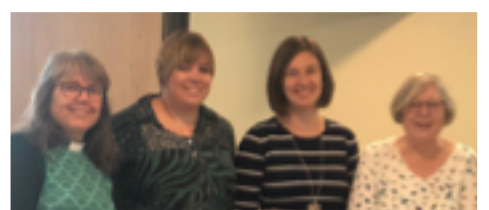




2019

ANNUAL REPORT



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LETTER FROM THE VICAR, JONATHAN JEE

Dear friends,

As always when I read through the annual report, I am so grateful to everyone who serves so faithfully, and gives their time so generously, in order that all these groups, events and ministries can happen.

We do it out of love for Jesus Christ, who gave his life for us and calls us to follow him. His way is never the easy option, but it is always the best. It can be costly to serve him, but the old prayer says it well: "his service is perfect freedom". When we put God first, we become more truly ourselves.

One of the most remarkable things about our church family is the large number of children, young people and students. Helping them to grow up as disciples of Jesus is a major part of the ministry that we are called to, and is hugely rewarding ministry for all those who serve.

We are also seeing adults coming to faith in Jesus, or back to faith in him after some years away from church. The confirmation service in 2019 was one of my personal highlights of the year, as 29 people (including some mature Christians who have joined us from other churches) confirmed their commitment to Jesus. It was an amazing privilege to hear all of their stories in the weeks leading up to the service.

I was very grateful to have a sabbatical term during the summer, to give time to rest, read, pray and think, and I am especially grateful to all who carried extra responsibility while I was away. I came back with a fresh determination that we would help each other to follow Jesus wholeheartedly, but not to do it in a way that leads to exhaustion or burnout. So there has been a new emphasis on prayer and sabbath in the life of the church since then; to follow Jesus in HIS way, not in the way our over-busy world might try to do it.

As you read through this report, please thank God for all who serve in each ministry, and pray his blessing on them. Ask the Lord where he wants you to be involved and pray that as a church we will get better at keeping in step with his leading in 2020 and beyond.

With much love,

Jonathan

SERVICES



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. They encompass a range of worship styles. 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. Prayer ministry is available at the end of any of our services.

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 are roughly equal in size. They include groups for under 14s, with children attending the first part of the service and then going out for their own activities. The worship is led by a band and comprises a mix of contemporary songs, hymns and action songs. These services also include a mix of prayers, church news, a Bible reading and a talk, with the opportunity to respond by receiving prayer ministry. These two services are combined into a single 10.30 am all-age service during school holidays. Around 120-140 adults attend each service, with around 50-60 children at each. There tends to be more pre-school children at the 9.30 service and more over 11s at the 11.15. *(The 9.30 & 11.15 services will be at 10.30 am from April 2020).* Communion is part of the service approximately once a month.

Sunday 6.30 pm: The worship at this service is led by a band and uses contemporary songs. Fewer time constraints in the evening mean that there is a longer time for worship. There is a Bible reading, church news, talk and prayer ministry. Most of the congregation are students or young adults in their 20s and 30s but some older people also attend. Around 120-140 adults attend this service in term time, with around 70-80 meeting during university holidays. As well as the clergy team, other church members regularly lead the service or the prayers.

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.

*"Attending the **Midweek service** is always a real joy. This community of mainly older folk is a prayerful hub in the church, and we are blessed to have so many people who pray faithfully for the life of St Paul's.*

We have enjoyed talks from different people within the church - it's always good to hear voices other than the clergy! It has also been great to see some of the young mums coming with their babies - you don't have to be retired to come to Midweek! The gurgling sounds of small people are always welcome." Ruth Smith

BAPTISMS, WEDDINGS & FUNERALS



During 2019, there were: fourteen infant baptisms, of which, eleven of the children were born to church families; five adults were baptised, all by full immersion; five couples were married and three funerals were held (See page 22).

TEACHING

Sometimes we have the same sermon at all three Sunday services, at other times we have different sermon series in the morning and the evening. 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 2019, the sermon series included:



You can listen to the sermons again through our website.

"Just wanted to say how much I've enjoyed the most recent sermon series, the 'Letters to the Church' series on Revelation. Love a good exegesis and to work through a specific book. The history and background to each church was very interesting, then the various issues the churches were challenged on was made super relevant and engaging. The visiting speakers also fitted remarkably well!" Sam Davis

The Midweek congregation explored the 'I am ...' sayings of Jesus, during the Spring term; in the Summer term, they looked at being rooted and built up in faith, based on Colossians; and in the Autumn term, the sermon series was on heroes of the faith.

SPECIAL SERVICES

CONFIRMATION SERVICE



On Sunday 3 March, a confirmation service was held at St Paul's. Bishop Christopher confirmed 29 of our church members at the evening service. The service was a very moving and uplifting occasion with a wonderful testimony from Lizzie Timlin about the difference that following Jesus has made to her. As the bishop prayed for each candidate in turn, their names and pictures were displayed, allowing the congregation to join in praying for them. It was a real celebration of the candidates faith journeys.

"For me the service meant everything, I was confirmed with my mum and my brother, and now wear a ring to symbolise the step I took with the Lord that day. It is a moment I hope to never forget, and one I will share with my family forever." Eloise Penney

"...I took the opportunity to use the evening as a new chapter / fresh start as life had changed considerably since my baptism some 10 years earlier." Sam Davis

"A really important occasion re-affirming my baptism vows." Lizzie Timlin

"My confirmation was a powerful, affirming experience. I felt the presence of God so strongly through Bishop Christopher & being confirmed along with brothers & sisters at St Paul's made me feel part of my church in a way that's remained with me since that evening. St Paul's is my church & I'm so grateful to God for putting me there!" Liz Lewis

Our Christmas and Easter services are always real highlights of the year. On Easter Day and Christmas Day we combine all 3 main services and the building is packed with around 500 people of all ages worshipping together. We particularly benefited this year from Ruth Smith's creativity on both Easter Sunday (see below) and Christmas day (which included a sketch featuring the angels Gabriel and Agnes).

EASTER



Good Friday

On **Good Friday**, our morning **all age service** was well-attended as we gently explored together the significance of Jesus' death on the cross. As part of the service, there was the opportunity to leave our red luggage labels (representing our sinful lives) - at the foot of the cross and take a white label instead (representing the way God sees us now). Later, in the afternoon, Adam led us through an **hour at the cross** - a quieter service reflecting on the events of the first Good Friday.

Easter morning, the **all age service** was a joyful celebration of the resurrection, with lively worship and a church decorated with daffodils and balloons. Thanks to the wonders of technology, we received a 'live' report from the empty tomb and Ruth explained its significance for us today.



Easter Sunday
All Age Service

WHY DO YOU LOOK FOR THE LIVING AMONG THE DEAD? HE IS NOT HERE; HE HAS RISEN!

CHRISTMAS



Adam Tams led the **contemporary carol service** : the chairs were arranged in a circle and the worship was led from the centre of the church. People came in Christmas jumpers and enjoyed a mix of worship songs and carols. We learned how only God can see the bigger picture.



On the Sunday before Christmas, 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 join in as whichever character they preferred.



Two **Christingle** services were held on Christmas Eve. Both services were well attended with a good mix of regular church families and visitors. We learned about Christingles and how the candle represents the Light of Christ coming into the world at Christmas.



The **carols by candlelight** service is one of the highlights of the year. Held on the Sunday evening nearest to Christmas, the church is always packed and it's a wonderful festive celebration. This year's choir numbered over 30 and the service was the culmination of weeks of hard work at rehearsals. Ruth's new carol 'That night' had been arranged by Stephen Axcell, and the lyrics and music combined to highlight the excitement and wonder of the fact that the Son of God had chosen to share our humanity and enter time as a helpless baby.

As always, the rehearsals had been a mixture of fun and 'note bashing'; the sense of community that comes as you make music together is so enjoyable. On the night itself the church looked fantastic with the tree and lots of twinkly lights. The service followed the traditional nine lessons and carols theme, with members of the church family reading each bible passage, and familiar carols being sung.

Jonathan talked about the wonder of the Christmas story and as part of his talk interviewed Sylvie, who told us something of her story and shared how she had come back to faith over the last year, despite some traumatic circumstances. The combination of unpacking Scripture and personal testimony was very powerful and many people were grateful to Sylvie for her honesty and vulnerability.

After that we had some quiet space before hundreds of candles were lit. This was a highlight of the service - each person was given a candle as they entered the building, and just before Hark the Herald Angels Sing, the stewards took lit candles to the front and passed the living flame to others - this flame then passed back through the rows until the whole church was lit by the glow of candlelight. It was wonderful to see the church lit by the soft glow of candles, and the sight of faces reflecting that glow. A good visual aid to remind us of the light of Christ that entered our world that first Christmas time.

After the service finished there was an abundance of mulled wine and mince pies, and the building was filled with chatter and laughter.

WORSHIP



St Paul's is extremely blessed to have so many gifted musicians who are willing to be part of our worship on a week by week basis. Having to cover 3 services on a Sunday and various other one-off events

means that we are kept busy playing, rehearsing and learning new songs.

Our aim as worship leaders is always to help people enter God's presence and point people to Jesus; so whilst a good degree of musical competence is helpful, we are not there to perform. We strive for excellence but try never to get in the way of what God might be doing.

As such it is a real privilege to be involved in this ministry. We have had the joy of seeing some new worship leaders emerge this year, two of whom are from our student population - it is always encouraging to see our students getting stuck into the life of the church, and their enthusiasm and commitment to the worship team has been much appreciated.

It has also been a time of watching some of our young people step into roles as worship leaders or band members - we are so blessed to have such a committed group of young people who serve the church in so many different ways, and it is a delight that some of them choose to use their musical gifts for the benefit of the church. Having had the opportunity to be involved in youth events, they stepped up to leading in church, and we have benefitted from singers, guitarists, violinists and drummers. We would be lost without them.

We have also recruited some newer arrivals to the church, and one particular highlight was watching Rob play guitar and bass drum at the same time, as well as leading the singing...! A unique talent which he uses to great effect.

As with any group of people we have our fair share of parental leave (congratulations Colin and Gethin), job pressures and other life events which means that the team has to be flexible - Adam has done a really great job of making sure that the slots are filled and that there is always a good lead for the services. And huge thanks go to others who have stepped in at short notice when needed - we really appreciate your good humour and servant heartedness.

The other group of people to whom we owe an enormous amount are the very long-suffering PA team -

without them we wouldn't be able to do what we do, so thank you for using your skills to enable us to use ours. We are very grateful.



TECHNICAL

The technical team has continued to support events throughout the year to ensure the audio and visual equipment is fully functional, with Tom Rawlinson coordinating PA and Daniel Rogers looking after visuals.

The visuals team continues to grow, with new members coming in and others taking a step back. The team of volunteers doing visuals at the 11.15 service is enough that very few Sundays now require one person to cover both services. The PA team has also had some new volunteers including members of the youth group. They have proved to be a welcome and valued addition to the team, serving at evening services as well as other events such as the Kings Chamber Orchestra concerts.

One big change this year has been the installation of a service feed into the creche, so that those in there can still be a part of the morning service. There have also been opportunities to experiment with lighting in the evening service.

Time has also gone in this year to cross-training between the PA and visuals teams, with a view to having members of the team who can handle the basic requirements of both. This helps the team to be more flexible, and means that smaller church events can run with just one member of the technical team.

STEWARDS & SERVICE MANAGERS

Each of our services and events requires this essential ministry.

The service manager arrives an hour before the service (or event) and ensures that all is ready well in advance of the start of the service. All aspects of the service have to be taken into account such as a particular focus on baptism, communion or some other aspect.



The stewards work with the service manager in welcoming those who arrive for the service, whether visitors or regulars. This year we introduced a welcome desk as a focal point for folk to sign up to various events and ask any questions.

We are very thankful for the reliability of these team members who regularly serve in this way.

In 2019 we welcomed a new service manager in Roger Penney. We also welcomed a number of new stewards in Tracy Southam and Peter and Sheila Lewin. 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 evening services.

"I have been so encouraged since the very first time I went up for prayer with the Prayer Team at St Paul's. I have been given such precious gifts from their prayer ministry. I found hope, comfort and physical healing in the prayers and blessings for me! At times, these prayers, and being told how much God loves me, have given me the strength to face another day! I am so grateful that the Prayer Team are there for everyone to find the words of the Lord being prayed over them." Sylvie



PRAYER MINISTRY

Alison Scott, Andrea Kane and Ruth Lockyer continue to lead the Prayer Team, reporting to Rev Adam Tams. There were 25 Team Members regularly available during 2019, with one new member in the process of training. The Prayer Team met together quarterly for prayer and training. The focus continues to be on learning to individually hear God more clearly and be led by him in our prayers when we come together and when we pray for others. There is a Prayer Team available to pray at the end of the 9.30am, 11.15am, and 6.30pm services each week. The Team has also been available to pray for people during Holy Communion. It is encouraging to see an increasing number of people coming for prayer and responding to the prophetic words given in the services.

Members of the Team were available to pray with individuals at the Community Kennedy Square BBQ in August and the Community Christmas Party in December. It is a real privilege to pray for others and their many different needs.

"Prayer Ministry isn't something I've ever felt capable of doing. It's not a gift or a talent but something I do in total dependence on God. It sometimes feels like a workout, stretching a muscle I never thought I had. It's a privilege to have God use me like this." Gillian

"It is a joy to pray for members of the church family after the service, seeing people helped and God at work. It has been particularly good to pray for people during the Holy Communion service when it is quieter and more peaceful. As a team we have been greatly encouraged by the regular meetings for teaching, ministry and fellowship under the leadership of Alison, Andrea and Ruth." Andy



Wrigglers 9:30 am:

Our Wrigglers group meets at the 9:30 am Sunday service in the Creche room, providing care for our youngest children in the church family (0 - 2.5 years old). The Wrigglers sessions have a great team that serve the children in our community with love and dedication. The group continues as before with the same structure of free play mixed in with prayer and story time. This year has seen a rise in the number of team members that serve in this ministry. This coincides with the rising number of under 2.5 years old that St Paul's have in the church family which makes for a lively session. It has been a wonderful year of welcoming new members of the church family into this age group and see this smaller community of our church family grow in fellowship.

Movers 9:30 am:

Our Movers group (2.5-5 years old) continues to meet at the 9:30 am Sunday service. This group has grown in size this year and we often have 20-25 toddlers in a session. The Movers group is blessed by having a brilliant and growing team of helpers/parent helpers that enable these sessions to run smoothly. Earlier in the year, the Movers group explored the different fruits of the Spirit and this term the group have started going through a Bible A-Z that focuses on key biblical stories and people. This will be the curriculum that will run through to the end of Summer term 2020. The children have responded well to these sessions and it has been rewarding to see them grow in knowledge and familiarity of the bible. We continue to use the method of 'chat and catch' which allows the toddlers to take a moment to pray and listen to God. It is wonderful to see how they respond and settle to this part of the session even when



they are surrounded by many others.

Groovers

Our 5-11s ministry has continued to provide children with the opportunity to explore the bible or biblical themes in a variety of ways. The children are grouped into 'pods' and each has a special 'pod parent' - these are wonderful volunteers who support our children every week, to build meaningful relationships with them.

We are very grateful for their service! Each week, the children are led through a bible passage in an interactive way, before being able to explore the Construction and Active zones in the room. This year the children have been allowed to move freely between these areas, meaning the session is more child-led. All the children get the opportunity to visit the Wonder Zone. This is a calm and quiet space where the children engage in different prayer activities in order to deepen their relationship with God. It has been lovely to watch the children grow in their faith by giving them ten minutes of time out from the world each week just to spend with God & reflect on their faith.

Shakers 11:15 am /

Movers 11:15 am:

In the Spring term and the Summer term, the age group of 0-5 years old continued with the Shakers age group at the 11:15 Sunday service. This group varies from week to week due to the range of ages present. The sessions contained a blend of activities from the Wrigglers' and Movers' sessions to suit all that were present. This session was/is supported by a small group of church family that are incredibly committed to this ministry. From the start of the Autumn term, the Shakers group split in half so the Movers Session (2.5-5 years old) became reinstated at the 11:15 Sunday Service. This was decided with the vision to help this age group engage better with biblical teaching so that they may gain a good foundation as they progress through the Sunday school age groups. The Movers 11:15 session is a small group of around 8 children that provides a quieter session in comparison to the 9:30 Movers group. It has been encouraging to see the children grow in response to prayer by taking part in 'chat and catch' on an individual basis with helpers in the group rather than a group setting. Currently, there is no supervised group for those aged 0-2.5 years old at the 11:15 Sunday service; however the creche is open for families to use during that time.

EASTER CRAFTS, SUMMER CRAFTS AND LIGHT PARTY

Our children's team provide an exciting (and free!) event every term for primary aged children and their parents to attend. This is a great way in which St. Paul's reaches out into the community: there are many visitors to these events who don't normally attend church. In the Spring term we hold Easter Crafts, in the Summer we hold Summer Crafts, and on Halloween we hold a Light Party as an alternative to other celebrations. The Light Party is particularly special, as many of the youth of the church come and help before having their own after-party. These events have an array of craft activities, games, music and refreshments, as well as sharing a Gospel story, and we have been known to have 150 children attending. The events wouldn't be possible without an army of volunteers, and the children's team would like to take this opportunity to thank everyone who has helped with one of these events over the past year. You're all brilliant!



TIDDLIES PRAISE continues to be held on Tuesdays as a stay & play toddler group. Parents grandparents and carers bring their offspring to enjoy the toys and story/singing time.

The Tiddlies Praise morning session welcomes around 70 families each week, with a high of 113 families for our end of summer term Teddy Bears Picnic.

Tiddlies Praise would not be what it is without the long-standing support of its hard-working team of church staff and volunteers who create such a welcoming environment.

Tiddlies Praise runs with the same curriculum as the Movers group on Sunday mornings, with the vision to make crucial bible stories familiar to those that are not yet involved in church. There has been a greater interaction from families too with the craft activities that relate to the biblical story/theme of the session. The 'take home' craft allows children and parents alike to remember the stories after the session has ended.

From the Autumn term, a second Tiddlies Praise session was added in the afternoon as the morning group was so busy. Around 15 families come along every week, so there is a much greater opportunity to connect due to the smaller nature of the group. Families have often commented on how this group allows them respite and is a welcome break in their week. Moreover, this group in particular has led to good conversations with the parents regarding faith and Christianity which has resulted in families getting really engaged with the St Paul's community. It is our aim that by having two sessions there will be a better balance in terms of the number of families spread between the sessions so that the groups can facilitate more one to one conversations and build community with those who live in the local area.

ST PAUL'S SCHOOL

We have continued to enjoy a close relationship with St. Paul's School, providing weekly collective worship for the whole school. Liz Lewis continues to bless the school by leading the children in EYFS (Reception and Nursery classes) in a weekly assembly. From November, our team expanded to include Katy Traynar as a dedicated school's worker. This meant that we are now able to support the school with their sung collective worship each week. The children from the school attend St Paul's Church four times a year (at Harvest, Christmas, Easter and their Leavers' service) for a whole school service, which is also attended by many of their parents. This is a wonderful way to build strong links with the children and staff.

At this year's Christmas service, some children wrote the prayers, and then led their school in praying. It is our hope that more and more of the collective worship and services will be driven with input from the children themselves. In July, Ros Hardy and Liz Garrett supported the school with their special 'Bible Week', planning a wide range of exciting activities. This was another opportunity for some of the children to visit our church, and to work with other churches in Leamington – KS2(Years 3-6) children visited All Saints Church as part of their week.

Following on from their 'Year of Kindness' last academic year, the Autumn term has seen the launch of the 'Year of Being Brave'. These themed years are based on the school's values: to be encouraging and challenging, brave and kind, thankful and thoughtful. As part of this, at Christmas time, the children donated lots of items to support some of the homeless people in Leamington. These were then bagged up and distributed in Leamington. The staff are also being challenged to be brave in their lesson planning and to try new ideas, which the children are finding very exciting.

The school has also begun to embed the 'Thrive' programme into their school community. Thrive is a therapeutic approach to help support children with their emotional and social development. The Thrive approach offers practical strategies and techniques, and is built around online assessments which identify children's emotional development. Action plans are then provided to cater to the children's individual needs. Caring for the children as whole people, and not just focusing on their academic ability, is part of what makes our church school special, and shows how the children practise their Christian ethos in every part of school life.



Parentalk THE PRIMARY YEARS

"In the Autumn we ran a parenting course similar to one we had attended at St Paul's when our own children were at Primary School age. We'd found it so helpful we wanted to offer the opportunity to others and were pleased to find a six-week video-based course produced by Care for the Family."

Jason & Liz Garrett

Each week focused on a different aspect of parenting such as 'Boundaries and Battles' and 'It's good to Talk'. Everyone in the group was able to relate to the issues covering the joys and frustrations of family life and people shared many of their own experiences. We met at St Paul's School with the aim of encouraging school parents to attend. However, this pioneering idea didn't attract anyone from outside the church, so next time we will look at different ways to encourage school parents to come along.



God has been at work in the lives of our 11-18's. The young people are continuing to build great friendships in their groups with each other and their team. A number of young people are also serving practically by using their gifts in various leadership roles both within and outside of the church building.

2019 has also been a busy year in terms of oversight of the Youth Ministry. Having joined the staff team as Youth Worker in September 2018, Michael Yelland-Brown was in this post until August 2019, when Kate Wallis returned from maternity leave. Lizzie Russell joined us as Assistant Youth Minister in September 2019 and has been a real blessing to us. Each of us has contributed to this report so you can get a flavour of what we have all been up to!

We have had a change in volunteers over 2019 with both Andy Castle and Lisa Holt stepping down from The Hub team and Bec Rolls and Ed Smith stepping down from Engage. They have all served faithfully for a number of years in these groups and they are very much missed. We have also had a number of new members to the youth team and we are so thankful for you!



Parent Evenings were organised by Michael, in the Spring & Summer terms, for those at St Paul's with children of all ages. The summer one discussed 'The Digital Age' and how as Christian parents we approach technology for the benefit of the next generation. Mark Janes, a digital entrepreneur, with his own YouTube channel, chatted about his experience and there was an interesting q&a session, with Liz Garrett & Caroline Castle.

Engage 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. We see 8-12 young people at each session. 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. This year we have looked at a variety of topics including the "Kleer" series which helped us to explore how the world around us can lead us to Jesus, and also made treasure boxes full of gifts that God gives us.

Thursday Club started at the beginning of 2019 and provides a space for young people in school years 7-9 (11-14 year-olds) to socialise, play games and engage in various activities whilst also taking some time each week to explore life and learn about the Christian faith. This term there has been an average of 16 young people attending and about half of those young people don't usually attend church. In the Autumn we have been exploring more about God's character and what that means for us, using the illustrations of a fairground and films to share the message each week. Lizzie has recently taken over the oversight of this group.

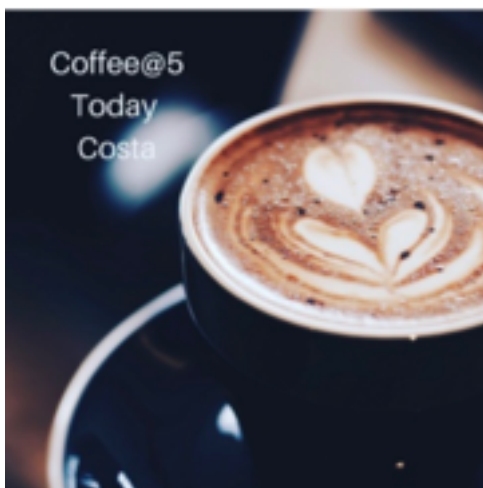
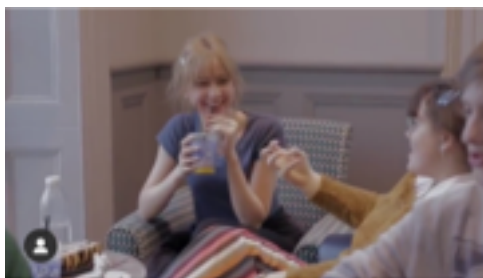
The Hub is a group for young people in school years 10-13 (age 14-18). It provides a space for young people to meet with their friends, grow in community and deepen in faith.

We covered 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 focused 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. The series ended by encouraging the youth to organise a mission event, so they could invite their friends to something fun and share their faith with them, so that's what we did!

A team of some of the older youth came together and organised the event, but also created a video which showcased what we get up to at our church youth groups and captured some testimonies of our young people. The evening consisted of pizza, laser tag and then the video to finish the night. Michael's highlight of the entire process was seeing our older youth being creative in the way they shared their faith with their friends. We had over 40 young people come, half of those not from Christian



backgrounds. It didn't just stop there as we had two more events in July.

Each month we have also enjoyed meals with this group. This gives the opportunity for the young people and leaders to build relationships and discuss their Christian faith in an even more informal context. It is also a great time to invite friends along. Most weeks we also have worship led by the young people themselves and it's been great to see them grow in their skills and confidence. Michael especially invested in the young people in this area and helped them to grow in both skill and ability. Some of the members of The Hub 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.

Coffee@5 continued into 2019 and it's been a valuable time for us to spend socializing outside of the church context. A number of young people have invited their friends along to these events and it's been great getting to know them. We have recently moved from our previous home at Caffe Nero to Costa due to Christmas being a busier time, but we may move back!

Schools Work

Over the Autumn term, Lizzie has been going into Myton School with Flourish to help with the course which ran for 8 weeks for 8 girls in year 10. In this course we explored the many challenges and pressures they face. Within each topic our aim was also to nurture positive self-esteem and good mental wellbeing.

flourish



Soul Survivor

Once again, we took a group of young people to the Soul Survivor festival. The young people were well looked after by a fine team – Castles, Duxburys, Yelland-Browns and a Wardle. 2019 was the final Soul Survivor. 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 much fun was had and many connected with God in significant ways.



Youth Weekend Away

The Youth Weekend Away in February was amazing. We joined Thrive Youth Ministries Weekend 'Base Camp' for the 3rd year running! The weekend consisted of worship and teaching but also of games and outdoor activities such as high ropes, zip wire and archery. It was great to see over 30 of our young people building community together, having fun and growing in their relationship with God. It was a highlight of Michael's to see some of our older youth leading worship, leading the sessions and teaching our youth and young people from lots of different churches around Leamington.



STUDENTS



We've continued to be blessed by a good number of students who attend St Paul's over the last year, and in both academic years the ministry has been served by a fantastic group of church family.

In 2018, we began a pattern of meeting at 5pm, before the evening service, for food and fellowship. As we began the 2019 academic year, we focussed this time to include testimony from team members, questions to explore as students in smaller groups and of course time for food and fun together. We continue to have around 50 students who attend St Paul's, with each of the 'Sundays at 5' having around 25 students in attendance.

Highlights of our year have always been the student weekends. Usually we go away; however, due to a booking error,



we didn't have a venue at Easter 2019, and so instead hosted a weekend at home.

We had a full weekend of food, fun, worship and prayer. A total of 24 students arrived on Friday night at the church for a mass of fish and chips and a quiz. On the Saturday morning the students were back for bacon rolls and a variety of prayer activities. After a short word about the importance of prayer, we split off into three groups: prayer walkers, who prayed around the parish on foot; treasure hunters, who asked the Lord for words and pictures of people he wanted to bless, followed by heading out to the streets to find those who the Lord highlighted; and prayer warriors, who stayed in the church and prayed for those who went out!

One of our treasure hunters, Jemimah, had a word of knowledge about knee pain in a man who was on the street. She walked up to him with another student and asked how he was, and if he had pain in his knee. He was extremely surprised that they knew that he was unwell, and he let them pray for him! This encouraged us to trust God more and share His good news with others.

In December, we returned to the House of Bread in Shipston with 21 students. All term we had been thinking about identity, and the things which get in the way. Adam again spoke on the theme of identity – and the weekend included an opportunity for each of the students to be prayed for



prophetically by a combination of our own prayer team and some folk from another church in Amersham.

So many of the students spoke about how particularly this prayer appointment had impacted them, and how grateful they were to the church for the opportunity. The weekend also included, as ever, teaching from the Word, fun together (the now annual, Big Fat Quiz of the Year) and a special Christmas dinner cooked by Jonny and his team. As we look ahead to 2020, we are excited by what the Lord will do next, knowing what He has already done through our students, and the ways in which they are serving across our church – from worship to youth work, to serving on their campus.



20'S – 30'S



About 40 adults and a few young children made their way to The Hayes Conference Centre in Swanwick. The weekend was an excellent chance to get to know new people and consolidate existing friendships. There was great worship led by different band members from St Paul's on each of the 3 days. After a hearty evening meal on the Friday, Jono and Heather Boxhall led an evening of entertaining team games that got more than a little competitive! On the Saturday there was insightful teaching from Andy Ditch who spoke on Daniel and the lions, many people finding this, together with the testimonies from Katy Traynar and Sam Davis, very helpful. Lots of people then went on a long(ish!) walk in the surrounding countryside before returning for a hot cuppa.

The Saturday evening saw a fiercely contested quiz run by different members of the group, including one round where you had to guess the news article based only on emojis! On Sunday morning a series of prayer stations were set up by Lisa Holt which gave space for reflection and personal time with God, many people choosing to wander the grounds on what was a beautifully clear morning. The last meal of the weekend was a full Sunday roast, a lovely way to finish the weekend, chatting to old and new friends alike. A thoroughly enjoyable and wholesome weekend was had by all. Bring on next year!

"The weekend away was a great way to get to know new people, and deepen the friendships already made."

Rachel Roberts



SINGLES

The Singles ministry started in 2019 instigated by Bhav Joshi, encouraged by God, that single people needed more sense of connection and a place to belong. Backed by the church leadership, she put a team in place to support this ministry.

The first event was a coffee morning at the home of Beth & Roger Penney in May which attracted 16 people. The team used this to chat about what they all appreciated about being single and what they struggled with and this informed the development of this ministry.



In September, 'Singleminded', a Saturday morning event, with speaker, Kate Wharton, was well attended and appreciated.

The group now meet regularly and enjoyed their first Christmas party. Their vision is to continue living in community and fellowship whilst growing as disciples of Jesus, in the knowledge that we are all valuable parts of God's kingdom, whatever our marital status.

"I found the 20's - 30's weekend enjoyable, and beneficial to my relationship with God. Spending a longer period of time with each other helps to get to know anybody new who might have joined, beyond the superficial, as well as getting to know everybody a little bit deeper. The teaching was also really good and gave us lots of things to think about." Tim Traynar

WOMEN'S MINISTRY

Oasis

At **Oasis** we aspire to be 'A community of women wholeheartedly pursuing the transforming, life-giving, love of Jesus'.

We meet every Thursday morning during term time to encourage each other, worship God together, learn from the Bible and meet in small groups. We have a manned creche, Hoppers and Bouncers, that operates each week to enable those with small children to drop them off in safe hands and enjoy the morning.

We open the doors at 9.45am for tea, coffee and cake (or fruit for the healthier option) and a chance to chat before we start at 10am for worship and teaching. We are blessed to have worship leaders on the team who lead us, then we have a short teaching slot, where we either hear someone speak or sometimes a DVD series is used. After that, we break into small groups to discuss further and pray for each other.

With 60 members and a core group of around 35-40 who come each week, there are currently six small groups and a welcome group for those who are new or visiting. We are very grateful to our small group leaders who put their time and effort into supporting our members.

Each term begins with a coffee morning so we can invite friends and catch up after the break. Each term also includes a prayer morning with prayer stations, to take a morning of quiet contemplation in a busy world!



This year we have looked at the Soul Keeping book / DVD series (John Ortberg) and The Jesus Lifestyle book by Nicky Gumbel looking in depth at the Sermon on the Mount. We were also fortunate to have a visit from 'You Can

Flourish', a local charity that encourages secondary school aged girls to be who they are meant to be. We have a number of volunteers within the group who serve on a rota basis to make Oasis happen – welcoming team, worship leading, hosting, speaking, Hoppers and Bouncers team, refreshments, tech, small group leaders and rota building! We are hugely grateful for them, because Oasis wouldn't happen without them. 😊

Caroline, Naomi, Becky and Ruth

Oasis Prayer Stations

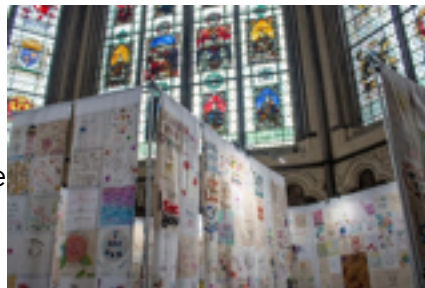


Cake and Craft meet on the second Saturday of each month in church.

We enjoy meeting to craft together and chat over cake! Crafts this year have included block printing, sock bunnies, fabric hexagons, marbling

and patchwork. We also took part in the Handmade Petition organised by Open Doors in support of Christian women being persecuted for their faith.

This involved decorating a square piece of fabric with the words 'I see you' and signing it. The petition was displayed at Westminster Abbey. The Cake and Craft team also ran a Bible art journaling session which was well attended by those who had tried it before, as well as several beginners. Three activities were available to encourage people to explore their faith in a creative way.

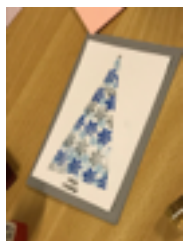




This is our annual women's crafting event where we invite women to join us to create lovely things with a Christmas theme. Crafts include making a centrepiece for the table, Christmas cards and some fun decorations to get into the festive season.

This year is the first year that we sold all 150 tickets before the event had even started! It was wonderful to have a full house and there was a real buzz of excitement around.

The event takes over the whole building – with Crafts in Quench, this year making pot-pourri and pompom wreaths; the Hall, which included card making, Angel keyrings, Wooden snowflakes and Block Printing wrapping paper. In the Creche and Heritage rooms we had the table centrepieces station – lots of foliage and flowers around!



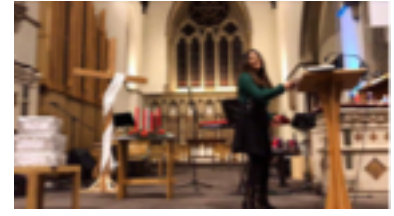
There were crafts in the Lounge area - making Robin cards and cross stitching. In the church we had Reindeer lights and wine bottle covers. We even had a craft in the Reception area - making paper hearts to hang up.

There was a lot to do! Halfway through the evening we paused for mulled wine and mince pies, ably served by our willing kitchen team. We went into the church for this and welcomed Bhav Joshi to come and speak to us about her thoughts and experiences as a

woman born into a Hindu family but later becoming a Christian.

After which, the crafting resumed and there were many happy faces an hour later when people started to leave.

As always there was a large team of around 40 volunteers who helped to make this event so successful – huge thanks go to each of them for their time and efforts, in particular the craft team – Rebecca Rolls, Tracy Southam, Ann Rolls, Gail Linnett - for all their hard work in organizing the evening.



'Don't judge a book by its cover' might be an apt summary of the Book Club's experience during 2019. Thought-provoking discussion points were provided by a book set in Ethiopia, another exploring 'The American Dream' and one covering all facets of life in a public library! We were transported back to the wintry wastes of Canada in the nineteenth century and to Tudor England to empathise with the tragic lives of the Grey sisters. A poignant choice for June was Corrie ten Boom's 'The Hiding Place' conveniently read just ahead of the Leamington performance of this powerful memoir.

MEN'S MINISTRY

There are various ministries which look to support, disciple and challenge the men here at St Pauls.

CURRY NIGHTS at Castle Balti – these have continued and are a great opportunity to meet up socially. They occur 2 or 3 times a year, so look out for them being advertised.

TRIPLETS and 4MATIONS – these have been formed for prayer support and we would encourage you to think of joining up with other men in either of these groups as “iron sharpens iron”.

THE GATHERING – This is an event run by CVM (Christian Vision for Men) in a field near Swindon in late June. Some of our men went along and were very positive about their experience there. So maybe more of us should attend in 2020?

GEAR UP – this was a one-off conference held on October 19th at St Pauls and had headline speakers from CVM of Nathan Blackaby and Graham Swann. There were also seminars by local men on

Life, The Universe and Everything Bad
Godly Rest in Busy Lives

How Do I Move in the power of the Holy Spirit ?

The numbers were down this year from the previous year but there was a clash that Saturday morning with a certain Rugby World Cup Semi Final involving England. So maybe not too much of a surprise!



MIRTH – Men In ReTirement Having

One of the many great things about MIRTH is that it has evolved slowly and consistently over time. From 2009 when a few recently retired friends met once a month it has steadily grew in numbers to about 60 who currently receive the weekly invites to the four events per month. Over the years monthly discussions were first added to the menu, later walks and a few years ago a Bible discussion. The aim is to cater for body, mind and spirit.....



Men's and Kids camping was back again this year and we returned to the wonderful Biblins camp site on the River Wye. We had a very large camp, supplemented by a semi-permanent camp which included a large tent for gatherings and a fully equipped kitchen, so - more Glamping than camping....!

Numbers were up again on the year before and we had over 80 dads and kids venturing to the Forest of Dean for a sun-filled, fun-packed weekend. Old friendships were strengthened, and new ones established, all whilst climbing up Symonds Yat rock, sipping a drink by the campfire or swimming down 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 2020 from 26th to 28th June.

"The weekend is great bonding time for the kids and dads alike. The kids have that now-rare sensation of running free, whilst actually being well-looked after by the tribe of dads who take care of everyone, not just their own." Rob Chidley

"The Men's and Kid's camping weekend was the best yet. Amazing organisation thanks to Lars and Nish and others, beautiful campsite, meaningful conversations, and plenty of food and fun." Ben Phillips



A very happy memory of 2019, perhaps because it is very recent, was the regular MIRTH Christmas Meal together. 25 ladies and gentlemen dined together in a local French Bistrot, to celebrate, unbelievably, 10 years of happy MIRTHing! "Thank You" tributes for 2019 include; "Red" Stan Harris ably assisted by Andrew Rolls for 9 lively discussion sessions and Peter Kilgour for his excellent hospitality. Also Richard Playdon with sage backup from Mike Bench for 10 great local walks.

MIRTH Main now meets at the Westbury Centre, which has proved an excellent new home.

Speakers have included our very own Mel Tweed (Warwickshire Airfields of WW2) and Tony O'Brien (A Life Abroad). Also irreverent recollections from St Paul's past by Mick Costello (A Caretaker Remembers) and two brilliantly illustrated talks by Chris Forse (Travels in China / America).

We had some very interesting visits to Warwick University Engineering Department, car trips around some historic canal sites in Warwickshire with local guide Trevor Langley and, in September, we went looking for exotic birds in Meer End.

The annual "Jolly Boys (and now also Jolly Girls) Outing" in June was another happy and memorable event. In true church outings style of the good old days we boarded a coach on a lovely summer's day to motor over to Leicester. We unanimously enjoyed the Richard III exhibition plus a guided tour of the Cathedral where he is interred.

Finally, thanks to Andrew Rolls, Mike Bench, Stan Harris, John Robinson, Anthony Johnston and latterly Peter Davis for their magnificent support in continuing to organise MIRTH for the decade ahead. MIRTH is coordinated by Tim Wagg.

OLDER PEOPLE'S MINISTRY



CAMEO meets on a Wednesday after the Midweek service, providing lunch and fortnightly talks on various subjects.

Jean Grimes led CAMEO for a couple of years, but sadly she had to retire due to ill health. In July 2019 Jean Grimes died after a battle with cancer. We were sad to lose Jean, but it was a joy to see so many at her thanksgiving service. Our thoughts and prayers are with Llew and the family.



Dick Stratton died in April. He had been a Reader in the Church of England for over 60 years and helped out in the church office for 20 years, after retiring as a local headteacher. We miss Dick's bible knowledge and prayerful presence on a Wednesday morning. He also faithfully led a small group on a Tuesday morning for years, which many people benefitted from.



Sheila Millward, also died in 2019, after a short period of ill health. She was an indomitable, amazing woman. Always full of life and ready with her opinion on all sorts of subjects. She always did all she could to connect with people on the margins of society and campaigned to make this world a fairer place. She was passionate about women's rights, prison reform and the Jewish people. Sheila was a faithful member of her small group and shared her faith in Jesus at every opportunity. Our love goes to Maurice and family.



WELCOME



Welcome Teas have been held on a termly basis, to introduce new members of the church to St Paul's, there is an opportunity to chat & for a tour of church.

The Welcome Course is a short course designed to introduce people to as many different aspects of the church as possible in a relaxed manner (with cake...). It is a chance to meet others who are also new to the church, as well as some of the church staff - we appreciate that starting to attend a church that meets as 4 different congregations can feel daunting, and so the idea is that we can help you get your bearings and at least start to recognise a few friendly faces. It was really good to meet people, to hear the stories of where they had come from and to discover common links between us; and we took the approach that no question was a silly question - so we hope that people felt a little clearer about who was who, and what the all different groups were by the end. As a result of the course we are now seeking to link people up with small groups and look forward to getting to know them better.

"Being on the fringes of the church for a little while, I found the Welcome course very useful in finding out more about the church, its values and opportunities to get involved with the church. It was great to meet new people, and to get to know Jonathan and Ruth. Following the course, I have joined a small group." Helen Hannington-Smith

SMALL GROUPS



There are 20 small groups at St Paul's, meeting on Tuesday, Wednesday and Thursday evenings. Small group leaders meet together once each term to think about the term ahead and the way the groups run. We are very grateful to these leaders who do a great job of leading and coordinating their groups. Some groups meet in Leamington but others meet further away in Warwick, Kenilworth and Southam. We are always on the look out for opportunities to start new groups as there are regularly people wanting to join. In the small groups, people particularly try to encourage each other in their own discipleship, but we also encourage them to have an outward focus as well. Groups usually share teaching and Bible study, pray for each other and spend time socialising and sharing. At least once or twice each term, we encourage all the groups to come together for one of our midweek prayer evenings. Some groups also attend courses together like Living Free, Apocalypse Now or the Bible Course 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 and the teaching programme on Sundays. Most of the groups get involved in services 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 meal.

"Coming from a small church to St Paul's I found it quite hard on a Sunday to get to know people. Coming to Small Group has really helped me get to know people, grow in my faith and I feel very supported if I have a prayer request. Joining my small group has been one of the things I really thank God for this year." Clare Ball

"I feel, for me, home group is an anchor in the week to share fellowship with other Christians and focus on the Lord, his word and his truth. It strengthens and encourages me to continue daily in my own personal walk." Gina Stickley

"It is a privilege to lead a small group where we find real fellowship.

They may be small in name but they are BIG in prayer. BIG in fellowship, BIG in ministry and BIG in seeing God at work.

We have had great times as a group studying the Bible, discussing the Francis Chan book, 'Letters to the Churches,' praying for group members, St Paul's and the world issues. Oh and great coffee & cake" Andy Lockyer

"Joining John and Gillian McKellar's Housegroup was a complete Godinstance for me. Their group is friendly and welcoming to people of all ages. By building relationships of trust everyone feels comfortable and able to share from the heart; the group is spirit-filled and fun!" Linden Atkins

"Tim and I are in the McKellar's group which is nearly a year old now. For us it's about studying God's word and so much more in a supportive environment where every group member is valued and respected. Friendships are formed and we see God's work in so many ways: in laughter and sometimes through tears, in requests and answers to prayer. Hospitality is definitely a gifting which John and Gillian have in spades too" Ali Berkley

PRAYER WEEKS + EVENTS



Throughout this year, we have continued to seek the Lord through specific weeks of prayer. One of the main highlights was the week of prayer between Ascension and Pentecost, as we joined with churches around the world to pray for God's Kingdom to come.

As part of this week, we hosted a number of evenings in church with different ways of praying.

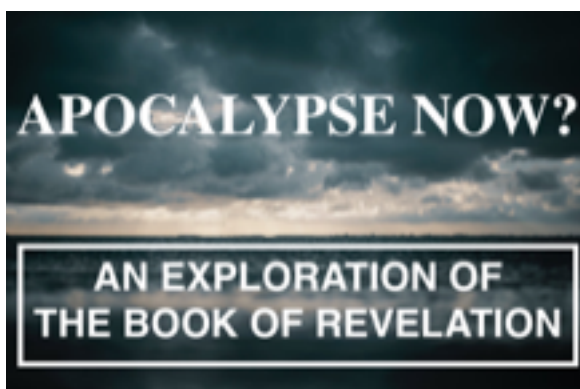
On the Saturday afternoon we gave the church family an opportunity to pray in different ways for our town. Firstly, by praying around the parish on a walk; secondly by remaining in the building praying for those on the street and our parish; and thirdly, by treasure hunting. This relatively new way of praying involved spending time together initially to seek who the Lord wanted us to pray for, and then going into the town to seek and offer to pray for these people. A number of great conversations were had, and invitations made, and this was also a real encouragement to those of us who had the opportunity to participate.

Whilst holding fewer specific 'weeks of prayer' this year, we committed each term to the Lord through a church wide prayer gathering and have continued to seek the Lord through new and engaging ways at regular intervals. One of the most encouraging of these was in October, when a large portion of the church gathered together to worship and seek the Lord and to pray. As part of this evening we had an opportunity to share prophetic words and a number were shared for the church to continue to pray through.

Other encouraging times were in the weeks before both Easter and Christmas when a smaller number of the church family joined together for an hour of stillness and quiet before the hectic nature of the seasons began. Taking this opportunity to draw near to God in the quiet was a real oasis of calm for those who attended, refocussing our attention on the reason for the seasons!

On the whole, whilst this year has been rather tumultuous in the life of UK politics, it has been a real encouragement to join together at key times, to pray beyond our parish boundaries for this country and its leaders – recognising that we all serve the one whose Kingdom shall never fail.

APOCALYPSE NOW?



For 5 weeks in the Spring term, we had the privilege of receiving teaching from Andrew Dow on the book of Revelation. Over 200 people signed up for this course from our own church and beyond.

The teaching was excellent, giving us a real insight into this complex and multi-layered book. We learned about some of the rich symbolism used and the way that the lessons it contained for the early church are just as important for us today. In the Summer term, a small group also met during Wednesday afternoons to listen to the recorded talks and work through the same material.



LIVING FREE

We have continued to run Living Free in 2019. This was new to us in 2018 and 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.

We ran the course on a Thursday night in the autumn term, and used the course's material as the basis for our sermon series at the evening service over the summer. We have also taught the follow-up sessions on hearing God's voice and 'Living Free – what's next?' at various points in the year. We had some opportunities for those who've heard the teaching to be prayed for (although more will be available in 2020) particularly for our students on our weekend away. A great encouragement has been the development of our own team of people to pray prophetically for others – and this has been reflected in the development of our own prayer ministry team. We've continued to work with other churches who teach the course, particularly for team training and development, but also to be supported, and to support them in prayer.

The course in the autumn term was smaller than the others have been, although fewer small groups meet on a Thursday evening – but still greatly appreciated. One of the course participants wrote they were very grateful for the material taught and found it "a fresh and comprehensive look at some familiar teaching. The teaching resonated and helped me hugely, Thank you."

This year we developed space at the end of each session for questions and answers with the speaker, giving participants the opportunity to engage more fully in the subject covered. This then led into the time in groups, which has always been a well appreciated part of the course. A final encouragement this year has been the reach the course has had into the wider community, with the leadership teams of two local churches wishing to join with us to listen to and engage with the teaching.

We believe just over half of the church family have now heard this teaching, either through attending a midweek course, or through our Sunday teaching series. We hope, in time, that each member of the church family will be able to engage with the teaching as we continue to seek and interact with God through His word.



"I went along to my prayer appointment at the end of the Living Free course slightly apprehensive, I was introduced to the three people who were praying for me and then I was asked to sit in silence, whilst they listened to God for about 15 minutes.

Wow - it was definitely worth the wait!

They had amazing insight and made me realise that God knows me, he is fully aware of what I do, who I am, how I think. He has a purpose for my life. It was so encouraging." Naomi Gaade

THE BIBLE COURSE

"The Bible Course was very successful in raising awareness by helping us to explore the big story and by 'bringing the Bible to life'. Thank you Jan and Graeme for planning and facilitating the course so well and for fully meeting the course aims and objectives."

Mike & Linden Atkins



In the Summer term, around 60 people attended the Bible Course. This used video based material produced by the Bible Society and was extremely helpful. The course aims to be helpful both to those who are not yet very familiar with their Bibles, but also to those who are mature Christians with much more experience of Bible reading. Judging by the positive feedback we had, it achieved this aim.

Over 8 weeks, we looked at the big picture of the Bible and explored some of its major themes. As well as this, there was teaching about how to apply the Bible to our day-to-day lives.

Each evening included watching video clips as well as time for group discussion. Some small groups attended all together but many others came on their own or with one or two friends.

GENEXIS

genexis[?]

Genexis was a series of lectures held at Coventry Cathedral on four Monday evenings in September. The word 'Genexis' comes both from 'Genesis' meaning beginning and from 'Genexis' which is the Latin word for meaning.

The idea of the series of lectures came from Paul Downes who is a lawyer and worships at Christ Church. He was keen that the evidence for God should be clearly set out by well-respected speakers.

As a church, St Paul's was very supportive of Paul's vision and encouraged this to come to fruition locally.

Each evening was introduced by a top lawyer (often a High Court judge) who gave their own testimony to faith in Jesus. This was followed by two or three lectures and all of these are now available on the Genexis website (genexis.org).

Some highlights were talks by Francis Collins (Chair of the Human Genome Project), Lee Strobel (an investigative journalist who looked for evidence of the resurrection), Ard Louis (an Oxford professor speaking on the beginnings of the universe), John Lennox (a professor of mathematics speaking on the fine tuning of the universe) and Tom Wright speaking on the resurrection.

Around 40-50 from St Paul's attended the lectures and, in all, around 1000-1500 attended each evening.

There are plans to have another series of lectures in Autumn 2020.

"I took a couple of friends from MIRTH to the Genexis talks. Both came closer to faith as a result. One had science v Christianity questions and was particularly impressed by the straightforward testimonies of top scientists. The other followed some of the scientific arguments and began to question his current scepticism."

Tim Wagg



Sharon Dirckx



John Lennox



Francis Collins



The **Hope in Depression** course was run for the first time in January, and then in May. It is designed to support people and bring hope to those who are experiencing depression, and to those who are supporting them. The course covered different topics each week in maintaining mental wellness, such as therapy, medication, nutrition, lifestyle and relaxation, and was supported by a range of speakers and empathetic small group leaders with either (or both) knowledge and life experience of depression. The course also included a number of personal testimonies.

20 people attended each course, demonstrating just how much need there is for support in the area of mental ill health. Those attending were encouraged to see that they were not on their own, in how they were feeling, and so, most felt able to share their experiences and contribute to the discussions. Although not specifically designed to be a Christian course, prayer ministry was offered at the end of each session, and this was taken up several times. The team also made sure to pray and dedicate each session to God, and it was clear to see how God's gentle presence guided and surrounded both courses in how discussion flowed, small groups bonded and people found hope to see them through difficult times.

"I felt really safe and accepted, and it was helpful to learn ways to manage my depression as well as hear about others' experiences". Attendee

"It was really helpful to be able to bring a non church member to the course, as it gave her a flavour of the lovely folk from St Paul's helping to run it who then helped her feel at home when she started to attend church with her children soon after that.

She has since done the Alpha course and sees St Pauls as her family." Small group leader

RELATIONAL MINISTRIES



In the Spring term, around a dozen couples attended the **Marriage Course** led by Graeme & Jan Pringle. The course consists of watching video clips from Nicky and Sila Lee focusing on different aspects of marriage, with opportunity from time to time for discussion with partners. All this is done to the accompaniment of a delicious home-cooked meal and soft lighting. The course was very much appreciated by all those who attended. We were very grateful to Jonny Morgan who cooked the main courses and Sarah Feng who made excellent desserts & to the volunteers who worked hard in the kitchen each week.



Over the past year we have run the **Restored Lives** course twice, once via St Paul's & once at The Well. The first course had ten people including helpers and the second, had nine. The course, developed at Holy Trinity, Brompton, is designed to assist those recovering from the adverse emotional effects of relationship separation or divorce, and is run over six consecutive weeks. Although the course covers fundamental issues which arise from relationship breakdown such as emotional distress, forgiveness, legal matters, ongoing relationships after separation and moving on, it is the shared experience of attendees that most people find particularly helpful to them; to be with others who know the gamut of emotions and issues brought up by the division of an intimate relationship. Feedback from attendees prove that the course is deeply needed:

"It (the course) was a lifesaver for me"

"I especially liked hearing others' stories, it felt like I was not alone"

"As a woman, it was great to hear the experiences of men going through divorce, I hadn't (previously) appreciated things from their viewpoint"

"I didn't feel embarrassed crying in front of others who I did not know, they were so supportive and caring and understood how I was feeling"



We aim to run Alpha twice a year and it is always exciting to see guests turning up on the first evening of the course. Both courses this year were run by teams that included people who had come as guests to previous Alphas and they were able to offer valuable insight for people who were completely new to all things church related.

Alpha is an easy to access course which starts with a simple meal, giving guests a chance to chat and get to know each other. As the course progresses it's always fascinating to hear the conversations move on from 'so what do you do then?' to 'what did you think about what they said in last week's talk?' People quickly get drawn into expressing their own views on the topics we cover.

After the meal we start with a video produced by the Alpha organisation that is well produced and easy to watch. Each week a different topic is covered with subjects such as 'why read the Bible', 'who is Jesus?', 'why did Jesus have to die?' and 'why bother with church?'. The films are a mixture of interviews, vox pop, and teaching from Nicky Gumbel and others. The aim of each film is to present the facts on the subject, provide evidence from the Bible

and personal testimony about what is being discussed, but leave room for questions, so that there is a natural progression to the group discussion that then follows.

After a break for drinks and cake, the guests then split into groups to chat about what was in the film, and these discussions are facilitated by the helpers. The idea is that 'no question is a stupid question' and so guests are encouraged to raise anything they want to; this can lead to some very interesting conversations! The leaders are encouraged not to jump straight in with all the answers, but to allow the conversation to develop and steer it when necessary, and we have found that in this way understanding grows and faith comes alive. As the course progresses, Bibles are consulted, and guests start to ask for prayer about issues that are bothering them, and it is wonderful to be able to walk with people as they explore what being a Christian looks like for them.

Halfway through the course there is a day away, specifically to talk about the role of the Holy Spirit. This is always a crucial point for the course. The teaching is done by way of 3 films, and we usually spread them out over the day, with a stop for lunch in the middle. For the last Alpha we met for this at St Mary Magdalene's Octagon building, and the combination of the subject material and the comfortable venue meant that people engaged in a different way. Prayer is offered at the end of the third film, and we find that

most guests are happy to be prayed with; as a helper it is such a privilege to be able to pray for people in this way and to see lives being changed before our eyes. God is always so faithful.

At the end of the course there is the opportunity for guests to carry on meeting whilst doing a follow up Beta course - this is being led by Tim Wagg and he is looking forward to helping people grow and mature in their faith. It is also such a joy to see people starting to take their place within the larger church family on Sundays or joining small groups during the week.

Huge thanks go to the team of volunteers who turn out faithfully to cook and serve the food, and then do all the clearing up. But also to Tim for stepping in at short notice to lead the Autumn course, and to all the leaders who gave their time to walk with the guests and to pray for them each week. We couldn't do it without you - thank you.

"A good place to explore the Christian faith with others in a chilled out atmosphere."

"Alpha opened my eyes to many things in my life. I am more grateful about everything I have. I feel lucky to have met some wonderful people to share this experience with."

"I loved chatting to such a diverse group of people, everyone had something different to add."



The Kennedy Square BBQ was, once again, very well received by the local community and very well supported by volunteers within the church. The weather wasn't brilliant but it didn't stop the fun or the schedule for the day.

As well as the BBQ, there was a bouncy castle, competitions, arts and crafts and a face-painting stand. There was a good mix of people and time to allow for good conversations with our neighbours, many of whom said how much they'd enjoyed the day. As usual, it was a great community event, full of laughter, fun and friendship.



This year we went **carol singing** on Wednesday December 4th, a week earlier than usual. It was a cold but dry night and as usual a number of residents in Kennedy Square came out to join in the singing or stand on their balconies to watch and listen. This was our 15th year carol singing there and the 10th year of having a wonderful brass band so it has become a firm favourite with residents who have lived in the square for many years. Newcomers to the square were also very pleased to see us as we knocked on doors with the presents and invitations to the Christmas services. In one area everyone came out to chat and we had to keep singing more carols while the presents were delivered! We had about 24 singers which included 15 who delivered the 74 boxes of biscuits, wrapped up and including a copy of "Hope for Christmas", as we moved around the Square and stopped at different points. It was good to have prayer support back at church from a group of 5 who prayed while we visited the community near the church. Any boxes of biscuits not delivered were passed on to Care Homes and the Hostel for the homeless which is in our parish.

While we spent most of our time in Kennedy Square we also sang a couple of carols in Newbold Gardens at the beginning of the evening and a couple in St Paul's Square at the end. One of the residents contacted us during the week before the carol singing saying she would like to make some biscuits for us to have after the singing as "The Church does so much for us all in the Square" so we collected them as we reached her door and enjoyed them with our hot chocolate afterwards!

Many thanks to all who helped us put on this annual and much appreciated event. If you have never been out to bless our neighbours with carol singing, presents and invitations it would be great to have you join us next year!





This year we saw a repeat of the new way of serving our community through our **Community Christmas Party**. We once again provided delicious turkey rolls, cooked by Jonny Morgan and his amazing team, and had some fantastic puddings donated by members of the congregation. We had a huge team of volunteers from across the church family who enabled us to offer craft activities and face painting, a selfie stable, a visit from Father Christmas and most importantly an opportunity for prayer. We had fewer guests this year than in previous years, but a great time was had by those who attended. This year we invited Matt Pritchard, a Christian magician who delivered a magic act with a Christian message included. He was very popular with both young and old, and held our attention wonderfully throughout. Our neighbours always comment on the joy and love which they experience through this event, and a number wrote to thank us afterwards. One guest was being prayed for as the quiz prizes were announced – the person praying asked the Lord to bless the guest this Christmas, as that same guest was announced as the winner of the prize. She said later “I’ve never known a prayer be answered that quickly!” This was a wonderful event and such an encouragement to bless our community together as a church family.



ECO GROUP



The PCC had agreed previously that it would be good to set up a group here in St Pauls to come forward with ideas which would help us as a church care for God’s earth better.

We held an initial meeting in June 2019 when Godfrey Armitage , the Diocesan Environmental Officer came along and was our guest speaker. We had 25 people who attended and others who were interested but couldn’t be there that night.

Godfrey encouraged us to come up with ideas which would make a difference.

To this end, the Eco Group was launched and formed a WhatsApp group where they exchange ideas, almost on a daily basis.

They also formed a steering committee which will report to the PCC with their more significant ideas.

A Rocha has developed Eco Church which is an award scheme for churches which helps them focus on areas to improve. There is the encouragement of three levels of award – Bronze, Silver and Gold. If you would like to join this group, please contact Helen Perryman who leads the group.



LEADERSHIP DEVELOPMENT

Leadership Community

With many ministries to resource, there is always a need at St Paul's for people to step into positions of leadership, and we are aware that we haven't been doing enough to develop new leaders but we also want to resource and equip our existing leaders.

With this in mind, we trialled a Leadership School event in June of 2019. We invited PCC members, small group leaders, worship leaders, staff and others in leadership within the church, and had about 35 in attendance on the evening. We began with some worship and then spent around 40 minutes watching a video of an inspiring and challenging leadership talk from Patrick Lencioni. We also spent a few minutes interviewing Roger Penney about his experience of leadership and asking him to share some of the lessons he'd learned as a leader. We ended with some time to discuss the talk in smaller groups. The feedback from the evening was very positive.

Since then, we have run other leadership school evenings and the idea has been growing of developing a Leadership Community that would meet together from time to time for teaching, sharing and discussion.

Growing Leaders Course



After a gap of a few years, we are running the Growing Leaders course again, beginning in the Autumn term of 2019, and continuing into the Spring term of 2020. This is a very well-constructed course from CPAS which works well both in helping new leaders grow into leadership but also with more experienced leaders in helping them think through the values that underpin their leadership. Graeme and Jan Pringle are leading the course with a great bunch of around 15 participants from a wide range of ages and experience of leadership.

Global Leadership Summit

GLS is a conference organised by Willow Creek and, each year, a number of leaders from St Paul's attend the video conference. The 'live' conference is held in Chicago each August but there are satellite conferences all over the world in the autumn. 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 (although with live worship).

This year we went to Witney, near Oxford which is a smaller venue than others we've been to, but this was a definite positive as the opportunities for meeting up with others and networking was one of the highlights. The venue is also the base for Open Doors who are now one of our mission partners.

The conference is always inspiring – as one speaker said, "If you are not inspired, you won't be able to inspire others". It is always particularly helpful on the need for self-care for leaders and not burning out but keeping going for the long haul.

"My diary was over-full for the week of the GLS, and I didn't feel I could afford the time – but, as always, I am glad I went. The Lord used it to restore vision and passion, both for ministry and for discipleship. I'm glad I went, and will be there in 2020 for the 16th time!" Jonathan Jee

"I thoroughly enjoy attending one day of the GLS each year. The speakers are inspiring and encouraging. Liz Forkin Bohannon, founder of Sseko Designs, talking about 'Beginner's Pluck' was great, as was Jia Jiang, who explained how he had learnt to beat fear." Naomi Gaade



New Wine

This year we had groups at both Week 1 and Week 2 of New Wine, with around 60 adults and 30 children from our church family attending in all. This was the first year at the new site in Peterborough after several years at Shepton Mallett – an easier drive from Leamington which was appreciated by all of us. The weather was warm or wet and the second week was particularly wet and windy (which resulted in the event finishing a day earlier because of strong and potentially dangerous winds). However, we were able to enjoy a great range of vibrant worship, challenging teaching and fellowship. It's always a good event to attend in order to get to know others in the church family in a relaxed but stimulating atmosphere. The opportunity to spend more time with Jesus over the week resulted in many of us moving forward in our faith journeys.





On 6th February 2019, Jess Tams delivered a **C0 training evening** and around 30 people attended. The C0 training provides a basic course in safeguarding issues, equipping church members to be aware of where issues might arise and what to do if they have a concern.

Jess led the training in a lively and interactive way, and participants enjoyed cheese and wine to accompany the training.



On Shrove Tuesday, we held a flipping marvellous **Pancake Party**. Sarah & Chaoyi Feng hosted the event, raising money for CAP UK. It was a great opportunity to enjoy tasty pancakes and socialise with church family members, whilst supporting a local ministry.



Thrive Youth Ministries Comedy Evening

On Saturday 13th March 2019 St Paul's welcomed its mission partner, Thrive Youth Ministries, to host a comedy evening to raise funds and promote its various youth work programmes across Warwickshire.

The evening began at 7:30 and over 200 people joined us to watch 'Harry and Chris', two high profile Christian comedians, perform their hilarious songs and raps.

Half way through the evening, drinks and snacks were served from two bar areas and a short introduction to Thrive's work was shared with the audience. It was then time for the second half with the humour-filled audience leaving at around 9:30pm

The night was a huge success and brought large numbers of regulars and non-St. Paul's members into the building. Following such positive feedback from all involved, Thrive's 2020 comedy night is already in the diary! On Saturday 4th April 'Andy Kind' (another well-known Christian comedian) will come and entertain the masses.



APCM 24th March 2019

Our APCM was a very happy occasion which celebrated 2018 in style. As usual, we re-imagined the Annual Parochial Church Meeting as the 'Annual Party for Church Members' and kept the business of the evening to a minimum, focusing on the stories of people involved in various ministries and events. The evening began with worship, and cheese and wine was served. It was very moving to hear peoples' stories and the impact that different aspects of church life had had on them.

We elected the new PCC and our new churchwardens – Carolyn Davey continuing as warden and Roger Penney stepping into the role. We thanked Martin Haywood for his two years of service in this role.

The APCM closed with prayer, concluding an evening which felt like a fitting celebration of the previous year in our church life.





Passover Supper was a great occasion. The evening began with worship, and Adam took us through some of the traditions and symbolism of the Passover Supper and the way that the story of the Jewish Passover links with the Christian story of rescue from sin through the Cross and Resurrection.

As a starter to the meal, we tasted some of the traditional elements of the Passover meal and then went on to have a delicious meal of shepherd's pie followed by some fantastic desserts.

Thanks go to Jonny Morgan for the cooking and to Beth Penney who coordinated the evening so smoothly along with some of our church staff. As usual, the success of the evening depended on everyone playing their part, with people helping with preparing food, setting out tables, serving up, clearing and washing up or washing tablecloths afterwards. It was a real celebration of our church family life.



Here's a whistle-stop tour of the **Family Camping** weekend...

Friday:

Put up tent - Pizzas and beer
Camp-fire chat and hot chocolate

Saturday:

Country walk in Wyre Forest - map reading skills tested!
Great pub lunch as re-fuelling for other half of circular walk
Sunny snooze back at camp and/or cricket
BBQ – bring and share!
Camp-fire-toasted marshmallows

Sunday:

Visit to on-site Farm Shop for breakfast provisions
Lazy morning pack up
Lunch at on-site café
Home in time to watch Wimbledon and Cricket World Cup Finals (simultaneously!)
A perfect camping weekend in beautiful surroundings enjoying fellowship.



The **Kings Chamber Orchestra** included St Paul's in their Winter Tour this year, for the second time. The Orchestra is composed of professional musicians who all share a faith in Jesus, and who enjoy bringing music to churches in order to help them with their mission and outreach. One of the members is part of our church family and it was great to see Jeremy playing his violin. The orchestra gave two

concerts at St Paul's. In the afternoon there was a Teddy concert aimed at primary school children, their carers... and their teddy bears. This is intended to be a lighthearted introduction to classical music for children, and so the event is full of laughter and chaos with improvised 'instruments', stories and music. It was a roaring success, and everyone who attended thoroughly enjoyed the experience.

Christmas Day Meal

Christmas tends to be a time when families get together, but we were sensitive to the fact that some of our church fellowship would be alone on Christmas Day itself. So we decided to offer holding a lunch that day on the premises. We kept it simple. After the morning service we set out tables and gathered round for a meal and fellowship. Jigsaws were on hand to get folk chatting and solving the puzzles together.

23 of us enjoyed a 3-course meal of salmon salad, turkey roast with all the trimmings, and Christmas pudding and Yule Log. Our thanks go to the fantastic kitchen team led by Jonny Morgan and Leila Clare. In fact, the idea to hold this event was down to Jonny Morgan, so thanks to him for suggesting it and making it happen. It was enjoyed by all who attended. There was a good mix of people, with some single folk, couples, whole families and also a couple of homeless folk represented.

"We both enjoyed helping and spending Christmas lunch with folks from church. Every detail of the event had been considered, the food was superb and we would definitely do it again." Karl and Alison Wedgwood



The evening was given over to a longer concert for adults and the church was full. There was a varied programme including Bach, Paganini and a short suite involving a coffee maker (really...you had to be there...) The atmosphere was amazing as the musicians brought well known favourites to life, as well as introducing us to new music. They finished with a chamber version of Ravel's 'Bolero', ably supported by an indefatigable

percussionist on the snare drum. But perhaps the highlight, as with the previous year, was when the orchestra moved out into the audience whilst playing worship music and improvising - it was a very moving experience, almost as though they were playing a blessing over us. As a church we are now big fans of the KCO and we look forward to hosting them again.

New Year's Eve or Hogmanay

About 50 of us assembled and brought our own party food.

The evening consisted of Ceilidh dancing – videos were played to show how it should be done, but part of the fun of a ceilidh is just giving it a try whether we know all the steps or not!

A six round quiz based on TV quizzes with teams sitting at their own tables. Some skits – a bit like "Leamington's Got Talent" but more personal.

The last part of the evening was spent in worship and prayer as we reflected on God's faithfulness and goodness to us as individuals and a fellowship over 2019, but also stepping into the new decade with renewed trust in Him and His plans for us as individuals and as a church. We managed to seamlessly move from the worship to the countdown to "the Bells" as Big Ben chimed us into 2020.

We then joined hands and sang Auld Lang Syne and wished each other a Happy New Year – 2020.

"I really enjoyed the evening it was very relaxing and a lot of fun. Will definitely go again next year. Thank you Gillian and John for a great evening" Debbie Dunn

"Tim and I loved the Hogmanay evening at Church on NYE. A feeling of warmth and being with family - a lot of fun and a bit of something for everyone." Ali Berkley

"Thank you for a splendid evening. All was good, food, quiz, chatting in our teams and the dancing too, but the highlight for me was when Gill led a time of worship to see the new year in singing so beautifully and encouraging us to pray the new year in." Martin Shipley

WIDER CHURCH RELATIONSHIPS

Churches Together in Leamington

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. Many people from St Paul's are involved in inter-church ministries.

Over the years it has been a joy to see so many of these start up. The PCC has committed significant annual financial support to The Well, CAP (Christians Against Poverty), Thrive and Foodbank. In addition, we have strong involvement with Street Pastors, and support other ministries in smaller ways.

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, the Christian Resource Centre, Warwick Gates Centre for Relational care, Nightshelter, the Way Ahead Project, Home for Good, Pathway, Helping Hands, Flourish, New Hope Counselling, Abounding Dance Company and the Learning Centre.

A lot of our social ministry is done jointly with other churches in the town including:

CAP
Food Bank
Street Pastors

We also have church members involved in several of the ministries with a more overtly Christian focus eg.

The Well
Thrive
Flourish
Crossteach

thrive



Thrive Youth Ministries has continued to support churches across Leamington, Warwick, Coventry and the surrounding areas throughout 2019, working with more than 60 churches. Whilst being a challenging year, with our Children's Ministry Adviser suffering a severe physical condition for much of it, it has also been a wonderfully fruitful year.

Our children's worship event, Thrive Juniors, has grown in attendance, with more than 120 children and their leaders coming each time. We want to enable children from local churches to gather together and encounter Jesus together, in an exciting and relevant way.

Our youth events have achieved this for teenagers in the area, with record numbers at our annual Basecamp weekend and our Base BBQ and worship event in September, completely filling Whitnash Methodist Church - a wonderful sight and a real blessing and encouragement to the members of that church when they heard about it a few weeks later.

Thrive has run two Youth Growing Leaders courses in 2019, seeing 34 young people taking part, with nine from St Paul's. This is a great opportunity for Christian young people to grow in leadership in a Christ-like manner. It enables friendships to be made across local churches, and brings youth groups closer together through our Base youth events.

Upon completion of a course, young leaders are invited to be part of Thrive's young leaders planning team, who oversee and host the different youth & children's events that take place throughout the year.

Our desire is not only to help churches improve their nurture and discipleship of children and young people within the Church family, but to help also inspire outreach and evangelism. We have started work on two projects in 2019 to help with this.

We have created a '100 Steps to a Thriving Holiday Club' resource, which was piloted with a church in Heathcote with wonderful attendance, enthusiasm and response, and will be rolled out more in 2020.



As always, The Well is very grateful to St Paul's for all your generosity to us both in finance and

publicity, and for continuing to host 'Streams in the Desert'.

Your annual gift to help underpin our regular healing prayer ministry is much appreciated. There are now 16 of us from St Paul's on the Well Prayer Team. We praise God for your partnership with us and this means so much to us. Thank you!

2019 was The Well's first full year in our wonderful new home at 20 Augusta Place, and it has been a year of continued growth and exciting new developments.

The number of Guests coming for Prayer Ministry has continued to rise. Our monthly Saturday ministry sessions are now well established, and throughout the autumn we also introduced extra mid-week ministry sessions to increase capacity, as our prayer diary has been bursting at the seams! Guests continue to

come from far and wide, as well as from our local area, not only for Prayer Ministry but also for Resting and Receiving Prayer, Quiet Days and our other events.

We were delighted to welcome J. John, Roy Godwin and Andrew Dow to lead Listening to God days for us, and we were grateful to St Paul's for hosting the Roy Godwin day. In addition, Ruth Fazal and her Orthodox Jewish colleague, Gil Pentzak, led two Listening to God events, and Ruth also led a very special evening of worship and intimacy with God.

Throughout the year we have introduced several new courses and events, some of which have been led or instigated by members of St Paul's: Alison Scott led an Art of Hearing God day; Kevin and Sarah Roe led Restored Lives; and we are grateful to Carolyn Stone and Nicola Olorenshaw Smith for recommending and helping to lead 'The Bereavement Journey', which we have run twice during 2019 and will repeat during 2020. We also held two Passover Celebration

events, and repeated the popular Spiritual Wellbeing course.

Having run our Initial Healing Training Course three times during the course of the year (in Dorridge, Hinckley and Alcester) and the Advanced Healing Training Course twice (in Horsham and then at The Well), in November we piloted a new Foundation Training Evening in Allesley, specially for church prayer teams, and our healing prayer resource file was very well received. We will be repeating this evening on Thursday 6th February at The Well.

During our times of prayer for The Well this year, we have often focused on Isaiah 54.2: "Enlarge the place of your tent, stretch your tent curtains wide, do not hold back; lengthen your cords, strengthen your stakes." It really is amazing to reflect on all that God has been doing to enlarge The Well's ministry since providing us with our own home. We praise and thank Him for it, and look forward with excitement to what He will do in 2020!



Street Pastors

Members of St Paul's and several other local churches were out on virtually all Saturday nights this year, offering practical help and expressing God's love for people in Leamington.

Over 100 pairs of flip-flops were given to those unable to walk in their party shoes, 34 foil blankets kept folk warm, over 1,500 lollipops gave Street Pastors opportunities to engage in conversations, over 425 bottles of water were freely distributed to those who needed them and the response "we love you guys" was often heard. Street Pastors collected over 750 glass bottles to put safely into bins and swept up broken glass most weekends. Taxis were found, friends were reunited, support was given to many who had too much to drink.

The Prayer Pastors prayed faithfully for the teams on patrol, covering them, the town, evening revellers, the police, street marshalls, and ambulance teams in prayer. Being able to shine God's light and show His love to strangers on the streets has been the greatest blessing for the teams.

CAP Debt Centre



During 2019 we again had the privilege of going into the homes of some of the most desperate and broken people in the community. We took the love, hope and light of Jesus Christ to people in the neighbourhood who at first contact either had little or no hope. However as we took them by the hand and journeyed with them we have seen lives being changed, families becoming debt free and people moving closer to God. It's because of your valuable support that in 2019 we were able to go again.

Client Story

Terry* grew up in Liverpool. He had a tough childhood with a controlling father and a dysfunctional relationship with one of his siblings. He eventually moved to Leamington. When we first visited Terry he was smoking cannabis and crack cocaine, drinking alcohol every day and he was severely depressed. Through working with the local CAP debt centre Terry became debt free and stopped taking drugs. He still drinks alcohol but in a controlled manner. Through his relationship with us he made a commitment to become a Christian. Since then we have stayed in touch. We have built a good relationship. Terry helped out with my garden project and we have recently been fly fishing together. On many occasions he's allowed me to pray with him and he clearly recognises God at work in his life. What a joy it has been to watch Terry's life slowly change. He still has a long way to go but please be encouraged because your support enables us to help the likes of Terry who has become debt free and now knows that God is there for him. (*name changed)

Thank you St Pauls for helping us help those who are in poverty.

Darren Mitchell – CAP Debt Centre Manager.



2019 was the second year of operating as Warwick District foodbank having merged with the Kenilworth foodbank operation in January 2017. We now have 7 distribution centres operating across the three towns of Leamington Spa, Warwick and Kenilworth.

We are now working with 156 Referral Agencies in the local community.

Clients then exchange their voucher at one of our 7



distribution centres, including the one here at St Paul's which is 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 in addition to many others.

2019 has seen a huge rise in the number of clients visiting the St Paul's foodbank distribution centre. We have helped a staggering 1,289 clients

comprising 894 adults and 395 children (which amounts to a 57% increase on last year).

The three primary causes for clients visiting the foodbank sadly remain the same, i.e. clients are suffering from low income, benefit delays/changes and effects of debt, all of which have been impacted by the Universal Credit benefit system. We anticipate that there will be a significant increase in client numbers visiting foodbank in 2020.



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.

Two highlights during 2019 have been holding the “Engaging Muslims with the Gospel” seminar just as the month of Ramadan was starting, and adopting Open Doors as a partner organisation in June.



Engaging Muslims with the Gospel seminar – May 10th

About 25 people came along to this seminar led by Chris from CMS where the aim was to help people relate more easily to Muslim neighbours and colleagues. It was a very valuable time, highly interactive with Chris answering knowledgeably from his years of befriending and working among Muslims. Some of the participants too brought in good points. Several spoke to me (Carolyn) afterwards, and “excellent” was the most used adjective.

Adopting **Open Doors**



Open Doors

Early in 2019, the PCC (on

the recommendation of the GO Team) decided to stop supporting FRRME and adopt Open Doors instead. The GO Team feels it's important to actively support the persecuted church and do that through an organisation where there is the ability to give practical hands-on help, and Open Doors fits the bill very well. We introduced the organisation in a service in June and then Andy Worthington visited the church in September when Jonathan was preaching with a focus on the persecuted church. Andy stayed for a lunch with around 50 people from church joining in. He was clear, energising and engaging, as was the Open Doors Youth Worker, Naomi, in the evening.

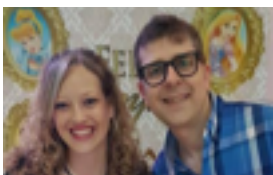
Other mission partners supported include:

Elisa Pike, working with Compassiva in Brazil, married to Marcos. Elisa has a calling to work in the anti-slavery arena and has been working during 2019 with Compassiva. While she is not able to work with women vulnerable to trafficking, she has worked with women who are vulnerable in other ways. She resigned from her role in Compassiva at the end of 2019 but will continue with some voluntary work with them. She still has a clear sense of call to anti-slavery work and was able to do studies in this area, receiving a distinction in her MA in Slavery and Liberation.

Keith and Catherine Ranger live in Scarborough and have a ministry to Chinese scholars and others around where they live. They have had various health issues this year, particularly Catherine who has suffered with vasculitis.

Theresa Wilson, with Wycliffe Bible Translators, is resident in the UK while she cares for her father, but she continues to work on projects for the Seimat people of Papua New Guinea. A big step forward for her this year has been the completion of the Seimat New Testament app which is now built and ready to distribute on SD cards to the Seimat people in 2020.

Marcos & Claire Wurfel are church planting in Concordia, Argentina, where there is now a church of about 80. They witness through radio and TV programmes and through outreach events in the city, as well as helping to lead a Bible seminary.

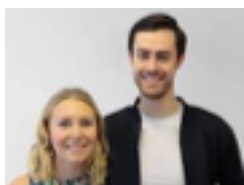




Richard and Catherine Weston live in Oxford and help train people/churches in working with international students. It was good to welcome them on June 16th when Richard preached in the morning services, and this was followed by a church lunch together. Catherine has recently finished a handbook to help church leaders with ministry among international students. At the time of writing it is at the printers and will be launched in January 2020. Richard still experiences deep tiredness on a regular basis and still has to pace himself carefully. Prayer for a return to full health is appreciated.



Richard and Carolyn Davey with WEC International who live in Leamington – Richard fully retired from his roles in WEC in June, while Carolyn continues with a very varied input in training, peacemaking and mentoring/walking alongside others. Although retired, Richard is also involved in some of the mentoring alongside Carolyn.



Stu and Rosie Bayford (CMS) have spent a full year in Recife in Brazil with a project called Revive. Their call is to provide support for families in poor communities whose children are at risk of abuse. We currently support them as short term partners, but they are exploring being there long-term and will decide about this in 2020.



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

Betel UK is an independent Christian charity for men, women and families affected by drug and alcohol addiction and homelessness. We didn't manage a weekend with Betel this year, but we did raise some extra finance especially for the ladies in Birmingham. Just putting a notice in the Sunday sheets led to gifts of around £500 being handed over just before Christmas. It's hard to describe the joy that extra gift gave the leaders of the work in Birmingham, but this quote from an email will help, "...the women's supervisor was so blown away by the generous gifts for our women. She said she was practically shaking as she showed them all to Mary Alice, she just couldn't believe it."



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 (during 2019, over a dozen have been doing this course) and also some of our members are involved in helping at the camps. John Dunnett, the General Director of CPAS came and spoke at our Sunday services at the end of September.



NOTDEC is an orphanage in Uganda where many children are sponsored by members of St Paul's. An increasing focus this year has been providing infant formula as well as training for family carers willing to look after motherless new-borns in the community. These babies are not sponsored and it costs NOTDEC UK between £600 to £700 to support the baby until they are eight months old. People who have visited in 2019 are Janet and Anthony Johnston, Rani and Leila, Kay and Guy Chapman, and Gordon and Pauline MacDonald.

Short term grants

A number of people have been given small grants to help towards mission taster experiences. These include Caroline Castle, Juliet Jee, Ceri Durrant, Naomi Chard, Jonny Morgan, Reece Ball, Alex Sampson, as well as Stu and Rosie Bayford.

Thank you

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

THE VEN. NORMAN WARREN



Norman Warren was Vicar at St Paul's from 1963 to 1977. God used him and his wife Yvonne to bring St Paul's back to life as a church, and we are hugely grateful to be building on the foundations they laid. Norman died in 2019 and we asked Catherine Weston, Elizabeth Marsh's daughter & one of our Mission Partners, to write a tribute.

Norman Warren and his missionary legacy

My family moved to Leamington in September 1963, not long after Norman and Yvonne arrived, with Andrew. I was 7 years old. I remember my father explaining that a new young vicar had come to

St Paul's and our family would join the church to support him.

I remember tiny congregations and shivering in the winter with no heating! But I also recall Norman's boundless enthusiasm and energy – he certainly needed these to counter all the discouragements of those early days when the church was so small.

I have early memories of family services when the accordion came out and Norman led us in action choruses from the front steps. It was awkward strapping it on over the surplice and cassock, but he went for it anyway. The accordion was also very useful when carol singing in Kennedy Square!

Others have paid tribute to Norman's great gift to the wider church of Journey into Life, which has blessed countless people all over the world. I vividly remember its inception, principally because my mother provided the illustrations for the original edition and I watched her at work!

Norman's contribution to Christian music was also significant. I have happy teenage memories of rehearsing many of the songs from Psalm Praise with Norman conducting.

Here though, I want principally to pay tribute to Norman's global vision, which had a great influence on me as a young girl. Growing up, this was always a feature of church life at St Paul's. During the intercessions, mention would regularly be made of "Kathleen Curtis, our missionary in Kenya". It was therefore imprinted in me at a young age that overseas mission support should be a normal feature of church life.

Norman would regularly invite missionaries to preach. He would never take that Sunday off, but would be there to interview the preacher about their work and then there would be a slideshow in the church hall afterwards. I remember visits from Pastor Pokorny (founder of the Austrian Bible Mission) who had an amazing testimony following his time in the Hitler Youth. Richard Wurmbrand visited too. Norman's passion for the lost beyond just our local area was infectious. Whether or not it was fully intentional or simply flowed out of his big heart anyway, his influence helped lift my eyes to a much wider world beyond Leamington. There were other missionary influences in my life too but here I want to honour Norman's contribution.

I'm sure I am not the only St Paul's mission partner who has given thanks for the tone Norman set. Others have of course built on his foundations but I believe it is because of Norman that St Paul's is a missionary supporting church today. Richard and I are so blessed to have this partnership with you in our ministry amongst international students.

Of course the world has changed much since the 1960s. 'Going' to the nations can often mean just stepping across the street! How to work out effective structures for supporting cross-cultural ministry is complex in our globalised world, as members of the GO team may tell you. However, God has not changed. He still desires that all the nations of the world worship him. My prayer is that there will be children in St Paul's congregation today who gain that big vision of God's plan for the nations, just as I did all those years ago.

Catherine Weston, August 2019

RESOURCING THE MINISTRY

Staff



Jem Wardle



Michael Yelland-Brown



Liz Garrett

There were several staff changes during 2019 but the end of the year saw a very united staff team working happily and effectively. The senior team worked well together, under Adam's leadership, to oversee things during Jonathan's sabbatical between April and June and continue to work closely with Jonathan in leading the church. The staff team meet together over lunch each Tuesday, spending time in worship and planning as well as catching up with each other.

In January, Lydia (who started as an intern with us in September 2018), was appointed to a temporary position on the children's team, initially just until the Summer but we were delighted when she continued in this role for another year from September. Jem continued to intern with us until the Summer and we were very sorry to lose him from the team but also rejoiced in his engagement to Lydia and are looking forward to their wedding next Summer.

Hannah Jones began another period of maternity leave, immediately after her maternity leave for Alys and is now enjoying time at home with Ioan and Alys (and Gethin, of course, when he isn't teaching).

Liz Garrett once again stepped in to support in the children's team on a part-time basis for a few months before the Summer, working particularly with the school on their RE curriculum. Her experience and knowledge were much appreciated by them.

In the Summer, we said goodbye to Michael Yelland-Brown, who had covered Kate's maternity leave as Youth Worker for a year. We wish him and Abi well in their new adventures and he will be missed, particularly by the young people.

In September, we welcomed Lizzie Russell to the team as Assistant Youth Minister and she has been a great support to Kate after her return from maternity leave in September.

We also appointed Paul Giles as part-time Caretaker in November and are already very much appreciating his work.

Also in November, Katy Traynar officially began her role as Children's Worker for Schools, although she had already started to do some work with the school from the Summer term. Katy brings a wealth of experience as a primary teacher with a particular expertise in R.E. which is a great benefit to the school.

Together, the staff team, of which the majority are part time, 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.



The Team (6 full time, 10 part time, 1 on maternity leave).

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 prayer life of our church community. Alongside this, he oversees the Students, Youth and Children's teams and project manages a variety of events throughout the year.



Ruth Smith (Curate)

Having been on placement with us through her training for ordination, we were delighted to celebrate Ruth's ordination in July and she is now working full time with us. Ruth is part of the senior leadership team, she shares in preaching and leading services and is responsible for overseeing the midweek service and the Worship team.



Jan Pringle (Senior Lay Minister)

Jan has a mixture of operational and pastoral responsibilities as part of the senior team at St Paul's. She oversees our Safeguarding responsibilities and supports the work of the PCC and Standing Committee. She also has pastoral and HR responsibilities 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), for the buildings we manage, our office staff, and volunteer management, and he works with the treasurer on financial issues. John also acts as the senior team liaison with the Eco group and is the contact person for men's ministry.



Kate Wallis (Youth Minister)

Kate, who was on maternity leave for 9 months of 2019, oversees the Youth Ministry of St Paul's, both within church and through linking with local schools. Kate returned to work in September and was joined by Lizzie Russell as her assistant. Kate 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.



Lizzie Russell (Assistant Youth Minister)

Lizzie joined the team in September to work with Kate. She is involved in all aspects of youth ministry, including both Sundays and midweek groups. She has settled in well and is building good relationships with the young people, the rest of the staff team and the church family.



Hannah Jones (Assistant Children's Minister)

Hannah is currently on maternity leave but works as part of our Children's and Families' team, in particular, with the under 5s.

**Ros Hardy (Assistant Children's Minister)**

Ros works as part of the children's team, with a particular focus on the Groovers' age group (7-11 year olds). She is part of the team supporting St Paul's School and helps with the planning and delivering of our family events (such as Easter Crafts) and the midweek Tiddlies Praise groups.

**Lydia Brennan (Children's Worker – Under 5s)**

Lydia is part of our Children's team with particular responsibility for the under 5s work. She oversees the Movers and Wrigglers groups on Sunday morning and is very involved in the Tiddlies Praise groups on Tuesdays as well as doing some work in the school and in resourcing and delivering family events (e.g. the Light Party).

**Katy Traynar (Children's Worker – Schools in 2019, Children's Minister from 2020)**

Katy joined the Children's team in October to support our work in St Paul's Primary School. She works closely with the school on developing their RE curriculum and Christian ethos and is also involved in assemblies and whole school worship there. She has also been supporting us in our wider children's ministry.

**Lizzie Timlin (Assistant Children's Minister / Housekeeper)**

Lizzie joined the Children's team in January, she has been involved in running Tiddlies Praise parent and toddler group, the Thursday Hoppers and Bouncers group which runs alongside Oasis, and the Sunday morning children's ministry. She also works hard to keep our building clean and functioning well. She organises the kitchen and (working with Julia and Paul) ensures the church building is ready for its users.

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

Mel deals with the church finances on a day to day basis, reconciling the accounts and organising the payroll. He liaises regularly with Andrew Rolls, the Treasurer. Mel also manages the church facilities, including organising the maintenance of the heating, alarms, kitchen equipment, insurance and communication infrastructure. He also provides technical support at the Midweek service & regularly sets quizzes for CAMEO.

**Naomi Gaade (Communications Administrator)**

Naomi produces the notice sheet, creates term cards for different ministries, formats the annual report, updates the website and creates publicity materials, for print and for social media. She is the staff liaison for the GO Team, regularly attending their meetings and she also leads a small group.

**Caroline Castle (Ministry Support Administrator)**

Caroline provides administrative support to the ministry team and volunteer ministry leaders, including progressing baptisms, weddings and funerals. She also processes the majority of DBS applications and purchases the food and materials needed for courses, events & weekly ministries. She leads the midweek women's Oasis group, co-leads Tiddlies Praise, and leads the Sunday morning services occasionally.

**Julia Salter (Assistant Housekeeper)**

Julia assists Lizzie with cleaning and housekeeping duties, she maintains the stock levels of our supplies and organises all the laundry.

**Paul Giles (Caretaker)**

Paul works part-time and provides invaluable practical support. He moves chairs, does minor repairs & supports the housekeeping team.

PCC AND THE CHURCHWARDENS

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 at our APCM in April, Carolyn Davey continued to serve as Churchwarden and Roger Penney was elected as our new Churchwarden, after Martin Haywood stepped down. Four new PCC members were also elected.

During 2019, the PCC has particularly had to focus on 3 key issues.

Staffing: Regular reports are received about any HR issues and new appointments or changes to staff terms and conditions are authorised by the PCC.

There were several staff changes during the year and many decisions needed to be made, particularly in the Children's and Youth department. This was as a result of maternity leave and staff moving on. After considerable effort, we now have the right level of staffing to be able to equip our many volunteers for their roles in this area.

Finances: The PCC monitors income and expenditure throughout the year and authorises any major items of unbudgeted expenditure.

Staffing costs increased considerably during 2019. Over the last few years, there has been a pattern of staff costs increasing and then plateauing and this year was the first large rise for a while. All the evidence shows that as churches grow, staffing levels need to increase even more as the needs of a large church become increasingly complex.

Missional Discipleship: We have continued to focus on this, especially when Jonathan returned from Sabbatical. Our discussions have focused on three areas in particular – looking at setting up a number of mid-sized communities, the establishing of a Leadership community and developing a 'pipe line' for recruiting staff by regularly having interns with a view to some of these staying on beyond their internship year (this follows struggling to recruit from outside for some posts).

Each PCC meeting also receives and reviews a Safeguarding report and where necessary attends to fabric issues.

We are very grateful to our PCC for the time and care they give to their oversight of our ministry.

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), Carolyn and Roger (Churchwardens), Andrew Rolls (Treasurer), Adam Tams and Ruth Smith (Curates), with Jan Pringle (Senior Lay Minister) and John McKellar (Operations Manager) in attendance.



Clergy

Jonathan is our Vicar and works full-time. Adam and Ruth are our Curates and both also work full time. In addition, we are grateful for the help that Graeme Pringle, Associate Minister and Anne Hibbert, Director of Ministry at The Well Christian Healing Centre, can give (both ordained ministers who have demanding jobs elsewhere).



RUTH'S ORDINATION



"On June 29th I had the enormous privilege of being ordained Deacon in Coventry Cathedral. This was the culmination of three years of theological training at St Mellitus College, London, alongside working as an Ordinand at St Paul's.

I did 'mixed mode' training which meant that I stayed with my home church rather than having to go to a residential training college. Training with St Mellitus was a real joy, as well as being very hard work - the worst bit was catching a train at 7am each Monday morning! But I thoroughly enjoyed the breadth of tradition that I encountered there, and we were blessed to have an amazing array of gifted speakers who were enthusiastic about their subjects and conveyed that to us.

Alongside the academic work, I continued to learn how to 'do' church at St Paul's, learning from Jonathan and others throughout the three years. So I'd like to say a big thank you

to you all for bearing with my first faltering steps at preaching and service leading - at times it has been a steep learning curve.

Following ordination I was delighted to be able to serve my Curacy at St Paul's too - this is for a minimum of three years and then I will see what God has in store for me next.

Next July 5th I will have the second part of the Ordination when I will be ordained as Priest, after which I will be able to preside at communion, and marry people - this too will be an enormous privilege and I'm looking forward to being able to serve the church in this way." Rev Ruth Smith

SOCIAL MEDIA

St Paul's has 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.

Social media is also 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.

Members of the staff team have attended training courses run by Coventry Diocese on the best way to use FaceBook and Instagram within a church context.

USE OF THE BUILDING BY 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.

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.

We are delighted to make our facilities available to these groups.

FABRIC

Over the year our building is well used for both daytime and evening events. On Sundays we focus on services and in midweek we have various groups meeting that represent various ages and stages of life, but we also have specific events throughout the year which each have their own unique focus, so we need to ensure the building is in very good condition and that the various pieces of equipment are functioning as expected.

At the start of the year we upgraded the audio-visual system in the church and also in the hall. We also continued to carry out work identified in last year's quinquennial inspection on our building. Thanks to Mel Tweed and John Leftley who helped organise this work.

We also have responsibility for two other buildings, one next to the church in Leicester Street and the other in Taylor Avenue. From time to time these also require work.

The Taylor Avenue property has now been home for just over two years to a Syrian refugee family and we have been working with them to improve the house to meet the needs of their young family. John Leftley again proved to be a major asset in helping out with various practical maintenance items.

In the church premises we have regular minor (and sometimes not so minor!) maintenance tasks needing attention which David Harkness kindly gives his time and talents to. One of his major tasks this year was to make a large oak cross which we plan to install early in the new year in the building. This required a faculty from the Diocese.

John McKellar oversees the Fabric and, as always, Mel 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. We also recruited Paul Giles as a part-time caretaker and he has already proved a big asset.

Lizzie Timlin and Julia Salter together faithfully keep on top of the many housekeeping and cleaning tasks. Thanks to them for their tireless efforts. There are many volunteers who also help around the building and we are very grateful to them.

SAFEGUARDING

We make Safeguarding a high priority at St Paul's. Jan Pringle is Safeguarding Officer and Jess Tams is Deputy Safeguarding Officer. Any concerns should go to the leader of the group or ministry in the first instance but can be referred to Jan or Jess if the concern involves the leader. The leaders will pass concerns on as needed. We want to ensure that we keep our children, young people and any vulnerable adults as safe as possible.

We work closely with Coventry diocese, and following their recommendation, adopted the Church of England's Safeguarding Policy 'Promoting a Safer Church'.

The PCC has complied with the duty to "have due regard" to the House of Bishops' guidance in relation to safeguarding. Towards the end of 2019, the diocese began a review of historic safeguarding cases involving church offices and we have co-operated fully in this.

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 160 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. The diocese have introduced a three part action plan to ensure churches comply with the 'Promoting a Safer Church' policy and we are working with this and have completed most of the key actions on it, although we have to regularly review this as some sections need re-doing periodically e.g. reviewing policies and providing training for volunteers.

The Safeguarding Officer reports to the PCC at every meeting to ensure members are fully informed about progress in this area.



Jan Pringle T:07580 049961
Safeguarding Officer
E: safeguarding@stpl.org.uk



Jess Tams T:07904 124633
Assistant Safeguarding Officer

FINANCE

When we completed the Redevelopment of our church worship space in 2015, we used up most of our reserves of cash but, since then, we have made a modest surplus in most years and have slowly rebuilt our reserves.

With a significant increase in staffing costs last year, we had expected a small deficit of around £20K but, in fact, this was around £35K. This didn't create a problem because of the reserves we had built up in previous years but this obviously won't be sustainable for very long.

Our reserves currently stand at £186K. In 2017, the PCC decided to split our reserves into 3 pots:

Some is reserved for cash flow and general reserves. It was agreed that the general reserves policy should be 8 weeks of regular expenditure (around £80K).

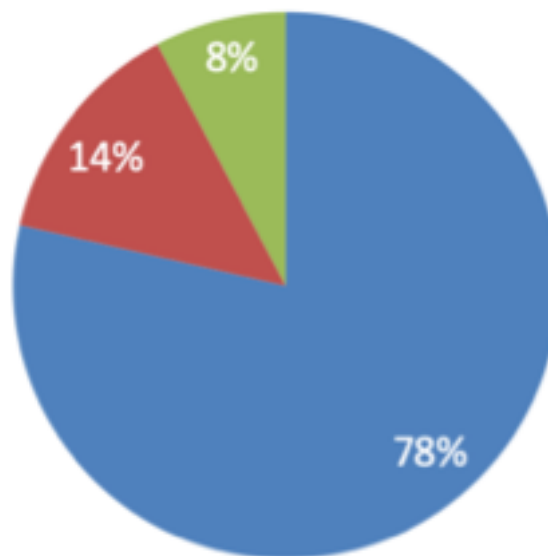
Around £60K is in a Properties fund. The PCC owns 40 Leicester Street and this was rented out during 2019 and so brought in some income but,

from Summer 2020, the PCC plan to use the house for interns and the downstairs rooms for some of our children's groups. The PCC also owns a local house 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 remainder of the reserves is used for a 'Resourcing Ministry' fund which resources new initiatives/staffing posts for mission and ministry.

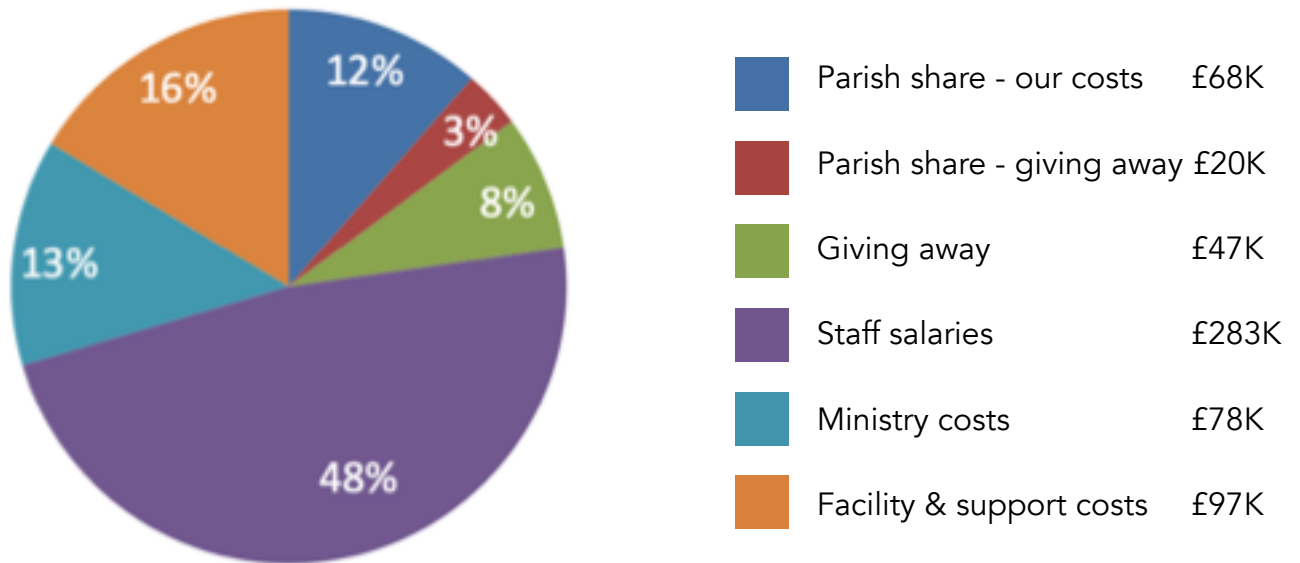
The vast majority of our regular income comes from direct giving from our church members together with the associated Gift Aid tax reclaimed on this giving and we are extremely grateful to all those who give so generously. There is also a small amount of income from lettings, weddings and funeral fees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

Income in £'000's



Direct Giving	£438K
Tax reclaimed	£76K
Other income	£44K

Expenditure in £'000's



Staff salaries include the staff wages, National Insurance, pension contributions and recruitment costs. Jonathan and Adam's salaries are provided by the diocese via the parish share.

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.

Even though our income was not as high as expected this year, the reserves we have been able to build up were able to compensate for this. We are very grateful to the Lord for His faithfulness in meeting our needs this year and over many previous years.

Full details of the audited accounts are in the appendix to this report.

Unrestricted Income and Expenditure

Unrestricted £'000	2019	2018	2017
Income	558.1	539.7	518
Expenditure before depreciation	583.1	509.1	471.9
Surplus (Deficit) before depreciation	(25.0)	30.6	46.1
Depreciation	9.6	8.7	9.2
Surplus (Deficit) after depreciation	(34.6)	21.9	36.9

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

Ruth Smith (Curate) from 29/6/19) DS

Andrew Rolls (Treasurer) DS

Graeme Pringle (Associate Minister) DS and Dioc S

Carolyn Davey (Churchwarden)

Martin Haywood (Churchwarden) until 24/3/19

Roger Penney (Churchwarden) from 24/3/19

Simon Brown

Katrina Bush

Charles Crow

Jennie Davis from 24/3/19

Gethin Jones

Andrea Kane from 24/3/19

Judith Linnell to 24/3/19

Jonathan Morgan DS and Dioc S

Adam Nelson

Anthony O'Brien to 24/3/19

Terry Salter from 24/3/19

Rob Sciacaluga

Joe Shepherd from 24/3/19

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 Elliot 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. In 2019, the PCC agreed a new system for setting staff salaries, devised by our HR team, which ensures all staff are paid fairly and in line with national averages.

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 2 March 2020 and signed on their behalf by






Jonathan Jee



Our vision is to see Leamington changed, one life at a time.

St Paul's Church

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