****

**Thursday 25th April at 7:30pm**

**AGENDA**

**ANNUAL VESTRY MEETING**

1. Apologies for absence and registering of proxies
2. Agreement of minutes of Annual Vestry Meeting 26th April 2023

**Minutes of the Vestry Meeting Holy Trinity Church Tewkesbury – 26th April 2023**

The Vicar welcomed everyone and Prayer was given.

Minutes

It was proposed by the Chair and carried that the Minutes of the last Vestry Meeting of the 28th April 2022, were a true and accurate record of events.

Vote: Unanimous

Election of Church Wardens

Sara Simpkins was elected again for another year. From the Chair it was proposed that Sara is elected again for another year.

Steven Burden was elected again for another year. From the Chair it was proposed that Steve in elected again for another year

All in Favour: Unanimous

**ANNUAL PAROCHIAL CHURCH MEETING**

1. Agreement of minutes of Annual Parochial Church Meeting 26th April 2023
2. Electoral Roll Report
3. Treasurers Report and adoption of accounts followed by Prayer
4. Youth Work Report followed by Prayer
5. Children’s Worker Report followed by Prayer
6. Safeguarding Report
7. Approval of Children’s and Vulnerable Adults Church Protection Policy
8. Churchwardens’ Report
9. Election of members to the PCC
10. Vicar’s report followed by Prayer
11. Appointment of the Welcome Team
12. Any other Business

**Minutes of Holy Trinity Church Tewkesbury APCM - 26th April 2023**

Present

A Beadle, J Dickinson, D Rogers, L Rogers, A Thomas, J Angood, , S Williams, S Simpkins, A Simpkins, I Hart, H Hart, D DeGruchy, B Snow, L Betts, M Page, J Page, S Burden, S Burden, K Parsons, C Parsons, L McMullen, J McMullen, S Holdsworth, P Herrick, A Hopkins, C Hopkins, P Duncan, R Workman, G Workman, R Elliott, S Walker, K Llewellyn, D Greenwood, A Cirel, S Cirel, G Davies, N Chetwood, M Chetwood, J Davies, S Helliwell, G Ward, D Ward, T Ward, A Gabbott, Kate Wyatt, E Hancox, P Loveridge, A Riddell, A Riddell, S Perks, D Crossley, I Davies, L Woodward, P Elliott, S Bedford, A Bedford, M Edgley, I Hart, H Hart, J Powell, L Archer, C Archer, S Thatcher, D Burcombe, R Burcombe, J Pinder

Apologies,

J Haughan, J Jarman, S Haughan, A Snow, T Walker, M Williams, E Davies, M Wyatt, A Woodward, J DeGruchy, A Angood, J Thomas, G Hallett, M Hallett, J Lowe, K Lowe, D King, B King, K Powell, J Herrick, A Betts, M Holdsworth, M Lee, M Lee

Stephen gave a warm to everyone at the APCM and thanked everyone who had prepared reports. The meeting opened at 19:30 with prayers committing this evening to The Lord and thanking God for the Life of our Church. This was followed by Worship.

The reports for the APCM have been prepared prior to this meeting and are on The Holy Trinity Website and paper copies were available if requested.

**Annual Vestry Meeting**

1. Apologies for absence were noted on the sign-in sheet and there were no registering of proxies.
2. The minutes of the Annual Vestry Meeting of 28/4/22 were agreed that they are a true and accurate record of the meeting and they were signed by the Chairman.

Proposed: David Rogers

Seconder: Julian Dickenson.

Vote: Majority

1. Election of Churchwardens. Both Sara and Steve are willing to serve for another year. There were no other nominations.

It was proposed that Sara and Steve are nominated and accepted as Church Wardens for the next year

Vote: All

A thank you was given to Sara and Steve for serving for another year

**Annual Parochial Church Meeting**

1. **The minutes of the APCM 2022**.

It was proposed that the minutes of 28/4/22 are a true and accurate record of the meeting and they were signed by the Chairman.

Proposal: Andy Beadle

Seconder: Brenda Snow

Voter: Majority

1. **Electoral Roll Report.**

Ken Parsons, as The Electoral Roll Officer, read the Electoral Roll Report

We had a starting base figure of 219 active members and we now have 233 registered members.

Ken clarified what the symbols R, T and O are against the names on the list. R= Live in the Parish of Tewkesbury (58), T= Live in Tewkesbury but not in the Parish (88) and O- Lives outside the town of Tewkesbury (87)

A comment from the floor was given that there are a lot of new members to the Church.

Stephen informed that the statistics are given to the Diocese and important data for assessing church attendance nationally and are part of the formula for calculating Parish Share Contributions.

Stephen thanked Ken for his report

1. **Treasurers Report and adoption of accounts**

Simon Holdsworth, as The Church Treasurer, noted that the statement of financial activities was available on the Church website and also the Charity Commission website. Simon reported that the accounts have been independently examined by Mary Adlard and our thanks go to Mary.

Simon informed that the total income for the year was £223,339 and the total expenditure was £238,373. Both these figures are somewhat higher than 2021, largely due to the weekend away at Cefn Lea.

Voluntary income, was £190,244 in 2022, of which £35,772 was income tax recovered through Gift Aid. Gifts collected through the Parish Giving Scheme increased to £156,000 and continue to represent 80% of voluntary income. Simon thanked all who give in this way as it has kept our financial position looking healthy.

Some of the key expenditures - The Parish Share paid to the Diocese was £85,611 (a 6% increase over 2021) and staff costs were £52,934. Grants and mission donations totalled £20,032.

The balance on the general fund rose to £94,557 (an increase of £5,782 over 2021).

Simon offered his sincere thanks to Mike Page, as Church Accountant, for his diligence in keeping us on top of our financial responsibilities.

Simon also gave thanks to the team who count the collection every week, as well as Helen in the Office who manages many of the day-to-day financial activities, such as paying invoices and making salary payments

The PCC has elected to subject the financial statements to independent examination and, therefore, having made appropriate enquiries, proposed Mary Adlard as the Independent Examiner until the next APCM.

Simon proposed that Mary Adlard continues as the Independent Examiner for 2023.

All in Favour: Unanimous

A question was raised from the floor as to why our balance had risen despite expenditure being higher than our income. Simon explained that our expenditure included the depreciation of assets. Another question was raised regarding our increased energy costs. Stephen informed that there is a Stewardship Sunday planned to hopefully address these additional costs and give the congregation an opportunity to review their giving.

Stephen offered his thanks to Simon, who is now stepping down as Treasurer and the PCC. He thanked Simon for his many years’ service and also welcomed Phil Loveridge who is the newly proposed Treasurer. Phil has over 17 years’ experience as Treasurer in a previous church. Stephen also thanked Mike and Helen for their contribution to the finance team and to all who give to support the life and mission of the Church.

Prayer was given thanking God for His faithfulness in the provision to fund the Ministry of the Church. Prayer was also given for Simon H, Mandy H and Phil L.

1. **Youth Worker Report.**

Sam Williams, as our Youth Worker, presented her report.

Sam informed that she is always so grateful and humbled that she has the honour of walking alongside the Young People in times of joy and difficulty, seeing them grow in their faith as they press more into Jesus and having the privilege of being a trusted adult in their lives, being someone who they want to share their news with.

Sam informed that the vision within the Youth Ministry is being a family with one another and the journey of faith is like being a process of spiritual ripening, where we go through stages of faith development. These can be classified as:

• Simplicity

• Complexity

• Perplexity

• And harmony

Sam thanked all the leaders and helpers of the groups, for all of the congregation who make it a priority to pray for the youth and leaders individually each day and for Jo & Gaz and Stephen & Sharon for not just allowing but promoting the agenda of developing our YP into Young Leaders.

Stephen thanked Sam for her investment and leading the Youth. He informed that it was a real pleasure to see the youth at the front of the Church. No questions were raised

Prayer was given by Jo, thanking God for Sam, leaders and the Youth; for protection over the ministry and its future.

1. **The Children’s worker report**

Lucy Betts, as our Children and families worker, presented her report. Lucy started by providing an overview of the different groups in TJC, and the different teaching and learning styles of the children. She informed that she is back in Schools doing assemblies and has done experience Christmas and Easter, IsingPop and Open the Book in schools. Lucy has also outreached to the community and has done The Big Bang Holiday Club, an Xact production, Messy Church Pancake Party, Gardening with David King, Sewing with Jill and Suzy, an Italian evening and there is a Family Fun Day and Holiday Club coming up. She would welcome any further ideas.

A question was raised from the floor on what was Lucy’s vision for the Children. Lucy replied that she would like to continue to build on TJC, encourage links and stepping stones within schools and bring the community into the Church. Another questions was raised as to what she requires as help. Lucy informed that she requires more people to help to share God’s vision. She also informed that they need new people to go into John Moore School to deliver Open the Book. Stephen gave thanks to Lucy and prayer was given for Lucy and the Children’s work and all the activities planned.

Stephen also thanked Rachel and The Smarties Team and for Kate with the Puppet Team.

1. **Safeguarding report.**

Duncan DeGruchy, as the Safeguarding Parish Officer, gave a verbal report. He informed that he has updated the Safeguarding Policy with some minor amendments – added his name as a contact and added safer recruitment. He also continues to engage with the Dashboard.

There are no safeguarding issues at present. There was one previous concern which was handled really well.

Duncan informed that going forward he would like to improve the ethos of Safeguarding, continue working on the Dashboard and to continue to rollout the Safer Recruitment process. Duncan described a case study of a Safeguarding within another Church. Duncan reiterated that Safeguarding is everyone’s concern and is to be taken very seriously.

Duncan thanked Helen for keeping the training record and completing DBS’s and also to the Safeguarding team. Duncan proposed that the APCM adopt the Safeguarding Policy (Children and Vulnerable adults policy) for 2023

Proposer: Duncan DeGruchy Seconder: Liz Walker Vote: Majority

Stephen gave thanks to Duncan for continuing in this role and acknowledged all the experience that Duncan has as a previous Head teacher. No questions were raised

Sharon led in Prayer thanking us for being a Church Family and for protection and diligence.

1. **Churchwardens report.**

Steve Burden and Sara Simpkins, as a Church Wardens, presented a report.

They updated on the fabric of the Church –

Church Roof: This is generally in good repair. Most of the church roof is tiled with asbestos-cement tiles, but these are in good condition and are effective in maintaining a good level of weather-tightness. However, there was a lot of water being blown into the Belfry and we are grateful to Roger Workman who arranged for some metal baffles to be fabricated and fitted inside the belfry with good effect.

Church Walls: The brick and stone walls of the church appear to be in good structural order. However, some patches of damp on the inside of the south-wall of the church have been noticed after rain. Therefore, quotes have been requested for this.

Church windows: The stonework around the largest stained-glass window at the east end of the church has suffered some cracking and loosening, resulting in some small pieces falling from the inside supporting stonework. It has been examined by a stonemason and we are hopeful that the repairs will start within the next couple of months. It is likely that the chancel area will have to have restricted access during this work.

On-going Church maintenance: Kevin Lambert replaced the carpet in the vestry, repaired and painted the front doors and touched up the plaster and paintwork in the Nave – amongst numerous other things. He has now retired from his role as Facilities manager and we are very grateful for his faithful service to the church over many years. Steve Burden and Nick Kornjaca replaced a large section of the staging adjacent to the vestry during the summer last year which had become creaky with age. There has been some significant staining of carpet tiles in the church and foyer, and Sara Simpkins has been diligently cleaning these areas to see whether further cleaning is warranted or whether some replacement tiles should be fitted. Various maintenance activities have occurred dealing with issues relating to LED lighting, church heating system, and electrical wiring inspections. Allen Snow has kindly been coordinating an updated mechanism for the church clock, which now runs under microprocessor control. The software controlling the timekeeping has recently been tweaked to better match the national time.

Hall: The hall is generally in good repair and we have not experienced any weather-related issues except for those that relate to the heating arrangements. We are in the process of trialling a couple of replacement radiators, to gauge the condition of the pipework and the likely cost and effectiveness of a complete refurb of the installed radiators. The hall boiler is also getting rather old and we are considering when might be the right time to have it replaced with something more efficient. Some changes to the ceiling panels in Room 4 were made to prevent the warm air from escaping into the roof-space and there have been some experiments with the acoustics in Room 4.

Other: Other maintenance activities have been accomplished relating to the kitchen equipment ie the dishwasher and Food Safety guidance.

Office: Some damp has been noted and there is a plan to clean the area up and repaint it to protect against mould.

Old Mission Hall: The building remains in very good condition after its refurb and there are no known problems to report.

Steve informed that with Kevin having retired, we are pleased that Josh Powell has come on board as our verger. Appreciation was given for the regular help and support of the assistant wardens – Andy, Clive, Nick and Sam was given.

Sara updated on the Churchyard: We continue to appreciate the voluntary services of Peter Herrick and David King who have been diligently maintaining the grass and other aspects of the churchyard. We have begun to look at ways to reduce our carbon footprint and make some progress towards the Silver Eco award.

We had a visit from the DAC to discuss our plans for the Churchyard and there are a significant number of changes that can be made without needing a Faculty, and so we have been working on those this year.

The other main eco-project that has taken up time this year is the investigation as to whether we could install solar panels on the south roof of the church. There have been some objections to our initial plans both from the diocese and from the local council. However, we are now considering whether it is possible to modify the plans so that both might agree to the proposed scheme – which, if approved, could halve our electricity bills, making a long term contribution to our running costs and a big step towards reducing our carbon footprint.

A further question was raised from the floor regarding the solar panels. It was suggested that further information could be obtained from Steve if required. It was also raised that the path in the Churchyard is too narrow for buggies, walkers etc. Sara informed that we have plans to widen this.

Stephen gave a huge thank-you to both Steve and Sara.

1. **Election of members to the PCC and Deanery representatives.**

Stephen commenced by thanking the PCC members who are stepping down this year –

* Louise W. However, she will continue to head the Staffing Committee.
* Simon H. Who has served the Church for many years in various roles
* David R who also headed up the project for the refub of The Old mission Hall
* Allen S who has also served in the Church for many years in various roles.

Stephen informed that there have been 2 nominations for the PCC to replace those who are stepping down – Alison Cirel and Lesley Rogers.

2 nominations were also made for the Deanery Synod – Ian Hart and Nigel Chetwood. There is one space still vacant.

Stephen declared those nominated to the PCC after the Safer Recruitment process has been completed

Stephen thanked the PCC members for all their time and work

1. **The Vicars report**

Stephen presented his report based on the 7 Marks of a Healthy Church

1. Energised by Faith
2. Outward-looking focus
3. Seeks to find out what God wants
4. Faces the cost of Change and growth
5. Operate as a community where relationships are nurtured.
6. Makes room for all
7. Doing a few things and doing them well

` Stephen informed of how he is looking ahead and pleased that the new Curate is joining. Prayer was given for Simon and Annie and for their house move to be accelerated.

Stephen thanked The Leadership Team, the Churchwardens, Staff, the Treasurer, the Verger, PCC members, Life Group Leaders (there are 12 life groups with 140 members), the Worship Team and all those involved in leading and serving in the Ministries of the Church. He also thanked God for his faithfulness.

A question was raised from the floor regarding whether there were any updates regarding Same Sex Blessings. Stephen informed that the Bishops are re-looking at the pastoral guidance and Theological principles and it is being discussed again at the General Synod in July. The PCC will wait to see what emerges from the General Synod. We were informed that people may write to our General Synod reps or Bishop Rachel with their views if they wished.

Another question was raised as to how long the Curate would be with us. Stephen informed that he will have 3 years training and a fourth year as consolidation so 4 years in total.

Gaz Davies led us in prayer to provide Stephen with clarity, energy, protection, guidance and wisdom in leading us as a Church. Thanks were given to Stephen for all that he is doing and for his leadership.

1. **Appointment of the Welcome Team**

Stephen thanked those who are serving and for Sara for coordinating the Rota of the Leadership team. It was proposed that Sara approve the appointment of new members as appropriate.

1. **The meeting closed at 9.40pm with a final hymn – “Great is Thy faithfulness” and the saying of The Grace**

**Reports for APCM 2024**

1. **Mission Coordinators**

Thank you to the team of volunteers who twice a year create a display for their Mission Partner, provide up-to-date intercessions for the relevant months, and try to keep life group leaders and interested people in the picture for prayer points when they crop up.

Holy Trinity currently supports financially and in prayer: -

Chris and Suzy Wilson (Abigail Matthew and Micah) - Countrywide Theological Training in Addis, Ethiopia.

Pedro &Annu (Daniel, Yonotan ) - CMJ Church’s Ministry among Jewish people at Beit Immanuel in Jaffa/Tel Aviv Israel

Jason &Tracy Day – Overseas Missionary Fellowship in Chiang Mai Thailand. Personnel Manager (Jason) Child Protection Officer(Tracy).

Wayne O’Leary - Slavic Gospel Association Bible teaching and encouragement in Eastern Europe/Central Asia &UK. (Ukraine is in his remit).

Tim Curtis Rio Verde Paraguay translation of the Bible into the language of the Enxet people in the Paraguayan Chaco. Promoting the use of this bible. Also helping translate the bible into Northern Enlhet and preach around this area.

Release International Pakistan – supporting persecuted Christians. Join Peter Kingston in room 2 every first Tuesday of each month 10am-11am to pray for Christians living where they are persecuted for their faith.

For visiting Mission Partners we aim to provide a bring-and-share lunch enabling a Q&A session giving an insight into their work and challenges. This last year we invited Tim Curtis (Feb), Jason & Tracy (July) and Chris & Suzy (July).

John and Anne Angood (Mission Coordinators) 16/4/24

**Prayer**

We give thanks that we can provide invaluable help in our prayer support for all the mission partners we support.

We pray for wisdom and protection for all these mission partners, especially Pedro & Annu’s family in Israel.

We ask this in Jesus’ name. Amen.

1. **Ministry among Seniors in Holy Trinity 2023**

**Outlook**

Outlook is the name (for historical reasons) we give to the opportunities that we have had to go into various places around Tewkesbury to take simple services, currently at Easter, Harvest and Christmas. This year we have gone into 3 Care Homes, 5 “Over 55s” Flats, Tewkesbury Hospital and, sometimes the Day Centre. “Congregations” may have been very small at one venue and up to 25 or 30 at another. We use simple services which include traditional hymns as our congregations are all Seniors (except the carers who often stay in for the service). We have always been made welcome, and we have rejoiced at the opportunities to share the gospel by invitation with those who don’t, or can no longer, go to church, and those whose contact with the Christian faith may well go back to childhood. We have left them with some verses of scripture in the form of a greeting card, and a small gift, such as a small Easter egg and palm crosses at Easter. There is room for Outlook to expand.

 There is a small committed team of about a dozen– between 3 and 5 involved at each venue . We pray that God will speak to those who have come in the services, and afterwards, remembering that for some this may be the last time they heard the Gospel.

We are grateful that Simon, the Senior’s Pastor was involved at Christmas and has now taken over as leader of the Team Jean Herrick

**“Afternoon for You” outreach**

After another successful year of running 6 Afternoons for You for the more senior residents of Tewkesbury, it still remains a very popular venue with many returning to each event. The number of guests   attending are  approximately 30 to 45 each time Many of  the  guests do not attend any church  and are invited  by our church members  who come.

We  start the afternoon with a quiz and time for conversations to take place. We  have a guest speaker, then tea and cake is served and a fun sketch is done centred around a Christian theme. We finish with an epilogue  of approximately  10 minutes.

Of the guests who come, many live on their own and  so the afternoon  gives them  an opportunity to meet and enjoy the company of others and even make new friendships.

Julie Pinder

**In addition to the above** there were monthly Holy Communion services at two “over 55s” flats, as well as occasional visits to the sick or shut in. The leadership and oversight of all of this is now part of Simon’s role as Seniors’ Pastor which he took on towards the end of 2023**.**

1. **Wednesday@10.30** **service**

This service takes place twice a month: on the first Wednesday of the month, when it includes Holy Communion, and on the third Wednesday, when it is a “Service of the Word”. It is held in Room 4 of the church hall, and is attended by about 10 to 15 people, not all in the Seniors category. It includes hymns, Christian songs, a reading, a talk and prayers.

We are most grateful for all those who set the services up, lead, preach, provide the music, operate the Easy Worship computer and administer the refreshments.

All are welcome to attend, irrespective of age.

*James McMullen*

1. **Encounter**

Our Sunday evening Encounter service aims to create time and space for people to encounter God.  This is a much more informal service than in the morning and is aimed at anyone who loves to linger in God’s presence and welcome the Holy Spirit.  After the service we run Encounter After-hours which is a social time for young people aged 11-18 years.

The service starts at 6.30pm and lasts 60 - 75 minutes.  It includes extended contemporary worship, a short talk and a time for response and ministry. Before the service we encourage everyone who is able, to come and pray from 6pm.

We have had up to 50 people attending each time and up to 10 young people stay on for After-hours. Our current teaching series is called Power in the Name of Jesus. It is really exciting to see the Holy Spirit at work amongst the congregation and see the development of gifts as people step out into new areas of ministry.

Jo Davies

1.  Report March 2023-April 2024

Smarties is the church stay-and-play toddler group which meets every Thursday in term time from 10.15 till 11.45 in room four. Anyone who cares for children age 0-4 is welcome with their children. We play, drink tea, eat snacks, chat, laugh, sing, rhyme and enjoy being together.

As I look back over another year of coordinating Smarties once again I do so with gratitude. My lovely team of 7 and I have set up, welcomed, celebrated, listened, chatted, built community, and watched babies grow to toddlers and toddlers grow in confidence and progress to pre-school. Mum’s, Dads and grandparents have shared frustrations, sadnesses and joyous stories as well as supported one another through the ups and downs of life with a young family! We have an average of 25-30 families a week.

It has been great to have Robbie with us on team this year. I really have appreciated his service week by week, as have many of the families. The children love playing playdough and reading stories with him. Simon has now become a regular feature with his guitar. He brings alot of energy and another important link between Holy Trinity, Smarties and Chance Street school. Sarah, our very own children’s worker, is offering Smarties lots of support and brings another valuable connection between the community and Holy Trinity.

Here are some of my team’s reflections on what has been a highlight for them this past year at Smarties.

“I love the opportunity to be a channel for God's unconditional love and peace .”

“I really like the way that families have a first experience of the church and God. It means a lot to people. Often parents are emotional when its time to move on as their child heads to nursery or school, which shows how much the group means to them.”

“A highlight for me in the kitchen is seeing the faces of the little ones smiling hopefully at me through the hatch and the opportunity to engage with the adults as they come for their teas and coffees!”

“To watch a shy nervous step change, through a smile, to eager confident joy!”

“More families being open and receptive to Christian input for example the Christmas service, offers of prayer and words of testimony.”

“Being able to talk to the parents or listen if they need someone to, singing time is always a highlight seeing lots of little smiles”

As a team we have termly breakfasts with church families who come to Smarties. We meet to encourage one another, share ideas and pray. At one of these it was encouraging to hear from a parents’ perspective that Smarties is really valued and enjoyed.

For me I can’t pick one high light, but it is such a privilege to share life with these young families in our community. Seeing them and valuing them week by week. Getting to know the adults and children. I’m so grateful to God for opportunities to bring encouragements and give courage to many of these families. My team and I are often coming up with ways (which I believe are inspired by God and the holy spirit) to introduce biblical words of truth, to share a thought, a verse, testimony, or celebrate a Christian festival. Christmas is always a highlight for us at Smarties as we craft and sing our way through the Christmas story. However, it was an amazing gift to be able to dance and sing in church one Thursday morning as we celebrated Jesus, king of kings and being born as a baby. Then to have the puppets tell the Christmas story through song and the journey to Bethlehem. Everyone joined us. At Easter we made a lovely little Easter pot which had all the important bits of Easter incorporated into it.

Do you remember the sheep that Andrea and I lost at the last Tewkesbury big Weekend! This was then followed by an amazing puppet show after the parade which was well received by many Smarties families and the community. Thank you God!. This year Smarties will be joining with TJC and trinity praisin puppets along the circus theme. Watch out for unicycles and God as the ringmaster! Come and join us on 18th May at the Tewkesbury big weekend parade. Kate has written an amazing song especially for the occasion.

“The ringmaster is always near the centre of it all, he holds us in his gentle hands and lifts us when we fall, he welcomes us with open arms and guides us through the storm, life can be a circus the master will transform.”

I have been so encouraged by the national play time conference run by care for the family. Last September Isla and I, at the conference, were encouraged not to underestimate the importance of toddler groups for both parents and the children. It was great to look at God’s ways of being with children and children's ways of being with God. This September there are 6 of us going to Bradford for the conference which will be very exciting. I look forward to sharing next year the things we have learnt and implemented!

Thanks to the welcome table where some smarties families continue to enjoy community and a free meal cooked for them, something that is much appreciated.

So that’s Smarties. Thank you for your prayer and support. Please pray for us as we seek to serve the community and find creative ways to serve the young families of Tewkesbury and share God’s love with them. If you are interested in joining the team or finding more out about Smarties please do not hesitate to chat to myself or Sarah.

Pray for

The Smarties team, Rach Elliott, Andy Beadle, Sarah Banelli, Andrea Duncan, Emma Hancox, Robbie Palmer, Simon Phillips, Joy Thomas and Kate Wyatt.

Pray for others to join the team, especially in September as others of the team move on.

The challenge of the new door policy

Tewkesbury big weekend

The Smarties families

Ongoing links with those who have left to remain connected to Holy Trinity through other family events.

For Smarties families to continue to enjoy the welcome table and all the support and community that brings.

Wisdom and creativity as we share testimony and bible verses and biblical truths through craft, celebrating Christian festivals and singing time.

1. **Safeguarding Report**

Author: Duncan de Gruchy, Parish Safeguarding Officer (PSO)

Safeguarding continues to be a key priority in the life of Holy Trinity Tewkesbury. Together with Gloucester Diocese, we are committed to providing training, advice, guidance and support to reduce risk and improve the physical, mental and spiritual outcomes of those we serve.

Holy Trinity continues to have 3 Safeguarding Officers as follows:

|  |  |  |
| --- | --- | --- |
| ***Name*** | ***Role*** | ***Responsible for*** |
| Duncan de Gruchy | PSO | Adults, Children & Young People |
| Liz Williams | Safeguarding Officer | Adults |
| Liz Walker | Safeguarding Officer | Children & Young People |

Key points to note since the last ACPCM Safeguarding Report (April 2023) include:

* Rob Burcombe has stood down from role as Safeguarding Officer for Vulnerable Adults – we thank him for all his contributions to this and his work in the various associated ministries.
* Over the year, volunteers have raised 3 safeguarding concerns. Each have been dealt with, and Diocesan advice sought where appropriate:
	+ 1 of a potential (but not) allegations nature
	+ 1 of safeguarding concerns of a vulnerable adult
	+ 1 disclosure by a young person

No further action has been required of any of them and the Diocese are very satisfied with how they have been handled. The concerns raised illustrate how the culture of safeguarding, and people’s vigilance is improving all the time – THANK YOU everyone for all you do to keep our children, young people and vulnerable adults safe.

* The bulk of volunteers requiring DBS certificates and Safeguarding Training have received this meaning our compliance is in better shape than it was this time last year! Thank you especially to Helen Hart for her relentless work on this and to Peter Duncan for his support to her in this task.
* Continuing to work on the Safeguarding Action Plan. The most significant (and ongoing) piece of work on this is updating the list of Church activities. The list is comprehensive and up-to-date, but still some work is needed to complete the monitoring task of all the associated diligence checks (ie risk assessments and insurance arrangements etc).
* Policies – both Safeguarding Policies (ie Children and Young People Safeguarding Policy, and Adults at Risk Policy) have been updated with minor changes as follows:
	+ Update to cover page to include cross references with other policies
	+ Updated reference to Working Together to Safeguard Children (Dec 2023) document
	+ Update on Church list of arranged activities (to include all groups)
	+ Update to Safer Recruitment statement to include volunteers
	+ Update to definitions of Types of Abuse (for clarification and avoidance of repetition)
	+ Update to Other Useful Numbers/Contacts
	+ Ex-Offenders Policy now included as appendix to both Safeguarding Policies

To meet our annual obligations, I propose that both Safeguarding Policies (ie Children and Young People Safeguarding Policy, and Adults at Risk Policy) are formally accepted at this meeting.

* The Church of England’s National Safeguarding Team have recently created and published a set of 5 National Safeguarding Standards as follows:
	+ ***Culture, Leadership and Capacity****: Church bodies have safe and healthy cultures, effective leadership, resourcing and scrutiny arrangements necessary to deliver high-quality safeguarding practices and outcomes.*
	+ ***Prevention****: Church bodies have in place a planned range of measures which together are effective in preventing abuse in their context.*
	+ ***Recognising, Assessing and Managing Risk****: Risk assessments, safety plans and associated processes are of a high quality and result in positive outcomes. The assessment and management of risk is underpinned by effective partnership working.*
	+ ***Victims and Survivors:****Victims and survivors experience the timeliness and quality of Church bodies' responses to disclosures, and their subsequent support, as positively meeting their needs, including their search for justice and helping their healing process.*
	+ ***Learning, Supervision and Support:****All those engaged in safeguarding-related activity in Church bodies receive the type and level of learning, professional development, support and supervision necessary to respond to safeguarding situations, victims and survivors, and respondents, effectively.*

PCC have looked at one of these (Safer Working Practices) and aim to look at all 5 over the coming 2-3 years.

* Training has been delivered to 3 tranches of volunteers (in June 23 and January 24) and is reportedly well received. We can now offer training in a variety of ways to facilitate access to meet most people’s needs. The aim is to make the face-to-face training more regular … look for details in the weekly HTT Update!

Actions moving forward:

* Continue to Parish Safeguarding Dashboard and create an action plan from any issues identified – especially relevant training for all groups and developing a list of all church activities involving children, young people and vulnerable adults.
* In line with the Safeguarding Policy, ensure all staff and volunteers who work with children, young people and vulnerable adults have completed the necessary training within the last 3 years.
* Develop online record management system for secure storage of our safeguarding records.
1. **Tewkesbury & Winchcombe Deanery meetings Report**

**Deanery Synod Report 2024**

This past year has been a year of transition for our Deanery.

Rev Julie Hook kindly acted as area Dean and we have has 3 meetings in the past year. There is an action plan which will be more used this coming year and Rev David Penny was commissioned as new area Dean this year. There is also a new lay chair and standing Committee. As one of our Deanery synod reps it has been interesting to see what happens at each meeting and what matters are important to different people from other parishes. I'm looking forward to the year ahead.

Ian Hart

1. **Kintsugi Report**

We have a Well being team with 10 members who are in different stages of being trained and having a DBS.

We have 7 trained leaders, who can also act as helpers.

We have run two 12-week courses. In 2023 we ran a course between April and July. Liz Williams and Stuart Hutchison each led a small group of 19 people. Feedback was very good.

In 2024 we have run a 12-week course between Jan and April. Liz Walker and Sue Thatcher stepped up as leaders and Liz Williams, Annie Pickering Pick and Stuart Hutchinson acted as helpers. Feedback was very good.

We have learnt that we can then rotate leadership allowing for any illness or holidays within the 12 week period.

In our first course we had 3 non churched attendees

In our second course we had 2 attendees from different churches and 2 attendees who were not from any churches.

Moving forward we would like to be able to run a group in the day, we have plans for a mens group and an evening group that Is available to any member of Tewkesbury community.

We meet regularly as a team and establish our next steps as a group

1. **Fabric Report**

**Church**

The roof is generally in good repair, and there has been no repeat of the water ingress around the Belfrey following the fitting of baffles last year. Some cracks that were identified around the East window have been repaired by a local stonemason during the summer and no further problems are anticipated.

We are due a quinquennial inspection later this year, and this is likely to highlight areas of pointing and stonework that will need attention, including the south wall of the church which we are already aware of. Bearing in mind the elevation of the church, it is thought that some of the repairs will need professional assistance with high-access equipment (e.g. scaffolding towers or cherry pickers) which would incur some additional cost against our maintenance budget.

Throughout the winter, the wooden external door to the vestry has become harder to open and close as the doorframe swells in wet weather. Repairs will be carried out in the summer when it will have dried out.

The heavy baptistry covers were re-seated last summer in a way that we hope will better protect the paintwork and plaster around the top of the pool, and we appreciate the assistance from all those who were involved in those repair and maintenance activities which took several weeks to complete.

There is one area at the north-east corner of the Nave where it looks like some plaster has moved, and we think that this should be investigated and repaired shortly.

**Hall**

The gas central heating in the hall needs to be replaced, and this has become a major project for the coming year. The current boiler is 44 years old and the radiators are inadequate at heating the rooms quickly, but with the Church of England aiming to be carbon neutral by 2030, a like-for-like replacement is not acceptable. By the end of the 2023 it was determined that an Air-to-Air heat pump system would be the most efficient & low-carbon solution, and a local company has quoted for the work. For the work to go ahead, we have applied for a Faculty from the Diocesan Advisory Committee (DAC) and it now appears that planning permission may also be required (although none of the units would be visible to the public).

This project will also look to further reducing our hall-heating needs and costs by:

* The introduction of insulation into the cavity walls and above the suspended ceilings.
* Separately controllable heating areas to suit room-bookings more precisely.
* 100% LED lighting throughout the building.

We are grateful to the members of the church who have generously donated funds to help with the cost of this project but, in the interest of careful spending, will also look to apply for external funding once the permissions are all in place.

There is a need for redecoration in several of the rooms and ceiling tiles in some rooms need replacement, but these tasks will not be tackled until the new heating system is in place and the old radiators and pipework have been removed.

Acoustic panels have been fitted to the walls in room 4 to reduce reverberation and help with audibility. In the kitchen, repairs have been necessary to both the water heater and the dishwasher which is not surprising given the additional use they have had over the past year with the Welcome Table activities.

**OMH**

The OMH has also seen an increase in use over the last year, but there have been no major issues, although we have repainted the fascia’s that look onto Trinity Street.

**Church Office**

The church office has had a few minor maintenance problems this year, with fuses tripping and water leaking in the bathroom, but these were quickly sorted.

**Churchyard**

We are grateful to David King for continuing to maintain the grass in the churchyard, and appreciated the work that Peter Herrick did in weeding and tidying the flowerbeds. We will miss Peter in so many ways.

Over the past year, the raised vegetable beds provided crops of potatoes, radishes, tomatoes, courgettes and runner beans which the children enjoyed picking throughout the summer.
A second compost bin is now in use, and six bird boxes have been put up in various places around the churchyard – courtesy of the diocese.

The plan to move a few of the isolated headstones to the perimeter wall has stalled, in part because of the slow response by the DAC, but also due to the cost of re-mounting the headstones. However, we continue to monitor them as a matter of health and safety.

**Net-zero plans**

Whilst we expect that the changes to the hall-heating (our Stage 1 for decarbonisation) will make a huge reduction in our gas-usage, the energy needed to heat the church during the winter remains significant and we have been considering ways in which our carbon-footprint can be further reduced.

Having had general approval from the DAC for the proposal to mount a photo-voltaic solar array on the south roof of the church with battery storage (our Stage 2 for decarbonisation), we now must gain Planning Permission from the LPA.

There are several bumps in the road for this project to succeed including dealing with the asbestos-cement roof tiles which were used for much of that roof-face and finding a contractor that will work to the DAC’s specification.

**Regular Checks, Servicing, Inspections and H&S**

In 2023, checks, servicing and inspections were carried out on the lightning conductor, the fire extinguishers, the emergency lighting systems, smoke & heat alarms and the heating boilers. Small electrical items were PAT tested and we also had a 5-year electrical inspection on all of our buildings. This only picked up a couple of minor recommendations, which have been implemented. We also had a thorough review with our insurance company, which has to be completed every 3 years.

The carpets in room 1, room 2 and the foyer have been cleaned twice during the year, as have the fans in the kitchen and toilets and the filters in the church heaters. Since September, in addition to cleaning the hall and toilets twice per week, the cleaners have been cleaning the church, creche and foyer, which seems to be very satisfactory.

In the autumn, we began a review of our Fire risk assessment, and Helen has updated our H&S policy and sent it out to all keyholders. We have also reviewed our COSHH requirements and ensured that keyholders are fully aware of where the accident books are located and how they should be used.

Finally, the wardens would like to thank Josh Powell who served as verger throughout the summer, tackling a number of maintenance jobs, as well as Andy Beadle, Sam Eedle, Clive Hopkins and Nick Kornjaca who have served faithfully as assistant wardens for the past year.

1. **Creation Care**

Although we have not had meetings of a Creation Care team in the last year, various ideas and projects that have emerged out of an increased awareness of creation, the environment and climate change have been taken forward.

A number of environmentally friendly projects have been progressed by the wardens as explained in their fabric report. In particular:

1. The replacement of the gas central heating in the hall
2. The investigation into installing solar panels on the church roof
3. Various improvements in the churchyard

The churchyard has benefitted from the efforts of David King, Peter Herrick and Sara Simpkins. Sara had led the redesign of the churchyard with a number of environmental improvements such as the log pile, the raised vegetable beds, planting of new shrubs and flowers and the installation of a number of bird boxes. In the summer months an area of the churchyard is not mown to encourage wild flowers and pollinators. We will also be replacing some of the benches this summer to attract people to use the churchyard as a place of peace.

As a church we held a second Green Week in June 2023. Andrew Simpkins gave the Sunday morning talk on Christian Faith and Climate Change and a Green Week booklet was distributed to the congregation with various ideas and actions to help us all live in a more environmentally friendly way.

Andrew and Sara recently met with a member of the newly formed creation care group at the Abbey and were able to share a number of ideas. We have offered to support them as they develop their plans.

Having gained an Eco Church bronze award in 2022, in the coming year we plan to look at how we might go on to achieve a silver award as a church.

Andrew Simpkins

1. Welcome Table

Welcome Table continues to welcome guests from a largely unchurched community around Tewkesbury, to receive hospitality and be shown Gods love within the settings of Holy Trinity Church facilities and fellowship. Over the past year a large cross section of this community has joined us, from young families to old widows and everything in between. There is a mix of guests who join us for short periods as the seasons of their lives dictate, and a cadre of regulars who attend most sessions. This has formed a wonderful community, where guests are comfortable to share their deepest vulnerabilities and look forwards to being able to be with us. As these relationships have formed between the guests and volunteers we have seen a growing number of gospel based conversations and requests for prayer, which have been initiated by our guests. This is in no small part due to our policy to not proselytise unless the guests invite it, which has created a safe space where guests can explore faith on their own terms. This has in turn lead to a deeper exploration of Jesus, with guests joining Sunday Services, Encounter, Afternoon for You and Life Groups. This ministry has been facilitated by Gods enduring provision, as we continue to step out in faith through him so continue to be blessed by him both for physical resources and his guidance.

We pray with thanks that he continues to be so good, and that we can continue to be in step with him. We continue to operate backed by a large bank of volunteers, whose steadfast commitment has meant that we have run every two weeks without break since our conception in October 2022. This has allowed us to become a reliable resource, a community that our guests have been able to lean upon during their times of need. This has had a positive impact on our most vulnerable guests, and we as a team are grateful for the sacrifices that our volunteers have made to help us achieve this. As a core team we look forward to the coming year, and are excited for where God will take us as we journey with him.