



**Pathway  
Church**

**The Church of England in  
Whittlesey, Pondersbridge and Coates**

**MINISTRY, MISSION  
and  
FINANCE REPORTS**

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\* Accounts have yet to be independently examined.

# MISSION AND MINISTRY

I (Rev'd Emily Davis) joined the Benefice as Priest-in-Charge in June 2022, joined by Rev'd Lloyd Davis as Associate Vicar (Pioneer). It has been lovely to get to know the people of Whittlesey, Pondersbridge and Coates over the latter half of this past year and to experience something of the life and various social activities across the Benefice.

We arrived in the Benefice following a two year interregnum, and I know that each of our parish communities are immensely grateful to those members of the ministry team – Mike, John, Roger and Jane – and churchwardens, who very much 'kept the show on the road' during that long period.

During the interregnum, each of our parish communities contributed to a Benefice Profile which outlined where each of our parishes felt they were and where, with a new incumbent, they felt they would like to develop and grow. Within this profile, each of our parishes expressed a desire for some change, and we began to see some of that realised within the Benefice during the latter months of 2022.

On the first Sunday after our licensing, we came together for a Team Service at St Andrew's. During this service, I spoke about a vision that God had given me shortly before our arrival of the calling of the first disciples in Luke's Gospel (Luke 5:1-11); and how I felt we might be called here to follow in their footsteps – to show similar obedience to what Jesus might be calling us to, even when his instructions sound as crazy as they did to the disciples then; and to share something of their faith and courage when they put down their nets on the other side and later, when they dropped their nets completely to follow Jesus.

## Worship and Attendance

Each of our centres of worship continue to have a service every Sunday (so four services across the Benefice) and I am very grateful to our Ministry Team who voluntarily give so much to enable this pattern of worship to continue.

### Average Sunday Attendance across the Benefice:

	2022	2019	% Difference
St Andrew's	18	28	- 36%
St Mary's	31	32	- 3%
Holy Trinity	15	25	- 40%
St Thomas	12	9	+ 33%
<b>Total (Benefice)</b>	<b>76</b>	<b>94</b>	<b>- 19%</b>

*Attendance was not recorded for 2020-2021 due to the Covid-19 pandemic.*

Unfortunately we have seen an overall decline in our Sunday Worship attendance since 2019.

We have joined together for a number of team services this past year when there has been a fifth Sunday in the month. We also came together for a Team Service in September to commemorate the Queen's death and were joined by a number from the wider community at this service.

In the later months of 2022, we began to explore how we might introduce a greater diversity of worship within the Benefice. Following conversations with the PCCs of St Andrew's and St Mary's, we began to trial a more informal and contemporary service at St Mary's. The reason for this is that we wanted to develop a service which we felt we would be better able to invite people that we met within the wider community and through, for example, our baptism ministry to. As over 80% of the population of our Benefice live in Whittlesey, we wanted to explore developing this in the town and as the town centre church which many in our community look to for their weddings and baptisms etc, St Mary's was an ideal location for this. I am very grateful to St Mary's PCC who were willing to give this a try. After a couple of months, we invited the congregation of St Mary's to feedback their thoughts and feelings on this new service and the response to this survey was able to help the PCC of St Mary's discern a way forward in their worship.

### **Discipleship**

During Advent we ran a small group called 'Storylines' which explored some of the theological themes which ran throughout the whole of the Bible. There were two groups and 20 people joined us for this.

### **Occasional Offices**

A number of occasional offices were held across the Benefice in 2022:

	<b>Baptisms</b>	<b>Weddings</b>	<b>Funerals</b>
<b>St Andrew's</b>	10	4	16
<b>St Mary's</b>	19	9	27
<b>Holy Trinity</b>	6	7	6
<b>St Thomas</b>	0	0	0
<b>Total (Benefice)</b>	<b>35</b>	<b>20</b>	<b>49</b>

## **Administration**

We began to have a conversation in the summer around our identity as a Benefice. Historically the Benefice had used the name 'WPC Team' but we really wanted to have a name and identity that included the word 'church' and more clearly expressed something of who we are and what we're about. Team Council came up with a couple of suggestions and people from across the Benefice who joined us at various Team Services and events last summer were invited to vote on their preferred name. From these responses, we adopted the name 'Pathway Church' which expresses something of the journey of faith that we all walk together – and the fact that we're a church!

Since June 2022, we have developed a new website and have set up a new IT system (Microsoft Teams) with email addresses and to enable us to better share information with different team members. I am very grateful to Lloyd who did all the heavy lifting with getting our website and IT system set up.

## **SAFEGUARDING**

Since the summer, we have made better use of the Safeguarding Dashboard. This is a system offered by the Diocese which enables us to keep track of our safeguarding responsibilities as parishes and helps us to see clearly what we still need to work on.

All of our parishes adopted a new Safeguarding Policy in 2022 and DBS checks required of some of our volunteers have continued to be processed.

We have also started the process of Safer Recruitment. This is a retrospective programme, as well as one for new volunteers. It'll mean us implementing the Church of England's and Diocese of Ely's processes. In short it means that all volunteers in the church will confidentially declare their eligibility to work in an environment with children and vulnerable adults, they'll provide two character referees, initially discuss and regularly review the role with an assigned leader, complete a relevant DBS check and sign-up to a volunteer role description which outlines the volunteers expected behaviour and responsibilities.

Safeguarding and safe recruitment are our way, here and now, of breaking the damaging history of the church in areas of abuse. It is us working to the best of our ability to create an environment in the church, and in wider society, where vulnerable people are protected from harm. That is why we all ought to happily enter into the work and training that it asks of us all.

The Church of England implemented Safer Recruitment procedures some time ago and each of our parishes are working to catch up with where they need to be in regards to their legal safeguarding responsibilities.

## TEAM FINANCE

I am very grateful to Russell Jackson who has continued in the role of Team Treasurer this past year. This has not only involved maintaining a set of accounts but also processing the parochial fees for our four parishes and paying out monthly expenses to our ministers, vergers, organists etc. I don't underestimate the time and energy that has been put into this over the past year which has enabled the smooth running of our Team Finances. I'm sure our parish representatives and PCC members will join me in saying Thank You to Russell for all his hard work.

I didn't want to place any additional burden on Russell in asking for a written financial report, but here are the accounts for 2022 (January-December) which have been compiled by him, as Team Treasurer. These have yet to be independently examined.

There are just a few things to note within the accounts for 2022:

- As a Benefice we did not meet our ministry share request for 2022. This was due to a shortfall of £6000 from St Andrew's. As St Andrew's were also unable to pay their requested contribution to our team expenses, this rose to a shortfall of £7500. For the year 2022 we paid a total of £53911.51 out of a requested £61493.51.
- The Team Account subsidised our 2022 ministry share contribution to a total sum of £10511.51. For 2023 the request of each of our parishes has been recalculated using the same calculation as before which has historically been based on average Sunday attendance figures. For 2023 we have also split our Benefice ministry share contributions four ways rather than five (and so are no longer automatically expecting a subsidy from the Team Account in our calculations).
- The Team Account made a small profit in 2022 (£3810.11). The Incumbent and Team Treasurer have decided to redistribute some of this accumulated profit back to the parishes according to the proportion (of ministry share and expenses) that they were asked to contribute in 2022.
- Whilst the Team Account made a small profit, this is only due to the incredible generosity of a few within our church community. £3000 was donated directly to the Team in 2022 and £6750 was donated indirectly through unclaimed fees. Without the generosity of these few, our Team Finances would have run at a considerable loss.

**TEAM COUNCIL ACCOUNTS TO 31 December 2022**

**Financial Statement**

	£	£
<b>CURRENT YEAR TRANSACTIONS</b>		
<b>Income:</b>		
Share -		
St Marys	17,813.00	
St Andrews	9,274.05	
Holy Trinity	13,513.00	
St Thomas(E200 b/f prepaid last year)	4,300.00	
		44,900.05
Team expenses -		
St Marys	2,000.00	
St Andrews		
Holy Trinity	1,350.00	
St Thomas	300.00	
		3,650.00
Direct Giving	3,050.00	
Tax recovered	762.50	
		3,812.50
Funeral Fees	24,092.00	
Easy Fund Raising/misc	223.08	
Camb's Historic Churches(Ride & Stride)	252.50	
Misc donations	97.00	
<b>Total Income</b>		<b>77,027.13</b>
<b>Expenditure:</b>		
Payments to EDBF -		
Team Share paid by DD	(34,962.50)	
Team Share paid by cheque	(18,949.01)	
Funeral Fees	(4,457.00)	
		(58,368.51)
Funeral fees to PCCs -		
St Marys	(1,326.00)	
St Andrews	(910.00)	
Holy Trinity	(2,239.00)	
St Thomas		
		(4,475.00)
Incumbent mileage	(12.20)	
Incumbent telephone & postage	(222.77)	
Incumbent travel fares	(18.50)	(253.47)
Other Clergy, Verger & Organist fees	(4,779.00)	
Mileage - others	(620.45)	
Electricity, stationery, printing & copier	(3,384.80)	
P'boro Christian Books(books&candles)	(804.99)	
Web site hosting	(149.26)	
Children xmas activities & lanyard design	(236.79)	
Queen's RIP items	(49.69)	
Church Publishers card and stand	(63.46)	
Miscellaneous	(31.60)	
<b>Total Expenditure</b>		<b>(73,217.02)</b>
<b>Net transactions current year</b>		<b>3,810.11</b>
<b>PRIOR YEAR TRANSACTIONS</b>		
General Account balance B/F	7,551.66	

**Summary of Contribution to Parish Share**

	Share estimated	Received to date	% to date	Share still Due	Future Regular	Balance required
St Marys	17,813	17,813	100%	0		0
St Andrews	15,356	9,274	60%	6,082		6,082
Holy Trinity	13,513	13,513	100%	0		0
St Thomas	4,300	4,300	100%	0		0
	<u>50,982</u>	<u>44,900</u>				

**Summary of Contribution to Team Expenses**

	Expenses estimated	Received to date	% to date	Expenses still Due
St Marys	2,000	2,000	100%	0
St Andrews	1,500	0	0%	1,500
Holy Trinity	1,350	1,350	100%	0
St Thomas	300	300	100%	0
		<u>3,650</u>		

**Summary of Total due to Team by PCCs**

	Expenses estimated	Share due	Total still Due
St Mary	0	0	0
St Andrew	1,500	6,082	7,582
Holy Trinity	0	0	0
St Thomas	0	0	0
			<u>7,581.95</u>

**Summary of Payments to EDBF for Team Share**

	£3,496.25
	per Mth
Ministry Share Total	62,362.00
Less Discount	(868.49)
<b>Net Request</b>	<b>61,493.51</b>
Standing order payments to date	10 (34,962.50)

<u>Net transactions prior year</u>	<b>7,551.66</b>	Special payments to date	(18,949.01)
		Reduction for St Andrew shortfall	(7,582.00)
<u>General Account balance at 31 Dec 22</u>	<b>11,361.77</b>	<b>Balance still due</b>	<b>0.00</b>
 <u>Net Worth</u>		Future Standing Orders	0.00
Balance at bank	12,820.77		
Creditor: W'sey Coop unknown receipt	(1,153.00)	<b>Future Special payments before year end</b>	<b>0.00</b>
Creditor: W'sey Coop b'l'nce of overpayment	(306.00)		
	<b>11,361.77</b>		
<u>Net Worth at 31 Dec 22</u>	<b>11,361.77</b>		

Prepared by:

Examined by:

Date: