

# PAPERS FOR APCM 2025 2<sup>nd</sup> edition



# St Paul's Church, Chichester

The following Annual Meetings will be held at around 11.30am on Sunday 18 May 2025.

#### Annual Meeting of Parishioners to Elect Churchwardens

#### Agenda

#### 1. Opening Prayers

#### 2. Apologies for Absence

#### 3. Minutes of the previous meetings

The meeting is asked to consider the minutes of the meeting held 14 May 2023 and 12 May 2024 for approval (attached).

#### 4. Election of Churchwardens

The meeting is asked to elect two people to serve as Churchwardens from May 2025 – May 2026.

#### 5. Date of Next Meeting

The meeting is asked to agree 10 May 2026 as the date of the next meeting.

## **Annual Parochial Church Meeting**

#### Agenda

#### 1. Apologies for Absence

## 2. Minutes of the Previous Meetings

The Meeting is asked to consider the minutes of the meetings held on 14 May 2023 and 12 May 2024 for approval (attached).

#### 3. Electoral Roll

The Meeting is asked to note the new electoral roll.

#### 4. Rector's Report

The Rector will report on the last year at St Paul's.

#### 5. Financial Statements and Annual Report

The Treasurer will ask the Meeting to note the financial statements of the council for the year ending on the 31 December 2024 (attached).

#### 6. Appointment of Independent Examiner

The Treasurer will ask the Meeting to reappoint Lewis Brownlee as the Independent Examiner for 2025.

## 7. Annual Report of PCC

The Meeting is asked to note the report from the Secretary (attached).

#### 8. PCC Appointments

The Meeting is asked to appoint three people to the PCC for 2025-2028.

#### 9. PCC Membership

The Meeting is asked to consider a proposal from the PCC to change aspects of the PCC, with effect from 2026 (attached).

## 10. Annual Report on the Fabric, goods and ornaments of the church

The Meeting is asked to note the report from the Churchwardens – to follow.

#### 11. Report on the proceedings of the Deanery Synod

The Meeting is asked to note a report from Deanery Synod – to follow.

#### 12. New Parish Mission Action Plan

The Meeting is asked to consider the new Plan (attached) including a video from the Diocesan on climate change.

#### 13. Any Other Business

#### 14. Date of Next Meeting

To agree the next meeting date of 10 May 2026.

Charles Gauntlett Parochial Church Council Secretary, St Paul's Church, Chichester chairycharles@yahoo.com

# St Paul's Church, Chichester

#### Minutes of the Annual Meeting of Parishioners to appoint Churchwardens held on 14 May 2023

The Rev'd Sue Burnett opened the meeting with prayer. Mr David Foster (Churchwarden) was in the chair and 71 parishioners were present.

**Apologies for Absence** were received from Margaret Elkin, Lisa Elkin, Kate Henwood, Paul and Zena Matthews and Katy Shippam.

## 1. Minutes of the meeting held on 17<sup>th</sup> May 2022

. The Minutes were agreed and signed.

#### 2. Election of two churchwardens

The following people were appointed as churchwardens: David Foster, proposed by Bruce Taylor and seconded by Valerie Sargeant Jeannie Taylor, proposed by Martin Ridley and seconded by Jennie Aitchison

# Minutes of the Annual Parochial Church Meeting held on 14 May immediately following the annual meeting of parishioners.

Apologies for Absence were as above.

## 1. Minutes of the Annual Parochial meeting held on 17 May 2022

2. Bruce Taylor proposed that the Minutes should be accepted. This was seconded by Paddy Vincent- Townend. The Minutes were approved nem con and signed.

## 3. Presentation of the Electoral Roll

Sue Foster presented the Electoral Roll. She said that the electoral roll contained 249 names, a net increase of thirteen. David Foster thanked Sue Foster for her work and proposed that the Electoral Roll should be adopted. This was agreed nem con.

## 4. Elections to the Deanery Synod

The following people were elected to the Deanery Synod: Caroline Adams, proposed by Margaret Heald and seconded by Bethany Herrod Jennie Aitchinson, proposed by Lisa Elkin and seconded by Valerie Creswick Margie Caldicott, proposed by Chantal Tomlinson and seconded by Susan Foster

Martin Tomlinson, proposed by Bruce Taylor and seconded by David Foster

## 5. Elections to the Parochial Church Council

The following people were elected to the Parochial Church Council:

Mark Holl, proposed by David Foster and seconded by Susan Foster Chantal Lushington, proposed by Bruce Taylor and seconded by Chris Merrien

Christine Meaden, proposed by Chris Merrien and seconded by Chantal Tomlinson

Roderick Smith, proposed by Melanie Ridley and seconded by Martin Ridley Katy Stephen, proposed by Valerie Sargeant and seconded by David Foster

#### 6. Receipt of the Annual Report.

Rod Smith introduced this item. He urged people to read the Annual Report to see what had been going on at St Paul's during the previous year. In terms of finance, reserves had declined from £392, 490 at the end of 2022 to £216, 345. The previous year's figure had included money subsequently spent on the refurbishment of the church. Reserves were held as follows:

Endowment Funds	£6997
Restricted Funds	£53,309
Unrestricted Funds	£150, 039

Rod Smith said that regular giving had increased in response to a stewardship campaign. Income from the hire of the hall and church had been very good and Rod Smith thanked Hilary Smith and Chris Griffiths, the caretaker, for all the very hard work that they had done to support this. He went on to say that attention would be given during the next year to the best use of the facilities, matters to do with governance and reporting, and developing environmental sustainability.

Alan Green proposed that the accounts should be received. This was seconded by Avril Priestman and approved nem con.

Peter Couzens proposed that Lewis Brownlee should be reappointed as the independent examiners. This was seconded by Jeannie Taylor. The reappointment was approved nem con .

Ian Creswick asked whether the church was living within its means. Rod Smith said that the balance sheet was healthy but there was no case for complacency. Annual stewardship campaigns were being envisaged because new people came into the congregation and others left..

Bethany Herrod asked how the hire charges were set. Rod Smith said that the levels had been increased slightly but the main concern was to have the building well used during the recovery from the pandemic.

Peter Couzens asked whether there were moves to implement the Parish Giving Scheme at St Paul's. Rod Smith said that this was still under consideration. There would be a lot of administration involved in setting up the scheme and he was not sure that it would be welcomed by people in times of high inflation. David Foster thanked Rod Smith for all his work as treasurer.

#### 7. Safeguarding

A report from Martin Tomlinson had been posted on the website and paper copies were available at the back of the church. There had been one or two incidents during the year that had required a response. Martin Tomlinson thanked Valerie Creswick for all her work in ensuring the DBS checks were undertaken and kept up to date. He also thanked Martin Troy who had responsibility for safeguarding matters as they related to vulnerable adults. Martin Tomlinson valued the advice that he received from Colin Perkins, the Diocese of Chichester's safeguarding adviser.

#### 8. Fabric Report

Bruce Taylor introduced this item. The building work was finished in June 2022. This had included the installation of ramps and automatic doors in 2020, the remodelling of the parish centre in 2021 and the refurbishment of the church in 2022. The focus now was on maintenance. There had been an ingress of water in the tower over the porch but this had happened because of exceptionally heavy rainfall. Widening of the gullies was in progress. It was intended to clear leaves from gutters once or twice each year.

Bruce Taylor went on to say that the internet connections in the church and parish centre had been upgraded and it was hoped to get an internet connection at St Michael's. Bays in the car park had been marked by studs in the hope of encouraging considerate parking. A potential problem might arise for hiring St Michael's if double yellow lines were extended to the Summersdale area as seemed likely.

#### 9. Deanery Synod Report

This had been posted on the website and paper copies were available at the back of the church.

#### 10. Mothers' Union Report

This had been posted on the website and paper copies were available at the back of the church.

#### 11. Report from the Parochial Church Council

This had been posted on the website and paper copies were available at the back of the church. David Foster thanked Valerie Sargeant who was standing down after many years as an assistant churchwarden. She would be continuing though with her valuable ministry of meeting and greeting and the rota for the lay ministers of communion.

#### 12. Churchwarden's Report

David Foster spoke to this item. His report had been posted on the website and paper copies were available at the back of the church He said that there had been many good things about 2022, not least the increase in electoral roll numbers and the healthy financial situation. Obviously there was sadness about Fr Simon's departure to the cathedral but he had left a substantial legacy over the last twelve years at St Paul's. Great thanks were due to him for all his work. He went on to pay tribute to John Ashwin who had died at the end of April. He had been at the centre of St Paul's for more than forty years and his contribution could not be overstated. He had been a Reader and churchwarden, had produced a Good Friday Passion that had been enacted in central Chichester and had written the script for the annual nativity play among many other things.

David Foster went on to highlight the work that was being done with children and young people. The attendance at Sunday School averaged 35. Twenty five children attended Ignite for Years 3 to 6. Messy Church had forty children plus their parents and carers, and the Boys' (and Girls') Brigade had twelve members. The YOYO group for older children had four members. David Foster thanked all those who were involved in the children's and young people's work, particularly Emma Baverstock, Katy Shippam and Zena and Paul Matthews.

Zena and Paul Matthews went into St Joseph's School each week and their JAM club there had 14 members. They also went to Jessie Younghusband School once or twice each term. The presence of children and young people at St Paul's put the church in the top one per cent for this work nationally.

Music was next. David Foster thanked Chris Larley, the members of the choir and the five organists for their immense contribution to the life of the church.

He went on to suggest that how the parish centre and church were being used seemed not to be well known. The list of the regular organisations was as follows:

Sanctuary in Chichester working with refugees to offer support and language lessons Four Streets offering a meal daily to those in need Confide a counselling service for those on low incomes Say Aphasia, for people who had suffered strokes Think 18, for people with learning disabilities Chichester Festival Friday Club for adults with learning disabilities A bridge club University of the Third Age Workers' Educational Association Blood donations Music Exams Concerts Plus all the usual church societies and young people's activities

St Michael's Hall was used for mother and toddler groups, yoga classes, Brownies, line dancing, two art clubs, a residents' association, a keep fit group and by the Chichester City Band for band practice. David Foster gave very special thanks to Hilary Smith and Chis Griffiths, the caretaker, for their incredibly hard work to increase the use of the facilities and support the users in many different ways.

David Foster then went on to talk about the process for appointing a new incumbent. The first stage would be to draw up a parish profile that would need approval from the PCCs at St Paul's and St Peter's, Westhampnett, at a Section 11 meeting to be held on 3 July. This meeting would also nominate two people from both churches to interview prospective candidates. The Archdeacon of Chichester would offer support during the process. The Bishop of Horsham would be leading for the diocese and Canon Jack Dunn would be leading for the cathedral. It was hoped to be able to place an advertisement nationally in the autumn. The diocese was not intending to nominate a candidate. Interviews could take place in late October or early November and it was hoped that a new rector might be in post by Easter 2024.

David Foster expressed profound thanks to the retired clergy for their willingness to do so much during the interregnum. He asked for support for himself and Jeannie Taylor as churchwardens. He was grateful for a strong PCC. It was intended to post the PCC Minutes and relevant documents on the website and have copies available at the back of the church.

#### **13.** Any Other Business

Brenda Couzens thanked David Foster for the explanation about the coming months and for all his hard work during the last year.

The meeting concluded with the Grace.

# St Paul's Church, Chichester

Minutes of the **Annual Meeting of Parishioners** to appoint Churchwardens held on 12 May 2024 at 11.30am.

# 1. Introduction from the Chairman

The Rev'd Canon Paul Doick, in the chair, opened the meeting with prayer. 57 parishioners were present.

# 2. Apologies for absence

Apologies for absence were received from Caroline Adams, Margie and Stephen Caldicott, Brenda and Peter Couzens, Ian and Valerie Creswick, Lisa Gauntlett, Paul and Zena Matthews, Margaret Phillips, Martin and Melanie Ridley and Judith Swindlehurst.

# 3. Minutes of the Meeting held on 14 May 2023

The minutes had been previously circulated but were not available at the meeting, so were deferred until 2025.

# 4. Election of Churchwardens

The following people were appointed as churchwardens for 2024/25:

David Foster, proposed by Zena Matthews and seconded by Chantal Lushington.

Jeannie Taylor, proposed by Margie Caldicott and seconded by Maggie Elkin.

Minutes of the **Annual Parochial Church Meeting** held on 12 May 2024 immediately following the Annual Meeting of Parishioners

The Rev'd Canon Paul Doick, in the chair, apologised that hard copies of reports for the APCM were not available, but confirmed that they would be published on the church's website as soon as practicable.

# 1. Apologies for absence

Apologies for absence were as above.

# 2. Minutes of the Meeting held on 14 May 2023

The minutes had been previously circulated but were not available at the meeting, so were deferred until 2025.

# 3. Presentation of the Electoral Roll

Sue Foster, Electoral Roll Officer, presented the Electoral Roll. She advised that the Roll stood at 265 members, a net increase of 16 compared to the previous year.

Canon Paul proposed that the Electoral Roll should be adopted, which was agreed unanimously.

# 4. Election of five representatives of the laity to the Parochial Church Council

The following people were elected to the Parochial Church Council for 2024-2027:

- Ian Creswick, proposed by Sue Foster and seconded by Caroline Adams
- Chris Merrien, proposed by Lisa Elkin and seconded by Denise Stephens
- Chantal Tomlinson, proposed by David Foster and seconded by Caroline Adams
- Paddy Vincent-Townend, proposed by Caroline Adams and seconded by Margaret Heald.

Canon Paul advised that one vacancy remained, which could be filled by cooption. He urged parishioners to consider whether they could put themselves forward to fill the vacancy.

# 5. Clergy Report

David Foster, Churchwarden, started the item by reflecting on the past year at St Paul's Church. He was pleased that the appointment process for a new Rector had run smoothly and that usual activities at St Paul's had generally been maintained during the vacancy. He thanked Hilary Smith, Verger, for her excellent work across a range of areas at the Church.

He highlighted two challenges facing the Church. Firstly, it was noted that Emma Baverstock, Youth Worker, would be leaving her post in June 2024. David Foster paid thanks to Emma for her excellent youth work for the Church. This would mean that youth work for older children would need to be considered in the near future.

Secondly, he highlighted the lack of a serving team for the 10am Sunday morning service. Consideration would need to be given to whether volunteers should be sought to re-establish a serving team.

Canon Paul started his address for the year ahead by recalling the words of St Paul in 1 Corinthians, where St Paul stresses the importance of love in Christian communities, setting a path for the Church to build its community for the future in God's service. He thanked St Paul's Church for its warm welcome to him and his wife Jan. He thanked the churchwardens for their work during the vacancy, and the PCC for its efforts to refurbish the Rectory. He looked forward to moving into the Rectory in the coming days.

Looking to the future, he aimed to reflect on the PCC's strategy document from 2018 and other policies. He would consider ways to deliver youth work to teenagers in the parish and would work to build effective communications, including through the website and social media.

# 6. Accounts of the Parochial Church Council

A report by the Treasurer was noted. Rod Smith, Treasurer, advised that the accounts were in a positive position, with a £50,000 increase at year end compared to the previous year. He highlighted the success of regular giving, legacies and hall hire, which enabled the church to do great work with charities and groups of vulnerable people.

# 7. Appointment of Independent Examiner

The Meeting was asked to agree the PCC's recommendation that Lewis Brownlee should be reappointed as Independent Examiners for 2024. This was proposed by Rod Smith and seconded by Chantal Tomlinson, and was agreed unanimously.

# 8. Report from the Churchwardens on the fabric, goods and ornaments of the Church

The report was introduced by Jeannie Taylor, Churchwarden. She advised that the buildings were in generally good condition. Work was being done to tackle several roof leaks, with work also done to clean gutters and pollard nearby trees, to reduce the risk in future. She confirmed that St Michael's Hall had been refurbished and had gained broadband and a smart thermostat. The Rectory had been refurbished through the work funded by the Diocese and the PCC. She thanked Bruce Taylor, Fabrics Officer, for his work on managing building matters on behalf of the PCC. The report was noted.

## 9. Report on the proceedings of the Deanery Synod

Canon Paul summarised the report, advising that a Deanery Mission Plan had been agreed and that the Deanery was considering whether to fund a Family Support Worker post, to support families in need throughout the Deanery. The report was noted.

Canon Paul declared an interest as a former trustee of the Diocesan Association of Family Support Work.

## **10. Report of the Proceedings of the Parochial Church Council**

A report on the proceedings of the PCC over the last year was noted. Much of the year's work had been concerned with adopting a parish profile and recruiting a new Rector.

# 11. Any Other Business

The meeting noted that the following additional reports had been prepared for the APCM and would be published on the Church's website: Safeguarding Report, Ladies Group Report and Mothers Union Report.

In response to a question about whether poor parking in the turning circle could be tackled, Canon Paul agreed to look into the matter.

Rev'd Rachel Hawes, Associate Rector, asked to place on record the thanks of the people of St Peter's Church, Westhampnett to Hilary Smith for her printing work for that church.

The APCM ended at 12.14pm.

#### PCC Report for APCM 2025

The PCC has met 7 times since the APCM in 2024. The average attendance was 75%. Meetings were chaired by the Reverend Canon Paul Doick, the Rector.

The PCC received regular reports on finance and safeguarding and took steps to ensure that the safeguarding policies relating to children and to vulnerable adults were up to date and prominently displayed.

Other matters discussed by the PCC during the year included a comprehensive review of corporate and staffing policies, hall hire terms and conditions, an additional parish share payment of £10,000 to the Diocese, whether to establish electric vehicle charging in the car park (which was not pursued), and the potential for a future youth worker.

The PCC held an awayday to review St Paul's Mission Action Plan and worked to agree new priorities for the new Action Plan, which will be presented to the APCM.

The PCC also discussed 'Prayers of Love and Faith' liturgy which can be used within an existing service (such as a Eucharist during the prayers of intercession) to pray for a same-sex couple. As this is the only legal way that a Rector can offer any prayers for a same-sex couple's union, the PCC unanimously agreed that the Rector be supported in using 'Prayers of Love and Faith' during existing services and that support also be given to any future provision to allow a standalone service to recognise and bless same-sex unions.

Charles Gauntlett PCC Secretary

#### Annual Parochial Church Meeting – 18 May 2025

#### **Membership Report**

At present St Paul's PCC has the following membership:

Rector – Rev'd Canon Paul Doick (Chair)

Associate Rector – Rev'd Rachel Hawes

Churchwardens – David Foster and Jeannie Taylor

Diocesan Synod Representative – Margaret Heald

Deanery Synod Representatives – Caroline Adams, Jennie Atchison, Margie Caldicott and Martin Tomlinson.

Lay Members of PCC – Bethany Herrod (2022-2025), Mark Holl, Chantal Lushington, Christine Meaden, Rod Smith (Treasurer), Katy Stephen (all 2023-2026), Chris Merrien, Ian Creswick, Chantal Tomlinson and Paddy Vincent-Townend (all 2024-2027). There are two vacancies. The Secretary is not currently a member of PCC.

This makes a membership of 21.

The Church Representation Rules set out that a parish can resolve to vary the number of representatives at its annual meeting. The PCC and its Standing Committee have discussed the membership size and concluded that a membership of 18 would be more appropriate, and more in line with other charity boards of trustees.

At St Paul's, a rule is in place that PCC members can serve for two terms but must then stand down for at least one year. The PCC also discussed this rule and concluded that it should be abolished, so that members of the PCC can be nominated for three-year terms without any break. This can improve continuity of experience on the PCC.

The PCC recommends to the Annual Parochial Church Meeting that

- (1) The lay membership should be reduced from 12 members to 9 members, with effect from the APCM 2026.
- (2) The rule that PCC members must stand down after two three-year terms be be abolished with effect from the APCM 2026.

Charles Gauntlett

Secretary

# **Buildings report, May 2025**

Approximately every five years, as you probably know, we are required to have what is known as a "quinquennial inspection", during which the fabric of the buildings is investigated. Our latest inspection was carried out last summer and reported in October. Given the fairly recent extensive refurbishment of the premises, no major issues were found, but the following items were recommended for attention:

- Electrical test (completed)
- Repairs to some rainwater pipes
- Repairs to small roof leaks at southeastern end of nave and sanctuary
- Redecoration/repair of nave north wall damp patches
- Repair or removal of unused roof-lights at western end of nave roof
- Window glass repairs (several small panes broken)

The above list has been combined into a small building project, which is currently awaiting DAC approval. Hopefully all the repairs can be completed over the summer months.

Unfortunately, there have been two break-ins during the last 12 months. Last September saw the office door forced, and in February the door of the clergy vestry met the same fate. In each case very little was stolen and the doors were quickly repaired (with new locks).

Other matters, such as replacement of taps in the cloakrooms and treetrimming in the churchyard, were carried out during the year – and of course general maintenance of St. Paul's - and St. Michael's Hall - was ably conducted by our caretaker.

#### Chichester Deanery Synod Report 2024.

Parishes elect lay representatives to the Deanery Synods every three years. The last election was in 2023. The number of parish representatives is determined by the number on the electoral roll and St Paul's is entitled to five representatives, plus the Rector and Associate Rector. There is currently one vacancy.

The deanery synod members provide an important link with neighbouring parishes and the wider structures of the church, enabling the sharing of best practises and knowledge, encouraging support and discussing issues of both local, diocesan and national concern.

Members of the deanery synod play an important role in electing lay and clergy members to both Diocesan and General Synods. Margaret Heald is an elected member of Diocesan Synod and is therefore also an ex-officio member of Deanery Synod, and our Incumbent, Canon Paul Doick, as Chair of the Diocesan Advisory Committee for the Care of Churches also sits in Diocesan Synod as an ex-officio member. All Deanery Synod members automatically sit on the PCC.

During 2024 there were only 2 meetings of Deanery Synod. The first in February held at St James' Church, Birdham, included a presentation from Martin Auton-Lloyd, the CEO of the Chichester Diocesan Association for Family Support Work, known as FSW. This organisation supports children and families through difficult times in their lives including low income and poverty; mental or physical ill health; disability; learning difficulties; school non-attendance and exclusion; bereavement; family break-up and domestic abuse. It was hoped that a worker to support families across the deanery could be recruited in due course. This is part of the Deanery Mission Action Plan.

The second meeting, in June, was a Deanery Day, held at St Paul's, which was open to all members of parishes, focussed on presentations relating to how parishes can work with young people, and also how churches can work to protect the environment and plan to become net zero. The day was appreciated by all who attended.

In July the Rural Dean, a former assistant of St Paul's, the Rev'd Martha Weatherill, left the Diocese to become the Vicar of St Mary and St John, Cowley in the Diocese of Oxford. The Deanery was therefore without a Rural Dean until Canon Paul Doick was appointed in November.



# A Strategy for our Life Together for 2025 – 2030

As those seeking to know, love and follow Jesus we welcome everyone. We believe that God speaks a message of hope, forgiveness and love that is life-giving and life-changing - for us, for Chichester, and for the world.

# Who we are

St Paul's is a Church of England Parish church in the centre of Chichester with an open and liberal spirit, in which difference is accepted, faith can be questioned, and new ideas explored. We are a thoughtful congregation and respect tradition. We gather to give glory to God through our worship and to be inspired and challenged in our discipleship.

As a community of faith, we are especially committed to:

- Imaginative and inspiring worship with the Eucharist at our heart.
- Supporting and caring for one another to share God's love with everyone we come into contact with, in humble service.
- Growth in faith to enable us to deepen our own discipleship and nurture the faith of others, including our children and young people and those new to the Christian faith.
- Accessibility and Inclusion to allow everyone to feel welcome and valued.
- Strong links with mission partners, charities, and our link parish of Alt-Schoneberg in Berlin – so that we might share in the work of the gospel and encourage good relationships.
- Good Communication both within our congregation and with the wider community.
- Good Governance to ensure that what we do is efficient and better able to serve, support and enable the daily work and mission of our Church.
- Safeguarding in every area of church life so that all feel safe, are protected and are free from harm.
- Environmental sustainability to do what we can to honour and protect God's creation as we work towards making our buildings net zero carbon.

# **Our Vision**

Our vision is that St Paul's should be a place of sanctuary, hospitality, and spiritual encounter, celebrating and expressing God's generous and inclusive love.

There are many verses in scripture which inspire that vision. But as we seek to live it out, we believe that we are particularly inspired by the words of the prophet Micah, and the call -

To act justly and to love mercy and to walk humbly with your God. Micah 3.8b

- and at the centre of our faith are the words of Jesus who, when asked which of the commandments are the greatest, responded -

'The first is, "Hear, O Israel: the Lord our God, the Lord is one; you shall love the Lord your God with all your heart, and with all your soul, and with all your mind, and with all your strength." The second is this, "You shall love your neighbour as yourself." There is no other commandment greater than these.'

Mark 12.30-31

As we look to the future, live out our vision, and explore how we might share in God's mission, we have also been guided by the Anglican Five Marks of Mission. These are sometimes abbreviated as TELL – TEACH – TEND – TRANSFORM – TREASURE. The marks of mission are the basis for our goals over the next 5 years.

# Our Goals

Our commitments, our vision, and the words of scripture have inspired our goals for the next 5 years and we will look to achieve the following –

# I. Tell

We will -

- Expand our youth work provision by employing our own youth worker or sharing one with another parish.
- Build on our work with St Joseph's Academy by developing our relationship with them and supporting them as Governors and volunteers.
- Update and review our website and engage more positively with social media.
- Review methods of communication, such as e-newsletters and ensure that Data privacy regulations (GDPR) are followed.
- Review the balance of employees and volunteers for key roles.

# 2. Teach.

We will –

- Increase number of All Age services.
- Explore non-eucharistic services for use outside of the main Sunday services.
- Review ministry of healing and prayer.
- Introduce a fixed screen and projector.
- Install a livestream camera so that services can be broadcast on YouTube.
- Celebrate a teaching Eucharist that explains what we do and why we do it.
- Arrange Quiet days, and a week of prayer and/or a pilgrimage annually.
- Increase number of house groups.

# 3. Tend.

We will –

- Improve our welcome provision for all people particularly for newcomers, and at major festivals.
- Respond to the needs of the bereaved, the lonely and those who are single.
- Ensure we have the information to signpost people to the right support.
- Review pastoral care arrangements.
- Explore ways to encourage the active involvement of more people in church life.

# 4. Transform.

We will -

- Work confidently with St.Peter, Westhampnett, the Cathedral, and other churches in joint initiatives.
- Support charities and organisations that work locally, nationally and internationally in places of poverty and war and with the homeless, asylum seekers, refugees and young people.

# 5. Treasure.

We will –

- Enhance the beauty of the building by, for example, introducing an all-season Altar frontal, new chairs, choir readers, candle stand and an additional icon.
- Register with Eco Church and work towards the bronze and silver awards.
- Create an action plan to move towards net zero carbon.
- Regular review of financial stewardship and join the Parish Giving Scheme.

# St Paul's Church, Chichester.

# **Safeguarding Report**

# to the Annual Meeting of the PCC on 18th May 2025

- The arrival of Rev Paul Doick, our new Rector, has provided a renewed enthusiasm for ensuring that we have up to date policies and records regarding Safeguarding. The Diocese have taken on the national 'dashboard' system and we, at StPaul's are in the process of adopting its very helpful structure that assists parishes to ensure compliance.
- 2. I have continued to be the Parish Safeguarding Coordinator with particular reference to children and young people. I have been ably supported by Martin Troy who acts as the safeguarding coordinator for adults. Our contact details (and photographs) have been available on the notice board on the parish website. Valerie Creswick has continued to provide the all-important DBS vetting and administration. My training and credentials are held by the Diocesan Safeguarding Officer and are fully up to date. I have been 'co-opted' onto the PCC to provide communication and an important recognition of the priority that safeguarding requires. The 'Safer Churches' poster is prominently displayed in the church porch.
- 3. It is important that everyone in the St Paul's community recognise they all have a responsibility to respond and report if concerned about something. The term 'safeguarding' covers; vetting and safer recruitment, safer working practices, responding to concerns, working with partner agencies, dealing with allegations against those responsible for children and vulnerable adults and any other matters that may be relevant. The task of being a safeguarding coordinator is outlined on the St Paul's parish website. I, and our church wardens, rely on Colin Perkins, the Diocesan Safeguarding Coordinator, and Vicky Martin the assistant safeguarding officer, for their very prompt advice and guidance.
- 4. St Paul's is most fortunate to have such excellent school and youth workers: Zena and Paul Matthews. They ensure safeguarding has a high priority in the youth work undertaken and the relevant documentation and paperwork regarding risk assessments and the required records on safeguarding training undertaken by the volunteer helper is all up to date. The new dashboard database will ensure safeguarding is maintained as a high priority.
- The C1 Foundation Training on safeguarding is available on-line for all involved to consider re-taking the course every three years. All leaders have achieved the more advanced course (C2 Leadership training) for senior practitioners and leaders within the church.

- 6. Safeguarding is always a standing item on the agenda at PCC meetings. There have been some specific individual incidents which have been promptly resolved with support from the Diocese.
- 7. I have been the Safeguarding Officer/Coordinator for far too long and it is time for a change! I have, therefore given notice of my intention to stand down at this annual meeting.

Martin Tomlinson

18<sup>th</sup> May 2025