THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST MICHAEL AND ALL ANGELS LEDBURY

England & Wales · Charity number 1132846

Details

Other names	PCC of Ledbury, ST MICHAEL AND ALL ANGELS LEDBURY
Status	Registered
Legal form	Previously excepted
Registered	2009-11-21
Register	View on the Charity Commission register

Contact

Address	The Croft Woodleigh Road Ledbury HR8 2BG
Phone	01531 631531
Email	admin@stmichaelsledbury.org
Website	www.stmichaelsledbury.org

Activities

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

Activities: St Michael and All Angels is the parish church of Ledbury. It provides the spiritual focus for the population of Ledbury through regular religious services, work with local schools, visiting local care homes and hospitals. We also work with other groups within Ledbury. As an asset to the town, the building hosts concerts and civic occasions and is a tourist attraction.

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Other Charitable Activities
- **What:** Religious Activities
- **Who:** The General Public/mankind

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Geography

- **Area of benefit:** UNDEFINED. IN PRACTICE, LOCAL.
- Herefordshire

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£204,123	£114,705	-	-
2023-12-31	£133,652	£123,817	-	-
2022-12-31	£175,365	£205,877	-	-
2021-12-31	£214,209	£232,562	-	-
2020-12-31	£439,371	£555,339	-	-

Trustees

Name	Role	Appointed
ANDREW JONATHAN BEECH		2018-03-15
Anne Scull		2022-04-06
Catherine Louise Beech		2018-03-15
David Houghton		2019-04-03
Denis Peter Veasey		2026-05-27
George William Hopkinson		2024-04-10
Georgina Mary Hicks		2026-05-27
Ian Edward James		2020-10-15
Maria Dineen		2026-05-27
REV TONY HODDER		2013-03-11
Richard John Nightingale		2024-04-10
Sonia Adams Bowen		2025-11-19
Stephen Baron Cheetham		2022-06-07
Susan Elizabeth Simpson		2023-07-01
Susan Mary Cooper		2021-06-17
William Baden George Wake		2021-06-17

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THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST MICHAEL AND ALL AN

England & Wales - Charity number 1132846

Accounts

St Michael and All Angels, Ledbury

ANNUAL REPORT and ACCOUNTS

For the year ended 31 December 2024

ST MICHAEL AND ALL ANGELS, LEDBURY

ANNUAL REPORT AND ACCOUNTS OF THE PAROCHIAL CHURCH COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2024

DEANERY - LEDBURY **DIOCESE - HEREFORD**

Registered Charity Number: 1132846

Incumbent - Rev. Keith Hilton-Turvey	The Rectory, Worcester Road, Ledbury
Independent Examiner - Luke Keegan	
Bankers - Lloyds	6-8 High Street, Hereford
Architect - Jane Chamberlain	Caroe and Partners, 34-36 Church Street, Tewkesbury

It is the duty of the Incumbent and Parochial Church Council to consult together on matters of general concern and importance to the parish, and to co-operate in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Membership

During the year, the following served as members of the Parochial Church Council:

<u>To 10 April 2024</u>

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Churchwardens	David Houghton	
	Catherine Beech	
Elected members	Andrew Beech	Deanery Synod, Secretary
	Ian James	Deanery Synod
	Sue Simpson	Deanery Synod
	Sue Cooper	1 Year
	Benjamin Hilton-Turvey	1 Year
	Maria Dineen	2 Years
	Anne Scull	2 Years
	Peter Scull	2 Years
	Will Wake	2 Year
	James Smith	3 Years
Co-opted member	Stephen Cheetham	Treasurer

<u>From 10 April 2024</u>

Incumbent	Rev. Keith Hilton-Turvey

Associate Minister	Rev. Tony Hodder	
Churchwardens	David Houghton	
	Catherine Beech	
Elected members	Andrew Beech	Deanery Synod, Secretary
	Ian James	Deanery Synod
	Sue Simpson	Deanery Synod
	Maria Dineen	1 Year
	Anne Scull	1 Year
	Peter Scull	1 Year
	Will Wake	1 Year
	James Smith	2 Years (died 19 September)
	Sue Cooper	3 Years
	Richard Nightingale	3 Years
	William Hopkinson	3 Years
Co-opted member	Stephen Cheetham	Treasurer

Committees

The Parochial Church Council (PCC) operates through a number of committees and sub-committees which meet as necessary between full meetings of the Council. All committees submit to the Council reports on their discussions, and all matters of policy and action are approved by the full Council.

The report of the Council is given below and, where appropriate, reports of the Committees are printed in the following pages of this Annual Report.

The committees are: Fabric (sub-committee), Finance (sub-committee), Local Ministry, Standing and Worship Review and Development.

Church attendance

There are **155** parishioners on the Electoral Roll compared with 159 in 2023.

The number of communicants at Easter was **87** (118 in 2023). At Christmas there were **92** communicants (88 in 2023). Average attendance was **89** (compared to 136 in 2023).

Review of the year

A wide range of worship services is offered, with a Book of Common Prayer service at 08.00 every Sunday, followed by Common Worship at 10.00. Once per month a Choral Evensong is offered together with a monthly Iona based service, also on Sunday evenings. A weekly service continues to be held in St Katharine's Chapel. Because of the lack of heating in the church (see below) the 08.00 service took place in St Katherine's Chapel until early January and again from 20 October onwards. The PCC agreed that, if the winter months become especially cold, the 10.00 service would be moved into the Chapter House, which can offer greater heat levels. This had not happened by the end of 2024. A mock-up of the proposed arrangement of the Chapter House was installed for members of the congregation to inspect.

Whilst the last Covid measures were removed during 2022 the communion station in Trinity continues to offer communion by intinction for those who do not wish to share a chalice (which is offered at the High Altar).

The church continues to provide Christian worship online for those who prefer not to attend church in person because of age, health or any other reason. Online services are offered in parallel with the 10.00 service held in the church; this service is also broadcast on YouTube.

The PCC continued to meet throughout the year. The PCC met eight times and the Standing Committee met on five occasions.

One of the PCC Meetings, an additional meeting held on 4 September, considered the resolution passed at the APCM on 10 April 2024. The meeting was chaired by the Rural Dean, the Rev. Dr. Chris Moore and considered the rector's views on the ordination of women. It was agreed that it would not be right to require the rector to act contrary to his views. Any options for moving forward would need to be within any wriggle room allowed by the rector. Discussions on this were ongoing at the end of the year.

The major items for discussion in the regular meetings included the setting up of a group to encourage prayer within the church, and the re-establishment of monthly Thursday evening teaching sessions. These were part of the outcome of the earlier awaydays. Revised Terms of Reference were agreed for the Worship Review and Development Group. The PCC expressed concern about the age profile of the church, and hence that fewer people were willing to come forward to volunteer for tasks within the church. This is a wider problem facing secular organisations as well as churches.

Following on from the training provided for PCC members during 2023, a Code of Conduct for PCC members was agreed.

The arrangements for LEAF to lease St Katherine's Hall were completed, and the church relinquished its lease of the premises on 31 July.

Work continued on finding a replacement heating solution that complies with the Church of England's Net Zero policy. The search for someone within the Church of England who might offer help ultimately led nowhere, and external consultants were appointed in the autumn.

The impact of the Net Zero policy on St Michaels in the short term has been, unfortunately, negative. Had the church gas boiler failed before the faculty changes it could simply have been replaced with another one. This is no longer allowed unless the church can demonstrate that there is no alternative that does not use fossil fuels. This has required much greater expenditure in hiring consultants to examine all the various alternatives (and probably much greater expenditure in the replacement heating system itself), a considerable amount of additional paperwork and a much longer timescale before the replacement heating system can be up and running. The church has been nominated as a Net Carbon Zero Demonstrator Church by the diocese, which may bring with it the possibility of grants towards the replacement heating system.

A new sound system was installed during the year.

The PCC noted with sadness the deaths during the year of Don Rule, David Kirkham and James Smith. All had been members of the PCC. James was a serving member at the time of his death.

By contrast, the PCC was delighted when Christabel Panter, a long-serving former member of the Council, was presented with the Order of St Ethelbert by Bishop Richard in Hereford Cathedral in October.

No safeguarding incidents were reported during the year.

Copies of PCC minutes and those of the Standing Committee and Fabric Sub-Committee are available for inspection on the church website and in the purple folder at the back of the church.

On behalf of the Parochial Church Council

Chairman…….

Date…….

ORGANISATION REPORTS

FRIENDS OF LEDBURY PARISH CHURCH

My thanks firstly to my fellow committee members for their commitment to this important aspect of church life. Adrian Lamont has finished his time on the committee this year. He has been a most valuable member of our team and we hope that we can continue to draw on his extensive knowledge of our church building. As you will know from repeated bulletins, we have needed new committee members to help us to promote and run events. I am delighted that Christine Walters and Sonia Bowen have agreed to join us. We could still do with at least one more! We would love to take up the challenge given to us by the PCC to see how interpretation of the church can be improved through better signage, information boards, development of the website and so on, but we need fresh hands and new energy.

A few words on this year's events. The Quiz Night in January and the Open Gardens event in June both generated a healthy surplus. We aim to have two events each year that will give a particular boost to our funds as well as giving all those who attend a memorable experience. In between, the talks in church are designed to introduce you to a range of themes that touch upon the church building and its use. These are not intended to generate income above a modest level. All our speakers this year were home-grown in the sense of being members of our congregation or people who know the church well, or who live nearby. We are very grateful to Celia Kellett, Mary Anne Keyes, Jennifer Harrison, Rory Johnson and Kate Cheetham for their contributions on a range of topics this year. Rory's talk on the trees in and around the churchyard was particularly well attended as well as being very informative. Did you know that Morgan cars are made partly of the wood of the ash tree, that beech trees gang up together to repel pests or that you can make a magic wand out of hazel wood? I am also grateful to my fellow bellringers in helping me to run two tower tours as part of the programme. These have a particular appeal to people in the town for whom the tower is a landmark but also a mystery in terms of what goes on inside. The PCC has been giving a lot of time and research to the best way of providing heating in the church. It has not been an easy process since there are so many restrictive criteria. The committee of the Friends stands ready to give what support it can to whatever solution is decided upon. That at the moment is our priority in terms of future projects.

Mary Anne Keyes maintains a straightforward website for The Friends and if you take a look at it, you will find the text of three of this year's talks in the News section as well as a link to the Open Gardens film that you watched earlier. The Friends oversee the rota of Stewards who welcome visitors to the church from April to October each year. My thanks to David Houghton for his coordination of this rota. Bill and Maggie Mackenzie continue to perform a key role in managing the bookstall which provides much of our income, and is also a popular and valuable resource for our many visitors as well as for members of our own congregation.

Tim Keyes

LESSON READERS ROTA (FOR THE 10AM SERVICE)

Readings from the Bible are an important part of the Sunday morning Services. Like many Anglican churches we follow the three-year cycle of set readings which begins at Advent. We are currently in Year 2.

I took over the rota from James Smith at the end of 2024 and we have about 30 readers. I have a list of the chosen readings from the Rector and I email them to readers in the preceding week ready for Sunday. We are able move away from this arrangement when the Second Sunday Group are leading the service. All the readers read about four times a year.

We welcome new readers. All you need is a clear voice and to enjoy reading the Bible.

Anne Scull

INTERCESSIONS

Week by week a committed group have provided and led intercessions in our main services. Each person brings their own perspective adding to the rich variety of prayer we enjoy. Until July, Ann Gates oversaw the rota. Many thanks go to her for looking after the rota and its members and many thanks to all who take time and care in leading our weekly corporate prayers.

Keith Hilton-Turvey

SACRISTAN AND COMMUNION ASSISTANTS

Clergy have continued to act as sacristan and server before and during services. Communion assistants and Wendy Hilton-Turvey have acted as sacristans after the service, clearing the altar-table, taking the elements into the vestry for cleaning and storage. Elaine Toyer has continued to quietly do the important and appreciated job of cleaning the communion and altar linen. If anyone would like to help with these tasks, please have a word with me.

Keith Hilton-Turvey

WELCOMERS

Thanks to all the two dozen or so volunteers who open the Church doors and ‘Meet and Greet’ our parishioners who come for the 10 am Sunday services. The warm smile and cheery greeting given to regular worshippers and visitors on their arrival is always returned and makes for a perfect start for our Sunday service of praise and thanks.

If you know of anyone, or anyone reading this annual report, who might be interested in joining our group, please contact me.

John Hainsworth

YOUNG CHURCH

During 2024 we continued to work as part of Locally Encouraging All to Flourish (LEAF). We provided activities for families to engage with and come closer to their local churches, under the leadership of Mary Anne Keyes. This collaborative way of working within our local churches with sharing of resources, skills, ideas and experience, taking activities out into the community has proved to be a very positive strategy.

During the year we supported the ‘Mums the Word’, Mothering Sunday activities at the Baptist Church, Easter Experience and an Easter Trail. We took an active role in both Summer Family Fun Days at the Church. These events included both indoor and outdoor activities and were well attended by families. The weather was kind, always a bonus! In the Spring and Autumn, we took part in ‘Wander and Wonder’ days, in the Forest School by Ledbury Primary School under the leadership of Becky Davis, Forest School Lead. The weather was lovely on both occasions and everyone had a wonderful time. During August, two ‘Stay and Play’ sessions took place in the Church and, although they didn’t attract large numbers, those that did come enjoyed the occasions, which provided a welcome break for parents and fun for children.

In the autumn we led on the Alternative Halloween and the Advent Parties; as ever they were enjoyable and well attended events. In addition, we arranged for ‘Little Wrens’ at Ledbury Primary School to re-plant the outdoor containers. The children and staff enjoyed both the experience of planting, which fitted in well with their curriculum, and spending time in the Children’s Corner. Biscuits and drinks were of course much appreciated.

The Giving Tree was organised again this year. As a result of the generosity of the congregations of St Michaels and All Angels, the Baptist and Methodist Churches, a large number of children and parents from Ledbury Primary School and older people in Ledbury Community Hospital and Nursing Home had a happier Christmas, knowing that someone had thought about them and shared love at Christmas time. A number of us came together to make Christingle Oranges just before Christmas. Young attendees at the Christingle Service participated in the ‘Meaning of Christingle’ which they enjoyed, ably supported by Mary Anne Keyes. We were very pleased to welcome Tom French, from John Masefield Sixth Form, to read the Christmas Story.

On Sunday mornings when there have been children in the Choir and the congregation, we have provided activities which have been enjoyed. We would like to develop this further during 2025. Visiting children are of course very welcome to join in. The enhanced Children’s Corner has welcomed many visiting families during the week and at Sunday services. It is regularly monitored to ensure that it is appropriately resourced and safe. On occasions, children have written little prayers and drawn pictures, demonstrating how important this part of the Church is. Plans are already well underway for events in 2025.

Jill Jupp

PASTORAL AND HOME COMMUNION

The past twelve months have been both challenging and encouraging. With high numbers of bereavements and illness, plus keeping in touch with the housebound, the pastoral team have been busy; sending cards, flowers, making telephone calls in addition to visiting. As usual there is no typical week.

Over sixty invitations to the Rosemary and Remembrance Service were sent in November which resulted in forty-four people attending. Again, an encouragement!

The start of a monthly communion service in September at the Deer Park Care Home has been encouraging. Around twenty attend and we have been able to build relationships with residents, staff and family members. Home communion is available and can be arranged by contacting the Rector or Val Houghton. Finally, I would like to thank all those who are

involved in pastoral care within the church fellowship including Home Group leaders, and the four members and the Rector who comprise the pastoral care team.

Val Houghton

PRAYER MINISTRY

The Praying Litter Pickers is going well. We regularly have 5 to 7 people who come along. Usually we pick up 1 or 2 bags of rubbish from the recreation ground each month. We pray over the ground and God helps us to speak to people; usually they come up to us to say thank you for what we are doing.

We go out on the first Saturday of each month between April and December, meeting at 11 am and going on at 12.30pm for coffee and chat.

I am also involved with the 'Encouraging Prayer group', trying to encourage corporate prayer.

Georgina Hicks

SAFEGUARDING

We have almost completed all Disclosure and Barring Service (DBS) checks. People in the key roles are now checked and anyone in changed or new roles, are currently being checked. It has continued to be a challenging year with the introduction of the new Safer Recruitment processes for visiting roles which has added to the administration time.

The Safeguarding Officer resigned from the post in October and this duty is currently being undertaken by the Rector, Keith Hilton-Turvey. Administration of outstanding DBS checks is still being undertaken by the previous Safeguarding Officer.

We continue to report any potential safeguarding issues to the Diocesan Safeguarding Team and look forward to a strong working relationship with them. No Safeguarding issues were raised in 2024.

Annie Lindon

MUSIC

Music has continued to play a central role in the life of St. Michael's in much the same way it did in 2023. The choir for morning services has suffered rather from the illness and infirmities of some of the stalwart members as well as prolonged absence for other reasons. Two of our three child choristers left, one because of a clash with swimming and the other was pulled out by his mother in response to a particular sermon. Advertising both in local social media and to primary schools has produced no response so far.

The Evensong choir continues to grow in numbers and strength helped by publicity for Come and Sing Evensongs through the RSCM and Marches Music Ministry. The standard of singing is uniformly high despite the small amount of rehearsal. Some good younger singers have started attending, and regular trips to the *Prince of Wales* after services have begun to build a following for the older ones.

The Worship Band has had problems adapting to the new sound system this year, primarily due to the operation of the mixing desk. The Saturday morning Coffee Concerts were more varied in content this year with a piano trio, a baritone vocal recitalist and piano duettists all performing. Numbers attending seemed slightly down on previous years but donations raised were still getting on for £1,000. Ledbury Choral Society continued their successful concerts and a visiting choir from the Czech Republic was well received.

Kate Cheetham

CONCERTS

There have been a good number of Saturday Morning concerts over the year, arranged by our musical director. These have included various performances, particularly piano and organ recitals, by a number of individuals. Our magnificent organ has been given a real work-out on a number of occasions! These concerts are really worth coming to – normally lasting just an hour. I do recommend them if you enjoy listening to live music. Watch out for this year's programme, to be published in the Spring.

Ledbury Brass Band have played several times in church – the last occasion being during our Town Carol Service in December. Their standard is very high!

Ledbury Choral Society makes good use of church. During the Summer months practices are held on Thursday evenings. In 2024 three major events took place. In March Vivaldi's *Messa di Gloria* was performed to a disappointingly select audience. However, in July there was a concert in conjunction with the Ledbury Poetry Festival, combining poetry and music, which was very well attended. This included the first performance of a poem written by a member of our congregation and the society, Tim, set to music by our accompanist and composer, Simon. (There's a great deal of talent in Ledbury!) Lastly, in December, the performance of virtually the whole of Handel's *Messiah* drew an audience of well over a hundred. The removal of the front pews allowed a small orchestra to accompany the choir, adding greatly to the whole event. This will allow greater flexibility for all future musical performances.

If you've not been to any musical events at St Michael's, why not give them a try? A number of church members are involved in the Choral Society and the Saturday concerts involve a great variety of styles. Music brings in many folk who would not normally enter church – which must be a good thing.

Peter Scull

TOWER REPORT

It has been another successful and busy year in the tower. Six of us rang the New Year in to get 2024 started. In the course of the year, we welcomed 8 visiting bands, three of which, all comprising very competent ringers, rang full peals (3 hrs +) on the bells. All our visitors have commented on what lovely bells they are to ring. We count ourselves as very fortunate. Four Quarter Peals were rung during the year, three of these by local ringers. We rang for two weddings. We held seven Saturday morning practice sessions on "tied bells" (i.e. they could not be heard outside the tower and their sound was electronically generated in the ringing room). We hosted one of the District meetings and, of course, laid on a splendid tea! One of our ringers organised a District Outing which was much enjoyed and well attended. Two new learners, Angela and Rachel, began this year and are getting

close to being able to ring on Sundays. Altogether, our band numbers 17 ringers. We have been able to ring for every Sunday in the year. All members of the band are committed to doing their best and to taking on new challenges as and when they feel ready for them. On a Tuesday practice night, we can sometimes have as many as 20 ringers, which is a challenge for the Tower Captain since he tries to make sure that everyone leaves feeling that they have had a fair share of the action. We are very grateful to five or six regular visitors who are all highly competent ringers and enable members of our own band to try things that we cannot attempt on Sundays. We hosted a group of ringers as part of the Hereford Ringing Course in April. We had a large number of visitors on Ledbury Community Day and a smaller number for the Heritage Weekend in September. Large numbers of visitors continue to enjoy the bellringing exhibition on the ground floor. There have been two top-to-bottom tower cleaning days to help ensure that there is no build-up of dust. That said, it remains a major concern that stone and mortar dust from the inside of the spire is continually falling on the bells and the frame. The frame is starting to be corroded in one section. We hope that a scheme can be agreed and an architect's plan drawn up to offer some protection to prevent the situation from getting worse. After our huge investment in the bells in 2018-2021, we need to ensure that we look after them well.

Tim Keyes

WORSHIP REVIEW DEVELOPMENT GROUP

In 2024 the PCC reviewed and revised the Worship Review and Development Group's (WRDG) terms of reference. They are as follows:

The group's activities should include but are not limited to: -.

a) *Working with the Rector, Churchwardens and PCC in developing future strategy(ies) for worship and liturgy;*
b) *Reviewing and producing ideas about alterations and adaptations to the orders of service;*
c) *Planning & promoting special services (e.g. Mothering Sunday, Palm Sunday, Remembrance, Thanksgiving);*
d) *Generating ideas for evolving SMAAAL's approach to worship to optimise accessibility and interest;*
e) *Producing ideas to involve and integrate children and young people more effectively;*
f) *Thinking through options for outreach events that can be delivered by SMAAAL, on its own or in partnership with other churches. All such events are targeted events for the Ledbury community (e.g. the Walk of Witness).*

Over the last year WRDG have planned and reviewed both regular and occasional services,
making some changes and making recommendations to the PCC.

The Group members are: Kate Cheetham, Michael Gallagher, William Hopkinson, Mary Anne Keyes, Lois Pratt, Christine Walters, Andy Younis and Keith Hilton-Turvey.

Keith Hilton-Turvey

HOME GROUPS

There are now eight groups associated with St Michaels, meeting at various times and locations during the week, mostly fortnightly but some weekly.
For more details please contact me.

Richard Nightingale

LEDBURY DEANERY SYNOD

A proposal by the diocese to merge Ledbury Deanery with Bromyard Deanery was discussed. It became clear that the good folk of Bromyard were not keen (to put it mildly), and Bishop Richard has decided to postpone a decision on the merger for three years.

At the request of Ledbury PCC, the Deanery secured agreement from the Bishop that PCCs anywhere in the diocese could hold meetings with some people present in person and others present by Zoom or equivalent conference call facility. This helps those of working age to play a full role in their PCC.

The Synod heard interesting presentations on the work amongst Ukrainian refugees in the diocese, and also on assisting the old and infirm.

Andrew Beech

AFTER CHURCH REFRESHMENTS

As I only took on organising Sunday refreshments part way through 2024 all the credit and much thanks for the smooth operating of the rota must go to Anne Gates. Secondly, thanks are due to the many who have been responsible for serving refreshments during this past year.

Please consider volunteering to serve occasionally. The more there are the less often anyone has to do it. It is not arduous as supplies of everything, except milk, are in Church and the coffee machine is straight forward to operate once you have been shown what to do.

Anne Tattersall

COFFEE STOP

Coffee Stop has continued to offer a friendly welcome to both church members and visitors on the first Friday of each month. 2024 has seen our numbers grow steadily month on month. Grateful thanks to the willing group of helpers who set up, serve coffee, bake cakes and tidy up. Our net profit for 2024 amounted to £319.54. We continue to raise funds for a contribution to the proposed new kitchen facilities at St Michael's.

Sonia Bowen

OPEN THE BOOK

The Eastnor team continue to tell/act Bible stories each Friday in Eastnor Church. We have been doing this for well over twelve years; it is amazing to think that some of our first children could have children of their own by now! This is great fun and a very enjoyable

way of giving the children knowledge of the Bible and hopefully a foundation on which they will build a faith.

The Ledbury Open the Book team continues to be warmly welcomed into Ledbury Primary School: our commitment to the well-being of the children both through Open the Book and the other LEAF activities is highly valued. Our small but dedicated team is drawn from across the churches and we thoroughly enjoy dressing up and exciting the children with the wonderful stories from both the Old and New Testaments. We also have a voluntary after-assembly session in which children can stay behind and ask questions about the story, and several pupils are now regulars in that group. Their questions can be challenging! This year we began using the new material produced by the Bible Society, based around 90 Bible stories re-told by Bob Hartmann specifically for Open the Book.

Some of our faithful storytellers have been working with Open the Book for nearly 12 years and we are keen to have new (and maybe younger!) members join the team. If you have any interest in sharing your faith with children through the medium of well-told Bible stories, and enjoy reading out loud and doing a bit of dressing up and acting, please get in touch with Heather or Mary Anne. If anyone else feels that they have other gifts which they could offer the team please do get in touch. We are delighted that Alison Williams and Christine Walters have joined us; Christine is doing great work in improving our wardrobe. Please remember Open the Book in your prayers.

Mary Anne Keyes (Ledbury OTB Team)/Heather Lucas (Eastnor OTB Team)

CHURCH MISSION SOCIETY

We continue to be in contact with our CMS Partners in South Asia. For their security we do not name them. The family have recently moved to a new location. They are excited about new opportunities available to them, and are looking forward to possibly being able to join in an Anglican Church plant on the compound where they live. Please pray for them in their new location and their work with young people.

They sent us a short film about their work which was shown in Church after the morning service. We receive letters from them and emails. See the CMS Notice Board in Church.

We had our Coffee Morning to raise money for our Mission Partners in August and it could not have been a wetter day! But people were generous and many donated money. We thank Catherine and Andrew Beech for hosting us and we were sad that we could not explore their lovely garden because of the rain.

Christabel Panter

LEDBURY DEANERY MTWARA LINK

The Lent Lunches went well, and the funds raised were augmented by contributions from the Cradley Group of Parishes, and the Methodist Church, both of whom also held Lent Lunches. As a result, we were able to send £ 2,500 to Mtwara towards the building of three new classrooms for the Mtwara kindergarten. We wish to thank all who worked so hard to achieve this total.

Unfortunately, all the money raised went astray, and our longstanding contact, Canon Jackan, who still claimed to be living in Mtwara, had actually moved to Kenya. He

managed to access the money sent, and bought some land for his own use. This came to light at a Diocesan Tanzania Committee meeting. Bishop Michael Westall, who chairs this committee, said that he would personally investigate what had happened through his contacts with the Bishops in Tanzania and Kenya.

When confronted by his Bishop, Canon Jackan admitted what he had done. The Bishop then instructed him to sell the land, and to return the money to the UK. If he failed to do this, the Bishop would take further steps to discipline him. The money was due to arrive in the UK during December 2024, but no money had been received by the end of the year.

At the moment we are unable to support the Mtwara Kindergarten, as we do not have reliable information about what is happening in Mtwara, and we do not have a reliable person to whom we could send money. We have therefore agreed to stop all transfers of money to Mtwara, until we know what is actually happening there, and there is a reliable person in Mtwara to receive it.

Hugh Wakeling (for the Deanery Mtwara Committee)

COMMUNICATIONS

The main means of communications for the Church is through iKnow Church. We currently have 127 people receiving the weekly services and notices. There are 133 people on the iKnow list. Each week the services and notices are sent out on iKnow.

The Christmas services were advertised in *Ledbury Focus*, using posters around town and flyers (book markers) which were given out personally by members of the congregation. Both carol services, Christingle and Christmas morning services were all well attended but Midnight Mass was not so popular. Apparently, there was no information on the website regarding Christmas services, which was only rectified on Christmas Eve when a member of the public phoned in.

Members of the congregation were asked if they would like to choose a passage from the Bible and to write a short reflection on it. This was then sent out each day of Advent. This has been welcomed by many members of the congregation. If you would like St Michael's to repeat this next year please send me a passage from the Bible and write a short reflection on it. If I get 24 replies we can then send it out to all those on the iKnow list for Advent 2025.

Voice of Ledbury, *The Ledbury Promoter* and *What's On Ledbury Area* are all used to promote Saturday morning coffee concerts (as are posters around town). These usually attract 30 – 40 people, but it would be nice to swell those numbers. The same social media sites were used this year for both carol services. *Voice of Ledbury* is used to promote 2nd Sunday services as well as LEAF activities. If you would like to receive the weekly list via iKnow Church please contact Christine Walters on ncwalters76@gmail.com

Christine Walters/Kate Cheetham

BANNERS

This year people have continued to express pleasure when I have put banners up, which is pleasing, demonstrates the contribution banners make to the church décor, and more

importantly affirm the faith of St Michael's. They are designed to encourage a simple exploration and reminder of our faith.

On the down side:

a) no-one has expressed an interest in involvement either refreshing, designing anew, or responding to the request for help in the last several Annual Reports;
b) the 'investigation' carried out by Maria and Ann in 2022 recorded the collection for PCC by note and photograph. This study revealed that some are becoming 'tired' after ten plus years of regular deployment. Replacing and renewing would require the support of a team of people. Members of the original creative group have either died, moved away or are too frail for further involvement. I felt superfluous. I lack the time, enterprise and energy to sort out all the difficulties which now present;
c) The speakers of the new sound system now occupy the two rear pillars which are furnished with the banner hanging mechanisms. It has not yet been possible to check whether hanging the banners would impede the broadcast sound. Consequently only two banners of any set can be deployed at any one time;
d) The Banner hanging mechanisms need to be reviewed and renewed to ensure they have not slipped in use or currently pose risks to the stonework, or a health and safety issue;
e) The church building has no longer an availability of space warm enough to create new banners using acrylic paint as has been our tradition. The chill and damp affects tape and glue fixings;
f) New free-standing commercially produced banners now seem to be preferred around the church;
g) More informal banners seem often regarded as something children do rather than as a useful continuing witness generated by adults as well.

After the current display of our Lent/Easter Season Banners is complete I propose to step down from this responsibility in church and leave any future banner making and deploying to others. I have greatly enjoyed this ministry over the years of my involvement since Rosemary and I prayerfully shared a vision, and the then rector, Paul Dunthorne, actively supported our endeavours. Now, after further prayer and reflection, I discern it is my time to stop.

Diana Veasey

GARDEN OF REMEMBRANCE AND WEST LAWNS

For the past five years, the Garden of Remembrance on the south side of the church has been attended to and nurtured by a group of four volunteers.

From the comments received by the numerous people using the south pathway, this garden gives a great deal of pleasure, especially to those who stop, rest on the benches and enjoy the peace and quiet of this area.

Recently we have been joined by another volunteer who is in the process of tidying the edges of the grass area and clearing drain gullies of the west side of St.Michael's.
This work has greatly improved the appearance of our church when entering the through the church gates from Church Lane. Unfortunately, some motorists still drive carelessly over the grass causing damage adjacent to the drive, which detracts from all the hard work that has been carried out.

Nina Hainsworth and June Smith

FLOWER GUILD

The Guild membership reduced to four this year, despite requests for new helpers over the past few years. In November, we took the decision to reduce our commitment to memorial and festival work only. The Rector attended this meeting and thanked the Guild for its' contribution and understood our reasons. Margaret Chapman has continued to chair our meetings and supported the team as required. Chris Lynch has maintained the rota and coordinated additional requests for ad hoc arranging such as funerals and one-off celebration flowers. Members were encouraged to try alternative methods to hold flowers in place, such as chicken wire, but this did not prove popular.

The Guild met three times during the year to plan the floral arrangements for the main festival dates of Easter, Harvest and Christmas. Owing to our depleted numbers, we have reduced the number of locations for arrangements. The Guild has continued with the programme of memorial flowers. This year we have been asked to provide arrangements for several funerals. In addition to a special poppy arrangement for Remembrance Sunday, we celebrated the Patronal service at the end of September, with flowers of red, gold and purple. The Guild receives both individual and general thanks for their work which is always welcome.

With the exception of a small amount of financial support from the PCC for memorials and special events, and the lily sponsorship scheme, the Guild survives on self-funding. With the funeral work previously mentioned, a small profit was made. The last bank statement showed a balance of approximately £300. In addition to flowers, bio foam is purchased to maintain arrangements. Guild members can claim back expenses, but this is rarely taken up.

Without the heating system, we continue to review the content of our arrangements. Flowers at Christmas were mainly artificial with hardy greenery. We have had some interest in helping with festival flowers, which is much appreciated and will be contacting the individuals in due course. Lily sponsorship will be encouraged again this year to assist with funding flowers and palms. The forms will be available from Lent and placed on the table by the North door. We will also publicize the initiative in the pew sheet.

Chris Lynch

CHURCH WALKS

Parish walks take place on the second Tuesday of each month. They are a good opportunity to get to know people, get a bit fitter and the walkers are always good company.

In 2024 all were muddy and at least once it rained as well. Some were very local such as through Eastnor Park to the Obelisk, along the lane to Petty France and back through Frith Wood and from the riverside path out past Flights Farm and back via Rowlands Green. Further afield we have made circular walks from Bromsberrow, Broom's Green to see the daffodils, Colwall, Haugh Wood, Kings Capel, Much Cowarne and Upton-upon-Severn. More than a dozen people regularly receive details each month and most have done at least one walk during the year. During 2025 we will probably repeat some of these at a

different time of year and we hope to find some new routes too. You are welcome to join us.

Anne Tattersall

LEDBURY MOTHERS' UNION

Ledbury Mothers' Union continue to meet monthly in the theatre foyer. The year started with an informal coffee meeting at the Feathers. In March members talked about events in their past which have shaped their lives. We begin each meeting with a short service. In the spring for an artistic activity the group was invited to write a "cinquain" on any topic; some interesting poems were produced.

At the annual garden party, we raised money for the MU Summer of Hope appeal. Revd. Michael Gallagher gave an interesting talk on the history of Israel. The new Diocesan President joined us for this meeting. We were once again invited to the coffee morning arranged by the Diocese at the Hop Pocket.

We are grateful for the church's continuing financial help with the rental of the foyer. It is a good venue for us and we are not charged if we do not use the space. Although we are few in number, all members value the support and friendship that membership of the MU provide. We represent a small part of a worldwide movement and strive to continue that presence in our town.

Janet Gallagher

DATA PROTECTION

The church currently does not have a Data Protection Officer and needs one. If you are qualified to take on this role, and would like to, please speak to one of the churchwardens.

Cath Beech and David Houghton

LOCALLY ENCOURAGE ALL TO FLOURISH (LEAF)

The church continues to support LEAF, notably through the provision of volunteers to assist with the planning and running of LEAF events. LEAF is a separately registered charity and issues its own Annual Report and Accounts.

St Michael and All Angels, Ledbury

Annual Meeting of the Parishioners of St Michael and All Angels, Ledbury

St Michael and All Angels church, 10 April 2024

The meeting was chaired by Rev. Keith Hilton-Turvey.

1. Rev. Hilton-Turvey opened the meeting with prayer.

Minutes of meeting held on 13 April 2023

2. These were agreed unanimously and signed by the chairman. There were no matters arising.

Election of churchwardens

3. Catherine Beech and David Houghton had been proposed and seconded and were duly elected. A confirmatory vote of support for the two churchwardens was proposed by Sue Cooper, seconded by Anne Scull, and agreed unanimously

4. The meeting closed at 7.05 pm.

Signed…… Dated…….

Annual Parochial Church Meeting

St Michael and All Angels church, 10 April 2024

Present

1. The meeting was chaired by Rev. Keith Hilton-Turvey, except for the discussion of the first question of general and parochial interest (see paragraphs 12-15 below). 46 parishioners attended with 11 apologies.

Minutes of meeting held on 13 April 2023

2. These were agreed with three abstentions.

Matters arising

3. Diana Veasey reported that PCC minutes did not appear on the website. Andrew Beech reported that they were sent to the webmaster, and that the PCC had agreed that they should appear on the website.

Rector's report

4. The Rector gave his report of the year's activities and recorded his thanks to those who had contributed (see Annex).

Treasurer's report and reception of accounts

5. The Treasurer, Stephen Cheetham, could not be present, and so Cath Beech presented the Treasurer's report as published without further comment.

6. Ian James noted a sum of £4,487 in the accounts headed "Sundries". He sought, in future years' accounts, an explanation of what that figure covers. This was remitted to the Treasurer for action.

7. Receipt of the accounts was proposed by Cath Beech and seconded by David Houghton. They were received with 26 votes in favour and 1 abstention.

Election of lay representatives to the PCC

8. Six posts were available for the election of lay representatives to the PCC and there were three nominees: Sue Cooper, William Hopkinson and Richard Nightingale.

9. There being no need for an election, all three were duly declared elected. Benjamin Hilton-Turvey, who was stepping down, was thanked for his service.

Reception of reports

10. The Annual Report for 2023 was received with 31 votes in favour and two abstentions. The Churchwardens' Fabric Report for 2023 was received unanimously. The Electoral Roll stands at 161 persons.

Independent examiner

11. Cath Beech proposed that Luke Keegan of Greendawn Accounting of Ledbury be reappointed as independent examiner. This was agreed with one abstention.

Questions of general and parochial interest

12. Following on from the motion adopted at the APCM in 2023, but on which no progress had been made, David Tombs proposed the following motion:

"*As a matter of urgency, this meeting charges the Ledbury Parochial Church Council with seeking a way forward on the subject of the rejection of Ordained Women Priests, to the detriment of pastoral care for the people of Ledbury. This will require recognition of the democratically taken decision at the APCM 2023 that Ordained Women Priests should not be discriminated against and allowed to preside at services in Ledbury Parish Church*".

13. Given that the issue related closely to the views of the Rector, it was agreed that the Vice-Chair of the PCC, David Houghton, would chair this part of the meeting. In discussion the Rector made it clear that his understanding of Holy Scripture precludes the ordination of women, as does church practice for nearly 2,000 years. A number of speakers felt that it would be wrong to ask the Rector to act against his conscience.

14. Others felt that it was important to encourage the ministry of ordained women, as it would enable a full spread of pastoral care to be offered and provide preaching from a different perspective, which it was felt was important in a broad church. Primarily most speakers felt that this difficult issue should be handled peacefully, without conflict.

15. The motion was proposed by David Tombs and seconded by Sue Cooper. On being put to the vote it was agreed with 21 in favour, 11 against and 4 abstentions.

16. Keith Hilton-Turvey then resumed the chairmanship of the meeting. Ian James asked what the current position was with regard to St Katherine's Hall. Cath Beech indicated that the Rector and churchwardens had been unable to negotiate a new lease and would surrender the lease should LEAF be successful in negotiating a new one. As LEAF had more use for the building they were therefore looking to agree a lease with the landlords instead.

Date of next meeting

17. It was agreed that the 2025 APCM would be held at 7.00 p.m. on Thursday,10 April 2025 in the church.

The meeting closed at 8.11 p.m. with the Grace.

ANNEX A

Rector's report

Today's gospel reading is John 3: 16 – 21
16 "For God so loved the world, that He gave His only Son, that whoever believes in Him should not perish but have eternal life. 17 For God did not send His Son into the world to condemn the world, but in order that the world might be saved through Him. 18 Whoever believes in Him is not condemned, but whoever does not believe is condemned already, because he has not believed in the name of the only Son of God. 19 And this is the judgement: the light has come into the world and people loved the darkness rather than the light because their works were evil. 20 For everyone who does wicked things hates the light and does not come to the light, lest his works should be exposed. 21 But whoever does what is true comes to the light, so that it may be clearly seen that his works have been carried out in God."

Looking back at 2023, amongst other events;
In January the new screen and projector were installed.
The bishop confirmed people in March
and gave us permission to use the Iona Style Communion service regularly.

In the same month we bit the bullet on cost control and closed the office,
saying farewell to Sarah Williams.

Between April and December the praying litter pickers were out at the rec,
making a physical and spiritual difference in our community.

Between May and October we had the successful monthly organ recitals.

In May we celebrated King Charles' Coronation.

From May to September, we trialled a twice monthly compline service,
as I announced at last year's APCM. One or two people came
and as the service didn't have parish support the trial period was not extended.

In September the boiler was condemned, and a lot of hard work went into sorting and sourcing temporary heating, which we have been benefiting from since their installation

In October we had our parish awayday in Tarrington.
which gave us the following agreed actions:

- To develop further 'Third Thursday' discussions
- To have teaching series about our Christian faith.
- To encourage the formation of additional cell groups
- To explore prayer-and-worship possibilities on Sunday afternoons
- To widen our communications
- To develop opportunities for growing the church's corporate prayer life.

In December we hosted both Ledbury and Eastnor Primary Schools Christmas services and John Masefield's Christmas Concert – all with great success.
We also held successful town carol service and Nine lessons and carols.

Throughout the year we have supported and been active in the Foodbank and with LEAF.

Looking forward we are putting into action the awayday actions, in fact a number are well under way:
To develop further 'Third Thursday' discussions
In May Dean Sarah is coming
and further events are being planned.
To have teaching series about our Christian faith.
We began a series on Foundations of our Faith last Sunday
and it will be completed on Trinity Sunday (26 May).
Further series will be explored after that.
To encourage the formation of additional cell groups
At least one new group has formed and is working well.
To explore prayer-and-worship possibilities on Sunday afternoons
Christine Walters has taken the lead on this,
and though this was one of our agreed actions,
it's not looking as if there's the will or personnel to progress this at present.
To widen our communications
2023 saw the launch of the new website and of iKnow.
Both are proving successful, particularly the regular updates of news and upcoming events.
Annie Lindon has taken on the weekly production of the pewsheets,
with Percy Hunt uploading them to the website and the printing done by others.
She introduced the separate readings and news, allowing larger font size for easier reading.
To develop opportunities for growing the church's corporate prayer life.
Georgina Hicks has continued to provide and develop the prayer board.
The Holy Week midday reflection and prayer times
were the start of exploring and developing this.
There is a follow-up meeting to which all are invited at 7pm on Thursday 2 May.
Tomorrow morning a small group are meet to explore having further
reflection and prayer times associated with various key events in the church year.

As part of the bishop's year of faith, we are hosting a 'questions of faith' meeting in S. Katherine's at 7pm on Thursday 25 April and a bishop's training morning on 'Growing In Confidence In Your faith' at 9:30am on Saturday 13 July.

A note for your information:
The diocese is looking at combining Ledbury and Bromyard Deaneries.
They are also looking into other possible deanery combinings.
This is partly to ease pressure on finding enough deanery officers.
There is unlikely to be much if any felt changes here in the parish.

Thanks to:
If at the end I've missed anybody who should have had a mention – it won't be intentional –
and apologies and thank you in advance, in case.

Thanks to *Ann and David Gates*, for looking after the reading and intercessions rotas and for leading the monthly Friday morning Coffee Stop, all of which they have stepped down from.

The reading rota has been taken on by *James Smith*.
Sonia Bowen has taken on leading Coffee Stop.
Thanks to you both and to all who help and take part.
We haven't found anyone yet, to take on the intercessions rota,
which currently takes us to the end of June – please have a word if you may be interested.

Thanks to the Flower Guild for their quiet and beautiful work.
Thanks to *Margaret Chapman* for her years of commitment as she lays her oasis down.
Thanks to *Jill Jupp* for her provision of the flowers in the planters and for looking after them.

Thanks to *Elaine Toyer* for washing and ironing our communion linen week by week.
If anyone would like to help, please have a word with Elaine.

Thanks to those who keep the church clean, including *Frances and Richard Nightingale* who get through large amounts of polish and *Maria Dineen and Christine Walters* who keep the toilets clean.
A quick reminder and invitation to our church spring clean on Saturday from 10am followed by bacon buns and tea and coffee.

Thanks to *Charlie Peacock* for his electrical expertise that has sorted numerous problems and hiccups.

Thanks to *Philip Weaver* and the team who open and close the church each morning and evening.

Thanks to *Sue Cooper* who contacts and follows up the families of all those whose funerals we take.

Thanks to all who help show and give continuing pastoral care by our church community within and without individually and through cell groups and other connections,
with particular thanks to *Val Houghton* who heads up the pastoral care team who swing into action for more needy or delicate situations.

Thanks to *Jill*, to *Frances and Richard Nightingale* and supporters who provide activities for children, usually when they sing in the choir.

Thanks to *Kate Cheetham,* the choir and musicians, who lead our sung worship.
Kate puts in a lot of time and work, giving a lot of pleasure to many,
for which we are most appreciative.

The Bellringing team – for the pleasure they give to many in and around Ledbury.

Thanks to the 2nd Sunday lay-led morning worship team,
for their thoughtful preparation and delivery of these 10am services,
bringing a different flavour to the mix of services we have.

Thanks to our retired clergy, particularly *Michael Gallagher*, *Bill MacKenzie*,
along with *Tony Hodder* and *Mary Anne Keyes* and *Michael Llewelyn-Jones*… who have taken services and contributed in various other ways. *David Wood-Robinson* has decided to hang up his cassock. Thanks for his long and faithful service. Thanks to *Peter Tattersall*

and *Sue Simpson* who act as vergers for weddings and funerals, helping them to go smoothly.

Thanks to all those who help provide refreshments after services and for other events! *Sue Simpson* deserves a special mention as a key player in producing our growing reputation for hospitality, in parish, deanery and diocesan events.
Thanks to *Ann and Peter Tattersall* for keeping tea, coffee and biscuits supplies fresh and recycle coffee grounds and the like.

Those who work to maintain our fabric – *Andrew Beech, Charlie Peacock* and *Ian James* in particular, who organised the heating, who have been working on progressing quinquennial report works such as the upper room changes and with others are looking into better catering facilities.
They have been putting in a lot of effort, with others, investigating how we might best heat the church and ourselves on a permanent basis. Thanks for all you've done.

Stephen Cheetham for his work as church treasurer guiding and helping us manage our financial needs and obligations.

Ayo Adewale – who is our stewardship coordinator. He will always be happy to help you to be generous in your contribution to the mission and ministry of our church.

Thanks to everyone who contributes financially to the mission, ministry and week-by-week maintenance of the church, it is the 'boring' regular giving that enables our ministry and mission to exist and continue.

As a church we have continued to face increased costs and we are looking at large expenditure for a permanent new heating solution. Suggestions and practical contributions are most welcome.

Thanks to *Andrew Beech* – PCC Secretary for all his work, thoroughly done: keeping us informed and on-side regarding church representation rules, recording and producing minutes, raising, processing and implementing faculty applications; with good grace, efficiency and dry wit!

Thanks to *David Houghton and Cath Beech*, who have done a terrific job as churchwardens.They have worked very hard both in front of and behind the scenes.
I'm delighted that they've volunteered for another year's service.

Thanks to *Benjamin Hilton-Turvey* heading up our projection and streaming work, assisted by *Edward Huxley* and by *Wendy Hilton-Tuvey* in putting things away after services.

Annie Lindon is Benefice Safeguarding Officer looking after both Ledbury and Eastnor parishes. Annie continues to work through the list of people who need DBS certificates – either renewed or for the first time, following the seemingly ever-changing requirements set by the diocese.

New people continue to join us, saying they appreciate the warm welcome, fellowship and worship they experience – welcome!

We can be encouraged that our "*aim to be an inviting, growing Christ-centred, faithful [community]; confident in the truth and teaching of scripture*", continues to bear fruit.

Last but not least –

The S. Katherine's Hall lease review team, have continued work with the Hall Trustees towards a viable future for the hall. What form a new lease may take has consumed large amounts of time and energy. Thank you for your perseverance.

Prayer.
Let's pray – for 2024 here at S. Michael's:

Holy, living, loving, Father God, as we at S. Michael's continue to seek to be a wholeheartedly Anglican community, biblically faithful, in public and in private; please bless us as Your community here -

- with faith (in our risen, living, Saviour, Jesus),
- health, strength and growth,
- joy in and of The Holy Spirit
- Please bless us with Your presence and Your guidance.
- Please bless us with encountering You in our weekly worship and in our daily lives
- Please bless us with faithfulness and fruitfulness,
  experiencing lives transformed by You.
- Please enable and encourage us to be active, inviting Christians.
  and so
- Please bless us by adding to Your number, week by week and month by month;
  all kinds of people.

Amen

The Church of St Michael and All Angels
Ledbury

Financial Statements
for the Year Ending December 31st 2024

St Michael and All Angels Ledbury

Financial Statements for the 12 months to 31st December 2024

Statement of Financial Activities

	Funds			Totals	
	General	Designated	Restricted	2024	2023
Income (Note 2)					
Donations and Legacies	183,897	-	150	184,047	115,922
Charitable Activities	5,247	-	-	5,247	3,321
Electricity Feed in Tariff	6,065	-	-	6,065	4,000
Interest	6,491	-	884	7,375	5,236
Other Income	1,359	-	-	1,359	5,173
Total	203,059	0	1,034	204,093	133,652
Expenditure (Note 3)					
Charitable Activities	108,203	-	4,415	112,618	101,226
Other Expenditure	1,739	-	348	2,087	22,591
Total	109,942	-	4,763	114,705	123,817
Net Income (Expenditure)	**93,117**	**0**	**(3,729)**	**89,388**	9,835
Gains/(losses) on investments (Note 4)		28	940	968	3,210
Net Movement in Funds	93,117	28	(2,789)	90,356	13,046
Total Funds Brought Forward	4,910	78,874	106,911	190,695	177,650
Total Funds Carried Forward	**98,026**	**78,902**	**104,122**	**281,050**	**190,695**

Balance Sheet	2024	2023
Fixed Assets		
Investments (Note 4)	40,759	39,791
Current Assets		
Debtors	5,000	9,948
Investments	20,800	19,788
Cash in Bank and at Hand	225,492	142,927
Total Current Assets	251,292	172,663
Liabilities		
Creditors: Amounts due in one year	11,000	21,759
Current Assets less current liabilities	240,292	150,904
Total Assets less current liabilities	**281,050**	**190,695**
Represented by Funds (Note 5)		
General	98,026	4,910
Designated	78,902	78,874
Restricted	104,122	106,911
Total Funds of the Parochial Church Council	**281,050**	**190,695**

The notes on pages 2 to 7 form part of these accounts

1: Principal accounting policies

Basis of accounting

The PCC constitutes a public benefit entity as defined by FRS 102 and the accounts have been prepared in accordance with the Charities SORP (FRS 102), as amended for accounting periods commencing from 1st January 2019, as recommended by guidance notes prepared by the Charity Commission. Historical cost accounting rules have been applied, except for investments which are stated at market valuation. The PCC has no Endowment Funds and the SoFA and the Balance Sheet present only the PCC's actual activities: unused categories and their columns are omitted. The usual practice of rounding exact figures to the nearest pound has been followed. Individual adjustments of one pound or accumulated adjustments of £5 are treated as "not material" and are made without reference.

Investments

Investments are stated at market value at the balance sheet date. Any gain or loss on revaluation or sale is taken to the Statement of Financial Activities (SoFA)

Debtors

Debtors are stated at their recoverable amounts.

Creditors

Creditors are stated at their settlement amounts.

Taxation

The PCC is not generally liable to taxation. For this reason, no tax reconciliation note is included in the notes to the accounts.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the PCC is legally entitled to the income and the amount can be quantified with reasonable accuracy. For bequests, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received.

Resources expended

All expenditure is accounted for on an accruals basis. Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.

Funds

Unrestricted Funds are available for use at the discretion of the PCC in furtherance with its general objectives. Designated Funds have been identified by the PCC for specific purposes. Restricted Funds are funds which are to be used in accordance with specific restrictions imposed by the donor or which have been raised by the PCC for specific purposes.

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to December 31st 2024

Changes in Scope

Following the restructuring of the Ledbury Team Ministry, its separation into distinct benefices, and the reassignment of responsibility for the Ledbury Ecumenical Role to LEAF (a separate local ecumenical charity), St Michael's PCC assumed sole responsibility for the Parish Office in 2022. It also became the employer of the Parish Administrator, which role the PCC made redundant in March 2023. Payments to this employee in 2023, including a redundancy settlement, totalled £6,149.

The Parish Office Bank Account was closed in 2024 and the remaining balance transferred to the main PCC account.

Education Fund

St Michael's Education Fund is not consolidated into these accounts as, in the opinion of the Rector and Churchwardens who are charged with its management, its charitable aims are distinct from those of the PCC. Its funds are held in a deposit account at Lloyds Bank and as at December 31st 2024 the balance on the account was £32,160.

Related Party Transactions

The Director of Music at St Michael's, Mrs Kate Cheetham, is the wife of the Treasurer, Mr Stephen Cheetham. Payments to Mrs Cheetham during the year totalled £7,545, consisting of a stipend of £5,600 and organist's fees for weddings and funerals of £1,945.

Investment Policy

The PCC's investment policy was reviewed during the year and revised to allow up to 50% of total funds to be invested in suitable well-diversified equity funds at the discretion of the PCC Standing Committee. The Treasurer is reviewing suitable providers of investment services and consolidation of the existing deposit accounts is planned for 2025.

Going Concern

The PCC considers that there are no material uncertainties about its ability to continue as a going concern. Legacies during 2024 totalling £70,000 and various donations in support of the new sound system contributed some £20,000. As a result of this income, combined with the cost reduction measures undertaken in previous years, as well as delays to anticipated roofing works, the PCC made a surplus during the year. Liquidity is satisfactory and significant designated reserves remain available. The replacement of the Church's heating system as well as ongoing maintenance works constitute major impending costs, but the PCC is confident of its ability to find funding from reserves and an appropriate appeal.

As in previous years the most significant areas of uncertainty for the PCC are the level of financial support from the congregation for the Church's ministry in Ledbury, as well as the local response to fundraising initiatives including those of the supporting charity, the Friends of Ledbury Parish Church.

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2024

Note 2: Income	**Funds**			Totals	
	General	Designated	Restricted	2024	2023
Donations and Legacies					
Bank Donations	27,518	-	-	27,518	17,339
Collections and other giving	19,871	-	-	19,871	17,893
Parish Giving Scheme	60,714	-	-	60,714	61,258
Tax Refunds	5,000	-	-	5,000	6,485
Bells Fund	-	-	150	150	12,947
Other Non-Recurring Grants	200	-	-	200	-
Legacies	70,274	-	-	70,274	-
Coffee Stop Income	320	-	-	320	-
Total Donations and Legacies	**183,897**	**-**	**150**	**184,047**	**115,922**
Income from Charitable Activities					
Fees for Weddings and Funerals	5,247	-	-	5,247	3,321
Other Income					
Electricity Feed in Tariff	6,065	-	-	6,065	4,000
Interest Income	6,491	-	884	7,375	5,236
Other	1,359	-	-	1,359	5,173
Total Other Income	**13,915**	**-**	**884**	**14,799**	**14,409**
Total Income	**203,059**	-	**1,034**	**204,093**	**133,652**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2024

Note 3: Expenditure	**Funds**			Totals	
	General		Restricted	2024	2023
Expenditure on Charitable Activities					
Charitable Donations	5,200	-	-	5,200	6,102
Minstry Parish Share	45,400	-	-	45,400	45,400
Insurance	14,552	-	-	14,552	13,229
Organ and piano tuning	1,984	-	-	1,984	1,452
Organists Fees	7,270	-	-	7,270	6,290
Church Maintenance	3,432	-	4,415	7,846	5,929
New Sound System	19,194	-	-	19,194	-
Electricity	3,153	-	-	3,153	5,969
Gas	(654)	-	-	(654)	12,284
Other	1,174	-	-	1,174	1,470
Sundries	7,498	-	-	7,498	4,487
Subtotal	108,203	-	4,415	112,618	102,611
Other Expenditure					
Ledbury Ecumenical Role	-	-	-	-	1,241
Repairs to Building and Fabric	-	-	-	-	-
Bells Fund	-	-	348	348	1,001
Cost of Temporary Heating	-	-	-	-	7,506
AV Designated Fund Expenses	-	-	-	-	2,290
Church Office Expenditure/Other	1,739	-	-	1,739	9,169
Subtotal	1,739	-	348	2,087	21,206
Total Expenditure	109,942	-	4,763	**114,705**	**123,817**
Net Surplus/(Deficit) for the year	93,117	-	(3,729)	89,388	**9,835**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2024

Note 4: Investments and Cash in Bank

	2024	2023
Investments held for Restricted Funds		
Martin Chancel Bequest		
CBF Church of England Investment Fund	32,649	31,919
Johnson Bequest		
CBF Church of England Fixed Interest Securities Fund	7,156	6,946
Griffin Music Fund		
CBF Church of England Fixed Interest Securities Fund	954	926
Total Investments (Fixed)	**40,759**	**39,791**
Scottish Widows 60 day notice		
of which:		
Heaton Trust	14,004	13,323
General Fund	6,796	6,465
Total Investments (current)	**20,800**	**19,788**
Deposit Accounts (Partially Restricted)		
Shawbrook Bank	30,000	30,000
CBF General Account	92,627	92,627
Current Accounts		
PCC	2,550	14,790
PCC Deposit Account	100,315	74
Office Account	-	5,436
Total Cash in Bank and At Hand	**225,492**	**142,927**

Note 5: Fund Analysis	2024	2023
Unrestricted		
General Fund	98,026	4,910
Designated		
Alpha Evangelism	6,075	6,075
Building/Fabric Repair 2	68,938	68,938
AV Fund	1,190	1,190
Griffin Fund	954	926
Sound System	1,745	1,745
Total Designated	78,902	78,874
Restricted		
AM Johnson	7,156	6,946
Heaton Fund	14,004	12,988
Bells Fund	28,143	27,993
Building/Fabric Repair 1	19,180	24,075
Embroidery Trust	869	869
Ledbury Ecumenical Role	2,121	2,121
Martin Chancel	32,649	31,919
Total Restricted	104,122	106,911
Total Funds	**281,050**	**190,695**

St Michael and All Angels Ledbury
Education Fund

Balance at 31 December 2023	32,268.36	
Interest earned	378.56	
Balance at 31 December 2024	32,646.92	

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF LEDBURY PCC

I report on the accounts of the PCC for the year ended 31st December 2024 which are attached.

Respective responsibilities of trustees and examiner

The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144 of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

Basis of the independent examiner's report

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

Independent examiner's statement

In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Charities Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Luke Keegan

Chartered Management Accountant
1A The Homend
Ledbury
Herefordshire
HR8 1BN

Dated 15th March 2025

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST MICHAEL AND ALL AN

England & Wales - Charity number 1132846

Accounts

St Michael and All Angels, Ledbury

ANNUAL REPORT and ACCOUNTS

For the year ended 31 December 2023

ST MICHAEL AND ALL ANGELS, LEDBURY

ANNUAL REPORT AND ACCOUNTS OF THE PAROCHIAL CHURCH COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2023

DEANERY - LEDBURY **DIOCESE - HEREFORD**

Registered Charity Number: 1132846

Incumbent - Rev. Keith Hilton-Turvey	The Rectory, Worcester Road, Ledbury
Independent Examiner - Luke Keegan	
Bankers - Lloyds	6-8 High Street, Hereford
Architect - Jane Chamberlain	Caroe and Partners, 34-36 Church Street, Tewkesbury

It is the duty of the Incumbent and Parochial Church Council to consult together on matters of general concern and importance to the parish, and to co-operate in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Membership

During the year, the following served as members of the Parochial Church Council:

To 13 April 2023

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Churchwardens	David Houghton	
	Catherine Beech	
Elected members	William Hopkinson	Deanery Synod
	Christabel Panter	Deanery Synod
	Peter Veasey	Deanery Synod
	Ian James	1 Year
	Tim Keyes	1 Year
	James Smith	1 Year
	Diana Veasey	1 Year
	Andrew Beech	2 Years, Secretary
	Sue Cooper	2 Years
	Benjamin Hilton-Turvey	2 Years
	Maria Dineen	3 Years
	Anne Scull	3 Years
	Peter Scull	3 Years
	Will Wake	3 Years
Co-opted member	Stephen Cheetham	Treasurer

From 13 April 2023

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Churchwardens	David Houghton Catherine Beech	
Elected members	Andrew Beech	Deanery Synod, Secretary
	Ian James	Deanery Synod
	Sue Simpson	Deanery Synod
	Sue Cooper	1 Year
	Benjamin Hilton-Turvey	1 Year
	Maria Dineen	2 Years
	Anne Scull	2 Years
	Peter Scull	2 Years
	Will Wake	2 Years
	James Smith	3 Years
Co-opted member	Stephen Cheetham	Treasurer

Committees

The Parochial Church Council (PCC) operates through a number of committees and sub-committees which meet as necessary between full meetings of the Council. All committees submit to the Council reports on their discussions, and all matters of policy and action are approved by the full Council.

The report of the Council is given below and, where appropriate, reports of the Committees are printed in the following pages of this Annual Report.

The committees are: Fabric (sub-committee), Finance (sub-committee), Local Ministry, Standing and Worship Review and Development.

Church attendance

There are **159** parishioners on the Electoral Roll compared with 162 in 2022.

The number of communicants at Easter was **118** (130 in 2022). At Christmas there were **88** communicants (83 in 2022). Average attendance was **136** (compared to 107 in 2022).

Review of the year

A wide range of worship services is offered, with a Book of Common Prayer service at 08.00 every Sunday, followed by Common Worship at 10.00. Once per month a Choral Evensong is offered together with a monthly Iona based service, also on Sunday evenings. A weekly service continues to be held in St Katharine's Chapel. Because of the lack of heating in the church (see below) the 08.00 service took place in St Katherine's Chapel from 2 December onwards.

Whilst the last Covid measures were removed during 2022, hand sanitising remains available to communicants prior to taking communion, and the communion station in Trinity continues to offer communion by intinction for those who do not wish to share a chalice (which is offered at the High Altar).

The church continues to provide Christian worship online for those who prefer not to attend church in person because of age, underlying health conditions or any other reason. Online services are offered in parallel with the 10.00 service held in the church; this service is also broadcast on YouTube. The PCC recognised that the broadcast quality was sometimes less than desirable and a replacement projector was installed in January. This was accompanied by a new drop-down screen behind the chancel arch. As part of this work Wi-Fi was introduced into the church building, enabling a considerable improvement in the quality of broadcasts.

The PCC continued to meet throughout the year. It and the Standing Committee each met on seven occasions. The major items for discussion included following up the awaydays held during 2022. This included a wide-ranging survey of the views of the membership. The output of the survey was then considered at a further church awayday in August 2023. This led to decisions to place a greater emphasis on prayer, personal discipleship and individual and collective mission.

In 2022 it had been concluded that the PCC needed to make its own operations more coherent. This resulted in training being provided for PCC members during the year.

Other topics included the possibility of LEAF taking a lease of St Katherine's Hall in place of the existing one. Discussions were still under way at the end of the year. There was considerable discussion about the arrangements for the closure of the church office and subsequent operations. The office closed at the end of March.

In September 2023 the church boiler failed its annual test, and it was concluded that it was beyond repair. The policy of the Church of England is to achieve Net Zero by 2030, and it is clear that the church's preference is for any new heating arrangements not to rely on the use of fossil fuels. A temporary arrangement using infra-red heaters in the nave was installed in December. The Fabric Sub-Committee are investigating the options for a permanent solution to be installed, hopefully, in 2024. Arrangements were made to protect the organ from damage, and these are being kept under review.

A new projector and drop-down screen was installed in January. This replaced the temporary arrangement that had been in place since the church first reopened during the Covid pandemic in 2020. The new Chapter House lighting was installed in March.

The PCC noted with sadness a number of deaths during the year. Rev. Colin Beevers, Rector of Ledbury from 1996 - 2006 died on 1 August. Of the retired clergy resident in the town, Rev. Canon Charles "Ryc" Smith died in April, and Rev. David Price died in July. Two of our former churchwardens, Bob Hale and John Lindeck, also died during the year, as did John's widow Diane.

No safeguarding incidents were reported during the year.

Copies of PCC minutes and those of the Standing Committee and Fabric Sub-Committee are available for inspection on the church website and in the purple folder at the back of the church.

On behalf of the Parochial Church Council

Chairman……

Date……

FRIENDS OF LEDBURY PARISH CHURCH

I am delighted that The Very Rev Nick Bury agreed to be our new President, taking over from Ian Beer. He gave us some telling insights into the role of an Anchoress in his lecture at our AGM in November.

Some dear friends have died this year. Among them, Liz Gates was a great supporter of our activities for many years. John Lindeck had a long association with the committee, not least as treasurer. Ryc Smith was my predecessor as Chairman and guided our charity with skill, good humour, humility and creativity. The committee has remained the same over the last year and is a very effective group, but we are in need of new committee members to help us to promote and run events. If this might be you, please let us know. The work is fun and not onerous if the team is large enough.

A highlight of last year's programme was the visit of Tim Bridges in June to tell us about the outside of our church building.

The Friends oversee the rota of Stewards who welcome visitors to the church from April to October each year. They fulfil a vital role in offering a warm welcome to visitors and in helping to interpret to them different aspects of the church building, its contents and its use. A full rota of welcomers ensures that we offer a warm greeting to all visitors and also helps to keep the building and its contents more secure. David Houghton will be delighted to add to his list of volunteers.

Bill and Maggie Mackenzie continue to manage the bookstall which provides much of our income and is also a popular and valuable resource for our many visitors as well as for members of our own congregation. We are very grateful for the excellent work they do. A repeated gift of cards from David Tatham depicting the St Martin window has been a further boost to funds.

Paper copies of our programme are available at the back of the church. Do take these to pass on to friends who might be interested. If you have not signed up as a member, we invite you to consider doing so. Forms are available at the back of the church.

Tim Keyes

LESSON READERS ROTA (FOR THE 10AM SERVICE)

We are very grateful to the 40 plus members who help us regularly with our weekly Lectionary readings at the 10.00 service. It's an important part of our worship and appreciated by us all. Our Rector has decided that our services require three readings but rarely are they all referred to in the subsequent sermon. My personal feeling is that two would usually suffice. Sadly, rarely, if ever, do the Psalms feature. Occasionally a reader will give a very short comment on the background of the reading, which is very welcome. It is important that readers notify me if they have arranged a swap so that I can send the necessary file to the correct person!

Thank you readers, so much!

James Smith

INTERCESSIONS

Our intercessions have continued to be streamed for Sunday morning services. This is only possible when prayers are sent to Keith in advance of our services. One of the difficulties with this arrangement is that late news items are not included on the screen. It is however possible to include them during the actual intercession slot. It's good to have a variety of styles for leading prayers and may well lead to helpful changes in our own personal prayers. Should any member of the congregation feel they would like to lead intercessions then do please approach Keith.

Ann Gates

SACRISTAN AND COMMUNION ASSISTANTS

Sacristan duties have been undertaken by clergy and mostly by Wendy Hilton-Turvey over the last year. From time-to-time others have helped her to clear and tidy up, all of which is appreciated.

The communion assistants perform their quiet and important part in our worship. They administer the bread and wine; both if they are giving communion by intinction (where the wafer is dipped into the wine) or wine when giving communion by the common cup. There are currently 14 people on the rota, with a couple of people stepping down in the last 12 months. Thanks to those who continue and thanks to those who have served.

Keith Hilton-Turvey

WELCOMERS

After a period of not being able to welcome worshipers to our 10 am services due to Covid restrictions, we are pleased to report that we are up and running with a full rota of volunteers for our 10 am Sunday services. Thanks go to everyone for making our church so welcoming. As a number of volunteers also read the lessons, whenever possible I try to combine the reading and door opening duties together. Fortunately, on the Sundays when this is not possible we have a number of other volunteers who are happy to offer their time.

Of course, we would always love to welcome others to join our group and offer a smile and warm greeting to both regular and visitors alike. If anyone is interested to join our group, please contact me on 01531 633173.

John Hainsworth

YOUNG CHURCH

During 2023 we continued to work as part of Locally Encouraging all to Flourish (LEAF). We provided activities for families to engage with and come closer to their local churches, under the leadership of Mary-Anne Keyes. This collaborative way of working within our churches, is clearly the way to go, sharing of resources, skills, ideas etc.

During the year we supported the 'Mums the Word', Mothering Sunday activities at the Baptist Church, Easter Experience, and an Easter Trail. We took an active role in one Family Fun Day on the Recreation Ground, the first event was rained off! This second occasion was very well attended by families and the weather was kind to us. In the Spring

and Autumn, we took part in ‘Wander and Wonder’ days, in the Forest School by Ledbury Primary School, under the leadership of Becky Davis, Forest School Lead. The weather was lovely on both occasions, and everyone had a wonderful time. In the autumn we led on the Alternative Halloween and the Advent Parties, again very enjoyable and well attended events.

In addition, during the year we arranged for Ledbury Brownies and the School Council at Ledbury Primary School to re-plant the containers by the West Door and the Garden of Remembrance. The Brownies also participated in a quiz. Both planting sessions were supported by drinks and snacks, all adding to the children’s enjoyment of community involvement.

The Giving Tree was organised again this year. As a result of the generosity of the congregations of St Michaels and All Angels, the Baptist and Methodist Churches, a large number of children and parents from Ledbury Primary School and older people in Ledbury Community Hospital and Nursing Home, had a happier Christmas, knowing that someone had thought about them and shared love at Christmas time. Young attendees at the Christingle Service took part in the ‘Meaning of Christingle’ and although impromptu, they enjoyed taking part, ably supported by Mary Anne Keyes.

On Sunday mornings, on the occasions where there have been children in the Choir, we have provided activities in the Chapter House and the children have shared their experiences with the congregation at the end of the service. We are looking to develop this further in 2024, with a team of volunteers to support this. Other visiting children are of course very welcome to join in.

The Children’s Corner has been enhanced and made more child friendly to welcome visiting families during the week and at Sunday services. It is regularly monitored to ensure that it is appropriately resourced and safe. On occasions, children have written little prayers and drawn pictures, demonstrating how important this part of the Church is.
Plans are already well underway for events in 2024, the first being ‘Forest Fun’ in the Forest School on 10 February and ‘Mums the Word’ on 9 March at the Baptist Church.
As ever we are recognising the need for change and responding accordingly.

Jill Jupp

PASTORAL

The Pastoral Team of four has been active this year. Many cards and flowers have been sent to the bereaved, sick and housebound. Contact is being maintained with those who do not regularly attend St.Michael’s. Care homes are regularly visited, and Home Communion arranged on request. The group are grateful to those who give us regular updates and to anyone who provides us with information on Pastoral needs.

Val Houghton

PRAYER MINISTRY

Praying litter Pickers has been successful over the last year. Between April and December we regularly went to the recreation ground to pray and pick up rubbish. Normally 5 or 6 of us meet at 11 am, we pray together for the light of God to cover the ground we walk on and the whole town of Ledbury. We are getting help from the town council who supply us

with pink bags which we can leave near a bin and are collected by Balfour Beatty. A social time follows at 12.30pm at the church, supported by Sue Simpson, making coffee and bacon butties.

Georgina Hicks

SAFEGUARDING

We are continuing to complete all Disclosure and Barring Service (DBS) checks. People in the key roles are now checked and anyone in changed or new roles, are currently being checked. It has been a challenging year with the introduction of new Safer Recruitment processes for visiting roles, but these are all now complete.

The coming year we will be re-visiting role descriptions and to confirm that they are up to date and discussing with role holders to investigate any changes which may impact on the need for a DBS or the level of Disclosure.

We continue to report any potential safeguarding issues to the Diocese Safeguarding Team and look forward to a strong working relationship.

Annie Lindon

MUSIC

Choral singing has gone well this year with reasonable stability of numbers in the morning and evening groups. Some younger sopranos have joined including people who have not done much singing before but are keen to learn, and more experienced singers. We have even had three children at the morning services with the added bonus of their parents.
The repertoire has been varied and, for the most part, the standard of singing has been very good. Certainly, those who participate enjoy the whole experience and the atmosphere in rehearsals is relaxed and encouraging. There have been numerous comments from members of the congregation about how much the singing adds to the experience of worship at St. Michael's.

The positioning of the choir continues to be sub-optimal, with the best solution seeming to be a semi-circle in front of the chancel steps which we can do for evensong but not for communion. It is hoped new arrangements with the front rows of pews will result in more central, visible seating for choirs. The 2nd Sunday instrumental group continues to grow and is great fun. It provides a more contemporary feel to the singing at Morning Worship.

A Come and Sing Stainer's Crucifixion was a great success on Palm Sunday, attracting about 40 singers and both carol services brought together singers from across the community with excellent results. Various Saturday morning Coffee Concerts have brought in average audiences of 40/50 people throughout the year and there have been larger events given by visiting groups and our own Ledbury Choral Society. The Chamber Choir of Imperial College London also gave a lunchtime concert and sang at our Palm Sunday service.

Kate Cheetham

TOWER REPORT

We welcomed 17 visiting bands over the last year – many more than usual but it is a further indication that we now have one of the finest rings of bells in this part of the country. It is wonderful to hear all ten bells rung well by a group of experienced visiting ringers. The popularity of our bells is a mixed blessing in so far as, if not controlled, the bells will be rung more often than immediate neighbours of the church might wish. For that reason, we are now rationing the number of visits we allow.

We rang for only two weddings over the last year but also rang three commemorative Quarter Peals to celebrate the lives of, in two cases, former ringers and, in the third case, a great supporter of the tower. Our local band rang 9 quarter peals (set-pieces which last about 45 minutes each and require a good degree of skill and concentration) over the year. A visiting band rang the first full peal (3 hours +) on 10 bells in Ledbury Tower. It was a particular pleasure for us to ring in celebration of the King's coronation. We were pleased also to have enough people to ring in the new year – an old tradition that allows us all to hope for better things.

Hundreds of visitors have been round our exhibition on the ground floor. One of the hazards of a popular display is that there will the occasional accident. For the second time since the exhibition began, a visitor fell into the central display and damaged a number of banners. These are being repaired. We are looking at more robust display structures. Many groups have been on organised tours of the tower (including Brownies and Beavers on separate trips). Mary Anne and Tim again gave two performances in the bellchamber of Tim's "Odes to the Ledbury Bells" during the Ledbury Poetry Festival.

We had 86 visitors to the tower on Community Day last summer and a further 30 on the Heritage Open Day.

Three of our ringers attended the Hereford Ringing Course last Easter to help enhance their skills. We are currently engaged in teaching some new recruits. We are finding it difficult to get the message out to 20–40-year-olds that this is a great potential hobby. I mention that age-range as we must look to the future and a time (not so far away) when a number of our current ringers will feel it is time to hand on the baton. Please spread the word in any way you can!

Tim Keyes

WORSHIP REVIEW DEVELOPMENT GROUP

The Worship Review and Development Group (WRDG) was established in 2017 with a wide remit, embracing both strategic and ad hoc matters; to review and potentially revise orders of service and to look at developing ideas for new forms of worship; This includes considering how to involve and integrate children and young people more effectively.

In the past year, a monthly Iona Eucharist was introduced. WRDG will be considering what future may be appropriate for Second Sunday Eucharists as attendance has not been a good as hoped. Consideration is being given to a monthly afternoon service for young families. The publicity for the Candlemas, Easter and Christmas services and the particular services themselves have been reviewed, including changing the nature of the principal Christmas Day Service. As a consequence, the Candlemas service was dropped for this

year; the Christingle service will be reviewed in time for next Christmas. WRDG is looking at widening publicity for Choral Evensong to nearby parishes.

WRDG membership has been refreshed in the past year, with several people stepping down. Particular thanks go to Ann Gates for her various contributions, including Easter publicity. Kate Cheetham, Director of Music, joined on appointment, and four new members have recently been added. The group is mix of the diverse strands within the existing congregation. The members are: Kate Cheetham, Michael Gallagher, William Hopkinson, Mary Anne Keyes, Lois Pratt, Christine Walters, Andy Younis and Keith Hilton-Turvey

Keith Hilton-Turvey

HOME COMMUNION TEAM

There is a small team of Retired Clergy and members of the Congregation who offer Holy Communion to those who cannot get to Church. This is to Care Homes, and to people in their own home. Home Communion is usually offered once a month by arrangement with those receiving this. Do ask if you want to know more about this.

Christabel Panter

HOME GROUPS

There are now eight groups associated with St Michaels, meeting at various times and locations during the week, mostly fortnightly but some weekly.
For more details please contact me.

Richard Nightingale

LEDBURY DEANERY SYNOD

The major event of the year was the appointment of a new Rural Dean. We give thanks to Rev. Preb. Robert Ward who served as Rural Dean for ten years until his retirement on 1 April 2023. His replacement is Rev. Dr. Chris Moore, Rector of Fownhope, Mordiford, Brockhampton and Woolhope with Checkley. We wish him well in his new role. Rev. Joan Wakeling stepped down as secretary, to be replaced by Jenny Harrison.

The diocese is considering whether to merge the Ledbury Deanery with Bromyard Deanery. If this happens the geographical spread of the deanery would be vast, from just short of Tenbury Wells all the way to the outskirts of Hereford. A joint meeting of the two Deanery Synods attended by the Archdeacon of Hereford, the Ven. Derek Chedzey, was held in St Mary the Virgin, Bishops Frome. It became clear that there is significant opposition to the change, especially from the Bromyard synod. No final decision has yet been taken.

Chris Moore, who is a member of General Synod, gave us an account of the discussions there over Living in Love and Faith. The Synod will, over the coming months, be considering what its aims and objectives might be for the future.

Andrew Beech

AFTER CHURCH REFRESHMENTS

There has been a definite buzz in church following our 10am services. We are so grateful to all those who contribute to the making and serving of coffee. From time to time, we have had special 'treats'. Hot mulled drinks, lovely goodies for celebrations of the season or a special personal event. The second Sunday team have also made this time even more enjoyable. Using the Chapter House from time to time has been very successful especially during the winter season and has enabled us to keep warm whilst enjoying fellowship.

Ann Gates

COFFEE STOP

This monthly event has proved to be very popular with a good number of attendees most months (20/40). The atmosphere is relaxed with people feeling able to pop in for a short time or the whole time. The provision of cakes from a number of people has ensured good variety with something to please most people. One attendee stood up and said that this was the highlight of her month – that makes Coffee Stop so worthwhile. There have also been opportunities for fairly deep discussions on matters of faith with visitors. Whilst the coffee is free people have been generous in their donations so much so that we have been able to donate £100 to the church requesting that this is used to start a fund for improvement in our catering facilities.

The November Coffee Stop was very special as it fell on our Golden Wedding. It was a lovely surprise to have cake, flowers and a lovely blessing. Thank you so much to Margaret Chapman and Bill & Maggie. A big thank you to all who have worked hard to make this event so worthwhile and without whom it would not have been possible.

The team have worked well together but I am now stepping down and praying that a replacement will soon be found to continue this encouraging work.

Ann Gates

OPEN THE BOOK

<u>Ledbury Primary School</u>

The Ledbury Open the Book team has continued to feel very welcome in the Primary School since the end of Covid restrictions. Our contribution of video stories during the various lock down periods was obviously appreciated and our commitment to the well-being of the children both through Open the Book and the other Leaf activities is highly valued. It has been lovely to get back to a weekly in-person visit and to dressing up and presenting the Bible stories to our live audience. We have also reintroduced the voluntary after assembly session in which children can stay behind and ask questions about the story, and several pupils are now regulars in that group.

We have been fortunate to add two new members to the team this year which gives us more flexibility with casting and gives an occasional break to those who have many commitments elsewhere. More volunteers are always welcome.

Eastnor Primary School

It was good to start the new school year in September back to normal, with weekly Open the Book sessions. We are currently on Year 2 of storytelling. Now the stories are arranged thematically into modules. The first follows on from Year One with the coming of the Holy Spirit and the Early Church, then we have “More stories about Jesus” “Trusting God” and “Adventures in the Old Testament”.

We have been taking Open the Book to Eastnor School for over twelve years and it remains as popular as ever and is a great way of getting children to know the Bible. We have a team of seven; volunteers welcome, come and join us! Please pray that this important work continues in both schools.

Mary Anne Keyes (Ledbury OTB Team)/Heather Lucas (Eastnor OTB Team)

CHURCH MISSION SOCIETY

As a church family we continue to support and pray for a mission family in Thailand. We had the pleasure of meeting them last summer, and hearing from them about their work. They stayed after Church for a 'Bring and Share lunch', and we enjoyed learning about their experience in Thailand and meeting their children.

Here is what they say about the work that they are doing they are 'passionate about empowering young people', she ‘through Christian Education' and he 'by partnering with the Anglican Church in the neighbouring country to provide vocational training.’ We receive regular news letters from them and there is news on the CMS notice board in the Church.

We have a Coffee Morning in the Autumn to raise money to support the family and there is need for more financial support to keep them on the mission field. For more information about this please ask me. We hold the Coffee Morning in the garden of Catherine and Andrew Beech and thank them for the privilege of using their garden, and thank all those who help, donate items for sale and those who come to support the event.

Christabel Panter

LEDBURY DEANERY MTWARA LINK

The committee continues to meet throughout the year. After many months of drought and shortage of food, rain came and the borehole is now full of “rainy water”. In September £650 was sent to buy food and water during the drought, and a further £800 at Christmas for the children of the kindergarten and the poor.

It is now ten years since we provided funds to build two classrooms and an office for the kindergarten school. There are now so many more children and a further three classrooms are needed to comply with new standards of 30 children per class.

Father Jackan, priest at St Michael’s has emailed details of the cost. This will be 15,325,800 Tsch (£5,000). Parents and congregants of the church are contributing as much as they can and we must help them to achieve funds for the building of these classrooms.

The committee would welcome more support and committee members to continue the work of this link in our outreach mission of the church. Please pray for Father Jackan and all who work tirelessly with him in Mtwara.

Elaine Toyer
On behalf of the Deanery Tanzanian Committee

COMMUNICATIONS GROUP

The new website is now live at www.stmichaelsledbury.org and perhaps most importantly from a practical point of view has a live link to the church's online calendar. The website has deliberately been kept simple, though some more good photos of events showing the church in use would be welcome.

We have subscribed to the church management software iKnow Church (this is the source of the online calendar), and Christine Walters has loaded contact details for all those involved with the church: many thanks to her for performing this essential task. We are now regularly emailing our contacts with details of events, and this has become the primary avenue of communication for the church.

The communications group itself is an informal ad-hoc affair and would welcome constructive input and feedback, as well as involvement from PCC members. This should be directed to me at treasurer@stmichaels.ledbury.org

Stephen Cheetham

BANNERS

None of our long, pillar banners have been deployed recently because of the current damp in church. However, even so our banners continue to have an unexpected impact in Church and beyond.

Our three Mission Statement Banners (Worshiping God, Following Jesus, Sharing His love) all display printed repeats at their base. Repeats of a particular cross. It is from a lino-cut drawn from the cross carved into the stonework of the North door. The cross is eye-height and disappears under the door jamb. It is warm in its chunkiness. It stands for the ever-present love of God. It welcomes us in and blesses us out. Not many people know it is there. The five repeats on each banner represent the loving Trinity of God the Father, God the Son and God the Holy Spirit spreading out into the World. God as Word and God as Wisdom.

Julia was an enthusiastic about art and loved helping out in church. She it was who cut the lino and printed the cross. After her recent death, I was able to print golden copies from her lino-cut to send to her son and daughter in memory of their mother. It represented her love for them, always there, carried by the love of God. A love we remembered and celebrated as we said goodbye at her recent funeral.

Maybe 2024 will be kinder and enable us to hang our current banners again; and to create more banners to the glory of God. Any offers (however big or small) of ideas, time, and talent are welcome.

Diana Veasey
FLOWER GUILD

The Guild membership has declined again this year, with only six members to maintain the fortnightly rota for the north door arrangement and memorial tributes. Additional support can be sought from a few volunteers for festivals and watering. Margaret Chapman has kindly chaired our meeting and supported the team as required. We are delighted she is able to offer her time both for arranging and liaising with the Rector. Chris Lynch has maintained the rota and met additional requests for ad hoc arranging such as funerals and one-off celebration flowers.

The Guild met three times during the year prior to the main festival dates of Easter, Harvest and Christmas. Members choose their preferred location to arrange in on these occasions. Owing to our depleted numbers, we have reduced the number of locations for arrangements.

There have been a few changes to our regular list of memorials. This year we have been asked to provide flowers for several funerals and relocate flowers after the service. Apart from Remembrance Sunday, we did not participate in any other national events.

The Guild receives both individual and general thanks for their work which is always welcome. With the exception of a small amount of financial support from the PCC for memorials and special events, and the lily sponsorship scheme, the Guild survives on self-funding. With the funeral work previously mentioned, a small profit was made. The last bank statement showed a balance of approximately £500. Guild members are always encouraged to claim back their flower costs from funds, but this is rarely taken up. Thanks to their generosity and commitment, we are able to maintain funds.

Without the heating system currently, we have had to review the content of our arrangements. Flowers at Christmas will be artificial with hardy greenery. As members resume the rota for 2024, conditions in the church will be regularly reviewed and the North Door decorated in line with this. Longer term with the reduction in Guild members, there may be less regular arranging using more artificial materials or seasonal plants. We had hoped our notice in the porch would attract new members, but to date, this has not proved fruitful. It would be a great loss to the church if the Guild no longer existed.

Chris Lynch

BUILDINGS WORKING GROUP

The BWG presented a paper on steps in the reordering of the church to the PCC in February. This recommended that ideally a comprehensive scheme of reordering should be pursued. But, recognising that this might be unaffordable, a list of matters that needed to be taken forward in the short and medium terms was proposed. The remainder of the BWG's proposals, it was acknowledged, is more for longer term development. The PCC agreed to take forward both short and medium term lists. We are pleased that most, but not yet all, of these are under active development.

William Hopkinson stood down as chair of the Group during the year, and we thank him for his assiduous promotion of the cause of reordering. It is hoped that the Group might be able to resume its activities in 2024, to be a sounding board for the PCC's development of our proposals, and to put flesh on some of the longer-term ideas.

Andrew Beech

LEDBURY MOTHERS' UNION

Ledbury Mothers Union continued to meet monthly in the Theatre Foyer. During the year, numbers attending the regular Holy Communion services in St. Katherine's steadily decreased, and it was decided in August to stop these. Our afternoon meetings now start with a short service. We raised £65.24 for diocesan funds and donated to St. Michael's Church, £60 which was left in a bequest to our branch.

Our programme included talks from Jenny Harrison on The World Day of Prayer and Sue Humphrey, on her grandfather Neville Chamberlain. Discussions included The parable of the sower and Stations of the Cross, and Advent. Members enjoyed a garden tea party and lunch with guests at the Feathers. Some members attended a coffee morning at Hop Pocket, to meet MU trustees and Bishop Richard's wife.

We are grateful for St. Michael's continuing financial help with the rental of the theatre foyer. We have relinquished the use of the MU notice board in church. There is now a poster with information about MU in the porch of St. Michael's

Although we are fewer in number, all members value the support and friendship that membership of the Mothers' Union provide, in the knowledge that we are part of a worldwide movement.

Janet Gallagher

DATA PROTECTION

The church currently does not have a Data Protection Officer and needs one. If you are qualified to take on this role, and would like to, please speak to one of the churchwardens.

Cath Beech and David Houghton

LOCALLY ENCOURAGE ALL TO FLOURISH (LEAF)

The church continues to support LEAF, notably through the provision of volunteers to assist with the planning and running of LEAF events. LEAF is a separately registered charity and issues its own Annual Report and Accounts.

St Michael and All Angels, Ledbury

Annual Meeting of the Parishioners of St Michael and All Angels, Ledbury

St Michael and All Angels church, 13 April 2023

The meeting was chaired by Rev. Keith Hilton-Turvey.

1. Rev. Hilton-Turvey opened the meeting with prayer.

Minutes of meeting held on 6 April 2022

2. These were agreed unanimously and signed by the chairman. There were no matters arising.

Election of churchwardens

3. Catherine Beech and David Houghton had been proposed and seconded and were duly elected unopposed.

4. The meeting closed at 7.05 pm.

Signed…… Dated……

Annual Parochial Church Meeting

St Michael and All Angels church, 13 April 2023

Present

1. The meeting was chaired by Rev. Keith Hilton-Turvey. 44 parishioners attended with 17 apologies.

Minutes of meeting held on 6 April 2022

2. These were agreed unanimously.

Matters arising

3. Diana Veasey reported that Adrian Lamont also deserves thanks for polishing and fitting the carving to repair the pulpit. She also asked for the baptism policy to be more prominent on the website.

Rector's report

4. The Rector gave his report of the year's activities and recorded his thanks to those who had contributed (see Annex A).

Treasurer's report and reception of accounts

5. On behalf of the Treasurer, Stephen Cheetham, who could not be present, Cath Beech presented the Treasurer's report. She reported that the financial situation of the church had deteriorated significantly during 2022. Overall, the church spent some £30,000 more than was received. The deficit in the general fund was approximately £7,000, and the general reserve is close to zero at just £4,000. However, the PCC is not in imminent financial difficulty as there are significant reserves which are either designated or restricted (i.e. earmarked for particular purposes, mostly related to maintaining the building). Nonetheless, it became clear during the year that we could not continue in this manner, and the PCC decided both to close the parish office and to reduce the parish share paid to the Diocese. These measures should be sufficient to balance the books and it is hoped that the general fund will break even in 2023.

6. This situation leaves very little financial flexibility and limited ability to fund improvements (e.g. replacing the sound system, which may cost as much as £15,000). For this reason all who attend the church and who feel they benefit from its ministry were encouraged to contribute financially as much as they can. It was agreed that the PCC should address the issue of income generation urgently.

7. Ian James noted that income from weddings had increased substantially, and also suggested a footnote to reflect the different definition of sundries. These were remitted to the Treasurer for action.

8. Receipt of the accounts was proposed by Cath Beech and seconded by David Houghton. They were received with 37 votes in favour and 1 abstention.

Election of representatives to the Deanery Synod

9. Four posts were available for representatives to the Deanery Synod. There were three nominees: Andrew Beech, Ian James and Sue Simpson. There being no need for an election, all three were duly declared elected. Those stepping down from the Deanery Synod, William Hopkinson, Christabel Panter and Peter Veasey, were thanked for their service.

Election of lay representatives to the PCC

10. Five posts were available for the election of lay representatives to the PCC and there was one nominee: James Smith.

11. There being no need for an election, James was duly declared elected. Those stepping down, Tim Keyes and Diana Veasey, were thanked for their service.[1]

Reception of reports

12. The Annual Report for 2022 and the Churchwardens' Fabric Report for 2022 were received unanimously. The Electoral Roll stands at 161 persons.

Independent examiner

13. Cath Beech proposed that Luke Keegan of Greendawn Accounting of Ledbury be reappointed as independent examiner. This was agreed unanimously.

Questions of general and parochial interest

14. Peter Tattersall pointed out that the Ballard Last Supper on the east wall of the chancel would become 200 years old in October 2024. He suggested that an expert condition assessment be carried out, together with research into the painting to allow its anniversary to be publicised.

15. Ann Tombs sought assistance in working through the church photo archive.

16. William Hopkinson felt that the church had strayed from its mission, as described in The Role Description document agreed in 2015. He proposed that the church return to the situation desired at that time. To achieve this he proposed the following resolution:

"The necessary practices and requirements of St Michael and All Angels' church were set out in the Role Description adopted in 2015. The APCM calls for this to be fully implemented, as follows:

a) by the Rector's regularly inviting, from not later than Pentecost, ordained women regularly to lead services, to celebrate sacraments, and to preach in SMAA;
b) by introducing in the current Calendar Year worship, liturgy and teaching designed to meet the needs of all the congregation, and of those who were formerly of the congregation, and that embraces the whole of the middle and higher range of the C of E as well as the Reformed, with a reasonable amount of ceremonial;

---

1 The remaining vacancies were created by the resignation during the year of Lisa-Jayne Lewis, and Ian James' appointment as a representative to the Deanery Synod.

c) by formulating proposals in collaboration with the PCC on how best to integrate old and new members of the congregation into one Body of Christ, and considering those at a Special Parish Meeting by Advent 2023; and
d) by opening discussions with the other incumbents in the Group to put in hand within the next six months the effective functioning of the Group Ministry."

17. Because of the complexity of this proposal, the four elements (a) to (d) were considered separately. After discussion part (a) was agreed with 22 votes in favour, 8 against and 8 abstentions. After the outcome of the vote was recorded the Rector, who had opposed the resolution, informed the meeting that "The motion was carried, but it won't happen".

18. In discussion, the wording of part (b) was considered unclear; in particular, who would be considered "formerly of the congregation" and what was meant by "middle and higher range"? On being put to the vote the motion was not carried with 13 votes in favour, 13 against and 11 abstentions.

19. The Secretary proposed that part (c) be withdrawn, as the motion pre-empted discussion at the forthcoming parish awayday. However, it wasn't, and the motion was rejected with 10 votes in favour, 16 against and 12 abstentions.

20. It was acknowledged that the legal framework remains in place for a group ministry. However, it was also recognised that neither the Hop nor Cider churches want one in place. Time has moved on, and it was felt that it was not the time to start something that wouldn't work. Part (d) of the motion was rejected with 4 votes in favour, 19 against and 14 abstentions.

Date of next meeting

21. It was agreed that the 2024 APCM would be held at 7.00 p.m. on Wednesday,10 April 2024 in the church.

The meeting closed at 9.10 p.m. with prayer.

ANNEX A

Rector's report

This evening's reading comes from Revelation 1: 1 – 8
[1] Grace to you and peace from Him who is and who was and who is to come and from the seven spirits who are before His throne [5] and from Jesus Christ the faithful witness, the firstborn of the dead
and the ruler of kings on earth.
To Him who loves us and has freed us from our sins by His blood [6] and made us a kingdom,
priests to His God and Father, to Him be glory and dominion for ever and ever. Amen.
[7] Behold, He is coming with the clouds, and every eye will see Him, even those who pierced Him
and all tribes of the earth will mourn on account of Him. Even so. Amen.
[8] "I am the Alpha and the Omega," says the Lord God, "who is and who was and who is to come,
the Almighty."

Thanks to:
There are as always, a lot of 'thank yous', which goes some way to show us how many things little and large that we do.
If at the end I've missed anybody who should have had a mention – it won't be intentional – and apologies and thank you in advance (as was shown by my omission of Georgina Hicks' Praying-Litter-Pickers and the prayer board in the south aisle in church – now included after the event).

I want to begin thanking *Christabel Panter* for many years serving on Deanery Synod and PCC from which she has decided it is time to resign. Thanks *Christabel,* for the many things you do.

Next, Bob Hale and *Elaine Toyer* who having faithfully changed the frontals and drapes each time our liturgical colours change decided to step down – and to *Cath and David* who have taken up that role. If anyone would like to help or take it on, please have a word with them.

Margaret Neal who led a great team for the 1st Friday of the month Coffee Stop and passed on that baton to *Ann Gates*. Thanks to all who have and continue to play a part. *Margaret* also used to be our church contact with bereaved families, making contact with them after a few weeks. This important, quiet work has been taken on by *Sue Cooper.*

Val Houghton became our Pastoral Care co-ordinator, and has been progressing that work. Thanks.
This is of course, in addition to the large and continuing pastoral care shown and given by our church community to this within and without individually and through cell groups and other connections.

The flower guild for providing arrangements throughout the year – and whose Easter lily displays are a current delight! If you might be interested in joining them they'd love to hear from you.

The Bellringing team – for the delight they give to many in and around Ledbury.

Those who work to maintain our fabric – *Andrew Beech, Charlie Peacock, David Houghton* and *Ian James*in particular, who have changed bulbs, sorted sockets and sound. They have organised new lighting in the chapter house and, I understand soon to be introduced additional heating for next autumn.

Lisa-Jayne Lewis who now worships with the Methodists, for her various contributions, including providing embroidered blankets.

Sarah Williams who was the church office secretary for 13 years.
Over the last 12months, *Cath Beech* and *David Houghton* have worked with *Sarah* latterly, making sure that she was cared for and treated well in the light of the unfortunate necessity of having to make the church office job redundant.
Thanks to *Stephen Cheetham, David and Cath* for the work they've put in to organise and set up our new ways of working, including a new phone system. Thanks to *Christine Walters* for the work she's done and continues to do setting up iKnow Church – a new database and diary package we've begun to use. It is still early days, so please by kind and patient if you come across teething problems!

Kate Cheetham, the choir and musicians, who have led our sung worship.
The monthly 3rd Sunday 5:30pm BCP choral evensong was accompanied by a 2nd Sunday 5:30pm Communion service, which aims to be more reflective in style and so, with Bishop Richard's permission, we have held several Iona-style services.

Bishop Richard has joined us twice since our last APCM, once in December to preach at our 9 lessons and carols service and once in February to confirm three adults.

Our retired clergy, particularly *Michael Gallagher*, *Bill MacKenzie* and *David Wood-Robinson*, along with *Tony Hodder* and *Mary Anne Keyes* and *Michael Llewelyn-Jones* who have taken services.
Thanks to the team who have been providing once a month lay-led morning worship.
While mentioning services, we will have a compline-style service at 6pm on the 1st and 3rd Wednesday evening of each month, for a trial period of 3 months, beginning 3rd and 17th May in S. Anne's chapel.
Thanks must be given to all those who help provide refreshments after services and for other events!

It is a continuing encouragement new people continue to join us, saying they appreciate the warm welcome, fellowship and worship they experience.
It suggests we are achieving our "*aim to be an inviting, growing Christ-centred, faithful [community]; confident in the truth and teaching of scripture*", so let's carry on as we look to the future.

Stephen Cheetham for his first year as church treasurer guiding and helping us manage our financial needs and obligations.

As a church we have faced huge increases in fuel and other costs and hope things will be better next winter. Suggestions and practical contributions are most welcome.

Ayo Adewale – who has been our stewardship coordinator for a year now.

Next month (May) we will be taking possession of a new contactless payment device which will be more flexible, allowing people to easily choose a variety of payments and not just the current £5. This should be a boon for visitors and church members alike.
We expect it will help increase the donations we receive throughout the year.

All who contribute financially to the mission, ministry and week-by-week maintenance of the church, it is the 'boring' regular giving that enables our ministry and mission to exist and continue.

Thanks to the work that's been done by the Buildings Working Group (BWG) and to *William Hopkinson* for chairing in until now. *William* has decided to step down from that role.

Thanks to the Baptism Review Group who have completed their work and so have disbanded.

Thanks to *Andrew Beech* – PCC Secretary for all his work, thoroughly done: keeping us informed and on-side regarding church representation rules, recording and producing minutes, raising, processing and implementing faculty applications; with good grace, efficiency and dry wit!

Thanks to *David Houghton and Cath Beech*, who have done a terrific job as churchwardens. I'm delighted that they've volunteered for another year's service.

Benjamin Hilton-Turvey heading up our projection and streaming work, assisted by *Edward Huxley* and by *Wendy Hilton-Turvey* in putting things away after services.

Thanks to *Ann Gates* for administering the intercessors rota, and to *James and June Smith* for administering the readers' rota.
If anyone would like to join either of those activities, please have a word with me in the first instance.

Annie Lindon has taken on the important role of Benefice Safeguarding Officer looking after both Ledbury and Eastnor parishes. Annie has made a great start is working through the list of people who need DBS certificates – either renewed or for the first time.

For note – here's what the diocese says about safeguarding training:
Anyone who carries out a church officer role, is expected to undertake safeguarding training to a defined level dependent on the nature of that role. The vast majority of people at a parish level are only required to undertake, basic (C0) and foundation (C1) levels of safeguarding training. (This is free online training available directly from the main Church of England website).
Only a few individuals: Clergy, Retired Clergy with PTO, Licensed Lay Readers, Parish/ Benefice Safeguarding Officers are required to undertake the additional higher level of leadership (C2) training. (This is delivered virtually via workbook and zoom). Individuals who are required to undergo the higher level of training will be contacted by the safeguarding team when their training is due for renewal.

Neither last nor least – thanks to Philip Weaver and the team who open and close the church each morning and evening.

We received faculty permission for a permanent drop-down screen, with permanently mounted projector, along with Wi-Fi installation and have installed and are using all three.

We have received one quote for renewal of our sound system and hope to receive a second in the near future.

The St. Katherine's Hall lease review team, have continued work with the Hall Trustees towards a viable future for the hall. What form a new lease may take has consumed large amounts of time and energy. Thank you for your perseverance.

In addition to all we're doing, we need to reach out to those we know, sharing our faith in Jesus, inviting, bringing and welcoming people into our community.

The PCC has met several times looking at how we might put flesh on the bones of our vision from Matthew 28:19-20 that we will "[19] Go … and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit, [20] teaching them to obey all that [that Jesus has] commanded [us]. [Confident that Jesus is with us] always, to the end of the age.""
We have done this through looking at the 7 Marks of a healthy church, with the help of Archdeacon Derek Chedzey. It is out of that, that we have produced the short survey currently open for responses.
An important question is what few things do we want to do and do well?
We have provisionally booked Saturday 22 July to hold a parish away day to continue developing our mission as part of looking to the future, walking in God's ways, being a community pleasing to Him.

Let's pray – for 2023 here at S. Michael's:

Holy, living, loving, Father God,
As we at S. Michael's continue to seek to be a wholeheartedly Anglican community, biblically faithful, in public and in private; please bless S. Michael's in 2023 -

- with faith (in our risen, living, Saviour, Jesus),
- health, strength and growth,
- joy in and of The Holy Spirit
- Please bless us with Your presence and Your guidance.
- Please bless us with encountering You in our weekly worship and in our daily lives
- Please bless us with faithfulness and fruitfulness,
  experiencing lives transformed by You.
- Please enable and encourage us to be active, inviting Christians.
  and so
- Please bless us by adding to Your number, week by week and month by month;
  people of all kinds, types, ages and stages;

Amen.

The Church of St Michael and All Angels
Ledbury

Financial Statements
for the Year Ending December 31st 2023

St Michael and All Angels Ledbury

Financial Statements for the 12 months to 31st December 2023

Statement of Financial Activities

	Funds			Totals	
	General	Designated	Restricted	2023	2022
Income (Note 2)					
Donations and Legacies	102,822	-	13,100	115,922	116,991
Charitable Activities	3,321	-	-	3,321	35,195
Electricity Feed in Tariff	4,000	-	-	4,000	4,165
Interest	4,390	-	846	5,236	2,185
Other Income	5,173	-	-	5,173	16,829
Total	119,707	-	13,946	133,652	175,365
Expenditure (Note 3)					
Raising Funds	-	-	-	-	-
Charitable Activities	101,226	-	-	101,226	149,580
Other Expenditure	17,915	2,290	2,386	22,591	56,296
Total	119,142	2,290	2,386	123,817	205,877
Net Income (Expenditure)	**565**	**(2,290)**	**11,560**	**9,835**	(30,511)
Gains/(losses) on investments (Note 4)		52	3,158	3,210	(5,096)
Net Movement in Funds	565	(2,238)	14,718	13,046	(35,607)
Total Funds Brought Forward	4,345	81,112	92,193	177,650	213,257
Total Funds Carried Forward	**4,910**	**78,874**	**106,911**	**190,695**	**177,650**

Balance Sheet	2023	2022
Fixed Assets		
Investments (Note 4)	39,791	36,581
Current Assets		
Debtors	9,948	4,716
Investments	19,788	19,291
Cash in Bank and at Hand	142,927	149,604
Total Current Assets	172,663	173,611
Liabilities		
Creditors: Amounts due in one year	21,759	32,542
Current Assets less current liabilities	150,904	141,069
Total Assets less current liabilities	**190,695**	**177,650**
Represented by Funds (Note 5)		
General	4,910	4,345
Designated	78,874	81,112
Restricted	106,911	92,193
Total Funds of the Parochial Church Council	**190,695**	**177,650**

The notes on pages 2 to 7 form part of these accounts

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to December 31st 2023

1: Principal accounting policies

Basis of accounting

The PCC constitutes a public benefit entity as defined by FRS 102 and the accounts have been prepared in accordance with the Charities SORP (FRS 102), as amended for accounting periods commencing from 1st January 2019, as recommended by guidance notes prepared by the Charity Commission. Historical cost accounting rules have been applied, except for investments which are stated at market valuation. The PCC has no Endowment Funds and the SoFA and the Balance Sheet present only the PCC's actual activities: unused categories and their columns are omitted. The usual practice of rounding exact figures to the nearest pound has been followed. Individual adjustments of one pound or accumulated adjustments of £5 are treated as "not material" and are made without reference.

Investments

Investments are stated at market value at the balance sheet date. Any gain or loss on revaluation or sale is taken to the Statement of Financial Activities (SoFA)

Debtors

Debtors are stated at their recoverable amounts.

Creditors

Creditors are stated at their settlement amounts.

Taxation

The PCC is not generally liable to taxation. For this reason, no tax reconciliation note is included in the notes to the accounts.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the PCC is legally entitled to the income and the amount can be quantified with reasonable accuracy. For bequests, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received.

Resources expended

All expenditure is accounted for on an accruals basis. Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.

Funds

Unrestricted Funds are available for use at the discretion of the PCC in furtherance with its general objectives. Designated Funds have been identified by the PCC for specific purposes. Restricted Funds are funds which are to be used in accordance with specific restrictions imposed by the donor or which have been raised by the PCC for specific purposes.

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to December 31st 2023

Changes in Scope

Following the restructuring of the Ledbury Team Ministry, its separation into distinct benefices, and the reassignment of responsibility for the Ledbury Ecumenical Role to LEAF (a separate local ecumenical charity), St Michael's PCC assumed sole responsibility for the Parish Office in 2022. It also became the employer of the Parish Administrator, which role the PCC made redundant in March 2023. Payments to this employee in the year, including a redundancy settlement, totalled £6,149.

The Parish Office Bank Account was consolidated into the PCC's accounts as at December 31st , as in 2022.

Education Fund

St Michael's Education Fund is not consolidated into these accounts as, in the opinion of the Rector and Churchwardens who are charged with its management, its charitable aims are distinct from those of the PCC. Its funds are held in a deposit account at Lloyds Bank and as at December 31st 2023 the balance on the account was £31,628.

Related Party Transactions

The Director of Music at St Michael's, Mrs Kate Cheetham, is the wife of the Treasurer, Mr Stephen Cheetham. Payments to Mrs Cheetham during the year totalled £6,060.

Investment Policy

The PCC's investment policy was reviewed during the year and revised to allow up to 50% of total funds to be invested in suitable well-diversified equity funds at the discretion of the PCC Standing Committee. The Treasurer is reviewing suitable providers of investment services and will make a proposal in due course.

Going Concern

The PCC considers that there are no material uncertainties about its ability to continue as a going concern. Appropriate cost reduction measures have been undertaken and the PCC general fund broke even in 2023 in contrast to the deficit of £6,636 sustained in 2022. A Budget to generate a modest surplus in the general fund in 2024 has been prepared with the objective of rebuilding the general reserve. Liquidity is satisfactory and significant designated reserves remain available. The replacement of the Church's heating system is a major impending cost, but the PCC is confident of its ability to find funding for this from reserves and an appropriate appeal.

As in previous years the most significant areas of uncertainty for the PCC are the level of financial support from the congregation for the Church's ministry in Ledbury, as well as the local response to fundraising initiatives including those of the supporting charity, the Friends of Ledbury Parish Church.

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2023

Note 2: Income	**Funds**			Totals	
	General	Designated	Restricted	2023	2022
Donations and Legacies					
Bank Donations	17,339	-	-	17,339	20,638
Collections	13,394	-	-	13,394	18,165
Parish Giving Scheme	61,258	-	-	61,258	56,589
In-Church Electronic Donations	4,499	-	-	4,499	4,678
Tax Refunds	6,332	-	153	6,485	2,224
Bells Fund	-	-	12,947	12,947	1,674
Other Non-Recurring Grants	-	-	-	-	7,170
Legacies	-	-	-	-	500
Chancel Lighting Fund	-	-	-	-	-
Other	-	-	-	-	5,352
Total Donations and Legacies	**102,822**	-	**13,100**	**115,922**	**116,991**
Income from Charitable Activities					
Fees for Weddings and Funerals	3,321	-	- -	3,321	35,195
Other Income					
Local Ecumenical Role	1,025	-	-	1,025	11,485
Electricity Feed in Tariff	4,000	-	-	4,000	4,165
Interest Income	4,390	-	846	5,236	2,185
Other	4,148	-	-	4,148	5,344
Total Other Income	**13,564**	**-**	**846**	**14,409**	**23,179**
Total Income	**119,707**	**-**	**13,946**	**133,652**	**175,365**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2023

Note 3: Expenditure	**Funds**			Totals	
	General	Designated	Restricted	2023	2022
Expenditure on Charitable Activities					
Charitable Donations	6,102			6,102	8,000
Minstry Parish Share	45,400			45,400	60,400
Insurance	13,229			13,229	12,027
Organ and piano tuning	1,452			1,452	1,212
Organists Fees	6,290			6,290	6,395
Church Maintenance	4,544		1,385	5,929	5,484
Cleaning					345
Electricity	5,969			5,969	6,980
Gas	12,284			12,284	16,374
Other	1,470			1,470	12,380
Sundries	4,487			4,487	19,984
Subtotal	101,226	-	1,385	102,611	149,580
Other Expenditure					
Ledbury Ecumenical Role	1,241			1,241	21,800
Repairs to Building and Fabric				-	-
Bells Fund			1,001	1,001	5,174
Cost of Temporary Heating	7,506			7,506	-
Rainwater Goods Expenditure				-	360
AV Designated Fund Expenses		2,290		2,290	9,310
Church Office Expenditure/Other	9,169			9,169	19,652
Subtotal	17,915	2,290	1,001	21,206	56,296
Total Expenditure	119,142	2,290	2,386	**123,817**	**205,877**
Net Surplus/(Deficit) for the year	565	(2,290)	11,560	9,835	**(30,511)**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2023

Note 4: Investments and Cash in Bank

	2023	2022
Investments held for Restricted Funds		
Martin Chancel Bequest		
CBF Church of England Investment Fund	31,919	29,152
Johnson Bequest		
CBF Church of England Fixed Interest Securities Fund	6,946	6,555
Griffin Music Fund		
CBF Church of England Fixed Interest Securities Fund	926	874
Total Investments (Fixed)	**39,791**	**36,581**
Scottish Widows 60 day notice		
of which:		
Heaton Trust	13,323	12,988
General Fund	6,465	6,303
Total Investments (current)	**19,788**	**19,291**
Deposit Accounts (Partially Restricted)		
Shawbrook Bank	30,000	30,000
CBF General Account	92,627	92,627
Current Accounts		
PCC	14,790	17,008
PCC Deposit Account	74	74
Office Account	5,436	9,895
Total Cash in Bank and At Hand	**142,927**	**149,604**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2023

Note 5: Fund Analysis	2023	2022
Unrestricted		
General Fund	4,910	4,345
Designated		
Alpha Evangelism	6,075	6,075
Building/Fabric Repair 2	68,938	71,228
AV Fund	1,190	1,190
Griffin Fund	926	874
Sound System	1,745	1,745
Total Designated	78,874	81,112
Restricted		
AM Johnson	6,946	6,555
Agency Collection	-	-
Heaton Fund	12,988	12,988
Bells Fund	27,993	15,894
Building/Fabric Repair 1	24,075	24,614
Embroidery Trust	869	869
Ledbury Ecumenical Role	2,121	2,121
Martin Chancel	31,919	29,152
Total Restricted	106,911	92,193
Total Funds	**190,695**	**177,650**

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF LEDBURY PCC

I report on the accounts of the PCC for the year ended 31st December 2023 which are attached.

Respective responsibilities of trustees and examiner
The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144 of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

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

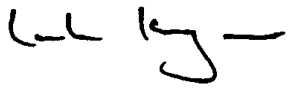
Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting requirements of the Charities Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Luke Keegan
Chartered Management Accountant
1A The Homend
Ledbury
Herefordshire
HR8 1BN

Dated 29th February 2024

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST MICHAEL AND ALL AN

England & Wales - Charity number 1132846

Accounts

St Michael and All Angels, Ledbury

ANNUAL REPORT and ACCOUNTS

For the year ended 31 December 2022

ST MICHAEL AND ALL ANGELS, LEDBURY

ANNUAL REPORT AND ACCOUNTS OF THE PAROCHIAL CHURCH COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2022

DEANERY - LEDBURY **DIOCESE - HEREFORD**

Registered Charity Number: 1132846

Incumbent - Rev. Keith Hilton-Turvey	The Rectory, Worcester Road, Ledbury
Independent Examiner - Luke Keegan	
Bankers - Lloyds	6-8 High Street, Hereford
Architect - Jane Chamberlain	Caroe and Partners, 34-36 Church Street, Tewkesbury

It is the duty of the Incumbent and Parochial Church Council to consult together on matters of general concern and importance to the parish, and to co-operate in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Membership

During the year, the following served as members of the Parochial Church Council:

<u>To 6 April 2022</u>

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Self-supporting Minister	Rev. William Simmonds (*to 3 April, after which licensed to the Cider Churches*)	
Churchwardens	David Houghton	
Elected members	William Hopkinson	Deanery Synod
	Christabel Panter	Deanery Synod
	Peter Veasey	Deanery Synod
	Catherine Beech	1 Year, Treasurer
	Peter Scull	1 Year
	Abby Wake	1 Year
	Will Wake	1 Year
	Ian James	2 Years
	Tim Keyes	2 Years
	James Smith	2 Years
	Diana Veasey	2 Years
	Andrew Beech	3 Years, Secretary
	Sue Cooper	3 Years
	Benjamin Hilton-Turvey	3 Years
	Lisa-Jayne Lewis	3 Years

From 6 April 2022

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Churchwardens	David Houghton	
	Catherine Beech	
Elected members	William Hopkinson	Deanery Synod
	Christabel Panter	Deanery Synod
	Peter Veasey	Deanery Synod
	Ian James	1 Year
	Tim Keyes	1 Year
	James Smith	1 Year
	Diana Veasey	1 Year
	Andrew Beech	2 Years, Secretary
	Sue Cooper	2 Years
	Benjamin Hilton-Turvey	2 Years
	Lisa-Jayne Lewis	2 Years (*resigned 30 November*)
	Maria Dineen	3 Years
	Anne Scull	3 Years
	Peter Scull	3 Years
	Will Wake	3 Years
Co-opted member	Stephen Cheetham	Treasurer (*from 7 June*)

Committees

The Parochial Church Council (PCC) operates through a number of committees and sub-committees which meet as necessary between full meetings of the Council. All committees submit to the Council reports on their discussions, and all matters of policy and action are approved by the full Council.

The report of the Council is given below and, where appropriate, reports of the Committees are printed in the following pages of this Annual Report.

The committees are: Concert (*to 2 April*), Fabric (sub-committee), Finance (sub-committee), Local Ministry, Standing.

A number of studies are underway arising from resolutions passed by the APCM in 2020 and 2021. The study groups report to the PCC and all matters of policy and action will be approved by the full Council. The groups concerned are: Baptism, Children and Young People, Communications, Pastoral Support. The reports of these groups are printed in the following pages of this Annual Report.

Church attendance

There are **162** parishioners on the Electoral Roll compared with 159 in 2021.

The number of communicants at Easter was **130** (95 in 2021). At Christmas there were **83** communicants (75 in 2021). Average attendance was **107** (compared to 111 in the second

half of 2021, a more normal period, given that attendance in the first half of 2021 was affected by Covid restrictions).

Review of the year

The Covid pandemic continued to affect the life of the church in the early part of the year, although much less so than in the previous two years. The last social distancing measures were removed in May. However, hand sanitising remains available to communicants prior to taking communion, and the communion station in Trinity continues to offer communion by intinction for those who do not wish to share a chalice (which is offered at the High Altar).

A wide range of worship services is offered, with a Book of Common Prayer service at 08.00 every Sunday, followed by Common Worship at 10.00. Once per month a Choral Evensong is offered. From September an additional monthly Iona based service has been offered on Sunday evenings. A weekly service continues to be held in St Katharine's Chapel.

The church continues to provide Christian worship online for those who prefer not to attend church in person during the pandemic because of age or underlying health conditions. Online services are offered in parallel with the 10.00 service held in the church; this service is also broadcast on YouTube. The PCC recognise that the broadcast quality is sometimes less than desirable. A faculty has been obtained to improve the audio-visual arrangements, by providing a replacement projector and drop-down screen behind the chancel arch. This work will be undertaken in the early part of 2023. As part of this work WiFi will be introduced into the church building, enabling a considerable improvement in the quality of broadcasts.

The PCC continued to meet throughout the year. It met on nine occasions and the Standing Committee on seven. The major items for discussion included the reviews on Baptism, Children and Young People, Communications and Pastoral Support mandated by the Annual Parochial Church Meetings in 2020 and 2021. Work on these continued through the year, with the adoption of a Baptism Policy document and the appointment of a Pastoral Care Co-ordinator. The PCC also completed the Conservation Management Plan for the church, which should improve the possibility of securing grants for any potential reordering in the future.

The PCC is concerned to devise a vision for the future mission of the church. To this end it held two Awaydays at St Michael's Hospice in Bartestree and a further informal discussion. It became clear as a result of the earlier part of the discussions that the PCC itself needed to make its own operations more coherent. The discussions have been widened out to incorporate this need.

Other topics included replacing the lease of St Katherine's Hall with something more fit for purpose, the proposals for reordering and the arrangements for the church office.

The PCC noted with concern the significant increase in energy costs faced by the church in 2022. This was due primarily to economic disruption caused by the Russian invasion of Ukraine. The increase in costs led to decisions to restrict the amount of heating in the church when not in use, and to an unavoidable increase in charges for the use of the church.

The quinquennial inspection report covering the period 2022-26 was received from the inspecting architects. The PCC was pleased that the list of work that needed doing was considerably reduced from the previous quinquennial report. This reflected the considerable amount of renovation and other work carried out in the previous five years. In addition to the faculty for replacing the audio-visual arrangements referred to above, a faculty for relighting the Chapter House was obtained. This work will be carried out in 2023.

Annie Linden replaced Jenny Bury as Safeguarding Officer in July. The PCC thanked Jenny for her work on safeguarding over a period of several years. No safeguarding incidents were reported during the year.

Copies of PCC minutes and those of the Standing Committee and Fabric Sub-Committee are available for inspection on the church website and in the purple folder at the back of the church.

On behalf of the Parochial Church Council

Chairman…….

Date…….

FRIENDS OF LEDBURY PARISH CHURCH

It has been good to return to a year when nearly every item on our programme could take place. The one exception was the Quiz Night for which we could not sell enough tickets to make it viable. We do hope that members and others in the church will rally round and help to re-establish what has always been a great social occasion as well as a useful fund-raiser. The talks in the programme were well supported. We are very grateful to both Celia Kellett and Adrian Lamont whose presentations have shown the huge value of having in our midst skilful and enthusiastic researchers who are also happy to take a leading role in the programme events. The most profitable event (raising around £1,000) was our "Open Gardens" which drew in well over 100 people to visit 4 gardens and enjoy a lavish tea on a warm summer afternoon in June. We are very grateful to those who opened their gardens and to a highly effective team of cake-makers and helpers. The summer social was blessed with equally good weather and allowed the committee to enjoy the company of the members and thank them for their support over a glass or two of wine. The current programme includes seven items that throw light on different features of our buildings. We see part of our purpose as being to help people to understand better things that may not catch their eye at first glance. Interpreting our buildings to visitors and finding ways to enrich their experience will continue to be a central theme of our activities. Our committee is depleted at the moment and will not be able to function as we would like unless we have some new enthusiastic members. If that might be you, please contact Tim Keyes. We do not have many meetings but we have a lot of fun planning and running events. Our warm thanks are extended again to Maggie and Bill Mackenzie for their excellent management of the bookstall which is a vital resource in the ministry of our church. At the AGM in November, we said farewell (in the context of The Friends) to our President Ian Beer. He has offered inspirational leadership as well as great energy and creativity to our charity over many years – for all of which we are hugely grateful. The Friends oversee, through David Houghton, the rota of Stewards who welcome visitors to the church from April to October each year. We are always looking for new volunteers so please let David know if you can spare some time for another important part of our ministry of welcome.

Tim Keyes

LESSON READERS ROTA (FOR THE 10AM SERVICE)

We're so blessed to have approximately thirty people taking part in the Lectionary reading rota Sunday by Sunday. The three Scripture readings are selected for each week, one from the Old Testament, one from the New Testament and the third always from one of the four Gospels. Rarely does the preacher refer to all three readings, which means that occasionally some passage remains a mystery!
The rota runs smoothly most of the time and we are grateful to all who take part. However, on occasions a reader fails to appear or a 'swap' fails to materialise. Our suggestion is that as long as the Rector requests three readings, we consider using only two readers. One to take the OT and NT passages and a second person to read the Gospel passage. Your comments on this would be welcome! On the second Sunday, the 10.00am service is lay led and usually only two readings are selected. In addition we are now responsible for sending out copies of the weekly readings to each participant.

Your continued patience when things do not go smoothly is much appreciated and please contact us if you would like to join the rota. Scripture reading is such an important part of our regular worship.

James and June Smith

INTERCESSIONS

Perhaps the most important part of any service is that of intercessions. This is being highlighted this year by the call and invitation from Bishop Richard to join in a Year of Prayer during 2023.

The areas to be covered in prayer each week are left to the individual but are hopefully God led. We do try to incorporate into our prayers worldwide needs as well as local issues. The prayer rota is displayed in the vestry where any changes can be written in enabling the church wardens to know who is responsible to lead intercessions each week.

As prayers are displayed on the screen the Rector needs to receive them at the latest by Thursday. It is, of course, possible to incorporate extra prayers should the need arise when actually leading intercessions. A check with the Rector and Church Wardens prior to the service will enable any up to date items to be covered. Intercessors are also encouraged to join the Rector just prior to the service in the vestry for a short prayer.

It is always good to add new intercessors to the rota so please let the Rector, or me know if you would like to be included in this vital ministry. We are most grateful to all who participate in this very special Service.

Ann Gates

SACRISTAN AND COMMUNION ASSISTANTS

When Covid restrictions began sacristans and servers were stood down from duty. Since then, clergy have acted as sacristan and server before and during services. Communion assistants and Wendy Hilton-Turvey have acted as sacristans after the service, clearing the altar-table, taking the elements into the vestry for cleaning and storage. Elaine Toyer and a small team have quietly done the important and appreciated job of cleaning the communion and altar linen. If anyone would like to help with these tasks, please have a word with me.

Keith Hilton-Turvey

WELCOMERS

In the Summer of 2022, the rota for church opening for the 10.00 am Sunday service was reinstated. Many thanks go to the body of “press ganged” volunteers who greet the Sunday worshipers with a smile, some cheery words, which most people appreciate, and then close the doors to try and keep the heat in.

John Hainsworth

YOUNG CHURCH

During 2022 we continued to work as part of Locally Encouraging all to Flourish (LEAF). We provided activities for families to engage with and come closer to their local churches,

under the leadership of Mary-Anne Keyes. This collaborative way of working within our churches, is clearly the way to go; sharing of resources, skills, ideas etc.

During the year we supported the Easter Experience and an Easter Trail, we took an active role in two Family Fun Days on the Recreation Ground. Both of these occasions were very well attended by families and the weather was kind to us.
In the autumn we took part in 'Wander and Wonder', in the Forest School by Ledbury Primary School, under the leadership of Becky Davis. It was a beautiful October day and everyone had a wonderful time. We also led on the Alternative Halloween and the Advent Parties, again very enjoyable and well attended events.

In addition, during the year we arranged for local families to re-plant the containers by the West Door and the Garden of Remembrance. The treat of coffee and cake afterwards provided positive encouragement.

The Giving Tree was organised again this year. As a result of the generosity of the congregations of St Michaels and All Angels, the Baptist and Methodist Churches, a large number of children and parents from Ledbury Primary School and older people in Ledbury Community Hospital and Nursing Home, had a happier Christmas, knowing that someone had thought about them and shared love at Christmas time.

We were delighted that Ledbury Brownies again took on the meaning of Christingle and the telling of the Christmas Story in the Christingle Service. They also came and helped with the making of Christingle Oranges to hand out in the Service. Their singing and performing was excellent and as ever they were a credit to their organisation. A real example of community working.

On Sunday mornings, on the occasions where there have been children in Church, we have provided activities in the Chapter House and the children have shared their experiences with the congregation at the end of the service.

The Children's Corner has been enhanced and made more child friendly, to welcome visiting families during the week and at Sunday services. It is regularly monitored to ensure that it is appropriately resourced and safe. On occasions, children have written little prayers and drawn pictures, demonstrating how important this part of the Church is.
Plans are already well underway for events in 2023, the first being 'Signs of Spring' in the Forest School at the end of February. As ever we are recognising the need for change and responding accordingly.

Jill Jupp

PRAYER MINISTRY

It has been a busy year in 2022. I really believe there is an incredible need for prayer in our community of Ledbury. When we had our Fun Days in the summer I became aware of all the rubbish on the recreation ground. So formed the idea of the Praying Litter Pickers, to clean up the recreation ground, physically and spiritually. To Pray, Pick up rubbish and interact with people. This takes place on the first Saturday of every month and started in September 2022. We normally have 6 people turn up and have been collecting between 1 and 8 black bin bags of rubbish each month including drug paraphernalia and numerous beer bottle tops.

Also we started a group called ASK. This is to help volunteers to pray for relevant topics in our community and world wide. We have 5 people who receive an email every week or so with prayer needs such as the Scarlet Fever epidemic, Covid and Flu etc.

After the Sunday morning service, if anyone feels they would like prayer support there will be someone in or near St Anne's chapel to pray with you - for yourself, for friends or family or to give thanks to God. Anything you say will be confidential.

Georgina Hicks/Christabel Panter

MUSIC

2022 was an enjoyable year of music making at St. Michaels, although the amount of work required to bring every service to fruition never decreases. The Chamber Choir has been the most difficult to run as it involves finding people who are prepared to come out on a Sunday morning and commit to doing so twice a month. Sopranos are in the shortest supply and badly need recruitment. However, we have so far always managed to provide music of a good quality for 1st and 4th Sunday services including communion settings by John Rutter, Harold Darke and Paul Ayres and a variety of anthems during the distribution.

Choral Evensong is gaining momentum attracting some very good singers and we now have two regular organists (both from Fladbury, Worcs) who are keen to play. The music for Queen Elizabeth's Memorial service and for Nine Lessons and Carols was of a particularly high quality.

An instrumental group for 2nd and 3rd Sundays is beginning to get off the ground now after intermittent guitar contributions from individuals throughout the year. It is hoped more people might be encouraged to get involved and that it can become a regular feature.

On Palm Sunday a Come and Sing Maunder's 'Olivet to Calvary' attracted about 25 singers who had an enjoyable afternoon of preparation ahead of a performance which was well-attended and moving, as indeed was the Good Friday Taizé service. The Town Carols featured Ledbury Brass Band and a singing group made up of people from the Choral Society, The Community Choir, the Church Choir and local children: all in all, an excellent community event.

Kate Cheetham

TOWER REPORT

This has been the first year for some time when it has really felt as if we were back to normal. No more ringing in masks (for the time being at least!). We have started to teach beginners, and our two latest recruits have made good progress. One of them has just reached the stage of being able to join our Sunday morning service band when we fulfil our central purpose of calling people to worship. Hundreds of visitors have been round our exhibition on the ground floor. Many groups have been on organised tours of the tower. Mary Anne and Tim Keyes gave two performances in the bellchamber of Tim's "Odes to the Ledbury Bells" during the Ledbury Poetry Festival. Tim has spoken about the bells to a number of groups in Ledbury including the Civic Society, Ledbury U3A and The Evergreens group. A number of visiting bands have had the chance to enjoy using one of the finest rings of bells in this part of the country. Local ringers have rung a number of quarter peals and we have been able to test our skills on weekly practice nights to a level

that has not been possible since before Covid. The death of the Queen was marked by ringers all over the country including those at Ledbury. The death of a monarch is the only occasion when bells are rung fully muffled, so, for most people in the town, this haunting sound was one which they had never heard before. The bells were also rung joyously and unmuffled following the proclamation in Ledbury of the accession of King Charles III. On a less happy note, there was a break-in at the tower in the Autumn resulting in some damage and the theft of a specialist piece of electronic equipment. This has resulted in the temporary closure of the tower to visitors. We look forward to opening up again soon and continuing to establish ourselves as an essential stop on any visitor itinerary to the town.

Tim Keyes

WORSHIP REVIEW DEVELOPMENT GROUP

The Worship Review and Development Group met on six occasions during 2022. The remit of this group is, as the title implies, to review and revise our worship and plan for future events.

During the past year, as well as reviewing our weekly morning services of worship, together with extra services during the Easter and Christmas periods, Choral Evensong has been reinstated on a monthly basis. This has been appreciated by many and, with the excellent leading of music by Kate Cheetham, has added a further dimension for those seeking a traditional Anglican form of worship.
As a group, together with many church members, we have been concerned at the lack of children and families in our church. This has resulted in a small group of church members being responsible for the second Sunday of the month morning services. As it is not a Holy Communion service the approach can be less formal and hopefully, more acceptable for those who are unfamiliar with liturgy. These services will be mostly lay led.

Much discussion has also been given to publicity and the need to make our church more visible in all it tries to achieve. Various leaflets have been produced to advertise services of a special nature.

In all, as stated above the aim of these groups is to enhance worship and to meet spiritual needs. We will continue to work on styles of worship, the frequency of services and the role of sermons. We realise of course that there is much that can be improved upon and we will continue to pray and ask you to also pray for the Lord's leading in all our future discussions and decision making.

Ann Gates

HOME COMMUNION TEAM

At present fewer home communions are being taken to the housebound, following the Covid pandemic. There is a team of church members who are very willing to offer this service, and we would like to be invited to come to those wanting it. Those housebound or not able to come to church due to a short-term illness are welcome to ask us to come to their home.

Christabel Panter

SMALL GROUPS

Following David Kirkham's relinquishing the role of small groups co-ordinator due to ill health, we are still looking for someone to continue the invaluable work he has done. Gwen's group continue to meet, usually by Zoom but at least once per month in person, to study the Bible and to pray together.

Throughout 2022 David Houghton's group continued to meet fortnightly, enjoying being together studying God's Word, praying, praising, celebrating, supporting one another, and having fun. The group number 14, + one dog, and session attendance averages 12. We held 17 meetings including two social events. During the year we participated in the Living in Light and Love information and discussion group, studied the Psalms, examined characters who had a 'Close Encounter with God', and during Lent we studied "A Passion for Christ". At the end of the year we enjoyed a lovely Advent meditation, before launching into a Christmas Party. We continue praising God through the good and not so good times, and are immensely encouraged by the willing, enthusiastic, and able participation of every group member.

The third group meets every week in term time to study the Bible and pray. During the year the number has varied between seven and nine, and some of us take it in turns to lead the study. We find that we are a great support each other. We follow a study book, and usually study a subject or a book or part of a book of the Bible. Not only do we learn in depth about our subject, but we enjoy the opinions and discussion. We start with a cup of tea of coffee.

David Houghton/Andrew Beech/Christabel Panter

LEDBURY DEANERY SYNOD

In March Bishop Richard talked to us about the problems associated with smaller congregations and smaller numbers of clergy within the Diocese. One of the suggestions is to reorganise the Deanery structure by merging some of the present Deaneries together. He explained that this would be done in consultation with the affected parishes. Subsequently this has resulted in changes in our own Deanery where we have been joined by the groups of parishes around Fownhope and Bartestree. This process may now be extended further by merging of the Ledbury and Bromyard Deaneries.

Since then we've had a talk by Mark Simmons and Rosa Speyer on "Encouraging generosity and enabling giving". Then in September we had two talks, one on inclusivity and one on Local Ministry. The latter had much to say about an increased role for lay people in the Church and the opportunities for training within the Diocese.

Finally, in November we were addressed by Revd. Robert Ward, the Rural Dean who told us more about the Deanery boundary changes going on in our area. Clergy from the Ledbury and Bromyard Deaneries were to meet in the new year. Following Robert Ward, Paul Robert told us about a very successful intergenerational project that has been carried out in the Maund group of parishes (near Bodenham).

Peter Veasey

OPEN THE BOOK

Ledbury Primary School

The Ledbury Open the Book team has continued to feel very welcome in the Primary School since the end of Covid restrictions. Our contribution of video stories during the various lock down periods was obviously appreciated and our commitment to the well-being of the children both through Open the Book and the other Leaf activities is highly valued. It has been lovely to get back to a weekly in-person visit and to dressing up and presenting the Bible stories to our live audience. We have also reintroduced the voluntary after assembly session in which children can stay behind and ask questions about the story, and several pupils are now regulars in that group. We have been fortunate to add two new members to the team this year which gives us more flexibility with casting and gives an occasional break to those who have many commitments elsewhere. More volunteers are always welcome.

Eastnor Primary School

It was good to start the new school year in September back to normal, with weekly Open the Book sessions. We are currently on Year 2 of storytelling. Now the stories are arranged thematically into modules. The first follows on from Year One with the coming of the Holy Spirit and the Early Church, then we have "More stories about Jesus" "Trusting God" and "Adventures in the Old Testament". We have been taking Open the Book to Eastnor School for over twelve years and it remains as popular as ever and is a great way of getting children to know the Bible. We have a team of seven; volunteers welcome, come and join us! Please pray that this important work continues in both schools.

Mary Anne Keyes (Ledbury OTB Team)/Heather Lucas (Eastnor OTB Team)

CHURCH MISSION SOCIETY

Our mission partners remain working in a difficult part of Asia. They are now back in the area where they believe God wants them to be. They are able to make contact and visit local Christians who are living in land where Christianity is not acceptable to the authorities of the country. They do teaching on the internet, which is safer for their pupils. Please pray for our very brave Mission Partner family.

Christabel Panter

LEDBURY DEANERY MTWARA LINK

The committee has met throughout the year, and continue to support and raise funds for the needs of the children at the kindergarten. There has been no rain for many months and crops have failed. The borehole partly funded by Deanery donations has been of some help in providing clean water for the school.

Our funds are very low and so we must continue fundraising. More help is needed for the committee to continue this very important part of the ministry within the church and Deanery.

Elaine Toyer continues to represent the Deanery on the Diocesan Tanzanian Committee. Brian Bowers is no longer able to attend meetings. We thank him for all his help and continued support on the Deanery and Diocesan committees.

Elaine Toyer
On behalf of the Deanery Tanzanian Committee

BAPTISM REVIEW GROUP

The Baptism Review Group has now completed the task it was set up to do by APCM prior to Covid. After unplanned delays much praying, reading, consultation and discussion, we now have our own PCC-agreed Baptism Policy. We hope that it will be put into positive action by both Rector and congregation to encourage parents to bring their children to SMAAA sure in the knowledge that they will receive a warm welcome and on-going support as they join in the Christian journey. The policy will be made available on our website for easy viewing on line.

The Baptism Review Group were also aware of other issues which impact on the future ministry of St Michael's to families. These include first contact, and congregational welcome. All concerns identified will be passed to the Baptism Support Group for consideration. PCC noted that the WRDG (Worship Review and Development Group) also had a role in reviewing the form of baptismal services, and which of those available best suits the circumstances of SMAA.

Many thanks to Jan James, Ann Tombs, David Houghton, Churchwarden and Keith Hilton-Turvey, Rector, for putting in the hours. This review team will be disbanded at APCM 2023. It is expected that a new team will be appointed to review the policy and report to APCM 2025.

Diana Veasey

CHILDREN AND YOUNG PEOPLE REVIEW GROUP

A small group met once. The outcome has been to seek to support those on the ground in schools developing Christian presence 'on-the-ground' and to continue to work to build relationships with John Masefield and Ledbury and Eastnor primary schools primarily through Open The Book and LEAF.

Keith Hilton-Turvey

COMMUNICATIONS REVIEW GROUP (CORE)

Having made two interim reports before the start of the year CORE had a relatively quiet 2022. In those reports it had made a large number of recommendations, the very largest part had been accepted by the PCC. The immediate need now is to see them implemented.

In part the delay in implementation was linked to the revision of the website, nearing its end by December 2022. At its first meeting of 2023 PCC will be asked to note the intention to proceed as speedily as possible with the implementation of the agreed recommendations, including the creation of a new standing body to oversee all

communication activities. There will also be further important work to be addressed as the parish formulates its Vision and turns to effective Mission.

When we have formed our Vision there will be a vital task in communicating it to the congregation and to the town more generally. And if we are to succeed in mission, there will be a permanent need to consider, develop and implement Communications, internal and external, which must be regarded as an integral part of the development and implementation of all parish policies. All committees and sub groups should have that in mind.

So far there has been no systematic study of Social Media and the possible uses in the life of the Church. That has links with the review of the website, but also with the circulation of general notices and information by email. When the new website is running the whole issue of other electronic communication should be addressed.

Recent CORE work has included the review of the Pew Sheet and a possible Directory. The former involves consideration of the aims of the Pew Sheet, the use of the screen in worship and of the website. The proposals for a Directory will link with earlier recommendations for displaying information about the various committees and subgroups for the parish and their membership.

William Hopkinson

PASTORAL CARE REVIEW GROUP

The Group concluded its work during the year, with the appointment of Val Houghton as Pastoral Care Co-ordinator. One outstanding issue at the year end was progress with the necessary DBS checks.

Cath Beech

BANNERS

People continued all year to say that they miss the banners. When banners were reviewed in 2022 a small group identified them as a sign of life in the church, an inspiration to visitors, and noted that they brighten up the space. The conclusion is that banners can be a significant way to engage attention, encourage creativity, grow the church, involve all ages, and link with our Ledbury community and visitors. We could create banners to support LEAF, Poetry Festival, community events, for example.

- The current banners number 20 divided into 7 sets. 6 sets are seasonal. They follow the church and community year:
  Lent/Easter season – Alpha to Omega – inc. adult and Young Church banners. Pentecost – ‘Come / Holy Spirit /Our Souls / Inspire’
- Ordinary Time - Mission/Vision Statement – ‘Worshipping God / Following Jesus / Sharing His Love’ Harvest Banners – ‘Thank you’ in many languages added just pre-covid + creation questions Remembrance – ‘Blessed are the Peacemakers’ / 1x Poppy for each Ledbury man lost Advent/Christmas Season – ‘O Come, O come Emmanuel / Hallelujah / Unto us / A son is Given’ –
- (Candle banners)
  Welcome, and other themed oddments for prayer and Love are also stored.

What next for our banners?

The Banners Group has not yet been reformed post covid.

Do get in touch if interested – all comers welcome

Diana Veasey

FLOWER GUILD

During 2022, two Guild members have resigned and two have joined. Our former Chairman Pauline Smith stepped down in March 2022 and longstanding member Janice Davies also decided to retire. We welcomed Linda Younie and Jenny Silcock to maintain a rota of seven for regular North Door arrangements and festivals. Between March and November, Val Tatham retained liaison with the Rector whilst Chris Lynch coordinated the rota and festival flowers. In December, Margaret Chapmen agreed to return as Chairman to lead our work for which we are very grateful. For festival work, we have additional informal helpers to support with watering.

The Guild met three times during the year prior to the main festival dates of Easter, Harvest and Christmas. Members choose their preferred location to arrange in on these occasions.

Aside from festival work, we have a number of memorial arrangements to organise with donors during the year. Applications for the Guild to undertake this are available in church. Additionally, in 2022, we provided floral tributes to celebrate the Queen's Platinum Jubilee in June and mark her death in September. A poppy arrangement is also a regular feature on Remembrance Sunday.

The Guild always welcomes comments about the flowers from the congregation and visitors to the church. On many occasions, conversations are struck up with Guild members at the North Door! With the exception of a small amount of financial support from the PCC for memorials and special events, and the lily sponsorship scheme, the Guild survives on self-funding. In the past, we have produced wedding flowers – something we are keen to resume in liaison with the ministry office. Guild members are encouraged to claim back their flower costs, and thanks to their generosity, this is the exception, not the norm.

With flower costs increasing and the reduction in the use of floral foam, challenging times remain with us to ensure St Michael's is always graced with a floral welcome at the North Door and to provide a colourful celebration at church festival time. We look to everyone for their continuing support of the Guild and its work.

Chris Lynch

BUILDINGS WORKING GROUP

After interruption by Covid, BWG resumed work on reordering and by the end of 2022, following consultations with the congregation, and more widely in the town and with other churches, presented PCC with its recommendations. Unfortunately, PCC was unable to address them at its final meeting of the year and will return to the matter in 2023.

Circumstances have changed significantly since 2019 when BWG first formulated proposals. Habits of worship are different, finances, the church's own and those of its

members and of Government, have become much more restricted. Public perceptions of what is appropriate for the church, not least as to what it should do in engaging with the community and its needs, have altered. Whilst it will be important for raising money to have a full idea of what we might aim for, what can be tackled immediately and even in the medium term will be severely limited.

BWG's proposals fall into three parts: Things to be done Soon; Things for the Medium Term; and Possible Longer-Term work. What is still lacking at this stage is the Vision for the parish and so its strategy and detailed ambition for Mission and relations with the town.

The PCC's agreement for the first tranche was sought to:

- A general tidying up, and assessment of storage, starting with the Chapter House.
- A professional survey of Sound throughout the church.
- Rearranging St Anne's Chapel and, when funds are available, replacing its lighting.
- Obtaining of updated plans for renovation of the Upper Rooms.
- Commissioning a general survey of lighting.
- Consultation with the Friends on Interpretation.
- Removal of the front pews (2/3rows) and possibly of the lengths running into the aisles.

The PCC's decisions, including on the option of removing all the pews, will, of course, be subject to the obtaining of faculties, the views of the Diocesan Advisory Committee and consultation with heritage and conservation bodies.

William Hopkinson

LEDBURY MOTHERS' UNION

2022 has seen a return to our pre-pandemic pattern of meetings. The first Thursday of the month is the afternoon meeting when members get together to hear a speaker, engage in discussion, or enjoy a time of worship together. We have returned to the theatre foyer, which now has air conditioning and ventilation provision. The rental for this venue is slightly cheaper than the Methodist Church. We are grateful for the St. Michael's continuing financial help in this respect.

On the third Thursday of the month we have resumed our corporate communion in St. Katherine's Chapel. At the moment there are 14 members who attend regularly.

Janet Gallagher

DATA PROTECTION

No data protection issues arose during the year. All records are kept securely in the church office. If you are new to the parish please complete a data protection form which are available at the back of the church.

Sarah Williams

LOCALLY ENCOURAGE ALL TO FLOURISH (LEAF)

St Michael and All Angels is a supporter of LEAF, which is a separate charity, and many members are involved in it at various levels of the organisation. The Trustees report for December 2021 is attached at Annex B.

St Michael and All Angels, Ledbury

Annual Meeting of the Parishioners of St Michael and All Angels, Ledbury

St Michael and All Angels church, 6 April 2022

The meeting was chaired by Rev. Keith Hilton-Turvey.

1. Rev. Hilton-Turvey opened the meeting with prayer.

Minutes of meeting held on 17 June 2021

2. These were agreed unanimously and signed by the chairman. There were no matters arising.

Election of churchwardens

3. Catherine Beech and David Houghton had been proposed and seconded and were duly elected unopposed. Because a replacement treasurer had yet to be appointed, it was announced that Cath Beech will continue as treasurer for the time being, and will undertake only a limited range of churchwarden's duties.

4. The meeting closed at 7.10pm.

Signed…… Dated…….

Annual Parochial Church Meeting

St Michael and All Angels church, 6 April 2022

Present

1. The meeting was chaired by Rev. Keith Hilton-Turvey. 42 parishioners attended with 14 apologies.

Minutes of meeting held on 17 June 2021

2. These were agreed with 24 votes in favour, none against and four abstentions.

Matters arising

3. It was reported that the various reviews mandated by the APCMs in 2020 and 2021 were underway, but that progress had been delayed in some cases by the Covid pandemic.

Rector's report

4. The rector gave his report of the year's activities and recorded his thanks to those who had contributed (see Annex A).

Treasurer's report and reception of accounts

5. The Statement of Financial Affairs for the year ending 31 December 2021, the Balance Sheet as at 1 January 2022 and explanatory notes had been printed separately from the Annual Report because of a delay in receiving them from the Independent Examiner. A summary page of the finances of the church in 2021 had additionally been included. Cath Beech expressed her thanks to all who had helped run the church's finances during the past year, especially Ayo Adowale for taking on the role of Gift Aid Secretary.

6. Cath Beech reported that international events continue to impact on church finances. Income from the congregation had fallen due to lower attendance and the lack of a plate collection in services, but income from the card reader had increased, and some of this may be from members of the congregation.

7. The procedure for the charitable giving by the church was explained; Cath Beech offered to provide a copy of the policy adopted by the PCC to anyone who wanted it.

8. Acceptance of the accounts was proposed by Cath Beech and seconded by David Houghton. They were adopted with 24 votes in favour and 2 abstentions.

Election of lay representatives to the PCC

9. Four posts were available for the election of lay representatives to the PCC and there were four nominees: Maria Dineen, Anne Scull, Peter Scull and Will Wake.

10. There being no need for an election, all four were duly declared elected. An indicative vote showed 29 votes in favour of the four candidates, with none against and one abstention.

Sidespeople

11. Because of the impact of Covid, there is currently no list of sidespeople. The churchwardens will develop a list for approval by the PCC.

Reception of reports

12. The Annual Report for 2021 was received with 38 votes in favour, none against and no abstentions. The Churchwardens' Fabric Report for 2021 was received with 37 votes in favour, none against and one abstention. The Electoral Roll stands at 163 persons.

Independent examiner

13. Cath Beech proposed that Luke Keegan of Greendawn Accounting of Ledbury be reappointed as independent examiner. Maria Dineen seconded the proposal, which was agreed unanimously.

Questions of general and parochial interest

14. There was no mention in the Annual Report for 2021 of activity by the Worship Review Development Group or the Local Ministry Development Group as neither had met during the year due to Covid restrictions.

15. A leaflet had been prepared for Lent and Easter. All events during the Easter period will be publicised on the website and in the pew sheets.

Date of next meeting

16. It was agreed that the 2023 APCM would be held at 7.00 p.m. on Thursday,13 April 2023 in the church.

The meeting closed at 8.20 p.m. with prayer.

ANNEX A

Rector's report

The psalm for this evening is Psalm 62, which to my surprise is the same psalm that was set for our last APCM 17 June 2021:

1For God alone my/our soul waits in silence;
from Him comes my/our salvation.
2 He only is my/our rock and my/our salvation, my/our fortress;
I/we shall not be greatly shaken.
3 How long will all of you attack a man to batter him, like a leaning wall, a tottering fence?
4 They only plan to thrust him down from his high position.
They take pleasure in falsehood.
They bless with their mouths, but inwardly they curse.
5 For God alone, O my/our soul(s), wait in silence, for my/our hope is from Him.
6 He only is my/our rock and my/our salvation, my/our fortress; I/we shall not be shaken.
7 On God rests my/our salvation and my/our glory;
my/our mighty rock, my/our refuge is God.
8 Trust in Him at all times, O people; pour out your heart before Him;
God is a refuge for us.

How good it is that it is God and God only who is our rock and refuge, our salvation and strength. Trusting in God, we continue to work our way through and out of covid times, slowly and carefully, which is good. We're here to reflect a little on the year past and to look forward, in trust, hope and faithfulness.

Thanks to:
- The small team who open and close the church each day and without whom, we would not be here this evening!
- The small team who clean the communion linen week by week;
- and Bob Hale and Elaine Toyer who faithfully change the frontals and drapes each time our liturgical colours change;
- Christabel Panter and Lisa-Jayne Lewis for the work they have been doing to replace our altar-table covers and we look forward to seeing the fruit of their labours;
- Diana Veasey's carving work to replace the lost section of the pulpit; now completed and in place;
- The flower guild who provide arrangements throughout the year – and who would love to be joined by more people;
- The tower and bellringing team for the great achievement and the renewed delight they give to many in and around Ledbury;
- Kate Cheetham and the choir, who have been great leading our singing and have provided comfort and joy singing at funerals and weddings.

Starting last September, and thanks to Kate, we reintroduced a monthly 5:30pm BCP choral evensong. We have had for a while now a box at the back of church for people to tell us what hymns and spiritual songs you might like us to include or add to our repertoire. We have a number of suggestions, some of which have already been included and a number of others will make an appearance over the coming weeks – as appropriate to our themes.

Thanks to:

- the St. Katherine's Hall lease review team, who with patience and tenacity, continue to work with the Hall Trustees towards a viable future for the hall. Much time, care and energy has been expended in seeking the best for us and understanding their needs and desires;
- Cath Beech for great treasurer work. You've continued to make a huge difference to our financial management and organisation. Thanks as she steps down from her role as treasurer;
- Peter Scull, Abby Wake and Will Wake who are completing their terms on the PCC. Peter and Will are standing for a second term. Abby is not standing again*. Thank you all for your contribution;
- David Kirkham for his work as Stewardship Coordinator;
- Ayo Adewale for taking over from David;
- All who contribute financially to the mission, ministry and week-by-week maintenance of the church;
- Those who have quietly worked to maintain our fabric, Andrew Beech and Charlie Peacock in particular, who have changed bulbs, sorted sockets, fittings and equipment – with a special mention for Charlie for fixing the coffee machine!
- Thanks to those who feel they can no longer contribute as they did, for what you have done, servers and communion assistants in particular;
- Our retired clergy, particularly Michael Gallagher, Bill MacKenzie and David Wood-Robinson, along with Tony Hodder and Mary Anne Keyes … who have taken services.
- Andrew Beech – PCC Secretary for all his work, thoroughly done: keeping us informed and on-side regarding church representation rules, patiently taking and producing minutes,
  raising, processing and implementing faculty applications; all with remarkable efficiency and good grace!
- Thanks to David Houghton, who has done a terrific job as churchwarden – on his own since Julian I'Anson stepped down, explaining exactly why to Bishop Richard;
- Benjamin Hilton-Turvey and Lisa-Jayne Lewis heading up our projection and streaming work, ably assisted by Sheila and Zoe Smith and by Edward Huxley.

Thanks to Ann Gates for administering the intercessors rota and to James and June Smith for taking on the administration of the readers' rota. If anyone would like to join either of those activities, please have a word with me in the first instance.

Jenny Bury has been our Parish safeguarding officer for a number of years and wishes to step down. She has been an excellent – and importantly – discreet Safeguarding Officer, having patience with those of us who aren't as efficient at filling in forms as we may be. Thanks to Jenny for doing this important pastoral and legal role. Wendy Hilton-Turvey was willing to take on the role, however CofE rules say that incumbents and their wives cannot be Parish or Benefice Safeguarding Officers. We are looking for an appropriate person to take on this role, which will be for the benefice; both Ledbury and Eastnor parishes.
We have a diocesan role description available for anyone interested in finding out more.
In the first instance, please have a word with me.

For note – here's what the diocese says about safeguarding training:
Anyone who carries out a church officer role, is expected to undertake safeguarding training to a defined level dependent on the nature of that role. The vast majority of people at a parish level are only required to undertake, basic (C0) and foundation (C1) levels of safeguarding training. (This is free online training available directly from the main Church of England website).

Only a few individuals: Clergy, Retired Clergy with PTO, Licensed Lay Readers, Parish Safeguarding Officers are required to undertake the additional higher level of leadership (C2) training. (This is delivered virtually via workbook and zoom). Individuals who are required to undergo the higher level of training will be contacted by the safeguarding team when their training is due for renewal.

Thanks to everyone who helped keep the show on the road over the last 2 to 3 covid years and thanks in anticipation to all who will help sustain and grow the mission and ministry of S. Michael's over the next year and beyond.

William Simmonds resigned from Ledbury in October 2020, with it finally taking effect with his rescheduled licensing to the Cider benefice due on Monday 11th April 2022.
I have wished him well, writing to him that: "I hope you are able to contribute in [Cider] benefice to the glory of God and for the good news of the gospel of Christ."

Quite a few of you will be unaware that in November 2020 a Clergy Disciplinary Measure (CDM) complaint of misconduct was raised against me. CDM complaints are serious and can result in significant penalties and consequences for clergy. In July 2021, the CDM was closed, with no action or penalty made against me.

Over the last 12-18 months, the work of the church office has changed as it has moved from providing admin support to Cider, Hop and Ledbury to being solely the church office for Ledbury and Eastnor. Much work has been done by Cath Beech, David Houghton and Diana Veasey to facilitate this and to enable Sarah Williams to succeed in this new situation.

For note –
We continue to provide printing facilities to the Hop Benefice, who shared in the cost of buying the newer printer.

More of you will know that Bishop Richard has visited Ledbury to take services and preach three times this year. The first time he encouraged many when he declared that Jesus bodily resurrection is not an optional extra for Christians, rather it is an historical reality and a core and crucial element of our faith. The last time he came, on 13 March, he confirmed three members of our congregation. You can still watch the service and hear his sermon online.

Bishop Richard has been booked to come again on 18th December to preach at our service of nine lessons and carols.

I hope we are all encouraged that we continue to be joined by new people, who appreciate the warm welcome, fellowship and worship they experience. Since February, this has been aided by our reintroduction of refreshments after our main service. Thank you to all who've signed up to provide this – and a special thanks to the MacKenzie cell group who got the ball rolling for the first month.

Last year I recommended that we "aim to be an inviting, growing Christ-centred, faithful [community]; confident in the truth and teaching of scripture", our gentle growth suggests that we are achieving that aim. Let us continue and grow in that.

For note –
Our electoral roll now stands at 162.

We will be reinvigorating and, God willing, expanding our cell groups, as we all feel more able to meet regularly.

We are waiting to receive our faculty permission to install a permanent and more aesthetic drop-down screen, with permanently mounted projector – a benefit to us and the wider community.

We are aware that our sound system is ageing and we are looking at how we can improve it.

We continue to explore the possibility of reordering, so that we can make the best use of this beautiful building for worship, concerts and community uses. Thanks to the work that's been done by the Buildings Working Group (BWG) so far.

We all face the challenges of increased fuel and living costs that international conflict has produced. As a church we have already faced huge increases in fuel costs and expect that to be worse next winter. Suggestions and practical contributions to enable us to ride this wave are welcome.

In addition to all we're doing, it's important we reach out to those we know; sharing our faith in Jesus, inviting, bringing and welcoming people into our Christian community.

Let's pray – for 2022 here at St. Michael's:

Holy, living, loving, Father God,
As we at S. Michael's continue to seek
to be a biblically faithful, wholeheartedly Anglican community, in public and in private;
please bless S. Michael's in 2022 -
with faith (in our risen, living, Saviour, Jesus),
health, strength and growth,
joy in and of The Holy Spirit
Please bless us with Your presence and Your clear guidance.
Please bless us with encountering You in our weekly worship and in our daily lives
Please bless us with faithfulness and fruitfulness,
experiencing lives transformed by You.
Please enable and encourage us to be active, inviting Christians.
and so
Please bless us by adding to Your number, week by week and month by month;
people of all kinds, types, ages and stages;
Amen.

**Thank you to Andrew Beech for saving me on the night from the embarrassment of inadvertently omitting Abby from my thanks.*

ANNEX B

LEAF PROJECT

(Locally Encouraging All to Flourish)

Trustees' Update: December 2021

"I pray also for those who will believe in me through their message…
so all of them may be one, Father, just as you are in me and I am in you…
so that the world may believe that you have sent me" (John 17:20-21)

Project Update: December 2021

With all the activity being undertaken under the auspices of LEAF it is hard to believe that we don't celebrate our first year as a formal charity until April next year. The success of the project so far is in no small part to Tony's committed leadership of the work, along with the passion and enthusiasm of the project team leaders. They are ably supported by others who undertake much of the more hidden administrative aspects behind the scenes. As trustees we would commend their work to you and would wish to express our thanks to all who have contributed so much, in such a short space of time.

Physical Well-Being

Denise, who is a CAP Debt Counsellor, is now funded to work in Ledbury one day a week and is working with a number of clients in the area. She is working well with our CAP Befrienders and so far, four people have been befriended by three different volunteers. However, there is still a need for more befrienders so if this is something that you feel you might be able to commit to then please let us know. CAP will be running a money course early next year and there have been conversations with the Ledbury Children's Centre looking at the option of running a course there for young parents.

Emotional Well-Being

The first Kintsugi Hope course is up and running with thirteen people attending. Ali Bennett is now fully trained to run the courses and Liz Jones is undergoing training to be able to do the same. The first 'cohort' are predominantly from the churches with a view of using some of these attendees to be able to run future courses in the community.

LEAF now has two professional counsellors who work in the community. It is hoped that another counsellor will be added to the ranks as we develop a funding stream for this work.

Spiritual Well-Being

In the past year LEAF has run three Alpha courses and has just started a fourth. If you know of anyone who may wish to know more about the Christian faith then please speak to your church leader who will let the Alpha team know.

One exciting project is the development of a chaplaincy service that will operate within the surgery in the town. Discussions and meetings are on-going and agreement has been reached to start this service on the 10th January 2021. Further meetings are taking place before this to ensure everything is in place. LEAF has two people who have been trained to function in this ministry.

The Monday Worship evening remains an arena for those of any denomination to seek God. This runs alongside the 7/12/7 prayer times which we would commend to anyone who wishes to see God's Kingdom extended in the town. All the trustees are aware that this prayer remains the engine room both for churches to express a tangible form of unity and togetherness but also, and more importantly, it will always be the foundation on which any work in the community is built.

Children

Mary Anne Keyes co-ordinates this work and after the successful events in the summer the team has held the Light Party in October which 43 children attending and more recently the Advent party which was also well attended. It is also worth noting that these events have been supported by 25 people from the churches within the town. Alongside these events LEAF has purchased Advent Calendars for each class (Real Advent Calendar) in Ledbury and Eastnor Primary Schools. LEAF also supported a new event, a Nativity Festival, which was held at the Methodist Church. Looking further ahead there are plans to host "Experience Easter" and "Thy Kingdom Come" events next year.

Tony and an ex-teacher visit the Ledbury Primary school each work to mentor some of the more challenging children. This is the genesis of a longer-term project as there is a high possibility that these children will maintain a link with LEAF through the Youth Drop-in in future years. LEAF also has a representative on the governing body of the school as one of the trustees was appointed to the board recently.

Youth

It is hoped that the Youth Drop-in will be re-established in the near future. You may be aware that there has been an issue finding a home for the group since it lost the option of The Masters House. Negotiations are nearly concluding that would see the group move into the Old Magistrates Court and Ledbury Police Station. This project works in conjunction with LYAS an existing charity for youth already established in the town. Looking further ahead it is hoped that we will be able to employ a Youth Worker, the costs of which will be shared by LEAF and LYAS with a combined brief to serve the young people in Ledbury and the surrounding areas.

Other News

The Bank account is now fully functional and monies that have traditionally been held by St Michaels for Tony's ministry are being transferred to LEAF. The trustees would like to record their thanks to the church not just for the smooth transition of funds but for their administrative support of Tony in recent years. All of the project teams are currently undertaking new plans and budgets for the coming year and Tony is actively engaged in looking for areas of grant funding to support much of the work being undertaken.

How can you help?
There are needs within the work and if you feel God is calling you to serve the community of Ledbury in this way then please do let us know. As stated previously we are looking for befrienders for the CAP project. We also need someone who has marketing skills and can support the work of the website and other communications. If you know of funding streams or would be willing to support in any of the administrative work of the charity then again please talk with us.

Finally, can we thank all of you in all the churches for your ongoing support and involvement. If you should wish to know more then please check the website which has a wealth of information about the charity and its work. The web address is https://www.leafledbury.com/

St Michael and All Angels Ledbury

Financial Statements for the 12 months to 31st December 2022

Statement of Financial Activities

	Funds			Totals	
	General	Designated	Restricted	2022	2021
Income (Note 2)					
Donations and Legacies	115,092	163	1,735	116,991	164,429
Charitable Activities	35,195			35,195	1,927
Electricity Feed in Tariff	4,165			4,165	4,794
Interest	2,160		25	2,185	1,459
Other Income	5,344		11,485	16,829	41,598
Total	161,957	163	13,245	175,365	214,207
Expenditure (Note 3)					
Raising Funds					171
Charitable Activities	148,941		639	149,580	124,249
Other Expenditure	19,652	9,310	27,334	56,296	108,141
Total	168,593	9,310	27,973	205,877	232,561
Net Income (Expenditure)	**(6,636)**	**(9,147)**	**(14,728)**	**(30,511)**	(14,829)
Gains/(losses) on investments (Note 4)		(139)	(4,957)	(5,096)	3,525
Net Movement in Funds		(9,286)	(19,685)	(35,607)	(12,189)
Total Funds Brought Forward	10,981	90,398	111,878	213,257	225,446
Total Funds Carried Forward	**4,345**	**81,112**	**92,193**	**177,650**	**213,257**

Balance Sheet	2022	2021
Fixed Assets		
Investments (Note 4)	36,581	41,678
Current Assets		
Debtors	4,716	18,377
Investments	19,291	18,967
Cash in Bank and at Hand	149,604	156,603
Total Current Assets	173,611	193,947
Liabilities		
Creditors: Amounts due in one year	32,542	22,368
Current Assets less current liabilities	141,069	171,579
Total Assets less current liabilities	**177,650**	**213,257**
Represented by Funds (Note 5)		
General	4,345	10,981
Designated	81,112	90,398
Restricted	92,193	111,878
Total Funds of the Parochial Church Council	**177,650**	213,257

The notes on pages 2 to 7 form part of these accounts

Notes to the Accounts for the 12 months to December31st 2022

1: Principal accounting policies

Basis of accounting

The PCC constitutes a public benefit entity as defined by FRS 102 and the accounts have been prepared in accordance with the Charities SORP (FRS 102), as amended for accounting periods commencing from 1st January 2019, as recommended by guidance notes prepared by the Charity Commission. Historical cost accounting rules have been applied, except for investments which are stated at market valuation. The PCC has no Endowment Funds and the SoFA and the Balance Sheet present only the PCC's actual activities: unused categories and their columns are omitted. The usual practice of rounding exact figures to the nearest pound has been followed. Individual adjustments of one pound or accumulated adjustments of £5 are treated as "not material" and are made without reference.

Investments

Investments are stated at market value at the balance sheet date. Any gain or loss on revaluation or sale is taken to the Statement of Financial Activities (SoFA)

Debtors

Debtors are stated at their recoverable amounts.

Creditors

Creditors are stated at their settlement amounts.

Taxation

The PCC is not generally liable to taxation. For this reason, no tax reconciliation note is included in the notes to the accounts.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the PCC is legally entitled to the income and the amount can be quantified with reasonable accuracy. For bequests, entitlement is the earlier of the Charity being notified of an impending distribution or the legacy being received.

Resources expended

All expenditure is accounted for on an accruals basis. Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries.

Funds

Unrestricted Funds are available for use at the discretion of the PCC in furtherance with its general objectives. Designated Funds have been identified by the PCC for specific purposes. Restricted Funds are funds which are to be used in accordance with specific restrictions imposed by the donor or which have been raised by the PCC for specific purposes.

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to December31st 2022

Changes in Scope

Following the restructuring of the Ledbury Team Ministry, its separation into distinct benefices, and the re-assignment of responsibility for the Ledbury Ecumenical Role to LEAF (a separate local ecumenical charity), St Michael's PCC assumed sole responsibility for the Parish Office in 2022. Various transfers were made during the year related to this restructuring, including transferring the employment of Mr Tony Hodder to LEAF. The PCC also became the employer of the Parish Administrator Ms Sarah Williams.

The Parish Office Bank Account was consolidated into the PCC's accounts as at December 31st with 2021 balances restated accordingly.

Education Fund

St Michael's Education Fund is not consolidated into these accounts as, in the opinion of the Rector and Churchwardens who are charged with its management, its charitable aims are distinct from those of the PCC. Its funds are held in a deposit account at Lloyds Bank and as at December 31st 2022 the balance on the account was £31,504.

Related Party Transactions

The Director of Music at St Michael's, Mrs Kate Cheetham, is the wife of the Treasurer, Mr Stephen Cheetham who was appointed during the year. Payments to Mrs Cheetham during the year totalled £6,249.

Investment Policy

The PCC's investment policy was reviewed during the year and is a cause for concern as the real value of investments is being eroded by high rates of inflation and continued low deposit interest rates. To mitigate this it is proposed to revise the policy to allow up to 50% of total funds to be invested in suitable well-diversified equity funds at the discretion of the PCC Standing Committee. A motion to this effect will be proposed at the 2023 APCM.

Going Concern

Notwithstanding the deficit sustained in 2022, the PCC considers that there are no material uncertainties about its ability to continue as a going concern. Liquidity is satisfactory, significant designated reserves remain available, and appropriate cost reduction measures are being undertaken in order to restore a prudent level of reserve in the General Fund. The closure of the Parish Office is planned for 2023, as well as a reduction in the Parish Share paid by the PCC to Hereford Diocese.

As in previous years the most significant areas of uncertainty for the PCC are the level of financial support from the congregation for the Church's ministry in Ledbury, as well as the local response to fundraising initiatives including those of the supporting charity, the Friends of Ledbury Parish Church.

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2022

Note 2: Income	**Funds**			Totals	
	General	Designated	Restricted	2022	2021
Donations and Legacies					
Bank Donations	20,638			20,638	20,224
Collections	18,165			18,165	11,112
Parish Giving Scheme	56,589			56,589	56,167
In-Church Electronic Donations	4,678			4,678	4,508
Tax Refunds	2,000	163	61	2,224	25,707
Bells Fund			1,674	1,674	16,690
Other Non-Recurring Grants	7,170			7,170	-
Legacies	500			500	10,500
Chancel Lighting Fund				-	7,100
Other	5,352			5,352	12,421
Total Donations and Legacies	**115,092**	**163**	**1,735**	**116,991**	**164,429**
Income from Charitable Activities					
Fees for Weddings and Funerals	35,195			35,195	1,927
Other Income					
Local Ecumenical Role			11,485	11,485	35,618
Electricity Feed in Tariff	4,165			4,165	4,794
Interest Income	2,160		25	2,185	1,459
Other	5,344			5,344	5,980
Total Other Income	**11,670**	**-**	**11,510**	**23,179**	**47,851**
Total Income	**161,957**	**163**	**13,245**	**175,365**	**214,209**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2022

Note 3: Expenditure	**Funds**			Totals	
Raising Funds	General	Designated	Restricted	2022	2021
Costs of Stewardship Campaign	-	-	-	-	171
Expenditure on Charitable Activities					
Charitable Donations	8,000			8,000	8,523
Minstry Parish Share	60,400			60,400	70,400
Insurance	12,027			12,027	11,724
Organ and piano tuning	1,212			1,212	543
Organists Fees	6,395			6,395	5,465
Church Maintenance	5,484			5,484	12,194
Cleaning	345			345	1,004
Electricity	6,980			6,980	1,564
Gas	16,374			16,374	8,680
Other	12,335		45	12,380	1,129
Sundries	19,390		594	19,984	3,020
Subtotal	148,941	-	639	149,580	124,246
Other Expenditure					
Ledbury Ecumenical Role			21,800	21,800	40,497
Repairs to Building and Fabric				-	16,942
Bells Fund			5,174	5,174	16,591
Chancel Lighting Expenditure			0	0	33,442
Rainwater Goods Expenditure			360	360	782
AV Designated Fund Expenses		9,310	0	9,310	-
Church Office Expenditure/Other	19,652		0	19,652	(116)
Subtotal	19,652	9,310	27,334	56,296	108,138
Total Expenditure	168,593	9,310	27,973	**205,877**	**232,562**
Net Surplus/(Deficit) for the year	(6,636)	(9,147)	(14,728)	(30,511)	**(18,353)**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2022

Note 4: Investments and Cash in Bank

	2022	2021
Investments held for Restricted Funds		
Martin Chancel Bequest		
CBF Church of England Investment Fund	29,152	33,066
Johnson Bequest		
CBF Church of England Fixed Interest Securities Fund	6,555	7,598
Griffin Music Fund		
CBF Church of England Fixed Interest Securities Fund	874	1,013
Total Investments (Fixed)	**36,581**	**41,677**
Scottish Widows 60 day notice		
of which:		
Heaton Trust	12,988	13,008
General Fund	6,303	5,953
Total Investments (current)	**19,291**	**13,008**
Deposit Accounts (Partially Restricted)		
Shawbrook Bank	30,000	30,000
CBF General Account	92,627	102,627
Current Accounts		
PCC	17,008	21,287
PCC Deposit Account	74	43
Office Account	9,895	2,646
Total Cash in Bank and At Hand	**149,604**	**156,603**

St Michael and All Angels Ledbury

Notes to the Accounts for the 12 months to 31st December 2022

Note 5: Fund Analysis	2022	2021
Unrestricted		
General Fund	4,345	10,981
Designated		
Alpha Evangelism	6,075	6,075
Building/Fabric Repair 2	71,228	71,065
AV Fund	1,190	10,500
Griffin Fund	874	1,013
Sound System	1,745	1,745
Total Designated	81,112	90,398
Restricted		
AM Johnson	6,555	7,598
Agency Collection	-	594
Heaton Fund	12,988	13,008
Bells Fund	15,894	19,393
Building/Fabric Repair 1	24,614	24,913
Embroidery Trust	869	869
Ledbury Ecumenical Role	2,121	12,437
Martin Chancel	29,152	33,066
Total Restricted	92,193	111,878
Total Funds	**177,650**	**213,257**

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF LEDBURY PCC

I report on the accounts of the PCC for the year ended 31st December 2022 which are attached.

Respective responsibilities of trustees and examiner
The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144 of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

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

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Charities Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Luke Keegan
Chartered Management Accountant
1A The Homend
Ledbury
Herefordshire
HR8 1BN

Dated 27th March 2023

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST MICHAEL AND ALL AN

England & Wales - Charity number 1132846

Accounts

St Michael and All Angels, Ledbury

ANNUAL REPORT and ACCOUNTS

For the year ended 31 December 2021

ST MICHAEL AND ALL ANGELS, LEDBURY

ANNUAL REPORT AND ACCOUNTS OF THE PAROCHIAL CHURCH COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2021

DEANERY - LEDBURY **DIOCESE - HEREFORD**

Registered Charity Number: 1132846

Incumbent - Rev. Keith Hilton-Turvey	The Rectory, Worcester Road, Ledbury
Independent Examiner - Luke Keegan	
Bankers - Lloyds	6-8 High Street, Hereford
Architect - Jane Chamberlain	Caroe and Partners, 34-36 Church Street, Tewkesbury

It is the duty of the Incumbent and Parochial Church Council to consult together on matters of general concern and importance to the parish, and to co-operate in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Membership

During the year, the following served as members of the Parochial Church Council:

To 17 June 2021

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Self-supporting Minister	Rev. William Simmonds	
Churchwardens	Dr Christine Bainton	
	Julian I'Anson	
Elected members	David Houghton	Assistant Churchwarden
	Sue Simpson	Assistant Churchwarden
	Peter Tattersall	Assistant Churchwarden
	Richard Thursby	Assistant Churchwarden (*Died 19 March*)
	William Hopkinson	Deanery Synod
	Christabel Panter	Deanery Synod
	Peter Veasey	Deanery Synod
	Andrew Beech	1 Year, Secretary
	Catherine Beech	1 Year, Treasurer
	Benjamin Hilton-Turvey	1 Year
	Peter Scull	2 Years
	Ian James	3 Years
	Diana Veasey	3 Years

From 17 June 2021

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Self-supporting Minister	Rev. William Simmonds	
Churchwardens	David Houghton	
	Julian I'Anson (*Elected 11 July, resigned 30 September*)	
Elected members	William Hopkinson	Deanery Synod
	Christabel Panter	Deanery Synod
	Peter Veasey	Deanery Synod
	Catherine Beech	1 Year, Treasurer*
	Peter Scull	1 Year
	Abby Wake	1 Year*
	Will Wake	1 Year*
	Ian James	2 Years
	Tim Keyes	2 Years*
	James Smith	2 Years*
	Diana Veasey	2 Years
	Andrew Beech	3 Years, Secretary*
	Sue Cooper	3 Years*
	Benjamin Hilton-Turvey	3 Years*
	Lisa-Jayne Lewis	3 Years*

* *Elected at the APCM on 17 June 2021. Term of office determined by lot*.

Committees

The Parochial Church Council operates through a number of committees and sub-committees which meet as necessary between full meetings of the Council. All committees submit to the Council reports on their discussions, and all matters of policy and action are approved by the full Council.

The report of the Council is given below and, where appropriate, reports of the Committees are printed in the following pages of this Annual Report.

The committees are: Bell Project (sub-committee, *to 8 June*), Concert, Fabric (sub-committee), Finance (sub-committee), Local Ministry, Standing.

A number of studies are underway arising from resolutions passed by the APCM in 2020 and 2021. The study groups report to the PCC and all matters of policy and action will be approved by the full Council. The groups concerned are: Baptism, Children and Young People, Communications, Pastoral Support. The reports of these groups are printed in the following pages of this Annual Report.

Church attendance

There are **159** parishioners on the Electoral Roll compared with 157 in 2020.

The number of communicants at Easter was **95** (151 in 2019, there having been no Easter services in 2020). At Christmas there were **75** communicants (48 in 2020).

A new Government lockdown at the very end of 2020 reduced numbers attending worship in person considerably, but numbers picked up steadily thereafter. Average attendance in January and February was **30** (compared to 127 pre-lockdown in 2020). From March to the reintroduction of the 08.00 service in July, average attendance was **61**, and thereafter to the end of the year was **111** (67 in the equivalent period of 2020).

Review of the year

The Covid pandemic continued to affect the life of the church throughout the year. At the start of the year seating capacity in the church was still restricted due to social distancing measures, hand sanitising was enforced, as was the wearing of face coverings and a ban on singing.

Our new Director of Music, Kate Cheetham, created a new choir to inspire us in the absence of congregational singing. The choir continues to develop its repertoire and has been much appreciated.

Government Covid restrictions abated in July, and we were able to open up more seats, though some socially distanced seats were left in place for those who were vulnerable (and remain in place at the year end). We were able to dispense with face coverings and be able to sing again from 25 July. Because of a new Covid variant, wearing a face covering again became mandatory from 4 December and remained so at the end of the year; but singing behind a face covering is permitted.

We were able to recommence the 08.00 Book of Common Prayer service from 25 July, and a monthly choral evensong from 19 September.

Many of our parishioners, and many others in the town and surrounding area, continued to prefer not to attend church in person during the pandemic because of age or underlying health conditions. The church provides Christian worship online for them and others to encourage members of the congregation and others in their faith. This has been a successful outreach, and has been much appreciated by those that have used it. Plans are in place to improve the audio-visual technology during 2022. Up to the end of the year, online services continued to be offered in parallel with the 10.00 service held in the church.

The Parochial Church Council (PCC) continued to meet throughout the year. It met on ten occasions and the Standing Committee on five. The major items for discussion included the reviews on Baptism, Children and Young People, Communications and Pastoral Support mandated by the Annual Parochial Church Meetings in 2020 and 2021. Other topics included replacing the lease of St Katherine's Hall with something more fit for purpose, the proposals for reordering and the arrangements for the church office.

The PCC noted with sadness the deaths during the year of Alan Pratt, who for many years was both PCC secretary and an assistant warden, and of Richard Thursby, who too served as an assistant warden, and remained so at the time of his death.

The quinquennial inspection report has largely been actioned, and necessary maintenance work carried out where possible because of Covid-19 restrictions. An inspection for the

next quinquennial report took place in March, but the report itself had not been received from the inspecting architects by the end of the year.

During the year the PCC was pleased that the chancel lighting project was completed, as was the extension of the ring of bells from eight bells to ten. The church took advantage of a kind bequest from Alan Meikle and of Government grants designed to allow the economy to recover from Covid to replace all the PVC rainwater goods (guttering and downpipes), which were time expired, with more suitable cast iron. Alan Meikle's gift was commemorated with his initials being inscribed on two of the rainwater hoppers. Some repointing was carried out on the tower, and the surface of the tower parapet renewed (though some snagging remained to be carried out at the year end). The organ was cleaned and overhauled.

The Safeguarding Officer has reported that there were no incidents reported during the year.

Copies of PCC minutes and those of the Standing Committee and Fabric Sub-Committee are available for inspection on the church website and in the purple folder at the back of the church.

On behalf of the Parochial Church Council

Chairman…….

Date…….

FRIENDS OF LEDBURY PARISH CHURCH

With no AGM possible in 2020, and no events until the autumn of 2021, it was good to have an AGM in November that helped us feel that we were up and running again. With no event income to boost the funds from which we make grants to the church, the continued excellent management of the bookstall by Maggie and Bill Mackenzie enabled regular additions to our account. Our committee was a little depleted and it has therefore been really gratifying to have been able to find five energetic new members. I am particularly grateful to Val Houghton for taking on the duties of Secretary of the Committee. I want to take this opportunity to thank my fellow committee members for their commitment to this important aspect of church life. One committee member, Sue Embrey, has decided to stand down. We are very grateful to Sue for her contribution to our work.

We launched a new programme at the AGM for the current year. We hope that church members and others will find in it much that is of interest. Three events have already taken place: a very successful Quiz Night in November and two tours of the tower which will become an even more attractive proposition when the weather is warmer! We were also very grateful to Bob Vaughan, Chairman of the John Masefield Society, for agreeing to be our guest speaker at the AGM.

Our intended Burns Night in January fell victim to Covid but we are cautiously optimistic that the rest of our planned events will take place.

We continue to supply funds in response to requests from the PCC. Having recently given substantial support to the Bell Tower project, lighting for the Chancel and for the Last Supper painting, we are ready to receive further requests. A new lighting scheme for the Chapter House is the next project in the pipeline. All these recent projects have been successful and have attracted many positive comments. I want to record our thanks to David Tatham who has funded the publication of the leaflets about the restored Last Supper painting, and the interpretive board. He has also donated to the Friends 500 cards depicting one of our stained glass windows portraying an image of St Martin.

The Friends oversee the rota of Stewards who welcome visitors to the church from April to October each year. We are always looking for new volunteers!

Tim Keyes

LESSON READERS ROTA (FOR THE 10AM SERVICE)

Prior to Covid restrictions, the late Richard Thursby organised the readers rota.

With Covid restrictions we recorded readings which allowed people who normally aren't able to read 'live' for various reasons to take part; for which thank you all. Readers were agreed on a rolling basis.

After we returned to live services, we ran a hybrid arrangement with some live and some recorded readings, gradually moving to being mostly live. A number of new people have joined those who already read. Thanks to all readers, old and new. We continue to agree readers on a rolling basis and are intending to reintroduce a readers rota that is for several months at a time.

If you would like to organise the rota, please have a word with me.

Keith Hilton-Turvey

INTERCESSIONS

Throughout another difficult year our intercessors have been faithful in remembering the concerns we have both locally and internationally. Our overseas mission partners have found it hard coping with the pandemic, as well as living and working in an alien culture. Our prayers for them have been much appreciated.

Leading prayers in church has been rather different since the onset of the pandemic but intercessors are learning to adapt to this new situation.

At present we have 15 intercessors on the rota. If others would like to have the opportunity of leading prayers do please let Keith or me know. A copy of the rota is available in the vestry. Prior to preparing prayers it is helpful to know the readings together with any special occasion. No special formula is followed and can vary from fairly formal to less conventional.

Grateful thanks go to all who have taken on this responsibility.

Ann Gates

SACRISTAN AND SERVERS

The Server and Sacristan ministries are two important lay ministries. The role of a Server is to support clergy during services, notably Eucharistic services, by assisting in the preparation of the gifts, carrying the Cross in procession, and holding liturgical books for the minister and Gospel readers, among other things. Over the last few years though there have been a number of changes made to services and worship at SMAA with one impact being that processions are now not so frequent, which somewhat reduces the workload on Servers.

Traditionally, Sacristans were ‘the officers charged with the care of the sacristry, the church and their contents.’ Their role today is to assist the presiding minister in the preparation of various services, again mainly Eucharistic services.

All our Servers and Sacristans are volunteers. Their ministries are not always visible, and, indeed, Servers actually try to be minimally visible in carrying out their duties so as not to distract from the proceedings of the presiding minister. Nonetheless they would be missed by many, both lay and clergy, if they weren’t there. Thank you to them.

William Simmonds, Chaplain to the Servers

YOUNG CHURCH

2021 continued in the same vein as 2020 being a year like no other, the difference with 2021, being, that we began working in a different way.

We worked with Locally Encouraging all to Flourish (LEAF) and supported an Easter Trail with displays in the windows of different organisations depicting the story of Holy Week.

From there we took an active part in supporting a Family Activity Day on the Recreation Ground in July and one in the Church and grounds in August. Both occasions were very well attended by families in spite of inclement weather at the second event.

In the autumn we lead on the Alternative Halloween and the Advent Parties, again very enjoyable and well attended events.

In addition, during the year we arranged for local families to re-plant the containers by the West Door and the Garden of Remembrance. The treat of coffee and cake afterwards provided very positive encouragement.

The Giving Tree was organised again this year. As a result of the generosity of the congregations of St Michaels and All Angels, the Baptist and Methodist Churches, a large number of children and parents from Ledbury Primary School and older people in Ledbury Community Hospital and Nursing Home, had a happier Christmas, knowing that someone had thought about them and shared love at Christmas time.

We were delighted that Ledbury Brownies took on the making of the Christingle Orange and the telling of the Christmas Story in the Christingle Service. They performed really well and were a credit to their organisation.

At the Christmas Day Morning Service, a family who used to attend Young Church read the Christmas Gospel. It was lovely to have the input of young people.

As far as Sunday morning sessions go there are no specific plans at the present time but there are always possibilities.

Plans are already well underway for events in 2022. This collaborative way of working within our churches, is definitely the way to go; sharing of resources, skills, ideas etc. under the leadership of Mary-Anne Keyes, to provide activities for families to engage with and come closer to their local churches. We are responding to the need for change.

Jill Jupp

PRAYER MINISTRY GROUP

This group has not been able to meet for some time due to Covid, but as we have heard of prayer needs we have shared them with each other and prayed individually. We hope soon to be able to start praying with individuals after the 10am service on Sunday mornings. Prayer requests are always welcome.

Christabel Panter

TOWER REPORT

Work on the bells and in the tower was substantially finished in December 2020 although there were many loose ends to tie up. I am pleased to report that, with the installing of the donor / supporter board in February 2022 in the Exhibition Area on the ground floor of the tower, work on the project is almost complete. Members of our band are completing some soft furnishings for the ringing room, and then all will be done. It was been a long journey (which started in early 2018) but a most rewarding one. Every part of an ambitious project has been completed, enabled by the humbling generosity and support, financial and

practical, of around 200 individuals, familiies, businesses or organisations in and around the town. Around £300,000 was raised. I have made 20 short films during the project which can be found on the website (ledburybells.co.uk). These document many different aspects of the course of the project and will give you much more of a feel for it all than this report.

We have been able to make a steady return to ringing, interrupted for a while in June when new inscriptions were engraved on four of the bells. We have had to follow strict rules about numbers in the ringing room, ventilation, the wearing of masks and, of course, Lateral Flow testing. A number of our ringers had lost confidence during the long lay-off from regular practice and service ringing, but I am pleased to report that we have all made good progress over the last year and that morale is high. We are starting to teach new recruits. We have been able to ring two Quarter Peals so far. We are able to ring 10 bells for a part of most practice nights although we tend to stick to 6 on Sundays to make sure that we make a pleasing sound. The refurbished bells are a joy to ring and are already in great demand from visiting bands.

We were finally able to hold a service of rededication of the bells and commissioning of the ringers in October 2021 at which the Bishop of Hereford presided. It was a joyous occasion and, in every way, a great launch of a new era for the Ledbury Bells. The exhibiton was formally launched in June 2021 and has attracted many 100s of visitors and a wealth of appreciative comment which we will be able to feed back to the National Lottery Heritage Fund who met the cost of this part of the project. Regular tower tours will be on offer when Covid restrictions are fully eased. I am very grateful indeed for all the practical help that we have received. The contribution of Frank Seabright (our District Master, and Tower Captain at Bosbury) both to the project team and all the detailed work that this involved, and also to many practical aspects of the work in the tower, has been exceptional and has saved the church a great deal of money. I also want to record my heartfelt thanks to the other members of the team, all of whom have worked very hard to make the project such a success: Judith faux, Andrew Beech and Cath Beech.

Tim Keyes

HOME COMMUNION TEAM

The Home Communion Group consists of a small number of clergy and lay people ‘in good standing with the congregation’ who are trained and licensed to take Communion to the homes of people who may not otherwise be able get to church regularly to receive it. Authorised forms of service are used, and the lay persons use pre-consecrated wine and wafers. The homes that Communion is taken to include individual private homes, large residential and nursing homes, and sheltered accommodation.

Sometimes Home Communion is taken to a person or persons on a temporary basis, perhaps when they are recovering from an illness or hospital stay. At other times it is on a more permanent basis, for example when the person has some form of disability or long term illness which makes it physically difficult for them to get to church. It is therefore a very important ministry, not just providing people with the sacrament but also having a pastoral dimension to it, helping to provide social support and contact to those who cannot get to church and reminding them that they are still a part of the SMAA fellowship and worshipping community.

With the COVID restrictions coming to an end and the various residential and nursing homes and sheltered accommodations opening up again, the home communion visits are returning to their old levels. The number of visits to private homes seems to be on the rise too, with more people unable or reluctant to go to church for health or other reasons.

The numbers of the Home Communion Group have remained steady since last year at about five people, who quietly go about their duties. There is no urgent need for more people, but it would be desirable to have more volunteers. If interested, please contact me or the Rector in the first instance.

William Simmonds, Home Communion Team Coordinator

SMALL GROUPS

Despite Covid we are pleased that the small groups have continued to meet throughout the year, some by Zoom others in person. A number of topics has been studied, including the Living Christianity Course and Psalms, Songs of Life. Prayer and support for each other is a major feature of life within the groups, and we have continued to be blessed by God in our life together.

David Kirkham has, sadly, had to relinquish the role of small groups co-ordinator due to ill health. We are looking for someone to continue the invaluable work he has done.

David Houghton/Gwen Kirkham/Bill McKenzie

LEDBURY DEANERY SYNOD

The Deanery Synod met regularly throughout the year. The representatives from the parishes that have been added to the Deanery were welcomed, and a meeting held at Withington church with an inaugural Eucharist.

Speakers during the year included the new Dean of Hereford, the Very Reverend Sarah Brow, who told her faith story and answered questions from Synod members. W also had a diocesan speaker to tell us about the *Living in Love and Faith* course, which has been recommended to all parishes by the archbishops.

The representatives to Diocesan Synod and Diocesan to General Synod also bring us information from these assemblies.

Christabel Panter

FINANCE SUB-COMMITTEE

The finance sub committee met once during 2021 when it considered a request form the PCC to consider how reordering of the church should be funded and also suggestions for maximising the income of the church. It has considered other matters by email as they arise.

Cath Beech

OPEN THE BOOK

Continuing concerns over the risk of Covid in the spring and summer meant that we continued to send in video recordings of the stories rather than visiting the school in person. Different techniques suited different members of the team so the children were sometimes treated to shots of us dressed up and acting our hearts out in our sitting rooms, and at other times to a 'Jackanory'-like reading from the sofa! When school reopened in September we were delighted to be invited back in, and also to discover how much the children and staff had been encouraged by our continued contact through the video recordings. With suitable precautions we were glad to be able to present the Bible stories live in the Autumn term and to include the children wherever possible in these re-tellings. There was a real buzz of excitement and delight on each visit. Sadly, with the steep rise in cases since Christmas we have been asked not to visit the school at least until half term, so we are back with recording. My thanks are due to my wonderful team who have stuck with the ups and downs of the past year and continue to be committed to maintaining this valuable link with the school.

Similarly it was not possible to hold our usual Open the Book assemblies in Eastnor Church for much of the the Spring and Summer terms. I was able to occasionally join in the weekly school zoom assembly and tell a story. Then towards the end of the Summer term we were able to go back as a team and tell an Open the Book Story, acting in the playground. It lovely to be able to do this and to be welcomed back so warmly by the School. In September we started OTB assemblies as normal back in Eastnor Church. Nina and John Hainsworth have joined the team and are very welcome. We are being cautious, and sadly not having children dressing up and taking part in the acting, but it is so good to be back. Please pray that we will be able to continue with our story telling and get the end of the year one stories this time.

Mary Anne Keyes (Ledbury OTB Team)/Heather Lucas (Eastnor OTB Team)

CHURCH MISSION SOCIETY

Our mission partners were back in England over Christmas 2020, with their two young boys and new baby girl. They are now back in Asia awaiting visas to return to working with Christians in another Asian country.

We had our usual CMS coffee morning in August, thanks to Cath and Andrew Beech, in their lovely garden on a pleasant summer morning. This was enjoyed by a good number of church members and other friends.

During the year we had two Zoom sessions with out mission partners. We cannot mention countries where they work or their names because of the nature of the Christian work they are doing.

Christabel Panter

LEDBURY DEANERY MTWARA LINK

Despite difficulties with Covid restrictions, we have been in touch with Revd Jackan Waweru throughout the year. The Kindergarten children are all well and have attended school throughout the year.

We are able to send the usual Christmas funds for distribution to the poorer people and for food for the Kindergarten children.

Covid vaccination has been authorised by the Tanzanian President, but we do not how widely this has been distributed.

It has been a difficult year for the Deanery Committee as we have been unable to fund raise but hopefully we shall (Covid restrictions permitting) be able to hold a Deanery Soup Lunch at St Katherine's Hall on Friday 25th March between 12noon – 2pm. The hall has been booked for this occasion.

Brian Bowers and Elaine Toyer have attended Diocesan meetings on behalf of the Deanery.

Elaine Toyer and Brian Bowers
On behalf of the Deanery Tanzanian Committee

BAPTISM REVIEW GROUP

BARE has met four times. A review was presented to PCC following BARE's first three meetings, but the points raised were not discussed as the meeting was out of time. This will be addressed in a future meeting with a recommendation to continue BARE as a regular agenda item at PCC.

One baby was baptised in 2021, which was a matter of great joy for the whole church. The family hope to move permanently to Ledbury. The godfather of one of the parents, Reverend Prebendary Sam Ashton, took part which provided lovely spiritual continuity. The family were handed personalised copies of the service sheet at the font. The main congregation used the screen.

For the future we propose to liaise with priests in other Parishes to share and encourage on-going spiritual and pastoral nurture of baptismal families and candidates, including to confirmation, here and elsewhere; consider practical location of Baptisms within our building as we develop its function; and hand out service sheets (as the screen is not universally visible) for those who wish.
We propose to re-establish the Baptism Support Group, including with Mother's Union representation, to enable families seeking Baptism, and their after-care; to support presiding Minister/s and sides-people in caring for the expanded congregation on the day.

Continue to review our website to best encourage parents and adults seeking baptism.

Diana Veasey

CHILDREN AND YOUNG PEOPLE REVIEW GROUP

The review group has met once so far. The main outcome from that meeting was to work to build our relationship with John Masefield High school. This is a work in progress and like so many things, has been impacted by covid. It was felt that there are several key challenges:
Alternative activities are seen to be more attractive
and produce points for university applications.
We need to achieve a critical mass of both children and of teenagers

One thing we can all do, is to pray:
Pray for all the families in Ledbury, that they will be healthy.
Pray that God will add families to our church community.
Pray that God will help us generate relationships so that we gain critical masses.
The group will organise to meet again at a convenient date and time.

Keith Hilton-Turvey

COMMUNICATIONS REVIEW GROUP (CORE)

CORE started work immediately after APCM 2020. It proceeded until November 2021 by correspondence, producing two interim reports. The focus was mainly upon the parish's internal information and communicating with its members, making known who was responsible for what and what decisions had been taken. Further guidance was and is required about the parish's objectives and targets before the main tasks of the next phase, concerned with increasing its impact on the wider community, can be put in hand.

Communications was recognised as a vital tool of mission, and as necessary for helping create cohesion within the parish community. An oversight group to integrate thinking on all aspects was agreed, but has not yet been established. The PCC agreed that notes of meetings and membership of parish bodies should be available on the website, the website itself should be reviewed and the quality of email communications improved. Attention was to be paid to ensuring that material was sent to the website promptly.

The Group recommended that improvements in Audio-Visual provision should be investigated. That has been done and the PCC has reached some interim conclusions. The Group has not yet examined the role that Social Media might play; that must await further guidance on the objectives and strategy that the parish wishes to adopt. Meanwhile, the website is being reconstructed and relatively minor, but nevertheless, very useful, improvements can be made in the Pew Sheet; those are being examined.

The one area of significant difficulty that the review encountered was over ensuring that the Magazine would reflect the diversity of opinion in the parish. Experience indicated that total editorial independence could lead to the exclusive favouring of one segment of Church of England belief. That is not acceptable. The principles are clear; the detail of how to prevent it remains to be resolved.

The main need now, apart from work on new areas to support parish objectives when known is the effective implementation of what has been agreed.

William Hopkinson

PASTORAL CARE REVIEW GROUP

After a delay due to various PCC-related matters, work began in earnest on the Pastoral Care Review in December 2021. A fairly substantial discussion document was produced which involved meetings with several people, and this was circulated to the persons listed above.

The discussion document recognises the significant amount of excellent pastoral care that goes on in the SMAA community, much of it not very visible because of its personal/private

nature. Mistakes have been made though and the review can be seen as mostly trying to help the community do to what it already does, but better.

One of the purposes of the discussion document was to focus the review. The potential scope of pastoral care is large, so to avoid the review getting out of hand three areas were identified as priorities, these being in line with the areas highlighted when the review motion was put to the 2021 APCM. They are:

'Quick wins' with a pastoral support dimension.

This refers to mechanisms that could be put in place relatively easily but which would nevertheless provide quick and tangible benefits with regards to pastoral support. One such was the suggestion of Cath Beech's put forward at the APCM for a prayer chain. Other ideas included a voluntary register of people who might be able to offer particular skills to help others in need, and self-help groups. The need for a Home Group co-ordinator was also raised, this recognising that a great deal of pastoral support takes place within Home Groups.

2. Re-starting the Pastoral Support Group.

The Pastoral Support Group has gone through several iterations since the early 2000s, the group existing in the period 2004-2012 and led by Dianne Lindeck being particularly well thought of. After a period of absence the Pastoral Support Group was restarted in about 2017 with a different team. However, due to a number of factors, not least COVID, the group has rather fallen under the radar, even though individual group members have continued with their good work. The question of whether to re-start the group and, if so, what form it should be take and its management were considered a priority.

3. The LEAF factor

The review would be very negligent not to consider LEAF which offers significant pastoral support to the wider community, including a counselling service. The purpose here would be to see how where and how LEAF and SMAA might assist each other with regard to pastoral support to mutual benefit.

A meeting of the review team was held in December to discuss the document. At that meeting it was agreed unanimously that the Pastoral Support Group should be restarted, and it is envisaged that a significant part of the work of the review team would be looking into the recommendations for that. In addition, the review team hope to solicit the ideas of the wider SMAA community as to any specific pastoral support elements that people would like to see be put in place which the review team might not have considered.

At the time of writing, it is hoped and expected that the recommendations for the 'quick wins' will be put to the PCC by the time of the March meeting, if not before, and that the recommendations for the Pastoral Support Group will follow soon after, ideally before the 2022 APCM.

William Simmonds

CONCERT COMMITTEE

Following a quiet eighteen months due to Covid restrictions there was a flurry of activity, with three concerts held in the church last autumn and Christmas time. The performers greatly appreciated the improved lighting and the good-sized audiences enjoyed the novelty of live music in the town once more.

This small committee of just four people have decided to step down after eight years of service, but no one has yet volunteered to take their place, so the future of concert going at St Michaels is in doubt, which would be a great shame as it brings in new people to appreciate this lovely building. We would be pleased to assist a new group of people to take on this task.

Sue Andrew

BANNERS REPORT

We were pleased that the Harvest, Remembrance and Advent banners were deployed again in 2021 for the first time since the start of the Covid pandemic. The banners team resumed work early in 2022.

Diana Veasey

FLOWER GUILD

During this past year the Guild Members have met on 2 occasions to plan the major Church Festivals after Easter; the Patronal and Harvest Festivals and Christmas. The weekly arrangement at the N. Door and Memorial flowers have continued throughout the year. All these arrangements and Festivals have occasioned very positive comments from congregation and visitors alike.

As agreed, we had a scaled- down Lily Festival in July as a celebration of the lives of those who had died since 2019 and the lessening of restrictions to Worship, using the money collected for Easter Flowers 2019/20 as the base of our costs. This was very well received on the part of the congregation and visitors over the weekend and some additional donations were received as a result.
We have now successfully changed our Bank account from the Nationwide Building Society in Malvern to Barclays in Hereford to simplify banking arrangements and through this we now have access to On-line Banking.

During this rather quieter year Chris. Lynch, the Guild Secretary and I reviewed a] our contribution to the Parish Church website which had become rather out of date and b] our Wedding Flower Planning form with updated costs in light of inflation and the increase in costs at the wholesaler and helpful advice about what the Guild could provide.

Sadly, we had to say goodbye to Judy Street for personal reasons and also Jo. Stephens. We sent Judy a Garden voucher as a ‘Thank you’ for long Service and commitment to the Guild over many years.

The Rector and I discussed the ongoing provision of flowers throughout the year and he agreed to put a *cri de coeur* on the Pew Sheet from time to time in the hope of recruiting new arrangers to the Guild.

Christmas 2021 is still a fairly recent memory when the Church looked stunning, the lovely creative arrangements enhanced by the new lighting.

Pauline Smith

BUILDINGS WORKING GROUP

Because of the inability to meet or to make visits, and of the need to assess the long-term effect on modes of worship and engagement with the wider community BWG paused its work before the beginning of 2021. Both of the latter could affect the requirements for changes and improvements to the church building. Then new members were added, including from outside SMAA. The 2019 ideas were reviewed and others considered.

Some changes have already gone forward. The PCC has addressed audio-visual improvements, reflecting the increased importance of making worship available on line. There have been improvements to lighting, eg in the Chancel. Additionally, Government policy and age may require fairly early replacement of our heating plant.

In the light of professional advice from the Major Churches Network, BWG is revising the Statements of Need and Significance. The former will emphasise the church's important role in supporting the community - essential for fund-raising. Further extensive engagement with the community, on how the church can help meet its needs will be required. Relations with LEAF will be significant.

The Statements must provide for flexibility now and into the future, not focus just on the worship or other activities that we now do or provide or propose for the immediate future. It is impossible to know what requirements will be 100 years hence, so flexibility but with the avoidance of irreversible change will be essential.

The revised Statement of Significance will balance the important conservation requirements with the need to fit the church for present or foreseeable requirements.

Fund raising will be important and time consuming. Implementation will be spread over many years. Expertise will undoubtedly have to be bought in; some may come from volunteers with time, energy and commitment, including people outside the congregation, helping the church to bond with the community.

William Hopkinson

LEDBURY MOTHERS' UNION

There were no meetings during the first part of the year because of the covid situation. Members continued to contact each other by phone or email. Our first opportunity to get together was in September 2021. This took place in our new venue – the Methodist Church (the theatre was not available as there was no provision for ventilation there). We hope to continue our monthly meetings there. Ledbury MU is grateful for St. Michael's continuing support as regards the rental for the venue.

Janet Gallagher

DATA PROTECTION

No data protection issues arose during the year. All records are kept securely in the church office. If you are new to the parish please complete a data protection form which are available at the back of the church.

Sarah Williams

LOCALLY ENCOURAGE ALL TO FLOURISH (LEAF)

St Michael and All Angels is a supporter of LEAF, which is a separate charity, and many members are involved in it at various levels of the organisation. The Trustees report for December 2021 is attached at Annex C.

St Michael and All Angels, Ledbury

Annual Meeting of the Parishioners of St Michael and All Angels, Ledbury

St Michael and All Angels church, 17 June 2021

The meeting was chaired by Rev. Keith Hilton-Turvey.

1. Rev. Hilton-Turvey opened the meeting with prayer.

Minutes of meeting held on 15 October 2020

2. These were agreed unanimously and signed by the chairman. There were no matters arising.

Election of churchwardens

3. David Houghton had been proposed and seconded and was duly elected unopposed.

4. The meeting closed at 7.35pm.

Signed…… Dated…….

Second Annual Meeting of the Parishioners of St Michael and All Angels, Ledbury

St Michael and All Angels church, 11 July 2021

The meeting was chaired by Rev. Keith Hilton-Turvey.

1. Rev. Hilton-Turvey opened the meeting with prayer.

Election of churchwardens

2. Julian l'Anson had been proposed and seconded and was duly elected. A confirmatory vote was taken at which 47 votes in favour were received, no votes against and three abstentions.

4. The meeting closed at 11.10am.

Signed……. Dated…….

Annual Parochial Church Meeting

St Michael and All Angels church, 17 June 2021

Present

1. The meeting was chaired by Rev. Keith Hilton-Turvey. 60 parishioners attended with 8 apologies.

Minutes of meeting held on 15 October 2020

2. Keith Hilton-Turvey proposed an amendment to the minutes to replace the fourth sentence of paragraph 15 as follows: “Keith Hilton-Turvey, however, asked that given his views and actions regarding the Anglican church and St Michael and All Angels particularly; how would he represent St Michael and All Angels on the deanery synod?” Liz Harvey believed that the minutes, unamended, represented what had been said, and proposed that they stand. The rector’s proposed amendment received 8 votes in favour, 16 votes against and 14 abstentions. The unamended minutes were agreed with 35 votes in favour, 3 against and 2 abstentions.

Matters arising

3. Diana Veasey reported that the group reviewing baptism had only recently been able to start work due to circumstances beyond the group’s control.

Rector’s report

4. The rector gave his report of the year’s activities and recorded his thanks to those who had contributed (see Annex A).

Treasurer’s report and reception of accounts

5. The Statement of Financial Affairs for the year ending 31 December 2020, the Balance Sheet as at 1 January 2021 and explanatory notes had been printed in the Annual Report. A summary page of the finances of the church in 2020 had additionally been included. Cath Beech expressed her thanks to all who had helped run the church’s finances during the past year, especially David Kirkham in his role as Gift Aid Secretary. She also thanked those on the Finance Sub-Committee, Ayo Adowale, David Houghton and David Kirkham. The committee were looking at how to maximise the church’s income.

6. Cath Beech reported that the Covid-19 outbreak had continued to impact on church finances. Income was down some £8,000 on the previous year, with income from the congregation having fallen due to lower attendance and the lack of a plate collection in services. On the other hand, visitor numbers had started to rise again, which should improve income. Cath once more asked members to sign up for the Parish Giving Scheme.

7. Acceptance of the accounts was proposed by Cath Beech and seconded by Christine Bainton. They were adopted with 42 votes in favour and 2 abstentions.

Election of lay representatives to the PCC

8. Nine posts were available for the election of lay representatives to the PCC and there were twelve nominees: Andrew Beech, Cath Beech, Sue Cooper, Liz Harvey, Benjamin Hilton-Turvey, Tim Keyes, Lisa-Jayne Lewis, Ann Scull, James Smith, Abby Wake, Will Wake and David Wall. An election being required, Tony Hodder and David Wood-Robinson were appointed as scrutineers.

9. The number of valid ballots received for each of the candidates was as follows:

Andrew Beech	52	Lisa-Jayne Lewis	42
Cath Beech	52	Ann Scull	27
Sue Cooper	36	James Smith	35
Liz Harvey	24	Abby Wake	29
Benjamin Hilton-Turvey	30	Will Wake	36
Tim Keyes	54	David Wall	19

Andrew Beech, Cath Beech, Sue Cooper, Benjamin Hilton-Turvey, Tim Keyes, Lisa-Jayne Lewis, James Smith, Abby Wake and Will Wake were accordingly declared elected.

10. Andrew Beech reported that the PCC had considered the terms of office to be served by those elected at its meeting on 18 March. It was concerned to even out the number of vacancies for lay representatives that would occur each year. To achieve this, of the nine elected at this meeting, three would serve a one year term, two would serve a two year term and four would serve a three year term. This would result in four vacancies occurring each year. In accordance with the Church Representation Rules the individual terms of office would be determined by lot at a PCC meeting to be held immediately after the APCM.[1]

Sidespeople

11. The list of sidespeople remained unchanged. It was agreed with 39 in favour, none against and 1 abstention.

Reception of reports

12. Christabel Panter proposed, seconded by Ian James, that the Annual Report for 2020 and the Churchwardens' Fabric Report for 2020 both be received. This was agreed with 38 votes in favour, none against and 5 abstentions. The Electoral Roll stands at 158 persons.

Independent examiner

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[1] The results were:

One year term (expires APCM 2022):	Cath Beech Abby Wake Will Wake
Two year term (expires APCM 2023):	Tim Keyes James Smith
Three year term (expires APCM 2024):	Andrew Beech Sue Cooper Benjamin Hilton-Turvey Lisa-Jayne Lewis

13. Cath Beech proposed that Luke Keegan of Greendawn Accounting of Ledbury be reappointed as independent examiner. Lois Pratt seconded the proposal, which was agreed unanimously.

Questions of general and parochial interest

Young people's work

14. Ian Beer thanked Jill Jupp and Julia Warren for their faithful work with the children. But he was concerned that more needed to be done to attract young people to the church. He proposed the following resolution:

"*That the PCC set up, as soon as possible, and not later than October, a Working Group to consider what St Michaels should be doing to attract and help the young of our Parish. This should include (but not be restricted to) examining liaison with the two Schools, whether we should restart Sunday School on 'Monday after School' at the Primary, restoration of the elder adolescent discussion group (preparation for possible Confirmation), the involvement of the young in the general life of the Church - including the choir and, essentially, liaison with LEAF.*"

15. The resolution was seconded by Jenny Silcock and agreed with 50 votes in favour, 2 against and no abstentions.

Strategy

16. William Hopkinson felt that the world has changed radically because of Covid, and the church needed to adapt to the changed conditions. He felt that a strategy review was needed. This should be led by the Local Ministry Development Group and Worship Review Development Group, but with much involvement from others. He felt that St Michael's needs to lead the community in a positive way. He proposed the following resolution:

"*Given the impact of Covid and other developments, it is imperative that SMAA rapidly address in a strategic manner its role, objectives, and means of achieving them. The APCM therefore asks the PCC to put in hand urgent work on that, utilising a renewed, balanced LMDG and other bodies to prepare, after deep consultation with the parish, an updated MAP.*

The LMDG should be given by the PCC

- *Clear terms of reference;*
- *Instructions on how to report back on and publicise what they were doing;*
- *Guidance on how to record its discussions most effectively and to report them to the PCC;*
- *Guidance on a review process for our progress with the MAP's objectives.*"

17. The resolution was seconded by John Worby and agreed with 44 votes in favour, none against and 9 abstentions.

Pastoral support

18. William Simmonds felt that a lot of good pastoral work, some of it formal, much of it informal, was going on within the church, but it tended to be uncoordinated and there was

a danger that some needs might not be addressed. This was especially true during the current Covid outbreak. He and Cath Beech had drafted a resolution as follows:

" *The PCC should appoint a team to undertake a thorough review of the full range of pastoral support provided by SMAA, looking at both current and past provision. This will be with the aim of putting forward recommendations to the PCC for the shape of future pastoral care in SMAA as we emerge from the long hiatus caused by Covid. The review should cover amongst other things:*

(i) Whether there is a need for a (re-)establishment of a formal pastoral group including bereavement support group with specially trained volunteers, and if so how that is to be set up and overseen;
(ii) The range of informal care that goes on currently and whether some '*quick win*' *solutions can be put in place to help in that, one such being a prayer chain, which among other things would help in identifying where there is need;*
(iii) The overlap between (i) and (ii);
(iv) The extent of LEAF involvement in pastoral care within SMAA."

19. The resolution was proposed by Cath Beech and seconded by Sue Cooper. It was agreed with 51 votes in favour, none against and 4 abstentions.

Deanery link with Mtwara, Tanzania

20. Ann Tombs pointed out that contacts with Mtwara had been maintained despite the Covid outbreak. A report covering the year 2020 can be found at Annex B.

Other matters raised

21. LEAF are hoping to organise family activity days during the summer, and will request volunteers in due course. They also plan to set up exhibits in the town about their work.

22. It is planned that the 08.00 service in St Michael's and services in St Katharine's chapel will recommence once social distancing ends.

23. The Wednesday breakfasts in St Katharine's hall will recommence during the summer school holidays.

Date of next meeting

24. It was agreed that the 2022 APCM would be held at 7.30 p.m. on Wednesday 6 April 2022, venue to be decided.

The meeting closed at 9.07 p.m. with prayer.

ANNEX A

Rector's report

The readings for this evening are Judges 6, talking about the consequences of God's people doing what was evil in His sight and God providing Gideon, an unlikely character to lead them back to God; Luke 14 of the parable of the people who came up with excuses to avoid God's invitation and the consequences; and Psalm 62 –

For God alone my soul waits in silence; from Him comes my salvation.
2 He alone is my rock and my salvation, my fortress; I shall not be greatly shaken.
3 How long will all of you attack a man to batter him, like a leaning wall, a tottering fence?
4 They only plan to thrust him down from his high position.
They take pleasure in falsehood. They bless with their mouths, but inwardly they curse.
5 For God alone, O my soul, wait in silence, for my hope is from Him.
6 He alone is my rock and my salvation, my fortress; I shall not be shaken.
7 On God rests my salvation and my glory; my mighty rock, my refuge is God.
8 Trust in Him at all times, O people;
pour out your heart before Him;
God is a refuge for us.
9 Those of low estate are but a breath; those of high estate are a delusion;
in the balances they go up; they are together lighter than a breath.
10 Put no trust in extortion; set no vain hopes on robbery;
if riches increase, set not your heart on them.
11 Once God has spoken; twice have I heard this: that power belongs to God,
12 and that to you, O Lord, belongs steadfast love.
For you will render to a man according to his work.

It's 8 months and 2 days since our last APCM!
and we plan to hold our next one in 9 months, returning us to our traditional April APCM timing.

It's been a stressful time for many of us and restrictions have constrained many things we would like to do. During this time we have completed the bells project, had the rainwater goods replaced, had new lighting installed in the chancel and have had the organ thoroughly cleaned and tuned.

Over recent weeks, in particular, people have been returning to gathered worship in person and we've begun to hold meetings such as cell groups in the flesh too.

Thanks:
I want to begin thanking people,
beginning with *Richard Watkins*, who few of you probably know, who has quietly been keeping the porch clean and swept through these covid times.

Ed Huxley, who has been providing our covid cleaning after services, whenever they happen

Mike King, who has been our 'quartermaster' ordering all those things we need and expect to just be there, to enable things to happen – such as sanctuary candles, candle oil, communion wafers and palm crosses. Mike has decided his time doing that has come to an end.
If anyone thinks they might like to take that job on, please have a word with me after tonight.

Jill Jupp for tending the large planters outside the west door and on the south side of church, keeping them stocked with well cared-for flowers and making those areas more beautiful to the eye.

John and Nina Hainsworth, James and June Smith, Gwynneth and other helpers who've been tending the garden of remembrance and have made what was the scrub area at the back, attractive instead of an eyesore.

Kate Cheetham who's made many recordings with her virtual choir, who's developed a way of enabling singers to be part of choirs of 6 most Sundays.

Our retired clergy, along with *Tony Hodder* and *Mary Anne Keyes* who have taken services.

A number of people are stepping down from the PCC
Both Churchwardens – *Christine & Julian*.
For personal reasons both.
Thanks for the good work done in different ways by both of them,
each playing to their strengths.
A couple of examples:

Christine played a significant part in improving people's arrival experience at ser vices.
Julian has grasped the nettle, with much photographic help from Mike King,
of updating our inventory.
Thanks too for fulfilling their responsibilities and commitments to our church
with graciousness and who have sometimes in the face of unnecessary
and unpleasant criticism.

Assistant Wardens – *Sue Simpson & Peter Tattersall*
– who've been helpful, supportive and encouraging
and will continue to contribute to the mission and ministry of S. Michael's
in the many other ways they do.
Peter for example, heads the vergers, keeps the careful count of attendance
and Sue has been spearheading our gentle, covid-careful, outreach
to people moving into the new houses.
– *Richard Thursby*
– who sadly died earlier this year

Thanks to *Cath* and *Andrew Beech* – Treasurer and Secretary respectively, for much work, thoroughly done:

Cath who's continued to improve our financial processes and reporting and has been getting a financial hold of the church office following Cider and Hop benefices' decision to provide their own administration.

Andrew who's been a diligent and gracious PCC secretary and who with sterling help from the Fabric sub-group has done a marvellous job of overseeing the various works we've had done.

Benjamin Hilton-Turvey and *Lisa-Jayne Lewis* have worked hard and successfully, in the face of determined technical gremlins to provide and deliver the live streaming of our services… and *Benjamin* (again) as it is he who produces our powerpoint presentations for church services and events, including tonight.
Thanks to all those who have recorded readings for our services,
hearing familiar and not so familiar voices has been something people have appreciated.

Tim Keyes along with *Frank Seabright* and the team who've been overseeing and working on the Bells and Tower project, pretty much all that's left is the finishing of the engraving (expected end next week), the opening ceremony for the tower exhibition next Wednesday and the Bells dedication service with

Bishop Richard which until Monday, was scheduled for 6 July and is now likely to be on a Tuesday in October.

Looking forward…

In the short term – as we are as yet unable to have 8am BCP services, the consequence of continuing covid cleaning requirements, we shall have a 10am BCP Communion service on 27 June, with hymns!
As part of the planned celebration of the removal of restrictions Pauline Smith and the Flower Guild had planned a lily festival for the weekend of 26-27 and the week following. This is going ahead as planned. The ladies would appreciate any donations towards defraying costs that people may wish to give.

Looking further ahead, I hope we shall be able to celebrate our Patronal Festival, Civic Service, Harvest, Remembrance, Christingle and Christmas in our more traditional manner.

As a church community, called to worship and witness to Christ,

let's aim to be an inviting, growing Christ-centred, faithful one;
confident in the truth and teaching of scripture;
shining and showing that in Jesus we have an alternative way of living and being.

It's our confidence, enthusiasm and lives that are what will interest and draw people to explore Christianity and meet Jesus.

Let's show our community we follow Him, believing and practicing His teachings.

As things ease, Kate is planning to create opportunities for local primary school children to take part in our worship. This is of necessity, tentative at present and likely to take some time. This is about the children, for their benefit and growth, spiritual and musical. It's not for us and our entertainment.

Let's pray

Father God –
Thank You for S. Michael's for all you done here through the centuries
and that as followers of Jesus, we're all part of Your family here... now

Bless us with Your spirit of Godly unity.
Bless us to be a strong and vibrant body of believers,
faithfully representing the King of kings and Lord of lords
and being the Godly, powerful witnesses, You intend us to be.
Bless us to shine out with the light of Christ,
that those in the darkness will be drawn to You.
Bless us with renewed boldness to share our faith in Jesus.
Bless us to treasure the variety of Godly expressions
and to value, encourage and strengthen one another
in our faith and trust in Jesus Christ and His word.
Bless us to work together as the Body of Christ for Your glory,
for Your Kingdom and for the good of Ledbury.
Bless us to serve You, one another and our Town.

Amen.

ANNEX B

LEDBURY DEANERY LINK WITH MTWARA, TANZANIA 2020

Throughout the year members of the committee have been in touch with one another by telephone or e-mail regarding all aspects of the work of the link. We were unable to hold any of our lent lunches arranged prior to the pandemic and also had to cancel the Tanzanian evening arranged for June.

We have been in regular touch with Father Jackan Waweru and the children at the Kindergarten are all well. The usual contribution for food at Christmas was sent and acknowledged. The projects regarding the purchase of chickens and rabbits are going well. These are used for food for the children's meals whilst they are at school.

Our funds are now very low and so when we are able to begin meeting in person again arrangements for future fund raising events will be discussed.

We are pleased to report that the Government of Tanzania has allowed Covid vaccinations to proceed throughout the country. The Masasi & Newala Trust has also provided funds for PPE.

Brian Bowers, Elaine Toyer and Anne Blandford representing the Link also attend meetings of the Diocesan Committee.

Elaine Toyer

ANNEX C

LEAF PROJECT

(Locally Encouraging All to Flourish)

Trustees' Update: December 2021

"I pray also for those who will believe in me through their message…
so all of them may be one, Father, just as you are in me and I am in you…
so that the world may believe that you have sent me" (John 17:20-21)

Project Update: December 2021

With all the activity being undertaken under the auspices of LEAF it is hard to believe that we don't celebrate our first year as a formal charity until April next year. The success of the project so far is in no small part to Tony's committed leadership of the work, along with the passion and enthusiasm of the project team leaders. They are ably supported by others who undertake much of the more hidden administrative aspects behind the scenes. As trustees we would commend their work to you and would wish to express our thanks to all who have contributed so much, in such a short space of time.

Physical Well-Being

Denise, who is a CAP Debt Counsellor, is now funded to work in Ledbury one day a week and is working with a number of clients in the area. She is working well with our CAP Befrienders and so far, four people have been befriended by three different volunteers. However, there is still a need for more befrienders so if this is something that you feel you might be able to commit to then please let us know. CAP will be running a money course early next year and there have been conversations with the Ledbury Children's Centre looking at the option of running a course there for young parents.

Emotional Well-Being

The first Kintsugi Hope course is up and running with thirteen people attending. Ali Bennett is now fully trained to run the courses and Liz Jones is undergoing training to be able to do the same. The first 'cohort' are predominantly from the churches with a view of using some of these attendees to be able to run future courses in the community.

LEAF now has two professional counsellors who work in the community. It is hoped that another counsellor will be added to the ranks as we develop a funding stream for this work.

Spiritual Well-Being

In the past year LEAF has run three Alpha courses and has just started a fourth. If you know of anyone who may wish to know more about the Christian faith then please speak to your church leader who will let the Alpha team know.

One exciting project is the development of a chaplaincy service that will operate within the surgery in the town. Discussions and meetings are on-going and agreement has been reached to start this service on the 10th January 2021. Further meetings are taking place before this to ensure everything is in place. LEAF has two people who have been trained to function in this ministry.

The Monday Worship evening remains an arena for those of any denomination to seek God. This runs alongside the 7/12/7 prayer times which we would commend to anyone who wishes to see God's Kingdom extended in the town. All the trustees are aware that this prayer remains the engine room both for churches to express a tangible form of unity and togetherness but also, and more importantly, it will always be the foundation on which any work in the community is built.

Children

Mary Anne Keyes co-ordinates this work and after the successful events in the summer the team has held the Light Party in October which 43 children attending and more recently the Advent party which was also well attended. It is also worth noting that these events have been supported by 25 people from the churches within the town. Alongside these events LEAF has purchased Advent Calendars for each class (Real Advent Calendar) in Ledbury and Eastnor Primary Schools. LEAF also supported a new event, a Nativity Festival, which was held at the Methodist Church. Looking further ahead there are plans to host "Experience Easter" and "Thy Kingdom Come" events next year.

Tony and an ex-teacher visit the Ledbury Primary school each work to mentor some of the more challenging children. This is the genesis of a longer-term project as there is a high possibility that these children will maintain a link with LEAF through the Youth Drop-in in future years. LEAF also has a representative on the governing body of the school as one of the trustees was appointed to the board recently.

Youth

It is hoped that the Youth Drop-in will be re-established in the near future. You may be aware that there has been an issue finding a home for the group since it lost the option of The Masters House. Negotiations are nearly concluding that would see the group move into the Old Magistrates Court and Ledbury Police Station. This project works in conjunction with LYAS an existing charity for youth already established in the town. Looking further ahead it is hoped that we will be able to employ a Youth Worker, the costs of which will be shared by LEAF and LYAS with a combined brief to serve the young people in Ledbury and the surrounding areas.

Other News

The Bank account is now fully functional and monies that have traditionally been held by St Michaels for Tony's ministry are being transferred to LEAF. The trustees would like to record their thanks to the church not just for the smooth transition of funds but for their administrative support of Tony in recent years. All of the project teams are currently undertaking new plans and budgets for the coming year and Tony is actively engaged in looking for areas of grant funding to support much of the work being undertaken.

How can you help?
There are needs within the work and if you feel God is calling you to serve the community of Ledbury in this way then please do let us know. As stated previously we are looking for befrienders for the CAP project. We also need someone who has marketing skills and can support the work of the website and other communications. If you know of funding streams or would be willing to support in any of the administrative work of the charity then again please talk with us.

Finally, can we thank all of you in all the churches for your ongoing support and involvement. If you should wish to know more then please check the website which has a wealth of information about the charity and its work. The web address is https://www.leafledbury.com/

St Michael and All Angels Ledbury

End of Year Financial Statements

Year ending 31 December 2021

St Michael and All Angels Ledbury

Annual Accounts

These notes do not form part of the accounts but I hope they will help you to understand them.

General Fund

2020 was another extraordinary year. Although the church was not closed, Covid restrictions in some form applied for much of the year, and this had an impact on our finances.

Offerings from the congregation fell by about 7%, (although this does not include offerings via the card machine or offerings chest). We received a generous legacy from John Shackleton, which has been earmarked for the AV system.

As you know, the General Fund is used to keep the church secure, maintained, insured, heated and lit. In general, maintenance needed to keep the church operating as a place of worship is charged to the general fund. The cost of cleaning the organ (£9600 including VAT) is included in the £11264 shown as general fund maintenance, although it was covered by transfers from the Heaton, Choir and Education funds.

Visitor numbers were high as more people took their holidays in the UK, and receipts from the card machine reflect this.

Since November there has been a steep increase in the charge for gas. This is only likely to get worse in 2022.

Building funds

During 2021 we relit the chancel. Some of the cost of this work was covered from donations from individuals, the Concert Committee and the Friends.

We also repointed some of the stonework on the tower. Following this work we have £97,400 in our two building funds. This looks like a healthy balance, but we have to bear in mind that any work on a Grade 1 listed building such as ours is very expensive, and the work required in the quinquennial review may absorb our remaining reserves. Also, given the way in which costs are rising we may need to use the designated building fund to support the general work of the church.

Statement of Financial Activities

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds	Prior year total funds
Income and endowments from:						
Donations and legacies	127,170	11,341	25,917	—	164,429	354,745
Income from charitable activities	1,717	210	—	—	1,927	1,846
Other trading activities	4,794	—	—	—	4,794	5,113
Investments	1,043	—	416	—	1,459	2,006

Other income	198	—	41,400	—	41,598	75,660
Total income	**134,923**	**11,551**	**67,734**	**—**	**214,209**	**439,371**
Expenditure on:						
Raising funds	171	—	—	—	171	119
Expenditure on charitable activities	123,779	—	470	—	124,249	132,999
Other expenditure	(116)	28,746	79,511	—	108,141	422,220
Total expenditure	**123,834**	**28,746**	**79,981**	**—**	**232,562**	**555,339**
Gains / losses on investment assets	—	(72)	3,597	—	3,525	2,174
Net income / (expenditure) resources before transfer	**11,088**	**(17,267)**	**(8,649)**	**—**	**(14,828)**	**(113,792)**
Transfers						
Gross transfers between funds - in	6,450	11,985	—	—	18,435	17,412
Gross transfers between funds - out	(10,500)	(6,435)	(1,500)	—	(18,435)	(17,412)
Other recognised gains / losses						
Gains on revaluation, fixed assets, charity's own use	—	—	—	—	—	—
Net movement in funds	**7,038**	**(11,717)**	**(10,149)**	**—**	**(14,828)**	**(113,792)**
Total funds brought forward	**1,296**	**102,118**	**122,031**	**—**	**225,446**	**339,238**
Total funds carried forward	**8,335**	**90,401**	**111,881**	**—**	**210,617**	**225,446**
Represented by						
Unrestricted						
General fund	8,335	—	—	—	8,335	1,296
Designated						
Alpha Evangelism	—	6,075	—	—	6,075	5,865
Building/Fabric/Repair 2	—	71,065	—	—	71,065	81,012
Chancel lighting	—	0	—	—	0	12,407
Fund for AV	—	10,500	—	—	10,500	—
Griffin Fund	—	1,013	—	—	1,013	1,085
Photocopier fund	—	0	—	—	0	0
Revaluation reserves	—	0	—	—	0	0
Sound system	—	1,745	—	—	1,745	1,745
Restricted						
A M Johnson	—	—	7,598	—	7,598	8,139
Agency collection	—	—	594	—	594	594
Arthur and biddy Heaton Fund	—	—	13,008	—	13,008	14,508
Bells fund	—	—	19,393	—	19,393	13,513
Building/Fabric/Repair 1	—	—	24,913	—	24,913	38,126
Choir Fund	—	—	0	—	0	470
Embroidery Trust	—	—	869	—	869	869
Funeral Collections	—	—	0	—	0	0
Ledbury Ecumenical Role	—	—	12,437	—	12,437	16,881
Martin Chancel	—	—	33,066	—	33,066	28,928
Revaluation reserves	—	—	0	—	0	0

Balance sheet

	Total funds	Prior year funds
Fixed assets		
Investments	41,678	38,152
	41,678	**38,152**
Current assets		
Debtors	18,377	109,085
Investments	18,967	18,967
Cash at bank and in hand	153,957	234,691
	191,302	**362,744**
Liabilities		
Creditors: Amounts falling due in one year	22,362	175,451
	22,362	**175,451**

Net current assets less current liabilities	**168,939**	**187,293**
Total assets less current liabilities	**210,617**	**225,446**
Total net assets less liabilities	**210,617**	**225,446**
Represented by		
Unrestricted		
General fund	8,335	1,296
Designated		
Fund for AV	10,500	—
Alpha Evangelism	6,075	5,865
Building/Fabric/Repair 2	71,065	81,012
Chancel lighting	0	12,407
Griffin Fund	1,013	1,085
Photocopier fund	0	0
Sound system	1,745	1,745
Revaluation reserves	0	0
Restricted		
Bells fund	19,393	13,513
Agency collection	594	594
Revaluation reserves	0	0
Building/Fabric/Repair 1	24,913	38,126
Choir Fund	0	470
Embroidery Trust	869	869
Funeral Collections	0	0
Arthur and biddy Heaton Fund	13,008	14,508
A M Johnson	7,598	8,139
Ledbury Ecumenical Role	12,437	16,881
Martin Chancel	33,066	28,928
Funds of the church	**210,617**	**225,446**

Statement of assets and liabilities

	This year	Last year
Investments		
Martin Chancel Bequest		
Martin Chancel (Restricted) -	31,207	27,068
General fund (Unrestricted) -	2,239	2,239
Revaluation reserves (Restricted) -	(379)	(379)
	33,066	**28,928**
Miss A M Johnson Bequest		
A M Johnson (Restricted) -	7,321	7,861
Building/Fabric/Repair 1 (Restricted) -	277	277
General fund (Unrestricted) -	377	377
Revaluation reserves (Restricted) -	(377)	(377)
	7,598	**8,139**
Griffin Fund		
Building/Fabric/Repair 1 (Restricted) -	(12)	(12)
Griffin Fund (Designated) -	977	1,049
General fund (Unrestricted) -	(718)	(718)
Revaluation reserves (Designated) -	767	767
	1,013	**1,085**
Total for Investments	**60,645**	**57,120**
Cash at bank and in hand		
Bank current account		
A M Johnson (Restricted) -	277	277
Alpha Evangelism (Designated) -	6,075	5,865
Arthur and biddy Heaton Fund (Restricted) -	(5,959)	(4,459)

Bells fund (Restricted) -	47,990	61,566
Building/Fabric/Repair 1 (Restricted) -	(34,187)	3,668
Building/Fabric/Repair 2 (Designated) -	(17,310)	(13,197)
Chancel lighting (Designated) -	0	12,407
Choir Fund (Restricted) -	0	470
Embroidery Trust (Restricted) -	869	869
Fund for AV (Designated) -	10,500	—
Funeral Collections (Restricted) -	0	0
Griffin Fund (Designated) -	35	35
Ledbury Ecumenical Role (Restricted) -	14,239	18,961
Martin Chancel (Restricted) -	1,859	1,859
Photocopier fund (Designated) -	0	0
Sound system (Designated) -	1,745	1,745
General fund (Unrestricted) -	(4,202)	(36,075)
Agency collection (Restricted) -	(667)	2,003
Revaluation reserves (Designated) -	(767)	(767)
Revaluation reserves (Restricted) -	757	757
	21,257	**55,991**
Bank deposit account		
General fund (Unrestricted) -	73	73
	73	**73**
CCLA (CBF) deposit account		
Bells fund (Restricted) -	(28,000)	(2,000)
Building/Fabric/Repair 1 (Restricted) -	52,605	52,605
Building/Fabric/Repair 2 (Designated) -	94,210	94,210
General fund (Unrestricted) -	(16,189)	3,810
	102,626	**148,626**
CAF 60 Day account		
General fund (Unrestricted) -	30,000	30,000
	30,000	**30,000**
Total for Cash at bank and in hand	**153,957**	**234,691**
Debtors		
Accounts Receivable		
Bells fund (Restricted) -	4,945	27,118
Building/Fabric/Repair 1 (Restricted) -	7,010	77,306
Building/Fabric/Repair 2 (Designated) -	(3,624)	—
Ledbury Ecumenical Role (Restricted) -	3,331	2,975
General fund (Unrestricted) -	6,715	1,685
	18,377	**109,085**
Total for Debtors	**18,377**	**109,085**
Investments		
Scottish Widows (Heaton)		
Arthur and biddy Heaton Fund (Restricted) -	18,967	18,967
	18,967	**18,967**
Total for Investments	**60,645**	**57,120**
Agency accounts		
Agency collections		
Agency collection (Restricted) -	1,261	(1,409)
	1,261	**(1,409)**
Total for Agency accounts	**1,261**	**(1,409)**
Creditors: Amounts falling due in one year		
Loans received		
Ledbury Ecumenical Role (Restricted) -	(1,487)	(1,487)
General fund (Unrestricted) -	1,487	1,487
	—	**—**

Accounts Payable		
Bells fund (Restricted) -	(5,542)	(73,171)
Building/Fabric/Repair 1 (Restricted) -	(779)	(95,719)
Building/Fabric/Repair 2 (Designated) -	(2,209)	—
Ledbury Ecumenical Role (Restricted) -	(3,644)	(3,567)
General fund (Unrestricted) -	(11,446)	(1,583)
Total for Creditors: Amounts falling due in one year	**(23,623)**	**(174,041)**
Grand total	**210,617**	**225,446**

Fund movement by type

	Opening	Incoming	Outgoing	Transfers	Gains/losses	Closing
AV - Fund for AV						
Designated	—	—	—	10,500	—	10,500
Sub-total for AV	**—**	**—**	**—**	**10,500**	**—**	**10,500**
Alpha - Alpha Evangelism						
Designated	5,865	210	—	—	—	6,075
Sub-total for Alpha	**5,865**	**210**	**—**	**—**	**—**	**6,075**
Bells - Bells fund						
Restricted	13,513	22,473	16,593	—	—	19,393
Sub-total for Bells	**13,513**	**22,473**	**16,593**	**—**	**—**	**19,393**
Building-1 - Building/Fabric/Repa						
Restricted	38,126	9,208	22,421	—	—	24,913
Sub-total for Building-1	**38,126**	**9,208**	**22,421**	**—**	**—**	**24,913**
Building-2 - Building/Fabric/Repa						
Designated	81,012	(1,302)	2,209	(6,435)	—	71,065
Sub-total for Building-2	**81,012**	**(1,302)**	**2,209**	**(6,435)**	**—**	**71,065**
Chancel - Chancel lighting						
Designated	12,407	12,643	26,536	1,485	—	0
Sub-total for Chancel	**12,407**	**12,643**	**26,536**	**1,485**	**—**	**0**
Choir - Choir Fund						
Restricted	470	—	470	—	—	0
Sub-total for Choir	**470**	**—**	**470**	**—**	**—**	**0**
Embroid - Embroidery Trust						
Restricted	869	—	—	—	—	869
Sub-total for Embroid	**869**	**—**	**—**	**—**	**—**	**869**
Funerals - Funeral Collections						
Restricted	0	—	—	—	—	0
Sub-total for Funerals	**0**	**—**	**—**	**—**	**—**	**0**
Griffin - Griffin Fund						
Designated	1,085	—	—	—	(72)	1,013
Sub-total for Griffin	**1,085**	**—**	**—**	**—**	**(72)**	**1,013**
HEaton - Arthur and biddy Hea						
Restricted	14,508	—	—	(1,500)	—	13,008
Sub-total for HEaton	**14,508**	**—**	**—**	**(1,500)**	**—**	**13,008**
Johnson - A M Johnson						
Restricted	8,139	—	—	—	(540)	7,598
Sub-total for Johnson	**8,139**	**—**	**—**	**—**	**(540)**	**7,598**
LER - Ledbury Ecumenical R						
Restricted	16,881	36,052	40,497	—	—	12,437
Sub-total for LER	**16,881**	**36,052**	**40,497**	**—**	**—**	**12,437**
Martin - Martin Chancel						
Restricted	28,928	—	—	—	4,138	33,066

Sub-total for Martin	**28,928**	**—**	**—**	**—**	**4,138**	**33,066**
Photocopy - Photocopier fund						
Designated	0	—	—	—	—	0
Sub-total for Photocopy	**0**	**—**	**—**	**—**	**—**	**0**
Sound - Sound system						
Designated	1,745	—	—	—	—	1,745
Sub-total for Sound	**1,745**	**—**	**—**	**—**	**—**	**1,745**
General - General fund						
Unrestricted	1,296	134,923	123,834	(4,050)	—	8,335
Sub-total for General	**1,296**	**134,923**	**123,834**	**(4,050)**	**—**	**8,335**
None - Agency collection						
Restricted	—	—	—	—	—	—
Sub-total for None	**—**	**—**	**—**	**—**	**—**	**—**
ZReval - Revaluation reserves						
Designated	0	—	—	—	—	0
Restricted	0	—	—	—	—	0
Sub-total for ZReval	**0**	**—**	**—**	**—**	**—**	**0**
Grand total	**224,851**	**214,209**	**232,562**	**—**	**3,525**	**210,023**

Analysis of income and expenditure

	Unrestricted	Designated	Restricted	Endowment	Total This year	Total Last year
INCOME AND ENDOWMENTS						
Donations and legacies						
Gift Aid - Bank	18,244	—	—	—	18,244	24,097
Non Gift Aid - Bank	1,930	—	50	—	1,980	2,768
Gift Aid - Envelopes	2,038	—	—	—	2,038	3,713
Parish giving Receipts	56,167	—	—	—	56,167	52,904
Goodbox receipts	4,508	—	—	—	4,508	1,440
Other planned giving	—	—	—	—	—	—
Loose plate collections	438	—	—	—	438	2,024
Giving through church boxes	8,636	—	—	—	8,636	5,687
Building/Fabric/Repair - Designated	—	—	—	—	—	—
Building/Fabric/Repair - Restricted	—	—	—	—	—	—
One-off Gift Aid gifts	—	—	—	—	—	—
Donations appeals etc	—	—	—	—	—	—
Tax recoverable on Gift Aid	10,472	—	364	—	10,837	3,520
VAT and Culture Recovery Refunds	1,837	4,241	8,792	—	14,870	77,387
Legacies	10,500	—	—	—	10,500	3,060
Non-recurring one-off grants	—	—	—	—	—	—
Other funds generated	12,397	—	20	—	12,417	1,971
Bells fund - Individual donations	—	—	13,276	—	13,276	45,853
Bells fund - collections/unidentified ca	—	—	527	—	527	1,929
Bells fund Organisations/community group	—	—	225	—	225	40
Bells fund - businesses	—	—	475	—	475	2,150
Bells fund - virgin money	—	—	187	—	187	4,169
Bells fund - Grants	—	—	2,000	—	2,000	120,400
Bells Fund - Tower tours	—	—	—	—	—	150
Income for chancel lighting	—	7,100	—	—	7,100	1,360
Income for sound system	—	—	—	—	—	117
Total	127,170	11,341	25,917	—	164,429	354,745

Income from charitable activities						
Rummage sales etc	—	—	—	—	—	—
Fees for weddings and funerals	1,717	210	—	—	1,927	1,846
Total	1,717	210	—	—	1,927	1,846
Other trading activities						
Altar Requisites	—	—	—	—	—	35
Electricity Feed in Tariff	4,794	—	—	—	4,794	4,998
Tower Illumination Sponorship	—	—	—	—	—	80
Total	4,794	—	—	—	4,794	5,113
Investments						
Bank and building society interest	1,043	—	416	—	1,459	2,006
Total	1,043	—	416	—	1,459	2,006
Other income						
Funeral/Special Collections	—	—	—	—	—	264
Local Ecumenical Role	—	—	35,618	—	35,618	28,101
Funerals, Special Collections etc	198	—	—	—	198	—
Heaton Trust	—	—	—	—	—	—
Heaton income	—	—	—	—	—	—
Bells fund other	—	—	5,782	—	5,782	47,294
Income to Church Office	—	—	—	—	—	—
Total	198	—	41,400	—	41,598	75,660
INCOME TOTAL	134,923	11,551	67,734	—	214,209	439,371

EXPENDITURE

Raising funds						
Costs of stewardship campaign	171	—	—	—	171	119
Total	171	—	—	—	171	119
Expenditure on charitable activities						
Giving to missionary societies	—	—	—	—	—	—
Charitable Donations	8,523	—	—	—	8,523	9,022
Mothers Union	—	—	—	—	—	—
Young Church	179	—	—	—	179	72
Ministry parish share etc	70,400	—	—	—	70,400	78,400
Church running - insurance	11,724	—	—	—	11,724	12,341
Organ / piano tuning	543	—	—	—	543	738
Organists Fees	5,465	—	—	—	5,465	4,600
Church maintenance	11,724	—	470	—	12,194	8,810
Cleaning	1,004	—	—	—	1,004	485
Tower	72	—	—	—	72	4,326
Administration	—	—	—	—	—	—
Bank Charges	202	—	—	—	202	256
Altar Requsites	534	—	—	—	534	411
Heaton Trust expenses	—	—	—	—	—	—
Fees paid to Verger/Bellringers	—	—	—	—	—	—
Accounting Contras	—	—	—	—	—	—
Sundries	3,020	—	—	—	3,020	4,694
Fire Protection	142	—	—	—	142	177
Church running - electric	1,564	—	—	—	1,564	1,752

Church running - gas	8,680	—	—	—	8,680	6,509
Magazine expenses	—	—	—	—	—	43
Governance costs examination/audit fee	—	—	—	—	—	360
Total	123,779	—	470	—	124,249	132,999
Other expenditure						
Ledbury Ecumenical Post	—	—	40,497	—	40,497	30,776
CMP expenses	—	—	—	—	—	765
Building/Fabric/Repair	—	2,209	14,732	—	16,942	2,988
Building/Fabric/Repairs	—	—	—	—	—	—
Reordering Project costs	—	—	—	—	—	—
Bells fund Evaluation	—	—	—	—	—	—
Bells fund - other	—	—	—	—	—	—
Bells fund - Contractors costs	—	—	8,738	—	8,738	129,548
Bells fund - Training bell and assoc equ	—	—	—	—	—	6,123
Bells fund - Ancillary works contract	—	—	—	—	—	130,864
Bells fund - Professional Fees	—	—	(730)	—	(730)	18,084
Bells fund - display/Activity Progamme	—	—	3,427	—	3,427	7,384
Bells fund - Ringing room furnishing/acc	—	—	4,431	—	4,431	—
Bells fund - Ringing accessories	—	—	228	—	228	—
Bells fund - Publicity	—	—	497	—	497	866
Bells fund - volunteer expenses	—	—	—	—	—	—
Chancel lighting expenditure	—	26,536	6,906	—	33,442	—
Rainwater good expenditure	—	—	782	—	782	94,820
Church Office Expenditure	(116)	—	—	—	(116)	—
Total	(116)	28,746	79,511	—	108,141	422,220
EXPENDITURE TOTAL	123,834	28,746	79,981	—	232,562	555,339
GRAND TOTAL	11,088	(17,194)	(12,247)	—	(18,353)	(115,967)

Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with: Accounting and Reporting by Charities - Statement of Recommended Practice SORP and with the Charities Act

Accounting Policies

Income:

Is recognised in the Statement of Financial Activities (SoFA) when :

- the PCC becomes entitled to the resources;
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming resources with related expenditure:
Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure

are reported gross in the SoFA

Tax reclaims on donations and gifts:

Income from tax reclaims are included in the SoFA when the income is received

Investment Income is included in the accounts when receivable

Investment Gains and losses includes any gains or losses on revaluing investments to their market value at the end of the year

Liabilities are recognised as soon as there is a legal or constructive obligation committing the PCC to pay out resources

Charitable Donations

	2021	2020
Acorn Children's Hospice		1,316
Church Army		1,316
Church Missionary Society	830	877
Church Pastoral Aid Society	1,245	
Farm Crisis Network (Herefordshire)	1,245	
Leprosy Mission	830	877
Mtwara Link	830	877
Open Doors	830	877
Salters Hill	830	
Ledbury Childrens centre	415	
St Michaels Hospice		877
Tiyeni Fund	415	439
Vennture (Hereford)	830	
Megan Baker House		439
	8,300	**7895**

All Charitable donations were from unrestricted funds							
Fuel and Power					**2021**		**2020**
Gas							
Cost of heating					8,680		6,981
Electricity							
Cost of lighting etc					1,564		1,752
Sub Total Fuel & Power					10,245		**8,733**
Less Feed in tariff from PV panels					(4,795)		(4,687)
Less Tower illumination sponsorship							(80)
Total of offsets					(4,795)		(4,767)
Net Cost of Fuel And Power					5,450		**3,966**
Note: Total income from PV panels since installation in December 2010					***47,541***		***42,746***
All fuel and power bills are met from unrestricted funds							

Maintenance and repairs							
Excluding bells project							
	2021					**2020**	
	Unrestricted	**Designated**	**Restricted**	**Total**		**Unrestricted**	**Restricted**	**Total**
Lighting/Electrical	193			193		24		24

Alarm and fire Systems	1,165			1,165		2,793		2,793
Boiler Repair & Service	603			603		239		239
floor repairs				-			386	386
West stair repairs				-				-
Plumbing				-		119		119
Organ cleaning	9,430			9,430				
Organ/piano tuning	1,013			1,013		738		738
Clock maintenance				-				-
Other tower work	72	14,732		14,804		72	3,199	3,271
Sundry repairs	226			226				-
Glass repairs				-		2,950		2,950
Rainwater goods			1,686	1,686			35,136	35,136
Chancel lighting		33,442		33,442				
Consevation report				-			2,988	2,988
Associated architect fees		2,210				84	1,800	1,884
								-
								-
	12,701	50,385	1,686	62,562		7,019	43,508	50,527

Culture recovery fund								(23,094)
Recoverable VAT				(7,779)				(7,308)
transfer from education fund				(6,280)				
Net cost of maintenance and repairs				48,503				**20,125**
Debtor and prepayments								
			2021				**2020**	
	Unrestricted	**Restricted**	**Total Funds**			**Unrestricted**	**Restricted**	**Total Funds**
HMRC Gift Aid rebate	5065	439	5504			4,243	1,980	11,008
Offerings						909		-
Wedding/funeral fees194						310		-
DCMS refunds								
VAT church	51.8	2857	2908.8			506		5,818
VAT building							22,205	-
VAT Bells		685	685				23,517	1,370
Culture recovery							54,049	-
Transfers from Education fund	6280	3000	9280					
Provison not needed								

Total	11396.8	6981	18377.8		-	**5,968**	**101,751**	**18,196**
Creditors and accruals		2021				**2020**		
	Unrestricted	**Restricted**	**Total**			**Unrestricted**	**Restricted**	**Total**
Est Dec Gas Bill	2,347		2,347			(768)		4,694
Cleaning	130		130			(130)		260
Charitable gifts	8,300		8,300			(724)		16,600
Young church			-			(72)		-
Rainwater Goods			-				(93,326)	-
Bells fund outstanding costs		5,419	5,419				(65,087)	10,837
Office costs	(117)		(117)					
LER		3,634	3,634				(1,544)	7,269
Clock regulator			-				(2,707)	-
Caroe fee		6,106	6,106					
rainwater QS fee		330						
Christingle	174		174					347
Bell expenditure		(133)	(133)					
provisions written back			(3,498)					

Total	10834.03	15355.96	22,362			**(1,694.38)**	**(162,664.28)**	**48,551.98**

Trust Funds - Restricted Income Fund

The PCC reviewed the investments held by the church, and agreed their suitability, and that the income was used in accordance with he donors request

	2021	**2020**
Martin Chancel Bequest (2 Trusts) 1412 CBF Investment Fund income shares		
- Mid Market Value at 31 Dec @ 1916.91p per share	33,066	28,928
- Interest from the above was paid to the General account towards upkeep and insurance		
Miss AM Johnson Bequest 4798.5 CBF Fixed Interest income shares		
- Mid market value of shares at 31 Dec @ 163.84p per share	7,598	8,139
- Interest from the above was paid to the Repair Fund		
	40,664	37,067

Griffin Fund - (Designated, Non restricted Fund)

AC Griffin Fund 640 CBF Fixed Interest income shares		
- Value at 31 Dec @ 164p per share	1,013	1,085
- Interest from the above Directed Fund was applied to the Repair Fund (PCC Minute 2008).		

Combined Parish Assessment (CPA)

Note: The largest element of CPA is Parish Share, which covers almost all the cost of the Ministry of the Clergy (stipend, pension, housing, employer's NI) as our Parish's overall share of all those working directly for the Diocese (lay and ordained, plus Curates). CPA also includes Clergy Working Expenses, and a contribution towards the Team Office costs, including Secretary's salary.

Employees

Employee cost borne by the church were £2539 (2021 nil).

Related party transactions

There were no related party transactions

Payments to trustees

Trustees were reimbursed for expenses incurred. There were no other payments to trustees,

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF LEDBURY PCC

I report on the accounts of the PCC for the year ended 31st December 2021 which are attached.

Respective responsibilities of trustees and examiner
The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144 of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

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

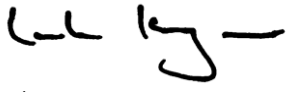
Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Charities Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Luke Keegan
Chartered Management Accountant
1A The Homend
Ledbury
Herefordshire
HR8 1BN

Dated 8th March 2022

St Michael and All Angels Ledbury

Education fund

	2021	2020
Interest	3.49	15
income		150
Balance b/f	41252	41087
	41255.49	41252

The Education Fund is contributing £6280 towards cleaning the Church Organ.
This payment was made in January 2021

THE PAROCHIAL CHURCH COUNCIL OF THE ECCLESIASTICAL PARISH OF ST MICHAEL AND ALL AN

England & Wales - Charity number 1132846

Accounts

St Michael and All Angels, Ledbury

ANNUAL REPORT and ACCOUNTS

For the year ended 31 December 2020

ST MICHAEL AND ALL ANGELS, LEDBURY

ANNUAL REPORT AND ACCOUNTS OF THE PAROCHIAL CHURCH COUNCIL FOR THE YEAR ENDED 31 DECEMBER 2020

DEANERY - LEDBURY **DIOCESE - HEREFORD**

Registered Charity Number: 1132846

Incumbent - Rev. Keith Hilton-Turvey	The Rectory, Worcester Road, Ledbury
Independent Examiner - Luke Keegan	
Bankers - Lloyds	6-8 High Street, Hereford
Architect - Jane Chamberlain	Caroe and Partners, 34-36 Church Street, Tewkesbury

It is the duty of the Incumbent and Parochial Church Council to consult together on matters of general concern and importance to the parish, and to co-operate in promoting the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

Membership

During the year, the following served as members of the Parochial Church Council:

To 15 October 2020

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Self-supporting Minister	Rev. William Simmonds	
Churchwardens	Dr Christine Bainton	
	Julian I'Anson	
Elected members	Sue Simpson	Assistant Churchwarden
	Peter Tattersall	Assistant Churchwarden
	Richard Thursby	Assistant Churchwarden
	Christabel Panter	Deanery Synod
	David Houghton	Deanery Synod
	Heather Lucas	1 Year
	Andrew Beech	2 Years, Secretary
	Catherine Beech	2 Years, Treasurer
	Benjamin Hilton-Turvey	2 Years
	David Kirkham	3 Years
	Peter Scull	3 Years
	Ian Stainburn	ex-officio (*retired 30 June*)
	Tim Keyes	co-opted

From 15 October 2020

Incumbent	Rev. Keith Hilton-Turvey	
Associate Minister	Rev. Tony Hodder	
Self-supporting Minister	Rev. William Simmonds	
Churchwardens	Dr Christine Bainton	
	Julian I'Anson	
Elected members	David Houghton	Assistant Churchwarden
	Sue Simpson	Assistant Churchwarden
	Peter Tattersall	Assistant Churchwarden
	Richard Thursby	Assistant Churchwarden
	William Hopkinson	Deanery Synod
	Christabel Panter	Deanery Synod
	Peter Veasey	Deanery Synod
	Andrew Beech	1 Year, Secretary
	Catherine Beech	1 Year, Treasurer
	Benjamin Hilton-Turvey	1 Year
	Peter Scull	2 Years
	Ian James	3 Years
	Diana Veasey	3 Years

Committees

The Parochial Church Council operates through a number of committees and sub-committees which meet as necessary between full meetings of the Council. All committees submit to the Council reports on their discussions, and all matters of policy and action are approved by the full Council.

The report of the Council is given below and, where appropriate, reports of the Committees are printed in the following pages of this Annual Report.

The committees are: Bell Project (sub-committee), Concert, Fabric (sub-committee), Finance (sub-committee, *from 20 July*), Local Ministry, Standing, Stewardship (*to 20 July*).

Church attendance

There are **157** parishioners on the Electoral Roll compared with 154 in 2019.

Because of government restrictions to counter Covid-19 no services were held at Easter. At Christmas there were **48** communicants (133 in 2019).

The normal average weekly attendance was 127 until the March lockdown (110), and 67 after the church reopened for services in July during the various subsequent phases of Covid-19 restrictions.

Review of the year

2020 was an extraordinary year in the life of St Michael and All Angels church. In January Covid-19 was a novel virus that affected people in the Far East. By the end of February it was known to be in England, and spreading. The 10 a.m. service on the third Sunday in Lent was the last service held in St Michael's for over three months.

The government restrictions were abated in June, and the church reopened, but for private prayer only, on 15 June. Opening was (and remained through the remainder of the year) limited to five days/week.

Services were able to resume from 5 July, albeit limited to one service per Sunday. Seating capacity of the church was significantly reduced to permit social distancing, with hand sanitising enforced, no singing and, until late in the year, no communion.

Many of our parishioners, and many others in the town and surrounding area, were obliged to stay at home and shield themselves because of age or underlying health conditions. The church provided Christian worship online for them and others to encourage members of the congregation and others in their faith. This has been a successful outreach, and has been much appreciated by those that have used it. Up to the end of the year, online services continued to be offered in parallel with those held in the church.

The Parochial Church Council (PCC) continued to meet throughout the year, sometimes by force of necessity online by Zoom. It met on eleven occasions during 2020 and the Standing Committee six times. The major items for discussion included how the church might reach out to children and families, replacing the lease of St Katherine's Hall with something better fit for purpose, the proposals for reordering submitted by the Buildings Working Group and the associated Conservation Management Plan. Discussions continued with David Chapman and others to seek to resolve the issues that he raised at the APCM in 2019.

The 2020 APCM had to be delayed until 15 October 2020 because of the impact of the Covid-19 outbreak. Following that meeting a group was set up to review the church communications strategy, and another to review baptism policy. The work of both groups will continue into 2021. Much of the other work of the church had to be curtailed because of the Covid-19 outbreak, as will be apparent from the individual reports that follow.

Despite delays caused by the Covid-19 outbreak, the project to expand the ring of bells from eight to ten was virtually complete by the end of the year. One of the bells bears an inscription commemorating those in the parish affected by the Covid-19 outbreak. The Remembrance bell, commemorating those who served and those who fell in the First World War was rung on Remembrance Day. Ringing, too, was still restricted at the year's end to meet social distancing rules.

The quinquennial inspection report continues to be actioned, and other necessary maintenance work carried out where possible because of Covid-19 restrictions. These affected progress on relighting the chancel. By the end of the year a contractor had been appointed and contracts were being drawn up. It is hoped that the work will be completed in the early part of 2021.

The Safeguarding Officer has reported that there were no incidents reported during the year.

Copies of PCC Minutes and those of the Standing Committee and Fabric Sub-Committee are available for inspection in the purple folder at the back of the church.

On behalf of the Parochial Church Council

Chairman…….

Date…….

FRIENDS OF LEDBURY PARISH CHURCH

When the Friends Committee proudly produced its first annual programme of events at the 2019 AGM we were patting ourselves on our collective backs for being so organised and for coming up with such an attractive and diverse range of events. A successful Burns Night (attended by nearly 80 people) in January 2020 gave further cause for satisfaction, and this was followed up in February by the formidable double-act of Ian Beer and Margaret Chapman treating their audience to their "Bluffer's Guide to Ledbury Church". And then that was that! The remaining five items on our programme were suspended (but will, I promise, take place in due course) and we decided that a Zoom AGM would not really work for our membership. We therefore circulated all the papers (many thanks to Jenny Silcock for this) by email and some printed copies. One effect of the all this is that we have not been able to generate any income. Our prudently garnered reserves, however, have allowed us to support two lighting projects: the illumination of the restored Last Supper painting and the planned improvements to lighting in the chancel. A previous grant made by the Friends also played an important part in enabling the successful completion of the Ledbury Bells project. The one retirement from our committee is that of our Secretary Brian Bowers. Brian did sterling work in leading the revision of our constitution as well as accomplishing with characteristic care and efficiency the many other duties of a Committee Secretary. We are very grateful for his contribution to the Friends. Look out for an exciting new programme in due course, and please (a) join the Friends if you are not already a member (contact me and I will put you in touch with Jenny), and (b) suggest items for future programmes (themes, speakers or social events).

Tim Keyes

LESSON READERS ROTA (FOR THE 10AM SERVICE)

Lesson reading is an essential part of our worship. We would normally have three readings at the 10 am service. At the end of 2018 there were about 40 readers who shared the duty of reading during the service. However, as 2020 was not a normal year, Keith created a list of readers willing to record the three readings for the pre-recorded service. The pre-recorded readings were also used in the 10 am service held in church.

Currently we have about 40 readers who share the duty of reading during the service. We would like more volunteers to read particularly if they would like to read at special services (Ash Wednesday, Maundy Thursday, Christmas Eve and Christmas Day). We also need volunteers to read at the 18:30 service on the second Sunday each month. If you would like to volunteer, please let me know and I will pass your details to my replacement. The duties are not too onerous, at present each volunteer reads a lesson about 3 or 4 times a year. We at St Michael's Church are blessed with several retired clergy who will help you prepare for reading the lesson.

I am sorry that I will not be continuing with this duty after the APCM. However, a big thank you to all our readers for your participation. I look forward to listening to your reading in the future.

Richard Thursby

INTERCESSIONS

During the lock-downs of 2020 books have become even more essential to my daily routine. It's been a golden opportunity to look again at some of the books on my shelves. Amongst my 'spiritual' books is one which I was given when a student with the title *Prayer – the Christian's Vital Breath* written by L.A.T. Van Dooren. The title shows us how essential prayer is by using the word breath: without breath our very lives are threatened.

Leading intercessions in church is such a privilege and responsibility, we are grateful to all those who are prepared to conduct our prayers and help us in bringing to the Lord those matters which concern us, locally, nationally, internationally and personally. With our online services it has meant that we can take our time to reflect for longer as the prayers are shown on our screens. This has perhaps been one positive side of our services during this difficult year.

The intercessors rota has for many years been just for Sunday services. Keith would now like to have prayers led for services which fall on days other than Sundays. I have contacted those whose duty falls close to the non-Sunday act of worship asking them to lead on these special occasions. The main occasions are Ash Wednesday, Maundy Thursday, Ascension Day, Christmas Eve and Christmas Day.

Thank you to all who have made my task so straightforward during the past year. Should others feel that this is something which they would like to be involved with then do please let me know.

Ann Gates

SACRISTAN AND SERVERS

Over the last year due to the significant restrictions placed on services due to the Covid pandemic there has been very little call on the the sacristans and servers.

In normal times, however, the sacristans and servers provide an important ministry that is much valued by lay and clergy alike. It is the duty of the Sacristans to care for the sacred vessels, vestments, candles etc. used in services. This involves cleaning and preparing the items for use in services, and maintaining supplies of wavers and wine amongst other things. The servers attend to what might be called the supporting tasks at services, such as fetching and carrying sacred vessels and the cross. Sue Entwistle manages the duty rota.

The sacristans and servers normally cover the 8 o'clock and main 10 o'clock services as well as occasional special services, such as the Palm Sunday procession and the Remembrance Day service at the memorial. At the last count there were only eight sacristans and servers to cover all of these services. This is really not enough, and leaves little room for leeway should a sacristan or server be unable to assist at a service for whatever reason. So, we welcome enquiry from anyone of any age who thinks that serving or acting as a sacristan is something that they might be able to do.

William Simmonds, Chaplain to the Servers

YOUNG CHURCH

This has of course been a year like no other. It began, as in previous years, with our usual Young Church sessions and the ongoing challenges of managing varying attendance numbers and age groups. Then ‘out of the blue’ came the pandemic and sessions abruptly ceased. In one fell swoop most of the lovely community events and joint working between churches became impossible. There was no Easter Sunday Egg Hunt, Alterative Halloween, and Advent Parties, Carol Singing, Christmas Eve Christingle, Christmas Day Nativity Play and no Messy Church meant we could not support that either!

There were positives; we still kept in contact with families. We provided links to activities via Roots for Children and Young People, Sermons4Kids and Mary-Anne Keyes Open the Book Stories, with all being well received.

During the autumn, when restrictions were somewhat relaxed, we tried a new initiative ‘Forest Church for Children and Young People’. We had just a small group of young people and met in the Church grounds. We talked about the changes and uncertainties that we had all experienced. Discussions focused on what could be done rather than what could not; enjoying the beautiful world around us that God created and being thankful we lived in Herefordshire. All of the young people were glad to be back at school and able to see friends again. The session included a natural weaving activity, ‘Tangle Triangle’ reminding ourselves that God knows about the things that we are anxious or worried about and is always there for us. We made a ‘Prayer Heart’ and brought people and issues to God, then replanted the Church containers with beautiful Autumn Pansies. The session finished with refreshments, all socially distanced and Covid-19 risk assessed of course.

A further Forest Church was planned for November, but another lockdown prevented this. Inclement weather in December followed. We held one indoor session around the theme of Advent and made Christingle Oranges for the outdoor Carol Service.

Young Church also organised the Giving Tree. As a result of the congregation’s generosity, a large number of children and parents from Ledbury Primary School and older people in Ledbury Community Hospital and Nursing Home, had a happier Christmas, knowing that someone had thought about them and shared love at Christmas time.

We arranged for the Travelling Crib to go to Ledbury Primary School Nursery during December. They loved having it and found the Crib a great way to explain the Christmas Story to their young children.

Members of Young Church also supported the Ledbury Nativity Trail initiative by decorating their windows with the appropriate part of the Christmas story. A wonderful piece of joint working with other churches in Ledbury.

2021 has begun with similar challenges to last year and of course the pandemic! We are continuing to work with other churches in Ledbury, to consider how we maintain the offer of activities to children and young people in the area, this will include the Locally Encourage All to Flourish (LEAF) Project. We recently contacted the inter-generational missioners at Hereford Diocese, they have supplied details of on-line resources and we plan to have a meeting with them and other interested parties.

On reflection, perhaps we did not do too badly after all! Huge thanks are due to John Buttle, Julia Warren, Mary-Anne Keyes, Heather Lucas and our colleagues in other churches, for their commitment, hard work and inspiration in making all of this happen.

Jill Jupp

PRAYER MINISTRY GROUP

I usually report that we have been offering Prayer Minister after the morning service on a Sunday. However this happened only in the first two months of the year. We have prayed individually if we have received prayer requests and look forward to recommencing this ministry when the Covid situation improves.

Christabel Panter

TOWER REPORT

On Christmas Day 2020, we rang six bells for the morning service. In any other year, this would have been unremarkable, but on this occasion it was quite an emotional experience. We had always hoped to be ringing again for Christmas. The next day, we were out of Tier 1 of lockdown and into Tier 2 (one bell only). Although 2020 was a year in which so little ringing took place nationally, however, the bells in our tower underwent their biggest overhaul since they were installed as a ring of 8 bells in 1690. A short summary:
In the bellchamber - two additional bells, two new replacement bells, the repair and refurbishment of the other six bells and all their fittings, an extended frame and a new simulator linked to computers in the Ringing Room;

- In the clock room – all the clock / carillon hammers taken away for repair and refurbishment.
- In the Ringing Room - a new training bell and major improvements to heating, lighting, wiring etc.
- On the ground floor, a new exhibition space as part of an initiative, supported a National Lottery Heritage Fund
- In the tower as whole – complete re-wiring, a much improved fire safety system, repairs to stonework, woodwork, walls and windows, additional safety rails and other carpentry additions on the upper levels, and substantial redecoration.

It was not easy to raise money in 2019 under the constant cloud of Brexit discussions. This paled into insignificance compared with the challenges of 2020 and Covid-19. Nevertheless, the generosity of many, many people along with a number of grants from different bodies enabled us to reach the target of £280,000 by the end of 2020. Increased costs in a number of areas still leave us a bit short of what we need to achieve all our aims, but it is a huge relief to have come so close.

Inevitably, there is a feeling of anti-climax at the moment. We had planned a number of public events in connection with the return of the bells. We had hoped to involve local schools in various initiatives. We also wanted to celebrate the return of the bells with a grand dedicatory service in a packed church. Above all, we were itching to ring this wonderful restored and augmented set of bells! None of this was possible and the bells wait patiently to be called into service! Now that the clock and carillon hammers have been repaired, restored and replaced, all the work on the bells themselves is complete. Many of you will have seen (and I hope studied) the 16 display banners in the church covering many different aspects of bellringing. These will be moved to the tower in due course but

will also be taken around for public display to other sites in Ledbury. The exhibition area will open as soon as lockdown is over and tours of the tower can begin. In the meantime we need to furnish the ringing room, and plan and equip our educational programme.

The bellringers have met weekly on Zoom since April 2020. We have remained a bonded group and are really looking forward to getting back to previous levels of confidence and skill in practising our art.

A few “thank yous” to finish: to our Bells Committee (Tim Keyes, Frank Seabright, Judith Faux, Andrew Beech, Cath Beech) for a huge amount of work over more than two years; to the PCC for trusting us to succeed; to the many volunteers from among local ringers, members of the congregation and other friends of the church who have assisted with aspects of the project and helped to save us money; to many local organisations, including the Town Council, and to businesses who have given us great support; to all our donors for their encouragement and generosity. It has been quite a journey but a great outcome.

Tim Keyes

HOME COMMUNION TEAM

The Home Communion Team is a team of currently seven trained lay persons and clergy who take Communion to various residential homes and private residences in and around Ledbury and Eastnor. The ministry is an important one as it can be a reassuring reminder to people who for whatever reason have difficulty leaving their homes that they remain a part of a larger Christian fellowship.

The last year has been a very frustrating time for the team for obvious reasons. The Team were due to meet shortly before the first national lockdown began in March 2020 but this had to be cancelled. In the extended periods of lockdown between then and now it has simply not been legal to visit people in their homes to take them Communion; even when lockdown has been relaxed, it has not been relaxed sufficiently to allow the visits to go ahead. However, although home visits have not been possible, some effort has been made by various members of the team to at least remain in contact by phone or email with those who they would normally take Communion to. The team look forward though to a time when they can resume their Home Communion ministry by making proper home visits.

William Simmonds, Home Communion Team Coordinator

SMALL GROUPS

This has been a difficult year with groups not meeting in the flesh due to lockdown, etc. However, this report will focus on what has been done despite the virus.

DAVID HOUGHTON‘S GROUP:
Looking back on 2020, our group has had busy year, and has much for which to be thankful. We now number fifteen, with three joining the group during the year. On average we number 12 at each session. We still meet fortnightly and have a summer ‘break’ during July and August.

Each meeting will include a Bible study, prayer, a time of worship and general sharing, sometimes with an activity. Prayer items are circulated after each time together. During

Advent, the group wrote their own words for an Advent song, and these were published to help with private devotions. Two Zoom Social meetings have featured during the year, including a great Christmas Quiz, organised by Tim and Mary Ann Keyes. Every group member contributed a round - great fun!

Pastoral support has been especially important during lockdown times, and has been much appreciated as the members have 'looked out' for one another. Our programme has included studies from the book of Daniel, 'How do we really pray?', 'Preparing for Advent' - looking at various Christian disciplines, and we participated in the ecumenical Lent groups. The group is fortunate to have gifted members willing to lead discussions - a blessing for the leader!

The lack of getting together physically has been missed, but God has been gracious to us in so many other ways for which, I repeat, we are very thankful.

GWEN KIRKHAM'S GROUP:
We are very blest in that we have been able to regularly meet each week this year by Zoom. All ten of us sharing news and praying together. Each week a different member leads bible study and we are still growing spiritually. Praise the LORD!

The remaining groups (four of them) have not met because of lockdown, lack of ability to use Zoom etc. but members and leaders have kept in touch with one-another by telephone and other means.

David Kirkham

LEDBURY DEANERY SYNOD

We met twice in the year - once just before lockdown, and once by Zoom in December. On 19 February the Synod met in St Michael's, where 50 members gathered to look at the future shape of Ministry in Ledbury Deanery. There was a discussion about a Deanery grant from the diocese to empty a person to help with this; how could a grant best be used? We would need to work out the priorities, decide where most help is needed and where and how we can develop new ways of delivering the church's ministry. The clergy had already been looking at this, and this meeting brought the initiative to a wider audience.

Next - we need to meet again as a Deanery to continue discussion of ideas and looking forward to some ideas from the churches of the Deanery.

Christabel Panter

FINANCE SUB-COMMITTEE

The Finance subcommittee has met on two occasions and also dealt with some other matters by correspondence. Its agenda has included matters related to financial policies and procedures. The sub-committee has replaced the Stewardship committee on financial matters (but not those relating to time and talents).

Cath Beech

OPEN THE BOOK

In Ledbury we started the spring term of 2020 by telling the story of the Wise Men, complete with camels (chairs turned backwards and covered in bright coloured cloths) and a child to carry the star. We ended 2020 by the two teams getting together, socially distanced, and making a video in the Chapter House and around the churchyard of “It Begins in Bethlehem” by Bob Hartman, a rhyming nativity play specially published by the Bible Society for OTB. Mary Anne filmed us and sent it to both primary schools. We were able to give all the children at Eastnor a copy of the Bob Hartman book.

Between those two 'bookends' lay many months of lockdown, re-opening, shielding and social distancing during which the Bible Society, who administer OTB, instructed teams not to go into schools. There was also a prohibition on the use of copyright material so our initial attempt to 'keep the book open' by recording ourselves reading the stories had to cease. Knowing, however, that there were at least a few families and children who might enjoy something online presented by a familiar face, I continued to record stories from the Old Testament throughout the summer. Since I re-wrote them myself there were no copyright issues! Once schools reopened in the Autumn the Bible Society instructed us that we could record OTB stories and upload to YouTube. Several members of the team enjoyed doing this and the offerings were warmly received as teachers closeted with their 'bubbles' were delighted to have a different voice in the room, even on video! Although it is less clear how much the videos are being used while schools are closed we want to keep open the door for God's Word so we are continuing to record and share the stories. Please continue to pray for this work, for the schools and staff and for the OTB teams. Thank you.

At Eastnor we had reached the end of the Open the Book Year One stories from the Old Testament when the lockdown came and sadly, were unable to continue, although we were able to send the school our Nativity video and the Bob Hartman book.

Some good news: Eastnor School now has a Zoom assembly once a week and we have been invited to take part in some way, so this week (5 Feb 2021) we are going to tell a short story and have a prayer, we hope this will be a regular weekly event. Please pray that we can continue our contact with the School and that Open the Book will be back when the lockdown ends.

Mary Anne Keyes (Ledbury OTB Team)/Heather Lucas (Eastnor OTB Team)

CHURCH MISSION SOCIETY

As our CMS partners are in a country in Asia where they have to be careful about their whereabouts, I cannot say much about their activities. However they have been on Covid leave in the UK, and we have been able to have two Zoom meetings with them. So we have now “met” them and got to know more about their work in Asia. We receive a regular newsletter from them; if you want a copy I can supply it. Please pray for these countries in Asia where it is difficult to preach the Gospel.

Christabel Panter

LEDBURY DEANERY MTWARA LINK

Nothing to report this year.

Elaine Toyer and Brian Bowers
On behalf of the Deanery Tanzanian Committee

CONCERT COMMITTEE

Because of Covid-19 restrictions, the Concert Committee did not meet in 2020, and no concerts were held.

Sue Andrew

BANNERS REPORT

Following deployment of our banners for Christmas 2019, the rector suggested that we had a break to respect the preferences of those people in our church family who like to see the building in general, and its stone pillars in particular, without adornment. The intention was to request his agreement to put up banners later in the year maybe starting with Harvest and Remembrance Sunday. In the event the church was further cleared in response to the Covid-19 epidemic, and has remained clear of loose furnishings since.

After the enforced long break I very much hope we will use our banners to follow the church year through 2021-2022, starting as soon as acceptable with due regard to Covid-related health and safety considerations.

Feedback on banners and their deployment is always welcome, as are offers of help to design and produce new ones from time to time.

Diana Veasey

FLOWER GUILD

We started the year on a negative note as we were unable to decorate the Church for Easter but with the agreement of those who had sponsored a Lily for a loved one, we have retained the donations to fund a small scale Flower Festival to celebrate the eventual defeat of the Coronavirus and a return to something approaching normality.

At the end of the first ‘lockdown’ when the Church was open for Private Prayer only, I initiated a simple arrangement at the North Door to welcome any visitors. After a few weeks, a ‘skeleton rota’ was re-introduced and any ‘Year’s Mind’ flowers were also remembered.

There were sufficient Volunteers to honour the Patronal and Harvest Festivals and Remembrance Sunday and the flowers arranged for Christmas, although again, few in number were made more cheerful by some additional ‘sparkle’.

As I write this we are back in deeper ‘Lockdown’ but with the roll-out of the Covid-19 vaccine, maybe we will be able to celebrate Easter 2021 as befits the occasion.

The Guild is in a similar position to other small groups; COVID has taken its toll. Our fund at the present time is £601.00 which includes donations for lilies of £89.00. This will be

used to purchase flowers for a celebration when COVID is no longer an issue. Therefore the fund is actually £512.00.

The Guild members are very grateful for any help towards costs i.e. The Patronal Festival flowers, the brown bin and the oasis. The Guild purchases flowers for Christmas (this year £96) and flowers to compliment the lilies at Easter and flowers for other special occasions. The Guild members mostly cover the costs of their own arrangements for normal services, although expenses could be claimed. The Treasurer is very grateful and believes the Guild members really enjoy their involvement in making a visit to the church a lovely experience.

Pauline Smith/Celia Wargent

BUILDINGS WORKING GROUP

The BWG had a relatively quiet year, partly due to the effect, direct and indirect of Covid. The draft Conservation Management Plan (CMP) was considered by the PCC on several occasions during the year. No major concerns were expressed about the general structure and content and the hope was that final agreement would be reached in early 2021, as it was on the main body. An important component of the CMP will be a Liturgical Plan (LP). A draft was agreed by the BWG in July. That had not been agreed by the PCC at the year's end, and several other Appendices also awaited completion.

BWG recommended to the PCC, who accepted the advice, that an application should be made to the Major Churches Support Network for support in refining and crystallising the ideas in the reordering proposals into a coherent project. The application has not yet been made, pending discussions (impeded by Covid restrictions) with other churches that have carried out major projects.

Finally, but most importantly, the BWG expresses its deep appreciation of the leadership and professional input made by Ian Stainburn to its work since its inception. The whole parish owes him an immense debt of gratitude.

William Hopkinson

LEDBURY MOTHERS' UNION

We were able to hold just two meetings during the year, a members' afternoon in February and on the World Day of Prayer in March. No further meetings were held after that because of the lockdown restrictions. We have kept in touch with each other by telephone and had several calls and emails from the diocesan Mothers Union to keep in touch and make sure that everyone was alright.

Janet Gallagher

DATA PROTECTION

2020 has been a non-event as far as GDPR is concerned.

About 140 members of the congregation have provided completed a Consent Form. These are now kept safely in the church office. If you have still not completed a consent form

please get one from the table at the back of the church, fill it out and put it in the pigeon-hole for me to get you included. Without it we shouldn't contact you!
The detail from the Consent Forms is on a Database. (For the technically minded the data base is a password protected Excel Spreadsheet). I will be passing the role of Data Administrator onto another after the AGM. I have suggested to the PCC that we reduce the number of Data Administrators from four at present to two in the future. I am proposing that Sarah Williams remains the first point of contact and that a member of the PCC (preferably an Assistant Church Warden) is the principal contact. For the time being please pass any enquiries to me and I will pass them on.

Thank you for your help.

Richard Thursby

St Michael and All Angels, Ledbury

Annual Meeting of the Parishioners of St Michael and All Angels, Ledbury

St Michael and All Angels church, 15 October 2020

The meeting was chaired by Rev. Keith Hilton-Turvey.

1. Rev. Hilton-Turvey opened the meeting with prayer.

Minutes of meeting held on 3 April 2019

2. These were agreed unanimously and signed by the chairman. There were no matters arising.

Election of two churchwardens

3. Two persons had been duly proposed and seconded:

Dr. Christine Bainton
Julian I'Anson

Christine Bainton and Julian I'Anson were duly elected.

4. The meeting closed at 7.40pm.

Signed…… Dated…….

Annual Parochial Church Meeting

St Michael and All Angels church, 15 October 2020

Present

1. The meeting was chaired by Rev. Keith Hilton-Turvey. 55 parishioners attended with 17 apologies.

Minutes of meeting held on 3 April 2019

2. The minutes of the meeting held on 3 April 2019 were discussed. Andrew Beech recognised that the record of the discussion following David Chapman's intervention in the discussion of questions of parochial and general interest was incomplete. Having discussed this with Rev. William Simmonds he proposed the following amendment to the third paragraph:

"In response to observations by David Chapman it was agreed that the PCC would consider his comments. A majority who spoke felt that the church was welcoming and encouraged them to fulfil their potential. However, others felt that this was not the case and cited examples. It was recognised that not all the people can be pleased all the time."

David Chapman proposed that this be amended further to reflect the deep unhappiness experienced by many members of the congregation, and that he had asked the PCC to seek help from the diocese to resolve the issues. This proposal received 15 votes in favour, none against and 3 abstentions, whereas Andrew Beech's proposal received 20 votes in favour, none against and 3 abstentions. Andrew Beech's proposal was thus carried.

Ian James proposed an addition to the same paragraph, as follows:

"In response to a direct question from Ian James, the Rector stated that he would not be prepared to allow women priests to officiate or preach at the main services at St Michael's."

This amendment was carried with 24 votes in favour, none against and 6 abstentions.

Thus amended the minutes were adopted by 29 votes in favour, none against and 3 abstentions.

Matters arising

3. None reported.

Rector's report

4. The rector gave his report of the year's activities and recorded his thanks to those who had contributed (see Annex A).

Treasurer's report and reception of accounts

5. The Statement of Financial Affairs for the year ending 31 December 2019, the Balance Sheet as at 1 January 2020 and explanatory notes had been printed in the Annual Report. A summary page of the finances of the church in 2019 had additionally been included. This was a new feature of the Annual Report. The accounts reflected two further changes during 2019. Firstly the Arthur and Biddy Heaton Trust had now been transferred to the church, but retained the same objectives. Secondly the Education Fund had now been established as a fund connected to the St Michael's charity. Cath Beech, reporting on the accounts, felt that these changes would improve their transparency.

6. There were two changes to the summary page since the year end. The generous bequest from Alan Meikle was for church upkeep, and might not be spent entirely on replacement of the rainwater goods. Secondly the cost of the chancel lighting had increased and might not now all be met by the Friends.

7. With legislative and other changes the financial affairs of charities had become increasingly complex. Accordingly the PCC had set up a Finance Sub-Committee to oversee the financial processes of the church. Its current membership was: Cath Beech, David Houghton, David Kirkham and Richard Thursby.

8. Cath Beech reported that the Covid-19 outbreak had impacted on church finances. She thanked all those who had changed their forms of giving to allow the church to adjust to the changes. The impact of the outbreak would be reported in the 2020 accounts in due course.

9. Acceptance of the accounts was proposed by Cath Beech and seconded by Christine Bainton. They were adopted unanimously.

PCC resolutions

First resolution

10. Following advice from the diocese the PCC proposed to bring the terms of office of assistant wardens into line with that of elected lay representatives. In law assistant wardens were to be regarded as elected lay representatives (see Annex B).

11. In discussion it was acknowledged that the post of assistant warden was not specifically recognised in law. This is why assistant wardens needed to be considered as elected lay representatives and brought within the same electoral process. But the rules did not preclude electing assistant wardens separately as if they were elected lay representatives, but with the church acknowledging in this process their calling to the role of assistant warden.

12. Andrew Beech proposed the resolution, seconded by Keith Hilton-Turvey. It was adopted by 31 votes in favour, 2 against and 12 abstentions.

Second resolution

13. Andrew Beech explained that the Church Representation Rules 2020 (CRR) linked the number of elected lay representatives on a PCC to the number of people on the church electoral role. With the current numbers on the electoral roll this figure was 12. The church had, however, operated with fewer than the number provided. The figure currently was 10, made up of 6 elected lay representatives plus 4 assistant wardens. The CRR provided for churches to operate with a lower number, subject to a resolution to this effect being passed by the APCM. The second resolution (see Annex C) provided for the number to be set at 10.

14. In discussion William Hopkinson, supported by Liz Harvey and Ian Stainburn, said that increasing the number on the PCC would allow a wider variety of opinions within the church to be reflected in the PCC membership. Andrew Beech proposed the resolution, seconded by Keith Hilton-Turvey. On being put to the vote there were 9 votes in favour, 32 against and 2 abstentions. The resolution being lost, the figure of 12 provided for in the CRR applies automatically.

Election of representatives to the Deanery Synod

15. There were three nominees for the post of lay representative to the Deanery Synod: William Hopkinson, Christabel Panter and Peter Veasey. All those elected would serve a three year term. On being asked to address the meeting, all three spoke positively about the Synod. Keith Hilton-Turvey, however, questioned William Hopkinson's commitment to the Anglican faith and church and specifically to St Michaels. In response William deprecated this personal attack in a public arena. Whilst he had theological differences with the rector, he said that he would speak to the best of his ability at the Deanery Synod for the benefit of the church.

16. There being the requisite number of candidates no election was required and William Hopkinson, Christabel Panter and Peter Veasey were duly declared elected.

Election of Assistant Wardens

17. There were four nominees for the post of assistant warden: David Houghton, Sue Simpson, Peter Tattersall and Richard Thursby. All those elected would serve until the 2021 APCM. There being the requisite number of candidates no election was required and David Houghton, Sue Simpson, Peter Tattersall and Richard Thursby were duly declared elected.

Election of lay representatives to the PCC

18. Two posts were available for the election of lay representatives to the PCC and there were three nominees: Rick Barrington, Ian James and Diana Veasey. Both those elected would serve a three year term. An election being required, Bill MacKenzie and David Wood-Robinson were appointed as scrutineers by unanimous vote.

19. The number of valid ballots received for each of the candidates was as follows:

Rick Barrington	23
Ian James	28
Diana Veasey	35

Ian James and Diana Veasey were accordingly declared elected.

Sidespeople

20. Christine Bainton reported that the role of sides person had been in abeyance since the start of the Covid-19 lockdown. She proposed that the PCC update the list of approved people.

Reception of reports

A Annual Report for 2019

21. David Chapman felt that the report inadequately reported both the strength of feeling in the congregation about the problems that he had identified at the 2019 meeting, and also the developments since. He felt that the PCC report should publish and indicate what had become of a report that contained a number of proposals submitted by him to the PCC following the 2019 meeting. In discussion it was pointed out that the PCC had indeed given a

great deal of time to considering the report and subsequent correspondence, and had set up a group to work with David and like minded people to work towards an agreeable conclusion. The Covid-19 outbreak had paused this work, which would be ongoing once conditions permitted.

22. Under this item Ian Beer proposed a revision to the Mission Action Plan and the Local Ministry Development Group. This will be reported under “Questions of General and Parochial Interest”, below.

23. On being put to the vote 30 voted in favour of receiving the Annual report, 1 against and 7 abstentions.

B Electoral roll

24. Keith Hilton-Turvey reported that the electoral roll stood at 157. Eight persons had joined the roll since the 2019 meeting. Five persons had been removed, one having died and four having moved away from Ledbury.

C Fabric report

25. This report was received without further discussion with 29 votes in favour, none against and 1 abstention.

Independent examiner

26. Cath Beech proposed that Luke Keegan of Greendawn Accounting of Ledbury be reappointed as independent examiner. Andrew Beech seconded the proposal, which was agreed unanimously.

Questions of general and parochial interest

Mission Action Plan

27. Ian Beer expressed concern at the way the Mission Action Plan had been handled by the Local Ministry Development Group (LMDG) and thence the PCC, who were responsible for adopting it. He believed that the MAP had drifted away from its original purpose, which was to reflect the ideas of the congregation for the church’s local mission. The present MAP had been adopted back in 2013, and only minor amendments made since. The problem would be alleviated if the LMDG were more transparently elected, by the entire congregation, instead of being appointed by the rector. He proposed the following resolution:

“That, as a matter of urgency, all the congregation be requested to complete paper voting forms (or via the internet) to select a new LMDG, followed immediately by their creating a new draft MAP for subsequent consultation with the congregation before the final MAP is presented to the PCC.”

28. Tim Keyes supported by Helen l’Anson, speaking as members of the LMDG, said that, on the contrary, the LMDG had worked hard to produce an MAP that reflected the church’s desire to be a missionary church and how that would work out in practice. They had genuinely tried to represent the various traditions in the church and were united in wanting to

engage with the people of the town. The current members of the Group were: David Houghton, Helen I'Anson, Tim Keyes, Heather Lucas, Christabel Panter and Peter Scull.

29. On being put to the vote 17 were in favour, 17 against and 5 abstained. The resolution was thus lost.[1]

30. Christabel Panter noted that the LMDG should be guided by the diocese in its work on the MAP and felt that advice should be sought. This was greeted with acclamation. Keith Hilton-Turvey agreed that the LMDG should contact John Daniels of Hereford Diocese for guidance.

Baptisms

31. Ann Tombs and Diana Veasey expressed regret that so few baptisms and no confirmations had taken place in the church in recent years. They felt that people in the town were hurt by what was perceived as a hard line taken by the church in respect of enquiries for baptism. Instead they wished to see the church make all people feel welcome and spiritually supported through major life events. Parents especially should be actively encouraged to bring children for baptism. They proposed the following resolution:

" We propose that this APCM charge the PCC to develop a new strategy which enables all people in the community to feel welcomed and/or spiritually supported by the Church, Cradle to Grave (Baptism to Funeral). Despite Covid, to be formed and active by Christmas 2020."

32. Keith Hilton-Turvey felt that this should be handled by the existing Baptism Committee. He noted that a number of baptisms had had to be held over because of the Covid-19 outbreak.

33. The resolution was put to the vote unamended. There were 19 votes in favour, none against and 6 abstentions. Accordingly the resolution was carried.

Communications

34. William Hopkinson felt that the church was falling down in its duty to communicate with members of the church and people in the town. More and faster methods of reaching people with useful information were available, and the church was not making enough use of them. He felt that an urgent study was needed with a view to correcting this and proposed the following resolution:

"To instruct the PCC to launch an urgent study, drawing on their own members and others, to report by Easter 2021 on improvements to, and better use of, all communication tools to establish more easily accessible records and information and to disseminate, speedily and without hindrance, interesting and relevant material both to members of the congregation and to the Ledbury community."

35. Helen I'Anson noted the hope expressed by the rector the previous year and said that she had tried to honour that sentiment as editor of the magazine. She had included noth-

[1] It is said that there were calls for a recount. Neither the rector nor the secretary of the meeting heard these. Because of the Covid restrictions everyone present was wearing a facemark or face covering.

ing contrary to the fundamental tenets of the church and treated scripture with respect. All church communications should meet this standard. She proposed that the draft resolution be amended as follows:

‘To request the PCC to launch a study that draws on its own members and others, resulting in a report delivered by Easter 2021, on the improvements in our own records and information imparted to the Ledbury community, so that our communications link to, and build on, our aims and purposes as a Church that seeks to “Magnify the name of Jesus, to make him known, to encourage people to become followers of Jesus Christ, and to build His Kingdom and make disciples of all nations””.

36. On being put to the vote the resolution, as amended by Helen l’Anson, was adopted with 21 in favour, 6 against and 2 abstentions.

Date of next meeting

37. It was agreed that the 2021 APCM would be held on Wednesday 21 April 2021, venue to be decided in the light of progress with the Covid-19 outbreak.

The meeting closed at 10.14 with prayer.

ANNEX A

Rector's report

Today (15th October) the church remembers S. Teresa of Avila, a teacher of the Christian faith. Readings for today include Ephesians 1, Psalm 98 and Luke 11: 47-54 and for the evening Psalm 94, 2Chronicles 20:1-23 and Mark 15: 33-41. A mixture of praise of God and woes to those who oppose God and His people.

Ephesians 1 is a passage of praise and thanksgiving for who the church, the gathered followers of Jesus, are:

1 Paul, an apostle of Christ Jesus by the will of God,
To the saints who are in Ephesus and are faithful in Christ Jesus:
2 Grace to you and peace from God our Father and the Lord Jesus Christ.
3 Blessed be the God and Father of our Lord Jesus Christ,
who has blessed us in Christ with every spiritual blessing in the heavenly places,
4 even as He chose us in Him before the foundation of the world,
that we should be holy and blameless before Him.
In love 5 He predestined us for adoption as sons through Jesus Christ,
according to the purpose of His will, 6 to the praise of His glorious grace,
with which He has blessed us in the Beloved. 7 In Him we have redemption through
His blood, the forgiveness of our trespasses, according to the riches of His grace,
8 which He lavished upon us, in all wisdom and insight 9 making known to us the mystery
of His will, according to His purpose, which He set forth in Christ
10 as a plan for the fullness of time, to unite all things in Him,
things in heaven and things on earth.
11 In Him we have obtained an inheritance, having been predestined according to
the purpose of Him who works all things according to the counsel of His will.

My thanks go to:

- Stewardship Tony and Leslie Goodall have moved away. David Kirkham has taken over Tony's role.
- Flower Guild Margaret Chapman has finished leading the Guild. Pauline Smith is now i.c. flowers and continuing the good work.
- Unlocking and Locking Ann Tombs has finished coordinating this work and Philip Weaver has taken over. David Tombs has laid down the keys too, but kindly has agreed to being a back up when needed. Thanks to all who have done unlocking and locking and those do it.
- Magazine John Lindeck finished his stint as editor, handing over to Helen I'Anson, who I'm sure we all agree has been doing a sterling job giving us a good and interesting mix of content.
- Music Director Philip Holland has retired, having done a great job for about 13 years. Kate Cheetham has taken on the role as music director and has been rising to the challenge. With the group of singers, she has been lifting our worship in church.
- Printing Alan Starkey has decided now is the time to retire, and it seems the duplo printing machine has too, it is in terminal decline. Thanks to Alan for many years service.
- Cleaning Ed Huxley has taken on post-service cleaning (Sundays and other services), is doing a great job which enables us to keep the church open instead of having to close it for 72 hours after services or events take place in the church.

- Garden of Remembrance John and Elizabeth Crossley have hung up their spades and shears after many years caring for the garden of remembrance. John & Nina Hainsworth have taken over, bringing their skill and expertise to bear.
- John and Nina have also taken on the porch-welcomers' rota.
- Julia Warren for her quiet and important work putting out and regularly replenishing the prayer leaflets at the noticeboard outside the almshouses.
- Ann Gates for organising the intercessions rota.
- Members of various groups, most of which have been furloughed since March:
eg: Fabric Group, BWG, WRDG, LMDG and the Stewardship Group, whose work is being taken over by the newly formed Finance Group.
- Special mention for Ian Stainburn, who has given of his time and expertise generously for many years and has now been called to 'higher things' regarding significant church buildings around the country!
- Retired clergy for their contributions.

- Churchwardens Christine & Julian have done grand job. I have appreciated their good humour, grace, wisdom and the work they do.
- Assistant Wardens
Joe Chipper stepped down to train for ordained ministry. He will be ordained deacon in July 2021, hopefully in the Cathedral.
Richard Thursby, who's been given the go ahead to carry on by those closest to him!
Sue Simpson & Peter Tattersall who've been helpful, supportive and encouraging; working both behind and in front of the scenes; both work as vergers for weddings and funerals. Peter, is our 'click-meister', an apparently small but important job. Sue puts her hand to whatever needs doing.
- PCC Thanks for all hard work this year – well 18 months – with a number of extra meetings to cover a range of matters. Thanks for their good humour, positive and constructive approach.
Thanks to Cath – Treasurer and Andrew – Secretary, much work, thoroughly done. Cath has continued to improve our financial processes and reporting. Andrew has become a diocesan and possibly national expert at both electronic and paper
faculty applications and process.
Thanks to Heather Lucas who's come to the end of her 3 year term and decided to step down after many years service on the PCC.
Thanks to David Kirkham, who's stepped down early and is carrying on looking after our planned giving.

It's a great encouragement that the PCC agreed unanimously on
"St Michael's being and remaining wholeheartedly Anglican. [and that] We value the fact that our Christian faith, expressed in worship at St Michael's, is based upon the Bible, which we believe to be authoritative, upon the three creeds (Apostles, Nicene and Athanasian) that we all share and state publicly in worship, upon the 39 Articles and the canons of
the Church of England."
Which is, by the way, a summary of the Church of England's definition of itself.
Affirming our Anglicanism in such a clear and confident way should be an encouragement to us all. Giving clarity as it does, to where we stand as a Parish, so people are not confused
by conflicting theological differences; enabling people to come together in worship and fellowship
and to be welcoming to those who are looking in or exploring or on a spiritual journey or who have views differing from traditional orthodox Anglican belief.

- Young Church Jill and Team and for their efforts massively impacted by covid restrictions and for their work to have YC outside…
and Mary Ann Keyes' weekly video from the 'Keyes Children's Version' – the work that goes into that should not be underestimated!
- Website & Service Projection Thanks to Percy Hunt and Benjamin Hilton-Turvey.
Thanks to everyone who has recorded readings for our services, hearing familiar and not so familiar voices has been something people have appreciated.

- Thanks to Tim Keyes along with Frank Seabright and the team who've been overseeing and working on the Bells and Tower project. Thanks to the metal rubbers and painters, whose good work has enabled money raised go further… and to the suppliers of coffee and cake for the workers!

- Thanks to all those who have worked for the building and strengthening of the church, for God's honour and glory – whether noticed by others or not.
- Once again congratulations to everyone who has contributed to the improving reputation of SML and of people's now consistent reporting that their experience of visiting and joining SML has been one of warm, friendly, welcome and of warm, uplifting worship.

A quick review of some of what happened or didn't happen since the April 2019 APCM.

The Talking Jesus course and Last year's Third Thursday Talks took place successfully.
The twice-a-month Christian Contemplative Payer time began as planned under Priscilla Hebblethwaite's oversight and has continued online.
The parish awayday was held and as planned and practiced, the comments and recommendations that came from it were fed into the most recent update of the Mission Action Plan (MAP). The updating work was done by the LMDG and after consideration, approved by the PCC.
Many other things have been cancelled, postponed or done differently since March and that looks like it will continue…
The planned Experience Easter was one of the first of our 'extras' to be hit.
Holy Week, Easter, Pentecost, Patronal and Harvest have all been quite different.
All have been online, with our Patronal and Harvest festival services taking place in the church too.
We were able to reopen for private prayer almost as soon as we were allowed to and restarted services in church on 12 July, quite a bit earlier than many churches.
A big win has been our decision to open the west doors for Sunday services, now paused for the winter.
People within and without have appreciated the very visible signal that we are open and are delighted to share our worship with people. Most Sundays, one or two people have quietly come and stood in the doorway for a few minutes, enjoying being able to both hear and to see what we're doing, thanks to our use of the projection screen, before carrying on with their day.
Opening the west door is something we shall restart when the weather is warm enough next year.

We had the visit of Bishop Richard as part of his diocesan prayer pilgrimage on Saturday 19 September,
when he reminded and encouraged that we're:

“seeking to magnify the name of Jesus, to make Him known, to encourage people to become followers of Jesus Christ and to build His kingdom… where we find ourselves… to make disciples of all nations (Matthew 28)…
We do believe in a God who created the universe, who in Jesus Christ redeemed the world, who in
the Holy Spirit imparts His very self to us – those who believe and trust in Him…” [and that]
“even if everybody in our culture didn’t believe the gospel, that wouldn’t make it any less true and that we are proclaiming the truth about who God is, who we are, how we may know God and how we may discover life, significance, love, meaning, purpose; all of those things God gives us as we repent
and turn to Jesus Christ in faith.”

We broke our communion fast at our Patronal festival and I hope and plan to have further communion services this year…

We shall be holding an All Souls service as we usually do, at 3pm on Sunday 1 Nov,
with invitations going to those bereaved over the last 12 months only – due to covid constraints
and the need to make them our priority.

Remembrance will be different, as gathering at the war memorial isn’t allowed; Bill MacKenzie, Jenny Harrison and I have been working with the council to provide an appropriate occasion and service in church – starting at 10, finishing with the 2 minute silence.

Our new church year – which starts on Advent Sunday, which this year (2020) is 29 November, will begin with Bishop Richard coming to lead and preach at our 10am service.

I’m planning on having a midnight communion for Christmas…
And am looking at how we may make communion a regular, but not at this time weekly, service.

I’m planning on continuing both online and live services, subject to any constraints which may apply, enabling us to worship together whether in time or in place.

The Fabric group continue to work on the upkeep of this fine building.

Looking forward…
within the uncertainties and continuing constraints due to covid-19:
Let’s continue to develop our discipleship and disciples – following as I said last year:

The great commission: Matthew 28:19&20
“Therefore go and make disciples of all nations, baptising them in the name of the Father and of the Son and of the Holy Spirit and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age.”

Which is what our mission statement “Worshipping God, Following Jesus, Sharing His love” is founded on …

– does what we are doing aid, help, progress or support discipleship and the growth of discipleship?
If yes – let’s go for it

If no – what needs to change so that it does?
If we can't change anything, let's stop it and put our energies elsewhere.
I'm keen that we grow as disciples, in Christian maturity and in numbers, that we become more and more a community of Christians. That our reputation of being a community of warm and hospitable, inviting, faithful followers of Jesus – grows as we continue to put into practice our commitment to be "wholeheartedly Anglican [valuing] the fact that our Christian faith, expressed in [our] worship at St Michael's, is based upon the Bible, which we believe to be authoritative …"

ANNEX B

Assistant warden terms of office

1. The six elected lay representatives (ELRs) on the PCC currently serve a three year term, with one third of them retiring annually. Assistant wardens are currently elected for a one year term only, aligning their term of office with that of the churchwardens. The Archdeacon of Hereford has opined that, in terms of the governing legislation (the Church Representation Rules 2020(CRR)), assistant wardens should be regarded as ELRs. It is advisable to bring their terms of office into line with that of the existing ELRs to comply with the legislation.

2. Following the Archdeacon's ruling the four assistant wardens would join the six ELRs, to give a total of ten ELRs. This number does not divide by three. So, if the terms of office of the assistant wardens were to be extended to three years, it is proposed that on two of the three years three ELRs would be elected, and on the third, four would be.

3. Under the terms of the CRR these changes would come into effect at the APCM in 2021.

Resolution for the APCM

4. It is resolved that assistant wardens (AWs) be elected to the PCC for a three year term from the 2021 APCM onwards.

5. All four AW posts become vacant at the APCM 2021, and thus four elections will take place. It would be better that the church adopt for AWs the procedure adopted for elected lay representatives at the 2016 APCM, whereby over time an even number of representatives is elected annually. This allows for refreshment of the PCC whilst giving continuity. In practice, given that there are four AWs, this will not be quite possible.

6. It is resolved that at the 2022 APCM two of the AWs elected at the 2021 APCM stand down and two elections be held. At the 2023 APCM one AW elected at the 2021 APCM will stand down and an election be held. At the 2024 the remaining AW elected in 2021 will stand down and an election be held.

7. This would bring us into line with the CRR. The choice of which initial length of service is served will be by drawing lots after the 2021 elections (CRR M16.5).
It is also resolved that, in line with elected lay representatives, each AW be limited to two consecutive terms. A break of one term should be taken before standing again.

ANNEX C

Number of elected lay representatives on the PCC

1. For some years the Ledbury PCC has operated with six elected lay representatives and four assistant wardens (previously deputy wardens). The assistant wardens are now to be regarded as elected lay representatives, though with distinct roles. This brings the total number of elected lay representatives to ten.

2. The number of elected lay representatives that a parish may have on its PCC is determined by the size of the electoral roll. Ledbury may have twelve. The PCC has, however, agreed that ten is sufficient for the PCC to operate efficiently.

Resolution for the APCM

3. It is resolved that the number of elected lay representatives on the Ledbury PCC shall be fixed at ten.

St Michaels and All Angels

Annual Accounts 2020

These notes do not form part of the accounts, but I hope they will help you to understand them.

I need hardly remind you that 2020 was a year unlike any other; we were unable to meet together for parts of the year and church was closed altogether from March to June.

General fund

As we might expect collections in the church building (donations chest, loose plate etc) were particularly affected. Offerings through the bank, via standing orders or Parish Giving were more or less the same as in 2019. Overall, income to the general fund (shown in the 'unrestricted' column in the Statement of Financial Affairs) fell by about £20,000 or about 18%.

Our general fund expenditure also fell, but not by as much, as many of our running costs, such as insurance and routine maintenance, are relatively inflexible. Our expenditure fell by about £12,400 or 9%.

Overall the balance in the general fund has fallen. Whether we can cover our costs in 2021 will depend to a great extent on the how quickly life returns to something like normal.

Building Funds

We have several major capital projects on the go. In the accounts we have allowed for all expenditure we are contractually committed to. Thus the figure shown for 'creditors' in the accounts is high. We have also allowed separately for amounts we are sure are recoverable in the next year. This is included in the figure for 'debtors' in the balance sheet and is largely VAT we are able to recover and grants we are due. The balances on the Bells and Building Funds are after taking account of this.

Bells fund Work on the Tower and Bells is nearing completion. We look forward to hearing our expanded ring of 10 bells and seeing the new exhibition space. Funds for this project are in a restricted fund and thus cannot be used for any other purposes.

Building funds At time of preparation of the accounts work is ongoing on replacing the plastic rainwater goods around the church. This is funded by a grant from Historic England and the generous legacy from Alan Meikle.

Further necessary works are planned, including replacement of the Chancel lights, repairs to the roof, repairs to the spire (which is leaking) and overhaul of the organ. We are seeking grants for some of this work, but we do not yet know if we have been successful. Contracts have not been let so we have not taken account of the cost of these works in the accounts, but should they all be undertaken in 2021, with no grant aid, we could expect our building funds to fall by about £50,000.

Statement of Financial Activities

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total funds	Prior year total funds
Income and endowments from:						
Donations and legacies	100,148	1,852	252,744	—	354,745	237,001
Income from charitable activities	1,846	—	—	—	1,846	1,709
Other trading activities	5,113	—	—	—	5,113	4,752
Investments	1,527	133	345	—	2,006	2,131
Other income	264	—	75,396	—	75,660	58,138
Total income	**108,900**	**1,985**	**328,486**	**—**	**439,371**	**303,734**
Expenditure on:						
Raising funds	119	—	—	—	119	220
Expenditure on charitable activities	124,968	1,996	6,034	—	132,999	139,463
Other expenditure	765	—	421,454	—	422,220	40,155
Total expenditure	**125,853**	**1,996**	**427,488**	**—**	**555,339**	**179,839**
Gains / losses on investment assets	1,861	—	313	—	2,174	4,475
Net income / (expenditure) resources before transfer	**(15,092)**	**(11)**	**(98,689)**	**—**	**(113,792)**	**128,370**
Transfers						
Gross transfers between funds - in	9,254	4,385	3,772	—	17,412	9,575
Gross transfers between funds - out	(3,345)	(9,925)	(4,141)	—	(17,412)	(9,575)
Other recognised gains / losses						
Net movement in funds	**(9,183)**	**(5,551)**	**(99,057)**	**—**	**(113,792)**	**128,370**
Total funds brought forward	**10,480**	**107,669**	**221,089**	**—**	**339,238**	**210,868**
Total funds carried forward	**1,296**	**102,118**	**122,031**	**—**	**225,446**	**339,238**
Represented by						
Unrestricted						
General fund	1,296	—	—	—	1,296	10,480
Designated						
Alpha Evangelism	—	5,865	—	—	5,865	5,491
Building/Fabric/Repair 2	—	81,012	—	—	81,012	87,915
Chancel lighting	—	12,407	—	—	12,407	9,547
Griffin Fund	—	1,085	—	—	1,085	1,049
Photocopier fund	—	0	—	—	0	40
Revaluation reserves	—	0	—	—	0	0
Sound system	—	1,745	—	—	1,745	3,624
Restricted						
A M Johnson	—	—	8,139	—	8,139	7,861
Agency collection	—	—	594	—	594	—
Arthur and biddy Heaton Fund	—	—	14,508	—	14,508	16,053
Bells fund	—	—	13,513	—	13,513	84,929
Building/Fabric/Repair 1	—	—	38,126	—	38,126	64,678
Choir Fund	—	—	470	—	470	443
Embroidery Trust	—	—	869	—	869	869
Funeral Collections	—	—	0	—	0	0
Ledbury Ecumenical Role	—	—	16,881	—	16,881	19,183
Martin Chancel	—	—	28,928	—	28,928	27,068
Revaluation reserves	—	—	0	—	0	0

Balance sheet

	Total funds	Prior year funds
Fixed assets		
Investments	38,152	35,978
	38,152	**35,978**
Current assets		
Debtors	109,085	16,530
Investments	18,967	18,967
Cash at bank and in hand	234,691	272,860
	362,744	**308,357**
Liabilities		
Creditors: Amounts falling due in one year	175,451	5,097
	175,451	**5,097**
Net current assets less current liabilities	**187,293**	**303,260**
Total assets less current liabilities	**225,446**	**339,238**
Total net assets less liabilities	**225,446**	**339,238**
Represented by		
Unrestricted		
General fund	1,296	10,480
Designated		
Alpha Evangelism	5,865	5,491
Building/Fabric/Repair 2	81,012	87,915
Chancel lighting	12,407	9,547
Griffin Fund	1,085	1,049
Photocopier fund	0	40
Sound system	1,745	3,624
Revaluation reserves	0	0
Restricted		
Bells fund	13,513	84,929
Agency collection	594	—
Revaluation reserves	0	0
Building/Fabric/Repair 1	38,126	64,678
Choir Fund	470	443
Embroidery Trust	869	869
Funeral Collections	0	0
Arthur and biddy Heaton Fund	14,508	16,053
A M Johnson	8,139	7,861
Ledbury Ecumenical Role	16,881	19,183
Martin Chancel	28,928	27,068
Funds of the church	**225,446**	**339,238**

Fund movement by type

	Opening	Incoming	Outgoing	Transfers	Gains/losses	Closing
Alpha - Alpha Evangelism						
Designated	5,491	374	—	—	—	5,865
Sub-total for Alpha	**5,491**	**374**	**—**	**—**	**—**	**5,865**
Bells - Bells fund						
Restricted	84,929	221,986	292,869	(532)	—	13,513
Sub-total for Bells	**84,929**	**221,986**	**292,869**	**(532)**	**—**	**13,513**
Building-1 - Building/Fabric/Repa						
Restricted	64,678	77,199	103,787	(277)	313	38,126
Sub-total for Building-1	**64,678**	**77,199**	**103,787**	**(277)**	**313**	**38,126**
Building-2 - Building/Fabric/Repa						
Designated	87,915	133	—	(7,035)	—	81,012
Sub-total for Building-2	**87,915**	**133**	**—**	**(7,035)**	**—**	**81,012**
Chancel - Chancel lighting						
Designated	9,547	1,360	—	1,500	—	12,407
Sub-total for Chancel	**9,547**	**1,360**	**—**	**1,500**	**—**	**12,407**
Choir - Choir Fund						
Restricted	443	37	10	—	—	470
Sub-total for Choir	**443**	**37**	**10**	**—**	**—**	**470**
Embroid - Embroidery Trust						
Restricted	869	—	—	—	—	869
Sub-total for Embroid	**869**	**—**	**—**	**—**	**—**	**869**
Griffin - Griffin Fund						
Designated	1,049	—	—	35	—	1,085
Sub-total for Griffin	**1,049**	**—**	**—**	**35**	**—**	**1,085**
HEaton - Arthur and biddy Hea						
Restricted	16,053	—	45	(1,500)	—	14,508
Sub-total for HEaton	**16,053**	**—**	**45**	**(1,500)**	**—**	**14,508**
Johnson - A M Johnson						
Restricted	7,861	—	—	277	—	8,139
Sub-total for Johnson	**7,861**	**—**	**—**	**277**	**—**	**8,139**
LER - Ledbury Ecumenical R						
Restricted	19,183	28,474	30,776	—	—	16,881
Sub-total for LER	**19,183**	**28,474**	**30,776**	**—**	**—**	**16,881**
Martin - Martin Chancel						
Restricted	27,068	195	—	1,664	—	28,928
Sub-total for Martin	**27,068**	**195**	**—**	**1,664**	**—**	**28,928**
Photocopy - Photocopier fund						
Designated	40	—	—	(40)	—	0
Sub-total for Photocopy	**40**	**—**	**—**	**(40)**	**—**	**0**
Sound - Sound system						
Designated	3,624	117	1,996	—	—	1,745
Sub-total for Sound	**3,624**	**117**	**1,996**	**—**	**—**	**1,745**
General - General fund						
Unrestricted	10,480	108,900	125,853	5,908	1,861	1,296
Sub-total for General	**10,480**	**108,900**	**125,853**	**5,908**	**1,861**	**1,296**
None - Agency collection						
Restricted	—	594	—	—	—	—
Sub-total for None	**—**	**594**	**—**	**—**	**—**	**—**
Grand total	**339,238**	**439,371**	**555,339**	**—**	**2,174**	**224,851**

Analysis of income and expenditure

	Unrestricted	Designated	Restricted	Endowment	Total This year	Total Last year
INCOME AND ENDOWMENTS						
Donations and legacies						
Gift Aid - Bank	24,097	—	—	—	24,097	42,768
Non Gift Aid - Bank	2,768	—	—	—	2,768	3,093
Gift Aid - Envelopes	3,713	—	—	—	3,713	15,107
Parish giving Receipts	52,904	—	—	—	52,904	21,031
Goodbox receipts	1,440	—	—	—	1,440	100
Other planned giving	—	—	—	—	—	1,223
Loose plate collections	2,024	—	—	—	2,024	7,540
Giving through church boxes	5,687	—	—	—	5,687	9,916
Building/Fabric/Repair - Designated	—	—	—	—	—	89
Tax recoverable on Gift Aid	3,148	—	372	—	3,520	18,168
VAT and Culture Recovery Refunds	338	—	77,049	—	77,387	8,277
Legacies	3,060	—	—	—	3,060	33,934
Other funds generated	965	374	631	—	1,971	4,205
Bells fund - Individual donations	—	—	45,853	—	45,853	41,438
Bells fund - collections/unidentified ca	—	—	1,929	—	1,929	2,092
Bells fund Organisations/community group	—	—	40	—	40	3,060
Bells fund - businesses	—	—	2,150	—	2,150	900
Bells fund - virgin money	—	—	4,169	—	4,169	459
Bells fund - Grants	—	—	120,400	—	120,400	13,745
Bells Fund - Tower tours	—	—	150	—	150	—
Income for chancel lighting	—	1,360	—	—	1,360	6,707
Income for sound system	—	117	—	—	117	3,144
Total	100,148	1,852	252,744	—	354,745	237,001
Income from charitable activities						
Fees for weddings and funerals	1,846	—	—	—	1,846	1,709
Total	1,846	—	—	—	1,846	1,709
Other trading activities						
Altar Requisites	35	—	—	—	35	(124)
Electricity Feed in Tariff	4,998	—	—	—	4,998	4,687
Tower Illumination Sponorship	80	—	—	—	80	190
Total	5,113	—	—	—	5,113	4,752
Investments						
Bank and building society interest	1,527	133	345	—	2,006	2,131
Total	1,527	133	345	—	2,006	2,131
Other income						
Funeral/Special Collections	264	—	—	—	264	174
Local Ecumenical Role	—	—	28,101	—	28,101	37,712
Funerals, Special Collections etc	—	—	—	—	—	161
Heaton Trust	—	—	—	—	—	499
Heaton income	—	—	—	—	—	19,591
Bells fund DCMS	—	—	47,294	—	47,294	—
Total	264	—	75,396	—	75,660	58,138
INCOME TOTAL	108,900	1,985	328,486	—	439,371	303,734

EXPENDITURE

Raising funds

Costs of stewardship campaign	119	—	—	—	119	220
Total	119	—	—	—	119	220

Expenditure on charitable activities

Charitable Donations	9,022	—	—	—	9,022	8,600
Mothers Union	—	—	—	—	—	128
Young Church	72	—	—	—	72	396
Ministry parish share etc	78,400	—	—	—	78,400	78,400
Church running - insurance	12,341	—	—	—	12,341	12,084
Organ / piano tuning	738	—	—	—	738	2,115
Organists Fees	4,600	—	—	—	4,600	4,200
Church maintenance	6,031	—	2,779	—	8,810	13,962
Cleaning	485	—	—	—	485	2
Tower	1,126	—	3,199	—	4,326	72
Administration	—	—	—	—	—	668
Bank Charges	256	—	—	—	256	671
Altar Requsites	411	—	—	—	411	1,577
Heaton Trust expenses	—	—	—	—	—	538
Fees paid to Verger/Bellringers	—	—	—	—	—	213
Sundries	2,642	1,996	55	—	4,694	3,499
Fire Protection	177	—	—	—	177	—
Church running - electric	1,752	—	—	—	1,752	3,757
Church running - gas	6,509	—	—	—	6,509	6,450
Magazine expenses	43	—	—	—	43	1,801
Governance costs examination/audit fee	360	—	—	—	360	324
Total	124,968	1,996	6,034	—	132,999	139,463

Other expenditure

Ledbury Ecumenical Post	—	—	30,776	—	30,776	30,702
CMP expenses	765	—	—	—	765	—
Building/Fabric/Repair	—	—	2,988	—	2,988	6,346
Bells fund - Contractors costs	—	—	129,548	—	129,548	—
Bells fund - Training bell and assoc equ	—	—	6,123	—	6,123	—
Bells fund - Ancillary works contract	—	—	130,864	—	130,864	—
Bells fund - Professional Fees	—	—	18,084	—	18,084	2,395
Bells fund - display/Activity Progamme	—	—	7,384	—	7,384	—
Bells fund - Publicity	—	—	866	—	866	696
Bells fund - volunteer expenses	—	—	—	—	—	14
Rainwater good expenditure	—	—	94,820	—	94,820	—
Total	765	—	421,454	—	422,220	40,155
EXPENDITURE TOTAL	125,853	1,996	427,488	—	555,339	179,839

GRAND TOTAL	(16,953)	(11)	(99,002)	—	(115,967)	123,894

Basis of accounting

These accounts have been prepared on the basis of historic cost (except that investments are shown at market value) in accordance with:
Accounting and Reporting by Charities - Statement of Recommended Practice SORP and with the Charities Act

Accounting Policies

Income:
Is recognised in the Statement of Financial Activities (SoFA) when :
- the PCC becomes entitled to the resources;
- the Trustees are virtually certain they will receive the resources; and
- the monetary value can be measured with sufficient reliability

Incoming resources with related
expenditure:
Where incoming resources have related expenditure (as with fundraising or contract income) the incoming resources and related expenditure
are reported gross in the SoFA

Tax reclaims on donations and gifts:
Income from tax reclaims are included in the SoFA when the income is received

Investment Income is included in the accounts when receivable

Investment Gains and losses includes any gains or losses on revaluing investments to their market value at the end of the year

Liabilities are recognised as soon as there is a legal or constructive obligation committing the PCC to pay out resources

Capital Projects

The church is undertaking several major capital projects. Accrued income and expenditure for the bells project and
replacement of the rainwater goods are shown in these accounts.

	Charitable Donations					
		2020		**2019**		
	Air Ambulance					
	Acorn Children's Hospice		1,316		516	
	Bible Society/Scripture Union				602	
	Church Army		1,316		301	
	Church Housing Trust				301	
	Church Missionary Society		877		688	
	Church Pastoral Aid Society				516	
	CVA Ledbury		877		430	
	Farm Crisis Network (Herefordshire)				430	
	Leprosy Mission		877		602	

	Mtwara Link			877		602			
	Open Doors			877		602			
	Salters Hill					430			
	SGM Lifewords					344			
	St Michaels Hospice			877		430			
	Tiyeni Fund			439		301			
	Vennture (Hereford)					430			
	Interserve					301			
	Megan Baker House			439		301			
	Ledbury Youth Service provision*					473	*		
				8772		**8600**			

*held pending resolution of provision
All Charitable donations were from unrestricted funds

	Fuel and Power				**2020**		**2019**		
	Gas								
	Cost of heating				6,981		6,450		
	Electricity								
	Cost of lighting etc				1,752		3,758		

	Sub Total Fuel & Power			**8,733**		**10,208**		
	Less Feed in tariff from PV panels			-4,687		-4,687		
	Less Tower illumination sponsorship			-80		-190		
	Total of offsets			-4,767		-4,877		
	Net Cost of Fuel And Power			**3,966**		**5,331**		

Note: Total income from PV panels since installation in December 2010 ***42746***

All fuel and power bills are met from unrestricted funds

Maintenance and repairs
Excluding bells project

		2020				**2019**			
		Unrestricted	**Restricted**	**Total**		**Unrestricted**	**Restricted**	**Total**	
Lighting/Electrical		24		24		1,023		1,023	
Alarm and fire Systems		2,793		2,793		1,283		1,283	
Boiler Repair & Service		239		239		4676.4		4676.4	
floor repairs			386	386					
West stair repairs							1,381	1,381	
Plumbing		119		119					
Organ/piano tuning		738		738		2,115		2,115	
Clock maintenance						463.2		463.2	
Other tower work		72	3,199	1,636		72		72	
Sundry repairs						401	28.05	429	

Aumbry repair						3697.2		3697.2	
Glass repairs		2,950		2,950		810		810	
Rainwater goods			35,136	35,136					
Consevation report			2,988	2,988					
Associated architect fees		84	1,800	942		1609	4937	6546	
		7,019	43,508	47,949		16,150	6,346	22,496	
Culture recovery fund				(23,094)					
Recoverable VAT				(7,308)				-8,277	
Net cost of maintenance and repairs				**17,547**				**14,219**	
Debtor and prepayments									
			2020			**2019**			
		Unrestricted	**Restricted**	**Total Funds**		**Unrestricted**	**Restricted**	**Total Funds**	
HMRC Gift Aid rebate		4,243	1,980	6,223		4,000	10,992	14,992	
Offerings		909		909					
Wedding/funeral fees194		310		310		98		98	

DCMS refunds						1,195	245	1,440	
VAT church		506		506					
VAT building			22,205	22,205					
VAT Bells			23,517	23,517					
Culture recovery			54,049	54,049					
Total		**5,968**	**101,751**	**107,720**	**-**	5,293	11,237	**16,530**	
Creditors and accruals		**2020**				**2019**			
		Unrestricted	**Restricted**	**Total**		**Unrestricted**	**Restricted**	**Total**	
Est Dec Gas Bill		(768.38)		(768.38)		(472.50)		(472.50)	
Ledbury Group Ministry (Print)									
Dec Bank charges						(50.00)		(50.00)	
Cleaning		(130.00)		(130.00)					
Charitable gifts		(724.00)		(724.00)		(1,505.00)		(1,505.00)	
Young church		(72.00)		(72.00)					
Rainwater Goods			(93,326.24)	(93,326.24)					
Agency accounts (funeral coll)							(1,065.02)	(1,065.02)	

Bells fund outstanding costs			(65,087.00)	(65,087.00)					
LER December			(1,544.44)	(1,544.44)					
Clock regulator			(2,706.60)	(2,706.60)					
Christingle				-					
Total		**(1,694.38)**	**(162,664.28)**	**(164,358.66)**		**(2,027.50)**	**(1,065.02)**	**(3,092.52)**	
An overprovision of £721.63 in 2018 was written back to the general fund in 2019									

Trust Funds - Restricted Income Fund

The PCC reviewed the investments held by the church, and agreed their suitability, and that the income was used in accordance with he donors request

	2020	**2019**
Martin Chancel Bequest (2 Trusts) 1412 CBF Investment Fund income shares		**£**
- Mid Market Value at 31 Dec @ 1916.91p per share	28,928.00	27,068.00
- Interest from the above was paid to the General account towards upkeep and insurance		
Miss AM Johnson Bequest 4798.5 CBF Fixed Interest income shares		
- Mid market value of shares at 31 Dec @ 163.84p per share	8,139.00	7,861.00
- Interest from the above was paid to the Repair Fund		

	37,067.00	34,929.00

Griffin Fund - (Designated, Non restricted Fund)

AC Griffin Fund 640 CBF Fixed Interest income shares - Value at 31 Dec @ 164p per share	1,085.00	1,049.00

- Interest from the above Directed Fund was applied to the Repair Fund (PCC Minute 2008).

Combined Parish Assessment (CPA)

Note: The largest element of CPA is Parish Share, which covers almost all the cost of the Ministry of the Clergy (stipend, pension, housing, employer's NI) as our Parish's overall share of all those working directly for the Diocese (lay and ordained, plus Curates). CPA also includes Clergy Working Expenses, and a contribution towards the Team Office costs, including Secretary's salary.

INDEPENDENT EXAMINER'S REPORT TO THE MEMBERS OF LEDBURY PCC

I report on the accounts of the PCC for the year ended 31st December 2020 which are attached.

Respective responsibilities of trustees and examiner
The charity's trustees are responsible for the preparation of the accounts. The charity's trustees consider that an audit is not required for this year (under Section 144 of the Charities Act 2011 (the 2011 Act)) and that an independent examination is required.

It is my responsibility to:

- examine the accounts under Section 145 of the 2011 Act
- to follow the procedures laid down in the General Directions given by the Charity Commission (under Section 145(5)(b) of the 2011 Act); and
- to state whether particular matters have come to my attention.

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

Independent examiner's statement
In connection with my examination, no matter has come to my attention:

(1) which gives me reasonable cause to believe that, in any material respect, the requirements

- to keep accounting records in accordance with Section 130 of the 2011 Act; and
- to prepare accounts which accord with the accounting records, comply with the accounting requirements of the Charities Act

have not been met; or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Luke Keegan
Chartered Management Accountant
1A The Homend
Ledbury
Herefordshire
HR8 1BN

Dated 21st April 2021

St Michael and All Angels
Ledbury
Education fund

	2020	2019
leavers books		-172
interest	15	21
Training course (minister)		-90
Donation to Sea Cadets		-500
Cheque Written off		-500
Returned cheque fee		-25
Greater churches consultation		-600
Joe Chipper - Books and laptop		-1248
Balance B/f	41087	44201
Balance c/f	41101	41087