



I AM THE WAY • THE TRUTH • AND THE LIFE

# Annual Report 2018

[STPL.ORG.UK](http://STPL.ORG.UK)

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# Letter from the Vicar



Dear friends,

Our annual report is always very encouraging to read. The Lord is growing our church both in numbers and depth of discipleship, and I am very grateful to everyone who serves in any way.

During 2018, quite a few of our church family felt the Lord calling them to serve him in other contexts. For some this was through being called to ordination, but for many others this was a call to become part of a church family closer to where they live, and serve him there.

Inevitably this has created some gaps in the leadership of several of our ministries. It has been wonderful to see some people stepping into greater responsibility, and others into serving for the first time. When we are stretched beyond our comfort zones, we find ourselves more dependent on the Lord and our relationship with him growing deeper.

As you read these pages, please pray for each ministry, and thank God for those who serve in it. And ask the Lord to show you where he is calling you to serve.

With love and prayer as always,

A handwritten signature in blue ink, appearing to read "Jonathan".

## Services

We have a range of services at St Paul's and our five regular weekly services each offer the opportunity to draw near to God in worship, hear His word and apply it to our lives with the help of the Holy Spirit. All the sermons from our main morning and evening services on Sundays are available on our website and we encourage anyone who has missed them to listen to them later in the week. Each service celebrates Holy Communion at least once a month. Our regular services are:

### Sunday 8 am

This is a small and quiet service of Holy Communion which lasts for about half an hour and is held in the chancel (at the front of the church).

### Sunday 9.30 am and 11.15 am

These are lively services which have the same content as each other, and groups for under 14s. The worship is led by a band and comprises a mix of contemporary songs, hymns and action songs. These two services are combined into a single 10.30 am all-age service during school holidays and half terms.

### Sunday 6.30 pm

The worship at this service is led by a band and uses contemporary songs. There is a talk and prayer ministry. Most of the congregation are students or young adults in their 20s and 30s but some older people also attend.

### Wednesday 11 am

This is a more traditional service with hymns and a talk. The congregation mainly consists of retired people but some younger people also attend. Prayer ministry is available at the end of this service.

# Highlights from the Services



## Mornings

The two main morning congregations are roughly equal in size with around 120-140 adults and 60-70 children at each. There tend to be more pre-school children at the 9.30 service and more over 11's at the 11.15 service. Trinity Sunday included some science experiments and services during the summer were followed by lollies and ice creams.



## Evenings

Around 120 adults attend the evening service during term time with around 70-80 meeting during the university holidays. Fewer time restraints in the evening mean that there is a longer time for worship. Increasingly, this service has had input from a small non-clergy team who regularly lead the service or the prayers. There is a range of age-groups at this service but it particularly attracts students and young adults. It has been a joy to have a good number of our teenagers at this service too.



## Teaching

Most weeks we have the same sermon at all three main services. As well as celebrating the main festivals of the Christian year (Christmas, Easter, Pentecost, Advent), we also usually have one or two sermon series each term.

In 2018, we had sermon series on: Growing as Disciples of Jesus; John 3:16 God so Loved that He Gave; Living for God's Glory - God's plan for his church from Ephesians; and Bible Heroes.

You can listen to the sermons again through our website. [www.stpl.org.uk](http://www.stpl.org.uk)



## Midweek

The Midweek service occurs each Wednesday at 11am and is a quieter service lasting around 45 minutes, with more traditional hymns and liturgy. This year we have been working through the Gospel of Mark in the sermons, and it has been a joy to see several different people speaking to us - special thanks go to Jonny Morgan and Jem Wardle who made their debuts at Midweek this year. Our other regulars include Jan Pringle, Judith Linnell and various members of the clergy team.

For those who lead the service, it is humbling to see the accumulation of prayerful wisdom that is represented by the people who attend - many of them have been following Jesus for many decades - and their prayerful support of the church and each other is much appreciated.

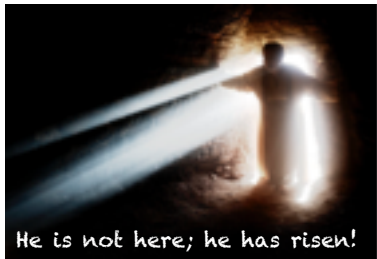
Inevitably though, with an older congregation, we have to say goodbye to some people. We were sorry to lose John Haynes and Gordon Leach this year, but rejoice with them that they are now safe with the Lord. We continue to pray for Angela and the family, and for Gordon's family. We also notice gaps in the congregation as people fall ill or are too frail to attend - the challenge for the leadership is how best to support members of the church family in these situations; this is a work in progress.



## Special Services

On Easter Day and Christmas Day we combined all 3 main services and the building was packed with around 500 people of all ages worshipping together.

## Good Friday & Easter



As usual, we had two contrasting services on Good Friday.

In the morning, our all age service was quieter and more reflective than our usual all age services, and children and adults were encouraged to engage with the events of Good Friday.

In the afternoon, we had a quiet 'Hour at the Cross' service that comprised of readings, hymns and lots of time for reflection which was much appreciated by those who attended. Easter Sunday was celebrated joyfully with a packed church, decorated with hundreds of daffodils. Several hundred people enjoyed celebrating the joy of the resurrection together with lively and heartfelt worship.

*"Easter has always been a period of meditation on the sacrifice that God made on that Good Friday and the glorious triumph over sin on Resurrection morning. This year though, it seemed more profound. Easter was, for me, a truly deep spiritual experience, centring on the Good Friday and Easter morning worship. It all felt so much more relevant and authentic this year, far more so than in previous years."* David Harkness

## Christmas



## Carols by Candlelight

The church was marvellously full of people for the annual Carols by Candlelight service. The success of the occasion depended on lots of people coming together to work as a team both on the day and beforehand. This year's service included favourite congregational carols which were sung with enthusiasm by all, a new carol written by Ruth Smith and arranged by Stephen Axcell which the choir did full justice to, and a great band - including organ, flutes, brass, cello and bass guitar - which led the singing well. A variety of people read the traditional Christmas Bible readings, Jonathan led the service, and there was a great talk by our Curate Adam, including an interview with Jem Wardle. A guest who had never been to the church before said the next day that she'd thoroughly enjoyed the whole experience and that it was a great improvement on her previous church visits. Others commented on the warmth of the welcome and the friendly atmosphere. There was a real sense of worship as we joined together to celebrate the birth of Jesus.

Special thanks go to Mike Young who organised the PA with his usual patience and sense of humour, and to Dan Rogers on the Visuals.

*"The choir felt very special this year, I felt a strong fellowship between us all and it was a privilege to be part of it."*

*"I was blown away by the welcome and the fact that no-one asked me for any money!!"* A member of the congregation.

## Contemporary Carols

An evening service in December with a mix of carols and worship songs,

*"It was the worship time which I really appreciated. The 'mash up' of traditional carols with contemporary songs worked really well and there was a great sense of God's presence: Emmanuel, God with us!"*

Judith Linnell

## All Age Carols

The Sunday before Christmas Eve, we held a combined All Age carol service which included a simple re-telling of the Christmas story with the children dressing up as characters from the narrative and forming a great tableau on the dais. Children were encouraged to come as whichever character they preferred.

## Christingle services

Our two Christingle services were held on the afternoon of Christmas Eve. Both services were very well attended and appreciated with a good mix of regular church families and visitors. Lots of children and their families enjoyed joining in singing familiar Christmas songs and hearing the gospel and the significance of the Christingles. Rather than the more traditional candles in the oranges, we use glow sticks which add to the festive light-filled atmosphere.



## Baptisms, Weddings and Funerals

During 2018, there were: ten infant baptisms, for babies born to our church families; ten adult / teen baptisms; we celebrated seven weddings; and we held six funerals.



## Worship Team

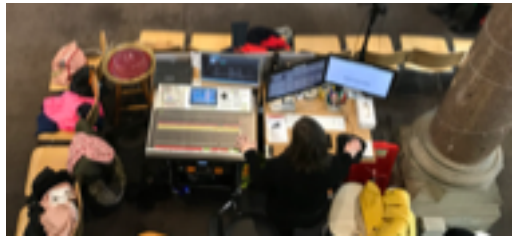
The Worship team at St Paul's has welcomed a number of new members this year, adding great value to our music ministry. The team continues to support each other and build relationships through regular socials – for example, a team curry night in January. The team also meet throughout the year to worship together and work on developing the ministry.



A particular highlight of the year was a visit from Neil Bennetts, C.E.O of the Worship Foundation. He came for a day with his team to deliver the #thislife training: an engaging, accessible and interactive course exploring the core ideas around 'worship' throughout the Bible. This was attended by two thirds of our worship team, who together were able to find out more about how worship can manifest through word and spirit, whilst being inspired by the possible practical outworking of this in St Paul's. The day finished with an extended time of worship and listening to God, where those who usually lead the music worship were able to receive, and sit in God's presence. The day was extremely valuable and much appreciated.

Another big highlight was the introduction of two songs to the St Paul's repertoire – written by members of the team. As We Go by Ross Caws and A Home in Us by Gethin Jones were both introduced to the congregation in November and were very well received. It has been extremely powerful to sing words written by those in the church family, and such creativity continues to be encouraged; we are looking forward to more new songs from our members in the future. As well as these, many other songs have been added to the repertoire throughout the year which, again, we hope will continue to diversify and develop our music worship.

*"The worship day with Neil Bennetts really expanded my ideas about worship, and inspired me to think of new and creative ways to incorporate worship into the whole of life, not just the music set at church."*



## Technical Team

The technical team consists of a small but solid group of church members who have cheerfully and willingly given their time and energy to support the regular Sunday services along with other mid-week and one-off events; ensuring that everyone can see and hear what's going on.

The PA team has been blessed to have a few new team members join – some with years of experience and others who are new to PA but who have a servant hearted attitude and a willingness to get involved & learn! The team looks forward to running further training sessions and welcoming further new members in the New Year.

The visuals team has increased in numbers as well, which has allowed the team to have different operators at the 9.30 and 11.15 services, with particularly valuable help coming from several of the church youth. This eases the workload on the visuals team on a Sunday morning. With investment in additional equipment we are now able to video and project the image on to the screens, so baptisms and visual aids can be seen easily by everyone in the congregation.

Alongside the regular services the team has had the opportunity to support a number of other events within the church, including the Speak, Brother gig and the King's Chamber Orchestra concert.

*"I serve in the PA team because I have the right skill set and the church is often short of people when it comes to technical stuff. It's good to be part of a team that makes worship happen."* Sam Boulby

*"I enjoy serving on the visuals team, as it's a great way for me to play my part in supporting Sunday services and other events."* Mark Wigglesworth



## Stewards and Service Managers

Each of our services and events require this essential ministry.

It starts with the service manager arriving an hour before the service (or event) and going through various tasks to make sure that all is ready well in advance of the start of the service.

This involves working with various other ministry teams to ensure all runs smoothly. No service is "normal" in the sense that each has a particular focus whether baptism, communion or some other special focus like All Age. The stewards work with the service manager in welcoming those who arrive for the service, whether visitors or regulars. They also keep vigilant during the service and are on hand to help throughout the service. They also have responsibility for evacuation if the need arises.

After the service the focus is on tidying up and ensuring the church building is in a fit state for the next event or service.

We are very thankful for the reliability of those team members who regularly serve in this way. In 2018 we lost the services of Jonathan Hattersley as a service manager but he has continued to be a steward.

We welcomed a number of new stewards - Claire Woolley, Paul Giles and Bill Evans.

A big thankyou to Dave Knibb for overseeing this ministry for the weekly 8am communion service and to Rob Sciacaluga for his co-ordination of the weekly evening services at 6:30pm.

Also a massive thanks to Jan Pringle for her co-ordination of this until the reins passed over in September to John McKellar.



## Prayer Ministry

Alison Scott, Andrea Kane and Ruth Lockyer lead the Prayer Ministry Team. They work with and report to Adam Tams.

There were 25 team members regularly available during most of 2018, with two new members in the process of training.

The team met together quarterly for prayer and training. There has been a focus this year on how God speaks to us individually and learning to hear his voice more clearly. There is a prayer team available to pray for people at the end of each service and often during the service if there is a call to come forward for prayer, this includes the Midweek service.

Towards the end of this year a prayer team has been available to pray during Holy Communion. For the first time there was a prayer tent at the Kennedy Square BBQ in August and the Community Christmas Party in December. The team has been able to pray for many different people with many different needs. It is always a great privilege to be able to pray for others and see God at work in their lives.



*"Being part of the prayer ministry is special. It's always a joy listening to God and seeing the work he wants to do in people and his church. Prayer is powerful. A particular instance - we were given a name but didn't know who it was and they came up during the service for prayer. Listening to God can be hard for us, but God works many wonders and miracles. One close for me was my cousin who was given two hours to live, I told the team and we prayed - she is home and alive! Praise God. Pray with faith and know God hears EVERY prayer. St Paul's is a special place."* Bhav Joshi



# Ministry and Mission - Children



On Sunday mornings in term time, part way through the 9:30am & 11:15am services, the children go into their age related groups. Wrigglers, Movers, Shakers and Groovers. Each group has an amazing team of volunteers, adults and young people who encourage, nurture and develop the children's knowledge of God and his world.



## Wrigglers

Our Wrigglers group meets at the 9:30 am service on Sundays in the Creche room where a great bunch of volunteers care for the very youngest children in our church family (up to 2.5 years old).

The children have a range of toys and activities to keep them occupied and the sessions include prayer, a story and some simple songs, a drink and a biscuit. Many parents stay with their children at first until they are feeling more 'at home' in the group.

## Movers

In Movers (2.5-5years), we have been continuing to use the Jesus Storybook Bible and have had fun creating sessions that are filled with sensory and play based activities around the particular bible stories. Each term looks at a different part of the Bible. We've made sure to continue to include space in our sessions for the children to 'chat' with God (age appropriate conversational prayer) and the children really respond well and enjoy this. We continue to have around 20 children at the 9:30 service in this age group.

## Shakers

Shakers is a new group which started in September and combined the Movers and Wrigglers age groups together (under 5s) at the 11:15 am service. Running the group can be a challenge as the children who attend vary from week to week in both numbers and age range. Sometimes we have as few as two and at others as many as 10! The children use the multi-sensory materials used by the earlier Movers group and they particularly love story time. A favourite of the last term was when we looked at the story of David and Goliath and used the giant bear as Goliath when telling the story! Children have also enjoyed creating giant wall pieces of the angel Gabriel and lots of colouring in!

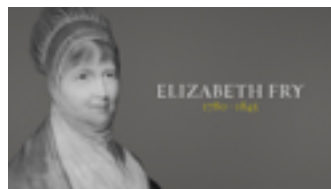
## Groovers

Groovers (for ages 5-11) has continued to work with the model of three key zones which children move between on a carousel of activities after an introductory session on the week's theme. This year we started by looking at various Gospel stories where "Jesus meets..." different types of people, from the disciples, to Jairus' daughter, to Pilate and the women at the tomb. In the Summer term we continued the Bible narrative with events leading up to Pentecost, then learning about Paul and Timothy and the work of the early church. In the Autumn we delved in to some of the Psalms, then looked at Famous Christians and how their faith had helped them change the world for the better - bringing God's kingdom to earth.

Our activities are always planned to help children engage with the teaching behind the story and in the Wonder Zone they are helped to reflect and "chat and catch" with God.

We are thankful for a great team of dedicated people, some who serve every week as Podparents, others who lead the various zones.

We are always looking for new team members and enable potential volunteers to have a trial session.



# Events...

## Easter Crafts, Summer Crafts and Light Party

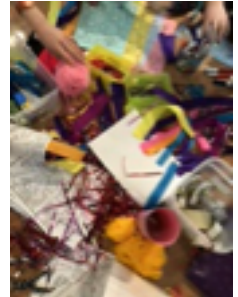
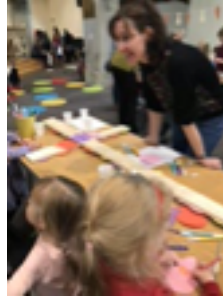
Each term, we hold a big event for primary aged children and their parents. These include lots of craft activities, games, refreshments, music and a simple sharing of a gospel theme. The events are popular with church families but also attract many others from the local community, including contacts made through Tiddlies Praise and St Paul's school, so they are great outreach opportunities. We can get 150+ children at these events and rely on the support of many willing volunteers to welcome people, make and serve refreshments and oversee the different activities.

*"It was great to be involved again with one of these fab events. The feeling was very positive and everyone seemed to be having a good time, both children and adults alike. The people who I talked to said they really enjoyed it, despite the high temperature and that they liked the fact there were not as many people as usual. Adults asked about the services and what we did at St Paul's. Children enjoyed and heard about God in a fun and enjoyable way. It was a privilege to join them on their journey for a little. As a relative newcomer, it was great to feel part of the St Paul's family and I hope to be part of many more events."*

Claire Burrows

*"I really enjoyed helping out at the 'Summer Crafts' event in July and loved seeing all the kids dressed as Superheroes, having such a brilliant time. The craft options were fantastic. I wish there had been stuff like that when I was a kid!"*

Judith Linnell



## Advent Posada box

This year, Ros created a travelling Advent box (or Posada) for families to enjoy over the advent period. The box included a host of activities for children of all ages and their parents to enjoy, including a quiz, paper chains, and colouring sheets. The box also included the Christmas story told in different versions (to cater for various ages) and a nativity set so the children could see the people mentioned in the story. The box went from family to family and so Mary and Joseph travelled on and eventually arrived back at the stable (church) on Christmas day.

*"It was fun to help us connect with other families (through passing the box on and making gingerbread, which we shared with friends) and we really enjoyed engaging creatively with the story of our faith."*

Lissy Clarke

*"Our family really enjoyed doing some of the activities in the Posada box. It was great for the children to have a nice choice of activities."*

Nikki Olorenshaw

*"We enjoyed the ginger bread recipe, story books and colouring, it was a lovely way to share the story about the journey to Bethlehem."*

Sam Young



## Tiddies Praise

Our midweek parent and toddler group continues to attract large numbers of families who comment about the warm welcome they receive and the great facilities we have.

We love to see our building being so well used. We have often had around 100 children and their families at each session. Most of these are people who come regularly and so our fantastic team of volunteers has been able to build relationships with them week by week.

The lounge becomes a relaxed café environment where people can enjoy good conversations with their little ones close at hand. The worship area is a hive of activity with lots of toys and activities in a bright warm environment. Towards the end of each session, the families come together for a short time for singing and a story which gently point towards the gospel message.

Ros, Caroline and Lizzy from the staff team rely on the support of many committed volunteers who work together to make people welcome, safe and well looked after.

## Team

2018 was a year of change for the Children & Families Ministry team. Hester Meacock (Children & Families Minister) returned from maternity leave in February and Hannah Jones (Assistant Children's Minister) went on maternity leave at the end of April.

Hannah did a wonderful job whilst Hester was off, ably assisted by Liz Garrett who organised and led the Groovers team for the Spring & Summer terms. Ros Hardy joined the team at the end of August as an Assistant Children & Families Minister.

Hester, having worked for St Paul's for almost 5 years, left us at the end of September for a new challenge at Warwickshire College. We are very grateful for all the work Hester did overseeing the Children's and Families' work and for the fantastic way in which she developed the work, in particular re-structuring the groups over two services and re-shaping the curriculum and approach in the Sunday groups. With help from the senior staff team, Ros did a great job of maintaining the ministry and we were also very grateful to Liz who again stepped in from November to provide her experience. All the children's groups rely on the support of a huge number of volunteers who care for the children and explore the teaching with them.

## St Paul's School

Several members of staff are now involved in providing weekly assemblies for St Paul's school and this is a blessing to both staff and pupils there. Liz Lewis also takes a weekly assembly for the Reception class which the staff there are very grateful for. The children also come to St Paul's four times a year (at Harvest, Christmas, Easter and for their Leavers' service in the Summer) for a whole school service and we always enjoy welcoming them to the church, along with some of their parents. We also have several church members on the board of governors and have generally built up strong and encouraging links with the school.

Naomi Chard, School Governor writes...

*Our school values are to be Encouraging & Challenging, Brave & Kind and Thankful & Thoughtful. This academic year we are focusing on kindness. A 'Mind To Be Kind' is being delivered across the school. The aim of this project is to develop a culture where kindness, without an expectation of reward, becomes a way of life for staff as well as children. Rather than focusing on performing acts of kindness for a reward, we are aiming to shift the focus to how it feels when we are kind. By doing so, it is hoped that giving and receiving kindness becomes the norm and the school will be a happier, calmer and more productive place for everyone. The whole school community are fully embracing our kindness initiative. From regular donations to food bank, to raising money for Crisis, weekly kindness challenges, to there even being a Self-Care Basket in the staff room – St Paul's School is a kind place to be! As well as educating our children to develop their spiritual and moral self, we also have responsibilities to develop them academically. In December, the government's School League Tables were released. These are now only based on pupil's progress, rather than attainment, and many people feel these are a truer measure of a school's success. The school were very pleased with this year's results. To summarise, we are ranked as 22 out of 240 for reading, putting us in the top 10% of schools in Warwickshire. We are 35th for writing, putting us in the top 15% and 18th for maths, putting us in the top 8%. Our individual data is also very strong, with particular success for our pupils reaching greater depth. At St Paul's we do far more than focus on the academic, however, it is always encouraging to know our children are receiving high quality teaching and making as much progress as possible. Well done to all the staff, pupils, governors and parents at St Paul's for their commitment and hard work!*



# Youth

It has been wonderful to see God working in and through the young people's lives.

The youth are building community within their groups and are keen to discuss the Christian faith and what it means to their day to day lives.

2018 has been a year of changes for the St Paul's Youth Ministry team. Youth Minister, Kate Wallis, left for maternity leave at the end of October and we rejoiced with her, Pete and Harry in the birth of Noah. Michael Yelland-Brown joined us in September as Youth Worker and is supporting this ministry in Kate's absence. We said goodbye to Neil Collings from The Hub team as he and his family have moved away. Thank you so much for your faithful service to our young people, Neil.

## The Hub

The Hub is a group for young people in school years 10-13 (age 14-18). The aim is for this group to be a space where young people feel at home, build community with their peers and grow in their Christian faith. The group consists of a time to socialize at the beginning, usually an active game and then worship, teaching, prayer and space to encounter God.

We have explored a variety of topics during the year including 'Everyday Supernatural' and 'Mission Academy'. 'Everyday Supernatural' is a teaching series from Soul Survivor exploring the supernatural gifts that God has given us. We practised the gifts God has given us, focusing on prophecy and speaking in tongues with the aim of growing the young people's relationships with God. 'Mission Academy' is a teaching series from Hope Together which aims to equip young people to be missionally minded and more open about their Christian faith with their peers outside of the church context. We have already seen, through this series, young people openly inviting friends to our socials and even our evening services.

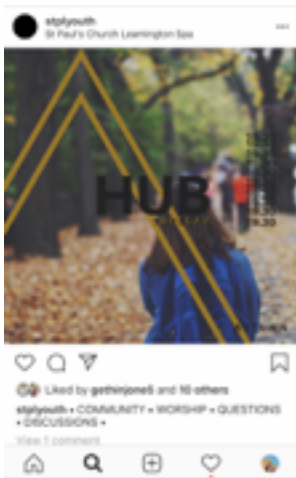
We started monthly meals for Hub in the Autumn term, where we enjoy some social time together. This gives the opportunity for the young people and leaders to build relationships and discuss their Christian faith in an even more informal context.

Every week we have worship led by the young people themselves and it's been great to see them grow in their skills and even start to join the worship team in the main services. Some of the members have been able to join a course called 'Youth Growing Leaders' run by Thrive, one of our local partners. In this group, they have been exploring what it means to be a distinctly Christian leader whilst also learning some practical skills which they can implement now at their schools, clubs and homes.

Consequently, many of the young people are involved in leadership and volunteering in the church including worship, Children's Ministry, Youth Ministry, Community Work, Reading, Prayers... It is a real joy to see them fully involved in church life.

## Engage

This group is for school years 7-9 (ages 11-14) and meets on a Sunday morning at each of the morning services with different teams but focusing on the same topic. The 9:30 am group continues to be smaller with around 5-10 young people attending and the 11:15 am group has around 8-15 young people. Each week we aim to look at a topic that is relevant to the young people and then encourage them to apply this in practical ways, so that what they learn on a Sunday is applied in their daily life away from church. One of the subjects we have been exploring this year is 'Worth', we discussed where we get our worth from, whether that is from friends at school, likes on social media or the way we look and present ourselves. The aim of these sessions is to ultimately find our worth in our understanding of being a child of God, who loves us unconditionally. We also had two film nights on Fridays in the Autumn term which have been a chance for the younger youth to socialize and watch a film that feeds into our group discussions on a Sunday morning.





## Coffee at Five

Since the October half term, we have been meeting with our older youth (14-18-year olds) at Caffé Nero before the 6.30pm service. It's been a valuable time for us to spend socializing outside of the church context. This has opened up more opportunities for the youth to bring their friends into a setting where most people are Christians and the conversations regularly turn towards the young people's faith. Usually friends have come to Coffee at Five and then gone home before the service, but some have also come along to the evening service.

## Friday Club

Friday Club first started in February 2013 and was aimed at youth in school years 7-9 (age 11-14) and provided a great space for young people to invite friends who may not usually attend church. Those that came to Friday Club enjoyed it, however numbers of young people attending declined and volunteers to be on the team had declined too, so it was decided to close Friday Club at the end of the Spring Term with plans to start Thursday Club in the New Year.

## Soul Survivor

Once again, we took a group of young people to the Soul Survivor Summer gathering. There were 11 young people this time, together with 5 team members. Caroline Castle, now qualified to drive a minibus, drove the group there and back.

Soul Survivor announced earlier in the Summer that the 2019 event would be the last one so this was the penultimate event. It will be sad to see the end of something which has been so significant in the lives of many young people for many years now, but that made the young people even more determined to make the most of this year's event.

It was a joy to watch our young people go deeper in their relationships with each other and, more importantly, with God. The worship was high energy at times and the teaching was meaningful. The leaders were confident that each of the young people encountered God at some point over the course of the few days they were there. They all engaged with praying for each other and, when needed, praying for those they didn't know during ministry times.

The Holy Spirit moved!

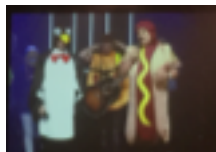
A lot of fun was had by all. Thanks go to the committed team who gave up their time to take them.



## Team

The youth work relies on the commitment of a strong team of volunteers who work very hard on Sunday mornings and Tuesday evenings to deliver sessions and encourage our young people in their relationship with God.

We would love to welcome new volunteers with a heart for this work, particularly at the Sunday morning groups and the new Thursday evening group for 11-14s in the New Year.



# thrive

## Youth Weekend Away

Once again, several of our young people attended the Thrive Youth Weekend Away planned by Andy Castle and his team. Here, the young people had some good teaching and worship times and benefitted from spending time together and with young people from other churches from the local area – sometimes discovering other Christians from their own schools but from different churches.



## Students

This year saw a good number of volunteers join the student team, enabling the student ministry at St Paul's to expand significantly. As well as spending time together after the evening service, students now meet at 5 pm for a meal before the service, where they sit in smaller groups in order to get to know each other better and share points for prayer. This time has been really valuable for relationships to form and, therefore, for support to be given where it is needed. Furthermore, as food is provided beforehand, they do not need to leave so quickly after the evening service, and are staying longer to spend time with the wider church family.

Members of the church family are also mentoring a number of our students, in order to encourage them in their faith and in living as a Christian at university. This is going well and has received good feedback from the students:

*"I have found having a mentor really helpful. I have enjoyed getting to know her more and having one-on-one time to discuss things that are worrying and stressing me. She has also pushed me and encouraged me in my faith as we read through books of the Bible together or other accompanying books. It has been great to be prayed for and supported in a time that can be scary and challenging. Being able to talk to someone in an open and honest way has been really helpful to me while at university. I have found it not only to be a lifeline at times but also a highlight of my life while at university."* Pippa Rawlinson

There have also been two weekends away at the end of the Easter and Autumn terms. Both of these were held in the House of Bread, a beautiful Christian conference centre in Shipston-on-Stour.

On the first weekend, Adam led the students through Stepping into the Supernatural, a six-part film series from Christ Church Fulham that aims to equip and inspire believers to activate their God-given supernatural identity in every-day life. This was interesting and challenging, and led to many questions and discussions. As well as this teaching, students also enjoyed a worship evening, a long (and muddy!) country walk and plenty of time together.

On the second weekend, Adam taught his Hearing God's Voice series – describing how God speaks today, and ways to listen and respond to Him. This, again, prompted many questions and good discussions – especially as the small groups were well established by this point. There was a worship evening on Friday night and a celebratory Christmas meal on the Saturday night, followed by a Christmas quiz and many chocolate-based prizes!

*"Thank you for a lovely weekend away - I've not been at St Paul's long but I felt welcomed and accepted and part of the community."* Jemimah Gilpin





## 20's - 30's

In March, a group of twenty eight 20s-30s headed up to Derbyshire and The Hayes conference centre to enjoy some time together for a weekend. It gave a great opportunity to spend some solid time together, enjoying an opportunity to eat together and to receive and discuss the teaching on understanding our relationship with God during times of suffering. We also had the chance to play games, worship, listen to testimonies and enjoy the outdoors with a good walk. All in all, we were using the time to strengthen relationships with each other and with God.



## Family Camping

Great fun was had on our annual trip to Hopley's Campsite, near Bewdley. Nine families joined in this year and the weather was beautiful. We enjoyed eating freshly cooked pizza from the on site, wood fired pizza oven; took a wonderful walk through the woods and fields of the local area, stopping for lunch at a pub, where we tasted the locally made produce. On our homeward journey we passed a railway station with a steam train puffing in & out and we ambled along by the river, it was so warm we contemplated a swim! Instead we trekked back to the campsite, played games and had a tasty bbq.



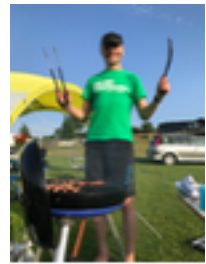
## Small Groups

St Paul's currently has 20 small groups that meet on Tuesday, Wednesday and Thursday evenings. During 2018, new groups began and several other groups had changes of leadership. We are very grateful to our small group leaders who do such a good job of leading and coordinating their groups. Some groups meet in Leamington but we also have groups in places like Kenilworth and Southam. As there is a regular flow of requests to join a group, we are always on the look-out for opportunities to start new ones.

The groups are great places for people to encourage one another in their discipleship. Typically groups will share teaching and Bible study, pray for each other and spend time socialising and sharing. We also encourage our groups to have an outward focus and increasingly to focus on missional discipleship. From time to time, we encourage all the groups to come together for one of our midweek prayer evenings or for some specific teaching like the Missional Discipleship Training. Some groups also attend courses like Living Free together for a few weeks.

We encourage all regular committed members of St Paul's to either be part of a small group, or part of one of the larger fellowships – Oasis, MIRTH or CAMEO.

Teaching programmes in the groups vary according to the needs and interests of the group members. Most of the groups get involved in service by taking turns to serve coffee after the 9:30 am or 6:30 pm services. Some of the groups have also found other opportunities to serve together at events like the Community Christmas party.





## Lent Prayer Course, 4-mations & Triplets

During Lent, Jonathan challenged all the church members to set aside at least 30 minutes each day for prayer and listening to God. To help with this, he produced a series of very helpful prayer guides which gave prompts for prayer and listening each day. These proved very popular with many people commenting on how helpful they had found them.

We also encouraged as many people as possible to join prayer triplets or 4-mation groups to meet together to pray during Lent. Many of these were formed and, although the commitment to the groups was just to meet during Lent, many continued well beyond this as people had found them so helpful.

*"I'd spent many years struggling to find the right way to pray and feeling guilty that I wasn't getting it right! Then Juliet suggested that I just imagine Jesus with me and chat to him like I would to a friend. So I started spending 30 mins in the morning sat in a chair, imagining Jesus sat opposite me, and we just talked. It was so releasing. The challenge now is to keep going..."*  
Ruth Smith

*"Jonathan's Lent course has sparked a discipline of regular prayer time in my life where none existed before. I am now on a journey that is filled with new spiritual insights. Despite the busyness of life, I'm just about managing to find a regular time for prayer. I can sense the presence of Jesus in my life in a way that I have not experienced it before: through being still, listening to his word and meditating on them. I formed a 2-mation which, in the context of our Small Group, was appropriate for our needs. The material in the handouts is thoughtfully and carefully put together, with thought provoking and well chosen Bible passages which can easily be used for regular prayer and devotion beyond the period of Lent. Jonathan and his team have 'played a blinder' with this Lent course and I can't commend them or the series highly enough."*  
Ayo Palmer

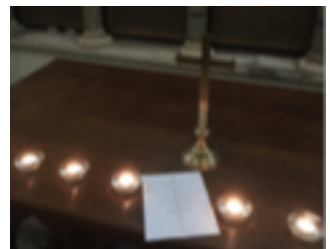
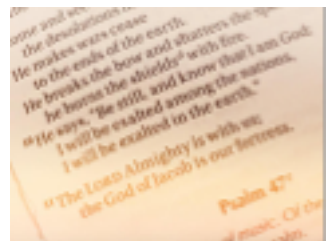
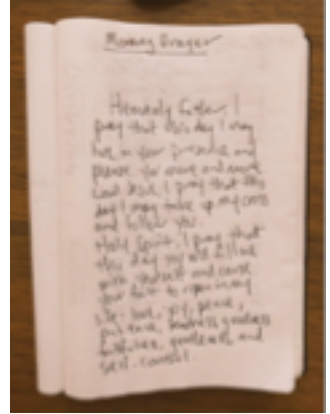
## Prayer Weeks

St Paul's has had a couple of prayer weeks during the year, enabling members of the congregation to engage in prayer in various forms. The aim of these prayer weeks was to focus more on being with Jesus, which was the main topic of the church's teaching in 2018.

Each prayer week featured several different events, giving people the space to be with God and engage with Him in different ways. There were evenings of continuous music worship, evenings of quiet reflection and evenings of praying for the world. There was also the opportunity to participate in Lectio Divina; this is a traditional Benedictine practice of scriptural reading, meditation and prayer intended to promote communion with God and to increase knowledge of God's word.

Prayer stations were also available to use during each week, prompting people to draw closer to God in interactive ways such as through art, music, writing, imagery, and symbolism. There were dedicated evening sessions for these in both prayer weeks, however they were also used by several different groups that met in church throughout the week - such as Oasis and the midweek service.

*"I wasn't quite sure what to expect, having not been before and I shall certainly be coming again."*  
Clare Burrows







## Living Free

Living Free ran twice in 2018. It is a 7 week course which explores what the scriptures tell us about our identity in Christ, the reality of the spiritual realms, our relationship with God and how we can hear Him speak.

The course was very well attended; over 140 adults took part over the two courses and many came with their small groups to participate together. Many spoke of the teaching being ground-breaking, and were able to take significant steps in their spiritual journey as a result of attending and putting this teaching into practice.

The course also offered each course delegate the opportunity to participate in a Living Free prayer appointment. Prayer teams came from Loughton in Essex, London and Luton to help with these appointments, which took place on a Saturday. During the twenty-minute appointments, each delegate would sit with two members of the prayer team, who would listen to God for His original design for that person. They would then explain what they heard, and then pray God's blessing over them. These appointments were an extremely significant part of the course, and many really valued the time they were given and the encouragement they received.

Living Free is next running in the Autumn term of 2019; however, the themes of Living Free will be taught at the evening service during the summer term to enable as many people as possible to hear and benefit from the teaching.

*"My Original Design appointment was very significant and encouraging. The prayer team mentioned things that only God could have known, which touched my heart and continue to dwell upon and am very reassured that I have heard God correctly and am on the right path."* Andrea Kane



## BCDM

In February, Richard Cooke (Principal of the Diocesan Training Partnership) led a short course which was one of the modules of the Bishop's Certificate in Discipleship and Mission (BCDM) at St Paul's. This module explored the Life, Mission and Letters of Paul. The course was open to people from other churches but was very well attended by people from St Paul's.

*"We enjoyed the small group of five which was established in Week 1 with other St Paul's members and thought that we all worked well together during the discussion times. We also learned quite a bit as Richard Cooke is very knowledgeable and included an art dimension which was interesting and helpful."*  
Ann Rolls



## Relational Ministries Marriage Preparation Course

This year Adam and Jess Tams led two marriage prep courses at their home. These were attended by a total of 6 couples from the St. Paul's church family. After sharing a meal all together, Adam led the couples through the Marriage Preparation DVDs, by Nicky and Sila Lee. The DVDs raised a number of topics and subjects to think about, which the couples then discussed with each other. This time was the most valuable part in preparing the couples for marriage – as they were able to learn new things about each other, plan their lives together as husband and wife and embrace the challenge of connecting on a deeper level.

*"We found the course well facilitated with thought-provoking topics which help set us up as a married couple; topics we'd not considered as a couple on our own. The material covered is very useful and carefully presented. Overall, very worthwhile course."* Joseph McCullagh



*“The Alpha Course was very intuitive and I would definitely recommend it.”*  
Chris A.

## Alpha

This year, St Paul's hosted two Alpha courses; one in the Spring / Summer and the other in the Autumn. The course, consisting of interactive sessions, is aimed towards those who are looking to explore the Christian faith. The course ran for eleven weeks during each term, being held on a Tuesday evening during the Spring/Summer term and on a Wednesday during the Autumn term. Ruth Smith, Jonny Morgan, Casper Clare, Andrew Rolls, Anna Smith, Lydia Brennan and Jem Wardle, headed up the courses this year.

A primary focus of the evening is to welcome those that are new into the church building. For many people, attending an Alpha course is the first time that they have been present in a church and so it is vital to make visitors feel comfortable and welcomed by all.

The evenings started with a time of socialising that allowed guests to interact with each other and build relationships over the course of the sessions. Building those relationships meant that the question and discussion part of the evenings flowed better and that the guests were more comfortable being open and honest with one another. An amazing team of volunteers served in the kitchen each week, under the guidance of Jonny and Casper, providing the guests with delicious hot meals that were enjoyed by all.

The bulk of the teaching was provided by the excellent Alpha resource videos, which include a substantial amount of scripture and powerful personal testimonies that made the messages more accessible/relatable to those that had their own questions regarding faith.

The discussion section of the evening spring-boarded from questions that were raised in the video. This part of the evening was the most beneficial for guests as they could seize the opportunity to raise their own questions in a safe environment, often contributing in honest and vulnerable ways.

In the middle of the course, St Paul's hosted an Alpha day. This day was a great opportunity for the guests to spend an extended period of time together exploring the Holy Spirit which proved to be a real turning point for many in attendance. This was due to it being, for some, the first time that they felt they were able to experience the presence of God for themselves. As a result, some are now exploring the idea of baptism. As a team, we felt it was a privilege to be able to pray for them on such a poignant day.

The Alpha course has seen guests move forward in their journey towards a better understanding of Jesus. Naturally, the progress which guests made in their journey of faith differed. However, it was felt that all were impacted by the course and had been grateful for the opportunity to discuss faith freely.

The Alpha course is a great way to invite those in our community who are interested in the Christian faith, and to show them what we believe in. The course does have a very positive impact on all those who are involved and as a team we are looking forward to hosting the next course in Spring 2019.

Thank you to all those who volunteered and made the Alpha course possible this year!

# Community Support



## Kennedy Square Barbecue

The Kennedy Square BBQ was, once again, a great success this year. Though the skies were grey, the rain stayed away for the day and the guests were able to enjoy a good lunch together. There were many volunteers and a large number of guests present from Kennedy Square and other surrounding houses. As well as the BBQ, there was a bouncy castle, competitions, arts and crafts and a face-painting stand. Many said how much they enjoyed it and looked forward to the day every year – even inviting their friends and family along. As with last year, it was a great community event, full of laughter, fun and friendship.

## Carol Singing in the Kennedy Square area

On Tuesday 11th December, a group of 50+ folk gathered at church for our 14th year of carol singing in Kennedy Square. As usual we had an amazing brass band to lead the singing and a number of people primed to deliver presents and the church Christmas cards containing details of the Christmas services. We started by singing a couple of carols in Newbold Gardens and then moved onto Kennedy Square. There we sang at 5 different points while our delivery teams knocked on the doors of the 74 flats with presents of boxes of biscuits (containing the Hope for Christmas magazine featuring the testimonies of a number of well-known people) and invitations to our Christmas services with a reminder of the community meal 2 days later. It was a cold but dry night which was ideal for singing and lots of the Kennedy Square residents came out on their balconies to watch and chat to our delivery teams with a number of families joining us as we sang and moved round the Square. It was great to be able to greet those we had met before and also to meet newcomers to the Square. Finally we sang a couple of carols in St Paul's Square before walking back to church through the church garden for hot chocolate and a time of thanks and prayer.

Many thanks to our wonderful band and all who sang, those who delivered the presents and cards and those who prayed for us.

“Joy to the World the Lord has come” is a wonderful carol and its message gives us our motivation for going out carol singing to our neighbours at Christmas.

## Community Christmas Party

There was a new flavour to the Community Christmas Party this year; whilst turkey was still on the menu, it was served in rolls rather than as part of a sit-down meal – although happily with most of the trimmings still included!

The reason for this was to mix the joyful and lively atmosphere of the Kennedy Square BBQ with the real wonder of Christmas, and - going by the feedback received - this worked very well. There was a great party atmosphere, and many said how much fun they had at this real community event.

As well as the food, there were also a wide variety of activities available throughout the evening for all ages. A particular highlight was a Christian juggler, who interspersed his juggling with talking about the Gospel in an engaging and entertaining way. This was very much enjoyed, especially by the children.

Nigel Turner and his band entertained everyone for the rest of the evening with a fantastic set of lively songs, ensuring everyone left in high spirits. We even had a visit from Santa Claus! The Community Christmas Party was a resounding success and it is likely to be repeated in this way next year.

*“Just a quick thank you letter on behalf of the people of (Kennedy and) St Paul's square for the Community Christmas Party and entertainment you provided us with. Your staff (and volunteers) were very helpful throughout the night and worked hard and mixed with people and the food was outstanding.”*

# Leadership Development

## New Wine

This year we had parties at both Week 1 and 2, with around 50 adults and 40 children from our church family attending in all. It was the last year at Shepton Mallet as the event moves to Peterborough next year.

The weather provided several seasons over the fortnight, with extreme heat, lashing rain & strong winds, fortunately we enjoyed a great range of vibrant worship, challenging teaching and fellowship. Attending is a great way of getting to know others in a relaxed but stimulating setting.

*"I think New Wine's great, especially the children's groups. It's fun because everyone camps together and we make new friends. I would like to go next year!"*

Jessie Chard (age 9)

*"I loved the sense of community and getting to know new people as well as being able to put faces to names!"*

Jennie Davis



*"I really enjoyed New Wine, it was great to get to know some new people and have time away with God.*

*Some highlights included seeing my son serve on a team for the first time (and loving it), joining in with 4,000 people singing "Amazing Grace"*

*in whispers with a persecuted Christian from North Korea, and hearing a seminar from the Archbishop of Canterbury."*

Andrew Bush



GLS is a conference organised by Willow Creek and each year a number of leaders from St Paul's attend the video conference. The speakers are gifted leaders as well as gifted communicators, which means it is highly engaging, thought-provoking and challenging, even though it is a video conference.

Another highlight this year was Craig Groeschel's comment saying that under good leadership you feel valued, inspired and empowered which was a challenging thought to all those in leadership. Amongst the many things that were said by the speakers, two themes came through in several talks: learn from your failures, and learn to let go (delegate well by empowering others and let them make mistakes).



## Leadership Weekend

Around 100 people in leadership went away for a weekend in May to Hothorpe Hall. Our speaker was John McGinley (Vicar of Holy Trinity Leicester) who spoke on the theme of Missional Discipleship. He was very encouraging, realistic and practical about how we can all get better at sharing our faith with others, not least by offering to pray for people when they share a need. Jonathan followed up this teaching in the autumn with Missional Discipleship Training evenings, which included practical training on: praying for others and telling our own story.



# Women's Ministry

## Oasis

*"We are a community of women wholeheartedly pursuing the transforming, life-giving love of Jesus"*

We have seen the out-working of this in many ways in 2018!

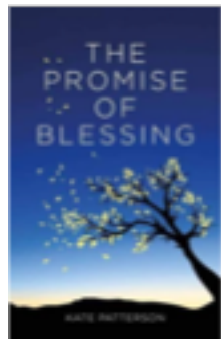
We meet most Thursdays during term-time, starting with coffee and cakes (or fruit!) from 9.45am and beginning with a time of worship and teaching/sharing at 10am followed by time in small groups, enabling discussion, sharing & prayer.

Last year's teaching included the "Unashamed" DVD series of biblical studies by Christine Caine; a look at some characters from the Easter story; a chapter-by-chapter look through the book of 1 Peter; and a series based on "The Promise of Blessing" by Kate Patterson to dig deeper into the very well-known blessing of Numbers 6:24-26. This "programme" has been interspersed by prayer mornings and prayer ministry training by members of the prayer-ministry team.

Thank you to Liz Lewis who does a remarkable job leading Hoppers and Bouncers, for our little ones aged 15months-4yrs. Thank you too, to Pauline MacDonald who stepped down from the team so that she can spend time with her new husband, Gordon.

Oasis is planned and led by Caroline Castle, Ruth Whitehead, Becky Crow & Naomi Chard. Thanks go to them and to all those who helped to lead worship, lead small groups, welcome and serve in the kitchen. A number of people stepped up to speak for the first time this year – Jess, Julia, Dawn and Naomi G and their input and honesty, and that of all those who have shared, has touched and encouraged many.

Last year, Juliet Jee, pictured right, stepped down from the leadership of Oasis. Juliet was inspired to set up a group, which became Oasis, over 11 years ago and has been integral to leading it ever since. We are so grateful for Juliet's warmth, wisdom & generosity and she is very much missed.



Oasis provides a wonderful context in which to serve, explore and develop our gifts in a whole variety of ways; welcoming women at the door, giving a talk, setting out the chairs, hosting the morning, leading worship, sharing a testimony, praying for others, setting up the creche and looking after the children, leading a small group, making cakes and running the kitchen, as well as supporting each other when needed outside of Oasis sessions.

Among some of the difficulties our community faced last year was the fact that we bid a sad farewell to Arianna Alton, picture left, as she passed away during October. She had been suffering with cancer for 3 years and her grit and determination to fight her illness were truly admirable! The support shown to her and her family by the Oasis community (as well as many others) is a testament to the love and care we are privileged to know and has been a witness to many of the essence of the gospel.

So it has been a year of ups and downs and comings and goings but we continue to be excited to welcome all ladies who want to find an Oasis here and to support and care for one another as we pursue and see the transforming, life-giving love of Him who is able to do "immeasurably more than we can ask or imagine"!





## Cake And Craft

Cake and Craft meet on the second Saturday of each month in church. We had had a good attendance over the year with an average of 8 at each session. The crafts were planned and administered by the core team who planned the sessions across the year culminating in our planning and delivery of the crafts for Create for Christmas. Crafts this year have included quilling, card making, jewellery, iris folding and pom-pom making. This year as a group we supported Warwick poppies and made a contribution of 51 knitted and crocheted poppies to the exhibit. We welcome new members at any time to the sessions and no craft experience is required. As an offshoot to Cake and Craft we also delivered two 'Introductions to Bible Art Journalling' sessions which were well attended and encouraged people to explore their faith in a creative way.

## Create For Christmas

Create for Christmas is an evening for women to spend time together, learn new crafts and to have time to reflect in the midst of the busyness at that time of year. This year there was a large team of women who taught a wide variety of crafts including Christmas pudding pom-poms, snowmen soup mugs, paper sculpted angels, flower arranging, Rudolph noses jars and gift boxes.

The reflective part of the evening was led by Caroline Castle who gave a thought-provoking Christmas talk on the profound impact of her recent experiences in Uganda. This provided a peaceful interlude in the evening with time for people to think about what Christmas means to them.

*"It's the best organised, charming event. I love the break in the middle, just lovely. The right thing to do in this busy time"*



## Book Club



Book Club met ten times during 2018 for a focussed discussion on the designated book of the month. The book list, compiled from recommendations by members, gave variety and some surprisingly random links between selected books.

A History of Britain in 21 Women (Jenni Murray) was a particular favourite and pertinent reading in the 'Votes for Women' centenary year. The Essex Serpent, Fortune's Rocks and The Trouble with Goats and Sheep generated thought provoking conversations. We welcomed new members and have room for more!

*"I just love discussing a book with others and hearing different viewpoints."*

*"Book Club is always inspiring."*

# 2018

## SPA BLOKES

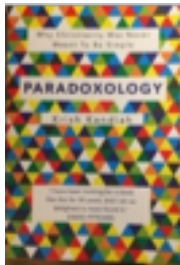
ST PAUL'S MEN'S MINISTRY

The men of St Paul's (Spa Blokes) continued to meet socially and in study. The termly curries at Castle Balti attracted 15-20 men, some for a catch up and for others the opportunity to meet for the first time.

Some leaned into creating / building upon a triplet or 4mation prayer group leading into Lent and beyond.



**TAPAS:**  
Truth  
Application  
Prayer  
Accountability  
& Support



In our studies, the group got to grips with topics including: The significance of God's Armour; Experiencing the presence of God and; Digging into some of the Bible's great paradoxes with the help of Krish Kandiah's Paradoxology.

## Men & Kids Camping

Mens and Kids camping was back again this year under new management. The tried and tested formula of tents, fresh air, BBQs and soft touch parenting seemed to do the trick yet again. Numbers were up again on the year before and 78 people ventured to the Forest of Dean for a sun-filled, fun-packed weekend and surprisingly all 78 returned! Old friendships were strengthened and new ones established, all whilst sipping a drink by the campfire or lazily floating down the river. The highlight of the weekend was listening to England beat Sweden 2-0 on a transistor radio whilst swimming in the river. The forced digital detox and the wholesome outdoors does wonders for the soul and if you feel you could do with a dose of this then join us in 2019 from the 5-7 of July.





# Older People's Ministry

## MIRTH - Men In Retirement Together Having...

MIRTH has a stated aim of reaching out to all retired men in the Leamington area to create a welcoming community that improves the quality of retired life for all. In 2018 a big catalyst for this came in the unlikely form of the new General Data Protection Regulation. In requesting permissions for holding contact information, it was noted that members had gone from 70 to 50 and that sadly the proportion of MIRTHers without any church connection had also decreased. In this year of missional discipleship we began to advertise in local newspaper and to set up our own website so that anyone moving to Leamington and google-ing "retired" "men" "events" "Leamington" would get us. We will report on the effectiveness of this plan next year!



The successful mix of events on offer in the four Tuesdays of each month continued in 2018; 1st current news discussion, 2nd local walks + pub lunch (increasing proportion of lunch/walk members), 3rd Main Meeting (see below), 4th Bible discussion group.

For "Main" events there is a mix of speakers during the winter months and visits in the spring and summer. This year, highly qualified and entertaining speakers have addressed the topics of 'Iron Founders of Leamington'; 'The Trussell Trust – Food Banks in 2018'; 'Opportunities in Warwick District U3A'; and 'Leamington in the 1960's', a talk by two incredibly ancient MIRTH members!

For visits, MIRTH has toured Lillington churchyard to discover some local history; walked with Thomas Oken, a character in 16th century apparel, to learn about his Warwick; had an excellent tour around the new Vitsoe factory; been on the annual "Jolly Boys Outing" to the Black Country Museum; enjoyed an archaeological feast visiting local Bagot's Castle; and ended the year with 24 of us tasting the delights of a local French Bistrot in a wonderful Christmas "do".

Thanks as always to those who contributed in 2018 to organising events; Mike Bench, Stan Harris, Jonathan Hattersley, Anthony Johnston, John Robinson, Andrew Rolls, Tim Wagg.



## CAMEO:

### Come And Meet Each Other

CAMEO meets after the Midweek service on a Wednesday. Each week during school terms there is a light lunch and then, once a fortnight, there is a talk or activity - this year there has been a mixture of special interest talks, musical recitals, quizzes and input from Jonathan and Adam. Grateful thanks to Jean Grimes, Janice and Vanessa Leedle, and Ann Duxbury for organising all this throughout the year.





# Events

## CO Training Evening



The Church of England have developed an online course to help people have a basic understanding of safeguarding and how it applies to our ministries in a church setting. Although many of our leaders have completed the online course, we thought a pleasant alternative would be to deliver this course as an evening 'offline' course accompanied by cheese and wine. We hope to repeat this from time to time but the first of these was on the evening of 30th January when Jess Tams delivered the course material to around 20 people. The evening was very successful in making people more aware of our safeguarding responsibilities and was much appreciated by those who attended.

We would encourage as many church members as possible (whether or not they have a leadership role in church) to take this course either online or at future evening training sessions. For further details of either option, please contact Jan Pringle (jan@stpl.org.uk).

*"I thought it was a really good evening - Jess covered this difficult subject in a sensitive and interactive manner, and it's better to sit and go through the material in a group rather than on your own."* Tom Rawlinson

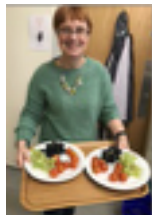
*"The evening flowed smoothly and the layout with the low tables for the group discussions worked well. Jess had even brought homemade cakes!"* Ann Rolls

## APCM - Annual Parochial Church Meeting

On the 25th March 2018 our APCM had a celebratory feel as we looked back with gratitude on the previous year. For the last few years, we have re-named the event the 'Annual Party for Church Members' and we fill the church with round tables and crisp white table cloths.

Cheese and wine were served and Ruth and Jonathan chaired the evening, introducing a variety of interviews where people spoke about different aspects of church life and the impact these had had on them. The new PCC and churchwardens were elected and a number of people who were stepping down from various roles were thanked.

Adam led us in a short time of prayer part-way through the evening and we prayed for our church ministries. The whole evening was a wonderful celebration of our church family life together.





## Passover Meal

We celebrated the Passover with a meal on Maundy Thursday evening, it was a very happy occasion. We were able to welcome around 130 guests to the worship space, which was beautifully set up with tables and chairs.

As usual, Jonathan began by leading us in a short time of worship and an explanation of the Jewish Passover festival with all its different elements, including the questions that are traditionally asked by the children of the family and everyone had the opportunity to sample the elements of the Seder plate before the delicious main meal was served.

All the guests who were able to, signed up for a job on the evening – welcoming, preparing or serving food, washing up, setting up or clearing down. This gave a real ‘family’ feel to the meal with everyone pitching in to make it a success. Particular thanks go to Naomi Gaade who coordinated many of the arrangements and to Beth Penney and Caroline Castle who planned and cooked the food.

MEET WORSHIP PRAY MAKE A DIFFERENCE

**MANUP**  
 MAKING DISCIPLES  
 CHRISTIAN MEN TOGETHER  
 Leamington & Warwick  
 6th Oct  
 2018

As iron sharpens iron,  
 so one person sharpens another  
 Proverbs 27:17

MAN UP WELCOMES  
**CARL BEECH**  
 DIRECTOR, MESSAGE TRUST  
 PRESIDENT, CHRISTIAN VISION FOR MEN

**MAKING DISCIPLES**  
 WITH SEMINARS

<b>ROB BUDD</b> HEAD, HEART AND HANDS OF DISCIPLESHIP	<b>JAMES MIDWINTER</b> ONE-TO-ONE DISCIPLESHIP
<b>TIM WAGG</b> MYTHS ABOUT DISCIPLE-MAKING	<b>ROYSTON YOUNG</b> 'CROWN' MODEL FOR GROUP DISCIPLESHIP

 #ManUpLeam\_War  
 ManUp Leamington Spa & Warwick

## ManUp

Around 150 men from over 15 local church congregations gathered for the 3rd ManUp men's conference on 6th October 2018.

The theme was 'Making Disciples' and, following a cooked breakfast, we got straight into some great worship, teaching and seminars. Carl Beech was our main speaker and his message was for us to live against the spirit of the culture we live in, to be prepared to 'give our cloak', and bless others in the name of Jesus. We had seminars on a range of discipleship topics: James Midwinter from Emmanuel church led a session on one-to-one discipleship and how we develop relationships that develop others. Royston Young from St Michael's church in Budbrook shared a model for small group discipleship, and Tim Wagg did some discipleship myth busting. Rob Budd from Heathcote parish church also introduced the 'head, heart and hands' framework for looking at our discipleship strengths.

There was a team of 25 helpers including welcomers, cooks, band members and tech team. They did an amazing job in keeping everything running smoothly. It was a tremendously encouraging time with a great spirit of unity and common purpose. We hope to follow up the day with some further discipleship workshops during the next 12 months leading up to next year's conference.

*“Great fellowship and quality teaching, ManUp is something very special.”*

*“Thought provoking and engaging, the connection with others was a highlight.”*

*“V Good - fantastic - more please !!!” “Real and authentic.”*

*“Very good and inspirational, brief and to the point.”*

*“Spot on, good to be so well grounded.” “WOW”*

*“Connections with others again a highlight.” “Encouraging and inspiring.”*

*“Challenging, hilarious, worthwhile, great work.”*

*“Great - passion for witness was very powerful.”*



## Speak, Brother Gig

Towards the end of September, we were fortunate to have Speak, Brother - a local Warwickshire band, play a gig, at what was a really exciting and creative evening of live music. The church was open to all who wanted to enjoy some high-quality live music. Speak, Brother were supported by the upcoming Welsh solo artist John Nicholas and our very own Joshua Sharp. It was exciting to see the church building used so creatively and to see a diverse demographic come to the gig. A special thank you to Tom Rawlinson for all his help with the sound, Hannah Jones for her creativity in decorating the space and to Ruth Bowie, James Leng and Claire and Jon Douglass for facilitating the bar.

*"In September the band Speak, Brother played a storming gig in St Paul's, with support acts John Nicholas and our own Joshua Sharp. Both the band and the audience commented that St Paul's is a great venue for such events, with the mood being set perfectly by atmospheric lighting and floating balloons. Speak, Brother played songs from their recent album Young & Brave, which explores themes around growing up and has a Christian message running through it. Many thanks to Gethin and Hannah for arranging this event."* Nigel

*"Alison and I really enjoyed watching Speak, Brother perform live for the first time last September. They had so much energy and clearly appreciated the opportunity to play in such a unique space. The whole night was really well organised by Gethin and the team, and special mention to Tom Rawlinson who did a grand job behind the sound desk. We'd highly recommend listening to Speak, Brother's latest album "Young and Brave" which you can buy on their website."* Rich Stiles

## King's Chamber Orchestra



In November, we were delighted to welcome the Kings Chamber Orchestra to St Paul's for the first (but certainly not the last) time. The orchestra are all very talented professional musicians and are also all Christians. They perform concerts all over the country and their enthusiasm and delight in the music they play is evident. They performed two concerts at St Paul's. First, a short family concert in the afternoon to which children were encouraged to bring their teddies. This was great fun and thoroughly enjoyed by all who attended. Then, in the evening, they performed a longer concert with the theme of 'Star Gazing'. The church, softly lit by fairy lights, provided a beautiful setting for a highly entertaining selection of music, interspersed by stories from the leader and conductor of the orchestra. The faith of all those involved was evident and underpins what they do, but it was communicated with a lightness of touch which made the concert a great event to bring friends and family to.

*"I did not really know what the evening would be like, but it exceeded anything I could have imagined. The quality of the music, the atmosphere and entire event was sublime."* Terry Salter

*"I didn't really know what to expect, but was blown away by the music, atmosphere and the presence of God. Can't wait for them to return next year."* Julia Salter



*"The most wonderful part for me was when the Orchestra came and played in the audience. It was the ultimate surround sound and was like a hug from God. Priceless."* Helen Buckingham



## New Year's Eve

This year, we arranged a ceilidh to bring in the New Year. It was a different format from the previous year but still fun and very much appreciated by all those who attended.

About 80 of us assembled – aged between 3 months and some in their eighties and all ages between. There were ceilidh dances – videos were played to show the various steps. There were three quizzes for the tables to ponder over and try to win the prize for the most correct answers. There were some games and a musical interlude. Folk were encouraged to bring and share food. This worked well and we had plenty of food and drink available.

Dress code was tartan or check and it was lovely to see folk turn up in tartan scarves, sashes and kilts

After the ceilidh and before midnight we worshipped, led by a worship band, and reflected both on God's faithfulness over the year that had passed but also to look ahead to the New Year in the sure knowledge that He goes with us into it, no matter what lies in store for us.

We sang Auld Lang Syne and wished each other a Happy New Year – 2019 – and ended with a rousing singing of "Be Thou My Vision", always a good way to start a year!



*It was great to socialise and have fun, it felt as though there was something for everyone. Personally I just enjoyed having the opportunity to catch up with old friends in a safe and relaxed place. I hope we repeat it next year!"*  
Gail Linnett



*"Lovely, enjoyable, relaxing and entertaining evening with sociable, friendly friends old and new. Thank you John and Gillian for organising the event."*  
Janice Leedle



# Wider Church Relationships

## Churches Together in Leamington (CTL)

Our vision is to see Leamington changed one life at a time, and so we believe it is hugely important to work and pray with other local churches. For the last 11 years, Jonathan has hosted monthly prayer lunches for church leaders. Usual attendance is about 15 out of a possible 25. Relationships are very good, and we always pray for God's blessing on our town. In the Summer, Jonathan handed over responsibility for this to CTL and it is now meeting at The Well's new building.

Over the years it has been a joy to see so many inter-church ministries start up. The PCC has committed significant annual financial support to The Well, CAP, Thrive and Foodbank. In addition, we have strong involvement with Street Pastors, and coordinate the annual "Praise in the Park" (2018 was the 8th year). There are many other excellent inter-church ministries, and we pray for them all, and encourage members of St Paul's to get involved. These include: Nightlight, Crossteach, Christian Resource Centre, Warwick Gates Centre for Relational care, Nightlight, Nightshelter, the Way Ahead Project, Home for Good, Flourish, New Hope Counselling and the Learning Centre.



### Street Pastors

This year we've had volunteers from the local Churches looking after Leamington's night life on 48 of the year's 52 Saturday nights. We're thankful for the ongoing support we receive from the council and are greatly appreciated by both the council and police. Specific stories of note are providing medical assistance until ambulances arrived for

young men on separate occasions who had suffered head injuries. We continue to be known for our supplies of lollipops, flip flops and water.

Street Pastors own surveys show that over 80% of the young people we engage with are between the ages of 18-25 and for many we will be the first Christians they meet. The impact of seeing volunteers acting as good Samaritans to townsfolk in need on Saturday nights should not be underestimated. Thanks go to Jonny Morgan and several members of St Paul's who are Street Pastors.

Prayers for more volunteers would be wonderful; the local council would like us out on Fridays and Tuesdays as well but we don't currently have the manpower to do this.

### Praise In The Park

Praise in the Park this year was another great success, helped – not least – by some glorious weather! It was, of course, fantastic to work with churches across Leamington both in the practical setting up for the event and in the delivery of the various aspects of the event itself. Of course, of greatest importance and joy was the ability to worship our great and awesome God all together in the centre of the town. There is always something quite powerful about this witness, particularly because, despite our differences there is a great unity in this worship. This year, perhaps more than previously, we had a number of people stopping to ask what was going on and staying a while. This was the first year that Adam took responsibility for running the practical elements of the day, and he was blessed by the way the church family, and those from other churches came together in support of it. As usual, many people stayed after the worship and shared lunch and games together on the green – some until the early evening! After 8 years of Praise in the Park, we've taken the decision to have a sabbatical break in 2019 but plan to re-launch again in 2020 (on the 7th of June), ideally with the involvement of some new people to carry us forward.

*"Praise in the Park was fantastic this year again, well done. I brought my brother along and he really enjoyed it, he was impressed with the collaboration of the Leamington churches."*  
Joseph



Dear Jonathan & Adam,  
Just a quick note of appreciation for Praise in the Park yesterday.

We thought it was an excellent event. Loved the mix and balance of inputs. Really enjoyed the message, which we thought was just right for the occasion and the audience.

We felt that God was very much present and promoted.

And it was good to see a number of people afterwards going up for prayer and to learn more about some of the organisations who had stands (btw that list of 26 inter-church organisations on the back page was most impressive!)

thanks again for all the wonderful things you do for God - and for us - in Leamington Spa.

Blessings  
Tony & Yolanda



## The Well

### Christian Healing Centre

2018 was a great year for The Well as they moved into their specially refurbished and remodelled home at 20 Augusta Place in April. They have rejoiced in seeing their guests' surprise and delight as they visit them there. At three packed Thanksgiving Services, to celebrate the amazing way in which "The Lord has done great things for us, and has filled us with joy" (Psalm 126.3), renowned Christian songwriter David Hadden shared the song that he had written specially for The Well.

As they have settled into their new home, guest numbers have risen and they have been pleased to be able to hold not only Prayer Ministry there, but also Quiet Days, Resting and Receiving Prayer, Healing Training Courses and a new 'Spiritual Wellbeing' Course.



Next year they will be introducing some new courses and events. They are delighted that Carolyn Stone and Nikki Olorenshaw Smith are leading a Bereavement course starting in March. The website has details of all of these.



As always, The Well is very grateful to St Paul's for all our generosity both in finance and publicity, and for continuing to host 'Streams in the Desert'. The annual gift to help underpin the regular healing prayer ministry is much appreciated. There are now 13 people from St Paul's on the Well Prayer Team.

## Weighed down by debt?

Free debt counselling in your community from an award winning charity



## CAP

2018 was a year of two halves for your local CAP debt centre. The first half of the year was quiet with regards to new clients coming on board. However this time was used effectively to disciple several current clients and to encourage them on their journey with God. This led to one man receiving much inner healing and deliverance which led to his marriage being saved.

Another couple who came on board with CAP were helped by a local church which they now attend most Thursdays and occasional Sundays. During a home visit the man was complaining about back pain, so we prayed for him. He explained the pain left his back, went down his leg and shot out of his knee. He found this highly amusing. Praise God that He still heals today!

An ex CAP client who became debt free has now become a befriender so attends visits with one of the three debt coaches. This ex client also regularly attends church and volunteers at a couple of cafes.

Many of the clients that we meet are broken and live chaotic lives. But Jesus Christ gives them hope and an opportunity to know that they are loved and valued by Him and us. In 2018 we saw several of our clients respond to the gospel in different ways. We also had a record breaking year by seeing 12 households become debt free which released 25 household members from the grip of unmanageable debt and poverty.

Finally in 2018 we had our CAP Christmas hamper campaign where we were able to deliver luxury Christmas hampers to around 23 families. This was a great blessing to all those who received one.

Thank you St Pauls for your continued support, encouragement and prayers. You are a part of sowing into a ministry that is transforming the community one life at a time.



## Warwick District Foodbank

2018 marked a significant development in the five plus years history of the foodbank as it has been the first year operating as Warwick District foodbank having merged with the Kenilworth foodbank operation. We now have 7 Distribution Centres across the three towns of Leamington Spa, Warwick and Kenilworth.



The Foodbank distributes 3 days' worth of food to those in the local community experiencing crises which may be lack of funds; delayed benefits; ill health; loss of employment or a multitude of other circumstances. Clients receive a voucher from referral agencies including local churches and other charitable organisations. The client then brings the voucher to one of 7 distribution centres, including the one here at St. Paul's open on Thursdays, 1-3 pm. This session is led by Miriam Bowen who expertly manages the volunteer team that includes members of the St. Paul's fellowship namely, Nicky Wilkinson, Dot Mulligan, Pauline Archer in addition to others.

2018 has seen a dramatic rise in the number of clients visiting foodbank. The foodbank Distribution Centre at St. Paul's has helped 632 adults and 296 children with food during the year, totalling 928 in total. This marks a 16% increase on last year.

Overall across the seven Distribution Centres foodbank has provided food for 3,275 adults and 1,511 children, (total 4,786), plus a few cats and dogs! (This is a 13% increase on last year). Warwick District foodbank has distributed a staggering 51,255 kg of food in the year, (that's over 56 tonnes!).

The three primary causes for this increase is that more clients are suffering from low income; benefit delays/ changes and effects of debt, all of which are all likely to increase as more clients are moved onto the Government's new Universal Credit benefit regime. It is predicted that there will be a significant increase in client numbers visiting foodbank in 2109 as more clients move to Universal Credit.

Grateful thanks go once again to Paul Clarke, who has recently stood down as Chair of Trustees but is continuing as a member of the Trustee Board.

December 2018 has been the busiest month to date, in the five years of operation in respect of the number of clients visiting the St. Paul's foodbank, (122 clients over the 3 Thursday sessions in the month!) In addition, praise and thanks are given for the generosity of residents for the volume of food donated prior to Christmas. Special mention of local company Calor, (formerly Calor Gas), who have given significant practical support i.e.



(volunteers to drive the foodbank van and do weekly deliveries); collected food and have also provided volunteers to help with the Trussell Trust 3-day national food collection at the Tesco, Superstore at Emscote.



## Thrive

Andy Castle, Thrive's founder and CEO writes.....

Thrive Youth Ministries has been serving the local churches within 30 minutes' drive of Leamington for the past seven years. In 2018, we worked with over 60 churches, helping them to develop their ministries to children and young people.

Our vision is for every church within the area to have a thriving youth ministry. We recognise that often this means that there needs to be a thriving children's ministry first. That is why we brought Fiona Stutton onto our team in 2016. She has been working with churches with their children's ministries, giving special attention to those with no youth work provision. An example was that Fiona has been working with The Offchurch Group of Churches, and in 2018 they were able to successfully launch a youth group which is making good progress.

The team mentor regularly 15 youth or children's workers, meeting up monthly to offer support, encouragement, challenge and accountability. This is where we can make significant impact as we help the leader to think through more deeply what God is asking them to do.

We also try and bring leaders together, for training and mutual support. This year, we have run leaders' hubs, bringing both volunteer and employed leaders together, as well as the youth & children's networks, aimed specifically at the needs of employed ministers.



Our Transform conference in November saw around 70 leaders from 19 different churches gather together for a day at St Martin-in-the-Fields Church, Finham. Feedback was most encouraging, with people saying how they had been inspired and were leaving feeling more determined to keep investing in their church's youth or children's work.

2018 saw us launch Thrive Juniors, a brand new worship event aimed at primary school aged children. Two events saw around 100 children and their leaders gather together from churches across the area to worship together, learn more about God and have fun

with games and craft activities. This gave the children a positive experience of church, but also helped inspire leaders, so they can try new ways of connecting with the children in their own worship services.

Our annual youth weekend away, continued to attract youth groups from across the area. 85 young people and leaders gathered for a range of activities, encouraging teamwork and building courage and self-confidence. A seminar on discovering our gifts was helpful to many. For example, one girl who struggles with a stammer was very excited to realise that God had gifted her with the ability to sing, as when she sings the stammer disappears. Following encouragement from Andy, she later sang with the worship band who also encouraged her. She was very talented but needed encouragement to use her gift. None of the band knew her before the weekend, but it demonstrated something of God's kingdom that we had hoped the weekend would demonstrate – that of unity by the Spirit, and forming friendships across the churches.

In September we started our next Youth Growing Leaders course. This time we are running two programmes concurrently, one based in Leamington and one in Coventry for the first time. It is wonderful to see how this course is helping young people to discover their leadership skills and gifting and to look for opportunities to grow in this area, including four young people from St Paul's.

We want to thank the church for all its continued support for Thrive and for enabling youth & children's ministry across the area to be stronger.

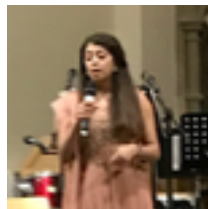
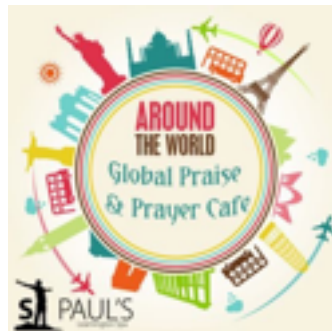




## GO Team

The GO Team (short for Global Outreach) looks after and promotes the church interests and activities that are geographically beyond Leamington by supporting both individuals and organisations.

Three highlights over 2018 have been holding a “Global Prayer and Praise” evening at the end of April, having Marcos and Claire Wurfel and family with us for 3 weeks in the summer and adopting Elisa Pike as a new link partner who we now support for work with Compassiva in Sao Paulo with vulnerable women.

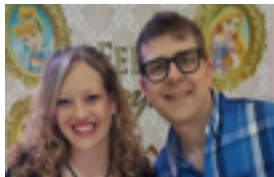


### Global Prayer and Praise Cafe in April

This was a cafe style evening with music from the Resonance Band who took us to various countries including Iran, India, China and Spain both through worship and prayer. Then we had a dramatised and, at times, hilarious rendering of the story of Mary and Martha done in a way that was culturally relevant in an Asian context, followed by a testimony from Bhav Joshi. About 50 people enjoyed the evening which was designed to grow our awareness of cultural differences and the impact that has on worship and the arts within church life.

### Marcos and Claire's visit in July

Marcos and Claire Wurfel and family are church planting in Concordia in Argentina. St Paul's puts money aside each year to enable them to come across to the UK every 3 or 4 years, and so they came for almost a month in July, with the main purpose of resting and enjoying a family holiday. The congregation was asked for help in various ways and responded with lovely generosity, providing days out for the children, food vouchers, a home to stay in, a car to use and time given to them to listen. They wrote: *"We have felt overwhelmed by such kindness, so many invites over, vouchers, and especially having our own place and car. We also enjoyed meeting many new people and deepening our friendships."*



One thing the GO Team looked at was their long-standing desire to have a more appropriate church venue and plans are coming together well for redevelopment of their current building. Watch for news during 2019!

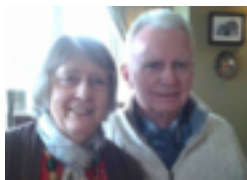
### Elisa Pike, working with Compassiva in Brazil

Elisa, who worshipped with us whilst a language student at Warwick (graduating Summer 2017) has had a calling to Brazil from the time she was studying. She tested this out by going to Brazil for part of her third year and during this time that she met Marcos, who she married in the UK this September.



She has felt God calling her to work with trafficked and vulnerable women and is doing an MA in Slavery and Liberation (while working full time). In working with Compassiva, she is not able to work with women vulnerable to trafficking, but she is working with women who are vulnerable in other ways. She sees this is the door God is currently opening, and says that "the call is not as big as the God who calls us."

She will work full time for Compassiva, working among women and also doing writing, fund raising and translation, while Marcos will finish his degree (in marketing) and look for part time work.



Catherine & Keith



Theresa



Catherine & Richard



Carolyn & Richard



Charles

Other partners supported are:

**Keith and Catherine Ranger** who live in Scarborough and have a ministry to Chinese scholars

**Theresa Wilson**, with Wycliffe Bible Translators, who works from the UK on projects for the Seimat people of Papua New Guinea

**Richard and Catherine Weston**, who live in Oxford, help train people/churches in working with international students.

**Richard and Carolyn Davey** with WEC International who live in Leamington – Richard retired at the end of 2018, and Carolyn continues with training and peace-making.

**Charles Barr-Johnston** who is retired but still living and ministering in Argentina, holding regular Bible studies in his home.

We have also had various opportunities to interact with mission organisations that we support:

Two ladies came from Betel and shared in services and at an afternoon tea, a month or so before a small group (Tim Traynar and Sam and Jennie Davis) went to spend a weekend with Betel which is an organisation that seeks to bring freedom and restoration within a Christian context to lives broken by alcohol and drug abuse.

Graham Archer from CPAS came and spoke at the Mission Sunday services at the end of April and we hope that the ties with CPAS can strengthen. CPAS seeks to develop Christian leaders, hold Christian camps in summer, and to appoint evangelical leaders in churches through their patronage work. St Paul's directly benefits through their Growing Leaders resources and also some of our members are involved in helping at the camps.

NOTDEC is an orphanage in Uganda where many children are sponsored by members of St Paul's. People who have visited in 2018 are John & Carlee Leftley, Janet & Anthony Johnston, Guy and Kay Chapman, Becky Tidd and Rob Sciacaluga.

FRRME (Foundation for Reconciliation and Relief in the Middle East). We particularly support their work through the clinic at St George's Baghdad which continues to serve people of all faiths there.

A number of people were given small grants to help towards mission taster experiences. These included Caroline Castle, Guy Chapman, Josh Jee, Elisa Pike (now a mission link partner), Becky Tidd, and Stu and Rosie Bayford. We were delighted to find out about some of the mission trips in September at a Short Term Mission Trip Event - Caroline Castle, Becky Tidd and Liz Thomson told us about the highs and lows of their travels.

All our partners pass on their thanks for the support we give them, in both prayer and finance.



# Resourcing the Ministry

## Staff



2018 saw the staff team grow and change. The staff team meet together over lunch each Tuesday, spending time in worship and planning as well as catching up with each other. Despite the changes, the team is growing together and working well. We really appreciate working in such a strong and diverse team.

We welcomed Hester back from maternity leave in the Spring team but were sorry to lose her when she moved on to a new role at the end of September. We wish her well in her new role. We hope to recruit a new Children's and Families' Minister in the New Year. Hannah went on maternity leave early in the Summer term and she has been enjoying time at home with Alys (and Gethin, when he's not working).



Kate also went on maternity leave at the end of October and we joined her and Pete and Harry in thanking God for the birth of Noah soon afterwards.

In September, we were joined by three new staff members and two interns so the team was suddenly much bigger! John McKellar joined us as Operations Manager, moving here from Edinburgh with his wife Gillian. Jan Pringle's role

changed at this point as much of the operational responsibility was handed over to John. In her new role as Senior Lay Minister, Jan retains some operational and administrative responsibilities but has picked up other more pastoral and teaching responsibilities. Ros Hardy joined us as Assistant Children's Minister, moving here from Newcastle with her husband Tim and daughter Anwen, and has done a great job of picking up additional responsibilities since Hester left. Since November, she has been very much helped by the appointment of Liz Garrett in a part-time capacity (12 hours a week) as Assistant Children's Minister with a particular focus on the Groovers age group. Michael Yelland-Brown joined us as Youth Worker, having married Abi in the Summer, to cover Kate's maternity leave in particular and has been building up good positive relationships with the young people and the youth team. Lydia Brennan and Jem Wardle joined us as Interns for the year, offering twenty hours a week to St Paul's. They have been particularly helpful in our children's, youth and student work.

Together, the staff team have a great variety of skills and qualities which are used to support and equip our ministry. The ministry and operational staff work closely together to ensure that all our services, ministries and events run smoothly. The staff team also underpin all our ministries with regular prayer.



**Jonathan Jee** (Vicar)

Jonathan provides overall leadership and vision for the church and particularly focuses on preaching, prayer and investing in other leaders. He works closely with Adam, Ruth, Jan and John and the Standing Committee in setting priorities and direction for ministry. He is also responsible for our links with the wider church.



**Adam Tams** (Curate)

Adam works closely with Jonathan and others in the leadership of the church. He shares in the preaching and service leading, and has specific concern for the worship and prayer life of our church community. He also helps to oversee the student ministry, and project manages a variety of events throughout the year.



**Jan Pringle**

(Senior Lay Minister)

Jan has operational and pastoral responsibilities within the senior team. She oversees all the Safeguarding policies, supports the work of the PCC and Standing Committee; and is involved in preaching and leading services, particularly midweek.



**John McKellar**

(Operations Manager)

John oversees the operational work at St Paul's as a member of the senior team. He has responsibility for the practical side of Sunday services and all other events (regular and one-off), the buildings we manage, our office staff, volunteer management and will be working with the treasurer on finance.



**Ruth Smith** (Ordinand)

Ruth is now in her third and final year of training for ordination at St Mellitus College in September. As her placement church, she gives half her week to the ministry of St Paul's. She preaches and leads services regularly both on Sundays and at our midweek service. Her musical gifts are also very well used.



**Kate Wallis**

(Youth Minister)

Kate oversees the Youth Ministry of St Paul's, both within church and through linking with local schools. With support from Michael since September, she manages and develops a large team of volunteers to deliver both Sunday morning and midweek youth ministry. Kate enjoys seeing the young people grow in life and faith and seeing God at work in their lives. She went on maternity leave at the end of October.



**Michael Yelland-Brown**

(Youth Worker)

Michael joined the team in September to work with Kate and cover her maternity leave. Since the end of October Michael has been overseeing the work of the youth ministry, including both Sundays and midweek groups. He has settled in well and is building good relationships with both the young people and the volunteer teams. Michael has also done some worship leading.



**Hannah Jones**

(Associate Children's Minister)

Hannah's particular passion is the under 5's. She leads Tiddlies Praise parent and toddler group; and the Movers and Wrigglers groups on Sundays. She also takes assemblies and runs occasional workshops at St Paul's School. Whilst Hester was on maternity leave earlier in the year, she took on extra responsibility in overseeing the children's work. Hannah has been on maternity leave since late April.





**Ros Hardy**

(Asst Children's Minister)

Ros joined us in September to assist Hester with the Children's and Families' ministry. Following Hester's departure at the end of September, she has picked up a wider range of responsibilities than originally anticipated but has support in this from senior staff. She and Liz Garrett have been overseeing Sunday morning children's groups at both services and Ros also works with St Paul's primary school and runs Tiddlies Praise on Tuesday mornings (with support from Caroline Castle and Lizzie Timlin and a great team of volunteers).



**Liz Garrett**

(Asst Children's Minister – part-time)

For the first few months of the year, Liz was part of the Children's and Families' team with particular responsibility for the Sunday morning Groovers' groups (4-11 year olds). She stepped down from this post when Hester returned from maternity leave but we welcomed her back again in November to work alongside Ros. As well as Sunday mornings, Liz is involved in the administration and resourcing of the Groovers group and does some work in St Paul's school.



**Lizzie Timlin**

(Housekeeper)

Lizzie works hard to keep our building clean and functioning well. She organises the kitchen and ensures the church building is ready for its users. She has also been involved in running Tiddlies Praise.



**Mel Tweed** (Facilities and Finance Administrator)

Mel has been working at St Paul's since 2008 and is responsible for the running of all that happens in the building and for looking after the increasingly complicated accounts. He is actively involved in ministry to older people.



**Julia Salter**

(Part-time Cleaner)

Julia provides much needed extra support with cleaning and housekeeping duties, which help to keep the building ready for our wide variety of ministries and other users.



Lydia joined us as an Intern for the year in September. She has been particularly involved in the Children's and Families' Ministry but has also supported work in the student and youth teams.



**Caroline Castle** (Ministry Support Administrator)

Caroline joined the staff team in 2011 and provides administrative support to the ministry team and volunteer ministry leaders. She has been increasingly involved in women's ministry and leads the midweek Oasis group and co-leads the Tiddlies Praise parent and toddler group.



**Naomi Gaade** (Communications and Events Administrator)

Naomi has been part of the staff team since 2010, she produces the notice sheet, updates the website, creates publicity materials, and helps to plan and resource events with the support of lots of hard-working volunteers.



**Jem Wardle** (Intern)

Jem joined us as an Intern for the year in September. He gives good support to the youth and students team and also supports the Groovers team at the 11.15 service. Alongside his work for St Paul's, he is also involved in ministry at the Well.

## PCC

The PCC is the “Parochial Church Council”, and consists of the clergy, churchwardens and elected representatives from the congregation. As a body, they are to “cooperate with the incumbent (the vicar here) to promote in the parish the whole mission of the church”. In particular, the PCC is responsible for the finances, the fabric and the staff of the church. They also discuss and pray into wider issues of ministry and mission, and act as trustees of the charity.

This year, Carolyn Davey and Martin Haywood continued to serve as Churchwardens for a second year and we welcomed several new PCC members following our APCM in April.

During 2017, the PCC agreed that, for the next 3 years, we should focus clearly on deepening the discipleship of all our church members. We don't see this as an inward focus, as Jesus calls his disciples to engage with the world around in mission. We have expressed this as our:

“2020 Vision: making wholehearted (missional) disciples of all ages”. We also agreed three main traits of discipleship: Being with Jesus, Becoming like Jesus & Doing what Jesus did. Jonathan preached into these areas in 2018.

Following the leaders' weekend at Hothorpe Hall in May, there was even more of a desire to focus on missional discipleship.

In order to support this vision, the PCC recognised that there were significant implications for our staffing. At the beginning of 2018, our intention was to recruit an Associate Vicar to take the lead on overseeing adult discipleship. However, despite extensive advertising, we were unsuccessful in finding the right person for this role.

With Hannah going on maternity leave just as Hester returned from her own maternity leave, the PCC also recognised the need to boost the Children's and Families' team and we were delighted with the appointment of Ros as Assistant Children's Minister. As Kate went on maternity leave, the PCC were also keen to cover her leave effectively and we were very grateful for Michael's appointment as Youth worker to cover this time.

We also felt the need to bolster the Operations aspect of our staffing and John McKellar was appointed as Operations Manager. His work in this area, allowed Jan to focus more on specific areas such as HR and Safeguarding as well as taking on some pastoral and teaching responsibilities.

The appointment of two interns (Lydia Brennan and Jem Wardle) also gave extra capacity for ministry as well as providing valuable training and experience for the interns.

With greater numbers of staff, the PCC recognised that HR issues were becoming increasingly complex. We have a great HR team who oversee this area but it was decided to pay for some extra legal advice. We pay a monthly fee to Keelys, a firm of solicitors who specialise in this area and are able to draw on their advice about any new policies, decisions or problems that might occur. This has already proved very useful.

Whilst discussions and decisions about staffing has taken up a significant chunk of PCC time, there has also been consideration of other areas. Early in the year, a Natural Church Development Survey was conducted by the diocese. This tool for informing church growth, looks at 8 'Essential Qualities' which are recognised as important for this. Our weakest areas at this point were 'Empowering Leadership' and 'Need Oriented Evangelism', both of which we were aware of as needing attention. We addressed the need for better 'Empowering Leadership' by bolstering the staff team but have, so far, been unsuccessful in appointing an Associate Vicar. Our current focus on Missional Discipleship should go a long way in addressing the need for more 'Need Oriented Evangelism'.

There was also some discussion of the structures of our PCC with a small sub-committee doing some work on this and making some recommendations. These included a proposal to reduce the numbers of PCC members to make discussion easier. PCC meetings were also re-structured to allow for time to properly discuss one key issue in each meeting as well as smaller items of more routine business.

Safeguarding has continued to be an important area of our work in a church with such a large number of children and young people.

The Safeguarding Advisory group were able to address the concerns raised at the Safeguarding audit in 2017 and are continuing to work to ensure good procedures and practices are in place. The PCC receives a report on Safeguarding at each meeting and have discussed and approved policies and procedures as needed.

## Standing Committee

The Standing Committee's formal purpose is to transact the business of the PCC between meetings. For several years now, we have also used the Standing Committee to act as a Senior Leadership team for the church. Sometimes Jonathan shares his thinking here first, to discuss and pray through before it reaches PCC. At other times, the PCC delegates decisions to the Standing Committee. It is made up of Jonathan (Vicar), Martin & Carolyn (Churchwardens), Andrew (Treasurer), Adam (Curate), with Jan (Senior Lay Minister) and John (Operations Manager) in attendance.

## Clergy

Jonathan is our Vicar and works full-time. Adam is our Curate and also works full time. In addition, we are grateful for the help that Graeme Pringle and Anne Hibbert can give (both have demanding jobs elsewhere). We were sad to say goodbye to John Haynes, a long-standing retired clergyman who occasionally preached at the midweek service and died this year. John had looked after St Paul's in the long interregnum in 1999-2000 before Jonathan was appointed as Vicar. He also started our midweek service in 2007.

## Adam's Priesting

On the morning of July 1st 2018, our Curate Adam was ordained as Presbyter (Priest) during a service at Coventry Cathedral. This was the second and final part of the Ordination process that had started the previous year. Many of you will know that the Church of England ordains candidates firstly as Deacons as they start a curacy and then a year later, in another ceremony, they become Presbyters (Priests). The term Deacon means to be a servant, and is a great way for aspiring Vicars to start the day to day work within a parish - they learn the basics of parish ministry, and serve the people within the congregation. During that year they can take funerals and assist in other services, but they cannot preside at Holy Communion or conduct weddings. So, at the end of the first year, they return to the Bishop and during a service of blessing are sent out to finish their curacies as Priests, learning to preside at Eucharists and Weddings.

Over the previous year, we had had the privilege of getting to know Adam, Jess and Jacob over the past year, to appreciate Adam's warmth, skills, love of people and dodgy sense of humour. Those who attended the service felt privileged to be there. Later on that day, he presided at his first Holy Communion at St Paul's, which he did with no sign of nerves - and earned a round of (reverent) applause at the end. We are very grateful for all that Adam and Jess bring to our team and our church.

## Safeguarding

We take our Safeguarding responsibilities very seriously at St Paul's. Jan Pringle is Safeguarding Officer and Jess Tams is Assistant Safeguarding Officer. Any concerns should initially be highlighted to the leader of the particular group or ministry, but can be referred on to Jan or Jess if the concern involves the leader. Leaders will pass concerns on as needed. Email [safeguarding@stpl.org.uk](mailto:safeguarding@stpl.org.uk) or call Jan on 07580 049961 or Jess on 07904 124633.

St Paul's have adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church' recommended by Coventry Diocese. The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding. We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited as well as being DBS checked. We currently have over 150 people who have been DBS checked for their roles within the church. We have a Parish Safeguarding Advisory Group who meet approximately every 6 weeks to review safeguarding in the church generally and also to review the handling of more major pastoral cases. Following an audit by the Diocesan Safeguarding team in 2017, this group put together an action plan to address the points raised for action in this audit. These actions were completed in 2018. The diocese are now in the process of introducing a three part action plan to ensure churches comply with the 'Promoting a Safer Church' policy. St Paul's managed to complete the first part of this action plan towards the end of the year and will begin work on the second part in 2019. The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.

## Ordinands

### (People training for Ordination)

In 2018,

**Thom Jee** completed his training at Ridley Hall in Cambridge, was ordained in the Summer and is now serving as a Curate at All Saints' Woodford Wells.

**Esther Peers** completed her training at St Mellitus College in London, was ordained this Summer and is now serving as a Curate at Holy Trinity Leamington Spa.

**Jonathan Smith** completed his training at Wycliffe Hall in Oxford, was ordained in the Summer and is now serving as a Curate at St Mark's Bilton.

**Ruth Smith** is in her final year of training at St Mellitus in London. She will be ordained in Summer 2019 and will then serve her curacy with us.

**Thea Smith** is in her final year of training at Trinity College, Bristol. She will be ordained in Summer 2019 and will serve her curacy at Christ Church, Woking.

**Rachel King** began her training for ordination at St Mellitus in London in September. She is on placement at St James' Church, Styvechale.

Currently there are a few other members of the congregation also exploring a possible call to ordination.



Jan Pringle



Jess Tams

## Fabric

The church building needs to be in very good condition and all the equipment needs to function as expected due to the plethora of different events, highlighted throughout this report, which take place within it. We also have responsibility for two other buildings, one next to the church in Leicester Street and the other in nearby Taylor Avenue.

Maintenance and care of the buildings has taken place over the year with some recarpeting of 40 Leicester Street in September, following the arrival of Ros Hardy, Assistant Children and Families Minister, and her family who moved into the property in August.

Several improvements have been made to the property in Taylor Avenue to meet the needs of the Syrian refugee family with young children who rent the property. John Leftley has again proved to be a major asset in helping out with various practical maintenance issues.

In the church premises various maintenance tasks needed attention, which David Harkness, a member of the congregation, kindly gave his time and talents to sorting. One of which was putting wheels on the bottom of the welcome desk, which has made it much easier to move around and fulfill it's multi functional remit, as can be seen in the photo, where it is being used as a bar at the Global Prayer and Praise Cafe event.

At the end of the year we assessed the audiovisual system and came up with recommendations on how to make it even more robust and functional. This year we had a quinquennial inspection on our building and this came up with areas where we will need to decide whether action is required and in what timeframe. Overall the building is in good condition but there were some aspects we will need to invest in to ensure it continues to be. Thanks go to Mel Tweed and John Leftley who worked with John McKellar to understand the lengthy quinquennial report.

As always Mel Tweed is on hand to oversee and manage the daily challenges of such a big church and we thank him for his faithful and quality service. Lizzie Timlin and Julia Salter together faithfully keep on top of the many housekeeping and cleaning tasks. Thanks to them for their tireless efforts. Several volunteers also helped in many ways to keep the building clean and tidy - Thank you.



## Use of the building by other local groups

As well as providing a base for the local Foodbank once a week, the local 'Advance' group (who work with people with mental health issues and learning difficulties) have used our lounge and kitchen facilities to provide social support and cookery classes. We are delighted to make our facilities available to these groups.

Parents in Mind (run by the National Childbirth Trust) providing perinatal mental health peer support, meet on a Tuesday morning, alongside Tiddlies Praise, in the Creche.

## Social Media



St Paul's have continued to make careful use of social media. Services and special events are advertised on Facebook, Twitter and Instagram; Whatsapp is used by the 20's - 30's group and several small groups to pass on news and encourage belonging to the church community.

ChurchSuite has also been integrated into church life and our back office administration

is now powered by ChurchSuite, enabling all church members who have downloaded the app onto their smartphones to access the latest emails, calendar and current events.

Social media has continued to be used by non church members to access the church for general queries and room bookings, and we use Facebook groups for different church groups, e.g. Tiddlies Praise - this enables us to send alerts if a cancellation is needed or a special event is happening.

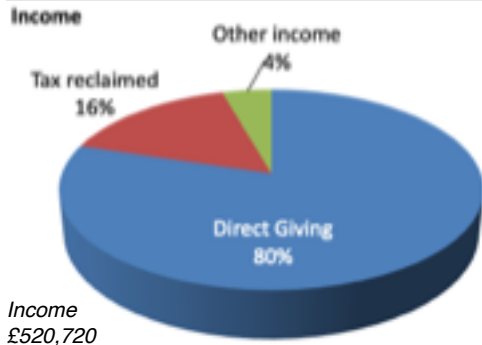




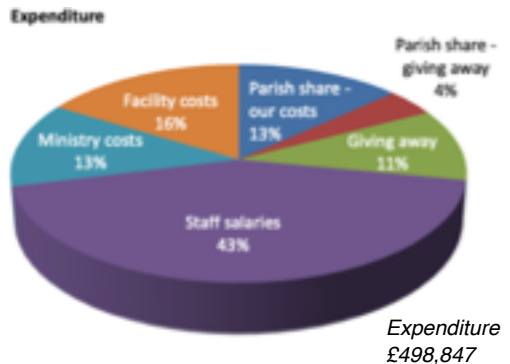
## Finance

Once again, we are very grateful for the Lord's provision for our needs this year. As the income was slightly higher than budgeted and because some staff were on maternity leave, as well as not appointing an Associate Vicar (as originally budgeted) we ended the year with a healthy surplus. Some of these savings have been put into the 'Resourcing Ministry' fund which will help to fund future staff posts.

We also keep some of our funds in a 'Properties' fund. The PCC own both 40 Leicester Street (which is currently rented by Ros and Tim Hardy) and a house in the parish which was bought in 2017 and rented to a Syrian refugee family, working with the local council to do this. The rent is not a commercial rate but gives enough income to cover the running costs of the property. Income from both properties goes into the Properties fund and is used to pay for maintenance and repairs.



The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving and we are extremely grateful to all those who give so generously. There is also a small amount of income from lettings, weddings and funeral fees etc.



The Expenditure pie chart shows how the money is spent.

**Staff salaries** include the staff wages, National Insurance, pension contributions and recruitment costs. Clergy salaries are dealt with by the diocese via the **parish share - our costs**.

The **ministry costs** include all the costs of our children's and youth work, adult discipleship, outreach, community work, leadership development and training.

**Facility and Governance costs** include the costs of keeping our building and equipment in good repair, cleaning, office running costs, heating, lighting and insurance.

Each year we budget to **give away** at least 10% of the previous year's unrestricted income to our mission partners and ministries in the town beyond our own church. The PCC policy is for approximately half of this to go to local mission initiatives in the area, and half to go further afield. The Parish Share is our share of the costs of ministry in the diocese including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes.

After all our creditors and debtors have been taken into account, we have £171,913 in our general reserves.

In 2017, the PCC decided to split our reserves into 3 pots: one for cashflow and general reserves, one specifically for our properties (as outlined above), and one to resource new initiatives/staffing posts for mission and ministry. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £80,000).

Details of the St Paul's 2018 Accounts are in the Accounts Appendix.

# Statutory Requirements

## Reference and administration details

**Charity name:** The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors

**Registered charity number:** 1130329

**Charity's principal address:** St Paul's Church, Leicester Street, Leamington Spa, Warks, CV32 4TE

## Names of charity trustees, (PCC members) who manage the charity:

Jonathan Jee (Vicar and Chair) DS and Dioc S

Adam Tams (Curate) DS

Andrew Rolls (Treasurer) DS

Graeme Pringle (Hon. Associate Minister) DS

Carolyn Davey ( Churchwarden)

Martin Haywood (Churchwarden)

Simon Brown

Katrina Bush

Charles Crow

Sarah Darren resigned 16/4/18

Gethin Jones from 25/3/18

Rachel King resigned 31/7/18

Judith Linnell

Jonathan Morgan from 25/3/18 DS and Dioc S

Adam Nelson from 25/3/18

Anthony O'Brien

Roger Penney from 25/3/18

Helen Perryman DS and Diocesan Synod resigned 31/7/18

Rob Sciacaluga

Pam Snape

Lewis Stephenson DS

Timothy Traynar

Peter Wallis

Simon Wallis

(DS = Deanery Synod, Dioc S = Diocesan Synod)

**Bank:** CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ

**Independent Examiner:** M D Spafford of LDP Luckmans, 1110 Elliott Court, Herald Avenue, Coventry Business Park, Coventry, CV5 6UB.

## Structure, governance and management

### Type of governing document:

Parochial Church Council Powers Measure (1956) as amended and church representation rules

### **How the charity is constituted:**

A corporate body established by the Church of England

### **Trustee selection and induction methods:**

The method of appointment of PCC members is set out in the church representation rules. The PCC is also a registered charity. All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are briefed on current PCC issues at the first meeting of the new PCC.

The PCC operates through a number of committees, which meet between full meetings of the PCC: the Standing Committee, the HR Group, and the GO (Global Outreach) team.

### **Risk**

The PCC has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis.

The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

### **Pay Policy**

Clergy are paid by the diocese.

The pay of employed staff is reviewed annually by the HR Team and Standing Committee and increases are agreed by the Trustees being mindful of the Church's charitable objectives and increases in average earnings.

### **Objectives and activities**

Our purpose at St Paul's is to bring 'Glory to Christ, Growth to his church and Good news to the community' (this purpose statement was approved at the APCM in 2004).

St Paul's vision can be summarised as follows:

**“Our vision is to see Leamington changed, one life at a time. Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God 7 days a week, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God and demonstrating it in practical caring ways.”**

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

### **Achievements and performance**

We hope you have enjoyed reading about these in the preceding pages.

Approved by the PCC on 11 March 2018 and signed on their behalf by



Jonathan Jee  
Vicar and Chair of the PCC

