

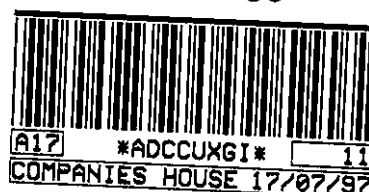
DIOCESE OF LIVERPOOL

18301

REPORT & ACCOUNTS 1996

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These Accounts for the twelve months ending in December 1996 show the finances of the Diocese to be in good shape. The budget for the year forecast that our expenditure would be greater than our income so that we would have to draw on our reserves. In the event, we had a surplus of income over expenditure of £198,000.

A major factor in this good result was the way in which Parishes responded to increased assessments. I know that this is not achieved without much hard work by individuals, PCCs and Incumbents, and I would like to thank all concerned most sincerely for their response. In 1998, Parishes will begin to pay contributions for clergy pensions which means that assessments will again increase by more than inflation. I recognise the pressures that this puts on Parishes and, in that context, I would again draw attention to the support and advice available from the Christian Responsibility Committee and the Resources Officers.

You will see from the Accounts that our income from investments was above budget. It is inevitably difficult to forecast precisely for this but it is an area under close review at present. In particular, the DBF is concerned to ensure that we derive the maximum benefit from our investments in terms of both income and capital growth. In carrying out this review the DBF Executive is receiving valuable help from outside advisers, notably Mr. Tony Walls and Mr. Nigel Packer. I would like to take this opportunity to thank then publicly for their assistance. I would also like to express our gratitude to Mr. Nigel Bromage who acted in a similar capacity for a number of years and stepped down during 1996.

On a broader front, the Bishop's Council has commissioned a review of the DBF as part of a rolling programme which will cover each Diocesan Board in turn. The aim of these reviews is to help Boards look critically at themselves and a summary of the process and outcomes will be presented to the Diocesan Synod when the review is complete. The consultants appointed by the Bishop to work with the DBF include two people from the Bishop's Council itself and one drawn from outside. The review is wide-ranging in scope and, as part of their work, the consultants have obtained comments from a number of Parishes.

A major change in the membership of the DBF occurred in 1996 with the retirement of Bishop Michael. He made a major contribution to the work of the Board over a long period. He was very supportive to me as Chairman and I am most grateful to him for his help and support.

While Bishop Michael is undoubtedly missed, Bishop John has already made his mark as a member of the Board and I would like to thank him and Bishop David for their ongoing encouragement to me and to the DBF. I have also received great support from the other members of the DBF and its Executive, and I thank them sincerely for that. I would particularly mention Keith Cawdron, the Diocesan Secretary, and his staff. The Board is very well served by a relatively small number of people in Church House who do a magnificent job for the Diocese - much of it "behind the scenes".

In summary, 1996 was a busy year for the DBF and the pace has not slackened in 1997. The financial pressures will not reduce in the near future, and we shall need to find more of the resources required to run the Diocese for ourselves over the next six years. With God's help, I am sure this will be achieved.

BARRY MOULT
DBF CHAIRMAN

LIVERPOOL DIOCESAN BOARD OF FINANCE

1996: COMPARISON BETWEEN BUDGET AND ACTUAL

GENERAL DIOCESAN BUDGET	1996 BUDGET £'000	1996 ACTUAL £'000
INCOME		
Parishes	921	921
Discount on Direct Debits	-19	-21
Interest	105	155
TOTAL	1,007	1,055
EXPENDITURE		
General Synod - Training of Clergy	152	152
General Synod - National Church Responsibilities	160	160
Synodical Government	25	28
Diocesan Administration:		
Salaries	113	117
Maintenance/Stationery/Printing	14	10
Postages	3	3
Telephones	1	1
Audit Fee	12	12
Sundry	2	4
Contingencies/Other Grants	15	34
Legal Charges	24	24
Church House	40	40
Board of Education	70	70
Board for Social Responsibility	87	77
Board for Mission	36	35
Board of Ministry	76	64
Pastoral Committee	13	18
Resources Department	59	59
UPA Committee	6	6
Diocesan Advisory Committee	3	2
MARCEA	12	12
Race Relations (CARE Project)	8	8
Foxhill	1	1
MITE	10	10
Married Ordinands	39	39
UPA Housing	12	12
World Development Movement	1	1
Buildings Adviser	12	12
TOTAL	1,006	1,011
Surplus/(Deficit)	1	44

LIVERPOOL DIOCESAN BOARD OF FINANCE

1996: COMPARISON BETWEEN BUDGET AND ACTUAL

STIPENDS	1996 BUDGET £'000	1996 ACTUAL £'000
INCOME		
Parishes	2,192	2,192
Church Commissioners	1,299	1,280
Interest via Commissioners	125	155
Trusts	60	71
Commissioners Grant for Curates	19	19
Glebe	19	19
Miscellaneous	245	376
TOTAL	3,959	4,112
EXPENDITURE		
Stipends	3,618	3,615
Employers National Insurance	240	221
Resettlement etc	104	74
Admin & Miscellaneous	49	56
	4,011	3,966
TOTAL		
Surplus/(Deficit)	-52	146

Note: These figures are for the calendar year 1996 in order to be broadly consistent with the published accounts. Some of the items are classified slightly differently than in the published accounts. The Stipends Budget approved by the Synod is for the period April - March so the budget figures shown above are slightly different.

PARSONAGES	1996 BUDGET £'000	1996 ACTUAL £'000
INCOME		
Parishes	279	284
Church Commissioners	162	269
Interest	4	5
Transfer from Pastoral Account	25	0
TOTAL	470	558
EXPENDITURE		
Repairs	219	259
Loan Repayments	41	21
Administration	68	76
Insurance	46	48
DBF Houses	62	53
Minor Improvements and Decoration	25	25
Rent, Rates, Other	9	4
TOTAL	470	486
Surplus/(Deficit)	0	72

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Registered office

Church House
1 Hanover Street
Liverpool
L1 3DW

Advisers

Registered auditors

Coopers & Lybrand
Richmond House
1 Rumford Place
Liverpool
L3 9QS

Solicitors

Gamon Arden & Co
Church House
1 Hanover Street
Liverpool
L1 3DW

Bankers

Lloyds Bank Plc
India Buildings
Water Street
Liverpool
L69 2BT

Brokers

Neilson Cobbold Limited
Martins Building
4 Water Street
Liverpool
L2 3UF

Registered Company No: 18301
Registered Charity No: 249740

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Directors' report for the year ended 31 December 1996

The Directors present their report and the financial statements for the year ended 31 December 1996.

Principal activities and business review

The Board is the Financial Executive of the Diocesan Synod and also acts as Custodian Trustee and as Agent to all other Boards and Committees of the Synod. The main income of the Board is derived from contributions made by Parishes within the Diocese, in accordance with a predetermined allocation (the Parish Assessment). Detailed reports on the activities of many of the Boards and Committees are included in this publication, following the accounts.

Parish assessments

The response of Parishes to the assessments requested from them has been magnificent. Once again, the Directors have felt able to assume eventual 100% payment, and this is reflected in the accounts. It comes despite the increases in those assessments made necessary by the continuing fall in grants from the Church Commissioners.

Surplus

The accounts show a surplus on normal operations of £198,000. This is made up of surpluses of £146,000 on Stipends, £72,000 on Parsonages and £44,000 on the General Budget offset by a deficit of £55,000 on Church House and £9,000 which had to be withdrawn from Board of Education reserves to offset a shortfall in income. Included in this publication (on pages 2-3) is an analysis comparing actual expenditure with the budget approved by the Diocesan Synod which shows how these variances have arisen. They will be commented on further below. The Board wishes to stress that it has not aimed to produce a surplus or to budget over-cautiously, at a time when Parish finances are under great pressure. In our plans to move towards meeting our full contribution to clergy pensions by the year 2003, we are assuming that recent surpluses will be used in a phased way to help cushion the demand for Quota increases.

Stipends

The surplus of £146,000 replaced a budgeted deficit of £52,000. Income was £153,000 above budget. Once again, income from assigned fees and interest on investments exceeded our budgets. We are reviewing our investment policies and practice with a view to better estimating and to looking at improved total returns. Expenditure on stipends was in line with budget, but we over-budgeted for other costs, especially resettlement grants, removal costs, etc. These latter costs are very hard to forecast because they are entirely demand-led.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Parsonages

As promised in its report last year, the Board, together with the Parsonage Committee, has been reviewing in detail the Diocese's budget and procedures for the repair of parsonage houses. This review has made it clear that we are well behind in our quinquennial repair programme. We have begun work to catch up, and expect to complete this in 1998. The review also made it clear that our repair budget is insufficient and this budget has been increased for 1997. These factors led to expenditure on repairs being well-in-excess of budget in 1996 and the Board believes this was essential. To bring the quinquennial programme up-to-date will require a major injection of additional funds in 1997 and 1998 over and above the basic budget. Some of this will come from the Pastoral Account where income from Vicarage sales has been earmarked for this purpose. In addition, during 1996 the Board altered the allocation of funds from the Church Commissioners to provide an extra £100,000 for parsonages. This funded the overspend on repairs and still left a surplus of £72,000. That surplus has been added to parsonage funds and will be spent in 1997 and 1998 on the extra repairs.

General budget

The surplus of £44,000 arose mainly because our investment income increased again, and our current review (referred to above) is relevant here. The Board for Social Responsibility held its expenditure below budget while meeting its income target, and the Board of Ministry obtained an ABM grant for its LNSM scheme which had not been budgeted for. Other items of expenditure were held close to or within budget, so we were able to make provision for extra demands in the fields of our wills and legacies initiative, child protection, and help for Parishes with the implications of the Charities Act. We also supported LiveWire, thus easing pressure on discretionary funds normally used for this.

Church House

Rewiring of the building and decoration of the top two floors were completed in 1996. The deficit in the year is entirely due to these one off costs and will be set off against Church House reserves which are held precisely for this purpose. The refurbishment of the kitchen in 1997 to meet Health and Safety standards will complete the major refurbishment programme begun some years ago. It will still leave significant reserves, and the Board is working to instigate a programme of planned decoration and maintenance for future years to keep the building up to standard.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Other gains and losses

As well as the surplus on the income and expenditure account, there have been other movements on the balance sheet which produced a net reduction of £62,000 in total assets. The main reduction was the removal from the Board of Education's assets of a fund held for a particular school, which had been wrongly included in the balance sheet, and some money held in the Parsonages' assets for improvements has also been spent. The surplus of £42,600 on the sale of a house owned by the Board was used to repay part of the Parsonage Permanent Loans. The accounts also show the detail of movements on the designated and restricted funds held for particular purposes. The Action and Adventure Youth Project is now established as a separate legal enterprise and the debit balance shown at the year end has since been cleared.

Post balance sheet events

There have been no significant events.

Format of the accounts

These accounts have been published in consolidated form. This presents a clear picture of the overall financial position of the Diocese, but less information about individual areas of activity. Detailed accounts of these areas have been prepared for internal management purposes and will gladly be provided on request. Those interested should contact Mrs Duck at Church House.

The Government has introduced new regulations governing the form and content of the accounts of Charities. These will apply to the Board's accounts with effect from 1997. This will mean that the published accounts next year will be substantially different from these accounts. Compliance with the regulations this year is recommended but not compulsory.

Significant changes in fixed assets

There have been three purchases of property amounting to £100,000 financed by Value Linked Loans from the Church Commissioners. Five properties with an original cost of £152,719 and wholly financed by the Church Commissioners were sold and realised £138,730. Under the Value Linked Loans agreement the Church Commissioners bear all of the loss incurred. In addition, a house was purchased for the new Bishop of Warrington, financed, initially, by way of a loan from the Church Commissioners, but eventually from the sale proceeds of Martinsfield, and a house with a book value of £2,970 was sold for £45,599. The surplus was used to repay part of the Parsonage Permanent Loans with the Church Commissioners.

Market value of land and buildings

The land and buildings in the ownership of the Board have not been revalued. The Directors do not consider the market value to be lower than cost.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Charitable and political contributions

No political contributions were paid during the year. Charitable contributions have been made as part of the Board's objectives.

Directors

The names of the Directors, who are the Executive Committee of the Board, are disclosed at the end of the accounts pages.

Directors' interest in shares

The Board is a company, limited by guarantee (Company No: 18301) and the Directors, as members, may derive no benefit, income or capital interest, in the Board's financial affairs, other than reimbursement of out-of-pocket expenses.

Taxation status

The Board is a registered Charity (Charity No: 249740) and, as such, is not liable to income tax or corporation tax.

Directors' responsibilities for preparing the financial statements

The Directors are required by UK company law to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the company as at the end of the financial year and of the profit and loss of the company for that period.

The Directors confirm that suitable accounting policies have been used and applied consistently and reasonably, and prudent judgements and estimates have been made in the preparation of the financial statements for the year ended 31 December 1996. The Directors also confirm that applicable accounting standards have been followed and that the statements have been prepared on the going concern basis.

The Directors are responsible for keeping proper accounting records, for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Auditors

A resolution to reappoint the auditors, Coopers & Lybrand, will be proposed at the annual general meeting.

By order of the Executive Committee



Keith Cawdron
Diocesan Secretary, Liverpool

15 May 1997

Report of the auditors to the members of the Liverpool Diocesan Board of Finance

We have audited the financial statements on pages 11 to 27.

Respective responsibilities of directors and auditors

As described on page 8 the company's directors are responsible for the preparation of financial statements. It is our responsibility to form an independent opinion, based on our audit, on those statements and to report our opinion to you.

Basis of opinion

We conducted our audit in accordance with Auditing Standards issued by the Auditing Practices Board. An audit includes examination, on a test basis, of evidence relevant to the amounts and disclosures in the financial statements. It also includes an assessment of the significant estimates and judgements made by the directors in the preparation of the financial statements, and of whether the accounting policies are appropriate to the company's circumstances, consistently applied and adequately disclosed.

We planned and performed our audit so as to obtain all the information and explanations which we considered necessary in order to provide us with sufficient evidence to give reasonable assurance that the financial statements are free from material misstatement, whether caused by fraud or other irregularity or error. In forming our opinion we also evaluated the overall adequacy of the presentation of information in the financial statements.

Opinion

In our opinion the financial statements give a true and fair view of the state of the company's affairs at 31 December 1996 and of its surplus, total recognised gains and cash flows for the year then ended and have been properly prepared in accordance with the Companies Act 1985.



Coopers & Lybrand

Chartered Accountants and Registered Auditors
Liverpool

15th May 1997

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Income and expenditure account for the year ended 31 December 1996

	Notes	1996 £	1995 £
Operating income			
Parochial quota receivable		3,375,168	3,312,165
Interest	5	427,185	413,826
Grants		1,589,698	1,786,664
Sundry		441,479	209,787
	2	<u>5,833,530</u>	<u>5,722,442</u>
Operating expenses			
Stipends		3,948,971	3,886,616
Parsonages		486,044	496,753
Board of Finance - central services		234,249	235,579
Board of Finance - grants/allocations		213,525	210,334
Other Diocesan Boards and Committees		324,472	317,064
Central Church - national church responsibilities		159,470	165,310
Central Church - clergy training		152,270	159,000
Church House - operating costs		116,264	84,502
	3	<u>5,635,265</u>	<u>5,555,158</u>
Operating surplus	4	<u>198,265</u>	<u>167,284</u>

The above figures represent results from continuing activities.

There is no difference between the operating surplus and its historical cost equivalent.

Statement of total recognised gains and losses

	1996 £	1995 £
Surplus for the financial year	198,265	167,284
Other movements taken to funds	(105,431)	(113,547)
Gain/(loss) on sale of fixed assets	42,629	(40,477)
Net gain on sale of investments	761	6,218
Total recognised gains and losses	<u>136,224</u>	<u>19,478</u>
Analysed between the funds		
Accumulated capital	93,404	7,278
Designated funds	(8,082)	7,071
Restricted funds	7,146	(39,475)
General reserves	43,756	44,604
	<u>136,224</u>	<u>19,478</u>

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Liverpool Diocesan Board of Finance
 (A company limited by guarantee and not having a share capital)

Balance sheet at 31 December 1996

	Notes	1996 £	1995 £
Fixed assets			
Tangible assets	8	2,516,804	2,332,395
Investments	9	2,281,246	2,456,545
		<u>4,798,050</u>	<u>4,788,940</u>
Current assets			
Debtors	10	604,574	572,612
Bank and cash in hand		1,238,480	914,554
		<u>1,843,054</u>	<u>1,487,166</u>
Creditors: amounts falling due within one year	11	140,608	124,733
		<u>1,702,446</u>	<u>1,362,433</u>
Net current assets		<u>6,500,496</u>	<u>6,151,373</u>
Total assets less current liabilities			
Creditors: amounts falling due after more than one year	12	2,161,294	1,948,397
		<u>4,339,202</u>	<u>4,202,976</u>
Reserves			
Accumulated capital	13	3,482,770	3,389,366
Designated funds	14, 14a	162,030	170,112
Restricted funds	15, 15a	217,374	210,228
General reserves	16	477,028	433,270
		<u>4,339,202</u>	<u>4,202,976</u>

The financial statements on pages 11 to 27 were approved by the Executive Committee on 15 May 1997 and signed on its behalf by:


 Mr B Moulton

Chairman


 Ven C D S Woodhouse

Archdeacon of Warrington

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Cash flow statement for the year ended 31 December 1996

	Notes	1996 £	1995 £
Net cash inflow/(outflow) (see below)		289,644	(150,485)
Investing activities			
Purchase of tangible fixed assets		(340,099)	(127,500)
Sale of tangible fixed assets		198,321	270,668
Purchase of investments		(6,440)	(206,140)
Sale of investments		34,157	205,571
Net cash (outflow)/inflow from investing activities		(114,061)	142,599
Increase/(decrease) in cash and cash equivalents	17	175,583	(7,886)
		<u> </u>	<u> </u>

Reconciliation of operating surplus to net cash inflow from operating activities

	1996 £	1995 £
Operating surplus	198,265	167,284
Other income (net) taken to funds	(105,431)	(113,547)
Increase/(decrease) in creditors	228,772	(128,989)
(Increase) in debtors	(31,962)	(75,233)
Net cash inflow/(outflow) from operating activities	289,644	(150,485)
	<u> </u>	<u> </u>

Liverpool Diocesan Board of Finance

(A company limited by guarantee and not having a share capital)

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Notes to the financial statements for the year ended 31 December 1996

1 Accounting policies

The company has taken advantage of adapting its own arrangements of the headings and sub-headings of the financial statements due to the special nature of its business in accordance with Section 3(3) of Schedule 4 of the Companies Act 1985.

The financial statements have been prepared in accordance with applicable Accounting Standards in the United Kingdom. A summary of the more important accounting policies, which have been applied consistently, is set out below.

Basis of accounting

The financial statements are prepared in accordance with the historical cost convention.

Dividends and interest

These are included in the financial statements when received.

Investments

Investments are shown at cost.

Fixed assets

Land and Buildings. Since 1 January 1972 where the Board acquires property on its own account the expenditure is capitalised. Property acquired prior to 1 January 1972 has not been capitalised.

Profits or losses arising from sales of property are appropriated to the accumulated capital account.

In the case of property purchased before 1 January 1972 and not capitalised, the proceeds of sale are appropriated to the capital account.

Depreciation is not provided on buildings as it is the company's policy to maintain its buildings in a state of good repair, and the Directors consider that the life of the properties and their residual values are such that depreciation is not significant.

Value linked loan property. See Note 8. The Directors do not consider it appropriate to provide depreciation on such property.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

Depreciation on fixtures and fittings costing less than £50,000 is calculated to write-off the cost immediately upon acquisition. For assets costing more than £50,000 depreciation is provided over the expected useful life by equal instalments, at the following rates:

Fixtures and fittings	over 5 years
Computer equipment	over 7 years

The Boards

In accordance with the Diocesan Boards of Finance Measure 1925 and the standing orders of the Diocesan Synod passed under the Synodical Government Measure 1968, the Board of Finance operates current accounts for other boards and related activities to which, in most cases, the Synod has allocated specified sums of money.

In order to comply more closely with SORP 2 these accounts represent the consolidated results of all seven Boards, thus all interboard transfers have been fully eliminated.

Reserves

Accumulated capital is the amount transferred from general reserve, profits less losses on sale of fixed assets and investments, legacies and gifts received for capital purposes.

The general reserve is the total accumulated surplus less deficits for the Board of Finance.

Designated funds are a particular form of unrestricted fund, consisting of amounts which have been allocated or designated for specific purposes by the Board.

Restricted funds are subject to specific conditions either imposed by the donor and binding on the Board or linked to the basis on which money was obtained. They represent unspent restricted income and/or assets to which restrictions as to their use apply.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

2 Regular operating income

	1996 £	1995 £
Board of Finance:		
Parochial Quota	899,476	910,482
Interest and sundry	155,025	138,224
	<u>1,054,501</u>	<u>1,048,706</u>
Board of Ministry:		
Central Church Grant	12,083	-
Interest	734	781
	<u>12,817</u>	<u>781</u>
Board for Social Responsibility:		
Wigan Metropolitan Borough Council	10,112	12,730
Sefton Metropolitan Borough Council	16,000	-
Interest	9,121	10,053
Other	22,525	13,305
	<u>57,758</u>	<u>36,088</u>
Parsonages:		
Parochial Quota	283,692	278,672
Church Commissioners Grants	268,997	162,000
Other	5,342	38,028
	<u>558,031</u>	<u>478,700</u>
Stipends:		
Parochial Quota	2,192,000	2,123,011
Church Commissioners Grants	1,303,921	1,585,741
Interest	218,986	216,420
Assigned fees and other	380,070	137,439
	<u>4,094,977</u>	<u>4,062,611</u>
Board of Education:		
Interest	29,141	31,673
Liverpool City Council	4,197	36,423
Other	500	2,500
	<u>33,838</u>	<u>70,596</u>
Church House:		
Interest	9,807	11,972
Other	11,801	12,988
	<u>21,608</u>	<u>24,960</u>
Total regular operating income	<u>5,833,530</u>	<u>5,722,442</u>

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

3 Regular operating expenditure

	1996 £	1995 £
Board of Finance:		
Central Church	311,740	324,310
Synodical government	27,853	25,715
Central Services	206,396	209,864
Grants and allocations	213,525	210,334
	<hr/> 759,514	<hr/> 770,223
Board of Ministry:		
Clergy training	26,568	25,803
Other expenses	50,145	44,220
	<hr/> 76,713	<hr/> 70,023
Board of Social Responsibility:		
Work in the deaneries	69,826	73,676
Other expenses	64,966	65,132
	<hr/> 134,792	<hr/> 138,808
Parsonages:		
House repairs	312,606	321,236
Insurance	48,178	43,308
Loans/interest payments	20,729	27,764
Other expenses	104,531	104,445
	<hr/> 486,044	<hr/> 496,753
Stipends:		
Stipends	3,836,272	3,777,553
Resettlement grants	73,756	73,993
Other expenses	38,943	35,070
	<hr/> 3,948,971	<hr/> 3,886,616
Board of Education:		
Salaries	71,926	68,761
Grants - Managers/Governors	13,357	14,174
Other expenses	27,684	25,298
	<hr/> 112,967	<hr/> 108,233
Church House:		
Refurbishment costs	57,806	28,659
Operating costs	58,458	55,843
	<hr/> 116,264	<hr/> 84,502
Total regular operating expenses	<hr/> <hr/> 5,635,265	<hr/> <hr/> 5,555,158

Liverpool Diocesan Board of Finance

(A company limited by guarantee and not having a share capital)

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4 The surplus for the year is stated after charging:

	1996 £	1995 £
Auditors' remuneration	<u>11,280</u>	<u>11,280</u>

5 Interest received

	1996 £	1995 £
Listed investments	110,722	123,999
Unlisted investments	<u>224,376</u>	<u>220,115</u>
	335,098	344,114
On loans and deposits	92,087	69,687
Income from property	-	25
	<u>427,185</u>	<u>413,826</u>

6 Directors' emoluments

No emoluments have been paid from Board funds to any member of the Board of Finance.

7 Employees information

The average number of persons employed by the company during the year was:

	1996	1995
Full time	27	28
Part time	13	16
	<u>40</u>	<u>44</u>

	£	£
Staff costs (For the above persons)		
Wages and salaries	475,688	476,086
Social Security costs	32,186	31,893
Other pension costs (Note 20)	73,169	76,271
	<u>581,043</u>	<u>584,250</u>

The above staff costs are allocated to the respective Boards and Committees of the Diocesan Board of Finance.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

8 Tangible fixed assets

	Land and buildings £	Value linked loan property £	Fixtures and fittings £	Total £
Cost				
At 1 January 1996	136,229	2,240,730	91,826	2,468,785
Additions	240,099	100,000	-	340,099
Disposals	(5,932)	(152,720)	(89,604)	(248,256)
At 31 December 1996	370,396	2,188,010	2,222	2,560,628
Depreciation				
At 1 January 1996	40,046	4,518	91,826	136,390
Charge for year	-	-	-	-
Disposals	(2,962)	-	(89,604)	(92,566)
At 31 December 1996	37,084	4,518	2,222	43,824
Net book value				
At 31 December 1996	333,312	2,183,492	-	2,516,804
At 31 December 1995	96,183	2,236,212	-	2,332,395

Land and buildings at net book value comprise:

	1996 £	1995 £
Freehold	333,312	93,213
Long leasehold	-	2,970
	333,312	96,183

Value linked loan property is included in the balance sheet at cost. The properties have been purchased largely or wholly with value linked loans from the Church Commissioners. These loans are made to the Board of Finance although most of the properties are the responsibility of the individual parishes. The loans fall to be repaid only when properties are sold and proceeds are then divided in relation to the different shares in the equity.

Liverpool Diocesan Board of Finance

(A company limited by guarantee and not having a share capital)

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9 Investments

	Listed £	Unlisted £	Total £
Cost			
At 1 January 1996	1,128,460	1,328,085	2,456,545
Additions	2,366	37,712	40,078
Disposals	(5,354)	(210,023)	(215,377)
At 31 December 1996	1,125,472	1,155,774	2,281,246
At 31 December 1995	1,128,460	1,328,085	2,456,545

The aggregate market value of listed investments all of which are listed on a recognised Stock Exchange, is £1,222,128 (1995: £1,246,056).

Unlisted investments include amounts in the Church Deposit Fund of £751,418 (1995: £899,761), £400,606 (1995: £428,324) in the Church Investment Fund and £3,750 (1995: £nil) in Church Fixed Interest Securities.

10 Debtors

	1996 £	1995 £
Parish quota	84,146	77,263
Sundry debtors	216,124	231,746
Parish and other loans	292,009	212,472
Prepayments	12,295	51,131
	604,574	572,612
Debtors comprise: due within one year	418,316	422,544
due in more than one year	186,258	150,068
	604,574	572,612

11 Creditors due within one year

	1996 £	1995 £
Sundry creditors	125,025	112,943
Taxation and social security	15,583	11,790
	140,608	124,733

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

12 Creditors due after more than one year

	1996 £	1995 £
Loans from Church Commissioners	1,960,839	1,746,177
Parish shares in equity property	184,920	184,920
Loans from Central Board of Finance	15,535	17,300
	<u>2,161,294</u>	<u>1,948,397</u>

Value linked loans from the Church Commissioners and parish shares in equity property are repayable on sale of the property. The loans carry interest in the range of 3-5%.

13 Accumulated capital

	1996 £	1995 £
Accumulated funds:		
At 1 January 1996	2,997,106	2,993,527
Board of Finance	691	(1,914)
Parsonages	60,668	(42,568)
Stipends	146,007	176,459
Board of Education	(68,812)	(108,856)
Church House	(54,381)	(19,542)
At 31 December 1996	<u>3,081,279</u>	<u>2,997,106</u>
Contingency funds:		
At 1 January 1996	36,769	41,403
Net income/(expenditure)	1,561	(4,634)
At 31 December 1996	<u>38,330</u>	<u>36,769</u>
Church repair fund:		
At 1 January 1996	355,491	347,159
Net income	7,670	8,332
At 31 December 1996	<u>363,161</u>	<u>355,491</u>
Total at 31 December 1996	<u><u>3,482,770</u></u>	<u><u>3,389,366</u></u>

Liverpool Diocesan Board of Finance

(A company limited by guarantee and not having a share capital)

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14 Designated funds

	1996 £	1995 £
Board of Finance	111,320	114,623
Board of Education	7,097	18,494
Board of Ministry	43,613	36,995
	<u>162,030</u>	<u>170,112</u>

14a Analysis of designated funds

	Balance 1/1/96 £	Income £	Transfer from income and expenditure account £	Expenditure £	Balance 31/12/96 £
Board of Finance					
Service sheets (new ministries)	-	404	-	358	46
Ordination grants	51,981	17,053	39,000	62,033	46,001
UPA grants	8,816	-	11,500	12,300	8,016
Foundation course	672	4,053	-	622	4,103
Asset replacement	53,154	-	-	-	53,154
	<u>114,623</u>	<u>21,510</u>	<u>50,500</u>	<u>75,313</u>	<u>111,320</u>
Board of Education					
Youth committee (action and adventure)	1,104	9,002	-	20,379	(10,273)
R E Resources	3,588	2,061	-	2,455	3,194
Local authority grants	7,468	951	-	600	7,819
Assistant youth officer	369	169	-	-	538
Nigerian youth exchange	1,572	-	-	-	1,572
Governors' course	2,091	-	-	28	2,063
Czech youth exchange	1,632	1,568	-	3,200	-
All night vigil 1995	670	-	-	-	670
Malta Youth Pilgrimage	-	19,663	-	18,149	1,514
	<u>18,494</u>	<u>33,414</u>	<u>-</u>	<u>44,811</u>	<u>7,097</u>
Board of Ministry					
Clergy training	28,424	99	9,000	8,091	29,432
Conferences	8,571	1,010	5,950	1,350	14,181
	<u>36,995</u>	<u>1,109</u>	<u>14,950</u>	<u>9,441</u>	<u>43,613</u>
Total	<u>170,112</u>	<u>56,033</u>	<u>65,450</u>	<u>129,565</u>	<u>162,030</u>

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

15 Restricted funds

	1996 £	1995 £
Board of Finance	35,793	41,811
Board for Social Responsibility	181,581	168,417
	<u>217,374</u>	<u>210,228</u>

15a Analysis of restricted funds

	Balance 1/1/96 £	Income £	Transfer from income and expenditure account £	Expenditure £	Balance 31/12/96 £
Board of Finance					
Albert Dock project	9,318	-	-	5,000	4,318
UPA projects officer	853	9,500	-	8,853	1,500
Partners in mission	5,682	2,921	2,302	2,375	8,530
Inspection of Churches measure	20,269	10,607	-	10,270	20,606
Church Watch	1,143	135	-	591	687
Glebe repair fund	(316)	645	598	927	-
Fellfield	4,862	4,413	-	9,123	152
	<u>41,811</u>	<u>28,221</u>	<u>2,900</u>	<u>37,139</u>	<u>35,793</u>
Board for Social Responsibility					
Sainsbury Trust	19,075	774	-	13,910	5,939
Training fund	6,210	352	-	-	6,562
Social work projects	143,132	12,038	-	(13,910)	169,080
	<u>168,417</u>	<u>13,164</u>	<u>-</u>	<u>-</u>	<u>181,581</u>
Total	<u>210,228</u>	<u>41,385</u>	<u>2,900</u>	<u>37,139</u>	<u>217,374</u>

Liverpool Diocesan Board of Finance

(A company limited by guarantee and not having a share capital)

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16 General reserves

	1996 £	1995 £
General:		
At 1 January 1996	433,270	388,666
Operating surplus for year	43,758	44,604
	<u>477,028</u>	<u>433,270</u>
At 31 December 1996	<u><u>477,028</u></u>	<u><u>433,270</u></u>

The operating surplus shown above is for the Diocesan Board of Finance before the elimination of interboard transfers.

17 Cash and cash equivalents

	1996 £	1995 £
Changes in the year		
At 1 January 1996	1,814,315	1,822,201
Net cash inflow/(outflow)	175,583	(7,886)
	<u>1,989,898</u>	<u>1,814,315</u>
At 31 December 1996	<u><u>1,989,898</u></u>	<u><u>1,814,315</u></u>

	1996 £	1996 Change in year £	1995 £	1995 Change in year £	1994 £
Analysis of balances					
Bank and cash in hand	1,238,480	323,926	914,554	155,984	758,570
Church Deposit Fund	751,418	(148,343)	899,761	(163,870)	1,063,631
	<u>1,989,898</u>	<u>175,583</u>	<u>1,814,315</u>	<u>(7,886)</u>	<u>1,822,201</u>

18 Capital commitments

There are no capital commitments at 31 December 1996 (1995: £Nil).

19 Guarantees

The Board has given guarantees to Lloyds Bank plc of £423,000 (1995: £308,660) in respect of overdrafts granted to parishes. The Board has also committed to provide guarantees to Lloyds Bank plc in respect of overdrafts that may be granted to parishes to a maximum of £32,688 (1995: £75,000).

20 Pensions

The Employer participates in the Church of England Defined Benefits Scheme section of the Church Workers Pension Fund (the Fund), a pension scheme administered by the Church of England Pensions Board to provide benefits based on final pensionable salaries. The assets of the Fund are held separately from those of the Employer.

The contributions have been assessed by a qualified actuary using the Projected Unit Credit method of valuation. The principal assumptions were that the return on assets would be 2% per annum higher than the increase in pensionable salaries, and 4½% per annum higher than the increases to pensions in payment.

A full valuation of the Fund was undertaken as at 31 December 1995 and the actuarial position was reassessed. The pension cost for the year as shown in this statement is equal to the contributions being paid by the Employer. As at 31 December 1995 the market value of the assets attributable to the Employer's section amounted to £708,883. Their contribution rate was reassessed at that date by the Fund's actuary, and the Employer's section was shown to be in surplus. The contributions will be adjusted to allow for this surplus to be amortised over the future working lives of members, commencing 1 January 1997.

Pensions in payment under this arrangement are entitled to annual increases of the lesser of 5% pa or the rise in the RPI and so an increase of 3.9% was granted with effect from 1 January 1996.

The next valuation of the Fund will be carried out no later than 31 December 1998.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

21 Pastoral account

	1996		1995	
	£	£	£	£
Opening balance at 1 January 1996		337,704		268,040
Income				
Sale proceeds of churches	-		182,665	
Sale proceeds of parsonage items	249,139		24,272	
Interest	20,366		24,106	
Rent	-		2,100	
Sundry	3,345	272,850	37,270	270,413
		<u>610,554</u>		<u>538,453</u>
Expenditure				
Parsonage houses (capital)	137,467		73,200	
On parsonage houses (repairs)	-		33,000	
On redundant churches	2,130		11,268	
Pastoral scheme expenses	47		85	
On churches	-		15,466	
Parochial purposes	11,021		8,682	
Faculty fees	4,048		9,253	
Other DBF grants	38,051	192,764	49,795	200,749
		<u>417,790</u>		<u>337,704</u>
Balance at 31 December 1996				

The above funds are held for use by the Board for approved purposes under the Pastoral Measures and are not included in the primary statements.

Liverpool Diocesan Board of Finance

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(A company limited by guarantee and not having a share capital)

22 Diocesan Stipends Fund with the Church Commissioners

In addition to the balances shown above the Church Commissioners hold this account which is the proceeds from sales of Glebe.

These investments are required by law to be held by the Church Commissioners and do not therefore appear in the balance sheet.

The income from these investments must, by law, be used for Clergy stipends.

	Holding	Cost £
DSF Capital Fund	£805,020	805,020
Church Investment Fund	218,388 shares	968,450
Church Fixed Interest Securities Fund	136,986 shares	200,000
Church Commissioners' Property Pool	198.0 shares	350,000
Book value		<u>2,323,470</u>

The estimated market value at 31 December 1996 was: £3,008,514 (1995: £2,681,513).

23 Parsonages

At 31 December 1996 the principle outstanding on permanent loans from the Church Commissioners and repayable in annual instalments was £29,704 (1995: £125,924) and from the Diocese at Bath and Wells was £43,000 (1995: £44,000).

The loans were issued for the purchase and improvement of Parsonage and Team Vicar properties. The Diocese does not have legal title to these properties and so both the properties and the loans are excluded from the balance sheet.

DIOCESAN BOARD OF FINANCE

Chairman:

Mr B Moulton (X)

Vice Chairman:

Archdeacon of Warrington (X)

Financial Adviser:

Mr S Sanderson (X)

Secretary:

Mr K Cawdron (X)

EX OFFICIO

Bishop of Liverpool

Bishop of Warrington (X)

Dean of Liverpool

Archdeacon of Liverpool (X)

Archdeacon of Warrington (X)

The Chancellor

Diocesan Registrar (X)

BISHOP'S NOMINEES

Mr B Moulton (X)

DIOCESAN SYNOD REPRESENTATIVES

Mr D Burgess

Mr C Pye

Mr J Evans

Mr N W Hope

DEANERY REPRESENTATIVES

SEFTON

Rev C Quine

Mr D Miller

LIVERPOOL SOUTH

Canon J V Roberts (X)

Dr A Tinne

WARRINGTON

Rev S Parish

BOOTLE

Rev C H Jones

Mr I Beckett

ST HELENS

Vacancy

Mr E Anderson (X)

WIDNES

Rev G McKibbin

Mrs M Hill

WEST DERBY

Rev T Latham

NORTH MEOLS

Rev R S Charles

Mr J Fell (X)

T, TTH/WTREE

Vacancy

Mr G Quarless

WALTON

Rev P Tilley

Mr K Mottram

ORMSKIRK

Canon P Goodrich (X)

HUYTON

Rev M Norris

LIVERPOOL NORTH

Rev J Rowland

Mr W Farrell

WINWICK

Rev B C Clark

Mr W A Wynne

WIGAN EAST

Can. M Forrest (X)

Mr D Mills (X)

WIGAN WEST

Rev W H Harrington

Mr G A Cooke (X)

(X) = member of the Executive Committee.

DBF EXECUTIVE COMMITTEE

Chairman:

Mr B Moulton

Vice Chairman:

Archdeacon of Warrington

EX OFFICIO

The Bishop of Liverpool

The Bishop of Warrington

The Archdeacon of Liverpool

ELECTED

Canon K M Forrest

Canon J V Roberts

Canon P Goodrich

Mr G A Cooke

Mr E Anderson (Co-opted)

Mr D Mills

Mr J Fell

OFFICERS

Financial Adviser:

Mr S Sanderson

Secretary:

Mr K W Cawdron

Registrar:

Mr R H Arden

STAFFING

At the end of 1996 the DBF was employing 25 full-time and 13 part-time staff. This compared with 28 full-time and 13 part-time at the end of 1995. During the year, three full-time members of staff left. Brian Cowley left his post as Diocesan Surveyor for Parsonage Houses by mutual consent. At the end of 1996 this post was still vacant as its future was being reviewed, and an outside professional firm was providing a surveying service.

Lynne Guy resigned as Secretary in the DBF and Resources Officers sections, following the birth of her baby daughter. She was replaced by upgrading Carol Griffiths from part-time Secretary working on UPA Projects to full-time Secretary in the Resources Department, including continuing to deal with UPA Projects. This was related to the resignation of Sue Shaw as UPA Projects Adviser to take a post in St. Helens. Sue was on a fixed-term contract because her post was substantially dependent on outside funding, and the term was coming towards its end. Work on UPA Projects is now carried by the Resources Department assisted by Marion Boon working on a self-employed basis as Church Urban Fund Projects Adviser.

Following a very positive evaluation, the Jerusalem Trust agreed to sustain their funding of the post of Marriage & Family Life Adviser. Marion Pope continues to do this, but the post has been reclassified from full-time to part-time.

The table showing the division of staff between different areas of responsibility is becoming difficult to produce as Secretarial staff increasingly work in more than one area. But the rough division is as follows:

	Full-time	Part-time
DBF/Synod/DAC		
Pastoral Committee	5	3*
Parsonages	1	1*
Stipends	1	-
Resources	3	1
Officers/Covenants		
Church House	1	1
Print Unit	1	1
Secretarial Support for Archdeacons	-	2*
Episcopal Administration	1	1*
Social Responsibility/Industrial Mission/LNSM	6	4*
Marriage & Family Life Adviser		1
Education/Youth	3	1
GUML	-	1
Continuing Ministerial Education	-	1
Development for Mission	-	1
Total Employed	25	13

* Three full-time members of staff divide their responsibilities between two areas. They are shown twice in the part-time column, but appear as full-time in the total employed. That is why the totals

employed are different from the figures in the columns.

It should be noted that these figures exclude clergy, accredited lay workers and staff employed by bodies other than DBF. They also exclude 3 part-time youth workers in the Action & Adventure Youth Project because their salaries are funded totally separately.

The following table indicates the salary paid to different members of staff as at 31 December 1996:

	Full-time	Part-time
£30,000 - £36,000	1	-
£25,000 - £29,999	-	-
£20,000 - £24,999	3	-
£15,000 - £19,999	6	-
£10,000 - £14,999	9	-
£5,000 - £9,999	6	8
Less than £5,000	-	5
Total Staff	25	13

Keith Cawdron,
Diocesan Secretary.

MOTHERS' UNION

The Mothers' Union in the Diocese has consolidated its work under its new constitution during 1996. The Diocesan Board of Trustees met 10 times during the year. In January, we welcomed the Rev. Peter Todd as the new Mothers' Union Diocesan Chaplain. He has been a constant support to the Board of Trustees and to many members during the year. He also led the annual Quiet Days at Foxhill in October.

In the summer we were sorry to lose Marion Boon, our Diocesan Secretary, to the Resources Office in Church House. Marion had served the Mothers' Union in the Diocese for 7 years and her cheerful enthusiasm and deep Christian faith were an inspiration to many, members and non-members alike. In October, we welcomed June Houghton, the Branch Leader of the Emmanuel/ St. Paul Fazakerley branch as our new Secretary and she soon settled into life in the Mothers' Union Office in Church House. The Trustees were very grateful to Brenda Greenwood, the Assistant Diocesan Secretary for the extra work load she bore during the "interregnum" and also for the extra hours she worked to enable June to settle into the Office more easily. She will be leaving her work in the Mothers' Union Office early in 1997 to spend more time on her family commitments.

We were thrilled that 93 prayers, out of the 365 included in "Children in Prayer" published by Marshall Pickering, were originally written for our "Hello God - it's me" prayer competition in 1995.

We maintained our prayer links with our overseas Dioceses and were especially pleased to receive correspondence from Myanmar (Burma), from whom we had not heard for some time, as well as from the Nigerian Dioceses. Branches continue their prayer

links within the Diocese and with branches in Carlisle Diocese.

As part of our Action & Outreach members continued to knit baby clothes for premature babies in the various special baby care units at hospitals throughout the Diocese. A Teddy bear's picnic was held at the Liverpool/St. Helens RUFC ground in May which provided a fun day out for many people. The proceeds were divided between the Alder Centre, the St. Helen's Hospice and the Mothers' Union. Our main project during the year was the "Bucket & Spade Appeal" for our "Away-from-it-all" holiday scheme. This raised almost £9,000 which will be used during the coming years to provide holidays for families and children under stress.

Our annual Cathedral day in September was a chance to say "thank you" to Bishop Michael and Steve for their support of our work during their many years in the Diocese. The theme for the day was "Go Forth; Show Forth" which fitted in with our theme for the year of "Growing Together in Witness". We were most grateful to the Rev. Peter Jordan and Mrs. Christine McMullen for speaking to us on that occasion.

Training Roadshows were held in five Deaneries and were much appreciated by the Branch Leaders and Committee members who attended them.

We ventured into "third party trading" to extend the range of cards we sell. Cards for all occasions are always available from the Mothers' Union office in Church House.

We do thank Bishop David, all the clergy and many friends in the Diocese for their continued support of our work as an international charity especially concerned with marriage and Christian family life.

Jennifer Robinson, Diocesan President.



BOARD OF EDUCATION

1996 has been a year of considerable activity in every aspect of the work of the Board. Some of this has originated from a desire to break new ground and undertake new initiatives. Often it has resulted from the need to respond to what is happening in Central Government, Local Authorities and the Church at large. One important example of this was the enactment of legislation which brought together much that had changed in the law as it affected Education in recent years. The 1996 Act replaced the 1994 Act in its all-embracing form. It is interesting to note two developments. The role of the Diocese has been strengthened and enhanced. At the same time, Governing Bodies have had their powers extended and increased.

Schools' Committee : The Committee has met on 10 occasions and each time has dealt with full agendas which concern the legal and financial well-being of our schools and of those who govern, teach and learn in

them. New national and local educational matters have been examined and interpreted and the information thus gained has been made available as required. In fulfilling their responsibilities in such matters, the Committee members are grateful to Canon Woodhouse and Mr. Massey for the preparatory work which facilitated their deliberations and for ensuring that the decisions which are made are carried out according to the members' wishes.

There have been two significant events worthy of note in 1996. First, the review of Primary Education in Liverpool brought about a controversial proposal to close and amalgamate one of our oldest primary schools. The officers of the Committee were able to assist the Chair and Governors to devise and present a strategy which ultimately ensured that the school will continue in its present premises with the threat of closure removed. Representatives of the Committee were also involved in the Halewood review of Primary Education and have recently begun discussions with Knowsley LEA over the Huyton review.

Secondly, the members were delighted when building of the new Emmaus School in Croxteth Park began. The Chairman represented the Schools' Committee at the meeting at which Mr. Frank Maguire was appointed Headteacher. The Committee has also considered the effect of Nursery Vouchers on our primary schools and, at the request of Parish Clergy, held a meeting with representatives of the three Church secondary schools in Liverpool on the vexed topic of admissions. As a result of the discussions, a small working party under the Chairmanship of Bishop John Packer met and will shortly publish an explanatory and advisory document for the use of clergy and admissions panels.

As ever, it was a busy year for the Committee but the varied nature of the work it undertakes and the particular contributions of its members ensure that the meetings are both fruitful and enjoyable.

Teachers' Committee : Committee Meetings - the Teachers' Committee met once each term during the year. **Primary School Leavers' Services at Liverpool Cathedral** - These were well supported, with over 2,000 pupils, staff and Governors attending. **INSET** - Following the launch in 1995 of our comprehensive programme of professional development within a wide choice of site, topics and modules, validated by the added CASE qualification of the University of Liverpool. Courses during the year were undertaken at Childwall Primary School, Parish Church School St. Helens and St. Margaret's Church School, Toxteth on collective worship, inspection issues and religious education.

Co-ordination - Mrs. J. Stein was appointed to co-ordinate the statutory denominational education programme in the Liverpool Diocese. She has endeavoured to link the work of the Teachers' Committee with the Church Schools in all 7 Local Education Authorities. Her work has included delivering INSET to clergy, Governors and Teaching staff in aided and controlled schools. This has taken place in seminars at a variety of locations in the

Diocese. Amongst the issues she has addressed include giving appropriate advice on the construction of mission statements and denominational education policies. Her endeavours have contributed strongly to schools' preparation for Section 23 inspections and, through necessary support, to the development and implementation of appropriate action plans which follow up key issues raised in the inspection reports.

Inspection - During 1996, there was a substantial increase in the number of Section 23 Inspections of denominational religious education and collective worship and their contribution to pupils' spiritual, moral, social and cultural development. These were conducted in the Church schools by suitably qualified inspectors. Canon Woodhouse, the Diocesan Director, has provided each Church school in the Diocese with a list of inspectors. This allows each school's Governing Body to make an appropriate choice. The inspector's written reports have been conveyed to the relevant Local Education Authorities, the National Society and the Diocesan Board of Education. The inspectors have met once each term during 1996 to discuss, evaluate and monitor the procedures involved in the inspection process. One outcome of this has been the formation of a sub-committee to liaise between the Teachers' Committee and the inspection service.

Religious Education Syllabus - The Liverpool Diocesan Religious Education Syllabus (1994) for Church Primary Schools has continued to receive good response from schools in and beyond the Diocese. Due to increasing demand, a third re-printing had to be undertaken. Copies are on sale at Church House.

Collective Worship - The National Society's publication "Spiritual Development in Schools" has been supplied free of charge to all of the Church schools in the Diocese as a means of helping them to enhance their collective worship programmes.

Children's Committee : This past year has been a particularly difficult one for the Committee. However, the work of Kaleidoscope has continued to flourish for those Parishes whose Sunday Schools and Children's work follow that particular pattern of teaching. It has also been possible for some instruction courses, although not as many as originally intended, to be completed by those taking part. We have been glad to welcome to our meetings Sister Janet Arnold, Diocesan Children's Evangelist. Janet serves as an ex officio member of the Committee and although her brief is different from ours, her input at meetings is greatly valued. At the end of the year we looked very briefly at the question of the "Admission of Children to Communion before Confirmation", a subject which will be high on the agenda in the months to come.

H. & F.E. COMMITTEE : The Committee held 3 meetings in 1996. The meeting on 27 March was addressed by the Rev. Paul Brice, Secretary to Chaplains in Higher Education. The General Synod pays for this post which is based at Church House, Westminster. Paul described trends in HE in recent years : (i) 1 in 3 18 year-olds are in HE; (ii) There has been mass delivery of HE, with an ethos of choice; (iii) There are different methods of assessment, based on American models of HE; (iv) The teaching is reliant more and more on information technology. A lively discussion shared some of the impact of these trends

on Higher Education in Liverpool. The Committee made a presentation to the main Board during December 1995 on its concerns, but the attendance was small.

The Chaplain at Liverpool Hope University College, Rev. Peter Taylor, was appointed Diocesan Director of Education for the Leicester Diocese. No successor has yet been named.

The meeting on 19 June was concerned with multi-faith chaplaincy with assistance from Canon Michael Wolfe and Rev. Tim Stratford, who had had experience of this area at City of Liverpool Community College. Information on the Merseyside Inter-Faith Group was shared.

The Anglican Chaplaincy at Liverpool University has been refurbished and remodelled; the building was dedicated on 17 October. The Liverpool John Moores University Chaplaincy has been moved into Personnel and Welfare in July. The Chaplains of both Universities are spending more time with international students. A working party on FE chaplaincy has met throughout the year. Dr. Pat Starkey resigned as Chair at the end of the year, having served her allotted time.

YOUTH COMMITTEE : The Youth Committee met 5 times during 1996 and supported work with young people that included Youth Exchanges, Management Committees, Advice, Supervision, Training, Conferences, Residentials, Pilgrimage, Interviewing Staff, Presentations and guidance on Child Protection. Congratulations were extended to the Diocesan Youth Officer on receiving his Masters Degree in the Management of Community Education at the January awards ceremony at Warwick University.

Confirmation Training : Together with Rev. Andrew Dawswell the Youth Officer delivered 2 training days for Clergy and Leaders involved in Confirmation Training which included discussions, examples of practice, resources and planning confirmation classes.

Lottery Grants : Several projects linked with the Church of England and others that gained support from the DYO received lottery grants to support their youth work, these included Centre 63, Bankfield House, Action & Adventure, Walton Youth Project and the Good Shepherd.

Youth Worker Appointments : The Youth Officer has been involved in interviews, appointments and processes at Walton, The Good Shepherd and Action & Adventure and offered support and advice to full-time youth work appointments made at St. Michael's, Aughton and Holy Trinity, Wavertree.

Action & Adventure : The project continues to deliver quality youth work to disenfranchised young adults in the Breckfield/Everton area. Bishop David and Grace joined the staff to discuss their work and later met with the Managers of the project for further discussions. The DYO continues to support the project and its transition to independence and autonomy as a Charity. The project is funded jointly

by the Local Authority and the National Lottery Grant and Mountbatten Training.

Czech Youth Exchange : The young adults and leaders from Breclav were welcomed to Merseyside in August, staying at the homes of youngsters in the Diocese. It was a superb exchange with great fun and friendships developed. Shortly after the Czechs leaving on the coach from Liverpool our great friend Rev. Chris Gray, who had played a substantial and active part in the leadership of the Czech Youth Exchange, was killed on returning home from the Coach Station.

Youth A Part Report : The North West DYO's gave a presentation to the North West Bishop's Meeting in Rose Castle, Carlisle Diocese, on aspects of the Youth A Part report and the Liverpool DYO gave a report to Bishop's Council on aspects of the report and the culture of young people. These were well received.

Malta Pilgrimage : 13 young adults from the Anglican Church joined youngsters from several denominations on Merseyside for the Church Leaders Young Adults Ecumenical Pilgrimage to Malta. The young people gained a great deal in friendship, fellowship and understanding during their stay in Malta. Several reunions, parties and services have been outcomes of the strong links made during their time on pilgrimage.

DYO Illness : Towards the end of 1996, it became apparent that the DYO was under stress from the amount of work attempting to be covered. Under medical advice the DYO was given leave of absence for December. The Youth Committee set dates to review the work of the DYO in January.

As a concluding paragraph of these reports, may I congratulate the Officers of the Board for their unstinting efforts. We are fortunate to have Canon David Woodhouse as the leader of this hard working Team.

Rev. J.C. Sharples, Chairman.

EQUAL OPPORTUNITIES MONITORING GROUP

During the year Kweiku Mensah has begun to raise questions with Boards, Deanery Synods and other bodies. We have continued to monitor the position of women priests, and we are preparing an E.O. check list to assist those preaching and leading intercessions. We have supported and are following up a challenging paper from the Black Anglican Committee which raises important issues of appointments and the "public face" of the Diocese. More invitations to Kweiku would be welcomed. It is a slow process.

A. Bessell, Chairman

CMEAC

Some time was spent discussing the change of title from CBAC (Committee for Black Anglican Concerns) to CMEAC (Committee for Minority Ethnic Anglican Concerns) in line with the General Synod Committee. In the end this was thought to be beneficial in enabling the inclusion of some minority ethnic groups (like Liverpool Chinese) which had previously felt excluded.

A highlight of the year was the Inter Diocesan Conference in September which this year took place in Manchester. This attracted representatives from 7 Northern Dioceses and will be held in Sheffield next year. The General Synod debated The Passing Winter as a follow-up to Seeds of Hope 5 years on. This showed progress in awareness of racial justice issues in Liverpool to be substantial. To assist Parishes to discuss these issues more fully a Seeds of Hope in the Parish Study Pack is now available.

Canon Clarry Hendrickse, Chairman.

DIOCESAN ADVISORY COMMITTEE

The Committee met 12 times during 1996 and considered in excess of 80 new applications for Approval to apply for a Faculty. 68 Faculties were granted during the year (some of these being applications from 1995). A lot of the work is routine, involving work recommended in Quinquennial Reports, and re-decoration. Many applications are for Sound Systems, Induction Loops and electrical re-wiring. Other schemes have been for the sensitive re-ordering of old Church buildings so that as well as retaining their historic value, they can become more relevant to the many different types of worship that the Anglican Church can so richly offer.

Sadly, many of the matters referred to the Committee are related to vandalism, such as wanton damage to stained glass windows, and a growing need to provide security systems in our buildings. The Committee have had to give much consideration to these threats from outside, but also during the year, to threats from within by illegal alterations to electrics - e.g. lighting, heating and Organs, and the Committee would warn that Church Insurers are unlikely to take a sympathetic view of problems caused by illegal and incompetent work.

Another issue which could become a potential "blot on the landscape" is the fact that Telecommunications firms appear to have become aware of the churches' need of finance and we have had applications to install telecommunications equipment on Church towers. Each case has to be dealt with sensitively and on its own merit, and a situation the Committee would wish to avoid would be Church towers housing such unsightly equipment as can be seen on many tower blocks. On a brighter note, it has been a great privilege and pleasure for the Committee to watch the development of the new Anglican/Methodist Church at Kew. Technically, new buildings do not require a

Faculty, but the fixtures and fittings are approved by the Committee, and many months of careful planning by the Parish culminated in the Dedication of this new Church by the Bishop of Liverpool in April this year.

Again we would wish to re-iterate that the DAC is not just another layer of bureaucracy, another minefield for clergy to cope with. The Committee is there for the benefit and protection of Parishes. There are advisers on the Committee to help with all aspects of work on Church buildings, and initial advice is also readily available from the Secretary Noel Michell or Pam McLoughlin at Church House. We would stress the point that the earlier in the process that the Committee are consulted the more straightforward that process will be.

The Rev. Canon Malcolm Forrest, Chairman.

BOARD OF MINISTRY

At its regular meetings the Board continued to have presentations on the work of its constituent groups followed by questions and discussions. During 1996, the following were on the agenda:

- Diocesan Renewal Group.
- Role of the Diocesan Director of Ordinands.
- Role of the Diocesan Communications Officer.
- Matters concerning Parochial Ministry in the current climate of increased risk to clergy and families.
- Clergy Conditions of Service.
- Turnbull re-organisation.

For the last 2 items, which were under discussion by General Synod, the Diocesan representatives on the General Synod were invited to the Board's meeting. 4 members accepted the invitation and, together with 2 who are also Board members, participated in the discussion. They were also able to hear the variety of views and concerns expressed. The Secretary wrote to the Archbishops expressing the Board's concerns about the future of ABM under Turnbull. An acknowledgement was received from Lambeth. Appraisal and Joint Work Consultation were brought together under one steering group - the Diocesan Clergy Review & Development Group. All 10 LNSM candidates, the first cohort, were accepted by the ABM Selection Conference and continue on to ordination training.

Following the Diocesan Development for Mission Review and several round table meetings, chaired by the Bishop, it was agreed that a newly constituted Accredited Ministry Forum should be part of the Board of Ministry. The Forum Chairman and Secretary would be the Chairman and Secretary of the Board. The Ministry Lecture promoted jointly with the Cathedral is now established as an annual event. The 1996 Lecture was given by Canon John Polkinghorne on the subject "Can a Scientist Pray?"

The subject of collaborative ministry is currently of great importance to the Board, and is likely to be on-

going. In October CME, LMT Advisory Group and GUML Council joined with the Laity Development Team to promote a Diocesan-wide day conference for clergy and laity to address this subject. There is much to be discussed, not least what is meant by collaborative ministry, how it operates in Parishes, and any influences it might bring to bear on training programmes. It will be an important issue for the Accredited Ministry Forum.

Beryl Smart, Secretary.

ACORA (RURAL AFFAIRS)

The Diocesan ACORA group has spent some time this past year studying the Government White Paper on Rural Issues, entitled "Rural England: a nation committed to a living Countryside". Lack of public transport; the problems of rural Church schools; the isolation of the rural community, are all issues facing some of the rural Parishes in the Diocese.

The care of the environment is another issue which affects us all. For that reason, the environmental lunches are still being held from time to time. To these lunches are invited town planners, community leaders, educationalists and environmentalists to explore issues concerned with the environment, and listen to leading speakers. Lunch time events have been held in Warrington Town Hall, St. Helens College and at Liverpool Cathedral.

The ACORA group hosted an event for Rural Parishes on the subject of Collaborative Ministry. Presentations were made on the work of Local Ministry Teams, and the Local Non-Stipendiary Ministry Scheme in the Diocese.

Much time has been spent in planning and preparing for a Harvest Festival service to be held in the Cathedral during 1997, at which members of the National Farmers Union, those associated with the Farming Industry, and other aspects of rural life will be represented in the service.

Work still continues on many of the other issues raised by "Faith in the Countryside". Thanks must go to the members of the Diocesan ACORA group who meet regularly to keep rural issues on the Diocesan Agenda.

*The Ven. David Woodhouse,
The Rev. Canon Brian Robinson.*

PASTORAL COMMITTEE

During 1996, the Deaneries have continued their work in order to achieve the required saving of 13 Incumbent Status Posts before the year 2000. In most places, this task is proving to be difficult and painful and the Diocesan Pastoral Committee is grateful for the work which is still going on. Apart from this

Exercise, the day-to-day work of the Pastoral Committee continued.

Within the Liverpool Archdeaconry, the Draft Scheme for the union of the benefices of St. Bridget Wavertree and St. Thomas Wavertree will be circulated in the new year by the Church Commissioners. If things run smoothly the Scheme will come in to operation on 1 March 1997. This Scheme proceeds while discussions continue regarding the Wavertree Group proposals. The people of St. Margaret's Toxteth continue their talks with a working group to consider the future of the building. The consultations with St. Peter Aintree and the surrounding benefices regarding the redundancy of St. Peter's, the union of the benefices of St. Peter's and St. Giles Aintree and some boundary alterations are going ahead. As opportunities arise, as they have in Waterloo with two impending vacancies, consideration will be given in the new year to the way in which Ministry is organised in that area. It is anticipated that more work of this nature will be carried out by Deaneries, and the Diocesan Pastoral Committee in the years to come.

In the Warrington Archdeaconry, the 4 Districts which belonged to the Padgate Team have now become 4 independent benefices, but remained linked through a Group Ministry. Further down the M62 in Ditton, agreement has been reached in respect of the proposals to have two independent benefices in place of the Ditton Team. These benefices will be St. Basil's and All Saints, Hough Green, and St. Michael and St. Thomas, Ditton. Consultations continue in other parts of the Archdeaconry in relation to pastoral re-organisation or suspensions of presentations. Aspull & New Springs are still on the Agenda while the Parsonages Committee discuss the appropriateness of the Aspull Vicarage. With the vacancy at St. Cuthberts North Meols and St. Stephen in the Banks, the North Meols Deanery Pastoral Committee will be discussing the implications of this vacancy with the Parishes concerned before making any recommendations to the Diocesan Pastoral Committee.

We are hoping that many on-going items on this year's Agenda will be finalised in 1997. But from this year's projections on clergy numbers it is likely that the exercise of saving stipendiary posts will continue beyond the year 2000.

The Pastoral Committee wishes to extend its thanks to all those people in every Deanery in the Diocese who have worked through some very painful issues, in order to make recommendations for saving posts. Thanks also needs to be extended to the members of the Diocesan Pastoral Committee who give their free time so willingly in order to undertake very difficult work in helping Parishes come to terms with the processes involved in pastoral re-organisation.

Establishment Committee : The Establishment Committee met twice in 1996. At the first meeting in March the Committee considered the new List prepared by Mr. Henry Ashcroft which took account of various changes in weighting for Diocesan Responsibilities, what effect new pastoral re-organisation would have on the List and also took

account of the List providing for 50 Assistants (the Bishop having 4 discretionary Assistant Posts). At its meeting in October, the Committee agreed that further consideration should be given to the points allocated to the various Diocesan Responsibilities. It was hoped that the Archdeacons would be in a position to have the new points included in the List in 1997, prior to discussion by the Bishop's Staff Meeting and circulation to Parishes.

Redundant Churches Uses Committee : At its meeting in November of this year, the Committee discussed the future Lease or Sale of St. Luke's Chapel of Ease in Warrington. Negotiations would continue with the present Lessee (Higham & Taylor) to negotiate a long-term Lease for this Listed Building.

Christ Church Waterloo was to vest in with the Historic Churches Preservation Trust and funding was still being negotiated by the Trust in order for the work on the building to be undertaken. Mr. Donald Findlay from the Council for the Care of Churches visited St. Peter Aintree in order to make his assessment on the building and report to the Council. The building itself is in a very poor state of repair and it had been agreed by all concerned that the only course would be to provide for redundancy and demolition. The Council for the Care of Churches had no objection to the suggestion demolition.

The use of two other redundant Churches was discussed. First, the Church of St. Catherine Tunnel Road, where a new Lease is being negotiated (this building is used for community purposes), and also St. James Toxteth which vests in the Historic Churches Preservation Trust. Members of the Trust had visited Liverpool last year and in November this year to discuss the future of this Listed Building.

Margaret Sadler, Secretary.

BOARD FOR MISSION & UNITY

1996 saw the retirement of Canon Michael Wolfe as Chair of the Board. His enthusiasm and commitment to the areas of work covered by the Board is phenomenal. I took over as Chair in October and am deeply grateful to Michael for the legacy I have inherited. The Board works through Departments and here are the reports which eloquently reflect the work covered by the Board in 1996.

Evangelism Team - Geoff Pearson : In 1996 the Evangelism Team lost a brilliant mind as well as someone fully alive with faith and human warmth. Christopher Gray died on the front line, having lived-out his giftedness to the full. His memory, his offering to the churches some very simple goals, his thinking about evangelism and the millennium, his contribution to Church planting, his links with L'Arche and Eastern Europe should not be forgotten. Chris gave a lot of effort to the Springboard initiative in 1996. As a Diocese, we were served well by the Springboard Team. Much of the feedback was very positive with many Parishes taking up the opportunity

of using these gifted evangelists in a variety of settings. Plans for "The Walk" in 1997 have built on some of this work. Chris Gray, with the Laity Development Team and Resources Department, developed a "Small Church Audit" which has helped churches to identify priorities for mission. I took over Chris's Advisor role on a temporary basis alongside Peter Jordan and Janet Arnold. It has not proved an easy task to find a successor to Chris and your prayers are needed to help the Team both recover and gain a fresh vision.

Ecumenism Committee - Andrew Edwards : The main work of the Committee has been concerned with "Called to be One", a process initiated by Churches Together in England to explore what we have in mind in seeking visible unity. The report was published early in 1996, a thorough and comprehensive document but, unfortunately, needing something simpler as a basis for discussion. The Committee, therefore, put together a discussion sheet for use in Deanery Synods and Parishes leading to discussion at Diocesan Synod in March 1997. The Committee is discussing with its Methodist counterparts a joint study group on the Anglican-Methodist conversations as part of a Merseyside response to this process.

Lay Swanwick Planning Group - Nick Daunt : The 1996 Lay Swanwick was generally agreed to have been one of the best in recent years. Not only were we blessed with fine weather, but our speaker, Richard Harries Bishop of Oxford, who addressed the theme "Flowers in the Desert", gave everybody much to think about and many new insights to take home. His three talks were subtitled "Growth" "Testing" and "Transfiguration". Because he had commitments in his own Diocese, Bishop Richard was unable to join us until tea-time on the Saturday. Thus, we were able to make use of the gifts of people from Liverpool Diocese to open up the subject of spiritual journey, before Dr. Harries arrived to give his key-note addresses. Five people of differing backgrounds and experiences courageously shared the story of their journeys with the nearly 300 people who packed the Conference Hall. Most of the audience found this deeply moving and it served to emphasise what a wealth of talent and experience there is among the laity of the Diocese. Lay Swanwick is fast acquiring a reputation for imaginative worship. 1996 was no exception, especially the torch-lit procession on the Saturday night; the worship team was led by the Chaplain Tom Moffatt, and music directors Sally Daunt and Edith Firth. A follow up to the weekend, entitled "Deepening the Journey of Faith" and organised by the Laity Development Team, was held in October.

Home & Overseas Committee - David Wills : The Home & Overseas Committee has continued its oversight of the diocese's link with the Anglican Church world-wide, and given encouragement where possible to the development of existing and new links. It is encouraged by the number of clergy, lay people and young people who are travelling to make contact with Christians, especially in Africa. Their testimony to their experiences is often potent in arousing the interest of others. The Committee has sought to follow through the "Joining Hands" pack, distributed

the previous year. Over 40 World Church Links have been appointed by Parishes, and it is hoped that more will follow. A programme of encouragement and support for these links is being developed. Guy Elsmore will replace Michael Wolfe as a World Development Officer. The list of speakers available with overseas experience has been updated. The Committee continues to be anxious to open the eyes of Parishes with little overseas contact to the insights and opportunities that they are missing.

Partners in Mission - Archdeacon David Woodhouse : VIDEO - During Bishop Gbonigi's visit to Liverpool, the Team commissioned Rev. David Marshall to make a video to promote the Link between Akure and Liverpool so we have a high quality video that can be taken to Parishes and Deaneries to inform groups, and be a means to generate discussion. **BOOKS FOR AKURE** - Over the year we have involved schools in collecting redundant books to be shipped out for use in Akure schools. A shipment of some 400 books was organised and a further collection is planned. **MISSION PARTNERS VISITING AKURE** - Rev. Dennis Lyon is visiting in spring 1997 and undertaking some duties in Vining Theological College, and Rev. Cynthia Dowdle plans to visit for 3 months in September 1997 teaching at St. Matthias High School. A small group from PIM are working in consultation with our Akure colleagues on more explicit guidelines for the reception of Mission Partner visits. The group will report to the PIM Team and then to the Home & Overseas Committee. **A YOUTH EXCHANGE** is also being planned for 1997. **NIGERIAN FELLOWSHIP** - The Ven Kola Omoju was the first from Akure to hold this fellowship at Liverpool Hope. The Ven. Joseph Adekanye is pursuing a second degree with a view to returning to teach at Vining College. **EXHIBITION IN SCHOOLS** - A collection of Nigerian artefacts has been given by Bishop David and Grace Sheppard for use in schools. If you would like to have the exhibition in your school, please contact Trevor Williams. **THE FUTURE** - We plan to build upon the mutual acquaintance, trust and respect we have achieved. There is still much to learn from our Companion Diocese and to share with them. A proposal from the Bishop's Council to Diocesan Synod will request continuation of this Link to 2001. A specific and practical Diocesan Link focuses for us, in many ways, the implications of belonging to the world-wide Anglican Communion, to a world-wide meaning and practice of Mission.

Laity Development Team - Chris Peck : Rev. Stephen Gough took up the half-time post of Laity Development Officer with a particular focus on Parish constancy. In addition to the on-going work with Parish weekends and days, PCC away days, Deanery Synods and preaching, Diocesan Foundation Course and Discovering the Bible Course, modular courses, Faith & Work Network, Local Ministry Teams, Lay Swanwick and individuals, the team ran a number of courses in the development of prayer and spirituality, a bereavement course, and a number of day conferences. These included "Celebrating being Lay", "Deepening the Journey of Faith" and the Upholland day on collaborative ministry run in conjunction with CME, GUML and the Advisory Group for LMTs. The

Team Director became a member of the newly formed Spirituality Contact Group with Bishop John, Lesley Bentley and Paul Nener. The Laity Development Officer for Life and Work worked on the Vocations Road Show with the Vocations Adviser, worked on developing and piloting the audit for small churches with the Resources Department and Evangelism Team and worked with BSR on the "Family Affair" report. In December the Foundation Course and Discovering the Bible Courses were accredited by the Merseyside Open College Federation enabling members to build up a portfolio through the course and receive nationally recognised credits. After consultations with Bishop's Council, other Boards and ecumenical partners, the BMU invited the Team to develop a new Diocesan Living faith course to equip lay Christians for faithful Christian living into the 21st Century.

Linda Jones, Chair.

BOARD FOR SOCIAL RESPONSIBILITY

The principle aim of the BSR continues to be to serve the Church in the Diocese in its mission in the world by exploring the social dimension of faith, raising social awareness, enabling social action and resourcing social concern.

Consolidation and New Avenues : Following the funding difficulties of 1995 and the changes in personnel, 1996 was a year of consolidation and developing the Board's new emphasis on community development-based work. Significant funding was obtained to secure the future of the Marriage & Family Life Adviser post for a further 3 years. A new agreement was negotiated with the Church Army to ensure the continuation of the Learning Disabilities worker post for a further 5 years, with a new emphasis on older people with learning disabilities and their carers. An extension to the Service Level Agreement with Wigan MBC enabled the Wigan Social Work post to continue. By the end of 1996 the Board's finances were, once again, on a sound footing. Detailed negotiations also took place with Wigan MBC to seek to develop a Family Advocacy Scheme in partnership with social services. The purpose would be to enable families in receipt of a social services provision to have an effective voice as service users. New work also began to develop capacity-building in Netherton and elsewhere.

As always, the work of the Board is a mixture of local "devolved" work through staff who are locally-based in Bootle, Wigan and South Liverpool, and work across the Diocese resourced centrally by officers and advisers. In August, Ute Jaekel represented the Board and MARCEA at the 4th National Encounter of Basic Christian Communities in the Philippines. Ruth Byworth stood down in March after an extended period as Acting Chair of the Board. Her support was much appreciated. Frank Kendall became Board chair in April - the fourth Chair of the Board in less than 5 years.

Advisers and Workers : In Wigan, Sue Clugston dealt with over 130 new referrals, with family and relationship difficulties particularly prominent. Other requests for help included problems with housing, bereavement, and depression. As with all the Board staff the work of volunteers - including volunteer counselling - is vital. In Bootle, Val Davies continued to run a counselling service staffed by local volunteers who are professionally qualified counsellors. The range of problems includes relationship difficulties, bereavement, sexual and physical abuse. Referrals come from a range of sources, including GPs and other health professionals. Areas for the development of work currently being looked at include counselling for young people, and the Netherton Partnership. Both Val and Sue are additionally involved in a number of other local initiatives and groups.

In South Liverpool, Andy Heber saw an increase in the number of referrals to the Halewood Listening Ear Scheme, and 15 additional listeners recruited and trained. Listening sessions also began in partnership with a local GP. Pastoral visiting training and listening courses continued to be offered to local Parishes. A highlight of Ruth Reed's learning disabilities work was the Cathedral Celebration in March with over 200 people present. A programme of Retreats for people with learning disabilities and their carers continued throughout the year, with an expansion of work in St. Helens, Wigan and Southport. Parishes in the St. Helens Deanery explored how local churches could best respond to the needs of people with learning disabilities.

The Marriage & Family Life Adviser, Marian Pope, continued the response to "Something to Celebrate". A Family Focus project was developed for use in Parishes, and new work developed on ecumenical preparation. Support continued for those involved in parenting, and for the work of FLAME. The Science Adviser, Ursula Shone, was closely involved in organising the work of the Environmental Forums, which enable those involved in environmental policy to explore the values behind aspects of policy. The First Thursday study group has continued to promote discussions on science and religion. She has also represented the Diocese at conferences on Ecology and Medical Ethics.

Social Issues : A major piece of work came to fruition with the publication of a report "A Family Affair? - balancing the needs of employment and families". The report offered a case study of practice in Warrington set against a national context. The report called for the adoption of a "family-friendly agenda" by companies to develop working patterns and practices which help workers to feel their family responsibilities are more adequately reflected in the workplace. The report was well received in the press, and was discussed at Diocesan Synod. A wide range of social issues were monitored and responded to, including housing and homelessness, changing methods of charging for water, criminal justice issues, and the continuing follow-up to the "Something to Celebrate" report on the realities and nature of the family today.

Rev. K. Maudsley, Executive Officer.

RESOURCES OFFICERS REPORT

The Department has had an extremely busy year. In addition, to existing work on Christian Responsibility, Covenanting, Capital Fund-raising and Financial Management, we have now inherited the Church Urban Fund. Sue Shaw has left, and Marion Boon has been appointed on a part-time basis to work with the Resources Officers. The Department's Secretary, Lynne Guy has also left after the birth of her baby daughter. Carol Griffiths, previously CUF Secretary, is now the Department Secretary covering all the work. As well as budget savings, the work is now more streamlined.

There has been support to 11 Parishes running Christian Responsibility Programmes in 1996. There have been presentations and preparation work with another 20, 16 of which have decided upon Programmes for 1997, 1 for 1998, and 3 yet to decide.

There have also been presentations at 3 Deanery Synods and the Diocesan Synod. The Department has responsibility for the administration and promotion of covenanting schemes. Three Covenant Conferences were held with 119 people attending. Twenty six Covenant Audits were undertaken.

The Department has a broader brief than many of its counterparts. The involvement in Capital Fund-raising has grown substantially with 43 Parishes assisted so far in 1996. Of these, 25 are development projects, including 15 CUF Projects. The remainder are for building repair.

This year saw the completion of a major piece of work by the Adviser in Evangelism, Senior Resources Officer and Laity Development Officer who produced a small Parish Audit pack, primarily aimed at small urban and rural Parishes unable to resource a full Mission Assessment Programme. Following Christopher Gray's death, work continues on helping Parishes work with this tool for mission, by both the Laity Development and Resources Department.

Finally, the Department continues to support Parishes in the developing of budgeting expertise and communication of the financial "facts of life". The introduction of the Charities' Act has created a substantial workload, and the Resources Officers have been grateful for the assistance of Mr. Andrew Stansfield and the Charities Commission Officers, Mr. Ken Ashford and Mr. George Colville in particular. A series of bulletins have been issued, Countdowns 1-7, covering the requirements of the Act, and Training events have been held at which 323 people attended. All Parishes received invitations and written information and 216 Parishes have been represented i.e. 92%. Continuing support will be given, particularly for Team Ministries, where the assistance of Honorary Advisers will be a real blessing in implementing this important piece of legislation.

Kath Rogers, Senior Resources Officer.

PARSONAGES COMMITTEE

The review of Parsonage procedures promised in last years report was carried out early in 1996 and new procedures were introduced. As part of this review, Parishes were asked to complete a questionnaire on parsonages and their facilities and the replies, together with data already held within the Parsonages Department, have provided the basis for a detailed parsonages database.

Repairs : Expenditure on Parsonage Repairs in 1996 totalled £259,000 including 34 Quinquennial Repairs at a cost of £130,000. In addition, a further 36 inspections were carried out and the repairs arising will be undertaken during 1997. However, this still leaves a backlog of 47 inspections at December 1996, but the Parsonages Committee, supported by the Board of Finance, is committed to ensuring that the backlog is cleared by 1998.

Improvements : Early in 1996 Marshalls Charity indicated that, due to financial constraints, they were suspending grants towards the cost of improvements and this led to the Parsonages Committee introducing a moratorium on improvements apart from those arising from security or health and safety. Fortunately, Marshalls were able to re-introduce the facility midway through the year. The total amount agreed for improvements during 1996 was £155,000, of which £56,000 was spent in 1996 with a further £54,000 of commitments. Marshalls Charity grants totalled £27,900 and the balance has been provided either by Parishes or, in the case of improvements in Toxteth Christ Church and Wavertree St. Thomas, from the proceeds arising from the sale of Toxteth St. Bede and Wavertree St. Bridget houses respectively.

Unfortunately, Marshalls Charity have suspended grants again in 1997 and, therefore, the Committee has reluctantly had to reintroduce the moratorium, although issues of security or health and safety will continue to be addressed.

New Houses : During the year, construction of the new houses at Childwall All Saints and Kirkby St. Chad was completed. Replacement houses were purchased for Walton St. Aidan and Kew St. Francis where the existing houses were considerably below Green Book Standard.

Jackie Duck, Deputy Secretary for Finance & Property.

