

ANNUAL REPORT

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Dear friends,

It is a wonderful privilege to be the vicar of St Paul's at this time. The pages that follow tell a story of so many good things happening in the life of our church family. And ways in which we impact our town, and touch the wider world.

Thankyou to everyone who serves God by leading or helping with each of these events and ministries, and to everyone who works behind the scenes making it all possible, not least to those who move the chairs several times each week!

2016 was the first full year we have had the use of our redeveloped building, and it has made a huge difference to what we can do. It was also the first full year of having three main Sunday congregations, and I am so grateful to all those who volunteer with all the teams and groups to make that possible. Worshipping at St Paul's on Sundays is one of my great joys.

Another joy for me is to see how the church family is growing ever deeper relationships. We really do rejoice with those who rejoice and weep with those who weep. And in a church with nearly 700 people of all ages, there is always a lot to celebrate, and plenty of tears too.

Please join with me in thanking God for all that he is doing among us, and pray that he will use us to bring "Glory to Christ, Growth to his Church, and Good News to our Community".

With love and prayer,

Jonathan.

Services

At St Paul's, there are 5 services each week with a range of styles. Each service, in its own way, gives the opportunity to draw close to God through Jesus, to worship him, hear his word and apply it to our lives by his Holy Spirit.

All the sermons from our main morning and evening services on Sundays are available on our website and we encourage anyone who has missed them to listen to them later in the week.



Our regular services are:

Sunday 8 am: This is a small, quiet service of Holy Communion which lasts for about half an hour and is held in the chancel (at the front of the church)

Sunday 9.30 am and 11.15 am: These are lively services which have the same content as each other and groups for under 14s. The worship is led by a band and comprises a mix of contemporary songs, hymns and action songs.

Sunday 6.30 pm: The worship at this service is led by a band and uses contemporary songs. There is a talk (which is usually the same as that at the morning services) and prayer ministry. There are a range of age-groups at this service but it particularly attracts students and young adults.

Wednesday 11 am: This is a more traditional service with hymns and a talk. The congregation mainly consists of retired people with some younger people also attending.



HIGHLIGHTS FROM THE SERVICES

SUNDAY MORNING

The two main morning services became firmly established in 2016 with most people settling on one or other service as their regular congregation whilst a few enjoy the convenience of attending at different times around other commitments. The congregations are roughly equal in size with around 120-140 adults and 50-60 children at each. There tend to be more pre-school children at the 9.30 service and more over 11s at the 11.15 service. During this year, we incorporated prayer ministry into the main part of the service and all those in leadership at St Paul's are encouraged to pray for those who come forward for prayer. This has encouraged a greater number of people to come forward as well as more people offering to pray for others.

SUNDAY EVENING

Around 120 adults attend the evening service during term time with around 70-80 meeting during the university holidays. Fewer time restraints in the evening mean that there is a longer time for worship. The practice of having prayer ministry incorporated into the main part of the service is now well established with many people very comfortable praying for each other. There are a range of age groups at this service, it particularly attracts students and young adults.

MIDWEEK SERVICE

In the last year the 40-50 worshippers have looked at various subjects in our series of talks including Daniel, characters around the cross, Philippians and favourite Psalms.

Our services are a bit more traditional than the Sunday services, and we enjoy singing a mixture of older hymns and some of the more modern ones. Lewis Stephenson and Ruth Smith share the music responsibilities between them and we have a list of willing volunteers who read our passage for the day and lead our intercessions. Before and after the service there are hot drinks and then people are welcome to stay for CAMEO.

"The thing I most get out of midweek is the friendship and, because I am one of the young ones, I can help the older people."

Ann Duxbury

Sunday Teaching

Most weeks we have the same sermon at all three main services. As well as celebrating the main festivals of the Christian year (Christmas, Easter, Pentecost, Advent), we also have one or two sermon series each term. You can listen to the sermons again through our website. In the Spring term, we had a series of sermons on Godly Relationships. As well as Jonathan's four main sermons, Vaughan Roberts (from St Ebbe's Oxford) spoke with warmth and honesty about Godly Singleness. Over the summer term, we had a series on the growth of the early church, as described by Luke in Acts. In the Autumn term, we had a series on Knowing God, and on the Psalms, including a sermon on the Psalms of Lament.

"When something goes wrong which is your fault, you need to repent. But when things go wrong which are not our fault, we need to learn to lament. The Psalms show us how to do that."
Jonathan Jee

Other Teaching

SEMINAR ON SEXUALITY

To complement the Sunday teaching on Godly Relationships, Sean Doherty, tutor at St Mellitus Theological College spoke at a midweek seminar about his experience with same sex attraction throughout his adult life. His story was fascinating as he talked about how, despite this, he fell in love with a good female friend to whom he is now happily married. After his talk, there was the opportunity for people to ask questions.

"Sean talked with honesty and openness about his sexuality and about how the church can support and include gay people as valued members of our Christian family. This was followed by a good time of discussion in an environment which felt safe to raise difficult issues with respect and humility." Andy Owen

"My overall impression of the evening was that it was so refreshing to hear Sean talking so openly about his own struggles in an area that so often the church has avoided any discussion about. He was very obviously well thought through and Biblically based. We need more people like him tackling the difficult issues with similar grace and humour." Ruth Smith

BIBLE OVERVIEW

In the Spring term, Jonathan led a short midweek 'Bible overview' series which was well attended particularly by young adults. The talks, power points and handouts were also made available online so that small groups and individuals could follow the course too.

The five sessions took us through the Bible, giving a historical context to familiar stories and passages and 'unpacking' some of the key theological themes which run through the Old and New Testaments.

"I have grown up with all the different Bible stories, books and characters but always considered them in isolation. This course mapped out the books, authors and characters in terms of timescale and geography and highlighted the links between them.

The material was delivered at a good pace and was presented in a simple yet effective manner indicating the overall trends in the behaviour of God's people and how God reacted in line with his promises. A course that everyone can get something out of regardless of their bible knowledge."

Colin McKnight

"I found the Bible Overview course really great for better understanding how the Bible fits together, and understanding its overarching storyline and themes. I learned a lot."

Mark Chesters

Special Services

BISHOP CHRISTOPHER'S VISIT

In January, we were delighted to welcome Bishop Christopher to all three of our main Sunday services. We celebrated with him the potential offered by the newly developed worship space and thanked the team who had piloted both this and the earlier Phase 1 of the Redevelopment project. Graeme Pringle was also formally welcomed as Associate Minister.

CONFIRMATION

On Sunday 3 July, we welcomed Bishop Christopher to confirm 13 members of St Paul's (11 adults and 2 young people). Some were fairly new to faith or wanting to publicly declare their commitment to Jesus for the first time. Others had joined us from other denominations and were submitting to the discipline of the Church of England. The adults included one

who had come to faith as a result of our Community Support work. Christians from three other local churches also joined us for a joyful celebration of faith and 10 people from these churches were also confirmed.

As part of the service, family members and other supporters prayed for the candidates as they were confirmed which many reported as being a really special opportunity. Pictures of the candidates on the overhead screens as they were confirmed enabled the wider congregation to join in praying for them.

"It was lovely to feel even more integrated into the St. Paul's Church community.

The Confirmation Service itself was an important public declaration and it was great to share the experience with others - including Bishop Christopher and those who have been key in supporting me in my journey."

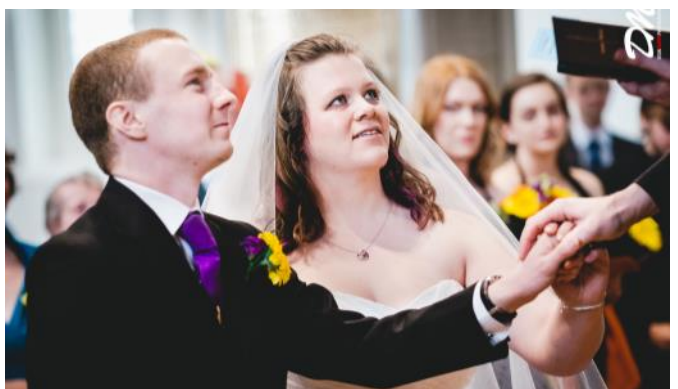
Steve Taylor

"Being confirmed on 3 July was a really special time for me. It was an amazing service and I felt really blessed by the Holy Spirit. "

Judith Eastwick

BAPTISMS, WEDDINGS & FUNERALS

During the year there were 11 infant baptisms, 11 baptisms of older children and adults, 4 weddings and 5 funerals, including for Dilys Arthurson and Jon Stone.



CHRISTMAS & EASTER SERVICES

On Easter Day and Christmas Day we combined all 3 main services and the building was packed with around 500 people of all ages worshipping together, the services were highlights of 2016.



The Easter Day service comes at the end of Holy Week, when we remember the events leading up to that first Easter Day with various events and services including Children's Easter Crafts, a Passover Meal, and 2 services on Good Friday. The Good Friday morning service is like our Sunday morning all-age services (but quieter, and not suitable for pre-schoolers). And at 2pm we have our "Quiet Hour at the Cross", with hymns, bible readings and times of silence. It finishes at 3pm, the time at which Jesus died. After meditating on the cross on Good Friday, we are ready to celebrate with lots of joy on Easter Day. The photo above shows Lizzy Woolf, Associate Vicar, getting several members of the congregation (of all ages) to explain what Jesus means to them.

mulled wine and mince pies.



"I loved the process of learning the carols and singing them. The service itself was lovely. It was particularly delightful to see the church, looking so beautiful, from a different angle! I loved watching the candles being lit along the rows, especially in the balcony which was comparatively dark. It was magical seeing the light spreading from person to person."

Rosie

CAROLS BY CANDLELIGHT

Our annual Candlelit Carol service takes the form of the traditional 9 lessons and carols in a slightly abbreviated form! This year we had a choir of about 25 people who sang 2 carols - John Rutter's Candlelight Carol and a beautiful new carol called Rejoice written by our own Ruth Smith. The band was largely brass and woodwind sound with a couple of timpani borrowed from Warwick School. The whole event was full of joy and a great sense of worship. The readers did a great job in bringing us the Christmas story, and then Jonathan spoke. Perhaps the highlight of the evening was seeing the light of the candles spread throughout the packed church just before we

"Our musicians and choir sounded amazing."

Esther



"The service was such a blessing."



Alison

ALTERNATIVE CAROLS

This year, we added a new Christmas service to our calendar, with the introduction of 'Christmas Unplugged'. We rearranged the worship space creatively and the band led us in a blend of traditional carols and contemporary worship. After the service, everyone showed off their Christmas jumpers and tucked into festive pasties and mugs of winter spiced apple juice. The



event was an outreach event, to welcome those with little or no experience of church. It was a great night, with a lively atmosphere.

"I thought the worship was very good and the set fantastic - it really created atmosphere and visually helped us enter the service. I especially loved how the chairs were set out! It felt cosy!" Hester Meacock

"We really appreciated the music and the freedom the band had to lead us in worship. There was a fantastic atmosphere whilst sharing the good news of Christmas, which I'm sure would have been very engaging for visitors and friends as well as us regulars!" David and Sue Wright

"A real highlight for me this year has been the recent Christmas Unplugged event where we did things a little differently and had the opportunity to shape a new & innovative service

- something that I hope will become a St Paul's tradition!" Rich Stiles



CHRISTINGLE SERVICES

Two very well attended Christingle services on the afternoon of Christmas Eve provided



lots of very excited children & their families the opportunity to sing Christmas songs, hear the gospel & discover the significance of the Christingle. Glow sticks replaced more traditional candles in the



oranges which added to the festive light-filled atmosphere.

ALL AGE CAROLS

On the Sunday before Christmas, we held a combined All age carol service which included a simple re-telling of the Christmas story with the children dressing up as characters from the narrative and forming a great tableau on the dais. Children are encouraged to come as whichever character they prefer which adds an



WORSHIP



2016 has been yet another exciting year for the worship team of close to 50 musicians headed up by Gethin Jones.

The year began with a number of creative workshops in which the Home-grown Worship Project, led by Mark Chesters, sought to write congregational worship songs for St. Paul's. The highlight of these sessions was the sharing of one of the songs at our APCM. Many thanks must go to Mark for all his hard work in initiating and organising this exciting project.



This creativity has been something we have encouraged all year round, with an ever-developing repertoire and an increasing role in the ministry time during Sunday services. Aside from our Sunday services, the worship team has continued to serve the wider community of Leamington Spa through its

involvement in a number of key events such as the annual Praise in the Park celebration, in which St. Paul's once again led the worship, as well as a wonderfully professional Christmas Carol Service headed up by Ruth Smith and our more alternative take on carols at



Christmas Unplugged.

One of the key areas of focus this year was on creating a clear vision for the worship ministry – something all members of the team can pray into and look towards as we serve. The vision that was developed was that “the church will expect transformation through the work of the Holy Spirit as we, through preparing an offering of excellence, provide a space to encounter the Living God and exalt Him in all aspects of our worship.” This vision will be what we continue to strive for in 2017!

We are so grateful to all our worship leaders for their commitment and dedication to this ministry over the last year: Ross Caws, Mark Chesters, Jake Hollebon, Josh Jee, Timmy Jee, Gethin Jones, Rachel and Jonty King, Mark Lloyd, Colin McKnight, Helen Ovenden, Ruth Smith, Thea Smith, and Sam Stone. A mention should also go to those who work behind the scenes – our amazing technical team and also Tim Smith who organises the rota.

“I have had the chance to meet new people which has really helped me to feel integrated within the Church family. The worship team are a great bunch of people with a common desire to worship the Lord, and I love being a part of it.”
Annabella Meech

“It's been a real privilege to be involved with leading people in worship and seeing the Church come together praising and responding to God, with songs old & new, or in the space in between.”
Tom Rawlinson

“Serving in the worship team this year has been a real blessing for me, and is something that I



TECHNICAL



2016 has been another productive year for the technical team. After the mammoth technical redevelopment in 2015, the technical team has comfortably settled into using the new gear. Work has started on installing a new AV suite in the Church Hall in order to support the regular events put on by our Children and Youth teams. This is due to be completed by the Spring.

This year saw the team invest in a multi-track recorder with a view to further develop our technical and worship teams. The sound guys were also blessed by two evenings of professional PA training by SFL, this was a real highlight of the year and everyone learnt something new. The technical team are really blessed to have 20 keen volunteers who cheerfully give of their time and energy to support all events at St Pauls, from our regular Sunday services through to special events like the Community Christmas meal, to specifying and supplying AV equipment for off-site events. As ever we are always on the lookout for new team members so do get in contact with either Dave Gorton or the Church Office if you are interested in getting involved (full training is provided). We are immensely grateful to Dave for his work in heading up this team and the time he gives to sorting our our technical problems.

STEWARDS & SERVICE MANAGERS

We have a dedicated team who steward and service manage each of our services. The stewards welcome people at the door and make sure any visitors know where to go, man the door throughout the services, give out any handouts, watch out for stray children leaving without their parents and help tidy up after the services. The service managers make sure that everything is ready for the service and that all the relevant teams are in place. They also make sure that things are left tidy and secure after the services. Both teams will also take the lead in evacuating people safely if there is ever a fire or other emergency. These dedicated people play an invaluable part in making sure that things run smoothly and we couldn't manage without them.

PRAYER MINISTRY



During 2016 we decided to change the way prayer ministry happens during the Sunday morning services at St Paul's, following the successful change to the evening services during 2015. This means that prayer ministry is now included in the main part of our 9.30, 11.15 and 6.30 services, with people invited to come forward for prayer after the talk. The Prayer ministry team and anyone in leadership at St Paul's are encouraged to pray for those who come forward. The change has led to more people receiving and giving prayer each week, and in particular has enabled parents with younger children to be involved. Prayer ministry is still offered after both morning services by 18 members of the prayer ministry team. Particular thanks go to Milli Buckingham, who helped with the transition, and then stepped down from her role leading the prayer ministry team in September.

"To be prayed for and to pray for others is an enormous blessing - I asked for prayer for a long term issue with my foot in February, and it hasn't caused me a problem since. I have also had the amazing privilege of praying for others at a few services which was initially daunting, but hugely rewarding." Naomi Gaade



Ministry & Mission

CHILDREN

2016 was a year of consolidation in some areas of our Children's Ministry; growth and development in other parts and new starts in fresh Ministries. We look back, as ever, with such gratitude to God for His grace to us and provision for us. Each year, across all areas of our Children's Ministry we are most especially thankful for our wonderful volunteers who help make our groups and work possible. Each person adds to the whole and everyone matters. It has been a joy to see children connect with Christian adults in so many areas of church and to have role models, multigenerational friendships and examples of servant hearts. We are delighted to celebrate the work of the Children's team in 2016 as we look back over some particular highlights.



SUNDAYS

2016 saw the continuation of the re-developed Sunday Children's Ministry from summer 2015. In Groovers the mixed aged groups the children are in are known as PODs. We were able to see great growth in the way the PODs worked; in the relationships built between children and POD Parents; and in how the children connected to God. In summer 2016, we reviewed the way the PODs operated at both services and felt called to introduce a new role for some children. Since September, we have encouraged the children to have a turn being a POD Leader. This role is a little like a house captain in a school and our vision for it is that it gives children an early leadership experience. We want to model what healthy church and healthy Christian faith looks like so, through the role of POD Leader, children have an opportunity to experience serving one another. The children at both services have really enjoyed taking on this role and at the 9.30 they work alongside their brilliant POD Parents to support the others in their group.



movers



In **Groovers**, (ages 5-11) we have also strengthened the team leading the Wonder Zone and teaching the Bible Story.

A significant change in St Paul's Kids in 2016 was the development of our **Movers** (ages 3-5) Curriculum. We have gone to a more sensory play model of learning and it's a real joy to see how the children have connected with God and loved exploring Bible stories through play.

We have also refurbished the **Wrigglers** (ages 0-2) room and have had some really positive feedback on the warmth and atmosphere in this space. It is such a fantastic place with a gifted team, all of whom are committed to caring for the youngest members of our church so parents can receive spiritual nourishment in the services.

wrigglers





This year in the area of Families Ministry, a particular highlight has been hosting the Parenting for Faith course. Lizzy, Dave and Hester were delighted to welcome nearly 80 participants to think about how we can help our children to connect with God. We had parents, grandparents, teachers and church team volunteers attend and it was a joy to think through how we can frame our faith so children understand it and relate personally to God. We are looking forward to developing the next steps in this area soon!

"It gave us a much better understanding of our children's faith journey from their perspective. We were able to apply most techniques immediately with our three year old son and we have all been blessed by the fruits of his relationship with God. It is just the beginning, but there is much more we can use going forward and it is an exciting prospect to be able to steward him and his younger brother better on their journey."

Dan Upton

"Parenting for Faith was a real eye opener. It provided some real insight on how to engage our children in their faith on their terms rather than how we as adults would engage. I really enjoyed the group discussion and hearing other people's experiences and thoughts. Strongly recommend!"

Roger Penney

"I found the parenting for faith course really practical and the dvds with Rachel were engaging & funny. The ideas presented were very do-able, real and she has a clear understanding of how crazy and diverse family life can be."

Abi McKnight

We have also had 11 infant baptisms this year and it's been wonderful to meet with these children and their families to prepare them for the process. Hester has continued and built on her partnered working with key thinkers in the area of Families Ministry and is always looking out for stories of how parents/carers are helping children to connect with God. Over the summer, Hester did a number of baby box visits to new parents; and also visited 7 children who were about to start Reception class in school. It was great to pray with these children and chat to them about starting school.

generous & welcoming

CHILDREN'S EVENTS

This year, our three main children's events for primary aged children were Easter Crafts, Summer Crafts and the Light Party. Each of the events were well attended with numbers of children ranging from 100-150 at each.

Having such an adaptable building means that we can use the whole worship space for children's crafts and activities, and even fit in a bouncy castle – it's a joy to see people's faces light up as they see how the church can be used so creatively!

At each event, people come together for a time of worship and an interactive talk – we've really been encouraged this year by how families have engaged with this! Our events are free of charge and we provide a children's party tea which reflects our church value of being **Generous and Welcoming** and our hope is that members of our local community will experience this and really know us as a **Generous and Welcoming** church!

Of course, these events are only possible thanks to the huge generosity of volunteers – we are so thankful to each person who gives so generously of their time, energy and creativity!! Each event requires a team of people to lead the crafts, a band, support with PA and visuals, a kitchen team, a serving team, an upfront team, a team on the welcome desk, a set-up and pack-down team – and yet we are always blown away by how faithfully God brings people into each of these roles!



"It was fabulous to see so many children enjoying themselves in the brilliant new worship space and hearing the Easter message with their parents/carers. So glad we were able to be involved."
 Stan and Carolyn Harris



SUMMER CRAFTS 2016

TUESDAY 26TH JULY 10:30AM-12:30PM

A free event for primary aged children and their younger siblings, accompanied by an adult.

Craft activities, games, treasure hunt, storytelling, action songs and a party lunch.





TIDDLIES PRAISE has now been using the redeveloped worship space for just over a year – and what a blessing the space is!

The atmosphere is very happy and many parents remark that it is such a bright, open and warmly carpeted space for their children to play in. We have between 50-70 families each week, the majority of whom are regulars so have got to know us very well. Parents and children alike enjoy the café style lounge area and this is a very natural setting for lots of healthy conversation between parents and team. This year, we have had three Tiddlies special events: an Easter event where children interacted with each part of the Easter Story in a walk-through telling of the story using crafts and activities; an indoor summer Teddy Bears' Picnic which was great fun; and most recently the Tiddlies Christmas where children could play inside a 'stable' complete with hay-bales, do some Christmas crafts and we even attempted a very basic nativity play – which was as wonderfully chaotic as you would imagine with lots of very small people! We're blessed with a very faithful team of volunteers who come along each week and serve in a variety of roles and who really are a treasure to both church and community! We also made the Queen a wonderful, and very colourful, giant birthday card for her 90th birthday – we posted it off to Buckingham Palace and even got a reply saying 'thank you for the splendid handmade card'!

"A fantastic group - so much for little ones to do! Variety of toys, plenty of space, special area to keep non-crawlers safe, great facilities - clean and well stocked. The team are very friendly and provide top drinks and snacks for parents and little ones. They have security on the door so it's a completely safe environment. And it's free!! A great fun, relaxed, comfortable place to hang out on a Tuesday." Rachel King

"When I first came I didn't have the confidence to even get myself a coffee, you went to the counter to get me one, you all helped me so much, made me feel welcome, now I have the confidence to get my own coffee!" Grandmother at Tiddlies

"Tiddlies is one of the best parts of my week! For the tiniest babies, the 'baby nest' is a great asset and is always surrounded by a number of people chatting, feeding, sharing their experiences and supporting each other. I find Tiddlies a place where I can both enjoy catching up with church friends and an easy place to chat to non-church families. The singing & story time is lovely and really well presented. The team work very hard and do a great job of providing a toddler group which is known throughout the area as one of the best around!" Rachel Smith



SCHOOL



St Paul's School has had a very positive year. Two particular highlights have been developing our distinctive school Values then celebrating those in Values Week; and the SIAMS inspection report published in the autumn term. We have been working with all the school stakeholders over the past year to collect ideas about and understand what makes our school unique. Hester did an INSET day with staff to help them think this through and the children and parents were also consulted. In the late spring, a small group sat together and prayerfully collated responses, looking for patterns and asking God to guide and clarify what words would be best used to sum up our school. This is what emerged:

St Paul's Church of England School Values

We are a Christian school and we value being

- ♦ **encouraging and challenging;**
- ♦ **brave and kind;**
- ♦ **thankful and thoughtful.**

In May we celebrated these values and Hester and Hannah were in school every day to focus on one particular value each day. It was great to work with the children and staff to explore these

words and what they mean in our context. We are really excited about continuing to strengthen these Values over the next few years and explore how they are distinctively Christian. We have been hugely encouraged by how the children have taken to them and are using them throughout their school day.

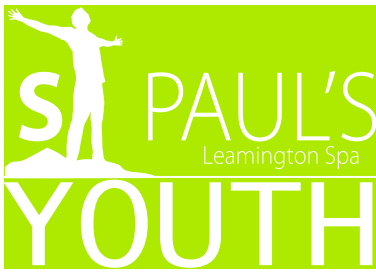
Following the development of the school values and the ongoing work in the life of our church school, we felt ready for the church school (SIAMS) inspection in the autumn term.



An inspector joined the school for a day and spent time exploring the distinctive Christian ethos in the school; looking at results; meeting governors and staff; and looking at collective worship and RE. We were thrilled when the inspector decided that our school was **outstanding** in its work in these areas and this was really something to celebrate.



YOUTH



2016 was a year of change, growth and excellent teamwork for St Paul's Youth Ministry. Kate was on maternity leave from February until September and a great team of volunteers continued the Youth Ministry while she was off. A special mention



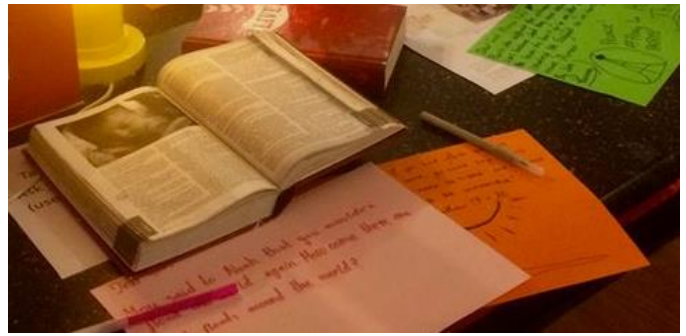
needs to go to Mark Chesters who started in September 2015 as intern and ended the year overseeing our 11-14 age group! Also to Andy Castle who did an excellent job overseeing the 14-18 groups and pastorally caring for our team. God has been very faithful in providing great team for our young people during a time of change. He has also been at work in the young people themselves. Here are a few of the highlights from all that God has been doing in 2016...

ENGAGE

This group is for school years 7-9 and meets on a Sunday morning. There is a group at each of the morning services with different teams but focusing on the same topic. The 9.30 group continues to be smaller with around 5 young people attending each week. We have 15-20 young people who regularly come to the 11.15 group.

Week by week we aim to look at a topic that is relevant to the young people and then encourage them to apply this, in practical ways, so that what they learn on a Sunday is applied to their day-to-day life away from church.

It is a real joy to see the fruit of the amazing work in St Paul's Kids as we welcomed 10 new members into the group at Easter (and said goodbye to 9 as they moved up to The Hub). Through their experience in St Paul's Kids, we are welcoming up young people who know how to connect with God, experience him in their lives and are excited to find out more about him.



THE HUB

The Hub is a group for young people in school years 10-13. The aim is for this group, which has around 14 young people meeting each week, is to be like a small group, with social time, teaching, prayer and time to encounter God. We started the year by completing our challenge of working through the whole Bible in a year. Then we thought about how we can reflect God in our lives and how to share our story with others.

Our 4 oldest members moved on this year to do a variety of things – working, university and gap years. It is a joy to see our young people move on, following God's calling and continuing to grow in faith.

There is a deep commitment in this group to use their skills and gifts for the wider church, this is a real joy to see. Consequently, many of the young people are involved in leadership and volunteering in the church, including worship, Children's Ministry, Youth Ministry, Community Work, Reading and Prayers.



FRIDAY CLUB



Friday Club is aimed at school years 7-9 and provides a great space for young people to invite friends who may not usually attend church. Each session has a theme with activities, craft and a short talk related to this and it is a great way for young people to have a small glimpse of how great God is for perhaps the first time.

We ended 2016 with 40 young people on the register and we see between 15 and 25 of these each week. A number of our older young people have joined the leadership team for this group too and it is amazing to work alongside them and see them investing in those a few years younger than themselves.

GROWING LEADERS – YOUTH EDITION

We started the Growing Leaders course again in September, it is being run by Thrive Youth Ministries and meeting in Quench. There are 10 young people on the course from a variety of churches across Warwickshire. The course is run by Andy Castle and Kate Wallis and aims to equip and encourage young people in their leadership roles as Christians through teaching and discussion. There are three young people from St Paul's attending the course and they each have a mentor from our congregation.

SCHOOLS WORK

Kate has regular contact with St Paul's School through leading assemblies and playing a role in school services. This provides a great opportunity to get to know the children before they move into the Youth Ministry at church. Links with North Leamington School continued during the first half of the year, Mark Chesters led a Reading Group in Kate's absence.

SUMMER ACTIVITIES

For the fifth year we took a group to Soul Survivor. This year the group was led by two couples – the Castles and the Duxburys. The team did



a really excellent job of caring for and engaging with our young people and they had a great time together. The weather was the best ever too, not one day of rain.

Many of our young people also attended New Wine with their families and a large proportion of these young people also served on the New Wine Team in the children's groups. It's a real joy to see them putting their faith into action in this way.

A number of our young people also attend Christian holidays over the summer, including those run by Christians in Sport, Scripture Union, and Ventures. These holidays provide a great way for young people to have fun away from home, meet new people and have a week focused on God.





YOUTH WEEKEND AWAY

The Youth Weekend Away was slightly different in 2016. St Paul's young people attended the

Thrive Youth Weekend Away

which was planned by Andy Castle and his team. This was such a blessing as our young people did get time with their own groups but also got to join with young people from across Warwickshire – many of whom they went to school with or knew from outside church but didn't know were Christians.

It was great to serve alongside a team made up of youth workers from different churches and to engage with young people from other churches too. We took 39 young people and 8 team and there were around 100 people on the weekend overall.

2016 was a great year for the Youth Ministry as young people grew in faith and relationships. The team did an excellent job, and continue to be a real joy to work alongside. Praise God for all that he is doing in, and through, our young people. They are such a blessing to our church.

"I really enjoyed meeting new people, doing exciting activities and learning more about God! I learned that God is with me through everything and I can do anything through him." A

"I enjoyed hanging out with everyone in the mornings and evening. I loved the meals and activities. I loved the fact that I was able to meet new people. I learnt that God is always there for me and whatever I did, he would always be there." J

"I enjoyed being encouraged in my faith by gathering with young Christians from all around Leamington. I felt a new sense of purpose and direction from God." J



STUDENTS



Our student ministry has continued on a path of steady growth over the course of 2016, with around 50 students attending the variety of services held over the course of a normal Sunday. The evening service, in particular, has maintained its popularity for them. Many of our students are heavily involved in extra-curricular societies and sports team, not to mention the Christian Union, during the week and therefore we have decided to focus our efforts on the time after the Sunday evening service. This takes the form of either going to a local pub or heading down to Quench for a catch up and food. To help students settle and integrate into the church we encourage them to get involved with the excellent small groups on offer and by getting stuck into serving. Many of our students have responded by volunteering in the worship band, technical and children's teams.

The start of October brought the onset of the academic year at the University of Warwick and a new crop of freshers to the local area. During this time we regularly put on welcome events for new students in order to help them to settle into the church and get to know the wider student group. This resulted in a good number of freshers joining the church. From October we also reintroduced an 'adopt a student' scheme, whereby families in the church invite a student around for a meal. This has been popular, further helping students to integrate into the wider church. The start of the new academic year also saw a complete change of leadership.

Thea Smith and Mark Chesters have both moved on from the church whilst the soon to be Dr Daniel Rodgers stepped down in order to concentrate on the last six months of his PhD studies. The new team consist of Ruth Smith who is supported by Toby Leek (Volunteer Worker), Calum Machin and Mike Hood (UCCF Relay Workers at Warwick University Christian Union).

We also run very popular weekends away at the end of the Christmas and Easter terms. Our Easter weekend away saw us get away to the Mill retreat centre in Shipston-on-Stour, offering an excellent opportunity to relax after a busy term and meet with God. Our speaker was Jo Lacombe, a former UCCF Staff Worker, who really challenged the group to grow closer to God. The weekend was a great success and was filled with laughter, walks in the countryside and opportunities to get to know each other better.

Our Christmas 2016 weekend away was equally successful. We took 25 students away to the Harby Centre in rural Leicestershire, ending a busy term on a high note before everyone headed off to celebrate Christmas. Danny Rodgers, a curate at St Peter and St Paul's church in Buckingham, spoke to us on the book of Philippians and we successfully managed to cover the book over the course of the weekend. It was a great way to finish the term and was a high point on which to end a great year of student work.

20'S-30'S WEEKEND AWAY



In February 2016, a group of over 50 young adults from St Paul's went to Hothorpe Hall in Leicestershire for a weekend away. It was the first time we had been here as a group and it was a big success. We had teaching, worship, testimonies and plenty of free time, which gave us a great opportunity to get to know one another better, build friendships and spend time with God.

"I regularly go to Church every Sunday but there is never enough time to talk to everyone. It was great to have the chance of getting to know how many great life stories and how many interesting and nice people are there. I came back with a great sense of community and being part of something much bigger than I ever thought. I was a bit depressed before going, that Monday I felt renewed and encouraged."

"What I loved about the weekend away is that it gave me a taster of what heaven will be like."

"The 20s-30s weekend away helped me to make new friendships and strengthen existing friendships, it made me feel more a part of the church and especially of the evening service, I would definitely recommend it to anyone and I am looking forward to the next one."

"It's coming up to 2 weeks since the weekend away and I still find myself thinking back to it, what a great opportunity to learn about, and then practise the practice of community in church! It was a real blessing."



FAMILY CAMPING WEEKEND

"We loved being able to spend quality time with friends from church, having fun with them and getting to know them more in a relaxed group. The kids had great fun having adventures with the others and the onsite pizza van was really good!"

James Horn

Family camping was at Bewdley. 12 families enjoyed the weekend which included a walk around the Wyre Forest, pizza and a BBQ. It was great to socialise and get to know people better. The children ranged in age from secondary school down to toddlers.

"We enjoyed our first attempt at family camping this summer with our church family, and it was the perfect initiation to camping for us!"

It was so fantastic having additional support/ advice and extra hands for our busy kids! What was particularly lovely to see was the older kids playing and looking after the little ones- which we didn't really expect to find. Most bigger kids don't want to play football with a 2 and 5 year old but they really tried! It was great getting to know some other families (out of our kids' age range) and we hope to be involved in future years."

Hannah and Tim Driffill

SMALL GROUPS



Our small groups continue to be an important part of church family life. We have 15 small groups that meet across Leamington and beyond each week, with the intention of building community and discipling one another. Two new groups have started this year, led by Clare and Jon Randall, and Rachel and Jonty King. Oasis, Mirth and Cameo also provide opportunities for church members to connect with small groups.

During 2016, a great range of activities were conducted in and by the groups including following courses, discussing sermons during key sermon series, social events and serving together at community events such as the Community Christmas meal. Several of the groups attended the Bible overview course and others attended the Parenting for Faith course or supported some within their groups to attend by offering babysitting.

"It is a privilege to support a group of people to grow individually, as a community and in their relationship with God." Jon and Clare Randall

"Home is where the heart is and the heart of St Paul's for me is in the small groups I've been part of. It was in one of these groups that I got to know Beth who would, two years later on, introduce me to her brother who is now my husband. Home groups for me have always been like family and, in this particular case, literally. As a married couple we have just joined a new small group so here's to the next phase. Small groups are where you learn to be real and do business with God on a level that isn't as easy on a Sunday. They are a safe place to ask daft questions, to dig deep into God's word and to enjoy fellowship with people you'd not necessarily known before.

If you've never thought of getting stuck in, I'd really recommend it."
Milli Buckingham

TRANSFORMING WORK



TRANSFORMING
WORK

The first ever Transforming Work course at St Paul's took place between Nov 2015 - Nov 2016.

The course material is provided by the London

Institute of Contemporary Christianity (LICC) and there are 8 sessions in total which are spread over a year.

Some of the topics covered are –

Why does work matter?

How can I flourish at work?

How can I tackle workplace issues with biblical principles?

Each session has a variety of sections, including looking at the 'Bible through workers' eyes', as well as a short DVD clip, and both discussion and prayer time. There is also an app linked to the course which provides some additional material.

The course gave the opportunity to explore the prayer of Examen and during the final session of the course, we prayed a commissioning prayer together.



"Feel more positive about work even when it is hard."

"I am now praying regularly into my workplace and the boundary between work and faith is being dismantled."

"The course helped me learn to love my colleagues, also to put my trust in God that he will give me the words and actions I need to serve."

"It helped me be more aware of God's interest in my work and his presence through the day."

"I learned that I am not valued by God for what I do but for me."

"I am more aware of God in the little things."

"I learned that my work is my calling, and not to think of it as a stepping stone to something more important."

PRAYER

We believe that prayer is vital if the Lord is to do anything of lasting significance among us. And we know that God longs to develop growing relationship with us, as individuals and as a church family, and that comes through prayer.

And it's through prayer that God strengthens us for his service, and slowly shapes us to become more like Jesus. So we encourage all of our groups and teams to bathe all that we do in prayer, and we hold a focussed week of prayer each term.

When God answers our prayers as we have been hoping, it is always a time for rejoicing. But often he says "No" or "Not yet", and we have to learn to wait, and to try to discern what he is doing.

One of the hardest things for us as a church family in 2016 was seeing our dear friend Jon Stone dying of cancer at just 49 years old. The Stone family, generously and vulnerably, allowed us as a church to walk with them the whole way, through all the ups and downs. We prayed for Jon's healing, rejoiced that he was able to be at New Wine with us, and wept as it became clear that the Lord was going to take Jon home to glory. We had a remarkable prayer time as a church family for him shortly before he died, and the service of thanksgiving for him just before Christmas was full of joy and tears.

We do not know why God sometimes heals and sometimes doesn't, but we do know that he is good, and that perfect healing comes when we die and go to be with the Lord. And that he promises to be with us every step of the way. And that he works in all of these things for our good, to make us more like Jesus. So we keep on trusting, and we keep on praying.



WEEKS OF PRAYER

January

We began the year with a week of prayer with prayer in both Sunday services and evening prayer meetings on 3 evenings of the week. Oasis also had a focus on prayer in their Thursday meeting. The church was open for prayer at various times throughout the week, including an early morning slot and some daytime slots with prayer stations to guide people's prayers. Some of the prayer stations focused on our own church and other local ministries, whilst others encouraged prayer for national and international issues such as global warming and human trafficking.

May

In May this year, we joined in with Archbishop Justin's initiative – the national week of prayer titled "Thy Kingdom Come". This saw the church filled with 600 'prayeroplanes' suspended from the church ceiling as a visual image of how prayers can be sent flying to God. There were several prayer meetings throughout the week for various groups within the church. Creative prayer stations were used to guide people in their prayers for our town and for our world. Mark Chesters, our intern, provided beautiful images to prompt our prayers and connect with the world around us and these were posted on our social media accounts throughout the week.

October

A second prayer week in the Autumn term, followed a similar pattern – this time colourful prayer birds appeared across the worship space, each holding a prayer from a church member. Mark's powerful images were made into sets of prayer postcards which were offered to every church member and much appreciated as a stimulus for prayer.



"We did appreciate the prayer evening we went to and found it good to connect with God through the imaginative slots. I found the wall helpful and the seed planting. They are growing nicely!" Angela Stephenson

"I found the event to be inspiring and creative for prayer in a peaceful environment."

Julia Salter

"I loved the week of prayer, and especially the prayer-o-planes. They were different, inspirational and visually stunning. The evening sessions gave me time to relax, reflect and rejoice." Mel Tweed



ALPHA



Partly as a result of the success of the Alpha Supper, we had high numbers at our Alpha course in the Spring term and also ran well-attended courses in the Summer and Autumn terms.

The Alpha course gives people the opportunity to explore the Christian faith together in a relaxed and friendly environment. Simon Davies has headed up our courses this year with different teams each term supporting him. The courses have run for 10 weeks each term on Tuesday evenings. Each evening begins with a delicious hot meal and we rely on some great volunteers to cook and serve the meal and clear away afterwards.

This year we have made good use of some very professionally produced video material from Alpha which has acted as a great stimulus for discussion and questions.

In the middle of each course, there is an 'Away Day' on a Saturday which gives time and space for the guests to meet with God and to receive prayer. These are very special days in which the Holy Spirit often meets powerfully with people and, for many, this will be a significant step in their spiritual journey. We are often joined on these days by Alpha groups from other churches and feel privileged to be able to provide this resource for others.

Every course has seen people come to faith and almost all the guests have moved on in their journey towards the Lord. A discipleship 'Beta' course led by Tim Wagg has continued to meet through the year following the Spring Alpha. Another such group has continued to meet following the Autumn Alpha.

We are very grateful to Simon Davies for heading up this ministry and to the many others who give up their evenings to serve on the hosting and teaching team or behind the scenes in the kitchen.

"My understanding has developed due to what was discussed in the group times."

"I was unsure about a lot of things before Alpha and the course has answered many of my questions."

"I feel more filled with the Holy Spirit."

"I feel more confident in my faith which has deepened during Alpha."



ALPHA SUPPER

In January, we encouraged church members to invite friends and family to a special Alpha Supper which took full advantage of the newly re-developed worship area.

The church looked fantastic with beautifully laid tables, fairy lights and candles on the window sills. A delicious meal was served by a team of servers and, over coffee, Portsmouth footballer Linvoy Primus talked very engagingly about life as a footballing star and the way that he had come to faith. He encouraged people to come to the Alpha course that we were starting the following week, talking movingly about the way that Alpha had been pivotal in his own story.

Thanks go to Naomi Gaade, Beth Penney and Elly Crofton who planned and managed the evening so well and to the many church members who worked behind the scenes in preparing, serving and clearing away.

"We enjoyed exceptionally good food and service at the attractive and well-lit venue of St Paul's Church. Linvoy's talk revealed his joy and honesty as he told us about becoming a Christian, and the members of St Paul's made us feel welcome and included."

COMMUNITY SUPPORT

Wendy Harkness stepped down from her role as Community Support minister in April of this year and we are very grateful to her for the work she did in building up links with the local community and working with others to support this ministry.

Having taken a decision in 2015 to focus on building relationships with people in need and having learned lessons from a short pilot mentoring scheme, we decided that becoming a partner to the Pathway scheme offered by St Mary's church in Leamington would enable us to offer a robust, tried and tested method of mentoring people and helping them reach agreed goals. In Spring of 2016 as a pilot project, around eight mentors were recruited and two mentoring relationships began, with three others starting since then. One man who was mentored was baptised at St Mary's in October and is now an active evangelist amongst people in need in the community. He attends our evening service and is actively involved in helping others through the Pathway programme now.



As well as mentoring, the church has continued to offer practical support to people in need including offering foodbank vouchers and buying white goods and baby equipment. Our links with our neighbours in Kennedy Square have continued. An Easter Egg hunt



was organised in the square on Palm Sunday and a team of gardeners helped clear the planters there soon after this. We also continued with our Summer barbecue, Christmas carol singing and a second Christmas Community meal was held in December.



KENNEDY SQUARE CAROL SINGING

It was an unusually mild night for December so even more Kennedy Square residents than usual came out on their balconies or joined us to sing. One lady even came out in her dressing gown and slippers with a tray of tea for us !

Thirty or more of us sang carols at 5 different points within and outside the square while a team of 12 knocked on doors and delivered the St Paul's Christmas card with details of the Christmas services along with a wrapped box of biscuits and a wonderful children's booklet about Christmas. It was encouraging to hear how many folk were intending to come to the Community Meal (having had their invitations delivered a few days before). When one man commented that he always heard us singing but his flat was positioned such that he never saw us, we moved to right outside his flat where he filmed us for Facebook whilst on his doorstep. Many thanks to the amazing band and for all who came along to sing and knock on doors as

well as those who stayed to pray in church.

attendees vocally expressing their

grati-



COMMUNITY MEAL

This year saw the return of the very popular Community Christmas meal on Thursday 15th December. The event ran for the first time in Christmas 2015, inspired by a prophetic vision from our Church Warden, Elly Crofton, and was a great success. The preparation started weeks before with invites sent out and delivered by Anne Wagg to local residents in Kennedy Square. Invites were also distributed via Foodbank in order to reach those that are most in need of a hot meal. This year's event built on the success and experience of last year and we saw 85 adults and children come into church for an evening of good food, entertainment and a Christmas message. There was a fantastic photo booth put on by Gareth and Rachel Roberts as well as crafts and face painting organised by Hannah Jones for the children. A big thank you must also go to Nigel Turner and his great band who provided some excellent festive music during the evening; it was so upbeat that it even got some guests up on the stage dancing! Elly then delivered a short talk and played an engaging video that challenged people to think of the real reasons behind Christmas. As always, our volunteers from the church family were great with over 40 individuals offering their time and skills. This all created a wonderful evening that allowed us to bless and serve the local community, with many




tude throughout the evening.



RELATIONAL MINISTRIES

MARRIAGE PREPARATION



2016 saw another busy year for the Marriage Preparation course, with 3 courses running and couples once again pleasantly surprised to learn new things about each other and embrace the challenges and excitement of connecting in a fresh and deep way with one another during the course.

As several of the couples who approached us to do the course last year were not from a church background, please pray for them that they have the support of a strong community around them and that the church will now be a welcome and familiar place for them.

We are thankful that the feedback has been really positive and as we enter 2017, we already have 2 courses fully booked.

*"The **Marriage Course** allowed me to hear my partner's wishes and reasons for her behaviours. The Marriage Course translated these into words I understood."*

*" Thank you for the opportunity to go on the **Marriage Course**. It has made our marriage stronger."*

"Perfect!"

*"The **Marriage Course** highlighted important aspects that one normally overlooks or takes for granted."*

MARRIAGE COURSE

Another hugely successful marriage course ran in the Autumn Term.



We welcomed 10 couples to the church for seven Wednesday evenings where the church staff had worked really hard to transform the lounge into a welcoming, restaurant type environment- even with the addition of fairy light curtains this year to obscure the view of the stairs! Huge thanks to Caroline Castle and Toby Leek for their help with this. Once again we are indebted to the kindness and generosity of Carolyn Harris who, ably assisted by other volunteers on a weekly basis, ran the kitchen and catering side of the course. The food provided was hugely appreciated by all! This year also saw us welcome to the team Tim and Katherine Filby, who did a wonderful job of being assistant leaders, helping with amongst other things, welcoming guests, set up and clearing away and running the projection. We are truly grateful for their time, support and contribution and their help and constant presence made for a very smoothly run course.

We are very grateful to Ross & Joy Caws for leading the Marriage Preparation Course and The Marriage Course.

The attendees on the course were a lovely mix of St Paul's couples, couples on the fringe of church, couples from other churches across town and couples from no faith background at all. The atmosphere was warm and all couples gave (illness aside) 100% attendance and commitment both in their presence and engagement. Feedback was overwhelmingly positive. (See left.)

RESTORED LIVES



Restored Lives, led by Kevin & Sarah Roe, was attended by four people during the Autumn. The course provides a strong support for those who are in the process of relationship breakdown or for those who may have been divorced for a long time but who have issues remaining within them such as hurt or anger, perhaps lack of forgiveness too. At the end of the course we held a social event at Ask and invited people from the courses this year and previous courses to attend.

"Until I started attending St Paul's, there hadn't been a chance to work through the effects of divorce in any other church that I had been to. My relationship with God had become stagnant and resulted in feeling unloved and unimportant to him. Restored Lives provided an outlet to acknowledge just how awful divorce is, amongst others who really know and understand its effects. It helped to reassure me that life can be good again. Its Christian context was incredibly important to me, as a practising Christian, because Christians who haven't suffered so much don't understand and non-Christians just encourage you down a path of self-destruction."



LEADERSHIP DEVELOPMENT HOTHORPE HALL 2016

In May, we invited the PCC and all those who lead groups, teams or ministries at St Paul's to a weekend away at Hothorpe Hall together with their husbands or wives.

The theme of the weekend was 'Making Disciples' and we had some very helpful input on this from Jonathan and from Krish Kandiah who is founder of the 'Home for Good' charity which finds homes for vulnerable children.

The weekend gave a fantastic opportunity for people to get to know each other better, worship together, have some high quality teaching and reflect on our own discipleship and how we disciple others in the church.

The hall is in a beautiful countryside setting which many of us explored during free time on the Saturday afternoon and we were very appreciative of good food and comfortable rooms throughout the weekend.

There was also an extended time for prayer ministry during the weekend which was much appreciated by all and particular significant for several people in their own spiritual journeys.

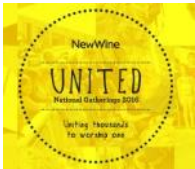
"What a privilege to have a whole weekend away from other distractions and have time and space to connect more deeply both with each other and with God. How brilliant to encourage a wider chunk of the body to think and pray more deeply and strategically about all that God is calling us to! Jonathan's and Krish's words were both so challenging and helpful. It was lovely to have quality time with people and a privilege to pray with people too."

"A great weekend and a tradition that should continue. A chance for leaders to make themselves vulnerable and receive prayer without worrying about time pressures."

"Good weekend. I have been struck again by how blessed we are to have so many godly, competent and growing leaders."

"It was just such a blessing to spend time with so many dear people in a lovely place. The prayer I received reassured me that God knows and loves me and has a plan for the next phase of my life."

"It was good to meet new people and find a few I really 'clicked' with. As a single person, I did feel included and welcomed. I was especially blessed in the prayer time on Sunday, felt very peaceful and encouraged. I was also blessed by being able to pray for others and see the Holy Spirit minister through me."



NEW WINE 2016

Every Summer, thousands of Christians gather for the New Wine Summer conference in

Shepton Mallet. This is a great week of vibrant worship, biblical teaching, thought-provoking seminars and the opportunity to spend relaxed time with others. There are separate programmes for different age groups of children and young people. Groups from St Paul's have been attending the gatherings for several years and, for many of us, it has become one of the highlights of the year. New Wine 2016 saw 140 people from St Paul's camping during week 2 of the Summer event - the largest St Paul's contingent so far.

There were a number of logistical challenges because of the increased numbers on our village this year, but everything worked out well, and Martin Haywood did a great job as our village host. The Bacon Fest and Communal BBQ seemed to go down well again and we were blessed with very good weather.

"New Wine has had an amazing impact on us. It's been truly inspiring and has encouraged us to really want to go much deeper in our relationship with God."

Nikki and Paul Olorenshaw-Smith



"One of the highlights of NW for me is the chance to spend time with my church family in a completely informal way and to deepen relationships over coffee, cheese and wine... last thing at night when lots of us get together to chill out are a great way to really get to know each other and build friendships for the coming year (obviously the spiritual bits were good too...)"

Ruth Smith

THE GLOBAL LEADERSHIP SUMMIT

September 2016 again saw a number from St Paul's attend the Global Leadership Summit Conference organised each year by Willow Creek. The event takes place in venues throughout the world with the conference content delivered via video.

There were visionary speakers from a variety of backgrounds delivering challenging and inspiring messages with time then given to process what was heard with other delegates. Bill Hybels interview with Melinda Gates, co-chair of the Gates Foundation, was fascinating as she detailed her work with the Foundation and its aim to improve the quality of life for underprivileged people around the world. Patrick Lencioni offered a humorous and interesting insight into operating teams at any level by exploring the three essential virtues of a team player.

Alan Mulally, the man responsible for bringing The Ford Motor Group back into profit, offered solid advice for introducing change into an organisation. As usual the quality of all the talks was excellent and the whole event very well organised.

"The structure of the event was great and if you have never been before, and are in some position of leadership, I encourage you to book on for next year!" Toby Leek

WOMEN'S MINISTRY



Oasis

A community of women, wholeheartedly pursuing the transforming, life-giving, love of Jesus.

We are a diverse group of around 70 women of all ages and life stages who meet to encourage, support and do life together. We meet on Thursday mornings in term time from 9.45 to 11.30. As we arrive, we enjoy tea/ coffee and cake (with a healthier option too for the more strong willed) before the formal start at 10am. We then worship together and have a short talk before we break into our small groups for discussion and prayer.

This year we have focused our teaching on themes from Proverbs, The Emotionally Healthy Woman and the book of James.

We have begun each term with a coffee morning - this serves both as a chance to catch up with one another after the holiday period and as an easy event to invite our friends to come to and experience Oasis for the first time. In July we had an evening Puddings and Pimms Party to round off the year. Each term includes a Prayer Morning, as well as occasional mornings with worship and a time to share testimony.

Alongside Oasis we offer Hoppers and Bouncers - a wonderful oasis for our little ones too - where Liz Lewis and her team look after our pre-schoolers with much fun, love and care.

"Since the first time I came to Oasis and didn't know anyone I felt I was welcomed in as part of a big family. I have made so many close friends. When I have been through bad times Oasis has been a safe place for me where I have been cared for and prayed for.

Oasis has changed my life.

I call it my refuel for the week. I love the worship and the talks are amazing. I feel so loved and come out feeling such joy and peace. I love my small group and feel I can ask or say things without feeling inadequate and realise that we are all the same. It has helped me feel part of the church family and helped me to be much closer to God. I just love it so much - it has had an amazing impact on my life."

Deb Dunn

There are 8 small groups which meet at Oasis and which are overseen by 14 small group leaders. We are so blessed by their committed and caring leadership.



Oasis provides a wonderful context in which to serve, to explore and use our gifts in a whole variety of ways: welcoming women at the door, giving a talk, hosting the morning and leading us in worship, sharing a testimony, praying for others, setting up the creche and looking after the children, leading a small group, making cakes and running the kitchen, setting out chairs as well as in a host of other ways both seen and unseen.

Oasis is led by Juliet Jee, Caroline Castle, Becky Crow and Ruth Whitehead. In the summer, Lissy Clarke stepped aside from the leadership team. We are truly grateful to her for her generous and wise leadership over the



years.

"I was new to the area and, as a part-time working mum with a busy family I found we weren't always able to make it to the Sunday services. So the mid-week nature of Oasis fitted perfectly. I came because I wanted to make friends, find a local church-community to be a part of and to find somewhere to outwork my faith again. I also wanted Beatrice to have this as part of who she was. I have found all of this and am so grateful to God. I enjoy the worship times, a small moment in the week where we can worship together and (when I can) listening to the talk often leaves me with food for thought, an encouragement or a challenge - some practical way of working out the journey. The small group has been a lifeline to me, I have felt so welcomed."

Cake & CRAFT

2nd Saturday of the Month 10am - 12noon

Cake and Craft continues to be a popular event for ladies from both the church family and outside.

Each month,

ladies bring either a craft they are working on or we try a different craft and have been fortunate to have several ladies share their skills. Cake and Craft is a wonderful opportunity for ladies to meet and chat and we have several who attend every month. We are lucky to have some talented cake makers in the group and enjoying their bakes adds to the relaxed and informal time together. It is an opportunity to 'breathe' in the midst of our busy lives, to catch up with friends and spend time doing things we enjoy.

BOOK CLUB

The Book Club ran throughout 2016, aimed at encouraging women who enjoyed reading to get together, discuss, share views and gain new insights into particular fiction. It was developed and hosted by Fran Shaw (who sadly died early in 2017 and her input will be much missed).

As well as hosting, Fran led the discussions enthusiastically on the varied titles selected by the group members. She always made sure to include a broad spread of fiction, 2016 included Alone in Berlin, The Lantern, The Tea Planters Wife & Five Quarters of the Orange.

Deb Gunn

CREATE FOR CHRISTMAS

THURS 1ST DEC
7.30 - 10PM

Crafting for women
with refreshments
and a Christmas talk

Tickets £10
Buy online at
www.stpl.org.uk



CREATE FOR CHRISTMAS

Create for Christmas is an evening for women to spend time together, learn new crafts and to have time to reflect in the midst of the busyness at that time of year. This year there was a large team of women who taught a wide variety of crafts including wire stars, tealight snowmen, iris folding, flower arranging, hot chocolate Rudolfs and plate painting. The reflective part of the evening was led by Joy Caws who read an original poem. The theme was how people at different stages of life might be feeling about Christmas and how we can all turn to Jesus whatever situation we may be in. It was a beautiful, peaceful and thought-provoking few moments.

"My friend had never stepped inside St Pauls before and was a bit doubtful about coming but loved it. It is so good to have something to invite people to at church that you know will be professionally done and sure to be good."

2016 SPA BLOKES

ST PAUL'S MEN'S MINISTRY

MEN'S MINISTRY

St Paul's Men's Ministry is led by Mark Peers and Simon Davies. 2016 saw a variety of events and activities, enabling guys to go deeper with God and form long standing relationships with others in the church. There is a dual focus to the ministry with men: inside St Paul's church helping us to go deeper; and, during 2016, looking to increase the wider town ministry with the launch of Man Up.

The social side of SPA BLOKES during 2016 continued to build on its foundations of the last few years. Events included the usual termly curries and also a SKITTLES first time event which was received very well, and, we hope, will be revisited in Spring 2017.

It was great to see both events have a wide cross section of ages and to see guys getting to know other guys, initially on a social level, but leading to them interacting on a deeper spiritual level as time has progressed. One of the challenges in a growing church is how to facilitate

connections and help deepen relationships across the body of men at St Paul's. Creating an unthreatening social environment for this to take place is a key stepping stone. Towards the end of the year we also created the



Facebook group "EAVENS WHEELERS" to establish a safe social environment for guys to interact and deepen relationships without feeling they have to be fit enough to attack the Tour de France. Getting together for an hour's cycling on a Sunday morning at 8am followed by a coffee has been encouraging to date.

The TAPAS men's small group has continued to be blessed by meeting at the Crooks' home through 2016. Both the numbers attending and the depth of study and relationships have gone to new levels during the year. Topics covered have included "So What does the Bible really teach about homosexuality?"; Tommy Tenney's "Open Heaven"; and starting to unravel God's Heart vs Our Heart and Passions, initially

MEN & KIDS CAMPING

The annual camping trip swelled to 55 dads and children on the banks of the river Wye in the Forest of Dean. The usual walks, lunch, games, woodland exploring, camp fires, discussions, and river bathing all took place, greatly enhanced by the wearing of the 2016 Camp T-Shirts. The T-Shirts gave the children a group identity and provided a reminder of the weekend.

This year saw the introduction of canoeing. Once we had struck camp on Sunday morning, we headed up-river to begin a half day of canoeing. There were 8 canoes tied together in pairs and we meandered down the river having water fights and observing what was left of the wildlife after 55 marauding men and children had paddled past. A lot of fun was had and this annual adventure continues to get more and more exciting.





MIRTH

In 2016, around 60 retired men from within and beyond St Paul's Church continued to try and build a supportive community each Tuesday and throughout the week.

On the **first Tuesday** of every month we organised discussions in the homes of members where 10 - 20 men discussed differing perspectives on current events.

On each **second Tuesday**, Mike Bench has put in 5 - 6 years of sterling service to MIRTH organising local walks of 3-4 miles followed by a pub lunch. The responsibility for doing this now passes to Richard Playdon.

On each **third Tuesday** we had "MIRTH Main" when 15 -25 men typically go on a visit or listen to a speaker. We have had guided tours and / or historical talks at Leamington College (Audley Binswood), Coventry Motor Museum, Cubbington Brewery (free bottle of Shakespeare's County being a highlight),

Bletchley Park and Finham Sewage Works.

Memorable talks in the church lounge have included Professor Alan Millard on "How do we know what Jesus really said?" and Chris McKeogh, Deputy Director of the National Crime Agency on "Decision Making". The Christmas "Do" was a happy occasion at Le Bistrot Pierre.

One area we have tried to develop a little this year is supporting men with memory loss. We had a special seminar for 30 – 40 people on "Dementia" led by Linden Atkins and we piloted a weekly "friendship" scheme to support a MIRTH member with Alzheimer's.

MIRTH is led by Tim Wagg supported by Anthony Johnston, Stan Harris, Andrew Rolls, John Robinson and Mike Bench. Many thanks to Neville Compton for his wonderfully supportive help during his 6 years on the team.

CAMEO

Come And Meet Each Other

We are a group of mainly older people who enjoy a light lunch and some form of activity following the Mid Week Service. We try to care for one another, remember birthdays, pray for each other and laugh together.

There have been some very interesting speakers this year, sharing their experiences of work abroad, of travel, of Leamington past, of hobbies and, of course, Mel Tweed's quizzes which we always look forward to.

As a group, we financially support a NOTDEC child, Mordecai, and this has drawn us together to pray regularly for him and his particular needs.

Our numbers have dropped over this past term due to illness. Shirley Crook, who died early in 2017 stepped down from the planning team during 2016 and will be much missed. The team consists of Ann Duxbury, Barbara Edwards, Vanessa Leedle, Pauline Archer and Jean Grimes.

EVENTS



alternative mother's day

For some of us, Mothering Sunday can be a difficult day for a variety of reasons. This year, Hester and Ellie Clack ran a week night alternative event for anyone who would like a little space to reflect.

Over the course of about an hour, there was time to explore and interact with a number of different prayer stations. There was also the offer of someone to pray with for anyone who would find this helpful. The evening ended with a short time of prayer together. The whole evening was unhurried and peaceful.

"Having lost my Mum fairly recently, Mother's day held a mixture of emotions for me this year. I really valued the opportunity to spend some time remembering Mum and talking to God about my feelings." Jan Pringle

"The alternative Mother's Day event was a sensitively carved out time and space for anyone who might find Mother's Day difficult. It was non-intrusive, but there was also some time at the end to come together, reflect and say some prayers together. It was beautifully led by Ellie Clack whose own experiences have given her great empathy with others."

"The event also showed individuals and the wider community that the Church is not just there during the good times, but also during difficult seasons in life. Thank you for putting this on." Amy Chidley

"The alternative Mother's Day was a great way to remember our loved ones and just absorb God's presence. I had time to pray and reflect which was lovely." Bhav Joshi

PASSOVER SUPPER

This year's Passover Supper was bigger and better than ever! Taking full advantage of the newly redeveloped worship space, we comfortably welcomed around 150 people to the evening.

Jonathan talked us through the meaning of some of the Passover traditions in Jewish culture and how this links with the events of the first Easter.

Juliet Jee and her team provided a delicious lamb casserole dish and the evening was expertly organised by Beth Penney and Naomi Gaade who coordinated several teams of volunteers. Lots of people pitched in to make it a very enjoyable evening.

"Jonathan's approach made a complex subject very accessible and enjoyable, while still putting across all the important points." Jonathan Bush

ANNUAL MEETING — 6.30PM — SUN 20TH MARCH CANAPÉS & DRINKS

Taking advantage of the redeveloped worship area, this year's APCM took a different form to previous years' meetings.

Jonathan re-christened the evening the 'Annual Party for Church Members' and we celebrated 2015 with canapés and prosecco sitting at round tables with pristine white table cloths. The evening was conducted 'awards style' with several much coveted awards being given (chocolate eggs) and highlights of the year being re-lived.

It was a very happy occasion and felt like a real celebration.

"The night gave people of all ages, and from all services, a chance to sit and chat, getting to know one another while enjoying a drink and posh nibbles. The 'ceremony' was informative and interesting and covered all aspects of Church life from finance to fellowship meals, previous pastoral news to plans for the future. The variation of speakers kept the pace and held interest as well as putting faces to the names we've all heard about, but may not had the opportunity to meet. 5/5 for a 5 star event." Sam Davies

"We really enjoyed the new style APCM. They have recently all been encouraging, but we loved the nibbles and fellowship round the tables. There was a sense of celebration and fun with awards not taken too seriously!" Angela Stephenson

MAN UP



On 1st October, 120 men from over 14 local church congregations gathered together to 'ManUp'. We were welcomed by a cooked breakfast consisting of 200 rashers of bacon and 200 sausages which was brilliantly cooked and served by a willing team of around 20 St Paul's volunteers. The meeting kicked off with Gethin's 'boy band' leading us in an amazing time of prayer and worship. Hearing so many passionate male voices at 9:30 in the morning was wonderful.

Paul Gask from Christian Vision for Men led a session about sharing Jesus with other men. This was followed by a profound time of prayer with men from all across Leamington and Warwick praying for each other in response.

Coffee and pastries gave us time to mix and chat and the contents of almost 30 coffee pots were consumed! This was followed by a talk from Dave Cooke of Teams4U. He spoke about his work around the world in countries such as Uganda and the Crimea and encouraged us to serve others practically in the name of Jesus.

"There was a wonderful sense of unity and common purpose along with an openness which seemed to flow out of the all-male atmosphere."

Simon Davies



"Brilliant time all round and hearing all those male singing voices praising our Lord!"

Martin Shipley

"Exceeded all expectations."

"Having so many blokes together from such a lot of local churches created a real buzz."

"Great food, great talks, great company. Would definitely come again."



Wider Church Relationships

Churches Together in Leamington

Our vision is to see Leamington changed one life at a time, and so we believe it is hugely important to work and pray with other local churches. In 2016, Jonathan continued to host monthly prayer lunches for church leaders (he has now been doing this for 10 years!). Usual attendance is about 15 out of a possible 25. Relationships are very good, and we always pray for God's blessing on our town.

Over the years it has been a joy to see so many inter-church ministries start up. The PCC has committed significant annual financial support to The Well, CAP, Thrive and Foodbank. In addition we have strong involvement with Street Pastors, and coordinate the annual "Praise in the Park" (2016 was the 6th year).

There are many other excellent inter-church ministries, and we pray for them all, and encourage members of St Paul's to get involved. These include: Nightlight, Crossteach, Christian Resource Centre, Warwick Gates Centre for Relational care, Nightshelter, Homeless Action Project, Home for Good, and the Learning Centre.



PRAISE IN THE PARK

Praise in the Park was a very happy occasion this year despite a rather overcast day, bringing a whole variety of the Leamington churches together. The worship was lively, led by a great band with lots of energetic songs which encouraged people to join in. Jonathan led the service and introduced each item.

We heard from several of the inter-church ministries and it was really encouraging to hear about lots of different ways in which God is working in our town. Darren Mitchell from CAP did the main talk and spoke well. Afterwards, people from the different town wide ministries were available to tell people more about their work.

Dave Gorton did a fantastic job coordinating the technical aspects of the morning, backed up by a great team from St Paul's who stewarded and we are very grateful to all of them. The whole event is a great witness to the many people who pass by during the service and see so many different churches joining together to worship.



FOODBANK, managed by Andy Bower, marked its third anniversary in June 2016.

Local community members experiencing crisis are referred by agencies such as the Citizen's Advice Bureau or the Salvation Army and receive 3 days' worth of food from one of the six distribution centres, including the one here at St. Paul's. This is open on Thursdays from 1-3 pm and led by Miriam Bowen who does an outstanding job, assisted by several volunteers including six from St Paul's. In 2016, the six centres have distributed emergency food parcels to over 3,356 clients.

Whilst delays in benefit payments is still the primary cause for clients visiting the foodbank, over the last year there has also been an increase in clients suffering from low income and the effects of debt, perhaps reflective of the current economic situation.

In the autumn, the foodbank passed their third Trussell Trust Annual Quality Assurance Audit marking another milestone in its development. Excellent work has been done by Paul Clarke, (Chairman), and the rest of the Trustees and, in April, the first Annual General Meeting as a Charitable Incorporated Organisation was held. The event benefited from the support of over 40 members and volunteers, in addition to a representative from the Trussell Trust which continues to support the foodbank.



STREET PASTORS

Five members of our church regularly volunteer as street pastors in Leamington, patrolling the town centre on Saturday evenings from 10 pm until 4 am with the aim of creating a safer and more harmonious environment for those around at this time. To this end, they distribute bottles of water, foil blankets and flip-flops; dispose of discarded bottles and clear up broken glass; arrange taxis for those who need them; liaise with door staff and others to reunite people with their friends and generally provide a Christian presence which reduces tension and gives reassurance to those who might be feeling vulnerable.



THE WELL CHRISTIAN HEALING CENTRE is led by Anne Hibbert and supported by many members of St Paul's church. Over the last year the centre has welcomed numerous people to the weekly healing prayer

sessions at the Pump Rooms (but more recently at St Mary's Church) as well as at Soaking Prayer sessions, Quiet Days, Healing Training courses and at Pathway Teaching Days. St Paul's also hosted the 'Listening to God' day with Roy Godwin last April.

The Well has recently secured a new home at 20 Augusta Place, with the refurbishment planned to have finished by the summer. St Paul's has heavily supported the move to the new building, having held a gift day. This has enabled The Well to secure the property and renovate it. Anne and the team would like to express their gratitude to Jonathan and Lizzy, for consistently supporting her vision for The Well as it moves into a new stage of ministry.

thrive youth ministries

THRIVE, led by Andy Castle, continues to get alongside youth ministers and volunteer leaders, as well as helping churches to think more deeply about how they can be more effective in reaching out to young people, and to see them grow in faith in Jesus.

One way this happens is by organizing an annual spiritual retreat called Resolution. It is a chance for leaders to take some time to listen to God for their ministry as well as for themselves. This year 11 leaders attended.

"It's given me a chance to realign my relationship with God."

"It is the perfect time to spend with God. It is well planned, it's relaxing, praying and hearing about other people's work and being topped up in God and worship."

In January, Thrive held its first youth weekend away, 70 young people, from ten different local churches, including St Paul's, came together with at least one adult in a youth leader capacity from each church.

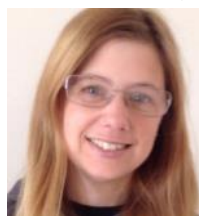


During the Spring, Thrive ran a course for musically talented young people who wanted to lead others in worship. Its primary purpose was to help them lift their eyes off their instruments and to be led more by a heart for Jesus. 13 young people took part, coming from four different churches, including six from St Paul's.

"The course has helped me be more God-focused in our worship rather than on the music."

"The course has changed my view of what worship leading is - it's not just playing songs."

The most significant development was in May



when Fiona Stutton joined as a Children's Ministry Adviser. Fiona's appointment, was made possible by the gift from the St Paul's Redevelopment project, for which Thrive is very grateful.

Fiona has vast experience of different kinds of children's work and is great at getting alongside churches as they consider how to make the most of Sunday morning groups, develop Messy Church events, use puppets to share the Gospel and run successful holiday clubs.

Fiona's role is designed to help churches become stronger at nurturing faith in children so that they want to stay within the fellowship as they become young people. Thrive can then encourage relevant youth ministry programmes.

christians
against
poverty

CAP

CAP in Leamington is part of a national charity which works with people to help them get free of debt using coaching and money management courses.

The CAP Debt Centre is run by Darren Mitchell and is based at St Mary's Church.

Locally, as a result of this work during 2016, 6 clients committed their lives to Christ and 9 households became debt free. Richard Bacon from St Mark's Church was taken on as an additional debt coach which means many more households can be reached in future and the geographical area covered will also be expanded to include more of Warwickshire not just Leamington, Warwick and Kenilworth.

Two money management courses ran in 2016. The March course included 4 delegates from St Paul's and the May course included 3 St Paul's members. In October, a newly designed life skills course also ran, helping people on a low income to budget and cook simple meals as well as building up their self-esteem and sharing the gospel message with them. The courses are overseen by Beryl Chisholm who would love to hear from anyone interested in training to help with this work (berylchisholm@capmoneycourse.org).

MENTAL HEALTH FIRST AID COURSE

St. Paul's hosted a training course on Mental Health First Aid for people in Leamington which some members of the church family attended. It was a half day course designed to help attendees learn how to identify, understand and help a person who may be developing a mental health issue. In the same way as we learn physical First Aid, Mental Health First Aid teaches people how to recognise the crucial early warning signs of mental ill health.

"As an introduction to the subject of mental health I found the course very helpful. The notes provided were thorough and there was plenty of opportunity for interaction. I found it particularly helpful that the course explored specific mental health conditions with suggested 'what helps' and advice about how to support people in distress."

GO TEAM & MISSION PARTNERS

The GO Team (Global Outreach) looks after and promotes St Paul's interests and activities that are geographically beyond Leamington.



Richard & Carolyn Davey who are with **WEC International** are actually the nearest mission partners as they worship with us at St Paul's! The big event for them this year has been to see the WEC headquarters in Gerrards Cross sold and the HQ move to Coventry city centre.



CPAS is also based in Coventry. CPAS seeks to develop Christian leaders, hold Christian camps in summer and appoint evangelical leaders in churches through their patronage work. St Paul's directly benefits through their Growing Leaders resources and also some of our members are involved in helping at the camps.

Turning from the UK, we have partners who have worked on 4 continents in 2016: South America, Asia, Africa & the Middle East.



Theresa Wilson with Wycliffe Bible Translators is normally based in Papua New Guinea where she works as Translator/Linguist in the Seimat Project and is a Senior Literacy Consultant. In the middle of the year she came back to the UK for a period to help care for her mother who had cancer.

During her stay Theresa is able to carry on with aspects of her work on the Seimat project. Sadly her mother died at the end of the year, but her return to PNG has not been set as her father has also been diagnosed with cancer.



We support **Charles Barr-Johnston** in prayer. He is retired but still lives and ministers in Argentina.

Our links keep us in touch with what God is doing in places as near as Coventry and as far away as Argentina and Papua New Guinea. All our partners say a big THANK YOU for our support, both in prayer and finance.



Moving slightly further away, but only to Birmingham we have **Patty McCulloch** who works there with international students as part of Friends International. Patty has been delighted to see both Muslim and Christian ladies coming to the weekly CAMEO meeting for international ladies.



In Oxford we have **Richard & Catherine Weston** running an international ministry training churches to work with international students. 2016 has not been an easy year, with family needs and a busy schedule which led to Richard needing to take rest over the summer. He ended the summer able to move back to a 3 day working week, and by the end of the year was just about to increase this to 4. It was good to have them visit us in October.



Travelling north this time, we also partner with **Keith & Catherine Ranger** who are based in Macclesfield and have a ministry to Chinese people, particularly students, in the UK. They also produce DVDs for use in the UK and mainland China. Despite being over 80, Keith, who is fluent in Mandarin, has had many speaking engagements during the year, both at conference events for Chinese nationals, and at church services.



Marcos & Claire Wurfel are church planting in Argentina. We were able to meet Marcus in the middle of the year when he came to the UK. A highlight for them at the end of the year was to hold a Christmas event (helped by funding from St Paul's) attended by over 100, of whom 38 were unchurched. Marcos and Claire have 3 small children and a very busy programme.



NOTDEC an orphanage in Uganda where many children are sponsored by St Paul's members. In 2016, Anthony & Janet Johnston, Bhav Joshi, Amanda Leadbetter, Kay Wootton and John & Carlee Leftley spent time at NOTDEC, each one helping in various ways. We were delighted to be able to give an extra gift in 2016 from the Redevelopment money which is being used to help 6 young people receive vocational training as they leave school.



FRRME. We support St George's Baghdad, and their clinic which receives a regular annual gift, in addition, in 2016 we have helped FRRME's work in Jordan among Iraqi Christian refugees giving £1,000/month from the Redevelopment money.

As well as the long-term support for partners, we have also been able to help several in St Paul's to have mission "tasters" by giving small grants to help financially.

Those who benefitted in 2016 were Elisa Pike, Calum Machin, Tim Traynar and Jo Edwards.

Resourcing the Ministry



Clockwise from the window: Hannah, Jonathan, Mel, Lizzie, Naomi, Julia, Wendy, Lizzy, Hester, Jan, Caroline, Mark & Esther.

At St Paul's we are blessed with a gifted and hard-working staff team. The ministry staff work together with the operational staff to ensure all our services, ministries and events run smoothly. They also underpin all our work with regular prayer.

During 2016, Wendy Harkness stepped down from her role as Community Support minister but we are very blessed that she continues to be very much involved in the ministry of our church. We are very grateful for all she did in leading our Community Support ministry.

In July, we said goodbye to Mark Chesters at the end of his voluntary placement year with us. In September, Ruth Smith joined the staff team as an ordinand and Toby Leek began his voluntary placement. Both have contributed enormously to our work and fit in really well with the existing team.

MINISTRY STAFF

Jonathan Jee **Vicar**

Jonathan provides overall leadership and vision for the church and particularly focuses on preaching and prayer. He leads the Ministry Leadership Team, setting priorities and direction for ministry. He mentors key leaders in the church and is responsible for our links with the wider church.

Lizzy Woolf **Associate Vicar**

Lizzy works with Jonathan to implement the vision and values of St Paul's, as well as preaching and leading services and being part of the Ministry Leadership Team. She manages the children and youth ministry teams.

Kate Wallis**Youth Minister**

Kate oversees the Youth Ministry of St Paul's, both within church and through linking with local schools. Kate enjoys seeing the young people grow in life and faith and seeing God at work in their lives. This year, she spent several months on maternity leave following the birth of Harry and we were delighted to welcome her back in September.

Hester Meacock**Children's and Families' Minister**

Hester oversees our work with children 0-11 and their families. This covers St Paul's Kids ministry on Sunday morning, links with St Paul's school including the role of a school governor. She is also part of our Ministry Leadership Team.

Hannah Jones**Assistant Children's Minister**

Hannah assists Hester in the Children's work with a particular focus on work with the 0-5s, including Tiddlies Praise our midweek parent and toddler group and Movers and Wrigglers groups on Sundays. She also leads Reception assemblies at St Paul's School.

Wendy Harkness**Community Support Minister**

Wendy stepped down from her role in May 2016, she was an asset to the team and had developed close community relationships with Kennedy Square and other near neighbours.

Esther Peers**Ordinand**

Esther is in her second year of training for ordained ministry in the Church of England. Alongside studying for a BA in Theology at St Mellitus College, she gives half her week to church ministry, serves on the Sunday services team and oversees small groups. Esther is also part of our Ministry Leadership Team.

Ruth Smith**Ordinand**

Ruth began her training for ordination at St Mellitus College in September. She gives half her week to church ministry. As well as preaching and leading services, she oversees our midweek service and our student work. Ruth's musical gifts are very well used and she is also part of our Ministry Leadership Team.

OPERATIONAL STAFF**Jan Pringle****Operations Director**

Jan has a very varied role, overseeing day-to-day operational matters, ensuring everything runs smoothly. She is involved in all aspects of organisation including financial budgets and faculties from the Diocese. Jan is part of the Ministry Leadership Team and manages the operational team.

Mel Tweed**Facilities and Finance Administrator**

Mel is responsible for making sure the church building functions to meet the needs of those using it. He also organises the rotas, maintains the accounts, ensures the staff are paid and administers funerals. He is actively involved in ministry to older people.

Naomi Gaade**Communications and Events Administrator**

Naomi is responsible for communications and events at St Paul's. This involves preparing publicity materials; and planning, organising and co-ordinating events with the support of lots of hard-working volunteers.

Caroline Castle**Ministry Support Administrator**

Caroline provides administrative support to the ministry team and volunteer ministry leaders, this includes co-ordinating courses, including Alpha and The Marriage Course, and ordering food for all the different ministries. She also does administration for baptisms & weddings.

Lizzie Timlin**Housekeeper**

Lizzie ensures the church building is ready for its users. She works hard to keep our building clean and functioning well, organising the kitchen, maintaining and purchasing supplies and washing, ironing, vacuuming & tidying.

Julia Salter**Part-time Cleaner**

Julia provides much needed extra support with cleaning duties on a Monday and Friday.

Toby Leek**Voluntary Placement**

Toby joined us in September, contributing enormously to our work since then. He helps to lead our student work, serves as a POD Parent on Sunday mornings, helps with the Tech team and has helped out practically with many events and ministries, including overseeing our

Community Christmas meal.

LEADERSHIP AND GOVERNANCE

PCC

The PCC consists of the clergy, churchwardens & elected representatives of the congregation. As a body, they are charged with 'promoting in the parish the whole mission of the church', working with the vicar to do this. In particular, they are responsible for fabric, finance and staffing. At each meeting Jonathan delivers a ministry report which updates the PCC on developments and events.

Our PCC is representative of the whole congregation, with men and women, younger and older people and people with a variety of different interests, backgrounds and passions. This leads to some lively discussion, always underpinned by prayer and listening to God.

Our church finances are regularly reviewed, with Andrew Rolls (Treasurer) giving us an update at each meeting. The PCC is also responsible for approving the money that is given to our mission partners and local giving partners.

Key issues for consideration by the PCC this year have included how to use the money raised by the sale of our property in Wathen Road – a small portion of this money went towards the Phase 2 Redevelopment work but around £300 000 is left. There have been lots of imaginative ideas, but the consensus is to invest in property in some way and we are currently exploring the possibility of providing housing for Syrian refugees. The PCC also approved providing Ruth Smith with a placement, as she trains as an ordinand and Toby Leek with a voluntary placement.

Amongst fabric items discussed this year were the repairs to the small tower, the installation of new storage and the purchase of a new organ because our existing organ proved beyond repair (planned for early 2017). The PCC also approves policies as these are written/updated.

"This has been my first year on the PCC. It's a great privilege and responsibility. What strikes me is the fact that we are a diverse bunch of people with different backgrounds and life experiences. We don't always agree on everything. Yet we come together in unity to discern what God is calling us to do and make the right

decisions in serving St Paul's Church."

Judith Linnell

STANDING COMMITTEE

The Standing Committee's official purpose is to transact the business of the PCC between meetings. At St Paul's, the committee also acts as the senior leadership team of the church and meets several times a year. It is made up of the Vicar, Associate Vicar, two churchwardens, Treasurer and Operations Director.

CHURCHWARDENS

Following the APCM in March, Chris Barrett and Elly Crofton both continued as churchwardens from last year. Chris stepped down in November when he and Jo adopted three children and we are very grateful for the work he put in during his time as warden, particularly in overseeing a number of fabric issues.

Elly has a heart, in particular, for welcoming newcomers and reaching out to our local community. Following Chris standing down, Andrew Rolls stepped in as acting churchwarden and we are indebted to him for the experience and wisdom he brings to this role.

CLERGY

Jonathan is our Vicar and works full time whilst Lizzy is Associate Vicar and works part-time. Graeme Pringle and Anne Hibbert have paid roles elsewhere but are able to support with some preaching, taking services and other input – Graeme was licensed as an Associate Minister with us this year. We are also grateful to John Haynes, a retired clergyman who also helps out, particularly with the Midweek service. We are looking forward to welcoming a new curate in 2017.

MLT

A wider ministry leadership team met earlier in the year with the aim of coordinating and developing our many different areas of ministry. This team consisted of leaders of key ministry areas and leaders from the staff team.

In the Autumn term, we felt that a smaller team which could meet more frequently would work better and this smaller team began meeting in September with some team training from Jill Garrett. This team consists of Jonathan Jee, Lizzy Woolf, Jan Pringle, Hester Meacock, Esther Peers and Ruth Smith who are all on the staff team. During the Autumn term as they got established, the team met weekly but will settle

into a fortnightly pattern in 2017.

ORDINANDS

For most of the last 15 years, we have had at least one person from St Paul's at college training to be ordained, (ordinands). This year we have FIVE people from St Paul's training, at four different colleges:



Thom Jee

is in his second year of training at Ridley Hall, Cambridge.



Esther Peers

is in her second year of training at St Mellitus, on placement with us at St Paul's.



Ruth Smith

is in her first year of training at St Mellitus, on placement with us at St Paul's.



Jonathan Smith

is in his first year of training at Wycliffe Hall, Oxford.



Thea Smith

is in her first year of training at Trinity College, Bristol.

There are also a number of others in our

congregation who are currently exploring a



possible call to ordination.

SOCIAL MEDIA

Facebook, Twitter and Instagram have provided a great platform for promoting St Paul's events, courses, information and sharing latest news from Mission Partners etc.

Scrolling back through the posts on the church Facebook page, so much of St Paul's life in 2016 is available to be reviewed, including photos from the Confirmation Service, links to Facebook Bible studies with the Archbishop of Canterbury, adverts for Alpha and the Marriage Course, along with reminders that Children's



Events are taking place and that Praise in the Park is happening with a photo of the stage a couple of hours before the event began. The Week of Prayer in May was highlighted with Mark Chesters' Prayer Postcards, which he published through the week and, throughout Lent, Mark, posted words and images on Facebook and Instagram on a daily basis providing inspiration for prayer. Photos of staff at training events and quiet days have added to the mix to provide a real insight to life at St Paul's.

As well as the Facebook page there are specific FABRIC



groups including Tiddlies Praise, Students, Oasis 2016-17, St Paul's Women, Spa Blokes, Worship and 'Eavens Wheelers all providing specific information relating to their subject to improve communication amongst a group with a particular interest.



This year, we carried out repairs to the small tower at the North East end of the building. This was work which was identified by our last Quinquennial inspection. The stonework was crumbling and had the potential to be dangerous if left without repair. John Leftley gave us lots of help in appointing an architect and appropriate contractors to plan and carry out the work and we are very grateful for his expertise. Our architect assures us that the stonework on the tower should now be safe for many years to come.

Following Phase 2 of the Redevelopment in 2015, various snagging issues were addressed through the year. The heating gave cause for concern in the first few months but, after several visits by contractors and some detective work ourselves, we were able to address the underlying control problems which has resulted in a much warmer worship space on cold days.

The redeveloped worship space has been well used throughout the year and, in order to keep clutter in this space to a minimum, we added bookcases to house the church bibles and storage units – a built in cupboard in the lounge, tall cupboards on the dais behind the organ and low level storage cupboards in the stair lobby.

Work was done on the Upper room which was re-painted earlier in the year and an extra heater added later. This makes the room much warmer and more attractive for the Movers groups who use it each Sunday as well as other groups.

Hannah Jones redecorated the Crèche room to give the





Wrigglers group, which meets on Sunday mornings, a baby/toddler friendly environment.

We have also extended the fire alarm system on the church hall side of the building to make the alarms clearly audible.

The day-to-day management of our building, grounds and equipment is done by our Finance & Fabric Administrator Mel Tweed and he works very hard to ensure that everything is kept in good repair. A whole range of regular maintenance tasks are needed in a building of our size and use as well as a great variety of one-off jobs. Several volunteers help with various aspects of this and it would be impossible to keep things running so well without them. In particular, David Harkness has given lots of help with small repairs and maintenance tasks.

To keep things safe, throughout the year equipment is serviced and inspected, and safety tests are carried out. Dave Gorton,

Lars Wicks & Toby Leek also give a lot of time behind the scenes ensuring our PA and Visuals equipment works well and is kept in good repair and we are very grateful for this.

Lizzie Timlin and Julia Salter keep our building beautifully clean and tidy, and Stan & Carolyn Harris regularly help out with deep-cleaning the kitchen. Lizzie also manage the operation of the kitchen is very grateful to all the small groups and volunteers who have given up time to be kitchen trained and who do a great job of maintaining our 5 star rating when using the kitchen.

John Robinson helps out with gardening and we are also indebted to Jay, one of our neighbours



who gave a lot of time to generally tidying up the church garden in the Summer.

We are extremely grateful to Mel, Lizzie, Julia and our many volunteers who have worked so hard this year.



SAFEGUARDING

We take our Safeguarding responsibilities very seriously at St Paul's. Lisa Haywood is our Safeguarding officer and any concerns are taken to her.

We have complied with the guidance issued by the House of Bishops and have approved the Safeguarding policy of the Coventry Diocese,

with some provisos.

We have a Safer Recruitment policy and any new staff and volunteers who are working with children or vulnerable adults are safely recruited as well as being DBS checked. We currently have over 100 people who have been DBS checked for their roles within the church.

Lisa Haywood safeguarding@stpl.org.uk
07889 804859

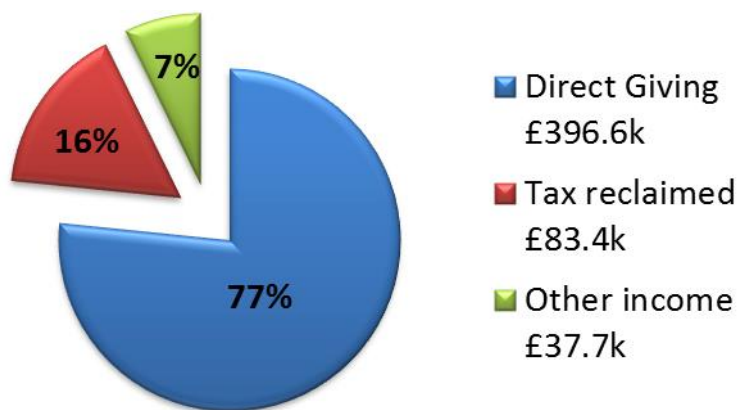
Finance

Although it looked for most of 2016 as if we would make a deficit on the year and have to take some money from our Reserves (we had been expecting this and had budgeted for this from the beginning of the year), we actually ended the year with a surplus and we are very grateful for the Lord's provision in this.

We started the year with some Redevelopment bills still outstanding but had budgeted the money to pay these when needed. We also spent significant sums on storage to help us keep the

Unrestricted £'000	2016	2015	2014
Income	517.8	456.5	452.7
Expenditure (before charging depreciation)	488.1	433.9	419.6
Surplus before depreciation	29.7	22.6	33.1
Depreciation	9.2	9.5	9.5
Surplus after depreciation	20.5	13.1	23.6

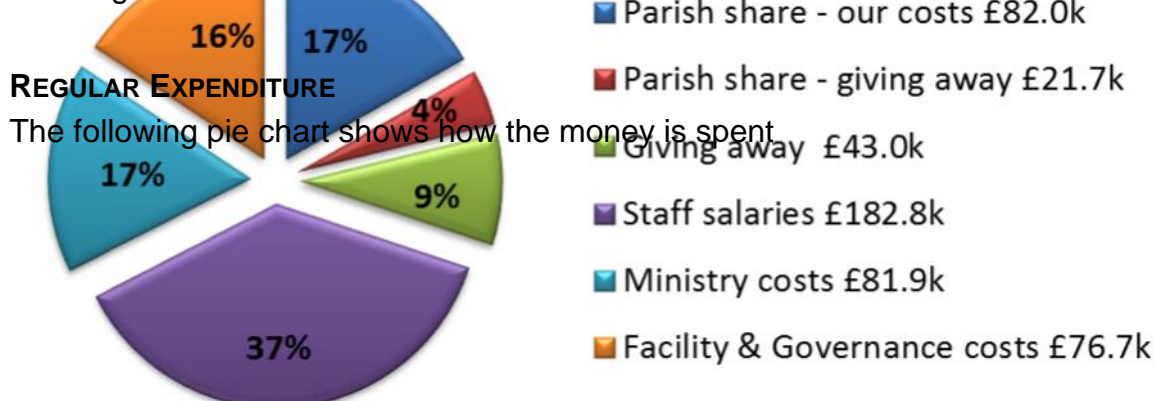
redeveloped worship space tidy and free of clutter; and on repairs to our smaller tower.



The accounts for the year are divided into "restricted" and "unrestricted" income. Restricted income is money given for specific purposes and can only be used for that (for example the money given for the Gift Day for The Well, which raised £37,000). Unrestricted income is what is given for the regular ministry of the church.

UNRESTRICTED INCOME AND EXPENDITURE REGULAR INCOME

The vast majority of our regular income comes directly from our church members together with the associated Gift Aid tax reclaimed on this giving and we are extremely grateful to all those who give so generously. There is also a small amount of income from lettings, weddings and funeral fees etc.



The following pie chart shows how the money is spent

2016
FINANCE

93%
OF
REGULAR
INCOME
is from
DIRECT
GIVING
+ Tax reclaimed

GIFT DAYS
FOR
THE WELLS
£37,000

Parish Share

This is our share of the costs of ministry in Coventry Diocese. The cost of training, housing, stipend, NI, pension and central costs for a vicar and the Associate Vicar's costs are approximately £82,000 for 2016. So we give about £21,700 to ministry elsewhere in the Diocese, in addition to paying all the costs of having a Vicar and an Associate Vicar.

Staff Salaries

This pays wages, national insurance and pension contributions for our staff (apart from Vicar and Associate Vicar)

Ministry Costs

This goes to pay all the costs of children's and youth work, adult discipleship and outreach, community work, leadership development and training.

Facility and Governance Costs

This covers all the costs of our buildings and equipment: maintenance, repairs, cleaning, office running costs, heating, lighting, insurance and governance.

Giving Away

Each year we budget to give away at least 10% of the previous year's unrestricted income to our mission partners and ministries in the town beyond our own church. The PCC policy is for approximately half of this to go to local mission initiatives in the area, and half to go further afield. The Parish Share is our share of the costs of ministry in the diocese including training, housing, stipend and associated costs. In addition to the 10% we give away locally and further afield, we also give around 5% of our income to the wider Church of England through making an additional Parish Share contribution on top of our actual costs. So, in all, we give away around 15% of our regular income, in addition to occasional Gift Days for specific purposes.

RESERVES & CASH FLOW

After all our creditors and debtors have been taken into account, we have £419,468 in our general reserves. Of this £89,486 is 'ordinary' and £330,000 is the proceeds from the sale of a property in Wathen Road. We aim to keep a cash balance in reserves of at least 1.5 months expenditure, £62,500. We are hoping to reinvest the money from the Wathen Road property sale in another property. The PCC has been praying about this and discussing how much to reinvest in a house and how much to use for mission and ministry that we

STATUTORY REQUIREMENTS

Reference and administration details

Charity name: The Parochial Church Council of the Ecclesiastical Parish of St Paul, Leamington Priors

Names of charity trustees, (PCC members) who manage the charity:

Rev Jonathan Jee Vicar
Rev Lizzy Woolf Associate Vicar
Rev Graeme Pringle Associate Minister from 17/01/2016
Christopher Barrett Church Warden (resigned 01/11/2016)
Elly Crofton Church Warden (resigned 11/02/2017)
Andrew Rolls Church Warden from 01/01/2017
Andrew Bush
Carolyn Davey
David Gorton
Lisa Haywood from 20/03/2016
Rachel King from 20/03/2016
Judith Linnell from 20/03/2016
Gail Linnett to 20/03/2016
Suzanne MacRae
Sam Meacock from 20/03/2016
Roger Penney
Helen Perryman (DS) (Secretary to PCC)
Ruth Quigley
Jonathan Randall
Jonathan Smith resigned 09/02/2017
Ruth Smith resigned 01/09/2016
Pam Snape
Lewis Stephenson (DS)
Rachel White
Nishan Wiratunga

(DS) = Deanery Synod

Bank: CAF Bank Ltd, 25 Kings Hill Avenue, Kings Hill, West Malling, Kent. ME19 4JQ

Independent Examiner: M D Spafford of LDP Luckmans, 44-45 Queens Road, Coventry, CV1 3EH

Structure, governance and management

Type of governing document:

Parochial Church Council Powers Measure (1956) as amended and church representation rules

How the charity is constituted:

A corporate body established by the Church of England

Trustee selection and induction methods:

The method of appointment of PCC members is set out in the church representation rules.

The PCC is also a registered charity.

All church attendees are encouraged to register on the electoral roll and are eligible to stand for election to the PCC. PCC members are fully briefed on current PCC issues at the first meeting of the new PCC. The PCC operates through a number of committees, which meet between full meetings of

Registered charity number: 1130329

Charity's principal address: St Paul's Church, Leicester Street, Leamington Spa, Warks, CV32 4TE

the PCC: the Standing Committee, the HR Group, and the GO (Global Outreach) team.

The PCC has continued to review the risks facing the church, including types of risk, potential impact on the church and means of mitigating these risks. Systems and procedures have been put in place to mitigate identifiable risks. The PCC will continue to review risks on an on-going basis.

The PCC is required to prepare financial statements for each financial year which give a true and fair view of the affairs of the church as at the balance sheet date and of its incoming resources and application of resources for the financial year. In preparing these financial statements the PCC will select suitable accounting policies and apply them consistently and will make judgements and estimates that are reasonable and prudent. The PCC is responsible for maintaining proper accounting records and for safeguarding the assets of the church.

Objectives and activities

Our purpose at St Paul's is to bring 'Glory to Christ, Growth to his church and Good news to the community' (this purpose statement was approved at the APCM in 2004).

St Paul's vision and values can be summarised as follows: Our vision is to see Leamington changed, one life at a time. Through the power of the Holy Spirit, we will try to fulfil this vision by helping each member of St Paul's to become a wholehearted disciple of Jesus, working towards St Paul's becoming a thriving centre for the Kingdom of God 7 days a week, working with other churches to continue the ministry of Jesus, proclaiming the good news of the Kingdom of God and demonstrating it in practical caring ways.

As a registered charity, we have considered the Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. To fulfil our purpose and take steps towards achieving our vision the activities described above have taken place.

Achievements and performance

We hope you have enjoyed reading about these in the preceding pages.

Approved by the PCC on 19 March 2017 and signed on their behalf by

Jonathan Jee
Vicar and Chair of the PCC

