



The Parish of Yate

Annual Report and Financial Statements of the Parochial Church Council for the year ended 31st December 2021

(In line with the terms of the Charities Acts of 2011 & 2022 & the Church Representation Rules)



St Mary's Church, Yate
St Nicholas' Church, Abbotswood
St James' Church, Westerleigh
St Peter's Church, Wapley

Deanery of Kingswood & South Gloucestershire

Archdeaconry of Malmesbury

Diocese of Bristol

Parish Number 55/180
Registered Charity number: 1133980

Mission Statement

Making Jesus Visible

The Trustees 2021

The members of the PCC are the Trustees of the "charity" and share the responsibility with the Ministry Team for promoting the whole work of the Church in the ecclesiastical parish.

Members of the PCC are either ex officio or elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules.

Team Rector	The Revd Ian Wallace	
Team Vicar	The Revd. Iain Macfarlane (fin. Sept)	
Associate Ministers	The Revd. Hywel Snook, The Revd. Chris Ainslie	
Curates	The Revd. Gail Thomas (fin. June), The Revd. Joanne Hodge	
	The Revd. Wanda Morris (from July)	
PCC Secretary	Mrs Pamela Brown	
PCC Treasurer	Stephen Lord (from July 2021)	
Church Wardens	Mr John Cornforth, Mrs Claire Hayward, Mrs Mary Farrell	St Mary
	Mr Patrick Mills, Mrs June Powell	St James
	Mrs Anne White	St Nicholas
	Mr Mike Collis, Mrs Shirley Dando	St Peter

Deanery Synod Representatives

Mrs June Powell (St J), Mrs Ros Bailey (St N), Mrs Julia Holbrook (St M), Mrs Christine Dolton (St P)

Elected PCC Members

Three members from each DCC of which one is to be the DCC Finance Officer.

Mrs Heather Smith (re-elected Sept); Mrs Mary Perks; Mrs Julia Holbrook;	
Mrs Clare Hayward	- St Mary
Mr David Warren; Mrs Diana Carter (from Sept); one vacancy	- St Nicholas
Mrs Kathryn Mills; Mrs Joy Archer; Carol Goddard (from Sept)	- St James
Mrs Janet Williams; Mr. Wulstan Perks; one vacancy	- St Peter

Co-opted PCC Members

There are currently no co-opted members of the PCC.

PCC Standing Committee

Revd Ian Wallace (Chair); Revd Iain Macfarlane (fin. Sept); Mrs Pamela Brown (Secretary);
Mr John Cornforth (St M); Mr Mike Collis (St P); Mrs June Powell (St J); Mrs. Heather Smith; Mrs Christine
Dolton (Bookkeeper); Mr Stephen Lord

Parish Safeguarding Mrs Beverley Hodgson

Parish Health & Safety Officer: Mr Gus Smith.

Gift Aid Officer: Mr Stephen Lord

Data Protection: Revd. Hywel Snook

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<u>Churches</u>	<u>Gift Aid Organisers</u>	<u>Electoral Roll Officers</u>	<u>Health & Safety</u>
St Mary	Mr Terry Carter	Mrs Wendy Dykes	Mrs Mary Farrell (fin. April) Vacancy
St James	Mrs Kathryn Mills	Mr Andrew Rapson	Mr Norman Shanks
St Peter	Mr Mike Collis	Mr Mike Collis	Mr Mike Collis
St Nicholas	Mr David Warren	Mrs Moira Jenkins	Mrs Ros Bailey

<u>Churches</u>	<u>Child Safety</u>
St Mary	Mrs Beverley Hodgson
St James	Mrs Carol Goddard
St Peter	Mrs. Jenny Shiles
St Nicholas	Mrs. Ros Bailey

The Parish Governing Structure

The PCC provides an overview of the Parish linking it with the Deanery and Diocese and takes responsibility for the setting of vision and strategy, approving the overall budget, approving policies to guide the work of the Parish, all legal matters and the monitoring of risk. It operates by delegating responsibility for care of the fabric of Parish facilities to the four District Church Councils, who in return, report their business to the PCC. They also seek PCC approval for faculties and any call on trust funds.

At its meeting on 30th November 2019 the PCC approved a vision and 5-year strategy for advancing that vision. This document sets out clear aims and objectives for the five years up to 2025 and introduces a reporting structure so that progress against the vision can be identified and reported on against a set of pre-defined measures of progress.

At the beginning of the year the PCC restructured its Standing Committee by establishing a separate Finance Committee under the chairmanship of the new treasurer and replaced the Finance Offices on the Standing Committee with representation from among the Church Wardens. This gives the Standing Committee an enhanced ability to focus on the strategic direction of the Parish rather than having to focus predominantly on financial matters.

The PCC Treasurer liaises with the DCC Finance Officers to ensure that all financial liabilities can be met in a timely fashion and that the complex requirements of the various Charities Acts are fully complied with.

The PCC has had five regular meetings this year with an average attendance of 15 members.

The Electoral Roll

Counting the Electoral Roll and Average Sunday Attendance assesses the size of the church community. A roll has been revised under the Church Representation Rules.

Electoral Roll:	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
St Mary	127	127	89	114	119	134	136	130	131	127	143
St Nicholas	70	75	75	78	73	75	78	69	71	66	67
St James	34	34	33	35	35	37	39	30	26	26	32
St Peter	<u>30</u>	<u>30</u>	<u>23</u>	<u>23</u>	<u>23</u>	<u>24</u>	<u>24</u>	<u>20</u>	<u>21</u>	<u>21</u>	<u>22</u>
Total Parish Roll	261	266	220	250	250	270	277	249	249	240	264

Each Church submits figures to the Diocese, which show Average Sunday Attendance (over and under 16 years of age), as well as their Electoral Roll figure. The Electoral Roll is used to calculate the number of Deanery Synod Representatives to be elected from the parish.

Average Weekly Attendance

Attendance at worship continued to be disruptive by the COVID pandemic throughout the year with additional lockdowns being introduced by the Government at successive stages. Despite this we managed to keep our churches open throughout most of the year for in-person worship, apart from three Sundays in February when the local authority instituted "surge-testing" in our area in light of a new "Bristol" variant.

There were 398 'in-person' services across the Parish during 2021 with an average weekly attendance of 189. This is almost half of what it was at its height in 2019, but it is an increase on attendance during 2020, despite the fact that 2020 had three months of strong attendance before the pandemic which pushes up the average for that year. The 'in-person' attendance during the last three months of 2021 showed some recovery despite a new lockdown in November and were stronger than the same period in 2017. The under 16 attendance returned to its pre-pandemic level towards the end of 2021 as a result of Praise & Play and Little Sparks doing well.

In addition to the 'in-person' attendance we continued to live-stream services throughout the year, although these focused more on the Sunday service rather than on services for young people as had been the case in 2020. During 2021 we broadcast 417 services online, which is four more than in 2020. The total number of online views during the year was 25,841 which works out at an average weekly viewing of 497. There is no doubt that this was boosted by the daily Morning Prayer which means that some of the weekly viewings were multiple viewings by the same people, but it is also clear that some devices are watched by more than one person so the effect may be cancelled out. For our main services we know that most of the viewers watched the whole service with an average viewing of 41 hours per week and we know that if we exclude the viewing figures for Facebook Morning Prayer, we are still left with an average viewing figure of 140 people / devices. When online viewing figures are added to the in-person attendance it suggests that more people are participating in the worship that we offer than in 2019.

Occasional Offices

The Occasional Offices were also significantly affected by the Covid pandemic with the majority of weddings and baptisms being postponed.

Year	<u>2011</u>	<u>2012</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>	<u>2016</u>	<u>2017</u>	<u>2018</u>	<u>2019</u>	<u>2020</u>	<u>2021</u>
Baptisms	36	48	74	55	55	70	50	58	64	12	22
Weddings.....	21	12	19	23	19	19	16	10	9	2	9
Funerals in church.....	26	19	31	14	23	22	22	28	16	16	27
Funerals at Crem.	27	36	32	46	32	22	25	24	16	20	21

Baptism Preparation takes place on a monthly basis. The ordained ministers meet with parents and godparents to help them understand the meaning and commitment they are about to take through an exploration of the Baptism liturgy.

Marriage Preparation documentation is completed primarily by the Parish Administrator, Mrs Pamela Brown. We also run a Marriage Preparation Day in March in which couples are invited to attend and this is then followed on by clergy visiting couples in preparing for their marriage service.

Funerals are generally booked through the Parish Office and then shared across the parish by the clergy and LLMs.

St. Mary's CEVA Primary School

Members of the clergy and lay ministers maintain strong links with local schools and take many assemblies (collective worship) throughout the year. We have also established a mentoring scheme during the year based on the Early Intervention Programme run by the charity Transforming Lives for Good (TLG). Five mentors have been trained and are co-ordinated by Revd. Joanne Hodge who provides our main link to TLG. Each mentor provides one-to-one support for one child every week during term times.

St Mary's (Church Aided) Primary School continues to be supported by eight foundation and parent governors who have been nominated by the PCC and elected to serve by the Diocesan Board of Education.

Revd. Ian Wallace	-	Foundation	(ex-officio)
Mrs Ann Crabbe	-	Vice Chair Foundation	(PCC)
Mr Charles de Nobriga	-	Chair Foundation	(PCC)
Mrs Jenny Powell	-	Foundation	(PCC)
Mrs Emma Gay	-	Foundation	(PCC)
Mrs Sarah Marshall	-	Foundation	(PCC)
Dr Donna Harris	-	Foundation	(PCC)
Revd Joanne Hodge	-	Foundation	(PCC)
Mrs Sam Holman	-	Parent	(elected by parents)
Mrs Kelly Reed	-	Parent	(elected by parents)
Mrs Rachel Hill	-	Staff	(elected by staff)
Mr Andrew Spens	-	Executive Head Teacher	
Mrs Bethan Scriven	-	Headteacher	
Vacancy	-	LEA Governor	
Mrs Gemma Wilburn	-	Clerk	

The Rector's Summary of 2021

As you read the reports which follow it will become very clear that the ongoing COVID pandemic continued to have a significant impact on the life of the parish throughout 2021. Government restrictions and successive lockdowns constrained what we were able to do and undermined confidence in the safety of meeting as churches. Despite this, we managed to maintain some measure of communal life throughout the year and also showed significant resourcefulness in getting through the pandemic.

Three of our four churches were able to remain open for most Sundays during 2021, closing only for three weeks when the local authority was carrying out "surge testing" for the Bristol variant. In all there were 398 "in-person" services across the parish during 2021 with an average weekly attendance of 189. This is a significant increase on the 2020 numbers and was complemented by an additional 417 online broadcasts which had an average weekly attendance of 497 views. Of these views 140 related to the main weekly service and there is evidence to suggest that in some instances more than one person was watching the same device. The analytics for YouTube and Church Online show an average of 41 hours of viewing per week across the year, which suggests that apart from some casual viewers who may only have watched a few seconds there have been a reasonable number of people who have watched a substantial part of each service. It is difficult to draw hard and fast conclusions from the combination of this data, but it would appear that most people who were worshipping with us in 2019 have remained with us throughout the pandemic either attending in person or viewing our online services, with the addition of some new participants in our online services.

Despite the loss of rental income, which hit us hard, and restrictions which prevented us from holding fundraising events, the parish finances have held up remarkably well owing to the ongoing generosity of those who give through one of our regular giving schemes. The loss of rental income meant that we were not able to sustain our giving to Bristol Diocese at the level requested of us, but we were able to give more in Parish Share than we had budgeted for at the start of the year. We ended the year in a reasonably healthy financial position, which was remarkable given the impact of the COVID pandemic.

The highlights for the year included:

- Successfully completing the partial re-roofing of St. Mary's church within budget, thanks to a generous grant from Historic England and an enthusiastic response to our 'Sponsor a Tile' scheme from the residents of the town;
- Running a series of Easter events in the open air, including establishing a trail based on the stations of

the cross around St. Mary's Churchyard, developing an Easter garden in front of Tudor Cottage and using that as the main focus for our Easter Cracked service;

- Running two pilgrimages to help bring people together again after the isolation of successive lockdowns. The first was to Tintern Abbey and the second to Gloucester Cathedral;
- Restarting the outreach to the new residents in the Ladden Garden Village development in North Yate. Six events were held through the year in co-operation with the developers, and included a Remembrance Trail and Christmas Fayre;
- Training and commissioning five mentors as part of the Transforming Lives for Good Early Intervention Programme within St. Mary's School. Each of these mentors spends an hour each week with a child who has been identified by the school as having particular needs;
- At the third attempt finally appointing a Youth Missioner to work across the Mission Area. Lydia started work with us part-time in September with a view to going full-time in January 2022;
- Making significant progress with the plans to install toilets, a kitchen and a 'warm' room at St. James Church. It is hoped that the faculty will be approved early in 2022 and that grant funding will be secured to enable this project to move forward to completion
- Re-energising our Small Groups (Home Groups and Small Missional Communities) through the autumn in the aftermath of the hiatus created by the pandemic. In addition, several Home Groups ran a 'Coming Out of Lockdown' course which the leaders had devised themselves;
- Running another successful Christmas Tree Festival and Trail which provided an opportunity for many to connect with the Christmas story within social-mixing rules that were still in place.
- Providing ongoing pastoral support to several people whose mental well-being had been undermined by the pandemic while they waited for professional support to be provided.

None of this could have happened without the hard work and dedication of many people who have helped us to weather the COVID storm in reasonably good shape. The challenge for 2022 will be to rebuild Parish life in the aftermath of the pandemic and to re-invigorate our mission to make Jesus visible across the Parish.

Ian Wallace

Activities and Impact

Worship & Prayer

Aim: To become, by 2025, a vibrant growing community focused on following Jesus and rooted in prayer that is open to and caring of all people.

I took on the oversight of Prayer and Worship in September 2021.

I am pleased to report that, despite covid, we have achieved our vision of developing as a parish in prayer and worship.

- Monday – Friday: Morning prayer and worship is offered *live* on **Facebook**, for all who want to attend. Attendance stayed at a constant throughout the pandemic. This was given just by the ministry team, but we have now recruited two volunteer lay members, who have been a great help.
- Compline@8pm
- Hywel has led a team adapting the **live-streaming** from one of the churches each week. This has been one of the most beneficial aspects for our community near and far, as it allows the listener to feel connected to God's family even if they cannot attend church, particularly throughout the pandemic.
- During **Advent** a quiet morning was offered to reflect on the coming of the king, and our own journey in waiting.
- **Lent and Easter**: Leading up to and including Holy Week, reflections and services of prayer and worship offered.
- 'Time with God' ran as a mission area project. This was a **weekly phone line**, especially for those without internet access. Callers were able to listen to a 15-minute reflection, taking time with God. It was run by myself (Rev Wanda) and Rev Julia Chard (Fromeside) as well as lay members of the churches, including St Saviours. A small yet consistent community from across the mission area was developed. This is now taking a break. It may begin again later.
- **Homegroups** will continue to bring an aspect of prayer and worship as they meet on a weekly/biweekly basis.

As a parish we have achieved a great deal, and my hope and prayer is that we can continue to offer/introduce some new ideas that will help each one of us develop in prayer and worship, which in turn will help us grow in our relationship with God.

Wanda Morris

Missional Church

Aim: To become, by 2025, a vibrant growing community focused on following Jesus and rooted in prayer, that is open to and caring of all people.

- During Lent 2021 the Home Groups, which were meeting on Zoom, undertook a reflection on suffering based on the book 'Drops Like Stars'. A wider parish Lent course was held on Zoom which was very well attended.
- The 'Drops Like Stars material' was complemented by a series of podcasts and other online material.
- By Easter 2021 the country was still in lockdown, but we continued with our Holy Week reflections by creating an Easter trail around St Mary's church.
- To mark the end of the official lockdown the Pilgrim Group organised a pilgrimage to Tintern Abbey in June. We walked through a tunnel towards the abbey (which had parallels with our lockdown experience) and held a picnic in the grounds. This gave people who had been isolated for many months the chance to come together again in fellowship.
- In the Summer of 2021 the parish held a sermon series on the Pastoral Principles leading into the Living in Love and Faith course. A course on pastoral principles was conducted in parallel with the sermon series. This prepared the way for the parish to undertake Living in Love and Faith workshops in early 2022.
- In October we did a similar pilgrimage walk to Gloucester Cathedral.
- Some Home Groups were forced to stop meeting during lockdown and discipleship was difficult when we couldn't meet in person. To re-energise Home Groups we began holding 'Walking with God Together' events to promote Home Groups and enable new people to join. We held two events in September 2021 and February 2022, both of which were well received.
- During the Autumn of 2021 the Home Group which hadn't met began to meet again. Currently we have six

home group meeting across the parish, both in-person and online. Details for these can be found at <https://www.yateparish.org/homegroups>

- The Home group Leaders created their own 'Coming out of Lockdown' course in the autumn. This helped us look back on lockdown, look forward to a future together and the challenges that this brings.
- In Ladden Garden Village the Pilgrim Group joined in with the Ladden Garden Community Group to hold several community events. We held an Easter Eggs Hunt, a Bee's Needs ecology event in September, a hedgehog friendly event in October, a Remembrance trail and a Christmas Fayre.
- In Autumn 2021 we undertook a survey of discipleship within the parish. From the results of this survey we have adapted our focus in discipleship, broadening it out. This informed our Lent focus in 2022 leading to holding more diverse ways of interacting with the 'Love your Church' materials.

2021 was a strange year where we were in and out of lockdown and Covid loomed large. It is encouraging that we were able to meet this challenge and be a family in these circumstances. It is also encouraging that Home Groups have continued to meet and have restarted in person. It is also good to see that mission in Ladden Garden Village has developed leading to greater connections with the community there.

Hywel Snook

Care for the Community

Aim: To become, by 2025, a vibrant growing community, focused on following Jesus and rooted in prayer, that is open to and caring of all people.

As a Ministry Team we are beginning the process of updating our **Pastoral Directory**. We are also doing some work to identify those parishioners who have not returned to church to worship services. These people will be contacted by both ministry team members and church members by way of an invitation along the lines of the cards we produced before Omicron took hold.

Some telephone ministry has continued, and in-person pastoral visits have also largely resumed. Rev Christopher Ainslie, in particular, does a wonderful job in taking communion out to the housebound and also to several care homes. There are also several people who are on the fringes of church who are being supported by trained listeners.

Craft Group has resumed, and it seems that many people have returned and we even have some new members. The leaders do a wonderful job here in maintaining contact with its members by phone and via its growing WhatsApp network, and the Wednesday morning itself is vital in maintain pastoral links and identifying pastoral issues. Fromside Benefice have visited with a view to setting up a similar group in one of the churches there.

Shalom Group is now meeting regularly again on the fourth Tuesday in the Quiet Room at St Nicholas. As well as meeting for prayer, we are also undertaking a training course for healing and prayer teams, led by myself.

Mothers' Union has resumed its monthly meetings, and continues to support families through Praise and Play and Sunburst. It's hoped that Baptism Preparation sessions will soon resume the support as offered prior to Covid. It has not been possible to provide refreshment and a welcome to visitors at Ashfield Prison, although this is due to resume in April. In 2021 the Mother's Union Deanery sent Easter and Christmas cards to all 400+ inmates in Ashfield Prison. In November the Yate Branch engaged in sixteen days of Activism against gender-based violence.

Lunch at One It was felt that returning to the pre-Covid Lunch at One format was not viable, and so Coffee at 11 was formed, meeting from 11am on the second Tuesday of each month at St Mary's church.

Coffee Morning at St James This is a very vibrant group, and includes many people from the village who do not attend to worship.

Friendship Group and Lunch Club at St Nicholas has resumed. Whilst numbers are not at their pre-Covid level there are some new members attending. The group continues to campaign for new volunteers to help.

School Chaplaincy is still being offered to St Mary's School staff.

Transforming Lives for Good is the Early Intervention programme under which St Mary's school and St Mary's church have formed a partnership. Coaching began in October 2021 with six coaches working with six children.

Joanne Hodge

Youth, Children & Young Families

Aim: To become, by 2025, a vibrant growing community focused on following Jesus and rooted in prayer that is open to and caring of all people.

2021 has been a year of new beginnings for the youth and children's ministry with some team members moving on from the parish and the new appointment of Lydia as the Youth and Children's Missioner for Yate and Fromeside.

OBJECTIVE 1:

To have thriving youth work which equips the young people to be confident in their faith and sharing with others.

The early stages of the year were significantly impacted by COVID restrictions which meant that much of the children's and families work was suspended. Rooted continued to meet virtually using Zoom and we used YouTube broadcasts to keep the Praise & Play/ Little Sparks community together. We restarted Praise & Play and Little Sparks in the open-air during April and moved back indoors during the early summer. A number of events were also organised to regroup the Rooted community. Since September we have continued to gather the young people and children through our church ministries Rooted and Sunburst. We have also had a healthy number of young mums and dads that gather every week across the parish to attend our babies and toddler groups, Praise and Play and Little Sparks. This has been a fantastic way to build relationships with the wider community in Yate.

The Messy Church team has continued to host 'Messy Church at Home' events throughout the year supported by online videos. It was possible to restart Messy Church in person during the autumn and finish the year with a Messy Christingle service.

OBJECTIVE 2:

To care for our families and young people by the creation of an increased support network for families.

We have kept in contact by telephone and email with families we know from Praise and Play, Little Sparks and Sunburst, and have supported families who have had particular needs.

With the arrival of Lydia in September planning has begun for a mothers' social group and a Dads-and-tots group which will be launched in 2022. A. These events will hopefully help to build healthy relationships with more families and begin to care for their needs in a more detail way as we get to know them.

OBJECTIVE 3:

Equipping leaders and raising up new volunteers.

Our objective is to have more people involved in leading various groups to help shape and develop the youth and children's ministry further. We would like to see more young people leading in different ways and developing their gifts and talent within the church context. We are in the early stages of exploring an All-Age service which will be a great place to encourage some of the young people to lead confidently.

OBJECTIVE 4:

To have good links with our local schools and youth groups.

We continue to offer weekly assemblies to St Mary's school and have been available for chaplaincy work for staff. We already have a good relationship with St Mary's School and are beginning to form a connection with Brimsham Green secondary school. Our hope is that we can develop these relationships further and build links with other schools to open up opportunities for wider engagement in the life of schools across the Parish, such as inviting schools to different church youth events in the long term.

Lydia Chancellor

Mission to Ladden Garden Village Estate (North Yate)

The Pilgrim missional community has been working with the residents of Ladden Garden Village since 2019. Following on from our work during Covid, 2021 allowed us to build on our previous work and establish key relationships in LGV. During the year we were able to hold six community events and work with key partners to deliver them. This is in stark contrast to 2020 when we were only able to hold one in-person coffee morning and online trails at Remembrance and Christmas.

During 2021 we established key relationships with the social housing provider Live West, Barrett and David Wilson homes and played a key role in establishing the LGV community group. We began our events with an Easter egg hunt and cake sale outside the show homes in aid of Family Food for Free. Around 60 residents attended and completed the trail. We then worked with Live West to co-ordinate a programme of events for the rest of the year. These were mostly based around environmental action.

Sunflower Planting: residents grew sunflowers from seed and then planted them in Brimsham Park.

The Home from Home community pavilion was built next to the play park and was used as a venue for all the events held in 2021. A grant was awarded that paid for an artist to attend each of these events in 2021 and hold craft workshops for families.

Bee's Needs Day: in September we held a cake sale and had a demonstration from a bee keeper. Following on from this day we are currently training residents to care for the beehive in LGV.

Hedgehog day: we held a Day of the Dead trail and raised money for a local hedgehog charity.

Remembrance

Each street in LGV is named in honour of a serviceman who died in WW1. We leafleted the whole estate with information sheets about the serviceman remembered. The LGV community group sponsored a wreath which was laid on Remembrance Sunday.

Christmas Fayre

LGV community group organised a Christmas fair with stalls from local businesses and singing from a local folk group. We obtained funding from Barrett Homes to buy 100 Selection Boxes and a huge amount of Christmas lights. We used the lights to turn the Home from Home into Santa's Grotto where each child received a selection box.

2021 has been a good year especially after Covid. It has been a real blessing to establish relationships with the developers, Live West and the Arts Council. Most of all it has been fantastic working alongside local residents as part of the LGV community group.

Hywel Snook

Governance, Administration, Finance, Communication & Facilities (GAFCaF)

Aim: to support ministry within the Parish by ensuring

- **that we invest sufficiently in the smooth running of the administrative functions underpinning Parish work**
- **that our communication reflects a dynamic community reaching out to others and is clear, relevant and timely**
- **that our buildings are appropriately maintained and developed as attractive, welcoming places.**
 - Despite the restrictions resulting from successive COVID lockdowns we were able to maintain an active Parish Administration throughout the year by establishing remote working for our Administrator which enabled her to work from home.
 - The publication of the monthly magazine was maintained throughout the pandemic and proved a helpful means of keeping the Parish community together. It is now published online as well as in print.
 - The equipment that was purchased in 2020 to facilitate the live-streaming of services came into its own during the year and enabled us to broadcast 417 services with an average weekly online attendance of 497 people.
 - The PCC and its Standing Committee continued to meet regularly throughout the year using Zoom.

- The make-up of the Standing Committee was revised during the year to allow it to focus more on the vision for the Parish rather than becoming preoccupied with financial matters. A new Treasurer was voted in at the Annual Meeting and a new Finance Committee has been established under his chairmanship. This has led to improved analysis of monthly management accounts, more detailed reporting of financial trends to the PCC, greater scrutiny of our finances and a more confident understanding of the financial health of the Parish.
- With the help of a significant grant from Historic England which was awarded towards the end of 2020 we were able to restore a significant section of the roof of St. Mary's Church and stop the ingress of rainwater. However, during the renovation works it became clear that the rest of the roof was also showing signs of significant wear and needed attention so a second phase of roof repairs has been established for which we are currently seeking grant funding
- Good progress has been made with plans to develop the facilities at St. James Church by the installation of toilets, a small kitchen and a warm room. A Faculty Application will be made in early 2022 when fund-raising and the seeking of grants will begin in earnest.
- Progress in outworking the 5-year vision has been interrupted by the COVID pandemic, but the vision will be relaunched early in 2022

Ian Wallace

Mission Area

The Yate & Fromeside Mission Area is a joint missional venture with Fromeside Benefice aimed at bringing new growth and energy to both benefices. It was begun in 2017 at the instigation of Bristol Diocese as part of the Church of England's Strategic Development Programme. The Mission Area was formally launched with a Covenant Service in January 2018 and by June of that year the two benefices had developed a joint plan for the first 18 months which ran to December 2019. A subsequent plan that was developed to cover the period from 2020 to 2022 has been interrupted by the COVID pandemic.

There can be little doubt that the pandemic has restricted what can be done to outwork the vision of the Mission Area and has taken some of the impetus out of the partnership. However there has also been some innovation, particularly with regard to our response to the growing concerns around mental well-being in our communities. One of the greatest achievements of the year was the launch of our TLG mentoring programme with St. Mary's School. Five mentors have been trained and since October each of them has been giving an hour every week to particular children chosen by the school as needing one-to-one support.

We also successfully appointed a Youth Missioner at the third time of trying and Lydia began work with us on a part-time basis in September. This will increase to full-time working in 2022.

Work also began on the integration of the Parish of Coalpit Heath into the Mission Area following the retirement of their incumbent in June. Their PCC finally voted at the end of the year to become part of the Fromeside Benefice and full integration will happen once all the legalities have been completed in 2022. The vacancy left by the retirement of their incumbent and the subsequent move into hospital chaplaincy by Revd. Iain Macfarlane will be filled by one person who will work 50% of their time in Coalpit Heath and the other 50% in developing discipleship across the Mission Area.

Ian Wallace

Safeguarding

Safeguarding is Everyone's Business; See Something, Do Something

To ensure that safeguarding underpins all we do within the Parish, our work is founded on guidance and policies from the National Safeguarding Team and the Diocese of Bristol together with the Parish of Yate's safeguarding policy and procedures document. This is available on the parish website and in each church alongside information on who to contact. Attendance at diocesan PSO forums and being a member of the Diocesan Risk Management Group enables the sharing of good practice and ensures we keep abreast of wider developments within safeguarding.

In September 2021 the PCC approved the recommendations of the Parish Compliance Officer's Report on safeguarding.

To reflect the increasing practical and strategic work involved with parish safeguarding, the team has expanded, and each church now has a safeguarding officer:

Beverley Hodgson – Parish of Yate/St Mary's

Ros Bailey – St Nix

Carol Goddard – St James'

Jenny Shiles – St Peter's

Whilst appointed to individual churches we operate an open-door policy, and each safeguarding officer is available to provide advice and guidance across the Parish of Yate. Over the last year we have provided ongoing support to the ministry team and parishioners, liaising with professionals and the Diocese of Bristol safeguarding team as needed.

All church officers and volunteers who have contact with children, young people and adults who could be at risk of abuse or neglect must be recruited in line with new Safer Recruitment and People Management Guidance that came into effect in January 2022. The process involves the development and advertising of a role description and person specification, completion of an application form, written references, an interview, the level of which is dependent on the role applied for, and the appropriate completion of a DBS. The PCC adopted this policy in March 2022. The requirement for DBS changed from 5 years to 3 years in January 2022. Pam Brown, Parish Administrator, remains the Parish Disclosure and Barring Service administrator.

As a Parish we follow the Church of England's recommendation for the training required for individual roles. All volunteers working with children, young people and vulnerable adults are required to complete Basic and Foundation level training which is available online. Individuals in positions of leadership are required to complete the Safeguarding Leadership module available on Zoom. The aim of the safeguarding training is to equip volunteers with the information needed to recognise, respond, record and refer safeguarding concerns or disclosures made by individuals.

In the coming year we will continue to develop the work already started and develop the safer recruitment process for all volunteers. After Easter I shall be organising in-person safeguarding training.

To quote Justin Welby, "We cannot place a high enough importance on safeguarding issues. Every day the vulnerable come to us for shelter, for support and for comfort. Their trust cannot be taken for granted."

Beverley Hodgson, Parish Safeguarding Officer, Parish of Yate.

Health and Safety Report

Covid again disrupted the plans to review and develop Health and Safety documents and arrangements during 2021. 2021 has again been a fairly quiet year on the accident front, with no incidents being recorded. This is probably a result of the Covid pandemic which restricted church events.

It is now important to remind members of the congregation and users of our premises of the Health and Safety Policy to ensure that everyone, including themselves, are kept safe by following the working practices that have been developed and implemented across the parish.

The information provided by the Church Insurance company has continued, and will be discussed with the Churches Health and Safety Representatives, and will be used to inform the review of the Parish Health and Safety Policy.

An updated Risk Assessment form has been created and is available on the Parish File Store in the Health and Safety folder.

Gus Smith, Parish Health & Safety Officer

Treasurer's Report

2021 may have involved less disruption than the shock of 2020 but we were still very much in the midst of the pandemic, so we were exceptionally grateful that not only did most of our donors maintain or even increase their planned giving levels, but we were also able to run a major fundraising campaign to help fund the partial roof replacement project at St Mary's.

We were successful in applying for significant levels of grant funding towards the roof project and would like to express our gratitude to the awarding bodies for this and other projects which were also grant funded.

Managing our expenses was still important, and we were able to pay an increased level of Diocesan Parish Share contributions, above the amount we had expected at the start of the year. We continue to aim to increase these payments in recognition of the level of clergy support we receive from the Diocese. We remain cautious that 2022 brings many financial challenges as costs increase, particularly energy costs.

Overall, our income was up by £339k versus 2020 (of which £290k related to grants) and expenses up £314k versus 2020 (almost entirely due to the roof project). Our investments grew and our overall funds at the end of the year were £51k higher than the same point in 2020.

We do have a significant list of building refurbishment projects lined up that will need funding and the Trustees will ensure that appropriate funding arrangements are put in place to manage this pipeline of work.

Covid-19 Statement

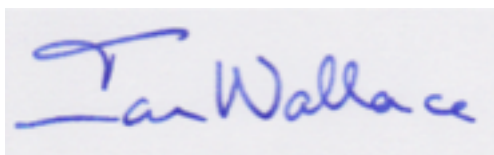
The accounts have been prepared on the assumption that the charity is able to continue as a going concern. The COVID-19 pandemic is continuing and may also impact our 2022 income. The Trustees have considered the impact on this issue and are working with the Diocese to ensure Parish Share contribution levels strike a balance between managing our own reserves and making a meaningful contribution to the Diocese bearing in mind the level of clergy the Diocese provide for us. The trustees consider that the charity has sufficient cash reserves to continue as a going concern for a period of at least 12 months from the date on which these financial statements are approved.

Stephen Lord

Conclusion

The Annual Report is a composite document prepared by Officers and members of the PCC, in line with the terms of the Charities Acts of 1993, 2011 and 2022. We hope this report gives a clear picture of the church and the way in which the PCC have administered the task placed on them as trustees in the Parish of Yate.

On behalf of the PCC, The Revd. Ian Wallace (Team Rector).



29th April 2022

**The Parish of Yate PCC
Financial Statements
For The Year Ended 31 December 2021**



The Parish of Yate PCC
Notes to the Financial Statements
For the year ending 31 December 2021

1 Accounting Policies

The financial statements have been prepared in accordance with the Church Accounting Regulations 2006 together with applicable accounting standards and the Charities SORP 2005.

The financial statements have been prepared under the historical cost convention except for the valuation of assets, which are shown at market value. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body, nor those that are informal gatherings of church members.

Funds

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

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

Unrestricted funds are general funds that can be used for PCC ordinary purposes.

Incoming Resources

Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. Dividends are accounted for when receivable, interest accrued. All other income is recognised when receivable. All incoming resources are accounted for gross. Amounts received specifically for mission are dealt with as restricted funds.

Resources Expended

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

Activities Directly Relating To The Work Of The Church

The diocesan parish share is accounted for when due. Any parish share unpaid at 31 December is provided for in these financial statements as an operational (though not a legal) liability and is shown as a creditor in the balance sheet.

Staff Costs

A small immaterial portion of the expenses paid to the clergy may have related to their services as members (including the chair) of the PCC. Payments of £3,242 during the year were paid to PCC members or their family members for services outside the scope of their PCC duties.

Fixed Assets

Consecrated property and moveable church furnishings

Consecrated and beneficed property is not included in the financial statements in accordance with s.96 (2) (a) of the Charities Act 1993.

Moveable church furnishings held by the vicar and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are accounted as inalienable property unless consecrated. They are listed in the church's inventory, which can be inspected (at a reasonable time). For inalienable property acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the accounts. Items acquired since 1 January 2000 with individual value below £1000 are written off.

Investments

Investments are valued at market value at 31 December.

Current Assets

Amounts owing to the PCC at 31 December in respect of fees, tax rebates, rents and other income are shown as debtors less provision for amounts that may prove uncollectable.

Independent Examiner's Report to the PCC of the Parish of Yate

This report on the financial statements of the PCC for the year ended 31 December 2021, which are set out on pages to is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 (the Regulations) and s.43 of the Charities Act 1993 (the Act).

Respective responsibilities of the PCC and the examiner

As members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and section 43(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations.

Basis of this report

My examination was carried out in accordance with the General Directions given by the Charity Commission under section 43(7)(b) of the Act and to be found in the Church guidance, 2006 edition. That examination included a review of the accounting records kept by the PCC and a comparison of the accounts with those records. It also included considering any unusual items or disclosures in the financial statements 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 I do not express an audit opinion on the view given by the accounts.

Independent Examiners Statement

In connection with my examination, no matter has come to my attention, which gives me reasonable cause to believe that in any material respect the requirements

- to keep accounting records in accordance with section 41 of the Act; or
- to prepare financial statements which accord with the accounting records and comply with the Regulations have not been met; or

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

 (Signed)

6/6/22 (Dated)

Richard Leslie MBA FCCA FCA
Partner

R. A. Leslie & Co. | Chartered Accountants
Gowran House, 56 Broad Street, Chipping Sodbury, Bristol, BS37 6AG

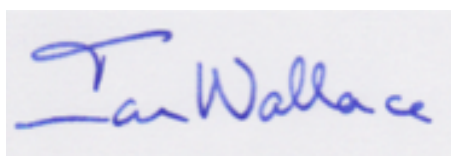
The Parish Of Yate PCC
Statement of Financial Activities
For The Year to 31st December 2021

Incoming Resources	Note	Unrestricted	Restricted	Endowment	Total Funds	
		Funds	Funds	Funds	2021	2020
		£	£	£	£	£
Incoming resources from generated funds	2					
Voluntary income from donors	2a	93,294	0	0	93,294	98,812
Voluntary income - other	2b	310,039	5,645	0	315,684	20,500
Incoming resources from charitable activities						
Lettings and fees	2c	53,261	884	0	54,145	36,730
Other	2d	48,969	0	0	48,969	17,191
Investment income	2e	3,538	3,687	0	7,225	7,009
Other incoming resources	2f	0	0	0	0	0
Total Incoming Resources		509,102	10,216	0	519,318	180,243
Resources Expended						
Cost of generating funds	3					
Costs of generating voluntary income	3a	430,988	5,808	4,645	441,440	128,011
Governance costs	3b	47,536	0	0	47,536	45,480
Costs of Generating Funds	3c	2,322	0	0	2,322	1,753
Charitable activities	3d	4,140	0	0	4,140	2,310
Movement in Debtors	5	991	0	0	991	4,416
Total Resources Expended		485,977	5,808	4,645	496,430	181,970
Net Incoming (Outgoing) Resources		23,124	4,409	-4,645	22,888	-1,727
Transfers		-0	0	0	-0	-670
Gains and Losses on Investments		11,980	0	16,093	28,073	13,572
Net Movement in Funds		35,104	4,409	11,448	50,961	11,175
Reconciliation of Funds						
Balances B/F @ Start Of Year		182,392	72,874	127,034	382,300	371,125
Balances C/F @ End Of Year		217,496	77,283	138,482	433,261	382,300


The Parish Of Yate PCC
Balance Sheet as at 31st December 2021

	Note	2021 £	2020 £
Fixed Assets			
Tangible Fixed Assets	4a	0	0
Investment Assets	4b	239,010	210,937
Current Assets			
Debtors	5	1,595	2,585
Cash at bank and in hand	6	192,657	168,778
Total		194,251	171,363
Liabilities - Amounts falling due within one year		0	0
Net Current Assets		194,251	171,363
Liabilities - Amounts falling due more than one year		0	0
Net Assets		433,261	382,300
Funds			
Unrestricted	8	218,866	186,639
Restricted	8	71,268	68,627
Endowment	8	143,127	127,034
		433,261	382,300

Approved on 9 May 2022



Revd. Ian Wallace (Chair)



Stephen Lord (PCC Treasurer)

The notes on pages 1-9 form part of these accounts

The Parish Of Yate PCC
Fund Analysis
For The Year to 31st December 2021

	Opening Balance s £	Movemen t In Debtors	Income £	Payment s £	Transfers In £	Transfers Out £	Capital Revaluatio n £	Closing Balance s £
General								
Printer	147		0	0				147
Discretionary Capital	69,210						9,901	79,111
Discretionary Revenue	1,668		3,069	-294				4,443
Parish - General	24,310		55,655	-47,235	25,608			58,338
St James General	5,904	44	22,141	-16,497	1,760	-8,537		4,814
St Mary's General	3,756	-222	352,597	-350,424	217,677	-217,255		6,129
St Nicholas General	3,511	-500	49,851	-43,820		-7,680		1,362
St Peter's General	2,167	-313	11,249	-12,487	7,000	-5,056		2,560
St Nicholas Y Centre for PCC	857		14,074	-14,229				703
St Mary's EB Memorial	46,334		32	0	204,583	-217,677		33,272
St Peters CBF General	14,084		433		3,700	-7,000		11,217
St Peter's Investment CBF	14,692						2,079	16,771
General Funds	186,639	-991	509,102	-484,986	460,327	-463,205	11,980	218,866
Specific								
St. Mary's Newman Income	5,155		4,556	-5,808				3,903
St. James Fabric	29,625		16	0	4,637	-1,760		32,518
St. Nicholas Fabric	19,288		0					19,288
St Nicholas Roof	14,560		0					14,560
St Nicholas Youth Centre Projects	0		5,645	-4,645				1,000
Specific Funds	68,627	0	10,216	-10,453	4,637	-1,760	0	71,268
Endowment								
St. Mary's Newman Trust Capital	127,034						16,093	143,127
Endowment Funds	127,034	0	0	0	0	0	16,093	143,127
Total Funds	382,300	-991	519,318	-495,439	464,965	-464,965	28,073	433,261

The Parish Of Yate PCC
Notes To The Financial Statements
For The Year to 31st December 2021

2	Incoming Resources	Unrestricted Funds £	Restricted Funds £	Endowment Funds £	Total Funds 2021 £	2020 £
2a	Voluntary income from donors					
	Planned Giving	70,603			70,603	69,829
	Income Tax Recoverable	16,603			16,603	22,723
	Collections (Open plate)	6,088			6,088	6,261
		93,294	0	0	93,294	98,812
2b	Voluntary income - other					
	Grants	304,497	5,645		310,142	20,500
	Donations, Appeals, etc.	5,542			5,542	0
		310,039	5,645	0	315,684	20,500
2c	Lettings and Fees					
	Church hall lettings	36,018			36,018	25,923
	Fees	17,243	884		18,127	10,807
		53,261	884	0	54,145	36,730
2d	Other income					
	Funds generated	48,969			48,969	17,183
	Copier	0			0	0
		48,969	0	0	48,969	17,183
2e	Investment Income					
	Interest/Dividends	3,538	3,687		7,225	7,009
		3,538	3,687	0	7,225	7,009
2f	Other incoming resources					
	Miscellaneous	0			0	0
	Insurance claim	0			0	0
	Legacy	0			0	0
		0	0	0	0	0
	Total Incoming Resources	509,102	10,216	0	519,318	180,234

The Parish Of Yate PCC
Notes To The Financial Statements
For The Year to 31st December 2021

3.	Resources Expended	Unrestricted	Restricted	Endowment	Total	
		Funds	Funds	Funds	Funds	2020
		£	£	£	£	£
3a	Costs of Generating Voluntary Income					
	Activities directly relating to the church					
	Ministry Diocesan Share	65,977			65,977	57,242
	Ministry Clergy Expenses	3,847			3,847	5,056
	Church Running Expenses	0			0	0
	Utilities	5,307			5,307	11,534
	Insurance	9,995			9,995	8,903
	Church Maintenance	6,053			6,053	6,189
	Equipment Repairs	7,292			7,292	3,369
	Other Projects	205			205	5,095
	Roof Project	306,546			306,546	9,543
	Church Cleaning	1,674			1,674	1,562
	Flower Decoration	0			0	0
	Altar requisites	310			310	901
	Vision	9,553			9,553	1,965
	Care of Church Grounds		5,808		5,808	5,727
	Youth & Community Centres Running Costs					
	Utilities	2,440			2,440	2,227
	Insurance	799			799	787
	Repairs	1,312			1,312	540
	Staff Costs	7,893			7,893	5,720
	Equipment	0			0	0
	Admin	0			0	0
	Caretaking	1,785			1,785	1,651
	Projects	0		4,645	4,645	0
	Building Refurbishment	0			0	0
	Stationery etc.	0			0	0
	Total Costs of Generating Voluntary Income	430,988	5,808	4,645	441,440	128,011

The Parish Of Yate PCC
Notes To The Financial Statements
For The Year to 31st December 2021

3.	Resources Expended	Unrestricted	Restricted	Endowment	Total Funds	
		Funds	Funds	Funds	2021	2020
		£	£	£	£	£
3b	Governance Costs Church Management & Administration					
	Staff - Administration	31,924			31,924	25,892
	Other Staff Costs	4,616			4,616	2,781
	Sundry Expenses				0	0
	Administration	4,355			4,355	5,799
	Miscellaneous	6,541			6,541	10,900
	Bank Charges	100			100	108
		47,536	0	0	47,536	45,480
3c	Cost of generating funds					
	Fund Raising	2,322			2,322	1,753
	Copier	0			0	0
		2,322	0	0	2,322	1,753

The Parish Of Yate PCC
Notes To The Financial Statements
For The Year to 31st December 2021

3	Resources Expended	Unrestricted	Restricted	Endowment	Total Funds	
		Funds	Funds	Funds	2021	2020
		£	£	£	£	£
3d	Charitable Activities					
	Charitable Giving	4,140			4,140	2,310
	Analysed as:					
	St Peters Hospice	1,826				
	Regenerate	1,200				
	Tear Fund	384				
	In Hope	300				
	Ride & Stride	262				
	Salvation Army	76				
	Yate Foodbank	75				
	British Legion	17				
	Total	4,140				

The Parish Of Yate PCC
Notes To The Financial Statements
For The Year to 31st December 2021

		2021 £	2020 £
4a Fixed Assets for use by PCC		0	0
4b Investments			
Market Value at start of year	Discretionary Fund	69,211	64,758
	Newman		
Market Value at start of year	Trust	127,034	118,861
	St Peters		
Market Value at start of year	CBF	14,692	13,746
Gain on revaluation	Discretionary Fund	9,901	4,453
	Newman		
Gain on revaluation	Trust	16,093	8,173
	St Peters		
Gain on revaluation	CBF	2,079	946
Valuation at end of year		239,010	210,937
Holdings as at end of year (Number of units)			
Dis. Fund		3,378	3,378
New Trust		6,112	6,201
St Peters		717	717
		10,207	10,296
5 Debtors (Unrestricted Funds)			
Tax Claim		1,595	2,585
		1,595	2,585
6 Cash Balances			
Parish Lloyds Account		16,213	11,888
Parish Lloyds Account		65,590	33,000
St. James CBF		32,518	29,625
St. Mary's CBF		33,272	46,334
St. Nicholas CBF		19,288	19,288
St. Peter's CBF		11,217	14,084
St. Nicholas CBF Roof		14,560	14,560
		192,657	168,778

The Parish Of Yate PCC
Notes To The Financial Statements
For The Year to 31st December 2021

	2021	2020
	£	£
7 Diocesan Parish Share		
	65,977	57,242

The Parish Share paid was greater than the amount put forward at the start of the year due to higher than expected income figures.

8 Analysis of net assets by fund

	General £	Restricted £	Endowment £	Total £	2019 £
Investments	95,882		143,127	239,009	210,936
Debtors	0			0	2,585
Cash Balances	89,712			89,712	53,818
Cash Balances St Mary's CBF	33,272			33,272	46,334
Cash Balances allocated funds		71,268		71,268	68,627
	218,866	71,268	143,127	433,261	382,300

Appendix

Diocesan Synod annual report (for inclusion in PCC Annual reports)

The Diocesan Synod, which is the primary, elected representative body drawn from across the Diocese of Bristol, met four times in 2021: in March, June and then following the elections for a new Synod in September and November. As well as hearing about and discussing a wide range of areas of the Church's work, it helps formulate and approve policy and the diocesan budget and debates important local and national issues affecting the Church.

Transforming Church Together

A large part of the Synod's work during 2021 was focussed on Transforming Church Together. In March the Synod took part in the consultation and engagement process that took place right across the Diocese. At its June meeting the early findings of that consultation process were shared with the Synod and members had the opportunity to reflect on these, feeding back their ideas which led into the development of the Vision, Purpose and Values. In November the Archdeacons led an activity introducing the Synod to the emerging strategic priorities.

Diocesan finances

The Synod's role approving the financial plans of the Diocesan Board of Finance was part of both the June and November meetings. In June Andrew Lucas, Chair of the Diocesan Board of Finance, presented the 2020 Annual Report and Financial Statements and updated the Synod about the performance of the organisation in strategic as well as financial terms. In November, he presented the 2022 Budget for approval and Synod members participated in round table discussions to follow up any clarifying points and share views on the proposed budget. Andrew reflected on the impact of the pandemic on the DBF's finances, long-term issues of affordability for the Diocese, the future impact of the new strategy and the strength of the DBF's balance sheet. He also highlighted the tension between the desire to balance the budget and the need to invest in future ministry, with a large part of the projected deficit of £681k in 2022 being due to our continuing commitment to investing in future ministry. With prayerful consideration, the Synod approved budgeted expenditure of £9.712m in 2022.

Other reports and discussions included:

The **Annual Safeguarding Report** in June, presented by Andy Wills, Independent Chair who spoke to synod about the considerable developments by the National Safeguarding Team following the publication of the report of the Independent Inquiry into Child Sexual Abuse (IICSA), and media attention on a number of issues.

As the **Creating Connections** strategy came to the end of its active period during the year and the Synod heard reports from some of the initiatives and projects which had been started to support it.

Bishop Lee recapped that **investing in curacies** was one of the main strategic choices under Creating Connections, which committed the Diocese to growing vocations to ordained ministry by 50%. This was in line with a national Church of England initiative in the light of the gap between ordinations and retirements. A 50% increase would largely meet overall stipendiary clergy deployment plans nationwide.

The Synod heard from Liz Townend (Diocesan Director of Education), who gave a presentation on education work in the Diocese and specifically the growth of **new church schools**.

Two years after Diocesan Synod declared a **climate emergency** in November 2019, Clare Fussell (Diocesan Environmental Officer) gave an update report to Diocesan Synod members on progress.

