

The Parish Church of
Saint Wulfram,
Grantham

Parochial Church Council

Annual Report for the
Year Ended
31st December 2020

**Annual Report & Financial Statements
For the Year Ended 31st December 2020
St Wulfram's Church, Grantham
Parochial Church Council**

TABLE OF CONTENTS

AIM AND PURPOSES	1
OBJECTIVES AND ACTIVITIES	1
PEOPLE	1
PREAMBLE: A YEAR OF NEW OPPORTUNITIES AND CHALLENGES	3
ACHIEVEMENTS AND PERFORMANCE	7
FINANCIAL REVIEW	29
RESERVES POLICY	31
STRUCTURE, GOVERNANCE & MANAGEMENT	32
ADMINISTRATIVE INFORMATION	35
STATEMENT OF FINANCIAL ACTIVITIES	36
BALANCE SHEET	37
NOTES TO THE FINANCIAL STATEMENTS	38-48
INDEPENDENT EXAMINER'S REPORT	49

AIM AND PURPOSES

St Wulfram's Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish of Grantham the whole mission of the Church, in daily worship of God, in matters pastoral, evangelistic, social and ecumenical to serve the people of the town and all who come to the church building.

The detail of this programme of mission is managed severally by the sub-groups (sub committees) of the PCC on its behalf. Their minutes and resolutions are available. From time to time, ad hoc working groups may be established to report to the PCC.

Full details of the PCC membership and officers are listed under 'Administrative Information' below.

OBJECTIVES AND ACTIVITIES

The PCC has the overall responsibility to make available to as many people as possible the ministry offered by the living Church based at St Wulfram's, and to welcome the same people to the church building. We communicate the Christian faith and exercise Christian ministry in the worship of the church through the ministry of word and sacrament. We seek to meet the needs of a variety of people in the wide range of worship and activities offered. Our church building is sufficiently flexible that we can manage occasions sacred and secular on a large or modest scale.

When undertaking their programme of activities, the staff and PCC have taken seriously the Charity Commission's guidance on public benefit, and in particular, the specific guidance on charities for the advancement of religion. It is our express aim to be a community of Christians in the town and, according to the Anglican understanding, to be available to every single person in the town and parish. We seek to help the people of the town to live out their Christian faith through:

- Participation in the worship of the church and the practice of their own prayers at home, growing in confidence in their grasp of their faith through preaching, teaching and study together of scripture and Christian writings;
- Provision of pastoral care for the people of the parish and town; and
- Initiatives and ongoing work that express the love of God towards all people and reach those who are not regularly in touch with the life of the church.

To make all this possible the PCC has a prime responsibility to maintain the fabric of St Wulfram's.

PEOPLE

Staff

- Father Stuart Craddock, Rector of Grantham.
- Mother Mel Parkin, Assistant Curate.
- Father James Titley, Assistant Curate.
- St Wulfram's continues to benefit from the active support of local retired clergy (one of whom is designated our 'Community Chaplain').

- We also benefit from the active support of a Reader and several Authorised Lay Ministers.
- Dr Tim Williams, Organist and Master of the Music.
- Mrs Elaine Chambers, Parish Administrator.
Elaine is a member of the UK Church Administrators Network (UCAN).
- Dr Judith Muskett, Mission Facilitator (from 1 June).
- Mr Steve Prendergast, Church Cleaner.

In January, we congratulated Fr James Titley on gaining his BA from Durham University as part of his theological training at Westcott House, Cambridge. Later, we congratulated him on his ordination to the Priesthood at Lincoln Cathedral on 3 October (the occasion having been delayed owing to COVID-19 restrictions). It was impossible for members of the congregation to attend the service; but we were grateful to the cathedral Dean and Bishop Nicholas for allowing us to record the ordination element of the service to view afterwards on St Wulfram's Facebook page.

Holders of the Bishop's Licence

Those licensed by the Bishop to assist in the administration of the elements at Holy Communion in the parish (some within church and others within and outside church) are listed below. The § symbol denotes individuals for whom permission was granted by the Bishop during 2020. An asterisk indicates that the person did not administer the elements at all in 2020.

Permission to Administer (PTA) in church: Clare Arthur, Heather Arthur*, Shaun Ashley, Michael Brooks, Paul Brooks, Tom Brooks*, Daniel Castañeda, Katy Castañeda, Paul Davie, Dorothy Gaughan§, Michael Gaughan§, David Graham, Susanne Graham, Jerry Proffitt§* (resigned during 2020), Georgina Stewart, Ian Stewart, Keith Streets (resigned during 2020), David West§, Sarah Whiting§* (resigned during 2020).

Permission to Administer (PTA) in church and out of church: Betty Fernyhough, Elizabeth Hill, Barbara Kime, Shirley Leverett, Brenda Patten, Sue Redmile, Eileen West, Valerie York.

Guild of Servers

Owing to the number of new members joining, in late 2019 the Guild of Servers began a period of consultation to address any training needs that members felt they needed. In early 2020 the group gathered for the first training session for server's duties, and this was delivered by the Chaplain and the Head Server. At this time, it was decided that training would be offered throughout the year, to culminate with an en-masse service of admittance later in the year. Unfortunately, in April 2020, divine worship was suspended and subsequently the recruitment and further training opportunities of servers.

For a variety of reasons, we lost the services of a number of members of the Guild of Servers during 2020, either on a temporary or permanent basis, but have retained a suitable membership to offer assistance as services have resumed. To that end, training remains an ongoing concern and it is hoped that it can be resumed more formally as the social context

allows. The guild is not exclusive and is open to all members of the parish, of any age and experience.

PREAMBLE: A YEAR OF NEW OPPORTUNITIES AND CHALLENGES

We looked forward with excitement to 2020, a year of great significance in the history of our church as an ancient site of pilgrimage and prayer, and our life together. For this year of celebration, a number of special events had been planned to mark the 1300th anniversary of the death of our patron saint Wulfram.

The mission and ministry of St Wulfram's Church in 2020 was defined and shaped by three significant developments, the headlines of which are set out below. Fuller details are provided in the pages that follow.

St Wulfram's became an SDF-funded 'resource church'

- In February, as part of a bold new diocesan programme to resource the urban church, funded in part by the national church's Strategic Development Fund, the Acting Bishop of Lincoln invited St Wulfram's to become one of three urban centre 'resource churches' in the diocese, alongside St George's Stamford and St Swithin's Lincoln. At an additional meeting of the PCC on 20 February, a motion to accept this nomination was carried unanimously.
- The three churches represent the variety in Anglican traditions present across the 630 parishes and the eleven urban centres of the Diocese of Lincoln. St Wulfram's has been designated a Centre for Formation in Catholic Mission. As resource churches, we have been given a specific mandate to play a part in the revitalisation of the diocese's urban centres, strengthening churches across the diocese and facilitating the diocesan strategy for church planting.
- Over the next five years, each resource church aims:
 - to grow its Usual Sunday Attendance - St Wulfram's has been challenged to grow to at least 390 (in 2019, we reached 280);
 - to grow disciples;
 - to develop both lay and ordained leaders; and
 - to resource existing churches with training and volunteers.

This will establish the groundwork, growth and pipeline needed for church planting. Each church will establish 2-3 new or revitalised 'church plants' - a total of 8 churches. The aim is for each church plant to grow by at least 150 people and become self-sustaining within five years. The diocese will consult with key stakeholders to determine the locations and timings of the three churches that St Wulfram's has been challenged to plant or revitalise.

- The SDF funding enables St Wulfram's to appoint additional staff members to achieve the programme aims. Our new Mission Facilitator (0.6 FTE) was appointed following interview in May. We are in the process of recruiting one 'catholic missionary' (planting curates) for 2021 and two for 2022.

At the end of a two-day selection process that involved members of the PCC and culminated in candidate interviews with a panel chaired by the Archdeacon of Boston on 8 December, a preferred candidate was identified to take on the role of Associate Rector in 2021. The new appointee will play a key part in our ambitious and exciting vision, sharing in the overall leadership of St Wulfram's. This will release the Rector

to oversee the strategic development of church planting teams.

- Following research that Fr Stuart conducted over the summer among growth-minded priests in the catholic tradition in the Province of Canterbury and of York, which revealed how crucial children's, youth and families ministry is for church growth, we made a bid to the diocesan SDF Board for funding for a new Children's, Youth and Families worker for St Wulfram's. We hope that it will prove possible to appoint to this post in 2021.

The Coronavirus COVID-19 pandemic

- From early March, St Wulfram's, its people and the wider community had to respond to restrictions imposed because of the Coronavirus (COVID-19) pandemic.
- We were preparing to receive the last relic of Wulfram from +Dom Jean-Charles Nault, Abbot of Wandrille in northern France, at an historic ecumenical service on 20 March (the date that marks the death of Wulfram), preceded by a magnificent torch-lit procession¹. However, the Abbot was unable to travel from France owing to the pandemic and the postponement of the event was announced with great regret.
- The timeline around the pandemic is set out below. The achievements and performance outlined in later sections of this report should be read against this background.

1 March	Congregants at St Wulfram's Church received advice issued by the Diocese of Lincoln about following good hygiene practice in church and in pastoral contacts.
10 March	The Archbishops of Canterbury and York advised members of the clergy to suspend the administration of the Chalice at Holy Communion and to halt physical contact during the Peace.
11 March	Pandemic declared by the World Health Organisation.
17 March	The Church of England suspended all public acts of worship. St Wulfram's suspended all church groups and events.
22 March	The Parish Eucharist for Mothering Sunday was broadcast on Facebook from St Wulfram's Church.
23 March (evening)	The Prime Minister announced that places of worship were among the buildings that must shut. The Archbishops, and the bishops within the Diocese of Lincoln, stated that clergy should not enter their churches to say prayers or to broadcast services.
13 June	Churches were allowed to re-open for private prayer and funeral services. St Wulfram's opened from 9.00 a.m. to 4.00 p.m. Monday to Saturday; and from 10.30 a.m. to 4.00 p.m. on Sundays.
4 July	The ban on public worship was lifted.
5 July	St Wulfram's resumed public worship in church. (No singing was allowed indoors.)
24 July	Face-coverings became mandatory on public transport and in shops.

¹ The relic was to be housed in the Lady Chapel of St Wulfram's Church in a reliquary (a gift from Gary McCann, theatre and opera designer) until the summer, before being returned to the Abbey at Wandrille. The loan of the relic would have been a rare and special privilege: the recognition granted to an Anglican church by a Roman Catholic community in France, and a demonstrable sign of friendship and trust in us as a community of faith, a faith that stretches beyond geographical and political bounds.

	St Wulfram's strongly advised that face-coverings should be worn by all those attending for worship.
8 August	The Government extended the requirement to wear a face-covering to other indoor settings, including places of worship.
24 September	The NHS COVID-19 app was launched in England and Wales. St Wulfram's displayed the QR code on entry to the church
27 September	The St Wulfram's Choir resumed their liturgical presence in church. (Congregational singing in church was still banned.)
5 November to 1 December	Public worship was suspended once again during the month-long second national lockdown. St Wulfram's Church remained open for private prayer (Monday to Saturday, 9.00 a.m. to 4.00 p.m.). Sunday services were broadcast by clergy from inside the church. There was no entry to church until after the morning services, when the church was opened for private prayer until 4.00 p.m.

- Communities lived with a deep sense of apprehension and many people (especially the old and clinically extremely vulnerable) were left lonely and isolated. There was, however, a significant increase in community spirit that began with standing on our doorsteps and applauding NHS and frontline workers at 8.00 p.m. on Thursday evenings, and extended into new forms of neighbourliness and acts of kindness.
- As detailed above and explained more fully later in this report, the clergy and staff of St Wulfram's adapted quickly, exploiting modern technology to live-stream a range of services etc on Facebook, to gather members of the church community for weekly events by video-conference, and to offer pastoral support to those isolated at home. Our Music Department also adapted quickly and made music virtually, to much acclaim. In mid-December, the PCC invested in a new multi-point visual system to enhance the services that St Wulfram's broadcasts online.
- What we learned during these challenging times is shaping our ministry and mission as we look forward to 2021 and an eventual 'new normal' facilitated by widespread roll-out of COVID-19 vaccines. We look forward to emerging from our 'cocoons' to gather together physically and to live in a different and transformed way, shaped by the past, but hopeful of the new life that lays ahead of us.
- The clergy thank the whole community who have made significant sacrifices this year, both financially and in time. They are especially grateful to the Philip Lank Trust for their generous grant to sustain Music at St Wulfram's during the pandemic and also to the congregation for their extra giving to help bridge the significant gap in our finances. (In the Financial Review below, we describe in detail the church's strategy to address the large deficit caused by the reduction in donations from visitors, the loss of sales during periods of closure and the loss of significant fundraising income due to cancelled events). The team is incredibly proud of who we are as a family and thank God that, despite the many challenges of 2020, St Wulfram's moves from strength to strength.

Particular gratitude is expressed to Elaine Chambers (Parish Administrator) who has worked immensely hard behind the scenes to maintain the flow of information to and from members of the St Wulfram's community. Her working conditions have been very different since March – sometimes frustrating, but rewarding – and her technical knowledge has expanded to cope with the many demands. In turn, she thanks the St Wulfram's community for their patience and support this year.

Particular gratitude is expressed also to Dr Tim Williams (Master of the Music), who enabled the choir to continue to share in community, sing, produce music for Sundays and send out a positive message to the church family and beyond in challenging and unsettling times. The virtual music he and the musicians created in lockdown and the resilience he built among them were extraordinary; and we thank him for his magnificent efforts in learning and perfecting the art of producing composite virtual anthems while all members of the choir remained safe in their own homes. Online rehearsal and production methods kept the choir and organ scholars fully engaged; and there is now an extensive archive of virtual recordings accessible from the church website and Facebook. We are delighted that Dr Williams has been able to resource others by publishing articles about virtual music and resilience, and by co-chairing meetings of directors of music of other major parish churches about the recruitment and retention of choristers.

New resource space was acquired for St Wulfram's at Grantham House

- In July 2020, after lengthy negotiations with the National Trust, the Parochial Church Council of St Wulfram's decided to take an initial 12-month lease on the ground floor of Grantham House (a 14th century town house on Castlegate, opposite the church). The lease was eventually signed on 4 December.
- We are most grateful to Ian Cooper (General Manager) and Rachel Walker (Estates Manager) of the National Trust, for their work in making this happen and for the generosity they have shown St Wulfram's in backing the vision for the site.
- So, five years after the loss of the church hall, St Wulfram's now has adequate space to resource itself, the deanery and the wider diocese; and we look forward to using the site (indoors and outdoors) to grow as a community of faith and share the love of God with everyone in the heart of Grantham. Relocating certain weekday and one-off activities from inside the church to Grantham House will facilitate a more consistent offering in terms of weekday worship and for private prayer and quiet reflection inside the church.
- A cottage on the Grantham House site has been rented by the Diocese of Lincoln; and, from the autumn, this became home to Fr James, Assistant Curate.
- Our five-year plans assume a longer-term lease on Grantham House, subject to further discussion with the National Trust and the success of funding applications.
- St Wulfram's is most grateful to have been awarded charitable funding from the Allchurches Trust ('Hope Beyond' thematic programme), the Diocese of Lincoln Transformation Fund, and the Evan Cornish Grassroots Fund (administered by the Lincolnshire Community Foundation). These grants and, we hope, additional external funding will allow St Wulfram's to utilise the indoor and outdoor resource space at Grantham House to support the wholeness and wellbeing of our local community as it recovers from the pandemic. Further grant applications are being made to external funders to support our resourcing work at Grantham House.
- The two-day selection process for the Associate Rector was held at Grantham House. Our next event on the site was socially distanced carol singing outdoors in the courtyard, on Monday 21 and Tuesday 22 December, to which members of our community were invited.

ACHIEVEMENTS AND PERFORMANCE

Worship and Prayer

The pattern in 'normal times'

- The PCC is committed to offering a range of worship that reflects not only the breadth of the Anglican tradition but includes worship based on traditions from the Taizé Community and the Abbey on Iona in Scotland.
- The Parish Eucharist is the central act of worship, giving opportunity to include good choral and congregational music. In normal times, children from the Sunday Club (which includes those aged 0 to 11) are actively included in this service and lay people read the lessons, lead the intercessions and assist in the administration of the Sacrament. All are welcome to participate in this service, and welcome stewards are at the door each Sunday. Visitors and newcomers are welcomed and contacted in due course at home.
- 'Extra Half Hour' is an informal Bible study after the 9.30 a.m. Eucharist, once a month in normal times. All are welcome. The aim is to provide an opportunity to dig a little deeper into the scripture readings for the day.
- Choral Evensong is sung at 6.30 p.m. on Sundays during school term times. Outside school term, Evening Prayer is said on Sundays at 6.30 p.m.
- In contrast to the parish communion and choral evensong, the evening and midweek services are quieter and more reflective. Morning Prayer is said daily in the Crypt and members of the congregation attend on an occasional basis. Midweek Eucharists are held on a Tuesday at noon in St Michael's Chapel and at 10.30 on a Wednesday morning. On the second Wednesday of the month, the Eucharist is an Iona service. On Fridays at 12 noon, we offer a service of Exposition and Benediction.
- The service pattern differs on the first Sunday of the month. All Age worship, or Parade Services for the Scout and Guide groups, take place at 9.30 a.m., supported by the St Wulfram's band of instrumentalists. These services continue to attract a cross-section of people young and old in the congregation. The All Age worship or Parade Service is followed at 11.00 a.m. by a traditional Choral Eucharist, the style of which attracts regular members of the congregation, as well as worshippers from other churches and newcomers.
- On the first Saturday afternoon of the month, youngsters aged between 3 and 7 years are invited to 'Come and Sing' with the Master of the Music and others, which includes singing, musical games and refreshments – aimed at developing a love of singing and basic musicianship skills. Numbers are steady. Publicity is being given to the event, through schools.

Actions during the COVID-19 pandemic

- As soon as the country was put into lockdown in response to the pandemic, and places of worship were closed from 24 March 2020, St Wulfram's responded by live-streaming a range of services on Facebook (with video recordings available afterwards and 'views' reckoned over the subsequent 28 days). The Eucharist was celebrated at 9.30 each Sunday morning in the Rectory garden (from 29 March); and the first three videos (Palm Sunday, Passion Sunday, and Easter Day) were viewed by significant numbers (1,400, 1,100 and 1,700 respectively).

From mid-May, the Eucharist was broadcast from church; and at that stage it became possible (broadcasting to Facebook through Zoom) to include lay people at home reading the lessons and offering intercessions. On 21 and 28 June, we welcomed 'visiting' preachers via Zoom.

- From the start of the first national lockdown, Morning Prayer was said daily at 9.00 a.m. at the home of a member of the clergy team. The number of views indicate that in broadcasting the Office, St Wulfram's meets a real spiritual need. Daily Compline was said in Holy Week. Our Licensed Reader joined the clergy in hosting broadcasts from home, leading Morning Prayer on Mondays from 11 May and Saturday Compline from 16 May at 8.00 p.m.
- A 'Thought for the Day' or Bible reflection was offered later in the morning each Tuesday and Wednesday by members of the clergy team (in two instances involving young people, whose mature and refreshing ideas became a particular talking-point). As lockdown restrictions were gradually relaxed and places of worship could eventually re-open for public worship, our number and range of Facebook broadcasts was tailored accordingly. We replaced 'Thought for the Day' with Weekly online Prayer at noon on Tuesdays; and, through the prayer tab on our website, we invited our community to submit online prayers to be prayed on these occasions.
- In readiness for the resumption of public worship in church on 5 July, we issued guidance on 'Coming to church' so that our congregation knew what to expect. This was based on guidance from the Government and the House of Bishops. Seats were spaced to conform with social distancing advice. People were asked to remain in their seats throughout the service; and Communion (in one kind) was distributed by the priest as people remained in their seats. The doors were open throughout the service to allow ventilation.
- We continue to broadcast weekday Morning Prayer (from the church from 5 October) and Saturday Compline; and the Sunday Parish Eucharist and Evening Prayer / Evensong continue to be live-streamed to reach those who are unable to attend church in person. The range of online worship is kept continually under review; and St Wulfram's will respond to the needs of its church community with appropriate broadcasts, as circumstances evolve.
- A special Festival Eucharist in honour of St Wulfram was held in church and broadcast on Facebook on the evening of Thursday 15 October, the patronal festival.
- The All Souls Mass, including Fauré's Requiem, was held in church and broadcast on Facebook in the evening on Sunday 1 November. The names of departed loved ones were included in the prayers; and an online form was available for this purpose.
- In normal times, St Wulfram's hosts central acts of worship and commemoration for the people of the town. Unfortunately, no such acts of worship could be held in person in 2020.

The online St George's Service and Renewal of Promises for the Scout and Guide Association gave members of the movement the opportunity to come together to reaffirm their promises and share in some fellowship. The service reached members locally and around the diocese; and the video was viewed over 1,200 times during the first 28 days.

- Remembrance Sunday was very different this year. We planned a ticketed service in the church (for 200 people, socially distanced), to be relayed outside with a PA system.

However, once the second lockdown was announced, plans changed. A virtual service of Remembrance was broadcast on Facebook from the locked church on Sunday 8 November. Sadly, there could be no parade through the town. Thomas Craddock (the Rector's son) played the Last Post from the church tower. The church was open for private prayer afterwards and wreaths were laid at the war memorial in the churchyard during the day.

- As Advent Sunday fell during the second national lockdown, the Service of Carols for Advent was pre-prepared to be broadcast online. The lesson readers offered their readings from home. All the choral music was prepared by digital and virtual means from choristers' homes. All congregational music was from the archive of recordings (2018); and we hoped that the online congregation would join in singing the words at home. The Service of Nine Lessons and Carols followed a similar format.
- St Wulfram's was open on Wednesday evenings through Advent from 7.30 p.m. to 8.30 p.m. Lit only by candles, the church provided a space for quiet reflection and prayer.
- In accordance with government guidelines on social distancing, we held two successful 'Carols in the Courtyard' evenings at Grantham House (21 and 22 December), which enabled members of our congregation and local community to sing joyfully outdoors, supported by our Master of the Music and members of our Choir. The carols were interspersed with seasonal readings by Fr Stuart and Fr James.

Preparation to receive the Sacrament of the Eucharist, and Confirmation

- Since January 2014 the PCC has allowed children from the age of those in school Year 3 to receive the Sacrament of the Eucharist, following a period of preparation. This would usually take the form of a five-week period of preparation, undertaken in Lent, with the young people receiving the Sacrament for the first time, with their family, on Easter Day.

For the first time in five years, Communion Club did not run in 2019, owing to low numbers; however, on the basis of interest expressed, we anticipated a larger group in 2020. However, the pandemic restrictions made it impossible to run Communion Club in 2020. Plans are being made for the Club to resume in Lent 2021, using digital technology.

- The Youth Confirmation Group is aimed at young people in school Year 9 upwards. Its usual format is a six-month programme, with monthly meetings, with the Confirmation service in the centre, and a confirmation retreat over three days where a significant amount of the pre-confirmation course content is covered (led by clergy).

Adult confirmation preparation is open to all who wish to recognise their personal development in faith. The usual format is meetings held on six consecutive Sundays, with the Confirmation service held in the centre of the course. This course is led by the clergy.

Sadly, no confirmation preparation could happen in 2020 owing to the pandemic restrictions; and there was no deanery Confirmation service. Plans are being made for preparation to start in Lent 2021, mainly using video conferencing.

Occasional Offices

- The occasional offices continue to be an important point of contact and ministry within the wider community.

In 2020 there was just one wedding. Those that were originally planned for 2020 (16 weddings plus 2 renewal of vows) changed the dates of their wedding to 2021 and some to 2022 due to the COVID-19 restrictions.

We were delighted that David Betts and Rachel Hare, members of our congregation, were able to marry at St Wulfram's post-lockdown (25 July). The couple had originally invited between 80 and 100 guests to their ceremony but reduced the list to just 30 in line with Government guidelines. The service was live-streamed to friends and family unable to attend. Dr Williams, Master of the Music at St Wulfram's, arranged for the church choir (of which David, his daughters and Rachel's son are members) to record all the music virtually: the video of the choir, who filmed themselves singing, was shown on a large screen during the ceremony. Instead of a reception in the church, the couple enjoyed a low-key picnic with their close family. Fr Stuart told the *Grantham Journal* that this was another sign that the church was 'springing back to life after such a difficult time for everyone'.

We conducted 7 baptisms: 5 children (one under one year of age, 4 aged between one and two years old) and 2 adults. We have an open baptism policy and do our best to keep in touch with the families involved.

A total of 21 funerals for people in the parish were conducted during the year, of which 10 took place in church.

Mission and Social Responsibility

- St Wulfram's continues to take seriously its calling to be a living witness to the gospel at the heart of the town. In many of the activities detailed in this report there is effective contact with a substantial number of people of all ages beyond the congregation.
- St Wulfram's supports a range of mission and charitable organisations, usually giving away 5% of its pledged income to these each year. In 2020, the amount given was necessarily reduced. Further details are included in the financial review and statements.
- Over and above the charitable giving organised by the church community, in excess of £10,000 was raised for charity through schools services, funerals and other events held within the building.
- Disappointingly, items from our Traidcraft unit were not selling well before the pandemic lockdown. Teabags were used in the Coffee Shop and cards sold occasionally. Stock that became out-of-date during lockdown was sold at a reduced price when church services could be held in the building once again. The remainder of the stock was donated to Grantham Foodbank.
- Donations received on 8 March for refreshments after the Parish Eucharist were given to Traidcraft Exchange.
- It was impossible to run the usual Christian Aid events in May. However, donations were collected; and a total of £1,045 (including Gift Aid) was raised by St Wulfram's and St John the Evangelist Manthorpe together.

- This year has been very different for the work of Grantham Passage. Unfortunately, since March we have not been able to provide hot lunches as in previous years, due to the Covid pandemic. Instead, Grantham Poverty Concern has organised a weekly Saturday morning delivery to vulnerable individuals and families, operating from the hall at the Baptist Church. Members of the participating churches have helped with this which has been a huge effort and to date have distributed over 5,000 food parcels, including 203 Christmas dinners on Christmas Day. On a typical Saturday 140 – 160 food bags are delivered by the volunteers.
- Tins, packets, jars and bottles of food/drink and household toiletries are donated regularly to the Grantham Foodbank and The Passage through collection boxes located in church. In addition, we collected new toys for the Grantham Foodbank at our Advent Sunday Parish Eucharist.
- Sadly, over the last few years, there has been an increase in the number of people who are homeless, sleeping in tents or sofa-surfing in the locality. At present, there is no emergency provision in the district; so, the only response that clergy and The Passage volunteers can make in an emergency situation is to send people to Lincoln, Nottingham or Peterborough to access emergency accommodation. In 2019, an important step was taken by ‘Grantham Ark’, a group comprising representatives from churches across Grantham (including St Wulfram’s), to ameliorate the challenges faced by those in the locality lacking a permanent home. Fr Stuart Craddock led the initiative through the organisation ‘Churches Together in Grantham & District’. Grantham Ark completed the process to register with the Charity Commission in 2020 (Registered Charity number 1190668).
- In 2020, through the efforts of Grantham Ark, three churches (including St Wulfram’s) took it in turns, one or two weeks at a time, to open their doors during the harshest winter months (January to March) to those who needed shelter overnight (referred by relevant authorities/organisations). The last two weeks (additional to the original period of time) were hosted by St Wulfram’s; and members of the congregation contributed the cost of ten beds (@ £25 each), when those loaned by the Army had to be returned on the due date. 90 people received training (provided by INN Churches, an initiative based in Bradford) in order to help at one or more of the three locations. A total of 12 guests received hospitality over the three months: food, a warm dry place to sleep and a sense of dignity.
- After considerable investigation and work in the autumn led by Mthr Mel for Grantham Ark, the sad conclusion was reached that it would be impossible to operate the night shelter in the early months of 2021, owing to COVID-19 restrictions and health and safety concerns for both guests and volunteers.
- Grantham Ark organised a SleepOut event in December 2019 in the grounds of Grantham House (by kind permission of the National Trust), to raise awareness of the challenges faced by the homeless and to raise funds towards a permanent emergency night shelter in the town. It is intended that this be an annual event. Unfortunately, the pandemic restrictions prevented a SleepOut in 2020. However, thanks to the generosity of those who donate to the Grantham Ark charity, limited emergency care will be offered to those who are homeless in the winter months of 2021.
- Our Harvest theme this year was water; and funds were raised for the charity Water Aid and also for Grantham Foodbank.
- We received a donation of £200 to start a fund to help families needing some extra help at Christmas time. Under the banner ‘Christmas Cheer’, we raised an additional

£540; and gave a total of £700 worth of supermarket vouchers to several vulnerable families whom we identified through contacts with three local schools.

- Volunteer fundraisers with the British Heart Foundation raised £1,100 to buy a life-saving defibrillator to be installed in St Wulfram's Church. The machine was presented to Fr Stuart by the fundraisers in January.
- Fr James grew a moustache to raise money for the 'Movember 2020' campaign, which funds male mental health and suicide prevention projects and prostate and testicular cancer research.

Safeguarding

- The PCC continues to take extremely seriously the safeguarding of young people and vulnerable adults. The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (that is, the duty to have regard to House of Bishops' guidance on safeguarding children and vulnerable adults).
- The PCC uses a step-by-step process (adopted in 2018) for approval of all off-site activities (e.g., by the Choir and Youth Group), delegating certain powers to the Safeguarding Officer. Unfortunately, the pandemic prevented many Choir and Youth Group activities taking place this year.
- The Parish Safeguarding Officer or Assistant Safeguarding Officer (our Parish Administrator) make regular written reports to the PCC and attend PCC meetings to report in person from time-to-time. Each March, the PCC conducts an annual review of our safeguarding policy statement, which is signed by the Rector (as Chair of the PCC) and displayed in the church.
- The multi-page paper audit of *Promoting a Safer Church* was replaced by an online version. The Parish Safeguarding Officer and Assistant Safeguarding Officer met in the early Spring to complete the first stage; and they generated a Level 1 Action Plan. The outcome was to place St Wulfram's in the 'Green' (Good) category for the majority of points, with only five 'Amber' markers (needing some action – mostly in relation to training advised) and no 'Red' markers (urgent action required). Once those areas had been addressed, the two officers generated and worked on a Level 2 Action Plan, which was subsequently adopted by the PCC (2 April). To address one of the Level 2 actions, the PCC adopted (5 May) a policy statement on the recruitment of ex-offenders to paid and voluntary roles. Work on the Level 2 Action Plan continues.
- Owing to restrictions imposed because of the pandemic, in-person safeguarding training was suspended by the Diocese of Lincoln, until e-learning safeguarding courses became available. In November, PCC members were urged to undertake relevant online training accessed from the diocesan website (where there were links to the Lincolnshire County Council site and Church of England training portal). The Assistant Safeguarding Officer has instituted a process to ensure that all individuals with DBS clearance complete online courses relevant to their role within the church.
- As the Lead Recruiter for St Wulfram's, the Assistant Safeguarding Officer undertook Safer Recruitment training (provided through Lincolnshire County Council).
- Working with the Rector, the two officers prepared a report to the Diocese of Lincoln on the Past Cases Review 2.

- The Assistant Safeguarding Officer continues to process applications for DBS clearance. In line with recruitment practices set out in the Church of England's Guidance *Safer Recruitment* and diocesan policy, our Churchwardens and all PCC members are DBS checked upon appointment/election. All other staff and volunteers (e.g., in the music department and lay pastoral team) are also DBS checked upon taking up roles. In addition, all adult choristers, including Youth Choir members who turn 18 years of age, go through the DBS checking process. We carefully monitor periods for which clearance are granted and apply for renewal, as appropriate.
- A training session for our team of Choir Chaperones took place on 18 January. During the event, a series of documents was revised to go into the Chaperone Handbook. The event also looked at what works well and discussed areas of concern. It was attended by the Parish Safeguarding Officer and 12 of the 14 chaperones. One-to-one sessions were arranged for those unable to attend the event. It is evident that the bulk of the weekly chaperoning usually falls onto a small number of the group; but several individuals are limited in what they can do on weekdays owing to the nature of their work.

Music

- Over the past 13 years, Organist and Master of the Music Dr Tim Williams has achieved notable success in the recruiting and training of young members of the choir, drawing on relationships with local schools and other music contacts. Choristers are not auditioned and all members share a remarkable commitment and professionalism in their approach to music. The standard of the children's sections of St Wulfram's Church Choir is one of the success stories of the church music programme.
- We are grateful to Assistant Organists Andrew Wyatt, Edward McCall and Harry Jacques for their ongoing contributions to the music at St Wulfram's.
- Choir club for boys is on Tuesday afternoon after school and for girls on Wednesday afternoon. Choristers join from the age of 7 upwards, without a formal audition process. New recruits are given their own introductory sessions. The junior choirs continue to be a very significant part of our outreach through schools, drawing in many young people and their families, who would otherwise not have been part of our church community.
- The Youth Choir, which meets on Monday afternoon, has responded to the choristers as they have graduated from the boys' and girls' choirs. This school year, 7 'choral scholars' are supported by the Philip Lank Trust. Most Fridays during term time, the Youth Choir sings Choral Evensong in the Lady Chapel at 5.15 p.m., supported by our portable box organ; a small regular congregation attends.
- The Master of the Music is enormously grateful to the music administrative team of volunteers for the assistance they provide, especially with communication of schedules, paperwork and chaperoning.
- The pandemic has significantly paused the progress of many choristers on the choral training programme at St Wulfram's, due to the non-availability of in-person examinations and potential examination dates. Despite the many challenges, the programme at St Wulfram's in 2020 yielded 7 Royal School of Church Music awards – 3 Bishop's (Silver) Awards, and 4 Dean's (Bronze) Awards. The Bronze and Silver Award examinations were postponed from March until in-person activities were possible in October. No examinations for Gold Awards (the highest chorister award in

the UK) took place nationally in 2020. Between them, the choristers have now amassed 115 RSCM awards since 2011.

- Choristers were excited to sing in the Grantham Music Festival on Saturday 14 March: over 30 vocal solos and duets; and the boys' and girls' choirs performed together in the Church Choir class.
- The musical training of young people at St Wulfram's includes a highly active organ teaching school. Currently 11 young scholars are learning to play the organ, supported by the Philip Lank Trust, the Dr Martin Clarke Young Organ Scholars' Trust (YOST), the Royal School of Church Music, the Ouseley Trust, and the Royal College of Organists. The digital organ (on loan) is a superb practice facility for the organ students who can use it with headphones while the choir rehearses. Our portable box organ (housed in the Lady Chapel) is also a valuable resource for the organ scholars.
- Matilda Johnson, a former organ scholar, took up a place at the Royal Academy of Music to study the organ.
- The organ scholars have achieved notable success in ABRSM examinations this year, and 6 are now working at or above Grade 5 level.
- The programme of social activities included a visit to Pizza Hut (Saturday 25 January), when around 35 members of the boys' and girls' choir celebrated the invitation to return to Westminster Abbey (following their successful visit to sing Choral Evensong on New Year's Eve 2019).

Actions during the COVID-19 pandemic

- Not being able to meet to sing together was a culture shock for the choir at the beginning of the pandemic lockdown. It became clear that the members wanted not only to continue to share in community, but also to sing, to produce music for Sundays, and to give out a positive message in such difficult and unsettling times.
- The choir's response to lockdown was charted by Dr Williams in an article entitled 'June in lockdown: Virtual music, resilience and hope from St Wulfram's', published in the journal *Cathedral Music* (November 2020). The article explains how so much of the routine of the choral tradition seemed to have been lost; and how everyone who was accustomed to helping with the music provision felt 'a disconnection from the camaraderie that comes from being a part of real live church music'. The task in isolation during lockdown was to take all the powerfully felt emotion and 'convert it into the art of remote singing' (p. 37).
- The Music Department learnt the art of producing composite virtual anthems while all members stayed safe in their homes. The method worked through podcasting rehearsal videos to the choir: these focused on singing technique, learning notes, interpreting the music and understanding its historical background. When members were ready, they recorded themselves on phone voice memo recorders while listening through headphones to a synthesised backing track and conducting file produced by the Master of the Music. Once they were happy, the choir families sent through the memos, and the Master of the Music layered them together using audio editing software. After a few hours of work, this method produced results that showed the togetherness and connectedness of St Wulfram's Church Choir, even though they could not actually meet together. The method kept the choir fully engaged, including the

youngest and oldest members. After Easter, the choir moved from predominantly podcasting rehearsal files to primarily rehearsing in real time on Zoom.

- The valuable assistance of volunteers with the preparation of virtual materials was much appreciated.
- An archive of virtual recordings was produced, accessible from the church website. Through this resource, our music had a wider reach nationally and internationally than ever before.
- Recruitment to the choir has continued through the pandemic. During this time, Dr Williams collaborated with the directors of music of major parish churches and co-chaired meetings in relation to the recruitment and retention of choristers, sharing learning on resilience in the face of the pandemic.
- The choir was proud to feature in the Royal School of Church Music 'Big Music Sunday' broadcast live on Youtube (14 June, 6.00 p.m.), when they led the singing of the final hymn 'How shall I sing thy majesty' with an international online congregation.
- Sunday 19 July marked the end of the choir year with a Valediction Evensong, for which the choir gathered for the first time, socially distanced, still unable to sing in person together. In the previous four months, the choir had shown remarkable resilience and still made church music for these times, producing 23 virtual pieces.
- In line with a detailed risk assessment, the Choir came back together for rehearsals in early September. The boys and girls quickly got used to the space of the nave for socially distanced singing and seemed totally at home. We were delighted to welcome the choir back into church to resume their liturgical presence on 27 September (Harvest Thanksgiving), for the Parish Eucharist (choristers) and Choral Evensong (youth choir and adults).
- Plans were made for the full continuation of choir activities for all choristers, youth choir and adult members virtually during the November lockdown. A particular highlight of this time was the Advent Carol Service (pre-recorded and transmitted on Facebook) (29 November) with organ music before and after the service provided by former choristers and organ scholars Matilda Johnson (now studying organ at the Royal Academy of Music) and Joseph Beech (Sub-Organist of Durham Cathedral).
- Starting on 1 December, the Music department published a daily musical offering on Facebook from the choristers, choral scholars, organ scholars and musicians of St Wulfram's Church.
- The Festival of Nine Lessons and Carols was produced virtually as well (20 December). The decision to go virtual was made in a spirit of inclusivity, so that choristers who were isolating and adult members who were shielding could be part of the service. Only one week elapsed between the point at which the decision was taken to go virtual and the actual service; and the service engaged 55 members of the choir. This was a testimony to the dedication and resilience of the members.
- One of the aspects that choristers missed in the early weeks of lockdown was the chance to share news together. In response, the department launched a weekly online meeting for choir families; family home recitals were shared by virtual means; and an online group was set up to appreciate members' photography and visual arts.

- As part of the choir's annual outreach to local care homes (which forms an important part of the choristers' Christmas programme), a 15-minute video of Christmas Carols was produced. It included three carols sung at the church and three sung remotely from homes, and digitally mixed. Choristers also spoke on the video about the carols and their role in the project.
- St Wulfram's Choir has sung at 23 Anglican cathedrals in England/Wales; and was looking forward to a week-long summer residency at Winchester Cathedral (3 to 10 August), for which fundraising began in 2019. It was with sadness, but no great surprise, that confirmation was received from Winchester in June that the cathedral would not be able to host the choir for the residency. Thanks were expressed to those families who felt able to donate some or all of their deposits to church and future choir trips, rather than receive reimbursement. All the funds raised from activities in 2019-20, which were expected to contribute towards the Winchester trip, were carried forward for future trips.

Wider music programme

- On 8 May, the Master of the Music launched 'Hymns with Tim', half an hour of hymn singing for members of the congregation at 12 noon each Friday via Zoom. The event has a loyal following of up to around 15 people each week, and often includes children during school holidays. We are grateful to Jo Gardner for stepping in to lead the virtual hymn singing on the few occasions Tim has been unavailable. The plan is for the weekly event to continue until congregational singing is allowed again in church.
- A special edition of the weekly 'Hymns with Tim' took place in the evening on Thursday 17 December – up to 26 adults and children gathered virtually to sing 'Carols with Tim'.
- In normal times, recitals are held on the third Saturday morning of each month. A large and appreciative audience attended the recital given by Elaine Bishop (mezzo soprano) and Tim Williams (piano) (15 February). This was the only recital of 2020. The recital by Ian Hare (Director of Music at St Oswald's Church, Grasmere and of the Keswick Choral Society) due to take place on Saturday 21 November, was postponed upon the announcement of the second national lockdown.

Church Community

(a) *Children and Young People*

- Children are welcomed at St Wulfram's and involved in the life of the congregation at every opportunity. This key aspect of our work is overseen by the 'Children & Youth Sub-group' established by the PCC. The sub-group meets regularly and includes in its membership several individuals who do not serve on the PCC. It hears reviews on each aspect of the church's work with children and young people (including safeguarding); and it also discusses the church's involvement with church schools in the parish. It celebrates achievements, and discusses challenges and points for action. In particular, the sub-group recognises that more work needs to be undertaken to enhance the profile of children's activities in church (through the church website and social media, and hopefully using ChurchDesk).
- The Sunday Club meets every Sunday during term time at the same time as the Parish Eucharist. In three age groups, they have a full programme of teaching, prayer, music and activities. They re-join parents/carers at the Parish Eucharist during the Lord's Prayer and then show and tell the congregation what they have been doing at the end

of the service. There is a very dedicated team of volunteers (including three young people who are growing in confidence to plan and lead their own sessions).

- In normal times, our Children's Area continues to be well used during services and throughout the week as a 'Stay and Play' resource for families with young children who want a place 'to be' with their children.
- The 'Rhyme Time' singing and activity group for babies, toddlers, pre-schoolers and their parents/carers meets for an hour in church each Friday during term-time.
- Our two Youth Groups usually meet on the first Sunday evening of the month. The group for those in Year 9 and above meets in the Rectory and consists of 20+ members (a mixture of Youth Choir and non-Youth Choir members). The group for those in Years 7 to 9 (launched in October 2019) met in the church and currently has 14 members. The young people have been instrumental in designing the programme and members enjoy a range of activities. They are encouraged to invite their friends to join.
- Sadly, all in-person children's and youth activity (save for choir activities) paused in March, due to the pandemic. It was hoped that Sunday morning provision would have started before Christmas in the alternative location of Grantham House, allowing more space. However, because the start of the lease on Grantham House was delayed, the plan did not come to fruition. We aim for all our activities (Rhyme Time, Teddy Bear Service, Come and Sing, Sunday Club, two Youth Groups) to emerge from the present situation in a new and revitalized way.
- There are seven Scout or Guide sections associated with the church and five regular parade services a year are held, with all age worship to involve the children in every way. Clergy and other members of the church are invited to go and speak to the groups. The groups also visit the church. The loss of the church hall in 2016 resulted in the groups meeting off-site, so steps are being taken to improve regular contact.

Fr James is District Chaplain to Grantham District Scouts. This role is a Grantham-wide appointment but includes regular purposeful visits to the sections of the 2nd Grantham (St Wulfram's) Scout Group.

- All three members of our clergy team are governors of local Church of England schools; and our Rector also serves on the governing body of the Priory Ruskin Academy in Grantham. Our PCC is consulted when specific vacancies are filled on the Board of the Harrowby/National Academy Trust.

Members of the clergy team lead weekly collective worship in two church schools. During the pandemic, the clergy team prepared videos for the schools instead.

Local schools, especially the church schools and the local state nursery school usually make regular visits to the church to learn about the church building, about Christianity and about the church's role in the community. In normal times, local schools also use the church for services throughout the year, including carol services and services to mark the end of the school year. The neighbouring grammar school uses the church building for its annual Founder's Day Service and Speech Night.

(b) *Pastoral Care*

- The clergy and lay pastoral support team are available to any person in the parish who asks for their support or help. Members of the congregation are visited at home, when

this is possible. Those who are new to the congregation are made welcome and visited as soon as convenient.

- In normal times, those who are ill, housebound or too frail to attend church are visited regularly.
- Likewise, in normal times, residential and nursing homes, and a local sheltered housing development are visited every month and Holy Communion is celebrated or the reserved sacrament is taken by one or two lay members of the team.
- A quarterly service for wholeness and healing, open to all, is held in church in normal times; this is very much appreciated by those who attend.
- On Wednesday 5 February, free 'Dementia Friends' sessions were offered (by Lynda Basford, our former Parish Administrator) for members of our congregation who wanted to learn how dementia affects a person and what can be done to make a difference. There was a special session in the afternoon aimed at under 16s for the St Wulfram's choristers. The sessions helped our choristers' outreach in the community, and also their educational development and understanding of relatives with this condition.

(c) *Community groups*

- Our Sunday lunch group for people of any age (who would otherwise eat alone) continued to flourish in January, February and March, visiting a local restaurant or pub on the second Sunday of each month. Around 20 attended. Unable to gather safely for a meal indoors once COVID-19 restrictions were imposed, the group's regular gatherings halted in April. From July onwards, around half the group members gathered virtually by Zoom video conference on the second Sunday of the month (either late morning or early afternoon) and enjoyed a wide-ranging chat. We are grateful to Jane Sharp who continues to co-ordinate the in-person and online gatherings of this group.
- Our monthly Art Group was unfortunately not able to meet since the first lockdown in March. However, they hope to meet again, as soon as they are able. The group still anticipates meeting in the church but also looks forward to, hopefully on occasions, being able to meet either in Grantham House or the gardens later in 2021.
- Until February, the Nativity Knitters group were knitting twiddlemuffs and knee rugs, which Anne Laxton then took on their behalf to three wards at Grantham Hospital, the Mental Health Unit, and also to some residential care homes. Grantham Volunteer Dementia Support also distributed some muffs and rugs to their clients. Thank you to everyone who contributed so much to this effort. As with many activities, the knitters have been able to do nothing since the beginning of the pandemic lockdown, because items cannot be taken anywhere.
- The Wulfram Men's Group started at the end of 2019 and gathered a healthy number of members of the church family at its first meeting. For some reason or other, numbers had dropped at subsequent meetings. However, by February 2020 a varied programme (which included pub socials, day trips, and meals) had been established for the forthcoming year; and, following the first meeting of 2020 during that month, interest began to grow once again as the programme was advertised. COVID-19 measures came in as we prepared for the March meeting – at which we were to mark Wulfram 2020 – and the group were subsequently unable to meet at all during the rest of the year.

- Sadly, the St Wulfram's Curry Club, which visits a local restaurant once a month, was unable to operate in 2020.
- Since 22 April, fellowship has been offered through a Virtual Coffee Morning on Wednesdays at 11.00 a.m. The event, hosted by a member of the clergy (in rotation), is held via a Zoom video conference. In the early days of the first national lockdown, the coffee morning attracted well over 20 people from St Wulfram's and St John's Manthorpe. The popular weekly event continues, with a loyal following of around 15. On one occasion, the participants included a couple planning to relocate from another area, who were 'shopping around' for a new church.
- Members of the congregation were invited to gather, with a drink, on the evening of Monday 9 November at the virtual 'Wulfram's Arms'. This social event was a great success with 17 people present on Zoom screens. An online 'Murder Mystery' evening is planned by the Social Sub-group for January 2021 and the popular annual Quiz will take place by Zoom in February 2021.

Church and Fabric

- The year began with the second phase of conservation work on the Georgian monuments identified as 'at risk' in Dr David Carrington's report from 2017. The Georgian monuments to Sir Thomas Bury and Charles Clarke and other monuments to the three daughters of Rev Richard Stevens, to Susanna Bourne, and to the Newton family of Watergate have all been fully repaired, cleaned and conserved by conservators from the Messenger BCR group. We are grateful to ChurchCare, the Georgian Group (Cleary Fund) and the Henry Moore foundation and several individuals for their generosity totalling over £4,500 for this second phase of work with some monies previously received in 2019 towards this project.
- Repairs to the stained-glass window in the south aisle adjacent to the office, damaged in the break-in on Christmas morning 2019, were undertaken by conservator Derek Hunt of Limelight Studios. Grants towards this work were received from The Glaziers Company and the Friends of St Wulfram's Church and from our insurers. Other repairs and work arising from the break-in included a new safe, new key suiting and replacement of locks.
- Derek Hunt dismantled, repaired and cleaned the plain glass window in the south aisle. The external ferramenta was repainted and damaged stonework to the window was also addressed. Derek Hunt also cleaned the plain glass window in the north aisle. This work was paid for from the Fabric Fund.
- Roof work included the replacement of the lead sump and supporting timberwork in the south-east turret and minor repairs in other areas. The whole church roof has been surveyed to identify priorities for further work in 2021.
- Towards the end of the first lockdown in June, wooden and stone floors in the nave, aisles and chancel were deep cleaned by a local contractor and it is felt that this has enhanced the appearance of the church as most of the seating has been stacked away when the church has not been utilised for services.
- In September 2020 work was completed to undertake consolidation, re-pointing and cleaning the spirelet on the north side of the church adjacent to the Corpus Christi Chapel. This work was undertaken by Weldon Stone Enterprises following competitive tender at a price of some £10,000 including fees and VAT.

- Work was also carried out to repair a leak in the water pipe under the floor by the font. The central heating system pipework has also been surveyed to pinpoint the location of two leaks which will be repaired in the summer of 2021.
- Prior to Christmas 2020, additional cameras and microphones were installed to enhance the quality of our live-streamed services which are now viewed by several hundred members of our congregation and friends from home. The new system extended CCTV coverage in the church.
- Thanks are due to everyone who has helped in cleaning the church and assisted with other repairs, particularly Anthony Fletcher of AF Electrical for his work on the lighting and heating systems.
- We are greatly indebted to John Manterfield for his dedication in chairing the PCC's Fabric Sub-group and overseeing its work.

Church flowers

- Throughout the year and especially at liturgical festivals, we benefit from the dedication of our band of flower arrangers (led by Val York), whose skills enhance the beauty of our church. We are grateful to all those who contribute towards the costs of flower arrangements throughout the year: many such donations are in memory of loved ones and an 'In Memoriam' list is displayed at the west end of the church at Easter and Christmas. Recognising that those who donated towards the cost of Christmas flowers this year would not necessarily be able to come into the church to see the arrangements, our weekly community email before Christmas included photographs of the flower arrangements and the 'In Memoriam' list.

Change ringing

- We are grateful for the leadership of David Braunton (Tower Captain) and his team in maintaining change ringing at St Wulfram's.
- Until mid-March ringing continued much as normal; the bells then fell silent, other than for the clock chiming the quarters and hours. In April, the Tower Captain spent some time checking over the bells for any potential maintenance issues; and for the last few weeks of the 'clap for carers' used the tenor bell to lead the 5-minute clap around the town on Thursday evenings at 8 p.m. In late May/June the tenor bell was used to announce the start of the Sunday 9.30 a.m. broadcast service with a 5–10 minute burst of noise.
- Following guidance from the CCCBR (Central Council of Church Bell Ringers) and PHE (Public Health England), in July we began ringing six bells as a team for the Sunday service; and, following the 72 hours abstinence advice, moved our Tuesday practice to Wednesday evenings. Several ringers who were shielding unfortunately had to refrain from ringing activities; but the numbers supporting were sufficient to warrant holding another practice locally at Stoke Rochford, ringing in masks and in well-ventilated ringing chambers.
- We rang all twelve bells on a Sunday, as a last hurrah just before the Government introduced the 'rule of six' in mid-September. In October, as a band and with worsening figures, we decided that should figures increase above 100 COVID-19 cases per 100,000, we would not continue to ring as a group. For the remainder of the year,

the Tower Captain has continued to ring one or two bells on a Sunday to announce the start and end of 9.30 a.m. service, to provide an audible reminder to the community that the church is still here.

- We are planning to carry out some improvements to the internal acoustics of the bells for the ringers in the coming months, and our enthusiastic steeple keeper Sarah Boott will be involved with this.
- Youtube videos continue to be popular, with the Notre Dame performance now having reached nearly 268,000 views and one of English-style change-ringing 557,000 views (as at 29 December 2020).
- We hope that with the roll-out of vaccinations a return to safe ringing comes at some point in 2021. Recruitment will be crucial to the very survival of bell ringing, with an appeal to 'Restore your inner balance – try Bell Ringing!'

Hospitality for Pilgrims and Visitors

- St Wulfram's, a landmark medieval parish church restored by Gilbert Scott (1866-75), is Grade I Listed (1062501) and of nationally recognised significance. Set back from main roads and surrounded by old buildings, the area has the feel of a cathedral close. The chained Trigge Library (established in the church in 1598) is of exceptional significance as the earliest in England for public use, and attracts local, national and international visitors and scholars. The church plays a dynamic role in attracting visitors to the town and district. The church and churchyard are a focal point of South Kesteven District Council's (SKDC's) Grantham Town Conservation Area. They lie within the 'Grantham High Street Heritage Action Zone', which celebrates the town's built, social, cultural and natural heritage and is funded by Historic England to restore historic properties and regenerate public realm areas.
- Consistent with our 'sacred space, common ground' strategy, we encourage everyone in the community to see St Wulfram's as their parish church, a building open for prayer or a place to come and sit in quiet reflection.
- In normal times, each Saturday morning and during the 'visitor season' (from the end of March to end of September), we try to have stewards on hand to welcome our visitors. The Coffee Shop offers a welcome to visitors on Wednesday and Saturday mornings in the winter season, and on Wednesday to Saturday mornings during the visitor season.
- In 2017, with fewer volunteers and a policy of no 'lone working' in church, the PCC took the decision (on the advice of the Diocese and Ecclesiastical Insurance) to leave the church open unattended at certain times. This strategy continues to be largely unproblematic.
- Some visitors take the trouble to sign our Visitors Book. Their comments are overwhelmingly favourable. Some comments written early in 2020 follow:
 - ❖ A truly beautiful church. A lovely visit.
 - ❖ Magnificent. More cathedral than church.
 - ❖ Very helpful staff. Lots of interest to see.
 - ❖ Beautiful and very visitor friendly.
 - ❖ A most magnificent yet peaceful church – tranquillity at its best.

- ❖ Incredible space, magnificent spire. Nice to see evidence of community involvement.
 - ❖ Absolutely gorgeous architecture and stained glass.
 - ❖ Wonderful church and a fantastic place to spend some time.
- In accordance with government pandemic restrictions, the church building closed from 24 March until 12 June (inclusive). In line with guidance from the Government and Church of England and following a detailed risk assessment, the building re-opened for private prayer from 13 June (9.00 a.m. to 4.00 p.m. Monday to Saturday; 10.30 a.m. to 4.00 p.m. on Sundays). Automatic hand sanitizers were placed at the entrance and exit and within the church; the wearing of masks was required; and posters encouraged social distancing. At the end of every day, on a rota basis, a few members of the congregation cleaned the areas that visitors may have touched. We are grateful to those who cleaned and to Jan Burrows who organised the rota.
 - The Coffee Shop closed in mid-March and was unable to re-open in 2020 due to government regulations affecting the hospitality sector.
 - St Wulfram's participated in a limited way in the annual nationwide Heritage Open Days event in September: the church had a limited opening period and visitors were able to access only the nave. In total, around 85 visitors attended (fewer than in previous years).
 - Near the west door of the church, we have a sales unit that, in normal times, displays postcards, guides and souvenirs of the church, together with assorted greetings cards (including the popular Friends of St Wulfram's Christmas cards and tea-towels). Unfortunately, stock had to be removed at the start of the pandemic; but we thank John Manterfield for his efforts to sell items in imaginative ways since April, including the new edition of William Glaister's 1878 'The Life and Times of St Wulfram', which he edited and published through the Grantham Civic Society.

Trigge Library

- Recorded visitors for 2020 decreased from 834 in 2019 to 83 in 2020, a decrease of some 90%, wholly owing to the restrictions arising from the COVID-19 pandemic. The Library was closed from mid-March to June and then only operated as permitted with social distancing until November when it was closed again. This was a direct result of associated government guidance and regulations resulting in the lockdowns and cessation of non-essential activities affecting travel from overseas as well as within the UK. Of the total, 62 visitors attended in the first quarter of the year with 21 in the whole of the remaining nine months of 2020.
- The visitors who were recorded produced the following figures: The total number of visitors recorded was 83. The number of visitors from the UK was 61, representing 74% of the total. Only 8 visitors were from Grantham, probably because local people were aware of the closure of the Library. The rest of England (other than Lincolnshire) accounted for 46 visitors. The number from overseas amounted to 21, with 5 from Europe and 16 from the USA.
- During 2020 our conservator, Mrs Bridget Warrington, carried out a complete Condition Survey of the Library and provided a report of her findings. A number of problems were identified, and these are currently being addressed. Ten books required urgent attention to disinfest them from attack by furniture beetle (commonly known as woodworm), with one initially undergoing treatment in an oxygen-free environment. When this proved unsuccessful, it was transferred to Harwell for deep-

freeze treatment. This seems to have worked and the remaining nine books were subsequently sent to Harwell for identical treatment. In addition, woodwork affected by furniture beetle including the book presses, floor and roof were also treated appropriately. Following this, the Library was deep-cleaned. The Condition Survey report provided a prioritised list of books requiring conservation of bindings and/or page blocks to ensure their long-term preservation.

- New security cameras will be installed together with a 'panic button' for use by stewards. A device for continuously monitoring temperature, humidity and dewpoint has been installed, and data is being downloaded for further analysis. Quotations have been obtained for replacement of the free-standing exhibition cases and the book supports for viewing the books when off their shelves. Blinds to reduce light emission will also be installed. It is hoped that the costs of these will be met by grants from appropriate bodies.
- Fr James has set up a 'rolling' exhibition of books in south aisle using the case donated to the church by The National Trust. This serves to introduce visitors to the types of books in the collection. The contents are replaced periodically.
- A new guidebook to the Library with photographs has been written to replace the guide published by John Glenn in ca.1988. It is hoped that it will be printed shortly and become available in the early spring of 2021.

Archive

- The church archive has continued to acquire items, from various sources. A major acquisition has been from the Friends of St Wulfram's Archive, which contained many items of historical interest to the church. The Curator of Archives thanks everyone who has donated in any way. Where the name and address of the donor is known, a letter or email of thanks is sent.
- Restrictions due to the Covid-19 pandemic have prevented easy access to the Vestry, and ongoing research has been suspended since March 2020.
- The Curator dealt with 11 separate enquiries during the past year, which involved 23 responses.
- St Wulfram's continued to hold a small quantity of archives belonging to the parish of St John's Manthorpe while building work in that church was carried out.
- Storage of the archives in the Vestry and elsewhere in the church has long been problematic with intense pressure on space, but there are plans to reorder the Vestry with dedicated and secure Archive space.

Ministry training

- Members of the congregation continue to take a full part in the licensed ministry of the church and new volunteers are trained and introduced on a regular basis to share in leading worship and exercising pastoral ministry.
- Two members of our congregation are currently pursuing Reader training with the Diocese of Lincoln.

- Five members of our congregation embarked in September on the diocesan course entitled ‘To Love and Serve the Lord’, which Grantham Deanery ran for the first time under the leadership of the Revd Canon Geraldine Pond (former Director of Vocations, Diocese of Derby). The 16-session course, which is taught via Zoom by a mix of ordained and lay ministers (including three from St Wulfram’s), provides a discernment process for those exploring a possible call to authorised lay ministry and the initial module for ALM training.

Learning opportunities

- In preparation for the arrival of the Wulfram relic from the Abbey of St Wandrille in March, the Rector led an open discussion about the nature of relics after the Parish Eucharist on 26 January.
- Lenten study groups (clergy- or lay-led) were run jointly with St John the Evangelist, Manthorpe at four locations at different times to suit participants’ availability (Monday evenings, Wednesday mornings, Wednesday afternoons, Thursday evenings, Friday afternoons). However, due to the first national pandemic lockdown, it was impossible for the study groups to complete their programme.
- On Thursday evenings in the first half of 2020, Bible Study sessions took place, mostly over Zoom. The group worked through the Bible Society guide *Making Good Sense of the Bible Together*. This was designed to help the reader to understand and interpret the Bible correctly by considering the world as it existed when the Bible was written, thereby helping to put verses into their proper context. The guide also looked at different translations in order to access what the writers were aiming to convey. The guide enabled the group to see how studying the Bible can help Christians to grow and mature.
- On Sunday afternoons in Advent, Mthr Mel hosted our ‘Advent Series’ via Zoom video conference. Each week, participants watched a short film (produced by the Bible Project) exploring the biblical understanding of four themes important in Advent (Hope, Peace, Joy and Love) and discussion followed.

Major Churches Network

- We are members of the Major Churches Network (which grew from the Greater Churches Network); and we are in regular contact with other large churches to benefit from information about good practice in areas of fabric, mission and outreach, and how to best engage in service to the community. This year, the network has enabled member churches to share ideas about how best to respond to COVID-19 in terms of ministry and mission.

Inclusive Church Network

- St Wulfram’s continues as a member of the Inclusive Church Network endorsing the statement of belief:

<p>We believe in inclusive Church - church which does not discriminate, on any level, on grounds of economic power, gender, mental health, physical ability, race or sexuality. We believe in Church which welcomes and serves all people in the name of Jesus Christ; which is scripturally faithful; which seeks to proclaim the Gospel afresh for each generation; and which, in the power of the Holy Spirit, allows all people to grasp how wide and long and high and deep is the love of Jesus Christ.</p>

Ecumenical relationships

- St Wulfram's continues to play a full part in Churches Together in Grantham (CTiG), in hosting or assisting in the major events of the ecumenical year. Representatives of our congregation attend regular CTiG meetings and report back to the PCC.
- St Wulfram's was the main location for the online carol service produced by Churches Together, which went live on the Churches Together Facebook page on 22 December.
- We continue in a supportive relationship with ChristChurch, our Methodist/URC neighbours. In normal times, we worship together on the fifth Sunday of each month, the combined services (mostly now in the evening) alternating between St Wulfram's and ChristChurch. Quarterly meetings to arrange joint events and worship are well supported; and we publicise each others' services and events, through our monthly parish *Magazine* (see below) and weekly *Community* news.

Lincoln Diocesan Synod

- St Wulfram's is represented on the Diocesan Synod by the Rector, Mthr Mel and (from 3 December) Paul Davie. After each Diocesan Synod meeting, the PCC receives a Digest of Proceedings, as published on the diocesan website; and, from time to time, the PCC also receives the 'Parish Share – update to parishes' communication issued by the Diocese of Lincoln.
- During the pandemic, the bishops, their chaplain and the Diocesan Secretary were in regular correspondence by email with incumbents and parish officers to share advice and provide the latest guidance.
- There has been a growing sense in the Diocese of Lincoln, replicated across the Church of England as a whole, that the current way of doing and being Church is neither workable nor sustainable, and that new ways need to be found of being the people of God together. The diocese faces a major financial crisis, having spent around £5 million more in recent years than it has raised itself. Historic assets currently fund £2 million of the overspend; but income from Parish Share falls short of the real cost of ministry and the diocese is left with a recurring deficit of £3million. The effect of COVID-19 in 2020 meant that the anticipated deficit would be £4million.

Back in November 2019, the Acting Bishop of Lincoln had commissioned a group of individuals from across the diocese to address the systemic issues that it faced and discern how the diocese could build the healthy, vibrant and sustainable church that it longs to be. In January 2020, five working groups (comprising over 50 people – lay, clergy and officers) were established to look at the following areas: assets; Parish Share; costs; growth; and deployment. The groups reported in July and the proposals subsequently received overwhelming support from the Bishop's Council of Diocesan Trustees and Diocesan Synod. In the autumn, the diocese held a series of virtual consultation meetings with parishes, gathered by 'Greater Ecclesial Areas' (GEAs), based roughly on the nine local authority areas. Feedback was then used to shape plans submitted to Diocesan Synod on 21 November.

92% of Synod members present at the November meeting voted to support the general principles laid out by the 'Resourcing a Sustainable Church' programme. Synod also voted 'to support the exploration of the possible sale of Edward King House' (the diocesan offices). In addition, Synod committed 'in principle to the introduction of a Covenant Giving Scheme based on mutual responsibility between the parish and the diocese as a whole', to replace the formula-based system of parish share, with 'some

mechanism to support those parishes in areas of highest deprivation’ and support from a team of volunteer Covenant Pastors. Consultation with parishes in the autumn became the first step in a long process of engagement, consultation and refinement of plans, ahead of what the diocese called ‘a full working plan’ for consultation in March 2021 and presentation to Synod in April 2021.

Grantham Deanery

- St Wulfram’s plays a full part in the life of the deanery. Our Rector, Fr Stuart Craddock was appointed Rural Dean in November 2019. Since February, he has been supported in this role by Judith Muskett (our PCC Secretary), who was appointed Deanery Administrator for 6 hours per week (a position funded by the Diocese of Lincoln). The Deanery Administrator provides all deanery PCCs with regular written reports on Synod business.
- Through its elected and *ex officio* representatives, St Wulfram’s continues to take a leading part in shaping and implementing deanery policy. We currently have three elected lay representatives on the Grantham Deanery Synod. Triennial elections were held at Annual Parochial Church Meetings in 2020 and the new terms of office began on 1 December: Jan Burrows and Val York continue to serve on Synod until 2023 and Paul Davie was elected for the first time (but brings experience as a former deanery lay representative in a different diocese). We thank Andrew Gregory for the service he gave over the last three years as one of our elected lay representatives on Deanery Synod.
- The deanery was successful in its bid for funding from the Diocese of Lincoln Transformation Fund towards the cost of staging the Metanoia Climate Festival, originally planned for September 2020 but which will now take place over Friday 1 October to Sunday 3 October 2021.
- A significant item of business during 2020 was the ‘Resourcing Sustainable Church’ initiative from the Diocese of Lincoln (see above).

The version of the scheme favoured by Grantham Deanery designates St Wulfram’s as a ‘Key Mission Church’ within the ‘Local Ecclesial Area’ comprising the Grantham and Loveden Deaneries (one of three proposed divisions within the South Kesteven ‘Greater Ecclesial Area’). Representatives of deanery churches (including St Wulfram’s) participated in an online consultation meeting for the South Kesteven GEA with the bishops on 30 September.

The diocese has declared that changes to the number and structure of deployed clergy are essential; and it is working towards a model of 100 stipendiary posts or equivalent (a reduction from the aspiration of 153) and training 6 stipendiary curates a year. Collaborative ministry is at the heart of the new model, with groups of stipendiary clergy, self-supporting clergy and lay ministers working collegially in diverse teams across wider geographical areas. Grantham Deanery Synod has said it would accept a minimum of 6 stipendiary clergy + 2 House for Duty priests to cover the LEA. If, as anticipated, the current deanery is re-organised into three greater parishes (west, central and east), St Wulfram’s clergy would be responsible not only for St John’s Manthorpe but also for the current Earlsfield and Spitalgate parishes.

Communication

- The Parish website (www.stwulframs.org.uk) is a prime contact point for people wishing to know more about the parish church, its people and activities. Regular

postings of information by the Parish Administrator keep it fully up-to-date. Contacts and requests continue to increase in number. We make full use of social media to involve members of our church community and of the wider community in the life of the church; social media is especially valuable in attracting visitors and audience members to our special events and engaging them in online conversations at those times. We recently enhanced our presence on the Church of England 'A Church Near You' website: the site directs those who view to the church's own website and social media.

- The ChurchDesk software package enables the Parish Office to send out weekly newsletters and information on forthcoming services (including orders or service and hymn sheets), all of which have been immensely valuable during the pandemic. By the end of the year, we had accumulated over 1,000 'Contacts', almost twice the number recorded in 2019. The contacts include members of the community of St John the Evangelist, Manthorpe, our sister church.
- The Sunday *Community* sheet updates the congregation each week, with news of services and activities. In normal times, it is available in printed form on Sundays, but since the start of the pandemic it has been shared with the weekly Friday email from the Parish Office.
- The full-colour monthly *Magazine* continues to provide high quality and varied content in information and articles. Brian Buttery, the present Editor, celebrated his 100th issue in January 2020. He is a member of the Association of Church Editors, whose secretary sends out a monthly bulletin of useful tips. Brian looks forward to his next anniversary in September 2021, when he will take stock in a quinquennial report.

Since the start of the pandemic, an online version of the *Magazine* has been available through the church website; and printed copies have been mailed out to those who subscribe.

- Continuing our long-standing practice, we pay to advertise full details of weekday and Sunday worship at St Wulfram's each week in the local newspaper, the *Grantham Journal*. We have good relations with the *Journal* (whose office is near St Wulfram's); and articles about our community life and outreach activities are included in the newspaper on a regular basis.
- Notice boards outside the church are well used. Our two chalk A-boards display daily information outside the west door and welcome visitors.
- Our churchwardens were unable to hold any of their usual wardens' surgeries during the year. However, through regular notices in the *Community* news, they encouraged members of the congregation to contact them by telephone or email with any comments or questions. They were also happy simply to have a chat with callers.

Special Events (including those for fund raising)

- Over recent years, we have enhanced our engagement with people in the town. We strongly believe that the sacred space of St Wulfram's is common ground for all – a place where we can challenge each other, celebrate all that is good in our community, and be a place we can call home where we can gather as a community – and God is in the midst of this, in the everyday. Community use of the building is essential to our sustainability and recaptures the medieval use of the space in ways that celebrate the joy of day-to-day life. Our challenging events (Christmas Tree Festivals, Flower Festivals, May Balls, Beer Festivals, disco nights for children etc.) underpin our 'sacred

space, common ground' strategy. Each event attracts significant numbers and at the same time raises useful funds for the church.

- Sadly, in this year of celebration to mark the 1300th anniversary of the death of our patron saint Wulfram, significant events were postponed or cancelled: a 'Stations of the Cross' community art project, leading into Easter; Grantham Vintage Festival (June); the annual St Wulfram's / CAMRA Beer Festival, known as 'Land of Hops and Glory' (October); the Festive Fayre (November); a Festival of Angels (from November). A taster of what is to come at the Vintage Festival in 2021 was shared through a 'Festival in a Day' on the festival's Facebook page (13 June).
- With its flexible space and seating, the church is a well-used venue for large and smaller events and concerts, attracting regular bookings from local and county organisations. The local U3A holds monthly coffee mornings in St Wulfram's Church; and the U3A art group also meets on a monthly basis in the church.
- In the early months of the year, the following events were enjoyed at the church: Quiz Night (including Fish and Chip Supper) (1 February), Parish Lunch in church, after a tidy and clean-up session (8 March),
- In May, the award-winning performance poet Jay Hulme launched a knock-out tournament on Twitter to discover 'the finest non-cathedral Church of England church'. To our delight, St Wulfram's beat 63 other churches to the top spot: on the way, St Wulfram's knocked out St Mary Redcliffe Bristol (which boasts the highest spire in the country), Halifax Minster, and Beverley Minster. The final saw St Wulfram's up against Tewksbury Abbey, in a closely fought battle. Fr Stuart told the *Grantham Journal* 'We are truly humbled by the support for the church. We really hope that this is in response not simply to the awesome beauty of St Wulfram's but also how it continues to play a part in the local community'. Jay Hulme said on Twitter: 'St Wulfram's really is a worth winner, because it is so deeply loved'.
- To mark the first anniversary of their Azuma trains, LNER ran a competition to name trains. In our own special year, we encouraged members of our congregation to propose the name of Saint Wulfram, to celebrate one of the most iconic landmarks on the East Coast mainline.
- Phenomenal feedback was received for the first ever Grantham town-centre Advent window tour, organised by Mrs Laura Cradduck and Fr Stuart. The tour began and ended with windows unveiled at St Wulfram's on 1 December and Christmas Eve. The tour was a great success locally, with people taking their daily exercise to view the windows in local businesses. Special thanks were due to the Grantham Journal for publicising an account of the window trail each week, as it built up. With the pandemic having necessitated the cancelling of Christmas events throughout the town, the Advent window tour was a way to spread some Christmas cheer. The windows remained lit until 6 January 2021.

FINANCIAL REVIEW

- The Finance Sub-group set a General Fund budget surplus of £7,195 for 2020 in November 2019. The final outcome in 2020 was a modest surplus in the General Fund of £1,759, although via a most unexpected route. Some months into the COVID-19 crisis last year it became clear that it was not going to be transitory in nature and that remedial action had to be taken in order to avoid a General Fund deficit so large (in the order of £40k+) that the church faced the possibility of having to use the majority of its readily available unrestricted reserves. A financial projection was presented to the PCC during the first half of 2020 that showed the expected financial impact of the loss of approximately £47k budgeted events net income & £10k church hire income. Primarily, cost savings were identified in order to bring the deficit down to a more manageable level. These included allocating a larger proportion of General Fund running costs that benefitted the fabric of the building to the Fabric Fund (£13k), and, regrettably, underpaying our Parish Share allocation (£7k) and cutting the church's donation to the Mission & Social Responsibility Sub-group (£2.5k). Additional income was received via a most welcome grant from The Philip Lank Trust (£11k) and by the redirection of St Wulfram's Lottery income away from the Fabric Fund (£0.5k). A COVID-19 Appeal largely offset the loss of collection plate, Donations Box, Planned & other Unplanned Giving income. Lower activity levels also naturally reduced overheads to a limited degree. The expectation of the return of fundraising events income in 2021 resulted in a balanced General Fund budget being set for 2021 in November 2020 of a £192 surplus. Since then, however, concerns have grown that social distancing measures may linger longer than expected, necessarily leading to some events being cancelled or postponed and others generating less income than previously expected. It would not, therefore, be a surprise to see a drawdown in the General Fund in 2021, highlighting the value of having some reserves to call upon.
- Higher Planned Giving income in 2020 of £68,324 versus last year (2019: £60,499) was due to the successful Stewardship Campaign in the previous year and was helped also by the church's membership of the Parish Giving Scheme (PGS), which allows for automatic inflationary increases in giving from donors who have given their consent.
- Fundraising income was all but wiped out in 2020. Church hire raised £840. The coffee shop raised £640 & St Wulfram's share of lottery income was £916. Before the pandemic, budgeted fundraising net income was expected to be around £57k compared with £42k in 2019.
- Other donations and grants of £89,762 (2019: £121,359) included £29,000 to help fund projects at Grantham House, £10,973 from the Philip Lank Trust, £9,503 of Strategic Development Funding from the Lincoln Diocese, approximately £7,000 for the Fabric Fund, which helped towards the cost of a spirelet repair, continued restoration work on monuments and repairs to windows, £13,050 from Arts Council England for the Wulfram Spring 2020 project, which was unfortunately interrupted by COVID-19 and remains partially unspent, and an Archbishops' Council grant of £3,200 towards the cost of the Trigge Library survey. Legacies of £3,500 were also received in 2020 (2019: £350,095), including £1,000 for the Fabric Fund.
- As reported last year, St Wulfram's Church was broken into on Christmas Day morning in 2019. Despite the damage caused, it was expected that the repair costs would not be material. Thankfully, due to a receipt from our insurers of £9,594 and other donations of £1,140, it has been possible to cover all but approximately £5k repair and security upgrade costs.

- St Wulfram's Church encourages giving to support not only the church, but also the wider community, and will continue itself to make local, national & international donations via the Mission & Social Responsibility Sub-group for as long as it is financially able to do so. In 2020, the amount given was necessarily temporarily cut to £1,500. However, the Mission & Social Responsibility Sub-group had some additional reserves to call upon and 2020 allocations included those to Grantham Poverty Concern, Tap Twinning, Church Mission Society and others. In addition, local families in need were helped by the St Wulfram's Church Christmas Cheer Appeal, via the Mission & Social Responsibility Sub-group, in the form of supermarket vouchers to the value of £700.
- St Wulfram's Church continued to receive grants and donations on behalf of Grantham Ark during 2020. A further £6,593 was received in 2020, outlined further in Note 9. A total of £12,499 was being held by the church as at the year end and is owed to Grantham Ark.
- Heating and lighting costs were down as compared to last year. The lockdowns and loss of events reduced electricity costs and the milder winter reduced gas costs. The cost of annual insurance premiums was £13,575 for the church and £292 was included for the period from 4th December 2020 to year end in relation to Grantham House. £12,000 of the cost of insurance of the church building was charged to the Fabric Fund as opposed to the usual 50% as part of the General Fund deficit avoidance measures.
- Total incoming resources to the General Fund amounted to £111,624 (2019: £181,584) and total resources expended amounted to £109,865 (2019: £194,997) resulting in a surplus for the year before transfers of £1,759 (2019: £13,413 deficit). After transfers of £nil (2019: £5,807) from other funds, General Fund reserves now amount to £42,093.
- During 2020, more information was received with regards to the St Saviour Chapel & Schoolroom Fund, an endowment fund held by the Lincoln Diocesan Trust & Board of Finance that was included in Grantham St Wulfram PCC accounts in 2019. Unfortunately, it has been necessary to remove that fund from the balance sheet, thereby reducing endowment funds by £18,246. More details are available in Note 14 to the accounts.
- The balance sheet position had reduced by £37,140 as at 31st December 2020. There was an unrealised gain in the value of the investment property of £10,116 (2019: £515) and also unrealised gains in the value of financial investment assets of £6,764 (2019: £13,356 (after accounting for the removal of an endowment fund)). A majority of the investment securities are held with the Central Board of Finance (CBF) of the Church of England. The largest holding is in the CBF Fixed Interest Securities Fund whose unit value increased by 3.5% in 2020, although £275,000 were bought during the year, so the total amount held in the fund increased by 590.1%. Overall, our financial investment portfolio made a positive capital return of 4.1% (i.e. excluding income received) in 2020 (2019: 6.7% (after accounting for the removal of an endowment fund)), and the overall value increased by 271.6% to £447,176 (2019: 17.9% decrease to £164,625 (after accounting for the removal of an endowment fund)). Cash on deposit and with the bank decreased by £321,144 (2019: increase of £357,848) during the year.
- In order to maintain the income from investments while taking a conservative approach to the financial risk associated with these investments, the church regularly reviews the performance of these investments in order to ensure the value of the asset over the longer term is maintained. Investments that do not relate to endowments may have to be liquidated at short notice, so a large weighting in bonds and cash is

necessarily maintained despite the fact that these assets are expected to yield lower returns over the longer term. Endowments, however, are typically invested wholly in equities where expected returns over the longer term are expected to be higher, as there is typically no need to sell them at short notice.

- The church faces all the usual risks of any organisation involved with handling cash and maintaining its security and proper accounting. To enable this wherever possible, a good segregation of duties and rigorous documentation of all income is maintained. All new volunteers are made aware of the requirements and these are reviewed on a regular basis. The physical security of money is also taken very seriously and regular reviews of access to cash are made and restrictions put in place when necessary. All cash is held in accordance with our insurance requirements. During the COVID-19 pandemic, more remote working was necessary. Therefore, it became necessary to authorise more invoices for payment via email rather than via a visit to the Parish Office. Nevertheless, all payments continue to require two cheque signatures with the exception of prepayment card spending by the Parish Office Administrator, who provides receipts for all spending incurred that are then examined before being recorded in the accounting system.
- With significant amounts of our income dependent on the congregation and their giving, a constant review is maintained of those giving and how to maximise this through tax efficiency and regular giving in order to increase the proportion of regular income.
- Over time there is an increased reliance on making the church building pay for itself by both holding large events such as the Ball, Beer and Christmas Tree Festivals and by hiring it out as a venue. The large Festivals do have significant financial risk and these are under constant review to find as many ways as possible to minimise fixed costs and manage cashflow. Where possible, events are held in collaboration with organisations such as CAMRA to spread the risks and gain outside expertise. A process of review is undertaken after each event to ensure all lessons learned are carried forward.
- Three of Grantham St Wulfram PCC employees are members of the Church of England Pension Board's Church Workers Pension Fund, which complies with the Government Auto Enrolment requirements.
- The PCC cooperates with the "Friends of St. Wulfram's Church, Grantham" which is a separately registered charity (registered charity number 1066896), chaired by the Rector.

RESERVES POLICY

General Funds

- The policy of the PCC in respect of General Fund reserves is to maintain a balance sufficient to cover for emergency situations equivalent to 3 months' expenditure. Faced with huge deficits in the past, the PCC now tries to avoid setting large deficit budgets and looks to reduce costs wherever possible, to help maintain General Fund reserves at a level that will enable the PCC to plan for the future with confidence, knowing that there is sufficient to meet future emergency situations. The average quarterly expenditure in 2020 was £27,466 (2019: £48,749), but was £26,883, excluding fundraising costs (2019: £36,463). General Fund reserves at the end of 2020

were £42,093 (2019: £40,334). Whilst they are lower than the PCC would like, they do exceed average quarterly budgeted General Fund expenditure for 2021, excluding fundraising costs. General Fund surpluses are needed once the Covid-19 pandemic has ended to restore reserves to a more comfortable level, if possible.

Designated Funds

- A revaluation reserve to account for increases and decreases in the valuation of the investment property asset has been set aside as a designated fund as this can only be used if the asset is sold.
- Collections at funeral services for the benefit of St Wolfram's are designated of use to purchase fixtures, fittings and other items in memoriam.
- A development reserve earmarked for potential works relating to the "Sacred Space, Common Ground" project.
- A designated fund for religious, charitable and education purposes included retrospectively from 2018 in 2019's accounts.
- Mission & Social Responsibility Sub-group money awaiting distribution to charities and profits made on the church Traidcraft stall are kept for charitable purposes.

Fabric Fund

- The balance on the Fabric Fund is for use to cover repairs and maintenance of our huge church building. A proportion of the balance has been earmarked to meet programmed repair costs.

STRUCTURE, GOVERNANCE & MANAGEMENT

- The method of appointment of PCC members is set out in the revised *Church Representation Rules* which came into effect on 1 January 2020. At St Wolfram's the membership of the PCC consists of the incumbent, curates, lay Deanery Synod representatives, churchwardens, readers and lay members elected by those who are on the electoral roll of the church. There is provision in the rules for the PCC, if it so wishes, to co-opt up to two members on an annual basis.
- In accordance with the *Church Representation Rules*, the number of elected lay representatives serving on the PCC and the number of co-options is governed by the number on the Electoral Roll. This increased in 2020, so we shall have the opportunity to elect additional lay representatives at the Annual Parochial Church Meeting in 2021 and then to be able to co-opt up to three members on an annual basis, if the PCC desires.
- The PCC members are responsible for making decisions on all matters of general concern and importance to the parish including decisions on how PCC funds will be spent.
- The full PCC conducted business on thirteen occasions during the year. The *Church Representation Rules 2020* (M29) allow for business to be conducted by correspondence; and three of the thirteen meetings (including one scheduled for 17 March, which could not proceed in church owing to the pandemic restrictions) were conducted in this manner.

Following the first national pandemic lockdown, the Church of England issued guidance about online PCC meetings: this included the advice that decisions requiring a formal resolution of the PCC should be put into written form after a virtual meeting and circulated for formal approval under rule M29 (which, under rule 76, can be conducted by email). The PCC has followed this guidance for the six meetings held via Zoom video conference in 2020.

The advent of Zoom meetings has enabled PCC members to participate from the comfort of their own homes or offices, and obviated the need to venture outside on cold, dark autumn and winter evenings. The average level of attendance for the meetings in 2020 was 87% (as compared with an average of 82% in 2019).

We foresee the need to conduct PCC business by Zoom, at least in part, during 2021.

- The Annual Parochial Church Meeting (APCM) scheduled for Sunday 26 April was postponed owing to the pandemic. The Church of England extended the deadline by which such meetings should be held in 2020 from 31 May to 31 October (and later to 30 November); and terms of office of PCC members, churchwardens and lay representatives on Deanery Synod were extended accordingly. In line with guidance issued by the Church of England and the Diocese of Lincoln, the APCM on Sunday 13 September was held in 'hybrid' fashion (socially distanced in the church and by Zoom for those unable to attend in person).
- The rules governing the PCC Standing Committee changed this year with the introduction of the revised *Church Representation Rules 2020*. Although the Standing Committee has power to transact the PCC's business between meetings, it may not discharge a duty of the PCC, nor exercise a power of the PCC which is subject to the passing of a resolution by the PCC.

The committee comprises the Rector and Churchwardens (*ex officio*) and two further members (elected by the PCC). John Manterfield and Jane Sharp served on the committee throughout 2020. The Treasurer and PCC Secretary are attendees. Meetings of the Standing Committee tend to be 'virtual' conducted by email correspondence. Written reports from the committee are submitted to the PCC at the subsequent meeting.

- Given its wide responsibilities the PCC has several sub-groups (Children & Youth, Fabric, Finance, Licence Management [to meet obligations under the Premises Licence granted from 2018]), Mission & Social Responsibility, and Social), each dealing with a particular aspect of parish life. To clarify roles and responsibilities, revised terms of reference for all sub-groups were adopted in May.

The PCC established a new Creation Care Sub-group this year (with new terms of reference) and the group began its important work after the APCM.

PCC members are expected to sit on at least one sub-group. Members of the congregation are also invited to join sub-groups. Each sub-group includes at least one member of the clergy team and either one or both Churchwardens. A list of sub-group members is displayed in church. Minutes or written reports of sub-group deliberations are received by the full PCC and discussed as necessary.

- We are immensely grateful to those who chair our sub-groups for the time they devote to their role and for the dedication and knowledge that they bring to our governance.

The chairs in 2020 were: Jo Counsell (Mission & Social Responsibility); Laura Craddock (Children & Youth); Paul Davie (Licence Management); Mel Fletcher (Social); John Manterfield (Fabric); Gary Moment (Finance), who took over from Jane Sharp on 13.9.20; and Mother Mel Parkin, Interim Chair of Creation Care from 13.9.20 until 18.11.20 when Gillian Kendon took over.

- From time to time, the Rector gathers Sub-group Chairs and 'Heads of Department' (Master of the Music, Head Server, Verger, Parish Administrator, PCC Officers) to discuss strategy concerning St Wulfram's mission. It was at a meeting of this group (February) that the Acting Bishop of Lincoln formally extended the invitation to St Wulfram's to be designated a resource church under the diocesan Strategic Development Programme. The group also participated in the process to appoint the Associate Rector (December), offering informal views on candidates' presentations.
- Sincere gratitude is expressed to our two churchwardens (Jan Burrows and Andrew Gregory) and to our Treasurer (Stephen Howe) and Secretary (Judith Muskett) for the time they each devote to their voluntary roles and for the dedication and knowledge that they too bring to the governance of St Wulfram's Church.

ADMINISTRATIVE INFORMATION

St Wulfram's Church is situated in Grantham, Lincolnshire and is part of the Diocese of Lincoln within the Church of England. The address for correspondence is: The Rectory, Church Street, Grantham, Lincolnshire, NG31 6RR. The Parochial Church Council (PCC) is a charity registered with the Charity Commission, charity registration number 1131575, as "The Parochial Church Council of the Ecclesiastical Parish of St Wulfram, Grantham."

The PCC Treasurer is Stephen Howe. The PCC Secretary is Judith Muskett (who, since June, undertook this role on a voluntary basis alongside the salaried post of Mission Facilitator). Neither the Treasurer nor the Secretary is an elected member of the PCC.

PCC members who served at any time from 1 January 2020 until the date this report was approved are set out below. Two vacancies for elected members were unfilled at the APCM on 13 September 2020.

Name	Post	Date if part year
Ex officio members		
Father Stuart Craddock	Incumbent, PCC Chair, Rural Dean & Diocesan Synod	
Mother June Rowland	Bishop's Permission to Officiate; Community Chaplain	
Mother Mel Parkin	Assistant Curate & Diocesan Synod	
Father James Titley	Assistant Curate	
Nick Kerry	Reader	(from 13.9.20)
Andrew Gregory	Warden & (until 30.11.20) Deanery Synod	
Jan Burrows	Warden & Deanery Synod	
Val York	Deanery Synod	
Paul Davie	Deanery Synod (from 1.12.20)	(from 13.9.20)
Elected members		
Jason Bloomfield		(from 13.9.20)
Jo Counsell		
Paul Davie		(until 13.9.20)
Cherry Edwards		(from 13.9.20)
Melanie Fletcher		(until 13.9.20)
Jane Gregory		
John Manterfield		
Gary Moment		
John Morrissey		(until 13.9.20)
Jane Sharp		(until 13.9.20)
Brian Stagg	Reader Emeritus & Custos of the Trigge Library	
Ian Stewart		
David West		
Eileen West		
Co-opted members		
Melanie Fletcher		(from 13.9.20)
Jane Sharp		(from 13.9.20)
Bankers	HSBC Bank plc, Westgate, Grantham.	
Investment Managers	CCLA Investment Management Limited, 84 Queen Victoria Street, London.	
Insurers	Ecclesiastical Insurance Group, Gloucester.	
Letting Agents	Newton Fallowell, 24 Market Place, Grantham.	
Independent Examiners	Streets LLP, Windsor House, A1 Business Park, Long Bennington.	

Approved by the PCC on and signed on their behalf,



Father Stuart Craddock

28 March 2021

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

STATEMENT OF FINANCIAL ACTIVITIES

For the year ending 31st December 2020

	Note	Unrestricted Funds General £	Designated	Restricted Funds £	Endowment Funds £	TOTAL FUNDS 2020 £	2019 £
INCOMING RESOURCES							
Voluntary income	2(a)	101,889	31,346	37,104	-	170,339	555,872
Activities for generating funds	2(b)	4,342	108	536	-	4,986	91,605
Income from investments	2(c)	4,035	1,606	8,700	-	14,341	12,004
Church activities	2(d)	1,358	-	10,133	-	11,491	18,497
TOTAL INCOMING RESOURCES		111,624	33,060	56,473	-	201,157	677,978
RESOURCES EXPENDED							
Church activities	3(a)	106,112	27,542	117,195	-	250,849	309,161
Fund-raising costs	3(b)	2,335	97	193	-	2,625	50,007
Investment management costs	3(c)	908	29	256	-	1,193	1,713
Governance costs	3(d)	510	-	-	-	510	480
TOTAL RESOURCES EXPENDED		109,865	27,668	117,644	-	255,177	361,361
NET INCOMING RESOURCES/(OUTGOING) RESOURCES BEFORE TRANSFERS		1,759	5,392	(61,171)	-	(54,020)	316,617
Transfers between funds	11	-	-	-	-	-	-
NET INCOMING RESOURCES/(OUTGOING RESOURCES) BEFORE OTHER RECOGNISED GAINS & LOSSES		1,759	5,392	(61,171)	-	(54,020)	316,617
Gains/(losses) on investment assets: on revaluation	6(b) 14(b)	-	10,406	4,047	2,427	16,880	13,871
NET MOVEMENT IN FUNDS	14(c)	1,759	15,798	(57,124)	2,427	(37,140)	330,488
BALANCES BROUGHT FORWARD 1st JANUARY	14(a),(d)	40,334	103,740	481,897	60,216	686,187	355,699
BALANCES CARRIED FORWARD 31st DECEMBER		42,093	119,538	424,773	62,643	649,047	686,187

The notes on pages 38 to 48 form part of these accounts

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

BALANCE SHEET

As at 31st December 2020

	Notes	2020 £	2019 £
FIXED ASSETS			
Tangible assets	6(a)	7,812	1,722
Investments	6(b), 14	<u>575,337</u>	<u>282,670</u>
		583,149	284,392
CURRENT ASSETS			
Debtors	7	16,484	19,933
Short term deposits & cash at bank and in hand	8	<u>93,047</u>	<u>414,191</u>
		109,531	434,124
LIABILITIES			
Creditors - amounts falling due in one year	9	43,633	32,329
NET CURRENT ASSETS		<u>65,898</u>	<u>401,795</u>
TOTAL NET ASSETS	14	<u><u>649,047</u></u>	<u><u>686,187</u></u>
PARISH FUNDS			
Unrestricted			
General Fund		42,093	40,334
Designated Funds	10	<u>119,538</u>	<u>103,740</u>
		161,631	144,074
Restricted	10	424,773	481,897
Endowment	10	62,643	60,216
		<u><u>649,047</u></u>	<u><u>686,187</u></u>

Approved by the Parochial Church Council on 28th March 2021 and signed on its behalf by



Father Stuart Craddock

(PCC Chairman)

The notes on pages 38 to 48 form part of these accounts

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

1. ACCOUNTING POLICIES

The financial statements have been prepared in accordance with the Church Accounting Regulations 2011, the Charities Act 2011, and the Statement of Recommended Practice Financial Reporting Standard applicable in the UK (Charities SORP (FRS 102)).

The financial statements have been prepared under the historical cost convention except for the valuation of investment assets, which are shown at market value. 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, nor those that are informal gatherings of church members.

Funds

Endowment funds are funds, the capital of which must be maintained; only income arising from investment of the endowment may be used either as restricted income or unrestricted income funds depending upon the purpose for which the endowment was established (see note 10).

Restricted funds represent (a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and (b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment, income from investments is apportioned to individual funds on an average balance basis (see note 10).

Unrestricted funds are general funds which can be used for PCC ordinary purposes. Of the unrestricted funds, designated funds represent the valuation gain on investment property which can only be realised on sale, a fund for collections in memoriam, a fund designated for potential development, a deposit fund designated for religious, charitable and educational purposes comprised of accumulated income and interest, and a reserve of unrestricted funds held separate from general funds (see note 10).

Incoming resources

Planned giving, collections and donations are recognised when received. Tax recoverable on Gift Aid donations is recognised when the donation is recognised. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest is accrued. All other income is recognised when it is receivable and is accounted for gross.

Resources expended

Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross.

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

1. ACCOUNTING POLICIES (continued)

Fixed assets

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

Movable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a Faculty for disposal are accounted for as inalienable property unless consecrated. They are listed in the church's inventory, which can be inspected (at any reasonable time). For inalienable property acquired prior to 2005 there is insufficient cost information available and therefore such assets are not valued in the financial statements. All expenditure incurred in the year on consecrated or beneficed buildings, individual items under £1,000 or on the repair of movable church furnishings acquired before 1st January 2005 is written off.

Depreciation of Tangible Fixed Assets

Depreciation on tangible fixed assets costing more than £1,000 is calculated to write off the cost of each asset over its expected useful life by equal annual instalments at the following rates, (% p.a. on cost):

Office equipment - 20% straight line basis.

Computer equipment - 20% straight line basis.

Gardening equipment - 20% straight line basis.

Fixed asset investments

Investment property is valued at 31st December, with reference to movements in a regional house price index, from the date of acquisition (see note 6).

Investment securities are valued at market value at 31st December.

Connected charity

The PCC cooperates with the "Friends of St. Wulfram's Church, Grantham" which is a separately registered charity (registered charity number 1066896), chaired by the Rector.

The objects of the Friends of St. Wulfram's are:

"to preserve and beautify the Church of St Wulfram, Grantham, its fabric, fixtures, fittings, monuments, ornaments and other chattels".

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

2 INCOMING RESOURCES	Unrestricted Funds		Restricted Funds	Endowment Funds	TOTAL FUNDS	
	General	Designated			2020	2019
	£	£	£	£	£	£
2(a) Voluntary Income						
Planned giving:						
Gift Aid donations	46,963		1,200		48,163	43,397
Tax recoverable	11,741		300		12,041	10,849
Other	8,120				8,120	6,253
Collections (open plate)	3,416				3,416	11,574
Grants	10,973	26,300	31,753		69,026	50,571
Other donations and appeals						
Choir Trips					-	2,850
Donations box	2,244		30		2,274	4,938
Other donations, appeals, etc.	13,289	4,889	2,558		20,736	70,788
Tax recoverable	2,643	157	263		3,063	4,557
Legacy income	2,500		1,000		3,500	350,095
	101,889	31,346	37,104	-	170,339	555,872
2(b) Activities for generating funds						
Coffee shop	1,013				1,013	6,026
Hire of church	840				840	6,450
Sales Unit	586		12		598	2,635
Grantham Business Awards	-				-	3,759
Lottery	455		461		916	1,079
Events Bar	-				-	3,308
Vintage Festival	-				-	-
Beer Festival	515				515	32,787
Christmas Tree Festival	-				-	8,771
Choir Trips			43		43	8,581
Parish Magazine Advertising	150				150	170
Tax recoverable	-				-	793
Other fund-raising	783	108	20		911	17,246
	4,342	108	536	-	4,986	91,605
2(c) Income from investments						
Rent from land & buildings	3,977	127	1,121	-	5,225	5,700
Dividends and interest	58	1,479	7,579		9,116	6,304
	4,035	1,606	8,700	-	14,341	12,004
2(d) Income from church activities						
Parish Magazine	326				326	475
Choir Trips			36		36	10,443
Other income from church activities	98		503		601	2,298
Fees paid to PCC for weddings & funerals	934				934	5,281
Insurance claim	-		9,594		9,594	-
	1,358	-	10,133	-	11,491	18,497
TOTAL INCOMING RESOURCES	111,624	33,060	56,473	-	201,157	677,978

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

3 RESOURCES EXPENDED	Unrestricted Funds		Restricted Funds	Endowment Funds	TOTAL FUNDS	
	General	Designated			2020	2019
	£	£	£	£	£	£
3(a) Church activities						
Missionary and charitable giving (note 13)	1,500		661		2,161	4,483
Ministry						
Diocesan parish share	29,849				29,849	37,119
Other ministry costs	7,187				7,187	7,056
Church running and maintenance						
Heating, lighting & water	6,928		4,520		11,448	16,987
Insurance	1,575	292	12,000		13,867	13,188
Maintenance and other costs	1,936	20,640	69,534		92,110	116,295
Upkeep of services	5,514	697	4,078		10,289	9,583
Music & choir	25,848		540		26,388	31,172
Choir Trips	-		-		-	22,216
Children and young people	160		200		360	1,345
Printing, stationery & other parish office costs	6,127	2,720	-		8,847	6,686
Trigge Library			4,032		4,032	2,655
Parish magazine costs	300				300	1,247
Legal & professional fees	108		2,658		2,766	5,784
Bank charges	332				332	406
Other sundry expenses	2,488	3,193	8,933		14,614	14,492
Other church activities costs	735		536		1,271	3,374
Administration and support costs	15,525		9,503		25,028	15,073
	106,112	27,542	117,195	-	250,849	309,161
3(b) Fund-raising costs						
Coffee Shop	373				373	1,555
Sales Unit stock	355				355	2,535
Grantham Business Awards	-				-	1,414
Events Bar	-				-	1,452
Vintage Festival	122				122	-
Beer Festival	17				17	27,094
Christmas Tree Festival	100				100	2,520
Choir Trips			43		43	-
Other fund-raising	1,368	97	150		1,615	13,437
	2,335	97	193	-	2,625	50,007
3(c) Investment management costs						
Investment property insurance and repairs	431	14	121		566	1,029
Investment property management fees	477	15	135		627	684
	908	29	256	-	1,193	1,713
3(d) Governance costs	510	-	-	-	510	480
TOTAL RESOURCES EXPENDED	109,865	27,668	117,644	-	255,177	361,361

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

4 STAFF COSTS & EXPENSE PAYMENTS		2020	2019
		£	£
4(a) Staff costs			
	Wages and salaries:		
	Gross pay	46,021	37,889
	Employer's NI and Pension Contributions	2,017	1,567
		48,038	39,456

The full-time equivalent number of staff was 1.9 (2019 - 1.3) and no employee received remuneration in excess of £60,000. No wages or salaries were paid to PCC members during the year.

Grantham St Wulfram PCC participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The Church Workers Pension Fund has a section known as the Defined Benefits Scheme, a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

The Pension Builder Scheme of the Church Workers Pension Fund is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes. Pension Builder Classic provides a pension for members for payment from retirement, accumulated from contributions paid and converted into a deferred annuity during employment based on terms set and reviewed by the Church of England Pensions Board from time to time. Bonuses may also be declared, depending upon the investment returns and other factors.

Pension Builder 2014 is a cash balance scheme that provides a lump sum that members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. This account may have bonuses added by the Board before retirement. The bonuses depend on investment experience and other factors. There is no requirement for the Board to grant any bonuses. The account, plus any bonuses declared, is payable from members' Normal Pension Age.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are contributions payable (**2020: £2,017; 2019: £1,567**).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent was carried out as at 31 December 2016.

For the Pension Builder Classic section, the valuation revealed a deficit of £14.2m on the ongoing assumptions used. At the most recent annual review, the Board chose not to grant a discretionary bonus, which will have acted to improve the funding position. There is no requirement for deficit payments at the current time.

For the Pension Builder 2014 section, the valuation revealed a surplus of £1.8m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, **Grantham St Wulfram PCC** could become responsible for paying a share of that employer's pension liabilities.

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

4(b) Payments to PCC members

4 members of the PCC were reimbursed a total of £3,257 expenses in relation to their work at St Wulfram's that was unrelated to their additional duties as PCC members. A further £900 was estimated to be due for 2020. These were for travel/mileage (£2,705), phone costs (£980), meals/subsistence (£195) & other charitable expenses (£277). A small immaterial portion of the expenses paid to the Rector may have related to his services as chairman of the PCC.

AF Electrical Installations was paid a total of £3,949 during 2020 for repair work done. Melanie Fletcher is married to the owner of the firm, but is not a member of the PCC Fabric Sub-group that selects the contractors to undertake repair & maintenance work.

No other expenses, except those listed above, were paid to any other PCC member, persons closely connected to them or related parties.

5 NET INCOMING RESOURCES FOR THE YEAR

	2020 £	2019 £
Net incoming resources for the year are after charging:		
Depreciation of gardening equipment (garden lawnmowers)	1,155	228
Independent Examination of the Annual Report & Financial Statements	510	480

6 FIXED ASSETS

a) Tangible assets

a) Tangible assets	GENERAL FUNDS	DESIGNATED FUNDS	TOTAL FUNDS	
	Gardening Equipment £	Office Photocopier £	Office Computers £	£
Cost or deemed cost				
At 1st January 2020	1,950	3,990	-	5,940
Additions	-	-	7,245	7,245
Disposals	-	-	-	-
At 31st December 2020	1,950	3,990	7,245	13,185
Depreciation				
At 1st January 2020	228	3,990	-	4,218
Charge for the year	390	-	765	1,155
Disposals	-	-	-	-
At 31st December 2020	618	3,990	765	5,373
Net book value				
At 31st December 2020	1,332	-	6,480	7,812
At 31st December 2019	1,722	-	-	1,722

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

6 b) Investments	Investment property £	Investment securities £	Total investments £
Market value 1 January 2020	118,045	164,625	282,670
Additions	-	275,787	275,787
Disposals	-	-	-
Revaluation (loss)/gain*	10,116	6,764	16,880
At 31 December 2020	128,161	447,176	575,337
Historic cost as at 31st December 2020	68,768		

*An estimate of the increase in value of the investment property is obtained using the Nationwide House Price Calculator for properties in the East Midlands region from Q4 2019 to Q4 2020.

The market value at 31st December 2020 represents investments for:

	Investment property £	Investment securities £	Total investments £
General funds	42,093	-	42,093
Designated funds	59,393	33,545	92,938
Restricted funds	26,675	350,988	377,663
Endowment funds	-	62,643	62,643
	128,161	447,176	575,337

The allocation of the assets to the funds above reflects how the income is currently apportioned, with the exception of the designated investment property reserve of £59,393. Rental income relating to that part of the investment property is allocated to General funds. The type of asset actually used by a particular fund is ultimately dictated by liquidity needs - a fact that will aid the understanding of Note 12 also. Total fixed asset investment securities are within the United Kingdom and are all unlisted. They are intended to be held for longer than one year although can be sold at short notice, thereby ensuring sufficient liquidity.

7 DEBTORS	2020 £	2019 £
Prepayments:		
Less than 1 year	3,043	5,814
More than 1 year	427	2,136
Tax recoverable	9,556	1,396
Other debtors	3,458	10,587
	16,484	19,933
8 CASH AT BANK AND IN HAND	2020 £	2019 £
Short term deposits	40,080	370,080
Cash at bank and on hand	52,967	44,111
Other	-	-
	93,047	414,191

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

9	LIABILITIES	2020	2019
		£	£
	Amounts falling due in one year		
	Accruals for utility costs	2,195	2,752
	Accruals for other costs	16,277	15,410
	Deferred income*	12,662	5,302
	Grantham Ark (Registered Charity No. 1190668)**	12,499	8,865
		43,633	32,329

*Deferred income includes Parish Magazine income relating to 2021 (£111), monies held for a cancelled choir trip to Winchester (£4,667) & advance income mostly relating to cancelled events (£7,884). The movement in deferred income is analysed below:

	2020	2019
	£	£
Balance as at 1st January	5,302	20,499
Amounts added in current period	8,018	5,302
Amounts released to income from previous periods	(658)	(20,499)
Balance as at 31st December	12,662	5,302

**From November 2019, St Wulfram's Church has been receiving income and paying expenses on behalf of Grantham Ark, which is now registered with The Charity Commission (number 1190668). This was largely due to difficulty the charity has been experiencing in opening a bank account. Below is a brief summary of income and expenditure for 2019 & 2020, which has been recorded separately from the church's income & expenditure, and the net cash amount owed by St Wulfram's Church to Grantham Ark at the end of those years.

	2020		2019	
	£	£	£	£
Balance as at 1st January		8,865		-
Income				
Grants received on behalf of Grantham Ark	3,103		-	
Donations (inc. Gift Aid) & fundraising income	<u>3,490</u>		<u>8,865</u>	
		6,593		8,865
Expenses				
Portaloos hire (allocated expense relating to 2019)	(234)		-	
Night shelter expenses*	(915)		-	
Accommodation expenses for homeless people	<u>(1,810)</u>		<u>-</u>	
		(2,959)		-
Balance as at 31st December		12,499		8,865

*Night shelter expenses included £45 reimbursed to 1 Grantham Ark trustee for taxi fares incurred. No other expenses were paid to any other Grantham Ark trustee, persons closely connected to them or related parties.

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

10 FUNDS	As at 1st Jan 20	Prior Year Adjustments (See note 14)	As at 1st Jan 20	Incoming Resources	Resources Expended	Investment Gains/ (Losses)	Transfers	As at 31st Dec 20
Designated Funds	£		£	£	£	£	£	£
Funeral collections "in memoriam"	5,976	-	5,976	-	(697)	128	-	5,407
Grantham Land Adj Harrowby School (Income)	27,756	-	27,756	3,693	(22,158)	787	-	10,078
Mission & Social Responsibility	5,235	-	5,235	2,455	(3,291)	-	-	4,399
Development (Grantham House)	15,496	-	15,496	29,000	(5,186)	951	-	40,261
Revaluation of investment property	49,277	-	49,277	-	-	10,116	-	59,393
	103,740	-	103,740	35,148	(31,332)	11,982	-	119,538

Funeral collections "in memoriam"

Grantham Land Adj Harrowby School (Income)

Revaluation of investment property

Collections at funeral services for the benefit of St Wulfram designated for use to purchase fixtures, fittings and other items 'in memoriam'.

Accumulated income from restricted income fund of same name, plus interest.

Revaluation reserve for the investment property at 8 Lytham Close.

Restricted Income Funds

	As at 1st Jan 20 (as reported 2019)	Prior Year Adjustments (See note 14)	As at 1st Jan 20 (Restated)	Incoming Resources	Resources Expended	Investment Gains/ (Losses)	Transfers	As at 31st Dec 20
	£		£	£	£	£	£	£
5050 booklet appeal	1,204	-	1,204	-	-	29	-	1,233
A Pinchbeck fund	2,140	-	2,140	-	-	73	-	2,213
AG Hardy fund books for lay readers	2,560	-	2,560	-	-	120	-	2,680
Book of Remembrance	317	-	317	-	-	8	-	325
Chained (Trigge) library [Books]	5,501	-	5,501	3,200	(4,032)	113	-	4,782
Chained (Trigge) library [All Purposes]	883	-	883	82	(133)	19	-	851
Choir Fund	3,330	-	3,330	2,178	(1,699)	92	-	3,901
Clarkes Charity	869	-	869	-	-	78	-	947
Downton bequest	16,435	-	16,435	-	(4,245)	294	-	12,484
Fabric fund	418,041	-	418,041	29,131	(97,715)	8,954	-	358,411
Flowers	1,884	-	1,884	534	(505)	46	-	1,959
Friends of Cathedral Music Grant	-	-	-	-	-	784	-	784
Grantham Land Adj Harrowby School (Capital)	22,276	-	22,276	-	-	1,538	-	23,814
Langwith Charity	3,789	-	3,789	-	-	309	-	4,098
Organ Fund	-	-	-	125	-	3	-	128
P Burdett bequest	2,429	-	2,429	-	(1,386)	25	-	1,068
South Porch & Garden of Remembrance	239	-	239	-	-	6	-	245
Strategic Development Funding (SDF)	-	-	-	9,503	(9,503)	-	-	-
Wulfram Spring 2020 Arts Council England Grant	-	-	-	13,050	(8,200)	-	-	4,850
	481,897	-	481,897	57,803	(127,418)	12,491	-	424,773

5050 booklet appeal

A Pinchbeck fund

AG Hardy fund books for lay readers

Book of Remembrance

Chained (Trigge) library

Choir Fund

Clarkes Charity

Downton bequest

Fabric fund

Flowers

Friends of Cathedral Music Grant

Grantham Land Adj Harrowby School (Capital)

Langwith Charity

Organ Fund

P Burdett bequest

South Porch & Garden of Remembrance

Strategic Development Funding (SDF)

Wulfram Spring 2020 Arts Council England Grant

Funds for the colour guide to the church.

Income to be applied for use by the servers.

Income to be applied to reader ministry.

Donation from the Machine Gun Corp for preservation of the Book of Remembrance.

Book restoration and upkeep of Trigge Library funded by donations for the purpose.

Income from collections at music recitals, grants, sales of CDs and donations for choir and music expenditure.

Income - 1/3rd to orphans, 2/3rds to beautifying the church. (£1,650 spent 2018 on Altar Frontal. £825 still to be applied to orphans.)

Rector & churchwardens discretionary fund.

Income from bequests, legacies and other donations for preservation of the church fabric.

Purchase of flowers funded by donations for the purpose.

Income from endowment for St.Wulfram's Music for Choral Scholarships.

Capital for religious, charitable & educational purposes in parish. Income to designated fund of same name.

Discretionary fund for distribution to poor.

Saturday Morning music and other donations to meet the running costs of the organ and expenses of visiting organists

Vestments for servers and clergy.

Donations for upkeep of the South Porch and Garden of Remembrance.

Strategic Development Funding from Lincoln Diocesan Trust & Board of Finance.

Grant from Arts Council England for Wulfram Spring 2020 project (No. ACPG-00209771; 90%). Interrupted due to Covid-19.

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

10 FUNDS (continued)

Endowment Funds

	As at 1st Jan 20 (as reported 2019)	Prior Year Adjustments (See note 14)	As at 1st Jan 20 (Restated)	Incoming Resources	Resources Expended	Investment Gains/ (Losses)	Transfers	As at 31st Dec 20
	£		£	£	£	£	£	£
A Pinchbeck fund	1,187	-	1,187	-	-	7	-	1,194
A G Hardy fund	3,234	-	3,234	-	-	20	-	3,254
Clarkes Charity (REGISTERED)	3,208	-	3,208	-	-	21	-	3,229
Donal charity (REGISTERED)	157	-	157	-	-	1	-	158
Fabric fund	16,448	-	16,448	-	-	1,136	-	17,584
Friends of Cathedral Music Endowment Grant	25,351	-	25,351	-	-	767	-	26,118
Grantham St Saviour Chapel & Schoolroom	18,246	(18,246)	-	-	-	-	-	-
Hodds bequest	2,836	-	2,836	-	-	18	-	2,854
Langwith Charity (REGISTERED)	7,043	-	7,043	-	-	453	-	7,496
Miss Harrison bequest	541	-	541	-	-	3	-	544
P Barnes Fund	211	-	211	-	-	1	-	212
	78,462	(18,246)	60,216	-	-	2,427	-	62,643

A Pinchbeck fund

A G Hardy fund

Clarkes Charity (REGISTERED)

Donal charity (REGISTERED)

Fabric fund

Friends of Cathedral Music Endowment Grant

Grantham St Saviour Chapel & Schoolroom

Hodds bequest

Langwith Charity (REGISTERED)

Miss Harrison bequest

P Barnes Fund

Income to be applied for use by the servers.

Income to be applied to reader ministry.

Income to be applied one third to orphans and two thirds to beautifying the church.

Discretionary fund for distribution to the poor - income transferred to the general fund.

Income to be applied for church fabric - income transferred to the fabric restricted income fund.

Income for St.Wulfram's Music for Choral Scholarships allocated to restricted income fund of same name.

Expendable endowment for church building devoted to Divine Service & ecclesiastical purposes therein. REMOVED.

Income transferred to general funds to set against cost of vergers, bellringers, servers and choir.

Discretionary fund for distribution to poor.

Income transferred to general funds to set against cost of choir, music etc

Income to be applied for the children of parish - transferred to general funds to set against cost of Sunday Club & other childrens ministry expenses.

11 TRANSFERS BETWEEN FUNDS

Transfers between general and restricted funds normally represent a one-off transfer of incoming resources applied to restricted funds where resources expended for the same purpose have previously been met from general funds.

12 ANALYSIS OF NET ASSETS by fund

	Fixed Assets	Current Assets	Liabilities	Total
	£	£	£	£
General funds	43,425	16,014	(17,346)	42,093
Designated funds	99,418	26,503	(6,383)	119,538
Restricted funds	377,663	67,014	(19,904)	424,773
Endowment funds	62,643	-	-	62,643
	583,149	109,531	(43,633)	649,047

13 MISSIONARY & CHARITABLE GIVING

	Unrestricted Funds		Restricted Funds	Endowment Funds	TOTAL FUNDS	
	General	Designated			2020	2019
	£	£	£	£	£	£
Mission & Social Responsibility	1,500	-	-	-	1,500	3,525
Other charitable giving						
The Children's Society	-	-	54	-	54	660
DEC (Various appeals)	-	-	-	-	-	15
Grantham Foodbank	-	-	298	-	298	-
WaterAid	-	-	309	-	309	-
Macmillan	-	-	-	-	-	183
Traidcraft donation for Grantham SleepOut	-	-	-	-	-	100
	1,500	-	661	-	2,161	4,483

PAROCHIAL CHURCH COUNCIL OF ST WULFRAM, GRANTHAM

NOTES TO THE FINANCIAL STATEMENTS

As at 31st December 2020

14 PRIOR YEAR ADJUSTMENTS (Reconciliation of opening balances 2019 & 2020, and net movement in funds 2019)

Unfortunately, since the last Annual Report & Accounts were drafted further information was received from Lincoln Diocesan Trust & Board of Finance with regards to the St Saviour Chapel & Schoolroom Fund. It became apparent that a copy trust deed that we had on file was obsolete and Grantham St Wulfram PCC did not in fact have the right to the capital or income from this fund. In confirmation, the fund valuation statement as at 31st December 2020 was not received from the Diocese. Therefore, it has been necessary to remove this fund from the list of endowments shown on our balance sheet.

In order to restate last year's comparative figures on a like for like basis, the St Saviour Fund has been removed from 2019 opening reserves, together with the investment gain previously reported in 2019 relating to that fund. The valuation of the endowment fund at the beginning of 2019 was £15,369, and the investment gain previously reported in 2019 was £2,877.

The net effect of these adjustments is to reduce opening net assets in 2020 by £18,246 to £686,187 from £704,433 as previously reported in the 2019 accounts. Listed below is a summary of all the adjustments made and their effect.

14(a) RECONCILIATION OF RESTATED 1st JANUARY 2019 BALANCES (vs. reported 2019)

	Unrestricted Funds		Restricted Funds	Endowment Funds	Total Funds
	General £	Designated £	£	£	£
1st January 2019 balances (as reported 2019)	47,940	102,387	173,381	47,360	371,068
Removal of investments (£15,369): Grantham St Saviour Chapel & Schoolroom Fund				(15,369)	(15,369)
Restated 1st January 2019 opening balances	<u>47,940</u>	<u>102,387</u>	<u>173,381</u>	<u>31,991</u>	<u>355,699</u>

14(b) RECONCILIATION OF RESTATED OTHER RECOGNISED GAINS AND LOSSES 2019 (vs. reported 2019)

	Unrestricted Funds		Restricted Funds	Endowment Funds	Total Funds
	General £	Designated £	£	£	£
Gains/(losses) on investment assets 2019 on revaluation as previously reported in 2019 accounts	-	810	9,836	6,102	16,748
Deduction of investment gains/(losses) 2019: Grantham St Saviour Chapel & Schoolroom Fund				(2,877)	(2,877)
Restated gains/(losses) on investments 2019	<u>-</u>	<u>810</u>	<u>9,836</u>	<u>3,225</u>	<u>13,871</u>

14(c) RECONCILIATION OF RESTATED NET MOVEMENT IN FUNDS 2019 (vs. reported 2019)

	Unrestricted Funds		Restricted Funds	Endowment Funds	Total Funds
	General £	Designated £	£	£	£
Net movement in funds (as reported 2019)	(7,606)	1,353	308,516	31,102	333,365
Change in recognised gains and losses 2019 (as outlined above in 14(b))				(2,877)	(2,877)
Restated net movement in funds 2019	<u>(7,606)</u>	<u>1,353</u>	<u>308,516</u>	<u>28,225</u>	<u>330,488</u>

14(d) RECONCILIATION OF RESTATED 1st JANUARY 2020 BALANCES (vs. reported 2019)

	Unrestricted Funds		Restricted Funds	Endowment Funds	Total Funds
	General £	Designated £	£	£	£
1st January 2020 balances (as reported 2019)	40,334	103,740	481,897	78,462	704,433
Change in 1st January 2019 opening balances (as outlined above in 14(a))				(15,369)	(15,369)
Change in net movement in funds 2019 (as outlined above in 14(c))				(2,877)	(2,877)
Restated 1st January 2020 opening balances	<u>40,334</u>	<u>103,740</u>	<u>481,897</u>	<u>60,216</u>	<u>686,187</u>

INDEPENDENT EXAMINER'S REPORT**To the Trustees of The Parochial Church Council of the Ecclesiastical Parish of St Wulfram, Grantham**

I report to the Trustees on my examination of the accounts of The Parochial Church Council of the Ecclesiastical Parish of St Wulfram, Grantham (the Trust), for the year ended 31 December 2020, which are set out on pages 36 to 37.

Responsibilities and basis of report

As the charity trustees of the Trust you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Trustee's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- (1) accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
- (2) the accounts do not accord with those records; or
- (3) the accounts do 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 no concerns and 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.



Chris Hubbard, FCA

24 March 2021

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