



**PARISH OF PUTNEY
ST MARY'S AND ALL SAINTS'**

**ANNUAL REPORTS
For
2021**

**Including Financial Accounts
January 2021 - December 2021**

and

Minutes of the APCM 2021

Thursday 19th May 2022, All Saints' at 7.30pm

AGENDAS

Annual Meeting of Parishioners and Annual Parochial Church Meeting

Tuesday 19th May 2022, All Saints', at 7.30pm

AGENDAS

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*Please note that some of these reports were presented at the respective church AGMs.
Copies of the AGM reports can be found on both church websites.*

*Other reports will be presented at the APCM report. Following the APCM this report
will be updated, emailed out again and uploaded onto both church websites.*

Annual Meeting of Parishioners

1. Apologies

This report will be updated post meeting with apologies given.

2. Minutes of the meeting on Tuesday 27th April 2021, All Saints', at 7.30pm

The meeting was opened in prayer by Rev'd Daniel Trott at 19:35. Followed by welcome by Rev'd John Whittaker.

- i. Apologies: Carolyn Biddick, Mark Leadley, Carrie Myers, Nikki Cornfield, Jacqui Rose, Catherine Collyer, Jennifer Anderson, Ditte Donnelly, Eve Bradshaw, Amanda Cameron, Alastair Cameron, Mike Bull.
23 members of Parish in attendance.
- ii. Minutes of 29th September 2020 – approved
- iii. Election of Church Wardens:
 - a. Clemancy Gordon-Martin (All Saints') & Andrew Grocott (St Mary's): Unanimously approved
 - b. Rev'd John Whittaker thanked all Clemancy and Andrew for their service since last APCM, along with the wider warden team.
 - c. Noted that Ian Cox had stepped down as a deputy church warden at All Saints'. Thanked Ian for his contribution. Sarah Thomas is welcomed into this role.
 - d. Angela Attach has stepped down as deputy church warden at St Mary's. Thanked Angela for contribution. Christiaan De Lange welcomed into role.
 - e. Meeting closed 19.45pm
3. Election of Church Wardens as nominated at the church 2022 AGMs.
4. Any Other Business

Annual Parochial Church Meeting

1. Apologies for absence

This report will be updated post meeting with apologies given.

2. Minutes of the meeting 27th April 2021

1. Apologies: as above.
2. Minutes of Meeting 30th April 2019 – Approved. No matters arising.
3. Election of PCC members
Rev'd Daniel Trott gave update on All Saints' PCC member changes:
 - Iain Cox steps down and Sarah Thomas joins.
 - Marianne Coates steps down as joint DCC and PCC member and Chantry Westwell joins.
 - Simon Upton and Simon Killick step down from PCC and Liz Hamilton and Shelagh Harrison join.
 - Rosie Taylor takes up her PCC seat (as permitted for deanery Synod reps)Rev'd John Whittaker gave update on St Mary's PCC member changes:
 - Charles Roberts and Tom Willoughby take up PCC vacancies.
 - Adrian Weed steps down as joint DCC and PCC member and Nikki Cornfield joins.
4. Election Deanery Synod members:
This happens tri-annually and so not relevant this year. Noted that Jeremy Donne has left Putney and replacement was required. PCC elected Sam Smith to this role in March 21.
5. Finances
Richard Holman gave a brief overview of finances. Main point made was loss of income in 2020 due to Covid pandemic. At St Mary's Church, this stems specifically from loss of

income from Brewer building rentals. Income down approx. £100,000 because of letting reductions and loss of plate collections.

There has been some offset: Furlough of staff; Hold off on maintenance work; All Saints' contributions.

Discussed that finances have been managed reasonably carefully, with decisions led by government. When things have been possible, they have been done.

End of year is in surprisingly good shape given the circumstances.

The parish still has substantial property and also has investments.

Richard opened the floor to questions. No questions presented.

Noted that the accounts are with independent examiners. Richard can provide full copy to anyone who would like.

Finances unanimously approved (subject to examiners sign off)

John Whittaker thanked Richard Holman for his stewardship, along with the team of treasurers. Thanks also given to Angela Holman for Gift Aid management and to Andrew Grocott for work with Brewer Building.

6. Electoral roll. Angela Holman reported a revision of parish electoral roll, which is split in the parish:
212 at All Saints – 12 new names and 2 removed;
313 at St Marys - 6 newnames and 8 removed.
Total for the parish = 515 names

Angela thanked those who had taken time to respond to survey.

7. Report on PCC business. John Whittaker noted that summary of this was available in ACPM documents.
8. Report of membership of the PCC. Summary available in documentation. Changes noted in agenda item 3. John Whittaker thanked all PCC members for their service.
9. Parish Charites report. No other information to report currently.
10. Fabric and building Report

All Saints' – Clemancy Gordon Martin gave overview. Minimal done in 2020. In August 2021, roof repairs are to be undertaken (already pre-approved)

St Mary's – Andrew Grocott gave overview. Drainage work done, but other work delayed where possible. Brewer building roof was repaired due to leak into nursery below needing to be addressed as they are key tenant.

£12000 work shared between Brewer trust and church for 2021.

Andrew noted that St Mary's has limited ventilation that will need to be addressed. In the short term, ventilation can be made in the tower. The ideal for long term is installation of fans, but there are cost implications and matters regarding fabric of the church.

11. Report on Deanery Synod

Graham Shaw has prepared a report on Deanery Synod that is in documentation. Gemma Duncan has been elected as lay chair for Deanery Synod. John Whittaker thanked Gemma for taking on this role.

Agenda items 12 – 16 all covered in individual AGM reports

12. Admission of Children to Communion
13. Safeguarding
14. Parish Action
15. Magazine
16. Website and social media.
17. Theology in the Pub. This has moved to St Margaret's Church in lockdown after an initial period on Zoom. This does mean that it is less connected to us than in the past. There are hopes that it will return to the Pub in the near future. Nigel Wright has stepped down from this group and Jennifer Morris from the Methodist Church has taken his place.

18. Churches Together. This is ongoing.

19. Team Rectors report. Rev'd John Whittaker explained each member of clergy would offer some reflection.

Rev'd John Whittaker

There have been arrivals and departure.

- Rev'd Daniel Trott has arrived and was welcomed in September APCM.
- Jarel Robinson Brown left as parish assistant moved on to Diocese of London
- Joshua Harris arrived as parish assistant. He will finish in the Summer and move on to a year in Oxfordshire. Appreciation expressed for the work he has done in the parish.
- Alex Turner has started as Director of Music at All Saints'
- Both churches are in process or appointing Deputy Directors of Music. St Mary's have appointed and All Saints' are moving forward.
- Caroline Donne, a lay reader at St Marys' left the parish for Chichester.

A highlight of 2020 has been how bible study has mushroomed. This gives a real sense of engagement.

Looking forward – it is not known how legislation changes will impact, but as a parish we will have the responsibility to take mitigating steps. There is no Church of England guidance as yet, but this will inform what we do.

There is not much to add in regard to finance; the substantial loss had been anticipated. It is generosity that has reduced this loss and thanks was expressed to the community for this.

Thanked all there for dedication and work that they do. There is a long list of people who contribute including volunteers, staff and wardens and all play essential role.

Rev'd Daniel Trott

It has been a strange year to arrive in the parish as things that you would usually do have not been possible and many things have not happened. Noted that he has felt welcomed and is looking forward to being able to meet more people. Looking ahead, there is a chance to make changes, bring back things and also work to recover financially.

Rev'd Jono Haynes

Thanked people for their generosity in past year.

There has been a chance to think about what works online and what doesn't. This can be used to plan for the future. There has been some modernity take place and this is positive and will guide how best to restart things, but potentially with changes. Example of the app for Morning prayer was given – this now has an audio file attached and so can be accessed by those in and out of church.

Engagement with the school is now increasing after restrictions – the links remain strong between the churches and both church schools.

There is a backlog of Baptisms. This feels like a positive when reports are that nationally they are decreasing.

20. A.O.B.

John Whittaker opens the floor to questions / comment / reflection.

Richard Holman wanted to highlight three points:

- Daily Bread – this was of value to many
- Recognise the achievements of Parish Action in a difficult year. Thank you to Rosie Taylor-Davies, especially for work on The Scrubbery.
- Recruitment of a Pioneer Curate.

Rev'd John Whittaker gave some background into decision to have a parish pioneer curate. Discussed that role came about from nationally declining church numbers alongside fragmentation of expectations – it is a response to increasing the breadth of ways in which the parish engages with our wider community. In pioneer ministry there is deliberate thought

given to who is not coming to church and how we might reach out to them. Example given of how children and families of our church schools attend in large numbers, however non church school children and families have almost no input. In this circumstance, consideration given to why they are not connecting and whether we can do something to reach out.

John explained that Jane Andrew is joining in this role of pioneer curate to engage people and groups that currently don't. John will be Jane's training incumbent.

Rev'd Daniel Trott will chair a group that supports this role.

Rev'd John Whittaker thanked all for attending and All Saints' for hosting.

Meeting ended with The Grace at 20:20

3. Election of PCC Members – as nominated at the church AGMs.

Details of this will be available at the meeting.

4. Election of Deanery Synod Members

None this year.

5. Approval of accounts

PARISH OF PUTNEY – Accounts 2021 (Unrestricted Funds)

	Notes	2021	2020	Change
<u>Income</u>				
		£000	£000	
Giving by the congregations	2	274	279	-2%
Tax recoveries	2	62	66	-6%
Grants	3	52	29	+79%
Investment income	4	64	72	-11%
Church lettings	5	42	38	+11%
Fees		12	9	+33%
Other income	6	12	16	-25%
		<u>518</u>	<u>509</u>	<u>+2%</u>
<u>Expenditure</u>				
Diocese	8	320	320	0%
Clergy accommodation and expenses	9	21	12	+43%
Lay staff	10	84	77	+9%
Maintenance	11	37	14	+164%
Utilities, insurance, cleaning	12	26	33	-21%
Music and service costs		17	24	-25%
Investment property costs		11	17	-35%
Other costs	13	36	28	+2%
		<u>552</u>	<u>525</u>	<u>+5%</u>
Net deficit	1	<u>(£34)</u>	<u>(£16)</u>	<u>+112%</u>

NOTES

1. The increased deficit in 2021 was primarily due to higher maintenance costs (up by £23K). In addition, there were reductions in giving and in investment income, but fortunately these were more than offset by a one-off £25K grant from St Mary's Parish Trust, a separate church charity that manages the letting of the Brewer Building part of the St Mary's complex. Expenditure on clergy accommodation and on lay staff was also significantly higher than in 2020.
2. Regular giving by standing order fell by £13K (2%) due largely to some of our larger donors leaving Putney. However, considering the severe restrictions on church life since April 2019, we

are fortunate that so many in both congregations have continued to give generously. We greatly appreciate their support. Gift Aid tax recoveries fell by £4K – the inevitable effect of the reduction in giving as well as the absence of plate collections for almost the whole of 2021.

3. The annual grant from the Nora & Olive Brewer Memorial Trust (an external charity) dropped by £2K to £27K, as a result of lower dividend distributions from the Trust’s investments.
4. Investment income decreased by £8K to £64K. Of this total £44K (2020: £51K) was rental income (before expenses) of two residential properties, £10K (2020: £10K) was paid as ground rent by St Mary’s Parish Trust and £10K (2020: £11K) was from stock market investments.
5. Church lettings, mainly at St Mary’s, recovered well in the autumn and have continued to grow strongly since the end of 2021, thanks largely to the efforts of the Premises Manager, Berni Griffiths.
6. Other income includes £8.5K (2020: £12.4K) received from the Government’s Coronavirus Job Retention Scheme. The Parish continued to pay all lay staff at their full rate throughout the year.
7. There was a gain of £30K (2020: £20K) on revaluation of quoted funds at the year-end which is not included above. Between the end of 2021 and 30th April 2022 we suffered a loss of £28K on the quoted investments.
8. Our payment to the diocese includes stipends, NIC and pensions for our clergy, accommodation for the Rector and for the Vicar of All Saints, central diocesan services and a substantial contribution to other parishes in less wealthy parts of the diocese. The annual cost to the Diocese of an incumbent (including pensions, accommodation and training) in 2021 was £64.3K (2020: £56.5K) and of a curate, for whom the Parish provides the housing, £55K (2020: £47.7K).
9. Clergy accommodation costs included, from August, the flat that the Parish provides for the Pioneer Curate, The Revd Jane Andrews, although our decision not to appoint a Pastoral Assistant for 2021/22 led to a cost saving, also from August, that partially offset the additional expenditure.
10. The lay staff team grew in 2021 with the appointment of Assistant Directors of Music at both St Mary’s and All Saints’.
11. Major repairs were carried out at St Mary’s, involving the relaying of the terrace to eliminate water ingress, the repair of masonry around the clock face on the tower and the repainting of the sundial. Some roof repairs were carried out at All Saints’ and more gardening was done than during the 2020 lockdown.
12. The utilities, insurance and cleaning total comprises light and heat £14.5K (2020: £15.1K), insurance £7.8K (2020: £7.9K), cleaning and waste disposal £2.4K (2020: £2.4K) and water £1.6K (2020: £5.9K, including substantial arrears). There were no material extra costs for Covid protection and PPE (2020: £2.0K).
13. Other costs include administration expenses of £15.1K (2020: £13.1K) with the largest element being photocopying and printing. Accounts examination fees were £7.1K (2020: £6.5K) and church letting costs (mainly stewarding) were £1.0K lower at £2.1K.

Unrestricted fund summary

	2021	2020
Net deficit for the year	(34)	(16)
Unrealised gains on investments	30	20
Transfer from Restricted funds	-	5
Total fund at 01.01.21	1,900	1,891
Total fund at 31.12.21	1,896	1,900

RESTRICTED FUNDS

	Notes	2021	2020	Change
<u>Income</u>				
		£000	£000	
Donations and grants		53	62	15%
Fund raising events		-	-	∞
		<u>53</u>	<u>62</u>	<u>+55%</u>
<u>Expenditure</u>				
Charitable giving	2	46	47	-2%
Charitable activities		2	-	∞
Other expenses		1	1	0%
		<u>49</u>	<u>48</u>	<u>+66%</u>
Net surplus / (deficit)		4	14	-71%
Transfers to unrestricted funds		-	(5)	∞
Restricted funds brought forward		<u>264</u>	<u>255</u>	<u>+4%</u>
Restricted funds carried forward	1/2	<u>268</u>	<u>264</u>	<u>+2%</u>

NOTES

1. Restricted funds are monies received for a specific purpose, which can only be applied to that purpose. The constituents of the 31.12.21 balance of £263,800 are:

• Parish Action	112,200	Grants to external charities
• Friends of All Saints Church	47,400	Maintenance of All Saints' Church
• St Mary's Development	36,000	Maintenance of St Mary's Church
• Welfare Fund	23,700	Supporting people in need
• Emily Peter Fund	13,800	Training
• Others below £10,000	34,500	Several different purposes

2. Two new restricted funds were created in 2021 – a diocesan grant of £5K towards the working expenses of the Pioneer curate (balance at 31.12.21 - £3.3K) and donations for new audio-visual equipment at St Mary's (£7.7K).

3. Parish Action is holding a substantial reserve to enable it to continue to support Vulindlela Guardians, a charity which provides food and education to orphaned children in Zimbabwe, in the longer term.

Charitable giving consists largely of grants made by Parish Action to its nominated charities.

BALANCE SHEET SUMMARY		Notes	2021	2020
<u>Assets</u>	Furniture & Equipment (at net book value)	1	15	10
	Residential property (at valuation)	2	1,253	1,253
	Investments (at market value)	3	547	516
	Money due to the Parish and prepaid expenses	4	55	54
	Bank accounts	5	328	354
<u>Liabilities</u>	Amounts due for payment	6	(35)	(23)
	Net Assets		<u>£2,163</u>	<u>£2,164</u>
<u>Represented</u>				
<u>by</u>	Unrestricted Funds		1,812	1,813
	Restricted Funds		268	264
	Designated Funds	7	83	87
			<u>£2,163</u>	<u>£2,164</u>

NOTES

1. Furniture and Equipment includes seating at St Mary's, the Godly Play Room, the organ at All Saints' and all office equipment. The figure reflects the cost less the cumulative provision for depreciation. The increase was due to the installation of new alarm system at St Mary's.
2. The Parish owns two residential properties, both currently used for investment purposes. One is shown at a 31 Dec 2016 valuation (£900K) and the other, which was purchased in 2015, at cost (£353K). Local estate agents have confirmed that these figure represent conservative market values for both properties.
3. The main investment, of £505K (2020: £481K) is in the Newton Real Return Fund, which produced an income of £9.0K (2020: £9.7K) and increased in value by £24.7K (5%) in 2021.
4. Money due to the Parish includes outstanding Gift aid tax claims (£17.2K) and expenses recoverable from St Mary's Parish Trust (£24.0K).
5. Bank accounts include £265K of monies held for Restricted Fund purposes (see Restricted Funds note 1 above). The Parish's main central account is with Barclays and the churches hold accounts at CAF Bank.
6. Amounts due for payment are primarily routine bills, such as utilities, PAYE/NIC, maintenance and audit costs, as well as wedding and funeral fees due to the Diocese.
7. Designated Funds are amounts earmarked by the PCC or one of the District Church Councils for a particular purpose. Such designations can be removed and any movements during the year are therefore included in unrestricted fund totals. The funds are held for fabric maintenance £54.7K (2020: £51.3K), for future costs of ministry at All Saints' £13.4K (2020: £20K) and for welfare £15.3K (2020: £16K).

The figures in this report are subject to completion of the independent examination of the accounts.

*A copy of the full statutory accounts can be obtained, once the examination has been completed, from the Parish Office at St Mary's Church, Putney High Street, London SW15 1SN
(julie.craig@parishofputney.co.uk)*

6. Presentation of the Parish Electoral Rolls

Reports on the Parish Electoral Rolls to be given by Angela Holman.

7. Report of PCC business 2021/22

This report will be presented at the meeting.

8. Report of membership of the PCC for 2021/22

Details of this report will be reported at the APCM, following the nominations at the respective church AGMs.

9. Parish Charities Report (Trustees: The Vicar and Churchwardens) For the Year ended 31 December 2021

St Mary's Church of England Charity (registered no: 1173135)

This is an ecclesiastical charity, so its funds may be used to support any of the work of the Parish. It comprises mainly the several bequests of Sir William Lancaster and his wife, to which we have added, with the approval of the Charity Commission, the Bowling Green House Estate Charity and the Churchwardens of Putney Parish Fund. The Trustees are the Rector and Parish Wardens.

The trust is the owner of 8 Deodar Road and the freehold of 120 Putney Bridge Road. The Deodar Road house has been occupied rent free by the curate, the Revd Jono Haynes, since May 2019. The Putney Bridge Road Hall was let for 99 years from 5 January 1982 and the current lessee is Hurlingham School Ltd. The ground rent due for 2021 was £200.

This charity was formally registered with the Charity Commission on 22 May 2017.

Statement of Financial Activity - Year ended 31.12.21

		2021 £	2020 £
<u>Income:</u>	Rent - 8 Deodar Road	-	-
	Ground rent - 120 Putney Bridge Road	400	200
	Dividends and Interest	1,637	1,610
		<u>2,037</u>	<u>1,810</u>
<u>Expenditure:</u>	Expenses - 8 Deodar Road	(-)	(5,346)
	Curate's housing grant	(1,000)	(-)
	Grant to Parish	(-)	(200)
		<u>(1,000)</u>	<u>(5,546)</u>
Net income		1,037	(3,736)
Unrealised Gains / (Losses) on investments		7,181	4,099
	Net increase in Funds	<u>8,218</u>	<u>363</u>

Balance Sheet at 31.12.20

<u>Investments:</u>	Freehold Property - 8 Deodar Road (revaluation at 31.12.14)	1,150,000	1,150,000
	Reversionary interest - 120 Putney Bridge Road	Not valued	Not valued
	COIF Charities Investment Fund - income units	63,535	56,354
<u>Bank</u>	Deposit account	1,558	1,557
	Current account	(282)	5,775
		<u>1,214,811</u>	<u>1,213,686</u>
<u>Current liabilities</u>		(-)	(7,093)
		<u>1,214,811</u>	<u>1,206,593</u>
<u>Funds</u>	Unrestricted	<u>1,214,811</u>	<u>1,206,593</u>

The Biggs-Wyondesold Trust (registered no: 254376)

This is a 'relief of need' charity, so it can be used to assist those in any type of need, but not for ecclesiastical purposes. It consists of seven old charity funds – Rookery Close, T Kennett, J Powell, Benjamin Hunt Biggs, William Wyondesold, Elizabeth Offley and the Fulham Bridge Charity.

During the year the income amounted to £267 (2020: £265), also from dividends and bank interest, and the value of investments increased by £1,171 (2020: increase £669). Payments made in the year amounted to £Nil (2020: £Nil).

At 31 December 2021 the assets of the Trust were:

	2021	2020
Cash at Barclays Bank	651	384
Cash at the Central Board of Finance	712	712
Investment – COIF units	10,364	9,193
	11,727	10,289

Holding account for Dawes Cottages

The Charities account is also used to hold funds given by local grant making bodies for the benefit of the residents of the Sir Abraham Dawes Cottages in Putney Bridge Road. During the year grants received amounted to £Nil (2020: Nil). No payments were made during 2021 (2020: £Nil). At the end of 2021 the money held on behalf of Dawes Cottages was £5,100 (2020: £5,100). This is to be applied for the benefit of the residents of the Cottages.

Andrew Grocott and Clemency Gordon-Martin, Churchwardens

10. Fabric of the churches

Reports on the fabric of both churches were reported at the respective church AGMs.

11. Report on Deanery Synod - Meeting 23 February 22 at St Margaret's

Present: Rev Ian Tattum (Chair) 6 Clergy and 9 Laity present.

Rev Brutus Green welcomed all and Lead the Synod in Prayer.

Chair then introduced Carl Hughes (GS Member & D/Chair Archbishop's Council Finance Ctte) who gave the presentation "Parish, Diocesan & National Church Finance and Implications for 'net zero 2030'". Principle points were:

- **National Church Finances.** While the Church Commissioners had some £9b (billion) investment portfolio, there were legal constraints and commitments already in place. These included £1.5b set aside for clergy pensions, 1.5b in support of dioceses and stipends and a further 100m for other committed costs. In addition £50m is committed to training Ordinands and a recent introduction to cover the costs of the National Safeguarding Team and training. Some £30m of this is covered by contributions from Dioceses. While funds have now been set aside to cover clergy pension deficiencies pre-1998, the deficit in post 1998 pension funds has only now been largely eliminated. This should allow a reduction in the very high contribution rate of 39% of stipend, to be reduced later this year.
- **Diocesan Finances.** Most of the Diocesan income comes from Parishes. (Southwark has very limited resources of its own and is currently operating on a deficit budget) Nationally, the overall income from Parish Share in 2021 was 10% down compared with 2019. Southwark Parish Share income was £16.4m (2019), £16.0m (2020) & £15.4m (2021). Some of this income loss has been set off by sales of property, but there has been a deficit of £2.5m for the last two years.
- **Parish Finances.** Nationally, Parish finances (ours included), are largely driven by the number of attendees and regular giving. Over the last 10 years, the Sunday attendance across England has fallen by 10% and nationally, compared to 2019, there was a further 15% fall in parish incomes in 2020 (Southwark average 17%). Compared with 10 years ago, the number of planned givers has reduced by 10%. Consequently in 2020/21, nationally nearly 60% of parishes had net deficits, and (like our own Parish) had to draw on reserves.
- **Net Zero Implications by 2030.** To achieve net zero greenhouse gas emissions by 2030 is potentially a very expensive initiative as this covers all church properties. We should initially focus on emission reduction and selling any excess energy generated.
- **National Church implications.** Considerable financial and structural planning is already in hand, focussing on declining church attendance, ageing congregations and how best to undertake our core Mission, namely Mission and Evangelism, Biblical teaching, committed Giving and most importantly – regular Prayer. This concluded the presentation.
- **Other Matters.** Gemma Duncan gave a short presentation on C of E path to achieving Net Zero emissions, including the new rules on faculties when replacing church heating systems.

Rev Ian Tattum closed the meeting in prayer.

12. Admission of Children to Communion before Confirmation

This was discussed at the churches' AGMs. These reports can be found on their websites.

13. Safeguarding: Adults and Children

Reports from St Mary's and All Saints' can be found in the respective churches' AGM reports.

14. Parish Action Report

The Parish Action report was presented at both church AGMs.

15. The Parish Magazine

The Parish Magazine report was presented at both church AGMs.

16. Parish websites and social media

The Parish websites and social media report was presented at both church AGMs.

17. Theology in the Pantry

The Theology In The Pantry report was presented at St Mary's AGM .

18. Churches Together in Putney & Roehampton

After the COVID restrictions of 2020, we were able to hold two meetings via Zoom in March and September 2021. It was a joy for everyone to be meeting again but most churches felt it best to keep themselves slightly separate for the time being. With the accessibility of Zoom, the Parish of Putney ran a Lent series called "What is Truth" which included the following discussions:

- Professor Rob Gilbert - Truth in Science
- Elsa Keep in conversation with John - Truth in Media and Journalism
- Luke Kennard - Truth in Art and Literature
- Paul Morrison - Truth in Politics
- Augustine Tanner - In conversation with Brutus Green

There was a Civil Service of Lament and Hope held at St Mary's, and the annual Advent Service was at All Saints' Church. There was a discussion about the possibility of clergy sharing pulpits, but this is more of a future plan. **Jane Turner**

19. Team Rector's and Team Vicar's Report

To be delivered verbally.

20. Proposed Changes to the Pastoral Scheme

The PCC as currently constituted comprises 32 members: 4 clergy, 6 wardens, 7 deanery synod members (not encouraged to attend PCC), 1 diocesan synod member, 12 laity elected to the PCC from the two churches, and 2 co-opted members. This is too large to conduct business effectively, and encourages poor attendance and engagement. We propose reducing the number of elected laity from 12 to 6, by changing the 3 joint PCC/DCC members elected by each church into DCC-only members. The key changes are:

- reducing the number of laity elected to the PCC from each congregation from six to three
- continuing to elect nine laity to the DCCs, but slightly differently: instead of three joint PCC/DCC members, five DCC members, and an elected treasurer, there will be nine DCC members (the treasurer to be appointed like the secretary)

The full list of changes is below, many of which simply bring the Pastoral Scheme into line with the new (2020) Church Representation Rules.

Proposed changes:

1. In 3 (Deanery Synod Representatives), updating the number of representatives.
2. In 4 (PCC Representatives):
 - a. removing the six lay members of the PCC who sit both on the PCC and on a church DCC, thereby reducing the number of lay representatives from twelve to six,
 - b. removing the requirement for a year off after a three-year term, instead requiring a year off after two three-year terms.
3. In 5 (Parochial Church Council):
 - a. expanding the list to correspond almost exactly to CRR M15(1),
 - b. adding reference to the team rector as the chair of the PCC, and providing for the team vicar to chair in his/her absence.
4. In 6 (District Church Councils):
 - a. general rephrasing to match CRR M15(1) where appropriate,
 - b. rephrasing of item about 'churchwarden', as it is not guaranteed that one churchwarden from each church will be elected,
 - c. adding churchwarden chosen but not admitted,
 - d. replacing the three joint PCC/DCC members, the five DCC members, and the Treasurer, with nine lay members,
 - e. making the same change to three-year terms as was done in the case of the PCC
 - f. adding reference to who is the chair of each DCC.
5. In 7 (District Church Councils' Powers), updating the powers of the PCC that may not be delegated.
6. In 8 (General Provisions relating to the District Church Council), updating the reference to the CRR, which has the effect of treating the DCC Treasurer in the same way as the DCC Secretary.
7. In 9 (Membership of a Congregation), changing 'interregnum' to 'vacancy'.

General Information:

- Note that we are a team with no defined districts – there is no 'dotted line' through the parish allocating part of it to St Mary's and part of it to All Saints'. The Team Vicar also has no 'specific cure of souls', but shares in the 'general cure of souls' with the Team Rector.

5. Any Other Business