



Meeting of Parishioners and Annual Parochial Church Meeting

Sunday 11 May 2025, 5.00pm

Meeting – All Saints Church, Weston, Bath, BA1 4BU

Charity Reg No: 1136968

The papers listed below were available in advance from:

<https://www.allsaintsweston.org.uk/Groups/422299/APCM.aspx>

1. Agenda for the Meeting
2. Minutes of the APCM of Sunday 12 May 2024
3. Trustees Report and Financial Statements 2024
4. PCC nomination form
5. Church Warden nomination form

The Treasurer's presentation was posted on the church website following the meeting. The agenda was also shared on paper.

Meeting of Parishioners

The Rector, Rev Tom Yacomeni, opened the meeting at 5.05pm with a welcome and a reading from Psalm 107. This was followed by a time of worship led by the worship band.

Appointment of Church Wardens:

Nominations were received from Peter Ward and Rosie Coates, who were re-appointed unanimously by a show of hands. Tom Yacomeni praised God that they were willing to stand for a further year and said that he was grateful that All Saints Weston could rely on these two faithful pillars of the church. He thanked them for their unfailing support of the church and him personally.

Their appointment was greeted with enthusiastic applause.

The meeting closed at 5.15pm.

Annual Parochial Church Meeting, Sunday 11 May 2025

More than 100 people attended the APCM, of which 77 were voting members. A register listing 91 of those present was taken and is held by the Secretary.

1. Apologies for absence

Tom Yacomeni (Chair)

Apologies were received from Geraldine Coley, Mike Everson, Claire Jones, Brigid Smithers and Michael Stealey.

2. Agreement of the Minutes of the APCM of 11th May 2024

Tom Yacomeni

The minutes were approved unanimously by a show of hands by those present at the 2024 meeting and were signed by the Chair.

3. Matters arising

Tom Yacomeni

There were no matters arising.

4. Electoral Roll Officer's Report

Robert Groezinger

To cheers of appreciation, Robert Groezinger reported on the renewal of the Electoral Roll. He began by thanking Gary Oaten for his invaluable and patient help with the renewal.

The previous Roll had 260 members. This was a Renewal Year, so everyone who wanted to be or to remain on the roll had to re-enlist. During the previous year, no-one had actively sought to be removed from the roll, but three members had sadly passed away.

During the renewal phase, they placed a call in the newssheet to all members to re-enlist; attached a notice to the church doors and made announcements at all church services. They sent an e-mail to all members on the 2024 Electoral Roll. Robert thanked everyone who re-enrolled using the link on the ASW website, which reduced the work involved.

In early April, they sent a reminder e-mail to those members who had not yet re-enrolled. They also sent a letter by Royal Mail to those without a known e-mail address.

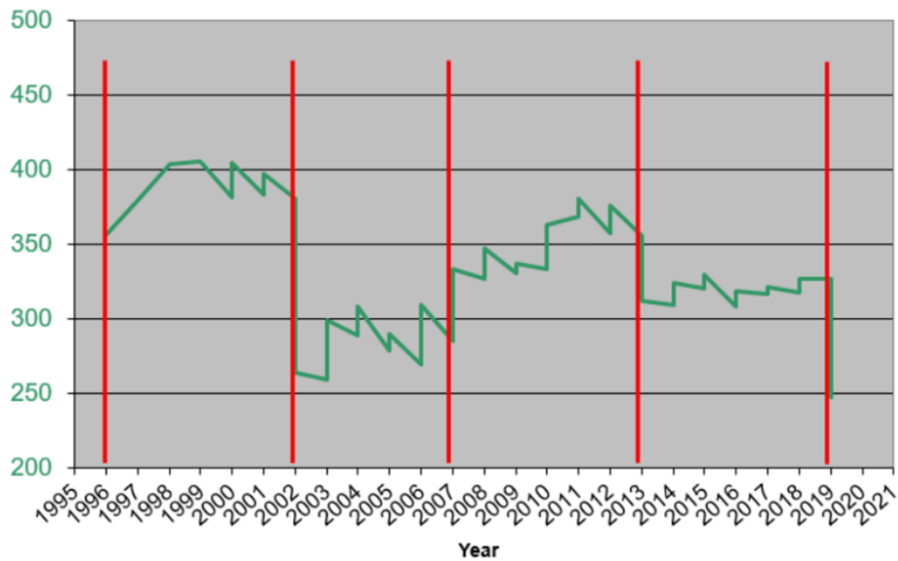
The final figures were:

Previous Roll	260 members
Passed away during the year	- 3 members
Did not rejoin at the renewal	- 85 members
Joined for the first time	+ 55 members
New Roll total	227 members

Many of those who did not re-join have moved away or gone to other churches. New people include about 30 who have started to come to church (or at least to this church) for the first time.

In the previous three years the numbers had grown from 232 to 242 to 260, however it is not atypical to see a significant drop during a renewal year, as Jeremy Tinkler's graph shows.

All Saints Electoral Roll



Apart from the renewal in 2007, which saw a rise from just under 300 to 333, the church usually sees a sharp drop. We can thus expect Electoral Roll numbers to rise in the coming revision years. However, we now have 20 fewer members compared with the last renewal and the overall trend of the figures is downward.

Robert said that he wished he could present a more up-beat picture, but he would leave it to everyone to discern what God was saying to All Saints in this renewal.

To general applause, Tom Yacomeni thanked Robert Groezinger for his diligence and good humour, and for conducting the Electoral Roll renewal, and Gary Oaten for his support.

5. Receipt of the written reports:

Tom Yacomeni

Tom Yacomeni particularly thanked the team that had prepared an exceptionally complex Annual Report and Accounts, especially Lisa Vernalls and Gary Oaten. It had been very challenging this year due to the ROCK Project and the large amount of activity in the church. The **Annual Report and Accounts 2024** were now available on the All Saints' website. They are also uploaded to the Charity Commission website each year for public view.

Last year, exceptionally, income and expenditure exceeded £1 million, which normally triggers a full audit (instead of an Independent Examination), but Rob Gray had appealed to the Charity Commission against this requirement.

Rob Gray was delighted to announce that on Friday the appeal was accepted, therefore saving the church approx. £12,000 in audit costs.

The figures presented to the APCM were necessarily unsigned pending this decision, but now that the exemption had been granted, the auditors were willing to sign the accounts off as a true and accurate record.

Tom Yacomeni proposed that the written reports be received by the membership. This was seconded by the treasurer, Rob Gray, and passed unanimously by the voting members present.

6. Appointment of Tellers

Tom Yacomeni

Tellers were not required, as there were six places on the PCC and five nominations.

7. Election of Lay Members of the Parochial Church Council

Tom Yacomeni

Three people were standing again for the PCC, namely Robert Groezinger, Peter Heywood and Steve Jones, and there were two new nominations, Tim Atkins and Sarah Kwan. They were thanked for standing and were **appointed unanimously by a show of hands**.

Rob Gray, Treasurer, will be co-opted on to the PCC again at its next meeting.

Tom Yacomeni said that Robin Lewis and Andrew Read had both expressed interest in serving and that one or both could be appointed by the PCC, or co-opted during the year.

8. Appointment of Auditors

Rob Gray (Treasurer)

Rob Gray proposed that Burton Sweet be re-appointed for the next financial year. The proposal was seconded by Peter Ward and **approved unanimously by a show of hands**.

9. Financial Report

Rob Gray

Rob Gray started his 7th presentation as treasurer by saying that a lot of things changed in 2024, not least the church building, but the central tenets of our faith remained the same.

Summary:

Income in 2024 - nearly £1.2m - was 50% above 2023, and we have only just learned that we have narrowly averted spending a further £12k on an audit. Over half of the total was Restricted Income, almost entirely related to ROCK. Of the Unrestricted Income, about half came from giving, a quarter came from the Scouts returning the Hall to the church and the remaining quarter from commercial and investment income. Now that ROCK Phase 1 is completed, our projected income for 2025 is much lower, at less than £600k.

Some things have not changed: Half of restricted giving came from members' donations. Following a peak in 2019 the trend has been downwards over recent years, with the exception of one or two substantial one-off donations. In contrast, the trend in Standing Orders and Bank Transfers is up: in 2022 they were the highest they had ever been and 2024 was not much lower.

In 2024 the church set itself a budget which was £12k higher than in 2023, and managed to get within £1k of the target. Whilst this seems like good news, events of the last five years have meant that overall giving levels have not reached the heights of 2019, let alone kept up with inflation. In 2024 we were £13k under the church's ten-year average for Unrestricted Giving. If Unrestricted Giving had kept pace with inflation from the peak of 2019, income in 2024 would have been nearly a third higher.

In 2025 we have set ourselves a budget of just over £348k, which is similar to income in 2019. However, this assumes that we will receive much the same giving as 2024, plus a legacy of over £60k. Thanks be to God, this legacy has just arrived and is even slightly higher than anticipated, but it is a one-off and we still find ourselves well short of where we need to be to withstand the pressures of inflation.

2024 was, understandably, a record year for Restricted Giving, totalling nearly £600k, about two-thirds from grants and a third from regular donations. However, ASW still owes Methodist Chapel Aid £187.5k plus interest. Our current projection for 2025 estimates that only half of restricted income will be for ROCK, a drop of nearly 85%.

For the first three months of 2025, we have seen a 10% increase in Unrestricted Giving over spring 2024. So, some previous ROCK giving may instead be bolstering Unrestricted Giving income. It would undoubtedly be brilliant if this can continue for the rest of the year. If you have recently stopped your ROCK giving, we would really appreciate it if you could please bear this in mind.

Rob gave the members a heartfelt thank you for all of their donations and said that anything and everything was massively appreciated.

Inflation remains a big issue for us all and the expenses part of the Church finances are no exception. Although exceptionally high, expenditure was around £200k less than the church anticipated. 70% of spending was for ROCK. However, since the low of 2021, other expenses have rapidly increased and are now nearly a third higher than 2021 and 12% higher than 2019.

Of particular note in 2024 were staff costs, which were nearly 20% higher than last year, partly due to taking on more staff and partly to another large increase in the National Minimum Wage and National Insurance Contributions.

Direct activity costs increased by nearly 10%, Parish Share increased by 5.5% after the adjustment for the Benefice Ministry Allowance. Overall, costs increased by more than 11.5% last year.

The team has worked very hard to set a budget for 2025 which is slightly lower than the 2024 spend. However, hitting this budget is going to be a challenge, particularly

with the rises in energy prices, National Insurance and National Minimum Wage. For example, in the first 4 months of 2025, the church has been charged more than 61% of its annual budget for gas and electricity.

ROCK expenditure was more than double ROCK income in 2024. This was expected, which is why the church had been fundraising over previous years. When removing ROCK, the rest of the income was slightly higher than expenditure, however, this included receiving £145k from the Scouts for receiving the Hall back. Looking at the core Unrestricted elements, the church ended up with a deficit of just under £20.5k for the year, which we had to cover from our reserves.

In addition to this, there was around £10k of other Capital Expenditure, which has meant that reserves have now dropped from nearly £102k to just under £69k. This is a significant move away from the “three months of expenditure” target, which now would be £108k. Our cash balances hit nearly £820k at the end of 2022. However, from the work on the ROCK project, this dropped to just over £756k in 2023 and is now down to just under £333k.

Between the net MCA loan, the Scout Hall funds and our core deficit, our unrestricted funds managed to increase by £207k in 2024. However, of our now £380k unrestricted funds, £311k is designated and 99% of this is the loan and the Scout Hall funds.

Conclusion: In 2024, we finished the year with a deficit of over £20,000, dropping our contingency to less than £69k. Despite this, the PCC has agreed a balanced budget for 2025, but this is only because of the large legacy we have received. Even then, this will be a challenge to meet, but we have to believe that it’s achievable.

This will depend to a significant degree upon whether we can reach, and preferably exceed, the same level of Unrestricted Income as last year. 2026 will undoubtedly present a further challenge to balance the budget, let alone start to replenish our now depleted reserves.

Our tentative preliminary budget for 2026 indicates that, if we are going to have a chance of even breaking even, we will need to make changes on our expenditure side **and** see a substantial increase to our income. Whilst we will try and raise some of this income on the commercial side, we will need to see an increase of over 7% to giving, from what he have budgeted this year (not including the legacy).

Over the last couple of years, around 2/3 of regular givers have not updated their standing orders. Accordingly, there is real concern as to whether we can achieve this.

We **all** need to go away and prayerfully consider how we can contribute to positively changing the income for our Church; otherwise, we will have no choice but to

implement negative changes, by making cuts to what we spend our money on and the things we do.

Rob said that the church would continue to need the members' full support, to be able to maintain the various different aspects of the church and its mission in the community and beyond. He asked for prayers for wisdom in stewardship, to navigate this difficult financial time.

Rob Gray was thanked with general applause and Tom Yacomeni led the members in prayer for wisdom in decision-making and the church's financial future.

10. ROCK Report:

Tom Peryer

Tom Peryer quoted the wording on Sir Christopher Wren's memorial in St Paul's Cathedral, which says (in Latin) 'Reader, if you seek his memorial - look around you.' The beautiful church in which the APCM was taking place was the recent legacy of the ROCK Project.

The transformation of the church building was the successful completion of the project. A photograph album of work in progress has been uploaded to the website as a testimony to the work undertaken.

Tom Peryer had three items for prayer:

- The original vision was that the church would be alive and full of activity, and that people seeking faith would come and be nourished. We must pray for the necessary resources in people, time and money to use the building daily for this purpose.
- The Loan from Methodist Chapel Aid currently amounts to £187k, to be repaid over nine years, but we want to clear it more quickly. The Church Centre debt was cleared in two years and Tom has faith that this can happen again.
- Having cleared the loan, does All Saints proceed with Phase Two?

This was Tom's thirteenth ROCK Report and he said that he intended it to be his last one, marking the successful completion of the Project.

Tom Yacomeni thanked him and this was met with grateful applause.

11. Rector's Report

Tom Yacomeni

The Rector projected a video compilation of activities throughout the year, set to the anthem 'Glorious' by Paul Baloche. This included events for old and young, outreach and prayer, many shared activities undertaken by the church family, and highlights of the refurbishment of the church. It included the re-opening of the building by the Bishop of Bath & Wells on 8th October 2024. The video ended with John 1:14 "The Word became flesh and made his dwelling among us. We have seen his glory, the glory of the one and only Son, who came from the Father, full of grace and truth."

Tom said that the life and vitality of the All Saints' Church was astonishing, and he was confident that there was even further for the church to go. He had been inspired by the digging of immensely deep foundation piles at the start of January 2024. Literally and metaphorically, God had built deeper foundations for the church. Foundations that go right down to the Bedrock are essential for the structural stability of a bridge, and he believes All Saints is being called to be a strong anchor point and a bridge for the community for generations to come.

There are more people to come, who are seeking and growing the church. We exist to share the good news and to bless others. Tom was grateful for all of the tasks that are being undertaken to grow this place, and mentioned several that are normally hidden from view.

Tom Yacomeni's vision for next year was **A Year of Blessing** in which the church would show unusual kindness and generosity in Weston and beyond. It would take courage and faith to achieve this. Tom thanked everyone who reviewed their giving regularly and said that he had so much to be grateful for at this, only his third APCM.

He then invited several staff members to share a two-minute presentation of the highlights of last year, their dreams for next year and points for ongoing prayer.

Rev Emma King - community and schools' work:

Emma said that Mondays at the Hub were a huge blessing to all involved. A faithful group of people studied the Bible and prayed and amazing volunteers cooked, served and washed up food for the lunchtime crowd each week. The need was great, both for food and for prayer.

Emma announced that the church had just appointed a new Trainee Youth Worker called Theo Holden, starting in September. He was 19 years old, from Bath, and was currently doing an internship in Liverpool. He would be training with SW Youth Ministries.

Jo Tucker - children's work:

It was a year since Jo returned from maternity leave, and nearly nine months since she started SmAll Saints in the refurbished church. The All Age service continued monthly and she thanked the group leaders of the four Sunday Club age groups and their helpers.

The relationship between ASW and WASP School was growing and Jo said that she took services in the school, as well as participating in Open the Book. WASPS pupils also came to All Saints for lots of special services.

Jo was grateful for the efforts within ASW to train and DBS check everyone involved in children's work. She was mindful that good training and robust safeguarding administration kept everyone safe, and this knowledge helped us all to feel secure.

Jo appealed for masses of volunteers for Holiday Club and a team to help with Toast. She also needed volunteers on Wednesdays from Sept 2025 to help with SmAll Saints.

She asked for prayer for wisdom, energy and vision, and was greeted with warm applause.

Pippa Page - Seniors:

Pippa said that she had a small but wonderful pastoral care team to help her with this work. Lots of people at the fringes of the community, often frail, were being supported in their homes. These people were profoundly grateful for the contact with the church and the presence of church members. She appealed to members to tell her if they knew of anyone who was isolated or struggling at home.

One real blessing was the return of Simon as the cook for Third Tuesday Lunch (3TL). Pippa's prayer was for more volunteers to help with 3TL, which was only once a month. Equally, she asked anyone who felt called to join the Pastoral Care team to get in touch.

Pippa was applauded in appreciation for her work and that of the team.

Andrew Kitcatt – worship and adult outreach

Andrew thanked All Saints for the welcome he and Heather had received when they arrived. Encouragements were too many to list, and he was delighted that All Saints had such a strong worship team, including those who helped with the sound desk and AV.

The carol service was tremendous fun and Andrew thanked everyone who took part. He appealed for more people to help with sound and visuals. He said that social media was included in his remit, and he was also paying due attention to the website.

Andrew's work included ministry to Young Adults and he would soon be participating in Freshers' Week at the two universities. His prayer was for wisdom in leadership and to bring more students into the church.

Ben Knowlman - Youth Work:

Ben and Callum had come back newly-inspired from the Alpha Conference. Ben said that there was a movement of renewal among youth and young people at present, both locally and globally. In All Saints and in Bath we were in the forefront of this movement.

He said that 40 to 60 young people come through the doors each week - they count themselves as Christian, but they do not usually come from Christian families. Ben thanked the team who support him in this work and his prayer was for more volunteers.

Ben said that although he was stepping down from Youth Leadership in All Saints, he was staying in Youth Ministry in Bath and was "not going anywhere". He was delighted to hear that Theo Holden had been appointed as Trainee Youth Worker. Ben had known Theo for several years and said that he would be an asset to All Saints.

Gary Oaten – Church Office:

Gary had several encouragements to share:

The first was wonderful church family at All Saints, who are not afraid of hard work, prayer, listening to God, stepping out in faith, laughing and crying together, learning from each other and supporting each other in all that the church sets out to do.

The next was the achievements of the past year, not least the completion of the ROCK refurbishment and seeing how beneficial it is to All Saints and the community to be using the church so well.

He was encouraged by the creativity and resourcefulness of the staff team, who had great gifts but were also humble and gracious. He was so pleased that Martha Overeynder had joined to lead the Facilities Team. He was grateful to Lisa Vernalls, who had put so much work into the accounts and was greatly assisting him and supporting Martha.

Gary's prayer was that the church seek God's wisdom in all that we do, share God's love and serve our church and community well in Weston in the next year.

Rachael Stone – Prayer ministry:

Rachael was encouraged by all of the church members, and by the beautiful place in which we worship.

She said that we all pray, and prayer was the life-blood of the church and our most powerful weapon. Her desire was that prayer should be our first language and that we should all have different voices in this language.

Having a team that prays together helps to enabled this. She said that the 8.00am prayer meeting on a Saturday was one of the most exciting things that happened in the church and Rachael was thrilled to be part of this work. She commended it to the members and encouraged everyone to pray both individually and together for God's work in this place.

12. Opportunity for questions and answers

Tom Yacomeni

There were no questions.

Peter Ward took the microphone on behalf of the members, to express his deepest gratitude to Tom as the church marks its third year with Tom serving as Rector. He said that the past year had been one of growth, fellowship, and renewed spirit, much of which was thanks to Tom's dedication, wisdom, and compassionate leadership.

Through inspiring sermons, pastoral care, and willingness to walk alongside us in both joys and challenges, Tom had reminded us of the power of faith, love, and service. Peter said that from leading worship with warmth and depth, Tom had already left an indelible mark on our church family, and had brought fresh energy, thoughtful reflection, and a listening ear; qualities that had enriched us all.

On behalf of the entire congregation, he wanted to say a heartfelt “Thank you” for Tom’s patience, courage in guiding us forward, and unwavering faith in God’s work among us. Both in moments of celebration and times of difficulty, he had been a steady presence, pointing us toward Christ’s light.

Peter said that we were excited to continue this journey together and prayed that God would bless Tom abundantly as he had blessed All Saints. He promised Tom our continued support, encouragement, and prayers and he prayed that the partnership in the Gospel would grow ever stronger.

Tom, Mims and Emma were ushered to the front and Peter’s speech was met with a standing ovation and much applause.

13. Prayer

Tom Yacomeni closed the meeting with a video of Weston from the air, taken from a drone, showing the area of the witness to the parish of Weston and Newbridge, captioned:

“Go into all the world and preach the good news to all creation.” Mark 16 v 15.

The meeting closed with a blessing at 6.40pm

Signed by Rev Tom Yacomeni _____

DATE