

The Parish of Farlington

St. Andrew's, Farlington &
The Church of the Resurrection, Drayton

Annual Report of the Parochial Church Council

for the year ended 31st December 2021

Incumbent – Revd Canon Paul Gully

Bank – Natwest Bank plc,
High Street,
Cosham,
Portsmouth

Independent Examiner – Morris Crocker, Chartered Accountants
Station House, North Street,
Havant
PO9 1QU

Charity Number: 1129921

Website – www.farlingtonparish.co.uk



Parish of Farlington
Meeting of parishioners and
Annual Parochial Church Meeting

Sunday 24th April 2022 at the St Andrew's church hall
after the 10 am service

Agenda

Meeting of Parishioners

Minutes of Meeting of Parishioners 2021

Election of Churchwardens

Annual Parochial Church Meeting

Minutes of the Annual Parochial Church Meeting 2021

Electoral Roll Report and Appointment of Roll Officer

Election of PCC members

Appointment of Treasurer

Appointment of Secretary to the PCC

Appointment of Independent Examiner

Appointment of Deputy Wardens

Agreement that Licensed Readers should serve as ex-officio members of PCC

Treasurer's Report on the 2021 accounts

Safeguarding Policy Statement

Report on the fabric, goods and ornaments of the church by the Churchwardens

Report on the proceedings of the PCC by the Secretary

Report on the proceedings of Deanery Synod

Chair's remarks

Any questions about parochial church matters

Minutes of the Parish of Farlington Meeting of Parishioners held on Wednesday 2 June 2021

Present: Rev. Canon Paul Gully (PG), in the chair, and 22 parishioners.

Apologies were received from Rev. Philippa Good, Simon Lemieux, Karen Lemieux, Jill Collings, Amanda Wells, Paul Wells, Chris Batstone, Viv Batstone, Lynne Runham, Marina Horner and Charlotte Saunders

PG opened the meeting at 7:45 PM.

Minutes of Meeting of Parishioners 2020

The minutes of the Annual Meeting of Parishioners were presented in written format. There were no questions arising from the minutes

Election of Churchwardens

The Secretary reported that nominations had been received for 2 churchwardens in the parish.

Michael Horner was proposed by Chris Gibbons and seconded by Linda Upton.

Anthony Purser was proposed by Amanda Wells and seconded by Paul Wells.

There being no further nominations, Michael and Anthony were elected as churchwardens.

PG thanked the elected Churchwardens for agreeing to serve for the coming year. He also thanked Amanda, in her absence, for her service to the parish as Churchwarden for the previous three years.

There being no further business for the meeting of parishioners, the meeting closed at 7:50 pm

Minutes of the Annual Parochial Church Meeting held on Wednesday 2 June 2021

Present: Rev. Canon Paul Gully (PG), in the chair, and 22 parishioners.

Apologies were received from Rev. Philippa Good, Simon Lemieux, Karen Lemieux, Jill Collings, Amanda Wells, Paul Wells, Chris Batstone, Viv Batstone, Lynne Runham, Marina Horner and Charlotte Saunders

Minutes of the Annual Parochial Church Meeting 2020

The minutes were presented in written format. There were no questions arising from the minutes.

Electoral Roll Report and Appointment of Roll Officer

The number on updated roll is 107. Marcus Saunders was elected as Electoral Roll officer.

Election of PCC members

Nominations to PCC were received as follows:-

- Chantal Bodsworth was proposed by Richard Jempson and seconded by Paul Harrison.

- Richard Jempson was proposed by Chantal Bodsworth and seconded by Paul Harrison.
- Lynne Runham was proposed by Ruth Taylor and seconded by Chantal Bodsworth.

Chantal, Richard and Lynne were elected for a 3 year term.

Appointment of Treasurer

PG explained that the appointment of the Treasurer for the parish is a matter for the PCC, but that the PCC would wish to be guided by a recommendation from the APCM. Hannah Emerton had taken on the role from 1 January 2021 and had confirmed that she was happy to continue as Parish Treasurer. The APCM so recommended the appointment of Hannah Emerton.

Appointment of Secretary to the PCC

PG explained that the appointment of the Secretary to the PCC was a matter for the PCC, but again he thought that the PCC would wish to be guided by a recommendation from the APCM. He also explained that the current Secretary, John Upton (JU) had expressed the wish to continue as a servant to the PCC, rather than be a voting member of the PCC. The APCM so recommended.

Appointment of Independent Examiner

Mark Emerton, as Finance Committee Convenor, explained that it was sensible at this stage to continue to work with our existing Independent Examiners, but that the committee would be considering a change at some time in the future as it was financially prudent to change Independent Examiners periodically. The PCC so recommended, and the meeting agreed, that we re-appoint Messrs Morris Crocker, of Station House, North Street, Havant PO9 1QU to be our Independent Examiner for a further year.

Appointment of Deputy Wardens

Paul Harrison affirmed he is willing to continue in the role of deputy churchwarden. Accordingly, the APCM appointed Paul for a further 12 months. PG thanked the deputy wardens, including Chantal Bodsworth, for their work in the last year.

Appointment of Sidespersons

The following people had agreed to serve as Sidespersons for the next year –

St. Andrew's church: Chantal Bodsworth, Chris Brown, Ann Howells, Richard Jempson, Anthony Purser, Lynne Runham, Len Taylor, Amanda Wells and Paul Wells.

Church of the Resurrection: Di Allen, Chris Batstone, Sheena Day, Jill Fellows, Ron Fellows, Chris Gibbons, Jean Nicholas, Michele Voysey, Emma Walters, Vivien Walters.

The meeting duly elected these persons to serve as Sidespersons.

Agreement that Licensed Readers should serve as ex-officio members of PCC

PG explained that Amber Vincent-Prior, Reader, did not confirm her wish to be a member of PCC. Simon Lemieux, Reader, was already serving as a Deanery Synod representative

and therefore had an ex-officio seat on the PCC. There was therefore no need for the APCM to give agreement to Licensed Readers to serve as ex-officio members of the PCC.

Treasurer's Report on the 2020 accounts

The accounts for year ended 31 December 2021 were presented as a separate document. Hannah Emerton explained that the accounts had been submitted to the Independent Examiners but had not yet been given the certificate. The Independent Examiners had not raised any questions about the accounts, but as they had only recently completed the examination of the 2020 accounts, it was not expected that any questions of significance would be asked about these accounts. The PCC had approved the accounts on 26 May 2021.

The meeting was invited to ask questions about the accounts as presented.

Geoff Wilson asked if the PCC had been able to appoint a Stewardship Officer. PG confirmed that it had not been able to do so to date.

PG reported that both Marett Nelson and John Romney are standing down from their respective roles and so would cease to be members of the Finance Team. He thanked them both for their years of work in their roles and for their contributions to the work of the Finance Team.

Safeguarding Policy Statement

The Safeguarding Policy Statement had been published on page 19 of the Annual Report. PG reported that Safeguarding is a standing item on the PCC agenda. The policy statement is due for review and will be considered by PCC at its meeting in July.

There were no questions about Safeguarding.

Report on the fabric, goods and ornaments of the church by the Churchwardens

The Churchwardens' report was included on pages 11- 12 of the Annual Report. There were no questions to the Churchwardens. PG thanked Amanda Wells and Michael Horner for their work in the last year.

Report on the proceedings of the PCC by the Secretary

The Secretary's report was included on pages 12 - 13 of the Annual Report. There were no questions to the Secretary.

Report on the proceedings of Deanery Synod

The report on Deanery Synod proceedings was included on page 13 of the Annual Report. There were no questions to the Deanery Synod representatives.

Rector's remarks

The Rector's remarks were published on page 10 of the Annual Report.

Geoff Wilson asked PG to say a bit more about the changes taking place to which he had referred in his Rector's remarks. PG outlined the process to date in drawing up changes to the parish structure within the Diocese and indicated the current proposals.

He said that there are a number of questions concerning the plans which have yet to be answered. He reminded those present of their Deanery Synod representatives, and encouraged people to talk to them regularly to keep abreast of unfolding developments.

Any questions about parochial church matters

This was an opportunity to ask questions about any items in the Annual Report not covered so far, or any other parochial matters. There were none.

There being no further business, PG closed the meeting with a blessing at 8:20 pm.

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Administrative Information

The Parish of Farlington comprises two churches: St. Andrew's and the Church of the Resurrection. It is part of the Archdeaconry of Portsdown and the Diocese of Portsmouth within the Church of England. The correspondence address is: Farlington Parish Office, Church of the Resurrection, Penrhyn Avenue, Cosham, Portsmouth PO6 2AW. The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Measure: it is registered with the Charity Commission, charity number 1129921.

The Ministry Team is comprised

Incumbent: The Revd Canon Paul Gully
Assistant Curate: The Revd Philippa Good (until July 2021)
Reader: Mr Simon Lemieux

Clergy with Permission to Officiate linked with the parish:
The Revd Linda Denness

Reader with Permission to Officiate linked with the parish:
Mrs Amber Vincent-Prior

PCC members who have served from the date of the previous annual meeting are: -

Incumbent: The Revd Canon Paul Gully Chair
Assistant Curate: The Revd Philippa Good (until July 2021)
Reader: Mr Simon Lemieux

Wardens: Mr Michael Horner
Mr Anthony Purser

Secretary: Mr John Upton (appointed by PCC and non-voting)
Treasurer: Mrs Hannah Emerton

Deanery Synod representatives:

Mr Mark Emerton – Vice chair, ex-officio Diocesan Synod member and Bishop's Council
Dr Marcus Saunders
Mr Simon Lemieux ex-officio Diocesan Synod member and Bishop's Council
Mrs Marion Coles (resigned) ex officio Diocesan Synod Member

Elected members: *Representing*

2019/22

Mr Chris Batstone CR
Mr Jonathan Philpot CR
Vacancy
Vacancy

2020/23

Mrs Hannah Emerton	CR - appointed treasurer from 1/1/21
Dr Charlotte Saunders/Mrs C Mather	CR
Vacancy	
Vacancy	

2021/24

Chantal Bodsworth	SA
Lynne Runham	SA
Richard Jempson	SA
Geoff Wilson (from 27/7/21)	CR

According to the parish constitution (following rule M16 of the Church Representation Rules 2020), those elected members who have served three years on the PCC will stand down and new members will be elected to take their place.

Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules – a new and simplified version of which came into effect on January 1st 2020. All church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC. The Standing Committee of the PCC is comprised of the incumbent, the churchwardens, and two others elected by the PCC; it meets every two months in the months between the bi-monthly PCC meetings, with the exception of December. There are four sub-committees which oversee the business of the parish in the following areas: Fabric, Finance, Communications, and Spirituality, Worship and Discipleship. The work of the Pastoral Care Committee is currently undertaken by the Ministry Team.

Separate reports from some of these committees are included below. A Working Party, led by Chris Batstone, is looking at what we need to do about confidentiality of our Parish Records, both to ensure that only those who need access are given access and that we are complying with our legal requirements in this area and to prepare for the General Data Protection Regulations (GDPR) which came into force in 2018.

Objectives and Activities

Farlington PCC has responsibility to co-operate with the incumbent in promoting in the ecclesiastical parish the whole mission of the church: pastoral, evangelistic, social and ecumenical. It also has the maintenance responsibilities for St Andrew's church, the Church of the Resurrection and the two church halls within the curtilages of the churches.

2021 saw the revision of the roll. The number on the roll for 2021 was 107

Occasional Offices

Over the year, there have been sixteen funerals conducted by the clergy/Reader team in church or at the crematorium/cemetery. There were five weddings, and seven Christenings

Canon Paul Gully, Rector

Review of the Year

Rector's Remarks

Pandemic and then war in Europe! Again, much of what we have taken for granted is now so uncertain. I trust that we, prompted by our faith, will be able to offer reassurance, practical support and comfort where at all possible.

We said farewell to Philippa Good in July of 2021 as her time as Assistant Curate here came to an end and her ministry elsewhere began in a new way. Thanks to the continued gifts and skills and involvement of all those who minister here. For Linda, Simon and Amber. For Elaine as leader of the Messy Church congregation. I thank them for their discipleship and for the breadth and depth of their offering in service.

Thank you to Michael Horner and Tony Purser as Churchwardens. As the Bishop's officers they have encouraged us all in many practical and prayerful ways. Michael now, at the end of his three-year term, steps down from this role.

Thanks to Hannah Emerton who, willingly and kindly, agreed to take on the role to lead our Treasurer team. Thanks to that wider finance team for the way they support her in carrying out their own responsibilities too.

Thanks to John Upton who comes to the end of his time as PCC Secretary. Thanks to Deputy Wardens, Paul Harrison, Chantal Bodsworth, and for all those who serve as Sidespersons and welcomers. Thanks for those who read our readings in worship and those who lead our prayers of intercession. Thanks to Mark Emerton, Vice Chair of the PCC. To those on PCC who remain in post or have just been elected to join us - thank you too.

As a parish we completed our four-year commitment to support for the work of the charity 'Friends without Borders', and by the time you read this you may know which charity/charities PCC have adopted for future years. The Men's Shed group and Film Club have been able to resume their work again.

Our challenge in the coming years is how to participate in the evolution of the diocesan strategy as it seeks to address the serious financial challenges the Diocese faces. You will realize from your reading of our own parish financial figures contained here that your PCC took the difficult decision to set a 15K deficit budget for this year and urgently needs to explore the possible implications for future years.

The five-year diocesan strategy I mentioned last year was paused for six and then twelve months. We wait to find out whether, at the end of that time anything has changed or whether the original plan will continue to be implemented and the process of ending the existence of Farlington Parish and all other existing parishes, to allow the creation of a completely new, larger 'single parish' structure will go ahead. This creating of a formal Team Ministry of (newly appointed?) clergy and lay people, led by a Team Rector, and with the 'repurposing' of some buildings, still leaves us all with many, unanswered questions, which may become clearer over time.

This is a significant challenge. The Church of England will still need to proclaim the love offered through the death and resurrection of Christ and the day to day outworking of that by you as his followers.

Thank you all for your continuing commitment to these places and their mission. Thank you to you all for the kind and generous way you have continued to support my ministry.

The Rector

Churchwardens' reports on the fabric, goods and ornaments of the church

St Andrew's

The church was in a good state of repair at the start of the period, despite COVID-19 restrictions. There had been recent improvement to the Lighting and heating installations and the provision of new chairs, etc.

The church spire is topped by a weather vane that doubles as a lightning conductor. A temporary repair had been made to reconnect the copper down conductor to the original grounding rod at the North West of the bell tower, but the Lightning Protection System needed more extensive changes in order to comply with current regulations. A proposal by specialist firm A C Wallbridge, required a supplementary Lightning Conductor at the East end, and three additional ground rods, all linked together at roof level by aluminium tape conductors, to the original system.

This had received List B and PCC approval, and the installation work was duly performed on 7th July 2021. Associated electrical work, specifically installation of an equipotential bond between Lightning ground and mains earth, together with Type 1 Surge Protection, is needed for full compliance with the regulations. A C Wallbridge are primarily steeplejacks and lightning protection engineers, so this work would need to be done by a qualified electrical contractor.

Of three quotations received, AJW Electrical Ltd were chosen because they proposed the best technical solution, and had a good understanding of the new regulations. The proposed Surge Protection is a Type 1+2+3 Arrester, which means that sensitive electrical / electronic equipment within the church will have a high level of protection from lightning and other surge sources. The installation work will be scheduled after Easter, to minimise disruption.

AJW Electrical Ltd have also done some maintenance jobs for the Hall (replacement of a failed Emergency Lamp, and descaling of the Burco Water Bolier).

Damage to the church main door jamb stonework, in the form of a growing crack, had been deemed unsightly and a security risk. Paul H organised the like-for-like repairs to be done by Chichester Stoneworks. This work required List B approval, and was completed on 27th September 2021.

At the same time, a length of asbestos guttering on the East wall of the Hall was removed by specialist firm Crucial Environmental, and substituted later for plastic guttering, by Paul H working together with Richard J, after they had repainted the underlying fascia boards. Outstanding items in the Hall containing asbestos will need ongoing periodic monitoring, including the lintel above the main door and a drain downpipe at the rear.

In the church, in both of the chandeliers, CCF bulbs were replaced by LED bulbs, following a successful trial. These ornate chandeliers, suspended above the Nave main aisle, were originally gas lit. The improvement contributes to reducing energy consumption.

Candle lighting in the church has occasionally been problematic. Recently the acolyte candles had been observed to burn down rapidly during a service. It is thought that draughts caused by convection may be responsible. Tilting of the candle holder may also be a contributory factor. Ceramic follower caps were fitted, and the problem disappeared, so the precise cause remains moot.

An experimental patch of wall in the church has been cleaned by Richard J, using warm water, to remove grime stains, particularly above the radiators. The results have been mixed, but generally a great improvement. It is hoped that this treatment will remove the need for lime wash treatment, which is a labour intensive and disruptive procedure using hazardous materials in order to apply the requisite 5 coats. The warm water treatment was effective in some areas, but on other, more greasy surfaces, just seemed to smear the grime rather than removing it. It seems that an aerosol cleaner containing a mild detergent is needed, but an approved cleaner would be needed. In any case, it is standard practice to clean and prepare any surface before applying a decorative or protective coating. This raises the question, how is this normally done before applying lime wash treatment?

A proposal to provide wheelchair access to the church will shortly be the subject of a List B application. It will be necessary to cut back the Organ Dais in the Vestry to improve access through the archway between Nave and Vestry. Studies from a 3D Model indicate that it should be possible to increase the critical horizontal spacing to the water pipes attached to the Archway North wall, from about 598 mm to 803 mm up to a height of about 373 mm, by setting back the T&G boards on the North face of the Dais. However, the cut down Top board, supported below by a new beam, would project and overhang the facing boards by 34 mm, reducing the horizontal spacing, within the height range 373 mm to 440 mm, to about 769 mm.

The horizontal gaps can be usefully compared with wheelchair width measurements provided by an existing user, to calculate the expected horizontal clearances as follows:

Wheelchair	Height above floor	Horizontal Gap	Clearance
Manual wheelchair Width 23 inch (584.7 mm)	< 373 mm	803.1 mm	218.4 mm
	373 mm to 440 mm	769.4 mm	184.7 mm
Small powered wheelchair Width 25.5 inch (647.7 mm)	< 373 mm	803.1 mm	155.4 mm
	373 mm to 440 mm	769.4 mm	121.7 mm

Reducing the width of the Dais Top board any further (to less than 75 mm) demands very careful consideration, as it serves the function of supporting the Organ NW and SW Screens, which guard the outermost (Bourdon rank) wooden Organ pipes. Should it be necessary, a more drastic change could be introduced, such as cutting off the Dais North West corner at an angle.

A scuff guard may be included in the proposal, to protect the projecting water and gas pipes which are clipped to the Archway North wall. This guard could be fabricated from sheet metal or plywood. Also it will be proposed to raise the Doormat by at least 25 mm to reduce the step up to the Vestry carpet, by insertion of a spacer of suitable material underneath.

The Organ itself was recently tuned by South Coast Organs, leaving us in good musical shape for Easter and to meet the forthcoming wedding season.

An annual Fire Safety check was completed and Fire Extinguishers were serviced / replaced as necessary.

The new Gas Boiler also has an annual service due. This will be coordinated with Victory Gas & Heating, who performed the installation.

Significant damage to the church and churchyard was sustained during storm Eunice on 18th February 2022. A large Yew tree was uprooted in the churchyard, fortunately causing no apparent damage to memorial stones. This followed the fall last year of its larger companion Yew tree. These trees were removed by Portsmouth City Council.

Storm Eunice also caused damage to tiles, coping stones and guttering on the North side of the church roof, as well as to cedar shingles and lead flashing around the Spire. This will be the subject of an insurance claim, but there may be some costs remaining to be borne by the PCC, following closer inspections.

The small 4 – step stepladder in the church was replaced by a lightweight 5 – step stepladder. This features safety rails extending well above the platform, and a tool tray. This stepladder is in regular use, e.g. for flower arranging, so safety is an important consideration.

The front steps to the church main entrance had been fenced off, because of some misaligned stones which were a tripping hazard. This problem, seems to have been caused by roots of a Yew tree protected by a Preservation Order. Following lengthy discussions and correspondence with Portsmouth City Council, this problem has now been resolved and the steps are once again open for use.

The path alongside the Hall East side also has misaligned stones, causing a tripping hazard. Quotes are being obtained for remedial works, so that it can be used for access to the Garden of Remembrance.

Tony Purser

Church of The Resurrection

My third year as church warden has been much more normal than the previous two, thanks to the Covid effect easing.

There have been no major issues with the fabric of the building now that the damage from the weathervane has finally been completed. Various items have been rectified

throughout the year including broken windows, locks, minor vandalism, gutter cleaning etc. PAT testing of the small electrical items was carried out in April '21.

The new plaster above the church kitchen area and the children's area has now been painted. There are some signs of staining on the new plaster above the kitchen area; both Paul and I have checked for leaks but none are evident so this area will need to be monitored going forward.

Some woodworm has been identified in the organ when it was tuned in December. This is being treated in April so should solve the problem, but again will need to be checked ongoing.

There are several high-level bulbs starting to fail around the church. Due to their height, regulations mean we are unable to replace them ourselves. When we get to a critical point where they need to be changed, it would be sensible to replace all of them with new LED units to help with our green footprint, reduce maintenance and running costs.

At present we use a contractor to maintain the grounds around the church. It would be good if we could intersperse the work they do, with volunteers to cut the grass etc. This would help reduce these costs, so please let me know if you would be able to help with this.

As always, many thanks to everyone who has supported me this year and the previous two; it has been much appreciated.

Michael Horner

Secretary's report on the proceedings of the PCC

The usual practice is for the PCC to meet every other month, with the Standing Committee meeting in the intervening months (except December) to deal with urgent matters arising and to set the agenda for the next PCC meeting. The Standing Committee consists of the Rector, Vice-Chair, Churchwardens, and Chris Batstone.

During 2021, the usual timetable of PCC and Standing Committee meetings has continued but in the early months, the meetings were held on Zoom; In-person meetings resumed in July. The 2021 APCM and Annual Meeting of Parishioners was deferred until June, so the PCC year has been somewhat truncated.

The PCC has certain matters on the agenda as a matter of course, including Safeguarding of Children and Vulnerable Adults. In July, the PCC approved the Parish Safeguarding policy. Further, at the same meeting the PCC approved a Lone Working Policy which is being rolled out by the Churchwardens to all church key holders. The text of both these policy documents is included at the end of the Annual Report. More recently a Safeguarding 'dashboard' has been introduced by the Diocese of Portsmouth which should enable parishes to keep track of training completed for those required to undertake this and to keep a record of progress on any cases being dealt with under the

Safeguarding provisions. However, it should be noted that this will increase further the workload of the Parish Safeguarding Officer.

Much of the business is dealt with by 4 sub-committees; Finance, Fabric, Communications & Spirituality, Worship and Discipleship. The PCC has received reports from these sub-committees when each has met, and has considered and accepted recommendations or endorsed decisions made. It was not possible to find someone to lead the Communications Committee so that Committee has not met since the 2021 APCM. A further Committee has been constituted to take forward the parish commitment to the Eco-church agenda. Reports from the Spirituality Worship and Discipleship sub-committee and the parish Eco-church sub-committee are included below. Finance is covered in the financial reports and accounts below and Fabric is covered in the Churchwardens' reports. The Working Group dealing with Data Protection regulations continues to review our processes and procedures and to report to the PCC.

2021 saw the introduction of the streaming equipment into the Church of the Resurrection. Streaming is limited to 2 services per month, with the Sundays chosen according to the most suitable in that month. The initial teething problems with the equipment appear to have been resolved, although the music at Midnight Mass was inaudible so the recording was taken down from the parish website as soon as this was noticed.

2021 saw the completion of the parish's 4-year commitment to the charity Friends Without Borders. The charity sent an appreciative letter of thanks for our support over that time. The PCC is now considering proposals for another charity to support.

The Rector brought to the attention of the PCC the dispute with Portsmouth City Council about the respective responsibilities of the PCC and the Council for the churchyard at St. Andrew's. This has been a major stumbling block in having repairs made to the steps from the pavement to the church. The matter is ongoing.

John Upton, PCC Secretary

Report on the proceedings of Deanery Synod

The Deanery synod has met three times during the past year including one meeting hosted by our parish at St Andrew's Church. It has been good to meet in person once again, as Covid restrictions have been progressively lifted. The main items covered/highlighted by the synod have included:

1. The future shape and structure of ministry in the city where there was a clear view that forced mergers/team ministries would not be welcomed by the majority of parishes. There was however a clear desire for parishes to work more closely together. Farlington Parish is in the North of the Island cluster along with Paulsgrove, Cosham and Wymering which is a logical and manageable grouping

2. The presumptive pause in filling vacancies as a result of the current financial pressures has caused anxiety and uncertainty in several parishes, though this is likely to be review/lifted soon by Bishop Jonathan.
3. The deanery link with Ho Diocese in Ghana emerged as a sensitive issue given the support by the Anglican Church there for a draconian bill aimed against the LGBT community there. As is often the case, the picture on the ground and the local politics is more complex and nuanced than might at first appear. Discussions at a higher, archiepiscopal level have appeared to diffuse a lot of the initial concerns.
4. The Deanery continues to support the youth chaplaincy work in the city and pays for a part time counselling co-ordinator/enabler who does valuable work in our local FE colleges.

Simon Lemieux

Committee Reports

Spirituality, Worship and Discipleship Committee

The committee meets once every three months and currently consists of eight members including Canon Paul Gully and convened by Sheena Day. We have welcomed two new members this year – Charlotte Saunders and Phillip Sampson. Progress has been limited due to COVID and the early meetings this year were largely concerned with the service practicalities required as a result of the gradual easing of restrictions, and contingency planning following Brian North's resignation as Organist, as well as discussing requirements from his successor. As things have returned to nearer normality, we were able to initiate a parish Quiet day in March 2022, which was well attended and ably run by Debbie Bridger from St Aidan's church and Carol Gully. We have discussed the potential restarting of Café Church, further workshop-type services following the extremely successful Climate Change Sunday service, and holding an information/training session for those writing or who would like to write intercessions. We are also hoping to arrange a Songs of Praise event when a new Organist is appointed. The committee has continued to choose the hymns for both churches on a rota basis, assisted by members of the congregation and we thank Miriam Sampson and Ruth Taylor for supporting the music in both churches in the interim.

Eco Church Report

A few years ago when Philippa was the curate in our parish she registered us on the A Rocha website and started the process of working towards the Eco-Church Bronze Award. Sadly this process was derailed by Covid and then Philippa left us. However, as we started to open up again after the lockdowns, the PCC agreed that we should continue and that a group should be set up to carry this forward.

This group has now met twice to go through the Eco Church questionnaire provided by A Rocha and assess where we already meet the Eco Church criteria and what more we need to do to achieve the award. It contains representatives of both our churches, and people with different areas of expertise. Other interested people would be most welcome to join us.

The Eco Church criteria cover five areas of church life:

- worship and teaching
- buildings
- land
- community and global engagement
- lifestyle.

So far we have looked at the first three of these and identified areas where we need more information and/or need to take further action. For example we are looking at energy use and insulation in our buildings and identifying areas where we could further “green” our church land to encourage biodiversity. We are also reviewing the cleaning materials we use to ensure that they are eco-friendly.

In addition this year we have carried out the following initiatives:

- We set up an **Eco Church display board** at the back of CoR.
- We held a **Climate Sunday family service** in the lead up to COP26 last autumn. This was promoted by leafleting around the parish, and over 60 people attended.
- We held a **small prayer vigil** at the beginning of COP26.
- We **promoted the Portsmouth Climate Festival**, particularly the family-friendly **musical about plastic pollution in the oceans**, and several people from the Sunday congregations and from Messy Church attended that.
- We continued **collecting plastic items for recycling** through the local schools - see the display at the back of CoR.
- We participated in the “**Green Hearts Everywhere**” initiative at the family service in February, making cards with green hearts to demonstrate our commitment to the COP26 resolutions and sending them on to our local MP.
- We promoted **Fairtrade Fortnight** with the theme of **fair trade and climate justice**.
- We promoted the **MAPP Project, surveying plastic waste** across Portsmouth.

There is much more to do and we hope to make significant progress in the coming year. We would welcome your participation and your prayers.

Miriam Sampson

Accounts for year ended 31 December 2021

See separate document

Other Reports

Drayton Film Club: A Farlington Parish Outreach activity

We're back! Drayton Film Club re-opened its doors in October 2021 after being closed for almost a year due to the pandemic. Our film for that month was the brilliant *Downton Abbey*, a feel-good film which was much appreciated by everyone who came along. It was lovely to see everyone again and to be able to chat together over a cup of tea during the interval.

At the time of writing this report we are planning a soup lunch to be served before the screening of our next film in April and hopefully more lunches will follow during the coming year.

We have a wide variety of films lined up for you, some old, some new, some funny, some sad and some to reflect upon. So do join us on the first Tuesday of every month at 2 pm in the Church of the Resurrection. Admission is free. Donations towards the cost of refreshments are welcome.

Linda Upton

Messy Church Report 2021-2022

At the beginning of the year, Messy Church was not able to meet as Covid restrictions meant we could not operate as usual, especially as the whole ethos of Messy Church is socialising in a Christian/ church setting. However, as these restrictions relaxed we devised a way of meeting again.

During the numerous "lockdowns" I kept in contact with many of our Messy families, helped greatly by the Messy Church at Home resources provided on the Messy website. Even though there was no expectation that activities would be done, (with everything else parents and families had to cope with), maintaining contact was very important.

Certainly, when we finally did meet again one of our worries was that families would not return. While that was true for several, we gained new members who were pleased to be able to meet other families. Many previous participants expressed their thanks that we were back.

Our themes have been varied: the parable of the Lost Coin, Christmas (of course), Naboth's vineyard, The parable of the Mustard Seed, Noah, the Prodigal Son and the Rich man's Party.

We welcomed two new helpers; Susannah Starkey, and Hannah Duffy, who is doing Duke of Edinburgh's award. Along with James Blake there are now three young people with the team. James has taken on the Messy Science role, his specialism.

Also, Vivienne Walters finished her involvement after being with us since 2016 when Messy Church began. So, a big thank you to her for all the activities she arranged and all the chairs moved and replaced.

I would like to say a huge thank you to all the Team in all sorts of ways-coming up with suitable activities, finding songs, taking photos to share, buying and serving food, washing up after, moving tables and chairs. And of course, sweeping away the mess.

Such a long list of jobs, but most importantly welcoming families (all ages), getting to know them and talking to them. A very important contribution to sharing God's love.

Lastly, I have said this many times, why don't you come along, see what goes on and maybe lend a hand?

Elaine Beeby

Friends of St. Andrew's

The Friends of St Andrew's, having returned to in person Church Services in December 2020, were looking forward to going back to doing bi-monthly meals in 2021 in the hall as we love to take part in these food and fellowship events. However this was not to be because of the continuing Corona Virus all in person Church Services were cancelled from 17th January to 6th March 21 initially. In the end we were not able to offer hospitality to our parish community until 21st November 21 when we hosted a brunch of bacon rolls, hot dogs and croissants served with tongs washed down with coffee, tea, fruit juice and bucks fizz.

We've hosted 2 meals this year already and have booked the hall for 4 more events.

I would like to thank all those who have cooked for our meals and the Flower Ladies who have decorated St Andrew's Church splendidly.

Amber VP

Traidcraft Report

As Lockdowns and Restrictions due to the Covid Pandemic continued throughout 2021 we have still not been able to restart running the stall.

Our stocks are still not replenished but once the Church was able to serve refreshments again, we resumed supplying the fairtrade coffee at cost price. We also had some Christmas orders which boosted our sales.

The balance in the bank at 31st December 2021 was £522 and the stock was £75 consisting mainly of Ground Coffee.

We have agreed to make two donations in 2022 from the surplus we made in 2019 which will bring our balance down to about £300.

Hopefully the current situation will improve in 2022 and we can look to how we continue. We have already agreed to order Fairtrade Cleaning Products to support the Church's Fair Trade Status and Eco Church.

Jill and Jenny

Parish Safeguarding Policy Statement



The following policy was agreed at the Parochial Church Council (PCC) meeting held on 28th July 2021

In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This parish appoints Christine Watkins as the Parish Safeguarding Officer

Incumbent: Canon Paul Gully

Churchwardens: Mr M Horner

Mr A Purser

Lone Working Policy

The Parish of Farlington is committed to the health, safety and wellbeing of all its clergy and accredited lay workers and volunteers who, in the course of their work and ministry, may have to work alone, and this policy provides a framework for managing the risks presented by lone working, as well as identifying the responsibilities each person has in this situation.

This policy relates to all church personnel whether employees, office holders or voluntary, who work out in the community and/or in other people's homes, or who work alone in churches or other establishments and are physically isolated from colleagues or family, without access to immediate assistance.

Principles

It is recognised that lone working is an everyday and essential practice for clergy and church workers, and it is therefore important that the additional risks that arise from this are fully understood, in order that they can go about their daily work in relative safety. This policy should therefore be read in conjunction with the good practice guidance given in the House of Bishops Parish Safeguarding Handbook, 'Promoting a Safer Church', which also sets out the appropriate boundaries for preventing misunderstandings and reducing risks.

All workers and volunteers should avoid working alone if it is not necessary, and work with others where possible. However, if this is not feasible, they should be aware of the importance of personal safety, and take all reasonable precautions to safeguard themselves from harm, as they would in any other circumstances.

The Parochial Church Council (PCC) is responsible for ensuring that all lone working activities within the church are formally identified, and appropriate risk assessments are undertaken in order to identify and reduce the risks which lone working presents. In drawing up and recording an assessment of risk, issues such as the place of meeting, security, the risk of violence and the nature of the task or activity should be considered alongside any other factors appropriate to the circumstances, such as the lone worker's health and fitness, age and gender.

The perception of risk can be seen differently by each individual, and, therefore, it is important that all lone workers receive relevant information about the identified risks within their role, in order that they are equipped to recognise these, and are enabled to take responsibility for their own safety and security.

All risks identified to workers arising from lone working must be recorded, in accordance with requirements of the Health and Safety at Work Act 1974, and the Management of Health and Safety at Work Regulations 1999.

Parishes should ensure they have adequate insurance in place to cover all lone working activities which have been formally identified by a risk assessment.

Where there is any reasonable doubt about the safety of a lone worker, consideration should be given by the parish to undertake other arrangements to complete the task or activity, such as ensuring individuals work in pairs.

Procedure

1. Working Alone in Church or at another Building

Within this document, lone working refers to situations where individuals, in the course of their duties, work alone or are physically isolated from colleagues and without access to immediate assistance. In this regard, PCCs should ensure that they:

- a. Undertake a risk assessment on building safety to determine if the church/building needs extra security. For example, spy holes, door chains or outside lighting can all help to safely identify callers.
- b. Consider how lone workers will raise the alarm if necessary, and ensure they have a means of communicating with others in the event a problem arises.
- c. Agree a protocol for visitors to the building; and decide whether or not to allow visitors in when only one person is there.

No worker should ever plan to be alone on church premises with children or young people. However, if they should find themselves in this situation, it is important that another adult is made aware immediately. The worker should also assess the risks involved in sending the child or young person home, against the risks and vulnerability of being alone with them.

2. Personal Safety

Whilst the PCC has a responsibility to ensure their lone workers' health, safety and welfare, there are also a number of things individuals can do to take reasonable care of themselves.

- a. Lone workers should never put themselves at risk. If a situation arises that they are unfamiliar with, or in which they feel unsafe, they should withdraw and seek further advice or assistance.
- b. Staff and volunteers should conduct their own risk assessment on the occasions when they are working alone, which will help them to decide how safe a situation is and what action should be taken to avoid danger.
- c. Lone workers should be aware of themselves, their behaviour and the signals they may be giving, and to think about their body language, tone of voice and the choice of words they use with others that could be taken as confrontational.
- d. Staff and volunteers who work alone also need to be aware of changes in the behaviour of the person they are with, especially if they seem to become more angry or threatening.
- e. If an incident occurs – even if it is considered a minor incident – the worker should make their Group Leader and/or Safeguarding Representative aware as

soon as possible in order that the appropriate risk assessment and follow-up action can be taken.

- f. Staff and volunteers should take every reasonable precaution to ensure that they do not disclose their personal details, such as address and telephone number or their social networking profile, without good reason.

3. Home Visits

Home visits can be potentially risky situations, and therefore the PCC is responsible for ensuring that appropriate risk management measures are in place before a home visit is undertaken, which may include ensuring that staff and volunteers work in pairs on a first visit. Lone workers should also be aware of their responsibilities in ensuring their personal safety when visiting people in their own homes.

- a. Lone workers should always ensure that someone else, i.e. either their Group Leader and/or colleague/family member, is aware of their movements. This means providing them with the address of where they will be visiting, details of the person they are visiting, telephone numbers if known and expected arrival and departure times.
- b. All staff and volunteers who work in the community, and undertake home visits should ensure that they have access to a mobile phone at all times, which is in good working order.
- c. All home visits should be recorded, as clear and detailed record keeping may prevent problems in the future.
- d. No staff or volunteers should ever undertake a visit to a child or young person in their home unless another adult is present.
- e. Lone workers should be alert to any signs of potential danger during a home visit, and be prepared to leave immediately if they have any concerns. Confrontation should always be avoided, and lone workers should never assume that violence won't happen, as while there are many home visits made safely every day, personal safety is paramount. Any incidents should be reported to the Group Leader and/or the Parish Safeguarding Representative as soon as possible.
- f. Staff and volunteers who undertake home visits should ask the person they are visiting if they can secure any pets they may have which may present a safety risk.
- g. Where possible, home visits should be conducted in the morning or early afternoon, rather than the evening or late afternoon, in order that lone workers can avoid travelling in the dark, particularly in areas that they don't know, or may feel uncomfortable in. If this is not feasible, consideration should be given to working in pairs.

Records

Clergy and church workers should keep a regular record of pastoral encounters, including details such as date, time, subject and actions to be taken. It is important to keep factual records, and separate these from any opinions expressed.

All records should be held in a secure, locked cabinet in the parish and retained in line with the guidance provided in the Diocesan Safeguarding Handbook.

Review

The Parish Lone Working Policy will be reviewed and revised annually in line with the Diocesan Policy and in response to new legislation, policies or guidance, or specific demand and feedback.

This Policy initially approved by the PCC 28th July 2021

Due for next review May 2022