

**General Assembly of Unitarian  
and Free Christian Churches**



# **Annual Reports**

**2019**

**General Assembly of Unitarian and Free Christian Churches &  
Nightingale Centre**

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

The Ninety-first

# 2019 Annual Reports



General Assembly of Unitarian and Free Christian Churches  
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# President's Report

## General Assembly President 2019-20 Celia Cartwright



'And they began to treat each other as if one of them *was* the Messiah, and they began to treat each other as if, just in case, even though they thought it unlikely, that THEY were the Messiah.' (from *The Rabbi's Gift, a story I told at the 2019 GA*)

A year ago, with the impending GA that would see me installed as your President I wrote a poem, 'enough' which carried some of my anxiety about this year and the hope that I would be 'good enough' to serve as your president. I hope I have been. You certainly have been. So, another 'thank you' to all who have welcomed, fed, housed, helped, met, driven, and engaged with me over the last 12 months in worship, workshop, conversation, and mutual discovery. I find myself, at the end of the journey, uplifted, comforted, excited, amazed. This blessed Assembly of Unitarians and Free Christians is filled with hope. It is filled with a determination to gather itself and move into a new age. There are fears, but those fears are, it seems to me, in the main, being channelled into avenues of purpose and rejuvenation.

In one town where the Unitarian church has sat high on the hill for many years, the church was wrecked by the elements when the lead from the roof was stolen, twice. The tiny congregation is not selling up but plans to purchase somewhere more central in the town, perhaps a shop in which to create a sanctuary for worship, where 'wayside pulpits' will be visible to people will pass each day and there is the hope that some will pop in to find out more. This congregation is not alone in seeking to bring our message out of the shadows. I have seen so many congregations looking for ways to make themselves more visible. Where congregations are doing well, I also saw energies being put into ventures that will continue the great work of generations. Hope, it seems, springs eternal and purpose is keeping it company.

I carried with me on this journey, in the services I led, two coordinating themes – heritage and love. I spoke of our proud and determined heritage, and the courage it took to be able to leave us this liberal religious movement; asking if we would be as courageous today. The second was to look at love as the fulcrum on which our congregations, our Movement functions; I spoke of the acts of kindness that are the seeds of love we scatter, seeds that grow with gentle tending. I also spoke of our historic loyal toast 'To Civil and Religious Liberty, for all, the world over' that is long due for rejuvenation in our communities. As the hymn writer James Russell Lowell wrote in his hymn to true freedom, '*Is freedom but to bread fetters for our own dear sake, and with leathern hearts forget that we owe the world a debt?*'

Wherever I went, I wore with enormous pride the heavy badge of the Presidency, not so heavy as it was, but weighty enough to remind me of the honour of my role. That badge went to Buckingham Palace for a wet afternoon tea, which was splendid and in the queue for (a very splendid) tea, I chatted to a couple who until then had known nothing of our faith. They do now! I took it to The Cenotaph for the solemn and silent act of remembrance, where it was seen by all who watched the service on TV, a fact which was a great surprise to me. (My grand-daughter was delighted but disappointed that I did not wave!) I have too little space to encompass the beauty, the sadness, the pride, and the grief of those silent minutes in which so many wreaths were laid, and in my heart I laid out mine and those of all those you too would lay down for those lost to war and conflict. In the time afterwards I was privileged to meet and talk with leaders and representatives of a panoply of world faiths and share the beauty of our own.

### Photographers:

We would like to thank all those who provided photographs or other images for this Annual Report.

### Cover Image:

Artist: Joanna Jones <https://www.facebook.com/joannaloisjones/>

Artwork: "Capel Gellionnen, a dinas Abertawe yn y pellder – Gellionnen Chapel, and Swansea city in the distance", 2019.

This image is Copyright of the Artist, used with permission.

I have travelled many miles this year to take up the various invitations to District meetings, Anniversary Services, simple Sunday Services, Group gatherings and grand ceremonies. I have been stuck on trains, carried on planes, driven, and even walked to thirty churches, chapels and meeting houses, to lead services and anniversary services, lead workshops and offer the Loyal Toast to civil liberty for all, and taken part in services of welcome to those chosen to lead congregations, both Minister and Lay Leader.

In every one I have taken with me the greetings of this Assembly. Not just the office in London, whose very small staff achieve such a great deal, not just the Executive Committee, who, though they do splendid work on behalf of the Assembly, and who are all let us never forget, volunteers, but each and every member and attender of every congregation in the British Isles and Ireland. As I journeyed through this year I realised that with each successive meeting, the greetings I carried became every larger and more tangible as I carried the memory of every congregation's good wishes with me.

What is the job of the President? This question has been with me for the whole of this year. I think it is only partially definable. I think each President offers something a little different. But what we share is a thread of connection between congregations and district gatherings who would otherwise experience little of the rest of the Movement, and this is important, for we are such a wonderfully eclectic group, and we need to know that our own version of a Unitarian or Free Christian is not necessarily the same as that of another congregation. We thrive in our liberality, but can also be isolated by that same liberality. Those of us who serve as President become the face of the Movement for a few months and serve also as reminders of our combined openness.

It has been such a great pleasure and privilege to have served this Assembly. This year has been a year in which my sense of the Movement changed. I hand over this office to Anne Mills with a light and hopeful heart, fed by the wonderful Unitarians and Free Christians with whom I have been honoured to share worship and time.

Blessings for 2020/2021.

*Celia Cartwright*

## Chief Officer's Report

### General Assembly Chief Officer, Elizabeth Slade



It's an honour to be writing my first Chief Officer's report for the General Assembly of Unitarian and Free Christian Churches.

I took up the role in March 2019, grateful to learn the ropes from my predecessor Derek McAuley - as much as it's possible to learn the ropes

for a job as varied as this one.

My experience so far has been wonderful, with so many wise and kind people welcoming me, sharing their insights and experience, and helping me to hone my vision of what the future of the Unitarian and Free Christian Movement might look like.

There have also been times when the role has felt hugely challenging, not just with the number of plates that must be kept spinning, but with the scale of the task ahead of us.

Looking back at our Annual Report from ten years ago, our membership was 50% higher than it is today (roughly 4,500 vs 3,000 today). These figures don't represent everyone who benefits from Unitarianism of course - many may attend services or other gatherings but not be members, and the social justice work of congregations reaches many more people, as well as the greater impact that each of us can have on the world when we are spiritually well-nourished.

However, the numbers give a clear message. If our denomination is going to make a significant impact in the future, we need to think differently.

I took on the role of Chief Officer because it was clear that the Executive Committee was serious about giving me the remit of leading the transformation of the denomination. Being a member of a Unitarian community has been transformative for me, as I know it has been for so

many others, and I want this experience to be more widely accessible. Like so many people, when I found out about Unitarianism, I wished that I had known about it sooner.

Before my experience as a member of a congregation, I was unaware of the spiritual side of myself. I believe this is true for many other people in Britain's secular culture. The majority of religious organisations haven't kept in step with what people are seeking, and this is played out in low participation in religion across the board.

What I see our denomination offer is a way for people to engage with and understand their spiritual sides even if, like so many younger people, they have had no significant prior involvement in religion. In the past, Unitarianism has been described as 'a feather-bed for falling Christians'. With fewer practising Christians to 'fall', any significant growth of Unitarianism will come from elsewhere.

My belief is that connecting with, exploring, and developing our spiritual selves is hugely beneficial both individually and societally. By knowing ourselves better, learning how to be more loving to those around us, and choosing to take action aligned to our values, we will all be happier, and will live in better balance with each other and the natural world.

My former career in the healthcare sector showed me that the way we all live has a much greater bearing on our wellbeing than medical care does. The evidence shows that being part of a supportive community, and having a sense of meaning and agency are things that are essential for people to be healthy. We can offer this to people.

While fewer people have been attending church, innovators and entrepreneurs have filled the gaps. People's spiritual needs haven't disappeared; most people just find they aren't being met by what's being offered by religious organisations. I have

worked with these innovators for several years (at Sunday Assembly, a global network of secular congregations, in creating pilgrimages where works of literature are treated as sacred texts, and by supporting many independent entrepreneurs), and it's clear that there is a real hunger for belonging, ritual, wisdom, togetherness. It's also clear the centuries of experience that reside in the Unitarian and Free Christian churches have riches that many of these new developments could benefit from.

My experiences show me that there is a huge opportunity for our denomination to meet the needs of those who are spiritually homeless. There is societal need, and there is personal need for the nourishment that can be offered in a community that helps people explore their spiritual path. There is also a growing interest in spirituality in younger people, perhaps rebelling against their secular parents. Are we ready to meet the needs of this post-secular generation?

So what do we need to do now to share Unitarianism and Free Christianity with more people?

Of course, there is no magic bullet, and I won't pretend to have all the answers. But we need clarity of focus. This doesn't mean we all need to find a single idea to agree on.

Just as in a single congregation there will be a wide variety of beliefs and outlooks while being a cohesive and caring community, our General Assembly can work together to strengthen each other, develop what we can offer to society, and reach more people with our many gifts.

My view is that growth and even survival of the Unitarian and Free Christian Churches shouldn't be our primary focus. Instead, we should be looking to how we can each use our skills and experience to develop spiritually healthy communities that help us all act with love.

**Liz Slade**



*Visiting the Library at Ullet Road Chapel, Liverpool*



*Interfaith Vigil for Extinction Rebellion, Cardiff*



*Planting a Peace Pole, Rawtenstall, Lancashire*



*Laura Cox (York Unitarians) at Extinction Rebellion in London*



*Holl Morell (Doncaster Unitarians) at Extinction Rebellion in London*



*Norwich Pride 2019*



*Brighton Pride 2019*

## Our Trustees



### Marion Baker (Convenor)

Marion is a retired career civil servant and past President of the Unitarian denomination. She is Treasurer of the Trustees of Upper Chapel, Sheffield, Treasurer of the Sheffield District Association and Chairperson of the Nightingale Centre Management Committee. Wife of Rev Ernest Baker and mother of Tim.

### Sir Philip Colfox

Sir Philip guided the resurgence of the Chapel in the Garden, Bridport and started several community organisations. Currently building a lifestyle destination and brand at Symondsburry Dorset, Sir Philip has spent his earlier career in the financial sector, construction and lobbying.



### Rev Jim Corrigan

Jim retired recently from full-time ministry after serving congregations in Suffolk and Lancashire -- and he now preaches around the London District. Journalism was his first career, including 17 years at BBC World Service in London. Jim was also a trade union activist, and served as President of the National Union of Journalists. He was an atheist before discovering the Unitarian faith in 2003.



### Hilda Dumpleton

Hilda is a lifelong member of the Swansea Unitarian Church and is currently the Treasurer. Her working life was in education, teaching Mathematics as well as positions of management. Although retired, she still does some work for the Welsh Examination Board. She is involved with the South East Wales District Society and also the Welsh Department.



### Peter Hanley (Honorary Treasurer)

Peter is an independent researcher and specialist safety consultant. He spent nearly 25 years in the British Royal Navy submarine service, operating nuclear power plants and managing people. Peter's specialist ability was in deriving solutions to whole submarine problems based on the minimum amount of data and small amount of time available for successful completion. Building an intimate relationship and knowledge of acoustic and vibration energy patterns first hand provided a foundation for this high speed problem solving skill.



## Our Trustees

### Robert Ince

Robert's working career was spent in engineering and contracting consultancy in international business and he is a former Treasurer and Convenor of General Assembly. He is currently President of the International Association for Religious Freedom (IARF), President of the Sheffield District Association and chair of a number of other Unitarian bodies.



### Rev Lynne Readett

Lynne is a third generation Chowbent Unitarian Chapel member and still lives in Atherton with husband John and son Michael. Early working life was within the textile industry as a manufacturer's agent. She decided to train for ministry later in life and until her recent retirement was District Minister serving the Merseyside District Ministry Association.



### Rev Matthew Smith

Matthew has been a Unitarian for over thirty years, having joined Cambridge Unitarian Church while at University. He was a member of the President's Commission on Unitarian Education and Training in the late 1980s and served on the Council of the London and South East District and Provincial Assembly from 2010-2012. He was employed by the General Assembly as Information Officer from 1990-2004. Following Ministry training at Harris Manchester College Oxford, he has been Minister at Framlingham and Bury St Edmunds since 2014. He holds a Postgraduate Certificate in Charity Management from South Bank University.



### Rev Dr Rob Whiteman

Rob is Minister with Dundee Unitarians, having previously served with the Cotswold Group. He came to ministry following careers in Church Administration and Teaching, as well as a brief period in Development at the University of St Andrews where he had previously read theology. He discovered Unitarianism at St Mark's, Edinburgh.



# Trustees' Review

## Executive Committee

### Members during the year:

Marion Baker (Convenor), Sir Philip Colfox, Rev Jim Corrigan (from Apr 2019), Hilda Dumpleton, Peter Hanley (Hon Treasurer), Robert Ince (from Apr 2019), Rev Lynne Readett, Christina Smith (until Apr 2019), Rev Matthew Smith, Rev Dr Rob Whiteman

### Staff Support:

Derek McAuley (Chief Officer, until Apr 2019), Liz Slade (Chief Officer, from Apr 2019), Andrew Mason (Minutes)

The Executive Committee (EC) acts as the trustee body of the General Assembly (GA) and is responsible for determining the overall direction and development of the Assembly in line with the decisions and policies agreed at the Annual Meetings and the requirements of charity law and other legal requirements. The Executive Committee provides strategic leadership, appoints the Chief Officer, and is responsible for ensuring the effective use of the assets of the General Assembly. Executive Committee members are not representatives of individual districts or areas of the country but must act in the best interests of the General Assembly as a charity.

2019 saw the retirement of Derek McAuley, and it was wonderful to be able to thank him at the Annual Meetings for his ten years of service as Chief Officer. Derek led the General Assembly through a great many successes, and was very well liked, respected and trusted across the denomination and in his many connections in the Interfaith Movement.

Elizabeth Slade was appointed as Chief Officer to take over from Derek in Spring 2019.

The recruitment process was framed around the need for transformation; as with nearly all denominations, our numbers have fallen

significantly, and there is a need for change in how the GA supports congregations to reach more people.

The Executive Committee has been working with Liz as she develops the strategic direction for the denomination, building on the "Next Step" priorities, her experience and insight, and what she is hearing from across our movement.

The direction is developing under a number of themes:

### Expressing Unitarianism in a fresh way

The way we express the essence of our denomination must reflect the wider cultural context of Britain today. The GA is funding a three-day 'Art of Hosting' training retreat in February 2020 which, as well as providing leaders with facilitation skills that they can bring back to their congregations, will allow a collective exploration of what it might look like to create spiritually healthy communities in today's society. The outputs of this will be harvested and shared with the wider community, and beyond. This will inform the development of a series of public events which will explore these questions more deeply, with those from within our community and with partner organisations, and will be an opportunity for us to learn how we can offer our gifts more widely.



'The Art of Hosting Spiritually Healthy Communities' Event Plan

# Trustees' Review



The EC meeting at The Nightingale Centre, Great Hucklow, in September 2019

### Sharing what we already have

Recent GA activities have been focused on communicating with existing Unitarians and Free Christians with few communication channels with the target of reaching new people. To address this, we will refresh the design of our website and leaflets, so that we are expressing ourselves in a clearer and more up-to-date way. This will be a foundation that we will then build on to share the community and rites of passage that we offer with more people.

### Building leadership capacity

In supporting communities to meet their spiritual needs, good leadership is essential, and the GA is committed to investing in developing this - for ministers and for community leaders of all types. The EC also recognises that the GA can do more to support the visionary and vanguard leaders. Often those who are being most innovative can become disconnected from the wider Movement, meaning it is harder for others to learn from their successes,

and these leaders may miss out on help and resources that others can offer. The GA aims to find new ways to support and connect with all leaders, to help build fellowship and share good practice. There are also many individuals and organisations outside of Unitarianism and outside of other religious groups who are developing innovative ways of meeting people's spiritual needs. We will build relationships with them to share learning and good practice, and to support each other in serving communities' spiritual needs.

### Supporting existing congregations

We will be recruiting a new staff member (filling a current job vacancy for an administrative post, rather than increasing headcount and staffing budget) who will work to build connections among leaders and congregations. This person will help to share good practice across the denominations, and facilitate peer-to-peer support. We hope that this will mean that it is easier for congregations to learn from each other, avoid reinventing the wheel, and

strengthen relationships across our network. We envisage that this would include sharing practical case studies and inspiring stories that benefit all communities.

### Increasing our impact by forming new groups

Small group Fellowships have long been a part of the Unitarian ecosystem here and in North America, and we believe that investing in these can be a good way for new spiritual communities to form. We plan to develop training and resources to support leaders to set up new groups that can increase our reach beyond current congregations, and will build on existing expertise within the denomination and with partner organisations.

### Reviewing our Youth Strategy

The Youth Programme is much treasured by those who have taken part over the years, with fond memories and important friendships being forged at trips to the Nightingale Centre. However, the number of participants has been falling, and the GA is not currently offering significant support to welcome new young people and families into the denomination.

The Junior Weekend has evolved into the new intergenerational UniFest event. The Inter and Senior weekends will continue in 2020. Gavin Howell, our Youth Officer, is exploring how to support congregations more directly in welcoming in families and young people and meeting their spiritual needs, and will also be seeking to learn from and partner with other faith and community groups that work with families.



Free time at the Junior Weekend



Participants at the 2019 Annual Meetings

### Annual Meetings

2019 was the first year of trying a shorter meeting, over two nights rather than three, with an aim to make the meeting more accessible in terms of both financial cost and time. We had a record number of attendees, including over 70 people who were there for the first time. Bursaries have been made available to first-time attendees and those under 40 by generous donations from the Bowland Trust and the Wood Green Trust. The General Assembly is making additional funds available to keep these bursaries at the same level in 2020. Feedback from attendees at the 2019 Meetings was positive with 46% of those responding stating that they preferred the shorter meeting, and 20% feeling it was neither better nor worse (a further 11% did not wish to comment, or had no basis of comparison). We will continue to seek feedback on the Meetings in 2020.



The Children's Story at the Anniversary Service

### Unitarian College

We are delighted that Unitarian College became formalised as a Charitable Incorporated Organisation this year, with Helen Mason as its Director. The Unitarian College board agreed that there should be at least one member of the GA Executive Committee on the board, to ensure continued strategic alignment. Liz Slade and Helen Mason are developing a Memorandum of Understanding to support a healthy and transparent working relationship between the two organisations. We are excited to see how together the GA and Unitarian College will support the professional and spiritual development of our ministers, leaders and members.



Unitarian College Residential, September 2019

### Communication

There was a focus on social media in 2019, with Rory Castle Jones joining as our Communications Officer in 2018. Rory has developed the Unitarian Facebook presence, creating content that expresses who we are and what we offer that can attract people at a national level as well as be used by individual congregations to increase engagement locally. Rory has also provided training to local leaders in how they can use social media and other communication tools to help build connections with their communities. We are delighted that Rory has also started ministry training at Unitarian College alongside his role.

### Finances

The accounts of the General Assembly are set out later in this report in summary form along with those of the Nightingale Centre. A full copy of the annual accounts is available on the Charity Commission website and from Essex Hall.

The Sustentation Fund, previously a linked charity, is now a restricted fund administered by the GA, and grants totalling £16,500 were made to eligible congregations to support them in funding the role of a minister.

The financial sustainability of the GA is being examined by the Chief Officer and Executive Committee as part of the review of strategy. Quota income from congregations covers approximately 20% of operating expenses, with the majority of the rest coming from investment income, and generous grants chiefly from the Essex Hall Trust, the British & Foreign Unitarian Association, and the Bowland Trust. Quota income has decreased with falling congregational membership, and so fresh approaches to financial sustainability need to be part of our future planning.

This year, the Executive Committee has also been reviewing the GA's Investment Policy, including the ethics of where the charity's money is invested.

A Finance Group has been established as a subcommittee of the Executive Committee and GA Staff, comprising Marion Baker (Convenor), Philip Colfox, Peter Hanley (Honorary Treasurer), David Joseph (Finance Manager), and Liz Slade (Chief Officer). The intention is that the group meets three times a year, and its objectives cover supporting staff in improving the systems and processes of the finance team, budgeting and reviewing financial performance, succession planning for financial management of the denomination, planning for financial sustainability, managing a successful separation of activities and resources between the GA and Unitarian College, and making decisions on behalf of the Executive Committee as and when they agree to this delegation.



## Nightingale Centre

The Executive Committee members are also trustees of the Nightingale Centre, which is a separately registered charity. A report from the Management Committee, who act under delegation arrangement is included later in the report. The Executive Committee met with members of the Management Committee and the Centre Manager when they were at the Centre in September 2019. The Management Committee members and the Centre Manager are to be thanked for their hard work and commitment to providing a high quality resource for Unitarians and other groups.

## Membership

We are sorry to see the St Albans Group and the Southend-on-Sea Unitarian Church close down, and we honour the commitment of members over the years, and particularly in the difficult work of making the decision to close.

We welcome the Forres and Findhorn Fellowship as a new group that launched in June 2019, having grown from a small group meeting over the last few years, to now having over 30 participants at its monthly gatherings.



Retiring Chief Officer, Derek McAuley

We also congratulate Plymouth for being, by our count, the congregation with the largest increase in members this year, and Nottage for the largest percentage growth.

## Staffing

Shortly after Derek McAuley's retirement, John Crosskey, the GA's Finance Officer also retired. John had been a member of the GA team for 33 years, and we are grateful for his committed service.

Heidi Degen joined the team as a temporary Finance Assistant while the longer term staffing requirements of the finance team are identified. The Executive Committee are grateful to all staff members for their commitment and continued hard work through a year of great change.

## Marion Baker



Retiring Finance Officer, John Crosskey

## Electoral Panel

### Members during the year:

Gavin Mason, Howard Wilkins

The Electoral Panel (Gavin Mason and Howard Wilkins) is established under the General Assembly Constitution (Paragraph 7) to be responsible for conducting the election of the Executive Committee. It is accountable to the Annual Meetings.

The Panel was able to conduct its business by email and confirmed it would run a similar process to that in 2017.

Anne Hock, of Popularis was again appointed as Independent Election Supervisor.

A Call for Nominations was issued on 1 January 2019 with nominations to be received by 4 February 2019. Congregational secretaries were also informed of their responsibilities in the event of an election being called. There were more nominations than vacancies and an election was held. The decision of 2014 that the full results would be published was supported. The election opened on 25 February and closed on 31 March 2019. Anne Hock reported on 1 April and a public announcement of the result was made on 2 April 2019.

After two occasions when there were insufficient candidates to require an election (2015 & 2017), it is notable that there were more candidates than places. Albeit only one more, this is positive for accountability. The turnout of 39% is similar to previous years (43.5% in 2008 and 35.6% in 2012).

We would like to thank Anne Hock of Popularis and her staff and Derek McAuley, Chief Officer, and staff at Essex Hall for their assistance. Feedback during the process has highlighted:

- Changes to the paperwork to make it clear to candidates that what they state in their election statement will be reproduced exactly as written and therefore to make sure it is correct.
- Change the text in the biographical information document regarding current or former main occupation to be clearer, as there was some confusion.
- Circulating a poster about the election to congregational secretaries for display on noticeboards has been suggested.
- Generally, a need for more publicity which this time was limited to The Inquirer, Uni-News and social media channels.

A "lessons learnt" review will be held to identify any other issues for the next election in 2021.

It was noted that one of the five people elected will only serve for a two-year term to return to the pattern of four places being filled by election every two years to ensure a managed change of membership.

The Electoral Panel (normally three members) will be reconstituted to conduct the next EC election in 2021 and would welcome views on the election process from Congregations, Unitarian bodies and Associate & Honorary Members of the General Assembly. These should be sent to Elizabeth Slade ([eslade@unitarian.org.uk](mailto:eslade@unitarian.org.uk))

Gavin Mason

### Result of 2019 Executive Committee Ballot:

MARION BAKER	Upper Chapel, Sheffield	933	ELECTED
REV JIM CORRIGALL	Golders Green Unitarians	808	ELECTED
HILDA DUMPLETON	South East Wales District	876	ELECTED
ROBERT INCE	Fulwood Old Chapel, Sheffield	737	ELECTED
SUSAN LOUDON	Chowbent Chapel, Atherton	709	
REV BOB WHITEMAN	Dundee Unitarian Church	759	ELECTED

Ballot Papers – 3035 dispatched, 1182 received (39%) and 3 spoilt.



# Local Leadership - Supporting Congregations

## Local Leadership

### Members during the year:

**Louise Rogers (Chair), Margaret Robinson (Secretary & LEAP), Winnie Gordon (WSC), Ned Prideaux (HSS, until Aug 2019), Nicola Temple (HSS, from Sep 2019), Howard Wilkins (BAG)**

The Local Leadership Strategy Group (LLSG) has not been very active this year in co-ordinating the activities of its sub-groups. However, as can be seen, these have been active and continue to meet their aims and objectives. The two projects which sit with the LLSG itself are the Chalice Award scheme and putting Help is at Hand on the Internet. Due to personal circumstances this was delayed and only now ready to be accessed by GA members and the wider Unitarian community.

All the Chapels who have children and young people registered on the Chalice Award Scheme have been contacted for updates. Enquiries have been received from one church and two individual parents.

Margaret Robinson, who leads on the Chalice Award Scheme for the LLSG, has had discussions with Helen Mason, the Director of Unitarian College to make links with the College's strand of work focusing on children and young people. She has also spoken with the GA's Youth Officer about links with his work and that of the Youth Strategy Group. Going forward we hope that the Chalice Award Scheme will develop with active support from all interested parties.

The development of the Unitarian College offers opportunities for the LLSG to support leadership training and learning. The hope is that some of this may be targeted towards younger people. If our community is to survive and thrive we must support our young people in getting the skills and experience to lead change and maintain what we already have.

LLSG members appreciate that a new Chief Officer will bring change. We will continue to support the General Assembly during these developments, providing what help, skills and knowledge that we can. We would welcome new members.

*Louise Rogers*



*Amy Jarvis, being presented with her Gold Chalice Award Scheme Certificate and Gold chalice and chain by GA President Rev Celia Cartwright at Monton Unitarian Church*

## Hucklow Summer School

### Members during the year:

**Jane Blackall (Convenor), Michael Allured (from Sep 2019), Louise Baumberg, Katie McKenna, Ned Prideaux (to Aug 2019), Nicola Temple**

### Staff Support:

**Audrey Longhurst**

### Mission statement (amended extract):

The core activity of Hucklow Summer School (HSS) is Religious Education. We aim to provide a balanced programme including Small Group Activities and Morning Theme Talks.

We are committed to providing opportunities for Daily Spiritual Practice including meditation sessions each morning and worship in the chapel each evening. We provide a Programme for Children and Young People.

It is essential that HSS is a safe and caring environment. To this end, we are committed to provision of a named "Minister of the Week" for pastoral care, and to the widespread use of group covenants.

It is our hope that participants will be inspired and challenged by their experience of HSS to develop and promote religious education activities back in their own congregations and communities.

We aim to promote diversity at HSS, representing the breadth within our Movement, in terms of our demographics, theologies and varied forms of spiritual practice.



### Achievements

Some 65 participants, including a bumper group of 9 children, experienced Unitarian Summer School from 17th to 24th August. We filled the Nightingale Centre and spilled out into B&B accommodation the village as well (as we do most years because of the high demand for places). Twenty-two of these participants were first-timers and we are proud of having so many newcomers attend the event in 2019.

Morning talks and engagement groups explored the theme 'Theology of the Flesh' and invited us to reflect on 'How might our embodied experience shape our answers to life's ultimate questions?' Our theme speakers across five mornings were Winnie Gordon, Eleanor Chiari, Robin Hanford, Jen Hazel and Bob Janis-Dillon. The talks are available online at [www.hucklowsummerschool.co.uk/talks/](http://www.hucklowsummerschool.co.uk/talks/) Participants chose to join one of four co-facilitated engagement groups for the week: 'Sex and the Spirit' with John Harley and Mark Stewart; 'Let Your Body Call You Home' with Sheena Gabriel and Catherine Coyne; 'The Beliefs that Ground Us' with Celia Cartwright and Sue Woolley; and 'Sacred the Body' with Sarah Tinker and Danny Crosby. Claire Maddocks, Jim Blair, Nicola Temple and Jennifer Canfield facilitated the children's and youth programme for a group ranging in age from 1 to 14.

The standard rate in 2019 was £550, of which only £132 was the conference fee to cover the cost of accommodating our staff team and other expenses (the balance is for accommodation and meals at the Nightingale Centre). Though as in past years the budget is tight we endeavoured to ensure those wanting to experience Summer School are not financially excluded thanks to generous bursaries. We are also very grateful to the Stokes Croft Educational Foundation and several district associations which have generously helped a number of individuals to attend. Bursaries continue to be in high demand and make it possible for more people from a more diverse range of backgrounds to experience Summer School: building and strengthening connections across our network of Unitarian faith communities and helping us fulfil our mission to be a centre of excellence for engagement group practice and nurturing aspiring facilitators to carry a little part of the Summer School ethos back into their congregations.



Participants at the 2019 Summer School

### Looking Ahead to 2020

Planning for Summer School starts early. The volunteer panel met in September 2019 to begin planning for 2020. The theme will be 'Speaking the Truth in Love' and will offer us an opportunity to reflect on how we find the courage to stand up for what really matters to us because of the theology and Unitarian values that motivate us to care about justice and making the world a better and kinder place for everyone. We extend our deepest thanks to Ned Prideaux for the huge contribution he has made in so many ways as he stands down from the panel and we welcome Michael Allured.

One of our first post-Summer School tasks is to analyse comments from feedback forms. It's really encouraging to read the overwhelmingly positive comments for 2019 though we also look carefully to identify thoughts offered about what we can do to make the experience even more enjoyable. One participant in 2019 commented: *'It's only when you get back do you quite start to realise the enormity of what you have been through and how well planned and executed Summer School is.'* Another wrote: *'Thank you! This must take an enormous amount of vision and heart and commitment. I am very grateful to you.'*

Such comments inspire us to continue striving to give everyone at Summer School experiences that are truly potentially life-changing.

**Jane Blackall**



## Buildings Advisory Group

### Members during the year:

Mike Barber (Acting Convenor), Viv Aylmer, Adrian Isaac, Geoff Levermore, Mark Pierce, Howard Wilkins

### Staff Support:

Simon Bland, Derek McAuley

### Historic Consultants:

Graham Hague, Judy Hague

During the year the Building Advisory Group [BAG] continued to be active, conducting most of its business by email. No physical meeting of the group took place.

Our mission is to informally offer practical guidance and suggestions on developing, financing, and maintaining our building stock and grounds.

The main focus of the Group this year, as previous ones, has been responding to requests for advice from various Unitarian places of worship and other denominational buildings. These requests are usually submitted via Essex Hall.

The main enquiries handled during the year were:

Bury St Edmunds – Seeking advice about boiler replacement.

Bridgwater – Seeking details of appropriate grant awarding bodies.

Rosslyn Hill Chapel N London – Seeking advice concerning disabled access.

Golders Green, N London – Seeking advice concerning building subsidence specialists.

Essex Hall – The group continues to be represented, with a number of BAG members sitting on the Essex Hall Board of Trustees.

Presence at 2019 GA Meetings – The BAG had its usual shared stall manned by Howard Wilkins.

The energy consumption of chapels – This work is on-going. It would be useful if chapels could update their consumption details and more chapels submit.



We continue to look to augmenting the membership of the group to broaden and deepen our expertise on offer. Mike Barber proposes to step down from his role as convenor, but until a new convenor is found he is willing to continue in a caretaker role, taking the title of 'Acting Convenor'.

**Mike Barber**



Rosslyn Hill Chapel, Hampstead,

## Worship Studies Course (WSC)

### Members during the year:

Rev Winnie Gordon (Chair & Mentor), Rev Sue Woolley (Course Administrator & Tutor), Rev Ernest Baker (Tutor), Rev Celia Cartwright (Tutor), Rev Sheena Gabriel (Tutor), Rev John Harley (Tutor), Rev Ant Howe (Tutor), Rev Dr Ann Peart (Tutor)

This is a summary of the Worship Studies Course (WSC) and the Unitarian Studies Course (USC), and our plans for 2019:

### Foundation Step:

This report does not cover the costs of the WSC Foundation Step courses. These are run in and by Districts, and each course is expected to be self-funding. Students are required to complete all elements of the training, and have two services assessed to receive their Foundation Step certificates.

Since our last report, the WSCFS is currently being run in the London & South East District Provincial Assembly and the Yorkshire Unitarian Union. The total number of participants is eight for the YUU, and 46 people attended the taster day for the LDPA course, which took place in September 2019. At this time, it is not clear how many of these will be attending the course proper.

### Intermediate and Advanced Steps:

Registration on the WSC presently has 19 students on the WSC Intermediate Step (we consulted inactive students on the roll during the year, and removed those who had no plans to continue), and nine on the Advanced Step, with seven students enrolled on the USC. A couple of students are close to completing their Advanced Step studies.

The Worship Studies Course Team met twice this year, with most in attendance and all the tutors sending in their reports prior to the meeting. Much was discussed about the contribution the WSC makes to the Movement and the importance for congregations to have a good support of lay worship leaders. In addition, the team reviewed the course, making suggestions for future improvements.

The success of the WSC would not be possible without the work of the Intermediate and Advanced Tutors, and the Tutors and Facilitators on the Foundation Step that lay the ground work so well. Our denomination is very blessed to have such volunteers and the Chair expresses gratitude and thanks for all their time and efforts in training lay worship leaders.

If you would like more information about the WSC or the USC please do come and see us at GA, or contact Rev Sue Woolley, Course Administrator.

*Rev Sue Woolley*

## Ministry

### Ministry Strategy Group

#### Members during the year:

Rev Sarah Tinker (Interim Chair), Rev Daniel Costley (from Oct 2019), Jane Couper, Rev Jeff Gould (until Oct 2019), Helen Mason (from Jun 2019), Rev Lynne Readett (EC Link)

#### Staff Support:

Derek McAuley (Chief Officer, until Apr 2019), Liz Slade (Chief Officer, from Apr 2019), Simon Bland (Ministry & Congregational Support Officer)

*Mission Statement: To provide the General Assembly with excellent spiritual leadership with the skills and ability to develop and lead thriving religious communities.*

The Ministry Strategy Group (MSG) is tasked with oversight of Unitarian ministry training and holds on-going responsibility for the GA's Roll of Ministers and for the work of ministers in congregations. The group met four times during the year covered by this report and worked closely with Simon Bland, our Ministry & Congregation Support Officer, whose commitment to our congregations and their leaders, and awareness of the wider charitable sector, is greatly appreciated. Our key strategic work, of developing competencies for ministry and seeking new structures for ministerial training, has now been taken up by our two colleges and we have identified a wider need to focus on all leadership within our Movement.

#### Ministry Training

It has been heartening to see the enthusiasm and commitment with which ministry students have been undertaking their studies over the last year.

The colleges and their tutors are ensuring that the agreed competencies for ministry are fully covered, assessed and recorded within the ministry training curriculum. Conversations are on-going about how best to assess and celebrate the completion of ministry training and the recommendation for a newly trained Minister's entry onto the GA Roll. We are grateful to the Executive Committee and to Unitarian College for agreeing on jointly funded work to strengthen the mentor scheme for students and new Ministers, training for which will start in the year ahead.

MSG continues to support the idea of a more coherent, joined up approach to all the training opportunities offered by our Movement and values the various meetings organised and funded by The Hibbert Trust to consult lay leaders on their varied roles and responsibilities. There is a clear and agreed need for training, guidance and support for all congregational leaders and Unitarian College is exploring how best these needs might be met. This follows on from a Hibbert Trust funded consultation in Autumn 2019 of those involved in our many and varied training courses and groups for lay people.

#### The GA Roll of Ministers

The Strategy Group is responsible for overseeing the Rolls of Ministers and Lay Pastors and ensuring that high professional standards are maintained. Considerable work has been done on updating the Guidelines document, dealing with the relationship between Ministers and congregations. Conversations with the Ministerial Fellowship are on-going as they progress work on a new Code of Conduct for Ministers, which will dovetail with Guidelines.

#### Other Work

The MSG is exploring how best to clarify and strengthen guidance for congregations who appoint a new Minister with probationary status. It is important for our congregations to be aware of their duty of care towards all paid leaders, as well as volunteers. The MSG continues



its encouragement of on-going Continuing Professional Development (CPD) for Ministers, as is now standard practice in many other professions.

The Strategy Group appreciates greatly the commitment of time and organisational resources made by The Hibbert Trust in running the highly regarded Ministry in the Making (MiM) retreat for an eighth year, and for making a sizable funding commitment in order to bring together newly qualified Ministers and students from our colleges. Funding for MiM has now been generously agreed up to 2026 and includes a useful decision to fund specific training on conflict resolution every five years within the MiM structure.

In these times of change, the Strategy Group remains committed to its mission: helping to provide excellent spiritual leadership with the skills and abilities to grow and develop thriving religious communities. We are grateful to our training providers with their focus on ministry training needs for the 21st century. We look forward to further developments in training, mirroring the societal changes that are affecting our Unitarian & Free Christian communities and changes in higher education.

**Sarah Tinker**



*Tutors and Students of Unitarian College*

**1**  
**- Minister admitted to the roll with probationary status**

## Interview Panel

### Members during the year:

Rev Maria Curtis, Rev Daniel Costley, David Dawson, Rev Ant Howe, Rev Patrick Timperley, Rev Sarah Tinker (Chair), with College Tutors involved in the January interviews: Rev Alex Bradley and Rev Ant Howe

### Staff Support:

**Simon Bland (Ministry & Congregational Support Officer)**

The Panel reports to the Ministry Strategy Group (MSG) and looks to the Strategy Group and the Executive Committee as to its current and future ways of working. The Panel relies upon essential guidance and administrative support from Essex Hall Staff, for which it is grateful.

Each year applications are invited from potential candidates for ministry training and those chosen for interview are invited to Oxford in early January for an overnight stay, with conversations, formal interviews, leading worship and engaging in group exercises. The Panel is liaising with the colleges with regards to end of training interviews, as the completion of training may now occur at different times of year for individual students.

**3**  
**- New ministerial students offered training for next year**

**5**

**- Ministerial students in training in the academic year to Summer 2019**

The Interview Panel continues to review its working practices on a regular basis, aspiring to professional standards in all our work for our Movement. We aim to give clear and helpful feedback to candidates if requested and to ensure appropriate levels of transparency in our decision-making, whilst maintaining absolute confidentiality about any individuals involved. We encourage all those who sense a call to ministry to engage in a process of discernment, often over a number of years. Those interested in ministry can learn much by observing and consulting with Ministers at work in our Movement and by actively engaging with the life of their congregation and district association. People considering applying for ministry training will at first ideally become more involved with our national Movement through Worship and Unitarian Studies courses, by attending the Hucklow Summer School and other residential events, through attendance at the Annual Meetings and by visiting other congregations around the country. We ask candidates to demonstrate clearly their understanding of our Movement's work and governance structures and the considerable variety of congregations within our General Assembly.

In July 2019 we held our usual Ministry Inquiry Day, this year in Birmingham. Inquiry Days provide an opportunity for people at all stages of their journey towards ministry to ask questions and consider possibilities. We also welcome email queries, which can be followed up in a phone conversation, or in an informal chat at the Annual Meetings. Our Movement needs more professional Ministers, and yet it is not a path for everyone, and there are many other forms of leadership, paid and voluntary, needed in our congregations and wider Movement.



In January 2019 the Interview Panel recommended that Robin Hanford be offered a place at Harris Manchester College (HMC) and training places at Unitarian College (UC) be offered to two students: Rory Castle Jones and Laura Dobson. Each college will hopefully have completing students in the Summer of 2020 and Interview Panel members are liaising with the colleges on arrangements to ensure that the competencies for ministry have been covered during training. An additional new element at the end of training will be the start of independent learning plans to guide our future Ministers during their probationary years.

During the academic year to the Summer of 2019 five students were in training:

Harris Manchester College, Oxford: Michael Allured and Melda Grantham

Unitarian College: Stephanie Bisby, Jane Blackall and Elizabeth Harley

Panel members were pleased to recommend that Maria Pap be welcomed onto our Roll of Ministers with probationary status, as an experienced Minister from the Unitarian Church of Transylvania.



Rev Dr Maria Pap

We would be very grateful to any individuals and trusts willing to contribute to our Ministerial Students Fund, providing essential grants for students in training and administered by Essex Hall Staff. The financial support offered to students has been increased in the last year but is still inevitably modest. As a Movement we are committed to ensuring that students receive some assistance with the costs of training. We are also grateful to congregations for their support of our students, by offering placements and preaching opportunities, and all those making generous contributions to the funding of our colleges, both independent charities.

As a Movement we can be rightly proud of our ministerial students and the efforts they undergo on the path towards congregational ministry. Our continuing support and encouragement will help to ensure a vibrant and visionary ministry leading our Movement forwards in the years ahead.

**Sarah Tinker**



Unitarian College students taking part in a transatlantic Skype call with UU students from Meadville Lombard Theological School.

## Visibility

### Lindsey Press

#### Members during the year:

**David Dawson (Convenor), Rev Dr Maria Curtis, Rev Claire MacDonald (until May 2019), Catherine Robinson.**

#### Staff Support:

**Audrey Longhurst, Rory Castle Jones (Communications Officer), Liz Slade**

We are pleased to report that in 2018/19 we had the highest annual sale of books for the past nine years, and probably a number of years before that. We sold 1,122 books – 870 from Essex Hall and at the Annual Meetings and 252 online. The latter figure is in fact lower than the previous year, but that was an exceptional year and the latest online figure is well in line with a trend of growing online sales.

These encouraging figures are an accumulation of continuing sales in most of our recent publications, but more particularly the successful launch of two excellent new books at the 2019 GA Annual Meetings. Rev Dr Ann Peart's book *Unitarian Women – a Legacy of Dissent* had been worked on over a number of years with support from the Lindsey Press and associate authors. This book has been welcomed by many in the Unitarian Movement and further afield – Ann was able to arrange a successful supplementary launch of the book at Luther King House, Manchester where there is much interest in some of the women highlighted in this book.

The second book launched this year was a new genre for the Lindsey Press – *Fragments of Holiness* is a book of short daily reflections from a wide range of authors – alive or dead, Unitarian or not Unitarian, but all giving food for thought within a Unitarian



ethos. This was largely compiled and edited by Catherine Robinson, a long-time member of the Lindsey Press whose professional editing skills are invaluable to us.

Looking ahead we are expecting to publish two more books at the 2020 GA Annual Meetings. Writing this report five months before publication means that there are still some changes that might occur in the editing and design process. So look out for Stephen Lingwood's theological exploration – probably titled *Seeking Paradise*; and a book by Rev Daniel Costley and others that will, in quite a different way fill the gap left by Rev Andrew Hill's well-used but now out-of-print book *Celebrating Life...* this will probably be titled *Life's Journey*. Note that we use titles to attract attention and sub-titles to articulate the content of the book.

The Lindsey Press is generally well geared to the production of books, but we often struggle to achieve effective marketing. The GA Annual Meetings is the only occasion when a large number of Unitarians can physically handle our books – and buy. We try to encourage more sales through reviews in the Unitarian press and other outlets and by direct contact with congregations. Thanks to the GA Communications Officer, Rory Castle Jones, we are now seeing a much increased and welcome presence on social media.

The Lindsey Press panel has only four members; we need at least one more – and someone with publicity and marketing skills would be helpful – could this be you? Rev Claire MacDonald retired this year, and we have welcomed Rory Castle Jones and Rev Dr Maria Curtis. David Dawson (Convenor) and Catherine Robinson (Principal Editor) continue as members.

We would like to thank Audrey Longhurst for handling sales of our books at the Annual Meetings and from Essex Hall throughout the year. Audrey also provides us with detailed sales figures and analysis, enabling us to make informed decisions.

**David Dawson**



## Penal & Social Affairs

### Members during the year:

**Bruce Chilton (Chair / Secretary), Tony Cann, Jenny Jacobs, Jo O'Sullivan, Tony Rees, Tony Ward, David Warhurst, Paul Wheeler, Sarah Wilcox, Jane Williams**

*The Penal and Social Affairs Panel (PSAP) is a social responsibility activity of the Unitarians.* It was created as the Penal Affairs Panel in 1992 following the General Assembly's "great concern at the poor conditions and regime at many local prisons." The Panel was given the task "to investigate the current situation on... penal policy, to keep the denomination informed..., and to provide a liberal religious voice in response... to current legislation."

The number of prisoners in 1992 in the UK was about 45,000 and in 2019 reached 92,000, the highest figure and rate per 100,000 population among the western European states. The members of your Panel concluded that so many of the penal problems which have steadily worsened, such as the increase in numbers and the general failing of rehabilitation, were problems of the wider society. The Penal Affairs Panel became the Penal and Social Affairs Panel, refreshed with added members with wider interests and skills. There was also a view in the Panel that Unitarians had developing introspective attitudes more concerned with falling numbers of Unitarian members nationally, a position reflected in the arrangements at General Assembly headquarters, and which the Panel could help to remedy with its wider remit.

How has the Penal and Social Affairs Panel kept "the denomination informed... and provided a liberal religious voice" in 2018 -19? The Panel met in the London home of a member on four occasions in the year. At the start it was decided to increase the number of PSAP articles submitted to The Inquirer. During the year, seven articles from members were published, including on Drugs, Modern Slavery, Universal Credit, Forensic Science and on the Welcome Rucksack Scheme as requested by a member of the PSAP Network of almost 400 Unitarians.

Just one PSAP Issues Paper on Improving Care was published online to the PSAP Network. Four editions of PSAP News, now at issue 33, with links to the latest penal, criminal justice, Human Rights and social news also went online to the PSAP Network. Unitarian representatives from the Panel also attended the AGM of Liberty, meetings of the Foy Society, and responded to interest in the Panel's work from Unitarian meetings and individuals.

The General Assembly Meetings are a busy time for your Panel members. Many copies of documents published over previous years are distributed to delegates and questions answered to individual enquirers. At the Meetings in 2019, PSAP members presented a motion, submitted by FOY, urging the Government to restrict the sale of sharp-pointed knives which was passed by the delegates and became a resolution.



*Patrick Hall, the PSAP Speaker at the 2019 GA Annual Meetings*

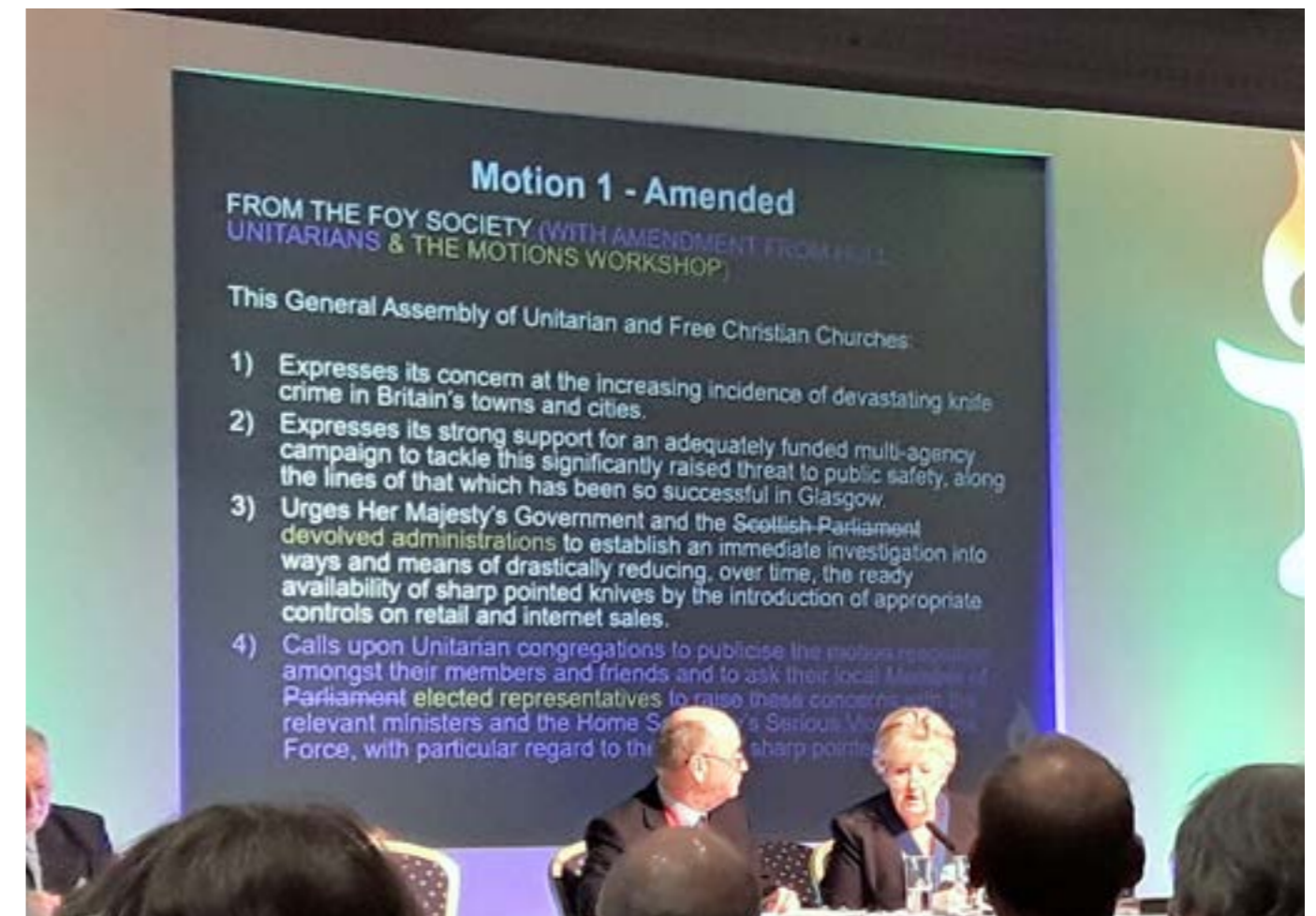
The PSAP Presentation to the 2019 General Assembly Meetings, "Social Care and Possible Solutions", attracted the biggest attendance of delegates and others in the recent history of the Panel. Patrick Hall is a research fellow on the Economic and Social Research Council's Sustainable Care Programme based at Birmingham University. He was very robust in his criticisms of the social care system in the UK. He explained that the austerity programmes of the Conservative Governments had created deep inequalities in social care across the country. Spending per adult fell 13.5% during 2010 - 16. But because it was to areas with the highest social needs that most financial support had gone, it was where the

deepest cuts had fallen. So the North-East, London, West Midlands, North-West and East Midlands are areas where social care expenditure is most in crisis. A report on the PSAP Presentation later appeared in The Inquirer.

The Panel planned a PSAP survey of social responsibility among Unitarians and the online survey was issued after the General Assembly Meetings in May. The Panel has not been impressed by the response from Unitarian chapels, churches and individuals. Perhaps this confirms and reflects the suspicions of Panel members that despite the strong history of Unitarian social responsibility and action by meetings and individuals, the current generation of Unitarians has been going through an inward-looking phase. As promoters of Unitarian social responsibility and action, we hope this is passing. The online survey is to continue into the coming General Assembly year.

Does your chapel, church or fellowship have a particular social or penal interest concern? Please use the PSAP News to tell other Unitarians and friends about it. If you have an online source of information about your interest or concern, do send PSAP News a link. Social responsibility is religion in action!

**Bruce Chilton**



*The Resolution on sharp pointed knives being presented at the 2019 GA Annual Meetings*

# Wales

## Welsh Department

### Members during the year:

**Diana Bianchi (until Jan 2019), Rev Alun-Wyn Dafis (from Oct 2019), Elaine Davies (until Oct 2019), Hilda Dumpleton, Tony Foster (Chair), Rev Eric Jones (life member), Megan Jones-Roberts (until Oct 2019), Rev Cen Llwyd, Julie Nedin, Manon Richards, Morwen Thomas, Rev Wyn Thomas (Vice Chair), Alun Watts (from Jan 2019)**

### Staff Support:

**Melda Grantham (Secretary)**

We have been doing particularly well in regards to raising the profile of Unitarianism in Wales to the public in general, with many appearances by individuals and congregations in the media. We are currently considering our on-line presence and have agreed that a new all Wales bi-lingual website is necessary to provide information about the different congregations in one place. The Facebook page continues to attract new visitors and is a great place to share good news and events, and several congregations also have their own pages.

Our commitment to charities that support those with mental health issues continues and over the year the congregations and Districts raised a total of £2395.20 as well as raising awareness and getting people talking to each other. The South Wales annual sponsored walk raised £729 for the DPJ Foundation, a charity that specifically supports people in rural areas, especially young men in the agricultural sector, and appeared on S4C as part of an interview with Rev Wyn Thomas on 'Dechrau Canu, Dechrau Canmol' (the Welsh equivalent of 'Songs of Praise').

Another event which generated a lot of interest and appeared on BBC news was the Pride and Interfaith service held in Swansea Unitarian Church as part of the official Pride programme for the week, following our participation as Unitarians Wales in the march. A particularly beautiful and moving service, it embodied our values of being an inclusive and welcoming faith and enabled us to publicise our support of same-sex marriages.

As always, the past year has been a busy and productive one for the Welsh Department, with considerable progress being made as we follow the targets set down in our Action Plan. Whilst it has not been possible to achieve everything contained in this ambitious document, it remains a great tool to help us to focus our attention on the targets agreed, as well as allowing the flexibility to re-prioritise as circumstances change and new challenges emerge.

A wonderful few days were spent last Spring at Llanmadog Christian Centre on the beautiful Gower coast, with a group of young Unitarians ranging from 7 to 15. It was a truly inspirational experience designed to forge friendships between youngsters from the different areas of Wales as well as exploring what Unitarianism means to them. It is intended to build on this success by arranging a collaborative project for them to work on together. Some plans are already in place for the youngsters to create and produce a musical drama/production, as well as a return visit to Llanmadog.

As well as the social and fun events, the worship and the social action, the Welsh Department also recognises that many of the congregations need support with governance, especially in respect of Charity Commission legislation, and to this end we sent out a questionnaire to every congregation to ascertain what support is required. A planned programme of training events will now follow.

Through the commitment of the Welsh Department committee members, the District Associations, the congregations and all the individuals who give so willingly of their skills and time, the flame of Unitarianism continues to burn brightly in Wales.

*Melda Grantham*



*Unitarians Wales at Pride*



*Top left: The Unitarian youth of Wales enjoying some fun and games during a short break at the Llanmadog Christian Centre, Gower*

*Top right: Members of the Gellionnen and Graig congregation, Trebanos, with the mountain of shoeboxes that they filled for the homeless and for Unity in Diversity, a charity that supports refugees and asylum seekers.*

*Bottom left: Representatives of the Llwynrhydowen, Pontsian congregation and their minister delivering filled shoe boxes to Home Start Ceredigion, an organisation that supports families and children.*

*Bottom right: Rev Wyn Thomas leads a special interfaith and diversity service as part of the official Swansea Pride week at Swansea Unitarian Church.*





# Youth

## Youth Panel

### Members during the year:

Jim Blair, Jen Hazel, Claire Maddocks, Sara Robertson, Claire Wilton

### Staff Support:

Gavin Howell (Youth Coordinator), Andrew Mason (Minutes)

### ***Nurturing and empowering young Unitarians by meeting their social, emotional and spiritual needs.***

Since my last report the Youth Programme has continued to evolve and respond to the needs of our participants.

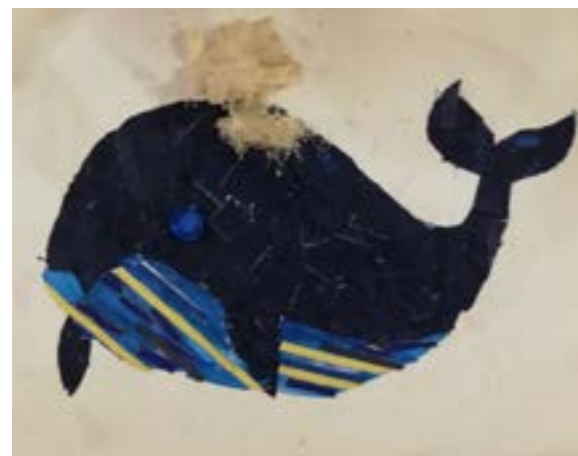
In March, in accordance with the wishes of our participants, (7-11) we ran a successful weekend entitled *Under the Sea* which looked at the harmful impact of pollution on our oceans. As usual, attendees explored the theme through music, art and drama. However, what was different was our expansion into adult and intergenerational programming. Chaperones were invited to take part in Chalice Circles, a small engagement group programme, and everyone was encouraged to participate in an intergenerational art activity which looked at reusing plastic as a craft material.

Feedback from the event was positive with participants giving the green light to further experimentation into alternative programming. Interestingly, the event caused us to really reflect on our Mission Statement and in particular who we have traditionally served as there is clearly a desire for more adult and intergenerational programming. Perhaps our youth events more generally need to be wider in scope and seek to meet Unitarian families including parents and grandparents as well as young people.



*An intergenerational workshop at the Junior Weekend*

Later that month our Inters (12-14) and Seniors (14-17) met at Great Hucklow and after the usual introductions and catch up time they explored the theme of identity in *What lies Beneath*. Both participants and volunteers commented on how it had been a very positive experience which was no doubt facilitated by the safe nurturing environment created by our volunteers.



The weekend also provided the opportunity for us to play with the idea of having a chaplain attend and contribute towards our programming. Our thinking being that a chaplain would support us in zooming in and further addressing the spiritual needs of our participants. The role is very much in its infancy but it's one we hope to develop over the coming years.

In August we held Five Days Away, (FDA) a week long residential retreat. The theme was *What I Believe & Why I Believe It*. The aim of the experience was to provide a space for participants to reflect on the issues which really matter in their lives. In addition to our various workshops we enjoyed walks in the Derbyshire Dales, a caving trip and an abseiling adventure.

Over the course of the event, we began to explore how we could better use social media to promote the youth programme by giving regular updates on workshops and activities. It was a huge success. We attracted more followers to our Facebook page and reached, by some distance, more people than we had managed previously. If you'd like to follow us on Facebook, simply type 'UK Unitarian Youth' into the search box and on our page you'll find lots of photos and videos taken during our events.

Finally, we concluded the year by working in close collaboration with our friends at Unitarian College and producing UniFest. The theme was *Peace: You, Me and the Universe*. UniFest is based on the Junior Weekend model of having 3 levels of programming (junior, adult and intergenerational) but with the addition of a crèche and infant programme. Family members too are encouraged to attend. UniFest's aim is to meet the social, emotional and spiritual needs of the whole family.



*Caving and abseiling at FDA*

The introduction of a crèche and infant programme was a real success. Both focused on supporting each child meet their early developmental goals. Their inclusion allowed for an additional 10 children to attend the event. At the same time their parents benefited from some excellent workshops aimed at meeting their needs.

In all it has been a very successful year. We have listened to the needs of our participants and responded through innovative change. All of this would have been impossible without the support of our volunteers. Since my last report: Claire Maddocks, Izzy Rosenberg, Sara Robertson, Ed Fordham, Anna Jarvis, Marta Pacini, Jen Hazel, Kieren Mardle-Moss, Jim Blair, Cathie Masztalerz, Sue Talbot, Emma Lowe, Kathy Elcox, Nicola Temple, Claire Wilton, Caroline Boyce, Dot Hewerdine, Vicky Hewerdine, John Rowland and Charlie Watts have all volunteered at our events. I thank them for their time.

**Gavin Howell**



*Left - Group Photo from UniFest  
Right - Intergenerational workshop at UniFest*

# Nightingale Centre - Great Hucklow

## Nightingale Centre Management Cttee

### Members during the year:

**Marion Baker (Chair), Sue Catts, Dot Hewardine, Karen Hicks, Richard Merritt, Colin Partington (Financial Secretary), John Rowland, Michael Tracey (Secretary)**



The Centre is also concentrating on reducing single use plastics and works with suppliers to encourage them to change their packaging to support this. Personalised Reusable and Biodegradable bottles are available for a small cost and drinking water is available in more places. Funding is being sought for an outside water bottle filling point also. The plan is to eliminate the use of plastic bottled water for packed lunches.

Future plans include exploring the possibility of installing a charging hub for electric cars which would be available for guests and local people on a Pay-As-You-Go basis. There is an increasing use of electricity and an exploration into ways to future proof the Centre is currently in process including the possibilities of a small sub-station and/or the installation of solar panels.

All these projects are very demanding of staff time and effort and we are indebted to the hard working staff team led by Manager, Stella Burney, who respond to all demands with grace and humour! Whether cleaning bathrooms, changing beds, peeling potatoes, baking cakes, weeding the large garden, planting vegetables or working with the complex office software, members of staff always seem to be able to stop and respond to guests with a smile.

The Centre is also grateful to its volunteers including the Friends of the Nightingale Centre who assist both financially and in other ways.

Once again guest numbers have increased this year and feedback from guests continues to be positive with many returning guests noticing the, sometimes small, improvements which make a difference to the welcome and comfort the Centre offers. The Staff team always welcomes feedback and suggestions from guests and works hard to meet the special requirements of individuals and groups.

The Centre's Green credentials continue to be developed. A sustainable grant from Peak District National Park allowed the planting of some fruit trees and soft fruit bushes at the side of the football pitch. Our chef and kitchen staff enjoy using fruit, vegetables and herbs grown in the well-tended garden. Guests comment on this and are also very appreciative of the beautiful garden with its flowers and trees offering a peaceful space for walking or simply sitting in one of the sensory areas. Even in bad weather, the garden works its magic from inside!



In addition to the Centre's environmental credentials, maintaining the centre's Four Star Hostel rating and Five Star Hygiene rating has remained a priority for the Centre, important in attracting new guests and encouraging repeat bookings.

Many of those repeat bookings have been from Unitarian groups and the opportunity has been taken to advertise the activities of such groups through the Centre's Website, UniNews and the annual Brochure which is sent to all Congregations and to Friends of the Nightingale Centre in December. These stimuli are important as sometimes groups do not achieve their planned numbers resulting in lower occupancy percentages for the Centre.

The Centre continues to benefit from its very special location in attractive quiet countryside. This attracts walking groups (with customised maps and guides available), education field studies, art workshops and, ever increasingly, religious/spiritual groups often for retreats of one form or another.



It also makes it an excellent place to host the Send a Child to Hucklow groups the support of which continues to form an important part of the centre's ethos. The Centre has endeavoured to support the Movement's youth strategy by applying very attractive rates for young people, whilst prices generally have been kept competitive but also set at rates to ensure the Centre's survival.

*Richard Merritt & Dot Hewardine*



# 2019 Annual Meetings

The 2019 Annual Meetings took place at the Hilton Metropole Hotel in Birmingham from Tuesday 16 April to Thursday 18 April. Over 350 Unitarians met to decide on the business of the General Assembly, learn, worship and socialise together.



Some of the highlights:

- A record number of first-time attendees (over 70 people) came to the Annual Meetings in 2019.
- We enjoyed uplifting music and worship led by Terri Quaye, who opened the Annual Meetings.
- The John Rely Beard Keynote Lecture was given by Lord Mark Price on “Workplace Happiness: Why Should We Care?”

- The Anniversary Service was led by Rev Andy Phillips with the Preacher Rev Maria Curtis on the theme of “Knowing Our Place”.
- The Lindsey Press launched two new books – Unitarian Women: A Legacy of Dissent and Fragments of Holiness: For Daily Reflection.
- The launch of the new Unitarian College, training ministers and lay leaders.
- We had an emotional send off for our retiring Chief Officer Derek McAuley and welcomed his successor Elizabeth Slade.
- The Presidential Address, delivered by Joan Cook, and welcoming the new President, Rev Celia Cartwright.

## Business

- Reports were heard from the Youth Panel, Nightingale Centre, Welsh Department, Ministry Strategy Group, Local Leadership Strategy Group, and more.
- We welcomed newly-elected members of Executive Committee.



Lord Mark Price, Keynote Lecturer

- Three new Ministers were welcomed onto the Roll of Ministers of the General Assembly



New Ministers  
L-R: Rev Claire MacDonald, Rev Duncan Voice and Rev Maria Pap

- We thanked retiring staff Mary-Jean Hennis and John Crosskey.
- The Annual Report and Annual Accounts were adopted.
- The Findhorn Unitarian Network was admitted into membership as an affiliated society.
- The contribution of Martin West to the Unitarian Movement was recognised by making him an Honorary Member of the General Assembly.

## Resolution 5

That this General Assembly of Unitarian and Free Christian Churches welcomes the Findhorn Unitarian Network into Membership as an Affiliated Society.

## Resolution 6

That this General Assembly of Unitarian and Free Christian Churches recognises the considerable contribution of Martin West to Unitarians in the United Kingdom by naming him as an Honorary Member.



GA President Joan Cook congratulates Martin West on being named an Honorary Member

## RESOLUTIONS

The following Resolutions were agreed by the Assembly:

### Resolution 1

That the Report of the General Assembly Executive Committee and the Accounts of the General Assembly be received and adopted.

### Resolution 2

That James Cowper Kreston LLP be appointed as Auditors.

### Resolution 3

That Peter Hanley be appointed Honorary Treasurer for the year 2019-2020.

### Resolution 4

That the thanks of the Assembly be given to Peter Hanley for his service as Treasurer during the year 2018-2019, and to district association and local officers for their invaluable services.

## Resolution 7

This General Assembly of Unitarian and Free Christian Churches:

- 1) Expresses its concern at the increasing incidence of devastating knife crime in Britain's towns and cities.
- 2) Expresses its strong support for an adequately funded multi-agency campaign to tackle this significantly raised threat to public safety, along the lines of that which has been so successful in Glasgow.
- 3) Urges Her Majesty's Government and the devolved administrations to establish an immediate investigation into ways and means of drastically reducing, over time, the ready availability of sharp pointed knives by the introduction of appropriate controls on retail and internet sales.
- 4) Calls upon Unitarian congregations to publicise the resolution amongst their members and friends and to ask their local elected representatives to raise these concerns with their relevant ministers and the Home Secretary's Serious Violence Task Force, with particular regard to the issue of sharp pointed knives.

**Resolution 8**

That greetings be sent to kindred churches and societies abroad.

**Resolution 9**

That the thanks of the Assembly be given to Rev Dr Maria Curtis for preaching the Assembly Sermon.

**Resolution 10**

That the thanks of the Assembly be given to Rev Dr Andy Phillips, worship leader for the Anniversary Service, and to all those who provided music and other content for the Anniversary Service and on other worship occasions during these Meetings.

**Resolution 11**

That the thanks of the Assembly be given to the members of the General Assembly staff and to all volunteers for their inestimable help in organising the Meetings.

**Resolution 12**

That Rev Celia Cartwright be appointed President of the General Assembly of Unitarian and Free Christian Churches for the year 2019-2020.

**Resolution 13**

That Anne Mills be appointed Vice-President of the General Assembly of Unitarian and Free Christian Churches for the year 2019-2020.

**Resolution 14**

That this ninety-first General Assembly of Unitarian and Free Christian Churches expresses its gratitude for the services provided by Joan Cook as President during the year 2018-2019.



*Anniversary Service Leader Rev Dr Andy Phillips, and Anniversary Service Preacher Rev Dr Maria Curtis*



*Joan Cook  
GA President 2018-2019*



*Rev Celia Cartwright  
GA President 2019-2020*



*Anne Mills  
GA Vice President 2019-2020*

## 2019 Annual Meetings Accounts

Summary of Financial Results	2019	2018
<b>Income</b>		
Accommodation Fees	(77,672)	(93,818)
Conference Fees	(16,692)	(24,172)
Group Registration	(4,347)	(4,265)
Donations to Meetings	(14,153)	(12,154)
	<b>(112,864)</b>	<b>(134,409)</b>
<b>Expenditure</b>		
Discounts - Accommodation	9,023	14,614
Discounts - Bursary	12,169	3,992
Discounts - Conference Fees	2,352	6,340
Discounts - Retired Ministers	1,462	1,811
Postage and Printing	2,598	2,335
Pre-AGM Expenses	830	1,161
Receptions & Social	1,030	2,764
Room Hire and Audio Visual	8,301	7,422
Speakers and Fees	2,815	1,678
Sundries	872	2,020
Travel	370	321
Van and Bus Hire	1,446	1,192
Venue Account	69,422	82,799
Youth Honoraria & Expenses	798	938
	<b>113,488</b>	<b>129,387</b>
<b>Balance: (Surplus) / Loss</b>	<b>624</b>	<b>(5,022)</b>

**Note:**

Due to a policy change agreed with the new Auditors, we are now showing the full amount of the various Meetings discounts (including: room sharing discounts, young person's discounts, retired minister discounts, ministerial student discounts, newcomer bursaries, staff and volunteer accommodation costs etc), whereas in previous years this amount was netted off against income. Please note, there are contributions towards these amounts from various external trusts, and internal funds.

The 2018 figures have been adjusted accordingly for comparison purposes.



# GA Financial Summary - Income

By David Joseph, Finance Manager



**Live Giving** was £151,725, down by £4,040 on 2017/18.

**Grants** from Essex Hall Trust and management fees charged to the Trust amounted to £232,000. The gift-in-kind of free office space included in this sum is valued at £111,000. The B&FUA grant was £37,352 (2017/18: £36,175).

**Book Sales** generated £10,676 against £8,253 in 2017/18. Cost of book sales was £6,636 (2017/18: £6,723).

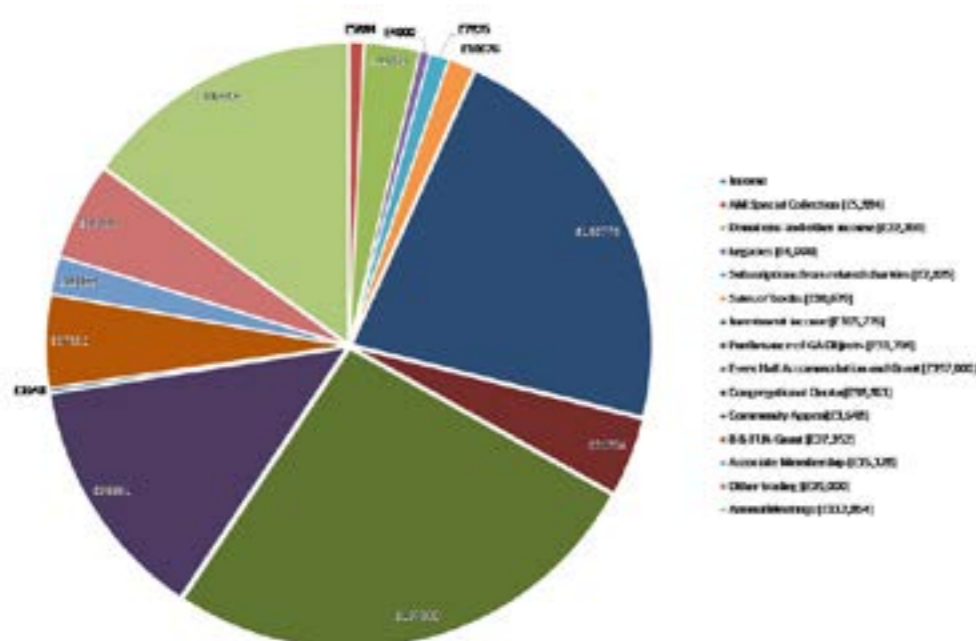
**Investment Income** was £165,776 (2017/18: £146,293). Investment income includes bank interest and rental income from freehold investment property near Kingswood.

**Unrealised gains** The GA's investments appreciated in market value at the year-end resulting in unrealised net gains of £325,519 since the beginning of the year. The freehold land near Kingswood is shown separately as investment property and was revalued on an open market basis in 2016. It is not considered that the value of this land has changed materially.

**Total income** for the year was £750,097, down £566,896 on the 2017/18 figure of £1,316,993, mainly due to the absence of the one-off Sustentation Fund transfer to the General Assembly in March 2018. Fees and grant income (from Essex Hall and the British & Foreign Unitarian Association) amounted to £269,352 (2017/18: £250,425).

**Legacy income** was £4,000 (2017/18: £51,388). Other operating income includes revenues from Live Giving, book sales and investment income as well as receipts from the Annual Meeting and courses that we run (e.g. Summer School).

Income



# GA Financial Summary - Expenditure

The General Assembly expended £914,320 (2018: £828,406) in the year ending 30th September 2019. This includes expenditure from programme activities, grant payments, the Annual Meetings and courses such as Summer School as well as administration expenses.

**Strategy Group Programmes** includes the Local Leadership, Visibility and Ministry strategy groups as well as the Welsh and Youth Programmes and cost £255,028. GA staff time charged to the programmes is 59% of total strategy group programme and committee costs. Strategy Group Committee costs were £9,151, up by £1,200 on 2017/18 (£7,951).

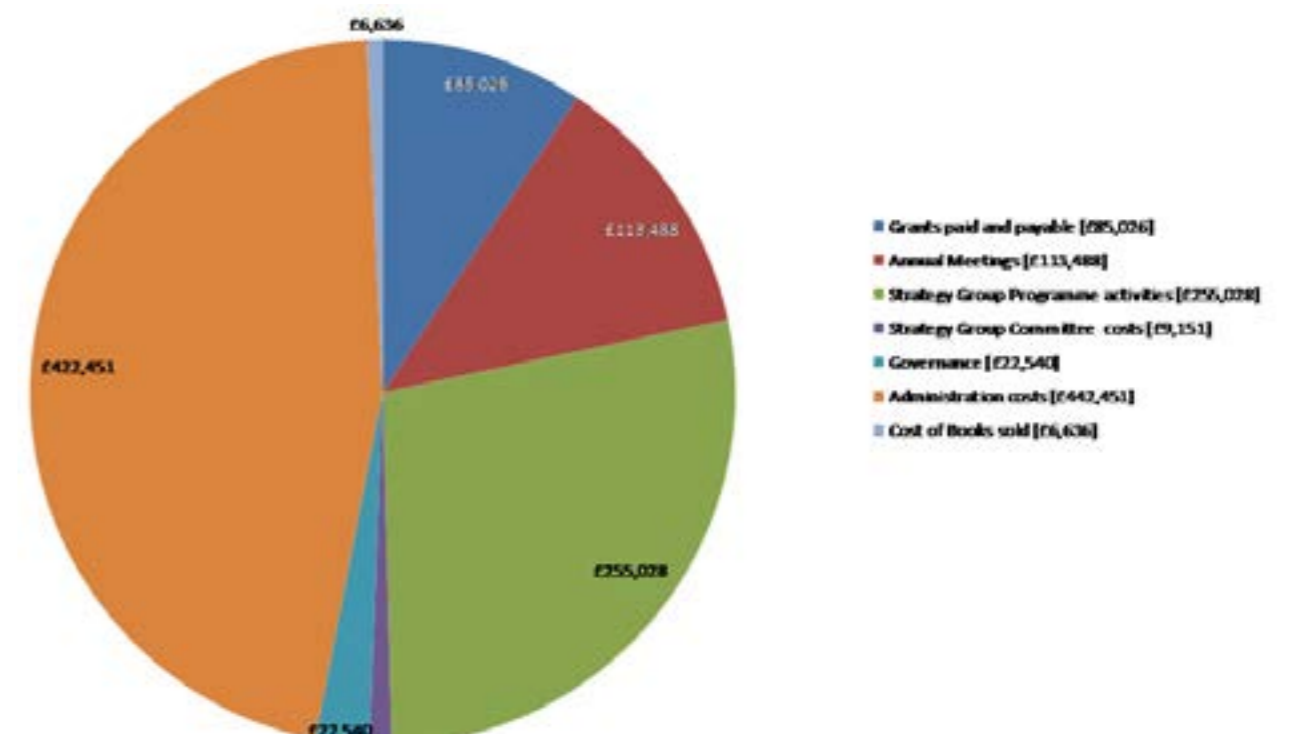
**Grants paid** were £85,026 (2017/18: £44,518) due to the additional Sustentation Fund grants and a larger number of ministry students.

**Administration costs** were £407,496 (2017/18: £353,544).

**Governance and EC activities** amounted to £22,540 (2017/18: £22,667). In addition, the audit charge for the year was £12,060.

**Long-term liability** This arises from the General Assembly's participation in the staff pension scheme and represents the liability to the Pensions Trust for its share of the scheme deficit. It has been actuarially calculated and shown in the balance sheet at £68,674. (At 30 September 2018: £84,148).

Expenditure



## Balance Sheet

	2019	2019	2018	2018
	£	£	£	£
<b>Fixed Assets</b>				
Tangible Assets	60,364		59,464	
Investments	6,130,081		5,842,057	
Investment property	150,000		150,000	
		6,340,445		6,051,521
<b>Current Assets</b>				
Stocks	3,393		3,393	
Debtors	137,616		100,541	
Investments	25,935		25,789	
Cash at Bank and in hand	106,664		236,074	
		273,608		365,797
<b>Current Liabilities</b>				
Creditors falling due within one year	(97,077)		(46,164)	
<b>Net Current Assets</b>		176,531		319,633
<b>Long term Liabilities</b>		(68,674)		(84,148)
<b>Total Assets less Liabilities</b>		<b>6,448,302</b>		<b>6,287,006</b>
Unrestricted Funds		2,352,552		2,358,229
Designated Funds				
Restricted Funds		3,232,744		3,105,282
Endowment Funds		863,006		823,495
<b>Total Funds</b>		<b>6,448,302</b>		<b>6,287,006</b>

## Income and Expenditure Report

Where the money came from	2018-19	2017-18
<b>Income from Donations &amp; Legacies</b>		
Legacies	4,000	51,388
Associate Membership fees received	15,128	15,237
Subscriptions from Related Charities	7,835	10,280
Community Appeal	1,648	1,936
Annual Meeting Special Collection	5,884	4,775
Sundry Donations and other Income	22,369	21,838
Essex Hall Accommodation and Grant	197,000	179,250
B&FUA Grant	37,352	36,175
Transfer from Sustentation Fund	-	536,158
	291,216	857,037
<b>Income from Charitable Activities</b>		
Furtherance of GA Objects	31,704	34,302
Annual Meetings Income	112,864	134,409
Congregational Quota	98,861	101,699
Sales of Books	10,676	8,253
<b>Income from Other Trading Activities</b>	39,000	35,000
<b>Investment Income</b>	165,776	146,293
	750,097	1,316,993
<b>Where we spent our money</b>		
Cost of Books	6,636	6,723
Grants Paid and Payable	85,026	44,518
Annual Meetings	113,488	129,387
Strategy Group Programme activities	255,028	250,540
Strategy Group Committee costs	9,151	7,951
Governance	22,540	22,667
Administration costs	422,441	366,620
	914,320	828,406
<b>Net Incoming Resources</b>	(164,223)	488,587
<b>Gains/ (losses) on investments</b>	325,519	511,259
<b>Net Movement in Funds</b>	161,296	999,846

# The Nightingale Centre Financial Summary

The Nightingale Centre has had another good year, though not quite as good as last year (our best ever!). Towards the end of the year we had a number of expensive unplanned maintenance jobs which therefore resulted in a net loss over the year. However that work was important since it probably means we will have lower maintenance work in the future. We still have plenty in reserve for our next projects, which include some re-roofing, some new en-suites and maybe even an extension!!



We also, with the approval of our external auditor, changed our depreciation schedule to pay off our depreciation earlier.

Also a reassessment of the proportion of our customers who meet our charitable objectives meant a change in Charitable and non-Charitable activity income, but the total income was similar.

Future bookings for 2019/2020 are the healthiest ever, so things look good.

Donations from supporters and legacies continue to be an important income stream, allowing us to make the Centre even more customer friendly and secure for the future.

*Colin Partington MBE*

## Income and Expenditure Report

Where the money comes from	2018-2019 £	2017-2018 £
Donations	24,495	12,699
Charitable Activities	300,567	274,787
Non-Charitable Activities	33,397	68,697
Investment and Rental Income	21,202	22,237
<b>Total incoming Resources</b>	<b>379,661</b>	<b>378,420</b>

## Where we spent the money

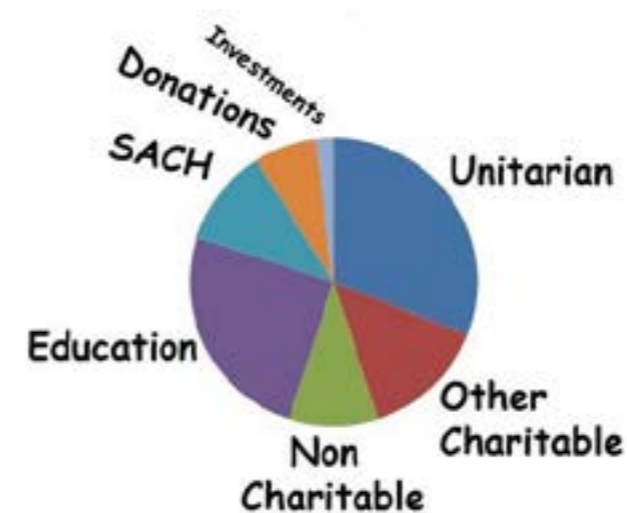
Providing the Services - Charitable	371,324	300,518
Providing the services - non-charitable	41,372	78,988
Governance Costs	1,020	840
<b>Total Outgoing Resources</b>	<b>413,716</b>	<b>380,346</b>
<b>Net Incoming resources</b>	<b>(25,499)</b>	<b>(1,926)</b>
Gains/losses on investment assets	8,556	4,274
<b>Net Movement of Funds</b>	<b>(16,943)</b>	<b>2,348</b>

## Balance Sheet

### Total Assets of The Nightingale Centre as at 30 September 2019

	2019 £	2019 £	2018 £	2018 £
<b>Fixed Assets</b>				
Tangible Assets	2,100,502		2,178,687	
Investments	128,418		69,863	
		<b>2,228,920</b>		<b>2,248,550</b>
<b>Current Assets</b>				
Stocks	1,343		1,308	
Debtors	43,689		10,323	
Cash at Bank and in hand	246,041		284,511	
		<b>291,073</b>		<b>296,142</b>
<b>Current Liabilities</b>				
Creditors falling due within one year	(77,465)		(76,665)	
<b>Net Current Assets</b>		<b>213,608</b>		<b>219,477</b>
<b>Total Assets</b>		<b>2,442,528</b>		<b>2,468,027</b>

## Income



## Expenditure



# Governance

## General Assembly of Unitarian and Free Christian Churches

Registered Charity No 250788

## The Nightingale Centre

Registered Charity No 242256

## The General Assembly of Unitarian and Free Christian Churches

The General Assembly :

- Is a charity in its own right
- acts as a 'supervisory charity' to many congregations with 'excepted' status
- Is considered a parent charity under law to the Nightingale Centre.

### The objects of the General Assembly:

#### Preamble

We, the constituent congregations, affiliated societies and individual members, uniting in a spirit of mutual sympathy, co-operation, tolerance and respect; and recognising the worth and dignity of all people and their freedom to believe as their consciences dictate; and believing that truth is best served where the mind and conscience are free, acknowledge that the Object of the Assembly is:

#### Object

To promote a free and inquiring religion through the worship of God and the celebration of life; the service of humanity and respect for all creation; and the upholding of the liberal Christian tradition.

To this end, the Assembly may:

Encourage and unite in fellowship bodies which uphold the religious liberty of their members, unconstrained by the imposition of creeds;

Affirm the liberal religious heritage and learn from the spiritual, cultural and intellectual insights of all humanity;

Act where necessary as the successor to the British and Foreign Unitarian Association and National Conference of Unitarian, Liberal Christian, Free Christian, Presbyterian and other Non-Subscribing or Kindred Congregations, being faithful to the spirit of their work and principles (see appendix to the constitution), providing always that this shall in no way limit the complete doctrinal freedom of the constituent churches and members of the Assembly;

Do all other such lawful things as are incidental to the attainment of the above Object.

In reference to the penultimate clause of Object, the following is a statement of the Objects of the British and Foreign Unitarian Association, as set forth in Rule 2 of its Constitution:

The diffusion and support of the principles of Unitarian Christianity, including the formation and assistance of Congregations which do not require for themselves or their Ministers subscription to any doctrinal articles of belief; the publication and circulation of biblical, theological, scientific and literary knowledge related to Unitarian Christianity; the doing of all such other lawful things as are incidental or conducive to the attainment of the above objects or any of them.

The following is a statement of the Objects of the National Conference of Unitarian, Liberal Christian, Free Christian, Presbyterian and other Non-Subscribing or Kindred Congregations, as set forth in Rule 1 of its Constitution:

To consult, and when considered advisable to take action, on matters affecting the well-being and interests of the Congregations and Societies on the Roll of the Conference, as by directing attention, suggesting plans, organising expressions of opinion, raising funds to carry out the foregoing objects.

## The Nightingale Centre

The Trustees of The Nightingale Centre are the Members of the GA Executive Committee.

Day to day Management of the Centre is delegated to a Management Committee.

### The objects of the Nightingale Centre:

(1) The object of the charity is, for the benefit of the public, to further the religious and other charitable work of the Unitarian and Free Christian Churches including:

- (a) the relief of those in need by reason of youth, age, ill-health, financial hardship or other disadvantage; and
- (b) the provision of facilities for the education of students of educational establishments.

Subject to the provisions of clauses 5 (Power to dispose of purpose property) and 10 (Disposal of land), the land identified in the schedule to this scheme must be retained by the trustees for use for the object of the charity.

## Being a Charity

### Advantages

As a charity the General Assembly is exempt from income tax and corporation tax on its charitable earnings, and there are advantages involving VAT and rates.

Particular decisions on tax matters are complex and need to be taken with professional advice.

### Responsibilities

As a charity the General Assembly is subject to charity law which insists we behave in a prudent and reasonable manner and fulfil the obligations of the Charities Act and other legislation.

The General Assembly is subject to supervision by the Charity Commission, to whom an Annual Return, which includes our annual report and financial accounts, must be submitted.

The General Assembly has taken great care and professional advice in relation to its position as a parent charity to the Nightingale Centre and has concluded that at the moment the objects of the charities are sufficiently similar and the degree of control exerted by the Trustees of sufficient magnitude that the General Assembly should be considered as a parent charity.

In accordance with this, the GA has fulfilled the requirement to publish consolidated accounts for the charities.





## Our Staff

The following were members of the GA Staff during the financial year:

Chief Officer	Elizabeth Slade (from 30 April 2019) Derek McAuley (until 30 April 2019)	Eslade@unitarian.org.uk -
PROGRAMME STAFF:		
Ministry & Congregational Support Officer	Simon Bland	SBland@unitarian.org.uk
Welsh Department Secretary	Melda Grantham	MGrantham@unitarian.org.uk
Youth Coordinator & Safeguarding Lead	Gavin Howell	GHowell@unitarian.org.uk
SUPPORT STAFF:		
Operations Manager	Andrew Mason	AMason@unitarian.org.uk
Administrator (External)	Audrey Longhurst	ALonghurst@unitarian.org.uk
Communications Officer	Rory Castle Jones	RCastleJones@unitarian.org.uk
FINANCE		
Finance Manager	David Joseph	DJoseph@unitarian.org.uk
Finance Officer	John Crosskey (until June 2019)	-
VOLUNTEER	Rosemary Ruston	Associate@unitarian.org.uk

The following were members of the Essex Hall Trust Staff during the financial year:

Lee Warren	Interim Caretaker
Hepzi Lewis	Cleaner



Staff members (L-R):  
Rory Castle Jones, Melda Grantham,  
Liz Slade, Gavin Howell



## Our Members

### Honorary Members

Rev Dr Peter Godfrey	Mr David Dawson (Dec'd)
Mr Michael Tomlin	Mrs Dawn Buckle
Rev J Eric Jones	Rev Dr Ann Peart
Rev Cliff Reed	Mr Alan Ruston
Rev James McClelland	Mr Martin West

In accordance with rule 4 of the Constitution of the General Assembly the following persons, having contributed not less than £30 each to the funds of the Assembly in the financial year 2018-19, are Associate Members of the General Assembly. Names of Honorary Members and Full Members who have subscribed not less than £30 each during the financial year are also mentioned.

Aaronson J Miss	Calderara B Mrs	Dolso C Ms	Harrison M Mrs
Adkinson EB Miss	Camper A Rev	Dyson-Jones E Ms	Hartley LJ Mrs
Allured M Mr	Cann HA Mr		Hartley R Mr
Arthur D Mr (Dec'd)	Carter J Rev	Edwards J Ms	Hastie WJ Mr
Ashworth J Mrs	Cartwright CM Rev	Egloff U Dr	Haughton DP Ms
Askerod Andersen T Mr	Catts LS Mrs	Elder RC Mr	Hennis MJ Mrs
Atkinson JM Mrs	Chilton CD Mrs	Ellis D Mr	Hewerdine AJ Mr
Attfield R Prof	Chilton GEB Mr		Hewerdine C Ms
Aylmer V Mrs	Clifford B Mrs	Faiers ME Mrs	Hewerdine DC Mrs
	Clifford JC Rev	Foggo K Ms	Hewis H Mrs
Baker M Mrs	Cockroft BS Rev	Ford JM Ms	Hewis P Rev
Barber JM Mr	Cockroft L Rev	Fordham E Mr	Heyse R Mr
Barwick S Mrs	Code, R Mr	Foster K Miss	Higgins M Mr
Beck R Mr	Coldwell AH Mr	Foster MC Miss	Hill AM Rev
Bennett DE Miss	Colfox P Sir	Fowler AM Miss	Hill JM Mrs
Birtles E Rev	Cook JMM Mrs		Hill M Mrs
Blair J Mr	Copley DW Mr	Gabriel S Rev	Hills A Rev
Boeke J Rev	Copley H Mrs	Gaines REF Mr	Hills E Mrs
Boeke R Rev	Corrigall J Rev	Gienke M Mr	Hird JL Dr
Boyce S Mrs	Costley D Rev	Gillman DE Mr	Hooper JK Mr
Boyle B Dr	Costley JE Mrs	Glinwell C Mrs	Hoskins DG Mr
Boyle D Ms	Cotterill K Mr	Glinwell T Mrs	Howarth J Mrs
Bradley A Rev	Cotterill S Mrs	Godfrey PB Rev	Howarth M Mr
Bradley J Rev	Crompton DF Mr	Godfrey S Mrs	Howell GJ Mr
Brooks B Mrs	Crompton J Mrs		Hughes M
Brown AHO Mr	Crosskey JM Mr	Hague G Mrs	
Brown I Mr	Crosskey KSM Dr	Hague HR Mr	Ince R Mr
Brown R Mr	Cupper AM Mr	Hague J Mrs	Ingold J Dr
Buckle D Mrs		Halliday K Ms	Inkson J Mrs (Dec'd)
Buckle R Mr	Darlison JW Rev	Hanley KG Mrs	Isaac AB Mr
Buckley D Mr	Dawson C Mrs	Hanley P Mr	Isaac RB Mr
Burbage M Miss (Dec'd)	Dawson D Mr (Dec'd)	Hardy SJ Dr	
Burns C Ms	Day JM Mr	Harris LA Ms	
	De Silva M Mr	Harrison A Mrs	



Janes JA Mrs	Oates ADG Mr (Dec'd)	Sampson PW Mr	Usher A Mrs
Janis-Dillon RG Rev	O'Connor F Rev	Sanders N Dr	Usher GR Rev
Johnson KJ Mr	Omar B Mr	Scott A Mr	
Johnson PF Rev	O'Neil SE Mrs	Scott G Mrs	Varley L Mrs
Jones A Dr	Oulton RA Mr	Scott JA Mr	Varley RJ Mr
Jones A Mrs		Shaw D Rev	Voegeli I Mrs
Jones B Mrs	Parsons H Mrs	Shaw E Mrs	Voegeli R Mr
Jones JE Rev	Partington C Mr	Seccombe JA Mrs	
Kay H Mrs	Partington J Mrs	Sellman J Ms	Wagner E Mr
Kenyon B Mrs		Short A Mrs	Walker F Rev
Kenyon NA Mr	Paxton MRH Mrs	Silk JF Mrs	Warhurst DE Mr
Kerr DG Dr	Payne B Mrs	Silk PA Rev	Warhurst H Mrs
King L Ms	Peace DI Mr	Simmons J Mrs	West J Mrs
Kirk M Rev	Peart A Rev Dr	Sinclair A Mrs	West MG Mr
Knopf B Mrs	Pebody I Dr	Skelton R Mrs	Whitell M Rev
	Pennington AC Mr	Slaven S Ms	Whitham P Mr (Dec'd)
Lake M Mrs	Percy A Mrs	Smith C Mrs	Wightman R Rev
Laycock BA Mrs	Perry MP Miss	Smith CF Mrs	Wilcox A Mrs
Legg S Mrs	Pilkington C Mr	Smith J Mr	Wilkie C Mrs
Lingwood S Rev	Price DD Mr	Smith KJ Mr	Wilkins H Mr
Lloyd GD Mr		Smith MF Rev	Wilkinson JS Rev
Lodge S Mrs	Ramage RW Mr	Soulsby P Sir	Williams DA Prof
Ludbrook B Ms	Ratcliffe M Mrs	Storey D Mr	Williams J Dr
	Rathbone B Mrs	Sykes J Ms	Williams SR Mr
Maguire M Mrs	Raymond G Mrs		Williams WM Mrs
Mansfield J Miss	Raymond S Dr	Taylor T Mr	(Dec'd)
Marks B Mr	Reed CM Rev	Teagle JJ Mr	Wilson AM Mrs
Martin C Ms	Reed P Mrs	Teagle SM Mrs	Winder JR Mrs
Mason GH Mr	Rees AM Mr	Thompson C Ms	Woodman J Dr
Mason H Ms	Rees C Mrs	Thompson J Miss	Woolley S Rev
Mason JI Mr (Dec'd)	Regan T Mr	Thursfield A Mrs	Wykes DL Dr
Masztalerz C Ms	Reynolds A Rev	Tinker SM Rev	Wykes E Dr
Maud G Mr	Richards J Mrs	Tombs S Miss	
McAuley D Mr	Richards JCT Mr	Tomlin JR Mrs	Zucker D Mr
McClelland A Rev	Richards W Mr	Tomlin MJ Mr	
McClelland J Rev	Roberts WM Mrs	Tucker A Mr	
Merritt H Mrs	Robinson M Ms		
Merritt R Mr	Rogers J Mrs		
Midgley C Rev	Rogers L Ms		
Midgley J Rev	Rowland J Ms		
Mills C Mr	Rowson J Mrs		
Mihás E Dr	Rowson P Mr		
Mitchell SCF Ms	Ruston AR Mr		
Moore TJ Mr	Ruston J Ms		
	Ruston M Mr		
Newton J Mr	Ruston R Mrs		
Nuttall M Mrs	Rycroft K Mr		

## Congregational Contributions

1 October 2018 to 30 September 2019.

England (and Isle of Man)	Quota Members	£
Ainsworth	5	175
Altrincham	42	1470
Ansdell (Lytham St Annes)	0	0
Ashton in Makerfield	38	1330
Atherton	41	1435
Banbury	0	0
Bath	7	245
Belper	16	560
Billingshurst	9	315
Birmingham New Meeting	20	700
Birmingham Hollywood	60	2100
Blackpool	10	350
Bolton Bank Street	49	1715
Bolton Chorley New Road	9	315
Bolton Egerton	30	1050
Boston	5	175
Bradford	15	525
Bridgwater	6	210
Bridport	10	350
Brighton	48	1680
Bristol Brunswick	12	420
Bristol Frenchay	19	665
Bury	48	1680
Bury St Edmunds	8	280
Cambridge	35	1225
Chatham	0	0
Cheltenham and Gloucester	17	595
Chester	5	175
Chesterfield	10	350
Chorley	16	560
Cirencester	12	420
Coventry	3	105
Cradley	10	350
Crewkerne	9	315
Croydon	39	1365
Cullompton	4	140
Dean Row	60	2100
Denton	10	350
Derby	3	105
Ditchling	17	595
Doncaster	23	805
Douglas (Isle of Man)	3	105
Dover	4	140
Dukinfield	27	945
Eccles	46	1610
Evesham	20	700
Framlingham	5	175
Godalming	37	1295
Great Hucklow	6	210
Great Yarmouth	9	315
Hale Barns	14	490
Hastings	10	350
Hinckley	37	1295
Hindley	9	315
Horsham	29	1015
Hull	18	630
Hyde Fellowship	2	70
Hyde Flowery Field	0	0
Hyde Gee Cross	0	0
Ipswich	36	1260
Kendal	46	1610
Kidderminster	27	945
Knutsford	45	1575
Leeds	34	1190
Leicester	33	1155
Lewes	1	35
Lincoln	12	420
Liverpool Gateacre	20	700
Liverpool Sefton Park	24	840
Liverpool Toxteth	5	175
London Brixton	16	560
London Golders Green	44	1540
London Hampstead	84	2940
London Kensington	57	1995
London Lewisham	6	210

London New Unity	96	3360
London Stratford	5	175
Macclesfield	16	560
Maidstone	6	210
Manchester Chorlton	19	665
Manchester Cross Street	32	1120
Manchester Gorton	3	105
Mansfield	34	1190
New Mill	4	140
Newcastle under Lyme	20	700
Newcastle upon Tyne	16	560
Newport (Isle of Wight)	0	0
Northampton	9	315
Norwich	56	1960
Nottingham	12	420
Oldbury	0	0
Oldham	0	0
Oxford	42	1470
Padiham	41	1435
Plymouth	29	1015
Portsmouth	53	1855
Rawtenstall	5	175
Richmond	25	875
Rivington	20	700
Rochdale	18	630
Scarborough	7	245
Sevenoaks	27	945
Sheffield Fulwood	34	1190
Sheffield Norfolk St	52	1820
Sheffield Stannington	25	875
Shelf	15	525
Shrewsbury	23	805
Sidmouth	4	140
Southampton	11	385
Southend	0	0
Southport	5	175
St Albans	2	70
Stalybridge	10	350
Stockton	18	630
Stourbridge	6	210
Styal	25	875
Taunton	11	385
Tenterden	10	350
Torquay	6	210

Trowbridge	6	210
Urmston	0	0
Wakefield	21	735
Warrington	15	525
Warwick	17	595
Watford	8	280
Whitby	7	245
Whitefield (Stand)	25	875
Wirral	22	770
York	40	1400
<b>Wales</b>		
Aberdare	20	700
Alltyblaca *	2	54
Bangor	7	245
Cardiff	12	420
Cefn y Coed	18	630
Cellan *	1	0
Ciliau Aeron *	0	8
Cribyn *	3	64
Cwmsychbant *	3	120
Cwrtnewwydd *	4	156
Felinfach *	1	46
Lampeter *	9	196
Llandysul *	3	0
Llanwnnen *	5	152
Nottage	8	280
Pontsian *	3	76
Prengwyn *	4	118
Swansea	7	245
Talgarreg *	6	200
Trebanos	15	525
Wick	4	140
<b>Scotland</b>		
Aberdeen	16	560
Dundee	11	385
Edinburgh	65	2,275
Glasgow	38	1,330
<b>Total:</b>		<b>£98,490</b>
Prior year's adjustments		£317
<b>Total:</b>	<b>2,824</b>	<b>£98,807</b>

Notes on congregational contributions:

\* £1,244 was received from churches in South Wales for the 2018/19 return. The churches in South Wales pay collectively via the District Treasurer. The contribution for each congregation is as notified to us. Membership numbers for each congregation have not been provided and we have therefore used last year's figures as an estimate.



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