

**Vestry Meeting**  
**and**  
**Annual Parochial**  
**Church Meeting**

**St. Andrew's, Enfield**

**16 April 2016**

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## **PARISH OF ST. ANDREW, ENFIELD**

### **Agendas for the Vestry Meeting and 96<sup>th</sup> Annual Parochial Church Meeting, Saturday 20 April 2016, 10.00am in the Parish Centre**

#### **Vestry Meeting**

1. Prayers
2. Minutes of the Annual Parishioners Vestry Meeting, 2015
3. Election of Church Wardens

#### **Annual Parochial Church Meeting**

1. Apologies for absence
2. Minutes of the 2015 Annual Parochial Church Meeting
3. Matters arising
4. Parochial Church Council Report
5. Financial Report, followed by appointment of the Independent Examiner
6. Electoral Roll Report
7. Fabric Report
8. Deanery Synod Report
9. Election of PCC members
10. Appointment of sideswomen and sidesmen
11. Appointment of Deanery Synod representatives
12. Reports from Committees and Organisations
13. Vicar's Report
14. Questions from the floor
15. Closing prayers

## **Minutes of the Vestry Meeting, Saturday 18 April 2015, 10.00am in the Parish Centre**

### **1. Prayers**

- 1.1. The Rev. Dr. Steve Griffiths opened the meeting with a prayer.

### **2. Minutes of the Annual Parishioners Vestry Meeting, 2014**

- 2.1. The minutes of the meeting held on 26 April 2014 were approved unanimously.

### **3. Election of Church Wardens**

- 3.1. Steve Griffiths introduced the election process and the rules usually governing elections and terms of office. Three nominations had been received for the election of churchwardens:

- 3.1.1. Vicky Wiggins, nominated by Jeremy Taylor, seconded by Robert Paing;
- 3.1.2. Jacky Parnell, nominated by Barrie Lane, seconded by Alison Paing;
- 3.1.3. Fliss Cox, nominated by Claire Reilly, seconded by Patience Wilson.

- 3.2. The three nominees were elected unanimously.

- 3.3. Steve Griffiths thanked Jeremy Taylor for his time as a Warden and Jacky Taylor paid tribute to his work for the congregation and the church. Jeremy Taylor responded with his reflections on his seven years as Warden.

## **Minutes of the 95<sup>th</sup> Annual Parochial Church Meeting, Saturday 18 April 2015, 10.00am in the Parish Centre**

### **4. Apologies for absence**

- 4.1. Apologies for absence had been received from: Beryl and David Holiday, Debbie McGill, David Woollard, Stephanie Lane, Michael Cansfield.

### **5. Minutes of the 2014 Annual Parochial Church Meeting**

- 5.1. The minutes of the meeting held on 26 April 2014 were approved unanimously.

### **6. Matters arising**

- 6.1. There were not matters raised.

### **7. Parochial Church Council Report**

- 7.1. John Tanner introduced the PCC Report. He highlighted the PPC's work on the financial position, the Mission Action Plan and the creation of MABS.

### **8. Financial Report, followed by appointment of the Independent Examiner**

- 8.1. Sarah Hargreaves presented the Financial Report. The final accounts had now been received, which varied slightly from that published in the meeting papers. She thanked David Wiggins for all his work on the management of the finances and ensuring compliance with the Charity Commission rules. As at December 2014, the position was better than the previous year. While a deficit remained a backlog of gift aid income had improved the overall position. A small surplus was forecast for 2015 and although this did not include the boiler works it was

hoped that this would be met by donations and grants. The recovery of VAT on the organ fund payments as made would also improve cashflow.

8.2. There was a continuing decline in donations, offset in part by increases in income from the car park and parish centre. Energy accounts had been streamlined, reducing outgoings. The PCC had not yet, however, reached the position of having an operating reserve covering 3 months' outgoings. The Quinquennial Review, conducted the previous week, was likely to drive significant expenditure on the fabric.

8.3. In discussion the following points were raised:

8.3.1. Steve Griffiths was to be complemented on his efforts to address the financial position over the last year;

8.3.2. A stewardship team would consider the longer term strategy for giving, although specific plans were not yet in place;

8.3.3. Under voluntary income there had been a significant increase of some £30k but offset by an increase in expenditure of £100k. This reflected the organ fund income and expenditure, although it was a ringfenced project.

8.4. Steve Griffiths thanked Sarah Hargreaves for her work as Treasurer, as she was standing down at the APCM.

8.5. Sue Woollard proposed and Jeremy Taylor seconded the motion that Mr Richard Hill of Griffin Stone Moscrop & Co should be appointed as auditor for 2015. The motion was approved unanimously.

## **9. Electoral Roll Report**

9.1. Vicky Wiggins announced that, at the date of the meeting, there were 218 persons on the Electoral Roll which had been reset this year, with the Archdeacon's dispensation.

## **10. Fabric Report**

10.1. Steve Griffiths and Rex Bourne drew the meeting's attention to the PCMT report. The Wardens had nothing to add to that. Jacky Parnell recorded the Wardens' thanks to Rex for his work on the PCMT and, in particular, dealing with the centre roof. The Quinquennial Review had been carried out and it would be the first task of the Fabric Advisory Committee to address the points which would come from that report. This was likely to require £100 to £150k for repairs.

## **11. Deanery Synod Report**

11.1. Patience Wilson presented the Deanery Synod report.

## **12. Election of PCC members**

12.1. The following nominations had been received for membership of the PCC, there being 9 vacancies:

12.1.1. Emma Byrne, nominated by Lisa Anderson and seconded by Lisa Byrne;

12.1.2. Diane Cater, nominated by David Hastings and seconded by Kitty Malleson;

12.1.3. Frances Cansfield, nominated by John Tanner and seconded by Diana Lane;

12.1.4. Claudia De Rienzo, nominated by Jo Griffith and seconded by John Tanner;

12.1.5. Andrea Edwards, nominated by Vincent Stokes and seconded by Jack Thornton;

12.1.6. Dinos Kousoulou, nominated by Joanne Laban and seconded by Jeremy Taylor;

12.1.7. Robert Paing, nominated by Kathryn Scott and seconded by Jacky Parnell;

- 12.1.8. Imogen Seward-Evans, nominated by John Tanner and seconded by Diana Lane;  
12.1.9. Mark Thebridge, nominated by Patience Wilson and seconded by John Tanner.

12.2. They were elected unanimously.

### 13. Appointment of sideseople

Lesley Barnes	Elisabeth Brooke	Michael Cansfield	Claire Cooper	Andrea Edwards
Sarah Hargreaves	Sue Holmes	Dinos Kousoulou	Barrie Lane	Robert Malleison
Debbie McGill	Clive Parker	Carole Shuttle	Gill Tibbs	Sue Woollard

13.1. The above had indicated a willingness to serve. They were nominated *en bloc* by Felicity Cox and seconded by Jacky Parnell. They were appointed unanimously.

### 14. Appointment of Deanery Synod representatives

14.1. The following had been nominated as a Deanery Synod Representatives until 2017:

14.1.1. Barrie Lane, nominated by Jacky Parnell and seconded by Jeremy Taylor.

14.2. Barrie Lane was appointed unanimously. Patience Wilson continued to serve as a Deanery Synod representative until 2017.

### 15. Reports from Committees and Organisations

15.1. In discussion the following points were raised:

15.1.1. Choir Report – there was no immediate possibility of funding the appointment of a new Director of Music, although it was noted that the Choir were doing a superb job at present. There was no fear of the new organ not being used but was it not possible to expand the range and nature of the musical input? A volunteer would be considered if they could fulfil desires to expand the church's music as part of the Mission Action Plan.

15.1.2. Organ Restoration – the installation was likely to be complete in June or July.

15.1.3. St Andrew's School – the school had been inspected by OFSTED on 16 and 17 April 2015.

### 16. PCC Term of Membership: variance on church rules

16.1. Steve Griffiths outlined that the size of the PCC was governed by statute but local by-laws could be agreed to come into force in the year after a decision by the APCM. This might include limiting service on the PCC normally to three years and then enforcing a year off before a reappointment. Any local by-laws should be focused on how to bring new blood onto the PCC and ensure that it did not stagnate. There would always be ways to retain expertise on the PCC, through ex officio membership. The outgoing PCC had indicated that it would support such a proposition going to the APCM in April 2015, for implementation, if agreed, from April 2016.

16.2. In discussion, the following point was raised:

16.2.1. Although the practice within St Andrew's had been 3+3, with a break of one year then, this had not formally been resolved by the APCM, as far as records showed.

16.3. **The APCM resolved unanimously, proposed by Robert Malleison, seconded by Rex Bourne, that normally PCC members should be elected from no more than two**

**consecutive three year terms of office on the PCC, with a year's break before being re-elected.**

## **17. Vicar's Report**

17.1. Steve Griffiths introduced his report and highlighted the main issues covered. He gave his thanks to the Wardens; the Treasurer and finance team; Tracey Baines, Vincent Stokes and Jim Paul.

## **18. Questions from the floor**

18.1. The following points were raised:

18.1.1. The noticeboard needed to be repainted to show that a Vicar was in post. This would be one of the issues to be addressed as part of the package of changes to be considered and introduced by the marketing group.

18.1.2. Olive Cope announced her retirement to the APCM, following her earlier attempts to do so, over the last 16 years! She would stand down in the middle of December, having completed 50 years of full-time Ministry. She thanked Steve Griffiths for his work and having developed such a strong relationship over the last ten months. She paid tribute to the work of the Wardens and looked forward to exciting times with the appointment of the Families Chaplain and Youth Worker.

18.1.3. Steve Griffiths thanked Olive for all of her work and noted that the Bishop of London would be at her final service and she would be presented with the Mellitus Medal in recognition of her contribution to the church.

## **19. Closing prayers**

19.1. Steve Griffiths closed the meeting with a prayer.

## **Parochial Church Council Report**

### **Review of Progress and Achievements to December 2015**

The PCC met six times during 2015. The minutes of the meetings are on the church website.

At the 2015 APCM, nine new members of the PCC were elected: Emma Byrne, Frances Cansfield, Diane Cater, Claudia De Rienzo, Andrea Edwards, Dinos Kousoulou, Robert Paing, Imogen Seward-Evans and Mark Thebridge. The first meeting after the APCM was for the appointment of officers and appointments to the Advisory Groups. At this meeting, Claire Reilly was appointed as Safeguarding Officer and co-opted to the PCC, along with John Tanner and Claire Whetstone as Secretary and Treasurer respectively.

In line with the streamlined governance arrangements previously agreed by the PCC, a significantly reduced number of Advisory Groups were established: Finance, Buildings, MABS, and the Standing Committee.

In December 2015, the Rev. Olive Cope stood down from the PCC on retiring after 50 years of full-time ministry in the Church of England. Her retirement was marked by a service led by the Bishop of London, and her presentation with the St. Mellitus medal in recognition of this exceptional service and witness to Christ.

Building on the need to address significant financial and other challenges that the PCC started to address, under the leadership of Rev. Dr. Steve Griffiths in the second half of 2014, the PCC has dealt with a number of major developments in 2015.

**Archdeacon's Visitation** – At the end April 2015, the PCC met with Fr John Hawkins, who conducted the Visitation on behalf of the Archdeacon of Hampstead. The Quinquennial Report, which coincided with the Visitation, highlighted the need for focussed work on the fabric of the Church. Fr John concluded: "It appears to me that St Andrew's is an exciting place to be part of

and under the leadership of Rev Dr Steve Griffiths, St Andrew's will prove to be a blessing to Enfield. The past has been honoured and Dr Steve has been careful to honour the past ministry of the parish clergy and lay leadership at a time of needing to bring in a whole raft of essential compliance to ensure that the parish and all that it undertakes is done safely and with financial probity. The new MAP has generated a real excitement for what God is able to do through the ministry of this parish in terms of mission and begun to create an increase sense of ownership of these priorities by all members and sections of the worshipping community."

**Mission Action Plan** – The PCC discussed and agreed the process to be followed in the Listening Exercise and the development of the Mission Action Plan. It subsequently reviewed the findings of the Listening Exercise and the final draft of the Mission Action Plan, prior to its launch in March 2015.

Over the year, there have been a number of developments under each heading of the MAP. Those not covered elsewhere in this report are noted below.

### **Mark 1 – Telling the Gospel**

- Mark 1 Reference Group set up
- New Eucharistic liturgy for the season of Ordinary Time
- New Eucharistic liturgy for the season of Lent
- New Eucharistic liturgy for the season of Easter
- New Eucharistic liturgy for the season of Advent
- New Eucharistic liturgy for the season of Christmas
- New Eucharistic liturgy for the season of Epiphany
- Review of choreography for chalice assistants and servers
- Marketing Group established to consider logo and strapline
- New BCP Booklet initiated
- CCLI License extended
- Relocation of Remembrance Sunday service to 10.30am
- New Logo and Strapline for St. Andrew's
- Midweek Eucharist established
- Morning Prayer twice per week established
- Evening Prayer twice per week established

### **Mark 2 – Teaching and nurturing disciples**

- Confirmation Service for 17 members of the congregation – February 2015
- Confirmation Service for 11 members of the congregation – February 2016
- Launch of 'Table Talk 15', small group for adults recently confirmed
- 'Introduction the Bible' course initiated and run 3 times
- 'Who is Jesus?' study course initiated and run once
- '39 Articles' study course initiated and run once
- Strategic links formed with our Uniformed Organisations through MABS

### **Mark 3 – Tending to those in need**

- Mark 3 Reference Group set up
- Funds raised to appoint a Youth & Community Worker
- Funds raised to appoint a Families Chaplain
- Purchase of new First Aid Boxes and Accident Books
- 'Safe Use of Ladders and Step Ladders' Guidelines introduced
- Strategic links formed with the Primary School and Enfield Grammar School through MABS
- Welcome Packs introduced to church

### **Mark 4 – Transforming the unjust structures of society**

- Mark 4 Reference Group set up
- Weekly food collections for Enfield Foodbank started

## **Mark 5 – Treasuring God’s creation**

- Mark 5 Reference Group set up
- Environmental Policy adopted

**MABS** – Following the raising of significant funds to sustain the project for an initial period by Rev Dr Steve Griffiths, appointments were made to MABS in May 2015. Dr Jo Griffiths took up her post as Families Chaplain and Barry Easton as Youth and Community Worker in the summer.

**Parish Finances** – The PCC is pleased to note that, following its approval of a recast budget for 2015, a small surplus was achieved at the end of the year. This allows a donation of £397 to be made to charity at year end, in line with the policy agreed in 2014 and covered in its last Annual Report. Although the 2015 surplus is modest, this represents a major turn-around from the position in 2014. It reflects the significant efforts and commitment of Claire Whetstone, supported by David Wiggins, in securing significant savings and efficiencies in a number of areas, including through a multi-parish buying scheme for utilities.

**Buildings** – During the year, the PCC oversaw the exceptional expenditure required to replace the church boiler. This work has now been completed, funded by donations, grants and an interest free loan from the Diocese, which the PCC agreed to. In approving the draft budget for 2016, the PCC has made provision for further exceptional expenditure to remedy severe damage to the parish centre drains, the felling of a tree in the car-park, and remedial works to deal with plaster falling from the walls in the North Aisle.

The PCC has monitored progress against the recommendations of the Quinquennial Report at each of its meetings since the Visitation, alongside other necessary works. These have included those in relation to urgent repairs to the parapets, fire-safety, security of the parish centre and those using it, the risk-based assessment of the need for works within the belltower, and disabled access to the church. In addition the PCC has overseen the establishment of the Children’s Corner, which is now fully functioning.

**Holy Communion Prior to Confirmation** – In November 2015, the PCC considered the situation at St. Andrew’s whereby quite a few people (across all ages) were receiving Holy Communion prior to Confirmation. The PCC concluded that it should regularize this practice according to Diocesan Guidelines to avoid confusion and any sense of disorder. In addition, the PCC agree that children and families should go through appropriate preparation to receive Holy Communion and for the hospitality of this sacrament to be celebrated as a church family. The Bishop of Edmonton has agreed to the Parish Policy for the ‘Admission of baptized persons to Holy Communion before confirmation’.

The PCC has also considered and agreed to the re-ordering of the side chapel, with the installation of the Prayer Tree and the Votive Candle Stand, both of which are being used extensively.

**Safeguarding** – The PCC conducted an annual approval and promulgation of a suite of safeguarding policies reflecting the commitment of St Andrew’s to child protection.

In addition the PCC has approved the implementation of new policies covering Lone Working and Safer Recruitment.

**Marketing St. Andrew’s** - The PCC considered in July 2015 a number of options for a new logo and strapline. The guiding principles were:

- To retain something of the heritage of St. Andrew’s Church;
- If possible, to give a sense of geographical location;
- To speak about a key value that drives the church;
- To have a contemporary feel as well as one that embraces our heritage;
- To work in colour, in black and white, on large noticeboards, and small leaflets. To be ‘clean’ and photocopyable.

Following detailed discussion, the PCC agreed a modified design and the strapline: "Church at the heart of Enfield". Both have now been fully adopted

The **Organ Restoration Appeal** concluded during the year and the organ has been fully re-commissioned. The PCC has agreed to underwrite the costs of an organ recital by one of the Appeal's patrons in October 2016, although it is hoped that these costs will be recovered through donations.

**John Tanner**  
**PCC Secretary**  
**March 2016**

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### Wardens Report

This year we welcomed a new Churchwarden Fliss Cox who settled in quickly bringing new views and skills. So, without going through all the small details or Churchwarden meetings, here is a precis of the last years' events which I will keep as brief as possible:

#### **June 2015**

This being a quinquennial year, we were visited by Fr John Hawkins and the Churchwardens had a good discussion resulting in Fr John noting St. Andrews would be a good place for a Curate. With regards to the fabric of the building ,all was deemed well in the main but there were some immediate repairs required and these were passed to the appropriate team.

#### **September 2015**

Following interviews with Churchwarden Fliss Cox in attendance, and a lot of work by Rev Dr Steve Griffiths, this month saw the launch of MABS. Jo Griffiths and Barrie Easton are a great asset to the project and everyone on board was excited for all this would offer to the community now and in the future. Indeed, MABS has already started to grow in outreach.

#### **October 2015**

A small group of myself and 4 congregation members travelled to St. Pauls where, during Choral Evensong, the Bishop of London, commissioned the Rt Revd Robert Wickham as the Bishop of Edmonton and the Ven John Hawkins as the Archdeacon of Hampstead.

Vicki Wiggins and I then attended a Service of Welcome at Bishops Stopford School one cold November evening. However, we were soon warmed up as this was a really lively event with a steel band and gospel choir. This was the first time we heard the Rt Revd Rob, who delivered an inspiring talk; witty, short and to the point that the Churches of Enfield & Edmonton need to grow in outreach. We need to be looking at the 20/20 Capital Vision.

#### **December 2015**

All good things must come to an end, as indeed should the times Olive retires! This was to be the final retirement but also a celebration of 50 years with the Church. A service presided over by The Rt Revd & Rt Hon Dr Richard Chartres and the presenting of the Mellitus Medal was followed by speeches, farewells and lunch. We wish you a long and happy retirement Olive.

The Rt Revd & Rt Hon Dr Richard Chartres asked to speak to the Wardens after the service and, following this chat, advised he is really pleased with all that is happening here and will uphold us in his prayers for it to continue.

#### **February 2016**

A clean up of the Church preceded another welcome confirmation service where the Rt Revd Robert Wickham was unleashed on the candidates and congregation. Again, this was a lively and uplifting service bringing together the family of St. Andrews.

**Jacqueline Parnell, Church Warden**  
**March 2016**

## Vicar's Report

I do not want to duplicate the detail that is in other APCM Reports. I will take these 'as read' and concur with all the good comments that have been made. In so doing, I want to celebrate the volunteers across the church community who make mission and ministry possible. St. Andrew's is a family – and every member of the family has a part to play. I trust that, increasingly, people are finding their place within the church and it is evident that lay participation is increasing. I thank each and every one of you for your commitment and passion.

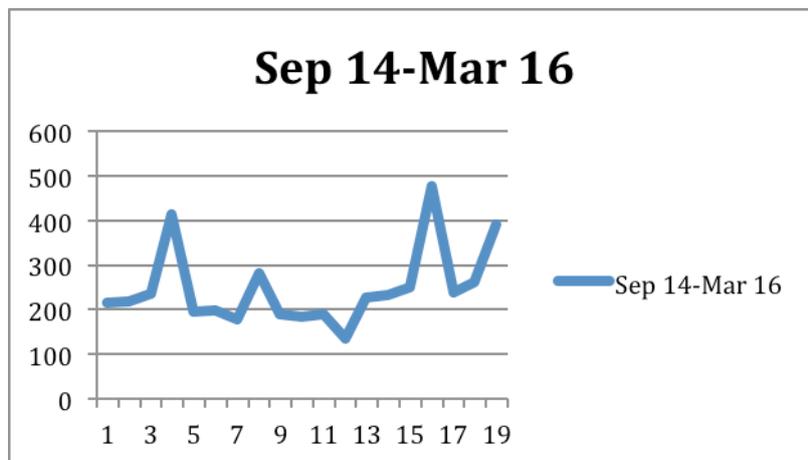
In this Report, I will focus on a few key areas for reflection:

### **Church Attendances**

The 'success' of a church cannot be determined by attendance data only. There are times when congregation size may shrink for very good, and unavoidable, reasons. It is also the case that a church may be growing deeper in a spiritual sense rather than broader in a numerical sense. There are many factors that prevent a continual statistical increase – but this Report is not the place to outline these. Having said that, numerical growth is an important indicator that a particular church may be addressing the felt needs of the community. It is important for a church to know exactly how and why an increase is happening, as well as to be able to identify those areas in which there is decrease – and why.

At St. Andrew's, we have now been counting congregations at each service since September 2014. As a result, we are at the early stages of being able to provide some useful comparative data. Of course, as each week passes, this data will become more useful to us. In the meantime, I note with you the following aspects of what we have gathered:

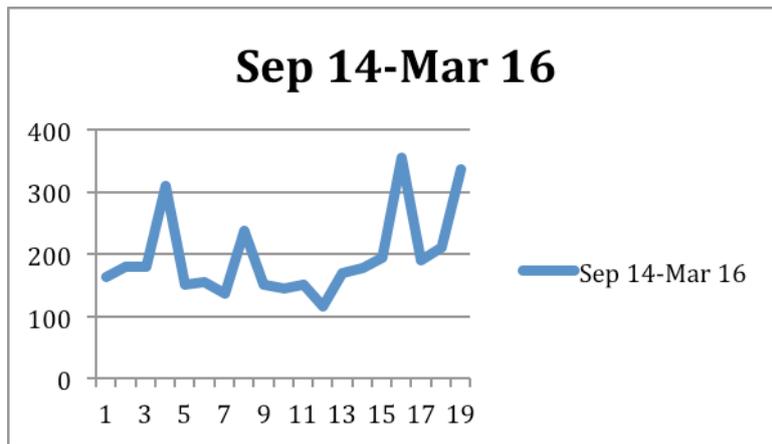
#### **a. Monthly Total Average Attendances 2014-16**



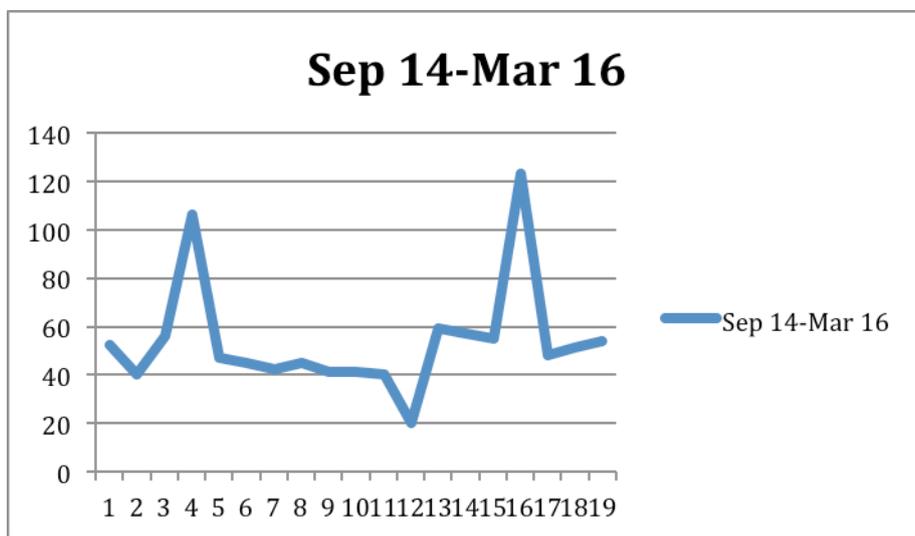
You will see a significant increase in total monthly average attendances since September 2014. As I note below, this is partly due to an increase in all of our traditional Sunday services. However, it is also the case that we are now offering more services during the week. As a result, people are enabled to worship on multiple occasions, or to choose a service day and time that suits them. By offering a suite of services, we are becoming more 'useful' to the community as a place for worship.

#### **b. Monthly Adult Attendances 2014-2016**

The main bulk of our increase has come about through a dramatic increase in adults attending worship. This is not surprising, given the availability of extra 'adult-oriented' services being held midweek. It is likely that we will launch further 'child-oriented' services later in 2016, which will no doubt give a similar graph next year for child participation. The graph on the next page shows this story most clearly.

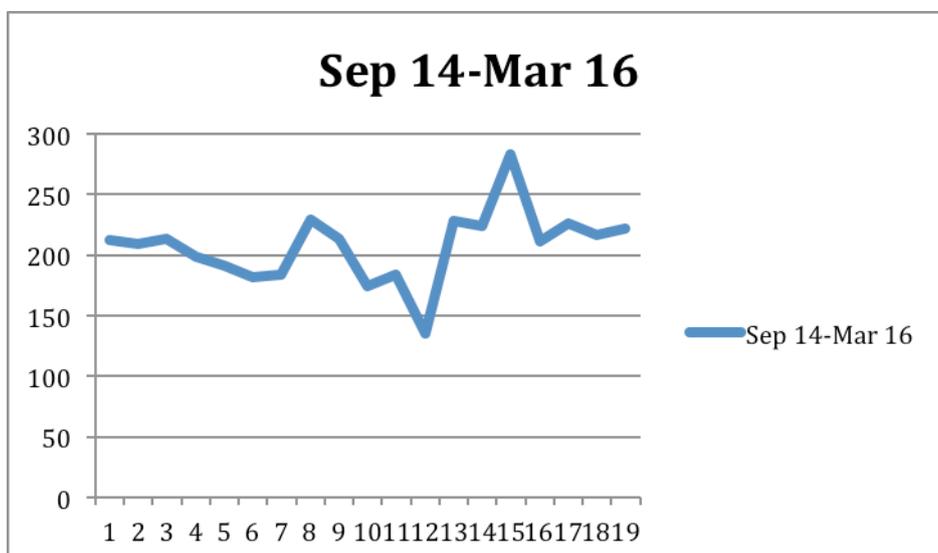


**c. Monthly Child Attendances 2014-2016**



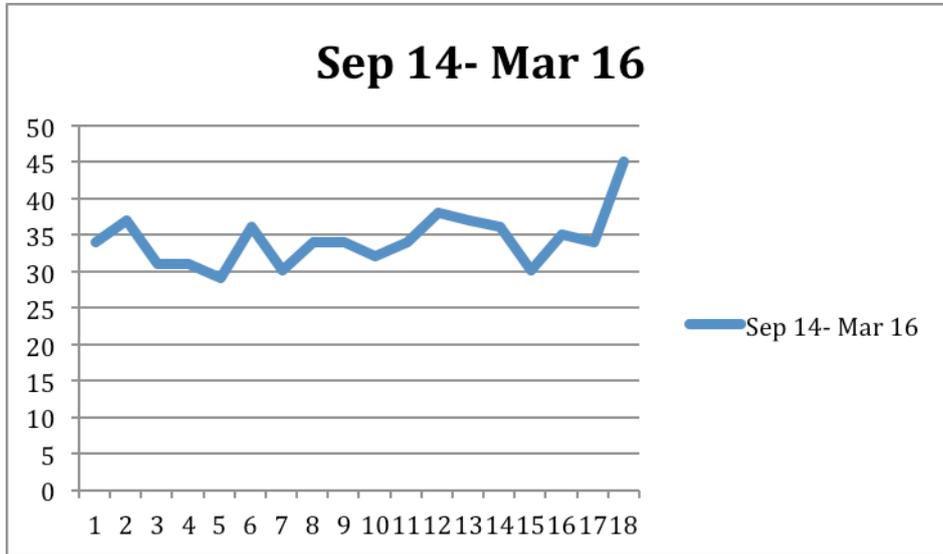
You will notice a slight increase in attendance of children at our worship services. However, most notable is the larger 'peak' compared with the 'peak' on the left. This indicates that more children were engaged with St. Andrew's at Christmas 2015 than Christmas 2014.

**d. Average Sunday Attendances 2014-2016**



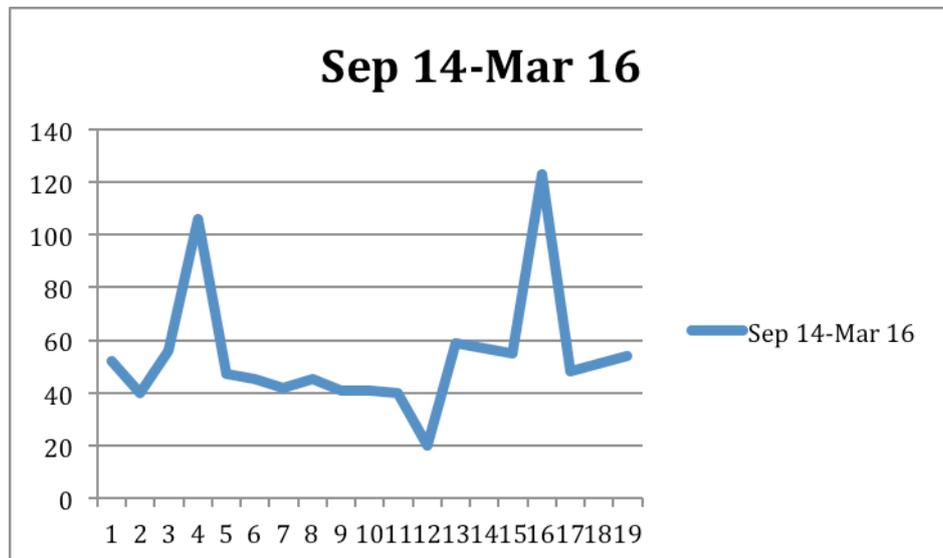
If the new midweek services are taken out of the data, we can analyse the Sunday attendance only. This gives us a 'like-for-like' comparison across the period. You will not a modest increase in Sunday attendances – approximately 5% - across the period. This is healthy growth, and very sustainable.

**e. Average 8.00am Attendances 2014-2016**



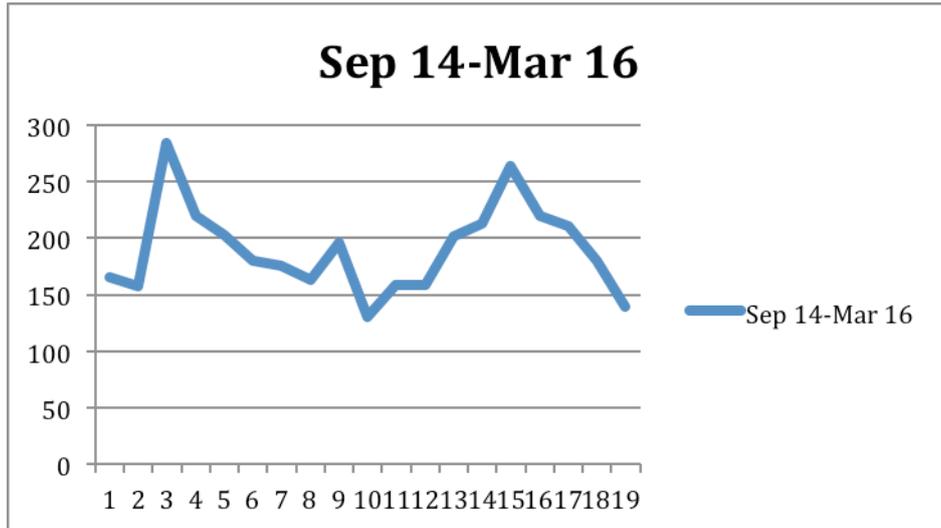
The 8.00am BCP Communion Service is certainly growing in popularity and we should be encouraged by the engagement of the community with this service that, in so many churches throughout the UK, is being closed as non-viable. St. Andrew's is certainly bucking the national trend in this regard.

**f. Average 10.00 Communion Attendances 2014-2016**



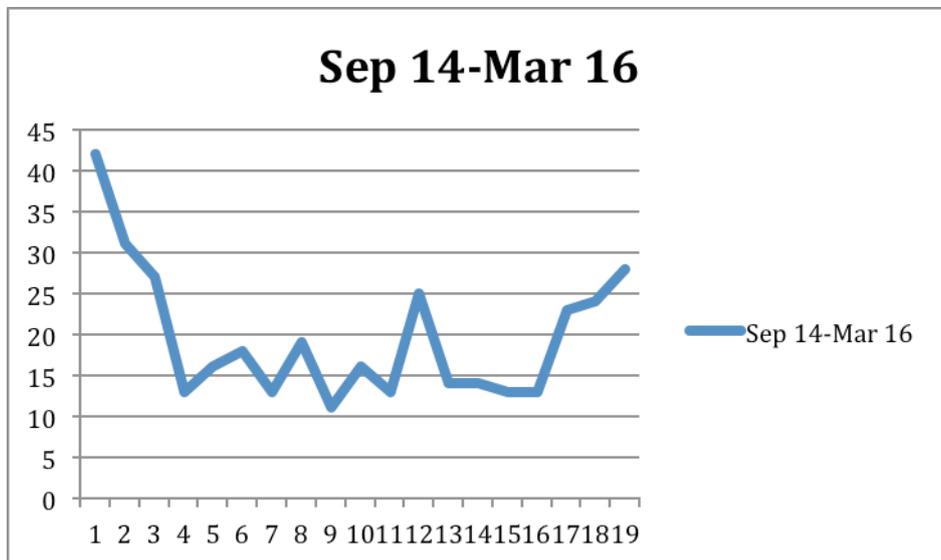
We see a modest increase in 10.00am Holy Communion services. This may not appear much growth at all. However, we have lost a fair number of people – either through death or relocation – so the increase in numbers has matched that, plus further people too. Again, we should be encouraged by this.

**g. Average 10.00 Parade Attendances 2014-2016**



The decrease in Parade Service attendance is of concern to me. We have worked particularly hard over the last few months to make these services more participatory and inclusive. Certainly, the feedback we are receiving from those who attend is that the services are far more accessible and thought-provoking than in recent times. However, this decline in numbers is something for us to monitor over the coming year or so. It may be an indicator to us that young people have competing activities on a Sunday and that church attendance may not be their Number One priority. We will continue to analyse the data.

**h. Average 10.45 Communion Attendances 2014-2016**



Likewise, I have concerns about the continuing viability of the 10.45am Holy Communion service. As you will see from the graph above, attendance at that service has dropped considerably. My source of optimism, however, is that numbers are steadily increasing again; a trend that has been the case since the beginning of 2016.

In conclusion, we should be very encouraged by the numerical data this year. We are growing at an average rate of 5% per annum 'across the board'. This bucks the national trend – and we should celebrate the manner in which St. Andrew's is clearly becoming an ever-increasingly accessible and useful church for the local community.

## **Spiritual Growth**

I am deeply encouraged to see so much spiritual growth across the St. Andrew's community. For some adults, this has come through the Bible Study courses that have been put on across the year. For others, this has come through interaction with the Lent meditations on Facebook. For others still, there have been key moments of spiritual growth arising out of both personal joys and sorrows.

God is clearly at work in the lives of many, many people at St. Andrew's...

It has been a joy to see again so many people make a public commitment to church and God through the rite of Confirmation. In the space of 13 months, we have had 31 people confirmed at St. Andrew's – something we must surely celebrate. I trust that annual Confirmation Services will continue to feature in the worship life of our family.

Likewise, it has been a joy to see so many people engage with the midweek services. St. Andrew's is increasingly becoming a place of prayer and stillness – two spiritual qualities much needed in the face-paced society in which we live and work.

I join with the Bishop of Edmonton in celebrating the fact that the Communion Rail has been formally 'opened-up' for all baptized believers. This has been Church of England policy for a decade, of course. However, it is good that St. Andrew's has formalized its policy in this regard, making for a deeper and more intimate expression of 'family' at the Eucharist.

## **Pastoral Care**

The ministry of MABS with regard to offering pastoral care has been absolutely exceptional. I know that both Barry and Jo are carrying out deeply effective pastoral ministry, both in the church family and in the wider community. We are grateful to them, and to their team of volunteers.

The Mark 3 Reference Group is grappling with big initiatives in order to strengthen our pastoral care as a Christian community. As a result, we have introduced Welcome Packs, we are setting in place new prayer initiatives, we hope soon to develop a Home Communion Team, and we are considering how we might better support those with Additional Needs. All this – and more – is in addition to the daily pastoral care offered to the vulnerable and those in need in the community; too many examples to mention.

I am aware that we must continually strive to develop this aspect of our ministry life. I am sure that, as 2016 unfolds, there will be much to celebrate in this area of church life. I hope to say more over the coming weeks...

## **2016 and beyond...**

God has achieved so much in our midst over the last 12 months or so – but I am painfully aware that there is so much more to do... Here are some of the key priorities over the coming 12 months:

- a. I made a commitment in response to the Listening Exercise of 2014 that I would strengthen the Anglican heritage of St. Andrew's. We have done much already towards this: liturgical changes, Anglican teaching, a 'Saint of the week', votive candle stand, introducing new robes, new services and so on. However, there is more for us to do in this regard. I hope to have the opportunity to strengthen our Anglican identity in the coming 12 months even more.
- b. I would like us to better celebrate the history of St. Andrew's in a visible manner in the church building. This is important for us as a congregation – but it would also be a valuable ministry to the many visitors who come into our church each day for prayer and reflection.
- c. I would like to see the introduction of a monthly Messy Church service for families, outside of Sunday, on a once-per-month basis. This takes a great deal of preparation – but the national indicators are that it is an excellent way to engage children and families with the Gospel. Certainly, I have first-hand experience of its success elsewhere.
- d. There are many fabric matters that will demand our attention over the coming year. Some of these would be deemed as 'urgent'. Others are not urgent in and of themselves – but will better resource us for mission and ministry. I am grateful to the Buildings Advisory Group for their expertise and support in this area of ministry.

- e. I am committed to enhancing the pastoral care we offer as a church. I look forward to the arrival of Lizzie Baughen as Curate in July and I am sure that this will strengthen our ability to minister proactively across a range of situations in the community.

### **Final thanks**

I am loathe to offer thanks to people – for fear of offending anyone who may feel left out. So I do want to give a general ‘thank you’ to everyone who is engaged in the mission life of St. Andrew’s: Group Members, Church Cleaners, Volunteers, PCC members and so on – to all of you: a big Thank You!

But I must specifically give thanks to my Church Wardens, who have been such a strong support for me over the last 12 months. Each one has brought different skills and gifts, and they have proved to be an effective and hard-working team. I am grateful to Rev Olive Cope for her wisdom and dedication and personal support for me. Likewise, I want to thank Vince Stokes for his friendship and support since I arrived. I will miss him a great deal when he retires.

Final thanks, as always, go to my wife Jo. Only she knows the true depth of how ministry at St. Andrew’s impacts on my life. She continues to be a wonderful support, partner and friend. I could not do this ministry in this way without her.

So, in conclusion, I say this: look back over the last year, recognize the work of God – and celebrate with a heart full of thanksgiving!! And we anticipate God’s glorious future for us, with some fear and trembling, but with a heart full of anticipation and excitement...

**Rev Dr Steve Griffiths**  
**Vicar of Enfield**

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## Other Reports

### 1<sup>st</sup> Enfield Guides and Rangers 2014-15

#### **Spring Term**

At the start of the Spring term, the Guides completed Go4Its of their choice in their Patrols. These included Go4it Breaking Barriers and Go4It Lifewise.

The Guides also took part in a number of international evenings run by the girls completing their BP challenge award – these included one patrol having a Chinese evening, another an African themed night and another patrol a carnival night.

During the Spring Term the Guides also took part in a hip hop dance evening paid for using our Active Kids vouchers and held a spy skills night.

With the weather slowly improving, the Guides got into the spring spirit making bird feeders and bird houses for the garden. The term ended with the Guides completing their Chocolate badge which included a joint evening with the 13<sup>th</sup> Brownies and many chocolate cover Guides!

#### **Summer Term**

The Guides were very active this summer. At the beginning of the term, the Guides had a sailing and water activities day at ESSA Sailing Centre. The girls all had a fantastic day splashing about on the water – whether rafting, wobble boarding or sailing.

In addition to active pursuits for weekend trips, the Guides have also been busy getting active and out and about during our Friday night meetings. In the summer term the Guides took part in a sponsored yoga night raising funds for the Alzheimer’s Society, went on a chip shop hike around Enfield and a trip to Tolmers campsite to tackle the inflatable assault course and coconut tree climb. The girls all had lots of fun challenging themselves to do the assault course and get up the coconut tree as fast as possible.

To continue the active theme, the Guides participated in Race for Life – in support of the parent of 2 of our Guides and one of our young leaders’ in her fight against breast cancer. The Guides all did really well, completing the course in style – the Guides had made customised t-shirts to wear!

When not either up high or getting wet, the Guides have been busy completing their communicator badge, including an evening learning Makaton led by one of the Guides' parents. The girls also participated in a disability awareness evening, ran by some of the girls completing their BP Award.

The final meeting of the term was a Wizard of Oz themed party ran by a number of the girls completing their BP Award. The party was an opportunity for older Brownies, friends and sisters to come and find out more about Guides as well as have lots of fun!

The term ended with a trip to London Zoo – highlights included the penguins and one of the Guides making her promise by the giraffes!

### **Autumn Term**

The 1<sup>st</sup> Enfield Guides have been on lots of exciting trips this Autumn including a trip to Rope Runners aerial assault course, attending a bush craft workshop, an archery and climbing evening at Tolmers Campsite and attending the Big Gig, a pop concert just for Guides at Wembley Arena.

When not out and about, the Guides have been very busy in the hall completing their Active Response Badge and Go4It Space. The Guides have also participated in a bonfire bake off night, raised awareness for Jeans for Genes, celebrated the queen becoming Britain's longest reigning monarch and also made boxes for Operation Christmas Child. In addition, some of the girls completing their BP Award have run nights for the unit including a co-operative games night and a ballet master class.

The Guides ended the term with a talent show for their parents and friends. The show included carols on handbells, dance routines, musical interludes, poetry readings and comedy. In addition, a number of the Guides completing their BP Award ran stalls on the night to raise funds for worthy causes.

### **Stephanie Woods April 2016**

#### **4<sup>th</sup> Enfield Cubs – Wednesday 6.30pm – 8.00pm @ Scout Hut, Gordon Road**

Number of Cubs @ end of year: **23**

Number of Leaders: **4 – Jane Jones (ACL since 2010) Jenny Thorpe (ACL – TBC) Andrew Eaton Gemma Hoskings**

Number of Young Leaders: **3** - Lauren (Y11), Lucy (Y11) & Livvy (Y10)

Number of cubs attending St Andrews School : **17**

Other schools cubs attend : - Chase Side & Merryhills

- Jane attends the District monthly cub meetings.
- Andrew & Gemma attends the GEC meetings whenever possible.
- Peggy Rowlands, cub parent representative, attends GEC meetings

Cubs enjoy a balanced programme:

**Arts & Craft** – Mothers Days / St Georges Day / Father's Day / DIY Skills / Christmas Crafts

**Outdoor and Adventure:** Local Chip shop survey at Chinese take away to celebrate Chinese new year / Tolmers / Easter Egg Hunt / Litter Pick at Enfield Playing fields / Hike night at Trent Park / Backwood cooking on open fires / Canoeing at HYMB / Visit to Pets at Home / travelling on public transport looking at disability awareness / Quazer / Joint bonfire evening with scouts.

**District Events:** Group took part in the St Georges Day Parade, Football tournament and monopoly run.

**Nights Away:** Annual camp with Scouts June 2015 at Thriftwood Camp Site.

The cubs try to attend the monthly Church Parade service held once a month. However the numbers of cubs attending has continued to decline in 2015. This is mainly due to having more 'sporty' cubs who have football/rugby/cricket training or matches on a Sunday. The leaders have also found that, due to their own family commitments, they are also not always able to be in attendance and therefore the cubs have not attended each month. On average we have 4 regular cubs who come who do not have any other commitments on a Sunday. Leaders encourage attendance with regular reminders.

**Jane Jones** – *Assistant Cub Leader*, **Jenny Thorpe**- *Assistant Cub Leader*, Andrew Eaton & Gemma Hoskings

### **Bellringers**

The St Andrew's Society of Change Ringers rings for services on Sundays and for church festivals, weddings and other special events throughout the year. Our weekly practice sessions are held on Thursday evenings from 7.30 to 9.00. New members, potential learners and visiting ringers are always welcome.

The tower houses eight bells hung for change ringing, plus a small *Angelus* bell, and is a Central Council of Church Bell Ringers 'Recognised Ringing Centre'. The refurbishment of our computer-based ringing simulator is progressing steadily and should prove of great value to our learners.

Our Society is affiliated to the Middlesex County Association and London Diocesan Guild and forms part of its North & East District. Our current membership stands at eleven.

The past year has been quite a busy one for our members, during which we achieved four successful quarter peals and rang for five weddings at St Andrew's, as well as helping out at a number of special events and services held at other churches within the District.

In April 2015 the band rang a quarter peal to celebrate Easter. Later that month we rang for St George's Day and for the commemoration of the ANZAC Day centenary.

In May we rang to mark the 70<sup>th</sup> anniversary of VE Day and in June the 75<sup>th</sup> anniversary of the evacuation of Dunkirk.

Later in June we rang for the Business Networking North London 'Business Fair', held in the Market Place.

In July we rang to welcome the new Minister of the three North Enfield URC Group churches, the Rev. Henriette Wentink, to Enfield.

In August the band enjoyed a very successful outing to towers in East Hertfordshire.

In October we rang for the Enfield Market re-launch ceremony.

In November the bells were rung half-muffled for Remembrance Sunday. Later that month we rang for St Andrew's Day and for the Enfield Town 'Christmas Parade of Lights'.

In December we rang for the Rev. Olive Cope's retirement service, as well as for a number of carol services during the Christmas period. In January this year a quarter peal was rung on eight bells as a further tribute to Olive.

Our AGM in February was chaired by Fliss Cox and was well attended.

Most recently, in March we rang a quarter peal for the District's annual 'Quarter Peal Day' in aid of the Association's Bell Restoration Fund.

During the past few months we have been looking carefully at the Quinquennial Recommendations, particularly those which affect the tower. These issues are being discussed with the vicar, and we look forward to collaborating with him further as the project progresses.

**Chris Trawin**  
**March 2016**

### **Christian Meditation Group**

We meet on the third Wednesday of each month in a private house. The number attending has varied from two to nine, the ages from 'teens to eighties. Everyone is welcome, even for a one-off.

The programme lasts from 8.00-9.00p.m. We use a combination of music, a recorded talk and a reading, around a period of 20 minutes' silence.

On occasion we link with the other four groups in this North London area.

The teaching goes back to that of early Christian monks of the desert, later passed on by John Main and now by Laurence Freeman as part of the World Community for Christian Meditation. The practice is being used increasingly widely in schools across the globe.

**Rev Olive Cope**  
**March 2016**

### **Choir Report**

Since last year's APCM, the choir numbers have remained constant at nine singers. This situation can be challenging at times, however, especially if some members are unable to attend on a Sunday. But we continue to meet these challenges and remain optimistic that a Director of Music will soon be appointed. However, we are extremely fortunate in having Philip Shrimpton as our Assistant Organist. He faithfully plays for us at our Friday evening rehearsals and, without him, we would find the circumstances very difficult.

Perhaps the situation was made a little more bearable for him and us when, in September, the organ, having had a complete rebuild, and after some strenuous fund-raising, was finally returned to the church. What a joy it is to hear it once again - and all credit to Philip for his commitment to the organ. During the rare occasions when he was unavailable, replacement musicians were found, for which we were grateful.

During the year the choir has sung in various other locations. At St Paul's Cathedral in July, some of our members participated in the ALMA service, where we joined many other singers from the ALMA supporting churches in London under the Cathedral's dome. This is always an enjoyable service where we sing many different types of music, including this year, a Portuguese service setting. We also sung at an evening Choral Eucharist with the London Diocesan choir in February. These services are a fine opportunity to meet singers from other churches and to share experiences. We have also sung at St Mary Magdelene, Windmill Hill, for a performance of 'Messiah' in May and also joined their choir and congregation for the funeral of Les Fish, the husband of Jackie, a former Church Warden at St Andrew's.

In December, we were augmented by our regular 'extras' to sing at the special Service of Celebration to mark the 50 years of ministry of the Rev Olive Cope led by the Bishop of London. Such a joyous occasion. Later that month, we wore suitable festive headgear to sing Christmas carols in the Market Place. The following evening, the Candlelit service of lessons and carols took place, a very rewarding event, as the church is always full. We are really grateful to those who come and sing with us at these special occasions.

In February, we welcomed the Bishop of Edmonton for the confirmation service, which we all enjoyed.

A recent innovation is the opportunity to meet Rev Dr Steve to discuss our ideas and concerns.

Choir singing is very enjoyable, especially when there are plenty of singers. We would certainly welcome anyone who would like to join us. The ability to read music would be an advantage but is by no means essential.

**David Hastings**  
**March 2016**

### **Coffee Rota Report**

Coffee rota volunteers have stayed fairly constant. We have twenty-one members at the moment including two youngsters who have proved to be sensible and responsible. The young daughter of one of our volunteers is due to begin with us in June. She will have training first and her mother will sign the parental form of consent. One member, Shirley Cotton, left us after many years of service, for which we gratefully thank her.

Mosaic also take turns in the rota which is a great help. Unfortunately, as the Mothers' Union has been disbanded, we will no longer be able to ask them to take a turn on the rota.

Attendance fluctuates after the 10am Sunday service but seems to be growing steadily and lots of lively conversation and laughter is heard. We are coping well with the extra people though sometimes we have to produce more tea and coffee half way through the morning

Four volunteers are needed to man the refreshments successfully but on a few occasions, for various reasons, only three turn up. We can manage with three people if need be, though we have been known to grab an off-duty volunteer from the congregation to help out.

Sunday morning coffee is completely self-funding and the money collected each week is handed straight to the Treasurer. We do tell the leader who provides the milk to take the cost of it from the donations but this rarely, if ever, happens. The money is enough to pay for supplies from Traidcraft.

The tables are set up in the hall for us to lay out everything. Afterwards, we wipe them down but we do not put them away.

I am hoping to provide a voluntary refreshment service during August providing that we can get enough volunteers from the congregation for the four Sundays during the month. I will be asking for volunteers in the e-zine and the weekly newsletters nearer the time.

Later on in the year, I will be asking for new volunteers to help us with the coffee rota, to enable those who may want to leave to do so.

**Kathy Allen**  
**April 2016**

### **Deanery Synod Report**

St Andrew's Church sends two lay representatives to the Enfield Deanery Synod, currently Barrie Lane and Patience Wilson, as well as the Rev Dr Steve Griffiths. The Deanery Synod acts as link between the Parochial Church Councils of the area and the London Diocesan Synod, and provides an opportunity to bring together all the Anglican churches in the area.

### **Meeting 25 June 2015**

There were 2 substantive agenda items. First, there was a report from the Enfield Deanery Director for the London Diocesan Board for Schools (LDBS). Church places were on the increase working with now 154 schools in the London Diocese, the majority of which were rated as good or outstanding. An election was to be held in the Autumn for an Enfield Deanery representative.

Secondly, there was a presentation on the *PSALM- Project for seniors and life-long Ministry* initiative. This is a Christian organisation working out of St Pancras Church on the Euston Road, supporting Churches to support older Christian on their faith journey as a vital area of mission, giving our ageing society. PSALM runs workshops on issues pertinent to ageing and life-long worship. Recent workshops had included: grandparenting issues; preparing for retirement; living with memory loss; living alone; aspects of loss; eating well in later life; living in a different world; obligations. Plans are being developed for a Deanery workshop.

### **Meeting 1 October 2015**

The main item was a very thought-provoking presentation by Rev Phil Sudell, Area Dean of W Haringey, on pilot work undertaken as part of the Capital Vision 2020 programme. This work – *Envisioning and equipping for everyday, everywhere discipleship* – had been led in partnership with the London Institute for Contemporary Christianity and focused on whole life discipleship. The aim was to equip people to be confident to live and speak for Christ both within and beyond the church and be ambassadors for Christ. The challenge was to think about our “front lines” where we need to raise our heads above the parapet – our daily context where we can in however small a way be an ambassador for Christ.

The election for the representative to the LDBS was held; Father Stephen Taylor, St Michael's and All Angels, was duly elected

### **Meeting Thursday 26<sup>th</sup> February 2015**

The main item on the agenda was a “Listening Exercise” presented by Bishop Rob who charged us to form groups and address two challenging questions:

- a) In what ways is our Church a blessing to the Community?
- b) In what ways does the Community serve as a blessing to our Church?

Lots of ideas were presented, particularly on what we as churches can offer our communities including facilities for community groups, special services, crisis support, stability in time of change. More challenging was to think about the blessings which the churches derive from the

community, but a key theme was symbiosis - different people living together, recognising diversity and churches joining together.

There was also an update on the Enfield Night Shelter, which was now running through the winter. This joint project provides meals and a bed for low-risk homeless people on a rotating schedule between seven churches in the area; St Andrew's Southgate where the meeting was being held, was hosting the shelter that night. Is this something that our church can join for next winter?

**Patience Wilson**  
**April 2016**

### **Fabric Report**

In April 2015, St. Andrew's received its Quinquennial Report. This is a 5-yearly 'root and branch' review of all the buildings pertaining to the business of St. Andrew's. As expected, a huge amount of repairs have been listed as required for the church building and the Parish Centre. These works are listed in the Quinquennial on a scale of 1 to 5: 1 being 'urgent' and 5 being 'at some time in the future when you have time and money...'

The scale of the works is huge. We are looking at expenditure in the hundreds of thousands – possibly more – to complete all of the Quinquennial recommendations. There is no funding for this other than what the congregation can raise and what can be obtained through Grant Applications.

I am particularly grateful to the newly-formed Buildings Advisory Group for their expertise in helping prioritise these works and undertaking projects throughout the last year. Without this Group, our buildings would be in much poorer condition. I am confident that this Group, liaising with the PCC, will be able to undertake some crucial repair works in the coming few years.

This year, the Buildings Advisory Group has overseen some major repair works. As well as concerns for fabric, this Group also oversees Legal Compliance. The key works have been as follows:

### **June 2015**

1. Electrical air vents fitted in male and female toilets
2. Electrical air vent fitted in Room 2
3. Meeting with Enfield Council Cemeteries Department to discuss subsidising graves
4. Purchase of new First Aid Boxes for Church and Parish Centre
5. Purchase of new Accident Books for Church and Parish Centre
6. New First Aid signage for Church and Parish Centre
7. CCLI Healthcheck undertaken
8. Application made to Diocesan Gutter Scheme
9. Prominent posting of HSE 'Safe Use of Ladders and Step Ladders' Guidelines in Church and Centre

### **July-September 2015**

1. 'Lone Worker Policy' adopted
2. 'Health & Safety and 'Risk Assessment' documents ratified
3. Lightning Conductor Test undertaken
4. New church signage designed and ordered
5. Subsidising graves in the churchyard have been made safe
6. Conversation with Enfield Council begun concerning trees in the Car Park
7. Quotes sought from 3 companies concerning Parish Centre security systems
8. Faculty process started regarding the Children's Corner
9. Movement of church furniture to create a Welcome Area and Children's Corner
10. 'Safer Recruitment Policy' adopted
11. Decoration of the MABS Office
12. Deep clean of the Parish Centre
13. New signage for the MABS Office

14. New door, with safety glass, fitted to the MABS Office

### **September-October 2015**

1. Fire extinguisher annual service undertaken
2. Security system for the Parish Centre installed
3. MABS workers undertaken Diocesan Safeguarding Course online
4. Safeguarding Officer undertaken Diocesan Safeguarding Course online
5. Full inspection of drains made
6. The new church boiler is installed and operational
7. Outside ground works for gas pipes made secure

### **November 2015-January 2016**

1. Old boiler dismantled with associated electrics and pipework
2. Flammable material cleared away from Sacristy electrical boards
3. Discussion held with Council to keep grass cuttings from vent grilles at church walls
4. Heater cages secured

### **January-March 2016**

1. Drains to the Parish Centre replaced
2. Plaster work in the North Aisle removed where necessary and made safe

I am sure you will agree that a great deal has been achieved. On behalf of the church family, I thank the Buildings Advisory Group for their energy and commitment

### **Priorities for the future**

As we look to 2016 and beyond, it is clear that we will need to continue working on Quinquennial Recommendations as a top priority. There are other matters to consider too, which will go alongside that work in order to make the church and Parish Centre more 'user-friendly' for the community. This coming year, the priorities will be:

- a. To get the church clock back functioning again
- b. To make safe the stairs in the belltower
- c. To remedy the plaster work in the North Aisle
- d. To make safe large monuments in the church
- e. To make cosmetic changes to both vestries in church
- f. To install more storage cupboards in the Parish Centre
- g. To update the kitchen in the Parish Centre
- h. To remove a tree in the Car Park
- i. To repair and replace lighting on the church roof
- j. To consider further drainage work
- k. To upgrade the toilet facilities in the Parish Centre
- l. To seek Grant support for work on the church parapets
- m. To remove flammable material from the belltower
- n. To remove the tree at the south-east corner of the church
- o. Electrical and PAT testing for church and Parish Centre

**Rev Dr Steve Griffiths**  
**April 2016**

### **Local Ecumenical Project (LEP) Report**

Meetings and events in the LEP (Local Ecumenical Partnership) included the AGM, which was

held at the St. Paul's Centre on April 23rd 2015 and a meeting of the council on October 22nd 2015. At both of these, there were reports from the various sponsored organisations and a statement of financial situation as well as discussions about the future plans of the LEP. This last point has been highlighted and explained on a previous report.

Other notable events include the Meet A Need With Christian Care summer tea party for the elderly and housebound on 28th June. This was the 30th such celebration and possibly the last one of these very enjoyable get togethers. There was also a carol service at Forty Hall in early December led by Rev. Ian Crofts and a joint service for the Week of Prayer for Christian Unity at the Baptist Church on January 24th with representatives from most of the churches taking part.

There was a very wide selection of Lent groups on offer led by various clergy and lay people from the member churches.

We came together for a Good Friday service in the market place led by Nancy Hands and Rev. Stephen Taylor, followed by another in St. Andrew's led by Rev. Dr. Steve with a sermon by Rev. Ian Crofts. Refreshments were provided by St. Andrew's after this and the team were also present at the St. Paul's Centre very early on Easter morning to provide over 30 cooked breakfasts after the sunrise service led by Liz Hitch from Trinity Church.

The AGM will take place on Monday 25th April at St. Paul's Centre at 2p.m. It would be good to see plenty of St. Andrew's folk there at this important meeting.

**Diana Lane**  
**April 2016**

### **MABS Report**

Since the launch of the MABS Project in September 2015, the team have been developing new projects and working alongside a number of existing projects associated with St. Andrew's Church. There are currently some significant developments happening, but these have been omitted from the Report until they are finalised, hopefully, within the next couple of months. As these new initiatives are launched, the ministry of MABS will increase exponentially, and the team are excited and encouraged by how things have developed to date.

The aim of this report is to outline the MABS ministry in its first six months, contextualised within the Mission Action Plan of St. Andrew's, shaped by the 5 Marks of Mission. Both Barry Easton (Youth & Community Worker) and Dr Jo Griffiths (Families Chaplain) outline their respective ministries thus far. At the end of the Report, the Project Chair, Rev Dr Steve Griffiths, makes some closing comments.

### **Mark 1: Tell the Good News of the Kingdom**

*From Barry Easton – Youth & Community Worker:*

When it comes to telling the Good News, I believe it should inform every action we do and every word we say, even if it is not a direct quote from scripture. Over the last 6 months, the MABS Project in its entirety has had a fully incarnational mission both in and outside of the church; be it talking to parents in the school playground at drop-off or collection, or training and developing the faithful volunteers, or setting up support networks with both children's, parents and family groups, or offering spiritual and social support through our ministry at Exodus Youth Club, Enfield Grammar School and St Andrew's Primary School. Love is the core value of the Gospel of Christ, and therefore the core message of MABS. To love is to tell the Good News.

More specifically, it has been my privilege to work closely with the many and varied uniformed organisations associated with St Andrew's. I have been particularly keen to engage them in undertaking readings and prayers at our monthly Parade services.

At the end of last year the Uniformed Organisations, along with Sunday youth and young people from Exodus youth club, joined together to sing carols at Christmas for the residents of Elmhurst Park Residents Home. This was a beautiful opportunity to 'tell the Good News of the Kingdom of God' in a relaxed and pastoral setting. We hope to develop this ministry over the coming years...

*From Dr Jo Griffiths – Families Chaplain:*

Resourcing families to be able to pray and talk about faith together is something that I am really passionate about. This year I initiated 'Lent in a Bag'. The resource consisted of a small bag with various symbols of the season that could assist individuals and families to reflect on, and practice, Lent at home. It has been greatly encouraging to see how families have used their 'Lent in a Bag' to discuss their faith at home – we gave out 200 bags in total. I have been told many stories of how useful it has been to have something that will facilitate Godly conversations and creativity within the household. I plan to use key liturgical times of the year as opportunities to resource families in their spiritual formation together and already have an idea for Advent. Although resourcing families in their spiritual formation is also significantly linked to Mark of Mission Two, (to teach), I also see resourcing the spiritual formation of families as an evangelistic tool. I know that members of families who don't come to church, or would not claim to have a faith, have been involved in the conversations about God at home, in a gentle and non-threatening way.

## **Mark 2: Teach and nurture disciples**

*From Barry Easton – Youth & Community Worker:*

Since joining MABS I have been involved with the Sunday morning youth group. Together with Jo Griffiths the Children's and Families Chaplain and a group of dedicated volunteers, we have all delivered a programme of teaching based around communion called 'Welcome to the Lord's Table'. Whilst each of the age-ranges usually meet separately, there have also been sessions that have included 'all-together time' where infants, juniors and youth have met, sang, worshipped and studied together.

The Sunday morning Youth Group has now become 'The Breakfast Club'. This is a very laid back Sunday discipleship group where, over the breakfast of choice, we study the words and works of God and their relevance in today's world. Due to the limited time we have together on Sunday mornings, the group and I have hungered for deeper teaching and more time together to form as a group. This has led to the formation of a Sunday night Youth Fellowship. Every 1<sup>st</sup> and 3<sup>rd</sup> Sunday, we have been looking in greater depth at the word of God, the teachings of Jesus, and how a young person can relate these into their growing adolescent lives.

During 13-17 August 2016, I hope to take members of the Youth Fellowship to Soul Survivor, a Christian youth camp in Somerset.

As these young people journey deeper into their relationship with Jesus, it is my hope that there will be more and more opportunities for them to share their experiences with the congregation and minister to the wider community as young people living out their faith in acts of compassion.

*From Dr Jo Griffiths – Families Chaplain:*

Sunday Club is the main area of work where children are nurtured and disciplined. At the request of the PCC, a course on Holy Communion called 'Welcome to the Lord's Table' took place during the spring term. The course is recommended by the London Diocese to use with children whether they receive Holy Communion or not. It has provided opportunities for children to explore the implications of what it means to take Holy Communion. Please see below a summary of the curriculum with a brief overview of learning outcomes:

Week 1: Jesus, friend and brother

*Outcome: To understand that Jesus is fully God and fully human*

Week 2: God's Storybook

*Outcome: To discover the importance of the Bible*

- Week 3: Who am I?  
*Outcome: To recognize that each person is a unique individual on a journey through life*
- Week 4: God's Family – Baptism  
*Outcome: To understand that through baptism we are made part of God's family of Christians everywhere*
- Week 5: Jesus' Friends – Discipleship  
*Outcome: To discover the meaning and responsibilities of discipleship*
- Week 6: Thank you; please – Prayer and Worship  
*Outcome: Understanding the importance of worship and prayer*
- Week 7: Mothering Sunday
- Week 8: Let's Share a Meal  
*Outcome: To learn that we meet with Jesus in Holy Communion*
- Week 9: Seder Meal  
*Outcome: Experiencing a full Passover celebration with the wider church community*
- Week 10: 'Let's Celebrate Easter' Party  
*Outcome: To discover the meaning of Jesus' resurrection through an Easter Egg Hunt in the Vicarage Garden.*

*Strengths:* The course enabled the children to make links between Baptism and Communion. Children were able to think through their own particular response to God and what it means for them to be a Christian and to serve God in St. Andrew's church. It also helped the children to reflect on the importance of spiritual disciplines, such as prayer and bible reading, for every day life.

*Weaknesses:* Time is always limited at Sunday Club. Therefore, any deeper reflection or questioning can be cut short, but that is the nature of this kind of work. At times, the course felt disjointed in the sense that the same children did not attend every single week and so would miss some sessions. However, I have been impressed by the knowledge that the children possess already about Holy Communion, so I am not overly concerned about this. The Seder Meal formed part of the curriculum, but only a small number of children attended this.

Most of the existing Sunday Club team have now completed the online 'Safeguarding Course' provided by the London Diocese. Volunteers have also completed volunteer packs, which consist of volunteer role descriptions, St Andrew's Safeguarding policy and a Code of Conduct. Volunteers have had to sign and return these forms to say that they are in agreement with the standards of behaviour required. Any new volunteers have an initial visit from me to discuss the work and the process of becoming a volunteer. They are then issued with the pack and complete a DBS.

I would like to take this opportunity to thank all the volunteers at Sunday Club for their commitment and support since I started in September. We are continuing to bond as a team and meet together to plan and pray for the children once every half term.

### **Mark 3: Tend those who are hurting and in need**

*From Barry Easton – Youth & Community Worker:*

As part of MABS' on-going pastoral care role, the 'Dads With Young Children's Group' (DWYC) was launched in February and continues to grow from strength to strength. We now have over 40 dads signed up to the mailing list and actively involved. Together, we

have visited Forty Hall for a Saturday morning walk and also taken our kids for play at the local Recreation Ground. On our latest trip out, we enjoyed a picnic with play in Arnos Grove Park. For some of the 20+ children who came with their dads, this was their first experience aboard public transport. The brainchild of Phil McGarroll, this 'free-range toddler group' not only aims to show children that dads can take charge and are available to them for fun and attention, but also to show them that dads have friends too!

After a number of conversations with single mothers from the St Andrew's community, the DWYC group thought it would be a befitting role to stand as 'surrogate dads' to some children who have limited or no contact with their fathers. The DWYC group has offered itself as a collective positive male role model for young children who may not have one in their lives. As an initial step, this new ministry has involved taking young children without a father on the Saturday social times.

From a pastoral care perspective, the Group also provides support for dads in the first stages of parenthood. DWYC often meets over a few drinks in a local pub of choice, or at a restaurant dinner table, where we discuss anything from the next trip with children, sharing the stories, trials and unbelievable situations fathers find ourselves in, to the dilemmas of work/life/relationship balance. This has been a place of humour, compassion and support. As fathers we are all trying to negotiate life and the difficulties and joys parenthood brings. Everybody needs someone to talk to.

*From Dr Jo Griffiths – Families Chaplain:*

Pastoral Care forms a significant part of my role. Attending Mosaic sessions every Monday and Friday provides me with many pastoral opportunities. The new 'Twins and Multiple Births Group' on Wednesday's also places me in direct contact with families that I otherwise would not see. The kinds of issues that are being experienced by families and individuals within these groups are: bereavement, depression, addiction, lone parenting, miscarriage, fostering, financial hardship, career changes, loneliness and isolation. These are just some of the concerns that are being faced by those attending these groups. My role is to listen and signpost to other organisations that may offer a particular expertise. Sometimes, depending on the issue and the person, I would offer ongoing support over a number of weeks and months.

My work as Parent Support Advisor at St Andrew's school involves meeting with parents and children. The school usually refer parents to me or parents approach me themselves. The wellbeing of the child in school is always the priority. This may mean that a parent needs some extra support for a period of time to ensure that their child is flourishing in school. Or, a child may need extra support in school to ensure that they are able to learn as well as possible. Some of the issues I have been dealing with amongst the children are: bereavement, self-esteem, anger management, parental marriage breakdown, and anxiety. I meet with the children once a week at the school and assess their ongoing support with the Head of Inclusion and the Head Teacher.

#### **Mark 4: Transform the unjust structures of society**

*From Barry Easton – Youth & Community Worker:*

With one foot in the above camp of 'Tend', the work at Enfield Grammar School has proved to be challenging, exciting and transformative for many of the students I have had the privilege of working with. My role as part of a team of Student Support Workers has enabled me to work with students who are struggling with problems such as self-belief, anger management, exclusion, emotional issues around divorce and separation, domestic violence and sexuality. As a mentor for many of the students, I have been able to offer alternate views on their situations considering solutions and offering advice, or even signposting outside agencies that may be helpful.

Recently in my role as a student mentor, the MABS Project was able to support a Grammar student under threat of permanent exclusion, visiting the Pupil Referral Unit Ponders End and deliver some one-to-one support. Mentoring young people on the fringes of society, helping them regain some sense of self-worth and an education through the Pupil Referral Unit is a future area that I believe MABS should be deeply engaged in. It has a direct impact on the young people attending all the schools located in the Town Ward and therefore will have a residual effect on the community of Enfield.

*From Dr Jo Griffiths – Families Chaplain:*

I view every aspect of my ministry as fundamental to transforming the unjust structures of society. When families and children are supported to 'live life in all its fullness' (John 10:10), then society will become a better place. As MABS ministry develops, especially with volunteers and new initiatives within Enfield Town, then we will begin to see changes for good to the lives of those affected by inequality in Enfield.

Specifically, however, I have been engaged with this mark of mission in a number of ways. Firstly, I have supported parents who have English as a second language and need to access educational resources. I have walked alongside a few families going through complex legal processes, who have not been able to understand the legal system adequately, or known how to access suitable support. Most recently, I have begun to think through how we may better support those who have debt problems and other financial crises to contend with in their lives. I hope that we will be able to develop an appropriate ministry in this regard over the coming year.

#### **Mark 5: Treasure God's Creation:**

This is an area of mission and ministry that we have not made any inroads into at the present time. We hope to begin addressing this over the coming year.

*From Rev Dr Steve Griffiths – Project Chair:*

Firstly, on behalf of the whole church community, I would like to extend a huge thanks to Dr Jo Griffiths and Barry Easton for their energy, enthusiasm and professionalism in launching the MABS ministry over the last six months. As a church community, we are deeply blessed to have them working at St. Andrew's. I would also like to thank the very many volunteers who are making the MABS ministry happen: Sunday Clubs, Creche, Monday night Youth Group, Twins and Multiple Birth Group, DWYC Group – all of these, and so many more activities, could not happen were it not for the volunteer teams engaged with this work. Thanks to you all. Finally, I would like to thank the MABS Advisory Group for keeping their hand on the tiller with regard to vision, finances, safeguarding, and strategy. We have only met a handful of times this year – but the role will grow as the MABS ministry grows.

I am very excited about what has been achieved so far – and the potential for MABS into the future. Given the right resourcing and the space to develop at a manageable pace, I am sure that MABS will have an increasingly transformative impact on the church and wider community. I am pleased that the Diocese of London is 'tracking MABS' through a film project: twice yearly, short films are being made to 'tell the story of MABS' for the wider church. I trust that, as others see our successes and failures, they too will be inspired to develop similar projects.

A word must be said about finances. MABS currently costs in excess of £80,000 per annum. We have funding guaranteed for the first three years. However, time marches on very quickly, and we must be trying to secure funding for our future. It would be a travesty if this ministry were curtailed through lack of financial resources. Please join me in prayer as I seek to secure funding for the future. Also – please feel free to give money to the MABS ministry too!

There is so much potential for ministry through MABS, but there is limited time available. Both Barry and Jo are pretty much stretched to capacity already. We must be thinking very soon about the possibility of employing more staff. However, we must be sure that the finances are in place to do this. But I hope that, over the coming months, we will be able to supplement the MABS team with a part-time member of staff at least.

In the meantime, we celebrate all that God has achieved thus far through MABS and we anticipate his blessing on the future. Thank you all for warmly embracing this exciting project.

**Rev Dr Steve Griffiths**  
**March 2016**

## MOSAIC

### **MOSAIC committee members**

There are currently 18 of us on the committee:

<b>Rachel Merrall</b>	
<b>Alison Lohmann</b>	
<b>Allison Paing</b>	Membership Secretary & Friday Toddlers Leader
<b>Claire Behling</b>	Treasurer (although due to stand down)
<b>Claire Whetson</b>	Friday Toddlers Leader
<b>Becky Waller</b>	
<b>Jo Griffiths</b>	
<b>Julia Browne</b>	
<b>Karen Coles</b>	Secretary
<b>Kathryn Scott</b>	Chair & Friday Toddlers Leader
<b>Laura Faconti</b>	
<b>Nicola Hills</b>	
<b>Nrmeen Katib</b>	Friday Toddlers Leader
<b>Thalia Kaprou</b>	Friday Toddlers Leader
<b>Sharon Hitchings</b>	
<b>Sarah Talbot</b>	Monday Toddlers Leader
<b>Toni Ferrelli</b>	Monday Toddlers Leader
<b>Jennifer Ellis</b>	

We are also lucky enough to have Vicki Wiggins and Jenny White who are our helpers in the kitchen who help with the tea and coffee, plus snacks for the children.

### **Our Role within St Andrew's Church**

- We have continued to support many of the Church's functions by providing refreshments after church services and a party after the Christingle service – we tried a new format this year in the Parish Centre main hall instead of in the church with a new entertainer – it was really busy!
- We donated £1k to the Church for heating repairs
- We also donated £300 to the Parish Centre for re-decoration costs
- Regular clearing out of our storage cupboard, sorting out the toys and equipment. General assistance with Parish Centre cleaning, including tidying up outside in the garden area
- We managed the Children's area at the Church fête last year and 3 Mosaic committee members (Allison, Karen & Kathryn) are on the fete committee again for 2016
- We are still in charge of the church toy bags and have a rota to ensure they are well stocked with crayons, colouring books, Bible storybooks etc. As mothers who sit with our children during the family service, we know how valuable they are!
- We continue to volunteer to greet worshipers as they arrive at Church for the 10am service and also help with the crèche and early year's club if needed.

All of these are integral to the life of the Church and are one way for us to be involved in the church year.

### **Links with St. Andrew's Primary School**

- Our links with St. Andrew's school and the PTA remains strong. We are continuing to help at the school fêtes and will offer to help again this year
- We invited the nursery and reception children to our Christingle service and party last year and are planning to do the same again in 2016
- Once again, we have made a yearly donation of £250 again to the nursery so that they can buy much needed toys/equipment

### **Our Social & Community Links**

One of our aims in MOSAIC is to be a sociable group that people want to join and enjoy being part of, and in so doing, also being part of the St Andrews community. It is an area in which we have excelled this year and have widened that community with the activities that we have held.

- We have social gathering organised for the summer holidays that all Mosaic members are invited to – usually it's a Teddy Bears picnic in the town park
- We continue to work with photographer Emma Parker, who we promote at our 'Toddler Sessions' for family photography, which has proven to be very popular. She also donated 10% of her commission to Mosaic's charity, which is fantastic. Sadly Emma has now closed her photography business, so we are seeking an alternative
- We have a popular Facebook page set up that our members can join, this is a really useful tool to keep everyone updated on what we're doing

### **MOSAIC Toddlers Groups and Membership**

Our membership goes from strength to strength, and this is a reflection of the positive way in which we run our Toddler groups.

- We currently have 107 members who each pay a yearly subscription of £6 to help with our running costs. Any surplus is donated to our chosen yearly charity
- Direct Boot kindly sponsored our Mosaic tabards, which each volunteer wears to make it easy for our members to identify the group leaders in case of problems/concerns etc
- Both our term time Monday and Friday toddler groups (9.45-11am) are always full with approx 35 Mums and little ones, which is fantastic. We received wonderful feedback from parents and carers praising the work we do and thanking all involved.
- We are also seeing more Dads coming along with their children, which is great news
- Jo Griffiths has been a welcome addition to the Toddler Groups on Mondays and Fridays, giving our parents/grandparents/carers invaluable support and advice. Thus providing an additional and much needed service to our members/visitors

### **Fund Raising**

Our fund raising efforts are constantly improving with the hard work and support of all of our committee members and other helpful volunteers. Last year we donated over £3200 in total to worthy causes:

British Heart Foundation - £92.50  
St Andrew's Parish Centre Repairs - £300  
Red Nose Day - £110  
St Andrew's School Nursery - £250  
Enfield Parents and Children - £500

St Andrew's Church – Boiler Fund - £1000  
National Deaf Children's Society - £700  
RSPCA - £69.32  
Macmillan Coffee Morning - £147  
Children in Need - £77.10

- In 2016 we are continuing to support our chosen charity, Enfield Parents & Children, who enhance the life chances of children, young people and their families in Enfield
- We just held an Easter toddler session – an 'Easter Egg-stravaganza' and raised £180 for Enfield Parents and Children charity
- We are planning to hold some summer holiday toddler sessions to continue to raise funds for our chosen charity

- We are also excited to be donating £500 to the MABS project. We hope this will be a yearly amount of at least this amount if not more, to support Jo and Barry in the fantastic and worthy work that they do for the church, our school and Mosaic

**Kathryn Scott**  
**April 2016**

### **Organ Restoration Appeal Report**

Our Organ Restoration Appeal was launched in June 2010 and we are all filled with excitement and gratitude at its successful completion within the five years we set ourselves.

St Andrew's PCC accepted the reality that the organ was in a very poor state of health, which demanded a major solution. A consultant, Ian Bell, was appointed to advise us and a committee was formed to consider the possibility of the work being started. A report on the state of the instrument was commissioned and a number of organ builders were asked to tender for the work involved. The PCC took the bold decision to invite David Wells, organ builder of Liverpool, to carry out the work at a cost of £250,000 and the necessary approvals were obtained from the Diocese of London.

The Appeal Committee proved to be the most hard working, innovative and enthusiastic group that I have ever had the privilege of working with and our gratitude to them is beyond measure. Members of St Andrew's, past and present, church groups, local organisations and schools are among those who have given generously in response to our appeal.

Some fifty fund raising activities have been organised over the five years of the appeal and the support they have been given gives us further reason for rejoicing. Those supporting the appeal have come from every age group in the Church and locality and the fellowship generated over the five years of fundraising has been a tremendous source of joy. Many of our supporters took advantage of Gift Aiding and users of internet shopping enlisted Easyfundraising to add to our funds.

The re-designed layout of the interior of the organ, the use of modern technology in the instrument, and the installation of a new draw stop console, together with the complete restoration of components, have given us an instrument that sounds forth as we have not heard before.

The small chancel section was never part of the restoration plan and this remains unconnected until we are able to make this compatible with the latest technology in the console.

The Restoration project was started to the glory of God to continue our worship into the future and to play our part in passing on part of our heritage in good order for those who follow us in this place.

**David Holliday**  
**Chairman of Appeal Committee**  
**April 2016**

### **Safeguarding Report**

This is my first report as safeguarding representative for St Andrew's Church. When Steve first asked me to be the safeguarding representative, I was both honoured and apprehensive. I knew that this was a big responsibility!

#### **In the beginning...**

The first thing was to make sure that St Andrew's was in line with Diocesan policy. This means that we had to look at the administration of safeguarding: ensuring that we had a safeguarding policy, a safeguarding representative, and forms to record and maintain records of volunteers and everything that was needed to ensure that we followed Diocesan policy. I also had to undergo training to ensure that I fully understood safeguarding issues and how to carry out the role. This was quite a big undertaking as St Andrews did not have a policy, or a very robust administrative process around safeguarding.

#### **Moving forward**

One of the first things to do was to put in place a policy. Steve put this to the PCC in May 2015 as

almost one of the first things he did. It was agreed to adopt the Diocesan policy, as this is pretty comprehensive. Next a recording process of volunteers was implemented. This recorded those that had DBS checks and those that needed them. This ensured that volunteers working with children and young people were properly checked.

As the MABs project started, it was even more important to ensure that safeguarding was considered as part of processes for the projects. Working with Barry Easton (Youth and Community Worker) and Jo Griffiths (Families Chaplain), we reviewed forms and developed new forms to support the project. Working together, a volunteer pack was developed. This detailed the importance of safeguarding within St Andrew's, and requested that all Sunday club volunteers and volunteers working with children and young adults undertake training in safeguarding.

### **Ongoing...**

As our ministry with vulnerable people continues to grow, we ensure that the safeguarding processes meet the needs of the projects and keep children, young people and vulnerable adults safe.

I am pleased to say that we have not had to deal with any safeguarding issues. It has been a busy year – but in a good way!

**Claire Reilly**  
**Safeguarding Officer**  
**March 2016**

### **St. Andrew's Primary School Governors Report**

In writing this report we have borrowed from the school's Self Evaluation Form (SEF), from an apposite comment on the church pew sheet and by adding comments of our own!

The school's core values are 'Love, Courage and Friendship'.

The school's vision is: 'Together we love life, learning and God'.

The mission is: 'At St Andrew's we will develop and nurture the children in our care, by providing a high quality education within a creative Christian environment'

Competition for places in the main school remains high. We encourage church families to help secure their places by verifying their attendance of twice a month at Sunday worship for 18 months. 70% of pupils from the Nursery entered Reception in 2015 following the separate entry procedure to the main school.

OFSTED reported recently that the school is rated at least 'Good' in all areas. Personal development, behaviour and welfare are deemed to be 'Outstanding'.

The school is a very harmonious community, where relationships are excellent. The Christian values are evident in all aspects of school life.

As Governors, we value the important contribution of Steve & Jo Griffiths to the life of, and link between, school and parish.

Spiritual, moral, social and cultural (SMSC) development is promoted effectively so that pupils develop an appreciation of diversity and learn to be compassionate people.

Please remember to pray for our school. Give thanks to God for the teaching staff and support staff. We are blessed to have such dedicated people nurturing our young children.

We are both proud to be part of the Governing Body driving the strategic direction of our school and being able to provide 'constructive challenge' to the school's leadership.

**Fliss Cox and Rex Bourne**  
**Governors appointed by St Andrew's PCC**  
**April 2016**

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**Election of Sidespeople**

Lesley Barnes

Elisabeth Brooke

Michael Cansfield

Claire Cooper

Fliss Cox

Andrea Edwards

Sarah Hargreaves

Sue Holmes

Dinos Kousoulou

Barrie Lane

Robert Malleson

Debbie McGill

Clive Parker

Gill Tibbs

Sue Woollard