



West Swindon and Lydiard Tregoze Church Partnership



**Annual Report
for the year ending 31 December 2022**

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This report should be read in conjunction with the reports from the 4 local churches, available at <http://WSwinLyd.org.uk/council/report>

Approved by order of the board of trustees on 18 May 2023 and signed, on behalf of the board, by



Chris Scarisbrick, Trustee

Focus for 2023

Our Partnership Council propose the following areas of focus for 2023:

- Reinforce childrens work – appoint a childrens worker
- We need to become sustainable and resilient, so administration needs reenergising - Support for committees and Sunday services.
- We need to become sustainable and resilient - Support people who are available to serve during the week.
- Work towards a new beginning for our partnership, becoming fit for purpose.

Prayer for our Partnership

Lord God, we thank you
for calling us into the company
of those who trust in Christ
and seek to obey his will.
May your Spirit guide and strengthen us
in mission and service to your world;
for we are strangers no longer
but pilgrims together on the way to your Kingdom.
Amen.

Financial Review

The Partnership's main source of income is the share from the individual churches, with some additional income generated from fees for weddings and funerals. Most of the fee income is then paid out to cover costs to the diocese or clergy, organist, vergers and clerk as well as for costs such as heating and lighting. We do almost no public fundraising as a Partnership although some is done by the individual churches to support specific causes.

The Partnership's main expenditures are contributions to the parent bodies, this accounting for just over 85% of expenditure, leaving a small amount for general expenses including the maintenance of Hook Cemetery and outreach work. Due to restricted income the Partnership employ no staff and rely on the goodwill volunteers to continue the work of the charity; this work often goes unnoticed but is gratefully appreciated as it is what enables the Partnership to continue its good work in the community and further afield.

In 2022, following the various Government imposed lockdowns, the individual churches and the Partnership struggled to return to previous operational levels, with both membership and income dropping. With current cost of living increases we expect this to challenge us even more in 2023, whilst increasing the need for our services. In the consolidated accounts the total unrestricted income was £146,408 and restricted was £122,711. Restricted income increased thanks to several generous donations towards the employment of a Childrens' Worker amounting to £84006.00. The total unrestricted expenditure was £151,512, and restricted expenditure was £92,964.

The reserves being carried forward were £109,553 for unrestricted and £123,165 for restricted. The restricted funds are being held against future building related work, the employment of a Childrens' Worker whom we are currently advertising for, and the family work funds. The policy of the individual churches and the partnership is to keep 6 months of expenditure as reserves, which for the group amounts to some £70,000. The total free reserves are £109553, which is in excess of the required amount.

Our financial controls are reviewed by the trustees on an ongoing basis as is risk. This enables us to act/react to changes to both legislation and provision requirements as soon as possible.

We continue to work with the Bristol Diocese to support Katikama Sebamala Primary School, Luweroo Diocese, Uganda. We are currently in the process of transferring £1000 for a new roof for the school and to provide a library, although banking processes are at times challenging.

Charitable Objects

The purpose of our Partnership is to advance the Christian faith in West Swindon and Lydiard Tregoze in accordance with the principles and practices of the Participating Churches. In achieving its purpose, the Partnership will engage in a range of activities, either on its own or with others, including (but not restricted to):

- the celebration of public worship;
- the teaching of the Christian faith;
- mission and evangelism;
- pastoral work, including visiting the sick and the bereaved;
- the provision of facilities with a Christian ethos for the local community, including (but not restricted to) the elderly, the young and other groups with special needs; and
- the support of other charities in the UK and overseas.

Administrative

West Swindon and Lydiard Tregoze Church Partnership is registered in England as a charity. Charity Reg no; 1141341. Our address is the Partnership Office, c/o Holy Trinity Church, Shaw Village Centre, Ramleaze Drive, Swindon SN5 5PY

West Swindon and Lydiard Tregoze Church Partnership is a registered data controller for the purposes of the Data Protection Act. Our registration number is Z2669468.

The Partnership is registered to claim gift aid enabling individuals to give tax efficiently either to the general fund or specifically for the primary schools work. Our Bank Account is with CafCash P.O. Box 289, West Malling, Kent ME19 4TA. Our Independent Examiner is James Gare, MHA Monahan's, 38-42 Newport Street, Swindon SN1 3DR.

Credits

This report is prepared by, and with thanks to Heather Benn, Janet Clarke, Rev Trevor Day, Rev Clive Deverell, Mark Dowling, David Hoar, Pete Gilder, Pam Ray, Pete Rogers, Chris Scarisbrick, Rev Mark Tidey, Peter Roslyk, Paul Gardner

Organisation

The partnership comprises four churches, acting together:

- Holy Trinity Church, Shaw (HTS)
- St Mary's Church, Lydiard Tregoze (SMLT)
- Toothill Church
- Westlea Church

We are a Single Congregation Local Ecumenical Partnership, as described by Churches Together in England. The Partnership is part of the Baptist Union, Church of England, Methodist Church and United Reformed Church (URC), and looks to the Swindon Churches Together Sponsoring Body for guidance and oversight.

Our clergy comprise those who have been duly authorised and appointed by our participating denominations. Rev Capt. Clive Deverell is Team Minister (Church of England and Authorised to Serve in the Upper Thames Circuit of the Methodist Church and within the URC) with responsibility across the partnership and posted at St Mary's Lydiard Tregoze. Rev Trevor Day is Assistant Minister (Church of England) working across the partnership. Rev Lis Arnold (CofE) has Permission to Officiate in the parish. Rev Mark Tidey is Assistant Minister (Church of England) working mostly at Toothill.

Trustees

The trustees are the members of the Partnership Council (PC). Anglican Members also constitute the Parochial Church Council (PCC) when needed to conduct Anglican specific business, though the PCC delegates as much business as it can, to the wider PC

The charity trustees have had due regard to the guidance on public benefit published by the Charity Commission in exercising their powers or duties.

The Partnership Council (PC)

The PC is the main governance and representative body. Its responsibilities are Regulatory, Oversight, Governance and external partnerships. Other responsibilities, ministry / mission, buildings, pastoral care and local leadership, are delegated to the Local Church Committees (LCC) / Leadership Teams. A fuller description of the current functions of the PC, PCC and LCCs can be found in the Partnership Constitution (2015) and in draft Standing Orders.

Publicity and Communications

During 2022 we handed over responsibility for the office to the congregation at HTS. The partnership now has little use for it and it provides an opportunity to reduce costs. We will share the resource and access to the office equipment as HTS see fit.

Our web site <https://WSwinLyd.org.uk> is somewhat static, but a helpful central point of information.

Each local church is responsible for local publicity – this is through their Monthly Magazines, Weekly Notice Sheets, Christmas cards etc.

Local Church activities

There is much more that happens in each of our local churches, well described in their local Annual Reports, available online at <http://wswinlyd.org.uk/council/report>

Link with Katikamu Sebamale School, Uganda

We have had a news-letter from the Headteacher at Katikamu, showing some of the splendid improvements they have made, at least partly as a result of our donations. We should plan to send more support in 2023.

Pastoral and Occasional Offices

Baptisms/Thanksgivings, Dedications, Marriages/Weddings, Funerals

Weddings it was a delight to have as the last wedding of the year Janette Ray and Samuel Barton Janette had come up through Westlea and to have her Wedding was really good

The Life events diary has been introduced at St Mary’s and it has continued to help although some accessing issues remain. There were over 20 Baptisms at St Mary’s alone and occasional offices have all been impacted by Covid 19, Weddings for 2023 are small in number. Significant funerals of people involved in leadership withing the Churches of the partnership, over many years like Ron Brock. Working with the bereaved has been an important piece of occasional office work in 2022, even then limited by the context.

Ministry

We need in this annual report to thank Rev Teresa Townsend, and it is important to give thanks for her Ministry amongst us, although we were sad to lose her in April, it was important she stepped forward into her own incumbency in the Anna benefice.

We do need to acknowledge, that although in 2022, Teresa and Rachael Wilson both left. We have officially welcomed Peter Rogers as an LLM, it was great for some of us to go to Bristol for his licensing. Robert Nicholas from HTS has started training as an LLM, Andy Bissex from St Mary’s has begun his ordination training and we were joined by Rev Mark Tidey and, on an extended placement, Rev Som Okonwero.

We need to give specific thanks to Paul Gardner for completing his task of chairing of the St Mary’s Conservation Project Board, to Ed Poole and Janet Cooper-Tydemann and Clive for their parts in the project board. A remarkable achievement our thanks to all involved.

One thing has been noticeable post covid people are in need of Jesus, and his Church. We have begun to see small growth in numbers in our Churches and certainly Day group for Jesus and our Spotlight groups has been well received.

Clergy (ex officio)	Rev Capt. Clive Deverell Rev Trevor Day Rev Mark Tidey (from May 2022)	
Partnership Council Chair	Peter Roslyk (from April 2022)	
Treasurer	Pam Ray	
Secretary	Chris Scarisbrick	
Churchwardens, Synod reps and LLMs (ex-officio)	Wendy Dukes Dr Angela Mak Pat Watson	Jacqueline Kirwan Peter Rogers (from Oct 2022)
Elected Members	Janet Clark Peter Gilder	Pam Ray Peter Roslyk Chris Scarisbrick
Circuit Superintendent Minister, and Circuit Steward (ex officio)	Rev Shirlyn Toppin	
URC Synod Pastoral Adviser	Rev Gerald England	

The PC met 5 times in 2022, in January, March, April (the AGM for year 2021), June and October The January meeting was virtual (held using video conferencing). Between meetings day to day operations and decision making was delegated to the Partnership Executive, with occasional major decisions being circulated for email vote.

Main PC topics during the year were:

- Safeguarding, the continuing catch up of our Safeguarding records.
- Income and expenditure; review of budget planning process
- The sustainability of our activities
- Operations in our buildings during COVID-19 lockdowns and actions to enable opening up safely.

The Partnership Executive met 6 times in 2022 using video conferencing facilities.

Appointed Sub Groups handled specialist areas of work on behalf of the PC, and gave reports on progress. Most of the meetings in 2022 were virtual. The groups were:

- Local church committees and leadership teams
- Messy Church team
- Open the Book team
- The “Veg Patch” – our worship programme planning group
- St Mary’s Futures group, ensuring the sustainability and continued community interest in the historic building at St Marys Lydiard Tregoze.

Risks

The Partnership has a number of risks to its activities which have been assessed at either PC or the Executive. These include:

- Risk of financial commitment, particularly relating to denominational contributions. Reserves cover approx. 6 month's normal expenditure
- Limited resources available for work delegated to clergy and to the Partnership Executive.
- Communication, organisational and accountability risks relating to the Partnership's Policies and Procedures
- Structural risks due to declining membership and attendance trends in some churches

The PC considers that these risks have been mitigated to the best practicable extent.

We have identified two risks that are beyond our direct control.

- Unpaid voluntary contributions cannot be quantified in the report, but are substantial, almost all of our activities depend heavily on volunteer goodwill, time and effort.
- The inability for some of our denominations to post clergy to LEPs and in some cases denominational reluctance to support Single Congregational LEPs such as ours

All risks are monitored within the Partnership's governance processes.

Induction and Training of Trustees

There is no formal training process for trustees, however all PC members are formally inducted and made aware of their role and responsibilities at the first PC meeting after the AGM, and through discussion and briefing before and at meetings.

External Representation

Anglican Deanery and Diocese

The Diocese of Bristol's 'Transforming Church Together' vision and strategy has been a constant theme during the year of Synod meetings.

Continuing from the previous year, the project has moved from draft form to being published on the Diocese website at <https://www.bristol.anglican.org/visionandpriorities/transforming-church/>

The Diocesan website and literature highlight the strategic outcomes and mission design

What are our strategic outcomes?

We have worked together to devise four strategic options to deliver our mission which are as follows:

- To have a form of church in every community, and churches in which all can participate, thrive, and belong.

accommodate Tregoze with fortnightly assemblies and Westlea with monthly assemblies which both started in the new year.

Relationships with the 4 schools we visit continue to grow. We would also like to go into Brookfield and Hazelwood Academy Schools but recognise that we need to establish ourselves in our new groups/settings and be aware of our limits/capacity.

The team has grown to 18 active members including 9 from The Partnership Churches, 2 from Freshbrook church and 7 from All Saints Church, Lydiard Millicent.

Messy Church

Messy Church Report December 2022 We are very pleased to report that Messy church is up and running on the second Sunday of the month in Holy Trinity Church, Shaw. Numbers were low when we first opened again in Shaw in February but have risen since. The Dams family and Kayleigh's were the regular attenders at the early sessions. Some members have brought along their neighbours. We followed the Messy Church magazine. Heather co-ordinated the worship, Christine the crafts, Marie the food, Janet the communications and Pete welcomes and provides pastoral guidance and prayers. Easter 2022 We had some new folk helping at Messy church in 2022, we are grateful for the guitar playing and acting skills of Mark Tidey, we welcomed Linda to run a craft slot and her husband Bob to help with registration and their granddaughter who smiles and joins in. We have lost a few people from the team, Emma and Callum have set off to University, Ed is unwell and does not attend, Teresa moved on in the summer to pastures new. Toothill folk have an event happening on most second Sundays. We held planning sessions on a Tuesday evening once a month co-ordinated by Heather, initially in the garden at Heathers moving indoors then zoom for the winter. Heather and Mary still came up with super ideas. We have run sessions on Peace and prayer and filled shoeboxes with hats, gloves, pens exercise books and small toys. They were sent to Europe, Poland I think, to help the Ukrainian refugees. We made some new publicity and had some at St Mary's cream teas. We also dropped some into the nursery which was meeting in HTS in 2022 and some folk attended a couple of sessions. .

Oliver Tomkins CE Infant and Junior school (Clive)

It was an important year for the School, unfortunately the death of Lydia Harris a teacher at the School was very hard. At present Clive is the only Governor from the Partnership, which really needs addressing after Rahel Dams tenure came to an end in early 2022.

In the Autumn it was announced that Miss Cockwell would retire at the end of the academic year, in July 2023. Rhian has been an instrumental part of the School for many years. Advertising and interviewing will take place in the spring.

house. The new heating system is now finally working correctly!
The project has also paid for a Payaz cashless payment machine and we successfully bid for a cashless payment machine from the Diocese. These should be operational in early 2023.

Filming for the project in conjunction with the symposium took place in March 2022 and is now on the church web site. The Symposium took place on 7 April 2022, co-hosted by ICON & St Mary's, marking the end of the project, with over 40 guests in attendance.

Two very successful Heritage Open Days over weekends in September 2022, with over 550 people visiting, including the opening of a Book of Condolence to pay respects on the passing of Queen Elizabeth II. It also marked the 430th anniversary of Queen Elizabeth I visit to St Mary's in 1592 which was re-enacted on the second weekend September

Children and Young People's work

Our local churches support for children and young people on Sundays, and midweek groups has been greatly diminished, however Toothill are continuing to do some midweek work which has been well received by the local community. These are described further and reported in the local church annual reports at <http://WSwinLyd.org.uk/council/report>, here we consider our joint efforts

Primary schools work - "Open the Book".

Open the Book is a bible telling story programme in primary schools and part of Bible Society.

2022 saw the transition from sending in weekly online Open the Book assemblies to 7 primary schools to 9 in person assemblies per term in 4 schools.

Two things drove this: the easing of the covid-19 pandemic and we had filmed all the available material produced by Bible Society. This was met with some sadness from schools and team alike.

After Easter we said goodbye to our Freshbrook friends as they returned to their weekly assemblies in Oliver Tomkins school and gifted the online resource of around 80 assemblies to the schools with a suggestion to re-watch some of the earlier ones made from the Christian Values series in the Autumn term. They were also given the Bible Societies Christian Values Story Book and Handbook containing the transcripts and Peatmoor School continue to enjoy watching an assembly from this resource every week.

Meanwhile we returned to our monthly assemblies in Shaw Ridge Primary and focused on building the team to take monthly assemblies into Peatmoor Community School which we did from September.

By Christmas we had requests from Tregoze Primary for weekly assemblies and Westlea Primary had indicated they were interested too. We were able to

- To have people in our parishes who worship God in every aspect of their lives, and throughout their whole lives.
- For the diocese (parishes and benefices) to be recognised as a powerful force for gospel change.
- For the diocese and parishes to be sustainable (environmentally and financially).

How will we achieve our strategic outcomes?

To achieve our strategic outcomes, we will focus on parishes, benefices, Bishops' Mission Orders and chaplaincies to invest in:

- Discipleship – our Ministers, Churches, Parishes and Benefices, Volunteers, and Young People.
- Social Action – to deliver Social Justice on several levels.
- Sustainability – making us environmentally and financially sustainable

Transforming Church Together and the work planned and undertaken locally promises to be central to much of the work of the forthcoming year in the Deanery.

Other themes during this year's Synod have also included:

The Harbour Project- a meeting was hosted by St Luke's in Swindon New Town. There was a presentation by Claire Garrett the CEO at The Harbour Project who shared the work they undertake in supporting refugees and asylum seekers in Swindon.

Claire also spoke about the challenges that the people she is supporting are facing and the current situation in Swindon.

Education- St Francis School in Taw Hill hosted a meeting whose main focus was education. Liz Townend came to speak about the role the Diocese has in supporting Church schools- the young people. the staff and the communities, as well as the Inspection process.

Liz also explained ways that churches can support their local schools.

Jez Piper came to tell everyone about the Diocese of Bristol Academy Trust- which includes schools n Swindon, as well as new schools planned as the town continues to grow.

As promised future Synod work will be focused on moving forward with the Diocese strategy, 'Transforming Church Together'.

Baptist Area

2022 was the year when every group returned to Baptist churches. In March 2022 was 'community day' and it was marvellous, people returned in good numbers. Students returned to Bristol Baptist College happy to discuss and share ideas developed in lockdown. Bristol Baptist College was 300 years old in 2022 so a book was produced and BBQ's held. Many churches bought and stocked Community fridges to help the poorest in the community. Gorse Hill In Swindon has one. Many Baptist families are hosting Ukrainian refugees and during the year translation groups built up in several areas. they are working with Citizen groups and three or four Manses are being used for Refugees when they leave the six months of home hospitality.

During the year plans were made for new buildings and new courses. 'The art of storytelling' and 'Helpful habits and how to develop them' were courses Evesham will be moving into a new building in 2023. The 72 team tell of a revival at Asbury, Kentucky, USA. A small group of Baptists from the South West went to Israel in June 2022.

There were vacancies in various churches and the northern Baptist College by the end of 2022.

Methodist Circuit

Rev Rachel Wilson (Toothill, Highworth, Abbey Meads, Shrivenham) moved on to a new circuit during 2022, a replacement could not be found to follow on in her place. That said we look forward to welcoming Rev Jospeh Ribeiro to the circuit ministry team in September this year. Rev Joseph will be minister at Highworth and Shrivenham, and share ministerial responsibilities for Toothill with Rev Mark Tidey.

The Partnership Executive and the Circuit Leadership Team met in May 22 for a very constructive meeting which was helpful in clarifying the nature of our relationship and planning a way forward that is beneficial to all.

It has become difficult to appoint accredited leaders for every service across the Partnership and Circuit because there simply aren't enough of them. In the light of that we thank the Circuit, its Ministers and Local Preachers who have been leading worship across the Partnership, we are extremely grateful for their support.

We are also grateful for the Circuit's support in reducing the Partnerships financial contribution, which will be reviewed this year prior to Joseph's arrival.

The decline in attendance of children and young people at Sunday services, we have noticed in previous years, continues even though we now meet face to face regularly. Our efforts in 2022 did not change this trend so requires further work on 2023.

Joint Partnership Worship

We have restarted joint partnership services for major Christian festivals in 2022.

Day group for Jesus

In May 2023 we will have our 4th anniversary and, in those years so much has happened and changed in our lives. For one, moving out of their home for many years into sheltered accommodation, for another life changing health issues for them and in their family, the joy of becoming grandparents, for another the joy of stepping up a gear in their Christian ministry. So much change and yet the one constant in our lives, is our faith. It's a joy to see people within the group taken on more responsibilities and challenges for God's work. Now leading us in intercessions in our services. How Open the Book, Messy Church, Harvard Project, Warm Spaces, and other missionary work has benefited, as members experience more the richness of Jesus love in their lives and want to serve Him more.

Rather fitting that in 2022 we have been studying the Watchwords of Faith: Grace, Salvation, Love, Holiness, Obedience. Learning the difference between Kairos and Chronos and Lis Arnold helping us out with the word Kenosis.

We are still meeting on Zoom and will continue to do so. It helps those who struggle to get out and about, it helps the environment, its more convenient and there is a richness and openness to meeting Online. However, with Warm Spaces at Holy Trinity Shaw, coffee/tea after church, the joy of meeting together means so much more. Chatting face to face has developed to another greater level! Many thanks to Angela, Edward, and Lis for helping in leading the studies. From DG4J I feel we can truly say, "The Lord has blessed us and kept us. The Lord has made His face to shine upon us and has been gracious to us. Amen."

St Mary's Futures group

During January 2022 the new interpretation panels, donors panel, WWI display panel & welcome panel have been installed.

The flagstones and path at the gate entrance to the church have been re-laid, a reinternment ceremony was held for human bones uncovered. In early March, the path between the rear of the house and the church was re-laid.

A major tidying-up day was held in the church, leaving the church suitably presentable for photographing for the new church guide book. This has been produced and is on sale in the church. Two ramps for the disabled have been acquired for use in the church and providing access from the rear of the

Lay worship leaders		
Heather Benn	Jacqueline Kirwan	Mark Taylor
Andy Bissex	Ed Poole	Pat Watson
Janet Clarke	Mary Poole	Sarah Wilmott
Wendy Deverell	Peter Roslyk	Richard Williams
Stephen Kershaw		

Other Groups:	
St Mary's & Holy Trinity Shaw Worship team	
Westlea Leadership Team	Team Toothill

Our partnership's main services take place on a Sunday Morning with each of our Churches having a thriving and enthusiastic congregation. The communion services generally vary between Anglican order and Free-Church styles.

Friday morning prayers took place throughout the year on Zoom and attendance on Friday mornings quite often reached double figures.

Messy Church is a missionary congregation aimed at families with young children. It is lay-led and resourced from the other "Sunday morning" churches.

A midweek meditation and study group "Spotlight" continued this year and has attendance across the Churches in West Swindon.

The 'Day Group for Jesus' sessions run by Pete Rogers and Edward Glennie which meets fortnightly.

Administrative and Support	
Mrs Pam Ray	Partnership Treasurer (temporary)
Mr Chris Scarisbrick	Partnership Secretary and Joint Safeguarding Coordinator
Mrs Julie Scarisbrick	Joint Safeguarding Coordinator

Usual Weekly Attendance (Chris)

	2022		2021		2020		2019		2018		2017		2016	
	Adult	Child	A	C	A	C	A	C	A	C	A	C	A	C
St Mary's	40	2	35	2	23	2	55	9	63	9	68	10	57	9
Holy Trinity	18	2	20	1	20	2	31	8	32	4	33	8	34	8
Toothill	18	6	14	2	24	3	24	3	24	7	25	8	29	9
Westlea	17	1	25	0	27	2	24	4	24	5	22	5	26	6
Total	93	11	94	5	94	9	134	24	143	25	148	31	146	32

Figures adjusted to include Messy Church other non-weekly services etc

URC

2022 was the 50th Anniversary of the United Reformed Church and like many other URC churches Toothill celebrated with a coffee morning on 15th October followed by a special Communion Service on the 16th October. The service was opened by two of our teenagers Kirsty and Benita who between them read the abridged history of the URC accompanied by some URC slides. They also took a large part in the service reading prayers and some of their own. The service was well attended.

Leading up to the Anniversary Service special prayers and information was given out each week in the Newsletter. Sadly the National URC service which was to take place in the Methodist Hall in Westminster was postponed because of industrial action by railway staff. It has since been rearranged.

Safeguarding

The number of people we have trained and available to work with children or those who may be at risk, at the time of reporting was 74. We know of no incidents of safeguarding concern in 2022.

In doing our work of safeguarding the Partnership Council have followed the advice and guidance of the United Reformed Church Synod Safeguarding Officer. According to section 5 of the Safeguarding and Clergy Discipline Measure 2016, the PCC have given due weight to the House of Bishops' guidance on safeguarding children and vulnerable adults

Areas of focus for 2022 reviewed

- Take steps to work smarter together as a mission-focussed Local Ecumenical Partnership, making best use of the resources we have locally.
We have during 2022 expanded our joint team covering Open the Book activities going into primary schools. We draw in people from all Partnership churches and several folk from local "neighbour churches" too. We also jointly support Messy Church for young families. Both excellent example of mission focus and partnership. Each church carefully considers how they can purposefully engage with their local communities. Youth work at Toothill, Litter picking at Westlea are examples. Our activities are, as ever, limited by the number of people who make themselves available.
- Re examine the demand for children's work in our church communities, and shared across the Partnership. Appoint a children's worker.
We have advertised for a children's worker, but to no response. Re-trying (and possibly a rethink) in 2023 seems inevitable.
- Review our administrative/management resources.
As a Partnership the review of this area of focus has not taken a high priority. The Partnership Executive has functioned well with representation from all the Churches in the Partnership and provided a small group able to handle the more "detailed" aspects of the Partnership's administration and reporting to the full Partnership Council to provide the oversight and approval of decisions.
While each Church has continued to function at a local level with their Leadership depending on their traditions, each of them has struggled with some of the Administrative functions may have been covered on an ad-hoc basis.
The Worship Planning group has continued to meet to provide the focus for coordinating worship across the Partnership and providing support for each Church as they have looked to fill their rotas for Sunday Services.
Looking forward to 2023 several Churches have vacancies within their leadership and administrative structures so as a Partnership we need to review how we work together, combining administrative tasks where possible, to free up people to serve God's Kingdom in other ways.

The Community

Membership is expressed through the Local Churches, and each congregation is responsible for encouraging regular attendees into membership. Within our different church traditions there are slight differences in understanding of membership, but this causes us no problems apart from explaining to our parent denominations.

Membership Summary

	2022	2021	2020	2019	2018	2017	2016	2015
St Mary's	68	67	61	61	69	67	66	73
Holy Trinity	21	28	23	25	30	27	28	28
Toothill	32	31	31	31	31	28	35	34
Westlea	29	32	34	34	31	31	31	27
Total	150	158	149	151	161	153	160	162

Ministry and weekly services

The worship rota is arranged across the Partnership. Clergy, Local Preachers, Lay Ministers and our team of trained lay people lead services and preach in their 'home' church, in the other partner churches and some across the Methodist Upper Thames Circuit. The Circuit also contributes worship leaders.

Denominationally Appointed Ministers	
Rev Capt. Clive Deverell	CofE Minister. Authorised to Serve as Methodist. Authorised URC Minister
Rev Trevor Day	CofE Assistant Minister
Rev Lis Arnold	CofE Ordained Minister (Permission to Officiate)
Mrs Angela Mak	CofE Licensed Lay Minister (LLM)

We are grateful to the following members of the Partnership who are authorised by our denominations to lead services across our churches:

Denominationally Authorised Ministers	
Rachel Dowling	Methodist Lay Preacher
Mark Dowling	Methodist Lay Preacher
David Hoar	URC Lay Preacher

Teresa Townsend transitioned to incumbent status on the completion of her curacy and accepted the post of Priest in Charge of the ANNA benefice in the Diocese of Winchester starting at the end of April 2022. Pete Rogers was accepted for the final year training as a Church of England Licensed Lay Minister. Reverend Rachel Wilson accepted a new appointment in London in September 2022