

THE PAROCHIAL CHURCH COUNCIL OF ST. JAMES WITH CHRISTCHURCH AND ST. CRISPIN, BERMONDSEY

England & Wales · Charity number 1176709

Details

Other names ST. JAMES BERMONDSEY PCC

Status Registered

Legal form Other

Registered 2018-01-17

Register [View on the Charity Commission register](#)

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Activities

Objects: TO PROMOTE IN THE PARISH THE WHOLE MISSION OF THE CHURCH, PASTORAL, EVANGELISTIC, SOCIAL AND ECUMENICAL.

Activities: The congregation serves the parish of St James Bermondsey. We hold a single service on Sunday mornings, including baptisms, to which all are welcome. We are available for weddings, funerals and memorial services subject to normal conditions. The building is open for part of the day every day and we are actively pursuing plans to increase community use in and community outreach from the building.

Classification

- **How:** Makes Grants To Organisations
- **What:** Religious Activities
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- Southwark

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£114,317	£107,121	-	-
2023-12-31	£86,883	£94,766	-	-
2022-12-31	£100,360	£118,076	-	-
2021-12-31	£103,120	£106,204	-	-
2020-12-31	£95,940	£128,234	-	-

Trustees

Name	Role	Appointed
Rev Katie Kelly	Chair	2024-05-09
Adrian Greenwood		2000-10-10
Cathrine Jane Squelch		2022-05-15
Claire Esther Mayne-Constantinou		2021-07-13
Inocentia Novo		2023-04-29
JEAN EMILY KATHLEEN MCCORRY		1993-04-24
MARGARET MARIAN GREENWOOD		2023-04-29
Mamta Solomon		2022-05-15
Michael Kasule		2022-05-15
PATRICIA O'CONNOR		2015-04-22
PENNY MOLYNEUX		2003-04-25
Rebecca Elizabeth Hilton		2023-04-29
Sir SIMON HENRY WARD HUGHES		2017-09-25
Tim McNally		2023-04-29

Accounts

The United Benefice of St James and St Anne's Bermondsey Annual Report 2024



The United Benefice of St James and St Anne's Bermondsey
ANNUAL REPORT 2024

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1.0 Vicar's report

It was with enormous pleasure that I took up my post as vicar of the United Benefice on Ascension Day. Only a week later we said goodbye to Captain Paul Warren and his wife Mandy. They had generously stayed on to support the benefice during the extended interregnum and I join in the gratitude of both parishes for this service. In my second week we had the APCM, so it was quite a busy first month. Much of the year has been spent learning the ropes and meeting people both in and out of church. I have been blessed by the fellowship and encouragement of the Deanery Chapter and C4T (Christians for Transformation)

It has been good to get to know the Wednesday Night Church crew, and I have also enjoyed the occasional visit to the Women's bible study and Bermondsey Brew. Assemblies at St James primary are always lively and entertaining. I am so impressed by the zest and knowledge of the children. My first Christmas was an experience to remember; particularly the chaos of the Crib service with double the numbers we were expecting, and the beauty of the two candlelit carol services. It was wonderful that the community all came for a blessing even if they didn't receive communion, and some went for both!

During the first few months I met with the joint PCCs and interested church members to discern the future vision together. These were fruitful sessions leading to a presentation in January. That meeting was outside the timeframe of this report but given that the work was done in 2024 I will share the vision we arrived at- that the churches would be Rooted in Christ, Growing in Love and Going to share good news, in the power of the Holy Spirit. We have much to look forward to and to work out together in the strength and grace of Christ. The best is yet to come.

Katie Kelly- Vicar

Formal Reports

2.1 Electoral Roll Reports for 2023

2.1.1 St Anne's

There are 17 people on the Electoral Roll as of 26 April 2025. 9 are non-residents and 8 are residents.

Ruth Reid

2.1.2 St James

As this is the year that the electoral roll must be completely renewed, there is an inevitable reduction in numbers from last year. There were 122 names on the roll at the end of March 2025. There are now 87 names on the roll, 54 of whom are resident and 33 of whom are non-resident in the parish. There are several people who have attended over the years but have not attended regularly enough in recent months to qualify for the roll, but still consider themselves to be members of St James Church. If this is due to ill-health, then they qualify to have their names added and a couple of names have been added in this category. Several members of Wednesday Night Church, who do not attend Sunday services at St James, have been able to add their names to the roll, as Wednesday Night Church is now considered to be a Fresh Expression of St James church.

Marian Greenwood

2.2 PCC Proceedings

2.2.1 Report of the St Anne, Bermondsey PCC meetings

The PCC of St Anne, Bermondsey met six times in 2024, two joint meetings with St James PCC and four times as a separate PCC. We had three additional joint PCC meetings which focused on mission. Our Annual Meeting of Parishioners and Annual Parochial Church Meeting was held in May 2024 with our new vicar for the United Benefice, Revd. Katie Kelly. The following items were discussed: the reimbursement of the Diocesan Loan; encouraging giving and approving a Legacy policy; choosing an inspecting architect for the Quinquennial; Paul and Mandy Warren's leaving service; the induction and institution service of Revd. Katie Kelly; inviting the charity Transforming Lives for Good to speak at the church; annual rent review; the approval of the St Anne accounts for 2023; increase in the Administrator's wages; a fire detection system; updating the St Anne's Vicar board; mutual expectations from the Vicar and PCC members; the election of officers and other roles; the clearing of the gutters; removal of the church hall curtains; safeguarding training; an open-air service in September with a community clean-up day; missional joint PCC meetings; the parish support fund pledge for 2025; the Quinquennial Report; new church hall blinds; the future building project; feedback for the September 8th Community Day; mission giving 2023 and 2024; the EICR inspection; the 2024 Christmas Fair; new Christmas cards and Christmas events; advertising for an Associate Vicar in 2025 and the resignation of the United Benefice Administrator.

Ruth Reid

PCC Secretary for St Anne, Bermondsey

2.2.2 Report of the St James, Bermondsey PCC meetings

The PCC of St James, Bermondsey met six times in 2024, two joint meetings with St Anne PCC and four times as a separate PCC. We had three additional joint PCC meetings which focused on mission. Our Annual Meeting of Parishioners and Annual Parochial Church Meeting was held in May 2024 with our new vicar for the United Benefice, Revd. Katie Kelly. The following items were discussed: Christmas card delivery feedback; list of electoral roll for the parish; a grant for a defibrillator; St James's school foundation governors; church events dates; future service with the Salmon Youth Centre; the London Marathon planning group; making connections with the charity Transforming Lives for Good; welcome packs for new residents; encouraging giving and approving a Legacy policy; the approval and application of a faculty to add a handrail for the main doors; smoke detectors in the crypt; the application for the Cleaner, Greener, Safer grant; the St James' youth group and funding; Paul and Mandy Warren's leaving service; the induction and institution service of Revd. Katie Kelly; the St James accounts for 2023; the proposal for the crypt income to be allocated to the building fund; the increase of the Administrator's wages; the Quinquennial Inspection; the North Aisle gallery; safeguarding online training; the Flourish worker pilot scheme; school governors vacancies; Fire Risk Assessment; mutual expectations from the Vicar and PCC members; election of officers and other roles; food bank; outreach; future events including morning service; parish support fund pledge; clear up Saturdays and the clearing of the top galleries; mission giving; the Brown's fund; new laptops for the church and the office; new

locks for the entrance door; Bermondsey Street Festival and Bermondsey Carnival; newly designed Christmas cards; update from Revd. Katie since arriving; the Quinquennial Inspection Report; the revamping and extension of the current ramp; Alfred and Ada Salter Lounge; Christmas events and Christmas cards distribution; advertising for an Associate Vicar in 2025; the resignation of the United Benefice Administrator and rent increase in January 2025.

Ruth Reid

PCC Secretary for St James, Bermondsey

2.3 Treasurers' Reports

2.3.1 St Anne's 2024

St Anne's finances for 2024 did rather echo that of 2023 regarding income and expenditure, with a few highlights that made a noticeable difference. As ever, through the hard work of the team at St Anne's, the hall continues to generate the bulk of our income and we are blessed that new people and groups have joined over the course of 2024, with a rental increase of just under £4,000.00 on 2023.

We managed to increase our diocesan contribution by just over 11% by adding £1,500 for 2024 and we were happy to give our tithe as mission giving in equal amounts to Church Army, Church Mission Society and Tear Fund.

Debbie B continues to do a great job at reclaiming our gift-aided tax rebate and due to more people giving regularly and allowing us to claim it, this was increased by just under £1,000.

Our utility bills stayed constant in 2024 as I managed to get a better fixed deal on both our gas and electricity bills before they went crazy!

We put much needed new blinds in the church hall and Rev Katie and I are currently looking to secure a grant in 2025 to carry our repairs to the gutters on the north elevation and to deal with the leaking flat roof section above the hall lobby area.

As a church family we are very grateful to all the people who continue to regularly give to St Anne's and the long-term tenants who rent our spaces.

Graham Russell

Treasurer

2.3.2 St James 2024

Please see appendix 5.2

Claire Mayne-Constantinou

Treasurer

2.4 Churchwardens' Fabric Reports

2.4.1 St Anne's

The church wardens are pleased to report that the fabric of the church continues to remain in a good state of repair and would like to thank everyone who has given their time to help support the upkeep and running of the church.

The building has remained in a stable state in the last year; praise be to God. Following the disappointing withdrawal from our redevelopment project by the developers we are now exploring options with a new Christian developer. The quinquennial inspection highlighted an extensive list of works and Graham Russell and Katie are applying for 'stitch in time' funding to prevent any further water ingress into walls. Our electrical safety certificate was obtained thanks to Graham's diligence and so the building is fundamentally safe and sound for meeting. The old curtains in the hall were replaced with attractive blinds which has improved the environment. This is an important asset to us and the community.

In September we organised a 'Love Thorburn Square' event and the community came to clear weeds, plant bulbs, and clear the area in front of the church. This was an opportunity to clear some guttering and start work on rotting decking, which was then completed by Graham. We are looking through the initial disappointment and trust in God's timing for His house. All the items listed on the inventory have been checked and we can assure the PCC that all items of value are where they should be and in good condition.

Suzanne Adofo and Yvonne Lubwama - Church Wardens 2024

2.4.2 St James

It was great when Cath Squelch and I were nominated as church wardens in May 2024. We have worked together well. This is my final year after 25 years so it's time to step down and hopefully get other younger people involved.

Galleries: The galleries have been kept clean and haven't gathered more unwanted items.

Information boards and church noticeboards: The noticeboards have continued to be updated with new notices going on when necessary. The photo boards are constantly being updated. These noticeboards need to be kept up to date.

Ramp: The main door ramp has been replaced with a much better one with handles, although it is a two-person job to lift.

The two copper lanterns still remain to be assembled and fitted.

Crypt hire: Following our last inspection, we have taken on board the damp problems and it is now only used for storage. We have quite a few bays in use.

Fire Detection: Red Care fire systems have been working well, however in the crypt, once it gets damp, water runs into the circuit and has caused a few problems with call outs. RM suggested a plastic cover to go over the top of the circuit, so the water runs off. This will be sorted in the near future.

Nursery (German Kindergarten): The German Kindergarten is waiting for its new lease which has been ongoing with the solicitors; they are very keen to carry on renting the parish room.

Maintenance Plan: We had our Quinquennial report and have listed items which we can do within the building committee and the items that need further work and will include getting in outside agencies for specific repairs and restoration works and urgent work. From this report we will also be able to develop further our Maintenance Plan.

Annual Inspections/Fire Detection: The annual lightning conductor test continues to take place as well as the regular testing of fire detection and firefighting equipment and PAT testing all due in March 2025.

Accessibility from the churchyard into the building: The ramp at the southwest corner has received short-term repair to reduce its slipperiness. There has been no further progress on the development of a more permanent solution.

Churchyard bollards: The bollards are now in place on either side with the gates locked shut. It is a much easier replacement and is working well.

Memorial Garden: We have been in constant touch with the Friends of the Churchyard and Southwark Council. The person who had been working with us has been moved to another site. Some members of church have been clearing out the reeds and debris and trying to get it into some sort of respectable place of quiet.

Pat O'Connor – Churchwarden 2024

Cath Squelch – Churchwarden 2024

2.5 Deanery Synod proceedings

The Deanery Synod of Bermondsey and Rotherhithe met three times in 2024. The first meeting was in March with special guest Will Cookson who spoke about the Southwark Vision 2024-2031 and being Christ centred and outward focused. We also discussed the following; Thy Kingdom Come season of prayer and the resources available from the Diocese; election of the Deanery Leadership Team; elections for Diocesan Synod 2024-2027 with two vacancies from House of Clergy and two vacancies from House of Laity; annual review of the new electoral roll in 2025; reports from General and Diocesan Synod; deanery training; the induction, institution and installation of Revd Katie Kelly (St Anne & St James) and news from the parishes.

The second meeting was held in June with special guest Carol Coslett who spoke about enabling lay ministries to flourish; the 2024 Deanery confirmation service with the newly appointed Bishop of Woolwich Alastair Cutting; annual pledges for the Parish Support Fund; administration support for parishes; the ordination service for Revd Ivan Ibuno (curate at St Philips) and Revd Peter Welby (curate at St Mary Magdalen); the Woolwich Area Conference in 2025 and the retirement of Paul Warren, Urban Missioner for St Anne & St James.

The last meeting was held in October with guest speaker Gary Jenkins who spoke on enabling lay ministries on estates to flourish and grow and members from the Magnify course gave input on the course. We discussed working towards a vision mission statement for the Deanery; having a presence at local events such as the Bermondsey Carnival and the Bermondsey Street Festival; a new initiative such as carol singing in local pubs at Christmas; the by-election for the casual vacancy in the House of Laity at Diocesan Synod; the appointment of two Deanery Lay Champions with a focus on affirmed ministry and news from the parishes.

Ruth Reid Deanery Lay Chair

3.0 Parish Groups & Activities during 2024

3.1 Urban Missioner's Report

Because I was still serving in the United Benefice for the first few months that this annual report covers Katie has asked me to write a few words reflecting on that time.

To sum up in one word I would say 'change.'

Change is something that we all face from time to time. Some of us embrace it, some of us are unsettled by it. Whatever your particular standpoint is doesn't alter the fact that things are going to be different going forward.

Even though it was some time ago that Gary moved on and the process of appointing a new vicar was drawn out, St James and St Anne's have continued to be churches with a heart for the community and the fellowship.

I was particularly touched by the love and support I received at the start of the year when my mum died. Along with that, as I was preparing to move onto the next chapter of my life both fellowships were amazing in helping me to negotiate what was really another bereavement.

Coupled with that there was also lots to do in preparation for the arrival of Katie. Lots of people worked hard to make sure that happened in the best possible way.

I am very grateful to the wardens, deputy wardens, PCCs, all who served on rotas and anyone else who isn't covered by those titles for all that you did during the first few months of 2024. Your contribution has helped in the way the churches have adapted to the changes.

Love it or hate it change happens. But one thing that doesn't change is the God that we all serve.

He is the Alpha and Omega, the beginning and the end and everything in between.

As the plaque underneath the big picture of the Ascension at the front of St James reminds us. "Low, I am with you alway".

Hold firm to that rock no matter what your feelings are about changing times.

Captain Paul Warren

3.2 Reader's Report

Like any year, 2024 had its ups and downs. We began with the tragic and sudden loss of Veronica and David's daughter and Vida's sister Bryanna. Shock and sympathy in equal measure. At the same time Val Foster was in hospital and deteriorated rapidly, so another hole in the church family. Paul Warren lost his mother in Weymouth, and then in March we heard of Stan Catton's death. What a sad start to our year, even though they are all four now with their Lord and at peace. Thanks be to God for their lives.

Meanwhile church life continued with all our normal activities. My involvement as a Reader (with Permission to Officiate) was in Sunday services, Wednesday Night Church, School Assemblies and School Services in church, as well as the various committees associated with both church and school.

As May approached, excitement mounted as we planned and prepared for the arrival of our long-awaited new Vicar. Ascension Day finally dawned when we welcomed Katie to St James and St Anne's in a glorious evening service packed with people from our own churches, the local community, the deanery and many of her family and friends.

Just ten days later St Anne's hosted Paul and Mandy's farewell service as their time in Bermondsey came to an end and they prepared to go "home" to Portland, Dorset, for their retirement. We miss them both, and are hugely grateful, especially for the way Paul helped us through the interregnum.

Since then, we've had the joy of getting to know Katie and Julian and helping them get to know us and all that people at St James and St Anne's are involved with. I was absolutely delighted to hand over Chairmanship of the PCCs to Katie, and it's been great having some "Mission and Vision" discussions and regular prayer meetings as Katie helps us discern the way forward for our two churches.

On a personal note, I'd like to thank those of you who continue to support my selling of fair-trade chocolate "Real" Easter Eggs and Advent Calendars, using them to spread the real meaning of our Christian festivals. And I'm pleased to have been able to continue encouraging regular reading of the Bible through daily notes. All in all, it's been a full and busy year, and I feel privileged to have been part of the Ministry Team here in the United Benefice of St James and St Anne Bermondsey. There is an exciting future ahead, and I pray that with God's guidance, Jesus' example of great love, and the fire of the Holy Spirit, we will help build God's Kingdom here in this place.

Penny Molyneux

3.3 St James Children's Worship Report 2024

Over the past year our Children's Worship group has flourished, providing a nurturing and faithful environment where our youngest congregation members can grow in their relationship with God, have fun and make friends. In group children have gathered for age-appropriate worship, Bible stories, singing, prayer, and hands-on games and craft.

Despite a sometimes transient congregation and some challenges with volunteer support, we have seen heartwarming spiritual growth in our children. Special highlights included their Advent performance of 'It Was On a Starry Night,' and our Candlemas service, where the children shared Christian customs from around the world with creativity and enthusiasm.

We are deeply grateful to the families, leaders, and children who make this ministry possible and look forward to another year of curiosity, laughter, and joy in Christ.

Rosie Reynolds

3.4 St James 11+ Group

The 11+ group continues to bond and our relationships are growing. This has enabled honest and frank discussions in our Sunday morning sessions currently exploring the subject of prayer. The group has been involved with leading all age worship and is growing in confidence in doing so while also connecting with the wider members of the church. In October half term we had great fun bowling and had fifteen young people attend. We had a wonderful Ice-skating trip at Christmas with eighteen young people attending including some of our members who had moved away. Afterwards, we went back to the church for hot chocolate and games- another great bonding experience for them. This year we have successfully implemented the Friday night social once a month which has been a great success. Once again, the young people are beginning to make this their own offering to cook and lead games. This would not have been able to happen without a great answer to prayer for volunteer helpers. We have been blessed by the commitment of Tolu and Daniel who regularly support and help with this. Tolu is increasingly leading the Sunday sessions and growing in confidence to do so. Overall, our attendance varies- we always have around the same amount of young people attending our Sunday morning sessions and Friday night socials but they are a different group each time! Having said that, we do have a committed core of around seven young people who I would consider regular attenders. We still have a varied engagement with the R1 event hosted at the Salmon Centre but none of the young people can give specific reasons why they don't attend. I continue to pray into this as I feel this

relationship could be so fruitful. A group of young people will be redecorating the youth room during the Easter break, and we will be organising various social events beyond our Friday night social over the next few months. We will be going away in the summer again with the Salmon Centre to the Satellites festival (6/8/25-10/8/25). I continue to be incredibly encouraged by the young people. They are so keen to know more of Christ, and it is both an honour and pleasure to work with them.

Becky Hilton

3.5 Women's Bible Study Group

The joint St James and St Anne's Women's Bible Study Group continues to meet regularly in the St James South Aisle on Tuesday mornings, although we do have a break during holiday periods. There are currently 10 people, not all members of St James and St Anne's, who aim to come from time to time, although the size of the group actually meeting together is generally about six people. Some of us are feeling our age and getting rather creaky so we do frequently miss people due to hospital appointments.

We've recently been studying the Nicene Creed, as it has been the 1700th anniversary of it being written in 325AD, as an extension of the earlier Apostle's Creed. We all found it very useful to look closely at the statement of belief that we quite often make together in a morning service. The final part where we say "I believe in the Holy Spirit..." has led us on to several weeks looking at the place and work of the Holy Spirit throughout the Bible and in our everyday lives. We always start our meetings with coffee and chat and end with prayer for each other, our families and the needs of our local community and the wider world. We enjoy our time together and are very welcoming to any ladies who would like to join us.

Marian Greenwood

3.6 Wednesday Night Church

Wednesday Night Church is a Fresh Expression of church based at St James which offers a fellowship meal, bible study, worship and prayer. Over the year we have studied Mark's gospel, using a video-based resource called Lumo, followed a prayer course and also looked at the scripture passage from the previous Sunday together. It has been a place to celebrate birthdays and other life events, pray for the sick and many other issues, and to sing songs of worship with gusto! All are welcome. We would love to grow the team and have more cooks so do consider whether this is something you could ever help with.

Katie Kelly

3.7 Bermondsey Brew

Bermondsey Brew started in February 2017 so it's now into its eighth year and some of the very first "guests" still regularly attend. The group seems to have been a source of friendship for some people, and it's been good to see how people show concern for others when they are missing or in hospital. Numbers have been lower recently, and when it was so cold we met in the South Aisle instead of on the carpet area but it's good to have the main part of the building open and welcoming for visitors. Nearly every week, there will be

one or two people who come in, maybe tourists walking down the river from Tower Bridge or local people who say “I walk by on my way to work but the doors are always closed and I’ve never been inside before.”

Barbara Mann has decided to hang up her apron after being a regular helper since the very start. We thank her for her years of faithful service and keeping us all in order in the kitchen. Lizzie from the youth group came to help in the early part of the year, and we miss her now that she is away at Uni. Manisha also came to help for a number of months as she was needing to gain some volunteer experience but she is now working full time. So the team currently comprises Manuela, Adrian and myself, with Miriam and Joan usually coming from about 3pm. Paul often comes to set up tables and chairs and is very helpful looking out for Dial-a-Ride bringing and collecting our oldest member.

Many of the people who now attend Wednesday Night Church/Alpha first made their way into the building and church community through Bermondsey Brew. When I feel disheartened about lower numbers, lack of new people or difficulties between guests there is always something to give encouragement and it was great that three of the members attended the recent church prayer meeting. Please continue to pray for Bermondsey Brew. Thank you.

Marian Greenwood

4.0 Additional Reports

4.1 Report of proceedings of Southwark Diocesan Synod and General Synod

4.1.1 Diocesan Synod

1. 2024 was the year for elections to a new Synod; these take place every 3 years. I was elected to represent the Deanery Bermondsey & Rotherhithe Deanery, along with Yvonne Kigundu of St. Anne, Rev. Ivan Ibuno of St. Philip and Rev. Peter Welby of St. Mary Magdalen. Our term of office runs until 31 July 2027. In follow-on elections from Diocesan Synod, I was elected to the Diocesan Council of Trustees (DCT), again for a three - year term. DCT is the collective name for 3 bodies with identical memberships – the Diocesan Board of Finance (DBF) – the Trustee body; Bishop’s Council (BC) – the executive Committee of Synod, and the Diocesan Mission & Pastoral Committee (DMP&C) – a statutory body set up under the Mission & Pastoral Measure 2011. In November 2024, I stepped down as Chair of the House of Laity of Diocesan Synod after 18 years in the role. Following this, Bishop Christopher appointed me to the role of Lay Chaplain and Mentor to the Synod.

2. Highlights at Diocesan Synod in 2024 included the continued embedding of the new Southwark Vision 2024 – 2035, the delivery of which will be strengthened by a substantial award of funds from the national church over nine years, known as the Diocesan Investment Programme (DIP). This makes funding available for, among other things, Hub & Resource churches and work with children & young people, all with a view to help congregations grow in discipleship as followers of Jesus and in numbers and mission.

3. There were regular reviews of progress with Net Zero Carbon (NZC) and the Diocesan Anti - Racism Charter. Financially, 99.7% of the amount pledged by parishes was paid in 2024 and a budget of approx. £29m was approved for 2025, recognising, among other things, final divestment by the DBF from fossil fuel businesses by April 2025.

4.1.2 General Synod

1. General Synod proved a lot more challenging. The two meetings in February and July 2024 were dominated by two multi-faceted issues – Safeguarding and Prayers of Love & Faith. Although the headlines on Safeguarding remain bad, good progress is being made by the Synod in dealing with safeguarding policy and legislation. Building on the responses to numerous reports, including Makin, Jay, Wilkinson and Scolding and mindful of the Charity Commission’s intervention in January 2025 to the effect that Trustees (including PCC members) remain responsible for safeguarding in their organisations, a decision in principle was taken by Synod in February 2025 to establish a new independent oversight and scrutiny body into which the National Safeguarding Team (but not the Diocesan Teams) would be transferred. Also, in February 2025 the new Clergy Conduct Measure received its final approval – this will introduce better processes for dealing with clergy accused of varying levels of wrongdoing, including relating to abuse and safeguarding. And the Abuse Redress Measure establishing a new independent system for processing claims for compensation for church-based abuse should receive its final approval in July 2025. In addition, various Codes of Practice and Safeguarding Rules and Regulations were reviewed and updated.

2. Progress with the Prayers of Love & Faith, prayers of blessing for those in same sex relationships, was much slower. The challenge is that the House of Bishops has repeatedly stated that it has no intention of seeking to change the historic doctrine of marriage based on scripture, tradition and reason as set out in Canon B30 (and this change would require a two thirds majority in each of the 3 Houses of Synod) but it is seeking to move forward with actions which would be seen by many as being inconsistent with that doctrine– such as ‘bespoke’/standalone services of blessing and permitting clergy in same sex civil partnerships to marry in a Registry Office using civil law.

3. My own approach to this major issue is to view it through the theological conviction of the doctrine of Christian marriage (see above) and the sexual ethics which flow from that, which were seen in the lives of Mary & Joseph and which are based on the teaching of Jesus in Matthew ch. 19 – the whole of it – as well as the whole narrative of Scripture from Genesis to Revelation.

4. As the Common Worship Service of Marriage states in the Preface – ‘marriage is a gift of God in creation through which husband and wife may know the grace of God’ – a gift which most experience and evidence demonstrate (although marriage is no panacea) brings good to the husband and wife, to their children and to society as a whole. With marriage rates (especially in families with less disposable income) and birth rates declining in our society and the percentage of fatherless households rising, the Church should be proclaiming the good news of Christian marriage more than ever, although, clearly, marriage is not for everyone.

5. The stage that Synod has now reached is that the House of Bishops has commissioned (belatedly in my view) further theological work in the hope that a credible and sustainable way forward can be presented to Synod in February 2026. Please pray and keep praying for 'grace & truth' for all involved and for compassionate orthodoxy to prevail.

6. Meanwhile, a substantial programme of legislative business continues including the National Church Governance Measure and a new Mission & Pastoral Measure.

7. I am happy to answer any questions on the above or any other aspect of the work of Diocesan & General Synod.

Adrian Greenwood

4.2 Safeguarding Officer's Report

Although I was elected Safeguarding Officer for both churches Yvonne Lubwama took up the post in 2024 and is now the Safeguarding Officer at St Anne.

We at St James' follow the policies provided by the Diocese and the new revised 'Safe Church' which is in the Vestry at St James. It is a very useful guide and available to all.

Safeguarding is a regular item on every PCC agenda.

In March 2019, the PCC agreed that the new arrangement for serious safeguarding incidents will be reported to the Charity Commission.

We are committed to the safeguarding, care, and nurture of everyone within our community. This continues to be the agreement.

The Church of England will:

- Promote a safer environment and culture
- Safely recruit and support all those with any responsibility related to children and vulnerable adults within the Church
- Respond promptly to every safeguarding concern or allegation
- Care pastorally for victims/survivors of abuse and other affected persons
- Care pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- Respond to those who may pose a present risk to others
- These policy commitments are based on our five foundations: Gospel, Human rights and the law; Core principles; Good safeguarding practice and Learning from the past.

Everybody who works with or is involved with children or vulnerable adults should make sure that:

1. They have a DBS (for Church) This includes sides persons, Sunday group leaders/helpers, and anyone who is involved with vulnerable adults or children.

2. If you don't have one or need one, please speak to me before or after the Sunday service or send an email to the office on stjamesandstannes@gmail.com.

Patricia O'Connor- Parish Safeguarding Officer

4.3 St James CofE Primary School

St James' School continued to thrive and to "shine brightly" during 2024 under the highly effective and committed leadership of the Head and Senior Leadership Team. Falling rolls have been a concern in many parts of central London, but ours has remained fairly constant, with around 400 children, including those in the Nursery. There are still high levels of need, but the personalised support provided by our skilled and dedicated staff yield very good results. At the end of the summer term we were inspected by Ofsted (an ungraded inspection) which was very positive, particularly praising the support given to those with Special Educational Needs or Disabilities, and the general attitudes and social intelligence of all pupils. A major change to the staff team was the retirement of Debbie Plows as School Business Manager after 39 years serving the school. A new SBM was appointed in good time for a thorough handover.

The governing body has experienced significant changes, with two new parent governors elected, Katie joining ex officio as Vicar of St James, Penny serving as Acting Chair of Governors after Gary's resignation, and several other new governors joining the team. Finally, we have just recruited a very experienced governor, Paul Raikes, appointed as a Diocesan Foundation Governor from 1 st January 2025, who will be elected to take over as Chair at our first Full Governors meeting in 2025.

The school continues to have strong links with the church, with the PCC nominating 6 of the 9 foundation governors, and the church team leading Collective Worship in school (both sites) weekly, as well as services for the whole school in church at least nine times each year.

Penny Molyneux, Acting Chair of Governors

4.5 Salmon Youth Centre

Salmon Youth Centre is one of the largest youth centres in the UK and is a model of youth work excellence.



Thanks to the support of our six full-time, five part-time and five sessional staff, our apprentices, trainees, and over 75 volunteers, we ran 803 sessions in 2024/25 and log over 43,000 contact hours with 1,254 young people.

Salmon provides an outstanding recreational facility where young people have fun, form healthy friendships and develop their interests and skills. Salmon is a welcoming, safe and encouraging environment where young people develop their self-worth, their communication skills and their interpersonal relationships. This transforms their prospects when they transition from primary to secondary education and from there to college or work.

Accessible to everyone aged 6-19 for a nominal contribution of just 50p on each visit, members enjoy a wide variety of activities, starting with a free hot meal, which is a vital help to many families struggling with the cost-of-living crisis. Healthy food is followed by healthy exercise. Salmon has facilities for badminton, basketball, boxing, climbing, dance, football, gymnastics, trampolining and volleyball. These take place in our four-court sports hall, our well-equipped exercise gym and on our 30-metre climbing wall.

In everything, we encourage young people to realise and develop their gifts and talents, to develop their sense of self-worth and self-respect and to develop their interpersonal skills. Our aim is to inspire belief in their own potential and agency. We aim to promote and improve their health and wellbeing; improve their prospects in their education and work and encourage them to engage positively with their community.

Our Vision

We aim to inspire all young people to fulfil their potential and contribute to their community within a framework of Christian values.

Our Mission

We seek to:

- improve young people's physical and mental health and wellbeing by encouraging healthy diets and active lifestyles;
- prepare young people for further education and work by improving their educational attainment, providing access to training and supporting their transition into further education or employment, and
- involve young people in community engagement by encouraging volunteering and boosting political and spiritual awareness, so increasing their ability to relate to others.

Our Method

- We are open to all: we welcome all young people and their families.
- We provide open-access, targeted and specialised activities which are enjoyable, educational, challenging, and safe.
- We build relationships which inspire young people to develop their ambition to achieve a fulfilling life by discovering and developing their talents and increasing their enthusiasm for learning and training.

Jamie Anglesea (Director)

4.6 Mission giving: Who did we support in 2024?

St James gave to the following charities:

- The Salmon Youth Centre
- Friends of Kagando
- City Hope Foodbank

St Anne gave to the following charities:

- Church Mission Society
- Safer Families
- Open Doors

Accounts

Brown's Fund use by the incumbent to support missionary work within the parish.

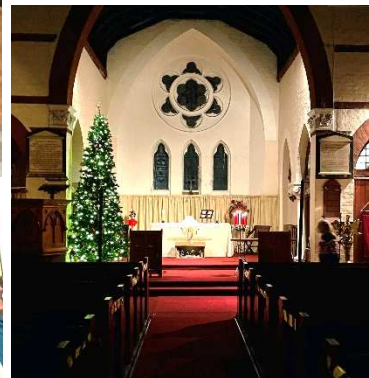
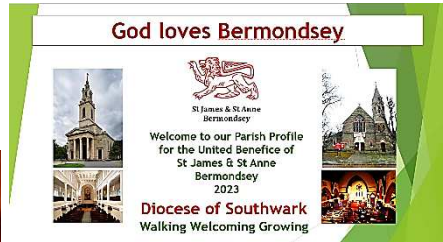
Designated Funds

Gleaves Fund is to support the Church running costs with exception to missionary work. 20% of running costs per year is charged to this fund and it will exhaust in 2024.

Rent Deposit is in respect of the German Kindergarten.

The remainder of our fund balances, which are unrestricted totalling £41,710 represents less than six months of our standard expenditure, and as such is at the lower end of what is prudent to maintain given our experiences during the Covid-19 pandemic which affected income for almost two years.

The United Benefice of St James and St Anne's Bermondsey



**ANNUAL REPORT
2023**

The United Benefice of St James and St Anne's Bermondsey
ANNUAL REPORT 2023

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1.1 Urban Missioner's Report

This year has been an unusual one to say the least.

With Gary's departure just before Christmas 22 there was a big gap in the ministry team. That meant that many of the things he did would come across my desk. Being the only stipendiary minister it was as if I had become the incumbent. Penny, the wardens, PCC members, and Ruth have been an invaluable team who have worked hard alongside me to enable the church and our normal ministries to continue through what has turned out to be a much longer vacancy than any of us had expected.

A lot of work was put into creating a very good parish profile ready for the advertisement for a new vicar to be placed. Interviews took place and it was possible to appoint the Revd Katie Kelly to the role of our next incumbent. Unfortunately with her not being able to be released early from her curacy we have had to wait for an extended period before she can join us.

With the exception of weddings I have taken all the occasional offices for the year as well as conducting my regular ministry. As far as I can see, apart from dropping the men's breakfast, everything was able to be sustained for the year. I have also been particularly thankful to everyone who volunteers in the various roles that are needed to keep everything going. Christian service can be challenging but also rewarding, so thank you for all you do and I hope and pray that you have been blessed as you serve.

It was with much disappointment and frustration that the St Anne's development project suffered another setback. Despite a lot of work being put in the developers pulled out leaving the project back at square one.

As we look to the rest of 2024 and prepare to welcome Katie let us keep in mind what Paul said in his letter to the church in Rome

'Love must be sincere. Hate what is evil; cling to what is good. Be devoted to one another in love. Honour one another above yourselves. Never be lacking in zeal, but keep your spiritual fervour, serving the Lord. Be joyful in hope, patient in affliction, faithful in prayer. Share with the Lord's people who are in need. Practice hospitality.' (Romans 12. 9-13)

Capt Paul Warren CA

1.2 Reader's Report

2023 has indeed been a busy year. It has been a joy to work closely with Paul and all four wardens as we completed a full calendar year without an incumbent. Having passed my 70th birthday, I now have the Bishop's "Permission to Officiate" as a Reader in leading worship, preaching, teaching and sharing in the pastoral work of the parish. We are so grateful to Paul for organising the rota of visiting clergy for Communion services, and to the Wardens for leading services very often. It was great to have a joint Family Service for Mothering Sunday at St Anne's, and a joint outdoor service in St James churchyard in September. Other highlights were young people from the Salmon Youth Centre coming to both churches to talk about the amazing work that is done there and to strengthen our links with them, and St James' own 11+ group leading a service.

A task which fell to me as Vice Chair of both PCCs, has been to work closely with Ruth, our Administrator and also Secretary to both PCCs, to make sure the PCCs met regularly and dealt with the necessary business, of which there seemed a lot as detailed in her reports. This included producing the Benefice Profile jointly by representatives from both parishes. I was privileged to be part of the team elected to invite applications, short-list, interview and select our new incumbent. It was challenging, but exciting to feel the Holy Spirit guiding our thinking as we worked with senior Diocesan clergy and our Patrons.

We now look forward to holding our joint Annual Parochial Church Meeting on 23rd May after Katie Kelly has become our Vicar on 9th May 2024.

I have continued to enjoy my role as a Foundation Governor at St James School, and also to work with Paul to lead Collective Worship on both sites every Tuesday, and to welcome the whole school into St James Church for services on the first and last days of every term.

As we look forward to a new chapter in the life of St James and St Anne's with a new Vicar, we will also be saying farewell to Paul and Mandy. We wish them every happiness in their retirement, and thank them both warmly for their friendship and all they have brought to our church fellowship.

May God bless each and every one of us in the coming year, and guide us all to live and work to His praise and glory. Amen

Penny Molyneux

1.3 St James Sunday Groups Report 2023

Sunday groups run three mornings a month leaving the family service for the children to be involved in church.

We have stopped using the Friends and Heroes material and Ronki (using her teaching skills) with the help of Jill, has been focusing on the readings from church to bring the story alive within the group.

I still help with the material for Inocente and Lillian and help plan the lessons. The children still wanted a bible story video so we have been using an Ipad as a visual guide.

The leaders Ronki, Jill, Inocente and Lillian are really valuable members of the team however we are still looking for more volunteers to help them out.

We only have a small group of children at the moment but we pray constantly for it to improve.

Pat, Ronki, Jill, Inocente and Lillian - Sunday group team

1.4 St James 11+ Group

The 11+ group continues to bond and our relationships are growing. This has enabled honest and frank discussions in our Sunday morning sessions and great fun times together. The group successfully planned and led a morning service at St James which was great to see them step up and take ownership of what they wanted to convey and how to do it. It was a fantastic way for the congregation to get a glimpse of the group and how they work together. We had a wonderful Ice-skating trip at Christmas with twelve young people attending. Afterwards, we went back to the church for hot chocolate and a movie- another great bonding experience for them. Sadly, in February we lost three of our regular members as their family has relocated to Luton but we hope that they will join us for future social events.

Looking to the near future, we are having a social evening on the 12th April - an evening social event is something that the young people are keen to implement on a more regular basis. I would like to see our young people engage more with the R1 event hosted at the Salmon center however, they are not keen but unable to cite any specific reasons as to why. Currently, I am waiting to hear from Jamie Anglesea at the Salmon Centre about which summer Christian camp they will be attending as we have agreed that our group can join them for this. As soon as I have the venue and dates confirmed, I can begin to apply for financial support.

Becky Hilton

1.5 Monday Evening Prayer Meeting

We have been moved by God and a new rental at St Anne's to move our prayer meeting to St James. The meeting time is still at 7:30pm and it is open to all from St Anne's and St James and we also have had enjoyed regular fellowship from other local believers who are seeking a place to develop their faith and to express their gratitude to God.

Our commitment remains to pray for our churches and the people of Bermondsey but we are always ready to pray as the Spirit leads and have journeyed together through personal difficulties that have built bonds of fellowship that have anchored our faith through the storms of life.

We are a small group in numbers but we are determined to live out the calling of Colossians 3:16 and let the word of Christ dwell in us richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God.

Suzanne Adofo

1.6 Ladies' Bible Study Group

The Ladies Bible Study Group continues to meet at 10am in the South Lounge at St James every Tuesday during term time, exceptions being the odd occasion when St James is being used for something else, so we relocate.

We continue to enjoy meeting together to study God's word. We haven't actually looked at as many books of the Bible as we did last year as we have taken our time going through the Gospel of John, after which we have launched into a study of the book of Revelation, which we are continuing. It is quite a challenge. At the beginning of most of the meetings we sing a hymn or two and maybe end with one. We continue to pray for each other at the end of the study and to encourage each other, especially to live in the light of God's word.

We still have a consistent core of very friendly ladies attending on a Tuesday morning, who are very enthusiastic about God's word and would welcome any newcomers with open arms. We are encouraged to report that three new ladies have joined us. One lady, who comes nearly every week found out about us by ringing Ruth in the office, one by personal invitation by a member of the group when she came to a church service and another lady by hearing the notices in church. We are thankful to God for sending these ladies.

We also have some sad news to report and that is that one of our longest standing members, Val Foster, who was a great friend, encourager, intercessor, and over all a wonderful human being and a gift from God, suddenly fell ill on New Year's Eve. She died on 7th February. I realise that this report is only up to December of 2023, but it seems such a huge thing not to mention. We thank God for her friendship and love and rejoice that she is now with him in Glory. We miss her.

I have the privilege of leading many of the Bible Studies but a huge thank you to Marian Greenwood for also leading. I absolutely love preparing for Tuesday mornings and learn a lot in the process. I think that, as I said last year, I can honestly say that we continue to be amazed by God and will ever be thankful to Him.... How great the love the Father has lavished on us, that we should be called children of God! And that is what we are!

Blessings.

Mandy Warren

1.7.1 Ready Steady Grow at St Anne's

Ready Steady Grow continues to meet on a Wednesday morning at St. Anne's Church Hall from 9am till 11am. We meet during term time only and not during the school holidays. The structure of our morning is on the whole pretty much the same as last year: free play, story, thank you prayer, craft and singing. At the end of the Christmas and summer terms we have a party.

As before our children are brought by a mixture of parents, grandparents and childminders. We have built up some good relationships and are grateful to God that we have this wonderful opportunity to not only serve our community and meet new people; but also to share the love of God through stories, songs and relationships. There is always an open invitation to the families to come to our Sunday services and always a particular special invitation is made for Harvest, Christmas and Easter services.

The group continues to be popular and we have seen numbers increase over the year. On a few occasions we have had to close the doors because the safe limit has been reached. It's something we don't like to do but the parents and carers know it is for the safety of the children that we have to.

We have also implemented a no phone rule. Some parents or carers were taking photos and videos while in the group which made others feel uncomfortable so it was the best thing to do to make sure that safeguarding was being taken seriously.

We continue to value your prayers for Ready Steady Grow.

Paul, Mandy, Mavis and Cathy
Ready Steady Grow Team

1.7.2 Ready Steady Grow at St James

Ready Steady Grow still continues to flourish. We run this group for parents, grandparents and childminders. It is held in the South Aisle on Thursday morning from 9.am -11am term time only. We have a craft session, home corner, book corner, puzzles and lots of toys for the older children. We have a group of mums and childminders who come weekly and also different visitors who stop by then return because they like the smaller less noisy group. We enjoy story time with a bible story and sing lots of songs. We finish with the children sitting together to enjoy a healthy snack and goodbye song. We aim to be as friendly and as welcoming as possible with soft seats, tea, coffee and biscuits. We share a WhatsApp group to share ideas or to give notices.



Pat O'Connor and Mavis Shute

1.8 Wednesday Night Church

We have continued to meet most Wednesday evenings throughout the year, starting at 7pm with a 2 course fellowship meal followed by a Bible study, some singing and prayer.

Penny and I have shared the leading of the Bible studies, with Pat and I sharing the cooking each week.

At Christmas we held a special Christmas dinner and carol evening with some people bringing along guests. Sadly because I was ill I had to miss that which I found a particular disappointment.

What has been encouraging is that we have not only seen the numbers of those attending grow over the year but also the spiritual growth of those attending. Many of those that come do not attend on Sundays but that is ok. I don't see Wednesday Night Church as just another parish activity but as a congregation in its own right that can continue to grow and flourish alongside our Sunday congregations.

Paul Warren

1.9 Bermondsey Brew

Bermondsey Brew has been an event on the St James weekly calendar since I started it with Parisa at the beginning of February 2017. This was mainly as a response to the expectation of charities funding the tower stonework restoration that the building must be open to people from the community, but also in response to publicity about the issue of loneliness.

Bermondsey Brew is basically a "community café" and runs from 2-4.30pm on most Monday afternoons. We serve refreshments to approximately 25 regular attenders sitting around tables on the carpet area at the west end of the building, and also a number of families from St James, St Joseph's, Boutcher, Riverside and Harris who arrive after school and tend to sit at tables with children's activities in the south aisle. People passing by will often come in to have a look at the building, or to sit in the pews for a short time of peace and quiet or to pray. Regular use is made of Biblical literature and the information leaflets about St James to let visitors know why we are here, and the hope is that people will encounter God's presence through their contact with the café.

For a number of people it is definitely important as a place where they feel they belong and can relax in the company of others. Several of those who attend Wednesday Night Church first made their way into the building and community of St James because of Bermondsey Brew.

The regular team in recent months has comprised Barbara, Manuela, Joan, and Lizzie with Paul dropping in when he is available and Adrian helping to set up and clear away at the end. It has also been great to have Miriam, who is a member at Haddon Hall and works with WEC, coming in for the second part of the afternoon to chat with some of the mothers. I have often done one-off cooking activities with adults or children and we have recently talked with some of the families about doing cooking activities together on a regular basis, sharing ideas from different cultures.

There are occasional new attenders and it would be good to extend the reach of the café to more isolated people and not only to those who attend the variety of opportunities offered by the different churches in the area. It may be that after seven years, it has run its course in its present form and would benefit from a review as part of the new Mission Action Plan, linking with other outreach of the church to make the best use of the limited people power available.

Marian Greenwood

2.0 Formal Reports

2.1 Electoral Roll Reports for 2023

2.1.1 St Anne's

At the last APCM there were 41 people on the electoral roll. No new people joined the roll through the year, but sadly one of our members died, so the number at 8th May 2024 was 40.

There were two changes of address. One person moved into the parish while another moved out. The resident/non-residents numbers are now 16 residents and 24 non-residents.

Mandy Warren, Electoral Roll Officer

2.1.2 St James

There are 122 people on the St James' Church Electoral Roll as at 8 May 2024.

1 person has been added and 2 people have been removed during the year.

Of the current total, 60 are resident in the parish and 62 are non-resident.

Claire Mayne-Constantinou, Electoral Roll Officer

2.2 PCC Proceedings

2.2.1 Report of the St Anne, Bermondsey PCC meetings

The PCC of St Anne, Bermondsey met seven times in 2023. There were six joint meetings with St James, Bermondsey PCC and one PCC meeting. Our Annual Meeting of Parishioners and Annual Parochial Church Meeting were held in April. The following items were discussed: the Parish Profile; a united service on Mothering Sunday; for a secondary user with telephone banking; the Quinquennial; Safeguarding training; the reverting back to a common cup in communion; Church events for 2023; King Charles' Coronation Service; Deanery Confirmation; The valuation of the building; Leafletting: the approval of the 2022 accounts. One of the joint meetings was a section 11 meeting where we approved the Parish Profile; appointed two representatives from each church for selecting applicants for the role of new incumbent; decided on requesting the Patrons to advertise the vacancy; decided on whether we should have a joint meeting with the Bishop and Patrons. Other items discussed in the year were: a safeguarding officer; feedback on recent services; the withdrawal of the developers (B&M) from the St Anne building project; the request to write off a loan; Mission Giving for 2022; fundraising; the Vicar's board; new arrangements of services and communion on alternate Sundays; the appointment of Katie Kelly as our new vicar; new monthly notice sheets; Parish Support Fund and Mission Giving for 2023; draft dates for church events in 2024; welcome packs for new residents; Salmon Sunday; the distribution of Christmas cards.

Ruth Reid (PCC Secretary)

2.2.2 Report of the St James, Bermondsey PCC meetings

The PCC of St James, Bermondsey met eight times in 2023. There were six joint meetings with St Anne, Bermondsey PCC and two PCC meetings. Our Annual Meeting of Parishioners and Annual Parochial Church Meeting were held in April. The following items were discussed: St James School Governors; leafletting and the list of electors; Parish Profile update; work with children and young people; potential united service on Mothering Sunday; an active Building Committee; a safe working place for the administrator; Safeguarding training; The update of the church website; the annual APCMs with breakfast; reverting back to a common cup in communion; a lent course in 2023; King Charles' Coronation Service; Deanery Confirmation; St James' Primary School new Headteacher; the Brown's fund; pest proofing the crypt; the use of the Sum Up machine. One of the joint meetings was a section 11 meeting where we approved the Parish Profile; appointed two representatives from each church for selecting applicants for the role of new incumbent; decided on requesting the Patrons to advertise the vacancy;

decided on whether we should have a joint meeting with the Bishop and Patrons. Other items discussed in the year were: the times of Sunday services; visiting speakers from the Missions we support; the appointment process for next vicar update; feedback on recent services and events; the German Kindergarten rent agreement; faculty application with the new North Aisle licensee; serving the Lord and each other; the preaching rota and new arrangements of services; the monthly newsletter; the replacement of the pigeon spikes; Mission Giving; cheaper energy supply; 11+ group plans and fundraising; the approval of the St James account 2022; the appointment of Katie Kelly as our new vicar; the Parish Support Fund; increase of rents in 2023; decision on making PCC minutes available in the church; ways to increase congregational giving; starting our own food bank; a new sound desk; new bollards in the churchyard; children and new leaders on Sunday; dates for church events in 2023 including the APCM; delivery of Christmas cards; one large Christmas card for the future; Salmon Sunday; welcome packs for new visitors; grant offer for a Defibrillator; QR codes for giving at St James; the appointment for two Foundation Governors at St James' School.

Ruth Reid (PCC Secretary)

2.3 Treasurers' Reports

2.3.1 St Anne's

St Anne's finances for 2023 did rather echo that of 2022 regarding income and expenditure, with very few highlights that made a noticeable difference. With that said, as a church family we are very grateful to all the people who continue to regularly give to St Anne's and for the tax rebates we receive in gift aid on these contributions.

Through the hard work of the team at St Anne's, the hall continues to generate the bulk of our income and we are blessed that new people and groups have joined over the course of 2023 adding to our list of long-term tenants.

We managed to increase our diocesan contribution by £1,500 for 2023 and we were happy to give our tithe as mission giving in equal amounts to Church Army, Church Mission Society and Open Doors.

Our utility bills went down slightly in part helped by new smart meters and a more careful approach to gas usage, but, like things at home, our general running costs went up.

With that said, I'm going to try and replenish our deposit account in 2024 with some of our current account money and start to build up our reserves - for a rainy day.

Graham Russell

2.3.2 St James

The year 2023 was, like 2022, a difficult one for St James'. Pressures due to greatly increased utilities – gas and electric – affected the year with a 304% increase from £ 2,636 to £ 10,399 (an increase of £7,763 despite utility costs being passed onto our tenants) meaning that despite significant work by the PCC to reduce costs and increase income the year finished with another deficit - £ 7,883 (compared to £17,716 in 2022) - which had to come from our reserves. Given the context this has represented a large turnaround.

Insurance also increased by £1,399 but this is in line with general insurance inflation of 20%. There were fewer weddings and funerals in 2023, which lowered our trading income and expenditure, and not having our priest and a curate this year also reduced costs.

Activities to Increase Income and Reduce Costs

A renegotiation of the rental of the nursery on St James' Road occurred towards the end of 2023 but the full effect of this renegotiation will be realised in 2024 as the contractual process takes time, involves diocesan approval and legal advice.

The PCC managed to reduce general expenditure by prudent cost savings which may not be replicable in the ensuing year.

Our sister Church, St Anne's, continued to contribute a percentage (25%) towards the costs of the missionary team and staff, this figure dropped slightly in 2023 because the relevant costs had dropped also, £7,581 compared to £15,425 in 2021/22.

Sadly, with the hugely increased utility costs the PCC had to make the difficult decision to drop the level of our contribution to the diocese "the Parish Support Fund (PSF)" by £10,000 as without this cost saving measure our deficit would have placed an unsupportable burden on our reserves. The new level, £30,000 per year (£30,300 in 2023 compared to £36,000 in 2022), will be supplemented should we return to surplus in 2024.

Mission Giving

St James' is committed to give 10% of our unrestricted income to three external missionary organizations, the Salmon Youth Centre and Friends of Kagando Hospital in Uganda each year, and in 2023 the third charity was the Food Bank based at City Hope Church. This year they received £2,062 each.

Designated and Restricted Funds

We hold the following "Designated and Restricted Funds" which can only be used for specific purposes, and for most of these we cannot use them for the general running of the Church:

Restricted funds include the Youth Group, Organ Fund, St James' Building Fund, and the Brown's fund.

Designated funds include the Gleaves Fund and Rent Deposit.

The remainder of our fund balance is classified as unrestricted, totalling £41,710 which represents less than six months of our standard expenditure, and as such is at the lower end of what is prudent to maintain given our experiences during the Covid-19 pandemic which affected income for almost two years.

Planned Giving

Plate giving (collections at services) has not recovered from the effects of Covid-19 and the move away from cash to contactless. The take-up of contactless giving has not been as high as we had hoped, and the level of regular giving by Standing Order has dropped as regular donors have moved away or have experienced the effects of the economic squeeze. We hope that the use of QR codes will encourage visitors and worshippers to donate more through the use of online giving in a simplified way.

We aim to switch from Standing Order to the centralised "Parish Giving" operated by the national Church as this will help streamline the process of collection of Gift Aid from government.

During the year we received £4,815 in Gift Aid.

Simplified Account Presentation

The presentation of the Accounts in 2023 has been simplified in line with the Financial Reporting Standards (FRS102). The Parish Return to the Diocese will not be affected.

Conclusion

The outlook for 2024 is for another deficit year despite the increases in rental pricing. We continue to seek to recover all applicable costs from our tenants. We aim to bring a Budget to the PCC for the coming year which will help empower the budget holders. The effects of reduced utility costs will also help alleviate the pressures faced in 2023, but some effort will be needed to increase the level of planned and other giving.

Claire Mayne-Constantinou

2.4 Churchwardens' Fabric Reports

2.4.1 St Anne's

The church wardens are pleased to report that the fabric of the church continues to remain in a good state of repair and would like to thank everyone who has given their time to help support the upkeep and running of the church.

The building has remained in a stable state in the last year; praise be to God. However, progress for our building's redevelopment has come to a halt with the withdrawal from the project by the developers. We are looking through the initial disappointment and trust in God's timing for His house. We are now pressing on with the quinquennial inspection to assess what work the church needs doing both in the long term and short term and have commissioned the same Inspecting Architect as St James.

We are hopeful that God is going to do something new at St Anne's and are looking forward to being steered by the Holy Spirit to reimagining our presence in our parish with our new vicar Revd Katie Kelly.

All the items listed on the inventory have been checked and we can assure the PCC that all items of value are where they should be and in good condition. The gardens are being tended by the council and look beautiful when in bloom.

Suzanne Adofo and Yvonne Lubwama - Church Wardens

2.4.2 St James

After serving alone as Churchwarden for the previous year it was great to have David Chavannes join me as the other Churchwarden in April 2023 following election. He came with much enthusiasm.

Galleries: In order to present better to visitors on the occasion of large events, together we cleared and tidied the galleries disposing of unnecessary items and general rubbish. We hope you agree that it presents so much better.

Noticeboards: In addition, we updated the notice boards by the font that included photos, community information boards and church notice boards. These notice boards need to be kept up to date.

Drains: In May 2023 beyond the east end of the church within the churchyard, the foul drains became blocked to the extent that they were overflowing foul water onto the ground. We were alerted to this by the residents of the flats who when we visited discovered that the smell was horrendous. To resolve the issue we contacted Southwark Council, being responsible for the maintenance of the churchyard, who initially and incorrectly said that it wasn't their problem however subsequently Southwark Council's Environmental Health Department confirmed that it was. An Engineer from Thames Water visited to inspect the issue and although saying that it was not their responsibility agreed to do it for me if I prayed regularly for him. After two and a half hours of clearing all the toilet drains and all pipes in the churchyard at the East end the job was done. Please pray for Thames Water.

Post Drains at the East End: We engaged a company to carry out disinfectant jet washing and, with help from some church members, to clear old, accumulated rubbish.

West End Portico & Crypt Steps and Pigeon Soiling: We consulted with a company who deal with pest control regarding the pigeon guano that had built up at the top of the main steps and on the steps down to the crypt as it was unsightly. At the initial contact, we were told that the deposits were a health hazard and that we shouldn't be cleaning it without proper PPE equipment. Following this advice, we received three quotes from specialist companies for the clean-up work and had it done including the installation of spikes at high level on ledges to restrict pigeon roosting.

The two copper lanterns remain to be assembled and fitted.

Crypt Hire: At the time of writing this report, we currently have three Tenant hirers, the latest being 'The Original Jigsaw Company' who are using arches mainly for storage in the short term. One hirer will shortly vacate, and having consulted with our Inspecting Architect, it has been confirmed to us that the Crypt should be used for storage only and not as a place of work and that it is important to maintain cross ventilation if rot and fungi are to be prevented.

Fire Detection: As the Vicarage is not clergy occupied, Red Care remote Fire Alarm monitoring of the church building has been installed. Fire alarms are tested every week.

Nursery (German Kindergarten): Tim and I have met with the German Kindergarten and they now have a new lease for five years from November 2023.

Quinquennial Inspection & Maintenance Plan: As I prepare this report, the 5 yearly inspection of our building by our Inspecting Architect is taking place. His report will contain recommendations for specific repairs and restoration works and their urgency. From this report we will also be able to develop further our Maintenance Plan.

Annual Inspections/Fire Detection: The annual Lightning Conductor Test continues to take place as well as the regular testing of Fire Detection and Fire Fighting Equipment as well as PAT testing.

Accessibility from the Churchyard into the Building: The ramp at the southwest corner has received short term repair to reduce its slipperiness. There has been no further progress on the development of a more permanent solution.

Churchyard Bollards: After Southwark Council fitted bollards on the right-hand side which were unfit for purpose due to the concrete crumbling, they fitted new ones in December. Unfortunately, we are still waiting for Southwark to install them on the left hand side which still causes lots of parking issues.

Pat O'Connor – Churchwarden 2023-24

2.5 Deanery Synod Proceedings

The Deanery Synod of Bermondsey and Rotherhithe met three times in 2023. The first meeting took place in March and we discussed the baptism of Bacon's college students at St James, Bermondsey in February; Season of Lay Ministry; preparing a vision for the life and witness of the Church, demographic change and continuing residential development; reports from General and Diocesan Synods; Deanery funds and Area Dean grants; Deanery Synod Lay Elections for the new Synod in July 2023; Deanery Confirmation service at St Anne; the Deanery Social.

The second meeting took place in June and we discussed the following: the analysis of the Census data; the Woolwich Lay Area Conference on the 1st of April; National Deaneries Conference in May; PCC Secretaries and Administrators Conference in June; supporting and sharing ideas in the Deanery such as worship events and walking the boundaries of the Deanery.

Our final meeting was held in October with Gabby Parikh, Director of Giving and Parish Funding as our guest speaker. She spoke about the PSF and gave a detailed presentation about the PSF and how PCCs could increase both their congregational giving and contribution to the PSF. Gabby encouraged PCCs to make use of their supporting material and to make pledges by September 2023. We were also encouraged to be consistent in our messaging and including regular thank-yous. Other items discussed: the adoption of the rules and constitution for Deanery Synods 2023-2026; news from the parishes.

Ruth Reid, one of St Anne's elected representatives and Deanery Lay Chair

3.0 Additional Reports

3.1 REPORT of PROCEEDINGS of SOUTHWARK DIOCESAN SYNOD and GENERAL SYNOD 2023/4

1. I continued to serve as Lay Chair of Diocesan Synod throughout 2023, as well as on the Diocesan Council of Trustees and its Policy & Finance Committee. It was very good to be working alongside 2 new colleagues – Lotwina Faradoye as Chair of the House of Clergy and Nicola Thomas, the new Diocesan Secretary. I also serve as Deputy Chair of the Lay Council.
2. Highlights at Diocesan Synod included the approval of the new **Southwark Vision 2024 – 2035** and a formal decision to withdraw the DBF investments from fossil fuel industries no later than December 2024. (The Diocesan Board of Finance (DBF) holds investments of approx. £25m.) There was a continued focus on the challenge of **climate change** and the move towards **Net Carbon Zero (NCZ)** and the continued implementation of the Diocesan **Anti Racism Charter**. Financially, there was a very high percentage of pledges paid in full to the **Parish Support Fund**, with at least one notable exception.
3. The Diocese offers a huge amount of resource and support for parishes across many different areas, including the payment of stipends and provision of housing for clergy. A new **Dean of Re-vitalisation** has been appointed and a new **Parish Development Course** prepared to help PCCs plan for growth through a renewed focus on **Mission Action Planning**.
4. General Synod proved a lot more challenging. Unusually, Synod met 3 times – in February, July & November 2023. On each occasion it debated the House of Bishops' proposals following on from the '**Living in Love & Faith**' (LLF) process which had run from 2017 to 2022 looking at issues of identity, sexuality, relationships and marriage. In February 2023, the Bishops proposed that there should be **no change to the doctrine of marriage** (as set out in Canon B30) and that provision should be made for prayers of blessing to be made available for couples in same-sex relationships within this doctrinal framework. This was agreed in principle by Synod (voting in Houses), subject to further work being done, including on theological and legal advice on how this might be implemented. This further work was not ready in time for the July Group of Sessions (which, instead, was dominated by very angry responses following the premature closure of the Independent Safeguarding Board (ISB).) Proposals were ready in time for the November Synod, including with the theological justification set out at Annex H of GS2328 (22 pages) – summarised as 'pastoral provision at a time of uncertainty'. In December 2023, the House of Bishops formally commended the **Prayers of Love & Faith** for use in private and/or in 'regular' services (but not 'standalone') in accordance with the **Pastoral Guidance Version 1** issued at the same time – this leaves the decision to use the Prayers or not solely with the Incumbent (although they may consult the PCC).
5. There remain a number of important, outstanding issues still to resolve including new Pastoral Guidance on whether or not clergy in same sex relationships may enter into civil marriages, how arrangements might be put in place for experimental use of the Prayers in 'standalone' settings, the recruiting of a Pastoral Consultative Group, the appointment of an Independent Reviewer and options for 'pastoral re-assurance'. The approach to dealing with these matters was discussed in February 2024 with a view to bringing back a package of final proposals in due course, hopefully by July 2024.
6. In November 2023, in his Presidential Address to Diocesan Synod, Bishop Christopher said – *'I also want to say that the leadership of this Diocese will be utterly unshakeable in protecting the spectrum of conviction on this matter and will continue to hold in high esteem and respect the sincerity of those who do not wish to use the Prayers as well for those who do. I simply ask once again that we continue to speak well of each other as befits our calling as fellow members of the Body of Christ. No one will be asked or required to use the Prayers of Love & Faith unless they do so from their hearts. Those who do use them will use them with my*

blessing. The House of Bishops has affirmed again this week its commitment to protecting conscience in the process surrounding LLF. The House of Bishops is also committed to providing pastoral provision for those clergy and parishes who might seek it. These are, of course, conversations for the National Church, but I shall be pleased to implement whatever is discerned nationally here in Southwark, much in the way that I am pleased currently to offer extended episcopal care through the bishops of Fulham and Ebbsfleet.'

7. The February 2024 Group of Sessions also included important debates on the possibility of Codes of Conduct for PCCs and the issue of bullying behaviour by lay officers, among several other significant items, notably Safeguarding, reparations for the Transatlantic Slave Trade, The Future of Work, the Archbishops' Commission on Households & Families – 'Love Matters' - and re-affirmation for Estates Ministry. I have prepared a more detailed report if people are interested. There is a substantial programme of legislative business in July and beyond, including a new Clergy Conduct Measure and a new Mission & Pastoral Measure.

8. I am happy to answer any questions on the above or any other aspect of the work of Diocesan & General Synod and look forward to taking part in discussions for moving forward in the United Benefice on PLF/LLF.

Adrian Greenwood

3.2 Safeguarding Officer's Report

I was elected Safeguarding officer for both churches in 2022. Yvonne Lubwama was elected to be a Safeguarding officer for St Anne's church in 2023.

We at St James and St Anne's follow the policies provided by the Diocese. The new revised 'Safe Church' is in the Vestry at St James and at the back of the church in St Anne's - it is a very useful guide.

Safeguarding is now a regular item on every agenda for both PCCs.

In March 2019 both PCCs agreed that the new arrangement for serious safeguarding incidents to be reported to the Charity Commission will be followed.

We are committed to the safeguarding, care and nurture of everyone within our community.

The Church of England will:

- Promote a safer environment and culture
- Safely recruit and support all those with any responsibility related to children and vulnerable adults within the Church
- Respond promptly to every safeguarding concern or allegation
- Care pastorally for victims/survivors of abuse and other affected persons
- Care pastorally for those who are the subject of concerns or allegations of abuse and other affected persons
- Respond to those that may pose a present risk to others

These policy commitments are based on our five foundations:

- Gospel
- Human rights and the law
- Core principles
- Good safeguarding practice
- Learning from the past

Everybody that works with or is involved with children or vulnerable adults should make sure that they have a DBS (for Church). This includes sides persons, Sunday group leaders/helpers., any one that is involved with vulnerable adults or children.

All members who are working within the church at the moment have a completed DBS.

It is really important for everyone to be aware of safeguarding and the training online is excellent. <https://.safeguardingtraining.cofeportal.org/>.

All information regarding Safeguarding can be found on the church website and on the display board at the back of the church which will be updated as and when necessary.

Safeguarding Officers are: Yvonne Lubwama & Patricia O'Connor: St Anne's
Patricia O'Connor & Victoria Thorpe: St James

Pat O'Connor

3.3 St James CoE Primary School

St James School has adopted the motto 'Let your light shine' from Matthew 5.16. The school website explains:

We are a caring family that offers a stimulating, inclusive and nurturing environment where all children feel safe, cared for and valued - made equally by God.

We aim to be a constant pillar of support, kindness and love within the community. We strive to bring out a creative side in all subjects and embrace different ways of learning. All staff are committed to ensuring that every child excels in their learning and guide our children through the teachings of Jesus Christ and the values He taught us.

2023 was a good year for the school, a year in which we appointed a new headteacher, Michael Oliver, and a new deputy head, Peter Wood. The school is fully staffed, in good heart and thriving under the leadership of its new head.

There are currently 409 children on the roll. 66% of the children have free school meal eligibility (compared with the national average of 22%). 36% of the children have a first language other than English.

Penny and Paul have continued to take acts of collective worship at both sites each week and eight times a year the whole school comes to the church for a school service. The Faith Group of the governing body oversees Religious Education, Collective Worship and the Christian character of the school. Further committees of the governing body oversee the curriculum, finance, personnel, the learning environment and admissions.

On a personal note - in conjunction with Bishop Christopher it was agreed that when I started my new role of Dean of Estates Ministry I would continue as chair of governors until a new incumbent was in post. Now that Katie Kelly is about to be instituted as vicar and will become an *ex officio* governor of the school, I will stand down as a governor at the end of the Summer Term and the governors will be able to elect a new chair.

It has been a great joy to be involved in the life of the school all these years – I will miss it immensely – and I send my very best wishes to the children, staff and governors of the school. May its light continue to shine brightly.

Gary Jenkins, Chair of Governors

3.4 Friends of St James Churchyard Report

We have only had one meeting face to face this year with Nicola Cheetham Jade Lai-Wu, Susan Sexton and myself.

We have been having discussions via email regarding the bollards, fountain, vandalised bench and parking etc.

Nicola noted the bollards had been damaged and offered to replace them. They were replaced on right side of building on 26th September. Because Thames Water were working in front of left hand side, those bollards couldn't be replaced. The people who had already parked couldn't get out. I was actually called out 7 times on the first day to open them which then caused concern that so many people were actually parking in the church grounds. I got back in touch with Nicola as people were actually knocking them down to drive in and she agreed they were not fit for purpose. All the cement had been cracked and the bollards were completely unusable.

In December the new bollards were replaced on the right hand side and we are waiting for new ones to be put at the other gate.

Nicola suggested that we apply for a Greener, Safer, Cleaner grant to help out with the vandalised bench and other bits that need doing in the church yard. David Chavannes filled out the form and went to the meeting in January. We will get confirmation of how much we receive in March 2024.

The water fountain has been cleaned and is back in working order.

The Garden of Remembrance still looks rather ugly with all the individual memorials, and plastic floral tributes but Southwark are holding back at the moment as we need an incumbent to guide us.

Sue Sexton joined the group early this year and I am really grateful for that. However we are looking for new members on this committee so please feel free to offer your help and advice and join us.

Patricia O'Connor

3.5 St James Bellringers

We have an enthusiastic band of bellringers at St James and we have been able to ring for most services over the year. We rang special performances after the death of HM Queen Elizabeth II and for the coronation of HM King Charles III. We also support the service ringing at St Mary's Rotherhithe and share our practice night with them.

We are in the process of upgrading our IT equipment which is useful for training new ringers and also for more experienced ringers to practice with simulated bells and ringers.

We are training some new ringers at the moment. If anyone would like to learn please contact Louise Booth at mlouisebooth@outlook.com or 07977 558832.

Louise Booth



3.6 Salmon Youth Centre

Our Vision: We aim to inspire young people to fulfil their potential and contribute to their community within a framework of Christian values.

Our Mission: We seek to...

- Improve young people's physical and mental health and wellbeing by encouraging healthy diets and active lifestyles;
- Prepare young people for further education and work by improving their educational attainment, providing access to training and supporting their transition into further education or employment;
- Involve young people in community engagement by encouraging volunteering and by boosting their political and spiritual awareness, so increasing their ability to relate to others.

Our Method

- We are open to all: we welcome all young people and their families.
- We provide open-access, targeted and specialised activities which are enjoyable, educational, challenging and safe.
- We build relationships that inspire young people to develop their ambition to achieve a fulfilling life by discovering and developing their talents, and increasing their enthusiasm for learning and training.

Salmon Youth Centre is one of the largest youth centres in the UK and is a model of youth work excellence.

Thanks to the support of our six full-time, five part-time and five sessional staff, our apprentices, trainees, and over 50 volunteers, we run over 800 sessions a year and log up almost 50,000 contact hours with 1,764 young people.

Salmon provides an outstanding recreational facility where young people have fun, form healthy friendships and develop their interests and skills. Salmon is a welcoming, safe and encouraging environment where they develop their self-worth, their communication skills and their interpersonal relationships. This transforms their prospects when they transition from primary to secondary education and from there to college or work.

Accessible to everyone aged 6-19 for a nominal contribution of just 50p per visit, members enjoy a wide variety of activities, starting with a free hot meal, which is a vital help to many families struggling with the cost-of-living crisis. Healthy food is followed by healthy exercise. Salmon has facilities for badminton, basketball, boxing, climbing, dance, football, gymnastics, trampolining and volleyball. These take place in our four-court sports hall, our well-equipped exercise gym, and on our 30-metre climbing wall.

In everything, we encourage young people to realise and develop their gifts and talents; to develop their sense of self-worth and self-respect; and to develop their interpersonal skills. Our aim is to inspire belief in their own potential and agency. We aim to promote and improve their health and wellbeing; improve their prospects in their education and work; and encourage them to engage positively with their community.

"Without Salmon Centre's help in my life, there's no way I'd be where I am today." A young person

Our Christian Foundation

The staff and resident community at Salmon are passionate about inviting young people to experience the life-changing message of Jesus. This starts with the staff and residents rooting themselves in weekly bible studies and prayer to equip themselves for our mission to serve

the young people. In 2023 staff delivered 156 creative expressions of the gospel in our clubs, 39 weekly bible studies, 5 R1 large church youth events and 1 Christian residential. There were a total of 1038 young people taking part in our Christian work.

Resident Community

Salmon boasts a vibrant community of resident volunteers residing in eight study rooms above the youth centre. The community of Resis play a crucial role in fulfilling the Mission and Vision of the Salmon Youth Centre. Embracing the role of a Resi means becoming an integral part of an intentional Christian community dedicated to serving the young people of Bermondsey. The resis commit to at least two youth work sessions a week and on Thursdays they meet for a community meal, devotional & worship time and a Resi business meeting. We are delighted that all 8 rooms are full. Among the residents two resis are working full time in mission for local churches, two are studying at university and the other 4 are working in various roles alongside their volunteering. This diverse and committed group of Resis contributes to the vibrant and impactful life of the Salmon Youth Centre.

Conclusion: To all our funders, donors and local churches who play such an important role in making a positive difference to the lives of so many young people, we should like to convey our heartfelt gratitude for your support.

Jamie Anglesea (Director)

3.7 Mission Giving: About two more of the Charities supported during 2023

St Anne's: Church Army's vision and values are the core of who we are and guide what we do. We want everyone everywhere to encounter God's love and be empowered to transform their communities through faith shared in words and action. Our work is unconditional, tackling social deprivation through partnership and collaboration to help empower individuals and communities.

We train and equip people to work in individual parishes and also through numerous centres of mission where there is more than one worker.

Everything we do today is built on the foundations laid by Wilson Carlile, a visionary with an extraordinary idea that would inspire generations of evangelists and give hope to millions in their time of need.

Church Army was established in 1882 when Carlile began by hosting open-air gatherings to share faith and encourage people to put their faith into action.

He started training ordinary Christian men and women to share the freedom and joy of knowing Jesus with those most in need. He started social action initiatives, initially focused on the slums of Westminster, which was at the time one of the most deprived and poverty-stricken parts in London.

We're able to put our vision into action because of the generous support from churches like yours and are very grateful for the support you give.

P.S. We at St Anne's and St James are very fortunate to have had the benefit of Church Army Captain Paul Warren and his wife Mandy as part of our Church family and ministry team over the past 10 years.

St James: Friends of Kagando Hospital, Uganda

Friends of Kagando is a small UK based charity supporting the work of a 250-bed general hospital in the foothills of the Rwenzori Mountains in western Uganda, just 20 km from the border with the Congo and 5 km north of the equator. It serves a population of about 350,000 in a poor rural area where most people are subsistence farmers.

There are medical, surgical, obstetric, gynaecology and paediatric wards with the necessary casualty, outpatients, theatres and other vital services such as radiology, laboratories, physiotherapy and administration, all working together to provide good quality healthcare. Central to the running of the hospital has always been the Chaplaincy team which ministers to staff and patients and provides spiritual teaching and support. This helps to encourage and strengthen the Christian values at the heart of the service.



The hospital has survived through very difficult times and still has many challenges in its attempts to provide an effective, affordable healthcare service for a community many of whom are living in poverty. There is a large Nursing school and also training for laboratory work. Projects in the local community include maternal and child health (vaccinations, antenatal and postnatal care, palliative care, mental health and health education. Families often cannot afford hospital fees for their sick children, and the Friends of Kagando run a C100 scheme to subsidise children's treatment costs.

In an effort to reduce running costs and remain sustainable there are currently projects to provide power from photovoltaic panels which should be up and running by mid-2024 and to revive the adjacent farm land.

None of the Friends of Kagando trustees have been able to visit Kagando since summer 2023. There has been some terrorist activity in that part of Uganda. The British Foreign Office is advising not to go to that area unless absolutely necessary.

We are very grateful for your continuing support. Regular donations provide a subsidy which is so important for the community and for the hospital. One-off gifts also help to provide extra for equipment and to top up the monthly amount.

Parochial Church Council of
St James with Christchurch
and St Crispin, Bermondsey

Treasurer's Report for 2023

Parochial Church Council of St James with Christchurch and St Crispin, Bermondsey Treasurer's Report for 2023

The year 2023 was, like 2022, a difficult one for St James'. Pressures due to greatly increased utilities – gas and electric – affected the year with a 304% increase from £ 2,636 to £ 10,399 (an increase of £7,763 despite utility costs being passed onto our tenants) meaning that despite significant work by the PCC to reduce costs and increase income the year finished with another deficit - £ 7,883 (compared to £17,716 in 2022) - which had to come from our reserves. Given the context this has represented a large turnaround. Insurance also increased by £1,399 but this is in line with general insurance inflation of 20%. There were fewer weddings and funerals in 2023, which lowered our trading income and expenditure, and not having our priest and a curate this year also reduced costs.

Activities to Increase Income and Reduce Costs

A renegotiation of the rental of the nursery on St James' Road occurred towards the end of 2023 but the full effect of this renegotiation will be realised in 2024 as the contractual process takes time, involves diocesan approval and legal advice.

The PCC managed to reduce general expenditure by prudent cost savings which may not be replicable in the ensuing year.

Our sister Church, St Anne's, continued to contribute a percentage (25%) towards the costs of the missionary team and staff, this figure dropped slightly in 2023 because the relevant costs had dropped also, £7,581 compared to £15,425 in 2021/22.

Sadly, with the hugely increased utility costs the PCC had to make the difficult decision to drop the level of our contribution to the diocese "the Parish Support Fund (PSF)" by £10,000 as without this cost saving measure our deficit would have placed an unsupportable burden on our reserves. The new level, £30,000 per year (£30,300 in 2023 compared to £36,000 in 2022), will be supplemented should we return to surplus in 2024.

Mission Giving

St James' normally gives 10% of our unrestricted income to three external missionary organisations – one of which is the Salmon Youth Centre in Old St James' Road. In previous years this has been £7,500 but in 2023 it reduced to £6,186 to reflect our reduced income.

Other Giving

During the year St. James supported the following charities by providing charitable donations of £2,062 to the Salmon Youth Centre, Friends of Kanando, and City Hope Church foodbank.

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We hold the following "Designated and Restricted Funds" which can only be used for specific purposes, and for most of these we cannot use them for the general running of the Church:

Restricted funds include the Youth Group, Organ Fund, St James' Building Fund, and the Brown's fund.

Designated funds include the Gleaves Fund and Rent Deposit.

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Plate giving (collections at services) has not recovered from the effects of Covid-19 and the move away from cash to contactless. The take-up of contactless giving has not been as high as we had hoped, and the level of regular giving by Standing Order has dropped as regular donors have moved away or have experienced the effects of the economic squeeze. We hope that the use of QR codes will encourage visitors and worshippers to donate more through the use of online giving in a simplified way.

We aim to switch from Standing Order to the centralised “Parish Giving” operated by the national Church as this will help streamline the process of collection of Gift Aid from government.

During the year we received £4,815 in Gift Aid.

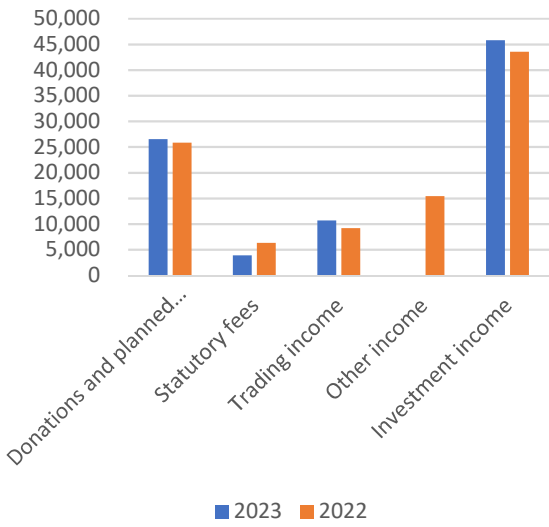
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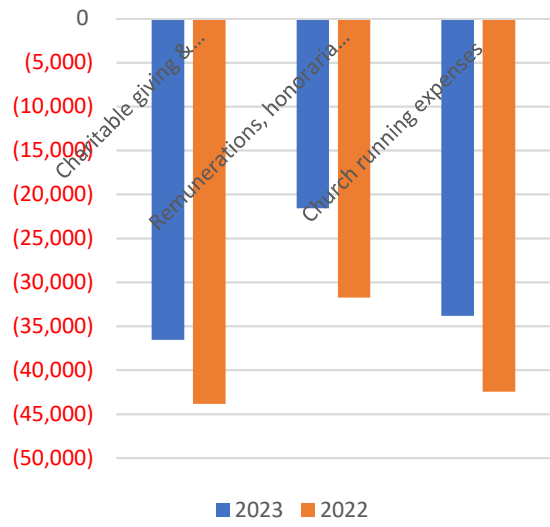
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The outlook for 2024 is for another deficit year despite the increases in rental pricing. We continue to seek to recover all applicable costs from our tenants. We aim to bring a Budget to the PCC for the coming year which will help empower the budget holders. The effects of reduced utility costs will also help alleviate the pressures faced in 2023, but some effort will be needed to increase the level of planned and other giving.

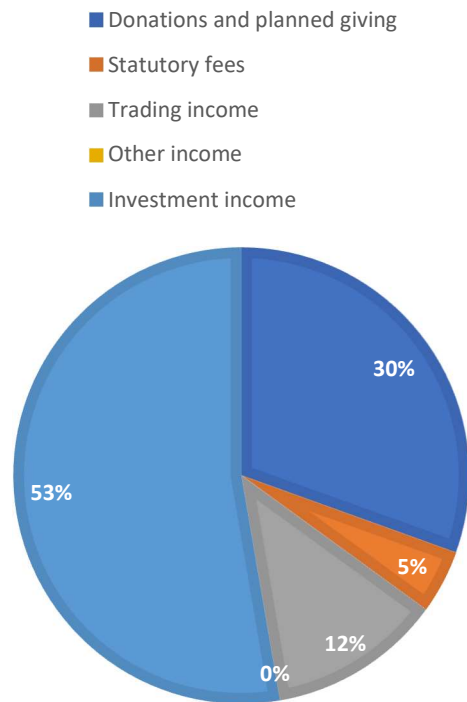
Income Comparison By Activity 2023 v 22



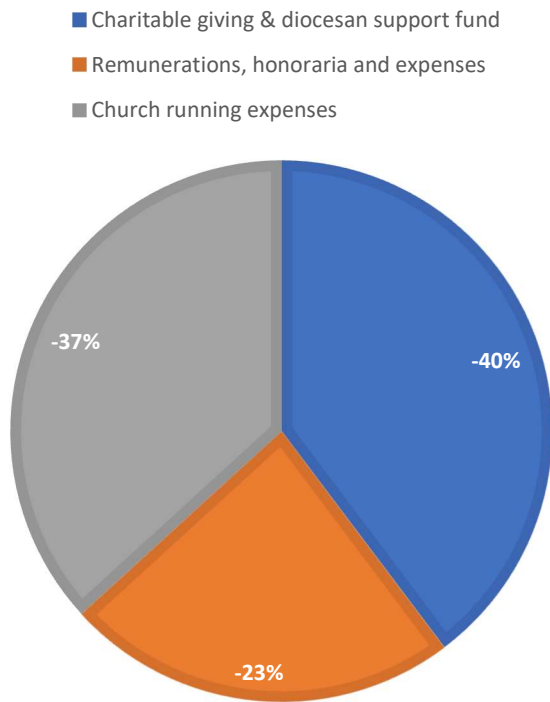
Expenditure Comparison By Activity 2023 v 22



INCOME TYPE BY %



EXPENDITURE TYPE BY %



Independent examiner's report to the PCC of St James Bermondsey

I report to the PCC on my examination of the accounts for the year ended 31st December 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records

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

Signed:



Name: **Nicholas Herbert**

Relevant professional qualification or membership of professional bodies (if any): **Chartered Financial Analyst**

Address: **High Lodge, Aviemore Road, Crowborough, TN6 1QU**

Date: **16/5/2024**

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey
Statement of Financial Activity for the Year Ended 31 December 2023

	Notes	2023		Total	2022
		Restricted GBP	Unrestricted GBP	GBP	GBP
Incoming Resources:					
Donations and legacies	1	736	25,755	26,491	25,848
Church activities	2	-	3,908	3,908	21,750
Other Trading activities	3	-	10,692	10,692	9,193
Investments	4	1,005	44,787	45,792	43,569
Total		<u>1,741</u>	<u>85,142</u>	<u>86,883</u>	<u>100,360</u>
Outgoing Resource:					
Church activities	5 - 7	(6,294)	(88,472)	(94,766)	(118,076)
Total		<u>(6,294)</u>	<u>(88,472)</u>	<u>(94,766)</u>	<u>(118,076)</u>
Net income/(expenditure)		<u>(4,553)</u>	<u>(3,330)</u>	<u>(7,883)</u>	<u>(17,716)</u>
Transfers between funds	8	4,614	(4,614)	-	-
Net movement in funds		61	(7,944)	(7,883)	(17,716)
Reconciliation of funds					
Total funds brought forward		<u>16,773</u>	<u>58,337</u>	<u>75,110</u>	<u>92,826</u>
Total funds carry forward		<u>16,834</u>	<u>50,393</u>	<u>67,227</u>	<u>75,110</u>

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey
Balance Sheet as at 31 December 2023

	Notes	2023 GBP	2022 GBP
Current assets:			
Debtors	8	12,602	13,619
Cash at bank and in hand		60,901	61,656
Total current assets		<u>73,503</u>	<u>75,164</u>
Liabilities:			
Creditors: Amounts falling due within one year	9	(6,276)	(54)
Total net assets or liabilities		<u>67,227</u>	<u>75,110</u>
The funds of the charity:			
Restricted	10	17,356	16,773
Designated		8,683	6,201
General		41,188	52,136
Total		<u>67,227</u>	<u>75,110</u>

Notes to Accounts

Income Resources

Voluntary Income 1.	Restricted GBP	2023 Unrestricted GBP	Total GBP	2022 Total GBP
Planned giving	-	10,693	11,171	16,070
Other planned giving	258	3,000	3,258	2,051
Collections at services	-	7,227	7,227	7,284
Gift aid	-	4,815	4,815	-
Other giving including special appeals	-	20	20	443
Total	<u>736</u>	<u>25,755</u>	<u>26,491</u>	<u>25,848</u>

Church activities 2.

	Restricted GBP	2023 Unrestricted GBP	Total GBP	2022 Total GBP
Statutory fees	-	3,908	3,908	6,325
Other income	-	-	-	15,425
Total	<u>-</u>	<u>3,908</u>	<u>3,908</u>	<u>21,750</u>

Notes to Accounts – Continued

Other trading activities 3.	2023			2022
	Restricted	Unrestricted	Total	Total
	GBP	GBP	GBP	GBP
Rhema Service	-	4,800	4,800	4,890
Other Church Hire	-	5,787	5,787	4,303
Other Trading Income	-	105	105	-
Total	-	10,692	10,692	9,193

Income From investments 4.	2023			2022
	Restricted	Unrestricted	Total	Total
	GBP	GBP	GBP	GBP
North Aisle (Artist Studios)	-	12,506	12,506	14,500
German Kindergarten Crypt	-	26,698	26,698	23,931
Design Boutique	-	3,840	3,840	3,070
Niero, Luis	-	900	900	1,080
Other	1,005	-	1,005	765
Bank interest	-	843	843	223
Total	1,005	44,787	45,792	43,569

Outgoing Resource:

Church activities 5.	2023			2022
	Restricted GBP	Unrestricted GBP	Total GBP	Total GBP
Diocesan parish support fund	-	(30,300)	(30,300)	(36,000)
<i>Mission giving and donations</i>				
Salmon Youth Centre	-	(2,062)	(2,062)	(2,600)
Friends of Kanando	-	(2,062)	(2,062)	(2,600)
Church Mission Society	-	-	-	(2,600)
City Hope Church foodbank	-	(2,062)	(2,062)	-
The Manna Centre	-	(55)	(55)	(40)
Thy Kingdom Come	-	-	-	(9)
Sub total	-	(36,541)	(36,541)	(43,849)

Notes to Accounts – Continued

Remunerations, honoraria, and expenses 6.	2023			2022
	Restricted GBP	Unrestricted GBP	Total GBP	Total GBP
Church staff salary & payroll costs, including cleaner Urban Missionary Stipend	-	(11,291)	(11,291)	(13,845)
Contribution	-	(10,750)	(10,750)	(10,165)
Clergy and staff expenses	-	(2,342)	(2,342)	(7,751)
Sub total	-	(24,383)	(24,383)	(31,761)

The Dioceses of Southwark pay 75% of the Urban Missionary stipend, national insurance and pension costs leaving 25% (£10,750) for the United Nonface. This is shared on a 75% 25% basis between ST James and St Anne's Church

Church Expenses 7.	2023			2022
	Restricted GBP	Unrestricted GBP	Total GBP	Total GBP
Mission and evangelism costs	(246)	(764)	(1,010)	(104)
Church running expenses	-	(2,926)	(2,926)	(4,141)
Support Costs	(755)	(2,419)	(3,174)	(4,216)
Bank Fees	-	(60)	(60)	(81)
Insurance	-	(8,391)	(8,391)	(6,992)
Service costs	-	-	-	(5,491)
Church utility bills	-	(10,399)	(10,399)	(2,636)
Cost of trading Repairs & Maint.	-	(1,323)	(1,323)	(4,480)
	(5,136)	-	(5,136)	(7,799)
Other outgoing resources	-	(1,264)	(1,264)	(2,069)
Deanery	(68)	-	(68)	(1,046)
Browns fund	(89)	-	(89)	(2,344)
Curates hosing contribution	-	-	-	(1,067)
Sub total	(6,294)	(27,546)	(33,840)	(42,466)
Total Resources Expended	(6,294)	(88,472)	(94,766)	(118,076)

Balance sheet notes

Debtors 8.

Debtors include funds owed by St Anne's at yearend £7,321.

Notes to Accounts – Continued

Creditors 9.

Creditors include advance rental income £2,867, pensions contributions £612 and a backdated pay rise linked to an increase in the London Living Wage £2,796.

Reconciliation of funds 10.

	Fund balance brought forward 01 Jan 2023	Income	Expenditure	Transfers	Fund balance carried forward 31 Dec 2023
Restricted funds					
Youth Group	-	258	(246)	-	12
Foodbank	-	478	-	-	478
Organ	7,520	-	(755)	-	6,765
Deanery Synod	590	-	(68)	(522)	-
Building Fund	-	1,005	(5,136)	5,136	1,005
Browns Mission	8,663	-	(89)	-	8,574
Total Restricted	16,773	1,741	(6,294)	4,614	16,834
Designated funds					
Gleaves Fund	6,201	-	-	(4,518)	1,683
Rent Deposit	-	-	-	7,000	7,000
	6,201	-	-	2,482	8,683
General funds	52,136	85,142	(88,472)	(7,096)	41,710
Total funds	75,110	86,883	(94,766)	-	67,227

Funds

The PCC hold the following “Designated and Restricted Funds” which can only be used for specific purposes, and for most of these we cannot use them for the general running of the Church:

Restricted

Youth Group is newly created fund to support youth missionary work led by Rebecca Hilton. The fund is currently support by Claire Mayne’s regular giving and youth group members are also encouraged to raise funds to support their activities.

Foodbank is a newly created fund which aims to help the local foodbank run City Hope and St James’ Primary school’s outreach programme.

Organ Fund is a fund to support the maintenance and preservation of St James’ organ.

Deanery Synod which supported our previous Vicar’s role as Area Dean, this function has now transferred to the vicar of St Mary’s Bermondsey.

St James’ Building Fund the PCC has opted to allocates income raised from crypt hire and also transfers ad-hock funds to cover and support building repairs.

Accounts

The United Benefice of St James and St Anne's Bermondsey



ANNUAL REPORT 2022

The United Benefice of St James and St Anne's Bermondsey

ANNUAL REPORT 2022

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1.1 Vicar's Report 2022

2022 was a year of farewells, first to Jacob Mercer, then to Her Majesty the Queen, and then finally to me. On 1st May we said farewell to Jacob, Rebecca and the family as they prepared to move to Northern Ireland where Jacob was to become priest-in-charge of St Brigid's, Mallusk.

In September, not long after the Platinum Jubilee celebrations, marked here in Bermondsey and all across the Commonwealth, we heard of concerns for Her Majesty's health followed swiftly by the news that she had died peacefully at Balmoral at the age of 96, having served as our Sovereign for seventy years.

At our thanksgiving service for her life held in St James's Church I said:

"How blessed we have been to have had such a Sovereign for so long: a lady of dignity, grace, faithfulness, reliability, humility and faith who has led our nation and represented it to the world, a constitutional monarch, above politics, the servant of her people." And then at the conclusion of the sermon, this: "At the present time our beloved late Sovereign rests in the peace of Christ but at the last day she, with the whole company of God's people, will be raised to life. This is our hope. This is God's promise."

After that service Paul and I went down to the river to chat with the thousands of people passing through our parish, patiently queuing to visit the Queen's Lying in State in Westminster Hall. We met people from Barnsley, Dorset, Glasgow, Newark, Nottingham, Manchester, Northern Ireland, the Isle of Wight, Chicago, Brazil and Barcelona. Everyone was smiling, happy, making new friends in the crowd and over and over again we heard people say the same thing 'I just had to be there.' That impulse caused five young Americans to jump on a plane in Chicago, it did the same for a couple from Barcelona, and it was pretty much the same story from people from every corner of the UK who we met. They had roughly another 12 hours to go but they were in good spirits as they moved slowly towards their goal. It was a memorable time for Bermondsey as our community hosted this great queue that snaked along the riverbank from Southwark Park to Westminster, a silent and moving tribute to our late Queen and the affection in which she was held.

In September it was announced that I was to leave St James and St Anne's after ten years to take up a new role as the first Dean of Estates Ministry in the Diocese of Southwark, with a brief to support and encourage the church's ministry on local authority estates and other areas of social housing throughout the diocese.

After our last Sunday, 4th December, I wrote: "What a great team to work with and what a great send off they gave us today, our last Sunday at St James & St Anne, Bermondsey. I've been deluged with gifts and kind words and the church bells rang for us all afternoon. How we shall miss them and what a privilege it has been to be a shepherd of this particular flock. In my last sermon I took a World Cup theme ('God Brings On a Substitute') returning to the passage from Isaiah 53 that was shared with me the night I became a Christian, which was for me like entering another world, my wardrobe into Narnia. If just a few people in Bermondsey have discovered a little more of the 'unsearchable riches of Christ' it has all been worthwhile. May God be praised."

It has been a great honour, joy and privilege to be vicar in Bermondsey for the last ten years. Ruth and I have so appreciated the kindness and warmth of our two congregations of St James and Anne's.

We will miss you. You will always remain in our hearts and our prayers.

"And now I commend you to the care of God and to the message of his grace, which is able to build you up and give you the blessings God has for all his people." (Acts 20.32)

Canon Gary Jenkins

1.2 Urban Missioner's Report

2022 has been a year of being back to normal after the turbulent years of Covid. The virus was still out there and so care and caution have had to be taken in the groups that we run.

Bermondsey Weekly Message and Sunday Catch-up continued for most of the year but were dropped nearer the end. They had been good ways of reaching people however were no longer needed when things got back to normal.

Wednesday Night Church has been fairly steady with the numbers of people attending, some folk have dropped off but some new ones have joined.

Bermondsey Brew continues to successfully attract people and a number of those that come now attend on Wednesday nights as well.

Church attendance on a Sunday has taken a hit because of the Covid pandemic with a number of people having stopped coming. Some for good reasons like having moved away or remaining fearful of their safety while others have just got out of the habit of coming. This has been felt on a national basis so we are not alone. The challenge is finding ways to grow back to where we were and beyond.

In May we said goodbye to Jacob. As with all curates they have to move on however he brought so much to our churches and his moving leaves a big gap.

It was a surprise to us all when Gary was appointed by the diocese to the role of Dean of Estate Ministry. Although a great job for him it left us with having to say farewell to him at the beginning of December. His last service and lunch were a great opportunity to say goodbye but also to celebrate his 10 years as the vicar of the parishes.

As we look to the next episode in the life of our churches we do so with excitement as to what God is doing and who he is calling to lead us forward. Please do pray for the small group of people who have been working on the parish profile and for the appointment of Gary's replacement.

A special thank you to all those who have worked so hard in the various groups and have served the churches in other ways. What a great team. We couldn't do it without you.

Paul Warren

1.3 Reader's Report

The early part of 2022 seemed to be dominated by invitations to get involved in various Planning Groups for events in the wider Church. As the Woolwich Area Warden of Readers I helped plan the five-yearly meeting and service when Readers from all over the Diocese gathered together in the Cathedral, instead of having an Annual Meeting in their respective Areas. Then the planning began for the first ever Diocesan Conference to include lay people, including Readers. It was held at Bacon's College (in our Deanery) and I was on a small group that brain-stormed ideas for the various workshops many months in advance. The Conference was in early September, and I volunteered all three days to be a steward as well as attending all the worship and teaching. It was great - and I could cycle there!

Within St James I enjoyed working with the Eco-Church group launched at a special family service with a focus on Caring for God's Creation. Both our churches had candidates confirmed at the lovely Deanery Service at St Philip's, Avondale Square.

My brain and emotions were stretched by "Leadership" Safeguarding training - such a vital part of ensuring that our churches fulfill our responsibilities to care for and protect all young and vulnerable people in every possible way.

I have continued to enjoy my role as Governor at St James School, including sharing in leading Assemblies and Services in church. And of course, leading worship in our own services, with somewhat increased frequency as the ministry team lost first Jacob and then Gary. Those departures also mean that I sometimes now lead the discussion at Wednesday Night Church, as well as taking the chair in PCC meetings. It's such a joy to be working closely with you all in both St Anne's and St James as we continue to seek God's will and to serve both him and our neighbours here in Bermondsey.

Penny Molyneux

1.4 (a) St James Sunday Group Report 2022

The Sunday groups ran during morning services three weeks per month with Ruth and I leading and Jill and Innocente assisting. We had a really good number of children, some weeks over 20. We were finding it a bit difficult sometimes as we thought the older children were missing out although they were a great help to the younger ones. We followed Friends and Heroes material where the children watch a short bible story followed by a craft session.

We are really grateful to Becky who decided to run a youth group and has taken on our older children and a few that stopped coming have returned. We thank God for her work.

Sadly, Ruth left in December to move on with Gary. I have taken a step back due to other commitments but will continue to do rotas and send out material each week.

We have taken on one new leader Ronke, and Innocente has become a leader after being an assistant for a long period. Lilian, another volunteer, is working alongside her to develop her skills to lead. Jill is still an assistant and we are very grateful for the whole team. The group is now smaller due to the Youth group and that has made it easier for the younger ones. We are still using Friends and Heroes material at the moment, but are also looking into other ideas to make it more fun.

It is going well and we praise God it may continue.

Pat O'Connor & Sunday group Team

1.4 (b) St Anne's Sunday Club 2022

We were encouraged by the steps that St. James were taking to meet the needs of its children and young people and prayerfully considered what we could do at St. Anne's to address the negative impact of the Covid pandemic and the earlier start of our service has had on the families attending church. There was a strong sense that we should be looking at what we could practically do to reintroduce ourselves to the families who surrounded the church and taking into account our limitations in numbers we were struck by the gifts and experience we have at St. Anne's in working with children, in particular, and young people and felt that we should organise a summer programme to kick-start a relationship with our neighbours. We quickly put together a proposal to make connections with the children of Thorburn Square in our church garden in the midst of the square, every Sunday after service during the month of August and to follow that up with a presentation for those who attended during our church service on 4th September.

St Anne's Church
Sunday Club
Games
Crafts
Stories
Singing
Dates
7th, 14th, 21st, 28th
August 2022
5 - 13
years
At
St Anne's Church garden
Thorburn Square SE1 5QH
11am to 12pm
To Register
Email : stjamesandstannes@gmail.com
or Phone: 0203 6432327

A total of 20 children between the ages of three and thirteen joined us over the 4 Sundays, attendance was sporadic but thanks to the input from 8 adults over the duration of the programme a good time was had by all involved. We designed a full and fun packed programme. There were memory verses to be learnt, 2 theme songs, games, stories, crafts, games and even a scavenger hunt. Our themes for the Sunday Clubs were to make known who God is, what God made, what God promised and how Jesus came to fulfill it.

We are grateful to the whole team who made the Sunday Club a success. We would also like to thank our members who supported the programme and contributed £70 for the work; the Salmon Youth Centre for donating 2 canvases for our use (which are now proudly placed in our creche; Nathan Adofo for designing our flyers and Rachel Reid for leading the children's artwork.

Suzanne Adofo

1.5 St James' 11+ Sunday Group:

After committing the vision of the group to God in prayer, we held our first session in June 2022.

In the first few sessions before summer we explored the man Jesus and who he is to us. It was great to establish the group before the long summer holidays as it enabled us to have a solid start in the autumn. Since then, we have explored the theme of prayer: how, where and when we can pray, the benefits of prayer, the origins of prayer and the wonderful effects of prayer. The young people decided that they wanted to study various biblical characters and chose such greats as Esther and Moses. Through these characters we have been able to see just how much God can use flawed and limited humans for His purposes and glory.

There has been a core of very committed members who regularly attend the group and it has been fantastic to see relationships forming and the group becoming more at ease with each other. I have been staggered by their maturity, faith and wisdom and hugely encouraged by their willingness to contribute and get involved.

A group of us have attended the R1 events at the Salmon centre- a super time to meet and socialise with other young disciples. This is a community link that I pray will grow stronger. We are going bowling as a group during Easter. Creating opportunities for the group to come together in different contexts is something I am keen to develop.

Praise God for all he has done to bring this group into being and for all he is growing the group to be- hallelujah!

Becky Hilton

1.6 Monday Prayer Meeting @ St. Anne's

Psalm 133 ¹⁻³ How wonderful, how beautiful, when brothers and sisters get along!
It's like costly anointing oil flowing down head and beard,
Flowing down Aaron's beard, flowing down the collar of his priestly robes.
It's like the dew on Mount Hermon flowing down the slopes of Zion.
Yes, that's where God commands the blessing, ordains eternal life.

The evening prayer meeting is held every Monday at St. Anne's starting at 7:30pm. All are welcome and we come as we are, open to the leading of the Holy Spirit who brings His variety and vitality to our gathering. We pray, sing, ponder on scripture, reflect and encourage and

we share our concerns in various degrees at various times. Every week is different. We have been out on a prayer walk and worked our way through particular texts but always make space to hear good reports from what God is doing in our lives collectively or individually; to share a concern and to offer words of comfort.

We seek Him together and are blessed.

Suzanne Adofo

1.7 Ladies Bible Study Group

The Ladies Bible Study Group continues to meet at 10am in the South Lounge at St James every Tuesday during term time, exceptions being the odd occasion when St James is being used for something else, so we relocate.

We continue to enjoy meeting together to study God's word. We've so far taken a deep dive into the books of Ruth, Jonah, 1 John, 2 John, 3 John, and found out lots of things we didn't know before. The Bible is definitely not boring! We have also, between studies, looked at a Psalm. We have also introduced singing a hymn or two at the beginning of the meeting and on occasion begun a session with Morning Prayer. We continue to pray for each other at the end of the study and to encourage each other, especially to live in the light of God's word. We have a consistent core of very friendly ladies attending on a Tuesday morning, who are very enthusiastic about God's word and would welcome any newcomers with open arms.

I have the privilege of leading the Bible Studies but I would like to thank Suzanne Adofo for the times she has stepped in when I haven't been able to. I absolutely love preparing for Tuesday mornings and learn a lot in the process. I think that I can say on behalf of the group that we continue to be amazed by God and will ever be thankful to Him.... How great the love the Father has lavished on us, that we should be called children of God! And that is what we are!

Blessings, Mandy Warren

1.8 (a) Ready Steady Grow at St Anne's

Ready Steady Grow continues to meet on a Wednesday morning at St. Anne's Church Hall from 9am till 11am. We meet during term time and not in the school holidays. The structure of our morning is on the whole pretty much the same as last year: free play, story, thank you prayer, craft and singing. At the end of the Christmas and summer terms we have a party. The children are brought by a mixture of parents, grandparents and childminders. We are delighted they enjoy bringing their children to RSG and that they are recommending us to their friends. We have built up some good relationships and are grateful to God that we have this wonderful opportunity to not only serve our community and meet new people; but also to share the love of God through stories, songs and relationships.

We have seen our numbers steadily increase and we are finding that we are having more people attending more regularly. As our numbers have increased we have introduced a first come first served rule so that the hall does not become over-crowded. Although it is a shame not to be able to welcome everyone that would like to come, we have to be mindful of our need to keep people safe when they are with us.

We continue to value your prayers for Ready Steady Grow.

Paul Warren

1.8 (b) St James Ready, Steady, Grow

Ready Steady Grow is a group for parents, grandparents, child-minders and their children/grandchildren. It takes place in the South Lounge from 9.30 -11am on Thursdays. Mavis and I took over from Jacob and Rebecca in 2022. We have now got more local families and have over 15 adults with their children on the books. There are toys for the children as well as a Bible story, crafts, prayer and song time. Our aim is to be friendly and as welcoming as possible so we have lots of soft seating, tea, coffee and biscuits. The children sit together at the end of the session to enjoy healthy snacks and a goodbye song as they leave. We also have a WhatsApp group where we share can views and ideas.

Pat O'Connor & Mavis Shute

1.9 Wednesday Night Church Report 2022

It's been another good year for Wednesday Night Church and it has been encouraging to see that it has developed into a proper congregation for some of the people that come.

The format remains the same with a 2-course meal at 7pm followed by a Bible passage and discussion then concluding with some sung worship and prayer.

We have tended to look at the passages from the Bible that have been preached on the previous Sunday. But for various reason we sometimes change that and look at something from somewhere else in the Bible

Numbers have been fairly steady; some folk have stopped coming for good reason but we have attracted some new people as well.

The cooking and serving had always been done by the staff team but with the moving on of Gary and Jacob others have stepped up to fill the gaps they left.

Again, we had a lovely Christmas dinner with all the trimmings that was attended by a large number including the new Archdeacon. After the meal and fellowship, we shared together in reading the Christmas story, singing carols and thanking Ruth Jenkins for her quiet tidying in the kitchen over the years.

If you have wondered about coming, why not give it a try? It's a great way to get to know others in an informal way, grow in your faith and worship the Lord for all he has done. New people are always welcome to come on their own, in a group or for you to invite a non-Christian friend.

Paul Warren

1.10 Bermondsey Brew - Report for AGM 2023

Bermondsey Brew continues to run from 2-4.30pm on most Monday afternoons, apart from Bank Holiday Mondays and occasional other holiday periods. There are a number of people who turn up to help and some of the people who come – our guests – are also very helpful about setting out the tables and chairs and clearing things away at the end.

Numbers seem to have been lower than before the pandemic: there are at least 25 regular adult attenders although they don't necessarily come every week. Then usually at least 5 families arrive after school, (St James, St Joseph's, Boutcher, Riverside and Harris), a larger number dropping in from time to time. Several of our regular adult attenders suffer from mental health issues and their behaviour can be quite alarming on occasions, but thankfully we have been protected so far. Some of the children also exhibit challenging behaviour and it is understandable that parents and carers find the larger space offered by the church building a welcome space rather than having to go straight home after nursery or school. It would be

good to be able to offer more such opportunities for families living in confined spaces and to be able to use the whole of the area currently taken up by the fixed pews for hospitality and other activities. Since the end of the pandemic, we haven't kept a register of those who attend - this wouldn't be done in any other café after all – but maybe a contact card would be useful, so that people could be kept informed of other events taking place in the building. There are occasional opportunities to talk with our guests about why the café exists – it is run as an opportunity to share the building with the local community, to show God's love and to share our faith with others. For a number of people it is definitely important as a place where they feel they belong and can relax in the company of others. Several of those who attend Wednesday Night Church first made their way into the building and community of St James because of Bermondsey Brew.

I have been running Bermondsey Brew since its beginning in February 2017 and have loved doing it, but if anyone feels called to take it on, please do talk to me.

Thank you so much to all the team who help regularly or occasionally, without whom it would be impossible; Adrian, Barbara, Debbie, Lydia, Joan, Manuela, Mavis, Pat, Paul

Marian Greenwood - March 2023

2.0 FORMAL REPORTS

2.1 Electoral Roll Reports - April 2023

2.1 (a) St Anne's

The Electoral Roll for the year currently stands at 41 which is the same number as last year.

Of these, 16 are resident in the parish and 25 are non-resident.

Although there have been new people join the church over the last year they have decided not to be on the electoral roll at this time.

Mandy Warren, Electoral Roll Officer

2.1 (b) St James

There are 123 people on the St James' Church Electoral Roll as at 11 April 2023.

1 person has been removed during the year:

6 persons have been added: of these, 60 are resident in the parish and 63 are non-resident.

Claire Mayne-Constantinou, Electoral Roll Officer

2.2 PCC Proceedings

2.2(a) Report of the St Anne, Bermondsey PCC meetings by the PCC Secretary Ruth Reid

The PCC of St Anne, Bermondsey met five times in 2022. There were three joint meetings with St James, Bermondsey PCC and two PCC meetings. We also had a joint PCC day and one joint informal meeting.

The following items were discussed: A new safeguarding officer; the Charity Valuation Report for the building scheme and the fee; future church events; Holy Communion in two kinds; the reimbursement of finances from our PCC to St James, Bermondsey PCC; the approval of the 2021 accounts; a United Benefice Safeguarding officer; the approval of the 2022 annual report; Rev. Jacob Mercer's farewell; the allocation of our mission giving for 2021; the increase of the church administrator's wages; the parish support fund for 2023; the anti-racism charter; new signatories on the St Anne's bank account; Canon Gary Jenkins new appointment; Patronage consultation and the arrangement for the interregnum; rent review for church and hall hire; the parish profile, the parish profile group and the proposed person specification.

2.2(b) Report of the St James, Bermondsey PCC meetings by the PCC Secretary Ruth Reid

The PCC of St James, Bermondsey met five times in 2022. There were three joint meetings with St Anne, Bermondsey PCC and two PCC meetings. We also had a joint PCC day and one joint informal meeting.

The following items were discussed: the new audio equipment; a faculty application for new portico lamps; safeguarding; administration of Holy Communion in two kinds; the recovery from Covid-19 measures; new hire charges for 2022; the reimbursement of St James, Bermondsey PCC from St Anne's, Bermondsey PCC; the approval of the St James PCC account 2021; a new organist; a united benefice safeguarding officer; the approval of the annual report 2022; Mission giving for 2022; St James Building fund; Jacob Mercer's farewell; the increase of the church administrator's wages; the co-opting of new PCC members; the anti-racism charter; a new bank; the role and responsibility of the PCC new signatories on bank account; pest proofing the crypt with ventilated meshes and pest control; safeguarding cards; the parish support fund for 2023; Patronage consultation, the arrangement for the interregnum and the parish profile; Canon Gary Jenkins' new appointment; the office security; the closing of the organ fund; frequent leafletting in the parish; the parish profile group; appointment of a foundation governor for St James' school; Christmas events and church events for 2023; the proposed person specification.

2.3 Treasurers' Reports

2.3 (a) St Anne

Although 2022 was similar to 2021 with regard to income and expenditure, there were a few highlights to be noted. On a positive note, the rental income for the hall and church went up by around £4K in 2022 with many new one-off hirers as well as more regular ones, and so the team should be thanked for that; especially Ruth and her drive to keep all the hirers 'in-check' and paying.

It was great to see the Christmas fair back again last year with a total of over £1,100 made during the afternoon. Maybe we should think about bringing back the summer fairs again to the church yard to help the coffers a bit more.

'Ready, Steady, Grow' also brings in a small amount each week which surprisingly adds up at the end of the year into a good sum.

In 2022 we borrowed a further £5,000 from the diocese, making a total loan of £10,800 for our building project's surveys and legal costs etc. We've paid back well over half of that initial loan and so that's a positive thing. We look forward to seeing the project come to fruition, albeit over a long period and with probably more obstacles in way; but we keep faith in it.

From an all-time low of £7,600 as our Diocesan contributions in 2021, we increase that to £12,000 for 2023 to help with all the great work the Diocese of Southwark does. It's worth noting that we benefit more financially from the diocese than we give in return.

Like at home, St Anne's has struggled with the rising costs of energy and it's worth noting that we received a grant of £1,400 to help with our fuel bills from the diocese.

Graham Russell, St Anne's Treasurer

2.3 (b) St James Treasurer's Report - 2022

2022 was another difficult year financially due to the second year of the Covid epidemic, UK Government and War in the Ukraine and vastly increased Gas & Electricity pricing – coupled with inflation in excess of 10% which drove up our costs.

As in 2021 and 2020 this meant restrictions on the opening of the church, and less plate and contactless collections at services as many members of the congregation felt unable to return to face-to-face services, plus we had less organisations wanting to rent out the hall than in the pre-Covid times. A reduction in Weddings and Funerals also brought our income down.

Pressures on our tenants who were unable to trade fully also led to a slight reduction in that income stream although the trend is upwards as we let out more of the Crypt following the improvement works. Both our main tenant in the Crypt, and the German Nursery sought and received a reduction in rent for 2021 and 2022 although full rent will become due from January 2023 onwards.

We continued to invest in repairs to the fabric of the building. Whilst it might be a natural tendency in these difficult times to avoid investment, it is often a case that £1 spent now avoids spending £2 in future years when the fabric deteriorates beyond easy repair. I have therefore continued to encourage the Building Committee to “invest to save” as we must take a longer-term view. As a result, the financial outcome for the year was -£ 17,716 (-£ 3,084 in 2021).

The year, like the last, was therefore a bad year financially, only helped by the continuing generosity of our regular donors. As can be seen on the Balances charts at Appendix B, we finished 2022 (£75k) significantly behind 2021's £92,000 of funds.

We have good tenants in the North Aisle, Crypt and the German Kindergarten, and this income helped sustain us, although we needed to agree a slight reduction to some rents. Resumption of full rents, increased use of the Crypt and hall, plus recharging fuel costs to Crypt users, should help bring income back up in 2023.

We were able to increase raise our Parish Support Fund contribution to the Diocese in 2022 from £35,000 to £36,000. We maintained our annual Mission Giving of £7,849 to three Mission Giving organisations in the UK and overseas.

We have made progress with systems and processes and have moved to an online accounting system – and I wish to particularly thank our administrator Ruth Reid for her continued work taking on additional responsibilities in this regard.

We will be approaching all regular donors to ask them to review their contributions and to put in place a more efficient form of Standing Order which is administered by the national Church in order to achieve efficiencies and to remove administration from individual parishes.

We also need to reinstate the option of contactless card giving at services as receipts have dropped significantly due to people not carrying cash.

In the context of large increases in running costs a continued increase in the Diocesan Parish Support Fund is not sustainable, and all Reserves are needed in support of the ongoing activity of St James.

Claire Mayne-Constantinou, St James Honorary Treasurer

2.4 Church Fabric Reports

2.4 (a) St Anne's

The church wardens are pleased to report that the fabric of St Anne's church continues to remain in a good state of repair.

Thanks to everyone who helped and gave their time and support in the upkeep and running of the church as we continued to come out of Covid. Special thanks to the Assistant Warden, Matthew Gullick, for his assistance throughout the last year and to our former wardens Graham Russell and Mavis Shute for their continuing support of the church.

We are happy to report that the building has remained in a stable state in the last year. The plans for our building redevelopment are ongoing and in prudence we will hold on commissioning the quinquennial inspection to assess what work the church needs doing both in the long term and short term as we are now making good progress on the viability of the building project. The PCC have agreed the convening of a building committee to see the church through this stage of our plans.

We have checked through all the items listed on the inventory and can assure the PCC that all items of value are where they should be and in good condition.

The gardens are being tended by the council and look beautiful.

New electric meters were installed.

Suzanne Adofo and Yvonne Lubwama, Churchwardens

2.4 (b) St James

Crypt: Mesh coverings have been installed to all the circular windows and at the east end of the church to restrict vermin entry. Some vermin entry remains and is being investigated. One Faculty has been granted to permit part use of the Crypt for the roasting of coffee. There are currently two tenants occupying approximately a quarter of the Crypt from whom rent is received. Further intensification of activity will involve further extension of the fire detection installation. There has also been a request for a doorbell to alert occupants of deliveries/visitors. Quotations are being sought. Water ingress is still taking place into the Crypt. The organisation of mortar repairs is in hand.

Main Entrance and Portico: A Faculty has been received for the fitting of two copper lanterns to be placed on the lampstands either side of the main steps. The lanterns require energy saving lamps and switchgear to be fitted before mounting can take place. The soiling of the main steps by pigeons remains a challenge. Quotations are being sought for alternative solutions.

North Aisle: The lead tenant is changing, and a new License and Faculty is required for the new lead person. A rent increase has been agreed. The maintaining of safe routes of escape in the event of a fire requires some attention.

Annual Inspections/Fire Detection: The annual Lightning Conductor Test has taken place. Fire Detection and Fire Fighting Equipment have been tested. The Building Committee is discussing the practicality of training for church members. The Building Committee is also exploring the practicality and cost of 'Redcare' 24-hour remote monitoring of the church's Fire Detection installation in the light of the Vicarage being unoccupied.

Maintenance Schedule: A Maintenance Plan in excel format is being developed to enable priority, frequency and cost to be managed. Its reference is based on the last 5 year

Inspection by the Church's Architect. The Plan is based on Diocesan recommended guidelines and will include regular tasks such as gutter clearance and guano removal.

Electricity Usage: The cost of Electricity has been significantly higher than in previous years. Research is in hand as to alternative suppliers and tariffs.

Eco Church Working Group: This last year the Group has not met and no further progress has been made. The need to reduce our carbon footprint cannot be understated.

JC Bishop Organ: It may have been noticed, with thanks to Takuya Yorita, that we are trying to use more often our historic organ.

Nursery (German Kindergarten): The Nursery lease is due for renewal/review this coming year. Consultation with the current tenant is commencing.

Accessibility from the Churchyard into the Building: There has been no further progress on the development of a replacement ramp at the southwest corner of the church. Previous investigations included estimates for a lift.

Master Plan: There has been no further progress on the re-ordering of the church building to enable potential wider community use.

Pat O'Connor, Churchwarden 2022-2023

2.5 Deanery Synod Report

The deanery synod of Bermondsey and Rotherhithe met three times in the year.

The first meeting took place in February. We elected a new lay chair and discussed Bacon's college; the impact of Covid-19 on the church and parish life-what have we learned from God and what are our congregation plans for extending God's kingdom. We reported on the Living in Faith and Love course; and the preparation for 'Thy Kingdom Come' 2022.

The second meeting took place in June. We discussed the Diocesan Conference (that was held at Bacon's College); the confirmation service at St Philips held on the 20th March 2022. We shared news from each parish church. We discussed a Season for Lay ministries 19th June to 10th July initiated by Bishop Christopher; the Southwark Anti-Racism Charter and how this should be on the PCC of every parish church; the wish for foundation governors nominated to Church of England schools by the SBDE to be practicing members of the Church of England or members of churches in the communion with the Church of England; we had feedback on the Diocesan synod.

The third meeting took place in November with our guest Bishop Karowei. He spoke about the late Queen Elizabeth; his recent sabbatical; his studies on the first Bishop of Liverpool and his reflections on the Lambeth Conference. We shared parish church news; discussed the appointment of the new Area Dean and the appointment of the Area Dean Canon Gary Jenkins and his new role in the Diocese as Urban Estate Missioner. Bishop Karowei thanked Gary for all his work.

Ruth Reid, Lay Chair

3.0 Additional Reports

3.1 REPORT of PROCEEDINGS of SOUTHWARK DIOCESAN SYNOD and GENERAL SYNOD 2022

1. I was first elected as a representative of Bermondsey Deanery Synod, now Bermondsey & Rotherhithe, to Southwark Diocesan Synod in 1994. In the year 2000, I was elected as a Lay Representative for Southwark Diocese to General Synod. I have served *ex officio* on Southwark Diocesan Synod, Deanery Synod and St. James PCC ever since. In 2006, I was elected by the House of Laity of Diocesan Synod to be its Chair and have since been re-elected 5 times. Diocesan Synod usually meets 3 times a year.

2. My time on Diocesan Synod has seen a huge amount of change within the Diocese, especially under Bishop Christopher's leadership. This has included the new **Parish Support Fund**, which has helped to bring the Diocesan finances back into sustainability; the new governance structure

known as the **Diocesan Council of Trustees (DCT)**, a greatly expanded focus on **Safeguarding** and the new **Southwark Vision for Growth**. I have been a member of the DCT since its inauguration in 2015 and I also serve on its Policy & Finance Committee. Between 2012 and 2018, I chaired a Working Group on 'breathing new life into deaneries'- a key priority for + Christopher.

3. More recently Synod has approved an **Action Plan for achieving Carbon Net Zero** by 2035, adopted the **Anti- Racism Charter**, approved a new **Deployment Strategy** and developed plans for widening the range of **lay ministries** in the Diocese. I am the deputy chair of the newly established Lay Council which has overseen the **2nd Season for Lay Ministries**.

4. Outwith the Diocese, I have acted as the Convenor for the national Forum for all Diocesan Lay Chairs (DLCs) since 2013, organising an annual conference.

5. General Synod tends to meet twice a year, in February and July, for between 3 and 5 days at a time. Much of the work involves the detailed scrutiny of legislative reform and/or new legislation, but Synod also involves itself with wider policy issues including, in recent years, the '**Setting God's People Free**' programme and, following from that, the development of a new **national Vision & Strategy, with its 3 Strategic Priorities and 6 Bold Outcomes**.

6. From 2017 – 2020 I served on Archbishops Council, the national Trustee body charged with implementing the various decisions of the Bishops and the Synod. I still serve on 3 national bodies – Ministry Council, the Legislative Reform Committee and the Lay Ministries Advisory Group, plus an informal Reference Group looking the reform of governance structures.

7. I am now one of the most experienced members of both Synods and particularly enjoy helping the many new members to understand the procedures and to become effective members.

8. I am equally very happy to share with members of the 3 churches in the Bermondsey Group Ministry the detailed workings and decisions of both Diocesan & General Synods, including the most recent General Synod in February 2023. Just contact me.

ADRIAN GREENWOOD

March 2023

3.2 Safeguarding Report March 2023

We continue to follow the policies provided by the Diocese and the new revised 'Safe Church' is in the Vestry and is a very useful guide.

Safeguarding is now a regular item on every PCC agenda.

In March 2019 the PCC agreed that the new arrangement for serious safeguarding incidents will be reported to the Charity commission.

Since I completed my *Leadership in Safeguarding*, all the ministry team have completed theirs. Safeguarding training should be completed at a three yearly interval to keep knowledge and skills up to date. Refresher training should be undertaken at the highest required level. For example, a leader of youth work activities who would have been initially required to complete Basic Awareness (CO), Foundation (C1) and then Leadership (C2) training, should refresh only the Leadership module (C2) every three years.

Safeguarding Training is at the moment only being accessed on line. It is very important to have the training so please ask for details and complete the form.

All leaders of Sunday groups and youth groups have completed DBS checks and have been given a copy of our safeguarding policy and risk assessment forms.

DBS checks are different this year - more information is needed on the application form.

What is a DBS disclosure? A DBS disclosure is a check of criminal records for spent and unspent convictions. An enhanced check includes any additional information held by local police and an enhanced check with barred list disclosure also checks the lists of persons

barred from working with children and adults at risk. No one should be appointed to work with children or adults at risk without having a satisfactory enhanced disclosure. Some regulated roles require enhanced disclosure with a check of the DBS barred list (described below as enhanced with barred list check). It is a criminal offence for an individual who is barred from working with vulnerable people to apply for a regulated activity role, and it is a criminal offence for an organisation to appoint a barred person to a regulated activity role.

How long do criminal record checks last in the Church context? The House of Bishops has decided that within the Church of England, criminal record checks must be renewed every five years. (Should there ever be a delay in obtaining the criminal record check, the person is not approved by the Church to act and must stand down pending completion of the process.)

All information regarding Safeguarding can be found on the church website and inside on the notice board of the church, which will be updated as and when necessary.

Patricia O'Connor, Safeguarding Officer
Victoria Thorpe, Deputy Safeguarding Officer

3.3 St James CE Primary School

At the end of the year there were 431 children on the roll. 64% of the children were eligible for free school meals, which is significantly above the national average (22.5%).

39% of the children had as their first language a language other than English and in all 44 languages are spoken by children at the school.

It is a noteworthy achievement that the SATS results for both Key Stage One (infant children) and Key Stage Two (junior children) exceeded the national targets in reading, writing and maths.

During the year the church staff have continued to take Acts of Collective Worship at both Alexis Street and Old Jamaica Road every Tuesday and the whole school has come to church at the beginning and end of every term, and also to mark the Queen's Platinum Jubilee, Harvest, Remembrance Day. In addition, I led special prayers for all the children at both sites on the death of Her Majesty the Queen.

The Faith Group of the governor body continues to monitor collective worship, religious education, and the distinctive Christian character of the school.

We continue to give thanks to God for our school, for all who work and learn there, and all that it contributes to our community.

On a personal note, with the agreement of Bishop Christopher, I shall remain as chair of Governors until a new incumbent is in post in the united benefice of St James and St Anne's

Canon Gary Jenkins, Chair of Governors

3.4 Friends of St James Churchyard Report

We have only had one meeting this year, which Jonathan Sedgewick (Archdeacon) attended alongside Gary Jenkins, Dominick Leary (LBS parks department) Pat O'Connor (Churchwarden) and Manuella Pillay (local resident).

The Garden of Remembrance has become rather ugly with all the individual memorials, and plastic floral tributes. After a visit to the Garden of Remembrance we considered two issues (1) anti-social or inappropriate behaviour by a small group of individuals in the garden and (2) the growing number of individual memorials, and plastic floral tributes. We are looking into this and Southwark Parks has offered to help us with a notice.

The anti-social behaviour in the 'wilderness area' has been ongoing and Southwark has worked hard to support us and has cut back all the bushes so it's less open. In the case of drug taking and other illegal activities we were encouraged to log the concern with the police.

We are looking for new members on this committee so please feel free to offer your help and advice and join us.

Patricia O'Connor, Friends of the Churchyard

3.5 The Salmon Youth Centre

“Addressing young people’s and their family’s health and wellbeing, so they can achieve in education and work and contribute positively in their community.”

Overview: We delivered **665 youth work sessions**, reaching **1,847 individual young people** with an average of 500 young people a week attending our Centre. Our activities support young people in the 6-11, 11-16, 14-19 and 19- 25 age groups, including disabled young people, young leaders and apprentices. Our average attendance was 70 young people per session. We have 7 full time staff, 6 part time staff, 5 sessional staff and just over 50 volunteers supporting the work.

Our 4pm to 7pm After School Club: We have seen a growth in attendance at Salmon since introducing our new After School Club which runs between 4pm and 7pm on Mondays to Fridays and provides a nutritious hot meal. This new club gives young people a safe space to socialize directly after school and enables them to develop new skills and experiences. Research by the Mayor of London shows that 4pm to 7pm is the period when most violent crime involving young people takes place. It is the most dangerous time for young people to be out on the streets and it is when they are most at risk of becoming involved in knife crime. Grooming by gangs also takes place outside fast-food shops at this time, as young people are hungry leaving school and are drawn to these establishments.

We have provided more than **15,000 free healthy meals** to young people in the year. The provision of hot meals not only provides an incentive for young people to come directly to our Centre after school, therefore avoiding getting into trouble on the streets, but also enables young people aged 14+ to remain at our Centre and continue their participation in club activities up to 10pm. ,

Poor mental health: We have funding in place for a pilot programme to integrate two qualified counsellors, with backgrounds in delivering community-based psychotherapy to young people, into our service. One is focused on supporting young people aged 6 to 13 years, and the other is working with older young people aged 14+. This is in response to our identifying increasing numbers of young people attending our Centre who are experiencing four or more Adverse Childhood Experiences (ACEs). We are seeking to find ways to support them in developing coping mechanisms and techniques to manage some of the trauma that they carry with them.

Mentoring: We provided mentoring to **199 individual young people**. We hope to increase this provision to provide more intensive support for our most at-risk young people. Mentoring helps children and young people develop the tools to learn, grow and evolve in the face of adversity and stress. We take a gendered approach to mentoring, recognising girls' and young women's needs are often different to those of boys and young men.

Work with disabled young people: Our weekly Centre-based activities for disabled young people include adventure activities, trampoline, bouncy castle, a clay oven project, craft, art, music, cooking, sports (basketball, badminton, tag, catch) and dance. These activities are offered in a semi-structured way – enabling young people to feel safe to use their own

initiative and make friends in a way that is natural to them. Young people taking part in these activities form strong friendships and bonds. Parents tell us that the progress their children make as a result of our provisions is evident and report increased social skills and independence.

Apprenticeships: Our apprenticeship scheme has been effective in developing 15 young people's personal, social, leadership and employability skills and in enhancing their wellbeing. It has made a significant contribution to them making tangible and permanent steps from being NEET to becoming EET. External evaluation of this programme has shown that this is down to us successfully implementing a policy of 'sticking with young people' – by building long-term relationships and providing tailored support every step of the way.

Young leaders: Young Leaders are young people at Salmon aged between 14 and 18 who receive training and support to develop and lead their own activities and projects for other young people in the community. In the year, a group of nine young leaders from Salmon hosted a Community Day for 30 young refugees who are based in South London. The Young Leaders planned and delivered the event – delivering fun activities such as rock climbing, trampolining and a football tournament. They provided the young refugees with a meal and gave each one a hamper to take home that included beauty products, schooling equipment and toiletries.

Other activities that the young leaders have taken part in included attending Career Days hosted by our corporate partners, Gallup and Third Way, which resulted in them learning many new employability skills, practising public speaking and subsequently taking part in work experience placements.

R1: A small group of youth leaders (St Mary's C of E, City Hope Church, Haddon Hall Baptists and Salmon Youth Centre) in the Bermondsey and Rotherhithe area thought it would be great to pull our youth groups together for regular youth events. Some churches have a small number of young people and we wanted to give them a chance to connect with other Christian young people around the area. It is important for them to know they are not on their own but there are other young people around them also exploring faith, asking questions and getting to know God. Even though they are in separate churches they are also part of the wider community of Faith. In fact they R1. The name, R1, came out of exploring the idea of a united youth, one church, regardless of denomination. Each event has a mixture of food, ice breakers, worship (youth band from amongst the different churches), teaching, performance, testimony or interview and some sort of response. The R1 youth events are 6 times a year on Friday nights with 80-100 young people attending.

CONCLUSION: The core funding provided by many funders and donors for our work with young people at Salmon has helped us to support the most vulnerable young people across a diverse range of activities, offering support where it is most needed and helping young people through whatever challenges they may be facing in their lives. Our programmes continue to go from strength to strength.

To all our funders, donors and local churches who play such an important role in making a positive difference to the lives of so many young people, we should like to convey our heartfelt gratitude for your support.

Jamie Anglesea, Assistant Director

Parochial Church Council of St James with Christchurch and St Crispin, Bermondsey Treasurer's Report for 2022

2022 was another difficult year financially due to the second year of the Covid epidemic, UK Government and War in the Ukraine and vastly increased Gas & Electricity pricing – coupled with inflation in excess of 10% which drove up our costs.

Like in 2021 and 2020 this meant restrictions on the opening of the church, and less plate and contactless collections at services as many members of the congregation felt unable to return to face-to-face services, plus we had less organisations wanting to rent out the hall than in the pre-Covid times. A reduction in Weddings and Funerals also brought our income down.

Pressures on our tenants who were unable to trade fully also led to a slight reduction in that income stream although the trend is upwards as we let out more of the Crypt following the improvement works. Both our main tenant in the Crypt, and the German Nursery sought and received a reduction in rent for 2021 and 2022 although full rent will become due from January 2023 onwards.

We continued to invest in repairs to the fabric of the building. Whilst it might be a natural tendency in these difficult times to avoid investment, it is often a case that £1 spent now avoids spending £2 in future years when the fabric deteriorates beyond easy repair. I have therefore continued to encourage the Building Committee to “invest to save” as we must take a longer-term view. As a result, the financial outcome for the year was -£ 17,716 (-£ 3,084 in 2021).

The year, like the last, was therefore a bad year financially, only helped by the continuing generosity of our regular donors. As can be seen on the Balances charts below, we finished 2022 (£75k) significantly behind 2021's £92,000 of funds.

We have good tenants in the Aisle, Crypt and the German Kindergarten, and this income helped sustain us, although we needed to agree a slight reduction to some rents. Resumption of full rents, increased use of the Crypt and hall, plus recharging fuel costs to Crypt users, should help bring income back up in 2023.

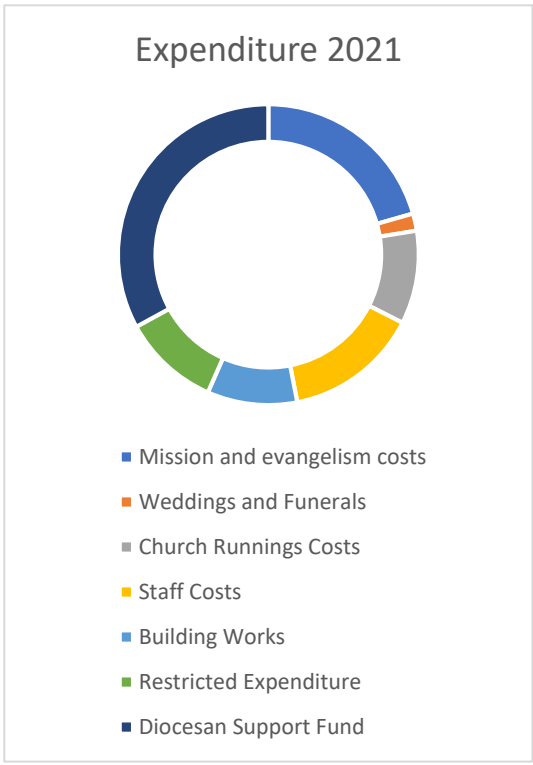
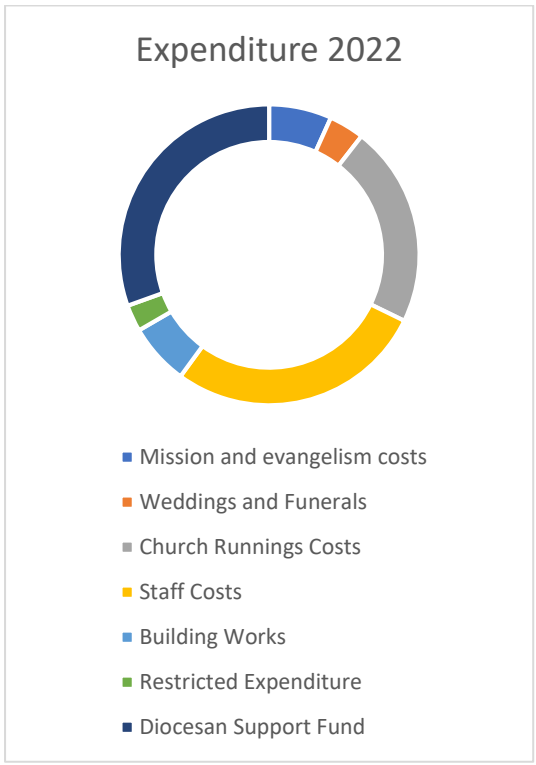
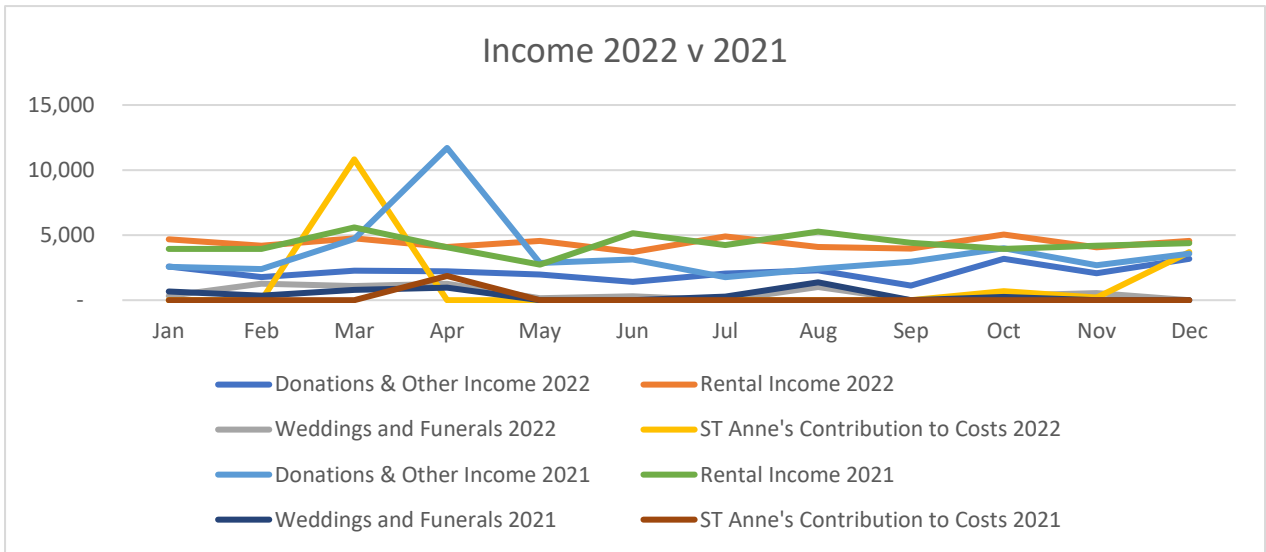
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We will be approaching all regular donors to ask them to review their contributions and to put in place a more efficient form of Standing Order which is administered by the national Church in order to achieve efficiencies and to remove administration from individual parishes.

We also need to reinstate the option of contactless card giving at services as receipts have dropped significantly due to people not carrying cash.

In the context of large increases in running costs a continued increase in the Diocesan Parish Support Fund is not sustainable, and all Reserves are needed in support of the ongoing activity of St James'.



Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey
Statement for the year ended 31 December 2022

<u>Incoming Resources</u>	Notes		2022		2021	
	Restricted £	Unrestricted £	Total £	Restricted £	Unrestricted £	Total £
Voluntary Income:						
- <i>Tax Efficient Planned giving</i>		16,070	16,070			20,003
- <i>Other Planned Giving</i>	-	-	-			11,409
- <i>Collections at Services</i>	-	9,335	9,335			6,111
- <i>Other Giving, including special appeals</i>		-	-			489
- <i>Grants</i>	-	-	-			-
Total Voluntary Income:	-	25,405	25,405			38,012
Activities for Generating Funds						
<i>Gross Income from fundraising activities</i>	-	-	-			-
Income from Investments						
<i>Dividends, interest, income from property etc.</i>	1a	43,569	43,569			45,264
Church Activities						
- <i>Statutory fees retained by PCC (weddings etc)</i>		6,325	6,325			4,678
- <i>Gross Income from trading</i>	1b	9,636	9,636			13,305
Other incoming resources						
<i>Any other income / receipts not already listed</i>	1c	15,425	15,425			1,861
Total Incoming Resources	-	100,360	100,360			103,120

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey

Statement for the year ended 31 December 2022

Continued

Resources Expended

Costs of generating income		2022			2021
		Restricted	Unrestricted	Total	
		£	£	£	£
Church Activities					
- Mission giving and donations	2a	-	7,849	7,849	11,350
- Diocesan parish share contribution		-	36,000	36,000	35,000
- Salaries, wages and honoraria	2b	-	28,490	28,490	22,263
- Clergy and staff expenses		-	7,751	7,751	5,051
Church Expenses					
- Mission and evangelism costs		-	104	104	507
- Church running expenses	2c	-	22,989	22,989	14,943
- Church utility bills		-	2,636	2,636	2,426
Other outgoing resources	2d	3,390	1,067	4,457	4,393
Total Day to Day Expenditure:		3,390	106,886	110,276	95,933
Major capital Expenditure					
- Major repairs to the church building		7,800	-	7,800	10,271
		7,800	-	7,800	10,271
Total Resources Expended		11,190	106,886	118,076	106,204
Net of income and expenditure		(11,190)	(6,526)	(17,716)	(3,084)

**Parochial Church Council of St. James with Christchurch and St Crispin
Bermondsey**

Statement for the year ended 31 December 2022

Continued

Current Assets

	2022 £	2021 £
Deposits held by Diocese	-	-
Cash at Bank	61,656	80,784
Receivables	13,508	12,639
Liabilities	(54)	(597)
Net Assets	<u>75,110</u>	<u>92,826</u>

Represented By

Unrestricted Fund		52,136	61,578
Designated / Restricted Funds	3	<u>22,974</u>	<u>31,248</u>
		<u>75,110</u>	<u>92,826</u>

1a) Income from Investments

	2022 £	2021 £
North Aisle (Artist Studios)	14,500	15,086
German Kindergarten	23,931	28,579
Design Boutique	3,070	990
Crypt	1,845	605
Interest	223	4
	<u>43,569</u>	<u>45,264</u>

1b) Gross Income from Trading

	2022 £	2021 £
Rhema Services	4,890	4,800
Other Church Hire	4,303	1,792
Other Trading	443	6,713
	<u>9,636</u>	<u>13,305</u>

1c) Any other income / receipts not already listed

	2022	2021
	£	£
St Anne's Payment to St James for 2022 Expenses Incurred	15,425	1861
	<hr/>	<hr/>
	15,425	1,861

Note 2 - Payments:**2a) Mission Giving and Donations**

The Church fund did not make any payments during the year in relation to 2020.

	2022	2021
	£	£
Salmon Youth Centre	2,600	3,452
Eagle's Wings St		4,446
Friends of Kanando	2,600	3,452
Church Mission Society	2,600	-
The Manna Centre	41	
Thy Kingdom Come	9	-
	<hr/>	<hr/>
	7,849	11,350

2b) Salaries, wages and honoraria

	2022	2021
	£	£
Church staff salary & payroll costs, including cleaner	18,325	12,247
Urban Missioner Stipend Contribution	10,165	10,016
	<hr/>	<hr/>
	28,490	22,263

The Diocese of Southwark pay 75% of the Urban Missioners stipend, national insurance and pension costs, leaving 25% (£10,165) for the United Benefice. This is shared on a 75% / 25% basis respectively between St James and St Anne's

2c) Church Running Expenses

	2022 £	2021 £
Support Costs	4,472	1,784
Bank Fees	81	85
Insurance	6,992	8,014
Service costs	9,695	2,527
Repairs & Maintenance	1,749	-
	<u>22,989</u>	<u>12,410</u>

2d) Other outgoing resources

	2022 £	2021 £
Payment to Deanery Synod	1,046	-
Browns Fund	2,344	836
Curate's Housing Contribution	1,067	3,557
	<u>4,457</u>	<u>4,393</u>

Note 3 - Current Assets:**3) Fund reconciliation**

	01-Jan-22	Receipts	Payments	Transfers between funds	31-Dec-22
	£	£	£	£	£
Restricted funds					
Organ Fund	7,852	-	(332)	-	7,520
Deanery Synod	590	-	-	-	590
Area Deaney	1,000		(1,046)	46	-
Browns Mission Fund	11,007	-	(2,344)	-	8,663
Church Fabric Repair / HLF Project Fund	-	-	(7,800)	7,800	-
Sub total	20,449	-	(11,522)	7,846	16,773
Designated funds					
Gleaves Donation Fund	10,799	-	(4,598)	-	6,201
General funds	61,578	100,360	(101,956)	(7,846)	52,136
Total funds	92,826	100,360	(118,076)	-	75,110

Independent examiner's report to the PCC of St James Bermondsey

I report to the PCC on my examination of the accounts for the year ended 31st December 2022.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records

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

Signed:



Name: **Nicholas Herbert**

Relevant professional qualification or membership of professional bodies (if any): **Chartered Financial Analyst**

Address: **High Lodge, Aviemore Road, Crowborough, TN6 1QU**

Date: **21/4/2023**

Accounts

St James & St Anne, Bermondsey ANNUAL REPORT 2021



St James & St Anne's, Bermondsey

Annual reports

for 2021

Vicar's Report

We began the year with the nation once again under Covid lockdown. Vaccinations had only just begun and the level of infections, hospitalisations and deaths was distressingly high.

On 8th January the Mayor of London declared a 'major incident' in the capital and places of worship were asked to close in order to limit the spread of infection. 85 per cent of churches in the Diocese, including the cathedral and St James and St Anne's heeded this call for the sake of the common good and out of love for our neighbours.

St James and St Anne's re-opened on the first Sunday of March, having been closed for eight weeks. Worship still remained under various restrictions: test and trace, social distancing, face masks and a ban on congregation singing. Most of these restrictions were relaxed on July 25th which led to the welcome return of congregational singing indoors. Previously – from Good Friday – outdoor singing had been permitted and this allowed us to have an outdoor service on the churchyard on Good Friday and also to have the final hymn on Easter Day outside both churches with full congregational participation. This proved such a good witness to the community that we continued this practice until the weather got colder in the autumn.

It was good to be able to resume Sunday school at St James on July 4th and Wednesday Night Church on 29th September.

From 19th May Bermondsey Daily Message became a weekly message and with much of life returning to normal our full online services ended on 5th September, to be replaced (from 20th September) by Sunday Catch-Up, which contains a shortened version of the sermon, and two songs and is distributed via Twitter, Facebook, WhatsApp and Email each Monday.

During the year we have continued to develop our digital outreach with our Bermondsey Community videos, particularly designed to connect with the unchurched community, united benefice Facebook page and the God Loves Bermondsey Facebook Group which has grown from 140 members to 500 in the past year.

On 12th September we held a special 'Back to Church' open air service in the churchyard, followed by ice creams for all, and we had our largest in-person attendance since the start of the pandemic. It has been encouraging to see many people return to in-person worship during the year and also to see new people joining us.

During the year I continued to serve as Examining Chaplain to the Bishop of Southwark, Area Dean of Bermondsey & Rotherhithe, IME tutor, the Diocesan Focal Lead for Estates Ministry, and the Chair of the CPAS patronage trusts.

Covid is still with us but there are encouraging signs of recovery and renewal in both church and nation and we go forward into another year trusting in the one 'who holds the future.'

Gary Jenkins (vicar)



Urban Missioner Report

It goes without saying that 2021 was another unusual year because of the pandemic.

We started the year with the churches not open for in person worship and many of our other activities having to stop as well. Our on-line services proved a lifeline for many but certainly not the same as being together. Bermondsey Daily Message continued on a three-day week basis for the first half of the year before going over to one day a week.

At the end of September, the weekly online service ended and was replaced with Sunday catch-up (an opportunity to catch up on the sermon and sing a song or hymn at home if you weren't able to be in church for some reason) Early in the year we held a Zoom 'Simply Christianity Course' which was a great success with a good number of people joining each week.

Wednesday night church had to go on line for a while but resumed in person later in the year. When the churches reopened for in-person worship we were still not able to sing but that resulted in an unexpected outreach opportunity. Following a very successful open-air service on Good Friday (outside singing was permitted) we began going outside to sing a last hymn. People passing by would stop and listen and sometimes join in.

Video specials continued with a celebration of marriage on Valentine's Day, Bermondsey Community Mother's Day, Special Community Easter Service and Bermondsey Proud and Thankful. All of these watched by a good number of people on line.

As the year went on it was encouraging to see things re starting and opening up opportunities for sharing the gospel. School assemblies resumed in person. Men's breakfast returned as did Bermondsey Brew, Wednesday night Church and RSG at St Anne's.



Filming for Bermondsey and Proud and Thankful

Thanks to Jacob and Rebecca the toddler group at St James started up again. It's now called Ready Steady Grow, the same as the one at St Anne's.

We were also able to trial a new venture for St James called 'Bible Story Club'. The format of a game, craft and bible story attracted a number of children that come along to Bermondsey Brew after school finishes.

Although it has been a tough year for many of us we do need to be thankful to God for all he has been doing and teaching us. Things may have been different but the good news of Jesus is still the same and an important message to proclaim from our churches here in Bermondsey.

Paul Warren

Curate's Report 2020

2021 was a year once again significantly affected by Covid and lockdowns. However, discipleship and mission has continued unabated. As well as leading and preaching on Sundays at St James, St Anne's and once at St Barnabas, Eltham, I have been involved with Bermondsey Weekly Message (which includes filming and editing the content); the online Sunday Services, which switched to the 'Sunday Catch-Up' in September 2021 and leadings services of Midday Prayer on Wednesdays.

Our online content also included a number of special Bermondsey Community videos for Mother's Day, Valentine's Day, Easter Sunday, and a celebration of Bermondsey called Bermondsey and Proud and Thankful. In total these specials have been viewed 3300 times which means they've been highly successful in making connections with local people who we don't see in church on Sundays. In addition, a standalone video of the interview with Danny from our Easter service has been watched 890 times. Video interviews about someone's life and faith may be an important form of digital outreach in the future.

During 2021 I conducted 5 funerals, 2 weddings and a number of baptisms. I created and ran a marriage preparation course for 5 couples in which we thought about 'What is Marriage?', 'Honesty and Repentance', 'Sex and Romance' and 'Prayer and Spiritual Life'. I also ran Baptism preparation evenings for parents and godparents of the children I baptised. I also ran a 4 part Admission to Communion course for 6 young people at St James.

In addition, Paul Warren and I co-led a Simply Christianity course. One participant has since been baptised and become a committed member of St Anne's.

During 2021 I also revamped the St James and St Anne's websites. The aim was to make them much more mobile friendly (so they work well on phones and tablets). I taught two terms of New Testament Greek to students at the Cornhill Training Course. I supervised our placement student Odel Rugema who is training for ministry in Uganda at All Nations College in Hertfordshire. He preached and prayed for us on video and came for an intensive weeklong placement the week before Christmas. I also served as a foundation governor of St James's Primary school and was on the Finance and Personnel sub-committee and was part of the RE group.

Towards the end of the year I helped set up Ready Steady Grow (see separate report) with my wife, Rebecca. I also began Bible Story Club

with Paul Warren for primary school children attending Bermondsey Brew.

It was a privilege to visit Andrew Garran and share with him in Holy Communion twice before Christmas.

In writing this report I have been reminded how many new contacts I made during the year and how many have since drifted away or gone off the radar. It is a constant challenge to keep in touch with all the people on the fringes of church life. It is imperative that members of the congregation make every effort to welcome new people and look out for them week by week so that they feel included and part of our family. This cannot be done by clergy alone.

In summary, this has been a fruitful year. Not everything can be mentioned in a report but much good has been done by the churches and we did not fail to make Christ known even during lockdowns and under restrictions. Much of what we've learned will set us in good stead for the future. But it will require the whole church to make local mission part of our collective vision for the future.

Jacob Mercer (curate)

Reader's Report - Adrian

In terms of my formal ministry, I preached three times at St. Anne's and St James and led 2 Sunday services at St James during the year. I also led services of Mid - day Prayer on Wednesdays at St James (as part of Open Church) and led one session in the Lent course of Holy Habits. This was a much reduced workload from previous years due, in part, I believe, to the decision to change the service times for both congregations so that the same person could preach the same sermon at both churches on the same day. I was also invited to lead at St Mary, Bermondsey Street in August and led and preached at St. Barnabas, Eltham in October 2021.

Away from the United Benefice, I continued to serve as Chair of the Trustees of Salmon Youth Centre (the 4th member of the Group Ministry),

on Bermondsey Deanery Synod (as Secretary and as a member of the Deanery Leadership Team) and as Lay Chair of Southwark Diocesan Synod. I continued as a member of General Synod and on Ministry Council and to administer the regular prayer meeting for 'Christians for Transformation in Bermondsey & Rotherhithe' (C4T). In 2021, I joined the Grosvenor Community Forum, an advisory body on community issues related to the redevelopment of the site of the Peek Freans Biscuit Factory.

In December 2021, I reached the statutory age of retirement from Licensed Ministry.

Adrian Greenwood

Reader's Report – Penny

The first week of 2021 began well, with preaching the Epiphany at both St Anne's and St James, and a chance to visit Sylvia Stevens in hospital, but we then went into another lockdown. We had to resume recording contributions for on-line services, Zoom sessions for meetings, prayer and Lent Groups, video assemblies for school, phone calls to keep in touch.

For several members of our congregation it was a difficult time. Grieving in a "socially distanced" way with individuals or families suffering a bereavement felt very inadequate. When Sylvia moved into a care home in Croydon, her cousin became the sole visitor permitted and communicating by phone was at times difficult. Luckily after a couple of months, a vacancy arose at Tower Bridge Care Home. For a while after she moved there I took over as her regular visitor (complete with Covid test each time in order to be allowed in), but gradually as restrictions eased a few members of the family and some church friends were able to visit her too. When she died peacefully in her sleep on 10th August, I was privileged to be able to help her cousin and nephews make sure her funeral was an occasion when we could all share our memories and affection for her, and fine

weather meant that we could continue our conversations outside in the fresh air.

In March I was asked to take over the role of Woolwich Area Warden of Readers, which has involved a number of meetings (almost always on Zoom, which has become a normal part of life now) with other Readers & Diocesan officers. The role is largely pastoral and administrative, particularly as Covid restrictions and caution have prevented us holding get-togethers in person, which my predecessor had been very good at organising to help Readers from across the Area share fellowship, ideas and mutual support.

I remain committed to Fair Trade but did not feel it appropriate to hold sales of produce in church even when we were able to serve refreshments for a while. However a few regular customers asked for favourite items now and then, and I was, as usual, able to take orders for Christmas cards. I have also grown increasingly concerned about environmental issues, and was able to explore that theme in midday services at both churches, as well as supporting Marian as she starts working towards achieving an EcoChurch award at St James.

Throughout the year we seemed to dip in and out of restrictions, sometimes being able to enjoy worshipping or meeting together, at others having to revert to Zoom, YouTube, or some "hybrid" version. I missed my pre-Covid weekly visits to St James School during term-time to hear children read, and Governors could not go into school for regular visits, but again we were able to have meetings and conduct the necessary business on-line, as well as encouraging and supporting the staff by email.

We were able to meet in church in December, and it was great to be involved with the extended "Women's Breakfast" at the beginning of Advent. It was also a great joy to preach at Midnight Communion at a "live" service on Christmas Eve. A happy end to another strange and unsettling year.

Penny Molyneux

St Anne's Fabric Report

Despite of the continuation of the Covid restriction in 2021, we welcomed St Anne's congregation with a smile, albeit hidden by our face masks. The doors to narthex remained open for ventilation and winter was particularly hard for those who greeted people; but with a warm coat and scarf we managed to keep people safe and sound. Alan would ring the church bell 10 minutes before the Sunday service and quickly walk into the relative warmth of the church.

St Anne's building continues to be a concern due to the amount of work needed and the lack of funds to pay for it. We did, however, have had few meetings in 2021 with a housing group as we continue to explore the possibility of developing part of the site. This will be a long and slow journey with many obstacles along the way. We will continue to seek the Lord's guidance and help as we move along in this process.

In May, Mavis and Graham had the annual Archdeacon's inspection after missing a year due to lockdown. It was to be Dr Jane Steen's last inspection as she is moving onto her new role as the Bishop of Lynn. On behalf of St Anne's, we not only congratulated her but wished her well in her new role and thanked her for the good work she did for our parish and diocese.

As other years she does appreciate the problems with the St Anne's building, but nevertheless, was pleased with the way St Anne's has continued to serve Bermondsey during the pandemic. In addition, Jane thanked us for having all the correct information to hand and in order.

We'd like to thank everyone who helps with all the little jobs that keep the church going. A thank you to those on the cleaning rota, those who serve and prepare refreshments and those who made the church look so good especially at Christmas time, along with the many other jobs that get done. We'd also like to praise the work of the assistant wardens, Debbie and Matthew for their continued and support help.

Mavis Shute and Graham Russell
Retiring wardens

St James Fabric Report

The Buildings Committee of the PCC met on 5 occasions during 2021. Matters dealt with and discussed include: Painting the West end doors and railings around the edge of the portico steps. Also at a later date, the east end doors were painted: this had been noted as an urgent matter in the Quinquennial inspection. Although they are mainly out of view, the paint was peeling and the woodwork would have started to suffer without the protection of paint.

The south gallery roof developed a leak in heavy rain during early 2021. A split in the lead was discovered and this was dealt with very quickly using contractors who had been working opposite the church.

Disabled access: estimates were obtained for installing an external wheelchair lift, but although this would be a cheaper option than building a permanent ramp, the decision has been made that the cost of ongoing service and repairs would be a disadvantage. Discussions continue about the best way to replace the existing temporary ramp structure.

Crypt: some work has been done to repair the metal grills that cover the gully on the north side and an estimate obtained for covering the circular windows, to try to prevent vermin accessing the crypt. After a difficult time during the pandemic, our main user of the crypt, Renata Massaccesi, has been able to continue her business and has asked to rent additional space. Two more people have taken on space in the crypt, providing very welcome additional rental income.

The Fire Alarm system in the church has been upgraded and extended to include the North Aisle and Crypt. Although this was an expensive project, it seemed to be a responsible course of action to enable the building to be fully in use in all these areas.

The clock chime ceased to work following the repairs to the tower. Two sets of contractors were involved in its repair, giving conflicting information about how the issue should be resolved. This has been an expensive venture, and having already paid the invoices, it is hoped that one of the contractors will make a goodwill refund.

The person in charge of the work on the Hyde Housing development opposite discovered that he had links with St James Church as his grandparents had been married here. He has donated two beautiful copper lanterns (currently in the church office), previously sited at Bournemouth Station, for fixing on the lampstands at the front of the portico. An application has been made for a Faculty but various matters need to be clarified before we are allowed to install them.

The Friends of St James Churchyard were asked to look at possibilities for upgrading the Garden of Remembrance, which is poorly maintained and often used inappropriately, for example by people letting their dogs exercise there. This is an ongoing issue. Cleaner Greener Southwark agreed a grant to renew the floodlighting in the churchyard, and this has now been completed.



New floodlighting of St James tower

Dragonfly, the freeholder of the nursery space at 28 St James Road, notified us that the building had to be surveyed for combustible cladding. We still wait to hear whether there will be any additional charge passed on to leaseholders for dealing with this.

The proprietor of the German Kindergarten nursery has recently asked for a reduction in her rent, due to low take up of places. This is partly due to people losing their jobs or working from home during the pandemic but also because of additional charges made in recruiting German speaking staff, following BREXIT. The rent from the nursery is one of the main sources of income for St James, so a 20% reduction has been agreed for the year 2022, to enable her to run a profitable business and continue as the tenant.

The Buildings Group is aware of the need to manage the building in an environmentally friendly way. This involves matters such as using a green electricity supplier, recycling, using eco-friendly cleaning products, and in the long term, installing solar panels. The church has also enrolled in the Eco-church award scheme, to encourage everyone in the congregation to reduce their carbon footprint and become more aware of local and global climate issues. The Buildings Committee continue to hold discussions about a major re-ordering of the building so that the internal space can be developed for a variety of uses for the benefit of the congregation and members of the wider community.

There are many regular tasks for example clearing leaves from the gutters and removing pigeon droppings from the steps and ledges. Adrian has been faithfully undertaking these jobs for many years and it would be good if there were a few other volunteers who would take responsibility for doing some of these tasks. This will be my last report as Churchwarden as I have completed six years in the role. I set myself an aim of clearing and getting the crypt into regular use for people from the community, with rental income to support the building become more sustainable, and this aim is now beginning to be realised. I hope that my successor will

support Pat in taking on some of the many other challenges connected with the building.

Marian Greenwood Retiring Churchwarden
Pat O'Connor Churchwarden

Bermondsey Brew

Bermondsey Brew was started in February 2017 for several reasons: one was to have the building open and welcoming so that people who would not normally come to a church activity felt comfortable to enter the building. Another was to offer a friendly setting to people in the community who might be lonely and have few contacts. And the opportunity to 'gossip the gospel' has always been very important. We serve tea, coffee, cold drinks, home-made cakes and delicious flat bread. And we have an area of activities for families with small children and older ones on their way home from school. We meet in St James' on Mondays from 2-4.30pm.

As I write in early 2022, Bermondsey Brew has again had a year hit by change due to the pandemic. During January and February 2021 we continued to open only for adults and in the open air, although some days were just too cold or wet to expect people to sit out on the portico. I always tried to let people know in advance if we decided to cancel at short notice, but some people turned up and met each other in the churchyard anyway.

People continued to be thoughtful of each other once we were allowed back indoors, observing social distancing and staying seated to be served, but we felt unable to put out the table tennis table or allow moving around in the building too much. There has been a regular group of attenders mainly in the over 60 age group, although a number of the original group have not attended recently. Several members arrive early and are waiting in the churchyard when we open the doors, and one has also given us a photo of himself for the photo board as he considers himself to be a member of St James.

It seemed unwise to open up for families until September 2021, but once we did, many of the



familiar people returned. The older children in particular were very lively and it soon became apparent that we needed to provide some extra activities for them. On several weeks, Jacob and Paul ran a short Bible focused story and games activity in the second part of the afternoon, and often had a group of up to 20 children. This was not always easy to manage with families arriving and leaving at different times. It's difficult to know what to provide when children have been confined to classrooms in the preceding hours, and maybe just need an opportunity to "let off steam", but it is a great opportunity to share our understanding of what it means to be a Christian.

When Omicron arrived in early December, we decided it would be wise to close down completely again, to avoid the risk of children bringing it to the older members of the group. As far as I can tell, we have managed to avoid any outbreaks due to Bermondsey Brew and we thank God for this. Our team of helpers have also stayed healthy, Barbara, Lydia and Adrian from St James, Manuela and Caroline our local volunteers, and more recently in 2022, Debbie and Mavis from St Anne's and Pat from St James. Jacob and Paul come when they can.

As I wrote in my report last year, the closure of toddler groups meant that many babies and small children missed out on social contact outside of their family at such an important stage of their development. And many activities for older children were cancelled for long periods too. So it will be great if we can now return to some sort of normality, opening regularly every week and offering opportunities for people of different age

groups to meet, to have conversations about life and death issues, and to experience the love of Christ as we serve them in our beautiful building.

Marian Greenwood

Friends of St James Churchyard

The Friends of St. James Churchyard Group was established in January 2015. Its purpose is to work together to promote the good management, maintenance and development of the churchyard in relation to its primary uses as (a) the setting for a Church building of architectural and historic interest, with an active congregation (b) a park for use by the local community and (c) a pedestrian thoroughfare. There is also interest in developing the ecological and educational aspects of the churchyard. There is a Core group of people comprising the local ward councillor (Anood al Samerai), officers from the Council Parks Department and its contractors and representatives of the PCC and the local community who meet to take forward the purposes.

The highlight of the year was the opening of new **Bermondsey joy – slide in June 2021** – exactly 100 years after the opening of the original slide by George Lansbury and Ada Salter, in the presence of the benefactor, Arthur Carr of Peek Freans Biscuit Factory. A great act of generosity and social history which left hugely positive memories for local children.

The project for a new slide had started in 2017 with a Community Fun Day, partly sponsored by Grosvenor and paid for with a grant from United St. Saviours Charity. It was then that Fergus Carr, great grandson of Arthur Carr, turned up and offered to design the new slide for free. The final cost of the project was around £60,000, just under half of which was raised from Cleaner, Greener Safer (LBS) grants. Other donors included the Veolia Foundation and St. Olaves & Bermondsey United Charities, as well as local residents. The new slide has been very greatly used as was, of course, the original slide. Let's hope that the new one will be as greatly loved

and sink as deeply into the collective local memory.



In December, work to provide **new eco – friendly floodlights** for the Tower was also completed, also funded through a CGS grant. The main concern going forward is the condition and upkeep of the Garden of Remembrance and how the possibility of a new ramp will impact on this. Not much progress was made in 2021. I shall now be stepping aside as Convenor of the Group and leaving it to others to take these matters forward.

Adrian Greenwood

Ladies Bible Study

The Ladies Bible Study Group continues to meet at 10am in the South Lounge at St James every Tuesday during term time, exceptions being when not many people are able to attend, then maybe the few that are able, may meet for coffee. We continue to enjoy meeting for fellowship and studying God's word together and encouraging each other to live in the light of His word.

Like all other groups, due to Covid, the past year seems to have been one starting the group and stopping the group. We followed all government guidelines when meeting and during the times of not being able to meet we kept in contact with each other via WhatsApp, sharing news and prayer needs.

As soon as we were able to meet, we did, and because we had missed so much we decided that we would hold Bible Study during the summer holidays, which we don't usually do (apart from meeting for the odd coffee) A couple of the studies were hosted at members houses and the rest were held at church. We also had one off studies or shorter studies during this time. However, at the beginning of the new term in September we recommenced longer, more in depth studies, starting with an 8 week interactive DVD led study called The Bible Course, by Bible Society. Marian and I shared the leading of these studies, with Marian doing the bulk of them.

We have a good consistent core of ladies attending but there is always room for more.

Mandy Warren

St James's CE Primary School

Schools began the year under lockdown with all learning proceeding online. The school was able to re-open before Easter and has remained open ever since, observing all the necessary Covid guidance for places of education.

We owe a huge debt of gratitude to all the staff for all their hard work in trying circumstances. It is a tribute to their efforts that St James's school has continued to a place of calm and purposely place of learning.

In-person school assemblies resumed in September - prior to that the church staff had produced a weekly online assembly – and school services in church were able to re-start, including a full programme of Christmas events, all held in church.

During the year we have said a fond farewell to Jim Hutchinson as vice-chair of the governing body. Jim had served for many years and had been such a good friend to St James's school, as had Pat O'Connor, who retired in December after 28 years of outstanding service to the school community. Literally hundreds of children and parents owe a huge debt of gratitude to Pat for her years of faithful, dedicated, loving and compassionate service. The whole St James community wishes her well for a well-deserved

retirement. Thank you, Pat, for all you have done.

Gary Jenkins
Chair of Governors



New playground surface at Old Jamaica Rd

St Anne's Safeguarding

We at St Anne's will follow the policy provided by the Diocese and the new revised 'Safe Church' is kept in the vestry. Safeguarding is now a regular item on every PCC meeting agenda.

We have had no incidents in 2021.

Our Safeguarding officer Jacky Weise has stepped down from the role after serving for over ten years. We would like to say a huge thank you to Jacky for her dedication and service to Safeguarding at St Anne's.

We are currently in the process of appointing two Safeguarding officers for St Anne's. This will be confirmed in due course. Should any incidents occur in the meantime, then the incumbent and the Diocesan Safeguarding Adviser at the Diocese will be contacted.

All information regarding Safeguarding can be found on the church website and in the church entrance.

Ruth Reid
PCC Secretary

St James Safeguarding

Due to COVID there is again nothing to report in 2021

We at St James' will follow the policies provided by the Diocese and the new revised 'Safe Church' is in the Vestry and is a very useful guide.

Safeguarding is now a regular item on every agenda.

In March 2019 the PCC agreed that the new arrangement for serious safeguarding incidents will be reported to the Charity commission.

We had one incident which occurred during the summer and was dealt with instantly, and with no further action required.

During November/December I attended Safeguarding Leadership training which involved quite a bit of course work and am happy to say I completed the course and obtained a certificate. Leadership in Safeguarding (C2).

Everybody that works with, or is involved with children or vulnerable adults should make sure that,

1. They have a DBS (for Church), this includes sides persons, Sunday group leaders/helpers. Any one that is involved with vulnerable adults or children.

During this last year I have updated all member's DBS who are working within the church at the moment.

Sadly, Adrianna has given up the second role as safeguarding officer due to other commitments. However, we welcome Victoria Thorpe who has been officially appointed as our new officer.

All information regarding Safeguarding can be found on the church website and on the window of the church office which will be updated as and when necessary.

Safeguarding Officer
Patricia O'Connor

St Anne's Ready Steady Grow

It was another unusual year for Ready Steady Grow where we did not meet for a large part of the year. Following on from the Christmas break we were closed until June.

When we did open again it was with reduced numbers, lots of ventilation, face coverings and social distancing.

We didn't do the normal weekly craft, because it would have been getting people to close together, until we returned after the summer holidays.



Ready Steady Grow Harvest Event

On a positive note, we have seen a number of new families coming along over the autumn term. We were able to celebrate harvest and Christmas in a more usual manner.

A number of the families came to the Carols and Christingle service which was encouraging but as yet we haven't had any joining us on Sunday mornings.

Thanks to the team, Mavis, Debbie, Val and Cathy that help each week particularly for all the extra they have given because of the special arrangements we have had to contend with due to Covid.

Paul Warren

St James Ready, Steady, Grow

Ready Steady Grow is a group for parents and grandparents and their children/grandchildren. It takes place in the South Lounge from 10-11am on Thursdays. There are toys for the children as well as a Bible story, prayer and song time. To ensure we are as friendly and hospitable as possible we have lots of soft seating, tea and coffee and biscuits, and healthy snacks for the children.

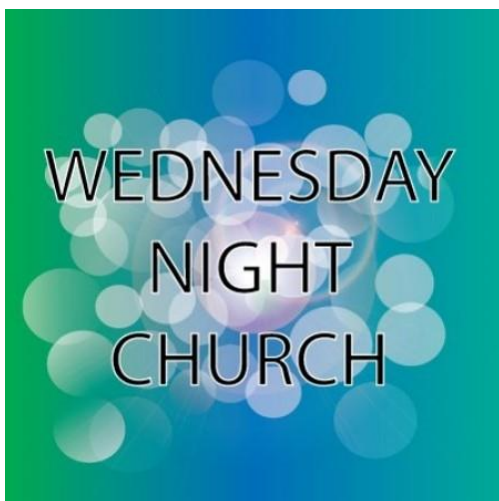
Jacob and Rebecca started the group at the beginning of November 2021. The aim is to draw in local people who don't currently have contact with St James or St Anne's and create opportunities to share the gospel and invite people to church events.

The group began well and near enough each week someone new has come. As of end of February 2022 we have 13 adults on the books. A transfer of leadership is being planned to ensure that the group continues.

Jacob Mercer

Wednesday Night Church

Wednesday Night Church is a weekly meeting in the South Lounge of St James. It begins with a dinner, dessert and coffee from 7-8pm followed by a 45 Bible Study and 15 minutes of singing and prayer, finishing at 9pm. Wednesday Night Church was going from strength to strength before the pandemic prevented us meeting in the building. Many people had joined us who would not come to church on Sundays.



During February-March 2021 we tried Wednesday Night Church online. We ran a Holy Habits course using Zoom looking at various habits that it is good for Christians to have: e.g. prayer, Bible reading, giving money, etc. This was nowhere near as well attended as proper Wednesday Night Church and it was clear that the mealtime and fellowship is a major part of what makes Wednesday Night Church so good.

Thankfully we were able to return to our normal pattern in October-November 2021. We changed the format slightly: we began with the meal from 7-8pm and then watched the sermon from the preceding Sunday on 'Sunday Catch-Up' (posted on our St James and St Anne's Bermondsey YouTube channel). After this we split into groups to think further about the passage for 30 minutes before returning to sing, using the songs on Sunday Catch-Up. This format makes Wednesday Night Church a good meeting for anyone who missed church on Sunday or who wants to go a bit deeper or who doesn't come on Sundays. We ended November with a Wednesday Night Church Christmas Dinner.

Jacob Mercer

Deanery Synod

As usual there were three Synod meetings in the year.

The first meeting took place in **March 2021**, using Zoom technology. We discussed the impact of COVID on congregational life and our respective plans as restrictions started to be eased. Would there be new opportunities and new ways of 'being Church'? The loss of face-to-face fellowship had been significant and it was not yet clear how plentiful the fruit of digital services and outreach would be. Concern was also expressed about the impact of lockdown on children and young people, including their mental and physical well-being and their educational and spiritual development. The meetings also voted for the name of the Deanery to be changed to Bermondsey & Rotherhithe and

looked forward to the Thy Kingdom Come season of prayer.

I spoke at the **June** meeting about the Southwark Vision 2017 – 2025 and about the ‘emerging’ national Vision & Strategy for the 2020s. There is considerable overlap between the two, as we are called to spiritual renewal in our personal and congregational discipleship through being centred on Jesus Christ and having our activity and behaviour shaped by the 5 Marks of Jesus’ Mission, as we seek to grow the Church and build the Kingdom here in Bermondsey & Rotherhithe.

The 3rd meeting took place in **October 2021**. There were 3 main items: Gary Jenkins spoke about the national Estates Ministry Strategy and about plans to hold the Living in Love & Faith course in the Deanery; Simon Hughes (who is Chair of the Local Governing Board) spoke about the work of Bacon’s College. The Living in Love & Faith course took place in person at St Mary Magdalen in November 2021 and continued on Zoom in January 2022. It’s about Christian teaching and learning on issues of identity, sexuality, relationships and marriage. Feedback is to the House of Bishops.

There was a social event for Deanery Synod members in September but, sadly, no Deanery Confirmation service. There will be elections for lay representatives to the new Deanery Synod in 2023. The three representatives for St James are currently Simon Hughes, Jean McCorry and Michael Stokes. The two representatives for St Anne’s are Ruth Reid and Angela Isaacs.

Adrian Greenwood

Diocesan Synod

After the hiatus of 2020, we returned to 3 meetings of the Synod in 2021, although two of them were on Zoom. It was a year of transition as the 3 year term of the Synod (2018 – 2021) came to an end with fresh elections in 2021. Also the delayed elections to General Synod took place in September 2021.

The main priorities for 2018 -21 had been around developing the discipleship, leadership and ministries of **lay people** and about **developing Deaneries** as centres of mission for growth. There had also been a focus on encouraging ‘fresh expressions of church’, including hub and resourcing churches and pioneer curates, on reducing carbon emissions, on ‘deployment strategies’ and, since 2020, on the financial impact of COVID on parish and diocesan finances.

In June 2021, I was re-elected to Diocesan Synod to represent the Deanery (along with Bianca Blake of St. Philip’s); in October 2021, I was re-elected to General Synod to become the longest serving Southwark representative (lay or clergy) and at the November 2021 meeting of the Diocesan Synod I was re-elected as Chair of the House of Laity and member of the Diocesan Council of Trustees.

The priorities for the new Synod (2021 -24) will be on continuing to implement the Southwark Vision for growth through a variety of ‘deployment’ strategies and support, to continue to build financial resilience, to work towards achieving **net carbon neutral churches** (mostly through the Eco Church programme) and to implement the **Diocesan Anti - Racism Charter**, which was approved by Synod in 2021. There will also be an emphasis on re-connecting people and congregations across the Diocese after COVID and the Diocesan Conference to be held in September at Bacon’s College will be an important part of this.

A lot of my focus was devoted to the **enabling and equipping of ordinary Christians** (those not ordained or in licensed lay ministry) for **everyday faith in the whole of life**. Part of this work has been serving on the Lay Council as its Lay Chair and in 2021 we approved various aspects of the commissioning and recognising of a variety of lay ministries, including in children and youth work and as pioneers. Under my encouragement, Diocesan Synod would also include ‘**This Time Tomorrow**’ as part of its proceedings. I also helped to plan and deliver the bi-ennial Woolwich Area Lay Conference on Zoom.

Finally, I once again organised the annual Conference for the Diocesan Lay Chairs in 2021, this time on Zoom. This continued its focus on **Setting God's People Free** – which seeks to **'equip the whole of God's Church for**

the whole of God's mission in the whole of life and the whole of God's world'.

Adrian Greenwood

St Anne and St Augustine, Bermondsey

PCC Annual Report 2021



Aims and Purposes

St Anne's Parochial Church Council has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

St Anne's PCC is specifically responsible for the maintenance of the church hall and parish church of St Anne's.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our churches

and to become part of the parish community of St Anne's. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable ordinary people to live out their faith as part of our parish community through worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus; provision of pastoral care for people living in the parish; and missionary and outreach work. To facilitate this work it is important that we maintain the fabric of the church and the church hall of St Anne's.

Achievements and Performance

Please see the other pages of this report for further details.

Report of PCC meetings (by the PCC secretary, Ruth Reid)

The PCC of St Anne's Bermondsey met seven times in 2021. There were four joint meetings with St James, Bermondsey PCC on Zoom, and three PCC meetings.

The following items were discussed: The approval of accounts for 2019, 2020 and 2021; the parish pledge for 2021; the allocation of mission giving for 2020; arrangements for re-opening public worship; moving

towards the new Mission Action Plan; a placement student from all Nations College-Odel Rugema; moving forward out of Covid; the update of the St Anne's building with developers B&R; the appointment of church offices; the appointment of a new safeguarding officer, treasurer and vice chair; the Parish Support Fund for 2022; plans for the Autumn; possible future curate; the development of digital outreach; a surveyor for the building refurbishment scheme; a new video projector.

Worship and Prayer

Services of worship took place on Sunday mornings when the church was not closed because of Coronavirus. At other times worship took place online. There were no weddings, one baptism and five funerals during the year in the parish.

Deanery Synod

Lay representatives of the Deanery Synod are also members of the PCC. This provides the PCC with an important link between the parish and the wider structures of the church. A report on the activities of the Deanery Synod will be submitted to the Annual Parochial Church Meeting.

The Church Buildings

A report on the state of the fabric of the church buildings will be submitted to the Annual Parochial Church Meeting

Mission and Evangelism

We are committed to sharing the Gospel of God's grace with our community in word and deed.

Ecumenical Relationships

St James and St Anne's church are members of Christians for Transformation in Bermondsey and Rotherhithe, an informal network of churches of various denominations that work together in the area in the work of mission.

Structure, governance and management The method of appointment of PCC members is set out in the Church Representation Rules. The membership each PCC consists the licensed clergy, churchwardens, members of the deanery synod and members elected by those members of the congregation who are on the electoral roll of the church.

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

Administrative information

The parish of St Anne's, Bermondsey is part of a United Benefice with the parish of St James, Bermondsey. Both parishes are part of a Group Ministry which also includes the parish of St Mary Magdalen, Bermondsey and the Salmon Youth Centre.

St Anne's Church is situated in Thorburn Square, Bermondsey. It is part of the Diocese of Southwark within the Church of England. The correspondence address is 4 Thurland Rd, London, SE16 4AA. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity currently excepted from registration with the Charity Commission.

PCC membership

Clergy: Gary Jenkins; Jacob Mercer

Urban Missioner: Paul Warren

Churchwardens: Mavis Shute; Graham Russell
Deanery Synod: Angela Isaac; Ruth Reid (secretary)
Reader: Penny Molyneux
Lay representatives: Deborah Irish; Mandy Warren; James Gilliland;



St James with Christ Church & St Crispin, Bermondsey

PCC Annual Report 2021

Aims and Purposes

St James Parochial Church Council (PCC) has the responsibility of ‘co-operating with the incumbent in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical (PCC Powers) Measure 1956).

The PCC of St James is responsible for the maintenance of the parish church of St James.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our churches and to become part of the worshipping community of St James. Our services and worship

put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Commission’s guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through: worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus; provision of pastoral care for people living in the parish; missionary and outreach work in the parish of St James, Bermondsey, and through our mission giving, elsewhere in the UK and overseas

To facilitate this work it is important that we maintain the fabric of the building.

Achievements and Performance

For details of achievements and performance please see the other pages of this booklet

Report of PCC meetings (by the PCC secretary, Ruth Reid)

During 2021 the St. James PCC met six times. There were four joint meetings with St Anne’s, Bermondsey PCC, on Zoom and two PCC meetings were in person.

The following items were discussed: The appointment of a Foundation Governor at St James Primary School; the repainting of the main and back doors of St James; the allocation of mission giving for 2019 and 2020; the parish pledge to Salmon Youth Centre, Christian Mission Society and the Barnabas Fund; the arrangements for the reopening of public worship; the new Mission Action Plan moving forward after the Covid-pandemic. We discussed what have we learned and what we might keep or do differently; Odel

Rugema, a placement student from All Nations College; the repair of the portico floor, roof and electrical works to the Crypt; the approval of the accounts for 2019 and 2020; the proposal to change the name of the deanery from ‘Deanery of Bermondsey’ to ‘Deanery of Bermondsey and Rotherhithe’; the appointment of an new second Safeguarding officer; changes to the Marriage registration; contactless giving with teachings on generosity and stewardship; the completion and official opening of the Joyslide; A Licence under faculty for use of the crypt for new hirers, the renewal of current lease to Designers Boutik for a further five years and a faculty application for new lanterns on the lampstands at the west end; the sound desk upgrade with new microphones and a fold back for the singing group; the Parish Support Pledge for 2022; the moving of the PCC bank account to another bank; the development of our digital outreach; a future curate; the extension of the fire alarm to the North aisle and the Crypt; St James’s tower visits policy and procedure; the repair of the clock chime; future patterns of PCC meetings; St James being an eco-church; Mission giving in 2021; the Living in Love and Faith course.

Worship and Prayer

Services of worship took place on Sunday mornings when the church was not closed because of Coronavirus. At other times worship took place online. There were four weddings, twelve baptisms and eleven funerals in the parish during the year.

Deanery Synod

Lay representatives of the Deanery Synod are also members of the PCC. This provides the PCC with an important link between St James and the wider structures of the church. A report on the activities of the Deanery Synod will be submitted to the Annual Parochial Church Meeting.

Mission and Evangelism

We are committed to sharing the Gospel of God’s grace with our community in word and deed, including through Bermondsey Brew, our community café and our Church of England primary school.

Ecumenical Relationships

St James is a member of Christians for Transformation in Bermondsey and Rotherhithe, an informal network of churches of various denominations that work together in the area in the work of mission.

Structure, governance and management The method of appointment of PCC members is set out in the Church Representation Rules. The membership of the PCC consists the licensed clergy, the licensed lay minister, churchwardens, members of the deanery synod, a Reader representative, an ex-officio member and members elected by those members of the congregation who are on the electoral roll of the church.

PCC Membership

Clergy: Gary Jenkins (vicar); Jacob Mercer (curate)

Reader Penny Molyneux

Urban Missioner: Paul Warren

Churchwarden: Pat O’Connor; Marian Greenwood

Deanery Synod: Simon Hughes; Jean McCorry; Michael Stokes

Diocesan Synod: Adrian Greenwood (vice-chair)

Lay representatives: Marjorie Hill; Claire Mayne (Honorary Treasurer); Emmanuel Kode; Tim McNally; Ruth Reid (secretary, non-voting).

St James PCC has a buildings committee which oversees matters concerning the fabric of the building and reports to the PCC. A report on the state of the church fabric may be found elsewhere in this booklet.

The PCC members are responsible for making decisions on matters of general concern and importance to the church including deciding on how the funds of the PCC are to be spent and overseeing the maintenance of the church building. New members receive initial training into the workings of the PCC.

Administrative information

The parish of St James, Bermondsey is part of a United Benefice with the parish of St Anne's, Bermondsey. Both parishes are part of a Group Ministry which also includes the parish of St Mary Magdalen, Bermondsey and the Salmon Youth Centre.

St James Church is situated in Thurland Rd, Bermondsey. It is part of the Diocese of Southwark within the Church of England. The correspondence address is 4 Thurland Rd, London, SE16 4AA. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020) and a charity registered with the Charity Commission (charity number 1176709).



May God bless the people of Bermondsey

Parochial Church Council of St James with Christchurch and St Crispin, Bermondsey Treasurer's Report for 2021

2021 was another difficult year financially due to the second year of the Covid epidemic. Like in 2020 this meant restrictions on the opening of the church, and less plate collections at services as many members of the congregation felt unable to return to face-to-face services, plus we had less organisations wanting to rent out the hall than in the pre-Covid times. Pressures on our tenants who were unable to trade fully also led to a slight reduction in that income stream although the trend is upwards as we let out more of the Crypt following the improvement works.

We continue to invest in repairs to the fabric of the building. Whilst it might be a natural tendency in these difficult times to avoid investment, it is often a case that £1 spent now avoids spending £2 in future years when the fabric deteriorates beyond easy repair. I have therefore encouraged the Building Committee to "invest to save" as we can take a longer-term view.

As a result, the financial outcome for the year was **-£ 3,084** (**-£ 32,294** in 2020). The year, like last therefore is not as bad as was expected due to the continuing generosity of our regular donors.

As can be seen on the Balances charts below, we finished 2021 only slightly behind where we started, which is very positive given the circumstances.

We have good tenants in the Aisle, Crypt and the German Kindergarten, and this income helped sustain us, although we needed to agree a slight reduction to some rents.

We were able to increase raise our Parish Support Fund contribution to the Diocese from £31,000 to £35,000 in 2021 and we pledged £36,000 for 2022. We maintained our annual Mission Giving of £7,500 to three Mission Giving organisations in the UK and overseas.

We have made progress with systems and processes and have moved to an online accounting system – and I wish to particularly thank our administrator Ruth Reid for taking on additional responsibilities in this regard.

We will be approaching all regular donors to ask them to review their contributions and to put in place a more efficient form of Standing Order which is administered by the national Church in order to achieve efficiencies and to remove administration from individual parishes.

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey
Statement for the year ended 31 December
2021

		Notes			
<u>Incoming Resources</u>			2021		2020
		Restricted £	Unrestricted £	Total £	£
Voluntary Income:					
- Tax Efficient					
Planned giving	1a	-	20,003	20,003	29,714
- Other Planned Giving		11,299	110	11,409	2,729
- Collections at Services		-	6,111	6,111	4,786
- Other Giving, including special appeals	1a		489	489	4,250
- Grants	1b	-	-	-	3,000
Total Voluntary Income:		11,299	26,713	38,012	44,479
Activities for Generating Funds					
Gross Income from fundraising activities		-	-	-	-
Income from Investments					
Dividends, interest, income from property etc.	1c	-	44,659	44,659	44,816
Church Activities					
- Statutory fees retained by PCC (weddings etc)		-	4,678	4,678	1,030
- Gross Income from trading	1d	-	13,910	13,910	5,615
Other incoming resources					
Any other income / receipts not already listed		-	1,861	1,861	-
Total Incoming Resources		11,299	91,821	103,120	95,940

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey

Statement for the year ended 31 December 2021

Continued

Resources Expended

Costs of generating income		2021		Total	2020
		Restricted	Unrestricted		£
		£	£	£	£
Church Activities					
- Mission giving and donations	2a	-	11,350	11,350	-
- Diocesan parish share contribution		-	35,000	35,000	31,000
- Salaries, wages and honoraria	2b	-	22,263	22,263	21,166
- Clergy and staff expenses		-	5,051	5,051	3,725
Church Expenses					
- Mission and evangelism costs		-	507	507	162
- Church running expenses	2c	-	14,082	14,082	15,890
- Church utility bills		-	2,426	2,426	3,413
Other outgoing resources	2d	-	5,254	5,254	22,007
Total Day to Day Expenditure:		-	95,933	95,933	97,363
Major capital Expenditure					
- Major repairs to the church building		10,271	-	10,271	30,871
		10,271	-	10,271	30,871
Total Resources Expended		10,271	95,933	106,204	128,234
Net of income and expenditure		1,028	(4,112)	(3,084)	(32,294)

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey

Statement for the year ended 31 December 2021

Continued

Current Assets

	2021 £	2020 £
Deposits held by Diocese	-	-
Cash at Bank	80,783	83,907
Receivables	12,639	12,545
Liabilities	(597)	(543)
Net Assets	<u>92,825</u>	<u>95,909</u>

Represented By

Unrestricted Fund	61,578	80,569
Designated / Restricted Funds	3 31,248	15,341
	<u>92,826</u>	<u>95,910</u>

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey
Notes to the accounts as at 31 December 2021

1b) The following grants were received towards the tower repairs and related works:

	2021 £	2020 £
Woolwich Area Mission Fund:	-	3,000

1c) Income from Investments

	2021 £	2020 £
North Aisle (Artist Studios)	15,086	14,689
German Kindergarten	28,579	27,067
Design Boutique	990	3,000
Interest	4	60
	44,659	44,816

1d) Gross Income from Trading

	2021 £	2020 £
Rhema Services	4,800	4,400
Other Church Hire	1,792	510
Other Trading	7,318	705
	13,910	5,615

**1e) Any other income / receipts
not already listed**

	2021 £	2020 £
Payment from St Anne's to St James for 2021	1,861	-

Note 2 - Payments:

2a) Mission Giving and Donations

The Church fund did not make any payments during the year in relation to 2021.

	2021 £	2020 £
Salmon Youth Centre	3,452	-
Eagle's Wings St Annes	4,446	-
Friends of Kagando	3,452	-
	11,350	-

2b) Salaries, wages and honoraria

	2021 £	2020 £
Church staff salary & payroll costs, including cleaner	12,247	11,162
Urban Missionary Stipend Contribution	<u>10,016</u>	<u>10,004</u>
	22,263	21,166

The Diocese of Southwark pay 75% of the Urban Missioners stipend, national insurance and pension costs, leaving 25% (£2,504) for the United Benefice. This is shared on a 75% / 25% basis respectively between St James and St Anne's

2c) Church Running Expenses

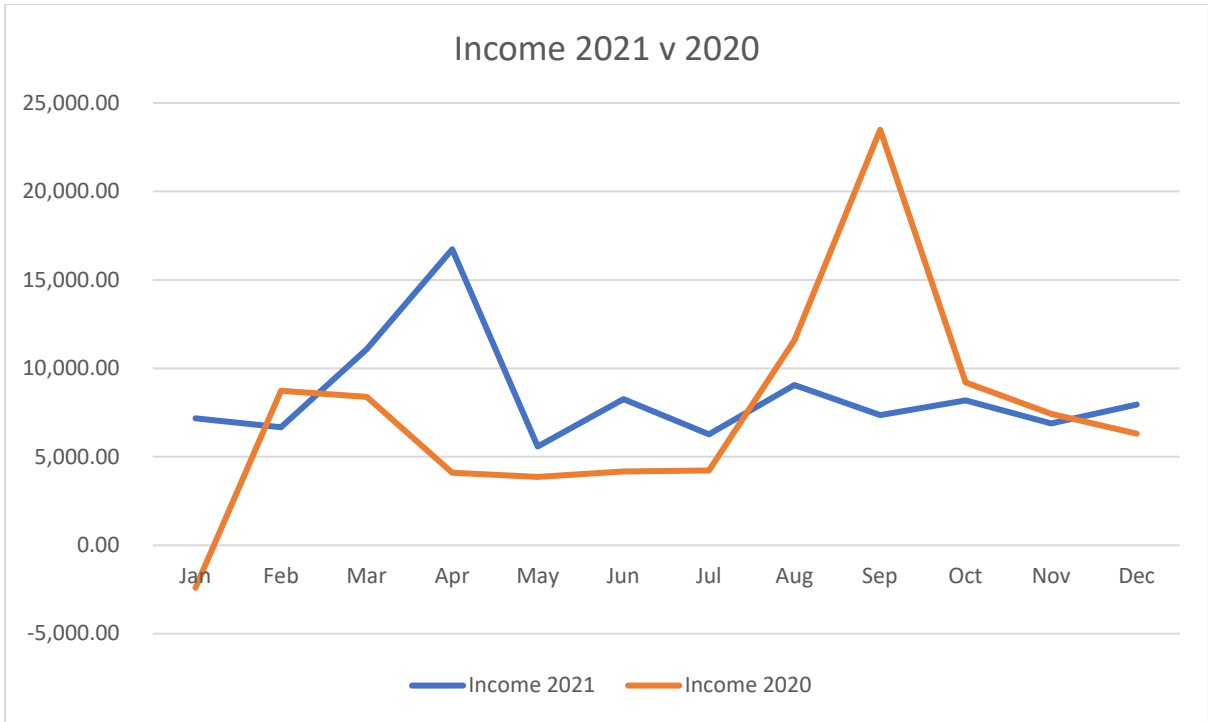
	2021 £	2020 £
Support Costs	3,456	8,212
Bank Fees	85	40
Insurance	8,014	8,038
Service costs	2,527	(400)
Printing and Stationery	-	-
Repairs & Maintenance	<u>-</u>	<u>-</u>
	14,082	15,890

2d) Other outgoing resources

	2021 £	2020 £
Payment to Deanery Synod	1,697	-
Friends of St James'		
Churchyard	-	18,450
Curate's Housing Contribution	<u>3,557</u>	<u>3,557</u>
	5,254	22,007

3) Fund reconciliation

	01-Jan-21	Receipts	Payments	Transfers between funds	31-Dec-21
	£	£	£	£	£
Restricted funds					
Organ Fund	7,852	-	-	-	7,852
Deanery Synod	-	-	-	590	590
Area Deanery	-	500	-	500	1,000
Browns Mission Fund	11,843	-	(836)	-	11,007
Friends of St James' Churchyard	17	-	-	(17)	-
Church Fabric Repair / HLF Project Fund	(4,371)	-	(10,271)	14,642	-
	15,341	500	(11,107)	15,715	20,449
Designated funds					
Gleaves Donation Fund	-	10,799	-	-	10,799
General funds	80,569	91,821	(95,097)	(15,715)	61,578
Total funds	95,910	103,120	(106,204)	-	92,826



Independent Examiner's Report to the members of St James with Christchurch and St Crispin, Bermondsey, Parochial Church Council.

Independent examiners report

I report on the accounts for the year ended 31st December 2021.

Respective responsibilities of the Parochial Church Council and Independent Examiner

As members of the PCC, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

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

The Parochial Church Council's income did not exceed £250,000 and I am qualified to undertake the examination by being a qualified member of The Institute of Chartered Accounts of England & Wales

Basis of Independent Examiner's Statement

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 PCC 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 from the PCC as trustees, explanation concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently no opinion is given as to whether the accounts present a "true and fair" view, and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no 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 s.130 of the 2011 Act; to prepare accounts which accord with these accounting records and comply with the accounting requirements of the 2011 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.

Yours



Philip J G Reeves
142 Glengall Road
Woodford Green
Essex IG80DS
13th September 2022

Accounts

St James & St Anne, Bermondsey ANNUAL REPORT 2020



St James & St Anne, Bermondsey

Annual reports

for 2020

Vicar's Report for 2020

The first Covid-related death in London occurred on 4th March 2020. Within a year there would be a total of 17,965 deaths, 71,000 hospital admissions and 698,000 cases of Coronavirus in our city.

On 17th March the Archbishops of Canterbury and York wrote to all clergy to say that public worship must be put on hold until further notice. Subsequently the prohibition on public worship became a legal obligation on all places of worship under Coronavirus legislation which was announced by the Prime Minister on 23rd March. On the following day, in a move that was to prove controversial, the archbishops called for church buildings to be closed 'not only for public worship, but for private prayer as well.'

The Ministry Team, like similar groups in churches all over the country, now had to move quickly to make decisions to safeguard the spiritual life of the congregation in the unprecedented circumstances and challenges we were facing.

The following provisions were made:

1 Sunday Services

To begin with, we decided to livestream the Sunday service from St James (and, after church buildings were closed even for this purpose, from St James Vicarage). Our first livestreamed service was for Mothering Sunday on 22nd March. Two further livestreamed services followed, then on Easter Day we experimented with a pre-recorded service for the first time.

This format had two specific advantages: it was easier to include singing for people at home to share in, and it enabled a broad selection of congregation members to participate in readings, prayers and others items.

Accordingly we moved over to pre-recorded services, posted on YouTube, Facebook, Twitter and the BermondseyVicar blog, from then on. These online services have continued in and out of lockdown ever since. At the time of writing there have been 55 of them.

Those who do not have internet access or a smartphone have received the service on a DVD delivered to their door.

2 Pastoral care

We made a list of elderly and vulnerable members of the congregation and arranged for members of the Ministry Team to phone them regularly. Subsequently, we wrote to all members of the congregation to ask whether they would like to receive a phone call, and all those who responded positively were phoned.

In these and other informal ways we have sought to keep in touch even at times when person-to-person contact has been difficult. Regular emails to 215 people on our database with details of church events, and links to online services and Bermondsey Daily Messages have been a further means of keeping in touch, as have some after-church Zoom socials.

3 Bermondsey Daily Message

The prime duty of a pastor-teacher is to feed the flock with the word of God.

With the whole nation on lockdown and the



scope for live person to person contact so reduced we decided to produce a daily video message, brief and to the point, bringing an aspect of God's word to bear on our daily lives, giving us encouragement and hope in the difficult circumstances we were now all in. They were to be beautiful words from the **beautiful book**.

The messages (which reduced to three per week when the churches re-opened for public worship in September) have proved popular and to date there have been 227 of them.

Online outreach

During the course of the lockdowns it has been good to see members of the wider community interacting with our online services, Bermondsey Daily Messages and our posting on Facebook and Twitter.

We have produced three 'Community Specials', services aimed at the wider community, filmed on location in the area, for Harvest, Remembrance and Christmas. These have proved very popular and are being followed up in 2021 by services for Valentine's Day, Mother's Day and Easter.



Our first community video (harvest) received 514 views, the Remembrance video received 569 views, and the Christmas service received 1,300 views. Our own research has indicated that on average 1.4 people watch each video, so those YouTube views may equate to 719, 797, 1820 viewers, respectively.

Some of those who have appeared in these community videos are shown on the front cover of this report.

The Community Videos have been promoted via Facebook ads and through interacting with various Facebook groups that have a Bermondsey focus. In addition, we began our own 'God Loves Bermondsey' Facebook group in November which has grown from 30 members to 140 members, most of whom are not members of our churches.

Re-opening arrangements & Lockdown 2

The churches re-opened for private prayer from 20th June; for Midday services including Holy Communion from 22nd July, and for Sunday worship from September 6th. Each step involved careful attention to risk assessments and putting into place the various measures necessary to ensure that our buildings and activities conformed to all the relevant Covid regulations. I am very grateful to those who carried out these preparations and to those who have manned our buildings for private prayer and midday services.

When we returned to church, worship was certainly different. Congregational singing was not allowed, services had to be shorter than usual, and communion had to be offered only in one kind. Neither refreshments nor Sunday school groups could take place. In addition, we had to sit socially distanced from another. We had to sanitize our hands, wear face masks, and supply our details for track and trace. It felt strange but it was good to back together for communal worship.

On Sunday 1st November our churches were once again closed by the Government in view of the growing numbers of infection and so we had to move exclusively to online worship for the month of November.

Fortunately we were able to re-open for worship at the beginning of December, in time for the Christmas services which were able to take place, albeit in as different format than usual.

The live services in church were supplemented by an online Christingle, an online carol service and an outdoor carol service in St James's Churchyard (pictured below).



On a personal note, during the year I have been engaged in a lengthy research project for the Diocese, and I have continued to teach the curates at IME, to meet those exploring a vocation to ordination in my role as an Examining Chaplain for the Bishop of Southwark and to serve as Area Dean of Bermondsey.

Beyond the parish I have continued to serve on the General Synod and as chair of the five Patronage Trusts of the Church Pastoral Aid Society which are involved in the placing of incumbents in parishes up and down the country.

This year has been a hard year for so many. Many families are bereaved. Others have suffered from isolation, mental health issues, financial worries and the loss of jobs. Many have struggled with working from home and looking after their children at the same time. Others have found the sheer uncertainty created by Covid have significantly raised their levels of anxiety.

The restrictions on public worship have been unprecedented in recent history, yet we recognise that the Government's decisions have been made for public health reasons and that it is right that we Christian, as part of our duty to love our neighbour, we should do everything we

can to work for the common good and to cooperate with the civil authorities at a time of crisis.

We are thankful that the word of God is not chained, that we are still able to hear God's word and worship, albeit in very different ways. We are grateful for all that technology has provided to keep us in touch with each other and to bring us into contact with many new people. We are thankful for all that we have learnt this year, including perhaps how to be more thankful (for the things that we have otherwise taken for granted), how to do old things in a new way, and how to do some new things and acquire some skills we would otherwise not have. We are particularly thankful for new hearers of God's message and new participants in worship.

In everything we need to need hear what 'the Spirit is saying is to the churches' (Revelation 3.22). We need to ponder God's message to us through this pandemic which has humbled the world and stopped us in our tracks.

And we need to go on trusting our good and glorious God who works out all things according to his plan and purpose, confident that he who began a good work in us will bring it to 'completion on the day of Christ' (Philippians 1.6).

Gary Jenkins (vicar)

Urban Missioner Report

To say that 2020 was an extraordinary year would be an understatement. When the year began we were all thinking that Covid would not affect us very much here in the UK. How wrong could we be?

We started the year engaging in reaching out in many different ways. Men's breakfasts, Wednesday Night Church, Bible Zone, RSG, St James toddler group, Bermondsey Brew all making contact and developing relationships

with people outside of the church. As you know by the end of March everything had to be put on hold. Funeral ministry carried on all be it in a very restricted way that could not be as relational as it would normally have been.

However, on the positive side we transitioned to recording our services and broadcasting on line. We began Bermondsey Daily Message that was on line 5 days a week initially and then reducing to 3 days by the Autumn when live church was able to re-open.

Alongside of the week on week offering online we produced some Video specials. Bermondsey Community Harvest Festival. Bermondsey Community Remembrance Day Bermondsey Community Carol Service and an online Christingle. All of these attracted a large number of hits on the various platforms they were uploaded onto.

Following the Carol Service several people signed up to a Christian Basics Course on Zoom. A big thank you to anyone that contributed to this online work as well as to those that enable the other activities to go ahead in the first two and a half months of the year prior to our being in lockdown.

On a very personal level, it wasn't an easy year in the Warren household due to Mandy's operation. I would like to thank everyone for their prayers and support during a challenging time for us.

Paul Warren



Curate's Report 2020

It is a sad fact that for much of 2020 we were unable to meet together on Sundays. One member of the congregation said to me, "So you're out of a job, then." Hopefully this report sheds some light on what goes on 'behind the scenes' in the life of your curate.

2020 began positively with a great series preaching through the book of Acts. I especially urged us all to support and join in with the work of taking the gospel message out into Bermondsey, just as the apostles and early Christians took the good news about Jesus to the world. And I am pleased to say that that work continued unabated throughout the year.

Before Covid-19 reached the UK I was part of BibleZone at St James' School; I developed friendships with a number of Bermondsey Brew's patrons who began to come along to Wednesday Night Church; I also travelled up to Leeds to work with the Christian Unions in putting on a week of excellent evangelistic events. My primary input was to give 5 talks to students at Leeds University. It was an great way to grow in my own ability as an evangelist and a privilege to serve with so many people who were so eager for people to hear about Jesus.

Back in Bermondsey I met with families and individuals for Baptism preparation or to offer support.

Then came Coronavirus. Some things did not change: I continued teaching New Testament Greek to students at the local Cornhill Training Course – now via Zoom; I continued to preach; in place of Wednesday Night Church some of us in our 20s and 30s met on Zoom for a Bible Study going through 1 Corinthians; school governors meetings also continued online; monthly curate's training at Trinity House continued online and I also completed three assignments as part of IME over the course of the year.

Some things stayed the same, but I also had to adapt. The biggest change came when churches

were closed. At first I suggested streaming a service to Facebook using my mobile phone. Our first streamed service was on Mother's Day. This did not work very well and had various limitations – not least it prevented us from singing. Come Easter we made the decision to try a pre-recorded service including songs purchased from iSingWorship (thanks to God that they waived their copyright restrictions to enable us to use them).



Providing these services was not easy. We had to learn how to film, get good audio, edit videos, run a YouTube channel, etc. I spent a lot of time watching filming and editing tutorials to help me understand how to do all of this. I had never filmed or edited a video before. To date (Feb 2021) I have filmed and/or edited about 240 videos (Paul Warren has edited the others).

Wonderfully, not only did we manage to provide a church service online but we discovered the evangelistic potential of online content and I am very pleased to have been involved in the creation of the 'Bermondsey Community' special services: Harvest Festival, Remembrance Sunday, Carol Service and Christingle. These have been watched by hundreds of people outside of our two congregations.

They take a lot of time and thought and effort to produce (just think how many credits there usually are at the end of a 30 minute TV show) but have proved successful. For the first time since I arrived in Bermondsey, Christmas guests signed up to the evangelistic course we advertised. Thanks to all who have featured in these!

In addition to Sunday services and specials, I also set up the Bermondsey Daily Message YouTube channel which is where our Bermondsey Daily Message videos and St James' School Assembly videos are located. Initially I was speaking in 2 and editing 5 videos a week (on top of Sunday's service), but was a lot of work so after a while Paul started to edit some Bermondsey Daily Messages and then some Sunday Services too. Gary also suggested I take an extra day off 3 times a month as I was becoming exhausted. Apart from providing online ministry I also began (along with the ministry team) regularly telephoning certain members of the congregation who might be particularly affected by lockdown to see how they were and offer support.

On a personal note, we had the joy this summer of welcoming Rose into the world on 20th June. However, due to Rebecca's pregnancy and then during the early months of Rose's life we were classed as vulnerable. This meant that I was unable to conduct funerals for most of the year but I conducted one funeral on 22nd December. Christmas is a sad time to lose a family member, but a good time to hear the good news of the one who was born to raise us from the earth, born to give us second birth.

2020 was an exhausting year but everything I do here is an attempt to serve our Lord and I am glad to continue that work in 2021.
Jacob Mercer



Pearly King & Queen interviewed for Remembrance

Reader's Report - Adrian

Well, what a year 2020 was! The pandemic reminded us of the fragility of life – ‘our life is like grass’ (Psalm 103 v 15) – in the face of huge forces of nature – wind is not so different from an invisible virus that transmits through breath (Psalm 103 v 16). Lockdown emphasised that the Church is not a building, but the people of Christ, and opened up a whole new way of meeting to pray for the Kingdom, to learn from Scripture and to encourage one another in faith, hope and love. ‘The UK Blessing’, among many versions of that song on YouTube, remains a highlight for me.

In terms of my formal ministry, I preached twice and led services 5 times between January and March 2020 and then preached twice and led once in the period between September and December. In the autumn I also led services of Morning Prayer on Wednesdays at St James (as part of Open Church) and spoke on 17 Bermondsey Daily Messages from different locations in Bermondsey, including several from the Salmon Youth Centre. Thanks are due especially to my son Tom for his help with filming. I was invited to preach and lead services at two other churches, first in February at St. Philips Avondale Square and then in September at St. Barnabas, Eltham. I enjoy visiting other congregations and the thing that stood out for me is that they both read a portion from the Psalms each week; and at both I was able to draw on readings from the Old Testament, the Epistles and the Gospels.

Nationally, I was able to influence the final versions of two important documents about the role of lay people. One called ‘**Kingdom Calling**’ which looks at calling, service and discipleship for lay people; and the ‘**Vision for Lay Ministries**’ which calls for a flourishing of a wide range of lay ministries, both among the fellowship of believers and in service of and outreach to the local community or place of work etc. Both reports sit well with the changing nature of Reader Ministry as it moves to a much stronger focus on ‘Monday to Saturday’ discipleship, evangelism and mission.

All of this has all been galvanised by the Report ‘**Setting God’s People Free**’ which was approved by General Synod in February 2017. Focussing on the million anglican Christians (98%) who are not ordained or licensed, it aims for a twofold culture change within the Church within 10 years – our very own ‘moon-landing’ project (a reference to President Kennedy in 1962). First, to re-focus and re-energise the discipleship of every Christian onto the whole of their life and not just what happens on Sunday and/or within the four walls of church building. Second, to ensure that those who are lay and those who are ordained feel equally valued - so that, all together, we can become a **community of missionary disciples**.

Away from the United Benefice, I continued to serve as Chair of the Trustees of Salmon Youth Centre (the 4th member of the Group Ministry), on Bermondsey Deanery Synod and as Lay Chair of Southwark Diocesan Synod. I continued as a member of General Synod and on Archbishops Council and to administer the regular prayer meeting for ‘Christians for Transformation in Bermondsey & Rotherhithe’.

Adrian Greenwood

Reader's Report – Penny

There is no doubt that 2020 was a very unusual year. It started off well, sharing in Barbara and Lawrence’s celebration of their Golden Wedding, and then preaching for Epiphany at St James on Sunday and the next day celebrating the actual festival with the whole of St James’ School in Church to mark the beginning of the new term.

In January we had the pleasure of getting to know a young German girl at St Anne’s and at Wednesday night church. She was working as an ‘au pair’ for a local family, but it didn’t work out too well, and after a while she decided to go home. She came and stayed with us for a few days whilst getting travel arrangements sorted, and we found her a delightful guest. She was so

grateful for the welcome and support she had received at St Anne's.

My next highlight was being asked to take a morning service at St Philip's, Avondale Square, while they were without a Vicar. It took me down memory lane, as I had lived in the square in the late 70s when doing some community work in the area for a charity. In fact it was our first home when we got married, and during that time I had helped in the parish during another vacancy, including duplicating the Parish News-sheet on an ancient printing machine.

The middle of February saw us taking a week's holiday to go to the Holy Land. How lucky we were with the timing. It was a memorable trip, full of biblical images - really bringing the stories of Jesus to life. But towards the end of the week, our tour guide started sharing the anxiety some of his colleagues were feeling about a cruise ship from Korea, and the large groups of mask-wearing tourists visiting the sites. Covid was getting closer.

We returned home having to be careful about not touching each other's hands in church services or over coffee afterwards, learning to cough into our elbows, thinking twice before travelling on a crowded bus or tube. Life was becoming strange. Then the crunch came.

The PCC Saturday morning was called off; Mothering Sunday services cancelled, and finally, LOCKDOWN! The word "unprecedented" had never before been heard so much.

All credit to our clergy team for swiftly working out how to get on-line, and gradually, over the months, to devise ways of reaching out to those without the electronic means to view the recorded services.

My day-job continued throughout, from home for a couple of months, but keeping me busy anyway. As the weather improved, we enjoyed the quiet, traffic-free days, the bird song in the gardens and streets (thank you Ada Salter for all those trees!), the spring flowers brightening our days, daily exercise walks by the river and in the park. And the joy of occasionally bumping into

(not literally of course!) friends or neighbours for a socially distanced catch-up. Then home to make a few phone calls to catch up with others.

So gradually we settled into a temporary "normal": Bermondsey Daily Messages; Sunday Services on YouTube; PCC meetings, Wednesday Church and Sunday Prayer on Zoom (which most of us had never heard of till March 2020!). Schools were mostly closed, and how I miss going into St James' every week to hear children read. A weekly "church" assembly is now recorded so the children can watch it whether they are at home or in school. We did manage to have a Leavers' Service in church in July for the Year 6 children moving on to secondary school. Three services actually, one class at a time, with the Gospels being presented to the children by their own teacher, all kept within the safety of their "bubble".

You may have seen me on screen occasionally, though I must say it is not a form of communication I relish. Still, I'm grateful to Gary for inviting me to take part now and then. And I'm really looking forward to being able to meet you all again in face to face situations whenever that may be.

Till then, stay safe, take care, and God bless you all.

Penny Molyneux

St Anne's Fabric Report

St James Fabric Report

The beginning and end of 2020 were marked by essential works to make the building water-tight – in between, because of national Government requirements to reduce the spread of the COVID19 virus during the pandemic, we had to close the building to public worship for 3 months from late March to mid - July. The Buildings Committee met regularly throughout 2020, mostly via zoom

The work which took place in January 2020 was to repair the surface of the portico and the steps in order to reduce seepage of rainwater into the Crypt, as it had become very damp in places. The work was carried out by the firm which had restored the drinking fountain in late 2019, under the supervision of the Church Inspecting Architect, Nicholas Weedon.

In September, large parts of the Crypt were cleared of debris, and New Ash Electrical was commissioned to replace the lighting, including installing emergency lighting. The work was carried out under a Faculty obtained in 2017. We received some grants and special donations towards the cost of the works and expect that the balance will be covered by rental income over the next few years. It's been difficult to attract any new lettings during 2020 because of the pandemic. The Buildings Committee are discussing how to improve access to the crypt so that better use can be made of this wonderful space.

In November, Bob Gleaves and Adrian Greenwood carried out a number of smaller tasks identified by the last Quinquennial Inspection and some other minor jobs. These included – re-pointing the plinth at the east end, to reduce water ingress, safety repairs in the clock mechanism area, and repairs in the kitchen including new shelves. Michael Stokes and Adrian dealt with the buddleia on the roof of the porch at the east end. And Bob gave the sound equipment a thorough overhaul in preparation for the Carol Concert. We are certainly going to miss Bob's knowledge of the building, specialist expertise and practical skills as he and Lesley move to Cheshire.

In December, we carried out emergency repairs to the portico roof which was leaking due to splits in the lead-work. The problem had been spotted by Nick Weedon in August and Bob's quick thinking to use scaffolding as it was taken

down from the flats opposite the church helped to get this work done at a reasonable cost.

In 2021, the Buildings Committee have commissioned the re-painting of the three sets of doors and railings at the west end. The computer panel which controls the clock chime also needs to be replaced. Cleaner Greener Safer (CGS) have agreed funding to replace the light fittings on the flood-light poles in the churchyard, so this work will now proceed.



The draft Master Plan for longer term re-ordering of the interior, to make it more flexible for worship, welcome and community use includes an outline scheme for a new external ramp onto the portico and we hope to make progress with planning and fundraising for this during 2021.

Marian Greenwood, Patricia O'Connor,
Churchwardens.

Bermondsey Brew

Bermondsey Brew ran as normal during January and February 2020 but at the beginning March, it became clear to the team of helpers that it would not be safe to continue as it would be difficult to keep families social distancing from the older visitors. In any case, many of the helpers were in the more vulnerable age group themselves. So we held our last session on 9th March 2020 and within a couple of weeks, churches were closed down nationwide, confirming that the decision to close had been a wise one. However several of the regular members still met together for a chat in the churchyard and when I was out for my daily exercise I often met people who had been regular attenders who would say how much they were missing Bermondsey Brew.

On one Monday afternoon during the summer when it was permitted to meet in small groups outside, we gave out cakes to the older members in the churchyard, keeping it to a short period before any families might be passing by. People spread out around the grass area keeping social distancing and it was good to hear how people had been keeping safe and optimistic, despite all the restrictions.

Once church re-opened for public worship in September, and groups of six people were allowed to meet in the open air, we restarted in a very small way on the portico, spreading out tables and facilitating hand sanitising, social distancing and record keeping, in case track and trace needed information on attendance. We just opened for the adults from 2-3pm, closing before any families might arrive, as there seemed no way we could ensure children remained in their school bubbles or kept separate from the vulnerable adults. We continued this until the end of October, when Lockdown 2 meant we were unable to meet, then restarted for two weeks in December. It was getting quite cold by the last time we met and everyone agreed that it would be wise to close, due to the local increase of cases of infection.

I feel very sad that we have not been able to offer anything to local families, many of whom

live in small flats with little access to play space for the children. The closure of toddler groups has meant that many babies and small children have been missing out on social contact outside of their family at such an important stage of their development. So I look forward to the time when we can reopen, probably in a different format to start with, so that we are able to offer opportunities for people of different age groups to meet, and experience the love of Christ as we serve them in our beautiful building.

Marian Greenwood

Friends of St James Churchyard

The Friends of St. James Churchyard Group was established in January 2015. Its purpose is to work together to promote the good management, maintenance and development of the churchyard in relation to its primary uses as (a) the setting for a Church building of architectural and historic interest, with an active congregation (b) a park for use by the local community and (c) a pedestrian thoroughfare. There is also interest in developing the ecological and educational aspects of the churchyard. There is a Core group of people comprising the local ward councillor (Anood al Samerai), officers from the Council Parks Department and its contractors and representatives of the PCC and the local community who meet regularly to take forward the purposes.

The Group met once in person in February 2020 before lockdowns curtailed any further meetings. Grant approvals from the Veolia Foundation, St. Olaves and Bermondsey United and LBS Cleaner Greener Safer (CGS) meant that we reached our fundraising target for the new **Bermondsey joy – slide**. As a result, the Council was able to commission the construction, which started on site in November 2020, was practically complete in January 2021 and the new slide will be formally opened later in the year (exactly 100 years after the opening of the original slide.) Thanks are due to many people for making this happen. We hope that the new

slide, although a lot smaller in size, will bring as much joy and as many memories as the original slide.

In addition, during 2020,

- The Council cut down a couple of diseased trees and heavily pruned the shrubbery in the SW corner by the Vicarage;
- The Council also repaired the boarding around the pond;
- Members of the congregation planted tulip bulbs in some of the flower beds;



- I submitted a funding application to CGS for ‘green’ light fittings to our two floodlight stands – Ward Councillors awarded a grant of £6,750 on 17 Feb 2021, so the works should proceed before too long;
- I discussed with Parks Dept. the route of a possible new external ramp across the end of the Memorial Garden to the raised plinth beneath the Portico.

Concerns have been raised about the state of the flower bed in the Memorial Garden, where the ashes are strewn. The area is not intended for families to place their own mini-memorials. Instead, memorial plaques can be fitted to the Board in the narthex. The Group will be taking up this matter with Parks Dept. Fortunately, the incidence of anti-social skate-boarding declined during 2020. Hopefully, good progress will be made in 2021 towards fundraising for the new wheelchair ramp.

Adrian Greenwood

Ladies Bible Study

The Ladies Bible Study Group started off very well, with well attended weekly meetings being held, as usual, at St. James Church in the south lounge from 10am to as near as 12pm as possible.

Starting with tea/coffee and a quick catch up we would then launch into our study and end the meeting by praying together. Just prior to lockdown we had been watching a series of talks on what it means to be a Christian and the Christian Life. Unfortunately we were unable to complete the series due to the first lockdown being announced in March.

During the various lockdowns we have managed to continue to support each other, and this has been mainly via our Bible Study WhatsApp group, and what a support and encouragement it has been. A couple of times we met on zoom, but not all group members had access. Also, on a few occasions, during the earlier lockdowns, it was possible to meet outside as a group of six, when adhering to social distancing rules. Individual members have also been able to give practical support and help to each other.

I think I speak for all the ladies when I say that we miss the intimacy of meeting in person, talking about God and studying His word together. It’s exciting and challenging. It is something that we would all like to get back to as soon as possible. But we also thank God for His goodness, lovingkindness and faithfulness that he has shown towards us during what has been a very challenging time for all of us, in different ways. We are finding, as Psalm 46 says, that...God is our refuge and strength, an ever-present help in trouble.

Mandy Warren

St Anne’s Safeguarding

St James's CE Primary School

For large parts of the year most of the children have been engaged in online learning at home with only a small number of vulnerable children and children of key workers being on site at Old Jamaica Road.

At other times school has been open on both sites and lessons have continued as usual but all kinds of modifications to the school routine have been necessary in order for children to be able to stay in their 'bubbles' and not mix with children in other bubbles.

One big change has been that whole school assemblies have not been able to take place nor have we been able to have our usual whole school gatherings in church at the beginning and end of every term. Instead, the children have been having class assemblies and Jacob, Paul, Penny and I have been delivering our weekly church assembly via YouTube.

We were pleased that each class of leavers were able to come to church for their own leavers' service as a bubble and each child was presented with their Bible as usual. In addition, we were able to have an end of term service for Christmas

with children from every class linked together via Microsoft Teams, and the church YouTube channel was able to host the various nativity plays and mini-concerts produced by each year group for Christmas.

We are thankful for all the hard work of teachers, staff, governors and children during this challenging time and we look forward to a gradual return to normality in due course.

Gary Jenkins

Chair of Governors.

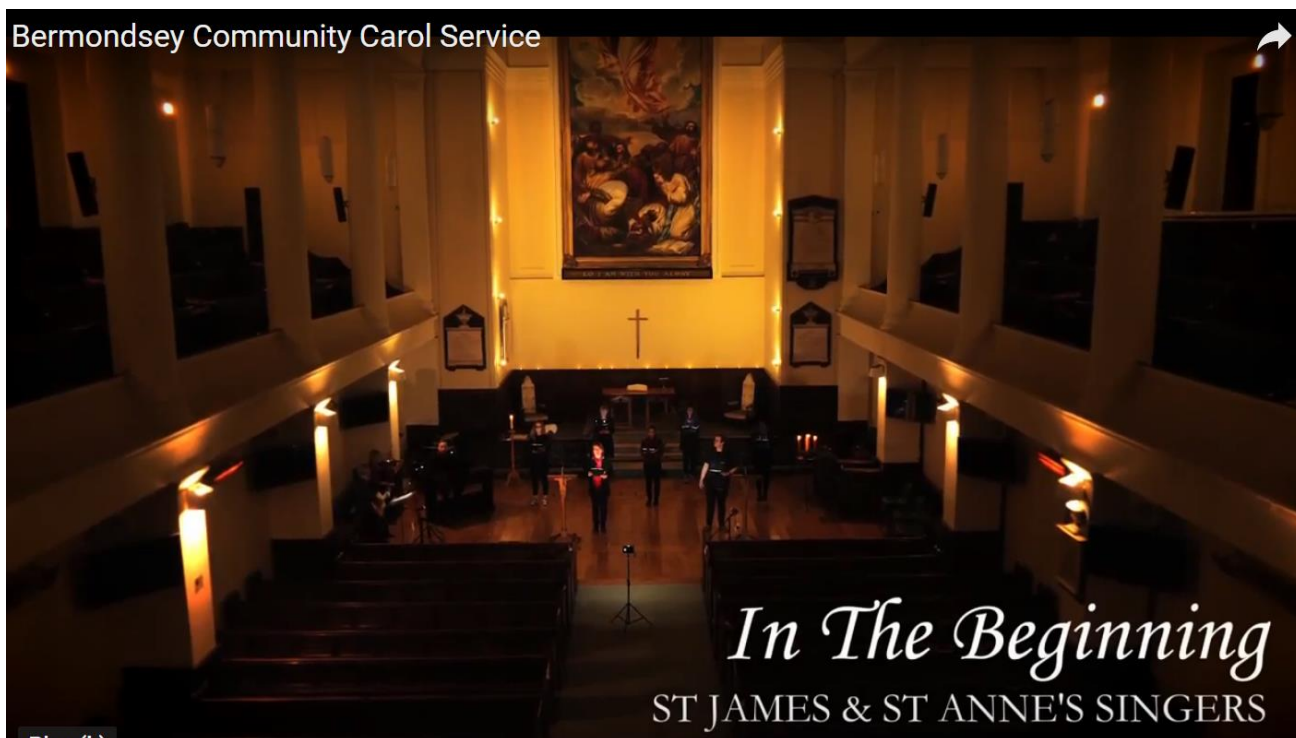
St James Safeguarding

Due to COVID there was nothing to report in 2020

We at St James' will follow the policies provided by the Diocese and the new revised 'Safe Church' has been downloaded and is now in the Vestry.

Safeguarding is now a regular item on every agenda.

Everybody that works with, or is involved with



From the Christmas online service

children or vulnerable adults should make sure that,

1. They have a DBS (for Church)
2. Should attend Safeguard training. This should include Sides people, Sunday group leaders, and anyone involved with activities in church. Please see either myself or Adrianna for a check. All Sunday group leaders and helpers have all got up to date DBS's.

We welcome Odel Rugema who will be on a placement with St James and we have received his DBS.

During this last year 2020/2021 due to lockdown I haven't been able to update the records but hopefully by April I will be able to meet the couple of people Whose DBS will need to be updated.

In March 2019 the PCC agreed that the new arrangement for serious safeguarding incidents will be reported to the Charity commission.

All information regarding Safeguarding can be found on Notice Board in the south aisle. Will also update where necessary.

Safeguarding Officers
Patricia O'Connor & Adrianna Villamil

Deanery Synod

In a normal year, Deanery Synod usually meets in person on 3 occasions. Meetings are open to all members of congregations to attend.

The first meeting of 2020 took place in **January**. The guest speaker was Ish Lennox, Lay Leadership Development Adviser for the Diocese. Ish spoke about the importance of and the resources available for '**Everyday Faith**' – faith from Monday to Saturday, at home and in the workplace (wherever that is). **The whole of God's Church (that's you and me) involved in the whole of God's Mission for the whole of life and in the whole of God's world.** Very important and very inspiring.

The meeting planned for **June** 2020 was cancelled due to the COVID 19 pandemic. The 3rd meeting went ahead in **October** with two main speakers. Ivan Ibuno, a Reader at Holy Trinity Rotherhithe, who had attended St James for his placement, spoke about his take on the killing of George Floyd in America and the response across of the world of '**Black Lives Matter**'. How should Christians and the Christian Church respond? Ivan felt that this was an issue where Christians need to speak out and not collude with a conspiracy of silence, ignorance or prejudice. Everyday, casual racism is an issue that touches everyday life, including for his children.

The 2nd speaker was our own Gary Jenkins. In the **400th anniversary of the sailing of The Mayflower from London and then Plymouth** carrying those escaping religious persecution and intolerance to a new life in what is now America, Gary reminded everyone that the Christian and biblical principles that the Pilgrims stood for formed the foundation of the modern system of universal rights of the freedom of speech & conscience and the freedom to express and live by one's religion in openness and safety, rights which are under much strain in today's society. Of course, the story of the Mayflower has a special resonance locally because the ship was based in Rotherhithe and the Captain, Christopher Jones, lived in Rotherhithe and is buried in the churchyard of St Mary's Rotherhithe.

2020 was supposed to be the year for 3 yearly **elections of lay representatives** by parishes to Synod. Because of Covid19, the start of the new Synod's period of office was deferred to 1 December 2020. And permission was given to defer the 2020 APCM. So as things stand, those elected in 2017 remain in office until the 2020 APCM is finally held. When that does eventually take place, St Anne's will be asked to elect two people and St James, three. These people will then be part of the electorate who will elect representatives first to Diocesan Synod in June 2021 and then to General Synod in September 2021 – so very important.

The need to establish the **Deanery Leadership Team** (DLT) for Bermondsey Deanery continues and now needs to be refreshed for the new triennium. The Team will work together to agree some priorities for **co-ordinated mission activities across the Deanery**.

Adrian Greenwood

Diocesan Synod

There are usually three meetings of Diocesan Synod in a normal year. But, of course, 2020 was hugely disrupted by the COVID19 pandemic, an early casualty of which was the **March meeting**, which was summarily cancelled at a few day's notice shortly before the Government announced the national lockdown on 23rd March 2020.

By the time of the **July meeting**, most people had found out how to use 'zoom' technology so a full, albeit shortened, meeting was held on-line. This meeting received the **annual audited accounts to 31/12/2019** plus the Trustees Annual Report (TAR). Financially and missionally the Diocese was in a good place at 31/12/2019. There were two other main pieces of business, namely to receive reports of the actual and projected **impacts of the COVID19 pandemic** on Diocesan finances and the life of worship and mission in the parishes. The Diocesan Secretary had moved quickly to reduce costs at Trinity House by making a number of posts redundant, but the good news was that parish giving was holding up better than expected and that parishes had adapted well to worship, fellowship and outreach on-line – many congregations were attracting new viewers to their on-line services, although not necessarily from within their own parish. The other item was to approve new Model Rules for Deaneries & Deanery Synods, although the start of the new period of office of the new Synods was deferred by a few months to 1/12/2020.

A fuller meeting took place on **5 December** when the **budget for 2021** was approved, plus a

3 year financial forecast. This projected a budget deficit for 2021 of £3m, with the Diocesan finances eventually projected to return to balance by the end of 2023 – so a sobering position to be in. Having said that, the final out-turn in 2020 looks like a break-even position, maybe even a book surplus, much better than envisaged back in July. This position was achieved by most parishes keeping to their pledges, the sale of a surplus vicarage and a grant from Archbishops Council of £600k.

The Synod also received reports on the draft Annual Objectives for 2021, set within the Strategic Objectives for growth contained in the Southwark Vision which runs to 2025; on '**Growing Faith**' – programmes aimed at strengthening the links between home, school and church; and the work of the **Board of Education**. Synod also approved the number of lay and clergy places that each Deanery will be able to fill by elections due to take place in June 2021 – in Bermondsey Deanery it's 2 lay and 2 clergy places across the Deanery. At both meetings, a member spoke about '**This Time Tomorrow**' and there was an opportunity for Members to submit formal **Questions** on aspects of Diocesan life and witness.

I continued as Diocesan Lay Chair throughout the year and so, also, continued to serve as a Trustee/Director of the **Diocesan Council of Trustees**, which brings together in one meeting 4 bodies – Bishop's Council, the Board of Finance, the Mission & Pastoral Committee and the Parsonages Board.

Finally, I once again organised the annual Conference for the Diocesan Lay Chairs in February 2020, just before the start of lockdown. This continued its focus on Setting God's People Free – which seeks to '**equip the whole of God's Church for the whole of God's mission in the whole of life and the whole of God's world**'. .

Adrian Greenwood

PCC Annual Report 2020



Aims and Purposes

St Anne's Parochial Church Council has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

St Anne's PCC is specifically responsible for the maintenance of the church hall and parish church of St Anne's.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our churches and to become part of

the parish community of St Anne's. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable ordinary people to live out their faith as part of our parish community through worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus; provision of pastoral care for people living in the parish; and missionary and outreach work.

To facilitate this work it is important that we maintain the fabric of the church and the church hall of St Anne's.

Achievements and Performance

Please see pages 2 to 8 in this report for further details.

Report of PCC meetings

St. Anne's PCC held one joint meeting with St James PCC pre the Covid-19 pandemic and two joint PCC forums via Zoom. In addition to this St Anne's PCC held a separate meeting via Zoom in October 2020.

The following matters were discussed by the PCC: becoming a member of the Evangelical Alliance; safeguarding training for PCC members and members; faculty application for church sharing with Tower Christian Centre which was granted; Mission Action Planning; Woolwich Area Mission Grants for the St Anne's fun day, this was granted; sharing God-given gifts in the church; repair works to St Anne's crèche which did not need a faculty; arrangements for the re-opening of the church buildings for public worship

from 4th July including new guidelines; Act of worship mid-day from 22nd of July; the change of service times from 10am to 9.30am at St Anne's from September 5th; the PCC's financial position for 2020; parish pledge share for 2021.

The PCC agreed to become a member of the Evangelical Alliance and to reduce our parish pledge 2021 to £7,500 due to a significant loss of hall income in 2020.

Worship and Prayer

Services of worship took place on Sunday mornings when the church was not closed because of Coronavirus. At other times worship took place online. There were no weddings or baptisms during the year, but funerals took place as usual, although the numbers attending was reduced by the Coronavirus regulations.

Deanery Synod

Lay representatives of the Deanery Synod are also members of the PCC. This provides the PCC with an important link between the parish and the wider structures of the church. A report on the activities of the Deanery Synod will be submitted to the Annual Parochial Church Meeting.

The Church Buildings

A report on the state of the fabric of the church buildings will be submitted to the Annual Parochial Church Meeting

Mission and Evangelism

We are committed to sharing the Gospel of God's grace with our community in word and deed.

Ecumenical Relationships

St James and St Anne's church are members of Christians for Transformation in Bermondsey and Rotherhithe, an informal network of churches of various denominations that work together in the area in the work of mission.

Structure, governance and management The method of appointment of PCC members is set out in the Church Representation Rules. The membership each PCC consists the licensed clergy, churchwardens, members of the deanery synod and members elected by those members of the congregation who are on the electoral roll of the church.

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

Administrative information

St Anne's Church is situated in Thornburn Square, Bermondsey . It is part of the Diocese of Southwark within the Church of England. The correspondence address is 4 Thurland Rd, London, SE16 4AA. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2006) and a charity currently excepted from registration with the Charity Commission.

PCC membership

Clergy: Gary Jenkins; Jacob Mercer

Urban Missioner: Paul Warren

Churchwardens: Mavis Shute; Graham Russell

Deanery Synod: Deborah Beyioku; Ruth Reid

Reader: Penny Molyneux

Lay representatives: Ken Bedford; Deborah Irish; Mandy Warren; James Gilliland; Jacky Weise

St James with Christ Church & St Crispin, Bermondsey

PCC Annual Report 2020



Aims and Purposes

St James Parochial Church Council (PCC) has the responsibility of 'co-operating with the incumbent in promoting in the ecclesiastical parish, the whole mission of the Church, pastoral, evangelistic, social and ecumenical (PCC Powers) Measure 1956).

The PCC of St James is responsible for the maintenance of the parish church of St James.

Objectives and Activities

The PCC is committed to enabling as many people as possible to worship at our churches and to become part of the worshipping community of St James. Our services and worship put faith into practice through prayer and scripture, music and sacrament.

When planning our activities for the year, we have considered the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable people to live out their faith as part of our church community through: worship and prayer; learning about the Gospel; and developing their knowledge and trust in Jesus; provision of pastoral care for people living in the parish; missionary and outreach work in the parish of St James, Bermondsey, and through our mission giving, elsewhere in the UK and overseas

To facilitate this work it is important that we maintain the fabric of the building.

Achievements and Performance

For details of achievements and performance during the year please see pages 2 to 11 in this booklet

Report of PCC meetings

The PCC of St. James met formally on two occasions during 2020, once in person and once via Zoom, and twice informally, also via Zoom. The first occasion was in person on 3 February, several weeks before the first lockdown commenced. The meeting was combined with that of the PCC of St. Anne. The

PCC approved the grant of a new Licence under Faculty for the North Aisle and agreed to become a member of the Evangelical Alliance, along with St. Anne's. It discussed Safeguarding issues, Portable Appliance Testing and the need to tackle an outbreak of mice in the kitchen and crèche. The PCC also discussed a number of issues which were then 'put on hold' because of the pandemic and lockdown; these included Mission Action Planning, new Pew Bibles, contactless giving, election of Deanery Synod reps and the date of the 2020 APCM. To end the meeting, David Chavannes led a helpful discussion on sharing the gifts of the congregation.

The PCC held a forum on Zoom on 1st April to discuss arrangements for church life during the Coronavirus epidemic. There was further informal discussion via zoom on 7 July about plans to re-open the building for public worship at the beginning of September. Open Church, including Mid-day Prayer on Wednesdays had already commenced.

The second formal meeting took place on 2 November. The main item of business was to consider the draft unaudited Financial Statements and draft Trustees Annual Report (TAR) to 31/12/2019. The accounts showed good improvement after the exceptional expenditure on the masonry repairs contract in 2018. Giving was up which was encouraging, which enabled the PCC to feel confident to pledge the sum of £35,000 to the ministry costs of the Diocese for 2021. This was in addition to the PCC's financial contribution to the stipend of the Urban Missioner and the housing costs of the Curate. The Financial Statements were sent forward for independent examination. A number of comments were made about the TAR. The Treasurer also spoke about the likely financial out-turn for 2020 (in surplus) and the prospects for 2021 – very much unknown.

The PCC agreed to share the Mission Giving for 2019 based on the 2018 income between 3 Christian charities – Salmon Youth Centre; Church Mission Society and the Barnabas Fund - £2,500 each.

The PCC also discussed the Church of England's response to the lockdown, especially the compulsory closing of church buildings for public worship and the banning of communion in both kinds and expressed the view that the deferred 2020 APCM should be held as soon as possible after the Financial Statements had been audited. The Vicar explained that with another lockdown likely to be announced, the annual Service of Remembrance would probably not be able to take place in person. Fortunately a Bermondsey Community on-line service had been prepared.

Formal decisions taken at the zoom meeting, and other decisions, were confirmed through the new procedure under Rule M29 of the Church Representations Rules 2020, which permitted decisions to be taken by correspondence (either by email or by physical post) .

Meanwhile, the Buildings Committee, a sub-Committee of the PCC, continued to meet regularly throughout the year, after March via zoom. Works were commissioned to the east and west ends of the Crypt and new lighting installed in the Crypt, under Faculty. The Committee continued to monitor progress with the Inspection Report and to discuss the Master Plan for internal re-ordering – it agreed to explore a new external ramp as the next step. The Committee monitored progress with the Joy Slide Project and at the year - end commissioned urgent repairs to the lead covering over the Portico roof which was letting in water which was damaging the plaster work.

Worship and Prayer

Services of worship took place on Sunday mornings when the church was not closed because of Coronavirus. At other times worship took place online. There were no weddings or baptisms during the

year, but funerals took place as usual, although the numbers attending was reduced by the Coronavirus regulations.

Deanery Synod

Lay representatives of the Deanery Synod are also members of the PCC. This provides the PCC with an important link between St James and the wider structures of the church. A report on the activities of the Deanery Synod will be submitted to the Annual Parochial Church Meeting.

Mission and Evangelism

We are committed to sharing the Gospel of God's grace with our community in word and deed, including through Bermondsey Brew, our community café and our Church of England primary school.

Ecumenical Relationships

St James is a member of Christians for Transformation in Bermondsey and Rotherhithe, an informal network of churches of various denominations that work together in the area in the work of mission.

Structure, governance and management The method of appointment of PCC members is set out in the Church Representation Rules. The membership of the PCC consists the licensed clergy, the licensed lay minister, churchwardens, members of the deanery synod, a Reader representative, an ex-officio member and members elected by those members of the congregation who are on the electoral roll of the church.

PCC Membership

Clergy: Gary Jenkins (vicar); Jacob Mercer (curate)

Reader Penny Molyneux

Urban Missioner: Paul Warren

Churchwarden: Pat O'Connor; Marian Greenwood

Deanery Synod: Simon Hughes; Nick Herbert; Jean McCorry; Parisa Herbert

Diocesan Synod: Adrian Greenwood (vice-chair)

Lay representatives: Abiola Adesanya-Shine, David Chavannes; Abieyuwa Onwudegu; Marjorie Hill; Tim McNally (Honorary Treasurer); Emmanuel Kode; Lesley Gleaves; Michael Stokes (co-opted); Ruth Reid (secretary, non-voting).

St James PCC has a buildings committee which oversees matters concerning the fabric of the building and reports to the PCC. A report on the state of the church fabric may be found on page 8

The PCC members are responsible for making decisions on matters of general concern and importance to the church including deciding on how the funds of the PCC are to be spent and overseeing the maintenance of the church building. New members receive initial training into the workings of the PCC.

Administrative information

The parish of St James, Bermondsey is part of a United Benefice with the parish of St Anne's, Bermondsey. Both parishes are part of a Group Ministry which also includes the parish of St Mary Magdalen, Bermondsey and the Salmon Youth Centre.

St James Church is situated in Thurland Rd, Bermondsey. It is part of the Diocese of Southwark within the Church of England. The correspondence address is 4 Thurland Rd, London, SE16 4AA. The PCC is a body corporate (PCC Powers Measure 1956, Church Representation Rules 2020) and a charity registered with the Charity Commission (charity number 1176709).



May God bless the people of Bermondsey

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey
Statement for the year ended 31 December 2020

		Notes			
<u>Incoming Resources</u>				2020	2019
		Restricted	Unrestricted	Total	
		£	£	£	£
Voluntary Income:					
- Tax Efficient Planned giving	1a	3,500	26,214	29,714	26,024
- Other Planned Giving		-	2,729	2,729	394
- Collections at Services		-	4,786	4,786	15,970
- Other Giving, including special appeals	1a	-	4,250	4,250	878
- Gift Aid recoverable not yet received			-	-	9,361
- Grants	1b	3,000	-	3,000	55,783
				-	-
Total Voluntary Income:		6,500	37,979	44,479	108,410
Activities for Generating Funds					
Income from Investments					
Dividends, interest, income from property etc.	1c	-	44,816	44,816	37,732
Church Activities					
- Statutory fees retained by PCC (weddings etc)		-	1,030	1,030	2,136
- Gross Income from trading	1d	-	5,615	5,615	11,879
Other incoming resources					
Any other income / receipts not already listed	1e	-	-	-	5,890
Total Incoming Resources		6,500	89,440	95,940	166,047

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey

Statement for the year ended 31 December 2020

Continued

Resources Expended

Costs of generating income		2020			2019
		Restricted	Unrestricted	Total	
		£	£	£	£
Church Activities					
- Mission giving and donations	2a	-	-	-	7,631
- Diocesan parish share contribution		-	31,000	31,000	30,000
- Salaries, wages and honoraria	2b	-	21,166	21,166	21,612
- Clergy and staff expenses		-	3,725	3,725	2,498
Church Expenses					
- Mission and evangelism costs		-	162	162	3,636
- Church running expenses	2c	-	15,890	15,890	16,087
- Church utility bills		-	3,413	3,413	4,120
Governance Costs (examination or audit fee)					
- Other outgoing resources	2d	-	22,007	22,007	3,892
Total Day to Day Expenditure:					
		-	97,363	97,363	89,476
Major capital Expenditure					
- Major repairs to the church building		30,871	-	30,871	20,183
		30,871	-	30,871	20,183
Total Resources Expended					
		30,871	97,363	128,234	109,659
Net of income and expenditure					
		(24,371)	(7,923)	(32,294)	56,388

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey

Statement for the year ended 31 December 2020

Continued

Current Assets

	2020	2019	
	£	£	
Deposits held by Diocese	-	-	
Cash at Bank	83,908	115,078	
Receivables	12,545	20,626	
Liabilities	(543)	(7,500)	
Net Assets	<u>95,910</u>	<u>128,204</u>	-

Represented By

Unrestricted Fund	80,569	80,792	
Designated / Restricted Funds	3	47,412	
	<u>15,341</u>	<u>47,412</u>	
	<u>95,910</u>	<u>128,204</u>	

Parochial Church Council of St. James with Christchurch and St Crispin Bermondsey
Notes to the accounts as at 31 December 2020

Note 1 - Receipts:

1a) £10,750 of grants and donations was received by the Joy slide appeal, which is held in the Friends of St James' Churchyard restricted account.

1b) The following grants were received towards the tower repairs and related works:

	2020	2019
	£	£
Woolwich Area Mission Fund:	3,000	4,462
	-	23,270
Listed Places of Worship Grant Scheme (VAT Reclaim)	-	28,051
	<hr/> 3,000	<hr/> 55,783

1c) Income from Investments

	2020	2019
	£	£
North Aisle (Artist Studios)	14,689	13,721
German Kindergarten	27,067	23,333
Design Boutique	3,000	600
Interest	<hr/> 60	<hr/> 78
	44,816	37,732

1d) Gross Income from Trading

	2020	2019
	£	£
Rhema Services	4,400	4,800
Other Church Hire	510	6,055
Other Trading	<hr/> 705	<hr/> 1,024
	5,615	11,879

1e) Any other income / receipts not already listed

	2020	2019
	£	£
St Anne's Expenses Occurred in 2020 Receivable	-	5,890
		<hr/>
	-	5,890

Notes to the accounts as at 31 December 2020
Continued

Note 2 - Payments:

2a) Mission Giving and Donations

The Church fund did not make any payments during the year in relation to 2020.

	2020	2019
	£	£
Salmon Youth Centre	-	2,500
Barnabus Fund	-	2,500
Church Mission Society	-	2,500
St Augustine	-	131
		<hr/>
	-	7,631

2b) Salaries, wages and honoraria

	2020	2019
	£	£
Church staff salary & payroll costs, including cleaner	11,162	11,758
Urban Missioner Stipend Contribution	10,004	9,854
		<hr/>
	21,166	21,612

The Diocese of Southwark pay 75% of the Urban Missioner's stipend, national insurance and pension costs, leaving 25% (£10,004) for the United Benefice. This is shared on a 75% / 25% basis respectively between St James and St Anne's

2c) Church Running Expenses

	2020	2019
	£	£
Support Costs	8,212	5,500
Bank Fees	40	80
Insurance	8,038	7,302
Service costs	(400)	450
Printing and Stationery	-	953
Repairs & Maint.	-	1,802
	<hr/>	<hr/>
	15,890	16,087

2d) Other outgoing resources

	2020	2019
	£	£
Payment to Deanery Synod	-	(20)
Friends of St James' Churchyard	18,450	-
Curate's Housing Contribution	3,557	3,912
	<hr/>	<hr/>
	22,007	3,892

Note 3 - Current Assets:

3) Fund reconciliation

	01-Jan-20	Receipts	Payments	Transfers between funds	31-Dec- 20
	£	£	£	£	£
Organ Fund	7,852	-	-	-	7,852
Mission Fund	11,843	-	-	-	11,843
Friends of St James' Churchyard	7,717	10,750	(18,450)	-	17
Church Fabric Repair / HLF Project Fund	20,000	6,500	(30,871)	-	(4,371)
	47,412	17,250	(49,321)	-	15,341
General funds	80,792	78,690	(78,913)	-	80,569
Total funds	<u>128,204</u>	<u>95,940</u>	<u>(128,234)</u>	-	<u>95,910</u>

The PCC has agreed to hold and administer funds on behalf of the Friends of St James' Churchyard.

The Church Fabric Repair Fund represents funds designated by the PCC for repair and maintenance of the Church building, and grants from the Heritage Lottery Fund for Church Building work.

**INDEPENDENT EXAMINER'S REPORT TO THE
TRUSTEES OF THE OF ST JAMES CHURCH OF ENGLAND, BERMONDSEY**

I report on the accounts of the charitable for the year ended 31st December 2020 which are set out on pages in this financial report .

Responsibilities and basis of report.

As the church trustees (who are also the directors of the company for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the church are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your church's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

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

1. accounting records were not kept in respect of the company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

**FOLAKE OGUNDELE, AGMA, CGMA
May & Moy Chartered Accountants
1 Cookson Grove
Northumberland Heath
Erith
DA8 1YE**

.....16 September 2021