

Sml

St Mary's Longfleet Poole

ASSOCIATE VICAR

PROFILE

Thank you so much for your interest in this post.

St Mary's is a large and growing Anglican Church in a beautiful part of the South Coast within the Diocese of Salisbury. We are looking to appoint an inspiring Associate Vicar with a commitment to the vision of SML 'Growing Adventurous Disciples' who has the experience, abilities and passion for this post.

This is a strategic pastoral leading and teaching role, responding to the exciting opportunities of a growing multigenerational church with the potential to make a massive difference at a key time. We seek a gifted leader, to oversee and strengthen many existing ministries within the church, and play a vital role in releasing new ones.

It also offers a unique opportunity to grow in your own ministry by working alongside and learning from experienced leaders while having the space to carry responsibility and support to innovate.

We look forward to hearing from you.

With every blessing,



Andy

Canon Andy Perry
Vicar



KEY TASKS AND RESPONSIBILITIES

General

- As a member of the Senior Leadership Team, working closely with the Vicar in the ongoing leadership and management of the Church.
- A strategic role in shaping and nurturing particular areas of church vision and life, under the overall leadership of the Vicar, including deputising for the Vicar when he is away. Andy's experience has given him a wider role and it will be important our Associate Vicar feels confident in her/ his own right.
- To be a full member of the Staff Team. Attend weekly Staff meetings and prayer times.
- Ministerial opportunities as an Associate Vicar in the church.

Specific

- Leading and preaching in Sunday Services. In particular, overseeing teams to creatively shape and develop our evening services and lead our interactive All-Age morning services.
- Oversight of our Discipleship pathways, including developing our 'Life Groups' system – a key part of our ministry - involving the training and deployment of new leaders and support and resourcing of existing leaders.
- Oversight and line management of our 'Emerging Generations' - spanning Children's work, our expanding Youth ministry and Young Adults.
- Leading ALPHA, Hope or other similar evangelistic courses, innovating and growing this vital ministry.
- Support our Pastoral Co-ordinator – playing an important role in the ongoing pastoral care of our church congregations, pastoral visiting, being involved in prayer ministry and including sharing in the ministry of Occasional Offices - baptisms, weddings and funerals.
- Oversee our monthly prayer and worship gatherings
- To lead and develop the welcome and integration of newcomers



PERSON DESCRIPTION

Skills and Experience

- An ordained priest of the Church of England with at least 3 years of accredited ordained ministerial experience.
- An understanding of how a large church operates and to be comfortable in that setting.
- An inspiring, creative preacher, teacher and written communicator.
- Passionate about making disciples and equipping others to become disciple-makers.
- A gifted pastor, with excellent interpersonal skills, able to gather people into community.
- A team player with experience of gathering teams, equipping them to serve effectively, and raising up emerging leaders.
- Strong organisational and administrative skills.
- Competent digital and office software skills.



PERSON DESCRIPTION

Faith & Character

We are looking for an Associate Vicar who:

- Knows they are a loved child of God.
- Lives out their faith with joy and integrity.
- Is passionate about Jesus, and fully committed to the vision and values of SML.
- Is humble and self-aware, with strong emotional intelligence and excellent inter-personal skills.
- Has a mature faith, is growing in the likeness of Jesus, biblically rooted and open to the renewing work of the Holy Spirit.
- Is committed to personal and corporate prayer.
- Is teachable, and happy to work under a common vision with the Vicar.
- Has a great sense of humour, is friendly, and able to connect naturally with the church community.
- Can work well as part of a team.

Other aspects of the role

- The overall package (stipend, housing, pension) will match that of clergy in the Diocese of Salisbury.

- There is a genuine Occupational Requirement for the post holder to be a practicing Christian

- Personal resourcing offered through conferences, training and courses

- We would really welcome applications from men and women

- The post will be subject to a satisfactory DBS check



TO APPLY

Application Deadline: Wednesday 05 June 2024 (midnight)

For an informal chat about this role then please call Andy on 01202 253527.

If you feel that you would fit really well with our culture and values here at SML but don't think that you meet all of the criteria of the role yet, we would definitely still love to hear from you.

To apply please submit:

- a completed application form (including the names and contact details of two referees and your Bishop)
- a covering letter to Canon Andy Perry
- your CV

either by post to the Church Office, or by email to gillian.rutherford@smlpoole.org.uk

Please contact Andy if there is anything you want to discuss or clarify about this post prior to applying. Contact andrew.perry@smlpoole.org.uk 01202 253527

Interviews are provisionally planned for Thursday 20 June 2024



SML Church Office
Longfleet Road, Poole, Dorset,
BH15 2JD

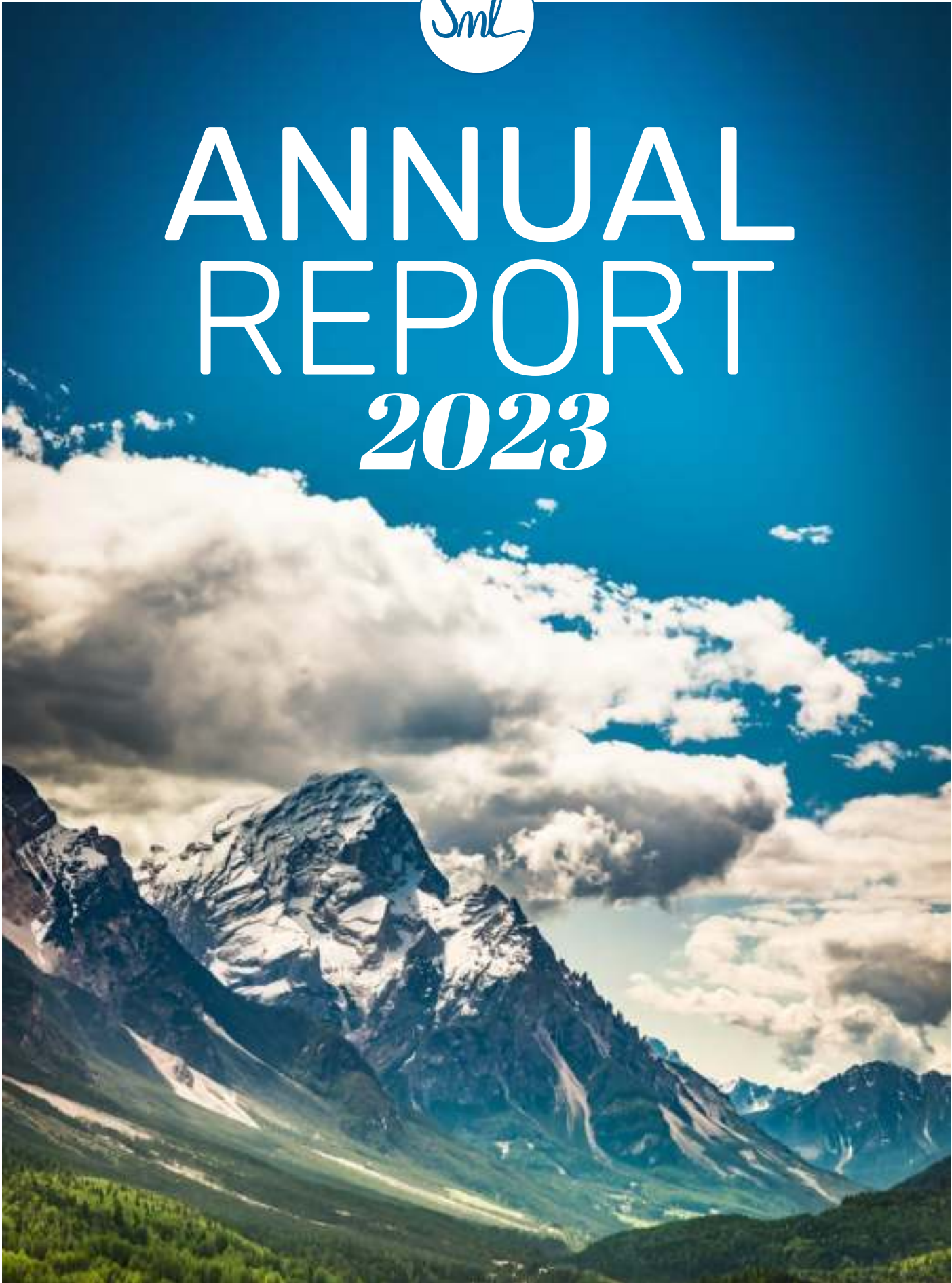
Telephone Enquiries:
Tel: 01202 253527



 **THE CHURCH
OF ENGLAND**
DIOCESE OF SALISBURY



ANNUAL REPORT *2023*



RISE

THRIVE

REACH

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Welcome

Welcome to our Annual Reports for 2023!

Globally, 2023 has been a year of turbulence and uncertainty. This has created a wider backcloth that impinges upon us all, and so our focus over Christmas on Jesus 'The Prince of Peace' was especially pertinent and timely. Nevertheless, amidst all this turbulence, the Living Lord Jesus has been at work and we share the privilege of partnering with Him, by His Spirit, to share His love across Poole and beyond. As an Anglican church within the Diocese of Salisbury, we serve in partnership with other CofE churches and, also, in trusted friendship with many other churches across the area.

I hope you will be incredibly encouraged as you read these reports. There are so many highlights to celebrate, including – our Leah MacFall weekend late March, Archbishop Justin's visit to RESOUND in June, two Ukrainian Alpha Courses, a Kids' weekend away and two Youth weekends away, inspiring Men's evenings and Women's events, and 24 people baptised in the sea!

At the heart of our life together as Jesus' disciples is our continuing shared commitment to our 'Core Discipleship Practices'. Through these we invite the LORD's ongoing, day by day, transforming work within us from which everything else flows. As a multi-generational church community, we aim to encourage each other at our different stages of life and growth, and to reach out with the love of Jesus. It's been a special joy again to welcome so many newcomers' of all ages and I hope you are all beginning to find a sense of belonging at SML.

Our Annual Parochial Church Meeting, at 7:30pm on Monday 22nd April 2024, gives us the opportunity to celebrate together the LORD's goodness and faithfulness throughout 2023 and look forward to many adventures ahead. We will be launching our renewed Vision! Come and be part of it, it would be wonderful to see you there.

With my thanks and prayers,



Andy Perry | Vicar



A group of people is gathered in a church, with their hands raised in prayer. The scene is illuminated by blue and purple lights, creating a dramatic atmosphere. The architecture features large, arched windows and a vaulted ceiling. The word "RISE" is overlaid in large, white, bold letters across the center of the image.

RISE

Rise up as passionate, whole-life Disciples

As we journeyed through 2023, it was heartening to sense a growing air of expectancy and vitality in our services. An awareness of the Holy Spirit moving in our midst, and a growing thirst in hearts and souls to go deeper with the LORD.

The LORD grows us as we lift our eyes in worship, dig deep into His word, and open ourselves more fully to His Spirit. More, LORD!

'Therefore, encourage one another and build each other up, just as you are doing' 1 Thessalonians 5:11

ANDY PERRY





WORSHIP

ANDY PERRY

'Shout for joy to the LORD, all the earth. Worship the LORD with gladness; come before Him with joyful songs. Know that the LORD is God' - Psalm 100:1-2

We have been so blessed in our sung worship throughout 2023 - a rich mix of intimacy and awe. Huge thanks to all our bands, and sound and VP teams - especially to Andy Dollerson who served as Worship Pastor for nine and a half years and moved back to the US in June, and to Mark H who oversaw the ministry for the next six months.

In December we were thrilled to appoint Si Parry as our new Worship Pastor!

PRAYER MINISTRY

LIZ ROLLESTON

A big thank you to our dedicated Prayer Ministry Team who offer prayer after all our services, the committed Pastoral Prayer Team who provides deeper follow up prayer and those who serve diligently on the Prayer chain. Prayer makes such a difference to people's lives and situations. We have an awesome faithful God who answers our prayers and meets our needs.

'Now this is the confidence that we have in him, that if we ask anything according to His will, He hears us.' John 5:14

PASTORAL CARE

LIZ ROLLESTON

Thank you to many in the church family who care for others in numerous and often unseen ways. However, a special thank you to the Pastoral Visiting Team who serve and care for others making an enormous difference to those who are lonely, unwell, and housebound.

'Whatever you did for the least of these you did for me.' Matthew 25:40



THRIVE



Thrive in healthy, love-filled Community

Belonging to a healthy, love-filled community helps us to THRIVE together and as individuals. Relationships are strengthened and we grow together through Life Groups, children's and youth groups, prayer triplets, men's and women's ministries, and when we serve on teams.

'Let us consider how we may spur one another on toward love and good deeds, not giving up meeting together... but encouraging one another'

Hebrews 10:24-25



YOUTH ROB SALLIS

2023 Was one (if not) the biggest year for youth at SML! By the end of 2023 we have grown to working with over 135 young people. Having to add an additional weekend away to St George's House. Seeing more young people make commitment to faith with 11 being baptised and 6 confirmed. Outreaching to over 500 young people with the Leah McFall and RESOUND events.



The growth of the youth ministry has extended beyond SML. With the increase of involvement with St Edward's school, with residentials, open chapel, lessons and pastoral support offered for all year groups. This has been recognized by the North Bournemouth and Poole deanery. Supporting SML with grant funding for youth work, current growth and historic support. This has allowed Pete Dendy (one of my old youth) to join the team at SML as a youth support worker 16 hours a week.



RESOUND has been growing beyond any dreams and visions I thought possible. By the end of 2023, we have reached over 60 different churches, over 1000 young people with 200 making a commitment to Christ. And... a visit from the Archbishop of Canterbury. Filling SML with over 400 young people to worship Jesus.

Youth would not be possible without the commitment of the incredible youth team who tirelessly commit to making youth happen. This year the whole church has shown massive support for the ministry with all the extra events and prayers.

2024 we want to grow the youth in depth in their relationship with Jesus. Creating spaces to release more youth into the whole life of SML. To make it possible the youth ministry will need a big injection of support to sustain and deepen the ministry. Thank you all for your prayers and support.



SML KIDS

EDEN ELKINS

In 2023 we saw exciting life and energy in our kids' ministry.

We've seen many new faces in Sunshine's, our parent/toddler group which continues to grow, thanks to some lovely donations, our new equipment and our committed team!

We had our Kids Weekend Away, Light Party, Christmas Nativity and lots of socials.

Our Activ8 group enjoyed pancakes, an end of year Oscars themed party and a Christmas party, whilst all the children who attended our Good Friday service enjoyed an Easter Egg hunt and our prayer trail with their families.

Our Elevate group gave several performances, one being their version of Narnia, which saw families come to church in the evening to watch the show.

2023 makes up what was an incredible year for Kids Ministry and it continues to grow.

We have our amazing Kids Ministry Team to thank, as we watch our SML children grow in faith and friendship. Thank you to our team and the time they put in to making Kids Ministry not only possible, but fun and safe for all the children that attend on a Sunday morning, midweek groups and Sunshines, as well as those who set up and pack down creche and see the children across the road safely on Sunday's.

We are already excited for what God is doing in Kids Ministry since the beginning of 2024, and can't wait to see what there is to come in the rest of this year.



LIFE GROUPS

ANDY PERRY

'They devoted themselves to the apostles' and to fellowship...they broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favour of all the people' - Acts 2:42 & 46

Our heart is that everyone at SML can find a place of belonging, support and encouragement in their life and discipleship of Jesus. Our Life Groups are simply the best context for this!

Massive thanks to all our amazing Life Group leaders. In the year ahead, we will establish a clearer pathway to joining a group quickly, and ensure our groups and leaders are increasingly well-resourced and support.

If you're not in a group yet, how about joining one?



MEN'S MINISTRY

NICK CHETWOOD

In 2023, we continued to energise, develop and strengthen our ministry, providing a platform which brings Men together from across the church with the aim of building friendships and encouraging one another in our faith. Our main focus was the theme of 'resilience'.

Events included - socials, inspiring evenings at the RMYC, outreach focused talks and a weekend away.



WOMEN'S MINISTRY

FI PERRY

Looking back over 2023 we rejoice at seeing new faces joining us and enriching our family here at SML. As a team we wanted to provide opportunities for women who don't know Jesus to join in with our events.

We had an inspiring and moving evening interviewing Nadia and praying for the Nation of Ukraine. We also had a vibrant, colourful Flamenco evening.

We were pleased to welcome Liz Carter to our womens Breakfast where she shared her memorable story. Our regular Ladies that lunch continued at The Shah .

Taste of Christmas event , Pilates and the cycling group have been incredibly popular and I'm so grateful to those who lead these events

Finally, we have an amazing SML women's team #señoritas and I want to thank them for their commitment, laughter, love of life and their hard work.



SAFEGUARDING

JACKIE MORGAN

Our safeguarding team met five times over the year. We completed an update of our Safeguarding Policy and reviewed our volunteer recruitment packs. We responded to queries from various ministries within the church, and were involved in revising risk assessments, developing guidelines for safer practice and organising and delivering ministry specific training.

We delivered safeguarding training to the staff team and to the wider church community. Our team offers a depth and breadth of experience in safeguarding, including in school environments, social services and the military.



Lin Naylor
Safeguarding
Trainer

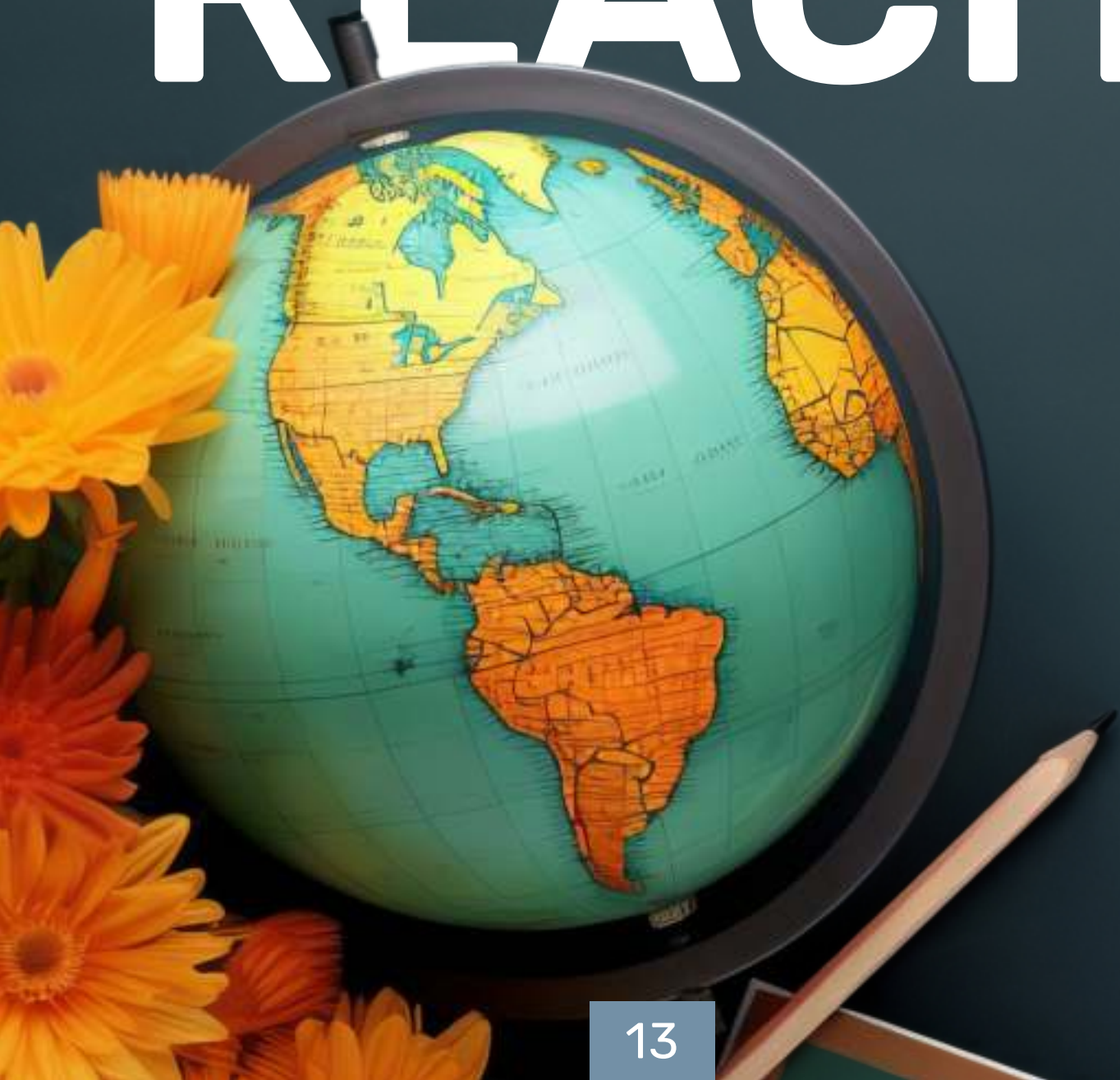


Jackie Morgan
PSO for Adults



Nick Taylor
PSO for Children

REACH



Reach out with hope-filled Mission

Our church supports, both financially and personally, many local (e.g. Soup Run, Poole Town Pastors, Faithworks, Poole Missional Communities), national (Tearfund, CPAS, MMI) and international outreach activities and charities (Myra's Wells, Jenga, Varna Baptist Church, J-Life).

Every Thursday, after Café, 12.15 – 13.00 hrs, a few of us gather in the Church Centre to pray for each of these and several more, usually with a representative of that activity present, or on Zoom, to help focus our prayers.

It is exciting to hear testimonies and pray for concerns, knowing that our God hears and can do “immeasurably more than all we ask or can imagine”! Join us to know more if you are able!

“Every great movement of God can be traced to a kneeling figure” (D.L.Moody).

CHRIS MCDOUALL



VETERAN FRIENDLY GROUP

HOMFRAY VINES

The Fellowship was founded 3 years ago during COVID-19 to provide a Christian response to those armed forces personnel who suffer from Post-Traumatic Stress and Moral Injury.

At present it fulfils this mission by offering hospitality to serving and retired military personnel living in our area. We run a 'Drop In' on the first Saturday of each month in the Church Centre.

At the Drop In our guests are offered a warm welcome with the opportunity for friendship and support. This has been well received and is now regularly attended by over 30 people along with a host team of around seven. If you know serving or retired military personnel, please encourage them to come and join us.

We are incredibly thankful that the Lord has blessed the start-up of this ministry and continues to sustain it through our church.

We see it as an opportunity to bless the armed forces community in the Poole area and it has been received as such. As we have come to know the regular attendees the opportunity to understand their situations and pray for their needs has grown.



ECO GROUP

LOIS PARTRIDGE

The new wireless thermostat installed in Church has resulted in more than a 20% reduction in gas consumption. The monthly recycling collections are working well, and we have been looking into the cups we currently use and how they can be more eco. The eco group has exciting plans for 2024.



CHURCH GRAFT

TESSA NISBET

Greetings from Hamworthy where we have had a busy and fruitful year. We have seen good growth and are enjoying growing in faith and community. Our midweek and youth groups are healthy and we are excited about what the Lord is doing in our parish. It is particularly thrilling that David Reed, a member of the graft, will be ordained in summer 2024.

OUTREACH PRAYER

CHRIS MCDOUALL

A small but enthusiastic group of faithful pray-ers meet each Thursday from 12.15 to 13.00 in the Church Centre. Each session we focus on one of the charities/organisations which our church supports. There are sometimes difficulties which we can pray into and, often, successes and victories which we can celebrate. The recipients of our support, both financial and in prayer, provide us with regular updates so that our prayers can be targeted efficiently. It's enlightening to learn how our support is appreciated and effective!



UKRAINIAN ALPHA

NADIA MAYBOGIN

It has been wonderful to run two Ukrainian Alpha courses during 2023 as well as some social gatherings. Huge thanks to the team who have made this possible.

CHURCH CENTRE

CLAIRE INKPEN

The Centre is a vibrant fountain of life for SML and our community. It's a wonderful haven for our Children, Youth and Veterans, and a great place for courses held like Hope Explored, Ukrainian Alpha and A Mind of Their Own.

With its doors open wide, the centre extends its reach, engaging with charities like Forest Holme, Lewis Manning, Help and Care and the Alzheimer's Association whilst retaining a close working relationship with Poole and Bournemouth Hospitals and local doctors' surgeries.

With the teams unwavering commitment to compassion and service, the Centre embodies the essence of love and kindness making it a welcoming place for all.





The **B**usiness section

Current Staff Team



ANDY PERRY
VICAR



MARK HAY
ASSOCIATE VICAR
(TO JAN '24)



MARK AMBLER
OPERATIONS
DIRECTOR



ANDY DOLLERSON
WORSHIP PASTOR
(TO JUNE '23)



SI PARRY
WORSHIP PASTOR
(FROM DEC '24)



ROB SALLIS
YOUTH PASTOR



PETE DENDY
YOUTH SUPPORT
WORKER



EDEN ELKIN
KIDS PASTOR



LIZ ROLLESTON
PASTORAL CARE
CO-ORDINATOR



CLAIRE INKPEN
OPERATIONS
MANAGER



**GILLIAN
RUTHERFORD**
VICAR'S PA



KYM POWELL
ADMINISTRATOR



JULIAN SEARLE
FACILITIES



DAVID TIBBS
VERGER



PHIL YEARDLEY
FACILITIES ASSISTANT

Extended Staff Team



ALI COX
CHURCH WARDEN



PETE NAYLOR
CHURCH WARDEN



ANGIE WHEELER
TREASURER



FI PERRY
SML WOMEN



MATT KING
ASSOCIATE
TEACHING PASTOR



HOMFRAY VINES
LLM & VETERANS'
GROUP



TESS NISBET
RECTOR OF
HAMWORTHY
CHURCH



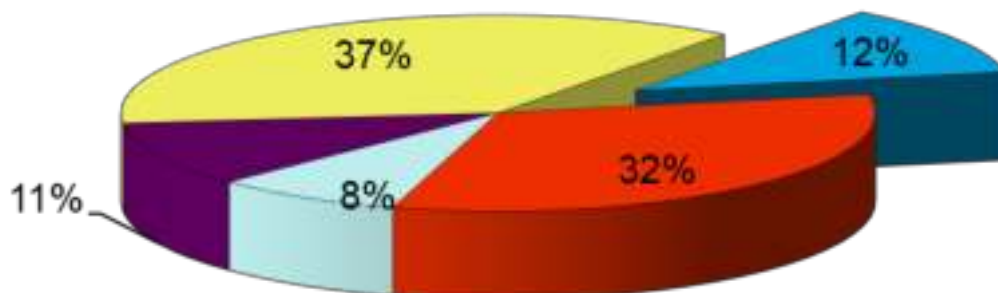
KATE HAY
PRAYER COURSE
(TO JAN '24)



PAUL BRADBURY
POOLE MISSIONAL
COMMUNITIES

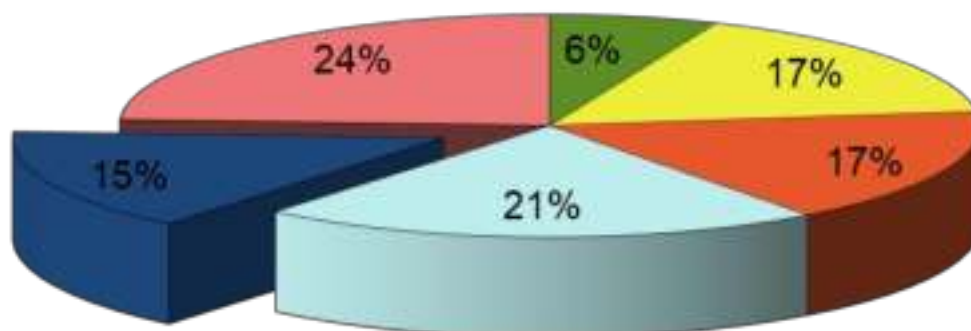
Balancing The Books

Income 2023
Total £674,197



Regular Gift Aided Giving - £248,803	Tax Recovered on Gift Aid - £79,092
Other Giving - £219,274	Other Income - £54,699
Lettings & Fees - £72,329	

Expenditure 2023
(with staff costs)
Total £620,245



Mission & Outreach - £39,226	Youth and Children's Work - £103,287
Church Ministries - £104,380	Parish Share - £131,267
Administration - £92,436	Buildings - £149,649

Information about the PCC

Objective and Activities

St Mary's Longfleet PCC has the responsibility of co-operating with the incumbent, the Revd Canon Andrew Perry, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has the maintenance responsibilities for the Church Centre, Kingston Road, Poole.

Governing document

The PCC is a registered Charity (Number 1130469) and is governed by the Parochial Church Councils (Powers) Measure 1956 as amended and Church Representation Rules.

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and are welcome to stand for election to the PCC. On appointment, each new PCC member is given a clear briefing of the responsibility they carry as a trustee and of the primary purpose of the PCC to work with the incumbent, Revd Canon Andrew Perry, in the whole mission of the church.

During the year the following served as members of the PCC -

Incumbent:	Revd Canon Andrew Perry	Chair
Associate Vicar:	Rev Mark Hay	
Wardens:	Mrs Alison Cox Dr Pete Naylor	
Elected Members:	Mr Mike Bilson Mr John Brackstone Mr Simon Burnham-Slipper Mrs Sue Cobb Mrs Anne Goodrich Mark Heavyside Mr Mark Hill Neale Molyneux Mrs Lois Partridge Mrs Alison Pringle Mr Samuel Smith Mrs Claire Stonier Miss Jess Wheadon	(until April 2023) (from April 2023)
Deanery Synod Representatives:	Mr Simon Burnham-Slipper Mr Colin Chalkly-Maber Mrs Emma Jackson Mrs Sue Ockendon Mr John Rolleston Mr Mike Turner Miss Angie Wheeler Mrs Wendy Tarpley-Naylor	Treasurer (from April 2023)
Electoral Roll Secretary	Mrs Kym Powell	
PCC Secretary	Mrs Gillian Rutherford	

Statement of Parochial Church Council's Responsibilities

Charity law requires the Council to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and of its financial activities for that period and adequately distinguish any material special trust or other restricted fund of the charity. In preparing those financial statements the trustees are required to:

- a) select suitable accounting policies and then apply them consistently;
- b) make judgements and estimates that are reasonable and prudent;
- c) state whether the policies adopted are in accordance with the appropriate SORP on Accounting by Charities and the Accounting Regulations and with applicable accounting standards, subject to any material departures disclosed and explained in the financial statements; and
- d) prepare the financial statements on the going concern basis unless it is inappropriate to assume that the charity will continue.

The Council is responsible for keeping proper accounting records which disclose, with reasonable accuracy at any time, the financial position of the charity, and to enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud or other irregularities.

Committees and Subgroups

The four key principles behind these structures being that they should be –

Purposeful – To fulfil our overall vision and purposes

Adaptable – Able to respond to continuing growth

Flexible – Within an age of rapid change

Simple – To function naturally and allow St Mary's Longfleet to grow healthily as a living organism rather than a bureaucratic organisation and avoid unnecessary meetings.

The structures are designed to express trust and accountability. From January 2010 – A new Leadership Structure was developed which clarifies the respective roles of the PCC and the Staff Team.

Finance Team (also Standing Committee of PCC)

Prepares the 'Annual Budget' and monitors spending. It holds responsibility for reviewing staff salaries and expenses. It carries a mandate to be proactive in encouraging financial giving in the church, and to support the Hon. Treasurer.

Reserves Policy:

As the PCC has employed 13 full or part time staff during the year, it is the policy to maintain a balance on unrestricted funds (if possible), which equates to approximately six months' unrestricted payments (excluding Share payments to the diocese), to cover emergency situations which may arise from time to time. In addition, a balance equal to approximately three months' Share payments is maintained whenever possible. The current level of unrestricted cash reserves does not meet this target but does cover approximately 4 months of such payments. At the year end the Church held £207,108 of unrestricted funds and £2,351,351 of restricted funds.

Risk Management:

The principal risk is that the PCC would not be able to meet its financial commitments in any given year. This is currently seen as medium likelihood but high impact and is managed by a careful budgeting process, performance against which is regularly monitored by the PCC and the Finance sub-committee as well as communication with all members of the congregation when necessary. By comparison with this risk all the other identified risks have a low residual impact and may be outlined as:

High impact/medium likelihood – fire in the building – contingency plan – use of local school premises.
High impact/low likelihood – no one coming forward to act as volunteer members of teams and committees – contingency plan – continued communication with the congregation together with a database of skills. Responsibility for this shared by Vicar and Finance Team.

Medium impact/medium likelihood – something goes missing or is stolen from the church safe or other office area – contingency plan – continued monitoring of security measures making improvements as necessary.

Fabric Team (sub group of PCC)

Maintains the church property and equipment. Identifies and prioritises work needed, including quinquennial requirements. It works closely with the SML Facilities Team.

Mission Support Team

Encourages and assists all at SML to reach out imaginatively into the world, in obedience to Jesus' call to evangelism and social care – "Go and make disciples of all Nations" – Matthew 28: 19. It makes proposals to the PCC about the allocation of the tithe.

SML Eco Group

To encourage the SML church community to be good stewards of God's creation and align ourselves to the Anglican Communion's fifth mark of mission. This is a very active, passionate sub-group, under the leadership of Lois Partridge.

Church Attendance

On an average Sunday, our total worshipping numbers were about 700. Online, live-stream services attract a sizeable number of additional viewers. The Electoral Roll number for 2023 was 531.

Pension Builder Scheme

St Mary's Longfleet PCC participates in the Pension Builder Scheme section of CWPF for lay staff. CWPF is administered by the Church of England Pensions Board, which holds the CWPF assets separately from those of the Employer and other participating employers.

CWPF has two sections:

1. the Defined Benefits Scheme
2. the Pension Builder Scheme, which has two subsections;
 - a. a deferred annuity section known as Pension Builder Classic, and,
 - b. a cash balance section known as Pension Builder 2014 – SML Members in this section.

Both sections of the Pension Builder Scheme are classed as defined benefit schemes.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the SoFA in the year are the contributions payable (2023: £7,875, 2022: £8,221).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent valuation was carried out as at 31 December 2019.

For the Pension Builder 2014 section, the 2019 valuation revealed a surplus of £5.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The next valuation is due as at 31 December 2022. Calculations for this are currently under way.

The legal structure of the scheme is such that if another employer fails, St Mary's Longfleet PCC could become responsible for paying a share of the failed employer's pension liabilities.

Public benefit, objectives and activities

The PCC have given due regard to public benefit when planning the church's activities, in accordance with section G2 and G3 of the Charity Commission's General guidance on Public Benefit (January 2008). The paragraphs above and below set out the PCCs activities, achievements and performance during the year, which are directly related to the objects and purposes for which the church exists.

The church achieves its principal objects and purposes through:

- high quality public worship, both traditional and contemporary
- pastoral care and support of those in need
- promotion of Christian aid, mission agencies and other charitable causes.

These benefits are directly related to the aims of the church and are fully compliant with Principles 1 and 2 of the Charity Commission Principles on Public Benefit.

REVIEW OF THE YEAR

Across our nation and the world, 2023 has been a year marked by uncertainty and tension. Most notably – the Israeli/Gaza conflict; Russia's ongoing invasion of the Ukraine; UK political turbulence and a lack of 'trust' in our leaders; and the continuing rise in the cost of living. This has created a wider backcloth that impinges upon us all, and so our focus over Christmas on Jesus 'The Prince of Peace' was especially pertinent and timely.

During 2023, the full PCC met in-person for five business meetings and one extraordinary meeting. Our SML Church Vision is currently being refreshed, and, within this, we are seeking to align ourselves to the new diocesan vision of 'Making Jesus Known'. Nevertheless, the key priorities of RISE, THRIVE and REACH of our existing vision have continued to provide the three main markers for our mission and ministry. Across all these areas has been a focus on aiming to ensure we are restoring and offering 'healthy' ministry across the breadth of our ministry and mission activities.



RISE up

Overall, it has been notable and so encouraging to sense the spiritual temperature of our church services and gatherings rising with a greater sense of expectancy and engagement. A deep, authentic sense that the Holy Spirit is moving in our midst, and a growing thirst in people's hearts and souls to go deeper with the LORD.

The weekend – 25th -27th March – with the Irish worship leader and speaker Leah MacFall was a significant catalyst within this.

Live-stream continues to be offered, and is valued by a sizeable number, particularly those who are housebound or travelling but also for many others with links with SML across the country and beyond. We are thankful that our services over Christmas 2023 welcomed a huge number of visitors and appeared to minister in a profound way.

The Confirmation Service, with the Bishop of Salisbury, on Sunday 26th February was a real highlight and important public landmark in their walk with Jesus Christ for those being baptised. Our Sea Baptisms, on Sunday 1st October, of 24 people was a remarkable occasion and powerful witness to others on the beach.

Once again, we were delighted to be committed to the Archbishops' Your Kingdom Come prayer initiative leading up to Pentecost. Our investment in our monthly prayer and worship gathering RISE has continued throughout this time.

Core Discipleship Practices – have remained central to our life together and our equipping of members of SML to grow as passionate, whole-life disciples. To Belong- within a life group, Prayer Triplet and/ or Volunteer Team; Feed – on God's word through daily disciplined personal Bible reading; Pray – contributing to a life of nourishing and sustaining prayer; Serve – on a volunteer team; Give – through committed personal financial giving to the mission and ministry of SML.

THRIVE in

Welcome – once again, we have been thrilled to welcome a significant number of newcomers to SML over the past year. Our termly Welcome Meal is a key opportunity on the pathway for newcomers to be introduced to the wider ministry of SML and begin to find a place of belonging and, in time, serving.

Emerging generations – have continued to flourish throughout 2023! The children valued their overseas trip to the Isle of Wight in May, and the links with Longfleet School continue to strengthen. Numbers across our Youth Ministry have grown so rapidly that the PCC made the decision to appoint a 'Youth Support Worker' to provide additional help for our Youth Pastor. We are immensely grateful for the financial support from the Deanery for this post. Given the numbers, two Youth Weekends Away were organised at St George's House in North Devon during the year.

RESOUND – a wider Dorset youth gathering, supported strongly by SML with YFC, gained further momentum in 2023 with the visit of Archbishop Justin Welby to SML on Saturday 20th June being a truly memorable and faith-raising occasion.

It has been a thrill to see the re-energising of SML Men's Ministry, under an enlarged core leadership team. The theme of 'Resilience' has provided the focus for two sizeable gatherings at the RMYC in April and November. There have also been curry evenings, BBQs, and an Away Weekend in September. It has been encouraging to hear of new Prayer triplets forming.

SML Women's Ministry – continues to flourish and offers many opportunities for women to meet together and encourage each other in discipleship and outreach. The planning for a weekend at Lee Abbey 1-3 March 2024 is well underway with large numbers signed up.

Staff Transitions has been a notable feature for us as a church community in 2023. Our long-standing Worship Pastor, Andy Dollerson, moved back to the US with his family in the summer; Will Triffitt – ministry support and comms – moved to a new post in September; and Mark Hay, our Associate Vicar announced at the end of November his appointment as the next Rector of St Clement's Oxford. We are so grateful for the blessing each of these staff members have been.

We have been delighted to appoint - Mark Ambler as our new Operations Director, Simon Parry as our new Worship Pastor, Pete Dendy as our Youth Support Worker, and will begin advertising for a new Associate Vicar very soon.

Discussions around the Church of England's Living in Love and Faith (LLF) deliberations and developments nationally, across our diocese, and at SML was the subject of our Extraordinary Meeting on 13 November.

The fact that the finances of SML have finished 2023 in a healthy position is due both the sacrificial generosity of our SML church family and the vigilant monitoring of our Finance Team. Once again, we are indebted to the hard work of members of the Finance Team who have committed countless hours to ensure our income and expenditure are carefully aligned and, in particular, to prepare for October's Gift Day. The Finance Team also presented a realistic, yet faith-filled, 2024 budget to the PCC in November.

Compliance with statutory Policies is an official responsibility of the PCC and it helps to create a context in which people can thrive in a healthy, love-filled community. Each meeting involves an update on a rota basis. The TORs (terms of reference) of most of our reporting groups have been reviewed over the past year. Understandably, Safeguarding is the most prominent. Discussions about updating our policy about 'one-to-one' meetings have featured in our PCC meetings during the year. The PCC is immensely grateful for the professionalism and skill of our SML Safeguarding Team.

REACH out

With a team, our Associate Vicar, Mark Hay, ran the HOPE Course, a shorter version of Alpha, in January and early February. And, it was so encouraging to hear of the spiritual fruit which came from that.

Something very distinctive for 2023 is that we have run two Ukrainian Alpha Courses. These have been led by Nadia and a team, and have been a wonderful way of reaching out to other Ukrainians in our wider community with the love of the Gospel and a tangible offer of support.

Sunshines our parent and toddler group, brilliantly overseen by our Children's Pastor Eden Elkins, meets two mornings a week in our church centre. This is a significant outreach activity and often quite a lifeline for the parents' that attend.

Our Armed Forces Veteran Friendly Group, under the leadership of Retired Major Homfray Vines and a committed team, offer a monthly 'drop in' at the church centre. This ministry offers a safe place for veterans to gather and share experiences, and it has grown both in numbers and depth during the year.

As part of our call to be a sending church – an Antioch – we were delighted that two members of SML were ordained at Petertide 2023: Amy Footson to serve her curacy at Melbourne Cathedral, and Jeff Adams to serve his at St James' Poole.

SML's practical support of and engagement with Poole Missional Communities (PMC) including Reconnect, continues to develop. This is reflective of a wider commitment of churches across Poole fostering fresh missional expressions and of working together more extensively on shared ventures.

It is an ongoing joy to see the development and growth of the ministry of our Church Graft in the Parish of Hamworthy. This mutual partnership continues to thrive in a number of areas, a notable occasion being a dynamic youth event in the autumn hosted at Hamworthy. Andy meets with the Revd Tessa Nisbet, Rector of Hamworthy, on a monthly basis to offer support.

The fifth Anglican 'Mark of Mission' is 'To strive to safeguard the integrity of Creation, and sustain and renew the life of the earth'. As part of our engagement with this, the SML Eco Group, continues to be very active and provides the PCC with regular updates. One eco driven initiative of 2023 was to reduce the heating costs in our church building by 20%, we are grateful to those who have given time to this.

Our REACH ministries (Vision 2020 – Reach) are naturally grouped into 3 areas – 'Food, Relationships & Refugees', primarily in the form of Cafe@SML, The Community Lunch, Routes to Roots, and Supporting Refugees, although there are many other additional initiatives. We remain joyfully committed to these, and it is such a joy to have welcomed a sizeable group of Ukrainians within our church family.

We are acutely conscious of the need to recruit a new Outreach Pastor, or equivalent, which the PCC will give attention to during 2024.

As mentioned two years ago, The Church of England has recently published a new vision to become Christ-centred and Jesus-Shaped – a Church that is younger and more diverse, a Church of Missionary Disciples, A Church where Mixed Ecology is the norm – Humbler, Simpler and Bolder. Our Salisbury diocesan vision 'Making Jesus Known' with its five key priorities engages with this.

At SML we align ourselves to the direction of travel of this overall vision as we refresh our own vision over the next few months. Alongside this, we recognise too that the Spirit of God will be working in unique ways in each locality and want to be open to His adventurous promptings for us a church family as we step into 2024.

On behalf of the PCC
Revd Canon Andrew Perry

8 February 2024

PCC Members



Andy Perry
Vicar



Mark Hay
Associate Vicar



Ali Cox
Church Warden



Pete Naylor
Church Warden



Gillian Rutherford
PCC Secretary



Sam Smith



Neale Molyneux



Alison Pringle



Sue Cobb



Ann Goodrich



Mike Bilson



Mark Heavyside



Claire Stonier



Jess Wheadon



Mark Ambler
(in attendance)

Deanery Synod Members



Simon Burnham-Slipper



Colin Chalkly-Maber



Emma Jackson



Sue Ockendon



John Rolleston



Mike Turner



Angie Wheeler
Treasurer



Wendy Tarpley-Naylor



SML Annual Parish Church Meeting 2023

www.smlpoole.org.uk