

ANNUAL REPORTS St Nicholas' Church Dunnington

The Annual Meeting of Parishioners for the election of Churchwardens followed by the Annual Parochial Church Meeting will be held on

Sunday 22nd November 2020 at 2.00 pm via Zoom (postponed from Sunday 26th April 2020)

AGENDA

- 1 The Annual Meeting of Parishioners for the Election of Churchwardens (in accordance with the rules of the Churchwardens Measure 2001)
- 2 The Annual Parochial Church Meeting (APCM): Minutes of APCM: 24th March 2019

3 Reports

- i) Presentation of the Electoral Roll
- ii) The proceedings of the PCC, parish activities & Deanery Synod (As presented in the Annual Reports)
- iii) Treasurer's Report and presentation of the accounts
- iv) Presentation of the Terrier and Inventory

Any questions for the meeting should be sent in advance please (by Friday 20th November) to the Chairman (revnickbird@gmail.com).

- 4 Elections
 - i) PCC Members
 - ii) Deanery Synod Members
 - iii) Independent Examiner
- 5 Looking to the Future

A brief meeting of the new PCC will follow.

Minutes of the Annual Meeting of Parishioners held in St Nicholas' Church, Dunnington on Sunday 24th March 2019 during 10.30 am Service

- 1) This meeting was held during the Sunday 10.30 am service. The Chairman, Revd Nick Bird, welcomed and thanked everyone for attending.
- 2) **Meeting for Election of Churchwardens:** Nick said he was extremely grateful to Peter Helm and Barry Hewitt for all their hard work in what had been a very busy year.

Barry had served as churchwarden for six consecutive years and was therefore not eligible for nomination this time. He was presented with a gift as a token of everyone's appreciation for his dedication to the role and unstinting contribution to the life of St Nicholas. Barry said that he had served as a churchwarden for a total of 19 years and considered it a privilege. He would continue to be involved.

Nominations forms had been received for Peter Helm, who was eligible for re-election and for Carole White. There being no other nominations Peter and Carole were appointed unopposed.

It was noted that this would be Peter's sixth consecutive year as churchwarden and he would therefore be stepping down in 2020.

This part of the annual meeting then closed.

3) The Annual Parochial Church Meeting: (APCM): The minutes of last year's meeting held on Tuesday 24th April 2018 were agreed as a true record. Acceptance was proposed by Cyril Egarr, seconded by Judith Hewitt and agreed by a show of hands. The minutes were subsequently signed by the Chairman.

4) Presentation of the Annual Reports:

- a) **Presentation of the Electoral Roll**: As required every sixth year a new electoral roll had been compiled by Alison Gilmour (Electoral Roll Officer). The number on the new roll was 115 compared to 130 last year. This was partly due to some people not returning forms on time, sadly three people had died and others had moved away from the area. 13 new names had been added. More forms had since been received and these names would be added at the first meeting of the PCC.
- *b)* **Proceedings of the PCC, Parish activities and Deanery Synod**: Copies of the reports document had been available for some weeks prior to the meeting and Nick said he was presuming that people had read the reports in advance of the meeting.

No questions had been received prior to the meeting but Nick invited comments as he went through the reports thanking all of the groups of people and individuals for their particular involvement throughout the year.

Some things especially mentioned were:

Fabric - A lot of work was being carried out in connection with the Quinquennial Inspection report. It was noted that the Heating system would need updating at some point, at a substantial cost. Options were being explored, advice sought and quotations obtained.

Safeguarding – Nick said that a lot of background work happens, thanks to Mary, to ensure that, as stated in the Safeguarding report, St Nicholas Donnington, Holy Trinity Stockton on the Forest, St Mary Warthill and Holy Trinity Holtby have complied with the duty under Section 5 of the Safeguarding the Clergy Discipline Measure 2016 (duty to have regard to the House of Bishop's guidance on safeguarding children and vulnerable adults).

Sacristan – It was noted that Carole would inevitably need to have some help and support now that she had taken on the role of churchwarden as well. Nick asked people to consider whether this might be something they could do.

Families and Children – Although the Family Worship Service had a core of regular attenders and the new format Little People was working well, it was a concern that both Shining Lights and Ignite! Youth Group had gone into abeyance during the year.

c) Treasurer's Report and presentation of accounts for year ending 31 December 2018

The accounts had been examined by Brian Hopper, Independent Examiner. Copies of the full accounts were available and a copy was on display as the regulations required. The Treasurer's Summary Review, Statement of Financial Activities and Balance Sheet as at 31 December 2018 were all included in the Annual Report document.

The Treasurer, Helen Pomfret, was not able to attend the meeting but in her absence thanks were recorded for her excellent work in producing the accounts.

No questions were asked, or comments made, about the accounts. Nick said that if anyone did have any questions they could contact Helen.

There were no further questions or comments about any of the reports. Therefore, acceptance of the reports, en bloc as presented, was proposed by Nick, seconded by Carole White and agreed without dissent.

The reports showed there was an enormous amount going on and Nick thanked all those involved. He added especial thanks to ministry colleagues for all their help during the year, including Judith who takes about the same number of funerals as he does. He also thanked our new Recognised Parish Assistants (RPA's), Irene Watson and Sue Stigant.

Nick urged people to speak to relevant people with offers of any help they felt able to give.

d) **Presentation of the Terrier and Inventory**: These were available for people to see if they so wished by speaking to one of the churchwardens.

At this point prayers were said for the work undertaken by all individuals and groups.

5) Elections:

a) **PCC Members:** Nick thanked all of the retiring members.

There were six vacancies - four for 3 year terms and two for 2 year terms.

Only one nomination form had been received. This was for: Irene Watson (2 year vacancy).

Irene was therefore duly elected unopposed and welcomed. It was not possible to fill the five remaining vacancies by election.

- b) **Sidespersons :** Nick read the lists of names six people to cover the 8.00 am services and nine to cover 10.30 am services. The sidespersons were elected en bloc, proposed by Nick and agreed by show of hands. More volunteers, particularly to cover the 10.30 am services, would be welcomed.
- c) **Independent Examiner:** Brian Hopper was re-appointed as Independent Examiner. Proposed by Barry Hewitt, seconded by Irene Watson and agreed by show of hands.

Leading Your Church Into Growth (LYCIG)

The business of the meeting having concluded Nick then talked for a few minutes about Leading Your Church Into Growth - progress to date and plans for the future.

He explained that meetings of the Benefice core group, parish leaders' meetings and sessions for the congregations had been held throughout the year. Several Mission Action Plans (MAPs) had been produced.

- A group had been set up to review the liturgy and how it is presented.
- Another aspiration was to improve the profile of the church to attract more people looking at things like advertising and welcoming.
- Also, it was intended to hold more "themed services", hopefully of interest to the wider community and in some cases, if feasible, combine with social events, eg. the Renewal of Vows service followed by a glass of prosecco held recently, a Beer & Hymns social evening planned soon.
- An area of major concern was attracting and keeping more young families with one Mission Action Plan being specifically about getting and keeping Baptism families engaged in the life of the church and another being about improving the profile of the church to attract more young families.

Recognising the importance of work with children in order to attract and keep them involved in the life of the church, Nick said that the PCC had agreed that a legacy of £32,000 from Dorothy Dykes should be used to employ a part-time Family/Children's Worker. Stockton PCC had also contributed £14,000 to this fund.

The meeting concluded by the saying of the special LYCIG prayer.

REPORTS

List of Reports

- 1. Electoral Roll
- 2. Proceedings of the Parochial Church Council (PCC) 2019/20
- 3. Rector March 2020 and October 2020

NB. The following reports were written/submitted in March for the meeting originally scheduled to be held in April 2020 prior to Covid-19 restrictions.

- 4. Churchwardens
- 5. Fabric
- 6. Churchyard
- 7. Safeguarding
- 8. Proceedings of the Derwent Deanery Synod
- 9. Sacristan
- 10. Music in Worship
- 11. Servers, Acolytes and Eucharistic Ministers
- 12. Family Worship
- 13. Ignite Youth Group
- 14. Little People
- 15. Pastoral Team
- 16. Evening Fellowship
- 17. Christian Meditation
- 18. Social Events
- 19. Twinam Trust
- 20. Grapevine Magazine
- 21. Treasurer's Financial Review Year Ended 31 December 2019 Statement of Financial Activities, Balance Sheet, Income and Expenditure Chart.

1. ELECTORAL ROLL

The new Roll last year had 115 entries when it was created for APCM 2019. Through the year we have had 16 additions, and 7 deletions. Sadly 4 of these have been deaths. There are 124 names on the current Roll.

Alison Gilmour, Electoral Roll Officer (October 2020)

2. PROCEEDINGS OF THE PAROCHIAL CHURCH COUNCIL (PCC) 2019/20

The PCC met on 8 occasions. (7 meetings between 2019 APCM and January 2020 plus 1 meeting via Zoom on 16th September 2020. A meeting scheduled for 24th March 2020 was cancelled due to COVID-19 restrictions). The average attendance was 10 voting members. The actual number of members was 7 elected lay members, 1 lay member co-opted for the year and 7 Ex-officio members. At the meeting held after the 2019 APCM Helen Pomfret was appointed Treasurer and Angie Creswick was appointed Fabric Officer (both non-voting).

At the 2020 APCM Andrew Brooks, Phil Raines, Pamela White and Victoria Beale all complete their elected terms of service. Victoria, has served two consecutive 'years' and is eligible to be elected to serve until the 2021 APCM.

Vacancies to fill at the meeting are:

- Four vacancies for elected lay members who will serve on the PCC until the APCM in 2023
- Four vacancies for elected lay members who will serve until the APCM in 2022
- One vacancy for elected lay member who will serve until the APCM in 2021

It is important that we fill all positions if possible as a strong representative PCC is essential to ensure that future changes to the structure of Church organisation and services reflect the wishes of our Parish and Benefice. Please take this opportunity to share your vision for the future of our Church and Benefice by nominating for election to one of the vacancies.

In addition to decisions on domestic matters relating to worship, fabric and finance, the PCC receives reports from the Deanery Synod as well as relevant points from other meetings.

Just some of the topics discussed at meetings were:

- Leading Your Church Into Growth: A significant amount of time was allocated at meetings for "LYCIG" discussions.
- The Annual Diocesan "Freewill Offering" 2020: At the meeting on the 18th July 2019 the PCC agreed the Freewill Offering for 2020 would be £55,188 (an inflationary increase of 2.5% on the previous year).
- "Mission and Charity Giving" 2018: It was decided to split this between one "local" and one "overseas" charity and it was agreed that the charities to benefit this time would be Christians Against Poverty (York) and Open Doors UK and Ireland.
- An Equal Opportunities Policy was agreed at the meeting on 8th May 2019.
- The PCC was pleased to appoint Noel Broadbent as person responsible for Fire Risk Assessments. Fire and other risk assessment procedures were reviewed.
- The PCC was also happy to appoint Linda Newman as Tower Room Bookings Administrator.
- It was agreed that a brief verbal report of PCC discussions be given to congregations (a suggestion that came from "Learning the Ropes" PCC training attended by some members).
- Jo Beacroft-Mitchell from the Diocesan Generous Giving Team gave a talk at the meeting in January 2020.
- It was agreed that a Fundraising group should be formed to take the lead in raising the funds

needed for major building projects (new heating system and Tower Room roof).

• The Annual Diocesan "Freewill Offering" 2021: At the meeting held via zoom on 16th September 2020 it was agreed that the Freewill Offering for 2021 would be £55,188 (matching the 2020 pledge).

The APCM meeting originally scheduled for 26th April was postponed due to Covid-19 restrictions. Some business was conducted and decisions taken via email between March and September 2020, these included:

- The 2019 Annual Report and Budget Statements were approved in March 2020.
- "Mission and Charity Giving" 2019: Several worthy charities were suggested by members. Following a vote via email in May 2020 it was decided to split between one "local" charity IDAS (Independent Domestic Abuse) York and one "overseas" charity International Rescue Committee.
- It was agreed that an On-line Giving Page be set up.

Thank you to PCC members for their participation in our deliberations at meetings or via email and thanks to everyone who supplied items and reports for meetings and the Annual Meeting.

Eve Scoreby, PCC Secretary (March and October 2020)

3. RECTOR'S REPORT

Thanks be to God for his indescribable gift! *2 Corinthians 9.15*

I give thanks continually for the grace of God who works through so many people and in so many ways in our benefice. Our parishes are good places to be, and where so many people work generously to continue the Christian witness and service in these places.

We have continued to build upon the work of Leading Your Church into Growth, and whilst it is not always immediately obvious how this is playing out, it seems to me that the conversations and attitudes, and even the vision, of parishes and PCCs has changed. I hope our church councils will continue to revisit their hopes and plans, and continue to bring fruit out of the work that our churches have done.

2019 saw the start of our Discipleship Days where speakers were invited to lead us on a Saturday morning, taking us deeper into our understanding and practice of the Christian faith. Bishop David Smith guided us in thinking about prayer; The Revd Dr. Greg Hoyland gave us a comprehensive overview of the bible; Sister Heather Francis OHP led us in a session on more contemplative prayer, and The Revd Roy Shaw reflected with us on the life of pilgrimage. Each session was attended by between twenty and twenty five people, and were greatly appreciated.

A group of us also worked hard to put together a job description and planning needed to employ our first Children and Families Worker, and we were delighted to appoint Lisa Horton to the role, and she started with us at the beginning of January. Lisa's role is to help us build our capacity, involvement and relationships with families across the benefice, including our work in schools and with toddler groups.

I continue to hold the role on behalf of the diocese as Coordinator of the Vocations Network, and to act as a National Selector for ordinands. My role as Area Dean has been a little more challenging during the year as both Osbaldwick and Murton parish has been in vacancy, and also the Benefice of Derwent Ings (Wheldrake, Elvington, etc). This has meant some extra oversight of their PCCs, Churchwardens and also the Readers who are in post. I continue as an elected member of the Archbishop's Council, which has been very interesting indeed, and also of Diocesan Synod.

As always, I am greatly indebted to our Churchwardens, Carole White and Peter Helm, and thank them both on behalf of the whole parish for their diligent work. We particularly thank Peter as he steps down after six years of service. I also thank Helen Pomfret for her excellent work as Treasurer, and Dave Safhill for assisting her. I am also very grateful for the Ministry of Judith Hewitt and for all that she does within our benefice, and our retired clergy for their help and assistance.

May 2020 be a year of rich blessing to us all.

Nick Bird, Rector (March 2020)

RECTOR'S REPORT (UPDATE FOR DELAYED 2020 APCMs)

Friends,

I thought it only right and proper to add a brief update to the originally circulated Rector's report, written earlier in the year before most of our meetings were delayed.

Towards the end of March 2020 our churches were closed due to the Covid-19 pandemic, and most of our Annual Parochial Church Meetings were postponed. Much has taken place since then. Coffee mornings, toddler groups, social gatherings and all other in-person events were stopped, including public worship. For all of us this was a great loss.

At this time a community support structure was established around the benefice, and in most of our parishes this was initiated and enabled by our church members. From first meeting, within a few days all homes in the benefice had received a flyer through their letterbox with a local contact person who could help them to get shopping or medicine if they were self-isolating. I could not be more proud of our churches for their commitment and initiative.

Early in 2020 we had appointed a new Children and Families Worker, Lisa Horton, who has carried on sterling work across our parishes, engaging with a wide range of people, including our schools, undaunted by the many limitations that were imposed on us.

Worship was moved online, and since April there has been a weekly act of worship created within the benefice and put out on YouTube, which has been widely circulated and greatly appreciated. I am hugely grateful to the teams that work hard to create each service, which takes a combined 30-40 hours of work each week. These services will continue for the foreseeable future, and are accompanied by a transcript for those who cannot access the service by other means, and also an audio version that can be listened to via the telephone.

In July we were joined by Mark Poole, our new curate, initially as a Licensed Lay Worker as his ordination was delayed due to the pandemic. We are delighted to have Mark ministering among us, and celebrated with him when he was ordained deacon at Michaelmas.

Since July, each of our churches has held a service of Morning Prayer during the week, to which all are welcome, to which around 25 people have attended over the week. And since the beginning of October there has been a weekly Sunday service held in Stockton on the Forest.

Because we were not meeting for public worship, many of our churches have taken quite a hit to

their finances as some worshippers stopped giving to the work of the church when they were not gathering. The ramifications of this are beginning to be felt in the parishes, and across the diocese, and I would encourage everyone to consider how they might support the work of the church generously so that our hopes for mission and ministry may be realised.

Revd Nick Bird (October 2020)

NB. FOLLOWING REPORTS WERE WRITTEN/SUBMITTED PRIOR TO COVID-RESTRICTIONS AND POSTPONEMENT OF MEETING ORIGINALLY SCHEDULED TO BE HELD IN APRIL.

4. CHURCHWARDENS' REPORT

Carole, our new Churchwarden this year has very quickly and enthusiastically grown into the role. There are benefits in having a change in churchwardens at least once in every six years (the current maximum without getting approval) to provide a new perspective on the things that need to be done. We are extremely grateful to Barry in ensuring a smooth handover and for continuing to help in several areas too numerous to mention. As many congregation members will appreciate there are quite a few things to keep on top of to ensure the smooth running of the church and keeping the building/churchyard in good order. For instance, in the review of our Health and Safety procedures we have ensured our Fire Risk assessment has been completed and Noel Broadbent has agreed to take on the role of 'responsible person' to ensure we keep on top of this. We are also compiling a 'library' of completed risk assessments for all the activities carried out by the church which can easily be reviewed and updated as required.

We are indebted to Nick the Rector, his staff team and the PCC for their continued leadership.

Our grateful thanks go to the volunteers who take on numerous tasks without which the church could not operate. This includes helping at the services, ensuring the church always looks its best and delivering our support to the wider community. A special thank you to Keith and Jill Holmes, and Barry Aston who are stepping down as sidespersons this year after many years of exceptional service.

The art and sewing groups which use the Tower Room have now become church groups. They provide an extremely valuable service in bringing people together for a chat as well as taking forward their hobby. Our Bell Ringing group is getting more tuneful - hopefully a joy to those who listen out for our practice at 5pm on Thursdays.

While our Sunday service attendance figures have continued to fall, we did see an increase in our Christmas attendance in 2019 compared to 2018. Easter attendance was much the same. The number of baptisms and funerals were higher while there was only one marriage in 2019.

Figures gathered for statistics, however, sometimes don't reflect the fuller picture of the developments in Mission of our church. We are fortunate that our village church offers a huge variety of styles and opportunities to worship and meet with God. Whilst maintaining the formal traditional Sunday worship formats, we are pleased to note the exciting, innovative opportunities for worship and faith development which happen at different times of the day and week for people of all ages and at all stages in their faith journeys to engage with. We are truly blessed.

Looking forward it is hoped that our exciting programme of services and activities being planned for 2020 will help us to grow and continue to attract new members to our church. Please do look out for these new events and encourage your friends and neighbours to come along. All these events can only be run because of the help of many volunteers within our church community, for which we are very

grateful. If you're not currently helping in one way or another, please reflect on how much you benefit spiritually from the service others have offered and consider offering yourself. It is only possible to keep the church and its activities going with the willing help of volunteers. We really do need more. If you can assist even in a small way, please do let us know.

As you know Peter is coming to the end of his 6-year term of office and we have been praying that a new Churchwarden will come forward. Judging from both our experiences it is really a privilege to serve such a welcoming community and it is an enjoyable experience which increases your knowledge on how the church operates. This role provides plenty of scope for your own personal input.

Peter Helm and Carole White (March 2020)

5. FABRIC REPORT

Keeping the church buildings in good order is an important part of a welcoming growing church as well as ensuring the important historical legacy for the village.

The major item of work this year has been the improved lighting in the Chancel area which has certainly made a very positive improvement. As part of this project emergency lighting was installed in the church and the lectern light was replaced with a lot less dazzling one. With thanks to Barry many of the other lights have now been converted to LED bulbs.

The planter wall has been rebuilt and is now much safer. Our fire safety procedures have been checked with the help of Noel Broadbent our new fire safety officer. The doors around the priest's and organ vestry now open smoothly. The Smart Water coating to our external metal has been renewed. This, together with our improved roof alarm system is ensuring our roof is protected against lead thefts. This is important given the significant increase in lead thefts from churches across the Diocese.

As reported last year there are some very significant issues coming up. These include:

- The complete re-roofing of the Tower Room. The decaying felt needs replacing and the tiles need to be relaid to increase the overlap. Temporary repairs are being made where possible as leaks occur. A major leak affecting the electrics could put the Tower Room out of action.
- The existing heating system needs replacing. This includes the boilers and church pipework. While the existing system will last a bit longer (hopefully) we need to get a more efficient, more effective, more economic and more environmentally friendly system. Preparations need to be made. Leaving this until the current system breaks down could risk leaving us without heating for a very significant period.
- Putting in a French drain along the North Wall to help cure the dampness.
- Keeping a watch for any deterioration in the stonework. With the widespread use of cement mortar rather than the preferable lime mortar the stones are subject to more damage from dampness and water ingress.

The next Quinquennial Review by the Architect due in May 2020 will help to set the priorities on these and other items identified.

In total this amounts to a very substantial agenda. Attempts are being made to set up a Fund-Raising Group. Help is need with this and taking the building projects forward if are we are to take the necessary work forward. Please do consider if you can help.

Peter Helm. Carole White and Angie Creswick (March 2020)

6. CHURCHYARD REPORT

First, I must thank my Churchyard Grass cutting team of volunteers and the Community Payback Teams that have laboured hard during the 2019 mowing season. They have kept the grass looking excellent throughout that year. Also, I wish to thank those who have looked after the flower beds in the northern end of the churchyard, the planter in front of the Tower Room entrance, and the bed by the Tower Room Fire Exit.

Unfortunately, some of the saplings planted a few years ago have become victims of the adverse weather conditions before getting established and have died. City of York Council did an inspection in 2018/19 and said they would replace those that had died. We will apply to the D.A.C. for a Faculty to replace the dead saplings when the Council are ready. City of York Council have carried out the remedial work on the Headstones they identified in February 2019. The Churchyard Mowing equipment has been taken for its annual mechanical service/safety check and will be ready for the 2020 season hopefully with no expensive repairs.

Ongoing Churchyard Regulation Work

In July 2018 we posted the Churchyard Rules notices above the churchyard water tap and above the green waste wheelie bins. These set out in simple terms what is permitted on or around a Memorial in line with the Diocesan Churchyard Memorial Rules/Regulations.

In October 2018 we published a Benefice Churchyard notice in the Grapevine Magazine to give wider circulation of the Diocesan Churchyard Memorial Rules/Regulations.

In February 2019 we published a reminder of the October 2018 notice in the Grapevine.

In June 2019 two notices giving 6 months for memorials to be brought into line with the Churchyard Regulations were posted at the two entrances to the Churchyard.

By January 2020 some of the Memorials had been brought up to the Diocesan Regulations, but unfortunately there still a few people that have made no attempt to bring their memorials in to line with the Regulations. It is with regret that we have now posted two Enforcement Notices at the Churchyard entrances. These give families until 31 March 2020 to bring their memorials into line; after which date the Wardens or myself will remove all items not authorised by the Regulations. These items will be kept for 6 Months before disposal.

Barry Hewitt, Churchyard Volunteer Organiser (March 2020)

7. SAFEGUARDING REPORT

The new system of DBS checks has been successfully up and running since 2017 and the next round of checks for existing leaders and volunteers is not due until 2022, so my workload is considerably less than it was. The Safer Recruitment system goes hand in hand with this.

31:8, the agency for checking DBS applications continues to give excellent advice especially at this time of crisis, when they say that any DBS checks will take longer than usual, both within the agency and in the government departments. They continue to keep Safeguarding Representatives fully informed as to developments.

Only a few PCC members have still not completed their online training. Some of the members responded to my reminders, but said they found it difficult to use. I produced leaflets setting out in clear language how to access the training and distributed them. For those who still found this too difficult, or were not familiar with technology, I visited them in their homes and worked through their training with them and will continue to offer training in this way for those who need it and until this exercise is complete.

We are committed to making our churches within the benefice safe for children, young people and vulnerable adults, for leaders and volunteers and for anyone who visits people within these categories. The work of those who volunteer for safeguarding and safer recruitment work is an ongoing process which requires personal commitment, study of new information and attention to detail. With this in mind it is important to state that Dunnington, St Nicholas; Stockton on the Forest, Holy Trinity; Warthill, St Mary and Holtby, Holy Trinity have complied with the duty under Section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have regard to the House of Bishops guidance on safeguarding children and vulnerable adults).

Mary Murray, Safeguarding Representative for the Benefice of Rural East York (March 2020)

8. PROCEEDINGS OF DERWENT DEANERY SYNOD

Members of Derwent Deanery held three formal meetings throughout the year. At the end of the year we have two benefices in interregnum, 5 clergy, 17 lay members and 1 co-opted member, alongside 10 vacancies for elected representatives. Various moves have led to this position at the end of the year. Revd Andrew Clements has moved to a well-earned retirement, Revd Ian Kitchen has moved to Fountains Abbey and naturally his wife has also left our Deanery Synod, and Revd Karen Gardiner has moved to Boroughbridge. Our long-serving Diocesan Financial Adviser, Brian Hopper, has also retired a position we have yet to fill. We welcomed Jack Booth and Anne Saunders to our group. Margaret Clegg, Reader, from Elvington has also regularly attended. Attendances of members averaged 51%.

Our meetings now always begin with a brief introduction to the parish in which we are meeting, led by a parishioner - we are learning more about our neighbours as we move among all our parishes. All parishioners are welcome to attend our meetings and we in turn are making a very determined attempt to visit all parishes, so everyone can come along and learn about the local area served by the parish and congregation, as well as our plans.

We have spent time this year considering the report "Setting God's People Free" from the Archbishops' Council (as we were required to do), the aim being for all people, lay and ordained, to be confident in our faith, using it in our daily lives beyond church walls and Sunday worship. The Northern Bishops' Mission in the Diocese of York, "Come and See", has also been on our agenda and time has been spent planning for this. (It takes place from Thursday to Sunday, 12-15 March 2020.) Focusing on these has led to our devoting less attention to issues outside our parishes at our formal meetings. We have however held Deanery-wide services to celebrate Candlemas, Ascension Day and St Luke's Day with eucharistic services. And we had a picnic at Thorganby in July followed by our annual Quiet Day at Thicket Priory in September. Do look out for 2020 activities.

Our Diocesan Financial Adviser, Brian Hopper, retired/resigned this year after 17 years of devotion to our financial state, advising us and preparing statements to help us understand our financial position. He will be much missed. Our deanery is up to date in fulfilling the offers made for contributions, but at Diocesan level there is concern that giving is falling behind the rate of inflation and money is being

drawn from reserves - a situation that cannot continue.

Reports have been received from both Diocesan and General Synods.

Our website is not up and running, although the secretary does have a considerable amount of content for it, including advice and facilities/services which we can share amongst our parishes.

Alison Gilmour, secretary of Derwent Deanery, 2020 (March 2020)

Judith Hewitt and Joan Verrier are currently St Nicholas' Synod members but this is election year (more information on the Tower Room display board). We need to elect three people to serve on Synod. If you are interested please speak to Joan, Judith, Alison or Nick.

9. SACRISTAN

Following last year's plea at the APCM I am pleased to report that Thom Hammond approached me to indicate his interest in learning the role of the sacristan. It has been a delight and a blessing to be able to induct Thom into this role. However, his college, part-time jobs and other interests often preclude his availability, so we are still on the lookout for someone else to join our team.

The main bulk of the work takes place early Saturday evening as we ensure that everything is ready to allow the priests to celebrate Holy Communion on Sundays - ensuring the linen is clean and ironed, bringing the candlesticks and cross up from the safe, laying out the Priest's vestments and ensuring that the correct service books are set out. Arriving early before the services we arrange the elements (wafers and wine) in the vessels. Then at the end of the services we ensure that everything is cleaned and put away safely and tidily (ensuring there are sufficient elements available for midweek and home communions).

As the liturgical seasons change, we also have to change the coloured hangings on the altar and pulpit.

Thanks must also go to Judith and Barry Hewitt who have assisted when neither Thom nor I are available.

Now that I am also Churchwarden, I appreciate that having a sacristy team is a huge bonus for a church. In most churches it is the Churchwardens who carry out these roles. However, in having a separate team it does mean that this important aspect of our worship can be dealt with prayerfully by people who can focus entirely on this, without getting distracted by the numerous other tasks that churchwardens are responsible for. So, if you feel that this is a role that you might be interested in becoming involved with, even if only occasionally, I would be very grateful to hear from you.

Carole White (March 2020)

10. MUSIC IN WORSHIP

After many years of service, we said goodbye to Keith Gray as our Director of Music. Keith's work at St Nicholas' was always firmly rooted in a prayerful desire to offer faithful and meaningful worship, and we're all very grateful for the time and effort he devoted to the role.

Laudate, our music group, plays regularly on the third Sunday of each month as well as taking part in other services throughout the year and around the Benefice. We value our weekly rehearsals, where we meet to study the readings for the upcoming services and select and rehearse the music.

We have had a couple of "Beer and Hymns and Pimms" evenings in the Tower Room. As well as being social occasions for the congregation, these are an opportunity to invite those who may not attend church regularly to come together for a drink, some nibbles, and to sing some of our favourite traditional hymns. These have been great fun and, at times, quite moving. Similar events are planned for 2020.

Many thanks go to everyone who contributes to the music week-by-week and month-by-month at St Nicholas': particularly Lionel, our organist and also to Laudate, Jocelyn, Pamela, Carole, Judith, and everyone else who has supported the musical worship of the church this year.

Towards the end of the year, the PCC appointed me to follow Keith as Director of Music. Fr Nick and I discussed what I might be able to offer in this role. We decided that the focus would be on exploring and developing the use of music in our worship and outreach. Some plans are already underway to see where this might lead us, and I look forward to helping these develop through 2020.

David Marles, Director of Music (March 2020)

11. SERVERS, ACOLYTES AND EUCHARISTIC MINISTERS

The dictionary defines "Minister" as to give attentive service. The group (numbering a biblical thirteen) who serve at communion have been exemplary in their chosen ways of serving. We've bidden a farewell, to some younger servers as they pick up educational opportunities and we wish them well, hoping that we'll see them during their vacations.

As I write, formal church worship has been suspended in the attempts to slow or control the spread of the COVID-19 infection. Our servers' activities may undergo changes as our pattern of worship resumes in due course. We keep all of the team in our prayers as we serve our congregation by observing separation for the time being.

To all altar servers, crucifers, taperers, and eucharistic ministers – past and present – we extend the thanks of the congregation.

Jim Gilmour - March 2020

12. FAMILY WORSHIP

Let's start with two quotes from some of the children who attend Family Worship:

"I enjoy Family Worship because I learn about the Bible and Jesus in a fun but educational way. We also get to share tasty snacks and chat with friends."

"I enjoy singing the hymns especially when they involve actions. I also like helping the younger children when we are doing activities."

Family Worship takes place at 4pm on the first or second Sunday of the month (depending on school term dates). For many children who are busy with morning sporting or drama activities it is the only service that is easy for them to attend. We aim to provide a fun, informal and interactive service in which families with small children can feel at home, incorporating thoughtful worship and teaching of the Christian faith.

The Family Worship Planning Group meets monthly to plan the service and to reflect on the previous one. We try to adjust the content to suit the ages of children attending; currently we have more preschoolers coming along, which is encouraging. It has been good to have a few of the older children playing their musical instruments within the worship on occasion, and this is something we would like to expand on in the future.

As Revd Nick and reader Judith go into the primary school to take collective worship there, it is possible on occasion to link and reinforce some of the themes, music and teaching provided in the two settings. Last year's theme covered events from Jesus' life. In the summer the story of the feeding of the 5000 led to us sharing a picnic in the Rectory garden after the service. Exploration of "Jesus the Good Shepherd" included a craft activity making sheep name badges from card and cotton wool.

The festival of Pentecost was particularly well celebrated. We were visited by St Peter, who told us about the first Pentecost; we wrote prayers on paper aeroplanes, reflecting on the wind of the Spirit; finally we toasted marshmallows over a real fire in the churchyard.

In September we began the school year with a Communion service, as in previous years. On Remembrance Sunday we held a thoughtful service considering "Remembering" in the widest sense. This included a quiz trail around the church looking for objects and images which remind us of aspects of the Christian faith.

A new venture was a noisy but otherwise uneventful Pet Service. We welcomed several dogs, a tortoise, a guinea pig, cuddly toys and some newcomers to Family Worship who simply wanted to celebrate their love of animals and God's creation with us. The service was so successful that we hope to repeat it soon.

So, looking back, we have had an exciting and creative year, and have much to be thankful for. For 2020 our services are based around a selection of parables from the Gospels. We have already enjoyed acting out the story of the wise and foolish bridesmaids, complete with five lamps that lit and five that didn't!

Our collections last year went to the Bus Stop project, which brings a mobile Christian youth centre on a double-decker bus to communities near Selby, York and the Yorkshire coast. This year we will be supporting the YoYo Trust, which supports teaching of the Christian faith in York's schools through assemblies, lessons and workshops.

It has been warmly appreciated to see members of the wider church congregation coming to share in the afternoon services and witness the children's enthusiasm and developing Christian knowledge. The planning team hope that this continues and that more people will come and join in now and again.

Pamela White and Laura Spruce, on behalf of the Family Worship Planning Group (March 2020)

13. IGNITE YOUTH GROUP

We are delighted to say that Ignite was re-ignited in November 2019. Meetings take place approximately twice a month on a Sunday evening 6pm-8pm and are tailored to fit in with the YCC dates and school holidays. Andy, Colin and Anna are the leaders, followed closely by Nick and Diane who stand in when required and, thankfully, ensure that email communications and admin are effective.

11 eager young people joined us initially and they are still with us! The young people are lively, enthusiastic and full of brilliant ideas for their youth group. They enjoy getting to know each other, they have fun and take the opportunity to explore the Christian faith within the context of our Church.

The format of Ignite meetings has consisted of a games night alternating with a discussion, and the essential food element is the thread throughout, which usually takes place in the middle slot of the evening. Leading up to Christmas the games nights were interspersed with a youth group designed nativity which favourably displayed the initiative and talent of the group. A few of the young people contributed to the Carol service which was greatly valued by all. Post-Christmas, the discussions have been focussed around Simpson cartoons which has proven to be fun whilst also searching for the young people, raising many questions relating to faith.

Sincere thanks go to our leaders who give freely of their time and to the parents whose culinary offerings are deeply appreciated and always gratefully received!

Anna Lewis (March 2020)

14. LITTLE PEOPLE

Little People continues to be a great place for children and their parents/carers to meet regularly and have lots of fun together. The playgroup meets on Tuesdays 1.45 - 3.00pm during term time in the Tower Room at St Nicholas Church, Dunnington, for children aged 0-5 years and their parents, grandparents and childminders. It follows the same format each week, comprising free play with a great mix of toys and craft activities which vary at every session, plus singing and story time, as well as very well received snacks and drinks. A highlight for many of the children is marching into church singing 'The Grand Old Duke of York' and going on a hunt for cuddly animals which are hidden all around the church, before finishing the session with our Little People Prayer.

The group runs by sharing out the different parts of the session, by people volunteering to help with the setting up, craft activity, tidying away, refreshments and leading the singing and story time. The sharing of the leadership is working well, although we would very much welcome more volunteers. It has been brilliant to have Lisa Horton, Children's and Families Worker, who has been a lovely support to the group, bringing some very fun and interesting craft activities and bible-based story time sessions. Thank you to everyone who attends Little People for being so enthusiastic - it is a friendly, welcoming group which both the children and parents/carers look forward to each Tuesday. Also a big thank you to the ladies who support the group by providing refreshments every week, we really value having you there.

Sarah Ronaldson (March 2020)

15. PASTORAL TEAM

Visiting Team

The Visiting Team visits those people who are unable to attend Church either on a long or short term basis. Their visits enable these people to remain within the family of the Church in circumstances when this contact might otherwise be lost. Along with the companionship, the team also provide a listening ear when needed.

We have five visitors and currently visit five people. The team aim to visit each person once per month.

Communion for the Housebound

This team comprises of three people who work on a monthly rota basis taking Communion to those who are unable to attend the usual services in Church. There are three households receiving communion at home on a regular basis. The Team will also take communion on a short term or one-off request.

These two teams work closely with Father Nick. There is regular contact between clergy and the church members receiving home communion and/or visits. There are occasions when a person is in hospital or a convalescent home, these people will receive a visit from the clergy, hospital chaplaincy or a visitor as appropriate.

There remains scope within both teams to visit new people. Church members are encouraged to come forward and let me, or Father Nick, know of anyone who may appreciate a visit. The teams work with discretion and in confidence. Their work is greatly appreciated, as evidenced by the positive feedback both Father Nick and I receive.

I personally am very proud that we, at St Nicholas, have these two active teams whose members are dedicated and passionate about the role they do. I remain very grateful to them and I thank them all for giving their time so generously.

Judith Peeke-Vout, Pastoral Team Co-ordinator (March 2020)

16. EVENING FELLOWSHIP

The Evening Fellowship Group usually meets on the third Wednesday of the month at 7:30pm, kindly hosted by Colin and Victoria Beale at their home on Church Balk. About 12 people from the Benefice villages are involved regularly with this ecumenical group at present, and several others come along more occasionally.

In the spring and summer of 2019 we followed a course called "Faith Pictures", prepared by the Church Army. This was an enjoyable and useful course in which we tried out creative ways of talking to others about our journey of faith, particularly thinking about those we meet outside of a church environment. The series also helped us to learn more about each other, our stories and varied experiences of Christian life.

Since September 2019 the group has been studying the letter to the Hebrews, in a more traditional Bible study format. We are finding that Hebrews is not the most straightforward of New Testament books, and it is really helpful to hear other people's insights and explore the themes together. It is important to note that this is not an academic exercise: members have found that the studies stimulate both deep spiritual sharing and the exchange of practical tips for day-to-day Christian discipleship.

The evenings conclude with a time of prayer, sometimes quietly reflecting on the evening's study, and sometimes offering intercessions for the needs of the world and the local community.

The above account probably all sounds very serious and yes, it is, in the sense of thoughtful, sincere, not superficial. But we are a friendly, welcoming group and there are many light-hearted moments too. Details of the group's activities are published in the newsletter and the Grapevine, and newcomers are always welcome.

Pamela White (March 2020)

17. CHRISTIAN MEDITATION

The Christian Meditation Group meets in the Church and Tower Room usually on the fourth Wednesday of each month. The group has a very stable membership of fourteen, with an average attendance of nine at each meeting.

Meetings include a short introduction using a reading, and/or a reflection, and suitable music. Various group members take it in turns to lead the evening. The time of prayer is held in the Lady Chapel in the presence of the Reserved Sacrament. In order to create a prayerful atmosphere a single candle burns in the centre of the group, and incense is burned. After the introduction we sit quietly for 30 minutes. The evening ends with refreshments and a time for conversation and discussion about group matters.

Every year we hold an away day at a monastery or convent. In June 2019 thirteen members enjoyed a day visit to the Anglican Order of the Holy Paraclete, Whitby. The day included a talk by a member of the community, attending the midday service and a time of contemplative prayer in the afternoon. The day ended with a fish and chip tea on the way home!

In 2020 we hope to visit St Athanasius' Coptic Orthodox Monastery, Langdale End, Scarborough, on the edge of the North Yorkshire Moors. The Coptic Orthodox Church has an ancient history going directly back to the early church. The church claims to have been founded by St Mark. Early members of the church in Egypt, the Desert Fathers, are credited with establishing the Christian monastic tradition. The date has yet to be finally fixed in the light of the Coronavirus epidemic.

Revd Peter Moorhouse (March 2020)

18. SOCIAL EVENTS PLANNING GROUP

The social group have been pleased to organise a variety of events over the year, providing the opportunity to bring people from our community together. This year, we continued some of our regular events whilst also trying out some new ones.

In March we held a quiz night which was a fun evening for all ages. A Ladies' Cheese & Wine evening took place in June and proved as popular as ever. As a change from the parish BBQ we held a bring and share picnic in July, and were blessed with a sunny day. This year's harvest lunch included a themed quiz.

We are always keen to try new events and were delighted by the response to our first Beer 'n' Hymns 'n' Pimms, in May. Traditional hymns were sung whilst a beer or glass of Pimms was drunk. The singing was beautiful! This was such a great event that we were able to repeat it in September and in March, as part of the Come and See Mission.

Whilst our aim is to provide social opportunities rather than fundraising, charity donations from raffles during the year were given to Kyra Women's Project and the York Hospital Butterfly Project.

Diane Benson, on behalf of the Social Events Planning Group (March 2020)

19. TWINAM TRUST

Your PCC manages this historic trust which was set up to help the poor and needy of Dunnington.

The PCC agreed at its meeting on the 21 January 2020 that the £203.78 dividends received in 2019 should be given to the Primary School to better support pupils on "Pupil Premium".

Peter Helm and Carole White (March 2020)

20. GRAPEVINE MAGAZINE

The Grapevine magazine continues to be an excellent publication (at a very reasonable price!), and with a good circulation. We try to make sure that the Grapevine magazine meets both the needs of the churches within our four villages, and the wider communities which it serves.

I am extremely grateful to Victoria Beale for her very professional work in editing the magazine, and for continually raising the quality. My thanks also go to Kath Bridgford for her careful bookkeeping, Barry Hewitt for managing the subscriptions and distribution, and Dave Safhill who helps to manage the invoices and payments for the advertising, and for using his accountancy skills to help us get a clear understanding of our income and costs. The magazine has again made a profit during the past year.

We dip into the Grapevine account funds at various points to support the ministry and mission of our benefice, and have recently brought a new PC for the use of the magazine's editor and others. The accounts come under the care and responsibility of Dunnington PCC, and I work with them to understand and utilise the resources that the Grapevine creates. You will find a finance report of the Grapevine separately.

We shall continue to work hard to maintain the standards and creativity that is so greatly appreciated by the recipients of the magazine, and hope that our parishioners will continue to participate actively in providing copy and news.

Revd. Nick Bird, Grapevine General Manager (March 2020)

21. TREASURER'S FINANCIAL REVIEW- YEAR ENDED 31 DECEMBER 2019

In 2019 the PCC voted to change our current account provider from Santander to a more ethical provider (The Co-operative Bank). Our new current account is Community Direct Plus Account specifically designed for registered charities. All out-going payments (cheques and online bank transfers) now require authorisation from two signatories. The switch was completed successfully with no adverse effects on existing incoming standing orders or outgoing payments.

The final outturn for the year on all funds, before accounting for net investment gains, was total income £109,033 (2018, £142,179) and total expenditure £111,629 (2018, £130,167) resulting in net income (a deficit) of -£2,596 (2018, £12,012). The General Fund realised a surplus of £2,114 (2018, deficit -£9,346).

In 2018, we received a very generous legacy income of £32,085. Excluding legacy income, total income in 2019 was comparable with 2018.

Planned giving by standing order or envelopes was £54,535 in 2019 (2018, £52,166), a 4.5% increase. Free Will Offerings (open plate collections and the church's share of collections at funerals) has remained stable from 2018 to 2019. We were fortunate recipients of legacies totalling £1001. Income from Tower Room lettings increased by 50% (£4,160 in 2019 compared to £2,780 in 2018).

There have been extensive upgrades to the lighting in the main church building and repairs to the roof and stonework. Expenditure on maintenance and repairs was £12,485 compared to £32,363 in 2018. This expenditure has been slightly offset by VAT reclaim of £1,668 from the Listed Places of Worship scheme (£831 to the General Fund and £837 to the Fabric Fund).

Despite these expenses, we increased our freewill offering to the diocese by 3% and our Mission and Charity giving by 4%. During 2019 we changed to fully reporting gross income and expenditure from all activities rather than net income (in accordance with the Diocese cash handling recommendations). Following the advice of the External Auditor, accountancy software subscription charges have been allocated to accountancy and bookkeeping and the printer maintenance service charges has been allocated to printing and stationery (previously these were allocated to church maintenance and repairs). The organists' honoraria have decreased following the resignation of the previous Director of Music in September.

The General Fund balance (reserves) at the year-end was £15,664 (2018, £14,009).

Restricted Funds increased in total by £1,675 during the year (compared to a £11,953 decrease in 2018).

There was an upturn of the stock markets in 2019, which saw the market value of The Church Estate Fund investment increase by £5,413 (18%) and the James Twinam Fund investment increase by £1,028 (18%). The dividends from the James Twinam Fund will be donated to Dunnington Church of England Primary School to support the Pupil Premium.

A fund has been created to track expenditure by the newly appointed Director of Music against the designated budget (£300 per quarter).

The magazine continues to covers its costs and made a trading profit (calculated on a cash basis) of £153 without increases in subscription or advertising charges. The year-end reserve balance on this fund amounted to £15,760. The Fabric fund decreased by £4,274 as funds were used to cover the costs of the external repairs to the roof and stonework. The Clock and Children's Work Funds required transfers of £81 and £74 from General Fund to cover their deficits.

The net movement on all funds, after taking into account the net market value gain on investments, amounted to £3,845 surplus (2018 £10,899 surplus), which when added to the funds brought forward at the beginning of the year, resulted in fund balances to carry forward at 31 December 2019 of £120,693 (2018, £116,848).

I am very grateful to the Churchwardens and other helpers for counting the weekly collection money and to David Safhill for carrying out the weekly banking duties. I am also particularly grateful to Robert Woolley for his continued support and for mentoring me in this role.

Helen Pomfret (March 2020)

Statement of Financial Activities

for the Year Ended 31 December 2019

	Note	Unrestricted Funds General Designated		Restricted Funds		Total Funds	
		£	£	£	2019 £	2018 £	
Income and endowments from:							
Donations and legacies	2(a)	78,208	-	1,682	79,890	114,717	
Charitable activities	2(b)	6,754	664	2,516	9,934	9,243	
Other trading activities Investments	2(c)	4,160	- 187	13,431 1,431	17,591 1,618	16,837 1,382	
livesuients	2(d)	-	107	1,431	1,010	1,302	
Total income	-	89,122	851	19,060	109,033	142,179	
Expenditure on:							
Raising funds	3(a)	554	336	-	890	252	
Charitable activities	3(b)	86,454	304	10,127	96,885	113,067	
Other trading activities	3(c)	-	-	13,854	13,854	16,848	
Total expenditure	-	87,008	640	23,981	111,629	130,167	
Net income/(expenditure) before gains							
and losses on investments		2,114	211	(4,921)	(2,596)	12,012	
Net gains/(losses) on investments	6	-	-	6,441	6,441	(1,113)	
Net income/(expenditure)		2,114	211	1,520	3,845	10,899	
Transfers between funds		(459)	304	155	-		
Net movement in Funds	-	1,655	515	1,675	3,845	10,899	
Reconciliation of funds:	=						
Fund balances brought forward at 1 January 2019		14,009	32,436	70,403	116,848	105,949	
Fund balances carried forward at 31 December 2019	-	£ 15,664	£ 32,951	£ 72,078	£ 120,693 £	£ 116,848	

Balance Sheet as at 31 December 2019

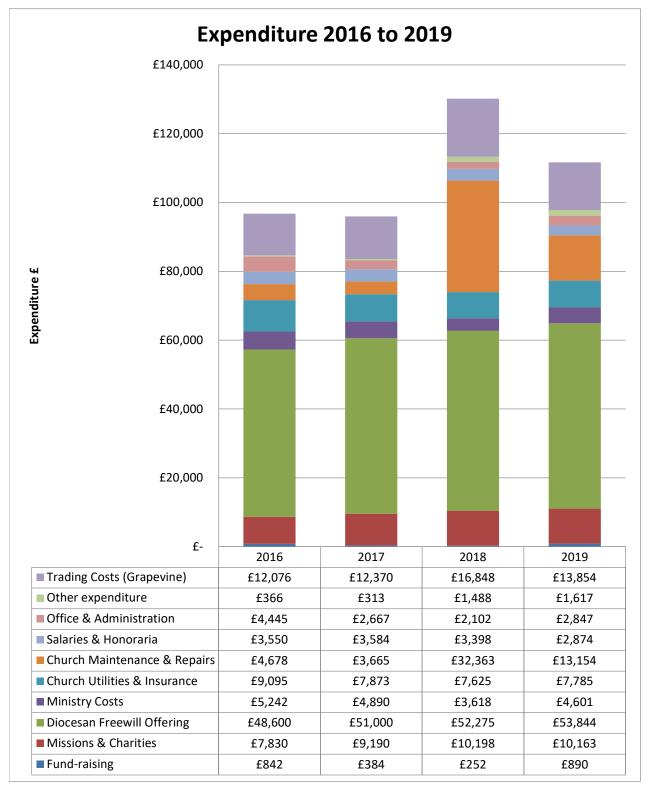
			Unrestrict General	ed Funds Designated	Restricted Funds	Total		
		Note	£	£	£	2019 £	2018 £	
Fixed As	sets							
	Tangible fixed assets Investments	5 6	-	-	3,184 42,429	3,184 42,429	5,128 35,987	
		_	-	-	45,613	45,613	41,115	
Current /	Assets							
	Debtors Cash at bank and in hand	7	9,443 15,434	- 32,951	1,066 33,429	10,509 81,814	12,531 80,146	
	Total Current Assets		24,877	32,951	34,495	92,323	92,677	
Current I	Liabilities	_						
	Creditors: amounts falling due within one year	8	9,213	-	8,030	17,243	16,944	
	Total current liabilities	_	9,213	-	8,030	17,243	16,944	
	Net Current Assets	-	15,664	32,951	26,465	75,080	75,733	
	Total assets less current liabilities		15,664	32,951	72,078	120,693	116,848	
Net Asse	ets	=	£ 15,664	£ 32,951	£ 72,078	£ 120,693	£ 116,848	
Parish F	unds							
	Unrestricted General Funds		15,664	-	-	15,664	14,009	
	Unrestricted Designated Funds Restricted Funds	9 9	-	32,951 -	- 72,078	32,951 72,078	32,436 70,403	
		-	£ 15,664	£ 32,951	£ 72,078	£ 120,693	£ 116,848	

Approved by the Parochial Church Council in March 2020 and signed on its behalf by:

Rev N W R Bird Chairman H L Pomfret, BSc(Hons), MSc Treasurer

Income 2016 to 2019 £160,000 £140,000 £120,000 £100,000 Income £80,000 £60,000 £40,000 £20,000 £-2019 2016 2017 2018 Investment Income £1.260 £1.320 £1,382 £1,618 Little People Subs £-£-£185 £352 Magazine Income £14,591 £15,265 £13,872 £13,079 Tower Room Lettings £2,008 £3,260 £2,780 £4,160 Dedicated collections £2,330 £1,744 £2,958 £2,509 Fund-raising £2,102 £1,775 £2,236 £3,199 Parochial Fees £5,393 £5,574 £4,049 £4,226 £-£-£-Transfer of Funds (Twinam Trust) £4,946 Legacies £5,825 £5,500 £35,840 £1,001 Donations £2,108 £5,880 £2,163 £2,570 Grants £-£485 £4,932 £1,668 Open Plate Collections £7,873 £7,795 £7,499 £7,530 Gift Aid & GADS £9,662 £13,751 £12,117 £12,586 Planned Giving £40,251 £50,715 £52,166 £54,535

Notes to the Financial Statement - 31 December 2019 (continued)



Notes to the Financial Statement - 31 December 2019 (continued)