



# Hooe Baptist Church

a UK excepted charity

## Annual Report and Accounts

**(This publically available version has been redacted  
to protect the privacy of individuals who are not  
Charity Trustees)**

Year Ending 31<sup>st</sup> December 2015



This is the Annual Report of the Church and charity known as Hooe Baptist Church for the year ending 31<sup>st</sup> December 2015. Hooe Baptist Church is a charity excepted from direct registration with the Charity Commission, but which operates according to its precepts and guidance and in accord with the requirements of UK Charity law.

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### **Location**

Hooe Baptist Church is situated in the village of Hooe, within the Plymstock district of Plymouth, Devon. The Church is a member of the Baptist Union of Great Britain, the South West Baptist Association and is affiliated to The Evangelical Alliance. The Church is also a member of Churches Together in Plymouth.

### **Administrative Information**

**Church Address:** 29 Hooe Road, Hooe, Plymouth, PL9 9QS

**Pastor/Minister:**

Rev. Vanessa Appleton, c/o 29 Hooe Road, Hooe, Plymouth, PL9 9QS

Email: minister@hooebaptist.org.uk

[**Pastoral Moderator:** Rev. Malcolm [REDACTED] (until 31<sup>st</sup> August 2015)]

**Church Secretary** (and address for correspondence and bookings):

Mrs A. Rogers, c/o 29 Hooe Road, Plymouth, PL9 9QS

Email: secretary@hooebaptist.org.uk

**Treasurer:**

Mr G. Titley, c/o 29 Hooe Road, Plymouth, PL9 9QS

Email: treasurer@hooebaptist.org.uk

[From March 2016, Mr R. Ashurst]

**Independent Examiner (Church Accounts)**

Mr Aubrey [REDACTED] CFPA

### **Structure, Governance, Management**

The structure, governance and management of the Church and charity are as laid out in the Constitution and Approved Governing Document, with the Diaconate being responsible for implementing decisions taken by members at the Church Members Meeting and for overall day-to-day management of the Church and Charity. For the purposes of Charity legislation, members of the Diaconate are the Charity Trustees.

With the exception of the Minister, who is an automatic member of the Diaconate by virtue of the nature of the role, members are elected to the Diaconate via a nomination procedure and then by

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receiving the support of at least two thirds of the members present and voting in a secret ballot at an Annual General Meeting or, if necessary, an appropriately convened Special Church Members Meeting. Those elected normally serve for 3 years. Serving members may stand for re-election for a second term, if nominated. It is normally expected that serving members would stand down for at least one year after serving two terms, but church members can ask the member to serve for further terms (NB: this exception was reduced to a single further term of up to a maximum of three years when a new constitution was approved in July 2015). During an interregnum (a period without an appointed Minister) a Pastoral Moderator may be appointed. This is an honorary role to provide some pastoral, spiritual and managerial leadership and to act as Chair of any formal meetings. By virtue of the nature of the role any person appointed to this position will automatically be a member of the Diaconate, but will serve as a non-voting member.

**Members of the Diaconate (Trustees) serving for the year of this report are:**

Pastoral Moderator (as a non-voting member): Rev. Malcolm [REDACTED] (until August 2015)  
then Minister: Rev. Vanessa Appleton (from September 2015);

As Elected members:

Mrs A. Rogers	Secretary	(serving until AGM March 2017; <i>completing 2 years' of service in 2015</i> )
Mr G. Titley	Treasurer	(serving until AGM March 2016; <i>completing 10 years' of service in 2015</i> )
Mr R. Ashurst		(serving until AGM March 2018; <i>completing 4 years' of service in 2015</i> )
Mrs J. Mintoft		(serving until AGM March 2018; <i>completing 1 year of service in 2015</i> )
Mr R. Moore		(serving until AGM March 2018; <i>completing 1 year of service in 2015</i> )
Mrs J. Osmond		(serving until AGM March 2018; <i>completing 1 year of service in 2015</i> )
Mr P. Scurr		(serving until AGM March 2018; <i>completing 4 years' of service in 2015</i> )

**Purpose**

The principal purpose of Hooe Baptist Church is the advancement of the Christian faith according to the principles of the Baptist denomination. The Church may also advance education and carry out other charitable purposes in the United Kingdom and/or other parts of the world.

The Church aims to serve both the local and wider communities by:

- Explaining what the Christian faith is.
- Demonstrating its relevance today.
- Helping people to know Jesus.
- Encouraging spiritual and emotional growth in an atmosphere of friendship, love, support, understanding and prayer.

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## **Mission and Objectives**

Guiding Mission Statement: To make the power and love of Jesus known.

In pursuing its purpose and mission, the Church's objectives will be:-

- To provide corporate prayer and worship.
- To partake in evangelism and social action at home and abroad.
- To nurture and provide pastoral care.
- To pursue unity of the Spirit in the bond of peace.
- To encourage and equip the congregation for Christian service.
- To relate to other local churches in whatever way may from time to time benefit one another.

## **Achieving purpose, mission and objectives**

In fulfilling the purpose, mission, and objectives, the Church will engage in a range of activities either on its own or with others that will vary from time to time with activities being initiated, expanded, or closed, as appropriate.

These may include, but are not restricted to:

- Regular public worship, prayer, Bible study, preaching and teaching – *open to all*.
- Baptism, as defined in the Union's Declaration of Principle;
- The Communion of the Lord's Supper which shall normally be observed at least once a month;
- Evangelism and mission - locally, regionally, nationally and internationally;
- The teaching, encouragement, welcome and inclusion of young people;
- Nurture and growth of Christian disciples;
- Education and training for Christian and community service;
- Giving and encouraging pastoral care;
- Supporting and encouraging charitable social action in the United Kingdom and abroad;
- Encouraging relationships with and supporting Baptists and other Christians.
- Regular youth groups – *open, but attendance by application or pre-arrangement*.
- Regular 'Messy Church' – *open to all*.
- A range of social activities – *both open to all and 'closed' for members and adherents only*.
- Special community events – *open to all*.
- News sheets and community newsletter – *available to all via website, collection or by delivery to homes in the local area*.
- Supporting community groups and activities.
- Provision and maintenance of the Community Hall – *available to be 'booked' for appropriate use*.
- Support for those in need – whether local, national or international.
- Providing a regularly updated website – [www.hoobaptist.org.uk](http://www.hoobaptist.org.uk).



## **General review of the year 2015**

2015 began with the call to Rev. Vanessa Appleton to become the new Minister of the Church. This call was accepted in January and the year has been dominated by looking forward to, and then the arrival and settling in of, the new Minister. Vanessa, a newly qualified Minister, will combine the role of leading God's people with the demands of completing the 3 years of ministerial training, as required by the Baptist Union's Newly Accredited Ministers Schemes (NAMS). After a period of 'settling in' and discovery, the Church looks forward to the invigoration and challenges that Vanessa will bring.

The challenges of seeking a new minister raised some serious issues with the 'quality' and 'specificity' of the existing Church's Constitution. The previous minister had been in post for 15 years, and whilst the Constitution was adequate within a stable environment the significant changes involved in seeking a new minister clearly demonstrated that the document was not fit for purpose.

In addition, nationally, the legal position for excepted charities has undergone significant change and the Baptist Union, aware of the possibility of issues arising out of these legal changes had conducted negotiations with the Charity Commission that resulted in a modern 'standard' form of Constitution and Approved Governing Document for Baptist Churches that would meet the requirements of, and be accepted by, the Commission without further legal involvement and cost.

Encouraged by the Settlement Moderator, the Trustees appointed a sub-group (Mr. G. Titley and Mr. R. Ashurst) to explore the issues and alternatives; to facilitate wider discussions within the Church; to incorporate appropriate points of view; and to make recommendations to the Trustees and then the Church Members. This process resulted in a Special Church Members Meeting in July 2015 adopting the Baptist Union standard Constitution and Approved Governing Document for Unincorporated Churches.

The adopted Constitution and Approved Governing Document requires, by actual reference to or by inference, additional governance and administrative policies and procedures. Most of these were in place but had never been brought together into a single document. The Trustee sub-group has continued to work on a document of supporting statements, policies and procedures to support and clarify the Constitution and Approved Governing Document, with the process of consultation and revision expected to be completed by February 2016, ready for the document to be considered for adoption at the Church Members Meeting in March 2016.

In addition to the annual reflections of the various groups and their activities provided in this report, the Pastoral Moderator, Minister, members and adherents of the Church also continue to be involved in various Christian and secular activities within Hooe, Plymstock, Plymouth, and nationally, including but not limited to:

school assemblies; school governor; street pastors; hosting a 12-hour monthly prayer day (which includes prayer walking the village); chairing and hosting the local community neighbourhood "Have Your Say" meetings; providing 'Welcome Packs' to new housing developments in the village, as well to any other 'sold' properties in the area (in conjunction with St John's Anglican Church, Hooe); taking responsibility for the village community noticeboard; providing a newsletter, "The Bridge", to homes in the area; hosting various events, appeals and hunger lunches in support of the work of local and national charities and appeals; serving various communities in need, ministerially, pastorally and practically, particularly in France, Tenerife, and India; and serving as officers or volunteers within local, national and international charitable organisations.

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The Church premises continue to be a much needed local resource and are used throughout the year as a venue for Church activities, parties, special events, local and national elections, as well as for other appropriate community purposes. In addition to the weekly use by Church-based activities, the Hall is also regularly used by a Plymouth City Council outsourced Early Play Scheme. During the year the very popular monthly 'Messy Church' has struggled. With God's grace recovery has begun and it moves from strength to strength and is now enjoyed by over 30 local families.

The worshippers at Hooe Baptist Church genuinely believe in sharing all that God has provided and given them, both individually and corporately. 2015 has again been a busy year with a lot of good work done in reaching out into the community and developing contacts and relationships with local people and groups, whilst maintaining faithful Christian biblical worship. During 2016 we pray that, with God's grace, the invigoration and enthusiasm that Vanessa will bring to the 'service of God' within Hooe will develop, build and reinforce our contacts and community service further, providing activities and events that engage with the community and allow us all to grow deeper in love and understanding for each other.

### **Membership**

There are currently 43 members of the church.

### **Financial Review**

Total receipts for the year were £66,442.95, with payments totalling £51,311.14. The net result for the year was an excess of receipts over payments of £15,131.81. A detailed breakdown of receipts and payments within these totals is provided in the financial statements later in this report.

21.96% of income was 'given to others' in support of local, national or international needs. This includes £2,278.50 raised in response to the devastating earthquake in Nepal in April.

5.1% of income was spent on administration (e.g.: insurance; licences; printing and consumables).

Assets available for the Church and charity to meet its mission and objectives include the freehold of the land and premises at 29 Hooe Road, Hooe (Church and Community Hall) and at [REDACTED] Hooe (Manse) and these have a total insured value of £706,134.

During the year it was necessary to spend £7,334.62 on repairs and maintenance to the manse. This work was not as a result of any damage caused by the temporary tenant but arose as the result of a survey in preparation for the arrival of the new Minister.

The Church and charity cash balances carried forward to 2015 are £38,536.60 in undesignated funds (which is inclusive of the financial reserve (see paragraph below)) and £10,409.52 in unrestricted but designated funds.

### **Financial Liabilities**

A mortgage is outstanding on the manse to the value of £29,582.39 (as at the end of the year in review). At the current rate of repayment the expected completion date for the mortgage is January 2022.

Aside from the mortgage on the Manse, the principal liability arises from being a participating employer within the Defined Benefit Plan (DB Plan) of the Baptist Pensions Scheme. Although the DB Plan has now closed to new members (it has been replaced by a Defined Contribution Plan (DC

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Plan), as a result of being a participating employer the Church and charity, along with other participating employers, are jointly responsible for any shortfall of assets against liabilities within the DB Plan's funds. The most recent actuarial valuation placed those funds in deficit, primarily as a result of low interest rates. Whilst the actual total value of the liability to the Church and charity is not known, the scheme's trustees have calculated the Church and charity's responsibility for their 'share' of that shortfall as a percentage (currently 11%) of the Baptist Union Home Mission basic stipend (this is the name for the monthly sum paid to serving Baptist Ministers) or the actual stipend paid by the employer member plus the value of pensionable benefits if there is a contributing scheme member. Shortfall payments continue at this level even if there is not a current member in the scheme. This arrangement and payment will continue until further notice from the Pension Scheme Trustees.

The total value of the shortfall contributions paid during 2015 by the Church and charity was £3,047.04 and this was met through 12 equal monthly payments. The potential exists that, at any time, the scheme may require significantly higher contributions in order for the scheme to continue to meet its pension obligations. The situation is outside our direct control and is being managed by the Baptist Pensions Scheme Trustees. A statement from the Trustees is included as an Appendix to the financial statements in this report.

### **Reserves policy**

In 2011 the Church Members Meeting adopted a financial reserves policy for the Church and charity. This set out an aim to achieve and maintain a balance within unrestricted funds which equates to approximately four months of payments at that time (total target amount: £24,000), to cover emergency situations that may arise from time to time.

Last year we were able to take the first step towards achieving that target by setting aside £12,000. This year, principally as a consequence of the ministerial interregnum but also as a result of being able to sub-let the manse for 7 months, we are able to set aside the remaining funds to achieve the £24,000 target set in 2011.

## **2015 Minister, Secretary, Group and Activity Reports**

### **Minister's Report**

It is a delight and a privilege to be called to Hooe Baptist Church to walk with fellow brothers and sisters in Christ, and to seek the will of God for this new season for His church here in Hooe.

Since my arrival in September I have had the pleasure of getting to know as many people as possible within the church, and also in the local community, and in the City of Plymouth itself.

Relationships too have been built up with local churches where there is a strong commitment from all to work together so that we are a vibrant and present witness in the communities that we serve.

The first few months have also been filled with much administration duties, the writing of sermons and planning of services, celebrating Harvest, Girls Brigade Enrolment and Christmas too. Pastoral visits and attending the many activities within the life of the church have also been a priority, but it has also been a time about listening. Firstly listening to God, to hear what His will is for this community of believers over the next year and beyond.

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Secondly, I have been listening to your good selves. Many have shared frustrations, pain, concerns and fears. Many have shared their joy in seeing new fruit already being borne, and are excited by what God is doing, for God is doing a new thing.

God has brought us all together for this season, and I rejoice in the people that He has chosen to be here for this time. I also wait with great expectation of the new people and children that He will bring along in the future too. We need to be ready for this, so the next coming year will be about just that, getting ready and being prepared for change and challenges.

God has so much for us, for He is a generous God, but it is important that we continue to walk together with the Holy Spirit being at the centre of all things. May we continue to strive forward to grasp all that He has for us. Let us draw closer together as a family of Christ, and let the head of the church, Jesus, be the one whom we serve and give the glory to.

Ephesians 4:15-16 "Instead, speaking the truth in love, we will grow to become in every respect the mature body of him who is the head, that is, Christ. From him the whole body, joined and held together by every supporting ligament, grows and builds itself up in love, as each part does its work."

**Rev. Vanessa Appleton**

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### **Church Secretary's Report**

We started 2014 preparing the search for a new minister. On January 27th 2015 a special church meeting invited Vanessa Appleton to become our minister and we were delighted to hear that she had accepted the invitation. Vanessa was in her last year of training at Bristol Baptist College so would be starting her ministry in September. We were grateful for the support that we had received from [REDACTED] who was our Settlement Moderator during the time of searching. This process had also revealed that the church constitution needed updating. This was reviewed and an updated version using the Baptist Union approved governing document was prepared and adopted by the church meeting in July.

Several of the church family attended Vanessa's Ordination at Chipping Campden in July. July and August were then busy months in preparation for Vanessa's induction service on 12th September. We are very grateful to Hooe Primary academy for allowing us to use their premises for the service. This was attended by the local MP [REDACTED] representatives from the local churches, Vanessa's home church Chipping Campden Baptist Church and also Studley Baptist Church.

During the intervening seven months Rev Malcolm [REDACTED] continued to act as our moderator and to support the church in the preparation for a new minister. [REDACTED] faithfully organised the preaching and worship leading rota.

At the March AGM [REDACTED] completed six years as Church Secretary and stepped down from this role. We are very grateful for his faithful service over this time. Mrs A. Rogers was appointed as church secretary. Mr. G. Titley had completed nine years as treasurer and was re-elected for a further year. Mr. R. Ashurst, Mr. P. Scurr, Mrs. J. Osmond, Mr. R. Moore and Mrs. J. Mintoft were also elected as Deacons.

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Membership total was 43 at 31/12/2015.

In January [REDACTED] died after a long battle with cancer. Her faith and positive attitude throughout were very clear and an encouragement and challenge to us all. She is greatly missed. Two members moved away from Plymouth and two resigned their membership. It has been a joy to welcome four new members into the fellowship.

Prayer is a vital part of the life of the church. There are prayer meetings each Sunday morning at 9.30, on the second Friday of each month at 7.30pm, and once a month, on a Saturday, there is a 12 hour prayer meeting. Each house group includes a time of prayer in their meetings.

We continue to regard the support of mission, locally and worldwide, as a priority. We have ongoing prayer links with three BMS couples, a family working with Interserve, work in Bolivia and a family who were are currently studying in USA. We have supported one person working with Wycliffe Bible translators for several years and were pleased to be able to add the granddaughter of one of our members to this. The monthly Hunger lunches have continued and provide the opportunity for fellowship over a simple lunch and a focus on a different organisation each lunch. This includes Tearfund, Release International, Habitat for Humanity, Life Association, MAF, BMS relief and the work in Bolivia. In December we supported the local charity Shekinah Mission. The role of missionary secretary is currently vacant as [REDACTED] left the church in August. We are grateful for all his work in promoting mission.

Outreach into the community continues with Messy Church, HooeRays, Girl's Brigade and Friends. We also deliver The Bridge to the local homes three times a year. Thanks to Graham [REDACTED] for producing this and Pete and Faith [REDACTED] who coordinate the distribution as well as to all who help them.

## **A. Rogers**

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### **HooeRays! Report**

HooeRays! has provided us with quite a challenge this year.

We began the year very busily with 17 to 19 children attending each week. After Easter the numbers dropped a little, which isn't unusual for that time of year. Due to the smaller number we had our final session of the summer at Fort Stamford where the children enjoyed playing in the Fun Fort.

In the autumn the numbers were very low, with a maximum of four to six children each week. We reorganised the layout of the hall and re-structured the sessions to bring everyone together. On the positive side we were able to get to know the adults and children very well. Vanessa was very encouraging and acted as our walking advertisement around the school and local area.

In November we bought a banner for the railings at the front of the church and this really helped in advertising our existence to local people, especially those new to the area. The numbers started increasing towards the end of the year so we are hopeful for 2016!

Thank you also to all those who pray for us – please continue to pray for our numbers to increase.

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We debated whether to have a full Christmas party as we weren't sure how it would work with so few children. However, Father Christmas was still happy to come so we decided to go ahead. There were nine children and it turned out to be a wonderful time appreciated by all.

Again I would like to thank all those who have helped over the past year, particularly Kerry and Dave who turn up faithfully each week. Thanks to Vanessa for her regular support since September.

Deb [REDACTED]

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### **Sunday Morning Young People's and Youth Groups**

For the past year we have been using resources from a programme called 'Roots'. This is a joint initiative supported by churches together in Britain and Ireland. We have three youth leaders and three young people's group leaders as well as four helpers and a number of people who are willing to step in and help if needed.

Every Sunday is different and we may have as many as seven youngsters. Five in the youth group but usually only 2 in the younger group, but we have had 5 in this group a few times.

We would love to see more youngsters coming along on Sundays and more people to lead and help at these groups. I would personally like to thank those who have taken on the role of leaders in this last year.

Jan [REDACTED]

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### **Messy Church**

At the beginning of 2015 we received the news that Jon and Gemma [REDACTED] were moving away from Plymouth. The future of Messy Church was discussed by the Deacons. Jon, Gemma and the team had been building relationships with the families attending and it was considered important to maintain this. Having agreed that the work needed to continue, Peter [REDACTED] volunteered to co-ordinate the monthly sessions but requested permission to approach Mike and Dawn [REDACTED] to be involved. Their experience and gifts would provide a vital support where the team felt lacking. Mike and Dawn were approached and they agreed to be part of the work. Because they were already doing an after schools work on the first Friday of the month on the other side of Plymouth they requested that the start of MC be put back to 4.30pm. They were already involved with Mutley BC Messy Church, which was on the first Saturday of the month, and their material was supplied by Dawn. We agreed to do the same topics, thus simplifying Dawn and Mike's preparation. Their involvement would continue until our future minister was inducted and was able to be involved.

The programme was therefore set for the year covering:

Feeding the 5000; The Easter Story; Noah; The Lost Sheep; and the lowering of the paralysed man through the roof. There was a break in August and we completed the year with the woman who anointed Jesus' feet; Calming the storm; Fiery Furnace; and a Story for Christmas.

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We have met as a team every two weeks prior to the MC Sessions being held. At these meetings the programme, the menu, the craft and safety issues are discussed. We consider what has gone well or what we could have done better.

Following our Summer Break we were disappointed to only have nine children and three parents attend. However, we were able to have good conversations at the meal table with them. The low attendance caused us to reconsider MC publicity. We have used The Bridge newsletter, Vanessa has put notices in the school's newsletter, the Community notice board on Hooe Green and the local shop. Hooerays and The Girls' Brigade have also publicised MC. This has improved the attendances in the later part of the year, especially in December for our Christmas Celebration. The way forward for Messy Church was discussed at the November Deacon's meeting. Vanessa had attended Messy Church and was getting to know staff and families attending and it was agreed that she would take over the story telling in the new year. The team has highly valued the input of Mike and Dawn into this work; they brought years of experience and professionalism to this fun work.

Mike and Dawn were on holiday for our Christmas Celebration and Vanessa was also unavailable. [REDACTED] kindly stepped in to the vacant story telling slot. Every child who attended received a small present on leaving the session.

The Church Team is made up of: Revd. Vanessa Appleton, Robert and Stella [REDACTED], Anne [REDACTED], Kerry [REDACTED], Anne [REDACTED], Pat [REDACTED], Dave [REDACTED], Jean [REDACTED], Jean [REDACTED], Pete & Faith [REDACTED], Liz [REDACTED] has come off for family reasons. The team members are hardworking, imaginative and committed to the work.

On behalf of the Messy Church Team I would like to thank the Church for their support over the past year.

[REDACTED]  
Messy Church Co-ordinator

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### **1st Hooe Girls' Brigade Report**

Our company is still a lively and energetic group and our company nights are filled with learning and fun, ensuring that the Christian message which is at the heart of Girls' Brigade is taught in a way that is relevant to the girls of today.

We have maintained our numbers but we are always open to welcoming new members.

Each of our four groups have covered a wide selection of badges during the year, as well as taking part in district and national competitions.

We had a good camp in August, staying at Goodrington Methodist Church and taking part in many activities. For a few of our members this was their first experience of camp and they seemed to have enjoyed it!



Although I have the privilege to be the team leader, the company would not achieve all that it does without the aid of a dedicated team of leaders who give tirelessly of their time and talents to ensure the girls are challenged and nurtured, so that each girl knows she is valued for who she is. We have also been able to welcome Vanessa as our Chaplain and we welcome her encouragement, time and her visits.

We have so much to thank God for and we pray that His presence will be with us as we continue to serve Him in this coming year.

██████████  
Captain

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### **'Friends' - Thursday morning**

How time flies when you are Happy in the Lord. It doesn't seem two minutes ago since I was writing the report for last year's AGM!

We have had a similar year to the year before in several ways. We still gather every Thursday morning between 10.30am and 12.30pm. We have tea, coffee and refreshments, ie: pasties, scones, teacakes (sometimes toasted), pancakes on Pancake Day, sausage rolls, and several other delicacies (not all on the same day of course) but we enjoy ourselves. We have a birthday cake when it is someones birthday and as the group is growing this is becoming more and more often – although we haven't got any brithdays in June or July! So if you are free come and join us.

We fund ourselves by contributing a donation into the 'pot' each week and because of the generosity of folk we always have enough to enable to go out for a meal at Christmas time and also in the Summer.

We like to play games such as 'Uno', 'Whot', 'Scrabble', and 'Tell Me!' Never heard of them? Well that's another reason to come and join us! The more energetic among us also play table tennis. We also love a good quiz but some weeks we just have a good old natter and listen to each others life experiences or share hints and tips that have been 'picked up' along the way.

Our numbers vary from 12 to 20, not that worry about numbers. We go for quality not quantity! We have had several new folk join us recently and thank God for His goodness. It was a great blow to us when Dan and Liz left as they were always there to set up and give lifts to people when needed – and for this we give our thanks to them; but we miss them very much. You can imagine my prayer time was extended as I asked God for helpers, and isn't it just like our Heavenly Father, we lost two and He gave us four! Stuart and Mia, together with Chris and Elaine, have been a real God send and for this I thank God and both couples for being such a blessing to us.

Thank you Church for praying for us and I would encourage you to drop in any time – you will always be welcome and we will be glad to see you.

Anne ██████████



### **Ladies Group**

Through most of the year, a group of ladies, mainly from HBC, have met up once a month for fun and fellowship. The meetings are designed to enable the ladies to relax and enjoy being with one another, getting to know one another better in the process.

Quite a few of the meetings are creative in nature, such as making felt flowers, or having a drawing lesson, or (the most popular activity of all) going to "Clay Art" in the Barbican and painting pottery. At other meetings we play games and chat about various subjects and our experiences.

Some who are not connected with HBC have been involved in the group, and there is one lady who comes to the group regularly who is not connected with any church.

The venues vary, mainly in each other's' homes, or occasionally at a café. We are a 'co-operative' group with no specific Leader (though enquiries can be made to me). *{via Church Secretary}*.

**Jean** [REDACTED]

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### **Men's Group**

The men's group meet once a month throughout the year. One month it is on a Saturday morning for a breakfast and the next month it is on a Friday evening for tea/coffee and cake. Many thanks must go to John [REDACTED] and David [REDACTED] who have cooked breakfast for us on the Saturday mornings, and to Debbie [REDACTED] and Anne [REDACTED] who have provided the cakes for the Friday evenings.

We have been meeting like this for over a year now and it has proved to be a good time of fellowship and getting to know each other more. At each meeting there will be either a testimony, a talk or thought given which has then lead to some very good discussion and points raised on many aspects of faith that affect us as men, and the church in general. On the whole we get more guys at the breakfast, generally around 12-14, but the Fridays are not so well attended with sometimes only 4-5 men attending.

We have discussed ideas about some different things to do as men together in the church such as walks, meeting up with other churches men's groups, enjoying a pint in the pub together amongst them. This means that the group is enjoying it's time of meeting together and keen to do other stuff which can only be good for the future.

**Adrian** [REDACTED]



### **House Group – Monday Evening (Westway)**

At the time of this report the Monday Home Group is made up of [REDACTED]

[REDACTED] who were part of the group have now moved to new churches and therefore no longer attend.

As the year has progressed we have also been considering our need to divide.

Our aim is to hand over the leading and hosting of Monday's Home group in the New Year, [REDACTED] and I will then be available to hold a day time Home Group on Thursday afternoons commencing at 1.30pm. A light lunch will be served for those who might come straight from work, and the study will begin at 2pm.

During the year we have used other venues such as Brian & Jean's, Nigel & Lisa's and Stuart & Mia's homes. We have had a Summer BBQ and Christmas celebration together.

We take every opportunity to pray for and support each other especially in times of need. The group has grown close; members have helped others out by getting them to appointments, dog sitting, gardening, and generally enjoying each other's company. We continue to meet in a warm and friendly atmosphere as you might expect. People are always willing to share and take part in answering the questions posed from the previous week's preach. We have appreciated having a set guide to study over the year and it is of value for those who have missed the preaching on Sunday to catch up with the theme the Church is following.

We look forward to the New Year and the opportunity of extending our home groups further. By dividing we hope that each group will multiply and continue to develop our Christian fellowship.

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### **House Group – Wednesday Evening (Mount Batten)**

During 2015, our house group reverted to its previous practice of meeting on Monday evenings, as members of the group found this more convenient than Wednesdays. We meet sometimes in Mount Batten, at other times near Wembury, and occasionally elsewhere.

Over the 2015, membership of the group has remained unchanged, with nine people involved, although the actual number attending fluctuates, as group members have many other commitments. We aim to meet on a weekly basis and members seek to attend whenever they can, although we don't manage to meet every week. We continue to enjoy good fellowship, mutual support and encouragement, and pray for each other and the wider church. In common with other house groups in the church, our Bible studies over the last year been on topics arising from the Church's Sunday morning sermons, using questions posed by the speakers, and we have found this helpful.

Robert [REDACTED]



### **House Group - Wednesday evening (Belle Vue)**

We continue to meet at the home of [REDACTED] most weeks, and occasionally at our home nearby. We have a regular membership of nine.

We continue to enjoy very positive, fruitful and practical bible study and prayer times. We have found the practice of study and discussion based on the previous Sunday morning sermon helpful and challenging.

We encourage 'text-requested prayer support' within the group and devote some meetings solely to prayer if appropriate. We have also held social events during the year.

The love and pastoral care, expressed through sharing, prayer and practical action, within the group is its strength. We would welcome a few additional people as we have had to cancel meetings due to very low numbers when over half of members have to undertake other commitments at the same time. There is also a belief in the group that the house group can offer a secure and friendly environment for individuals who are wish to explore the Christian faith but do not feel ready to come to church.

[REDACTED]

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### **House Group - Thursday Evening (Goosewell)**

The Thursday House Group has continued to meet as regularly as possible at the home of [REDACTED] [REDACTED] who has continued to host us wonderfully as always. Just as in previous years, she also provides beautiful refreshments which as well as good faith discussions and fellowship are very much appreciated!

The group consists of about 4 or 5 regular attendees with others coming when they can. It remains a loving and caring group with a good spread of faith experience and knowledge which is shared in a warm and safe environment.

The study of God's word is enthusiastically undertaken each week and this is underpinned by regular prayer throughout for each other and our personal situations as well as our church as a whole.

This year we have followed the Sunday sermons, as every house group has been encouraged to do, and we have found this to be useful, rewarding and very challenging. This will no doubt continue throughout the coming year. Amen.

[REDACTED]



29 Hooe Road, Hooe,  
Plymouth, Devon,  
PL9 9QS

[www.hoobaptist.org.uk](http://www.hoobaptist.org.uk)

"To know God, to serve  
Him, and to make Jesus  
known to all"

## **Hooe Baptist Church**

### **Annual Accounts**

**2015**

Prepared by HBC Treasurer: Mr Graham Titley

Independent Examiner: Mr Aubrey [REDACTED] CFPA

Hooe Baptist Church is an exempted charity  
under current UK Legislation.  
HBC complies with all guidance and requirements of  
The Charity Commission and The Charities Act 2011

*Making the power and love of Jesus known*

**Report of the Independent Examiner(s) to the Trustees of Hooe Baptist Church  
on accounts for the year ended 31st December 2015 as set out in this report**

As the Charity's trustees you are responsible for the preparation of the accounts. You have determined that the accounting requirements of section 132 of the Charities Act 2011 do not apply, and have instead applied the provisions of section 133 of the Act.

It is MY responsibility to state, on the basis of procedures specified in the General Directions given by the Charity Commissioners under the Act, whether particular matters have come to my attention.

My Examination was carried out in accordance with the above mentioned Directions. My examination includes a review of the accounting records kept by the Charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit opinion of the view given by the accounts.

In connection with my examination, no matter has come to my attention

- (1) which gives me reasonable cause to believe that in any material respect the requirements
- to keep accounting records in accordance with section 130 of the Act: and
  - to prepare accounts which accord with the accounting records and to comply with the accounting requirements of the Act have not been met: or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Signed:



Aubrey [REDACTED] CPFA

14 March 2016



## 2015 Summary of Accounts

Accounts are prepared on a Receipts and Payments basis in accordance with the requirements of the Charities Act 2011 and guidance from The Charity Commission

Total Receipts 2015:	£66,442.95
Total Payments 2015:	£51,311.14
Balance for the year:	£15,131.81

### Assets at 31st December 2015

Cash in hand (in bank accounts):	£48,946.12
Insured value of property and chattels:	£706,134.00

### Liabilities at 31st December 2015

Mortgage: [REDACTED] (Church Manse)	£29,582.39
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**Baptist Pension Scheme  
Employer's shortfall contributor  
to the Defined Benefit Plan**

Actuarial value of liability not known

Contribution set by scheme trustees at 11% of basic BU Stipend for ministers

**Total paid in 2015: £3,047.04**

(see page 5, Note 11 and Appendix 1 to this financial report for an explanation of this liability)



### Hooe Baptist Church Receipts and Payments Account for 2015

These accounts have been prepared on a 'Receipts and Payments' basis  
and accord with Section 133 of the Charities Act 2011

	£		£	
	2015	Note	2014	
<b>Receipts: Undesignated:</b>				
Giving	39,362.01		38,697.19	
Donations	510.00		1,709.14	
Income Tax Recovered on Undesignated Gifts	11,561.30	1	8,783.30	
Other (incl. CAF Bank Interest)	1,696.76		5,987.42	
Mission/Evangelism/Events	0.00	2	9.01	
<b>Receipts: Designated:</b>				
For Other Causes (incl. assigned Gift Aid)	6,903.49	3	2,385.85	
For Youth Work (incl. assigned Gift Aid)	0.00		800.00	
For Mission/Evangelism/Events (incl. Gift Aid)	232.00		273.26	
Designated Donations (incl. assigned Gift Aid)	170.00		645.70	
Other Designated Income (incl. assigned Gift Aid)	6,007.39		0.00	
<b>TOTAL</b>	<b>£66,442.95</b>		<b>59,290.87</b>	
<b>Payments:</b>				
Ministry	Undesignated	12,842.01	4	18,183.07
	Designated	0.00		1,213.65
Manse	Undesignated	8,931.81	5	1,835.87
	Designated	5,400.00		5,681.70
Church Building and Equipment	Undesignated	4,065.31	6	4312.69
	Designated	50.57		0
Administration	Undesignated	3,392.32	7	3,372.27
	Designated	0.00		0.00
To Other Causes	Undesignated	50.00	3	320.00
	Designated	14,543.58		9,440.94
For Mission/Evangelism/Events (excluding Youth Work)	Undesignated	1,722.06	8	333.73
	Designated	232.00		120.00
Youth Work	Undesignated	81.48	9	232.14
	Designated	0.00		3,395.83
<b>TOTAL</b>		<b>£51,311.14</b>		<b>48,441.89</b>
<b>Surplus (deficit) for the year</b>		<b>15,131.81</b>		<b>10,848.98</b>
<b>Balance brought forward from previous year</b>		<b>33,814.31</b>		<b>22,965.33</b>
<b>BALANCE CARRIED FORWARD</b>		<b>£48,946.12</b>		<b>33,814.31</b>

**Hooe Baptist Church Accounts for 2015 - Sub-Topic Income and Expenditure Notes**

Note	2015		2014
	Undesignated £	Designated £	
<b>1</b>	This is the amount of Income Tax recovered, on undesignated gifts to the Church, via both HMRC Gift Aid schemes.		
<b>2</b>	<b>Mission; Evangelism; Events</b>		
	Receipts: Messy Church	207.39	232.00
			282.27
	<b>207.39</b>	<b>232.00</b>	<b>282.27</b>
<b>3</b>	<b>Raised for Other Causes (incl. assigned gift aid)</b>		
	Other causes	290.80	605.22
	BMS World Mission		3,321.66
	Avail Bolivia		497.75
	Tread		0.00
	Habitat for Humanity		155.00
	Tearfund		316.00
	Christian Aid		0.00
	Mission Aviation Fellowship		223.25
	Harvest Appeal		1,187.18
	Christmas Appeal		406.63
	<b>290.80</b>	<b>6,712.69</b>	<b>2,385.85</b>
	<b>Paid to Other Causes (incl. assigned gift aid)</b>		
	Home Mission	0.00	2,961.97
	BMS World Mission	0.00	2,962.00
	Avail Bolivia	0.00	1,132.75
	Tread	0.00	0.00
	Tearfund	0.00	316.00
	Christian Aid	0.00	0.00
	CRP Schools Project	0.00	420.00
	Habitat for Humanity	0.00	155.00
	Wycliffe Bible Translators	0.00	420.00
	Mission Aviation Fellowship	0.00	223.25
	Faith in Football	0.00	0.00
	Plymouth Street Pastors	0.00	140.00
	Other Causes & Gifts	50.00	5,812.61
	<b>50.00</b>	<b>14,543.58</b>	<b>9,760.95</b>
<b>4</b>	<b>Ministry</b>		
	"Call" costs, incl Pension	10,593.05	0.00
	Ministry Expenses	357.03	0.00
	Vacancy Expenses	889.03	0.00
	Pulpit Expenses	1,002.90	0.00
	<b>12,842.01</b>	<b>0.00</b>	<b>19,396.72</b>
<b>5</b>	<b>Upkeep of Manse</b>		
	Mortgage	0.00	5,400.00
	Repairs/Maintenance	7,334.62	0.00
	Council Tax	230.57	0.00
	Water Rates (Metered)	372.40	0.00
	Communications	514.60	0.00
	Vacancy Expenses	479.62	0.00
	<b>8,931.81</b>	<b>5,400.00</b>	<b>7,517.57</b>
<b>6</b>	<b>Upkeep of Church</b>		
	Water Rates	536.83	0.00
	Electricity	2,287.69	0.00
	Repairs/Maintenance	1,187.89	0.00
	New Equipment/Fittings	52.90	50.57
	<b>4,065.31</b>	<b>50.57</b>	<b>4,312.69</b>
<b>7</b>	<b>Administration</b>		
	Insurances	2,036.93	0.00
	Subscriptions and Licences	847.68	0.00
	Stationery and Printing	168.47	0.00
	Other sundry items	339.24	0.00
	<b>3,392.32</b>	<b>0.00</b>	<b>3,372.27</b>
<b>8</b>	<b>Mission; Evangelism; Events</b>		
	Outreach, incl "The Bridge"	1,542.06	232.00
	To Hooe Youth Account	180.00	0.00
	<b>1,722.06</b>	<b>232.00</b>	<b>453.73</b>
<b>9</b>	<b>Youth Work</b>		
	Expenses	0.00	0.00
	Sunday Teaching	81.48	0.00
	<b>81.48</b>	<b>0.00</b>	<b>3,627.97</b>
<b>10</b>	<b>Financial Reserve</b>		
	In 2011 the Charity's AGM set a target of creating a financial reserve approximately equal to 4 months of payments, at that time approximately £24,000. This aim was achieved at the Church Family Meeting in November 2015.		
<b>11</b>	<b>Baptist Pension Scheme</b>		
	The Charity is a participating employer within both the Defined Contribution and Defined Benefit Plans within the scheme. In addition to any standard employer contributions made to the Defined Contributions Plan in respect of a current scheme member, an employer 'shortfall' contribution to the Defined Benefit Plan arises when that plan has a shortfall of assets against liabilities. A more detailed statement about the shortfall liability can be found as Appendix 1 to this Annual Report.		
<b>12</b>	<b>Non-Monetary Assets Held for Church's own use:</b>		
	Hooe Baptist Church is the beneficial owner, subject to any relevant trusts, to the assets listed below.		
	Any trusts and title deeds relating to the property at 29 Hooe Road (the Church site and buildings) were destroyed during WW2 action. Advice is currently being sought about the establishment of a model trust agreement. In line with current Baptist Union practice, the legal title to all assets listed would be invested in the Church's default custodian trustee, The Baptist Union Corporation.		
		<b>Asset Value</b>	<b>Asset Value</b>
		<b>2015</b>	<b>2014</b>
	Church Premises at 29 Hooe Rd, Plymouth		
	- Insured Value	358,825.00	355,268.00
	Church Fittings and Equipment at 29 Hooe Rd, Plymouth		
	- Insured Value	60,302.00	60,302.00
	Church Manse		
	- Insured Value	277,007.00	274,261.00
	Church Manse - Contents		
	- Insured Value	10,000.00	10,000.00
		<b>£706,134.00</b>	<b>£699,831.00</b>



**Statement of Assets and Liabilities as at 31st December 2015**

	<b>2015</b>	Account Note	2014
<b><u>Assets</u></b>			
<b>General Account</b>	<b>£48,946.12</b>		£33,814.31
Made up of balances in following accounts:			
HSBC Community Account	35,375.98		£20,273.37
CAF Bank	13,570.14		£13,540.94
[Set aside as the 'Financial Reserve' within General Account]	[£24,000.00]	10	[£12,000.00]
<b>Held for Church's Own Use</b>	<b>£706,134.00</b>	12	£699,831.00
<b><u>Liabilities</u></b>			
a) Borrowing	<b>£29,582.39</b>		£33,835.36
Made up of the following:			
Mortgage against <span style="background-color: black; color: white; padding: 2px;">Manse</span> (projected final payment date: Feb 2022)	£29,582.39		£33,835.36
b) Baptist Pension Scheme		11	
Employer Shortfall Contribution to the now closed Defined Benefit Plan	Actuarial value of liability unknown		
Payment set by Scheme Trustees at 11% of BU basic Ministers' stipend.			
Contributions paid during 2015:	£3,047.04		

The accounts and statement of assets and liabilities set out in this report and relating to the year ending 31st December 2015 are a true and accurate record of the financial activity of the charity known as Hooe Baptist Church and have been approved by the managing committee of the charity (Deacons).

eSigned: *JDC Tidley*  
Hooe Baptist Church Treasurer

Date: 01st March 2016



### Accounts Associated with Hooe Baptist Church

#### Hooe Youth Account

A designated account, solely owned and operated by Hooe Baptist Church

HSBC Account Balance at 24/12/14: £706.47

#### RECEIPTS

	Youth	GB	Hooerays	
Opening Balance:	£288.94	£343.42	£74.11	£706.47
Receipts: Apr			£180.00	
Receipts:				
Receipts:				
Total:	<u>£288.94</u>	<u>£343.42</u>	<u>£254.11</u>	£886.47

#### PAYMENTS

Payments:				
Total:	<u>£0.00</u>	<u>£0.00</u>	<u>£0.00</u>	

<b>Balance CF to 2016</b>	<b><u>£288.94</u></b>	<b><u>£343.42</u></b>	<b><u>£254.11</u></b>	
		£886.47		

**HSBC Youth Account Balance at 24/12/15: £886.47**

#### 1st Hooe Girls' Brigade

An activity of Hooe Baptist Church

Accounts are kept by [REDACTED] and are independently examined.  
 This summary is provided as part of the financial accounting of Hooe Baptist Church's activities.  
 The GB financial year is August to July.

#### Financial Activity Summary Report 2014-2015

Balance b/f at 31/07/14	£560.64
Total Receipts in 2014-2015:	£2,781.00
Total Payments in 2014-2015:	£2,689.79
<b>Balance c/f at 31/07/15</b>	<b>£651.85</b>

#### Company balances at 31/07/15

Lloyds Bank:	£627.64
Held as cash:	£24.21
<b>Total 'cash' assets:</b>	<b>£651.85</b>



### Accounts Associated with Hooe Baptist Church

#### "Friends" Group

An activity of Hooe Baptist Church

Cash Accounts kept by [REDACTED] and [REDACTED] on behalf of the group.  
Accounting records examined and checked by Mr G Titley (HBC Treasurer) as the Independent Examiner for the group, on 21/02/2016.

#### Financial Activity Summary Report

<b>Cash Balance at 31/12/14 B/F:</b>	116.58
Total Receipts in 2015:	328.80
Total Payments in 2015:	<u>284.14</u>
<b>Cash Balance at 31/12/15 C/F:</b>	<b><u>£161.24</u></b>

#### HooeRays: Mums and Toddlers Group

An activity of Hooe Baptist Church

Cash Accounts kept by [REDACTED] on behalf of the group.  
Accounting records examined and checked by Mr G Titley (HBC Treasurer) as the Independent Examiner for the group, on 31/01/2016.

#### Financial Activity Summary Report

<b>Cash Balance at 31/12/14 B/F:</b>	67.11
Total Receipts in 2015:	253.00
Total Payments in 2015:	<u>318.35</u>
<b>Cash Balance at 31/12/15 C/F:</b>	<b><u>£1.76</u></b>

#### Hooe Messy Church

An activity of Hooe Baptist Church

Cash Accounts kept by [REDACTED] on behalf of the group.  
Accounting records examined and checked by Mr G Titley (HBC Treasurer) as the Independent Examiner for the group, on 31/01/2016.

#### Financial Activity Summary Report

<b>Cash Balance at 31/12/14 B/F:</b>	34.05
Total Receipts in 2015:	173.34
Total Payments in 2015:	0
Paid into Church Accounts Dec 2015	<u>207.39</u>
<b>Cash Balance at 31/12/15 C/F:</b>	<b><u>£0.00</u></b>

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Pensions note for accounts – for employers participating in BPS only (April 2015)

The Church is an employer participating in a pension scheme known as the Baptist Pension Scheme (“the Scheme”). The Scheme is a separate legal entity which is administered by the Pension Trustee (Baptist Pension Trust Limited). The Minister is eligible to join the Scheme, which is not contracted out of the State Second Pension.

From January 2012, pension provision is being made through the Defined Contribution (DC) Plan within the Scheme. In general, members pay 8% of their Pensionable Income and employers pay 6% of members’ Pensionable Income into individual pension accounts, which are operated and managed on behalf of the Pension Trustee by Legal and General Life Assurance Society Limited.

In addition, the employer pays a further 4% of Pensionable Income to cover Death in Service Benefits, administration costs, and an associated insurance policy which provides income protection for Scheme members in the event that they are unable to work due to long-term incapacity. This income protection policy has been insured by the Baptist Union of Great Britain with Unum Limited.

#### **The pre-2012 Defined Benefit Plan**

Benefits in respect of service prior to 1 January 2012 are provided through the Defined Benefit (DB) Plan within the Scheme. The main benefits for pre-2012 service were a defined benefit pension of one eightieth of Final Minimum Pensionable Income for each year of Pensionable Service, together with additional pension in respect of premiums paid on Pensionable Income in excess of Minimum Pensionable Income. The Scheme, previously known as the Baptist Ministers’ Pension Fund, started in 1925, but was closed to future accrual of defined benefits on 31 December 2011.

A formal valuation of the Defined Benefit (DB) Plan was performed at 31 December 2013 by a professionally qualified Actuary using the Projected Unit Method. The market value of the DB Plan assets at the valuation date was £162 million.

The valuation of the DB Plan revealed a deficit of assets compared with the value of liabilities of £84 million (equivalent to a past service funding level of 66%). As a result of the valuation, in addition to the contributions to the DC Plan set out above, it has been agreed to increase the standard rate of deficiency contributions from churches and other employers involved in the DB Plan from 11% of Pensionable Income / Minimum Pensionable Income to be based on a 12% rate from 1 January 2016. The contributions will be based on each church’s or other employer’s position at March 2015. Some churches and other employers that were only involved in the DB Plan for a short period will pay less than 12%. The Recovery Plan envisages deficiency contributions continuing until 30 June 2035.



Appendix to the Accounts –page 2

The key financial assumptions underlying the valuation were as follows:

**Type of assumption:**

RPI price inflation assumption .....	3.60% pa
CPI price inflation assumption .....	2.85% pa
Minimum Pensionable Income increases (CPI plus 1.0% pa) .....	3.85% pa
Assumed investment returns:	
- Pre-retirement .....	5.10% pa
- Post retirement .....	3.95% pa
Deferred pension increases:	
- Pre April 2009 .....	3.60% pa
- Post April 2009 .....	2.50% pa
Pension increases:	
- Main Scheme pension Pre April 2006 .....	3.40% pa
- Main Scheme pension Post April 2006 .....	2.30% pa

As there is a large number of contributing employers participating in the Scheme, the Church is unable to identify its share of the underlying assets and liabilities of the scheme. Accordingly, due to the nature of the Scheme, the profit and loss charge for the period represents the employer contributions payable. The total shortfall contribution cost for the Church in 2015 was £3,047.04 (2014: £2,991.96).

The next actuarial valuation of the DB Plan within the Scheme is due to take place not later than as at 31 December 2016.



### Hooe Baptist Church Activity Co-ordinators 2016

<b>House Groups</b>	Monday Evening Hooe	Brian and Jean [REDACTED]
	Monday Evening Mountbatten	Robert [REDACTED]
	Wednesday Evening	Anne and Brian [REDACTED]
	Thursday Afternoon	Faith and Pete [REDACTED]
	Thursday Evening	Adrian [REDACTED]
<b>Worship</b>	Worship Co-ordinator	Deb [REDACTED]
	Leaders and Preachers	Vanessa [REDACTED]
	PA System	Chris [REDACTED]
<b>Youth Work</b>	Sunday Groups Resources	Jan [REDACTED]
	Sunday Groups Leader's Rota	Jan [REDACTED]
	Plymsouls	Vanessa [REDACTED]
	The Girls' Brigade	Jean [REDACTED]
	HooeRays	Deb [REDACTED]
<b>Safe To Grow</b>	Safeguarding Team	Jean [REDACTED]; Deb [REDACTED]; Rob [REDACTED]
	DBS Checks	Robert [REDACTED]; Jean [REDACTED]
<b>Outreach</b>	Alpha Courses	Faith [REDACTED]
	Churches Together in Plymouth	Adrian [REDACTED]
	Missionary Secretary	Heidi [REDACTED]
	Hunger Lunches	Anne [REDACTED]
	Friends Group	Stuart [REDACTED]
	Mens' Group	Adrian [REDACTED]
	Ladies Group	Jean [REDACTED]
	Messy Church	Pete [REDACTED]
	12 hour prayer meetings	Adrian [REDACTED]
<b>Rotas</b>	Communion	Faith and Pete [REDACTED]
	Tea/Coffee	Anne [REDACTED]
	Flowers	Anne [REDACTED]
	Welcome Stewards	Sue [REDACTED]
	Meeting Dates	Anne [REDACTED]
<b>Church Fabric</b>	Cleaning	Hilary [REDACTED]
	Health and Safety	Rob [REDACTED]
	Gardening	Brenda [REDACTED]
	Maintenance	Dave [REDACTED]; Rob [REDACTED]
	Domestic Supplies	Faith [REDACTED]
	Church Hall and Baptistry Bookings	Anne [REDACTED]
<b>Communication</b>	Church Website	Adrian [REDACTED]; Brian [REDACTED]
	Church Posters and Banners	Dave [REDACTED]
	Weekly Notices	Anne [REDACTED]
	The Bridge Publication	Graham [REDACTED]
	Weekly Prayer Matters	Jean [REDACTED]
	Prayer Chain	Adrian [REDACTED]; Pete [REDACTED]
<b>Community Links</b>	TOCA Hooe Primary Academy	[REDACTED]
	"Have Your Say" Chair	Robert [REDACTED]
<b>Church Registrar</b>		Jan [REDACTED]

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