

ALL SAINTS WESTON

Meeting of Parishioners and Annual Parochial Church Meeting

Sunday 12 May 2024, 6.30pm

Meeting – All Saints Church Centre, Weston High Street

Charity Reg No: 1136968

The papers listed below were available in advance from: [All Saints Church Weston : Annual Parochial Church Meeting \(APCM\) 2024 \(allsaintsweston.org.uk\)](https://allsaintsweston.org.uk)

1. Agenda for the Meeting
2. Minutes of the APCM of Sunday 21 May 2023
3. Trustees Report and Financial Statements 2023
4. PCC nomination form
5. PCC Report 2023

The agenda was also shared on paper at the meeting.

Meeting of Parishioners

The Rector, Rev Tom Yacomeni, opened the meeting with welcome and prayer at 6.30pm.

Appointment of Church Wardens:

Nominations were received from Peter Ward and Rosie Coates, who were appointed unanimously by a show of hands. Tom Yacomeni expressed his gratitude to them for their dedicated work and for their support of him personally, and their appointment was greeted with enthusiastic applause.

The meeting closed at 6.35pm.

Annual Parochial Church Meeting, Sunday 12 May 2024

63 voting members attended the APCM, and a register of those present was taken.

1. Apologies for absence

Tom Yacomeni (Chair)

Apologies were received from John & Sally Barnett, Derek & Monica Hall and Rachael Stone.

2. Agreement of the Minutes of the APCM of 15th May 2022

Tom Yacomeni

The minutes were approved unanimously by a show of hands and were signed by the Chair.

3. Matters arising

Tom Yacomeni

There were no matters arising.

4. Electoral Roll Officer's Report

Robert Groezinger

Robert Groezinger reported on the Electoral Roll figures for the year to the 28 April 2024. He began by thanking Gary Oaten for his meticulous help in preparing the report.

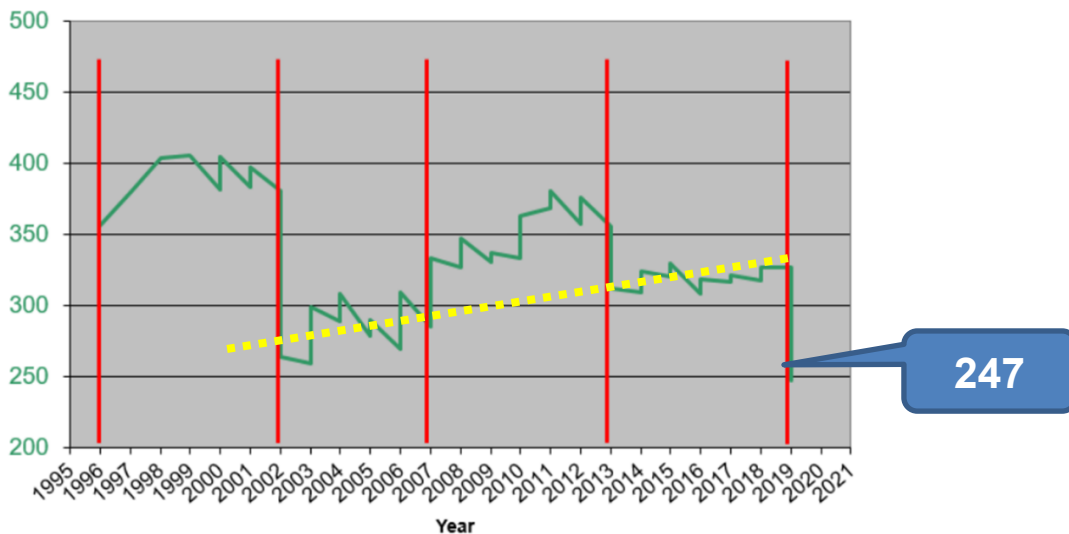
There were previously 242 members on the Roll. During the year, two members moved away and two others sadly deceased. There were no applications during the year, but during the revision 22 applications were received, all of which were accepted. Therefore, it now stands at 260 people.

A comparison with previous years reveals a steady rise in membership:

Electoral Roll 2022	232	people
Electoral Roll 2023	242	people
Electoral Roll 2024	260	people

However, next year there will not be a review. Instead, there will be a "renewal", which takes place every six years, the last one being in 2019. In contrast to a "revision" year, everyone will have to re-apply in order to be listed on the new Roll.

All Saints Electoral Roll



Robert showed the graph produced by Jeremy Tinkler, which showed that a renewal can lead to quite drastic changes in numbers, and often results in a significant drop. He therefore asked members to be prepared, because the proof of the situation at All Saints would come in 2025 with the next renewal. He concluded by saying that he hoped and prayed for a sharp upturn.

To general applause, Tom Yacomeni thanked Robert Groezinger for his diligence and good humour, and for his clear explanation of the Roll.

5. Receipt of the written reports:

Tom Yacomeni

The following written reports have been published on the ASW website:

Trustees Report 2023, including reports on major activities.

Independent Examiner's Report 2023

Financial Statements 2023

Tom Yacomeni that he was amazed at the variety and quantity of activity and the financial report revealed that it had been an extraordinary year. To general applause, he thanked Rob Gray, Lisa Vernalls, Gary Oaten and the Finance Team for preparing them and publishing them on time.

The Chair asked the meeting to receive and approve the 2023 reports and they were accepted unanimously. These will now be uploaded to the charity commission website.

6. Appointment of Tellers, if needed

Tom Yacomeni

The Chair concluded that tellers were not required to count votes, as there were six places available on the PCC and five nominations.

7. Election of Lay Members of the Parochial Church Council

Tom Yacomeni

The nominations were from Pat Dunlop, Mike Everson, Vera Podger, Nathan Ward and Pam Wendzina. They were thanked for standing and were appointed unanimously by a show of hands.

Rob Gray, Treasurer, will be co-opted on to the PCC again at its next meeting.

8. Appointment of Auditors

Rob Gray (Treasurer)

Rob Gray reported that the church's auditors, Burton Sweet, had worked with ASW very well over the past few years to get the church's finances in good order, and the church had a good working relationship with them. He proposed that they be appointed again as auditors. The proposal was seconded by Tom Yacomeni and approved unanimously by a show of hands.

9. Financial Report

Rob Gray

The Treasurer presented his annual Financial Report, supported by visuals that have been available on the ASW website since the meeting. He started by showing photographs of no fewer than six UK Chancellors who had been in post in the six years that he had been Treasurer of All Saints.

Income: Nationally, 2023 was dominated by the sting of a cost-of-living crisis. Nevertheless, ASW income was only slightly down on 2022 (c £771k against £844k the year before).



Unrestricted Income was significantly higher than Restricted Income, as 2023 did not include a ROCK fundraising drive.

Income from Charitable Activities (mainly the Centre and the Hub) was up more than £12k compared to 2022, thanks to the hard work of the Centre staff and to income from the Pantomime. Indeed, this income was almost exactly the same as the heights of 2019.

The projection for higher income in 2024 is a combination of the church's Unrestricted Budget and expected Restricted ROCK income **only**. Any loans or the surrender of investments are not included in this figure. The church set out a balanced budget for 2023 and Rob was glad to report that income for the year exceeded this.



Unrestricted giving: Members' donations remain the main source of income for All Saints. These had been decreasing over the last couple of years from the peak of 2019. However, Rob was pleased to report that, in 2023, the church received the second highest amount of Unrestricted Giving in the last 10 years.

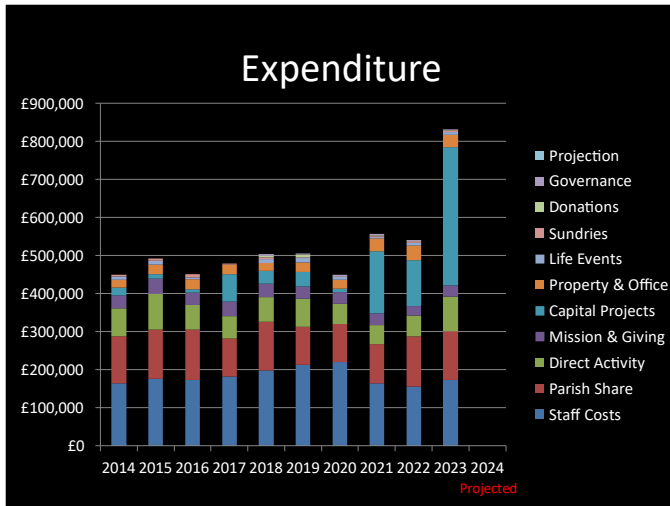
In **2022**, donations from Standing Orders and Bank Transfers were the highest they had ever been, beating the peak in 2019 by £14k.

However, in **2023**, they smashed that record by another £20k. The budget assumed Unrestricted Giving of £276k and the actual amount received was an astonishing £320k. The Finance Committee has set an Unrestricted Giving budget for 2024 of £295k, which is even more ambitious than 2023, and Rob has reasonable hope to believe that this will be achievable.

Restricted Giving: 2022 was a record year for Restricted Giving, at £436k, thanks largely to the ROCK pledge drive early in the year. With no ROCK pledge drive in 2023, it is understandable that Restricted Giving was much lower, at c £315k. Nevertheless, it was still higher than any of the other previous ten years.

Current cashflow models for the ROCK project indicate that the church is aiming to receive Restricted income in 2024 which is even higher than 2022. (This projection does not include any loans or the surrender of investments, as they are not really income.)

Rob Gray concluded the income report by thanking everyone for their donations, without which the work would not be possible, and said that anything and everything is massively appreciated.

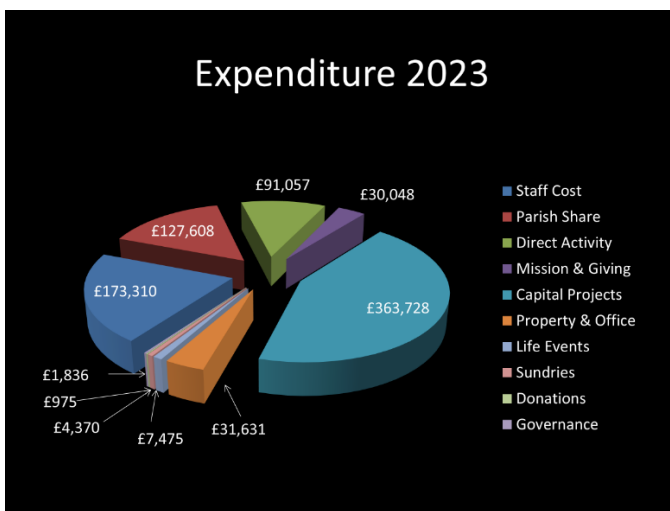


Expenditure was unusually high in 2023, largely due to ROCK, which was the single biggest item of expenditure (indicated by light blue on the graph).

Inflation remained a big issue, as it did for everyone. Staff Costs were higher than the previous year, due to inflation and taking on more staff. A notable cost was a further significant increase in Parish Share and in 2023 ASW paid the requested amount, after an adjustment for the Benefice Ministry Allowance.

Projection for 2024: 2024 is projected to be an expensive year, with expenditure of nearly £2 million. About three-quarters of this is on the ROCK project (of which ASW has already paid c 1/3)

Of the remaining c £500k, the church has budgeted an increase in staffing costs of around 8%, but the budget for non-staff expenditure is almost exactly what was spent in 2023.



The three main costs last year remained Staff Costs, ROCK and Parish Share.

However, there was also a significant increase in Direct Activity Costs (the green segment, c £91k), which were only just over £54k in 2022.

The reasons include (among other things) building maintenance works, inflation and the costs of holding the Pantomime.

Finances overall: At a time of large income and expenditure with ROCK, it is difficult to see the underlying trends in the church's finances. In 2023 All Saints brought in about £60,000 less than it spent. However, it received c £32k more Unrestricted income than it spent (before a consideration of depreciation). In contrast, it received nearly £93k less Restricted income than it spent, thanks to the ROCK project getting underway.

Cash balances reached nearly £820k at the end of 2022. However, this has now dropped to just over £756k due to ROCK spending, despite the increase in Unrestricted funds. 2024 is going to see a substantial difference in income and expenditure, thanks in large part to the conclusion of the current phase of the ROCK project. This difference is due to be covered largely from accumulated ROCK savings and from borrowing, if required.

From a high of £680k in 2022, Restricted funds have decreased (owing to ROCK expenditure) and now stand at just under £583.5k.

Unrestricted funds managed to make a good increase of about £36k. However, this does include a legacy of £9.8k which has been designated to ROCK. Therefore, the general Unrestricted surplus was just over £26k. This has helped the church to make good strides towards its capital reserves goal of three months of expenditure, which is the good practice minimum target set out by the Charity Commission.

Given that ASW was c £20k down in September 2023 with three months of the year to go, it was a remarkable outcome. This is mainly down to the large one-off donation, rather than a broad increase in giving levels. So, it is likely that All Saints will be in a similar position in 2024. This would preferably be resolved by a majority of donors increasing their regular giving a little.

Rob concluded by saying that as the UK has just entered a new tax-year, it would be an ideal time to consider any changes members might be able to make to their donations and this would give more time for the effect to be felt across the rest of 2024.

A note on the revaluation of Assets: Over many years, ASW had a policy of depreciating the value of the Centre in its accounts. This was introduced in order to resolve a big difference in the valuation of the Centre after it was refurbished around 20 years ago (£1.5m) - when the cost of refurbishment had simply been added to the pre-refurbishment value of the Church Centre - and the market valuation obtained in 2019 (£715k). Unfortunately, it meant that, unless the accounts were studied closely, it could look as if the church was running at a loss each year.

Therefore, in 2023 the team has decided to change the policy to that of “revaluation”, based upon the most recent market value, from 2019. This will be reviewed every five years.

This has the long-term benefit of making the accounts more reflective of the church’s actual profit and loss position each year. However, there is a short-term downside; namely, that the 2023 accounts look as if ASW has “lost” £785k. This figure has not disappeared out of the bank accounts - Instead the church is now valuing the Centre correctly, whereas previously it probably wasn’t.

Conclusion: The PCC has agreed in faith a more adventurous 2024 budget which is not completely balanced. This will be a challenge to meet, but the team believes that this is achievable, particularly if ASW reaches close to the same level of Unrestricted Income as last year.

Therefore, All Saints will continue to need all its members’ support, especially as it moves move literally and metaphorically into the next phase of the life of the Church.

Rob Gray thanked everyone for their time and offered to answer questions.

Tom Yacomeni assured members that the substantial write-down in assets does not affect the daily life of ASW or the amount of funding that is available for its day-to-day operations. He thanked Rob for all his considerable work, and also thanked Lisa Vernalls (Finance Officer), and the office staff - Gary Oaten (Centre Manager), Naomi Cox (for inputting transactions), and Tali Garan (Gift Aid returns). He commended the whole Finance Team for their achievements.

10. ROCK Report:

Tom Peryer and Richard Lewis

Tom Peryer said that an “entire village” had been involved in the ROCK project. He said that the church was fortunate not only in the consultants and contractors it employed, but also those many people within the congregation who have given their time and expertise freely in areas as diverse as art and design, lighting, audio-visual, surveying, engineering and finance. The Rector’s own engineering background has been invaluable, as he has asked informed questions at every stage.

Over the past 18 months, the church has been extraordinarily blessed to have Richard Lewis, who was prompted by the Lord to come back to All Saints from Cheltenham and serve as Project Manager. Richard has been the interface between the contractors and consultants, which has been a huge benefit and blessing to the Project. This was greeted with general applause.

Project management:

Richard Lewis

One year after his original presentation to the APCM, Richard Lewis reported on the project so far:

- The **Project Finances** remain in line with original PCC approval levels: the team committed to sticking within these numbers and has flexed the Project to ensure that this happens.
- The **Project Spend Profile** is better than the initial forecast, mainly because of careful phasing, and because of accurate and timely reporting back from the Finance Team. He thanked the Team for performing this key role so assiduously.
- The **Project Practical Completion Date** has now been agreed as 12 July 2024. It was originally 28 June 2024 and there are very good reasons for this change of date (see below).
- The **Ellis Contract Delivery Process** has exceeded all Richard’s expectations. He said that he was accustomed to contractors promising the earth during the bidding process, but even since the contract was signed, the contractors have been exceptional. Ellis & Co, and in particular Matthew Ellis (Managing Director), has behaved in a manner that Richard can best describe as “honourable”. They have honoured their commitments and have at all times wanted to do the job properly, on many occasions waiving opportunities to increase their charges. In return, the Project Team has been duty bound to ensure that the consultants also act in an honourable manner, which has been achieved. Richard emphasized that ASW was most fortunate in choosing Ellis & Co, who have behaved impeccably. He said that at the end of the contract this will be recognized and Ellis & Co will be congratulated for that.
- After the Project Practical Completion date, Ellis & Co will undertake additional **minor works** within the Church, through to mid-September. This is primarily work that has not yet received approval from the Diocese, which can be undertaken separately, and which would otherwise hold up the rest of the project. It is important for the Contract that the team sticks to the agreed Practical Completion despite these delays in getting Faculty permissions.

Overview of major spend areas:

- Consultants - **£ 110k**, Planning Consents - **£ 3k**, Ellis Contract - **£ 1,213k**, Furniture - **£ 80K** (to be confirmed).

- **Bats and Badgers - £12K.** This includes bat consultant's fees and the Licence to Interfere with Badgers. Previously, the church didn't even know it had bats in the crypt.

Future Proofing (very important if the church is to undertake further works in Phase 2):

- **3 Phase Electrical Supply - £ 27k.** The Project would otherwise have reached virtually the limit for one-phase supply, so the team – with the benefit of the engineering expertise of Tom Yacomeni – “grasped the nettle” and decided to increase the capacity, so that ASW will not have to do it during Phase Two at a much greater cost.
- **Securing Phase Two - £ 15k.** This was a mechanism to secure Planning Consent for the whole Project from B&NES Council, because consent would otherwise have run out on 31 Jan 2024. After some negotiation, the contractor only had to drive three piles in order to secure a “meaningful start” to the work required for Phase Two.

Some “unseen” but key facts

- Lengths of **Power and Data Cables** used – more than 7 kilometres
- Lengths of large **Structural Timber** used – more than 2 kilometres
- Depths of **3 piles** installed -- more than 18 metres
- **14 Core Project Design and Project Review meetings** held, often with 10 individual participants. These included: ASW Representatives, Architects, Structural Engineers, Mechanical and Electrical Engineers, Quantity Surveyors, Ecological Consultants and Heating Engineers, Lighting and Sound Engineers.

Unforeseen issues:

- **There have been 114 separately identified items** which the Team has needed to instruct the contractor to add, delete or modify, because the design drawings needed changes. This is an exceptionally high number which, due to robust processes, has been achieved while maintaining the timescale and cost profile of the Project.
- **Delays attributed to the Diocesan Advisory Committee (DAC) position** on a number of key design points. The many challenges of navigating this have fallen to Tom Peryer.
- **The Power Supply:** the requirement to upgrade to 3-phase, to future-proof the Project.
- **Bats in the Crypt:** following the discovery of bats and the subsequent ecological consultant's report – conducted by Jim Phillips from Weston, who did an amazing job - Licence conditions caused a six-week delay when no-one could enter the crypt. This is where Ellis & Co behaved honourably, flexing the programme so that they only needed a two-week extension on the contract. Richard said that they were one of the best contractors that he had ever worked with.

He finished by showing an impressive photograph of the stone lintel for the side door, carved in Ellis's workshop in Shepton Mallet, being maneuvered into position.

Tom Peryer summarised the **financial situation**: The total cost of the current Works, including VAT, is £1.7m. Prior to the start of the Works, consultancy fees and preparation costs came to c £400k. Therefore, by the end of the current Works the church will have spent c £2.1m, a huge sum.

The church is borrowing up to £350k from Methodist Chapel Aid (MCA) and some church members have offered further loans. The expectation is that the total debt at the end of the project will be c £350k, against a total expenditure of £2.1m, so the church will have raised at least £1.75m towards the £2.1m project and will upon completion be left with a debt of c £350k.

Some members had expressed concern over this debt, but Tom Peryer reassured the meeting that it was a similar amount to the debt incurred 20 years ago following the refurbishment of the Church Centre. On that occasion the debt was paid off within 3 - 4 years. This time the MCA has agreed a ten-year loan, but Tom very much hopes that the sum can again be paid off much earlier and the church might even be able to move on to Phase Two.

He finished by thanking all those who have donated to the ROCK project over many years, and thanked God for the exceptionally good progress currently being made. He was confident that everyone would be thrilled and excited when (in July) they could see inside the building.

To general applause, Tom Yacomeni thanked Tom Peryer, Richard Lewis and the entire ROCK Team. He said that everyone had put in an extraordinary amount of work and a lot of hard graft, often involving long hours and considerable stress. It had been an emotional roller-coaster - faced with many challenges, they had frequently relied on the Lord's intervention following intense prayer. He was immensely grateful to the strong team of people with a wide range of skills that had carried All Saints through this tumultuous period.

TY ended with a prayer of gratitude to the Lord for His hand on the project and prayed that the building would be used to God's glory in future generations.

11. Rector's Report

Tom Yacomeni

TY invited four staff members to give a three-minute presentation of the highlights of last year, their dreams for next year and points for ongoing prayer.

Pippa Page - Seniors: Tuesday services are well attended and she rejoices to see people developing love and care for each other. Third Tuesday Lunch (3TL) is going well with Simon Briffett as their talented chef. Pippa's *Pastoral Care* course in November was much valued and will run again for the Deanery in September, in partnership with St Stephen's. Pippa qualified as an Anna Chaplain (a community chaplain for older people) which has already opened doors for her in residential care homes. She hopes to extend this work, in particular in sheltered housing complexes and Winfield Lodge Care Home, where she already takes a service.

Points for prayer: volunteers for *Seniors Holiday Club*, which runs from 20 to 22 August 2024, praying that it will be safely run and will be fun. Pray for volunteers for 3TL, especially for washing up. Pippa gave thanks for the Pastoral Care team, without whom the work could not happen, especially John Barnet and Catherine Slade.

Rev Emma King - community and schools work: a faith group has started at the Hub and the link with the church is growing. Schools work at WASPS is growing, with an assembly every single week run by the clergy or *Open the Book*. A monthly prayer group prays for the school and the Easter story was dramatized and shared with 500 children over Holy Week, a massive event.

Emma's hopes and dreams are that the faith group on a Monday will grow and the church will be able to become more involved in Oldfield School. She asked for prayer for this and gave thanks for the whole team, especially Peter Heywood, Barbara Parker-Weekes and Ken Stealey for their work at the Hub; Tom Peryer and the *Open the Book* team, and Tom Yacomeni and Pat Dunlop for serving as WASP governors.

Jo Tucker: children's work: Jo returned from maternity leave a month ago and wanted to thank the many volunteers – 22 in total – who have carried the children's work this year, particularly Chrissy Gray, Sarah Gleeve and Phil & Gemma Day. There are currently 13 children in Explorers (7-9 year olds), 8-10 in Climbers (4-7 year olds) and 4-5 in babies and Tumblers (0-3 year olds). Her dream is to create more groups in September to accommodate more children and reduce the age range in each group, so her prayer is for more volunteers to achieve this. She is very excited about the work in WASPS, where the team's work has been welcomed and there is an encouraging openness.

Jo's dream is to start a toddler group in September. She asked for prayer for volunteers and also that the group would be a strong witness to the community and draw new families into the church. She is planning two mornings of a *Children & Family Holiday Club* at the end of August, and prayed that this activity and others would be doorways to children growing in faith, more families coming to church and more baptisms.

Ben Knowlman - Youth Work: Ben said that God had been doing a mighty work in the youth of ASW, and mentioned a host of activities during the week, including *Drop-in*, *Toast* on Sunday and *Rendezvous* (Year 9). These gatherings spark deep conversations, cumulating two weeks ago in two baptisms, and his hope is for more in the near future.

Ben's hopes and dreams are that God will continue to awaken a generation in radical and powerful ways. Currently at least one young person from the community joins the youth work every single week, predominantly through *Drop-in*, and he is praying for this to continue. He and Callum would also like to do some blogging. He wants to see youth worship continue to grow and empower, and there is excitement among the youth about prayer ministry and leadership.

Points for prayer: A *Youth Alpha* is running every Wednesday on the back of the huge *Illuminate* tour that involved hundreds of young people. This year's summer camp is *St George's* in July – this is the youth weekend that was so amazing last year. Ben thanked God for a big, wacky and diverse bunch of leaders who can come alongside the big, wacky bunch of youth who are involved in all of this.

Rev Tom Yacomeni – other work: Tom mentioned Callum Houston, whose ministry has developed enormously during his internship at All Saints. He commended the huge amount of work in hidden places, from David Shearman committedly winding the tower clock every week to Peter Room, who starts work at 5.00am to clean the buildings. He commended Karen Kopp's many hours of essential safeguarding monitoring and Peter & Alison Tucker for stepping up to join this team. He thanked the Office team of Gary Oaten, Naomi Cox and Barbara Kaehler.

He then showed a video compilation of photographs of the church's activities in the past year, set to a sound-track of the worship song "Build Your Kingdom here", showing a staggering variety of All Saints activity involving hundreds of people. This was met with cheers and applause.

12. Opportunity for questions and answers

Tom Yacomeni

There were no questions.

13. Prayer

Peter Ward took the microphone and invited the whole church to gather around Tom and Mims, to pray for them and for their ministry. He paraphrased Isaiah 61 vv1-3 and said that All Saints was a favoured people to have Tom as their Rector, with his challenging and committed leadership supported wholeheartedly by Mims.

Members prayed for strength in body, mind and spirit, for protection from evil and for a summer of refreshment and renewal. One member shared an image of a dam filling up to the brim with fresh water after a winter of rain.

Tom Yacomeni closed the meeting with a blessing at 7.45pm.

Signed by Rev Tom Yacomeni _____ DATE