



Keynsham Parish
Sharing Jesus Christ

Report to the Annual Parochial Church Meeting

on Tuesday 25th April 2023

at 7.30pm in the Parish Hall

**With separate accompanying accounts for
the year ending 31st December 2022**

Registered Charity Number 1128845

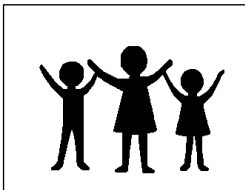
**Address for correspondence:
The Parish Office, 1 The Park, Keynsham, Bristol, BS31 2BL**

Email: Office@keynshamparish.org.uk

Keynsham Parish Team Rector's Report

The reports that follow in this booklet outline the activities of the four individual churches and the many parts of parish life, from mission to safeguarding, and including Deanery and Diocese. It includes Church life in all its rich variety, and I commend its content to you.....

I wish to briefly touch on four things:



People: Our staff

In September we were sorry to say goodbye to Izzy Brown as the Parish Children and Families Worker, however the work has been very ably continued by volunteer Claire Lowe since then. (We lauded Claire at the St John's District AGM for her amazing work!) We

await to hear if teaming up with the Methodist Church, to offer a full time Children and Families Worker role, has drawn any suitable applicants.

Whilst on the theme of younger members of the Church, we are grateful for all Pip Lovell does in town (chaplain at Wellsway School) and parish (youth worker), including with the junior choir at St John's on a Friday evening.

In just over a months' time, we will be saying goodbye to Judy Walker (Office Manager) who has done the most exceptional job in the office. There is a goodbye lunch for Judy, for which Judy herself has requested to cater (that gives an example of her commitment!) Thank you - Judy. We look forward to welcoming Lin Fry to overlap and take on Judy's role.

A big thank you for the work of: Vanessa Body (Premises Manager), Steve Spiteri (caretaker at the St John's site) and Jenny Minty and Katie Pointer (as the St Francis caretaking team). Also, this year we have welcomed Sam Shackleton as music director at St John's, and what a brilliant start he made in the autumn and has continued with since. They really are all key to the ministry of the parish.

Although not staff can I also on all our behalf thank: Margaret Snook with pastoral oversight of St Margaret's Queen Charlton, Anne-Marie Bird helping with weddings and funerals, Anika Gardiner as team vicar - soon to be covering the absence of the team rector and Nigel Williams as curate soon to 'fly the nest,' To all of them our thanks, and to Trevor James our Pioneer Minister too.....



People: our volunteers

Thanks are due from us all to the huge number of volunteers who keep the parish going: our churchwardens, treasurers, Readers, PCC and DCC members, the pastoral care team, flower arrangers, the volunteers who ring bells, those who count money, assist in the Parish Office, lead homegroups, assist in prayer ministry, cater at socials, lead intercessions, offer after service coffee. Thank you, volunteers, mentioned and unmentioned.

There are some people to especially thank on the occasion of the parish annual meeting. There are those who are stepping down from their positions as volunteers: Chris Newton the current PCC treasurer would like (due to pressure of work) to hand on the role of PCC treasurer. Thank you to Chris for all he does as PCC treasurer and parish 'paymaster.' There must be a successor out there somewhere!

There are those who recently have stepped up to a role: Julia Wright who has joined the Parochial Church Council (PCC) as secretary in November. Thank you, Julia, we are very grateful.

And to pick out a few people to publicly thank at this APCM:

- Sue Lloyd as PCC Lay Chair who is such a reliable source of support to the PCC and everyone, a huge asset the parish,
- Paul Jenkins as chairman of the One Community Trust (OCT), which although the OCT is an independent charity; is one with close connections with the Parish (through history, aims, and as landlord to the OCT which occupies the former Rectory next to St John's),
- And Deborah Hall who helps me with many pieces of important but time-consuming administration.



We need to touch base with our finances and for an overview of the finances – I am going to point you to the report at the front of the charity accounts. The situation which is best summarised in this table is reproduced from those pages:

	End of year balance of income versus expenditure of unrestricted funds for 2022	Carry over surplus or deficit of all unrestricted funds at the end of 2022
St John	£26,323	£44,244 (£40,700 is from two generous legacies)
St Francis	Minus £1,843	£20,079
St Margaret, QC	Minus £36	£5,834
St Michael, Burnett	£1,957	£10,120

As the table reveals, St John's has had a good year; St Margaret, Queen Charlton a much better year than expected; and St Francis is in the strongest financial position. It is worth noting there are now no accounts for Chewton Keynsham.



Challenges ahead:

- The longstanding cultural changes afoot within our nation (and western Europe) are not to be underestimated. The decline of the institutional churches, allied with loss of faith in the Christian vision of God is continuous and ongoing. It has most significantly impacted us this year in the decline in Diocesan finances, precipitating the loss of the Parish's second team vicar/missioner post. A post that has been in existence since 1987.

- The community engagement part of this post, Revd Mike Burke's role has been lost with his retirement in January. Remaining as engaged with the community and maintaining our Christian social action and outreach is going to be a challenge.
- The vacancy from mid-September when I retire is going to be a challenge for everyone. (The management chart of appendix 4 helps to focus on who does/did what). It will be approximately a year till a new Team Rector is appointed, and then for another year while they become acquainted with the parish, adjustments will take time. This is going to require understanding from all, extra energy from many, and great commitment from a few. Perhaps pray that you might be amongst the few, or if you can't: pray for the few.
- During Lent we began to encourage each other to offer our gifts in service to one another with a gifts and talents survey. Less clergy means more opportunity – well that's how an optimist sees it! How can we further this mutual encouragement?
- The Parochial Church Council (PCC) has set up a group to prepare for the Team Rector vacancy. Once into October the process for the appointment of a new Team Rector can begin, led by the PCC, Revd Anika Gardiner and Sue Lloyd (PCC lay chair).
- One of the advantages of a parish such as Keynsham is variety of activities and diversity of worship, as well as the plethora of activities. One of the disadvantages is that very few people are aware of the full picture of the whole parish, and the natural tendency can be a resultant fragmentation of the whole. The Parochial Church Council (PCC) plays a key part in holding the parish within a united orbit. This bias towards fragmentation, we all need to make a conscious effort to overcome. Every time we feel protective of our sphere of parish life, please can we encourage each other to make the effort to see it as part of a greater whole.

But to conclude: the biggest challenge of all is to keep the faith. St. Paul uses the Greek word *paratheke* ("deposit") in 1 Timothy 6:20: "O Timothy, guard what has been entrusted to you"; and again in 2 Timothy 1:14 "Guard this rich trust with the help of the Holy Spirit that dwells within us"

Now I know we are an Anglican church but on the occasion of the publication of the *Catechism of the Catholic Church* in 1992, Pope John Paul II said:

"Guarding the deposit of faith is the mission which the Lord has entrusted to his Church and which she fulfils in every age."

This is the challenge of every Church in every age. To guard the faith handed down from one generation to another.... This remains this parish's greatest challenge.

Stephen M'Caw - April 2023

St John the Baptist, Keynsham

In the words of Neil Diamond, Hello my friends, hello. Once more It's that time of year for the AGM reports. We have all taken a trip around the sun again, except maybe me, as I've been told many a time I must be living on a different planet. Anyway, let's move on from this introduction.

THANK YOU.

This to me is the most important part of the AGM report. The ones missing out on a thank-you this year are the Christmas tree festival committee, for the obvious reason there wasn't one. However, it is a regular occurrence that I am asked, why isn't there a Christmas tree festival this year. The simple reason is it takes an enormous amount of time and effort to organise. This is a testimony to the amazing work you do, and an important place of outreach. Hopefully it will return again this coming December.

So shall we start at the dais, those who stand there most Sundays and have to look out upon us humble and not so humble souls. Sunday services just don't fall into place, so we have been so fortunate again this past year to have the Rev Dr Stephen M'Caw overseeing the incredible amount of work that keeps St John's running as it does, Stephen has to be a Jack of all trades and master of them all too. We had to say goodbye to Mike. I'm sure we all send good wishes and wish him a happy retirement and thanking him for his past seven years with us, not just at St John's but also in the community through the Community Fridge, Eco Church, fifth Sunday outreach and the Music Festival just to name a few. Also not forgetting Jacky for her work behind the scenes, especially with the children.

It has been a pleasure to see Nigel grow in his ministry, from first seeing this young curate four years ago. You have brought out the best of St John's and hopefully we have brought the best out of you too. We have been so fortunate that we can call upon so many clergy to nurture and guide us, all bringing different aspects to worship, so also grateful thanks to Anika for bringing her joy and love to us, I have a feeling we may be seeing a little bit more of you this coming year. Thanking also those who take on the lead roles at the 11.00 am service. It's time consuming and difficult to find volunteers to help. I don't envy you but I do thank you all.

A warm welcome to Sam, our new musical director. I hope we have made you feel welcome, and you feel that God has put you in the right place. To Marcia Cohen, Lesley Organ and Debbie Hall, who have stepped down from organising the annual fete, thank you for the tremendous amount of time and effort that you have all contributed to make last year's fete probably the most successful in recent years. To Anne Hewett, whose paperwork and financial statements each month from the bank seems responsible for another acre of rainforest felled, you do such incredible and responsible work. Readers, sidespersons, administrators, choir, worship band, those who take care of the children on Sunday mornings, the volunteers who man the front desk in the office, Judy, Vanessa, in the parish office, our flower ladies, Peter who cleans the brasses, all who do such wonderful pastoral work, guided by Marcia and Judy, Ali who has taken on being the electoral role officer, Steve Spiteri, is there nothing Steve can't turn his hand too, last but not least my fellow wardens, I know you don't like praise but sorry you're going to get it, and there's nothing you can do about it, I can't think of any superlative words to say, oh maybe I just did, anyway praise and thanks to my wardens and to every single one of you, and apologies to those who are thinking he didn't mention me, please I hope you can forgive me.

FABRIC

This time last year we were talking about the possibility of new LED lighting being installed. As I write this report, I'm pleased to say it's now being installed. And if you are reading this report in the pews at St John's, I'm hoping you will be impressed with the lights and be worried no more of fires breaking out during services in the future. This past year has had its moments particularly one Wednesday in June, twenty minutes before the Wednesday Holy Communion service a large piece of masonry fell from the inside of the west

tower. On further inspection it was discovered the iron bar had rusted and expanded, causing the masonry to fall onto the wooden entrance roof and also destroying the entrance light. Thankfully no one was in the vicinity, and I'm happy to report the repairs have taken place and all is made good. Also, we had a small piece of masonry fall from the outside of the tower the size of a tennis ball, no repairs were deemed necessary this time.

SERVICES

It's been a year of change, regarding services and times, there has been many an hour of discussion on change and services, it has been a thoughtful and measured response to what we have arrived at, circumstances have been forced upon us to curtail the regular 8.30 Communion service, I guess we all have to accept change in some form or other, and it should be noted the pain and disappointment the change has caused, the simultaneous 10.30 services are no more, the hall service was a success and during winter a lot warmer than the church, we have for the foreseeable future a pattern of services which hopefully all can attend and enjoy.

Looking back over this year, the traditional 9.15am Holy Communion and worship services, attendance has sadly not returned to pre-covid levels. However, the family service at 11.00 seems to be increasing and encouragingly over twenty children regularly in attendance. Again, looking back, all the special Christmas services were really successful especially the Carol service with numbers far in excess from the year before. And finally, I would like also to end on another positive note, Evensong, that ancient traditional service, held on the second Sunday most months, pre-covid we had in attendance between five and ten people, there were more choir than congregation, when the West doors were open during the summer months, I'm sure I saw tumbleweed roll down the centre aisle a number of times. Anyway, we move onto the present and the numbers in regular attendance have reach 18, sometimes a little more, which is really positive news.

So, on that note I will conclude this report and just send love and blessings to each and every one of you, and especially remembering at this time those who we know and have lost this past year.

Blessings.
Steve Scott - Churchwarden

St Francis', Keynsham

WORSHIP

This year we incorporated the Eco Service into our schedule of services, this has been a very positive development for St Francis. Starting with breakfast and having a café style set up makes the service very accessible to people new to the church and has helped the two congregations integrate. We also combined the service with Planet Kids which allows the children to have their own programme once per month.

We will continue to review this service during 2023.

We have continued to use zoom in our worship as some members of the congregation are unable to attend through illness and this technology allows the interaction during the service

Our carol service was well attended and many stayed on afterwards for mince pies, mulled wine and refreshments. We had a bumper crowd at the children's craft morning where families made various Christmas crafts. On Wednesday the regulars at The Charlton Pub were 'treated' to carol singing from St Francis – many people had come specially to see us, so it was good to support the pub with this annual venture.

We had 70 at the Christingle Service, we had just about enough oranges and chairs -really pleased with the support. We promoted the events through existing groups and also social media, our posts reached 5,000 people over the period.

We'd like to thank Anika for all her enthusiasm, patience and kindness she shows in her ministry at St Francis. Most of the congregation may only see her on Sundays but she is very active during the week attending Toddlers, building links with the community, visiting the congregation and due to her proximity with the church building getting involved in issues to do with security of the premises. More importantly in our worship she brings her great understanding of theology and how we can apply it to our everyday lives ,

BUILDING

As a church we continue to look forward. This includes exploring how we can become an Inclusive Church and reordering the building. We have had a heating consultant advise on improving the heating in the church and are exploring the possibility of installing a radiant heating system which uses electricity rather than gas.

COMMUNITY USE

The church continues to be well used by the community, in addition to raising valuable income it builds our relationship with local groups and individuals who may use the centre for birthday parties. We are grateful to the staff at the Parish Office for all their help in managing the booking of the church premises. Our two toddler groups are going well. We fund a member of staff to run the weekly Toddler Group and on many weeks due to the high demand have sadly had to turn people away for safety reasons but also to ensure children and their carers have a quality experience. In partnership with St John's we run monthly Who Let the Dads Out sessions which take place at St John's and St Francis'. This is a great way to work with an age group and gender the church traditionally has had difficulty engaging with.

OUTREACH

One of our congregation, Les Herbert, attended the Research Institute for the Care of Older People (RICE) centre in RUH. We had been looking for how we can support him and the centre and a group from St Francis spent a day doing up the garden of the centre. See www.rice.org.uk/garden-makeover-for-rice We also spent one Sunday litter picking and collected 10 bags of rubbish from our local area.

OUTSIDE GIVING

The church continues the policy of tithing its income, this year we donated £4,150 to the following organisations:

Ukraine generators	1,000
RICE	650
Parish Mission	650
Pakistan flood Christian Aid	650
Zambia school	500
Crisis	500
Dementia adventure	200

FUTURE

We are grateful to all the clergy who support St Francis but along with the other churches are concerned at how we will manage during the interregnum when Anika will be caring for the whole parish.

Martin Burton - Churchwarden

St Margaret's, Queen Charlton

St Margaret's continues to offer 2 Holy Communion services each month together with ad hoc services including the annual festival services such as Easter, Christmas and Remembrance.

For the first 3 months of 2022 we retained Covid protocols. From April we reverted to normal service patterns with unrestricted seating and offering use of the common cup.

We are very fortunate and give thanks to be supported by Revd Margaret Snook who continued to lead our Sunday services together with attending to the pastoral needs of our congregation and local community. On occasions when Margaret is unable to attend a member of the clergy team will take over.

We are grateful that Margaret will continue to lead our services going forward. It was decided that our service time will change from 10:30am to an 11:15am start from 1st February 2023, to allow for clergy number reduction.

Our core congregation continue to attend our Sunday services throughout the year with good attendance for Easter & Christmas services, supported by the village community. We held our usual Patronal and Harvest services in July and October respectively.

We felt that we were unable to hold our Christmas Fair in the village hall due to a lack of numbers involved in organizing a big event.

Churchyard: we have allowed only minimal grass cutting and spread wildflower seeds in certain areas, which we hope will encourage more insect and bird life.

On a sadder note, it is to be reported that our congregation has become smaller over time and it is unlikely that our numbers will grow. St Margaret's supports a more mature congregation with traditional forms of worship.

The financial position of the church is now somewhat precarious and our Treasurer has to juggle our resources accordingly and use our finances wisely. We managed to pay our parish share this year and break even overall. We pray that this may continue. My thanks goes to Susan Jones, our treasurer, for her ongoing work.

Our organist, Julian Hannam, continues to play for us every Sunday and a big thank you goes out to him. He currently has no deputy.

My thanks also go out to both Julian and his wife Jutta, who continue to support me in churchwarden duties.

Chris McFee - Churchwarden

St Michael's, Burnett

WORSHIP & SPECIAL SERVICES

Attendance has increased and we have re-introduced coffee and biscuits in the last six months after the service, which has been very popular. The **Easter** services went well. The **Rogation** service was on 22nd May and in the traditional rural manner the congregation rogated around the village blessing

the water and giving thanks and prayers for the livestock and crops. This was followed by a Baptism in the church.

Harvest Festival on 18th September ended with a sale of produce after the service. This was followed by a ploughman's lunch at Whitson Lodge and the proceeds of the day were donated to the Keynsham Food Bank.

Tom Peryer led a very moving **Remembrance** service on the 13th November in which we joined the Cenotaph recording at 11am.

The **Carol Service** was on the 19th December followed by Mulled wine and Mince Pies at Stable Barn, hosted by Tom & Wiola Peryer. **Christmas Day** also saw a very good attendance of villagers and their extended families.

On the 5th March, some villagers joined St John's parish service to meet Bishop Michael. Nick and I had a very pleasant supper with the Bishop and the Parish church wardens the following evening.

SOCIAL

We held a celebration of the late **Queen's Jubilee** on the 5th June 2022 for the church members and villagers, which was to have been in the garden of Whitson Lodge but unfortunately rain forced us all inside which was a bit of a squash but was very much enjoyed. We also organised a 90th birthday cake for our long serving organist, Owen Cole.

We held an autumn **Church clean** on the 10th September which was very well attended by volunteers from the village.

Father Bernard and Father Emmanuel from Chipata South joined us in our Worship on the 12th February and talked about the work in their Parishes.

As part of our fund-raising initiative Tom Peyer produced a very interesting and entertaining talk on John Newton the writer of **Amazing Grace** 9th March 2023, at half time we enjoyed a glass of wine and delicious nibbles. The proceeds of £170 went to Church funds.

CHURCH FABRIC & CHURCH YARD

On the advice of the **Quinquennial report**, we engaged Graham Rogers, a steeplejack to inspect and report on the condition of our **Church Bell**. On the 9th February 2023 he inspected and took photos but no report was forthcoming. We were informed that we would get the report when we paid the bill, Nick paid on the 20th February but no report has arrived yet.

Paul Doyle fixed the church slates, cleaned the windows and cleared the gullies and downpipes on 14th July and is yet to do the painting of the downpipes, guttering and window in the Manor Garden. **Fire Extinguishers** and blanket were inspected and serviced on the 14th July 2022. An Electrician installed a **new fan** in our church toilet on 21st February 2023 to replace the faulty fan.

FINANCES

The treasurer, Nick Milton's report shows that St Michael's finances for the past year are in good shape.

CHURCH FABRIC

Following the Quinquennial recommendations in July 2022 work was done on the gullies and downpipes and slates replaced. A small amount of painting is outstanding in the Manor Garden. We have also had a steeplejack inspect the church bell on the 9th Feb 2023 and await his report. A new fan was installed in the toilet on 21st February 2023.

CHURCH PLATE

Items stored in the Vestry safe are as follows:

The silver Elizabethan Chalice 1570 and lid.

A silver Chalice, Paten, and Flagon.

A silver plate and Pewter Alms dish. A small brown suitcase containing the 'Coe' Chalice 1877, the 'IHS' Chalice and a silver-plated salver. The descriptions are in the Terrier. All are present and correct.

Items stored in the robe chest:

One Brass Cross, one Brass Lectern and two Brass Candlesticks.

The descriptions are in the Terrier. All are present and correct.

Other Property Of The Church

i) Board showing extract of the Will of ALDERMAN WHITSON OF BRISTOL is in the vestry with a photo of Whitson's portrait beneath.

- ii) The map entitled 'An Exact Survey of the Manor of Burnett 1736' was removed from the vestry in 2011 as it was showing signs of damp and is being housed at ELM FARM. Noted in Terrier.
- iii) The Wilson portrait (valued some years ago as approximately £4,000) is on loan to BROOKLANDS, the Major General's former home, where it is in a damp-free, warm environment. Noted in the Terrier.
- iv) The Wilson sword is at WHITSON LODGE. Noted in Terrier.

All these items have been photographed and are accounted for; the photographic records are in the Terrier.

Rosemary Turner - Churchwarden

Parochial Church Council

During the period April 2022 to March 2023 inclusively the PCC has held 5 scheduled meetings at various locations within the parish. As reports on the proceedings of the PCC have been printed in the Contact magazine, I will not go into lots of details here but cover things under headings.

Reports from all the **churchwardens** have kept the PCC informed on how things are in their particular church, and in which areas they would appreciate prayer. These reports don't do justice to the hard work and commitment our churchwardens have. **Worldwide Mission Committee**, chaired by Sue Sprague recommended a new CMS link, Aaron Stanbury and Rachel Shaw kept us up to date about our link with **Chipata South**. We also received news of our ecumenical friends via **CTKS**, and the PCC gave its support to the setting up a CAP (Christian Against Poverty), linked with Holy Trinity Bath. **Chris Newton**, PCC Treasurer, has continued to monitor and manage the finances of the parish. Not a small or easy job. Alongside this the implications of closing Chewton Keynsham Church continues.

SAFEGUARDING. In line with policy and good practice this is always an Agenda item. We continue to thank **Wendy Harwood** (Parish Safeguarding Officer) for

keeping us informed. The biggest change this year was training and DBS which now has to be renewed every 3 years rather than 5 which means more work for Wendy.

FROM THE WIDER CHURCH

Due to the reduction of stipendiary clergy in the diocese, the **Deanery Synod** has been involved with drawing up a plan of how this may impact the deanery and as a consequence us here in Keynsham. We shall need to go from 2.8 clergy to 2. At the moment this is an ongoing discussion. **Living and Loving in Faith (LLF)** has been exercising the National Church, General Synod, Diocesan Synod and parishes. The PCC discussed how we might engage with the Pastoral Principals and the LLF course. This too is an ongoing discussion and discernment of how we move forward offering grace, and generosity of spirit to each other.

PEOPLE, COMING AND GOING.

Mike Burke decided that time had come for him to retire. Mike had been leading many of the missional initiatives within the parish and Keynsham community. He will be greatly missed, not just for his many ideas but his sense of humour and timing. His reports to the PCC were always colourful and interesting not just in presentation but content too.

In July we also sadly said goodbye to **Izzy Brown**, Children and Families Worker. The PCC explored how we could replace her and this has proved difficult. As the Methodist Church were also having problems it has been decided to advertise it as a shared role. **Pip Lovell** also keeps PCC informed with all that is happening with the youth in the parish. Thank you to you Pip.

Judy Walker, our very efficient Office Manager has indicated that, for family reasons, she will be leaving in May. She will be a hard act to follow. Interviews for her replacement will be taking place during March.

In March we had the pleasure of welcoming **Bishop Michael**, our new diocesan Bishop to Keynsham. A visit that was appreciated and enjoyed by many.

I couldn't finish this report without mentioning the forth coming vacancy. As we know our Team Rector **Stephen** has announced his intention of not only retiring but getting married too. He doesn't do things by half! As a consequence, the parish will enter a time of vacancy in September. To add to this, **Nigel Williams** will have finished his curacy by then and may well have moved on and we shall miss him too. So, this will mean that **Anika Gardiner** will be the only stipendiary clergy in the parish. Please remember all 3 of them in your prayers as this will be a time of change and transition for them all in many different ways.

*Sue Lloyd - PCC Lay Chair
March 2023*

Electoral Roll

The total members for the parish of Keynsham now stands at 270 a decrease of 10 compared to the same time last year. This comprises:

- 2 new members
- 5 members who have moved away
- 7 members who have sadly passed away
- 2 members have moved from one electoral roll to that of another church within the parish

They are divided as follows:

	2022	Additions	Removals	2023
St John's	198	0	11	187
St Francis'	31	3	1	33
St Margaret's	34	0	0	34
St Michael's	17	1	2	16
Total	280	4	14	270

Ali Cohen - Electoral Roll Officer

Homegroups

We continue to have a good number of home groups - some that have been meeting for a couple of decades and some that only started recently. People from across the churches are involved, and some home groups spread across different churches.

In September we looked freshly at our homegroups and encouraged people to join a homegroup. We contacted all homegroups in the parish and asked people to re-commit to their homegroups again. One of the reasons being that Covid was hard on some groups and some groups struggled with getting people back meeting regularly.

At services across the parish, people who are part of a homegroup shared how much they appreciate being part of such a group and how important it is for their faith.

Some groups decided to multiply, forming new groups which then allowed groups to grow which is a fantastic way of enabling discipling.

Last year's Alpha course continued to meet and has now become a regular home group which is encouraging.

Homegroups are a great way of growing in faith, having a supportive group of people, learning more about our faith, praying for one another and last but not least have lots of fun.

If you'd like to be involved, lead a group or simply join a group - do get in touch. It is not an easy logistical task to sort out groups so please bear with or organise a group and let me know.

Anika Gardiner - Team Vicar

Worldwide Mission

The charities for this last year were Church Mission Society, The Leprosy Mission, The Bible Society and inHope. The Gift Day was on June 12th. As yet we do not have a figure for the money raised as there have been problems calculating it, but we hope to distribute the money soon.

Our CMS mission partners Audrey and Colin Gibson, have retired to Portugal this year. So the committee has chosen a new partner, Aaron Stanbury, a young man who is going to work, teaching children in the slums of Nairobi, Kenya. He was due to visit the parish in February but unfortunately was ill, so we hope that we can reschedule that visit soon.

We have also been supporting and some of the committee working with the Zambia Parish Link group.

Keynsham – Chipata South Parish Link 2022/3 report from Rachel Shaw

In March we held a coffee morning with guest speaker, Wendy Ray of Hands of Compassion, the charity we supported to raise money to build Chipata Parish School. We collected laptops for the school. Rachel and Graham Shaw visited Chipata South in June, for the official opening of the school, to deliver books (in particular sets of BRF notes) and laptops, and to consolidate friendships and discuss future priorities for the link. Back home we held a Zambia Evening on July 25th to report back with photos and videos of the visit. Following this visit, we set a 5-year plan, including working towards a teacher exchange to take place in in April 2024. We are working in collaboration with St John's CE Primary School and Two Rivers School. Claire Formby is heading this up. We will soon be asking for pledges of support for travel costs and accommodation for the two (or more) Zambian teachers who will participate.

In February this year the new priest, Fr Benard Phiri, spent 10 days in Keynsham getting to know the parish and the schools. He returned with gifts for his family and sets of children's bibles and Mission Praise song books. As a

result of Benard's visit we are trying to improve our prayer-communication, with members of ZAG; posting regular updates on our Whatsapp Parish Link Friendship group. We have also become aware of the difficulties Fr Benard faces in getting to the far-flung churches in his parishes. We are praying for the right response.

Sue Sprague

Christian Aid

Christian Aid is supported through Churches Together In Keynsham and Saltford. In the past this has been with a committee made up of representatives from all the Keynsham churches. However, currently we don't have representation from every church and our activities are limited with our aim to raise awareness and money for Christian Aid. However, we continued to raise over £5,000 throughout the year and raised awareness at local events. We are well supported by all the local churches.

We held a soup lunch in April 2022, raising £400 specifically for the Ukraine appeal. In Christian Aid Week we had an activity/information webpage and Justgiving page along with our first Big Brekkie since 2019 with cake and plant stalls and our first in person United Service. We raised over £3,100 during Christian Aid Week. We had stalls at the Keynsham Eco Festival and Winter Festival and held a Christmas Appeal, raising over £1,400. We held another soup lunch in March 2023 raising £400.

We would like to express our thanks to Rev'd Stephen M'Caw for help with the webpage and would like to take this opportunity to thank all those volunteers who have assisted, all those who have donated and all those who have attended our activities. Every small amount of time or money adds up to make a difference. Please get in touch if you would like to be more involved as we can do more with more volunteers.

Wendy Robbins and Tina Stubbs

Safeguarding

The PCC has complied with its duty to have “due regard” to the House of Bishops’ Safeguarding Policy and Practice Guidance. In Keynsham Parish we practise safe recruitment of all church officers and volunteers working with children, young people and/or vulnerable adults. This includes administration of DBS applications and renewals and ensuring the appropriate level of Safeguarding training for all leaders and volunteers.

As Parish Safeguarding Officer, I have been involved with issues concerning Safeguarding situations with the appropriate reporting and processing of any action required in consultation with the PCC and Team Rector.

Contact details for me (as PSO) and the Diocesan Safeguarding Team are displayed alongside other local and national Safeguarding numbers and Safeguarding is a standing agenda item at each PCC meeting, and I report regularly on Safeguarding matters.

We have agreed policies and procedures to deal with Safeguarding issues in accordance with the relevant policy and practice guidance and in consultation with the Diocesan Safeguarding Adviser.

We duly follow directives and guidance from the Diocese of Bath and Wells.

DIOCESAN WEBSITE

The Safeguarding section of the Diocesan website has been significantly improved and I would urge all leaders and volunteers to refer to it to ensure they are fulfilling Safeguarding requirements in their posts. A significant number of documents and templates (e.g. Risk Assessment forms) have been added to support us.

DIOCESAN CASEWORKER

A new Diocesan Safeguarding Caseworker, Jo Austin, has been appointed to replace the previous Safeguarding Advisor.

PARISH DASHBOARD

The Diocese has been accepted on to a pilot for Safeguarding Hubs that provide a bolt-on to the Dashboards to support safer recruitment. Ultimately, I will be able to input staff and roles and it will tell me what DBS Level of training they need and, automatically, remind people to renew their requirements – sounds like an answer to prayer!

Currently Dashboard use across the Diocese is still only at 47% but it is hoped that more Parishes will come on board this year. Our own Dashboard is a useful tool and we are currently at Level 3 but I must rely on everyone's support to keep this record of our Safeguarding procedures accurate.

Can I please end by requesting that all church officers and volunteers check with me (or the website) regarding appropriate Safeguarding training levels and renewal dates and ensure that they are complying with all Safeguarding procedures required for their groups / posts. Thank you.

Wendy Harwood

Stewardship

This is a brief resume of the planned giving in the parish as of 31st March 2023,

The following is a summary of the Stewardship position over the past 12 months

	March 2022	Numbers of Planned Givers March 2022	March 2023	New (+) left/deceased (-) during 2022/23	Numbers of Planned Givers March 2023

St John's	£153,085	146 inc 36 couples or 182 individuals	£147,185	+11 ind inc 2 couples- 14 ind inc 3 couples	143 inc 35 couples or 178 individuals
St Frances	£23,116	19 inc 4 couples or 23 individuals	£20,316	-2 +2	19 inc 4 couples or 23 individuals
St Margaret's	£8,854	19 inc 5 couples or 24 individuals	£11,084	-1 +1	19 inc 5 couples or 24 individuals
St Michael's	£8,884	14 inc 1 couple or 15 individuals	£9,244	+1	15 inc 1 couple or 16 individuals
Chewton/ Eco	£4,680	6 inc 5 couples 11 individuals	£900	-5 inc 4 couples Or 9 individuals	1 couple

An expanded view of St John's during the past year is summarised here

March 2022	Nov 2022	Jan 23	March 23
£153,085	£149,605	£152,205	£147,185

In the last year £12,500 has been received in one off donations. Though very welcome 'One off' gifts are not part of the recurring projected income required for longer term planning which planned giving is. Sadly, we have also lost a few members due to change of service provision and recent C of E General Synod decisions.

St John's this year has seen less of a decrease in numbers because despite sadly losing 17 individuals we have had 14 join/rejoin, however the expected total amount expected from planned giving has fallen by £6,000. This is particularly concerning as this does not support an increasing budget especially an increase in recurring expenditure.

One possible significant development in the next couple of years might be the development of participating in the 'Parish Giving Scheme' that is going to be trialed in the Diocese. More details of this will be circulated when this looks likely but it would significantly reduce the amount of admin for the treasurer and give an opportunity for givers to opt to have their giving reviewed annually in line with the cost of living.

I would really appreciate a few volunteers coming forward to add to the depleted (nonexistent) Stewardship Committee to enable the strong tradition of stewardship to continue and develop.

Jane Stockall - Planned Giving Officer
March 2023

Youth Ministry

SUNDAY MORNINGS

Finding volunteers to support our morning sessions has been tricky but I'm excited to report we have two new wonderful volunteers that have recently stepped up and joined the team.

TOPICS WE'VE EXPLORED AND ACTIVITIES WE'VE BEEN DOING:

- Love and justice with Ben and Jay (hosts of youth Alpha)
- Being Christian in school
- Going back to basics - bible reading, prayer, worship
- Exploring faith, sharing with others
- Epiphany and using our gifts
- Different ways we grow and sustain our own faith individually or with others
- Exploring the growing faith, everyday faith resources from the diocese
- Exploring confirmation, with one of our young people baptised and confirmed last summer. Prayers that we can explore this again and that others feel ready for the commitment.
- Used biblical board games and have started to align with some of the themes in church so the conversations can continue as a family at home.
- Teaming up with the children and family team to enact and film the Christmas and Easter stories
- Muddy church - Been alongside and joined in at the end or have even run stations themselves with the encouragement of Anne Hewett
- Our young people have also started taking roles in the church, such as hospitality, welcoming and operating the service slides or the sound

desk. It's wonderful to see and I'm so proud of them. It really shows how awesome they are to the wider church family and (hopefully) encourages discipleship into later life.

- Our numbers in the morning are still small and faithful but have gone from 1-4 to 3-8/9 on a morning

SUNDAY EVENINGS

- Since Impact started and was going so well, we eventually made the decision to move Monday youth club to the same day and time. This has seemed to be the right move with numbers growing from 4-6 to 6-14 in an evening
- Evenings are well supported by volunteers and they are all so awesome to work with.
- As we got more settled and have different interests and needs, we have formed a relaxed, flexible structure of some time together then some learning at different levels and another activity or two.

TOPICS WE'VE EXPLORED AND ACTIVITIES WE'VE BEEN DOING:

- 60sec sermons by Rev Chris Lee
- beauty from brokenness (recycled junk build)
- Cooking, craft and quizzes,
- Group games as well as Board games and games on the Wii or PlayStation,
- Bell ringing
- Made our own youth group prayer, made out of the words from the young people themselves (See end of report)
- Explored what church means to us, what it means to be church
- Listening to those we disagree with and will start having a 'Big question' to explore what's relevant to the young people or topical to what's happening in the world today
- Sound desk and slide training with Nigel
- Talking with Fr Benard from Zambia
- A fantastic All Hallows' Eve party (lots of different activities around the whole downstairs and outside of O.C.T, seeing God as light in the darkness and having space for prayer)
- Youth Club Christmas meal, sitting round the table together, eating yummy food, celebrating the season and being community.

OTHER WORK/EVENTS:

- Jumping off the tower for charity! Me and a couple of the young people took part in the charity abseil, raising funds for different charities (Including One Community Trust) or the church.
- CTKS youth events - Gathering Together To Attend, The Mix, in Bristol and Movement worship nights in Bath and in our own parish at St John's, Trip to laser fusions (laser tag) in Bristol. Looking forward to creating more events around the coronation, a possible charity football event and more.
- Summer camp - This year we are actually going to summer camp with the young people! I can't wait! Still plenty of time to book. We will be going to the Satellites Summer Camp (run by Youthscape and SWYM) Making God the centre of our lives together, going to be epic! <https://www.youthscape.co.uk/satellites> . We also hope to soon extend the invitation to friends from CTKS youth events.
- We hope to restart exploring confirmation again for any who might be interested.
- Youth have created work to put into the Contact magazine, May edition, exploring the theme of what they would like the future to be for Keynsham, church and themselves.

COMMUNITY CONNECTIONS

- Continue being a trustee for One Community Trust
- Networking with Abi Gray, town council youth worker
- Nova festival: A youth arts festival, organised by Abi Gray and the head of Keynsham music festival. Trevor Stubbs and Anna Hewett, Sam Shackleton and myself have been invited to pitch and hopefully run workshops for young people during the Nova festival. Trevor and Anna to do creative writing and illustration. Sam and I do a singing/music workshop. Our theme, from CTKS, is Love in action (either on the page or through song!). We pitch our workshops on the 13th April so prayers please that it goes well.
- Archdeacons day in Wellsway - My roles as Keynsham Parish Youth worker and Futura Trust Chaplain came together quite nicely as the Diocese hosted one of its 'Every day faith' Archdeacons days in Wellsway school. I got to welcome them to the school and pray for the event at the start. Two of our young people (who are also members of the school) got involved, one on the welcome desk and one doing the

reading with me. It was a great time of worship and discussion to end their week of events and we have been using the resources out of that for our Sunday morning sessions.

- Making connections with Broadlands school is slow but since they started having their Christmas concert with us at St John's, the start of it is there. I hope to team up with Sam again to support them in a musical way, as for now, this seems to be where the need is for them.

PRAYERS FOR THE FUTURE:

- More CTKS youth gatherings. We can't wait to do more in the future and watch this grow.
- Summer camp to organise and enjoy
- Our young people to get to know and love Jesus more and live this out in their lives, in practical ways (including baptism and confirmation)
- More importantly to continue to have fun and grow in love for God and each other
- For our wonderful volunteers (and those yet to join the team), with whom, I couldn't do this job without them.
- It's been a joy to be working with such wonderful young people and I'm so proud of each and everyone of them. I have the best team of volunteers I could ever ask for and they are always a blessing to work with. I can't thank them enough for their continued support.
- God to provide and bless the new joint youth, children and family worker, whoever they may be.
- The parish team and community as it goes through more changes

Youth Group Prayer

Dear Jesus,
Way Maker and Light in our darkness.
May we be happy. Your will be done.

Thank you for the youth group! We thank you for our friends, our family, for fun, for food, for the activities we do and all the people around us, including our youth workers.

We thank you too for looking after us. Please continue to keep us safe. Help us to keep calm in times of worry and lead us through the challenging times in life.

May we come to know you more, to grow in love for you and each other and
live out our faith now and every day.

Amen

Pip Lovell - Keynsham Parish Youth Worker

Children's Activities

St John's Church provides a range of children's activities. This report covers activities in the 11am Sunday services (previously the 10.30am Hall Services) and 10.30am Sunday combined services and Sunday evenings. Junior Choir and Minims are singing groups for children and these are covered in more detail in the Music report. In addition, some services are All Age services, which include "something for everyone" – these services do not include separate activities for children. From April to September 2022 Izzy Brown was in post as the Parish Children and Families Worker. In September 2022 Claire Lowe took over temporary coordination of children's activities at St John's Church. A full time Children and Families Worker post is currently being advertised – to be split equally between Keynsham Parish and Keynsham Methodist Church.

APRIL - SEPTEMBER 2022

- Name of Sunday morning children's activities changed from Kidzone to Explore
- Sunday morning children's activities during 10.30am Hall Service were introduced (fortnightly and then weekly)
- Fortnightly Sunday evening group for children age 7-11 (Impact) continued to be successful
- A group was tasked with establishing a vision for Youth and Children's work, which would feed into wider discussions about the church vision -the draft vision agreed was as follows:
 - Knowing (God and each other)
 - Growing (in our faith together)
 - Living (with Jesus every day).
- Small team of helpers for Sunday morning activities established

- Muddy Church introduced (with a view to making this a monthly Sunday morning activity – instead of usual activities)

SEPTEMBER 2022 - MARCH 2023

- Team of volunteer helpers/leaders for Sunday mornings established so that weekly Sunday morning activities could continue
- Tony Cook (Diocesan Go Team) led a team-building session in October
- Muddy Church continued (approximately monthly)
- Sunday morning Explore group split into two groups - Explorers (age 4-11) and Little Explorers (under-4s)
- Fortnightly Sunday evening group for children age 7-11 (Impact) continued to be successful
- Christmas nativity film was created together with youth – this was shown at the Crib service and on Christmas Day
- Since January 2023 10.30am Hall Service has become 11.00am Church Service – weekly children’s activities have continued
- Weekly Sunday morning activities have been in the Hall since January
- 2023 which gives more space which has been a real benefit

NUMBERS

- Numbers of children are increasing overall
- Typically 15-20 children on Sunday mornings in Explore, 10-15 children on Sunday evenings at Impact, and 20-25 at Muddy Church
- There are several children who attend “regularly”, but not every week

THE FUTURE

- Hopefully the Explore group will be able to expand further - into three Sunday morning groups (under-4s, age 4-7 and age 7-11) – but more helpers/leaders are needed to enable this to happen
- Hopefully there will be a Summer Holiday Bible Club this year – again enough volunteers are needed in order for this to happen

Claire Lowe - Coordinator of Children's Activities

Mission

This year the pioneer project crossed the mid-term mark, and with this came the need to change gears from dreaming and building to maintaining and developing. The project (Wild About Community) has found its identity, some parts have evolved, and some have been cut, allowing time and focus to be directed towards areas of potential growth. As with all aspects of pioneering, nothing is set in stone and there is still plenty more to do. This last year has seen the project go in some unexpected and encouraging directions.

GROW TOGETHER

In April 2022 we launched Grow Together (as stated in the previous APCM report), and this has been a great success. Our time over the Spring and Summer has seen us engage with 18 families from Keynsham and beyond and we have made lovely friends through it. With little gardening knowledge, we managed to produce quite a harvest! As well as growing/gardening, the space has various activities for children and a firepit to toast marshmallows. We are very much looking forward to re-engaging in April, where we will be growing a variety of vegetables and providing a safe fun environment for people to get together and enjoy time as a family. Grow Together is every 1st Sunday 2.00 pm-4.00 pm in the garden of the One Community Trust.

HOPE ROCKS

This part of the project has evolved into something new. We took Hope Rocks out into the community every Monday in the spring (which was very successful the previous year) with little to no engagement, prompting re-evaluation. From this, we decided to drop the Hope Rocks identity and move back into the Sanctuary Garden where it all began. We still had rocks out for people to paint, but we decided that promoting the Sanctuary Garden as open was a more inclusive approach than it being solely around rock painting.

Winter time is when things became interesting, we partnered with One Community Trust, using the building and our rock painting resources to

provide a warm space during the winter. This has been fantastic; we have met various mums and tots, as well as formed a regular group of 9-10 of us that now meet every Monday. Some just come for a coffee and a chat, others art and rock painting. God is doing something special through the conversations, so much so, we have decided to continue meeting there and find another day to open the Sanctuary Garden.

We are going to expand activities by making space for gardening alongside what is already established, this will hopefully attract some keen gardeners as well as provide space to maintain the space for Grow Together, we are excited about where this will lead. We don't quite know what to call this space as yet, but you can join us every Monday 10.00 am-1.00 pm.

SANCTUARY GARDEN

The garden is still a central focus, we meet daily for 'Be Still' where we set 30min aside to pray the day in and listen to the audio bible or Lectio 365. There are three of us that have braved it through the winter months, with up to eight of us during the warmer months.

I have used the space to meet folk for fellowship and pastoral needs, also providing access for others to use the space for their own quiet time or meetings.

The space is used once a month by Snap and Stroll, where I have had the pleasure of getting to know a great bunch of people. The garden has hosted the Eco Church and the Chewton community, where we have enjoyed bacon butties cooked on the fire pit. The Sanctuary Garden will be open at least one morning per week during the spring and summer, this day is still to be confirmed.

HYGGE PARK

The Easter Egg hunt, which finished at the cross in the front garden of our home, saw over 50 homes engage and 70 eggs (provided by Curo) given away. It was great fun and lovely to see the cross filled with daffodils and the community put eggs in the window for the hunt.

The Hygge Christmas street gathering was interrupted by bad weather, therefore we brought it inside. We had many neighbours join us from

the estate for mulled wine and to visit Father Christmas. We found coming inside to be more intimate, providing more opportunities to chat and get to know folk better.

We have made lots of friends on the estate and a genuine sense of community is growing. We hope the opening of the school will deepen this as it provides a common space where we can meet. A few of us have been meeting and praying in the school once a month for the past three months to dream about how to use the space. We will be planting a fresh expression called The Table monthly in the school hall. We hope that The Table will become an ecumenical space where we can invite those we are meeting on the journey through the other parts of the project. Founded on Acts 2:42, The Table will place Jesus at the centre as we eat together, share testimonies and pray for one another.

CHEWTON

I have spent the past year walking alongside the Chewton Community as they wrestle with the future for them after the church building has been sold. The community has thirteen committed members and is committed to meeting once a month over breakfast, conversation, prayer, and reflection. It has been a pleasure to journey alongside them and I am encouraged by their love and support for one another and their undeterred determination to pioneer into the future.

THE RESURRECTION PROJECT

It has been agreed that this part of the project will scale back and other means will be sought to finance the project.

THANKS

I would like to take this opportunity to thank the PCC for funding the use of the Two Rivers School hall. Also, the trustees of the One Community Trust for the use of the building and grounds, also their financial assistance over this past year. I pray as we move into 2023 these resources will help us share the love of Jesus and the hospitality of the kingdom on the fringes.

Trevor James – Pioneer Missioner

Churches Together in Keynsham and Saltford

There may be a report at the meeting.

Chew Magna Deanery Synod

Chew Magna Deanery Synod Report of 2022 meetings for use at 2023 APCMs

Meeting held on Tuesday 25th January 2022 via Zoom

Lay Dean's News

Helen confirmed that she would be standing down as Lay Dean at Easter.

Talk and Discussion was led by Charlie Peer (Head of Diocesan Mission and Support and Ministry Development) on Enabling Ministries

Enabling Ministries is a term used to encourage ministry within communities. Since Covid it had become clear that the church faces challenges and there is a need to think about what the church might look like in the future.

He talked about 3 areas which the Diocese is trying to encourage:

- A Diversity of Lay Ministries

The different ways in which people serve the church eg welcoming people to church, leading children's activities or assisting with worship.

- Focal Ministry

In a multi-parish benefice with a single priest, local leaders could provide local ministry eg Lay Worship Assistants could work alongside the clergy.

- Focal Ministry in the wider community

Ministry in the community has seen an increase recently in chaplain and pioneer posts with people being called to work with people beyond the parish. He gave the example of working with an art group in a community which had the potential to develop into something further. Ministry is a vocation for both the ordained and the lay.

Deanery Support for Angela Fraser

After 18 years working as Schools Chaplain in the Chew Valley, Angela had been made redundant following the recent Diocesan restructuring exercise. Her line-manager had suggested that Angela could work on a self-employed basis for 2 days a week for the next two and a half years. One of those days to be funded by the Deanery.

A letter setting out the details of the proposal had been sent to all PCCs asking each benefice to consider the proposal.

Meeting held on 14th March 2022 on Zoom.

An additional meeting was held in March to appoint a new Lay Dean. Graham Sage was unanimously elected to the role of Lay Dean by the House of Laity.

On Wednesday 6th July - 20 members of synod (including guests) visited Wells cathedral.

We were first welcomed to the cathedral and served tea and coffee in the café. From there we went into the cathedral for Choral Evensong and sat in the quire for the service. The service was sung by a visiting choir from Ohio.

Following the service we divided into groups for our tour of the cathedral. The tour was very informative and interesting and enjoyed by all.

Meeting held on Monday 10th October at St Andrew's, Blagdon

Area Dean News

Stephen confirmed there were a number of retirements/vacancies in the Deanery:

Simon Lewis left in August,

Daile Wilshire retired in September,

Mark Cregan would be retiring in October

and Mike Burke would be retiring in January 2023.

Angela Fraser (schools chaplain) and Mike Haslam (Diocesan Chaplaincy Development Adviser)

Angela visits 7 schools in the deanery, usually visiting each of them once a month. She thanked synod for their generosity in supporting her work and gave examples of her recent work in the schools.

Mike Haslam told synod he was seeking volunteers who are interested in working with children to help with chaplaincy to work with small groups, mentoring or pastoral care in primary or secondary schools. Training would be provided.

Draft Deanery Plan for Clergy Deployment

The main part of the evening was devoted to discussion of the draft plan for clergy deployment, which had been put forward by the DMPG in September and copied to all. The plan had been devised following the Diocese's proposal to reduce the number of stipendiary clergy posts from 178 to 150 (owing to financial constraints). The Chew Magna deanery has been allocated 7 posts, a reduction of 2. There was a need to work together to achieve the best plan for the deanery.

Synod divided into 4 groups who were asked to consider: 'What is the best way forward?'

And 'What might be the best plan for the future in order to lose the required 2 posts?'

A number of themes came out of the discussions which included:

- Cuts are detrimental to growth
- Need to re-assess the best centres for mission in the future eg re-enhancing the position of Bishop Sutton
- There is a need for more readers in the deanery
- A desire to look at the flexibility of church buildings for other uses
- Leadership is a key to success
- Opportunities for parishes to find different groupings to work together
- Opportunities to partner with other churches within parishes
- Need to encourage lay leaders
- An overarching need for mission.

Stephen confirmed that the DMPG would draw up a revised plan based on the themes which were of most importance to us eg mission and leadership. The revised plan would be discussed at the January 2023 synod meeting when it was hoped a decision on the way forward would be made.

Diocese of Bath and Wells

The Direction of Travel



If our diocesan vision is to be people who are ‘living and telling the story of Jesus’ then might our broad ‘directions of travel’ under that vision be as follows:

1. Valuing and cherishing the people we already have

Our starting point needs to be that of valuing and cherishing the people we already have so that we can live out our calling to be light and salt within the communities in which we live. Our churches, chaplaincies and schools have committed people, blessed with a rich variety of skills, held in the trust of their local communities, inheritors of an amazing heritage of history and buildings.

Under this heading we could then ‘nest’ a series of areas that we need to work on e.g. ministerial welfare, financial sustainability, support for church wardens and other church officers, development of a buildings policy etc.

2. New worshipping communities

At the same time, the ways in which our traditional congregations worship doesn’t seem to be so attractive to people of younger generations. We’re all conscious that most of our traditional congregations are aging. Yet we see that when we provide ways to express faith in ways that are different from the usual Sunday offering, people who’d never normally come on a Sunday morning seem keen to get involved – especially children, young people and families. So how we are experiencing offering the substance of our faith but in new forms? Across the diocese – how are we forming new worshipping communities in our different contexts?

3. Shared local ministry

When the Church began, the model it worked on was one in which many different people had different roles to play. In many cases we've ended up with a Victorian model which assumes that the Vicar will do almost everything. Not only is this a crying waste of different people's talents, gifts and passions, it's increasingly leaving our clergy tired, overstretched and liable to burn out. The development of shared local ministry is crucial: both to use the gifts that all people have and to ensure that the load is shared.

4. Developing our faith

Faith is at its most attractive when it's an experience of being on a journey – of growing, changing, developing. Where there is attentiveness to faith development, things happen. We've a whole range of examples of offerings that help people put their toe in the water. But how do we help people try out what it's like to go ankle, knee deep or beyond? And how do all of us keep growing in faith? None of us have arrived at the destination.

In all of the above it will be important that

- One size can't fit all – any direction of travel must be adaptable to the needs of local contexts and must be locally owned
- We must work out of what we have, not out of concern for what we lack
- Our directions of travel must be owned by all parts of our diocese – parishes, schools, chaplaincies, support services, synods, Bishop's Council, bishops and archdeacons

All that we do must be based on prayer, thinking, conversation and consultation.

www.bathandwells.org.uk

Appendix 1

Membership of the Parochial Church Council during the last year – following the 2022 APCM

Clergy:

Team Rector & Chairman	Revd Dr Stephen M’Caw
Missioner and Team Vicar	Revd Mike Burke (until 31 st January 2023)
Team Vicar	Revd Anika Gardiner
Curate	Revd Nigel Williams

Diocesan Synod: Mrs Sue Lloyd (St J)

Deanery Synod: Mrs Sue Lloyd (St J)

St. John’s Churchwardens: Mr Steve Scott
Mrs Lesley Organ

St. Margaret’s Churchwardens: Mr Chris McFee
(one vacancy)

St. Michael’s Churchwardens: Mrs Rosemary Turner
Dr Nick Milton

St. Francis’ Churchwardens: Mr Martin Burton
(one vacancy)

Elected Members: Mr Julian Anderson (St J)
Mrs Anne Hewett (St J)
Dr Christopher Newton (St J)
Mrs Jenny Owen (St J)
Dr Richard Pannett (St J)
Tim Winship (St J)

Mr Robert Cook (St F)
(one vacancy from St Francis)

Mrs Janet Lane
(St Margaret, Queen Charlton)

Mr Graham Lenton
(St Michael, Burnett)

Co-opted Members (co-opted by the PCC, by dint of chairing a PCC subcommittee):

Mrs Sue Sprague (Worldwide Mission Committee)

Mrs Jane Stockall (Stewardship Committee)

Officers of the Keynsham Parochial Church Council:

Lay Chair:

Mrs Sue Lloyd

(elected from the membership)

Treasurer:

Dr Christopher Newton

(elected from the membership)

Secretary:

Ms Julia Wright

(co-opted from 8th November 2022)

A note on the structure of the Parish

Our Parish of Keynsham is led (in conjunction with clergy) by the Parochial Church Council (PCC) – which meets approx. 5 times a year. The members of the PCC are the trustees of the charity. Each of the four churches has its own District Church Council (DCC) which whilst having delegated powers for e.g. the care of the building and the ordering of worship remains a part of the PCC, and under its direction. The DCCs usually meet 4 to 5 times a year.

The parish's accounts are made up from six distinct accounts, each of which has its own treasurer or administrator. These are: the accounts of each of the 4 churches, plus the central PCC account and the fees account (into which funeral and wedding and related payments are made).

Appendix 2

The Churchwarden's Main Duties

The churchwarden's main duties are summarised in Canon E1 paragraphs 4 and 5, of the Canons of the Church of England. Under those paragraphs, once churchwardens take up their office, they:-

- a. are the officers of the bishop (not the incumbent or PCC) (E1.4);
- b. must be the foremost in representing the laity and co-operating with the incumbent (E1.4):
- c. must use their best endeavours by example and precept to encourage the parishioners in the practice of true religion and to promote unity and peace among them (E1.4);
- d. must discharge the duties assigned to them by law and custom (E1.4). (Examples of this are their duties in relation to the offerings or collections in the church, and the duties imposed on them by section 5 of the Care of Church and Ecclesiastical Jurisdiction Measure 1991 in relation to the church building and the land and articles belonging to it);
- e. must maintain order and decency in the church and churchyard, especially during the time of divine service (E1.4); and
- f. hold the title to the movable goods of the church, must keep an inventory of those goods and keep it up to date, and must hand over the goods to their successors, who must check the inventory (E1.5).

Appendix 3

Legacy Policy

The Parochial Church Council agreed at the meeting on 12th January 2016 a legacy policy. This is now publicized so that all of us know how the parish will handle any money we might generously leave to any of the churches of the Parish in our Will.

“The Keynsham Parochial Church Council (PCC) reaffirms its commitment to encouraging people to make and review their Wills as part of their Christian stewardship.

It welcomes church members leaving gifts in their Wills for the general purposes of the parish, and if they wish to specific churches within the parish. The PCC’s policy is to use gifts in Wills to fund significant development projects in the parish whether buildings, equipment, or staff. Because it may not be possible to fulfil specific donor requests, we prefer gifts to be subject to minimum restrictions.”

Appendix 4

MANAGEMENT STRUCTURE

