

**PARISH OF SALISBURY ST MARK'S
AND LAVERSTOCK ST ANDREW'S**
Connecting with Jesus, each other and the world
**Meetings held in St Mark's Church following
the 10.30 service on Sunday, 10 April 2016**

Jim Findlay welcomed 72 people to the meeting and gave thanks for the food which had been shared for lunch. Jo King was nominated and seconded to be Secretary for the meeting.

ANNUAL MEETING OF PARISHIONERS - Minutes

1	Prayer Jim read from John 1.35-41. He said that Barnabas had been set apart at the beginning of the church. Barnabas and Saul were fishers of people; they were in the business of evangelism, telling people about Jesus. That's what we're about, the work we need to do too. Those present prayed together.
2	Apologies for absence received from the Bell family, Jo Drag, Mags Findlay, Sue Gallagher, Godfrey King, Barbara Ely, Joyce Kusi Obodum, Jim Robertson, Linda Knapp, Anton Prior
3	Minutes of meeting held on the 19 April 2015. The minutes were proposed by Alan Ely, seconded by Amanda Robertson and accepted as a true record of the meeting.
4	Election of Churchwardens – Jill Browning, Charles Dew Jones, Mary Terry and Sue Gallagher were proposed and seconded. All in favour.

ANNUAL PAROCHIAL CHURCH MEETING - Minutes

1	Minutes of meeting held on the 19 April 2015. The minutes were proposed by Jill Browning, seconded by Maureen Snook and accepted as a true record of the meeting. Noted Joan Prior's name was on the minutes twice.
2	Election of Sunday Wardens and Sides People The following people were elected as Sunday Wardens and Sides People for both churches. <u>Sunday Wardens</u> (St Mark's) – Maureen Snook, Megan Munt, Charles Dew Jones <u>Sides People</u> (St Mark's) - Bob Wilson, Jo Drag, Maureen Snook, Jean Lucas, Mary Sobucinski, Joan Prior, Jim Robertson, Amanda Robertson, Simon Futcher Suzy Raby, Ken Southam, Alma Southam, Sylvia Long, Jo Inman, Mark Inman <u>Sides People</u> (St Andrew's) - Marie Flower, Marilyn Matthews, Mike Bunting, Liz Bunting, Jenny King, Godfrey King, Chrystabel Lambert, Barbara Thomas
3	Election of PCC members The following people had been proposed and seconded before the meeting and were appointed members of the PCC at this meeting. <u>St Mark's</u> Pauline Munns and Amanda Robertson for three years. Noted 4 members were to be elected, 2 for 3 years and 2 for 1 year <u>St Andrew's</u> Liz Bunting and Bryan Evans for three years. Noted 3 members were to be elected for 3 years and 1 for 1 year Jim said that he was very grateful to everyone who offered giving time to sit on the PCC. Noted that the PCC can co opt others to join the PCC and the PCC groups.
4	Re-election of External Examiner - it was unanimously agreed that Clifford Fry and Company continue to act as the parish External Examiner.
5	Presentation of Inventory / Report on Changes <u>St Mark's</u> items added portable communion set which had been donated <u>St Andrew's</u> deletion of bookcase and addition of lectern and some communion song folders, Order 1 communion books, new font. The inventories for both churches were at the back of the church if people wanted to see what was in them.
6	Annual Report Debi said that both churches are financially stable at the moment. Jim thanked Debi and the Resources Group for all their hard work. John Bartlett asked what kind of things are coming up in the next year? Jim said that two things in particular which will impact our finance. The first is the re development of the annexe at St Mark's. If we go ahead this will be a challenge. A ball park figure for the annexe is between £200K / £300K. Secondly, there is a real need for us to appoint a full time youth and children's co ordinator to bring continuity and solidity to the work in both churches. He said that Jen Rundle and Dave and Wendy Rundle were standing down from the summer and they had given a huge amount of their time to the work with the children and young people. The cost of a youth and children's co ordinator will be about £20K/£30K. Besides the youth and children's work, there is a need to reach the 65+ people who live in the parish, some of whom belong to our congregations. Electoral Roll – Jim gave thanks to Alan Ely and Maureen Snook who had been looking out for new people to the churches and encouraging them to belong to the Roll. He was grateful for their work.

	<p>There was a time of quiet to remember those who had passed away during the past year. Those present gave thanks to God for their faith in Him, their friendship to us and praise that they are now with God in glory. Jim said that Ann Smith had left some money to contribute to the garden so a new flower bed has been created with the donation.</p> <p>The Annual Review was proposed, seconded and unanimously approved.</p>
7	<p>Vicar's comments Jim said his heart was full of joy on reading the annual report and realising how all kinds of incredible things are taking place through various ministries. Jim was blown away by what members of the congregations are doing and what God is doing through us in the parish.</p> <p>Jim gave thanks to specific people but realised that in doing so, he was bound to miss some out. So to Charles Dew Jones who has been working on the re development of the Annexe. Much work has been done and will need to be done to pull this project together. As the ideas are developed, people can input into the ideas proposed. At the early stage at the moment but contributions are welcome.</p> <p>Jim also thanked Richard Offer for the fabulous work he does on the garden. The Churchwardens for their continual support and hard work. To Jo King who had significantly changed the way in which the PCC has worked over the last few years and is stepping down as PCC Secretary. Thanks too to Jim's family who had supported him when challenges had occurred.</p> <p>People present then prayed together.</p> <p>Jim shared where he thought we are going in the future. He showed the new logo where the flame represents the fire of Pentecost. Our strapline – Serving Jesus, each other and our world. All our work needs to hinge on serving. Jesus calls us to a life of service; we are called to act out the gospel in the places where we live.</p> <p>Vision – making disciples of Jesus, committed to serve. We need to be people who are committed to learn about the Lord in order to serve. Discipleship is something which takes place each day of the year, not just on Sundays. He challenged members of the churches on their path of discipleship.</p> <p>Mission – to see our church and our neighbours transformed by the gospel of Jesus Christ and equipped by His Spirit to serve. The Archbishop of Canterbury and other bishops are asking us to pray for five people in the lead up to Pentecost. We need to see our church grow in depth as mature disciples of Jesus, praying, worshipping, witnessing, being involved in social action. As we serve, pray, worship, we will see our churches grow in numbers. How do we make that real? Jim said we adore Him. We worship Him in spirit and in truth. That will attract people. We need to listen and learn from Him. Take the Bible seriously, spend time reading it. He has revealed something of himself in the words. We talk to Jesus, we listen to him – prayer is a priority. We live for Him. We work for Him – we don't just sit in our churches waiting for someone else to bring people in. We are united in Him – we are all part of the body of Christ but have different callings. We need to hold together as the body of Christ, to recognise one another and value each other as that part of the body of Christ. We want people to look at us from the outside and see people who love each other, care for each other not people who are at odds, grumbling. We love like Him – as Jesus loved.</p> <p>So in the coming year Jim said that we are going to build together. He urged the congregations to pray that we can achieve those goals for the Kingdom of God.</p>
8	<p>Jill Browning thanked Jim for his hard work in the parish. She said he had challenged and we need to respond to those challenges. Jill also thanked Jim's family for their support.</p>

The meeting ended with prayer together.

THE PARISH OF
SALISBURY ST MARK

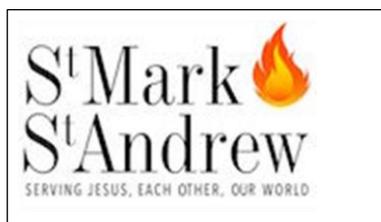
AND

LAVERSTOCK ST ANDREW

ANNUAL REPORT FOR THE YEAR

JANUARY – DECEMBER 2016

Mission Statement:
Serving Jesus: Each Other: Our World



PCC MEMBERS 2016 – Church Wardens – Charles Dew-Jones, Jill Browning, Sue Gallagher, Mary Terry. Elected – Liz Bunting, Bryan Evans, Mark Inman, Kwame Kusi-Obodum, Heather Ludlow, Pauline Munns, Joan Prior, John Read, Amanda Robertson, Julian Sobucinski, Mary Sobucinska, Maureen Snook. Deanery Synod – Alan Ely, Jo King, Linda Knapp, Ken Southam. Ex-Officio – Jill Offer, Diane Roberts, Matt Earwicker. Co-opted – Debi Coveney, Ed Haycock.

ELECTORAL ROLL

The revised Church membership will be presented at the APCM and the current membership of 224 is made up of 151 (67%) who are resident and 73 (33%) who are non resident.

Alan Ely, Electoral Roll Officer

PCC DECISIONS MADE IN 2016

A number of decisions have been taken by the PCC over the past year, These are reflected by the reports from the 4 groups of the PCC – Resources, Serving Each Other (SEO), Serving Jesus (SJ) and Serving our World (SOW).

Decisions taken include:

Recruitment of Ed Haycock as Youth & Children's Minister for the Parish

Breakfast@9 at St Andrew's followed by service at 10.30am

Adopt new pattern of service at St Mark's to include "Songs of Praise" service on the 3rd Sunday of each month

The go-ahead to apply for planning for the refurbishment of St Mark's Annexe

The amendment of the Mission Action Plan with the various groups carrying out the work assigned to them

Maureen Snook – PCC Secretary

CHURCHWARDENS' REPORT (St Andrew's) 2016

2016 was the year that our congregation took the faith filled step of beginning a new weekly service, Breakfast @9, and from the beginning of May a waft of grilled bacon now sweeps across the churchyard and throughout the church every Sunday, along with the aroma of freshly brewed coffee and murmurs of appreciation. Men, women and children are worshipping God and listening to His word explained week after week, in an interactive, engaging way.

Meanwhile our sung Holy Communion service at the new time of 10.30am continues to flourish and serve our regular parishioners, with some new faces coming along too. At the beginning of July, we showed our appreciation in the form of a gift to Joyce Williams, who faithfully played the organ at St Andrew's for over 20 years. We are so grateful for her loyalty and service over the years.

In terms of upkeep, the Curtis roof was resurfaced after a frustrating time of intermittent leaking, and as always we remain enormously grateful to our impressive team of volunteers who labour without ceasing with the upkeep of the building and churchyard, cleaning, flower arranging, supplying items used in the services, all without whom our little church would not be the same.

Mary Terry & Sue Gallagher

CHURCHWARDENS' REPORT (St Mark's) 2016

The Church Wardens have overall responsibility for the Church building and for those who attend.

We have been very pleased to welcome Ed Haycock as Youth and Children's Minister and he has already proved to be a great asset to us.

We applied again this year for a grant from the Roof Repair Fund for replacement of the guttering on the North side of the Church, but this was once more unsuccessful. Some other sources of funding may be available which are being investigated. Some remedial work has taken place at the Barrington Centre and the office, giving some much needed extra space for Leanne, our administrator and some new desk space for Ed. Many thanks are due to the volunteers who have worked hard to decorate and refurbish the building.

The Centre was being used as an outlet for the Trussell Trust foodbank, but this has now been put on hold after demand was less than expected; however it is very pleasing to see the Centre being used for the new Crossbar Café which is proving to be a great means of outreach to the local community. Our thanks go to Mary and Julian and everyone who has worked so hard to bring this to fruition.

The next big project is the annexe refurbishment. Plans are being drawn up to improve the access and toilet and kitchen facilities to make the building accessible to all, enhance the youth and children's ministry of our Church and provide a resource for the local community.

We are very grateful to everyone who helps in the running of the Church, often quietly behind the scenes. We give our heartfelt thanks to all the people who volunteer for the many and varied roles in the Church - flower arrangers, cleaners, gardeners, refreshment providers, the people involved in services, house group leaders, those who teach our children and teenagers, the PCC and those who serve on committees..... the list is endless. We thank you all. There is always a need for more volunteers so please see the Churchwardens or clergy if you can help.

Special thanks must go to Jim, Matt, Jill and Diane who have steadfastly led us through our Christian lives throughout this year. We also thank our marvellous pastoral care team who work in the community tending to our extended Church family.

Finally, (from Jill) I feel the time has come for me to step down as Churchwarden after five years in the post. I would like to thank the Churchwardens I have worked with – Maureen, Martin and Charles for all their encouragement, support and faithful service and to say that it has been a privilege to serve as Churchwarden for St Mark's.

We pray that God will bless us as we move forward into a new year with its many challenges.

Jill Browning and Charles Dew-Jones.

SALISBURY DEANERY SYNOD held its annual meeting in July when Bishop Nicholas developed the 2015 Diocesan Vision Paper - Renewing Hope: Pray Serve Grow. Much of his report was encouraging eg financial health is sound & church attendance is the second highest in the country at 3% of the population. Clearly this figure leaves plenty of room for growth and the Diocese's aim is to grow church membership by 10% over the next 10 years - also a period during which some 35% of our parochial clergy will probably retire. This challenges our approach to lay/clergy roles. Lively contributions from parish representatives revealed a range of positive developments in current church life which were most encouraging.

Other Synod meetings were combined with Churches Together in Salisbury and dealt with local activities such as Help for Rough Sleepers, the Queen's birthday celebrations, Old Sarum initiative, Good Friday Procession, Cinnamon Audit, Prayer Market, Carol Singing. The Deanery Standing Committee collected local Mission Action Plans and agreed Parish Share but the two most recent planned meetings of this group were cancelled and after a promising start last year the particular role of Deanery Synod in Anglican Church structure seems to have got rather lost by reducing to one annual gathering.

Alan Ely & Linda Knapp

YOUTH & CHILDREN'S MINISTER – 2016 REPORT

I began work in August 2016, resulting in my review of the beginning half of 2016 being short and objective.

Inspire/Smarkies – these two groups meet during our Sunday Am service at St. Marks. With the intention of teaching and equipping young people, in age appropriate settings

The Crew – Sunday night discipleship group for 14-18 year olds, aiming to discuss topics relevant to the challenges teenagers face, centred on a biblical view of the world today.

Flipside – our youth club, which is held once a fortnight in St. Marks Main hall, with pool table, games console, table tennis and a tuck shop. We seek to engage young people from outside the church family through this provision.

Mini Marks - Mini Marks meet on Wednesday mornings during term time in the Barrington centre. Usually around 15 pre - school aged children and their carers gather for play, craft, snack, story and song time. This provides a great opportunity for both adults and children to build relationships and for church members to engage with the community. Throughout the year, the group supports The Trussell Trust and in September held a Macmillan coffee morning. Additionally the group enjoyed a "Mums' night off", a trip to River Bourne Farm and many attended SpringySaturday@two and the craft afternoon at St Mark's Church in November

New Vision – Since arriving I have set a specific four point vision based on these key words; Integrated, Comprehensive, Organic, Authentic. This vision is shaping all the work that we do to serve the young people in our parish.

Since beginning work there have been a number of steps made to develop existing ministries:

Inspire/Smarkies – better defined age boundaries between groups, team meetings once a term, joint session once a month, topics now match what is being done in wider church and the introduction of all ages starters each week.

Flipside – we have moved Flipside into the Annexe to allow us to better interact with the small group who attend. Plans are developing for Flipside to become weekly and alternate between St. Marks and the Pavilion.

SNY/the Crew – has been reshaped to now offer a lighter touch session earlier in the evening, which the young people chose to move to, but unfortunately over the summer we have seen the group decline in number.

CommunitEA - I have been in attendance over the last few months in order to get to know people and the team and looking towards 2017, we aim to introduce activities to entertain the children and young people.

Other areas of note:

- Assemblies and carol concerts/church visits.
- OutBreak; a new lunchtime Christian club starting in 2017 at St. Marks school
- Relational connectivity with other churches, agencies and schools
- Advocacy for the youth and children's ministry in PCC, SOW, SEO, SJ and CSG groups
- Volunteer management and support, we have at least 5 new volunteers!!
- Vision setting

Ed Haycock

COMMUNITEA

(St. Andrew's Church provides space for informal tea and a chat for parents while their children play, after school every Tuesday during term time) Another good year has been enjoyed by parents and children alike. The highest number attending was 38 adults and 49 children. In June, we were approached by the Reception Teacher of St. Andrew's School to ask if they could use the facility of CommuniTea to meet with their new intake of children and parents for September. We were, of course, delighted. We have been greatly encouraged by the 'overlap' of families coming to CommuniTea, Breakfast @ 9 and to other events held at church. The Christmas Crib service being a prime example. One Mum commented, "I love it here, it has a real feel of community. I moved to Tidworth recently but won't stop coming". Parents make voluntary donations towards the running costs and this has enabled us to pay £200 in the year from January to December 2016 to the church, to offset the cost of heating.

In September Ed Haycock joined us to see where he might be able to bring his skills to the fore. The rest of the team is Sharon and Bryan Evans, Mary Terry, Diane Roberts and Di Walker whom I thank very much for their dedication to this venture. Thanks too to Jim Findlay who pops in from time to time and chats with the parents. They value this very much I know. Your continued prayerful support would be much appreciated.

Liz Bunting

SERVING JESUS GROUP 2016

This PCC sub-group is chaired by Rev Jim Findlay and has a remit to monitor and develop all aspects of our worship and discipleship.

Significant developments resulting from our work this past year have seen:

- Succession planning for the Youth & Children's ministry and the appointment of our Youth and Children's Minister.
- The development and implementation of a new pattern of services across the parish. This has included starting the new Breakfast@9 service at St Andrew's (9 am every Sunday) and the new Songs of Praise service at St Mark's (5 pm on the third Sunday of the Month).
- We also discussed and implemented a united programme of services across key festival dates for the congregations of St Andrew's.
- The development of a prayer meeting programme that utilises a wider variety of approaches to prayer (Taize, Prayer stations, Youth focussed).
- We've discussed discipleship and considered a tool that might contribute helpfully to that endeavour.
- The invitation for home groups and individuals to consider Tim Keller's book Prayer: Experiencing Awe and Intimacy with God' for Lent.
- We've shaped a role description for a volunteer prayer co-ordinator that we hope will come to fruition in 2017.
- An agreement that a significant discussion on the issue of children and Holy Communion will ensue in 2017.

Our worship is a key part of our mission to our parish. If we're serious about making disciples of Jesus who are committed to serve, then we need to ensure that our worshipping life makes that possible. Our worship must contribute to our outreach through relevance, challenge and opportunity. 2017 will see us consider further aspects of that challenge as we seek to ensure that can help disciples grow to maturity, provide disciples with the opportunity to serve and set our worship in such a way that it touches peoples lives in a relevant way. Please pray for us as we work together to try and follow our Lord's lead in this.

Jim Findlay

SERVING EACH OTHER GROUP

The group continues to serve through the organisation of shared lunches and other events. The shared lunches, which take place on the third Sunday of alternate months, are now well established with an average attendance of 50. They usually have a seasonal flavour. A huge thank you to everyone who contributes to the shared lunches. In future, in order to maintain the quality of the shared lunches within a limited budget we shall be putting out a basket for voluntary donations. Thanks also to all those who help set up, clear away and wash up. I won't list you in case I miss someone out but you know who you are.

Disappointingly, the Quiz night – so successful on previous occasions – was cancelled due to lack of support. We shall shortly be circulating a questionnaire asking for your suggestions for future events. The Art group has stopped but we thank Janet Dominy for running it while she could.

Tasked with creating and implementing a communications plan, a temporary group met to discuss a strategy and a volunteer communications officer will shortly be formally appointed. In the meantime we do urge people who have access to the internet to use the website, and anyone producing advertising for events,, information leaflets etc, to use the Tahoma font, the church logo, the website address and 'run them past' Morris Munns, webmaster and temporary communications officer. We are aiming for quality and consistency in our written communications.

(PCC Members : Sue Gallagher, Kwame Kusi Obodum, Pauline Munns, Joan Prior, Amanda Robertson, Julian Sobucinski)

Pauline Munns for the SEO

SERVING OUR WORLD (SOW) GROUP

What an incredible year it has been seeing God's hand on so many things missional across the parish. I hope you're excited too.

We began the year by splitting the parish into four areas – Bishopdown Farm/Hampton Park/Riverdown, Old Bishopdown, St Mark's and St Andrew's. We then invited people living in those areas, or with a heart for reaching out with the good news of Jesus to come to the bi monthly meetings. There are about twenty people in all involved, some coming to the main meetings, some coming to the area meetings.

In the St Andrew's area, we have seen the growth of the Breakfast@9 service along with Communita and a link between people coming to Communita and then attending the breakfast service. I heard just today of two people from the breakfast service who have given their lives to Jesus. Praise Him!! In the St Mark's area, alongside the Together@Ten services, craft Saturdays have been held and this year a bouncy event. More to come. The group responsible for this area carried out a survey and are beginning to form a plan for this coming year which will include making more use of the garden, purchasing more banners and making the church more visible and inviting to people. In the Old Bishopdown area, the CrossBar Community Café opened in September and has gone from strength to strength culminating in a Christmas carol singalong. At the north end of the parish, there has been a group of between four and eight people meeting weekly to ask God how to reach out to the estates. People coming to the prayer meetings attend different churches in the city and it has been a real joy to get to know new people and pray together for God's guidance. In December, we held a service, with crafts, and opportunities to sing carols and pray together with people from the estates. In January, the youth team began Flipside every other Friday for teenagers providing them with a safe place, games to play, new friendships to make.

We have been doing some work on how people are welcomed as they come into our churches. More work to be done on this but if anyone would like to be involved, please get in touch.

Visits to schools have continued by members of the clergy, Open the Book and recently a lunchtime activity group started at St Mark's Primary School.

The Care Homes / sheltered housing have been visited throughout the year by a faithful group of LPAs under the leadership of Diane Roberts and Mary Fisher.

In accordance with the Mission Partner Support Criteria, the PCC agreed to support the following missions for the next three years - Yei Diocese, David and Shelly Stokes, The Bridge, Alabaré Street Pastors.

The group tries, where we can, to support other mission initiatives within the parish – Mini Marks, Baptisms, Fun Day at Laverstock, Mini Marathon.

I am very grateful for all who give their time to the SOW Group. We can all be involved in the area of mission. I recently heard J John, the international evangelist say that we need to **pray, care, then we have the right to share Jesus**. If anyone would like to join the group for the coming year to pray or be practically involved, please get in touch. I think it's going to be yet another exciting year!!

Jo King (Chair SOW Group)

OPEN THE BOOK (OtB) Collective Worship (Assemblies) in St Andrew's School

Open the Book is run internationally. In a 3 year cycle churches go into primary schools each week to tell the important stories of the Bible to the children and teachers in their Collective Worship. At St Andrew's School we have now completed this 3 year cycle and have started again, so some children are hearing the stories again and being reminded of them. 200 children plus staff are presented with a story from the Bible each week in an interactive way. A team made up from both St Mark's and St Andrew's act out the story, with the help of one of the classes, as it is read from the Lion Storyteller Bible. Following the story there is a reflection relevant to the children and a prayer. Preparation starts early on Wednesday morning in the Curtis Room at St Andrew's church. While the clergy get ready for the midweek Communion Service the Open the Book team discuss how they will present the story and who is going to play the part of the 'goody' this week and who the 'baddy.' Props and costumes are chosen from our store and we have an initial run through.

The simple costumes and props add to the visual aspect. Children taking part have costumes, usually Hebrew headdresses that might look like tea towels to some!! which give them a feeling of being special. There is very little time for rehearsal as the children are in lessons beforehand, but they do really well, as does the team, and it is great fun.

The stories reach the staff as well as the children and a member of staff, new to the school this year, said how engaged with it all she personally was, as well as the children. A member of staff who has now moved to be head of another school is really keen that it is started there. When asked to picture the values of the school, one group of Year 6 children drew a tractor as the school with an open Bible in front of it, saying that this was what led the school! Anyone who feels they would like to join the team is very welcome. This does not have to be a weekly commitment. Members come as often as they would like to. Telling the children the stories of the Bible is so important in our present culture and it is great fun. Please talk to Diane if you would like to know more, and please pray for the children, the staff and the team each week

Diane Roberts

LAY PASTORAL ASSISTANTS' REPORT

Lay Pastoral Assistants (LPAs) are those members of the church seen to have the gift of caring for others. They have all undergone training and, having fulfilled the necessary requirements, have been commissioned by the Diocese. Our churches have an excellent team of LPAs who play a vital role in the care of those needing it within the parish, both in the churches and outside them.

Our LPAs visit all the Nursing Homes and Residential Homes in the parish regularly. Communion is given to the residents who wish to receive it, either together or individually as is appropriate. We are in close contact with the managers and are invited in when there is a crisis or an emergency. We always receive a warm welcome when we go. We are also privileged to welcome some of the residents to worship with us.

Our LPAs also visit those in hospital. They regularly respond in situations of illness and crisis care of the elderly and lonely still living in their own homes. They visit and take Communion to those no longer able to join with us on a Sunday. It is a privilege to be with those nearing the end of their lives and with their families.

Other LPAs visit families requesting baptism and have the joy of being able to explain the gospel to these young people through the meaning of baptism. They get to know these families and encourage them to come to church before the baptism takes place and to continue afterwards.

There are many wonderful opportunities of providing pastoral care within the church and way beyond it, that our team willingly respond to, with help and support from us.

Mary Fisher/Diane Roberts

REPORT ON SAFEGUARDING

Developing a safe church community

Keeping people safe within our church community is not only concerned with policies, procedures, safeguarding training and police record checks. These are only tools to assist us. Keeping people safe is about everyone being vigilant about the safety and well-being of everyone who attends our church services, social events and in situations where we are involved with the wider community.

National Safeguarding Team

The Church of England now has a National Safeguarding Team and guidance from that team is informing the way that Salisbury Diocese provides safeguarding training and advises PCCs on developing safe ways of working including developing recruitment and safeguarding procedures.

Safeguarding Policy Procedure and Guidance

The parish Safeguarding Policy, Procedure and Guidance has recently been revised to bring it into line with current guidance and practice. The revised document was adopted by the PCC in March 2016 and needs to be endorsed by this meeting. A copy will be made available on all church premises and on the church website.

Keeping People Safe Poster

Information on how to report concerns about abuse and details of agencies that can offer and advise help is displayed in all church premises.

DBS Checks

The Recruitment Procedures sets out which roles within the church require a Disclosure and Barring Service (DBS) Check. At present about eighty people have a current DBS Check across the two churches. Salisbury Diocese require that DBS Checks should be undertaken every five years. All applications for DBS Checks must be done on-line but assistance is available for anyone for whom this could prove difficult. The outcome of a DBS check is usually available within forty-eight hours.

Safeguarding Training

The National Safeguarding Team has developed a new training structure which has been adopted by Salisbury Diocese. Everyone who is in a role that requires a DBS Check is required to undertake a basic course in safeguarding (C1) and at present over 60% of those required to complete this training module has done so. We are very fortunate that the Rev Diane Roberts has attended the Safeguarding Training the Trainers course so will be able to offer the training for the C1 Module in-house. Clergy, LLMs, LPAs and other people in positions of leadership are required to do additional training modules

Safer Recruitment

In line with guidance from The House of Bishops (2015), the PCC decided in 2016 that the parish Recruitment Policy and Procedure should always be used when any new appointments are made both to paid and to voluntary roles. In 2016 the National Safeguarding Team produced further guidance and a training module. Interview panels must now include someone who has completed this training module. This new guidance will also mean that further revisions will need to be made to the existing Recruitment Policy and Procedure.

As Parish Safeguarding Representative I am always willing to discuss any concerns that you may have about the safety and well-being of a child, young person or adult who may be at risk of abuse. I also welcome ideas on how we could make our church community a safer place.

Thelma Claydon:

Parish Safeguarding Representative: Salisbury St Mark and Laverstock St Andrew

LAVERSTOCK ST ANDREW'S AND SALISBURY ST MARK'S MOTHERS' UNION BRANCH

We have enjoyed another successful year. Our programme has been varied including speakers, a trip to Sherborne and fund raising activities. Prayer is central to our meetings and members take a turn leading us in prayer. Our membership is stable and we were pleased to welcome 2 members who have moved into the area and another new member waiting to be introduced as a member.

Proactive fund raising last year has enabled the branch to make generous donations to the "away from it all holiday" project, the Mothers Union Caravan at Rockley Park and the Overseas project. An individual member made a donation to the Mothers' Union adult literacy project with proceeds from homemade jams pickles and cakes. Last year we also made up 16 Christmas shoes boxes for the Trussell Trust and donated house hold products to the Women's Refuge. We are now looking forward to another fruitful year of prayer, fellowship and fundraising and fun.....more Faith in Action.

Heather Ludlow. Branch Lead

VICAR'S REPORT – 2016 Review

2016 was an encouraging year I think. Actually, it's more than an opinion, the evidence would bear that out:

- Together@ten has grown in strength and continues to provide an excellent point of access into the St Mark's Church family, drawing and holding an almost new congregation in their care.
- Breakfast@9, a new service in 2016, has brought a new congregation to St Andrew's, enjoying a great breakfast and encouraging fellowship every week.
- Introducing Songs of Praise at 5pm on the third Sunday has been an encouragement in the way it has afforded St Mark's to develop services with their own distinct styles.
- Communita continues to provide our parish with an active form of outreach, drawing in to relationship so many who wouldn't otherwise have any contact with the church. It's a place buzzing with conversation and engagement.
- The launch of the Crossbar Café has had a similar impact at the St Mark's end of the parish on Bishopdown. There is a buzz of communication and connection around this new venture.
- The Barrington Centre has been given a significant new look.
- There has also been the development of activity at the frequently forgotten 'north end' of the parish. A regular prayer meeting has brought together an ecumenical bunch working together. Ed has forged a new lease of life for Flipside at the Pavilion seeing a growing number of teenagers connect with the life of our parish.
- Schools continue to feature in our work as we energetically and creatively continue our relationship with most of the 12 schools in our parish. Assemblies, lessons, after school club, lunch club, governor input, church services and good friendships exist between our schools and churches. This is an astonishing, and largely unseen (by our churches) ministry.
- Minimarks constantly impresses local families with the love and care afforded to children and careers on a weekly basis. The lives that are touched through this ministry are, again, largely unseen by this on-going provision of service to our community.
- Likewise the Mothers Union service of the Laverstock Parent and Toddler group at the Laverstock Village Hall, maintains a relationship going back years and speaks of a servant heart in that organisation.
- Hard work has gone into developing the welcome in our churches. Badges, events and training have all helped to ensure that new faces can quickly know they 'belong' in our church family.

I'm not claiming that we have achieved perfection. Far from it! We still get things wrong ... microphones whistle and hum (and go missing!), the wrong words appear on a screen, rotas prove to be incorrect, musical notes are missed, mistakes appear in the weekly sheet, names are forgotten, important bits of news get missed, some people choose to leave us – I could go on. But even in the midst of those 'errors' we have the love of Christ to carry us through and encourage us to press on. We need to remember, celebrate and praise the Lord for the positives, do what we can in His strength to address the negatives and constantly remember that the sovereign God of the universe is at work in and through our church. The Lord God Almighty was at work in our church, is at work in our church and will always be at work in our church.

As Paul says in Philippians: "I press on to take hold of that for which Christ Jesus took hold of me ... One thing I do; forgetting what is behind and straining towards what is ahead, I press on towards the goal to win the prize for which God has called me heavenwards in Christ Jesus." (3: 12-14)

Brothers and sisters in Christ – Press on!

Jim Findlay