about the future of the group ministry, and the PCC agreed that the group was no longer needed and should be dissolved. AK wrote to the DAC Secretary to inform her of our views. We considered the Deanery is the place where the churches will continue collaborating.
- **Volunteers Handbook:** Approved pending minor adjustments.
- **Centre Hire Policies:** Discussions on making the Centre alcohol-free and reinforcing eco and fair-trade product use.
- **CDP Priorities Agreed:**
    1. **Children, Youth & Families:** A new champion team needed, focus on groups like Tots n Dots.
    2. **Community Engagement:** Build relationships, become integral to local community — new team needed.
    3. **Growing Church Life:** Strengthening existing ministries and discipleship — "Discover it, Live it, Give it."
    4. **Eco & Net Zero by 2030:** Strengthen eco practices, educate church on why and how.

August

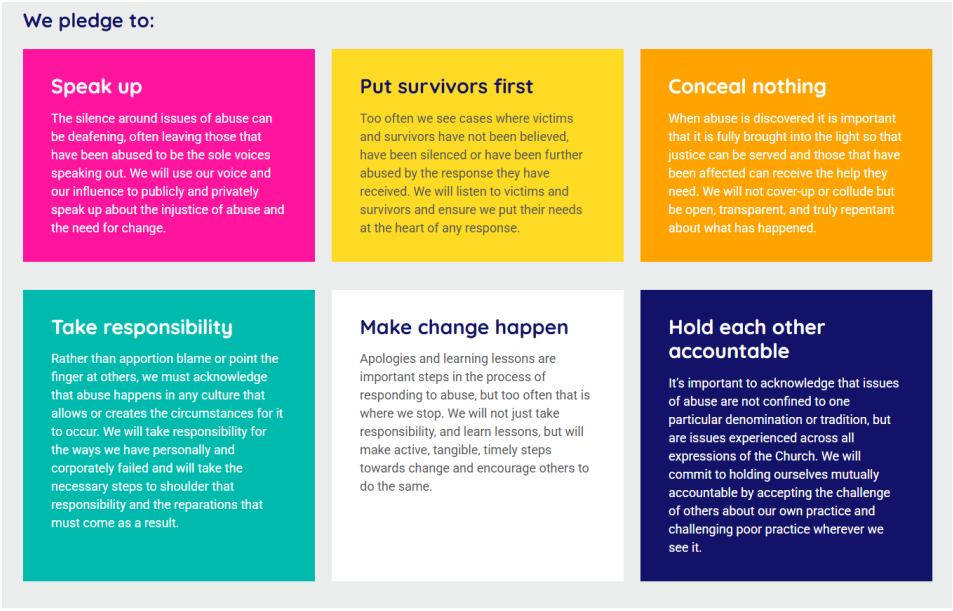
- **Summer break – no PCC meeting.**

September

- **Safeguarding:** Mostly current; 2 items outstanding.
- **Archdeacon Visit:** Positive feedback received.
- **Racial Justice Covenant:** Unanimously approved. PCC will give feedback on wording and explore actions to support it.
- **Complaints Procedure:** Reviewed and approved with amendments.
- **Safeguarding Update:** Ongoing work.
- **Church Furniture Declutter:** List of items to be removed or repurposed approved.
- **New Ramp:** Architect's second option (better aesthetics & accessibility) unanimously approved.
- **CDP – Growing Younger:** Agreed to form a team to explore how to engage children, youth, and families. Focus on what's needed and possible.
- **Building Issues:** New side leak identified; costs and solutions to be explored.

November

- **Safeguarding:** thirtyeight:one Safer Places Pledge approved by the PCC and adopted.



- **Team & Building Updates:** Reviewed ongoing work and associated actions.
- **Finance:** Draft budget reviewed.
- **Christmas Services:** Planned logistics, service types, and advertising.
- **CDP Updates:**
    - **Youth & Children:** Strong volunteer response. Plan to add more Christian content to Tots n Dots and distribute family service invites.
    - **Community:** Discussed "pop-up café" idea as outreach opportunity.
    - **Church Foundations:** Plan for 2025 open PCC meeting on "building up the body of Christ" — caring, nurturing, growing faith.
    - **Safeguarding:** Need for clear role descriptions, commitments, and training for all roles.

December

- **PCC Social Gathering** at The Cabin, Camberley — informal time together and AK thanked the PCC for their commitment to St Mary's.

Standing Committee 2024

Tyrrell Brett and Andrew Knowles

Since June, the Standing Committee has met most months, beginning and ending with prayer. The committee covers any matters that arise between PCC meetings, and is a working group of the PCC preparing material for the Council's consideration. The members are elected by the PCC.

June

- **PCC Plans:** Updates on actions, including safeguarding document accessibility.
- **Buildings:** Progress and next steps discussed.
- **Church Calendar:** New format for regular review.
- **CDP:** Key priorities set for next PCC discussion.
- **Communion:** Agreed timing and process for changes.

- **Elections:** Plans to welcome voters — tidy foyer, display building plans, advertise services.
- **Net Zero:** CofE requirements noted.
- **Safeguarding:** New Tier 3 requirements, needed documents, risk assessments, and role descriptions.

July

- **Action Log:** PCC & SC actions reviewed and updated.
- **Tower Safety:** Agreed — not to be used without training or alone.
- **Alcohol Policy:** Discussion on site policy.
- **Buildings:** Agreed on window frame type, tarmac removal, and actions from Fire Consultant's visit.
- **Elections:** Progress discussed.
- **PCC Items:** Racial Justice Covenant, Camberley Group closure (reasons).
- **CDP:** Service feedback reviewed; priorities set for next PCC.

September

- **Foyer:** New signage reviewed and appreciated; ideas for improvements shared.
- **Leadership:** Team calendar reviewed and updated.
- **Buildings:** Repairs and updates discussed.
- **Safeguarding:** Update
- **Other Items:** Racial Justice document, action log, Archdeacon's visit, CDP progress, youth engagement ideas, Abbi's wedding plans.
- **PCC:** Planning underway for next meeting.

October

- **Safeguarding:** Update
- **CDP:** Reviewed plans and visual summary for 'Community', 'Children, Youth & Families', and 'Living out our Faith', exploring ways to engage locally.
- **Christmas & Services:** Agreed on plans for Remembrance, Creationtide, and Christmas services. Introduced new 'Pizza & Carols' family service; adjusted schedule to make space for new events.

November

- **Safeguarding:** Update
- **Roles Review:** Reviewed Role Descriptions and Tots n Dots roles — aiming for clear, positive, safeguarding-aware, easy-to-understand descriptions with biblical context. Discussed difference between Volunteers and Helpers, ensuring trained volunteers cover all roles. Lanyard use confirmed.
- **Key Services:** Planned for upcoming services (Remembrance, Christmas), including risk assessments and advertising. Noted new admin assistant's role in support.
- **PCC Prep:** Discussed budget, finances, and building repairs for next PCC meeting.
- **Buildings & Maintenance:** Reviewed ongoing building issues, maintenance plans, ramp repairs, Deanery and Churchwarden training, and new car park policy.

Surrey Heath Deanery Synod 2024

Lesley Hall

What does a Deanery Synod do?

- It is a representative body which makes decisions at a deanery level with its main priorities being mission action planning and determining the parish share allocation from the deanery to the parishes.
- It acts as an intermediary between its parish PCCs and its Diocesan Synod: Under the Synodical Government Measure 1969, deaneries have the power to bring proposals and motions to Diocesan Synod for debate by contacting the Diocesan Secretary, and it also receives actions from Diocesan Synod or General Synod to carry out in its deanery.
- Deanery synod members also act as the electorate for elections to Diocesan Synod and General Synod

In 2024, we elected a new Deanery Synod and our representatives are:

Area Dean: Revd Ellen Turtle
Assistant Area Dean: Tom Darwent (until October 2024) Andrew Knowles (from November 2024)
Deanery Lay Chair: Mr Howard Mason

Deanery Synod Report 2024

Clergy: Revd Andrew Knowles, Revd Sue Duplock,
Lay representatives: Mr Darren Duplock (2023 -2026) and Mrs Lesley Hall (2023 -2026)

Deanery Synod meetings were held on the following dates:
1 May 2024, 3 July 2024 and 6 November 2024
(the February 2024 meeting was included in the 2023 APCM report).

A typical format of meetings is:

- Update from Area Dean and Lay Chair
- Report from Diocesan Synod – including Diocesan finance, and Parish Needs initiatives.
- Parish News (optional but can report good news or challenges)
- Parish Needs Process and Support
- Deanery Mapping (working together)

May 2024: at St Paul's, Camberley, attended by 11 clergy and 14 lay members.
At this meeting Core Team members for the Parish Needs Process (PNP) were also invited, and a workshop was held to discuss key priorities and shared opportunities in the following areas:

- Strategy for schools and children
- Young adults and youth
- The middle aged
- Working with seniors
- Identification of key groups and leaders for community engagement – who should we be listening to?
- Buildings/planned developments/Net Zero Carbon – what plans do you have for your church and/or church halls? How can we use and develop our buildings to better serve

our wider communities?

Key questions included – how to recognise target communities, how to become a church the target community cannot live without, in which areas is God calling your church, and what might we be able to do in partnership with others.
The outcomes were to be fed into a Deanery Development Plan (DDP).

July 2024: at St Peter's, Frimley, attended by 11 clergy and 21 lay members.
Again, Core Team members for the PNP were invited, and parishes were invited to highlight their Church Development Plan (CDP) priorities. The draft DDP was explained, and it was noted that Surrey Heath is the first Deanery to produce a DDP.
St Peter's also provided a demonstration of what a school's 'Open the Book' presentation would look like. Other parishes highlighted events they were planning, including quiz nights, Holiday Clubs, and a course on Emotionally Healthy Discipleship.

November 2024: at St Martins', Old Dean, attended by 8 clergy and 19 lay members.
It was reported that Andrew Knowles had been appointed assistant Area Dean (following Tom Darwent's departure). Parishes reported events of interest, which included planned bereavement courses, a pilot Messy Church, a concert for military wives, a silent disco, various Christmas specials including our Pizza and Carols, a Youth Hub awayday, plans to extend 'Open the Book' to a secondary school, a Swap and Shop event, an Eco team 'Green' fair, our open-air Remembrance Service.

Parishes highlighted their progress on the CDP, and the Deanery Leadership team reported they were working on a school mapping exercise and arranging a shared training session for 'Open the Book' (which has since occurred).

Worship @ St Mary's

We continue to lead St Mary's worship with flexibility and imagination. We are focussing on including all learning styles to engage with our diverse congregation. We provide access to our main Sunday service via zoom, as well as meeting in person.

- Wednesday Holy Communion: 10.00 am.
- Sunday Services:
    - 9.00 BCP Holy Communion (said)
    - 10.30 am Morning Worship/Holy Communion
- Prayer Stream: faithfully praying for those in need.

Those responsible for our rotas:

Leaders/Preachers: Andrew Knowles
Musicians/Singers: Ruth Walker
Tech Team: Mike Emery
Welcome Team: Melvyn Hayward
Bible readers/Intercessions: Paul Crossley
Prayer Ministry: Chris Simons and Val Goddard
Coffee/Hospitality: Kathryn Knowles
Children: Kathryn Knowles
Youth: Katy Baker

We have started revisiting role descriptions, and we have identified the need for team leaders, this work continues with the introduction of the Safeguarding Parish Dashboard, which links roles descriptions with people and ensures that training and DBS checks are completed.

In 2024, we welcomed many new people to St Mary's Church Family. We continue to work on making it easier for people to transition from visitors to family members.

2024 Statistics Return to the Church of England:

Funeral x 1 at St Mary's and 4 taken elsewhere (such as Crematorium)
Baptisms x 3
Weddings x 1
Thanksgiving for the Marriage x 0
The number on electoral roll at APCM in April 2024 was 74
Church attendance 2024 – weekly attendance based on the October count is 59 adults and 4 children/young people, and 6 people online.

Teaching Series Report

Andrew Knowles

2024 Preaching Series Overview
January - February: Foundational and Habit Series

- **"We Are The Church" (Jan 14 - Jan 28)**
  - Themes: Church identity, community, spiritual contribution vs. consumerism.
  - Topics: Three mindsets for a better year, miracles you most need, letting go of loneliness.
  - **Key Biblical focus**: Being the People of God, His Church and Living It Out.

- **"Habit" Series (Feb 4 - Feb 18)**
  - Themes: Developing spiritual disciplines.
  - Topics: Prayer, power, word and worship.
  - **Focus on spiritual growth** through intentional practices – creating good habits.

- **"Different" Series (Feb 25 - Mar 17)**
  - Themes: Living counterculturally as Christians.
  - Topics: Family, creativity, generosity, evangelism.
- **Key focus**: "Different faith in trials", "Different values in an unholy culture"

March - April: Lent and Easter

- **"Loving Like Jesus" (Mar 24 - Mar 31, Holy Week)**
  - Themes: Christlike love in action.
  - Key events: Palm Sunday, Maundy Thursday (Washing feet), Good Friday (Forgiving sinners), Easter (Resurrection).
  - **Biblical focus**: Life and teachings of Jesus during Passion Week.

- **"How to Study the Bible" (Apr 7 - Apr 14)**
    - **Biblical focus**: Philemon.
    - Themes: Practical tools for Bible study and understanding scripture.

- **"Following Jesus in Today's World" (Apr 21)**
- **"Empowering the Next Generation" (Apr 28)**

May: Dangerous Prayers & Evangelism

- **"Dangerous Prayers" (May 5 - May 19) Lynn Chitsatso, a guest speaker from Compassion**
    - Topics: Make me bold, speak to me, break my heart.
    - **Biblical focus**: Deepening personal prayer life.
- **Katherine Brown, a guest speaker from the Evangelical Alliance: Reaching People for Christ (May 26)**
    - Theme: Evangelism and outreach.

June: Faith Sharing Series

- **"Story Bearer" (June 2 - June 30) Phil Knox, a guest speaker from LICC**
    - Topics: God's story, your story, their story, culture's story, prayer.
    - **Theme**: Personal faith sharing and testimony.

July: Elijah Series

- **"A World Spinning Out of Control" (July 7 - 28)**
- Archdeacon of Surrey visit for the induction of Sue Duplock as Associate Minister.
    - **Biblical focus**: Life of Elijah.
    - Themes: Trusting God in chaotic times, prophetic faithfulness.

August: Summer Series

- **"Bless this house" (Aug 4 - Aug 25)**

September - October: Questioning Series

- **"Ever Wonder Why?" (Sep 1 - Oct 13)**
    - Topics: Suffering, evil, unanswered prayer, trust, addiction, God's love.
    - **Key focus**: Addressing deep doubts and struggles.
- **"Nothing New" (Oct 20) Vision Sunday (shared the Church Development Plan)**
    - Theme: God's constancy.
    - **Reference**: "He's still got the whole world in His hand".
- **Bible Sunday (Oct 27)**

November: Hope and Change Series

- **(Nov 3 - 24)** including Outdoors Remembrance Service
    - Topics: Peace, Hope, Identity, Priorities.
    - Themes: Finding God's way — "A better way".
    - Focus on transformation and hope.
    - **Biblical reference**: God's sovereignty ("He still got the whole world in His hand").

December: Christmas Series

- **"Your Best Days Are Now" (Dec 1)**
- **"When You've Given Up on Prayer" (Dec 8)**
- **"God does something new" (Dec 15 - 29)**
    - Themes: Christmas reflections through the people of the Christmas narrative

---

Key Themes Across the Year

- **Spiritual disciplines**: Prayer, habits, Bible study.
- **Living counterculturally**: Different values, faith in trials.
- **Love and evangelism**: Loving like Jesus, story-bearing.
- **Faith in hardship**: Dangerous prayers, questioning God, Elijah.
- **Generational focus**: Empowering youth and others.
- **Seasonal reflections**: Lent, Easter, Christmas.

Notable Bible References & Implied Books/Themes

- **Philemon** (April study series).
- **Elijah** (July series).
- **Gospels' Passion narrative** (March).
- **Faith and personal testimony** (June).
- **Psalms/Prophets themes of struggle and God's faithfulness** (Sept-Oct questioning series).
- **Christmas narrative** (December).

Bible Reading and Intercessions

Paul Crossley

We are grateful for those who publicly read the word of God to hear each week and lead us in praying together. It is wonderful to hear the different voices and accents, and the imaginative prayers written, inspiring us in our worship.

Musicians and Singers Ministry Report

Ruth Walker

During 2024 we continued to expand the range of songs, both old and new, to enrich our worship experience. Perhaps most notably, we have introduced more diversity, including –

- songs to engage children and young people
- the use of Makaton
- songs from other cultures

It is encouraging to see how these have been embraced by the whole church family and to see the joy experienced, particularly, by those with special needs as they engage actively with us in worship.

I am grateful to those musicians and singers in the worship team for their commitment and dedication. At times, though, we have found ourselves stretched – and it would be wonderful if others sensed, and responded to, a calling to this most

valuable and rewarding ministry. I'm reminded of a 'quote' by Delia Smith, who once said that when God gives us a gift or talent, it's not intended to be just for ourselves, but it is to be shared. Might this, and Paul's words to the church in Philippi, be an encouragement to you?
"I can do all things through Christ who strengthens me"

Prayer Ministry Report

Sally Robson

The Prayer Ministry Team has continued to offer prayer at the front of the church at the close of the Sunday Morning Service at 10.30 am each week over the past year. People come for prayer for a variety of needs - for healing and for other life situations. Sometimes no-one requests prayer, but more usually one or two come, and occasionally three to four. People continue to respond to God's promptings through Words of Knowledge (words or pictures) given in prayer to the team prior to the service. At times we hear back how God has changed things as a result of this prayer, which is always an encouragement, to the person who received prayer and the team.

We were saddened to lose Chris Simons from the Prayer Ministry Team and from St Mary's Church when she moved to Weston-Super-Mare in December. She had run the Prayer Team for so well over so many years and we will miss her friendship, leadership, support and her devotion to Prayer Ministry.

Prayer Stream Report

Kathleen Nelson and Sue Dunn

The Prayer Stream is a vital ministry within St Mary's Church. We support one another by sharing and praying for situations that arise within our lives or the lives of our families, friends and church community. This ministry is always confidential within the Stream and it is important that the person or persons who have asked for prayer or been invited to be prayed for give their permission as requests can be personal, private and sensitive. We pray for the Lord to intervene. to bless, to heal, to strengthen and provide whatever the person is seeking from Him.

This is an expression of our love and care for all as the Body of Christ. The requests must be always sent to both Sue and Kathleen so that the prayer can be put on via email to all on the Stream ASAP (as coordinators, it means that whoever sees the request first would then send out, remembering too that some requests may be urgent).

We are always encouraged by any updates we receive, and it reminds us that those answers to prayers can be a powerful witness to others (especially to those who maybe don't know the Lord as yet) as we pray through perhaps some difficult times for them entrusting and acknowledging that the Lord is in charge. We would love to invite more friends to join us on the Prayer Stream (there are 28 of us) and if anyone feels in the coming days that they would like to find out more about this ministry please ask either Sue or Kathleen as we have copies of the guidelines for you to look over and ask the Lord if this is what He may be

calling you to do now or in the future. We are privileged and thankful that the Lord allows us to serve Him in this way.

Communion Assistants Co-ordinator Report

Grace Bates

In 2024, we returned to the distribution of bread and wine separately. We have trained members of the PCC who have become part of our Communion Assistants team.

Flower Report

Hazel Hassall

We welcome offers from all members of the Church family to provide flowers in church. Whether it is a vase of flowers from your garden or a bunch from the supermarket it doesn't matter. Both are inexpensive but are a delight with their variety of colour and cheerfulness.

Please speak to the Parish Office if you would like to provide flowers for a particular week, either as a one off or on a more regular basis. If the flowers you are providing are in memory of a loved one or for a special occasion, we would be happy to mention this in our church newsletter.

Thanks go to Pat Colegate and Hazel Hassall and their team of volunteers for the special flower arrangements in church for festivals such as Easter, Remembrance and Christmas.

St Mary's Garden Report

Clare Crossley

As well as the three flower beds around the church entrance we welcomed four new planters last summer. These were put in place to separate the parking area from the entrance. Andrew sourced them and set them up with bricks in the bottom and compost at the top. The bedding plants were generously donated by our church neighbours at number 26 and were colourful and jolly especially when joined by Andrew's seedlings from his drive which were huge waving *Verbena bonariensis.*

These containers were appreciated by visitors and congregation alike.

All was going well until it was realised the containers had no drainage and Hazel and Andy drilled drainage holes, letting out gallons of fetid, smelly water. The containers revived and the bedding was recycled around the three flower beds. The planters have winter flowers and shrubs in them now underplanted with spring bulbs. The flower beds continue to be carefully tended by Andy and Hazel, and they keep the perennial weeds at bay. Thanks to the hard landscaping work around the church, it is looking pretty good at the moment.

Hospitality Report

Kathryn Knowles

The hospitality team prepares and serves coffee, tea and refreshments every Sunday before and after our 10:30 service. We work in pairs to share the task and make it more sociable. We are grateful to the extra people that help serve at the special services at Christmas and other festivals and events. Generally, on Sundays, people serve once a month, but Jenny likes to help every week, getting out the biscuits and squash and serving drinks. This year the dishwasher has been replaced in the kitchen with one that cleans the cups more effectively, and so we have stopped using disposable cups and are now using our church mugs again. We are still keen to encourage people to bring their mugs or travel cups and take them home to wash. We have 6 people on the team and several who are willing to help occasionally, but we really need 2 more pairs of helpers to run the team smoothly. It's a great way to get to know people in the church and there is plenty of support and training available. Please speak to Kathryn Knowles or email the church office if you are interested in joining the team. Many thanks.

Pastoral

Pastoral Care Report

Sue Duplock

Pastoral Care has always been a priority at St Mary's. We are working on building a new team of volunteers who would be able to help with Pastoral Visits especially since our old team disbanded and, with our ageing congregation, many of them are the ones we are visiting now!

We have created a Ministry Handbook, and when it is printed, all those who serve will have a copy which has really good and helpful information in it. We want everyone who serves to feel that they are valued and important. Without them, we wouldn't be able to do half as much.

We are looking at pastoral care within the different groups, congregation members might meet in e.g. Life Group, Tots and Dots, Welcome Team and how we can be a support to each other. We aim to ensure that every member of the St Mary's family will have someone(s) who is looking out for them and can report back to the Pastoral Team with any concerns.

It is always a joy to be able to share Home Communion with those members of our congregation who are unable to make it physically to church for one reason or another. This may be due to long term illness or disability or a temporary problem. Many of these are also unable to access the online service as computers may be beyond them. The number we need to offer this service to varies and we have seen a drop over the last year due to people moving into Nursing Homes as well as sadly dying. Currently we offer this to about 6 members of our congregation; we try to get to each of them monthly but this does prove difficult at times – some of them would love it more often. We also take Communion into Kingsclear once a month when about 8 people join us.

A faithful but sadly dwindling St Mary's group go into Kingsclear and Cambridge House once a month for a short service and always tea and a chat. We use a different theme each month and l like to think this time is precious for the residents and the visitors. Would you like to join us?

There is a lot that goes on behind the scenes regarding Pastoral Care. It's not uncommon to get phone calls from people who are in difficulty, unwell or distressed and need to talk to someone. In these situations it is really important for us to be proactive and ensure someone is able to get to them soon or talk to them on the phone. We also have various people who come into the church centre looking for some help and guidance and a friendly listening ear. This isn't always the best timing but as shepherds of Jesus's sheep, we feel it is both our job and an honour to be able to help them.

It's been both a joyful and a sad year. We celebrated together with Craig and Abbi as they got married in September and we welcomed Gianna and Winner in baptism to join our church family. We also had to say goodbye to some very special members of our congregation as they went to be with the Lord – Cyril Pavey, Betty Brake and David Nelson, they will be very much missed.

Sadly we also have to say goodbye to staff at times and last year we said goodbye to Phillippa as she went off to concentrate on her other responsibilities, but in her place we welcomed Braid and her selection of hats! It is a joy to have her along with Gwen in the office and she is working on getting us known to the wider community. Don't stand still or you might be videoed!

Caring for each other is at the heart of St Mary's and we would like to think that we show love and care to all who come into the church and centre whether church family, visitors or staff.

Welcome Team Report

Melvyn Hayward

There are two welcomers on duty for Sunday services and services for special events. For events such as celebrations for funerals or Remembrance Day more than two may be required.

The role of welcomers is to welcome those attending and assist with those requiring flat access to the sanctuary. The rota is for welcomers to be on duty once a Sunday with an additional duty on each of the fifth Sundays in the year. They will also assist those leaving the sanctuary afterwards via the porch door.

As well as these duties, the welcomers will speak to any newcomers attending and find out as much information from them as will help St Mary's meet their needs about our activities.

Welcomers undertake Basic Awareness Safeguarding training. They also wear a badge with their name on and identifying that they are part of the welcome team. The team would welcome new members to have replacements if an existing member is unable to fulfil their

duties. New attendees often say that being greeted in the car park has made them feel welcomed.

Care Homes

Sue Duplock

We have continued to visit both Kingsclear and Cambridge House Nursing Homes over the course of the year and our little group of volunteers has really enjoyed sharing some time of fellowship and then tea with them all. Sadly we have seen a number of members of the homes die over this period but also many new members have joined. Our highlight last year was the Christmas Service where we told the nativity story in the coffee area along with some great carol singing.

We visit Kingsclear on the second Sunday of the month and Cambridge House on the 2nd Monday and offer a short service. We are always looking for volunteers to come and join us so please do come and chat with Sue Duplock or Ruth Walker if you might be interested.

St Mary's Cricket Club Report

Rodney Bates

This is very likely to be the last report of the cricket club as no fixtures have been played in the last two years and it is intended to wind up the Club. The only area of note was that we were very sad at the passing of Cyril Pavey who had been the lynchpin since the Club's first fixture in 1980. It is the current plan to distribute the remaining kit to local good causes, which we plan to do in the coming months. Our last fixture was the 40th anniversary match, which was an excellent celebration, and that would seem a positive, appropriate ending.

Discipleship

Children Report

Kathryn Knowles

During 2024 we have continued to worship all together on a Sunday morning with some themed activities on tables and an area for younger children around the sofas. The services usually have an action song or something interactive for those that like to sign or be more active in worship. We would love more families to attend regularly and be a part of our church family. All are welcome and included whatever age or stage - you are a child of God and a valued member of our church community.

Youth Report

Katy Baker

The team that leads youth group on Monday evenings has grown, with different members of the congregation sharing their gifts and passions with the young people each evening. In particular we have been blessed with the support of the Camberley Youth for Christ intern Jade, who was given accommodation for the year with one of the members of St Marys. Jade's training at St Marys has brought fresh energy to the youth groups and services over this year.

We have trialled a new study focus for young people on Sunday mornings, where young people use a different space during the sermon to discuss and learn about the passage. This has led to young people choosing to stay with the congregation in the services and instead the services have included content that is accessible for everyone.



FIGURE 1 END OF TERM BOWLING TRIP IN JULY

In July we celebrated the end of term by taking the young people into to Camberley for bowling and pizza. This event was a great invite opportunity for young people and has encouraged new young people to join the group.

Over the summer young people from St Mary's joined with others from CYFC to go to Satellites, a week-long Christian camp for over 3000 young people in August. This year their camp had 40 young people from different churches across Camberley.

Starting in September the young people from St Mary's and the youth discipleship hub lead Youth Alpha. This was attended by 15-20 young people and it has been brilliant to see the confidence grow in our young people as they led discussions and prayed for one another.

Their leadership skills have expanded to our young people having active roles in planning and setting up Monday evening activities, including hosting a "Tea Party" with everyone invited wearing their best outfits and sharing cakes made by the youth. We look forward to more opportunities to walk alongside our young people and encourage them to grow in confidence.

St Mary's Nursery Report

Sue Gauntlett, Manager

Ofsted Outstanding Provider

We were awarded an **OUTSTANDING** outcome by Ofsted.
Our new website was launched.

We installed several outdoor wooden structures providing both shade from the sun and protection from the rain. These are funded by Deprivation funds. We received £500 ward councillor community fund grant to purchase the resources needed for the new construction area. We also received a £150 gift card from the Co-operative to provide healthy snacks for the children.

Visits from Trustees to celebrate Harvest and weekly story time. Review of our communication with parents on their child's development following feedback from parent questionnaire.

We have a high level of children with English as an additional language. Therefore, we invited the Early Years Effectiveness team to visit to ensure we offering all we can to support children with English as an Additional Language (EAL). We received a very positive report.

The nursery continues to be recommended by health professionals and parents to support children with additional needs. In July 2023 we had 14 children with SEND (Special Educational Needs and Disabilities) transition to school. Four children had Educational Health Care Plans in place.

Surrey Early Years have recommended the nursery to other providers to visit.

Safeguarding: Early years completed the Section 11 of The Children's Act safeguarding audit, for early years settings. We met all the criteria. The new annual 2023 Safeguarding and Welfare Audit was completed.

Ofsted's comments with regards to the nursery's safeguarding:

> *The arrangements for safeguarding are effective.*
> *There is an open and positive culture around safeguarding that puts children's interests first.*

Training: Three members of staff completed the Level 3 Diploma. The leadership team are all Designated Safeguarding Leads. All the team have updated their mandatory training as part of our best practice approach.

All Trustees have completed Working Together to Safeguard Children training.

Ofsted's comments on training:

> *Managers and staff enjoy exceptional training opportunities.*

Supporting our children and their families: the nursery provides the government food vouchers for our most vulnerable and disadvantaged families. We implement the Early Talk Boost programme, which supports children with social and communication and language skills. The nursery gave generous harvest donations for the Besom food bank. This is our chosen charity for this year.

Schools

Andrew Knowles

We continue to work within our local primary school, with a couple of assemblies and RE lessons. We are delighted to have had various classes visit St Mary's to learn more about Christianity, and one year group visited St Mary's. In the autumn term, we began a new initiative of blessing our schools with cake and messages of encouragement. We started with Kings International College, and delivered lots of cake at the end of term.

Adult Small Groups Report

Kathryn and Andrew Knowles

We have 2 small groups that meet at St Mary's for worship, prayer and fellowship. We always start with cake and drinks and usually have a discussion and look at some questions based on the Sunday morning sermon series. The Wednesday evening group meets fortnightly and for the last few months has been studying the book of Romans. The Tuesday afternoon group meets weekly, but several members of the group have moved away or

stopped coming and we are looking to encourage more people to be a part of these groups. It is a really good way to get to know each other better, build friendships and be able to support each other through the highs and lows of life.

Bookstall and Library Report

Carol Carter

The bookstall is working well, with Cards, Bibles and Free Booklets. The bookstall monies go straight into St Mary's Account, and all invoices are paid from that account, which has made things much easier.

The Open Mind Club gives us some of the handmade cards that they make to sell and for the money to go to St Mary's funds. We are delighted that the Library continues to be used.

Outreach

Food Poverty

We work in partnership with Besom by our Besom Sunday (3rd Sunday of the month) food donations and by referring clients to them. We have a small emergency fund if needed.

Tots and Dots Report

Kathryn Knowles

Tots & Dots is our Monday morning toddler group which meets in the hall during school term time from 9:30-11:00. Part way through the session we stop for a story and some songs and celebrate birthdays and other events. In Spring 2024 the group got bigger and bigger until it began to feel unsafe as people couldn't see their children or have proper conversations. We decided to limit the group to just parents and grandparents with their children and invited the childminders to meet on a different day. They now meet on a Tuesday morning.

St Mary's Nursery came to join us for a summer and Christmas special and we had an Easter happening which was open to the whole community.
We have recently re organised all the toys and equipment in the store cupboard at the end of the hall and have new shelving which makes set up and put away much easier.
We are very grateful to those who help to get out the toys and equipment every Sunday after church, it makes a huge difference to us all. We have a great team of people who welcome and serve the families every week and if you enjoy spending time with young children and being supportive and encouraging why not come along on a Monday morning to see Tots & Dots in action and think about joining the team.

Please pray for the families that attend, for friendships to grow and that we will have opportunities to share our faith. Thank you

Mission Partners

Andrew Knowles

In 2023, we launched **"Besom Sunday"** on every third Sunday of the month to encourage regular food donations. We are pleased that this initiative has continued successfully, with an increasing amount of food being donated.

All our Christmas collections were dedicated to **The Children's Society**, supporting their vital work. We have also maintained contact with our **CMS Mission Partners**, and continue to pray for their work.

Additionally, we continue to engage with the **Bible Society**, making use of valuable resources such as *The Romans Course*, which supports our ongoing learning and spiritual growth.

We continue to support the work of **Tearfund** as one of the DEC charities, and value their faith encouragement resources, which we use from time to time.

A Safer Church

Safeguarding

(by Andrew Knowles and Tyrrell Brett)

At St Mary's, we are committed to ensuring that our church is a safe and welcoming place for all. Safeguarding remains a high priority, and we continue to follow best practices to protect children, young people, and vulnerable adults within our church community.

It has been a challenging year with many changes nationally and locally. Abbi Ruddock stepped down as our Parish Safeguarding Officer in the Spring Term and was replaced by Tyrrell Brett in the Summer Term.

Safeguarding Policies and Procedures
We adhere to the safeguarding policies and procedures set out by the Church of England and the Diocese. These policies are reviewed annually, and we ensure they are up to date with the latest guidance and legislation.

Safeguarding Team
Our safeguarding team consists of:

- **Parish Safeguarding Officer (PSO):** Tyrrell Brett
- **Deputy Safeguarding Officer:** Rosie Jones
- **Clergy Safeguarding Lead:** Andrew Knowles
- **Churchwardens:** Darren Duplock and Lesley Hall

They work together to oversee safeguarding matters, provide guidance, and ensure appropriate action is taken when concerns arise.

Training and Awareness
All clergy, staff, and volunteers who work with children and vulnerable adults have completed the required safeguarding training. We have continued to promote safeguarding awareness throughout the church by:

- Ensuring all new volunteers complete the necessary safeguarding checks.
- Running refresher training sessions for existing volunteers.
- Regularly reminding the congregation about safeguarding responsibilities.
- We have an annual Safeguarding Sunday in November

Safe Recruitment and DBS Checks
We follow the safer recruitment guidelines for all roles involving children and vulnerable adults. This includes obtaining DBS checks, taking references, and conducting interviews to ensure the suitability of volunteers and staff.

Responding to Concerns
We have a clear process for reporting and responding to safeguarding concerns. Any concerns raised are managed sensitively, following the correct procedures, and in liaison with the Diocesan Safeguarding Adviser where necessary. In the past year, we have:

- Addressed safeguarding concerns.
- Taken appropriate actions in line with safeguarding policies.
- Provided pastoral support where needed.

Support for Vulnerable Adults
St Mary's continues to provide a safe and inclusive environment for vulnerable adults, including those with special needs who are part of our church family. We have worked to ensure they feel welcomed, valued, and fully included in the life of the church.

Safeguarding in The Well and the Nursery

- The Well, our Church Centre, adheres to safeguarding protocols for all community groups using the premises.
- The Nursery, as a separate charity, maintains its own safeguarding procedures but collaborates with St Mary's where appropriate.

New Parish Dashboard
St Mary's has adopted the new Parish Dashboard introduced by the Church of England to enhance accountability and tracking of safeguarding compliance. This tool provides a clearer overview of our safeguarding responsibilities, training completion rates, and any outstanding actions required to maintain best practices. The dashboard enables us to monitor progress effectively and ensure transparency in our safeguarding commitments.

Looking Ahead
For the coming year, we aim to:

- Further strengthen our safeguarding training provision.
- Review and enhance our safeguarding policies.
- Complete role descriptions and launch our Ministry Handbook
- To complete more tasks raised within the Parish Dashboard

Conclusion
We are thankful for the dedication of our safeguarding team and the commitment of our church members in upholding a culture of safety and care. Safeguarding is everyone's responsibility, and we remain vigilant in protecting all who worship and engage with St Mary's.

Health and Safety

(By Andrew Knowles)

Consultant: Mr. John Bradstreet (Health and Safety Consultant)
Last Inspection: April 2024
Next Inspection: March 2025

Introduction:
At St Mary's, we are committed to providing a safe and secure environment for all staff, visitors, and members of our community. Health and safety is a top priority, not only to comply with legal requirements but also to ensure that everyone who interacts with our church and its facilities is protected from potential risks. Regular inspections and updates are essential to maintaining a safe space for all.

Completed Actions:

1. **Fire Alarm Upgrade & Emergency Lighting Replacement** – Both systems have been fully upgraded to ensure compliance and safety.
2. **First Aid Training** – Additional staff members have received first aid training to increase on-site safety.
3. **Portable Appliance Testing (PAT)** – Quotation received and testing scheduled for 2025, following the disposal of outdated equipment.
4. **Safety Data Sheet** – All relevant safety data sheets have been updated to reflect current materials and equipment.
5. **Fire Aid Boxes** – These have been replaced and relocated to more accessible and visible positions throughout the premises.
6. **Asbestos Register** – The asbestos register has been updated in compliance with safety regulations.
7. **Gas & Electrical Safety Checks** – Both checks have been completed successfully, ensuring all systems meet current safety standards.
8. **Fire Door Installation (Kitchen)** – A new fire door will be installed in 2025 to enhance fire safety in the kitchen area.

9. **Shed Repairs** – Necessary repairs to the shed are scheduled for 2025 to ensure structural integrity.
10. **Back Gate Security** – A security number has been added to the back gate for emergency exit accessibility.

Outstanding Actions:

- **New Fire Door Installation (Kitchen)** – Scheduled for 2025.
- **Shed Repairs** – Scheduled for 2025.

We remain committed to ensuring the health and safety of all visitors and staff at St Mary's, and we will continue to monitor and improve our safety standards. Regular inspections and updates are vital in maintaining a safe environment for everyone who uses our facilities.

Data Protection

(By Melvyn Hayward)

The Parochial Church Council of the Ecclesiastical Parish of Camberley St Mary is the organisation registered with the Information Commissioner's Office. The Registration reference is ZA065046; the registration commenced on 11 July 2014 and is renewed each year.

St Mary's has a Data Protection Policy and this is signed by employees. It also has a consent form which has been signed by those whose data is held by the church. In the autumn 2023, the Diocese of Guildford issued new guidelines on Data Protection; the Diocese recommends that Data Protection is on the PCC agenda at least once a year. A Privacy Notice has been drawn up and will be agreed by the PCC.

As part of this examination, an audit of what information St Mary's holds, who has access to it, and what safeguards are in place has been carried out. In addition, an examination of the data held about individuals was carried out to ensure that what is held is still required. All historical material is archived as arranged by Guildford Diocese with Surrey History Centre, 130 Goldsworth Road, Woking, Surrey GU21 6ND. The Data Protection implications for the Prayer Stream are being strengthened.

There have been no data breaches reported during the year and no requests from individuals for information about the data held about them.

Technology

(By Mike Emery)

Technology supports many aspects of the work of St Mary's, including worship, administration, room hire and other events.

Our services are routinely enhanced with video clips, song words, liturgy, Bible passages, preachers' slides, and sound amplification, to ensure everyone can see and hear everything. We continue to provide a video relay of our main services, live on the day via Zoom, and subsequently recorded on YouTube. For those who join us this way, it is often

the only means by which they can participate in the life of St Mary's: it is their church. Operating all this takes a team, and thanks are due to Ian, Judith, Sandy, and Matt. More team members are always welcome – it's good fun and you'll be well trained!

We're not restricted to the Sanctuary – we have portable equipment so that sound and video can be presented anywhere in the church, including the car park for our Remembrance service.

This year, the diocese has equipped us with a free-standing donation device - a sort-of electronic collection tin - to allow visitors to make donations by card at any time.

We are always working to maintain and improve our website – often the first port of call for newly-arrived people.

2025's main challenge – financial and technical – will be to deal with Microsoft's retirement of the Windows 10 operating system. This will put most of our computers at security risk and, unfortunately, they cannot be upgraded. In addition, our visual presentation software (SongPro) may require replacement.

Church Centre (The Well at St Mary's)

(by Gwen Mullins)

2024 brought many welcomed changes to St Mary's, one mainly being the change of name from 'The Centre' to 'The Well'. This has been recognised by having some new signage put up in our foyer, along with other new signs throughout The Well.

A great deal of hard work has gone into redecorating our foyer and w/c's. We also started work later in the year to completely refurbish The Oasis Lounge, which continued into the start of 2025. We are very excited to be able to start being able to use the new Lounge.

There was a lot of much needed work carried out to our driveway and car park. The parking lines were repainted, and we have had collapsible bollards to the two entrances of the driveway. We have also tried to deal with the problem of the drainage around the walls of the Church, by having an amount of gravel removed and replaced with shingle which should help prevent water getting to the walls causing possible damp.

We also found there was a mains water pipe at the side of the church that was leaking and causing a flood there. To get to the pipe we had to remove the old shed as the pipe was under it! This was finally completed and a lot of shingle laid over, which again will help with the drainage. We were very grateful for all the help from our church wardens and church friends that were able to help with the work. It certainly was 'all hands-on deck'.

The Well has continued to thrive, having lots of new groups requiring rental of our rooms. We have been very fortunate to have our regular visitors to The Well and always appreciate our new visitors.

We made the decision earlier in the year to allow our Davison Hall to be used for children's parties, and I have to say this has been a huge success.

During the year, we invested in a new dishwasher for our kitchen. This has been a blessing for us to use, as a wash takes only 4 minutes! Ideal for busy times when needed.

In September of 2024, my colleague Phillippa left our Church to enable her to extend her hours elsewhere. We had a lovely lady, Braid, join us. Braid is responsible for our newsletter, PR and lots of other things within the admin office. She has already made a huge difference in the office and is an absolute pleasure to work with.

Building

The year of 2024 has seen the following expenses being paid out for our building. The largest costs were:

- *The refurbishment of the car park £12,771*
- *Drainage works £9,711.*
- *New signage £6,592*

Utilities	Water	1,598
	Electricity	6,861
	Gas	6,286
	Vicarage Water	722
		15,467
Cleaning and waste disposal		2,561
Repairs and Maintenance	Fire alarms & Emergency lighting	3,387
	Carpark refurbishment	12,771
	Drainage works	9,711
	Electrical repairs	1,811
	Foyer refurbishment	1,886
	Signage	6,592
	Toilet repairs	590
	Sundry repairs including first aid kits	2,278
		39,026
Building Insurance		2,061

Cleaning and Caretaking

Cleaning is primarily undertaken by our caretaker, Grzegorz, along with a small team of helpers. Tyrrell has worked tirelessly to help us transition to Ecofriendly products that clean well.

If you can help once a month, please come and have a chat with Gwen in the Parish Office.

St Mary's Building Overview

What has happened in 2024?

We continue to work on the master plan created for us by our Architects, Purcell so that we can bring these proposals into reality. There has been a change in personnel as Kayleigh has moved on, and our new Architect at Purcell is Ellie Atherton, who is based in Oxford.

There are three areas of work: Repairs, Renewing and Net Zero Carbon.

Repairs:

- To prevent flooding at the side of the church – found mains water pipe leak.
- Repairs to the car park to keep it serviceable, improved white lines and protection measures for the church building.
- Repairs to the church roof – quotes obtained from three contractors – work deadline until 2025.
- Upgrades to our electrics as required by our Fixed Wire Testing
- Upgrade to our Fire Safety System

Renewals:

- Installation of a Defibrillator to the outside of the Well, donated by a local family
- Improvement to the Oasis Lounge: new windows and doors, new floorcovering and kitchen, upgrades to the electrics and lighting, new furniture and redecoration.
- Repainting of the Foyer and Toilets
- New directional signage and user-friendly signs to help visitors to get to know more about St Mary's
- Raised funds for new church chairs that are stackable and some with arms to increase accessibility (to be delivered in 2025)
- Replaced the glass washer for a commercial dishwasher.

Zero Carbon

- We got a grant for replacing some of the windows in the centre (in early 2025)
- Two energy audits – one by government agency and one by the Diocese
- Large grant application unsuccessful though we will apply to others.

Challenges for 2025

- Repairs: replacing the church roof and two boilers
- Renewals: to continue with the changes to the main entrance and completed the reordering of the church
- Net Zero Carbon: replace all lighting with LED and replace all single glazed windows in the centre with double glazed windows.
- We have the plans and now we need to raise the monies to realise the vision and complete the work.

Financial Review

(Figures in brackets denote amounts for the previous year.)

Income:

Total incoming resources for 2024 increased by 16% from the previous year and amounted to £159,223 (£136,686). This income is all held as unrestricted funds.

Planned giving remains a vital part of our income £59,317 (£63,792), and without the regular financial commitment of church family and friends, we would not be able to function. Where a donor is a taxpayer and has signed a Gift Aid declaration, we are able to reclaim Gift Aid from HMRC, and this has contributed an additional £13,915 (£14,180). The best way to give financially to the ongoing life and work of St Mary's is through the Parish Giving Scheme (PGS), which is a Church of England scheme funded by the diocese, whereby the gift aid is claimed by them and paid over to the church every month. This simply requires the setting up of a direct debit with the scheme, and it has the benefit of offering an annual review of giving with the option to allow an inflationary increase.

The income from the Church Centre in 2024 increased by 16% to £58,664 (£50,569). This is due to an increase in the number of groups which are renting rooms within the centre. We are expecting a similar level of income during 2025.

Expenditure:

Total expenditure from unrestricted funds of £152,374 (£131,969) was used as follows: Ministry: £8,890 (£14,048), Parish Share of £42,000 (£59,658) – see additional note below on Parish Share expenditure. Staffing, Administration, Building maintenance and Utilities: £101,484 (£58,262)

Parish Share is the money given by the parish to the diocese, which is used to pay for our incumbent and central church costs. Parish Share for the full year increased by 3% from 2023 to 2024 and the amount requested by the Diocese from St Mary's was £82,073. However, due to cash flow constraints, a reduction in regular income from voluntary donations and an increase in costs; we have been unable to donate the amount requested by the Diocese in 2024. We have aimed to contribute an amount equivalent to the costs associated with having our own incumbent (salary, pension, housing), but have fallen short of contributing to some of the central costs of the Church of England.

Net Result:

2024 has seen us end the financial year with a small surplus of £5,703 (£4,718).

St Mary's Church, Camberley

Statement of Financial Activities for the year ended 31 December 2024

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2024	Total Funds 2023
		£	£	£	£
Incoming Resources					
Voluntary Income	2(a)	96,625		96,625	82,955
Income from church activities	2(b)	60,813		60,813	52,948
Investment Income	2(c)	1,785		1,785	783
Total Incoming Resources		159,223		159,223	136,686
Resources Expended					
Grants	3(a)		280		
Ministry	3(b)	50,890	866	51,756	73,706
Staff, Building and Admin Governance costs	3(c)	101,484		101,484	58,262
Total Resources Expended		152,374	(1,146)	153,520	131,968
Net Incoming/(Outgoing) Resources		6,849	(1,146)	5,703	4,718
Balances brought forward 01/01/24		48,689	1,662	50,531	45,813
Balances carried forward 31/12/24		**55,718**	**516**	**56,234**	**50,531**

St Mary's Church, Camberley
Balance Sheet as at 31 December 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
Current Assets					
Bank and Cash		13,168	516	13,684	2,105
Deposit accounts		39,190		39,190	56,224
Bookstall Stock		277		277	277
Tax Recoverable (Gift aid)					333
Other Debtors		19,640		19,640	5,363
		72,275	516	72,791	64,302
Creditors					
Accruals & Deferred Income		(16,557)		(16,557)	(13,771)
		(16,557)		(16,557)	(13,771)
Total Net Assets		55,718	516	56,234	50,531
Analysis of Net Asset by Fund	4				
Current Assets		72,275	516	72,791	64,302
Liabilities (falling due within 1 year)		(16,557)		(16,557)	(13,771)
		55,718	516	56,234	**50,531**

Revd Andrew Knowles

Approved by the PCC on:

St Mary's Church, Camberley

Notes to Financial Statements for the year ended 31 December 2024

Accounting Policies

The accounts have been prepared in accordance with the Parochial Church Council's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Parochial Church Council is a Public Benefit Entity as defined by FRS 102. The Parochial Church Council has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations, but which has since been withdrawn.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body.

Bank Accounts:
National Westminster Bank, 45 Park Street, Camberley, GU15 3PA.
CAF Bank Account, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Assets

Fixed Assets

Consecrated and Benefice Property is not included in the accounts in accordance with s.10(2)(a) and (c) of the Charities Act 2011.

Current Assets

Cash on deposit is held in an interest-earning account with CAF Bank.

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by Section 10(2)(a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Movable church furnishings

These are capitalised at cost and depreciated over their useful economic life other than where insufficient cost information is available. In this case the item is not capitalised, but all items are included in the Church's inventory.

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

- Land Nil
- Fixtures and Fittings 20 years
- Computers 3 years

No depreciation is provided on the buildings as the currently estimated residual value of the properties is not less than their carrying value and the remaining useful life of these assets currently exceeds 50 years, so that any depreciation charges would be immaterial.
An impairment review is carried out at each year-end and any resultant loss identified in expenditure for the year.

Investments

St Mary's receives the dividends from Astra Zeneca shares, but it does not own the shares.

Short term deposits

These are the cash held on deposit with the CAF Bank.

Funds Policies

Restricted Funds represent donations or grants received with a specified purpose attached to them. These funds can be used only for the specific purposes for which they were given. Any balances remaining unspent at the end of the year are carried forward as a balance on that fund. The PCC does not invest separately for each fund.

Unrestricted Funds are general funds, which are used by the PCC for everyday running costs which includes ministry, upkeep of the building, staffing and administration. The PCC may choose to consider some income as designated for a particular project.

Endowment Funds

St Mary's does not have any Endowment Funds

St. Mary's Nursery

Is a separate registered charity and its accounts are reported separately.

Reserves policy

It is PCC policy to try to maintain a balance of 10% of annual expenditure as an operational margin, and to cover emergencies. This is included in the balance of £55,719 (£48,869) unrestricted funds at the end of year (see Note 4.)

There is a need to build up reserves to cover on-going maintenance and unforeseen events and expenditure. A quinquennial inspection has taken place in 2023.

Notes to the Financial Statements for the year ended 31 December 2024

Notes		Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
2	**Incoming Resources**				
2(a)	**Voluntary Income**				
	Planned Giving:				
	Gift aid donations	57,720		57,720	58,568
	Other planned giving	1,597		1,597	4,224
	Gift Aid tax recoverable	13,915		13,915	14,180
	Collections (open plate)	3,964		3,964	708
	Other income and donations	5,969		5,969	2,930
	Grants & Legacies	13,460		13,460	2,345
		96,625		96,625	82,955
2(b)	**Income from Church Activities**				
	Church Centre Rents	58,664		58,664	50,569
	Children's activities	761		761	1,311
	Events and fundraising	7		7	-
	Bookstall	462		462	192
	Fees received	890		890	195
		60,813		60,813	52,948
2(c)	**Investment Income**				
	Bank Interest	1,475		1,475	1,151
	Dividends	311		311	312
		1,785		1,785	1,463
	Total Incoming Resources	**159,224**		**159,224**	**136,685**

Notes		Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
3	**Resources Expended**				
3(a)	**Grants**				
	Community Outreach		280	280	
3(b)	**Ministry**				
	Diocesan Parish Share	42,000		42,000	59,658
	Children and Youth	2,045		2,045	4,251
	Discipleship	1,539		1,539	951
	Outreach	2,611	866	3,477	5,745
	Pastoral	1,100		1,100	963
	Worship	1,301		1,301	1,837
	Bookstall	294		294	302
		50,890	866	51,756	73,706
3(c)	**Staff, Building and Admin**				
	Staff Costs	26,315		26,315	24,478
	Utilities	15,468		15,468	13,219
	Insurance	2,061		2,061	1,926
Notes	Cleaning & Waste Disposal	2,561		2,561	1,549
	Fabric Costs	39,027		39,027	8,457
3	Consultancy & Accountancy	10,952		10,952	2,078
3(a)	Communications, IT & Overheads	2,463		2,463	3,341
	Photocopier & Office Supplies	2,639		2,639	3,214
		101,484		101,484	58,262
3(b)	**TOTAL RESOURCES EXPENDED**	**152,374**	**1,146**	**153,520**	**131,969**

Note	Movements in Funds	Balance at 1st Jan 2024 £	Incoming Resources £	Resources Expended £	Balance at 31st Dec 2024 £
4	**Unrestricted Funds**				
	General Fund	47,680	159,117	151,939	54,858
	Designated – Fabric				
	Designated - Vicars Discretionary	761	100		861
	Designated - Youth Worker	428	7	435	
		48,869	159,224	152,374	55,719
	Restricted Funds				
	Community Outreach Fund	530		280	250
	Community Food Fund	1,132		866	266
		1,662		1,146	516
		50,531	**159,224**	**153,520**	**56,234**

Independent Examiner's Report

INDEPENDENT EXAMINERS REPORT
TO ST MARY'S CHURCH CAMBERLEY
FOR THE YEAR ENDED 31ST DECEMBER 2024

I report on the Accounts of St Mary's Church for the year ended 31st December 2024

Respective responsibilities of trustees and examiner

St Mary's Church is responsible for the preparation of the accounts. St Mary's Church consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- Follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145(5)(b) of the 2011 Act and ;
- State whether particular matters have come to my attention

Basis of independent examiner's statement

My examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the church and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and the seeking of explanations from you as St Mary's Church concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view' and the report is limited to those matters set out in the statement below.

Independent examiner's statement

In connection with my examination, no material matters have come to my attention which gives me cause to believe that in, any material respect:

- The accounting records were not kept in accordance with section 130 of the Charities Act; or
- The accounts did not accord with the accounting records; or
- The accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

I have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Susan Keane FCA
Fuller Spurling
Chartered Accountants & Statutory Auditors
Mill House, 58 Guildford Street
Chertsey
Surrey
KT16 9BE



LIVING THE BEST LIFE

discover it - live it - give it away

St Mary's Camberley

www.stmaryscamberley.org.uk

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF CAMBERLEY ST MARY

England & Wales - Charity number 1127459

Accounts



St Mary's, Camberley

Trustees Annual Report and Financial Statements
of the Parochial Church Council
Year ended 31st December 2023

Incumbent:	Church Wardens:	Independent Examiner:
Revd Andrew Knowles	Mrs L. Hall and Mr D. Duplock	AR Mitchell & Co Ltd

Contents

Administrative Information 3
PCC Members: 3
PCC Structure, Management and Governance 5
Standing Committee (Operations Team) 5
People Team 5
Building Team 5
Finance Team 5
Operations Team 5
Ministry Leadership Team 5
The PCC as an employer: 5
The PCC oversees those who volunteer. 6
Objectives 6
Vision: Our shared vision and mission strategy across the Guildford Diocese 7
St Mary's Vision: to be 'Christ Centred and Jesus Shaped' 8
Achievements and Performance 11
Leadership: PCC and Deanery Synod 11
Worship: 17
Pastoral: 20
Discipleship: 22
Outreach 23
A Safer Church 24
Safeguarding 24
Health and Safety 25
Data Protection 25
Technology 26
Church Centre 26
Building: 27
St Mary's Building Overview (by the Vicar) 28
Financial Review 32
Income: 32
Expenditure: 32
Net Result: 32
Accounting Policies 35
Assets 35
Funds Policies 36

Reserves policy.....36

PLEASE NOTE:
This report is the sum of many contributors, their words are enclosed forming this single report about the Life and Ministry of St Mary's, Camberley.

Administrative Information

St. Mary's Church is situated in Camberley, Surrey. It is a part of the Diocese of Guildford within the Church of England. The correspondence address is:

St Mary's Church Centre, Park Road, Camberley, Surrey, GU15 2SR.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity registered with the Charity Commission, Charity Number 1127459.

PCC Members:

Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules. PCC members for 2023 are listed below.

PCC members serve for three years, (shown in brackets). Church Wardens are elected each year. The approved PCC members who have served at any time from 1st January 2023 until the date of this report are:

Ex Officio members:

Incumbent:	Reverend Andrew Knowles* (Chairperson)
Curate:	Reverend Sue Duplock

Elected members:

Church Wardens:	Mr Darren Duplock* (2021 – 2024)
	Mrs Lesley Hall* (2022 – 2025)

Representatives on the Deanery Synod:

Mrs Lesley Hall* (2023 – 2026)

Mr Darren Duplock* (2023 -2026)

Representative on the PCC: There are three vacancies on the PCC.

Mrs Maria Morris (2022 – 2025)

Ms Tyrrell Brett (2022 – 2025)

Mrs Rosie Jones (2023 – 2026)

Mrs Joan Hibbins (2023 – 2026)

Mrs Penny Newson (2023 – 2026)*

Mr Mike Emery (2023 – 2026)

*Members of the Standing Committee from April 2023

Officers to the PCC (non PCC members): each officer was invited to report to the PCC over the last 12 months.

Mrs Kay Rothwell (Electoral Roll Officer)

Mr Rodney Bates (Safeguarding Officer until April 2023)

Ms Abbigail Ruddock (Safeguarding Officer from April 2023)

Mrs Rosie Jones (Designated Safeguarding Lead)

Mr Melvyn Hayward (Data Controller)

Mr Darren Duplock (Health and Safety Officer)

Consultants to the PCC (non PCC members)

Mrs Karen Liddington (HR Consultant)

Mr John Bradstreet (Health and Safety Consultant)

Mr Jonathan Deeming (Architect to the parish)

PCC Structure, Management and Governance

The membership of the Parochial Church Council includes: the ordained Minister, and Curate, and those elected, the Church Wardens and two Deanery Synod representatives and seven PCC members. All those who attend our services/members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training in the workings of the PCC.

The PCC operates throughout the year with the full council meetings (every month except August) and the subgroups called 'Teams' that meet regularly and report to the full PCC meetings. The PCC Officers report to each PCC meeting to ensure good communication.

In 2023, there were nine full PCC meetings held, plus the Vestry meeting and the Annual Parochial Church Meeting.

Standing Committee (Operations Team)

The Standing Committee is a statutory PCC Committee. It carries out the work of the PCC between meetings. The Incumbent and Church Wardens are ex-officio members (of all teams), and the PCC appoints at least two of its members.

People Team

Overseeing the resource of people, those employed by St Mary's or volunteering for St Mary's, to ensure that we support them and fulfil our legal obligations. The safeguarding team has met but the People Team didn't in 2023.

- Incumbent (ex officio)
- Curate
- Church Wardens (ex officio)
- Parish Safeguarding Officer
- PCC Member
- Advisers: HR Consultant, Parish Safeguarding Officer (PSO), Data Protection Officer.

Building Team

Overseeing the resource of our buildings to ensure they are appropriately cared for and fit for the mission and ministry of St Mary's. The Operations Team covered this work.

- Incumbent (ex officio)
- Church Wardens (ex officio)
- Lay members

Finance Team

Overseeing the resource of our finances to ensure they are appropriately managed and support the mission and ministry of St Mary's.

- PCC Treasurer (ex officio)

- Finance Officer
- Incumbent (ex officio)
- Church Wardens (ex officio)
- Advisers: Diocese and Charity Commission Officers

Operations Team

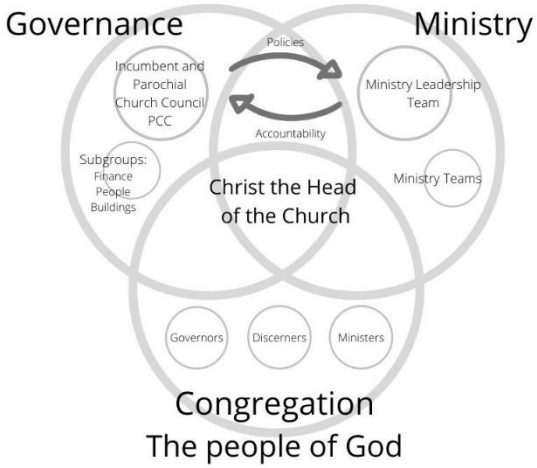
See Standing Committee

Ministry Leadership Team

The Ministry Leadership Team oversees the ministry at St Mary's, and it is accountable to the PCC. The core team is those who have been called by God, affirmed by the Church and are exercising licensed ministry. Additional team members are invited to join by the MLT team and Incumbent. The MLT is responsible to the PCC, reporting regularly, and making proposals for the PCC to approve.

The Ministry Leadership Team oversees the many ministries at St Mary's to offer leadership and support. Each ministry within St Mary's must be approved by the PCC, along with the necessary paperwork, so we fulfil our legal requirements.

This diagram shows how St Mary's operates.



The PCC as an employer:

Operations Manager: Mrs Kay Rothwell (20 hours per week) who retired at the end of August 2023

Welcome and Bookings Officer: Mrs Gwen Mullins (15 hours per week) started in September 2023

Administrative Support Officer: Mrs Phillippa Pluess (7.5 hours per week term time only) started in September 2023

Finance Officer: Mrs Esther Westwood (6 hours per week)

Caretaker/cleaner: Mr Gregorz Musolf (10 hours per week)

The PCC is grateful for the commitment of its staff, their work and ministry at St. Mary's. Every year has its challenges at St Mary's and we are indebted for their dedication.

We would like to thank Mr Mike Emery for maintaining our IT equipment for both the Church and the Nursery, which is always developing. St. Mary's Camberley website is managed by Mr Ian Robson with the help of Mrs Kay Rothwell and Phillippa Pluess. We thank them for their hard work.

The PCC oversees those who volunteer.

Like most charities, St Mary's has seen a change in its volunteering, we are grateful for all who have given their time, and work for the benefit of us all.

We are aware of the need for more people to volunteer to share the workload. We are continually reshaping the way we work and looking to build up teams and team leads. We are creating a Volunteers Handbook which will be completed in 2024 and participating in running a Growing Leaders Course with other churches in Surrey Heath.

Objectives

The objectives of the PCC are set out in The Parochial Church Council (powers) Measures 1956, which defines the functions and powers of a PCC. Under the amended Measure, St. Mary's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Reverend Andrew Knowles, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical as set out in the Church Representation Rules.

The PCC is also specifically responsible for the maintenance of the Church and the Church Centre Complex of St. Mary's, Park Road, Camberley, GU15 2SR. St. Mary's House is the responsibility of Guildford Diocese and the parish is responsible for internal decorating.

St Mary's PCC therefore shares with the Incumbent the responsibility for:

a) The promotion of the whole mission of the church – pastoral, evangelistic, social and ecumenical – within the ecclesiastical parish of St Mary's, Camberley.
b) The efficient administration of the parish and its funds. The PCC is responsible for funding the maintenance and repair of the Church Centre (which includes the Church).

The PCC has considered the Charity Commission guidance on public benefit and believes the guidelines have been met as the activities of the church are open to the public at large and are for public benefit.

Vision: Our shared vision and mission strategy across the Guildford Diocese



Since its launch in September 2016, the Diocese of Guildford has committed itself to the vision of a Transforming Church, Transforming Lives.

At its heart, our vision is about growth – growth in our personal faith and as a Church body, which in turn has a positive impact on the flourishing and growth of the communities we serve in all sorts of ways.

Our refreshed focus

Following a second prayerful listening exercise, and looking at the National Church's focus of 'Simpler, Bolder, Humbler' we have opted for three related priorities that refresh and evolve our original vision:

Growing Disciples brings together**,**

- Encountering God through worship, prayer, retreat and learning.
- Everyday Faith – sharing and expressing our faith in daily life, and exploring vocation.
- Meeting with our Church family in all sorts of contexts for Christian encouragement, friendship and support.



Growing Diversity will mean for many Parishes increasing the amount of younger people, and also growing our diversity in every way to ensure we better reflect the communities we serve. It means continuing the great work our schools are doing. It means having the courage to experiment with new ways of being Church, physically and digitally.

Growing Community builds on the community partnerships of our parishes, chaplaincies, and schools – many of which were developed throughout the pandemic. It also draws in the critical work across our communities to care for the Earth and reduce carbon emissions.

The Parish Needs Process is the vehicle to bring this life to life locally

Mission Enabler Team and the Parish work together exploring ways they can grow disciples, grow diversity and grow community. This process happens every two years and a Church Development plan is created as a route map.

St Mary's Vision: to be 'Christ Centred and Jesus Shaped'

There are four aspects to this vision statement:

1. **We want to see everyone living with God at the centre of their lives.**

   The Bible tells us:

   > *'We love because God first loved us'.* 1 John 4:19

   And He expresses His love for us by giving us His only Son

   > *'For God loved the world so much that he gave his only Son, so that everyone who believes in him may not die but have eternal life'.* John 3:16

   We want to be a community that expresses this by being Christ Centred and Jesus Shaped, which is part of the Church of England's vision. *'A Church for the whole nation which is Jesus Christ centred, and shaped by, the five marks of mission. A church that is simpler, humbler, bolder.'*

   God is not a lifestyle choice, a social option, or another element of our compartmentalised lives. He doesn't revolve around us, to serve our needs when we ask Him. We want to help others to place Jesus at the centre of their lives.

2. **We want to create a place of belonging for everyone.**

   We believe that through Jesus, God invites all of us to be a part of his global, history spanning family, which is the church. We believe that this invitation is equally open to everyone, regardless of their race, nationality, gender, disabilities, sexuality, age, social class and political views.

   We believe that this family is the best possible context to experience life in all its fullness (John 10:10); a place where we can both know God together as his people, and equip each other to know him individually. In this family, we form our identity in, and allegiance to, Jesus. We place God at the centre of our lives, and at the centre of our community. We become Christ Centred and Jesus Shaped.

3. **We want to remove barriers that prevent others from joining in**

   We also believe that Jesus calls us to actively invite all people to join and participate in this family. We acknowledge that we - the Church - have not always been so good at this. So we want to make sure that our family dinner table is always big enough for another person to join it. Access, not barriers. Inclusion, not exclusivity. Love, not judgement. Belonging, not superficiality.

4. **We want to live 'Jesus shaped lives'**

   Jesus said 'If you have love for one another, then everyone will know that you are my disciples'. John 13:35. We want to live distinctive lives and the phrase a Jesus shaped life is borrowed from our sisters and brothers in the Anglican Communion and puts the Five Marks of Mission at the centre of our life in Christ.[1] They describe a vocation to be the ones who:

[1] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

- tell the story of Jesus Christ
- teach the faith of Jesus Christ
- tend to the cares of the world
- transform the unjust structure of society; and
- treasure and safeguard the integrity of God's creation

It is important to note that the Church of England's vocation is and always has been to proclaim the good news of Jesus Christ afresh in each generation to the people of England.[2]

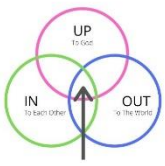
Values[3] - why we do what we do.

We believe and trust in one God, Father Son and Holy Spirit. God has revealed himself through the Bible. God has revealed himself most clearly through the gift of his Son, Jesus Christ. God makes himself known personally to each believer through the work of the Holy Spirit. Whilst these statements are true for us, the following seven values have been important to St Mary's over the years and help us to follow Jesus all the year round.

1. **Prayer** - Connecting with God in new ways, to new depths. Cultivating prayer for lifelong and everyday faith.
2. **Worship** - Calling people to a holistic life of devotion as they grow in knowledge of God's infinite love.
3. **Family** - Inviting participation in God's magnificent, global, gifted, flawed, history-spanning family: the Church.
4. **Power** - True transformation – becoming like Jesus – is only possible through the power and the presence of the Holy Spirit.
5. **Justice** - Seeking Jesus' redemptive Kingdom on Earth, we join a physical, spiritual battle against injustice both personal and systemic.
6. **Evangelism** - Good news is worth sharing. We want to help people be able to talk naturally about life-changing faith with their friends.
7. **Creativity** - Discovering how creativity can serve the renewing and repainting of the world, learning from the God who is "making all things new".

UP, IN and OUT

The UP, IN and OUT is a simple diagram to help remember and understand our vision, mission and values.



[2] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na
[3] https://www.youthscape.co.uk/satellites/vision/values

Church Development Plan[4] - strategy

The Church Development Plan was created by the PCC, in partnership with the Diocese. It was approved and forms part of the Deanery and Diocesan Mission Plan.

Progress made	
Green	We have achieved the aim and continue to refine
Amber	We have made a good start but more work is needed
Red	We have not started

#	Wider Aim	Dicoesan Goal	Specific Action Points
1	(UP: growing deeper) Prayer: to be known as a people and a place of prayer.	1. Making disciples	To form a prayer team and to review our corporate prayer life
			To develop a corporate rhythm of prayer
			Make prayer more accessible and natural for both the Church Family and the Parish
			Praying for spiritual and numerical growth
2	(IN: growing together) Reconnecting with those within and outside St Mary's.	1. Making disciples	To establish our new services, to review and change as needed (compelling worship)
			Connect our corporate worship with everyday faith
			To enable every person to know that they have a part to play and remove any barriers
			PCC Away Day to explore: building a discipling culture
			Explore new connect groups for caring and support within St Mary's
3	(OUT: branching out) Part One: Growing younger and more diverse. Children and Young People are NOT the church of tomorrow, but the church of today.	3. Growing youth and children's ministry	New vision and relaunch Tots and Dots - toddler group.
			Improve the spiritual nurturing of children within St Mary's Nursery and local Schools
			Re-imagining the provision of Children and Youth ministry at St Mary's -
			The place of our special needs adults and how we disciple them
	(OUT: branching out) Part Two: St Mary's Church Centre is a place where we express Christian love through welcome, hospitality and care. To be a place where lives are transformed.	6. Cultivating community partnerships	A renewed vision for the Church Centre
			To have an Operations Team to lead and support this work alongside paid staff
			To resource the Church Centre to fulfil the vision e.g. staff
			To collaborate with Church Centre guests, local council and local community

Good Governance - Building Confident Leadership **Simpler, Humbler and Bolder**[5]	Finance: appoint a Finance Officer and Treasurer. To produce and monitor budget
	Building: make it more accessible and fit for purpose. To complete the re-ordering.
	Communication/Administration: review what we do and how to improve it

[4] The Church Development Plan is a working document that is monitored and revised by the Ministry Leadership Team in association with the Parochial Church Council.

[5] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

Achievements and Performance

Leadership: PCC and Deanery Synod

PCC review of 2023

At every PCC meeting, the following papers are presented:

- Action Log: Updates requested before the meeting and any closures approved at the meeting.
- Paper B: updates from the PCC Officers.
- Paper C: updates from subgroups of the PCC.

By the end of the year, Papers B and C were replaced by a new single document reflecting the team structures and roles "Team Updates and Reports for the PCC".

January

We reviewed 2022 and celebrated what worked, youth, tech team, friendly and welcoming, Christmas services, Remembrance service, disability support for Surrey Pride, diversity of services, prayer ministry, Eco church.
The PCC reviewed 2022 and we looked ahead at 2023. We agreed to trial the Book of Common Prayer (BCP) at the 9.00 am Sunday Holy Communion.

February

Reflections and prayer based on the "Salt & Light" theme following Sunday's service.
Grants: LH gave a presentation of the many various grants potentially available – particularly for the building and repair work, and the information, timescales and data required to apply. Plan for Community Consultation to show their support for our proposals in the summer.
Looked at Newsletter formats and ways to coordinate calendars.
Reviewed a suggested Volunteers handbook as a base for our own.
PCC discussed pastoral care, the breadth of this from trained formal roles of 'the vicar/curate' visiting, to members of the congregation keeping in touch with each other.

We talked about reframing what we understand as Pastoral Care:

- admin is pastoral care,
- as is HR (reviews and appraisals),
- food – from bring & share, to baking cakes to show love.
- lifts – unofficial, but friends support when they know there is a need.
- prayer – prayer chain, prayer ministry (Sunday).

We identified the needs of a Pastoral Coordinator and to enlarge the existing visiting team.

Approval of bank account signatories.
Prayers for the month:

- How do we care for each other - listen to God, give a blank piece of paper for the spirit to work with.
- Recruitment of the right Youth Worker.

March

Colossians 1:20-23: the 'you' is not singular in this passage but plural. Highlighted the importance of 'us' when we think of the church as the body of Christ.
Finance: End-of-year accounts presented and approved. We have opened a CAF Deposit Account and approved the trustee's report for 2022.

2023 -24 plan: We talked about the following:

- Church Centre: maximising it's potential.
- Growing Leaders: to enable every ministry.
- Youth: to support Katy, our new pioneer Youth Worker
- Coronation of Charles III and Camilla

March - APCM

Vestry Meeting: Church Wardens elected.

APCM: Held within a service, reports given, and PCC members elected.

The annual meetings are a time of encouragement, seeing what God has done, and to pray about the future financial challenges we face.

April

Exodus 18:14-24 where Moses delegates responsibility.

Safeguarding update: we approved the PCC policy on Safeguarding and committed to the training required.

PCC Officers were appointed, and we talked about strengthening the Teams and Ministries we have.

Discussion and review of teams initiated. We agreed to form the four main teams:

- Building – led by Darren (Church Warden)
- People – led by Sue (Curate)
- Finance – led by the Finance Officer until Treasurer is confirmed.
- Communication and IT – led by Mike/Ian

Discussion of ministries and outreach proposed. E.g. easter egg give away successes.
LLM Licence of Michael Emery be renewed until 31 March 2025.

May

Luke 4:16 – 21. Jesus came not to be served, but to serve. We are so called to do the same. Looking today at how we serve our community.

Finance Team – looked at what they do and reviewed the draft finance plan. This includes having a "gift day" each June - gifting to others and church projects; and a "Stewardship Giving Day" each October looking at tithing and keeping the church going.
Church Centre: Agreement on the proposal for new roles following Kay's retirement. A time to better define and limit the roles.

The PCC looked at the "Wheel of Well-being" and discussed this as a vision to build on what we do at the church centre for the community. Discussed the role of the church centre – to be renamed "The Well". The vision discussed was of the foyer as a safe social area, as a "well" in our community, a meeting place where all people feel welcome to come for socialising, and refreshment of both a physical and spiritual nature. We as a church can offer this to all visitors, like Jesus.

The PCC agreed the rebuilding would enable us to have our foyer as a "well" in our community. A community hub. "I come, so that they might have life in all its fullness". The plan is to have a mixed economy of people, that 'own' the Centre. It is still run by the PCC, it is still the Church's, but it is a community hub.
PCC agreed to show Faith in action through our use of the Church Centre

1. Name and Purpose: "The Well", to be a place of well-being.
2. The Centre becomes the place of "Well Being". This will be part of the "Centre Manager" role, which might change when the current Centre Manager retires at the end of August.
3. This gives the Centre an identity and purpose
4. This fits in with the woman by the well and Jesus said – I come that they might have life in all its fullness.
5. Acknowledge we are not social workers but will collaborate with other partners about wholeness. We are not creating new charity, but space for people.

PCC Prayed: Prayed with thanks for Kay Rothwell who is leaving her role, and that the church can make the most of this opportunity to define the new role and get the right person, with the people skills for this.

June

No PCC meeting in June.

July

Matt. 11 Verses 28 to 30: "…Take my yoke upon you and learn from me; for I am gentle …". The yoke that is offered does not promise no burden, but to ease the load.

Paper B: Discussions on Data Protection, H&S report (DD), Church Warden roles and progress. Completion of logbook and terrier by Church Warden. Discussion on implications. Church teams plan progress and discussions of responsibilities. Reviewed team logs being developed.

Defined our 'Standing Committee' - a legally required governance board. This will cover the roles of the Operations and Management team not now covered by the new groups. It will make urgent decisions between PCC meetings when required. The PCC voted in the standing committee representatives.
The new safeguarding officer and treasurer were approved and celebrated.

We reviewed the staffing needs for St Mary's, and concluded that the current Centre Manager should be split into two roles: Welcome and Bookings Officer and Administrative Support Officer. These roles will be paid and part-time.

PCC Prayer Request: To fill up the teams, will take suggestions from others - but team leads to pray and think who has the right skills. Doers, strategists, administrators.

August

No meeting

September

Matthew 18: 21 – 25. As a PCC we may need to deal with difficult interpersonal situations, but even when our church family solutions fail, we need to seek to understand and deal with love. The importance of listening to each other to be the solution to a problem, and not the cause.
Finance: The new card reader is up & running.
Safeguarding: Training progressing. Subscribed to Thirtyone:eight, a safeguarding charity for Trustees – easier to understand. DBS clearance training is ongoing.
These two Documents are to be reviewed and approved by the PCC:

Safeguarding Policy and Practise: The diagram on page 2 is particularly important – 'How do we respond to an allegation or concern', ties up our commitment to safeguarding.
Delegation by the PCC Members: Reporting of Serious Incidents to the Charity Commission: When there is a serious incident, we delegate our responsibility to the Diocese.

Peoples Team: Update from SD - Volunteers, Pastoral, Recruitment and Eco.

Finance Team: Review and discussion. Still looking at a deficit - people have been generous and these are difficult times – we can just pray.
Building Team: Quinquennial Inspection (QI) Report has come through - A lot of roof repair work is required. The PCC looked at some of the grants available for community, charities and from CofE – following on from LH work in March.
Worship Leadership: Preparing for Christmas. Plan to focus on **Christmas *Worship*,** rather than **Christmas *Events***. PCC approved the proposal to have all events non-alcoholic this year, as it can be a barrier for some.

Tech Team: We have received redundant computers from SHBC, and these are replacing our computers. A big thank you to Mike Emery for overseeing this work.

Church Development Plan (CDP); reviewed our current CDP. Discussed where we think we are now after a lot of progress in recent months – achievements and goals.

We have accomplished a lot and put the plan into a new phase. Will now be re-doing the whole plan with a clearer scope, set objectives/achievement goals and specific actions.

The values in the plan should drive our "UP, IN, OUT" vision.
PCC Prayed: pray through this values list, identifying people to find places in this to use their gifts and talents more effectively, bringing life and enthusiasm to our action on these values, ensuring 'everyone gets to play'.

October

Diocesan Safeguarding Officer, Jane Huttly visited St Mary's PCC and the meeting was opened to the whole of the congregation.

November

Progress reports were presented including the new logo for The Well.

Matt 7: 7-8. Passage from the sermon on the mount and Gods willingness to answer those who sincerely seek him. *Ask, Seek and Knock* are an escalation or rising intensity of request for God, and should be reflected in how we pray and look for his will and help.
Approval of delegation. If there is an incident, the PSO needs to talk to an approved group of people in the Church. This team can give approval to delegate issue to the Diocese to take action and report back. PCC agreed this should be the Standing Committee.
A Peoples Team and Data Protection reports, and the Building Team minutes were submitted last week for PCC to review. PCC meeting dates for 2024 agreed.
Jane Huttly Safeguarding meeting last PCC – discussed how useful and powerful it was for some and what we can learn from it. The safeguarding action plan is progressing well – from 52% compliant last year to 78% now. We have a small team progressing this rather than one individual.
Finance – budget for 2024 reviewed. Regular monthly giving through PGS is very helpful for budgeting and helps with gift-aiding. We are looking at a shortfall, which will come from our share due to the Diocese. Taking into account income and expenditure (Church & centre), *without* projects like building works, we will have a deficit of £17k. The Centre supports itself and helps the Church.
The Well
AK showed the PCC the new logos for the Church, the Nursery work in with a new logo for The Well. It has an identity, and we now need to launch it – with Christmas being a great time to do so. We want those who rent the centre to become a community inspiring people to grow in fullness of life. Much of what we do is already kingdom work – build on that.
PCC Prayed – Asked for blessings on those who are facing difficult ties in our PCC and church family. What do we do about the deficit? Pray, hold onto faith. Let's hold tighter to God's

hand and trust. Grace abounds. Grace is not "deserved or earned, it is a gift. Remember the rainbow, Gods promise.

December

The PCC did not meet due to Andrew having Covid.

Note:

We continue to be mindful that the number of volunteers has reduced, and it is easy to increase the workload. The theme of Simpler, Humbler and Bolder has been helpful in our decision-making and the Volunteers Handbook will be a helpful addition.

Deanery Synod review of 2023

Clergy: Revd Andrew Knowles, Revd Sue Duplock,
Lay representatives: Mr Darren Duplock (2020 -2023) and Mrs Lesley Hall (2023 -2026)

There have been four Deanery Synod meetings: July, September, November and February. A typical format of meetings is:

- Update from Area Dean and Lay Chair
- Report from Diocesan Synod – including Diocesan finance, and Parish Needs initiatives
- Parish News (optional but can report good news or challenges)
- Parish Needs Process and Support
- Deanery Mapping (working together)

Since last year administrators and treasurers sub groups have been formed to allow collaboration between parishes within the deanery on Administrative and Finance matters.

July meeting: at St John the Baptist, Bisley, this discussed elections from clergy and laity to the Diocesan Synod. The parish news and eco initiatives included the shared youth worker between St Mary's and St Martins, and that several parish churches had beehives.
The report from the diocesan synod highlighted a number of initiatives to support parishes including:

- Growing leaders through the Lay Associate Minister programme starting in September
- Revitalisation projects to sustain parishes
- Growing Younger through the Youth Catalyst funding from the national church
- Education – academisation project
- Employing a company to manage the Net Zero challenge for schools

The outcome of the proposal by Andrew Knowles of St Mary's, Camberley to change Canon Law to remove the requirement for a Communion service to be held on a Sunday was reported. It had been rejected by the Diocese, but the Bishop had the power to relax the requirement in specific cases. Parishes were invited to apply as needed.

Members were invited to provide feedback on the support offered through the Parish Needs Process up until now, and identify areas for future collaboration – the latter included a Deanery Choral Evensong to engage people in church, the fact that collaboration of Deanery

administrators via a subgroup was now in operation, and a similar group was proposed for treasurers.

September meeting: at St. Anne's, Bagshot.
Environmental activities of various parishes were highlighted. Parishes were encouraged to perform an energy audit
Parish Collaborations were celebrated, including the launching of The Youth Hub (which complements 'The Point') to provide an opportunity for young people to explore their faith in a deeper manner. Hosted at Heatherside vicarage, although is outgrowing this, and led by the parishes' Youth workers. Also, it was noted that the CPAS Growing Leaders course had been launched with 28 participants for 7 churches meeting monthly until July 2024.
The Administrators group identified an opportunity for a co-ordinated approach with Marriage Preparation courses.

November Meeting at St Martin's, Old Dean, Camberley
There was an activity where each parish identified gaps (in its provision for various ministry areas – e.g.: youth, seniors, flowers, finance, etc), and areas that they felt they were doing well (and what lent to this success). This exercise was to provide information to feed into parish and deanery needs processes, and identify areas for future collaboration.
Also, the decision was made to recruit a part-time deanery secretary (as no volunteers had come forward).
In addition the Diocesan Net Zero report was provided showing progress to date and ongoing challenges, and also the Diocesan 2024 budget, showing the Ministry costs (ie: incumbents and their housing account for c. 70% of the Parish Share, with the remainder being used for shared costs).
An overview of Cycle 2 of the Parish Needs Process was presented.

February meeting: at St Paul's, Camberley. After updates on Parish and Deanery news, and a report from the Treasurers' group meeting (where the 2024 Diocesan budget, its implications and the current positions of the participating parishes were discussed, and also the different finance software used by each parish, and whether there was opportunity for streamlining) there was a detailed presentation on Cycle 2 of the Parish Needs Process, where the focus will be on Discipling the Core, Growing Diversity and Growing Community. Since then a Strategy day was held at St Mary's, Camberley on 2 March 2024, to which further representatives from the various parishes were invited, and which provided ideas for identifying the most effective areas to work on.

Worship:

We continue to lead St Mary's worship with flexibility and imagination. We are focussing on including all learning styles to engage with our diverse congregation. We provide access to our main Sunday service via zoom, as well as meeting in person.

- Wednesday Holy Communion: 10.00 am
- Sunday Services:
    - 9.00 BCP Holy Communion (said)
    - 10.30 am Morning Worship/Holy Communion
- Prayer Stream: faithfully praying for those in need.

Those responsible for our rotas:

Leaders/Preachers: Andrew Knowles
Musicians/Singers: Ruth Walker
Tech Team: Mike Emery
Welcome Team: Melvyn Hayward
Bible readers/Intercessions: Paul Crossley
Prayer Ministry: Chris Simons and Val Goddard
Coffee/Hospitality: Kathryn Knowles
Children: Kathryn Knowles
Youth: Katy Baker

We have started revisiting role descriptions and we have identified the need for team leaders.

In 2023, we welcomed many new people to St Mary's Church Family. We are working hard to make getting involved in St Mary's easier so the transition from visitors to family members is seamless.

2023 Statistics Return to the Church of England:

Funeral x 1
Baptisms x 4
Weddings x 0
Thanksgiving for the Marriage x 0
The number on electoral roll at APCM in April 23 was 72
Church attendance 2023 - October figures including online is an average of 57 adults and 6 children/young people
(no online figures available, we believe an average of 4 per week)

Prayer Ministry Report

The Prayer Ministry Team has continued to offer prayer at the front of the church at the close of the Sunday Morning Service at 10.30 am each week over the past year. People come for prayer for a variety of needs - for healing and for other life situations. Sometimes no-one requests prayer, but more usually one or two come, and occasionally three to four. People continue to respond to God's promptings through Words of Knowledge (words or pictures) given in prayer to the team prior to the service. At times we hear back how God has changed things as a result of this prayer which is always an encouragement, to the person who received prayer and the team.

There are currently 7 members of the team. We met in January for a training evening, and shared in an exercise to strengthen our ability to listen to God for each other. We were joined by Andrew, Sue, Mike and Kathryn from the Leadership Team and it was a helpful and encouraging time for all of us.

The team currently has 7 active members, with 2 others who are taking time out due to health or work pressures. Our aim is to recruit new members in the coming year to bring the team up to a working team of 10. We are blessed in that members of the Leadership Team can and do step in to help when needed. We are also grateful to Val Goddard who does the rota every two months for us.

Prayer Stream Report

The Prayer Stream has always played a vital role within St Marys church. We believe that prayer is such an important part of our lives as committed Christians in expressing and sharing our concerns with the Lord and with one another.

We know whoever requests prayer, especially at a time of need that this confidential support will always bring comfort and strength knowing that others are standing alongside them as they are being upheld in prayer. This too of course can be a powerful witness for those who don't know the Lord as yet but trust in us as we can show we do care about a particular situation by suggesting if they would like us to pray personally for them or/ and via the Stream.

God is interested in all aspects of our lives and we are always thrilled and encouraged by answers to prayers reminding us that the Lord is in charge no matter what.
If anyone feels that they would like to be a part of this important ministry please let us know as we would be delighted to add you to our Stream.

Communion Assistants Co-ordinator Report

At the moment, the bread is dipped into the wine by the service leader; therefore, communion assistants are not needed. Whenever we return to the distribution of bread and wine separately, the team will need to be rebuilt, retrained and recommissioned.

Flower Report

We welcome offers from all members of the Church family to provide flowers in church. Whether it is a vase of flowers from your garden or a bunch from the supermarket it doesn't matter. Both are inexpensive but are a delight with their variety of colour and cheerfulness.

Please speak to the Parish Office if you would like to provide flowers for a particular week, either as a one off or on a more regular basis. If the flowers you are providing are in memory of a loved one or for a special occasion, we would be happy to mention this in our church newsletter.

Thanks go to Pat Colegate and Hazel Hassall and their team of volunteers for the special flower arrangements in church for festivals such as Easter, Remembrance and Christmas.

St Mary's Garden Report

Apart from changes caused by the extremes of weather, the garden has continued to flourish, providing welcome visual relief from the hard surfaces around the entrance to the church. The two remaining barrels are again seasonally replanted with either winter, spring or summer perennials, bulbs, and annuals. There does seem to be some destructive squirrel activity and the damp weather has taken its toll on the primulas. However, soon some daffodils should make an appearance and will be replaced in late May with summer bedding.

The barrels themselves will soon have to be replaced; the damp weather has contributed to their deterioration. Hazel and Andy Hassall have again weeded and mulched with bark the flower beds on either side of the church porch. These contain commemorative trees and shrubs as well as bay trees. Along the west-facing wall behind the bigger bed some of Andrew and Kathryn's hollyhocks have been planted and flowered well last summer and the summer before. They continue to be a pleasant reminder for Peter Chatfield as they are grown from seeds from his and Freda's Weymouth Garden. As is the case for all the shrubs and plants they are contributed by the church family and so have a real significance as we watch them grow. We enjoyed temporarily hosting the vast variety of pots for a member of the church family, it made such a difference to the entrance of the Church Centre.

The wooden cross under the yew was a striking focus for the Remembrance Day commemorations and last year served as an eye-catching Easter Garden. Shrubs, bulbs, and perennials continue to amass there, replanted from the barrels and the other two beds. As the garden continues to do well it is another of St Mary's resources that is appreciated by those that use the church and the church centre.

Hospitality Report

The Hospitality team prepares and serves coffee, tea, and refreshments before and after our 10:30 service every Sunday. We work in pairs to share the task and make it more sociable. Generally, people serve once a month, but we are grateful to Jenny who joined the team during the year and helps every week, getting the squash and biscuits ready and serving the drinks with a friendly smile. We have 8 people on the team but there have been a few changes over the year. We need to say a big 'Thank You' to Barbara and Patricia & Fernando who are no longer able to serve, and we were sorry to say goodbye to Kay and Ian who have moved away. They have faithfully served at St Mary's on many teams including the Hospitality team as well as leading the team up until 2020.

We are delighted that Jo has joined the team, and we have a couple of people who are willing to help occasionally but we would love to welcome more people onto the team. It is a great way to get to know people in the church and full training is available, but it is very easy and you are not on your own. Please speak to Kathryn Knowles or email the church office if you are interested. Many thanks.

Pastoral:

Pastoral Care Report

Pastoral Care has always been a priority at St Mary's. The plan is to build a new team of volunteers who would be able to help with Pastoral Visits especially since our old team has disbanded and, with our ageing congregation, many of them are the ones we are visiting now!

There are about 11 people who are unable to attend church for various reasons, both within our congregation and in our parish. It is an honour to be able to offer them Home

Communion – many of them would love to have it monthly (or even weekly) and we would love to be able to increase the visits.
We are creating a Volunteers Handbook, when ready, all volunteers will have a copy which has really good and helpful information in it.

We are looking at pastoral care within the different groups congregation members might meet in e.g. Life Group, Tots and Dots, Welcome Team and how we can be a support to each other. We aim to ensure that every member of the St Mary's family will have someone(s) who is looking out for them and can report back to the Pastoral Team with any concerns.

Care Homes

In 2023 we were asked by Kingsclear Nursing Home whether we would be able to start going in again to do a short service. Ruth Walker and Sue Duplock took the lead on this and started going in on the second Sunday of each month. The numbers who attend are still small, but we do have a core set of residents who look forward to the short service. When one of our parishioners moved into Kingsclear we also started offering a short Home Communion service before the general service and on average we have about 2 people attending this.

We were also asked by Cambridge House whether we would be able to go to them once a month as well and we have started doing this on the second Monday of the month with Sue taking the lead. There are 15 residents in Cambridge House and on average we have about 8 attending who enjoy a time of fellowship.

We were delighted to be asked by South Camberley School whether they could bring a few pupils (team captains) along to the Nursing Homes to interact with the residents; we have loved them joining us at Cambridge House and the residents also really enjoy the young singing voices. The pupils have a knack of getting the residents talking too!

There is a faithful group of 5 congregation members who join us at both Kingsclear and Cambridge House and they enjoy the fellowship, chatting and of course the tea and coffee. We would love to have more volunteers joining us.

St Mary's Cricket Club Report

During the year, we were particularly saddened to note the passing of a former Captain, Phil Cairns who had attended our 40th anniversary game in 2022.

Whilst the Club did initially plan for 2 fixtures during the 2023 season, both of these were cancelled due to a lack of available St Mary's players. Unfortunately, several of our previous regulars have either moved away or have retired from playing and we have yet to recruit enough new people to have a team for friendly matches instead.

The Club do not currently expect to play any fixtures during 2024 but the Committee intend to meet shortly to decide on the future plans.

Discipleship:

Youth Report

Through collaboration with Camberley Youth for Christ, St Marys has appointed a youth worker to link between schools, churches and community. Katy started on 17th April 2023 and spends 10 hours a week supporting the youth work at St Mary's Church.

The young people now meet weekly on Monday evenings and spend this time cooking, praying, discussing bible topics, playing sports and games. They have led the Sunday worship several times this year, choosing worship songs, taking time to understand the passage, discern the message they felt should be shared and discussing this with the preacher so that the whole service is centred on one message.



JULY: AFFIRMATIONS CHOSEN DURING THE SLEEPOVER FOR THE CONGREGATION

In July, the young people had a sleepover at St Mary's. This included praying and preparing for the church service they were going to lead the very next day. They wrote enough affirmations and prayers for every person who came into church that Sunday.

Over the summer 3 young people from St Mary's joined with others from CYFC to go to Satellites, a week-long Christian camp for over 2500 young people in August. At Satellites, we met Jade Biggs, who became our Youth Work Intern for CYFC, St Mary's and St Martin's. Jade started in September working alongside Katy.

Through collaboration with other churches in the local deanery, a new project started in September called "Youth Discipleship Hub". Young people from different churches gather together on Sunday evening to study God's word and grow in faith together.

St Mary's Nursery Report

We launched our new website that reflects our approach to learning and how we inspire children to grow. We have received positive feedback from parents. Trustees and staff. We receive regular enquiries via the website with the automatic get in touch link.

In January 2023 we brought the government national living wage increases early to support staff with the impacts of the cost-of-living crisis and show them just how valued they are. Andrew (chairperson) and Sue (nursery manager) attended an afternoon tea with The Bishop of Dorking, joining with four other church-based settings. It was a very productive afternoon of networking. We are still in regular contact and the managers visited our setting to share approaches, experiences and knowledge.

We had the installation of several permanent wooden outdoor structures to enable protection from the elements and for children to enjoy outdoor learning in all weathers.

These were funded by Deprivation Funding from Surrey Early Years which we receive for vulnerable and disadvantaged children that attend the nursery.
We introduced the 'Book Shed' where children and families can choose books to take home and share then return. Unfortunately, some children do not have access to books at home. This is extremely popular. We continue to support our disadvantaged children by providing the government food vouchers for the holidays.

The nursery continues to be recommended by health professionals and parents to support children with additional needs. In July 2023 we had 14 children with SEND (Special Educational Needs and Disabilities) transition to school. Four children had Educational Health Care Plans in place.
The Trustees are committed to investing in Continuous Professional Development (CPD) of the nursery team:

- All staff completed the new Government Prevent Duty courses 1 & 2.
- All staff completed Level 1 Child Exploitation and County Lines training.
- All staff completed The Home Office Adverse Childhood Experience (ACEs) training.
- The Lead Practitioner, Paula Fosh completed the Designated Safeguarding Lead courses. This ensures that in the absence of the Manager and Deputy Manager there is always a Designated Safeguarding Lead on site.

Schools

We continue to work within our local primary school, with a couple of assemblies and RE lessons. We are delighted to have had various classes visit St Mary's to learn more about Christianity.

Bookstall and Library Report

The bookstall is working well, with Cards, Bibles and Free Booklets. The bookstall monies go straight into St Mary's Account, and all invoices are paid from that account, which has made things much easier.
The Open Mind Club gives us some of the handmade cards that they make to sell and for the money to go to St Mary's funds.
We are delighted that the Library continues to be used.

Outreach:

Food Poverty

We continue to have an Emergency Food Cupboard, and monies to support those who find themselves in need. We work in partnership with Besom by our Besom Sunday (3rd Sunday of the month) food donations and by referring clients to them.

Tots and Dots Report

Tots & Dots is our Monday morning toddler group which meets in the hall during school term time from 9:30 – 11:00. It is very popular in the local community with childminders,

parents and grandparents and some weeks we can have in excess of 40 children. They love coming and there is always a happy buzz of chat and fun. We are appreciative that the childminders have been willing to help with the craft activity some weeks and part way through the session we gather together for a story and some singing, including celebrating any birthdays.

St Mary's Nursery came to church on a Monday morning for a Christmas Special and all the Tots & Dots families were invited to join in the retelling of the Nativity story and the Nursery children sang some of their Christmas songs by the Christmas tree, which was a really lovely time.

We have been fortunate to receive a couple of grants from Surrey Heath and are using them to buy new wooden toys and outside equipment. We are very grateful to those who regularly help get all the toys and equipment out after the 10:30 Sunday morning service which makes a huge difference.

We have a team of 12 who serve the families that come in a variety of different roles such as making and serving drinks, welcoming and signing people in, chatting to everyone and keeping us all safe. Our hope is that friendships will develop between the parents/carers and also that we will have opportunities to share our faith and support and encourage one another. Please keep praying for this exciting ministry and how God may be wanting to change it and grow it. Thank you.

Mission Partners

In 2023, we launched Besom Sunday every third Sunday, to help us remember to donate food regularly. We continue to have collections of food and other goods for BESOM at Harvest and for Christmas Hampers. Also, appeals for volunteers for BESOM were publicised via the Church newsletter.

Christingle Collection Boxes were distributed for contributions to the Children's Society, and contact has been maintained with our CMS Mission Partners. We continue links with the Bible Society through the resources they provide e.g. the Bible Course.

A Safer Church

Safeguarding

(by Vicar as Parish Safeguarding Officer became vacant in February 2024)

The Diocese have a Parish Safeguarding Dashboard for all churches and there are 3 levels to complete. At the time of writing this report, we have moved from Level 2 to Level 3 and currently have achieved 81% of the tasks required.

A huge amount of work has been done in the renewal of DBSs, the training of leaders and volunteers. Jane Huttly, Guildford Diocese Safeguarding Lead came to St Mary's PCC, which was opened to the Church Family giving us an overview on Safeguarding and asking specific concerns and questions.

The outstanding areas are as follows:-

- Not all of our activities have risk assessments or job profiles in place. These need to be regularly reviewed.
- List of non-church activities to be approved by the PCC
- However, we are fully compliant in many other areas including in relation to DBS Checks, reviewing our policies, regular reports and safeguarding information around the centre.

Rodney Bates stepped down as our PSO serving for more than 12 years, and we recruited our new PSO, Abbi Ruddock, who is completing the Diocesan training. Our Safeguarding Team is Abbi Ruddock, Rosie Jones, Tyrrell Brett and Andrew Knowles.

Health and Safety

(By Darren Duplock)

Health and Safety at St Mary's has been largely linked to the building report, and I recommend that the building report is read with H&S in mind, with the repairs and maintenance being carried out so that we comply with H&S regulations.

The fixing of the toilets and the flush system and essential repairs and maintenance on the building have gone towards keeping the building operational.

We have a consultant, Mr John Bradstreet who carries out an assessment with us once a year and advises us on steps to be taken, and we will move forward on his recommendations.

Data Protection

(By Melvyn Hayward)

The Parochial Church Council of the Ecclesiastical Parish of Camberley St Mary is the organisation registered with the Information Commissioner's Office. The Registration reference is ZA065046; the registration commenced on 11 July 2014 and is renewed each year. The current registration expires on 10th July 2024. There is no reason for it not to be renewed for a further year.

St Mary's has a Data Protection Policy and this is signed by employees. It also has a consent form which has been signed by those whose data is held by the church. In the autumn the Diocese of Guildford issued new guidelines on Data Protection; this is being examined and any changes to existing procedures and documents will be presented to the Parochial Church Council for their approval; the Diocese recommends that Data Protection is on the PCC agenda at least once a year.

As part of this examination, an audit of what information St Mary's holds, who has access to it, and what safeguards are in place has been carried out. In addition, an examination of the data held about individuals is being carried out to ensure that what is held is still required.

During 2024 people will be asked to ensure that the information held about them is still correct and that they still want St Mary's to retain that information.

There have been no data breaches reported during the year and no requests from individuals for information about the data held about them.

Technology

(By Mike Emery)

Technology supports many aspects of the work of St Mary's, including worship and administration.

We continue to provide a video relay of our main services, live on the day via Zoom, and subsequently recorded on YouTube. The number of people taking advantage of this facility has decreased since the days of the pandemic, but for those who do join us this way, it is often the only means by which they can participate in the life of St Mary's. It is their church, and so we consider it worth continuing. The services themselves are routinely enhanced with video clips, song words, liturgy, Bible passages, preachers' slides, and sound amplification, to ensure everyone can see and hear everything. Operating all this takes a team, and thanks are due to Ian, Judith, Sandy, Matt, Esther and Matilda. More volunteers are always welcome – it's good fun!

We purchased a new portable sound system for church and centre activities – this had its first outing on Remembrance Sunday, when we worshipped outside in the car park, and attracted the attention of many passers-by.

In the summer, we were kindly given a number of desktop computers, made redundant from Surrey Heath Borough Council. These have enabled us to provide better-performing machines to our staff (and the nursery staff, too).

With many people choosing no longer to carry cash, we have introduced a credit/debit card reader device. This allows payments to be made to the church by card, with the money automatically being transferred to St Mary's current account. It can regularly be seen in use at Tots & Dots. We also intend to take advantage of a diocesan scheme to allow donations to church by card, too – effectively an electronic collection plate.

Nothing stands still, especially in technology. We are always working to maintain and improve our website – often the first port of call for newly-arrived people. Further ahead, we have to plan for Microsoft's retirement of the Windows 10 operating system in 2025. This will put many of our computers at security risk and, unfortunately, they cannot be upgraded.

Church Centre (The Well at St Mary's)

(by Gwen Mullins)

I took over from Kay Rothwell in September 2023, and quickly realised just how valuable she was to the Church and the Church Centre. My role includes the bookings of the rooms for our various groups and also looking after contractors who we employ on numerous

occasions. A job which I thoroughly enjoy. I have a colleague, Phillippa, who carries out more of the admin duties that Kay was responsible for, plus many extra duties.

In 2023, we had a continued rise in our bookings, with new groups joining us, but some leaving. We were sad to lose The Family Contact Centre as they found they no longer had the requirement. Other new groups that have joined include YPWD (Young People With Dementia) group and the Camberley Slimming World group. We are always happy to be able to help these organisations and welcome them into our Centre.

We have our regulars using our facilities:
Camberley Diamond W.I., Rock Choir, Neighbourhood Watch, Pilates, Yoga groups, Taekwon-do, dance groups, Scouts Association, and the many groups within CU3A.

At the end of 2023 we looked at reviewing our charges for the rooms/hall. We made the decision to maintain our charges (since March 2022) and review again in 2024. This was despite the enormous rise in energy costs, but we try to 'do our bit' to help the community. We still offer our Charity groups a reduced rate. We have also been able to offer our facilities to our friends from Yahweh Church, for their Sunday worship and also for their prayer meetings.

During the year we had the enormous job of renewing our sewage pipes, mainly coming from the ladies/gents toilets. This has proved to be very successful and hopefully should allow us to not have to call the Drainage Company out with blockages we were having. Towards the end of 2023 we were in the process of maintaining quotes for the car park/driveway of the Church. We were also looking at quotes to have the roof repaired. There are lots of exciting things we are looking forward to in 2024, with new groups joining us, driveway changes and the installation of a defibrillator for the outside of St Mary's.

Building:

(By Darren Duplock)

The year of 2023 has seen the following expenses being paid out for our building.

- The largest of these being the toilet repairs that totalled £2677.91, these were essential repairs that had to be done to ensure we carried on providing toilets for the church and centre.
- The second largest expense was the architects' fees of £1937.50, these are for the Quinquennial report, general advice e.g. drainage repairs, and the ongoing plans for the future of our building to help us improve accessibility throughout St Mary's building (church and centre).
- We have had a defibrillator installed (this was paid for by donation).
- Routine maintenance of the building was £1636.56.
- Repairs by an electrician was £174.00
- Office furniture cost £357.60

Together with some sundry expenses, this comes to £8457.34. Our building Insurance was £1926.10 for the year

2023 Building costs

Utilities	Water	494.80
	Electricity	8,294.95
	Gas	4,751.79
	Vicarage Water	677.51
	Support from Diocese	-1,000.00
		13,219.05
Cleaning and waste disposal		1,549.06
Repairs and Maintenance	Architect's fees	1,937.50
	Defibrillator (paid for by donation)	1,256.00
	Electrician	174.00
	Office Furniture	357.60
	Routine Maintenance	1,636.56
	Small sundry expenses	417.77
	Toilet repairs	2,677.91
		8,457.34
Building Insurance		1,926.10

So, the above lists the costs which have been kept to a minimum, as we are all conscious of the financial constraints. But St Marys is more than the figures and prices. The building itself continues to serve the community as a place of worship as well as a community hub. The re-naming of the centre as The Well has taken place and we hope that it will become, just that, a place of nourishment, well-being and community for St Mary's parish and the surrounding area.

Cleaning and Caretaking

Cleaning is primarily undertaken by our caretaker, Grzegorz, along with a small team of volunteers. Tyrrell has worked tirelessly to help us transition to Ecofriendly products that clean well. Special thanks to the Torres family who clean the church worship space most weeks. We are blessed to be able to count them as members of our Church family.

If you can help once a month please come and have a chat with Gwen in the Parish Office.

St Mary's Building Overview

2020

The PCC agreed a Vision Process with both ReSource and the Diocese through the Parish Needs Process. In March, the pandemic closed our building and though we continued the work on the Vision Process on our own; it was a difficult time living through the pandemic and seeking God's vision for us in a time of turbulence.

2021

In March, the Temporary Minor Reordering Licence expired and Wendy Harris contacted us for an update. We were able to give her an update of the Vision Process and our conversations with Purcell. We have delayed our Quinquennial Report for the timebeing.

As part of our reopening of the Church Centre, we renamed the rooms so that they had a connection to our faith story.

In September, there was a meeting with Purcell, and their recommended Structural Engineer (The Morton Partnership) to look at the St Mary's building and particularly the problematic column. We agreed that we need to move forward with the 2014 proposal of a feasibility study, with the vision that St Mary's is called to be Christ Centred and Jesus Shaped.

The Design Brief:

1 To complete the reordering of the Church Worship Space

To do a feasibility study to improve the sightlines and flow around the lectern and communion table. To look at:

- the removal of the oak column nearest the communion table
- extending the building to form an apse in keeping with Arts and Crafts style
- doing nothing and what the implications would be

To look at the structural integrity of the Church Worship Space in particular:

- the doming of the parquet floor above the underground boiler room
- the sunken oak chancel steps
- the movement of the wall within the vestry
- the damp around the building and what solutions are needed

To look at accessibility into and around the Church Worship Space:

- creating a single main entrance and exit through the Church Centre (there will have to be changes to the Church Centre entrance in order to achieve this aim)
- using the original Porch Door entrance for special occasions only such as weddings
- to overcome the issues of different floor levels
- to identify other accessibility issues such as poor lighting (an accessibility audit)

2 To complete a feasibility study for improving the Church Centre entrance and foyer

To look at the options available to improve visual and physical access into the Church Centre and therefore the Church Worship Space

- visitors arriving at St Mary's do not know how to get into the building
- accessibility is difficult as the ramp is steep and the doors are heavy to open
- the foyer area is confusing and disorientates those visiting
- different levels in the flooring and poor lighting by the toilets

The vision is to open up the whole foyer and office into one space (maybe losing the balcony as suggested at our meeting).

- the space would be a gathering area and for visitors
- a designated welcome/reception including workspace for the centre admin staff
- informal seating: mixture of sofa and table/chairs
- coffee/tea station where hospitality can be offered
- discrete storage for paperwork, food larder etc.

The link between the foyer and the Church Worship space is critical

- to enable both spaces to become open to each other and when needed, to be closed off
- the worship space and the foyer integrated, inviting the visitor to explore the worship space.

3 Integrity of design

St Mary's Church is in the Arts and Craft style though the additions of the Church Hall and the 1980's second floor did not follow this style.

In the following article, it describes the Arts and Crafts Principles for Today

https://www.dailyartmagazine.com/arts-and-crafts-interior-design/

1. Always use high quality materials
2. Focus on uncomplicated design
3. Do not keep anything you do not believe to be useful or beautiful
4. Form always follows function
5. Find inspiration in stylized natural forms
6. Find inspiration in beautiful and stylized art from the past
7. Use traditional methods of production
8. Use natural pigments

It seems that the Arts and Crafts principles could be adapted and augmented as we seek to be an Eco Church (https://ecochurch.arocha.org.uk/). The Arts and Crafts ethos was to work

with nature, we talked about improving how St Mary's building fits into the landscape and having better environmental credentials e.g. solar panels on the roof.

Here is the Church of England link to the practical path to net zero carbon for churches

https://www.churchofengland.org/resources/churchcare/net-zero-carbon-church/practical-path-net-zero-carbon-churches

4 Other conversations/work to be done

1. The future of the Church Hall Stage
2. The future requirement of St Mary's Scouts
3. The need for making each room self-contained (with its own furniture)
4. Heating of the Church Centre
5. The outside spaces
6. The car park and vehicle access

At the end of 2022, our architect Purcell completed a Stage 2, Option Study, which included a lift proposal within the Church Centre as requested by the Diocesan Advisory Committee in our consultation process.

5 What has happened in 2023?

We continue to work with our Architects, Purcell to bring these proposals into reality. There has been a change in personnel as Kayleigh has moved on, and our new Architect at Purcell is Ellie Atherton, who is based in Oxford.

We have been awarded the Arocha Eco Church Silver Award, a big thank you to Sue for taking the lead on this.

We have received a grant for the renewal of the lounge windows and flooring for SHBC.

Net Zero Carbon emissions by 2030: the Diocesan Strategy[6]

> We have begun to work with St Peter's, Frimley looking at how we can become Net Zero Carbon by 2030, particularly through Solar Panels. St Mary's needs to create a coherent NZC Strategy and to do this we will work with our Architect and partner with the Diocese and local Churches/organisations.

[66] Net Zero Carbon - Diocese of Guildford (cofeguildford.org.uk)

Financial Review

(Figures in brackets denote amounts for the previous year.)

Income:

Total incoming resources for 2023 decreased by 12% from the previous year and amounted to £136,686 (£154,995). This income is all held as unrestricted funds.

Planned giving remains a vital part of our income and without the regular financial commitment of church family and friends, we would not be able to function.
Where a donor is a taxpayer and has signed a Gift Aid declaration we are able to reclaim gift aid from HMRC and this has contributed an additional £14,180. (£14,728)
The best way to give financially to the ongoing life and work of St Marys is through the Parish Giving Scheme (PGS) which is a Church of England scheme funded by the diocese, whereby the gift aid is claimed by them and paid over to the church every month. This simply requires the setting up of a direct debit with the scheme and it has the benefit of offering an annual review of giving with the option to allow an inflationary increase.

The income from the Church Centre in 2023 increased by 20% to £50,569 (£41,870). This is due to an increase in the number of groups which are renting rooms within the centre. We are expecting a similar level of income during 2024.

Expenditure:

Total expenditure from unrestricted funds of £129,766 (£147,615) was used as follows:
Ministry: £11,816 (£8,440)
Parish Share of £59,658 (£78,135) – see additional note below on Parish Share expenditure.
Staffing, Administration, Building maintenance and Utilities: £58,262 (£61,040)

Parish Share for the full year increased by 2% from 2022 to 2023 and the amount requested by the Diocese from St Marys was £79,658. However, due to cash flow constraints, a reduction in regular income from voluntary donations and an increase in costs; we have been unable to donate the amount requested by the Diocese in 2023. We have aimed to contribute an amount equivalent to the costs associated with having our own incumbent (salary, pension, housing), but have fallen short of contributing to some of the central costs of the Church of England.

Net Result:

2023 has seen us end the financial year with a small surplus of £4,718 (£1,788 surplus). This surplus will be put towards bringing staff salaries in line with the National Minimum wage, which increases in April 2024, and towards remedial electrical work in the building required for safety reasons.

St Mary's Church, Camberley

Statement of Financial Activities for the year ended 31 December 2023

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
Incoming Resources					
Voluntary Income	2(a)	82,955		82,955	106,763
Income from church activities	2(b)	52,948		52,948	47,825
Investment Income	2(c)	783		783	407
Total Incoming Resources		136,686		136,686	154,995
Resources Expended					
Grants	3(a)				322
Ministry	3(b)	71,474	2,232	73,706	91,844
Staff, Building and Admin Governance costs	3(c)	58,262		58,262	61,040
Total Resources Expended		129,736	2,232	131,968	153,207
Net Incoming/(Outgoing) Resources		6,950	(2,232)	4,718	1,788
Balances brought forward 01/01/23		41,919	3,894	45,813	44,025
Balances carried forward 31/12/23		**48,869**	**1,662**	**50,531**	**45,813**

St Mary's Church, Camberley
Balance Sheet as at 31 December 2023

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2023	Total Funds 2022
		£	£	£	£
Current Assets					
Bank and Cash		443	1,662	2,105	27,710
Deposit accounts		56,224		56,224	16,844
Bookstall Stock		277		277	320
Tax Recoverable (Gift aid)		333		333	256
Other Debtors		5,363		5,363	2,011
		62,639	1,662	64,302	47,141
Creditors					
Accruals & Deferred Income		(13,771)		(13,771)	(1,328)
		(13,771)	-	(13,771)	(1,328)
Total Net Assets		48,868	1,662	50,531	45,813
Analysis of Net Asset by Fund	4				
Current Assets		62,639	1,662	64,302	47,141
Liabilities (falling due within 1 year)		(13,771)		(13,771)	(1,328)
		48,869	1,662	**50,531**	45,813

Revd Andrew Knowles

Approved by the PCC on:

St Mary's Church, Camberley

Notes to Financial Statements for the year ended 31 December 2023

Accounting Policies

The accounts have been prepared in accordance with the Parochial Church Council's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Parochial Church Council is a Public Benefit Entity as defined by FRS 102. The Parochial Church Council has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body.

Bank Accounts:
National Westminster Bank, 45 Park Street, Camberley, GU15 3PA
CAF Bank Account, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent, ME19 4JQ

Assets

Fixed Assets

Consecrated and Benefice Property is not included in the accounts in accordance with s.10(2)(a) and (c) of the Charities Act 2011.

Current Assets

Cash on deposit is held in an interest-earning account with CAF Bank.

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by Section 10(2)(a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Movable church furnishings

These are capitalised at cost and depreciated over their useful economic life other than where insufficient cost information is available. In this case the item is not capitalised, but all items are included in the Church's inventory.

Tangible fixed assets for use by charity

These are capitalised if they can be used for more that one year, and cost at least £1000. They are valued at cost or else, for gifts-in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is calculated to write off the capitalised cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

- Land Nil
- Fixtures and Fittings 20 years
- Computers 3 years

No depreciation is provided on the buildings as the currently estimated residual value of the properties is not less than their carrying value and the remaining useful life of these assets currently exceeds 50 years, so that any depreciation charges would be immaterial.
An impairment review is carried out at each year-end and any resultant loss identified in expenditure for the year.

Investments

St Mary's receives the dividends from Astra Zeneca shares, but it does not own the shares.

Short term deposits

These are the cash held on deposit with the CAF Bank.

Funds Policies

Restricted Funds represent donations or grants received with a specified purpose attached to them. These funds can be used only for the specific purposes for which they were given. Any balances remaining unspent at the end of the year are carried forward as a balance on that fund. The PCC does not invest separately for each fund.

Unrestricted Funds are general funds, which are used by the PCC for everyday running costs which includes ministry, upkeep of the building, staffing and administration. The PCC may choose to consider some income as designated for a particular project.

Endowment Funds

St Mary's does not have any Endowment Funds

St. Mary's Nursery

Is a separate registered charity and its accounts are reported separately.

Reserves policy

It is PCC policy to try to maintain a balance of 10% of annual expenditure as an operational margin, and to cover emergencies. This is included in the balance of £48,869 (£41,919) unrestricted funds at the end of year (see Note 8.)

There is a need to build up reserves to cover on-going maintenance and unforeseen events and expenditure. A quinquennial inspection has taken place in 2023.

Notes to the Financial Statements for the year ended 31 December 2023

Notes		Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
2	**Incoming Resources**				
2(a)	**Voluntary Income**				
	Planned Giving:				
	Gift aid donations	58,568		58,568	57,411
	Other planned giving	4,224		4,224	4,504
	Gift Aid tax recoverable	14,180		14,180	14,728
	Collections (open plate)	708		708	1,434
	Other income and donations	2,930		2,930	8,951
	Grants & Legacies	2,345		2,345	19,734
		82,955		82,955	106,763
2(b)	**Income from Church Activities**				
	Church Centre Rents	50,569		50,569	41,870
	Children's activities	1,311		1,311	392
	Insurance refund	-		-	250
	Events and fundraising	-		-	4,400
	Bank interest	680		680	13
	Bookstall	192		192	453
	Fees received	195		195	447
		52,948		52,948	47,825
2(c)	**Investment Income**				
	Deposit account with CBF	471		471	112
	Dividends	312		312	295
		783		783	407
	Total Incoming Resources	**136,686**		**136,686**	**154,995**

Notes		Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £	Total Funds 2022 £
3	**Resources Expended**				
3(a)	**Grants**				
	Community Outreach				322
					322
3(b)	**Ministry**				
	Diocesan Parish Share	59,658		59,658	78,135
	Children and Youth	4,251		4,251	1,281
	Discipleship	951		951	762
	Outreach	3,513	2,232	5,745	7,340
	Pastoral	963		963	1,827
	Worship	1,837		1,837	2,161
	Bookstall	302		302	339
		71,474	2,232	73,706	91,844
3(c)	**Staff, Building and Admin**				
	Staff Costs	24,478		24,478	24,829
	Utilities	13,219		13,219	11,663
	Insurance	1,926		1,926	2,359
Notes	Cleaning & Waste Disposal	1,549		1,549	1,118
	Fabric Costs	8,457		8,457	14,866
3	Consultancy & Accountancy	2,078		2,078	2,125
3(a)		3,341		3,341	2,301
		3,214		3,214	1,779
		58,262		58,262	61,040
3(b)	**TOTAL RESOURCES EXPENDED**	**129,736**	**2,232**	**131,968**	**153,207**

Note		Balance at 1st Jan 2023	Incoming Resources	Resources Expended	Balance at 31st Dec 2023
4	**Movements in Funds**	**£**	**£**	**£**	**£**
	Unrestricted Funds				
	General Fund	35,524	136,586	124,429	47,681
	Designated – Fabric	2,485		2,485	
	Designated - Vicars Discretionary	911	100	250	761
	Designated - Youth Worker	3,000		2,572	428
		41,919	136,686	129,736	48,869
	Restricted Funds				
	Charity Appeals Fund	30		30	
	Community Outreach Fund	530			530
	Community Food Fund	3,335		2,203	1,132
		3,895		2,233	1,662
		45,814	**136,686**	**131,999**	**50,531**

Annual Report and Financial Statements for the year ended 31 December 2023 for PCC of St Mary's, Camberley

Independent Examiner's report to the PCC of St Mary's Church, Camberley
For the year ended 31 December 2023

This report on the financial statements of the PCC of St Mary's Church for the year ended 31st December 2023 set out on pages 32 to 39 is in respect of an examination carried out under Section 145 of the Charities Act 2011 and the Church Accounts Regulations 2006. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and examiner

As members of the PCC you are responsible for the preparation of the accounts. The PCC consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an independent examination is needed.

It is our responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- Follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145(5) (b) of the 2011 Act; and
- State whether particular matters have come to our attention.

Basis of independent examiner's statement

Our examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. which gives us reasonable cause to believe that in any material respect the requirements

   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met or;

2. to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Mitchell
A R Mitchell & Co Ltd
t/a Mitchell & Co
Chartered Accountants

Date: 22/4/24

This page has been left blank.

St Mary's Camberley

www.stmaryscamberley.org.uk

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF CAMBERLEY ST MARY

England & Wales - Charity number 1127459

Accounts



St Mary's, Camberley

Trustees Annual Report and Financial Statements
of the Parochial Church Council
Year ended 31st December 2022

Incumbent:	Church Wardens:	Independent Examiner:
Revd Andrew Knowles	Mrs L. Hall and Mr D. Duplock	AR Mitchell & Co Ltd

Table of contents:

Administrative Information 2
- PCC Members:
  - Ex Officio members including Church Wardens
  - Lay Representatives on the Deanery Synod
  - Elected members
- PCC Officers and Consultants to the PCC

PCC Structure, Management and Governance 4
- Committee and Teams
  - Standing Committee
  - People Team, Building Team, Finance Team
  - Operations Team
  - Ministry Leadership Team

Objectives 6
- As defined by the PCC Measures 1956 and the Charity Commission

Vision and Values 7
- Vision, Values and Church Development Plan (strategy)

Achievements and Performance 13
- Leadership
- Worship
- Pastoral
- Discipleship
- Outreach

A Safer Church 22
- Safeguarding, Health and Safety, Data Protection, and Technology
- Building (report from the Church Wardens)

Financial review 29
- Income
- Expenditure
- Net Result
- Accounting Policies
- Fund Policies
- Restricted Funds and Unrestricted Funds
- Reserves Policy

Statement of Financial Activities: 1st January to 31st December 2022

Balance Sheet at 31st December 2022 32
- Notes to the Financial Statements for the year ended 31st December 2022
- Accounting Policies
- Income Resources
- Resources expended
- Debtors
- Creditors
- Fund Details

Independent Examiner's report to the PCC of St Mary's Church, Camberley for the year ended 31st December 2022 37
- Independent Examiner's Statement

Administrative Information

St. Mary's Church is situated in Camberley, Surrey. It is a part of the Diocese of Guildford within the Church of England. The correspondence address is:

St Mary's Church Centre, Park Road, Camberley, Surrey, GU15 2SR.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity registered with the Charity Commission, Charity Number 1127459.

Members of the PCC are either ex-officio or elected at the Annual Parochial Church Meeting in accordance with the Church Representation Rules. PCC members for 2022 are listed below.

PCC members serve for three years, (shown in brackets). Church Wardens are elected each year. In 2022, one PCC member resigned, one new Church Warden elected and two new PCC members electedat the APCM on Sunday 3rd April 2022.

The approved PCC members who have served at any time from 1st January 2022 until the date of this report are:

Ex Officio members:

Incumbent:	Reverend Andrew Knowles* (Chairperson)
Curate:	Reverend Sue Duplock

Elected members:

Church Wardens:	Mr Darren Duplock* (2021 – 2024)
	Mrs Lesley Hall* (2022 – 2025)

Representatives on the Deanery Synod:

Mr Darren Duplock (2020 -2023)

Mr Mike Emery (2020 -2023)

Representative on the PCC:

Mrs Sam Sutherland (2021-2024) Resigned April 2022

Mrs Rosie Jones (2020 – 2023)

Mr Ian Robson* (2020 – 2023)

Mrs Joan Hibbins (2020 – 2023)

Mrs Penny Newson (2020 – 2023)

Mrs Maria Morris (2022 – 2025)

Ms Tyrrell Brett (2022 – 2025)

There are three vacancies on the PCC.

*Members of the Standing Committee from April 2022

Officers to the PCC (non PCC members): each officer was invited to report to the PCC over the last 12 months.

Mrs Kay Rothwell (Electoral Roll Officer)

Mr Rodney Bates (Safeguarding Officer)

Mrs Rosie Jones (Designated Safeguarding Lead)

Mr Melvyn Hayward (Data Controller)

Mr Darren Duplock (Health and Safety Officer)

Consultants to the PCC (non PCC members)

Mrs Karen Liddington (HR Consultant)

Mr John Bradstreet (Health and Safety Consultant)

Mr Jonathan Deeming (Architect to the parish)

PCC Structure, Management and Governance

The membership of the Parochial Church Council includes: the ordained Minister, and Curate, and those elected, the Church Wardens and two Deanery Synod representatives and seven PCC members. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

The PCC operates throughout the year with the full council meetings (every month except August) and the subgroups called 'Teams' that meet regularly and report to the full PCC meetings. The PCC Officers report to each PCC meeting to ensure good communication.

In 2022, there were ten full PCC meetings held, plus the Vestry meeting and the Annual Parochial Church Council.

Standing Committee (Operations Team)

The Standing Committee is a statutory PCC Committee. It carries out the work of the PCC between meetings. The Incumbent and Church Wardens are ex-officio members (of all teams), and the PCC appoints at least two of its members.

- Andrew Knowles (Incumbent)
- Darren Duplock (Church Warden)
- Lesley Hall (Church Warden)
- Ian Robson (PCC Member)
- Kay Rothwell (Operations Manager)

People Team

Overseeing the resource of people, those employed by St Mary's or volunteering for St Mary's, to ensure that we support them and fulfil our legal obligations. The safeguarding team has met but the People Team didn't in 2022.

- Andrew Knowles (Incumbent)
- Church Wardens (ex officio)
- Rodney Bates (PSO)
- Penny Newson (PCC Member)
- Advisers: HR Consultant, Parish Safeguarding Officer (PSO), Data Protection Officer.

Building Team

Overseeing the resource of our buildings to ensure they are appropriately cared for and fit for the mission and ministry of St Mary's. The Operations Team covered this work.

- Andrew Knowles (Incumbent)
- Church Wardens (ex officio)
- Operations Manager

Finance Team

Overseeing the resource of our finances to ensure they are appropriately managed and support the mission and ministry of St Mary's.

- PCC Treasurer: vacant
- Purchase: Andy Hassall
- Operations Manager: Kay Rothwell
- Finance Officer: Esther Westwood
- Advisers: Diocese and Charity Commission Officers

Operations Team

See Standing Committee

Ministry Leadership Team

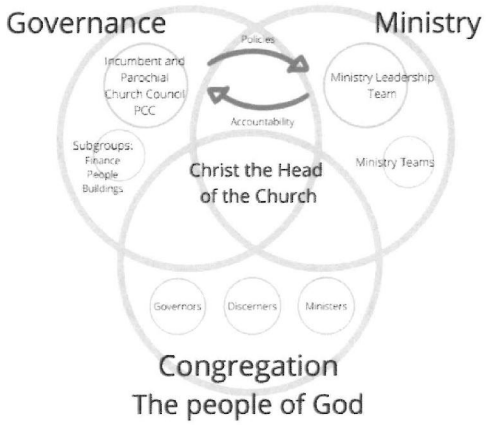
The Ministry Leadership Team oversees the ministry at St Mary's, and it is accountable to the PCC. The core team is those who have been called by God, affirmed by the Church and are exercising licensed ministry. Additional team members are invited to join by the MLT team and Incumbent. The MLT is responsible to the PCC, reporting regularly, and making proposals for the PCC to approve.

- Andrew Knowles (Incumbent)
- Mike Emery (LLM)
- Kathryn Knowles (Children and Youth)
- Sue Duplock (Curate)

The Ministry Leadership Team oversees the many ministries at St Mary's to offer leadership and support. Each ministry within St Mary's must be approved by the PCC, along with the necessary paperwork, so we fulfil our legal requirements.

This team did not meet from May 2022 due to illness.

This diagram shows how St Mary's operates.



The PCC as an employer:

Church Centre Manager and Events and Communication Officer became a combined role: Operations Manager: Mrs Kay Rothwell (20 hours per week)

Finance Officer: Mrs Esther Westwood (6 hours per week)

Caretaker/cleaner: Mr Gregorz Musolf (10 hours per week)

The PCC is grateful to the commitment of its staff, their work and ministry at St. Mary's. This year has been the most challenging for the staff team and we are thankful for their commitment to St Mary's and we are indebted for their dedication.

We also would like to thank Mr Mike Emery for maintaining our IT equipment for both the Church and the Nursery. St. Mary's Camberley website is managed by Mr Ian Robson with the help of Mrs Kay Rothwell. We thank them both for their dedicated and hard work.

The PCC oversees those who volunteer.

Like most charities, St Mary's has seen a change in its volunteering, some have stepped down, and some are re-engaging. The weight of responsibility has fallen on a few, which has enabled St Mary's community to keep functioning. We are grateful for all who have given their time, and work for the benefit of us all.

As we move forward, we are aware of the need for more people to volunteer to share the workload. We are planning carefully so that we do not overburden our volunteers and particularly those in leadership roles. We are continually reshaping the way we work and looking to build up teams and team leads.

Objectives

The objectives of the PCC are set out in The Parochial Church Council (powers) Measures 1956, which defines the functions and powers of a PCC. Under the amended Measure, St. Mary's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Reverend Andrew Knowles, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical as set out in the Church Representation Rules.

The PCC is also specifically responsible for the maintenance of the Church and the Church Centre Complex of St. Mary's, Park Road, Camberley, GU15 2SR. St. Mary's House is the responsibility of Guildford Diocese and the parish is responsible for internal decorating.

St Mary's PCC therefore shares with the Incumbent the responsibility for:

a) The promotion of the whole mission of the church – pastoral, evangelistic, social and ecumencial – within the ecclesiastical parish of St Mary's, Camberley.
b) The efficient administration of the parish and its funds. The PCC is responsible for funding the maintenance and repair of the Church Centre (which includes the Church).

The PCC has considered the Charity Commission guidance on public benefit and believes the guidelines have been met as the activities of the church are open to the public at large and are for public benefit.

Vision: Our shared vision and mission strategy across the Guildford Diocese



Since its launch in September 2016, the Diocese of Guildford has committed itself to the vision of a Transforming Church, Transforming Lives.

At its heart, our vision is about growth – growth in our personal faith and as a Church body, which in turn has a positive impact on the flourishing and growth of the communities we serve in all sorts of ways.

A dramatically changed world

The COVID-19 pandemic changed our world beyond anything we could imagine, and it's still too early to measure just what that impact will prove to be in the longer term. However, in 2021, to help uncover the immediate issues and opportunities for our church and school life, the focus for our diocesan ministry and mission was again researched through a wide-ranging consultation and extensive prayer.

Our refreshed focus

Following that second prayerful listening exercise, and looking at the National Church's focus of 'Simpler, Bolder, Humbler' we have opted for three related priorities that refresh and evolve our original vision:

Growing Disciples brings together,

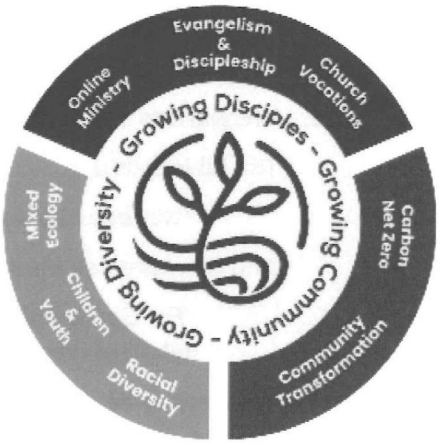
- Encountering God through worship, prayer, retreat and learning.
- Everyday Faith – sharing and expressing our faith in daily life, and exploring vocation.
- Meeting with our Church family in all sorts of contexts for Christian encouragement, friendship and support.

Growing Diversity will mean for many Parishes increasing the amount of younger people, and also growing our diversity in every way to ensure we better reflect the communities we serve. It means continuing the great work our schools are doing. It means having the courage to experiment with new ways of being Church, physically and digitally.

Growing Community builds on the community partnerships of our parishes, chaplaincies, and schools – many of which were developed throughout the pandemic. It also draws in the critical work across our communities to care for the Earth and reduce carbon emissions.

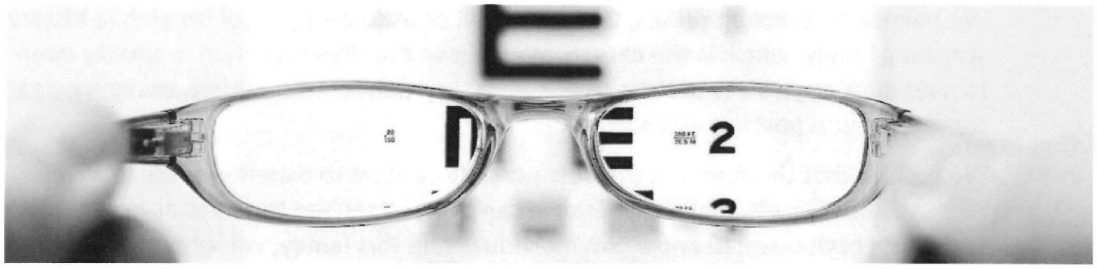
We are clear that:

1. Transformation remains at the heart of our focus, and so the vision of a *Transforming Church, Transforming Lives* should remain.
2. Our diocesan strategy needs to resonate on the ground with our parishes, schools and chaplaincies.
3. We remain committed to creating a diocesan framework rather than a blueprint, i.e. encouraging all parishes to ask the same questions, whilst not expecting them to come up with the same answers.



In renewing our commitment to a 'Transforming Church, Transforming Lives', our vision is of a diverse, growing, intergenerational church at the heart of each community, working alongside our chaplaincies and schools in living and proclaiming the Good News of God in Jesus Christ'.

Imagine a Church



Imagine a Church that is rooted in prayer, daily recognising our dependence on the God who saves, guides, strengthens and grows the Kingdom.

Imagine a Church where people of all ages reach their full potential as disciples and leaders, cheering one another on in the adventure of following Jesus.

Imagine a Church that worships in many ways and places, building diverse, holy, attractive communities of faith that are nourished through word and sacrament, alive in the Spirit, and accessible in every way.

Imagine a Church at the heart of the communities we serve, reaching out to the poor and marginalised with compassion and purpose, challenging injustice, and bearing gospel fruit around the world.

Imagine a Transforming Church, Transforming Lives.

St Mary's Vision: to be 'Christ Centred and Jesus Shaped'

There are four aspects to this vision statement:

1. **We want to see everyone living with God at the centre of their lives.**

   The Bible tells us:

   > *'We love because God first loved us'.* 1 John 4:19

   And He expresses His love for us by giving us His only Son

   > *'For God loved the world so much that he gave his only Son, so that everyone who believes in him may not die but have eternal life'.* John 3:16

   We want to be a community that expresses this by being Christ Centred and Jesus Shaped, which is part of the Church of England's vision. *'A Church for the whole nation which is Jesus Christ centred, and shaped by, the five marks of mission. A church that is simpler, humbler, bolder.'*

   God is not a lifestyle choice, a social option, or another element of our compartmentalised lives. He doesn't revolve around us, to serve our needs when we ask Him. We want to help others to place Jesus at the centre of their lives.

2. **We want to create a place of belonging for everyone.**

   We believe that through Jesus, God invites all of us to be a part of his global, history spanning family, which is the church. We believe that this invitation is equally open to everyone, regardless of their race, nationality, gender, disabilities, sexuality, age, social class and political views.

   We believe that this family is the best possible context to experience life in all its fullness (John 10:10); a place where we can both know God together as his people, and equip each other to know him individually. In this family, we form our identity in, and allegiance to, Jesus. We place God at the centre of our lives, and at the centre of our community. We become Christ Centred and Jesus Shaped.

3. **We want to remove barriers that prevent others from joining in**

   We also believe that Jesus calls us to actively invite all people to join and participate in this family. We acknowledge that we - the Church - have not always been so good at this. So we want to make sure that our family dinner table is always big enough for another person to join it. Access, not barriers. Inclusion, not exclusivity. Love, not judgement. Belonging, not superficiality.

4. **We want to live Jesus shaped lives**

   Jesus said 'If you have love for one another, then everyone will know that you are my disciples'. John 13:35. We want to live distinctive lives and the phrase a Jesus shaped life is borrowed from our sisters and brothers in the Anglican Communion

and puts the Five Marks of Mission at the centre of our life in Christ.[1] They describe a vocation to be the ones who:

- tell the story of Jesus Christ
- teach the faith of Jesus Christ
- tend to the cares of the world
- transform the unjust structure of society; and
- treasure and safeguard the integrity of God's creation

It is important to note that the Church of England's vocation is and always has been to proclaim the good news of Jesus Christ afresh in each generation to the people of England.[2]

[1] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

[2] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

Values[3] - why we do what we do.

We believe and trust in one God, Father Son and Holy Spirit. God has revealed himself through the Bible. God has revealed himself most clearly through the gift of his Son, Jesus Christ. God makes himself known personally to each believer through the work of the Holy Spirit. Whilst these statements are true for us, the following seven values have been important to St Mary's over the years and help us to follow Jesus all the year round.

1. **Prayer** - Connecting with God in new ways, to new depths. Cultivating prayer for lifelong and everyday faith.

2. **Worship** - Calling people to a holistic life of devotion as they grow in knowledge of God's infinite love.

3. **Family** - Inviting participation in God's magnificent, global, gifted, flawed, history-spanning family: the Church.

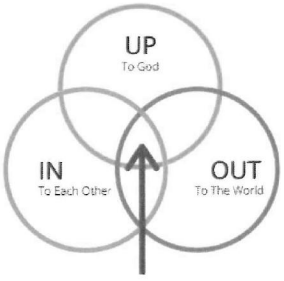
4. **Power** - True transformation – becoming like Jesus – is only possible through the power and the presence of the Holy Spirit.

5. **Justice** - Seeking Jesus' redemptive Kingdom on Earth, we join a physical, spiritual battle against injustice both personal and systemic.

6. **Evangelism** - Good news is worth sharing. We want to help people be able to talk naturally about life-changing faith with their friends.

7. **Creativity** - Discovering how creativity can serve the renewing and repainting of the world, learning from the God who is "making all things new".

UP, IN and OUT



The UP, IN and OUT is a simple diagram to help remember and understand our vision, mission and values.

[3] https://www.youthscape.co.uk/satellites/vision/values

Church Development Plan[4] - strategy

The Church Development Plan was created by the PCC, in partnership with the Diocese. It was approved and forms part of the Deanery and Diocesan Mission Plan.

Progress made	
Green	We have achieved the aim and continue to refine
Amber	We have made a good start but more work is needed
Red	We have not started

#	Wider Aim	Dicoesan Goal	Specific Action Points
1	(UP: growing deeper) Prayer: to be known as a people and a place of prayer.	1. Making disciples	To form a prayer team and to review our corporate prayer life
			To develop a corporate rhythm of prayer
			Make prayer more accessible and natural for both the Church Family and the Parish
			Praying for spiritual and numerical growth
2	(IN: growing together) Reconnecting with those within and outside St Mary's.	1. Making disciples	To establish our new services, to review and change as needed (compelling worship)
			Connect our corporate worship with everyday faith
			To enable every person to know that they have a part to play and remove any barriers
			PCC Away Day to explore: building a discipling culture
			Explore new connect groups for caring and support within St Mary's
3	(OUT: branching out) Part One: Growing younger and more diverse. Children and Young People are NOT the church of tomorrow, but the church of today.	3. Growing youth and children's ministry	New vision and relaunch Tots and Dots - toddler group.
			Improve the spiritual nurturing of children within St Mary's Nursery and local Schools
			Re-imagining the provision of Children and Youth ministry at St Mary's -
			The place of our special needs adults and how we disciple them
	(OUT: branching out) Part Two: St Mary's Church Centre is a place where we express Christian love through welcome, hospitality and care. To be a place where lives are transformed.	6. Cultivating community partnerships	A renewed vision for the Church Centre
			To have an Operations Team to lead and support this work alongside paid staff
			To resource the Church Centre to fulfil the vision e.g. staff
			To collaborate with Church Centre guests, local council and local community
Good Governance - Building Confident Leadership **Simpler, Humbler and Bolder**[5]			Finance: appoint a Finance Officer and Treasurer. To produce and monitor budget
			Building: make it more accessible and fit for purpose. To complete the re-ordering.
			Communication/Administration: review what we do and how to improve it

[4] The Church Development Plan is a working document that is monitored and revised by the Ministry Leadership Team in association with the Parochial Church Council.

[5] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

Achievements and Performance

Leadership: PCC and Deanery Synod

PCC review of 2022

At every PCC meeting, the following three papers are presented:

- Paper A: a record of decisions made and how we are progressing with any action required.
- Paper B: updates from the PCC Officers.
- Paper C: updates from subgroups of the PCC.

January

We met on zoom to pray through Church Development Plan for 2022.

February

Church Development Plan: we talked through the last guidance for worship, and confirmed that Bishop Andrew was visiting on Mothering Sunday.

Good Governance: we presented the new Church Centre rents and the additional fees for Occasional Offices.

March

Finance: End of year accounts presented and approved.

Church Fund: we agreed to close this fund and reallocate the monies to the Free Food Stall, Youth and other partnerships.

Free Food Stall: we reviewed the future of this ministry and decided to move to a Food Pantry.

Bishop Andrew visited us on Mothering Sunday.

April - APCM

Vestry Meeting: Church Wardens elected

APCM: Held within a service, reports given, and PCC members elected.

The annual meetings are a time of encouragement, seeing what God has done.

Our Easter Service started with outreach in the park where we served porridge.

April

Safeguarding update: we approved the PCC policy on Safeguarding and committed to the training required.

Operations Manager: we agreed to make the contract permanent.

PCC Officers appointed though some roles were not filled.

May

Presentation designs for improving the Church building, drawn up by our architects, Purcell.

June

Finance update about a predicted deficit by the end of 2022.

Update about the introduction of non-alcoholic wine and gluten free wafers.

The Nepalese have offered to help fund some new drums for St Mary's.

We held a Community Picnic in the Park as part of the Jubilee Celebrations.

July

Feedback from the Deanery Synod: Net Zero 2030 and Eco opportunities, and the change in Canon Law about Holy Communion.

Proposals for the Autumn term programme and updates from other ministries.

August

No meeting

We welcomed Surrey Pride to Watchetts Recreation Grounds, and offered hospitality and welcome.

September

Financial presentation by our Finance Officer, showing that our finances are in an unhealthy state. We put in place a variety of measures to increase income and reduce expenditure.

We considered the proposal from Camberley Youth for Christ for a Pioneer Youth Worker, working between St Mary's, St Martin's and CYFC.

We held special services in memory of Queen Elizabeth, had a remembrance book and tolled our church bell for an hour, on the day of the funeral.

October

Parish Safeguarding Officer led the PCC through the Safeguarding review. An action plan was put together which included training for those with no computer access.

November

Finance update with a gift day on the 27th November. We updated and approved our Legacy policy. We approved our staff wage increases.

We approved our Christmas activities and reviewed our Church Development Plan. Some of us attended the Diocesan Church Growth Conference with J John.

We launched our Warm Hub Initiative in partnership with Surrey Heath Borough Council and Watchetts Resident Forum

December

The updated Terrier and Church Logbook were presented and approved.

The new budget was approved and we hoped to have a surplus for 2022 due to a legacy and increase in Church Centre income.

Note:

Last year, the theme of wellbeing was reoccurring within the Leadership Teams; we continue to be mindful that the number of volunteers has reduced, and it is easy to increase the workload. The theme of Simpler, Humbler and Bolder has been helpful in our decision-making.

Deanery Synod review of 2022

Clergy: Revd Andrew Knowles, Revd Sue Duplock,

Lay representatives: Mr Darren Duplock (2020 -2023) and Mr Mike Emery (2020 -2023)

There have been four Deanery Synod meetings: March, June, September and December. The leadership team changed the format of the meeting, giving them clearer direction and purpose. A typical format:

- Update from Area Dean and Lay Chair
- Report from Diocesan Synod
- Parish Needs Process and Support
- Deanery Mapping (working together)
- Finance

The format means we are better informed, and there is more engagement from the parishes and representatives. Each parish was part of the Parish Needs Process to see where the Diocese could support each church and identify opportunities for synergy. One outcome was the Deanery run 'Living in Faith and Love Course'.

March meeting: at St Annes Bagshot, this was mainly about Ukraine and the tragedy there, each Parish gave an account of what there were doing.

June meeting: at St Martins, Old Dean Camberley, There was a presentation from the Diocesan team on most aspects of church finance. The Synod asked for more clarity about where the Parish Share goes, so that this can be communicated to the members of our churches.

St Mary's proposed a change in Canon Law B14, which requires Holy Communion to take place every Sunday. The change that Holy Communion every week rather than every Sunday to allow more flexibility in our mission and ministry. This was to be sent to the PCC's of all the churches in the Deanery so that at the next meeting the deanery could vote on it

September meeting: at St Lawrence, Chobham, there was an update on Ukraine aid and help within the local churches. We focussed on the Environment and forming an Environment Action Plan. St Marys proposal was agreed by the Deanery to send to Diocese the change to Canon Law B14.

December meeting: update from St Barbara's Church, the proposal submitted is being referred to Bishops Council to prepare it for consideration at the March Diocesan Synod. There was a conversation about the Net Zero Strategy and an update on the parish needs process and how that is going for churches. The general consensus is that it is helpful.

Worship:

We continue to lead St Mary's worship with flexibility and imagination. We are focussing on including all learning styles to engage with our diverse congregation. We provide access to our main Sunday service via zoom, as well as meeting in person.

- Wednesday Holy Communion: 10.00 am
- Sunday Services:
  - 9.00 Holy Communion (said)
  - 10.30 am Morning Worship/Holy Communion
- Prayer Stream: faithfully praying for those in need.

Those responsible for our rotas:

Leaders/Preachers: Andrew Knowles
Musicians/Singers: Ruth Walker
Tech Team: Mike Emery
Welcome Team: Kay Rothwell
Bible readers/Intercessions: Paul Crossley
Prayer Ministry: Chris Simons and Val Goddard
Coffee/Hospitality: Kathryn Knowles
Children/Youth: Kathryn Knowles

We have started revisiting role descriptions and we have identified the need for team leaders.

Highlights of 2022:

- New Wine Conference and Satellites Youth conferences in person
- Remembrance Sunday: in the Church Car Park. The uniform groups joined us with their parents.
- Carols in the Car Park: moved inside due to the rain, and in turn into an amazing service, relaxed atmosphere with many visitors.
- Christingle: café style with refreshments and then a short service in church. The church was full, the first time since the pandemic.
- And so much more...

In 2022, we welcomed many new people to St Mary's Church Family. We are working hard to make getting involved in St Mary's easier so the transition from visitors to family members is seamless.

2022 Statistics Return to the Church of England:

Funeral x 6
Baptisms x 2
Banns x 2
Weddings x 0
Thanksgiving for the Marriage x 0
Number on electoral roll at APCM in April 22 was 83
Church attendance 2022 - October figures including online is an average of 54 (no online figures available, we believe an average of 10 per week)

Prayer Ministry Report

Prayer Ministry has gone from strength to strength this past year, with more people being trained and more people coming forward for prayer ministry.

We are immensely grateful for the faithfulness of the leaders and volunteers.

Prayer Stream Report

The original purpose and vision for the Prayer Stream was to ensure that pressing prayer requests were brought to the Lord by St Mary's Community in an effective and confidential manner. We believe that joining in prayer releases God's power to change a situation. Through the Prayer Stream, we have had amazing answers to our prayers in so many different ways and with some updates that have made us aware that seeds have been and are being sown into the lives of those who do not know the Lord yet. We don't always hear the results of a situation we have prayed for, but we do know for sure that the Lord has the ultimate answers and that He is in charge and will always honour our prayers.

Our love and prayers, even for one person, may seem to be a small action, but we believe our prayers are a powerful force in the universe because our God who wants to use us is an all-loving powerful God.

Communion Assistants Co-ordinator Report

Before the pandemic and the subsequent changes to how Holy Communion is administered, the Communion Assistant Team supported the Celebrant during Holy Communion Services. The Team consisted of 12 trained men and women, who between them, would cover Sunday, Wednesday, and Home Communions. At the moment, the bread is dipped into the wine by the priest; therefore, communion assistants are not needed.

Whenever we return to the distribution of bread and wine separately, the team will need to be rebuilt, retrained and recommissioned.

Flower Report

We welcome offers from all members of the Church family to provide flowers in church. Whether it is a vase of flowers from your garden or a bunch from the supermarket it doesn't matter. Both are inexpensive but are a delight with their variety of colour and cheerfulness.

Please speak to the Parish Office if you would like to provide flowers for a particular week, either as a one off or on a more regular basis. If the flowers you are providing are in memory of a loved one or for a special occasion, we would be happy to mention this in our church newsletter.

Thanks go to Pat Colegate and Hazel Hassall and their team of volunteers for the special flower arrangements in church for festivals such as Easter, Remembrance and Christmas.

St Mary's Garden Report

Apart from changes made by the extremes of weather, the garden has continued to flourish. Sadly, the cold has damaged the bay tree at the front of the Church, but we have noticed there is some strong growth at its base, so all is not lost. The garden continues to provide a green oasis in a sea of car park and welcome visual relief from the hard surfaces around the entrance to the church. Tyrrell has been keeping her tubs and pots of herbs and perennials, outside the Church and this has further enhanced the space. Indeed, during the dry summer her watering was much appreciated. The two remaining barrels are again seasonally replanted with either winter, spring or summer perennials, bulbs, and annuals. Hellebores, euonymus, and daffodils grace them now and will be replaced in May. Hazel and Andy Hassall have again weeded and mulched with bark the flower beds either side of the church porch. These contain commemorative trees and shrubs as well as the bay trees. Along the west facing wall behind the bigger bed some of Andrew and Kathryn's holly hocks have been planted and flowered well last summer. They continue to be a pleasant reminder for Peter Chatfield as they are grown from seeds from his and Freda's Weymouth Garden. As is the case for all the shrubs and plants they are contributed by the church family and so have a real significance as we watch them grow.

Again, the wooden cross under the yew was a striking focus for the Remembrance Day commemorations and last year served as an eye-catching Easter Garden. Shrubs, bulbs, and perennials continue to amass there, replanted from the barrels and the other two beds. As the garden continues to do well it is another of St Mary's resources that is appreciated by those that use the Church and the Church Centre.

Hospitality Report

Throughout 2022, we have served refreshments before and after the 10:30 service. People appreciate taking a drink to their seat and it is an important part of our welcome. We have encouraged people to bring their own cups to save washing up and be more environmentally friendly. This has reduced the number of disposable cups we use but we still have some available for visitors and those that forget their cups. Currently, people serve in pairs once a month, but we would love to draw more people in to help so that we serve every other month.

We have also had several opportunities to share a meal together this year such as an Easter breakfast and Advent lunch, and we had a community picnic in Watchetts Park over the Platinum Jubilee weekend. The Christmas Seniors Carols and Cake was a lovely time of sharing friendship and fellowship over afternoon tea and a team of church members baked, served and cleared up afterwards.

Pastoral:

Pastoral Care Report

Pre-covid we had a thriving Pastoral Care Team, but due to various circumstances this team no longer exists. Pastoral Care goes on behind the scenes at St Mary's, and we are extremely blessed by those people who visit, phone, and generally care for our St Mary's family members who might be struggling. There is pastoral care that goes on within groups with members looking out for other members of the group e.g. our Tots and Dots, Watchetts Welcome Warm Café.

We are certainly a very caring church family, but there is still the worry that people will get missed so in 2023, we will be launching small groups which will provide care and support.

We have three couples and three single people who are unable to get to St Mary's on a Sunday and it is always a joy to be able to offer them Home Communion. We are looking to recruit a team of pastoral visitors, who will be trained in offering Home Communion as well as offering a listening ear and a friendly face. This will increase the number of visits, from one visit every 2-3 months, by the Vicar/Curate.

Galatians 5: 13-14

As for you, my friends, you were called to be free. But do not let this freedom become an excuse for letting your physical desires control you. Instead, let love make you serve one another. For the whole Law is summed up in one commandment: "Love your neighbour as you love yourself."

St Mary's Walking Group Report

There were eight monthly walks in 2022 plus the usual post-Christmas 2021 walk. The number of attendees varied between a maximum of twelve for the Christmas walk and a minimum of three. With the number of attendees decreasing, as a result of the walkers pre Covid becoming older, moving from the area, or less likely to attend, it was decided by the leaders to discontinue the walks with the final one in September. In all, since the start of the present series, 120 walks had been arranged and taken place.

We would like to thank the leaders for the work they have put in over the years sourcing, reconnoitring, and leading the walks. It may be that in the future, the walks can be restarted with a new leader(s).

St Mary's Cricket Club Report

St Mary's Cricket Club were pleased to belatedly celebrate our 40th anniversary with a special cricket match in Watchetts Recreation Ground. The Mayor of Surrey Heath kindly attended along with many that have played during the last 40 years ,including two from the first match in 1980. Speeches to celebrate were given and refreshments including a special anniversary cake were kindly supplied for the occasion.

In a close match, it was fitting that the winning runs were scored by Neil as Captain of St Mary's. A second match was arranged but unfortunately had to be cancelled due to availability.

We are in the process of considering our plans for 2023, and anyone that has any interest in cricket is very welcome to get in touch. Playing standard is irrelevant and it is a good opportunity to enjoy some light-hearted exercise.

Discipleship:

Children and Youth Report

Since the pandemic, we have not restarted our Sunday morning children's groups. We have worshipped altogether in a more inter-generational style. Many of our families have moved away or not returned. We have a welcoming area with books, toys and a low table and chairs for pre-school aged children, and we provide activity and colouring sheets linked to the theme of the sermon or the Bible reading, for younger members of the congregation and those that prefer a more active style of learning.

We have been encouraged by our group of young people who are keen to serve, singing in the worship band and helping on the tech desk. Three of our girls were confirmed in January and following on from this they wanted to carry on meeting, so we started a fortnightly Youth Group on a Monday night. We used the youth Alpha films as a catalyst for discussion and they have enjoyed cooking pancakes and pizza, play table tennis and badminton and drink hot chocolate. It is great to see them inviting their friends to this group. At the moment it is run by the Vicar & his wife and the curate, but we are looking forward to the possibility of working in partnership with Camberley Youth for Christ (CYFC) and sharing a youth worker with another church.

In August, four of our girls went with a CYFC group to the new Youthscape Festival called Satellites. They had an amazing time camping and worshipping with hundreds of other youth groups and they came back keen to share what they had learnt. It was wonderful to see their faith boosted, and they want to return in 2023.

St Mary's Nursery Report

A new outdoor learning environment 'The Cabin' was erected this was funded by the deprivation funding we receive. The Cabin is a multipurpose space used for small groups, speech and language sessions and target times for the children with additional needs. In addition to this, all the children enjoy stories, board games and quiet activities too.

We continue to support our FEET (Free Early Education for Two's) funded two year olds and EYPP (Early Years Pupil Premium) children by providing the government food vouchers. We also hosted a winter coat exchange where we received donations of child and adult coats for anyone who needed them.

We were invited to take part in a pilot for the Early Talk Boost Programme by Surrey Early Years. This programme is to support children that have been in lockdown with their language and social skills. This has proven to be very beneficial.

The manager completed training to become a Thrive Licensed Practitioner this enables us to support children with their emotional and mental wellbeing. We continue to have a high level of children with special educational needs ranging from speech and language delay to complex ASD diagnosis's. At the end of summer term we had 27 children successfully transition to school.

The Trustees are committed to investing in personal development of all the nursery team:-

- The manager and deputy manager completed safer recruitment and effective supervision training.
- The nursery manager completed the Thrive Licensed Practitioner course.
- The Deputy Manager completed the Designated Safeguarding Lead training.
- The Lead Practitioner attended Early Talk Boost.
- Four staff members have nearly completed the Level 3 Diploma.
- All staff received mentoring and coaching for the introduction of the revised EYFS September 2021.
- All practitioners received salary increases from 1st April 2022 due to the national minimum wage increase.

Schools

We have restarted our work within our local primary school, with a couple of assemblies and RE lessons. We are looking at how we can strengthen our partnership with our local schools.

Bookstall and Library Report

The new arrangement for the bookstall is working well, with Cards, Bibles and Free Booklets. The bookstall monies go straight into St Mary's Account, and all invoices are paid from that account, which has made things much easier.

Last year, The Open Mind Club offered to give us some of the handmade cards that they make to sell and for the money to go to St Mary's funds.

We are delighted that the Library continues to be used.

Outreach

Free Food Stall Report

In 2022, the PCC agreed to review the work of the Free Food Stall as the demand for food had declined. As part of the review, we looked at other models of free food distribution and what other agencies were doing to prevent food poverty. A recommendation to the PCC was made suggesting that we would close the Free Food Stall after Easter 2022, and use the remaining funds to purchase items to go in an emergency food cupboard. The emergency food cupboard was to be open to anyone who came to us in a crisis and needed emergency supplies. The PCC agreed with the proposal.

We have had a few visitors over the last few months of 2022. We have been able to refer those visitors to other agencies like Besom, Hope Hub and the Free Food Stall at St Martin's Church, Old Dean. In 2023, there should be a review of the Emergency Food Cupboard, and the monies we hold specifically for the relief of food poverty.

School Breakfast Initiative Report

In partnership with a local company, Value Generation, we have provided school breakfasts for nearly 18 months for those who were coming to school without any food. In September 2022, it was agreed that the school would take over the full running of the breakfasts with Value Generations and their staff.

In the time we were supporting this venture, the amount of children who were benefitting from it increased, and the children taking part were able to concentrate better as they had full tummies and were achieving more. It is sad that the need is there for this service, but we were blessed that we were able to be a part of it.

Tots and Dots Report

Tots & Dots is our weekly toddler group that meets on a Monday morning during school term time. It provides toys, craft activities and refreshments for pre-school aged children. We attract parents, grandparents, child minders and Nannies from our local community and over the past year we have seen steady growth with the numbers of children rising from around 20 to over 40.

We have a supportive team of about 12 church members who sit at the Welcome Table, serve refreshments, and talk to those that attend. After the 10:30 am Sunday service we ask people to help get the toys out and set up the hall which has made a big difference to the team. Our hope for 2023 is that those that come will build friendships with each other and the team and be drawn into some of our church activities. It was encouraging to see several families attending the Christingle service on Christmas Eve, and we had our first Tots & Dots Christening.

Mission Partners Report

The Mission Partners Group last met in February 2020. There is currently no budget for giving to Mission Partners (other than that raised by special collections), owing to the need to meet the increased Parish Share. The Mission Partner Reps agreed to provide prayer points and partner updates to the Church Family via the regular Church Newsletter. This was implemented during 2020 and less so during 2021, although there have been approximately bimonthly entries for one or other mission partner.

There have been collections of food and other goods for BESOM at Harvest, and for Christmas Hampers. Also, appeals for volunteers for BESOM were publicised via the Church newsletter. Christingle Collection Boxes were distributed for contributions to the Children's Society; and contact has been maintained with our CMS Mission Partners. They have blessed us with a Christmas Song written and produced by church members, which was used in one of our services.

A Safer Church

Safeguarding

(by Rodney Bates, Parish Safeguarding Officer)

'I am pleased to say that safeguarding has been relatively quiet over the last year. Since the last Annual report, we were pleased to host our Diocesan Safeguarding Officer in May who spoke at our morning service. Most of my time over this year has been spent in updating our training database to ensure that all of our Church roles receive and undertake the appropriate level of Safeguarding training. Thank you to all of those that have completed all their online training although there still remains a small number that are yet to complete.

During the year, I only needed to deal with two specific safeguarding issues which is a reduction from the previous year's figure of five. One related to a concern of welfare regarding an individual and the other related to a query regarding an activity that a young person wished to undertake. These were resolved on a need to know basis. I can also report that we do not have any "offender agreements" in place which enable people to safely worship whilst within our justice system.

The Diocese have a Parish Safeguarding Dashboard for all Church and there are 3 levels to complete. At the time of writing this report, we are in the process of completing Level 2 and currently have achieved 67% of the tasks required.

The outstanding areas are as follows:-

- There are a small number of people that are yet to complete the required training for their roles within the Church.
- Not all of our activities have risk assessment or job profiles in place. These need to be regularly reviewed.
- However, we are fully compliant on many other areas including in relation to DBS Checks, reviewing our policies, regular reports and safeguarding information around the centre.

The final area to advise is that this will be my final report as I shall be stepping down from this role as of the APCM having advised of this intention some months ago.

I am not yet aware who will be leading on this work going forward but there is a good base and positive attitude within the Church leadership so should not be an onerous role.'

By the Chair of the PCC: The PCC are recruiting for this role and we hope to appoint shortly

Health and Safety

(By Darren Duplock)

We continue to use the services of "Just Safety" to oversee our management of this important area of St. Mary's life. During normal times, formal inspections and review

meetings are held with its representative twice yearly and during these times, regular advice is sought and given about more specific items or events.

We completed a self-assessment using the last report as a template following the advice of John Bradstreet from 'Just Safety'. The report was completed and accepted.

Our Fire Safety equipment is inspected twice a year by a reputable local company, Richard Thorpe.

Cleaning and Caretaking (by Kay Rothwell)

Cleaning is primarily undertaken by our caretaker, Grzegorz, along with a small team of volunteers.

Special thanks to the Torres family who since they have joined St Mary's have taken on the cleaning of the church worship space every week. We are blessed to be able to count them as members of our Church family.

If you are able to help once a month please come and have a chat with Kay Rothwell in the Parish Office.

Data Protection

(By Melvyn Hayward)

The Parochial Church Council of the Ecclesiastical Parish of Camberley, St Mary is registered with the Information Commissioner's Office. It is required to renew its registration each year and pay the appropriate fee. The current registration lasts until 10th July 2023.

There were no breaches of Data Protection in 2022 and no requests were received from anyone for the information that we hold about them.

The requirements of the Data Protection legislation include ensuring that the data St Mary's holds about a person is up to date and that it is not held longer than is necessary. In 2023 St Mary's will be asking people whose data we hold if the data is correct and, in some cases, whether we should continue to retain it.

Technology

(By Mike Emery)

At St Mary's, Information Technology doesn't just support the general running of the church, it forms an active part of the church's ministry.

In 2022, we came to realise that the presentation of our services via Zoom and on YouTube, which we had once thought was a temporary emergency response to Covid, is now an integral part of our church worship. We have some loyal, regular users of the facility, and others who cannot attend in person on a particular Sunday. So we are building and strengthening the team of operators, to provide a good service, and reduce the load on individuals.

We have supported outdoor services (Remembrance), and the Campfire Carols, which moved inside as the rain lashed down, and the campfire had to be simulated electronically.

For administrative support, we make use of numerous cloud services, including Microsoft 365 for document processing, storage, email and telephony; MailChimp for email distribution, and ChurchSuite as a database of members, room bookings, etc. These tools are very rich in features, and we're aware that we probably don't use them as well as we might. At the same time, we have to ensure that we do not exclude those who prefer not to engage these ways: unlike Amazon, we cannot insist on everyone using online ordering!

Our website continues to be an important "front page" to the world – we get positive interactions from people engaging via the online contact form.

We operate on a very low budget: we have been generously given some of our shinier pieces of kit, and some suppliers give us discounted or zero-cost prices for their services. We will need to consider a replacement programme for items which are reaching the end of their lives. This year, the team has included Ian Robson, Sue Duplock, Alex Duplock, Sandy King, Matilda Adeola, Esther Adeola, Judith Yovan, Ian Rothwell, Mike Emery – thanks to all, and more are welcome.

Church Centre

(by Kay Rothwell)

2022 was another busy year for our church centre, with the main hall the most popular of our spaces for rental.

We are delighted to say that following two years of disruption to our bookings because of COVID-19 and the restrictions that had been placed on groups meeting in person during that time, the number of bookings has increased and is back to pre-pandemic levels.

Sadly there have been some groups with elderly or vulnerable members who have not returned and others who have chosen to meet elsewhere, but others have taken their place.

We continue to be a regular meeting place for Camberley Diamond Women's Institute (new members always welcome), Rock Choir, Neighbourhood Watch and groups from U3A (University of the Third Age) with diverse interests from ballroom dancing to photography. Other groups using our facilities include taekwon-do for children and adults, yoga, pilates, ballet dancing, Scottish country dancing, ante-natal groups and local resident associations.

In addition we are used regularly by Frimley Park Hospital for education and training for those newly diagnosed as diabetic and another organisation has begun using our venue to provide support and education to those who are at risk of developing diabetes.

We are delighted to say that we continue to be able to work with Camberley and District Family Contact Centre to provide space for families, where there has been a breakdown in the relationship , to enable absent parents to meet with their children in safe and controlled circumstances.

Other charities and not for profit organisations supporting vulnerable members of our community also benefit from use of our church centre. Amongst these we include Scouts Association, Catalyst Support Group, Narcotics Anonymous, Open Mind, Shifa (now part of Catalyst) and language classes also for Asian ladies.

Our charges for room hire were unchanged from January 2018 yet the costs of running the church centre had increased considerably, particularly with the huge rise in energy costs. Following a review of our scale of charges for room hire, which at the time included both hourly and sessional rates, the decision was taken to only offer hourly rates with prices more accurately reflecting the sizes of the rooms available. We continue to offer discounted rates for registered charities.

In December 2021 we had begun to replace our well-worn tables used throughout the building. We were able to continue and complete this work by purchasing replacement tables for use downstairs thanks to funding received from Cllr David Lewis.

On our wish list would be replacing the heavy stacking chairs used in the rooms upstairs with lightweight folding chairs and storage space for them within each room. Flipchart stands still need to be replaced as we have only one functioning stand remaining for the entire building.

There are still areas we need to work on within our centre which are part of much larger plans for the entire church and centre buildings.

Building: (report from the Church Wardens)

We have kept the church in "working order" this past year.

The Fabric of the church always needs to be replaced/updated or improved upon, and we also need to bear in mind that we have signed up to be an "Eco Church", so this needs to be taken into account with all Fabric work/decisions, and what the environmental impact is.

The main event this past year is the presentation of the proposed changes/work to be done at St Marys. This included three different arrangements of the church with changes to the foyer and entrance as well as changes to the main worship space. After a visit by our architects who presented the proposed changes to the diocesan team, the PCC then saw them and discussed, and then they were presented to the members of the church. (They are still on display at the back of church).

Of course, this all requires finance and we are searching for grants to see if we can move forward on our proposed changes.

Another item that has been approved is the restoration of the ramp into church at the main entrance. Finance is available and work is imminent!

Over the next year we will have to move on and replace, update and fix all that needs doing within reason. This means that there will be a cost that will be budgeted.

We pray to God that he will be with us on our journey and show us the right ways moving forward.

St Mary's Building Overview (by the Vicar)

2020

The PCC agreed a Vision Process with both ReSource and the Diocese through the Parish Needs Process. In March, the pandemic closed our building and though we continued the work on the Vision Process on our own; it was a difficult time living through the pandemic and seeking God's vision for us in a time of turbulence.

2021

In March, the Temporary Minor Reordering Licence expired and Wendy Harris contacted us for an update. We were able to give her an update of the Vision Process and our conversations with Purcell. We have delayed our Quinquennial Report for the timebeing.

As part of our reopening of the Church Centre, we renamed the rooms so that they had a connection to our faith story.

In September, there was a meeting with Purcell, and their recommended Structural Engineer (The Morton Partnership) to look at the St Mary's building and particularly the problematic column. We agreed that we need to move forward with the 2014 proposal of a feasibility study, with the vision that St Mary's is called to be Christ Centred and Jesus Shaped.

The Design Brief:

1 To complete the reordering of the Church Worship Space

To do a feasibility study to improve the sightlines and flow around the lectern and communion table. To look at:

- the removal of the oak column nearest the communion table
- extending the building to form an apse in keeping with Arts and Crafts style
- doing nothing and what the implications would be

To look at the structural integrity of the Church Worship Space in particular:

- the doming of the parquet floor above the underground boiler room
- the sunken oak chancel steps
- the movement of the wall within the vestry
- the damp around the building and what solutions are needed

To look at accessibility into and around the Church Worship Space:

- creating a single main entrance and exit through the Church Centre (there will have to be changes to the Church Centre entrance in order to achieve this aim)
- using the original Porch Door entrance for special occasions only such as weddings

- to overcome the issues of different floor levels
- to identify other accessibility issues such as poor lighting (an accessibility audit)

2 To complete a feasibility study for improving the Church Centre entrance and foyer

To look at the options available to improve visual and physical access into the Church Centre and therefore the Church Worship Space

- visitors arriving at St Mary's do not know how to get into the building
- accessibility is difficult as the ramp is steep and the doors are heavy to open
- the foyer area is confusing and disorientates those visiting
- different levels in the flooring and poor lighting by the toilets

The vision is to open up the whole foyer and office into one space (maybe losing the balcony as suggested at our meeting).

- the space would be a gathering area and for visitors
- a designated welcome/reception including workspace for the centre admin staff
- informal seating: mixture of sofa and table/chairs
- coffee/tea station where hospitality can be offered
- discrete storage for paperwork, food larder etc.

The link between the foyer and the Church Worship space is critical

- to enable both spaces to become open to each other and when needed, to be closed off
- the worship space and the foyer integrated, inviting the visitor to explore the worship space.

3 Integrity of design

St Mary's Church is in the Arts and Craft style though the additions of the Church Hall and the 1980's second floor did not follow this style.

In the following article, it describes the Arts and Crafts Principles for Today

https://www.dailyartmagazine.com/arts-and-crafts-interior-design/

1. Always use high quality materials
2. Focus on uncomplicated design
3. Do not keep anything you do not believe to be useful or beautiful
4. Form always follows function
5. Find inspiration in stylized natural forms

6. Find inspiration in beautiful and stylized art from the past
7. Use traditional methods of production
8. Use natural pigments

It seems that the Arts and Crafts principles could be adapted and augmented as we seek to be an Eco Church (https://ecochurch.arocha.org.uk/). The Arts and Crafts ethos was to work with nature, we talked about improving how St Mary's building fits into the landscape and having better environmental credentials e.g. solar panels on the roof.

Here is the Church of England link to the practical path to net zero carbon for churches

https://www.churchofengland.org/resources/churchcare/net-zero-carbon-church/practical-path-net-zero-carbon-churches

4 Other conversations/work to be done

1. The future of the Church Hall Stage
2. The future requirement of St Mary's Scouts
3. The need for making each room self-contained (with its own furniture)
4. Heating of the Church Centre
5. The outside spaces
6. The car park and vehicle access

At the end of 2022, our architect Purcell completed a Stage 2, Option Study, which included a lift proposal within the Church Centre as requested by the Diocesan Advisory Committee in our consultation process.

Financial Review

(Figures in brackets denote amounts for the previous year.)

Income:

Total incoming resources for 2022 increased by 13% from the previous year and amounted to £154,994 (£137,232). Of this income, £148,741 (£125,584) is unrestricted funds and the balance of £6,253 (£11,648) is held as restricted reserves for the free food scheme.

Planned giving remains a vital part of our income and without the regular financial commitment of church family and friends, we would not be able to function.
Where a donor is a taxpayer and has signed a Gift Aid declaration we are able to reclaim gift aid from HMRC and this has contributed an additional £14,728.
The best way to give financially to the ongoing life and work of St Marys is through the Parish Giving Scheme (PGS) which is a Church of England scheme funded by the diocese, whereby the gift aid is claimed by them and paid over to the church every month. This

simply requires the setting up of a direct debit with the scheme and it has the benefit of offering an annual review of giving with the option to allow an inflationary increase.

The income from the Church Centre in 2022 was £41,870 (£19,080). The increase is because the Centre was open for hire for the whole of 2022, whereas 2021 was affected by the gradual reopening of the building following the pandemic. We are budgeting for the Church Centre to generate income in the region of £38,000 during 2023.

Expenditure:

Total expenditure from unrestricted funds £147,615 (£126,543) was used as follows:
Ministry: £8,440 (£3,180)
Parish Share of £78,135 (£74,894)
Staffing, Administration, Building maintenance and Utilities: £61,040 (£48,468)

Parish Share has increased to £79,658 for 2023. A rise of 2%.
Due to cash flow constraints we are currently paying below the requested level of £6,638 per month, but do still hope to be able to pay the full amount by the end of December.

The PCC was unable to contribute to any mission partners from unrestricted funds during the year. However, Mission is supported in other ways:

1. the centre is offered to charities at a discounted rate as part of our Mission to the community,
2. the Diocese have offered the fact that Mission giving is subsumed within the Parish Share, since a proportion supports churches & clergy in poor or urban areas.

Net Result:

2022 has seen us end the financial year with a very small surplus on unrestricted funds of £1,126 (£-444 Deficit).

Reserves policy

It is PCC policy to try to maintain a balance of 10% of annual expenditure as an operational margin, and to cover emergencies. This is included in the balance of £41,918 (£36,329) unrestricted funds at the end of year (see Note 8.)

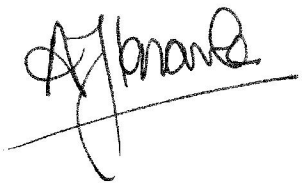
There is a need to build up reserves to cover on-going maintenance and unforeseen events and expenditure. A quinquennial inspection was due in 2021, and has been deferred to include reordering of the church.

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2022

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Incoming Resources					
Voluntary Income	2(a)	100,509	6,253	106,762	117,324
Income from church activities	2(b)	47,825		47,825	19,632
Investment Income	2(c)	407		407	276
Total Incoming Resources		148,741	6,253	154,994	137,232
Resources Expended					
Grants	3(a)		322	322	1,192
Ministry	3(b)	86,575	5,270	91,845	88,017
Staff, Building and Admin	3(c)	61,040		61,040	48,290
Governance costs		-			178
Total Resources Expended		147,615	5,592	153,207	137,677
Net Incoming/(Outgoing) Resources		1,126	661	1,787	(444)
Balances brought forward 1/1/22		36,329	7,696	44,025	44,469
Transfers between funds	8	4,463	- 4,463		
Balances carried forward 31/12/22		**41,918**	**3,894**	**45,813**	**44,025**

Balance Sheet as at 31 December 2022

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	*Total Funds 2021*
		£	£	£	£
Current Assets	5				
Bank and Cash		23,816	3,894	27,710	*36,611*
Deposit accounts		16,844		16,844	*16,844*
Bookstall Stock		320		320	*308*
Tax Recoverable (Gift aid)		256		256	*3,860*
Other Debtors		2,011		2,011	*4,249*
		43,247	3,894	47,141	*61,871*
Creditors	6				
Missionary and Charitable Giving					
Accruals & Deferred Income		- 1,328		- 1,328	*(17,842)*
Other Creditors				-	*(5)*
		- 1,328	-	- 1,328	*(17,846)*
Analysis of Net Asset by Fund	7				
Current Assets		43,247	3,894	47,141	*61,871*
Liabilities (falling due within 1 yr)		- 1,328		- 1,328	*(17,846)*
		41,919	3,894	**45,813**	*44,025*



Revd Andrew Knowles Approved by the PCC on: 14th March 2023

St Mary's Church, Camberley
Notes to Financial Statements for the year ended 31 December 2022

The following notes numbered 1-8 form part of these accounts

ACCOUNTING POLICIES

The accounts have been prepared in accordance with the Parochial Church Council's governing document, the Charities Act 2011 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Parochial Church Council is a Public Benefit Entity as defined by FRS 102. The Parochial Church Council has taken advantage of the provisions in the SORP for charities applying FRS 102 Update Bulletin 1 not to prepare a Statement of Cash Flows.

The financial statements have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a true and fair view. This departure has involved following the Statement of Recommended Practice for charities applying FRS 102 rather than the version of the Statement of Recommended Practice which is referred to in the Regulations but which has since been withdrawn.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body.

Bank Accounts:

NatWest, 45 Park Street, Camberley, GU15 3PA
CAF Bank Account

ASSETS

Fixed Assets:

Consecrated and benefice property is not included in the accounts in accordance with s.10(2)(a) and (c) of the Charities Act.

Consecrated and benefice property

In so far as consecrated and benefice property of any kind is excluded from the statutory definition of 'charity' by Section 10(2)(a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings

These are capitalised at cost and depreciated over their useful economic life other than where insufficient cost information is available. In this case the item is not capitalised, but all items are included in the Church's inventory in any case.

Tangible fixed assets for use by charity

These are capitalised if they can be used for more than one year, and cost at least £1,000. They are valued at cost or else, for gifts- in-kind, at a reasonable estimate of their open market value on receipt.

Depreciation is calculated to write off the capitalized cost of fixed assets less their currently anticipated residual fair value over their estimated useful lives as follows:

- Land Nil
- Fixtures & Fittings 20 years
- Computers 3 years

No depreciation is provided on buildings as the currently estimated residual value of the properties is not less than their carrying value and the remaining useful life of these assets currently exceeds 50 years, so that any depreciation charges would be immaterial.

An impairment review is carried out at each year-end and any resultant loss identified included in expenditure for the year.

Investments

St Mary's receives the dividends from Astra Zeneca shares, but it does not own the shares.

Short term deposits

These are the cash held on deposit either with the CCLA or at the bank.

FUNDS

Restricted Funds represent donations or grants received for a specific purpose. The funds may be expended only for the specific purpose they were given. Any balance remaining unspent at the end of the year must be carried forward as a balance on that fund. The PCC does not invest separately for each fund.

Unrestricted Funds

These represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for fixed assets for its own use or for spending on a future project and which are therefore not included in its 'free reserves' as disclosed in the trustees' report.

Endowment Funds

St Mary's does not have any Endowment Funds

St. Mary's Nursery

Is a separate registered charity and its accounts are reported separately.

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2022

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Incoming Resources	2				
Voluntary Income	2(a)				
Planned Giving:					
Gift aid donations		57,411		57,411	64,423
Other planned giving		4,504		4,504	5,274
Gift Aid tax recoverable		14,728		14,728	14,899
Collections (open plate)		1,434		1,434	1,381
Other income and donations		3,948	5,003	8,951	13,460
Grants & Legacies		18,484	1,250	19,734	17,888
		100,509	6,253	106,762	117,322
Income from Church Activities	2(b)				
Church Centre Rent		41,870		41,870	19,080
Children's activities		392		392	
Insurance refund		250		250	-
Events and fundraising		4,400		4,400	-
Bank interest		13		13	-
Bookstall		453		453	234
Fees received		447		447	319
		47,825	-	47,825	19,633
Investment Income	2(c)			-	
Deposit account with CBF		112		112	7
Dividends		295		295	269
		407	-	407	276
Total Incoming Resources		**148,741**	**6,253**	**154,994**	**137,232**

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2022

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
		£	£	£	£
Resources Expended	3				
Grants	3(a)				
Orchard Way Playpark			322	322	183
TLG				-	600
Grants to Individuals					409
		-	322	322	1,192
Ministry	3(b)				
Diocesan Parish Share		78,135		78,135	74,895
Children and Youth		1,281		1,281	116
Discipleship		762		762	747
Outreach		2,070	5,270	7,340	9,971
Pastoral		1,827		1,827	241
Worship		2,161		2,161	1,630
Bookstall		339		339	417
		86,575	5,270	91,844	88,017
Staff, Building and Admin	3(c)				
Staff Costs		24,829		24,829	15,987
Utilities		11,663		11,663	8,315
Insurance		2,359		2,359	1,928
Cleaning and Waste Disposal		1,118		1,118	596
Bad Debts				-	-
Fabric Costs		14,866		14,866	12,922
Consultancy and Accountancy		2,125		2,125	2,454
Communications, IT and Overheads		2,301		2,301	3,062
Photocopier and Office Supplies		1,779		1,779	3,026
		61,040	-	61,040	48,290
Governance Costs	3(d)				
PCC Costs				-	178
TOTAL RESOURCES EXPENDED		**147,615**	**5,592**	**153,207**	**137,677**

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2022

Fund Details	Note	Balance at 1st Jan 2022	Incoming Resources	Resources Expended	Transfers	Balance at 31st Dec 2022
	8	£	£	£	£	£
Movements in Funds						
Unrestricted Funds						
General Fund		35,919	144,341	146,738	2,000	35,524
Designated - Grants		-				-
Designated - Fabric		-	100		2,385	2,485
Designated - Vicars		410	1,300	877	78	911
Discretionary						
Designated - Youth Worker			3,000			3,000
		36,329	148,741	147,615	4,463	41,920
Restricted Funds						
Church Fund		5,863			- 5,863	-
Charity Appeals		30				30
Orchard Way Play Park		852		322		530
Free Food		951	6,253	5,270	1,400	3,335
		7,696	6,253	5,592	- 4,463	3,895
		44,025	**154,994**	**153,207**	**-**	**45,815**

Independent Examiner's report to the PCC of St Mary's Church Camberley For the year ended 31 December 2022

This report on the financial statements of the PCC of St Mary's Church for the year ended 31st December 2022 set out on pages 31 to 36 is in respect of an examination carried out under Section 145 of the Charities Act 2011 and the Church Accounts Regulations 2006. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and examiner

As members of the PCC you are responsible for the preparation of the accounts. The PCC consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an independent examination is needed.

It is our responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- Follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145(5) (b) of the 2011 Act; and
- State whether particular matters have come to our attention.

Basis of independent examiner's statement

Our examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. which gives us reasonable cause to believe that in any material respect the requirements

   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met or;

2. to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Mitchell
A R Mitchell & Co Ltd
t/a Mitchell & Co
Chartered Accountants

Date: 20th March 2023

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF CAMBERLEY ST MARY

England & Wales - Charity number 1127459

Accounts



St Mary's, Camberley

Annual Report and Financial Statements
of the Parochial Church Council
Year ended 31st December 2021

Incumbent:	Church Wardens:	Independent Examiner:
Revd Andrew Knowles	Miss M. Sutherland and Mr D. Duplock	AR Mitchell & Co Ltd

Table of contents:

Administrative Information.....2
PCC Members:
Ex Officio members including Church Wardens
Lay Representatives on the Deanery Synod
Elected members
PCC Officers and Consultants to the PCC
PCC Structure, Management and Governance.....4
Committee and Teams
Standing Committee
People Team, Building Team, Finance Team
Operations Team
Ministry Leadership Team
Objectives.....7
As defined by the PCC Measures 1956 and the Charity Commission
Vision and Values.....7
Vision, Values and Church Development Plan (strategy)
Achievements and Performance.....10
Leadership
Worship
Pastoral
Discipleship
Outreach
A Safer Church.....21
Safeguarding, Health and Safety, Data Protection, and Technology
Building (report from the Church Wardens)
Financial review.....28
Income
Expenditure
Net Result
Accounting Policies
Fund Policies
Restricted Funds and Unrestricted Funds
Reserves Policy

Independent Examiner's report to the PCC of St Mary's Church, Camberley for the year ended 31st December 2021.....31
Independent Examiner's Statement

Statement of Financial Activities: 1st January to 31st December 2021
Balance Sheet at 31st December 2021.....32
Notes to the Financial Statements for the year ended 31st December 2021
Accounting Policies
Income Resources
Resources expended
Debtors
Creditors
Fund Details

Administrative Information

St. Mary's Church is situated in Camberley, Surrey. It is a part of the Diocese of Guildford within the Church of England. The correspondence address is:

St Mary's Church Centre, Park Road, Camberley, Surrey, GU15 2SR.

The Parochial Church Council (PCC) is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity registered with the Charity Commission, Charity Number 1127459.

Members of the PCC are either ex-officio or elected by the Annual Parochial Church Meeting in accordance with the Church Representation Rules. PCC members for 2021 are listed below.

PCC members serve for three years, (shown in brackets). Church Wardens are elected each year. In 2021, one PCC member retired, two Church Wardens and two PCC members stood down at the APCM on Sunday 23rd May 2021.

The approved PCC members who have served at any time from 1st January 2021 until the date of this report are:

Ex Officio members:

Incumbent:	Reverend Andrew Knowles* (Chairperson)
Associate Minister:	Reverend Ruth Walker (retired March 2021)
Licensed Lay Minister (LLM):	Mr Mike Emery
Curate:	Reverend Sue Duplock

Elected members:

Church Wardens:	Mr Ian Rothwell (2017 – 2021)
	Mr Andrew Hassall (2020 – 2021)
	Miss Megan Sutherland* (2021 – resigned January 2022)
	Mr Darren Duplock* (2021 – 2023)

Representatives on the Deanery Synod:

Mr Darren Duplock (2020 -2023)

Mr Mike Emery (2020 -2023)

Representative on the PCC:

Mrs Sam Sutherland (2021-2024) Lay Vice Chair

Mrs Betty Last (2019 - 2022) Resigned December 2021

Mrs Rosie Jones (2020 – 2023)

Mr Ian Robson* (2020 – 2023)

Mrs Joan Hibbins (2020 – 2023)

Mrs Penny Newson (2020 – 2023)

Mrs Lesley Hall* (2021 – 2024)

There are two vacancies on the PCC.

*Members of the Standing Committee from May 2021

Officers to the PCC (non PCC members): each officer was invited to report to the PCC over the last 12 months.

Mrs Yvonne Parr (PCC Secretary until September 2021) Role currently vacant.

Mrs Betty Last (PCC Treasurer until December 2021) Role currently vacant.

Mrs Kay Rothwell (Electoral Roll Officer)

Mr Rodney Bates (Safeguarding Officer)

Mrs Sam Sutherland (Designated Safeguarding Lead)

Mr Melvyn Hayward (Data Controller)

Mr Darren Duplock (Health and Safety Officer from May 2021)

Consultants to the PCC (non PCC members)

Mrs Karen Liddington (HR Consultant)

Mr John Bradstreet (Health and Safety Consultant)

Mr Jonathan Deeming (Architect to the parish)

Ven Revd Kevin Roberts (ReSource)

PCC Structure, Management and Governance

The membership of the Parochial Church Council includes: the ordained: Minister, Associate Minister and Curate, and those elected, the Church Wardens and two Deanery Synod representatives and seven PCC members. All those who attend our services / members of the congregation are encouraged to register on the Electoral Roll and stand for election to the PCC.

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC.

The PCC operates throughout the year with the full council meetings (every month except August) and the subgroups called 'Teams' that meet regularly and report to the full PCC meetings. The PCC Officers report to each PCC meeting to ensure good communication.

In 2021, there were ten full PCC meetings held, plus the Vestry meeting and the Annual Parochial Church Council. The Operations Team met weekly throughout the year and the other teams met as and when needed.

Standing Committee

The Standing Committee is a statutory PCC Committee. It carries out the work of the PCC between meetings. The Incumbent and Church Wardens are ex-officio members (of all teams), and the PCC appoints at least two of its members.

- Andrew Knowles (Incumbent)
- Darren Duplock (Church Warden)
- Megan Sutherland (Church Warden)
- Ian Robson (PCC Member)
- Lesley Hall (PCC Member)

People Team

Overseeing the resource of people, those employed by St Mary's or volunteering for St Mary's, to ensure that we support them and fulfil our legal obligations.

- Andrew Knowles (Incumbent)
- Megan Sutherland (Church Warden)
- Rodney Bates (PSO)
- Penny Newson (PCC Member)
- Advisers: HR Consultant, Parish Safeguarding Officer (PSO), Data Protection Officer.

Building Team

Overseeing the resource of our buildings to ensure they are appropriately cared for and fit for the mission and ministry of St Mary's.

- Andrew Knowles (Incumbent)
- Darren Duplock (Church Warden)
- Megan Sutherland (Church Warden)
- Community Network Officer role was vacant and covered by Mrs Kay Rothwell.

Finance Team

Overseeing the resource of our finances to ensure they are appropriately managed and support the mission and ministry of St Mary's.

- PCC Treasurer: Betty Last (Gift Aid Claims, Bank Reconciliation and End of Year Report) – resigned December 2021
- Purchase: Andy Hassall (Pays the bills)
- Community Network Officer: Kay Rothwell (Invoicing and finances of the Church Centre)
- Church Banking: Cyril Pavey (Banking of Church Collections)
- Advisers: Diocese and Charity Commission Officers
- Finance Officer: Esther Westwood appointed in November 2021

Operations Team

This team was formed at the start of the pandemic to support and advise those who were in frontline roles with the ever changing landscape. This team has been invaluable in helping St Mary's respond quickly, and sharing the increased workload due to Covid 19 and was dissolved at the end of October 2021.

- Kay Rothwell (Communications Officer)
- Betty Last (PCC Treasurer)
- Gillian Glover (Church Warden)
- Ian Rothwell (Church Warden)
- Andy Hassall (Church Warden)
- Andrew Knowles (Incumbent)

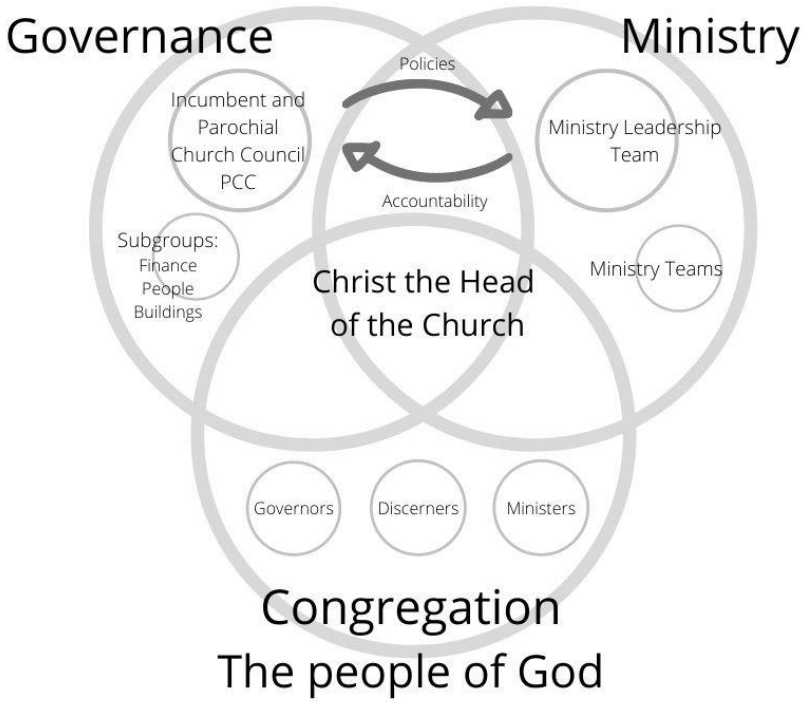
Ministry Leadership Team

The Ministry Leadership Team oversees the ministry at St Mary's, and it is accountable to the PCC. The core team is those who have been called by God, affirmed by the Church and are exercising licensed ministry. Additional team members are invited to join by the MLT team and Incumbent. The MLT is responsible to the PCC, reporting regularly, and making proposals for the PCC to approve.

- Andrew Knowles (Incumbent)
- Ruth Walker (Associate Minister – retired March 2021)
- Mike Emery (LLM)
- Kathryn Knowles (Children and Youth Coordinator)
- Sue Duplock (Curate)

The Ministry Leadership Team oversees the many ministries at St Mary's to offer leadership and support. Each ministry within St Mary's must be approved by the PCC, along with the necessary paperwork, so we fulfil our legal requirements.

This diagram shows how St Mary's operates.



The PCC as an employer:

Church Centre Manager: Mrs Kay Rothwell covered this role on a temporary basis until the end of December 2021, she was paid on an hourly basis and a time sheet recorded the hours she worked.

Events and Communication Officer: Mrs Kay Rothwell (15 hours per week).

Caretaker/cleaner: Mr Gregorz Musolf (10 hours per week)

The PCC is grateful to the commitment of its staff, their work and ministry at St. Mary's. This year has been the most challenging for the staff team and we are thankful for their commitment to St Mary's and we are indebted for their dedication.

We also would like to thank Mr Mike Emery for maintaining our IT equipment for both the Church and the Nursery. St. Mary's Camberley website is managed by Mr Ian Robson with the help of Mrs Kay Rothwell. We thank them both for their dedicated and hard work.

The PCC oversees those who volunteer.

Like most charities, St Mary's has seen a change in its volunteering, some have stepped down, some are self-isolating and some are re-engaging. There are 58 volunteers, though the weight of leadership responsibility has fallen on a few, which has enabled St Mary's community to keep functioning. We are grateful for all who have given their time, and work for the benefit of us all.

As we move forward, we are aware of the need for more people to volunteer to share the workload. We are planning carefully so that we do not overburden our volunteers and particularly those in leadership roles.

Objectives

The objectives of the PCC are set out in The Parochial Church Council (powers) Measures 1956, which defines the functions and powers of a PCC. Under the amended Measure, St. Mary's Parochial Church Council (PCC) has the responsibility of cooperating with the incumbent, the Reverend Andrew Knowles, in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical as set out in the Church Representation Rules.

The PCC is also specifically responsible for the maintenance of the Church and the Church Centre Complex of St. Mary's, Park Road, Camberley, GU15 2SR. St. Mary's House is the responsibility of Guildford Diocese and the parish is responsible for internal decorating.

St Mary's PCC therefore shares with the Incumbent the responsibility for:

a) The promotion of the whole mission of the church – pastoral, evangelistic, social and ecumencial – within the ecclesiastical parish of St Mary's, Camberley.
b) The efficient administration of the parish and its funds. The PCC is responsible for funding the maintenance and repair of the Church Centre (which includes the Church).

The PCC has considered the Charity Commission guidance on public benefit and believes the guidelines have been met as the activities of the church are open to the public at large and are for public benefit.

Vision: is a picture of a preferred future and the blueprint for a grand design

During 2021, we set ourselves the goal to complete a visioning process that we started in 2020. We have overcome the challenges of the pandemic and completed our visioning process.

It is important to note that the Church of England's vocation is and always has been to proclaim the good news of Jesus Christ afresh in each generation to the people of England.[1]

St Mary's Vision Statement is to be 'Christ Centred and Jesus Shaped'

There are four aspects to this vision statement:

1. **We want to see everyone living with God at the centre of their lives.**

   The Bible tells us:

   > *'We love because God first loved us'.* 1 John 4:19

   And He expresses His love for us by giving us His only Son

   > *'For God loved the world so much that he gave his only Son, so that everyone who believes in him may not die but have eternal life'.* John 3:16

   We want to be a community that expresses this by being Christ Centred and Jesus Shaped, which is part of the Church of England's vision. *'A Church for the whole*

[1] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

nation which is Jesus Christ centred, and shaped by, the five marks of mission. A church that is simpler, humbler, bolder.'

God is not a lifestyle choice, a social option, or another element of our compartmentalised lives. He doesn't revolve around us, to serve our needs when we ask Him. We want to help others to place Jesus at the centre of their lives.

2. **We want to create a place of belonging for everyone.**

We believe that through Jesus, God invites all of us to be a part of his global, history spanning family, which is the church. We believe that this invitation is equally open to everyone, regardless of their race, nationality, gender, disabilities, sexuality, age, social class and political views.

We believe that this family is the best possible context to experience life in all its fullness (John 10:10); a place where we can both know God together as his people, and equip each other to know him individually. In this family, we form our identity in, and allegiance to, Jesus. We place God at the centre of our lives, and at the centre of our community. We become Christ Centred and Jesus Shaped.

3. **We want to remove barriers that prevent others joining in**

We also believe that Jesus calls us to actively invite all people to join and participate in this family. We acknowledge that we - the Church - have not always been so good at this. So we want to make sure that our family dinner table is always big enough for another person to join it. Access, not barriers. Inclusion, not exclusivity. Love, not judgement. Belonging, not superficiality.

4. **We want to live Jesus shaped lives**

Jesus said 'If you have love for one another, then everyone will know that you are my disciples'. John 13:35. We want to live distinctive lives and the phrase a Jesus shaped life is borrowed from our sisters and brothers in the Anglican Communion and puts the Five Marks of Mission at the centre of our life in Christ.[2] They describe a vocation to be the ones who:

- tell the story of Jesus Christ
- teach the faith of Jesus Christ
- tend to the cares of the world
- transform the unjust structure of society; and
- treasure and safeguard the integrity of God's creation

[2] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

Values[3] - why we do what we do.

We believe and trust in one God, Father Son and Holy Spirit. God has revealed himself through the Bible. God has revealed himself most clearly through the gift of his Son, Jesus Christ. God makes himself known personally to each believer through the work of the Holy Spirit. Whilst these statements are true for us, the following seven values have been important to St Mary's over the years and help us to follow Jesus all the year round.

1. **Prayer** - Connecting with God in new ways, to new depths. Cultivating prayer for lifelong and everyday faith.

2. **Worship** - Calling people to a holistic life of devotion as they grow in knowledge of God's infinite love.

3. **Family** - Inviting participation in God's magnificent, global, gifted, flawed, history-spanning family: the Church.

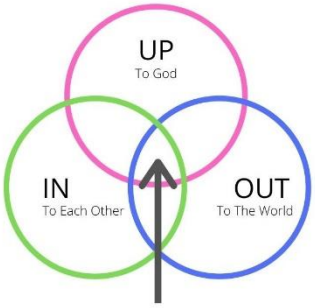
4. **Power** - True transformation – becoming like Jesus – is only possible through the power and the presence of the Holy Spirit.

5. **Justice** - Seeking Jesus' redemptive Kingdom on Earth, we join a physical, spiritual battle against injustice both personal and systemic.

6. **Evangelism** - Good news is worth sharing. We want to help people be able to talk naturally about life-changing faith with their friends.

7. **Creativity** - Discovering how creativity can serve the renewing and repainting of the world, learning from the God who is "making all things new".

UP, IN and OUT



The UP, IN and OUT is a simple diagram to help remember and understand our vision, mission and values.

[3] https://www.youthscape.co.uk/satellites/vision/values

Church Development Plan[4] - strategy

The Church Development Plan was created by the PCC, in partnership with the Diocese. It was approved by the Archdeacon of Surrey, at his visitation on Thursday 25th November 2021. It forms part of the Deanery and Diocesan Mission Plan.

#	Wider Aim	Dicoesan Goal	Specific Action Points
1	(UP: growing deeper) Prayer: to be known as a people and a place of prayer.	1. Making disciples	To form a prayer team and to review our corporate prayer life
			To develop a corporate rhythm of prayer
			Make prayer more accessible and natural for both the Church Family and the Parish
			Praying for spiritual and numerical growth
2	(IN: growing together) Reconnecting with those within and outside St Mary's.	1. Making disciples	To establish our new services, to review and change as needed (compelling worship)
			Connect our corporate worship with everyday faith
			To enable every person to know that they have a part to play and remove any barriers
			PCC Away Day to explore: building a discipling culture
			Explore new connect groups for caring and support within St Mary's
3	(OUT: branching out) Part One: Growing younger and more diverse. Children and Young People are NOT the church of tomorrow, but the church of today.	3. Growing youth and children's ministry	New vision and relaunch Tots and Dots - toddler group
			Improve the spiritual nurturing of children within St Mary's Nursery and local Schools
			Re-imagining the provision of Children and Youth ministry at St Mary's
			The place of our special needs adults and how we disciple them
	(OUT: branching out) Part Two: St Mary's Church Centre is a place where we express Christian love through welcome, hospitality and care. To be a place where lives are transformed.	6. Cultivating community partnerships	A renewed vision for the Church Centre
			To have an Operations Team to lead and support this work alongside paid staff
			To resource the Church Centre to fulfil the vision e.g. staff
			To collaborate with Church Centre guests, local council and local community
Good Governance - Building Confident Leadership **Simpler, Humbler and Bolder**[5]			Finance: appoint a Finance Officer and Treasurer. To produce and monitor budget
			Building: make it more accessible and fit for purpose. To complete the re-ordering.
			Communication/Administration: review what we do and how to improve it

[4] The Church Development Plan is a working document that is monitored and revised by the Ministry Leadership Team in association with the Parochial Church Council.

[5] https://www.churchofengland.org/about/leadership-and-governance/emerging-church-england/vision-and-strategy#na

Achievements and Performance

Leadership: PCC and Deanery Synod

PCC review of 2021

January

RW told us about her grandson, who watched Christingle with his unchurched family, and he absolutely loved it.

We were in lockdown, and we felt God telling us to lay down all ministries. We had emergency prayer meetings.

We committed to the renewal of the worship space and giving 'access to all.

February

We started the Vision Process and looked at Identity and Purpose. We shared some of our hopes and dreams.

We agreed to look at the Yourfundsurrey and gain capital funding for the renewal of our building.

March

The Vision process continued as we looked at what we value.

Isaiah 61:1-3 and Luke 4 are significant scriptures for St Mary's.

We are a Church of the Word and the Spirit. We are called to be Oaks of Righteousness, a planting of the Lord for the display of his splendour.

April

We looked at the Vision of the Church of England.

We adopted the vision: Jesus Christ Centred and Jesus Christ Shaped. We need to ooze Jesus so that He abides in me, and I abide in Him.

May - APCM

The APCM gave us a chance to reflect on our journey through the pandemic with our income cut due to the closure of the Church Centre. We agreed that the Church Centre income could not subsidise the Church finances.

We moved our phone system to Microsoft Teams Voice Service.

Re-reading the Annual Report – shows that God is with us as there are stories of his provision through all the difficult times.

We elected two new Church Wardens and four new PCC members.

June

We agreed to work on our Occasional Offices and make people aware of them.

We looked at the CofE Vision: A church of missionary disciples – we talked about releasing laypeople, taking things outside the church, and how do we answer the big questions?

August – no meeting

September

We approved the role of the Finance Officer

We had a lengthy discussion about using non-alcoholic wine and gluten-free bread.

We decided to close Oasis Coffee Stop, CAMEO, Songs of Praise and the TLG coaching programme.

We looked at the CofE Vision: A Church that is younger and more diverse. We were animated about this session: We approved trialling the new format of services and opening church during the daytime.

October

We worked in groups working through some big questions:

- What do you think God's priorities are for us in this post-pandemic time?
- What might He want to prune?
- We said at the last PCC that we want to get on with 'growing younger and more diverse; how do you think God is calling us to do this?

Andrew presented: UP Growing Deeper; IN Growing Together; OUT Branching Out; OUT Planting Out.

The Operations Team met for the last time as it's work guiding the church through the pandemic was completed. A new team to be formed in due course.

November

The Church Development Plan was presented and agreed unanimously with its five priorities.

UP: Prayer: to be known as a people and a place of prayer

IN: Reconnecting with those within and outside St Mary's

OUT: Growing younger and more diverse

OUT: St Mary's Church Centre is where we express Christian love through welcome, hospitality and care. To be a place where lives are transformed.

OUT: Grow confident leaders and become a simpler, humbler, and bolder church.

Esther Westwood was appointed and started as our new Finance Officer.

December

KR was given a temporary contract to cover the role of the Church Centre Management.

We agreed to move to gluten free bread and alcohol free wine for communion.

One member commented that 'everything has changed, even if we think we are restarting a ministry it feels like we are starting a new ministry'.

Note:

The theme of wellbeing is reoccurring within the Leadership Teams, we are mindful that the number of volunteers has reduced and it is easy to increase the workload. The theme of Simpler, Humbler and Bolder has been helpful.

Deanery Synod review of 2021

(by Darren Duplock)

Clergy: Revd Andrew Knowles, Revd Sue Duplock, Revd Ruth Walker (until retirement March 2021) and Revd Chris Simons (until retirement November 2021)

Lay representatives: Mr Darren Duplock (2020 -2023) and Mr Mike Emery (2020 -2023)

There has been only one Deanery Synod meeting this past year because of the pandemic, this was held on the13th November 2021 in Deepcut at the new school on the new housing development that St Barbara's church is using to meet at while repairs and alterations are made to the church.

The main message that was coming from the diocese was that there had to be a change in culture, with an "us and us" approach based on a mutually co-operative and listening relationship between the diocese, deaneries and parishes going forward.

Three themes were identified:

- **Growing disciples**
- **Diversity**
- **Community**

which ties in well with St Marys development plan, UP, IN, OUT. These were underpinned by a few points, the main one being the Parish Needs Process, which is local Parishes developing a better, co-ordinated and fruitful relationship with each other. Helping one another in all aspects of Parish life, such as finance, youth work, and growing congregations to use of your church hall.

Each parish had to fill in a table; we had to indicate what we thought we were good at, and therefore can help or advise other parishes, as well as those areas that we felt we needed help/advice or guidance. This is still new and in the embryonic stage but some things have already taken place, (a course on first aid at St Michael's opened up to all the parishes and not just them).

Worship:

Leading St Mary's in worship has been an ever-changing scene, and we have responded with flexibility and caution to ensure that we remain safe. We have continued to provide access to our main Sunday service via zoom, and on Easter Sunday 2021 met for the first time in person.

- Facebook Morning Prayer: Monday to Friday from 9.00 to 9.15am
- Wednesday Holy Communion: 10.00 to 11.00 am
- Sunday Services: 10.30 am and from the autumn we introduced a said 9.00 Holy Communion service.
- Prayer Stream – continued through 2021, faithfully praying for those in need.

The pandemic restrictions have made us reflect on what is important; at times, it has left us disorientated. Some have wanted to return to the same ways things were before the pandemic but with less volunteers, and smaller number returning to our services, we have

learnt to respond in a more organic way. In the autumn, the rotas lacked co-ordinators, and after an appeal, these roles were filled.

Leaders/Preachers: Andrew Knowles
Musicians/Singers: Ruth Walker
Tech Team: Mike Emery
Welcome Team: Kay Rothwell
Bible readers/Intercessions: Paul Crossley
Prayer Ministry: Chris Simons and Val Goddard
Coffee/Hospitality: Kathryn Knowles
Children/Youth: Kathryn Knowles
Free Food Stall: Sue Duplock

In 2022, we will revisit role descriptions as we settle into new ways of worship, and we will incorporate our vision and values into these role descriptions.

Highlights of 2021:

- Pentecost - with Bishop Jo (virtually)
- Revd Sue Duplock's ordination as priest at Guildford Cathedral
- Spring Harvest and New Wine Conferences online
- Special Family Occasion: Baptisms and Weddings.
- Remembrance Sunday: in the Church Car Park. The uniform groups joined us with their parents. We learnt so much that it gave us confidence to do our Christmas Carol Service outside as Carols in the Car Park.
- Carols in the Car Park: Carol Singing, Mulled Wine, Outside Fire and the retelling of the Christmas Story. About 100 people took part.
- Christingle: café style with refreshments and then a short service in church.
- And so much more…

We said goodbye to many members of St Mary's Church Family in 2021, either through death or due to house moves so that they could be nearer to family. Loss and grief are still part of our experience and story, even though there are many positive changes.

2021 Statistics Return to the Church of England:

Funeral x 9
Baptisms x2
Banns x 0
Weddings x0
Thanksgiving for the Marriage of x 2

Number on electoral roll at APCM in May 21 was 89

Church attendance 2021 - October figures including online is an average of 54
(no online figures available, we believe an average of 10 per week)

Prayer Ministry Report

(By Chris Simons)

Prayer Ministry resumed in church during 2021. Initially only a very small number of people asked for prayer. This was followed by a time when more people came in response to words and pictures relating to specific needs and since, this has slowed but there has often been a strong sense of the Lord present to heal as we have prayed.

Numbers on the team have been reduced this year as some members have moved from Camberley, and others have needed to take time out. The good news is that three new people are exploring the possibility of joining the team and will find out more through brief induction training in April.

I have been so grateful to all members of the team, both past and present, who have given time over Zoom and in person through all the changes of the past year, and also to Val Goddard who has faithfully sorted and distributed the rota during that time.

Communion Assistants Co-ordinator Report

(By Grace Bates)

Before the pandemic and the subsequent changes to how Holy Communion is administered, the Communion Assistant Team supported the Celebrant during Holy Communion Services. The Team consisted of 12 trained men and women, who between them, would cover Sunday, Wednesday, and Home Communions. For the past two years this has not been possible and the rotas have been in abeyance.

Whenever we return to some kind of normality the team will need to be rebuilt, retrained and possibly recommissioned. Not always a bad thing, and as always, God is in charge and knows what he is doing, so watch this space!

Flower Report

(By Kay Rothwell)

Flowers in church lift our spirits and make a difference to our worship. In recent years, we have moved away from full pedestal displays of flowers in church to simple vase arrangements, with no specialist flower arranging skills required. Since we have returned, there has not been many offers of flowers and only a couple of members regularly provided vases. We would like to encourage more people to be involved especially to mark special anniversaries.

Our thanks go to Pat Colegate, Hazel Hassall and their team of volunteers for their creativity with special flower arrangements for our festivals such as Easter, Remembrance and Christmas. It is a witness to our wider community and appreciated by all.

St Mary's Garden Report

(By Clare Crossley)

Since last writing a report, change has been afoot in the garden and the two bay trees have been transplanted from the barrels into the flower beds and are both faring well. Recently

the barrel next to the porch was damaged and collapsed and the cordyline has been replanted. Hazel is currently sourcing a half-barrel to plant it in as it keeps on blowing over. The garden continues to provide a green oasis in a sea of car park and welcome visual relief from the hard surfaces around the entrance to the church. The two remaining barrels are seasonally replanted with either winter, spring or summer perennials, bulbs, and annuals. Hellebores, euonymus, and daffodils grace them now and will be replaced in May. Hazel and Andy Hassall have weeded and mulched with bark the flower beds either side of the church porch. These contain commemorative trees and shrubs as well as the bay trees. Along the west facing wall behind the bigger bed some of Andrew and Kathryn's holly hocks have been planted and flowered well last summer. They are a pleasant reminder for Peter Chatfield as they are grown from seeds from his and Freda's Weymouth garden. As is the case for all the shrubs and plants they are contributed by the church family and so have a real significance as we watch them grow.
Again, the wooden cross under the yew was a striking focus for the Remembrance Day commemorations and last year served as an eye-catching Easter Garden. Shrubs, bulbs, and perennials continue to amass there, replanted from the barrels and the other two beds. As the garden continues to do well it is another of St Mary's resources that is appreciated by those that use the Church and the Church centre.

Hospitality Report

(By Kay Rothwell and Kathryn Knowles)

We started to offer tea and coffee after the services from September as the Covid guidelines permitted. Refreshments are now served after both Sunday and Wednesday services, and people really value being able to chat over a drink during these times. We have been using disposable cups but we are encouraging people to bring their own cups/travel mugs to be more environmentally friendly.

Some members of the team felt the time had come for them to step down from this ministry and we wish to thank them for their faithful service over the years. We would love to welcome others to join the team and ideally would love to have enough members so that no one has to serve more than once every two months.

Pastoral:

Pastoral Care Report

(By Sue Duplock)

As we have started to get back to some sort of normality, our lockdown hubs have disbanded and we have started to think about how we might offer Pastoral Care in these new times. Our Pastoral Team, which was so active pre-pandemic has disbanded for various reasons and Life Groups haven't started to meet again. We are aware that many people are quietly catching up with others via the phone or text and that St Mary's family are in many ways taking care of each other, something to be proud of.

We have started to think about those who may not be able to return to in person services and how we can support them. Zoom has been wonderful in helping them to 'join in' with our Sunday worship but we are very aware that we would love to be able to do more. Sue

has started to look at different pastoral models and link in with colleagues across the country to see how it works in their churches. We are very excited to be able to go into people's homes again and will shortly be visiting some people to offer Home Communion. Looking forward to the coming year our prayer is that we will be able to reassemble a group of people willing to offer pastoral care to our community.

St Mary's Walking Group Report

(By Melvyn Hayward)

The 2021 walks programme was affected by the imposition of Covid restrictions, however from Christmas 2020 until November 2021 nine walks were planned and were able to take place. Numbers varied with a maximum of 11 attendees for the August Bank Holiday walk from the Canal Centre to just three for the April and July walks. There were 21 different attendees including some non-St Mary's people. The walks continue to be sourced, reconnaissance carried out, and led by Val Goddard, Maureen Russell, and Melvyn Hayward.

St Mary's Cricket Club Report

(By Rodney Bates)

Sad to say no cricket was played by St Mary's in 2021, following the previous fallow year. Our list of potential opponents is probably the thinnest it's ever been since we began in 1980 but we are planning for 2022. We hope new opponents from local churches will be identified; please watch the weekly notices for announcements. New players and officials are very welcome; please address enquiries to Rodney Bates, Mark Sutherland, Ian Rothwell or Cyril Pavey.

Discipleship:

Children and Youth Report

(By Kathryn Knowles)

From January through to July we met fortnightly with our young people on Zoom, on a Sunday morning at 10:00 am. We have had regular contact with 6 families but as the year progressed attendance at the Zoom sessions became more intermittent. Jess, Sue, Kathryn, and Clare were involved in leading these sessions.

Since September, we have been worshipping all together in church and trying to make the services intergenerational and more interactive. We are sorry that very few families have returned regularly on a Sunday morning. We are committed to supporting our families in nurturing their children's faith and send regular letters, cards, and resources.

In September, three of our young people expressed an interest in being confirmed and so we started a weekly confirmation class in the Vicarage on a Monday evening. The three girls were confirmed at St Peter's Frimley in January, and it has been lovely to get to know them better and see them grow in their faith. They valued meeting together and so we have continued to get together every 2 weeks and welcomed other teenagers into the group.

Sue, Andrew, and Kathryn are leading these sessions at the moment, but we would love more people to be involved.
Our young people are keen to play an active role serving in the life of our church, taking part in leading services, singing with the music group, and helping on the sound desk. This is so encouraging.

St Mary's Nursery Report

(By Sue Dunn)

On a recent visit to St Mary's Nursery, I was amazed at the changes made since my last visit, pre-covid. Sue, the manager, her deputy Penny and the rest of her dedicated team have made some positive changes to the Nursery environment. They have adapted the space both inside and outside to focus on the needs of the current children; as opposed to the children having to adapt to the previous environment i.e. the space has been personalised to suit the latest intake.

Throughout Covid the Nursery remained open for the vulnerable children and children of Keyworkers.

On 21st June, they welcomed back their transitional children, with the rest joining in September. The Nursery have provided charitable sessions for some of the most vulnerable families to support the wellbeing of the children and their families.

As trustees, we are committed to investing in the personal development of all the team and various qualifications have been achieved. I am very proud to be a trustee of the Nursery and to see what great improvements have been made by Sue and her team. Prospective parents cannot fail to be impressed with all that St Mary's Nursery offers.

Schools

(By Andrew Knowles)

We have been unable to go into our local school buildings due to restrictions and maintained our connections with the schools. We have done a couple of questions/answers sessions for RE lessons via zoom. TLG Coaching has stopped and the Breakfast Club Initiative has started. The schools are keen to build up our community relationships, which we are working towards.

Bookstall and Library Report

(By Carol Carter)

We have decided to concentrate on selling cards, Bibles and free booklets.

- Christmas: there will be Advent calendars, Advent candles and Christmas cards.
- Easter there will be Easter cards.

Of the books that were left on the bookstall, plus backstock of Advent and Lent books, Christmas and Easter books, some have been put into the Library or into a sale that we had in the summer. The remainder have been kept to be sent abroad.

The separate bank account at HSBC for the bookstall has now been closed as they changed their terms and we were being charged for it. Money that is put in the wall safe by the bookstall will now go into St Mary's Church account, and to a Bookstall subaccount. These changes will make the finance of the bookstall simpler.

Outreach

Free Food Stall Report

(By Sue Duplock)

Little did we know back in 2021, that we would still be doing the Free Food Stall at this point. We are still here, open every Sunday after church but thing have changed slightly. We have moved from outside to inside, the amount of variety we offer has reduced and our visitors now join our Sunday congregation for a cup of coffee. We now partner with Hardwickes, a local greengrocer who is our supplier for fruit and vegetables.

Our numbers have reduced, we think from a combination of onward referrals to other agencies such as Besom and Hope Hub, people returning to work as Covid has eased and we have also had a few success stories with people getting jobs after a long period without. But whatever the number, our visitors have become friends and we think of them as part of our extended St Mary's family.

We are currently exploring what the future of the Free Food Stall might look like – whether it is a pantry, a larder or a cupboard, we are going to start talking with the PCC about where we feel God is asking us to go with it. We are still committed to supporting those in our community who may still be struggling with food poverty.

But wherever we may be going, we have enjoyed the journey and along the way we have met some lovely people and made some real connections and a difference to many people. We are so grateful to the team of volunteers that have put on smiles on a Sunday and opened their hearts up to our Free Food Stall guests.

School Breakfast Initiative Report

(By Sue Duplock)

The breakfast initiative started in March 2021 after we were approached by the acting head of South Camberley Primary and Nursery School. He was concerned about food poverty amongst the school children and wondered if we would be able to help him. The initiative is aimed at those children who are identified as being vulnerable and who would be coming to school without any breakfast. They are supplied with good quality breakfast items, both hot and cold, as well as fruit juices and a snack for break-time.

We initially started in the Frimley Road campus but the initiative is now being offered to over 40 children across all 3 sites. We are helped out by a volunteer, Shelly who is passionate about children and food poverty and goes in every morning to the school. All of the food is supplied to the school free of charge; St Mary's through grant applications and some donations has committed to fund it for as long as feasible. We have had some amazing feedback from the school about how the children's attendance, concentration and performance at school has improved since the initiative started.

Tots and Dots Report

(By Kathryn Knowles and Joan Hibbins)

Tots & Dots was closed throughout most of 2021 due to the national lockdown and then people's nervousness to meet in large groups. In September we began to look at the possibility of re-opening safely and sought advice from Guildford Diocese. Kathryn attended a morning's training course led by a Surrey Heath early years forum and Kathryn and Joan attended an online session by Care for the Family, called Journeying Together, both of which were very helpful. We revisited our risk assessment in the light of the pandemic and amended it and we wrote some friendly guidelines for those attending.

The group opened its doors again on Monday 1st November after the October half term holiday and we were delighted to welcome 23 little ones to our first session. Most weeks we have between 20-28 children with their parents, grandparents, or child minders. Many of the children attending the group are 'lockdown babies' and this is the first group they have attended. We have been aware of the anxiety some parents feel in bringing their little ones into a large group of people, but many return regularly and appreciate the support and friendliness of the group.

We were really encouraged by the enthusiasm of the church family and the willingness to volunteer to help at the group and we have got a good team of people who enjoy being there. A BIG thank you to all those of you who help in the kitchen serving refreshments, sit at the welcome table and sign people in or move around the hall chatting and listening.

Andrew and Sue often spend time in the hall talking to the adults and they take their turn in telling a story and joining in the singing time and the children really enjoy this. One of our babies will be baptised in June, which will be our first Tots & Dots Baptism.

It is always a joy when parents/carers return to the group week after week and bring their friends and want to get involved by helping at the craft table and tidy up time.

Mission Partners Report

(By Lesley Hall)

The Mission Partners Group last met in February 2020. There is currently no budget for giving to Mission Partners (other than that raised by special collections), owing to the need to meet the increased Parish Share. The Mission Partner Reps agreed to provide prayer points and partner updates to the Church Family via the regular Church Newsletter. This was implemented during 2020 and less so during 2021, although there have been approximately bimonthly entries for one or other mission partner.

There have been collections of food and other goods for BESOM at Harvest, to help Afghan refugee families, and for Christmas Hampers. Also, appeals for volunteers for BESOM were publicised via the Church newsletter. Christingle Collection Boxes were distributed for contributions to the Children's Society; and contact has been maintained with our CMS Mission Partners. They have blessed us with a Lord's Prayer video from the Wellspring

Church, and also a Christmas Song written and produced by church members, which was used in several of our services.

A Safer Church

Safeguarding

(By Rodney Bates)

Since the last annual report, the Diocese have introduced a new Parish Safeguarding Dashboard for all Churches and there are 3 Levels to complete. At present, St.Mary's has completed Level 1 and are progressing towards Level 2.

The areas where we are fully compliant are:-

- Details of our policy and contact details can be found throughout the Church and Centre. This includes details of wider support agencies and referral numbers.
- We have a designated Parish Safeguarding Officer and PCC Safeguarding Lead and senior leaders within the Church that treat safeguarding seriously.
- DBS Checks for roles and levels required including the renewal of roles.
- The Church PCC regularly reviews our safeguarding policies and receives regular reports.

The areas outstanding for Level 2 are:-

- Training – There are a small number of people in Church roles that have yet to complete the relevant level of training. The PCC are aware of this and most of the training is now undertaken through online modules. This was partly due to a delay in courses being available during the pandemic.
- A number of our specific Church activities are outstanding in terms of known risk assessments.
- Role descriptions for certain activity leader positions are outstanding.
- We need to undertake specific awareness within the Church on healthy relationships and vulnerable adults

The final area to report is that between 15 February 2021 and 28 February 2022, there were five occasions when there were safeguarding matters relating to the welfare of particular individuals or where clarification on safeguarding procedure was required. These were considered confidentially in liaison with relevant Church leaders and the Diocese on a need to know basis. None of these are outstanding or require further work to be undertaken.

If you wish to raise any safeguarding concern then please report these in the first instance to the Parish Safeguarding Officer, Rodney Bates on 01276 679957 or e-mail (rod_bat@hotmail.com)

Health and Safety

(By Darren Duplock)

Our in-house guidelines for Covid were in line with the Government and the Church of England. Mask wearing/distancing/and hand sanitizing were applied rigourously. We also had an extra resource of different coloured lanyards to put visitors at ease when returning to church/the church centre.

We had an Archdeacons visit on 25th November 2021, for this we updated our Health and Safety report. We completed a self-assessment using the last report as a template following the advice of John Bradstreet from 'Just Safety'. The report was completed and accepted. We have just had a full gas inspection on Friday 25th February 2022.

We continue to use the services of "Just Safety" to oversee our management of this important area of St. Mary's life. During normal times, formal inspections and review meetings are held with its representative twice yearly and during these times, regular advice is sought and given about more specific items or events.

Our Fire Safety equipment is inspected twice a year by a reputable local company, Richard Thorpe.

Cleaning and Caretaking (by Kay Rothwell)

Cleaning has been undertaken by our caretaker, Grzegorz, and a small team of volunteers since we dispensed with an outside cleaning contractor. Whilst our centre was closed from January to March, Grzegorz was furloughed and on his return began a spring cleaning programme throughout the centre.

Thanks to Hazel and Andy Hassall who have been instrumental in checking on the church and centre, particularly at the weekend when there is no caretaker cover.

Val Goddard has been a faithful member of the team, cleaning the church and would love others to come on board and share this ministry preparing our worship space ensuring it is fit and ready for services.

If you are able to help once a month please come and have a chat with Kay Rothwell in the Parish Office.

Data Protection

(By Melvyn Hayward)

St Mary's renewed its annual Data Protection Registration in July. As a new Community Network Officer was not appointed, no training was required.

St Mary's designated email address is used for St Mary's Walkers and therefore details do not come from a personal computer. We anticipate the Data Protection legislation being amended now we are not in EU.

Technology

(By Mike Emery)

In 2021, the Technology Team contributed to enabling St Mary's to re-occupy our building, for church and rental activities – a "new way of being church", rather than a "return to normal".

We have introduced hybrid worship as a regular offering: many services can be attended in person, or live via Zoom, or by later catch-up via YouTube recordings. This caters for varied personal circumstances and preferences, but is resource-intensive. It has been especially appreciated for weddings and funerals: services have been watched from all over the world.

Our office IT and telephone facilities have allowed staff to work in church or at home, as preferred.

We have introduced two "digital signage" screens in the foyer, to display a mixture of practical information (meeting locations, etc.), advertisements for events, and COVID advice.

Our website continues to be an important "front page" to the world – we get positive interactions from people engaging via the online contact form.

Next year, we must work to enlarge the team, especially for Sunday services, and (funds permitting) look to installing permanent cameras in church, to do away with that intrusive tripod.

This year, the team has included Ian Robson, David Last, Sue Duplock, Alex Duplock, Mike Emery – thanks to all.

Church Centre

(by Kay Rothwell)

David Reed retired from his role as Community Network Officer at the end of 2020 and with no successor in post I was asked to look after the bookings for the centre. As COVID-19 cases increased 2021 began with yet another countrywide lockdown which meant groups were unable to use the centre until after Easter.

At the beginning of 2021 our caretaker, Grzegorz Muzolf, was furloughed until the end of March. We were delighted to be able to welcome him back to St Mary's from April and he was keen to start working again after the Easter break, beginning by cleaning and preparing the centre ready for our guests to enjoy on their return.

Following the Government guidelines on which groups were permitted to meet indoors, amongst the first groups to return were taekwon-do and taijutsu children's sports groups, the Open Mind support group, Frimley Park Hospital Diabetic clinicians and Family Contact.

Appropriate risk assessments were in place to ensure the safety of all using the centre and proper precautions, including providing hand sanitizer and cleaning equipment for wiping down furniture after use, were taken to minimise the possibility of cross infection between groups.

Before long summer was here with many groups looking forward to returning when the government delayed the ending of restrictions from June until late July. Understandably many groups, particularly those for older and potentially more vulnerable members of the community, were hesitant and reluctant to come back and there are some which haven't returned at all.

From September onwards more groups felt comfortable about meeting in person, and whilst not at the pre-pandemic levels, many of our regular groups have returned. We were also privileged to welcome some new groups to St Mary's who I am pleased to say since last summer have become regular guests.

St Mary's has finally moved into the digital age with the purchase of a large screen tv and a digital sign unit for the foyer. Both items have been generously funded by a member of St Mary's church family and allow us to use high quality images to welcome visitors to St Mary's and advertise services and events. In addition, the digital sign unit displays the groups and the rooms they are using in the centre each day.

The folding tables used throughout the centre are all at least 20 years old and are showing their age, with some damaged beyond repair. Thanks to another generous donation from a church family member we were able to begin a project to replace these tables and in December new tables were purchased for use in our upstairs rooms, Parkside and Parkview. After unexpectedly receiving funding from our County Councillor, David Lewis, we look forward to completing this project in 2022 by purchasing tables for use downstairs.

Towards the end of 2021, two of the flipchart stands used by groups in the centre were broken beyond repair and these will need to be replaced as soon as finances permit. The chairs used in the upstairs rooms will also need to be replaced at some point. These were second hand, given to us some years ago by one of the Camberley churches, and are showing signs of wear and tear on the seats. They are also heavy and difficult to stack on the trolleys and the trolleys not easy to move around which can cause damage to doorways.

We praise God that the Church Centre has survived the last two years of the pandemic, and we trust God as we seek to build up the centre as a place of welcome, hospitality and community.

Building: (report from the Church Wardens)

Due to the pandemic, there has not been any repairs or new work done at St Mary's. We have kept the church in "working order" and completed the necessary maintenance and safety checks as we have now returned to the building.

The fabric of the church/church centre always needs attention, and we also need to bear in mind that we have signed up to be an "Eco Church", so this needs to be taken into account with all fabric work/decisions, and what the environmental impact is.

No damage was done to the church during the recent storms that we encountered; this is indeed something we are thankful to God for!

Below is a summary by Andrew Knowles of the strategic work for the renewal of our buildings.

St Mary's Building Overview (by the Vicar)

Over the last 11 years, there have been many changes to St Mary's Church Centre. The following is a summary of some of that journey as we seek to renew the building so that it is fit for purpose and well maintained.

October 2014

The PCC appointed Purcell as our new Architect, approving the fee structure, commissioning them to completed a set of new floor plans, review our external signage and to do our Quinquennial Report in 2015. The PCC approved the expenditure for a feasibility study and options for St Mary's.

2015

There was the formation of the Vision Group to help drive forward the renewal of St Mary's building. The Quinquennial Report was completed and a quantity surveyor was employed to give estimated costs for all the work required. The total cost estimated at £205,686.77. Purcell offered advice about new building proposals for St Mary's Nursery being relocated to Watchetts Bowling Green.

2016

The PCC approved three areas of work: ongoing support to the Vision Group by Purcell, an options study to the external presentation of St Mary's, and a review of the Worship Space. A meeting with the Diocesan Advisory Committee (DAC) was held at St Mary's, looking at the initial proposals for signage. The DAC recommended that we take a step back and look at the bigger picture, and encouraged us to consider one entrance to St Mary's.
From this meeting, we applied for a Temporary Reordering Licence (TMRO) to see if we could solve some of the issues with the current layout of the church. The licence was granted at the end of the year.

2017

The temporary reordering started in the New Year, and we experimented with five layouts, each one being in situ for 6 weeks. The congregation were given questionnaires for each of the layouts and these were collated together. The headlines from the questionnaires covered: sightlines, togetherness, accessibility, welcome and latecomers, interruptions, logistics of receiving holy communion and musicians.
The Vision Group met in September to discuss which layout worked best in their opinions, without knowledge of the congregations' feedback. There was unanimous agreement to go with layout three from both the congregation and the Vision Group.

2018

In July, we realised that 'drains' would be our next main project as there were problems with the disabled toilet.

2019

The Church Family were given an opportunity to feedback their ideas for renewing the foyer areas.
In November 2019 , we wrote to the Archdeacon asking for an extension to the Temporary Reordering Licence, as he recommended that we complete a Mission Action Plan and seek what God is calling us 'to be' and 'to do'.

2020

The PCC agreed a Vision Process with both ReSource and the Diocese through the Parish Needs Process. In March, the pandemic closed our building and though we continued the work on the Vision Process on our own. It was a difficult time living through the pandemic and seeking God's vision for us in a time of turbulence.

2021

In March, the Temporary Minor Reordering Licence expired and Wendy Harris contacted us for an update. We were able to give her an update of the Vision Process and our conversations with Purcell. We have delayed our Quinquennial Report for the timebeing.

As part of our reopening of the Church Centre, we renamed the rooms so that they had a connection to our faith story.

In September, there was a meeting with Purcell, and their recommended Structural Engineer (The Morton Partnership) to look at the St Mary's building and particularly the problematic column. We agreed that we need to move forward with the 2014 proposal of a feasibility study, with the vision that St Mary's is called to be Christ Centred and Jesus Shaped.

The Design Brief: Here are four powerpoint slides.

1 To complete the reordering of the Church Worship Space

To do a feasibility study to improve the sightlines and flow around the lectern and communion table. To look at:

- the removal of the oak column nearest the communion table
- extending the building to form an apse in keeping with Arts and Crafts style
- doing nothing and what the implications would be

To look at the structural integrity of the Church Worship Space in particular:

- the doming of the parquet floor above the underground boiler room
- the sunken oak chancel steps
- the movement of the wall within the vestry
- the damp around the building and what solutions are needed

To look at accessibility into and around the Church Worship Space:

- creating a single main entrance and exit through the Church Centre (there will have to be changes to the Church Centre entrance in order to achieve this aim)
- using the original Porch Door entrance for special occasions only such as weddings
- to overcome the issues of different floor levels
- to identify other accessibility issues such as poor lighting (an accessibility audit)

2 To complete a feasibility study for improving the Church Centre entrance and foyer

To look at the options available to improve visual and physical access into the Church Centre and therefore the Church Worship Space

- visitors arriving at St Mary's do not know how to get into the building
- accessibility is difficult as the ramp is steep and the doors are heavy to open
- the foyer area is confusing and disorientates those visiting
- different levels in the flooring and poor lighting by the toilets

The vision is to open up the whole foyer and office into one space (maybe losing the balcony as suggested at our meeting).

- the space would be a gathering area and for visitors
- a designated welcome/reception including workspace for the centre admin staff
- informal seating: mixture of sofa and table/chairs
- coffee/tea station where hospitality can be offered
- discrete storage for paperwork, food larder etc.

The link between the foyer and the Church Worship space is critical

- to enable both spaces to become open to each other and when needed, to be closed off
- the worship space and the foyer integrated, inviting the visitor to explore the worship space.

3 Integrity of design

St Mary's Church is in the Arts and Craft style though the additions of the Church Hall and the 1980's second floor did not follow this style.

In the following article, it describes the Arts and Crafts Principles for Today

https://www.dailyartmagazine.com/arts-and-crafts-interior-design/

1. Always use high quality materials
2. Focus on uncomplicated design
3. Do not keep anything you do not believe to be useful or beautiful
4. Form always follows function
5. Find inspiration in stylized natural forms
6. Find inspiration in beautiful and stylized art from the past
7. Use traditional methods of production
8. Use natural pigments

It seems that the Arts and Crafts principles could be adapted and augmented as we seek to be an Eco Church (https://ecochurch.arocha.org.uk/). The Arts and Crafts ethos was to work with nature, we talked about improving how St Mary's building fits into the landscape and having better environmental credentials e.g. solar panels on the roof.

Here is the Church of England link to the practical path to net zero carbon for churches

https://www.churchofengland.org/resources/churchcare/net-zero-carbon-church/practical-path-net-zero-carbon-churches

4 Other conversations/work to be done

1. The future of the Church Hall Stage
2. The future requirement of St Mary's Scouts
3. The need for making each room self-contained (with its own furniture)
4. Heating of the Church Centre
5. The outside spaces
6. The car park and vehicle access

In December, Purcell presented their Options Study based on the above Design Brief, which will be presented to the PCC, the DAC, the Church Family and the wider community.

Financial Review

(Figures in brackets denote amounts for the previous year.)

Income:

Total incoming resources for 2021 increased by 10% from the previous year and amounted to £137,232 (£123,844). Of this income, £125,584 (£117,751) is considered unrestricted funds and the balance of £11,648 (£6,093) is considered restricted for specific purposes; the hall floor and the free food stall.

Planned giving remains a vital part of our income and without the regular financial commitment of church family and friends we would not be able to function.
Where a donor is a taxpayer and has signed a Gift Aid declaration we are able to reclaim gift aid from HMRC and this will have contributed an additional £14,898 over and above personal giving when the claim receipts are all made. However, the best way to give financially to the ongoing life and work of St Marys is through the Parish Giving Scheme (PGS) which is a Church of England scheme funded by the diocese, whereby the gift aid is claimed by them and paid over to the church every month. This simply requires the setting up of a direct debit with the scheme and it has the benefit of offering an annual review of giving with the option to allow an inflationary increase.

The income from the church centre in 2021 was £19,080 (£18,000). If things remain open in 2022, as we hope they do, the current regular groups hiring the Centre are budgeted to provide income of £35,300.

Expenditure:

£126,543 (£120,245) of expenditure came out of unrestricted funds to cover the costs of Ministry: £3,180 plus Parish Share of £74,894, Staffing, Administration, Building maintenance and Utilities: £48,468

Parish Share will increase to £78,135 in 2022. This equates to £6,511 every month for the next year. This will be a challenge as it is significantly more than we receive from our regular givers.

Net Result:

2021 has seen us end the financial year with a small deficit on unrestricted funds of £959 (£2,494). The PCC were unable to support our Mission Partners again this year.

Accounting Policies

The financial statements are prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the SORP 2005.

The financial statements include all transitions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body.
Bank Account: NatWest, 45 Park Street, Camberley, GU15 3PA and there is also a CAF Bank Account

Funds Policies

Restricted Funds represent donations or grants received for a specific purpose. The funds may be used only for the specific purposes for which they were given. Any balances

remaining unspent at the end of the year must be carried forward as a balance on that fund. The PCC does not invest separately for each fund.

Unrestricted Funds are general funds, which can be used by the PCC for ordinary purposes. The PCC may choose to consider some income as designated for a specific purpose.

The PCC took the difficult decision not to contribute to any mission partners from unrestricted funds during the year. However, Mission is supported in other ways:

1. the centre is offered to charities at a discount as part of our Mission to the community,
2. the Diocese have offered the fact that Mission giving is subsumed within the Parish Share, since a proportion supports churches & clergy in poor or urban areas.

Incoming Resources: Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the related donation to which they relate, is received. Grants are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received, interest is accrued. All other income is recognised when it is receivable. All incoming resources are accounted for gross.

Resources Expended: Grants and donations are accounted for when paid over or when awarded. The Parish Share is accounted for when due. Amounts received specifically for mission or for other charities are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed Assets: Consecrated and Benefice Property is not included in the accounts in accordance with s.10(2)(a) and (c) of the Charities Act 2011.

Current Assets: Cash on deposit is held with the CBF Church of England Deposit Fund.

St. Mary's Nursery is a separate registered charity and its accounts are reported separately.

Reserves policy

It is PCC policy to try to maintain a balance of 10% of annual expenditure as an operational margin, and to cover emergencies. This is included in the balance of £36,319 (£37,278) unrestricted funds at the end of year (see Note 8.)

There is a need to build up reserves to cover on-going maintenance and unforeseen events and expenditure. A quinquennial inspection was due in 2021, and has been deferred to include reordering of the church.

Any funds not required in the short term are invested with the Central Board of Finance (CBF) Church of England Deposit Fund.

Independent Examiner's report to the PCC of St Mary's Church Camberley For the year ended 31 December 2021

This report on the financial statements of the PCC of St Mary's Church for the year ended 31st December 2021 set out on pages 32 to 36 is in respect of an examination carried out under Section 145 of the Charities Act 2011 and the Church Accounts Regulations 2006. These financial statements have been prepared under the historical cost convention and the accounting policies set out therein.

Respective responsibilities of trustees and examiner

As members of the PCC you are responsible for the preparation of the accounts. The PCC consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 and that an independent examination is needed.

It is our responsibility to:

- Examine the accounts under section 145 of the 2011 Act;
- Follow the procedures laid down in the General Directions given by the Charity Commissioners under section 145(5) (b) of the 2011 Act; and
- State whether particular matters have come to our attention.

Basis of independent examiner's statement

Our examination was carried out in accordance with the General Directions given by the Charity Commissioners. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently we do not express an audit opinion on the view given by the accounts.

Independent examiner's statement

In connection with our examination, no matter has come to our attention:

1. which gives us reasonable cause to believe that in any material respect the requirements

   - to keep accounting records in accordance with section 130 of the 2011 Act; and
   - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the 2011 Act

   have not been met or;

2. to which, in our opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Andrew Mitchell
A R Mitchell & Co Ltd
t/a Mitchell & Co
Chartered Accountants

Date 17 March 2022

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2021

	Note	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
Incoming Resources					
Voluntary Income	2a	105,676	11,648	117,324	102,814
Income from church activities	2b	19,632	-	19,632	20,640
Investment Income	2c	276	-	276	390
Total Incoming Resources		**125,584**	**11,648**	**137,232**	**123,844**
Resources Expended					
Grants	3a	-	1,192	1,192	2,032
Ministry	3b	78,075	9,941	88,017	68,982
Staff, Building and Admin	3c	48,290	-	48,290	55,324
Governance costs	3d	178	-	178	344
Total Resources Expended		**126,543**	**11,133**	**137,677**	**126,682**
Net Incoming/(Outgoing) Resources		**(959)**	**515**	**(444)**	**(2,838)**
Balances brought forward 1/1/21		37,278	7,191	44,469	47,307
Balances carried forward 31/12/21		**36,319**	**7,706**	**44,025**	**44,469**

Balance Sheet as at 31 December 2021

	Note	2021	2020
		£	£
Current Assets			
Bookstall stock		308	450
Debtors & prepayments	5	8,109	2,944
Cash on deposit		16,844	16,844
Cash at bank and in hand		36,611	31,861
Total Current Assets		**61,871**	**52,099**
Current Liabilities			
Creditors - Amounts due within 1 yr	6	(17,846)	(7,630)
Net Current Assets		**44,025**	**44,469**
Represented by			
Unrestricted Funds	8	36,319	37,278
Restricted Funds	8	7,706	7,191
		44,025	**44,469**

Revd Andrew Knowles

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2021

The following notes numbered 1-8 form part of these accounts

Accounting Policies

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the SORP 2005.

The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body.

Funds

Restricted Funds represent donations or grants received for a specific purpose. The funds may be expended only for the specific purpose they were given. Any balance remaining unspent at the end of the year must be carried forward as a balance on that fund. The PCC does not invest separately for each fund.

Unrestricted Funds are general funds which can be used for PCC ordinary purposes.

Incoming Resources: planned giving, collections and donations are recognised when received. Tax refunds are recognised when the donation is received. Grants are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when received. All other income is recognised when it is received. All incoming resources are accounted for gross.

Resources Expended: grants and donation are accounted for when paid over or when awarded. The Parish Share is accounted for when due. Amounts received specifically for mission or for other charities are dealt with as restricted fund. All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed Assets:

Consecrated and benefice property is not included in the accounts in accordance with s.10(2)(a) and (c) of the Charities Act.

Current Assets:

Cash on deposit is held with the CBF Church of England Deposit Fund.

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2021

Note		Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
2	**Incoming Resources**				
2a	**Voluntary Income**				
	Planned Giving:				
	Gift aid donations	64,073	350	64,423	71,114
	Other planned giving	5,274		5,274	3,929
	Gift Aid tax recoverable	14,899	-	14,899	17,534
	Collections (open plate)	1,381		1,381	300
	Other income and donations	4,546	8,913	13,460	6,378
	Grants & Legacies	15,503	2,385	17,888	3,559
		105,676	**11,648**	**117,324**	**102,814**
2b	**Income from church activities**				
	Church Centre Rents	19,080		19,080	18,000
	Photocopying			-	91
	Events and fundraising			-	295
	Food			-	134
	Bookstall	234		234	160
	Fees received	319		319	1,960
		19,632	**-**	**19,632**	**20,640**
2c	**Investment Income**				
	Deposit account with CBF	7		7	103
	Dividends	269		269	287
		276	**-**	**276**	**390**
	Total Incoming Resources	**125,584**	**11,648**	**137,232**	**123,844**

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2021

Note		Unrestricted Funds £	Restricted Funds £	Total Funds 2021 £	Total Funds 2020 £
3	**Resources Expended**				
3a	Grants				
	The Light House Group				900
		-	**-**	**-**	**900**
	One-off support				
	Children's Society			-	207
	Orchard Way Playpark		183	183	-
	Besom			-	625
	TLG		600	600	-
	Grants to Individuals		409	409	300
		-	**1,192**	**1,192**	**1,132**
		-	**1,192**	**1,192**	**2,032**
3b	**Ministry**				
	Diocesan Parish Share	74,895		74,895	62,341
	Children and Youth	116		116	96
	Discipleship	747		747	1,057
	Outreach	29	9,941	9,971	4,026
	Pastoral	241		241	48
	Worship	1,630		1,630	1,176
	Bookstall	417		417	238
		78,075	**9,941**	**88,017**	**68,982**
3c	**Staff, Building and Admin**				
	Staff Costs	15,987		15,987	23,184
	Utilities	8,315		8,315	6,681
	Insurance	1,928		1,928	1,869
	Cleaning and Waste Disposal	596		596	1,552
	Bad Debts			-	204
	Fabric Costs	12,922		12,922	10,485
	Consultancy and Accountancy	2,454		2,454	1,767
	Communications, IT and Overheads	3,062		3,062	5,911
	Photocopier and Office Supplies	3,026		3,026	3,449
	Events and Courses			-	222
		48,290	**-**	**48,290**	**55,324**
3d	**Governance Costs**				
	PCC Costs	178		178	344
	TOTAL RESOURCES EXPENDED	**126,543**	**11,133**	**137,677**	**126,682**

4 Payments to Related Parties

Independent Examiner - No fee was paid to the independent examiner

St Mary's Church, Camberley
Statement of Financial Activities for the year ended 31 December 2021

Note		Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020
		£	£	£	£
5	**Current Assets**				
	Bank and Cash	28,505	8,106	36,611	31,861
	Deposit accounts	16,844		16,844	16,844
	Bookstall Stock	308		308	450
	Tax Recoverable (Gift aid)	3,860		3,860	1,159
	Other Debtors	4,249		4,249	1,785
		53,765	**8,106**	**61,871**	**52,099**
6	**Creditors**				
	Missionary and Charitable Giving				(237)
	Accruals & Deferred Income	17,842		17,842	(1,110)
	Other Creditors	5		5	(6,283)
		17,846	**-**	**17,846**	**(7,630)**
7	**Analysis of Net Asset by Fund**				
	Current Assets	53,765	8,106	61,871	52,099
	Liabilities (falling due within 1 yr)	(17,846)	-	(17,846)	(7,630)
		35,919	**8,106**	**44,025**	**44,469**

Note		Balance at 1st Jan 2021	Incoming Resources	Resources Expended	Transfers	Balance at 31st Dec 2021
		£	£	£	£	£
8	**Movements in Funds**					
	Unrestricted Funds					
	General Fund	37,278	125,584	(126,543)	(400)	35,919
	Designated - Grants	-				-
	Designated - Fabric	-				-
						-
	Restricted Funds					-
	Church Fund	3,478	2,385			5,863
	Charity Appeals	30				30
	Discretionary Fund	819		(409)		410
	Orchard Way Play Park	935	100	(183)		852
	The Lighthouse Group	200		(600)	400	-
	Free Food	1,729	9,163	(9,941)		951
		44,469	**137,232**	**(137,677)**	**-**	**44,025**