



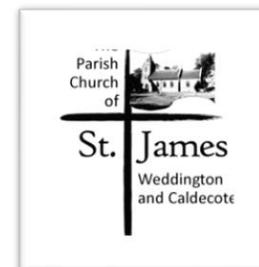
**DIOCESE^{OF}
COVENTRY**

Parish Profile

**for the appointment of the
Vicar of St Nicolas Nuneaton**

& Priest-in-Charge of

St James Weddington and Caldecote



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Bishop's Introduction

Greetings in Christ!

In recognising their shared and distinctive approaches to mission and ministry, the church communities of St Nicolas and St James have developed their friendship and partnership through exploring new ways of working together.

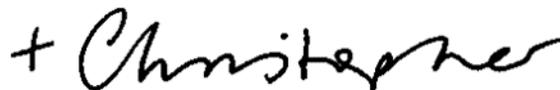
With new housing developments in Weddington, potential for partnership with Saints Nuneaton project, Messy Church, Swans Dementia ministry, sound relationships with schools, and a Music Missioner, there is a Christ centred vision to be a light to their communities as they engage with them in innovative and varied ways. This commitment to being part of their large parish communities is inspired by their desire to serve and to be effective witnesses of the Good News of Jesus to them.

The challenge – a deeply exciting one – will be to build upon this firm basis, develop the congregational health, deepen the spiritual life of the people, release more of the gifts of the people of God, reach out to those distanced in any way from the Church and lead the people into a more integrated, common mission.

The Diocese of Coventry, set in the centre of the country, seeks to be in the centre of God's purposes. As you can see from these two parishes, there is a strong commitment across the Diocese to our mission purpose of 'worshipping God, making new disciples, transforming communities'. We believe the way we can fulfil that purpose is by becoming healthier church communities that are more fully and faithfully the Church, the body and bride of Christ.

We know that we are called to be Christ's people together and we have a strategy for the Whole Diocese, including church schools, the Cathedral and chaplaincies, as well as churches themselves as they gather around the Bishop to share in the apostolic ministry and mission given to us by Jesus as "partners together in the message and ministry of reconciliation".

If you sense God's call to partner with us, then I commend this post to you.



Bishop Christopher Cocksworth,
Bishop of Coventry



Area Dean's Introduction

Nuneaton Deanery is a 'really mixed' deanery. It is formed from a wide range of contexts. Rural farming parishes to the East and West of the deanery, the challenging deprivation of Camp Hill in the centre and the historic and comparatively affluent parishes like St Nicolas and Holy Trinity Attleborough. This makes for a wonderfully diverse deanery and chapter with all the richness and breadth that comes from that.

The Deanery Chapter has a mixture of stipendiary, self-supporting and retired clergy, from a wide range of traditions. We support each other by meeting monthly for prayer and discussion, sharing lunch together and taking it in turns to host our colleagues.

The Deanery is currently subsidised financially to the level of 2 full-time posts by other Deaneries in the Diocese, but we are starting to take up the challenge of supporting each other rather than relying on financial help from outside. Rather than simply cut back on posts however, we are strategically looking at opportunities for growth. We think that these parishes have the potential for considerable growth and are excited about this appointment. We are praying as a deanery for a new incumbent to help these parishes flourish by growing spiritually, numerically, and financially.

The exciting Saints project run by Together for Change (TFC) in Nuneaton Town centre is located in St Nicolas parish and we very much hope the next incumbent will be able to strongly support this project. Through this project and others like Growing Faith the Deanery has a huge potential for mission and is fully committed to fulfilling the Diocesan Mission Purpose of Worshipping God, Making New Disciples and Transforming Communities.

We hope and pray that you may be the priest to help these churches to continue to grow. We look forward to welcoming you to St Nicolas and St James and the Nuneaton Deanery!



Rev'd Dave Poultney
Nuneaton Area Dean





Welcome

- **Who are we?**

We are two beautiful and resourceful Anglican churches, with committed lay leaders and a wealth of opportunities on the doorsteps. St Nicolas is a larger busy town-centre church with community centre, and St James is located approximately 1.5 miles away in a suburb of Nuneaton called Weddington. Both churches are blessed with regular worshippers - 65 at St Nicolas and 35 at St James. We are warm, welcoming, friendly, active and inclusive evolving communities. Despite differences in size and style, the churches get on well together and undertake a small number of annual services and events together.

- **Where have we come from?**

The Vicar of Nuneaton became Priest-in-Charge of Weddington and Caldecote in 2003. In September 2020 an Associate Minister was appointed to St James Weddington and Caldecote. Each church has its own PCC, Churchwardens, Treasurer, accounts and patterns of worship. Although the full designation of this post is Vicar of St Nicolas Nuneaton and Priest-in-Charge of Weddington and Caldecote, in the interests of brevity, 'Incumbent' is used in this profile when referring to the whole position, 'Vicar' when referring to St Nicolas Church and 'Priest-in-Charge' when referring to St James Church.



Welcome

- **Where do we need to go from here?**

We believe there is great potential in our parishes to grow and take on new challenges. The last few years have seen the parishes grow as new housing developments have been built, many close to the St James church building and more in the wider parish. Many of the new homes are now occupied and the building work continues and there are plans for a new through school and the major redevelopment of Nuneaton town centre. All this development provides us with a wealth of opportunities for mission and engagement with the wider community.

- **What are our challenges?**

As a result of the Covid-19 Pandemic, we like most churches are facing growing financial difficulties, as well as a worrying loss of social interaction. Some of the congregation who have been shielding have lost touch with their habit of churchgoing and may have lost confidence to return. Pre pandemic we had a wealth of organisations using the St Nicolas Church Centre and encouraging them to return remains a challenge in these times. Also we need to consider how the growth of online worship has replaced face to face worship and will probably remain a feature of future religious practice.

- **Who are we looking for?**

We are looking for someone who will build on what we have already achieved and help us to move to the next phase in our journey realising our desire to go deeper in our faith and grow as disciples of Jesus. We want to invest in, and be more accessible to the next generation and help in their faith discipleship. We also would like to forge greater links with the wider community beyond church. We also need our incumbent to have strong leadership skills that are exercised in church and community. They need to be a collaborative team player and be able to nurture, motivate and affirm the talents and contributions of others. It is also important they demonstrate a personal and deep relationship with God.

The Incumbent We Need

The two parishes have worked together to identify the following essential attributes of a candidate for this post. We are seeking someone to:

- **Inspire** – inspire, challenge and encourage us to deepen our walk with Jesus.
- **Lead** – be a listening, enabling and delegating leader giving time and energy to both parishes to lead them forward in mission.
- **Collaborate** – be a team player encouraging diverse participation in our churches, and developing external partnerships such as the Saints project.
- **Enable Mission** – be passionate about outreach and discipleship within our communities and committed to bringing all ages to faith in Jesus Christ, including facilitating good links with the educational establishments and housing developments of the two parishes.
- **Unify** – bring together different church traditions and cultures and work with other churches in the area.



Our Parishes - St Nicolas

- St Nicolas and St James are adjoining parishes in the town of Nuneaton in North Warwickshire, served by the Town Council of Nuneaton and Bedworth Borough (total population 130,000). The nearest cities are Coventry (12 miles) and Leicester (15 miles), and Birmingham is 25 miles away.
- There is some industry in and around the town and many residents commute to work, mostly to the cities.
- St Nicolas Church is in the centre of the town and the parish includes most of the town centre shopping area, railway station, bus station, park and library. There is a £150m refurbishment project approved for the town which, like a number of other towns, has suffered from shop closures in the last few years.
- Housing, particularly near the town centre, dates from around 1900 and there are more modern estates that have been built on brown field sites near the town centre in the last 20 years. Further out of town, St Nicolas Parish includes the well-established housing estates of Glebe, St Nicolas and Horeston Grange. In addition there are large new housing developments on the outskirts of the parish.



Our Parishes - St Nicolas

- Educational establishments in the parish are St Nicolas Church of England Academy (Primary) associated with our church, Milby Primary School, Higham Lane and Etone Secondary Schools and Sixth Forms, also King Edward VI Sixth Form College (next to the church), and North Warwickshire and South Leicestershire College.
- Worthy of mention is the Saints Project which is a café and hub for the community based in the town centre, with a three point vision for bringing community transformation to the heart of Nuneaton. St Nicolas, along with other local churches has a key part in the establishment and operation of Saints.

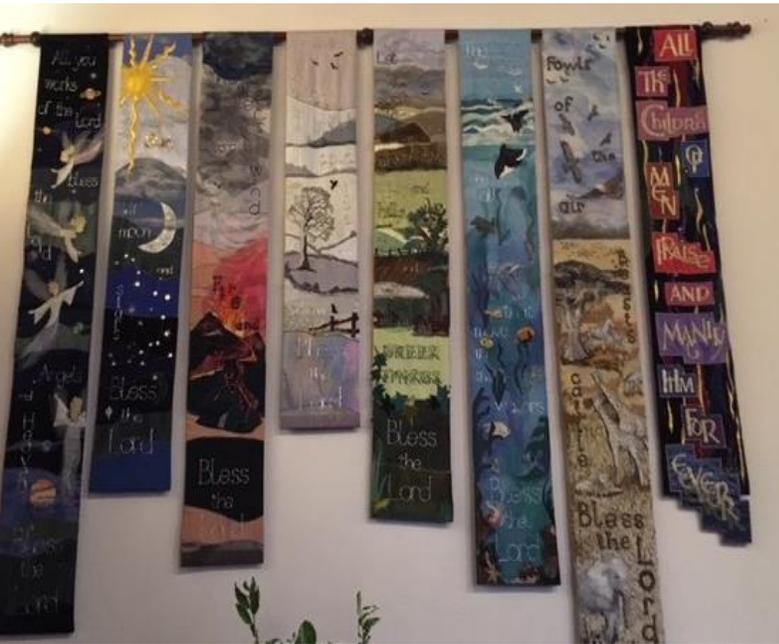


Our Parishes - St James

- Weddington is a suburb of Nuneaton and Caldecote is a village about a mile beyond Weddington. Both are situated on the northern tip of the Coventry Diocese in the county of Warwickshire.
- New housing developments over recent years have seen the area grow with the church now at the centre of the community. Countryside walks are still accessible on foot from the church and are popular with local residents and dog walkers. A walk across farmland from the church leads to the small village of Caldecote and the church of St Theobald and St Chad (now closed). Caldecote is a village of a few hundred residents, many of whom reside in the buildings previously part of the Caldecote Hall estate. Caldecote has a village hall used by community groups and is managed by a committee of local members of the community.
- Weddington is approximately 1.5 miles from Nuneaton town centre and has a population of approximately 6000 people. As the parish grows it is becoming more diverse. Young families have been attracted to the area by the new housing and the excellent schools.
- The Parish of Weddington and Caldecote has two schools, Weddington Primary, which is long established, and the recently built Lower Farm Academy. St James has links with both of these schools. An 11-18 school is to be built in the parish and managed by Higham Lane School, which is in St Nicolas parish. There is a pub, social club, supermarket, local shops and a post office.



Our Parishes - St James



St James is the focal point for a variety of groups, including:

- The Coffee Pot – weekly catch up for a coffee and a chat held in the church hall. Three times a year this incorporates fundraising events to raise funds for the church and other nominated charities.
- Banner Making Group – weekly creative activity making handmade embroideries for the church including altar frontals, pew cushions and banners. The work of the group has been exhibited locally and at Coventry and Lichfield Cathedrals. The group are in the process of making an altar frontal for St Nicolas Church.
- Weddington Wives – monthly meeting held in the church hall with guest speakers.
- Singing With a New Spirit (SWANS) – weekly singing group held in the church hall for people with dementia and their carers.
- A number of smaller groups run throughout the year, these include Lent groups, Life on the Front Line and prayer groups.

The parish of St James supports the Nuneaton Night Shelter at the church hall by providing an evening meal and bed and breakfast once a week throughout the winter months to those in need. Parish support for charities includes Nuneaton Food Bank, Operation Christmas Child and Water Aid amongst others.



Current & Future Joint Working

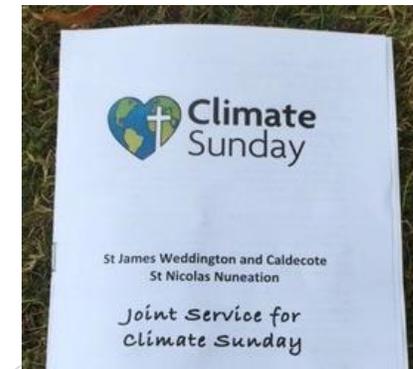
Under the last Incumbent, greater links were established, which were further strengthened during the pandemic.

Current joint activities:

- Prayer: weekly Monday Morning Prayer, weekday online Night Prayer, prayer for special times.
- Occasional joint services: eg 5th Sundays, Annual Family Memorial, Maundy Thursday.
- Joint advertising of activities organised in each church: such as Quizzes, Harvest Supper/Barn dances.
- Shared preparation for baptisms and weddings.
- The Parish Administrator post-holder for both parishes is the same person.
- Ministers provide support and cover at both churches, and Parish Safeguarding Officers offer each other mutual support.
- There is a co-ordinated pattern of services with a common master rota, and a Monthly Newsletter.
- Members from both churches take part in joint video productions for special online services and other video projects.
- Both churches participate in wider church collaboration projects – Night Shelter, Food Bank, Deanery initiatives.

Ideas for future joint activities:

- Messy Church is established at St Nicolas Church, and could be extended to St James.
- Joint music provision.
- Youth work.
- Community discussion groups, such as an Over 50s club.
- Alpha Course.



Shared and Distinctive Mission

- Notwithstanding the current and possible future joint activities, the PCCs of both churches are aware that there remains strategic reasons for independent mission plans. The St James parish is predominantly residential with extensive new housing having been built in the last 4 years. St Nicolas parish has seen less new housing, but contains the civic centre of Nuneaton and the town centre with its planned future redevelopment. The St Nicolas parish also contains an LEP at Horeston Grange, and is physically closer to other churches leading to joint partnership possibilities. One exciting new ecumenical partnership is that of Saints, an outreach initiative converting a disused nightclub into a centre of social enterprise, training courses, health activities and Christian witness. The phase one opening of Saints was just prior to Lockdown 1, so this is still in the early stages of development.
- In 2019, in response to the growth in new housing and population, St James appointed Adrian Guthrie, a House for Duty Priest to a Locally Supported Ministry Post in Weddington and Caldecote. Adrian and Juliette Guthrie live in Weddington Rectory. Adrian's role is to provide a mission lead and help the church to grow numerically, spiritually and financially. There remains the possibility that an anticipated outcome of this Associate Minister post is that St James may appoint its own incumbent in the future. This would be welcomed by the congregation at St James Church.
- The churches are looking for an Incumbent who can help lead our two parishes forward in mission and joint activities, but whether this is by the parishes moving towards greater independence or a more formal joining together remains open at the moment. It would be the role of the new Incumbent to weigh up the options and work with the PCCs, Deanery and Diocese to establish and implement the way forward.

Swans - Singing with a New Spirit

- Swans is a singing initiative that began in 2015 for people who were living with Dementia. We meet weekly with a morning session at St Nicolas church and an afternoon session at St James. The groups are very popular at both churches and the SWANS communities spend times together. We usually meet together to share food but also have services together during the year for festivals and celebrations alike.
- We sing songs from the shows, hymns, rounds and silly songs that evoke memories leading to many lively conversations. The sessions not only provide stimulation for our clients, but for their carers, it's a time when we attain a great deal of support, friendship and guidance.
- Our SWANS groups received an award from the local council acknowledging its ongoing support to our local community. During the pandemic we have led online sessions with the use of a closed Facebook group. This has been a lifeline to many of the members and we will continue to offer this to those who are housebound now.



Children & Families

Messy Church

- Our messy church has now been up and running for 10 years. We have been blessed to have had many volunteers of various ages that have supported our exciting craft activities from a messy Christmas nativity to a messy dads day Olympics and a light party.
- During the pandemic we developed messy Zoom sessions where we distributed goody bags before the messy day. The dedicated team maintain strong links with our messy families and have recently used a messy WhatsApp group to aid communication and a way of sharing upcoming services and events at church. A number of our messy families have gone onto baptism, and confirmation and also onto leadership roles within our church.

Godly Play Room

- Our previous Incumbent has created a Godly playroom which is accessible from the nave of the church. It is well equipped with beautiful resources which are used to not only support our children in learning about the bible and Christian life, but it is used for all members of the congregation to help unpack parables, festivals, communion, advent, lent and many other Christian topics. This creative and imaginative approach and this space is something we are very proud of. We have a few adults who have been trained in delivering the 'Godly play' stories who are always keen to pass on their knowledge to others.

Music Missioner

- In May 2019 this three year post began. Our Music Missioner is employed to develop mission opportunities through musical events and activities in the wider community. This has led to close involvement with our Baby hub support groups which meets weekly in our church hall, supporting our MENCAP yearly service and our annual, 'Special voices concert' with all young people from our local special schools given the opportunity to perform.
- It has also led to the forming of a Gospel community Choir and singing workshop days.
- It is a post that has formed connections musically with St Nicolas Academy and Harmony House care home for the elderly.



Children & Families

The Contact Centre

One of our long standing activities has been the 'Contact Centre' which was formed in April 1989 initially as "The Vicarage Street Access Centre" following the realisation of a need by a local Solicitor and the then current Vicar of St Nicolas. It was resolved at that time that families would not be charged for the service and this is still true today, some 32 years later!

The Centre provides a meeting place where children of separated families can enjoy contact with one (or both) parents, and sometimes other family members, in a comfortable and safe environment when there is no viable alternative. Although the centre opens on a weekly basis, families are offered contact fortnightly due to the number of families currently registered.

The Centre provides:

- **An environment where contact will be child centred.**
- **A warm and comfortable atmosphere for both parents and children.**
- **A safe caring environment where a parent with 'care' can leave a child with confidence.**
- **A place where there will be no arguments or family rows.**
- **Time for the children to relax and enjoy the company of a non-resident parent.**

The centre is staffed by volunteers, 70% of whom are congregation members at St Nicolas.



Our History

The Church of St Nicolas – Nuneaton

- The known origins of St Nicolas Church go back to the 12th century. The chapel, originally dedicated to the Virgin Mary, became the John Leeke Chapel soon after 1500.
- During the 15th century the main body of the church underwent considerable renovation some of which has survived to the present day.
- The Church was transformed in many ways in the 19th century. Canon Robert Savage, Vicar 1845-1871, took an active part in the life of the town, concerning himself with health reforms and the building of four Church of England schools.
- Following the completion of the new Church Centre, the re-ordering of the Church Building followed with the replacement of pews by chairs and a raised dias, and this has enabled the Elizabethan communion table once again to be used for a range of services and activities.



Our History

The Church of St James - Weddington and Caldecote

- St James is an attractive, pleasantly situated grade 2 listed building. The north transept dates back to the fourteenth century while the majority of the red brick building dates back to 1733. At the eastern end the chancel is lit by a modern three-light east window of stained glass, with smaller windows in the north and south walls. At the west end of the church is a square bell tower containing a single bell. During restoration in 1881 gothic windows were added. In 2000 an extension was added to the north side to include a meeting room with kitchenette and toilet facilities.
- **St James Church Hall** was rebuilt in 2004 and is a well equipped well maintained facility used by church and community groups; it also houses the parish office where the part-time Administrator, Marina Betteridge, is based.



Our Buildings

St Nicolas Church

- The church is a grade one listed building and a repair programme is in place following a recent quinquennial inspection.
- The flexible seating arrangement enables us to adjust the layout to suit a wide variety of services and special occasions.
- A more recent addition has been a new sound system and TV screens erected on the stone pillars. This has enabled us to host more musical events and gives excellent means of providing additional music at Weddings, Baptisms and Funerals. All our services are live streamed on our Facebook page.
- Linked to the Church building is the original “Old Grammar School” which now houses the Parish Office and Church Centre.





Our Buildings

St Nicolas Church Centre

In 2010, a new St Nicolas Church Centre was built between the Old Grammar School and the Church. This Centre is at the heart of church activities and serving community groups around the Nuneaton area. The Centre includes the parish office, meeting rooms and accessible and full facilities.

It now hosts a multitude of community activities including:

- Baby Hub
- Swans
- Yoga
- Over 50's club
- Karate
- Bridge club
- Dancing and jugglers

The Centre is also used for coffee mornings, children's activities, arts and craft days and Church meetings.

Our Buildings

The Vicarage

The Vicarage is located in area very close to St Nicolas Academy (50 metres) and there are three other schools within half a mile.

It was built in the mid 1970's and is a 4 bedroomed detached property of which there is master bedroom, two bathrooms, one en-suite, a lounge, dining area and a large kitchen which was refurbished four years ago. There is an office area adjacent to large hall entrance.

This is an ideal family home with large garden front and rear. Double garage with drive off roadway with ample parking space. Gas fired central heating with boiler in utility area adjacent to kitchen. At rear of the property is a large garage with further utility space. The property backs on to the local College separated by a large open space.



Pattern of Services



St Nicolas

- At St Nicolas there are weekly Sunday Services at 10:00 am, 1st & 3rd Sundays is Holy Communion and the 2nd & 4th Sundays is Morning Worship.
- Where there is a 5th Sunday in a month, a joint service takes place with St James, this is alternated between both churches.
- There is a weekday night prayer service on zoom with is hosted jointly with St James.
- We also host Baptisms during our Morning Worship Service.
- There is a monthly Holy Communion service on a Wednesday.
- There are also special services hosted throughout the year including Christmas Carol Services with our local schools.
- Messy Church is also held every quarter, which has over the past 18 months been online.

St James

- At St James there are weekly Sunday Services at 10:00 am, the 1st & 3rd Sundays are Morning Worship and the 2nd & 4th Sundays are Holy Communion.
- Baptisms normally occur in a separate services at 12pm on the 2nd & 4th Sundays.

Most Services are streamed on our local Facebook sites.

Primary Schools

- The parishes are blessed with four primary schools: St Nicolas CofE Academy (primary), Milby Primary, Weddington Primary, and Lower Farm Academy.
- To maintain links with our schools, our previous Vicar and members of the St Nicolas Church Parish lead RE sessions and delivered assemblies which the children enjoyed. They also taught the children the Trinity Song. At the end of the school year all Year 6 leavers at St Nicolas Academy receive Bibles at a special assembly each year.
- At St Nicolas Academy the Chair, Foundation Governors and the local incumbent is always an ex-officio member of the Governors who have always valued the input of the incumbent at meetings, and also in supporting and challenging staff and pupils.
- We believe that developing the mutually supportive links between the school, the diocese and the local church should be a key objective for our new Incumbent. In the future, we would love to see the children's and youth work continue to grow and develop in the church and also to look at ways in which we can encourage more families.



School Prayer

Dear Lord

Help us to love others in the way that you love us,

Teach us kindness and respect,

In times of struggle give us hope,

So that together we can flourish.

Amen



Eco Church

- In December 2020 St Nicolas registered its interest to participate in Eco Church.
- The five categories associated with the project are: Worship and Teaching, Buildings, Land, Community and Global Engagement.
- In March 2021 we gained our bronze award in recognition of the efforts of the church.
- As the land does not belong to us we can put bees on our roof, ask the local authority to maintain the graveyard in an ecological friendly manner and plant some biodiversity flowers such as corn flowers.
- As we work towards our Silver award we need to:
 1. Increase our virtual presence and regularly promote eco tips.
 2. Engage more with projects such as Fairtrade.
 3. Organise environmental awareness-raising events.
 4. Participate in local conservation work e.g ARocha.
 5. Promote walking and cycling.
 6. Encourage the congregation to undertake a personal carbon footprint audit.
 7. Encourage members to use food at home – LOAF.
 8. Undertake an environmental lifestyle audit.



Financial Summary - St Nicolas and St James

Both churches have two main streams of income, from voluntary giving and from letting out the Church Halls. The expenditure is very similar from year to year, generally in pace with inflation, most costs being of a relatively fixed nature such as heat and light, staff wages, parish share.

Guiding figures for expenditure are: St Nicolas £100,000, St James £55,000.

The year 2020 was exceptional because of the Coronavirus pandemic and the income from the Church Hall Bookings was drastically reduced after Lockdown. This situation has continued into 2021; we are now increasing our hall bookings gradually and we expect it to take up to a year or more to return to our previous level of income from Church Hall Bookings.

In both cases there were significant deficits in 2020: St Nicolas £17,343, St James £11,696.

The figures for 2020 compared with 2019 are shown in Appendix A for St Nicolas and Appendix B for St James.

Clearly the Coronavirus pandemic had a major effect on church finances in 2020 and continues to do so in 2021. This situation is affecting many churches.

Our priority is to increase income, preferably from existing members of the church giving regularly and attracting income from new church members. People now use cash much less than they did, also we have people attending services online. We have responded to this situation by introducing new ways of giving alongside the traditional ways. Our ways of giving now are:

- Parish Giving Scheme – C of E Regular giving scheme
- Direct payment - into the Church bank account
- Cash or cheque - plate at the back of church
- Debit or Credit card - Contactless Giving in church (St Nicolas)
- Donate button - on St Nicolas web site

Governance

- Both St Nicolas and St James are served by Parochial Church Councils (PCCs).
- St Nicolas PCC has 17 members with no vacancies and a smaller Standing Committee of 6 members. Both the PCC and Standing Committee meet every other month and there is provision for meeting more regularly if required.
- St James PCC has 10 members with 3 vacancies and they meet every other month with provision to meet more regularly if necessary.
- In addition, St Nicolas Church turnover is higher than £100,000 and is registered with the Charity Commission, completing an annual return. Charity Commission records are available to the public. The Charity Registration number is 1126349.
- Each church has a Lay Leaders Team that plans and delivers the church services, involving other members of the congregation and visiting preachers.



How to Apply

For further details and an application form please contact:

Matt Robinson, Admin Assistant to the Archdeacon Missioner

By email to Matt.Robinson@Coventry.Anglican.org or 024 7652 1342

For informal conversations, please contact:

Archdeacon Missioner, Ven Barry Dugmore, on 07487 578311

Barry.Dugmore@Coventry.Anglican.org or

Area Dean, Rev David Poultney on 024 7610 2141

rector@bedworthparish.org

Closing date for applications: Noon, Friday 5th November

Interviews: To be held on Monday 22nd and Tuesday 23rd November

An application form can be downloaded from the Diocesan Website:

<https://www.coventry.anglican.org/about/vacancies/current-vacancies.php>

Enhanced DBS disclosure is required for this post.

This post is a Crown appointment

Appendix A - St Nicolas PCC Annual Report - 2020

Item	2020	2019	Difference	%	Comment
Income					
Voluntary Giving	£69,020	£73,518	-£4,498	-6	Direct payments to bank up, Church collections down
Church and Room Lettings	£6,560	£22,533	-£15,973	-71	Lettings closed during March, a few more in Autumn
Fees (weddings, funerals)	£1,028	£4,277	-£3,249	-76	Fewer funerals and weddings
Insurance Claims	£0	£1,812	-£1,812	n/a	no claims in 2020
HMRC Furlough	£3,088	£0	£3,088	n/a	Claiming from April 2020
Other Income	£887	£665	£222	33	2020 includes a grant towards the Church WiFi
Net Income	£80,583	£102,804	-£22,221	-22	
Expenditure					
10% Giving	£5,691	£7,500	-£1,809	-24	£1453 from 2020 was paid in 2021
Parish Share	£53,250	£51,925	£1,325	3	Annual increase
Music and Service Costs	£3,276	£3,143	£133	4	Additional licences
Insurance	£6,168	£5,898	£270	5	Annual increase
Utilities , heat, light, water	£5,495	£7,111	-£1,616	-23	Reduced use of the premises
Church and Hall repairs and maintenance	£5,986	£5,229	£757	14	Includes cost of Quinquennial Inspection
Other Operating costs, cleaning, salaries, expenses	£18,060	£18,940	-£881	-5	Reduced cleaning and printing costs
Net Expenditure	£97,926	£99,746	-£1,820	-2	
Net Income - Net Expenditure	-£17,343	£3,058	-£20,401		

Appendix B - St James PCC Annual Report - 2020

Item	2020	2019	Difference	%	Comment
Income					
Voluntary Income	£31,347	£32,042	-£695	-2	Direct payments have increased to bank. Church collections down
Church Hall Hire	£5,203	£15,543	-£10,340	-67	Covid-19 Closure of hall
Group Activities	£1,730	£6,215	-£4,485	-72	Lockdown
Church Hall Activities	£3,361	£6,301	-£2,940	-47	Fewer activities
Other Income	£1,077	£1,020	£57	6	
Net Income	£42,718	£61,121	-£18,402	0	Mainly due to church closure and hall hire
Expenditure					
Church Grants	£300	£2,836	-£2,536	-89	Grants for works to be carried out on Bell Tower
Church Ministry	£46,989	£39,704	£7,285	18	Bell Tower
Church Support Costs	£7,125	£4,278	£2,847	67	Additional licences/parish administrator
Fund Raising		£3,444	-£3,444	-100	Due to Covid-19 no activities
Cyber Fraud Transaction		£4,000	-£4,000	-100	Cyber fraud scam
Net Expenditure	£54,414	£54,263	£151	0	
Net Income - Net Expenditure	-£11,696	£6,858	-£18,553		

Appendix C - Occasional Offices, 2019-2020

St Nicolas

	2019	2020	2021
Baptisms	2	0	4
Confirmations	2	0	2
Weddings	7	1	1
Burials of Ashes	0	5	4
Funerals	9	11 (6 of which were at the Crematorium, which is far more than normal)	4

St James

	2019	2020	2021
Baptisms	14	0	2
Confirmations	1	0	0
Weddings	4	1	3
Burials of Ashes	11	5	9 Weddington 1 Caldecote
Funerals	7	6	2

Appendix D - Electoral Roll Figures

St Nicolas

Year	Resident	Non residents	Total on roll
2017	80	58	138
2018	84	58	142
2019	62	31	93
2020	68	39	107
2021	69	39	108

St James

Year	Resident	Non residents	Total on roll
2017	46	26	72
2018	46	27	73
2019	40	22	62
2020	38	19	57
2021	36	21	57

Appendix E - Congregational Survey

We asked the St Nicolas congregation on 8th September to write one word to say what you would like your new Vicar to be. Clearly this is a tall order for our new incumbent! However, we think the responses are important to show the breadth of thinking in our congregation.

