



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:

To 6 April 2022

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 (<i>resigned 30 November</i>)
	Maria Dineen	3 Years
	Anne Scull	3 Years
	Peter Scull	3 Years
	Will Wake	3 Years
Co-opted member	Stephen Cheetham	Treasurer (<i>from 7 June</i>)

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 fundraiser. 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 Maunday'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 or 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.

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:

*1 For 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 l'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.*



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 week 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

St Michael and All Angels Ledbury

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 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	
	<u>General</u>	<u>Designated</u>	<u>Restricted</u>	<u>2022</u>	<u>2021</u>
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	
	General	Designated	Restricted	2022	2021
Raising Funds					
Costs of Stewardship Campaign	-	-	-	-	171
Expenditure on Charitable Activities					
Charitable Donations	8,000			8,000	8,523
Ministry 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

	<u>2022</u>	<u>2021</u>
Investments held for Restricted Funds		
<i>Martin Chancel Bequest</i>		
CBF Church of England Investment Fund	29,152	33,066
<i>Johnson Bequest</i>		
CBF Church of England Fixed Interest Securities Fund	6,555	7,598
<i>Griffin Music Fund</i>		
CBF Church of England Fixed Interest Securities Fund	874	1,013
Total Investments (Fixed)	<u>36,581</u>	<u>41,677</u>
Scottish Widows 60 day notice		
<i>of which:</i>		
Heaton Trust	12,988	13,008
General Fund	6,303	5,953
Total Investments (current)	<u>19,291</u>	<u>13,008</u>
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	<u>149,604</u>	<u>156,603</u>

St Michael and All Angels Ledbury

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

Note 5: Fund Analysis	<u>2022</u>	<u>2021</u>
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	<u>81,112</u>	<u>90,398</u>
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	<u>92,193</u>	<u>111,878</u>
Total Funds	<u>177,650</u>	<u>213,257</u>

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

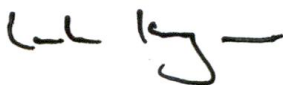
In connection with my examination, no matter has come to my attention:

(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