

HOUSE
OF
COMMONS

1830



BY APPOINTMENT
TO HER MAJESTY
THE QUEEN
PRINTED BY
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CHAIRMAN'S REPORT

I took over from Pat Tucker as Chairman of the Board on 1st August 1995 and I would like to take this opportunity to pay tribute to his careful and diligent stewardship during the four years he was in the chair. The healthy state of the diocesan finances at the end of 1995 is due in large part to the work he did during this period and I thank Pat most sincerely for all he did during his time as Chairman.

I also thank the members of the Diocesan Board of Finance for the encouragement and support they have given me both before and since I took over as chairman. I have had particularly valuable help and advice from the DBF Executive Committee and from Keith Cawdron, the Diocesan secretary. He and his staff in Church House do a tremendous job for the diocese. I have also received much support and encouragement from our Bishops and Archdeacons, for which I am most grateful.

The financial health of the diocese reflects the response of parishes in paying the assessments requested of them. I am most impressed by the way in which parishes continue to meet this challenge and I thank all concerned for maintaining our excellent record for prompt payment of assessments. I recognise the practical difficulties encountered by parishes in achieving this and, in that context, I would again draw attention to the work of the Christian Responsibility Committee and the Resources Officers. They offer a first-class support and advisory service to parishes to assist with both spiritual and material growth.

The following pages show how we fared in 1995 compared with the budgets agreed by the Diocesan Synod in November 1994. The accounts show a surplus of £167,284 which has been taken to reserves. Welcome though this is, I am conscious that it was achieved during a year when parish assessments increased by 9% and the Board is concerned that such increases should not be greater than is required to meet our financial obligations. Nevertheless, this good financial result will help us to contain the scale of future increases in assessments and to handle the further changes ahead of us - notably the need for parishes to provide contributions to a new clergy Pension Fund which will begin to impact in 1998.

In summary, the Accounts for 1995 show the diocese to be in good heart financially despite the pressures arising from the progressive reduction in grants from the Church Commissioners. This healthy position has not been achieved without great effort from all concerned, including all the spending Boards, and puts us in a good position to face the challenges that lie ahead. As a diocese, we have much to thank God for.

BARRY MOULT
Chairman

LIVERPOOL DIOCESAN BOARD OF FINANCE

1995: COMPARISON BETWEEN BUDGET AND ACTUAL

STIPENDS

INCOME	1995 BUDGET £'000	1995 ACTUAL £'000
Parishes	1,924	1,924
Church Commissioners	1,563	1,563
Interest via Commissioners	125	156
Trusts	60	47
Commissioners' Grant for Curates	19	19
Glebe	19	19
Miscellaneous	200	330
TOTAL	3,910	4,058

EXPENDITURE

Stipends	3,561	3,561
Resettlement, etc	248	201
Admin & Misc.	100	74
	47	46
TOTAL	3,956	3,882

Surplus/Deficit	(46)	176
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Note : These figures are for the calendar year 1995, 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

INCOME	1995 BUDGET £'000	1995 ACTUAL £'000
Parishes	279	279
Church Commissioners	162	162
Interest	4	5
Transfer from Pastoral Account	25	33
TOTAL	470	479
EXPENDITURE		
Repairs	219	253
Loan Repayments	41	28
Administration	68	69
Insurance	46	43
DBF Houses	62	68
Minor Improvements & Decoration	25	26
Rents, Rates, Other	9	10
TOTAL	470	497

Surplus	-	(18)
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LIVERPOOL DIOCESAN BOARD OF FINANCE

GENERAL DIOCESAN BUDGET

	1995 BUDGET	1995 ACTUAL
	£'000	£'000
INCOME		
1. Parishes	934	931
2. Discount on Direct Debits	(19)	(20)
3. Interest	100	138
TOTAL	<u>1,015</u>	<u>1,049</u>
 EXPENDITURE		
1a General Synod - Training of Clergy	159	159
1b. General Synod - National Church Responsi	165	165
2. Synodical Government	27	26
3. Diocesan Admin		
(a) Salaries	109	110
(b) Maintenance/Stationery/Printing	13	13
(c) Postage	3	2
(d) Telephone	2	1
(e) Audit Fee	13	11
(f) Sundry	3	4
(g) Contingencies/Other Grants	6	44
4. Legal Charges	24	24
5. Church House	40	40
6. Board of Education	80	38
7. Board for Social Responsibility	87	87
8. Board for Mission	36	34
9. Board of Ministry	76	69
10 .Pastoral Committee	14	17
11. Resources Officers	56	57
12. UPA Committee	6	6
13. Diocesan Advisory Committee	3	2
14. MARCEA	12	12
15. Race Relations (CARE Project)	8	8
16. Foxhill	1	1
17. MITE	10	10
18. Married Ordinands	39	39
19. UPA Housing	12	12
20. World Development Movement	1	1
21. Buildings Adviser	12	12
TOTAL	<u>1,017</u>	<u>1,004</u>
 Surplus/Deficit	(2)	45

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

The Directors present their report and the financial statements for the year ended 31 December 1995.

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 £167,000. This is made up of surpluses of £176,000 on Stipends and £45,000 on the General Budget offset by a deficit of £18,000 on Parsonages, £20,000 on Church House and £16,000 which had to be withdrawn from BSR 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 Diocesan Synod which shows how these variances have arisen. They will be commented on further below. While in one sense the surplus is welcome, it is not the Board's policy to aim for one or to budget over-cautiously, at a time when parish finances are under great pressure. We shall be carefully scrutinising future budgets and reflecting on necessary quota increases with a view to ensuring that parishes benefit from this unexpectedly good result.

Stipends

The surplus of £176,000 replaced a budgeted deficit of £46,000. Income was some £150,000 above budget. Higher interest rates and changes in investment policy produced further extra income and assigned fee income continued to grow to a level well above what we had (perhaps over-cautiously) budgeted. Expenditure on stipends was in line with budget, but we over-budgeted for employer's national insurance (a new responsibility for us in 1995) and resettlement grants, removal costs etc. This latter is a difficult item to forecast and has varied considerably over recent years.

Liverpool Diocesan Board of Finance

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Parsonages

The deficit of £18,000 on parsonages offset a surplus of a similar amount last year. The Board remains concerned that it has still not been possible to catch up with the quinquennial repair programme, despite the parsonage repair budget being permitted to exceed budget by £34,000. The Board hopes to augment the repairs budget in 1996 with a grant from the Pastoral Account, and thus enable lost ground to be made up. But the repairs budget will need to be subject to careful scrutiny to ensure that it is adequate for the demands placed on it. Funding parsonage improvements, especially major replacements, continues to be very difficult, and we rely heavily on sale proceeds from redundant vicarages to assist this. We have also used some of these proceeds to pay off long-term parsonage loans, thus reducing pressure on the parsonages budget.

General budget

The surplus of £45,000 arose for two reasons. Interest rates continued to be high and our income from interest was £30,000 more than in 1994 - something we would never have predicted. The Board of Education had expenditure which was close to its budget, but its income from other sources was far higher than expected. This was because of a successful renegotiation (back-dated) with Liverpool City Council over its grant to support our youth work provision. As a result the Board needed £42,000 less than budgeted from the DBF. Other items of expenditure were held close to or within budget, so these unexpected surpluses enabled us to make some one-off provisions. We set aside £20,000 for a long overdue update in printing/photocopying (which should produce expenditure savings in future years). We also supported Livewire and the UPA Projects Adviser, thus easing pressure on other discretionary funds normally used for those purposes.

Church House

Rewiring of the building began in 1995 and was completed in April 1996. We then plan to redecorate the top two floors and refurbish the kitchen to comply with Health and Safety standards. 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.

Other gains and losses

As well as the surplus on the income and expenditure account there have been other movements which directly affect the Balance Sheet. These other movements have reduced total assets by £147,806. The main reason for this was the release of sizeable funds (including sale proceeds) to settle the final account for the move of Archbishop Blanch School to new premises. Funds for this purpose had been held in the Board of Education Balance Sheet which had therefore grown substantially in the last two years. Some money held in the Parsonages Balance Sheet for improvements has also been spent. The accounts also show the detail of movements on the designated and restricted funds held for particular purposes. The main change here was a reduction in the assets of the Board for Social Responsibility to cover that Board's shortfall in other income and the loss on the sale of a house it held.

Liverpool Diocesan Board of Finance

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

Post balance sheet events

There have been no significant events.

Format of the accounts

The 1995 accounts, like for the last two years, 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.

Significant changes in fixed assets

There have been three purchases of property (amounting to £127,500) financed in full by Value Linked (formerly Equity Sharing) Loans from the Church Commissioners. Five properties (with an original cost of £276,796) and wholly financed by the Church Commissioners were sold and realised £257,163. Under the Value Linked Loans agreement the Church Commissioners bear all of the loss incurred. In addition, the Board for Social Responsibility sold a house (original cost £34,390) which was no longer needed. The loss on disposal of £20,844 was financed from BSR reserves.

Liverpool Diocesan Board of Finance

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

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.

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

Company law requires the directors to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the company and of the surplus or deficit of the company for that period. In preparing those financial statements, the directors are required to

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the company and to enable them to ensure that the financial statements comply with the Companies Act 1985. They are also responsible 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
(A company limited by guarantee and not having a share capital)

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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

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.

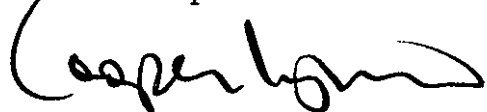
Basis of opinion

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 1995 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

20 June 1996

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 1995

	Notes	1995 £	1994 £
Operating income			
Parochial quota receivable		3,312,165	3,018,762
Interest	5	413,826	354,113
Grants		1,786,664	1,830,200
Sundry		209,787	280,103
	2	<u>5,722,442</u>	<u>5,483,178</u>
Operating expenses			
Stipends Committee		3,886,616	3,686,445
Parsonages Committee		496,753	501,784
Board of Finance - central services		235,579	223,963
Board of Finance - grants/allocations		210,334	203,175
Other Diocesan Boards and Committees		317,064	328,659
Central Church - national church responsibilities		165,310	165,000
Central Church - clergy training		159,000	166,000
Church House - operating costs		84,502	52,752
	3	<u>5,555,158</u>	<u>5,327,778</u>
Operating surplus	4	<u>167,284</u>	<u>155,400</u>

The above figures represent results from continuing activities.

Statement of total recognised gains and losses

	1995 £	1994 £
Surplus for the financial year	167,284	155,400
Other movements taken to funds	(113,547)	142,736
Gain/(loss) on sale of fixed assets	(40,477)	43,080
Net gain on sale of investments	6,218	107,226
Total recognised gains and losses report	<u>19,478</u>	<u>448,442</u>
Analysed between the funds		
Accumulated capital	7,278	399,719
Designated funds	7,071	19,486
Restricted funds	(39,475)	27,435
General reserves	44,604	1,802
	<u>19,478</u>	<u>448,442</u>

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

Liverpool Diocesan Board of Finance

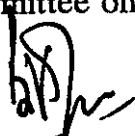
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(A company limited by guarantee and not having a share capital)

Balance sheet at 31 December 1995

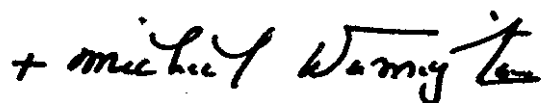
	Notes	1995 £	1994 £
Fixed assets			
Tangible assets	8	2,332,395	2,516,040
Investments	9	2,456,545	2,613,628
		<u>4,788,940</u>	<u>5,129,668</u>
Current assets			
Debtors	10	572,612	497,380
Bank and cash in hand		914,554	758,570
		<u>1,487,166</u>	<u>1,255,950</u>
Creditors amounts falling due within one year	11	124,733	102,903
		<u>1,362,433</u>	<u>1,153,047</u>
Total assets less current liabilities		<u>6,151,373</u>	<u>6,282,715</u>
Creditors amounts falling due after more than one year	12	1,948,397	2,099,216
		<u>4,202,976</u>	<u>4,183,499</u>
Reserves			
Accumulated capital	13	3,389,366	3,382,088
Designated funds	14, 14a	170,112	163,041
Restricted funds	15, 15a	210,228	249,703
General reserves	16	433,270	388,667
		<u>4,202,976</u>	<u>4,183,499</u>

The financial statements on pages 11 to 27 were approved by the Executive Committee on 18 April 1996 and signed on its behalf by:



Mr B Moulton

Chairman



Rt Rev M Henshall Bishop of Warrington

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

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Cash flow statement
for the year ended 31 December 1995

	Notes	1995 £	1994 £
Net cash inflow (see below)		(150,485)	280,237
Investing activities			
Purchase of tangible fixed assets		(127,500)	(284,539)
Sale of tangible fixed assets		270,668	179,811
Purchase of investments		(206,140)	(299,416)
Sale of investments		205,571	266,662
Net cash outflow from investing activities		142,599	(137,482)
(Decrease)/increase in cash and cash equivalents	17	(7,886)	142,755

Reconciliation of operating surplus to net cash inflow from operating activities

	1995 £	1994 £
Operating surplus	167,284	155,400
Depreciation	-	-
Other income (net) taken to funds	(113,547)	142,736
Increase/(decrease) in creditors	(128,989)	80,269
Increase in debtors	(75,233)	(98,168)
Net cash inflow from operating activities	(150,485)	280,237

**Notes to the financial statements
for the year ended 31 December 1995**

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 on page 19. 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	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 imposed by the donor and binding on the Board. 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

	1995 £	1994 £
Board of Finance:		
Parochial Quota	910,482	919,273
Interest and sundry	138,224	102,946
	<u>1,048,706</u>	<u>1,022,219</u>
Board of Ministry:		
Interest	781	653
	<u></u>	<u></u>
Board for Social Responsibility		
Lancashire County Council	-	6,501
Trusts and other bodies	21,124	17,189
Interest	10,053	8,769
Other	4,911	41,243
	<u>36,088</u>	<u>73,702</u>
Parsonages Committee:		
Parochial Quota	278,672	272,908
Church Commissioners Grants	162,000	163,861
Other	38,028	84,354
	<u>478,700</u>	<u>521,123</u>
Stipends Committee:		
Parochial Quota	2,123,011	1,826,581
Church Commissioners Grants	1,585,741	1,663,839
Interest	216,420	190,392
Other	137,439	128,672
	<u>4,062,611</u>	<u>3,809,484</u>
Board of Education:		
Interest	31,673	29,525
Grants	38,923	2,500
	<u>70,596</u>	<u>32,025</u>
Church House:		
Interest	11,972	10,743
Other	12,988	13,229
	<u>24,960</u>	<u>23,972</u>
Total regular operating income	<u><u>5,722,442</u></u>	<u><u>5,483,178</u></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

	1995 £	1994 £
Board of Finance:		
Central Church	324,310	331,000
Synodical government	25,715	25,231
Central Services	209,864	198,732
Grants and allocations	210,334	203,175
	<hr/> 770,223	<hr/> 758,138
Board of Ministry:		
Clergy training	25,803	28,332
Other expenses	44,220	46,431
	<hr/> 70,023	<hr/> 74,763
Board of Social Responsibility:		
Work in the deaneries	73,676	103,754
Other expenses	65,132	46,218
	<hr/> 138,808	<hr/> 149,972
Parsonages Committee:		
House repairs	321,236	310,585
Insurance	43,308	42,010
Loans/interest payments	27,764	35,580
Other expenses	104,445	113,609
	<hr/> 496,753	<hr/> 501,784
Stipends Committee:		
Stipends	3,777,553	3,556,573
Resettlement grants	73,993	95,911
Other expenses	35,070	33,961
	<hr/> 3,886,616	<hr/> 3,686,445
Board of Education:		
Salaries	68,761	66,689
Grants - Managers/Governors	14,174	14,318
Other expenses	25,298	22,917
	<hr/> 108,233	<hr/> 103,924
Church House:		
Refurbishment costs	28,659	2,402
Operating costs	55,843	50,350
	<hr/> 84,502	<hr/> 52,752
Total regular operating expenses	<hr/> <hr/> 5,555,158	<hr/> <hr/> 5,327,778

Liverpool Diocesan Board of Finance

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

4 The surplus for the year is stated after charging:

	1995 £	1994 £
Depreciation	-	-
Auditors' remuneration	<u>11,280</u>	<u>11,280</u>

5 Interest received

	1995 £	1994 £
Listed investments	123,999	109,504
Unlisted investments	<u>220,115</u>	<u>192,281</u>
	344,114	301,785
On loans and deposits	69,687	50,549
Income from property	<u>25</u>	<u>1,779</u>
	<u>413,826</u>	<u>354,113</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:

	1995	1994
Full time	28	28
Part time	<u>16</u>	<u>21</u>
	44	49
	<u> </u>	<u> </u>
Staff costs (for the above persons)	£	£
Wages and salaries	476,086	478,298
Social Security costs	31,893	33,406
Other pension costs (Note 20)	<u>76,271</u>	<u>71,094</u>
	<u>584,250</u>	<u>582,798</u>

The above staff costs are allocated to the respective Boards and Committees of DBF.

Liverpool Diocesan Board of Finance

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

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8 Tangible fixed assets

	Land and buildings £	Value linked loan property £	Fixtures and fittings £	Total £
Cost				
At 1 January 1995	170,578	2,390,026	91,826	2,652,430
Additions	-	127,500	-	127,500
Disposals	(34,349)	(276,796)	-	(311,145)
At 31 December 1995	<u>136,229</u>	<u>2,240,730</u>	<u>91,826</u>	<u>2,468,785</u>
Depreciation				
At 1 January 1995	40,046	4,518	91,826	136,390
Charge for year	-	-	-	-
Disposals	-	-	-	-
At 31 December 1995	<u>40,046</u>	<u>4,518</u>	<u>91,826</u>	<u>136,390</u>
Net book value				
At 31 December 1995	<u>96,183</u>	<u>2,236,212</u>	-	<u>2,332,395</u>
At 31 December 1994	<u>130,532</u>	<u>2,385,508</u>	-	<u>2,516,040</u>

Land and buildings at net book value comprise:

	1995 £	1994 £
Freehold	93,213	127,563
Long leasehold	2,970	2,970
	<u>96,183</u>	<u>130,533</u>

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.

20

9 Investments

10 Debtors

11 Creditors due within one year

	1995	1994
	£	£
Sundry creditors	112,943	89,183
Taxation and social security	11,790	12,220
Loans from parishes	-	1,500
	<hr/>	<hr/>
	124,733	102,903

Liverpool Diocesan Board of Finance

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

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12 Creditors due after more than one year

	1995 £	1994 £
Loans from Church Commissioners	1,746,177	1,929,478
Loans from parishes	-	-
Parish shares in equity property	184,920	150,673
Loans from Central Board of Finance	17,300	19,065
	<u>1,948,397</u>	<u>2,099,216</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 3-4½%.

13 Accumulated capital

	1995 £	1994 £
Accumulated funds:		
At 1 January 1995	2,993,527	2,601,719
Board of Finance	(1,914)	88,243
Parsonages	(42,568)	92,765
Stipends Committee	176,459	151,416
Board of Education	(108,856)	48,163
Church House	(19,542)	11,220
At 31 December 1995	<u>2,997,106</u>	<u>2,993,526</u>
Contingency funds:		
At 1 January 1995	41,403	45,657
Net income	(4,634)	(4,254)
At 31 December 1995	<u>36,769</u>	<u>41,403</u>
Church repair fund:		
At 1 January 1995	347,159	334,993
Net income/expenditure	8,332	12,166
At 31 December 1995	<u>355,491</u>	<u>347,159</u>
Total at 31 December 1995	<u><u>3,389,366</u></u>	<u><u>3,382,088</u></u>

Liverpool Diocesan Board of Finance

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

14 Designated funds

	1995 £	1994 £
Board of Finance	114,623	97,242
Board of Education	18,494	22,492
Board of Ministry	36,995	43,307
	<u>170,112</u>	<u>163,041</u>

14a Analysis of designated funds

	Balance 1.1.95 £	Income £	Transfer from income and expenditure account £	Expenditure £	Balance 31.12.95 £
Board of Finance					
Service sheets (new ministries)	(735)	456	948	669	-
Fire alarm upgrade	10,000	-	(10,000)	-	-
Ordination grants	27,527	17,310	38,970	31,826	51,981
UPA grants	10,116	-	11,500	12,800	8,816
Foundation course	(2,820)	5,310	-	1,818	672
Asset replacement	53,154	-	-	-	53,154
	<u>97,242</u>	<u>23,076</u>	<u>41,418</u>	<u>47,113</u>	<u>114,623</u>
Board of Education					
Youth committee (action and adventure)	8,585	13,249	-	20,730	1,104
R E Resources	1,972	2,016	-	400	3,588
Local authority grants	8,697	1,915	-	3,144	7,468
Assistant youth officer	1,458	-	-	1,089	369
Nigerian youth exchange	(421)	4,490	-	2,497	1,572
Governors' course	2,091	-	-	-	2,091
Czech youth exchange	110	6,149	-	4,627	1,632
All night vigil 1995	-	3,441	-	2,771	670
	<u>22,492</u>	<u>31,260</u>	<u>-</u>	<u>35,258</u>	<u>18,494</u>
Board of Ministry					
Clergy training	30,207	108	9,000	10,891	28,424
Conferences	13,100	2,169	5,940	12,638	8,571
	<u>43,307</u>	<u>2,277</u>	<u>14,940</u>	<u>23,529</u>	<u>36,995</u>
Total	<u>163,041</u>	<u>56,613</u>	<u>56,358</u>	<u>105,900</u>	<u>170,112</u>

Liverpool Diocesan Board of Finance

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

15 Restricted funds

	1995 £	1994 £
Board of Finance	41,811	49,778
Board for Social Responsibility	168,417	199,925
	<u>210,228</u>	<u>249,703</u>

15a Analysis of restricted funds

	Balance 1.1.95 £	Income £	Transfer from income and expenditure account £	Expenditure £	Balance 31.12.95 £
Board of Finance					
Albert Dock project	13,883	435	-	5,000	9,318
UPA projects officer	2,409	15,500	7,000	24,056	853
Overseas mission	13,320	805	-	8,443	5,682
Inspection of Churches	17,127	10,622	-	7,480	20,269
Church Watch	-	13,235	-	12,092	1,143
Glebe repair fund	284	686	-	1,286	(316)
Fellfield	2,755	4,511	-	2,404	4,862
	<u>49,778</u>	<u>45,794</u>	<u>7,000</u>	<u>60,761</u>	<u>41,811</u>
Board for Social Responsibility					
Sainsbury Trust	18,171	1,244	-	340	19,075
Training fund	4,262	1,948	-	-	6,210
Social work projects	177,492	-	-	34,360	142,132
	<u>199,925</u>	<u>3,192</u>	<u>-</u>	<u>34,700</u>	<u>168,417</u>
Total	<u>249,703</u>	<u>48,986</u>	<u>7,000</u>	<u>95,461</u>	<u>210,228</u>

Liverpool Diocesan Board of Finance

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

16 General reserves

	1995 £	1994 £
General:		
At 1 January	388,667	386,865
Operating surplus for year	44,604	1,802
	<hr/>	<hr/>
At 31 December	433,271	388,667
	<hr/>	<hr/>

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

17 Cash and cash equivalents

	1995 £	1994 £
Changes in the year		
At 1 January	1,822,201	1,679,446
Net cash flow	(7,886)	142,755
	<hr/>	<hr/>
At 31 December	1,814,315	1,822,201
	<hr/>	<hr/>

	1995 £	1995 Change in year £	1994 £	1994 Change in year £	1993 £
Analysis of balances					
Cash bank and in hand	914,554	155,984	758,570	84,906	673,664
Church Deposit Fund	899,761	(163,870)	1,063,631	57,849	1,005,782
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>
	1,814,315	(7,886)	1,822,201	142,755	1,679,446
	<hr/>	<hr/>	<hr/>	<hr/>	<hr/>

18 Capital commitments

There are no capital commitments at 31 December 1995 (1994: £Nil).

19 Guarantees

The Board has given guarantees to Lloyds Bank plc of £308,660 (1994: £281,866) 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 £75,000 (1994: £370,000).

Liverpool Diocesan Board of Finance

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

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 1992 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 1992 the market value of the assets attributable to the Employer's section amounted to £359,247. Their contribution rate was assessed at that date, and the Employer's section was shown to be in deficiency. The contributions allow for this deficiency to be amortised over the next 5 years as advised by the Fund's actuaries.

Pensions in payment under this arrangement are entitled to annual increases of the lesser of 5% pa or the rise in the RPI. An increase of 2.2% was granted with effect from 1 January 1995.

A further valuation of the Fund is being undertaken as at 31 December 1995.

Copies of the Fund's Report and Accounts for the year ended 31 December 1994 are available on request.

Liverpool Diocesan Board of Finance

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

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21 Pastoral account with Church Commissioners

	1995		1994	
	£	£	£	£
Opening balance at 1 January 1994		268,040		215,898
Income				
Sale proceeds of churches	182,665		8,631	
Sale proceeds of parsonage items	24,272		233,309	
Interest	24,106		9,903	
Rent	2,100		1,050	
Sundry	37,270		59,104	
	<u> </u>	270,413	<u> </u>	311,997
		<u>538,453</u>		<u>527,895</u>
Expenditure				
Grant for parsonages improvements	-		70,000	
On parsonage houses	106,200		146,863	
On redundant churches	11,268		1,893	
Pastoral scheme expenses	85		70	
On churches	15,466		20,849	
Parochial purposes	8,682		1,184	
Faculty fees	9,253		9,356	
Churches (capital)	-		7,640	
Other DBF grants	49,795		2,000	
	<u> </u>	200,749	<u> </u>	259,885
Balance at 31 December 1995		<u><u>337,704</u></u>		<u><u>268,040</u></u>

The above funds were transferred during the year from the Church Commissioners to the Board. They are held for use by the Board for approved purposes under the Pastoral Measures and are not included in the primary statements.

22 Glebe investment with the Church Commissioners

In addition to the balances shown above the Church Commissioners hold the invested proceeds of the sale of Glebe at Aughton in 1988.

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 is currently allocated to Clergy stipends.

	Holding	Cost £
Church Deposit Fund	£600,000	600,000
CBF Investment Fund Pool	218,388 shares	968,450
CBF Fixed Interest Securities Fund	136,986 shares	200,000
Church Commissioners' Property Pool	198.0 shares	350,000
		<hr/>
Book value		2,118,450
		<hr/>

The estimated market value at 31 December 1995 was: £2,681,513.

23 Parsonages

At 31 December 1995 the permanent loans repayable in annual instalment over 20 years amounted to £322,360 (1994: £385,979) of which £25,000 is repayable in 1996.

The loans were issued for the purchase and improvement of Parsonages 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
VICE CHAIRMAN
FINANCIAL ADVISER
SECRETARY

Mr. B. Moult (X)
Archdeacon of Warrington (X)
Mr. P. Caine (X)
Mr. K.W. Cawdron (X)

EX OFFICIO

Bishop of Liverpool (X)
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. Moult (X)

DIOCESAN SYNOD REPRESENTATIVES

Mr. D. Burgess	Mr. C. Pye
Mr. J. Evans	Rev. S. Parish
Mr. N.W. Hope	

DEANERY REPRESENTATIVES

SEFTON

Rev. C. Quine
Mr. D. Miller

ST. HELENS

Vacancy
Mr. E. Anderson (X)

BOOTLE

Rev. C.H. Jones
Mr. I. Beckett

NORTH MEOLS

Rev. R.S.J. Charles
Mr. J. Fell (X)

WEST DERBY

Rev. T. Latham
Mr. P. Simonet

ORMSKIRK

Canon P. Goodrich (X)
Mr. D. Sherman

WALTON

Rev. P. Tilley
Mr. K. Mottram

WINWICK

Rev. B. Clark
Mr. W.A. Wynne

LIVERPOOL NORTH

Rev. J. Rowland
Mr. W. Farrell

WARRINGTON

Rev. S. Parish
Mr. A. Heaton

LIVERPOOL SOUTH

Canon J.V. Roberts (X)
Dr. A. Tinne

WIDNES

Rev. G. McKibbin
Mrs. M. Hill

TOXTETH AND WAVERTREE

Canon M. Wolfe
Mr. G. Quarless

WIGAN EAST

Canon K.M. Forrest (X)
Mr. D. Mills (X)

HUYTON

Rev. M. Norris
Mr. R. Wilson

WIGAN WEST

Rev. W. H. Harrington
Mr. G. A. Cooke (X)

METHODIST OBSERVERS

Rev. D.A. Bullen
Mr. G. Atkinson

DBF EXECUTIVE COMMITTEE

CHAIRMAN :	Mr. B. Moul
VICE CHAIRMAN :	Archdeacon of Warrington
FINANCIAL ADVISER :	Mr. P. Caine
SECRETARY :	Mr. K.W. Cawdron
REGISTRAR :	Mr. R.H. Arden

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. J. Fell
Mr. D. Mills

CO-OPTED

Mr. E. Anderson

STAFFING

At the end of 1995 the number of full-time staff employed by the DBF was 28, the same as at the end of 1994. Within that total, Rosemary Walker left her post as a social and community worker in Wigan to move away. Sue Cain arrived to take up a post as secretary to the Senior Industrial Chaplain and the Director of Local Non-Stipendiary Ministry. This secretarial post resulted from a re-organisation (but no increase in staff numbers) which had followed the departure of Joan Tudhope in 1994. Bill Forster left his post as Senior Resources Officer to be ordained to the stipendiary ministry. His colleague Kath Rogers was promoted to replace him, and Graeme Pollard replaced her as the second Resources Officer.

The number of part-time staff fell from 17-13. That was because the cleaners at Church House were made redundant when the work was given to an outside contractor. One part-time youth worker left the Action and Adventure project and was not replaced. That leaves three part-time workers on that project, but since their salaries are funded entirely separately, they are not included in the figures below.

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	4*
Parsonages	2	1*
Stipends	1	-
Resources Officers	2	1*
Church House	1	1
Covenants	-	1
Print Unit	1	1
Secretarial Support for Archdeacons	-	2*
Episcopal administration	1	1*
Social Responsibility/ Industrial Mission/LNSM	6	4*
UPA Projects Adviser	1	1
Marriage and Family Life Adviser	1	
Education	3	1
GUMIL	-	1
Continuing Ministerial Education	-	1
Development for Mission	-	1
Total Employed	28	13

*Four 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, as noted above, exclude the 3 part-time youth workers in the Action and Adventure project.

The following table indicates the salary paid to different members of staff as at 31st December 1995.

	Full-Time	Part-Time
£30,000 - £35,000	1	-
£25,000 - £29,999	-	-
£20,000 - £24,999	2	-
£15,000 - £19,999	7	-
£10,000 - £14,999	8	-
£5,000 - £9,999	10	5
Less than £5,000	-	8
	28	13

Keith Cawdron
Diocesan Secretary

MOTHERS' UNION

Following a year of deliberations about the new Mothers' Union constitution we all expected to get off to a good start in 1995. Unfortunately the Privy Council had other matters on their agenda and it was June before the Queen signed the papers to make it all legal. Although this did not affect our diocesan constitution (which was highly commended by Mary Sumner House) it did have the effect of delaying elections to central committees, which had a knock on effect on them getting into action.

However, the Liverpool Diocesan Trustees met seven times during the year and the Diocesan Council twice. All those elected to Diocesan Council also enjoyed a day or two in conference at Foxhill

in January and this gave a feeling of oneness to the new Council. The members of the four new Units (replacing the former ten departments) also met for a day conference in May.

We continued with our valuable work among 'those whose family life has met with adversity' providing holidays through the 'Away-from-it-all' holiday scheme for 21 adults and 39 children from the diocese mainly based at a holiday complex at Prestatyn. Members also embarked on project knitting tiny baby clothes for premature babies in the various hospital special baby care units through the diocese. Some branches were able to continue providing household goods for distribution to the newly rehoused by the Nugent Care Society. Our action and outreach also involved providing creche facilities for the Interfaith Conference and the 'Jesus in the City' conference, both held in Liverpool. Our links with Mothers' Union members overseas were strengthened, not only through our valued prayer links but also by being able to send financial gifts to our link dioceses of Warri, Benin and Sabongidda-Ora in Nigeria. We are most grateful to the clergy for their response to our appeal for theological books. A shipment will go to St. Ezekiel College of Theology in Sabongidda-Ora diocese early in 1996. We were privileged to be involved in the visit of Bishop Emmanuel and Mrs. Alice Gbonigi to the Diocese in September. Many members were able to meet Mrs. Gbonigi and to hear from her of Mothers' Union work in Akure Diocese, and Diocesan Council members were grateful to Bishop Michael and Steve for their hospitality at Martinsfield.

Throughout 1995 the Mothers' Union office in Church House was open Monday to Friday for the sale of Mothers' Union literature and for members to have any queries answered. Previously it had been closed on Tuesdays. The Administration Unit spent much time in redesigning the annual report forms for branches and deaneries. Sadly, subscriptions had to be increased - never a popular move! Five training evenings, 'Roadshows', were held in different parts of the diocese to enable branch leaders, secretaries, treasurers and committee members to come to terms with the new structures and to assist them in their programme planning. These were much appreciated by those who attended.

The Marketing Unit began to come to terms with the effect of Charity Law on their trading activities. The Baptism and Baptism follow-up cards, as well as sympathy cards were as popular as ever. The Mothers' Union Mothering Sunday, Easter and Christmas cards also sold well as did the Calendars of Cathedrals (including Liverpool). Displays of Mothers' Union work and of literature were taken to the Warrington Women's Festival, Haigh Show, and the Clergy Conference at Up Holland as well as the Festival of World Mission at the Cathedral. Several Deanery Chapters and Synods were also visited.

Prayer is the backbone of the Mothers' Union and we continued our prayer links with Sittway and Yangon in Myanmar (Burma) as well as the dioceses in Nigeria and also branches were encouraged to strengthen their links with branches in Carlisle Diocese. Several of our members were able to join with the Carlisle members for their Swanwick Conference. A Quiet Day, for Branch Leaders and members of Diocesan Council, led by Sister Pamela of the Community of the Holy Name at Keswick, was held at Loyola Hall. Over four hundred members joined in the 'Cathedral Day' in September when the theme was 'Hallowed be Thy Name'. Following the Eucharist, they listened to speakers on public worship, private worship and family worship and were most grateful to the Revds. Tim Stratford, Paul Kirby and Stephen Attwater and to Mrs. Jean Pearson for their inspiring sessions.

Children's prayers were very much in our minds for much of the year as we held a competition for boys and girls to write a prayer. Fifty of the entries were eventually gathered together in a small booklet entitled 'Hello God - it's me' - the name given to the competition. We are hopeful that some of the almost two thousand prayers received will find their way into a book of children's prayers being edited by the Revd. Canon Rachel Stowe for Marshall Pickering, to be published in 1996.

The annual Foxhill Quiet Days were led by Mrs. Margaret Lyon, Reader at St. Paul's Skelmersdale and a Mothers' Union member. Members were also encouraged to take part in the course of study entitled 'To live and work to God's praise and glory'

which helps members to think through how to put their faith into action. These studies are also to be continued during the coming two years.

We are most grateful to Bishop David and Bishop Michael and all the clergy for the support and encouragement they gave to us through the year. This year we are pleased that Bishop Michael was able to share with us at our Foxhill Conference for the new Diocesan Council and that Bishop David was able to commission all our new officers at our memorable Diocesan Festival in the Cathedral in May.

Jennifer Robinson
Diocesan President.

BOARD OF EDUCATION

The principle characteristic of the year has been that of the necessity to deal with changing situations. This challenge has been faced by every committee of the Board of Education. The responsibility for this state of affairs arises because of Government initiatives in financial and educational policy, as the result of Local Authority Re-organisation, and to some extent of our need to react to altering circumstances within the Church.

Sometimes it has meant a new approach to our continuing aim to ensure that the Church's influence in Education, at every level, is for the good of the young in particular and the community in general. Opportunities have occurred when we have been able to make a very positive contribution. Often, when this has been possible, it is because of the hard work and vision of numerous clergy in the diocese. The Commitment to Education of so many members of our parishes is our greatest resource.

Schools' Committee

This has been another busy year for the Schools' Committee. It has met on ten occasions, with a full agenda at each meeting and dealt with subjects as wide-ranging as finance, buildings, local and national government issues, teachers' appraisal and school inspections.

Each meeting heard reports from the Committee's representatives on Local Education Authorities and members have been able to comment on the re-organisation of Primary education in Wigan and Liverpool, and the provision of Nursery education in St. Helens and Wigan. Members represented the Committee on the relevant working parties; thus the Board of Education has had a direct input into discussions on these topics. One particular proposal which has required our consideration is the Government's decision to issue vouchers for the purchase of pre-school education. This could have serious financial implications for some of our nursery schools and classes, particularly in Wigan and St. Helens.

The Committee has been delighted to note the opening of the joint URC/ Anglican primary school in St. Helens and the rapid progress towards the building of the Anglican/RC school in Croxteth Park which, it is hoped, will be opened in 1997.

Given the wide range of experience offered by members of this committee and its officers, Headteachers and Governors should not hesitate to contact Church House for advice on contentious issues or for clarification of local and national government decisions. New incumbents with a school in their parish are invited to attend the Director's seminars.

Teachers' Committee

The Teachers' Committee met on five occasions during the year and Mrs. J. Stein was appointed as INSET Co-ordinator. Liverpool Diocese Religious Education Syllabus for C.E. Primary Schools, published in 1994, has received a good response from many of the primary schools in the Diocese. Due to increasing demand, a further reprint has been undertaken. Inspection of Denominational Religious Education in Church Schools has been carried out during 1995 in a number of church schools on religious education, collective worship and their contribution to the spiritual, moral, social and cultural development of pupils. The Diocesan Inspection Team has met, as planned, on three occasions to discuss current issues and latest developments in the inspection service.

In-Service Educational Training Religious Educa-

tion Programme for Clergy, Governors and Teachers in C.E. Schools was launched in the Autumn Term of 1995 by our Schools Consultancy on Religious Education (SCORE). A comprehensive programme was offered giving choice of site, time and modular preferences, with optional professional qualifications from the University of Liverpool. This consists of modules on inspection, the Diocesan R.E. Syllabus, Governing Church Schools and Collective Worship. In addition, a training course for existing and prospective clerks to governing bodies is available. The programme has been widely advertised through Live Wire and Schools have received fully documented information on the available units.

School Leavers' Services for Church Primary Schools were held in the Anglican Cathedral in June. They were attended by some 2500 pupils, staff and governors from schools across the Diocese. High quality presentation was again evident.

Children's Committee

There was no particular change in the pattern of Children's Work in 1995, with the main emphasis in the Field on the training of Sunday School Teachers by means of the Kaleidoscope course. As in previous years ecumenical courses were encouraged but Parishes still seem to want to train as single units. The Children's Officer acted as Tutor to a number of Parishes but there were, happily, a number of other parishes that ran their own courses after initial meetings with the Children's Officer. There are also a number of parishes that specialise in children's work and offer their programmes to the Diocese. There was close liaison with the newly appointed Children's evangelist and a sharing of information and resources. Discussion with the Youth Officer on Confirmation training also took place but no fixed ideas are in place. The fall-off of young people at the age of ten or eleven continues and a priority must be that 'hand-over' from Children's Work to Youth Work.

The Children's Officer gave talks and put on a display of material at the Clergy Conference which was introduced by the Committee Chairman, the Revd. Jackie Waterman. There is a constant stream of requests from the parishes by phone and letter for information on children's work. Many of these

stem from the fact that children are still leaving at the end of Sunday School years. The Committee also continued to plan the Pack for the parishes for which a grant of £500 has been made available.

The plans must continue to encourage additional models of children's work.

It has been very obvious over the four years of the Children's Officer's appointment, that where work is done mid-week, there is far greater success and it appears to continue into the teen-age years, without that break at the end of Sunday School which so often means the leaving of the church community.

Youth Committee

1995 saw the arrival of a new Chairman of the Youth Committee, the Revd. Alan Jewell, who sees his job in the first place as being to listen in order to get a grasp of the issues faced by the Committee. It would be good to record here our thanks to the former Chairman, the Revd. Tom Moffatt for all his hard work. In his report to the Committee, the Youth Officer records 'a very busy and stressful year'. Over and above his routine commitments, the Youth Officer successfully completed his Master's Degree in the Management of Community Education. We offer him our congratulations. The Youth Committee is aware of the need to monitor the amount of work done and planned by the Youth Office, and the demands placed on the Youth Officer. We are concerned that his work is recognised and that his salary adequately reflects his experience, service and qualifications (now including a Master's Degree). In common with other Committees and boards, the Youth Committee has given much thought to the issue of its budget. In particular, the Committee was deeply disappointed to discover that the income from the money raised in the sale of Laurence House was to be used in the context of the Diocese's general financial difficulties, and would, therefore, not be available to continue the work for which Laurence House was originally purchased.

The All Night Vigil was, once again, a great success, reflected in the positive evaluations and comments made by young people and leaders. The visit of Nigerian young people was a great suc-

cess, reflecting the amount of work and attention that this link with Akure is paid. The young people who visited the Czech Republic reported positive experiences, despite some differences in expectations between the two sides. The Youth Committee sees one of its objectives to support the work of the Full Time Centres/Action and Adventure. Most of the demands for help and advice come from centres/projects in the City of Liverpool. The Action and Adventure project was recommended to the Liverpool Education Sub-Committee for main-line funding.

Higher & Further Education Committee

Financial cutbacks in the sectors of education in which we work have yet again formed the background to much of our discussion during the past year. At the time of this report, universities and colleges of higher education are reeling from the latest reduction in funding and contemplating putting more of the burden of the cost of their courses on to students and their families. Inevitably, such suggestions create considerable anxiety for all members of the institutions. Chaplains are increasingly aware of the stresses and strains that affect both students and staff; students who worry about getting seriously into debt; staff who have to live with the frustrations of reduced resources and the uncertainties of employment on short-term contracts; administrators who have to implement harsh policies. The Committee's aim is to support Chaplains in this and other areas of their work. To try to achieve that more effectively in further education it has been considering the provision of appropriate support for Chaplains and others working across the diocese in these large institutions which cater for thousands of students on a wide range of courses, from adult literacy and numeracy to degrees and diplomas. FE in the Merseyside region is co-ordinated by the MARCEA FE Committee and we need to devise a framework for co-operating with that body. A small working party has been addressing this and plans to consult with parish priests with FE Chaplaincy Colleges in their parish in order to be able to present suggestions to the Bishop early in 1996.

Financial difficulties may have formed the background to our work during the last year, but they have not dominated our times together and the

Committee continues to be a forum for lively debate and enthusiastic support of H and FE Chaplaincy.

We have been fortunate in that we have had such a capable group of professionals to facilitate our efforts. We are particularly grateful for the leadership, expertise and hard work of David Woodhouse, the Diocesan Director of Education, and his staff.

The Revd. John Sharples (Chairman)

EQUAL OPPORTUNITIES MONITORING GROUP

The small group, responsible to the Bishop's Council has a new Officer, Kweiku Mensah. He has wide experience of many Equal Opportunities issues. He will take forward the varied work already begun. This work includes : disability access, representation on Deanery and Diocesan Synods, responses to the ordination of women priests, aspects of appointments including clergy appointments and the difficulties faced within the church of a variety of minority groups.

The Committee for Black Anglican Concerns has already presented a powerful paper to the group and the Council identifying real concern about appointment procedures, racial awareness training, and the visual impact of the public face of the Anglican church in the diocese. Aide-memoirs to help specific groups to monitor their own performance in relation to Equal Opportunities are the next step proposed. There is some good will and action but much inertia even when clear issues are identified. Please invite Kweiku or members of the group to any organisation or group of which you are a member.

A. Bessell (Chairman)



DIOCESAN ADVISORY COMMITTEE

The Committee has met each month during the past year, and has dealt with 124 applications. Of those which proceeded to Faculty, 75% were completed within three months of their application.

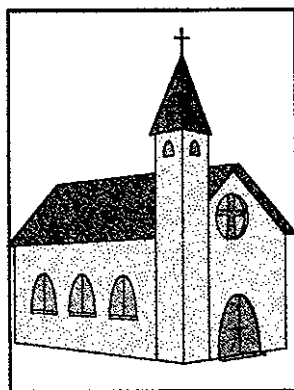
As well as the more mundane issues of dry rot and leaking roofs, several schemes were submitted for the installation of stained glass memorial windows, some major re-ordering schemes and a number of improvements to facilities for the disabled, i.e. access ramps and induction loop systems. Sadly, more and more churches are having to apply for faculties to provide window guards, and security lighting and fencing, in attempts to deal with the growing amount of vandalism to our buildings.

The Committee have to tread a very fine line between their responsibility to preserve our heritage, and the need to adapt our churches for the modern liturgies. We must be careful to be seen to be working within the law. Some conservation bodies are quick to oppose perfectly reasonable schemes. We must preserve our good relations with grant-making bodies like English Heritage. The reckless action of one parish could jeopardise the funding to another.

We are very fortunate to have as members of the Committee, several experts in the fields of Architecture, Stained Glass and Artistic Design as well as people able to advise on colour schemes, heating and lighting schemes.

The Committee is eager to make faculty application as easy as possible for parishes, and help is readily available at an early stage from the Chairman, the Secretary (the Revd. Noel Michell) or Mrs. Pam McLoughlin at Church House. A leaflet 'A Guide to Obtaining a Faculty' is available on request from Church House.

The Revd. Canon Malcolm Forrest (Chairman)



ACORA (RURAL AFFAIRS)

Much of the work of the Diocesan ACORA support group this year has been centred on the problems surrounding our environment. This was a result of the Environmental Event held at Knowsley Hall, when key Officers from Local Government within the Diocese, as well as Church Leaders, environmentalists and leaders of industry heard a lecture from Professor Sir Ghilleen Prance, Director of the Royal Botanic Gardens, Kew.



As a result of that event it was decided to hold similar events, but on a smaller scale, in other parts of the Diocese to encourage planners, community leaders, educationalists and others to meet over lunch and explore issues of the environment. Lunch time events have been held in Ormskirk and at Liverpool Cathedral. The topics discussed have been 'Access to the Countryside' & 'Education and the Environment'. Similar events are being planned for the future months.

The Government produced its long awaited White Paper on Rural Issues entitled, 'Rural England, a nation committed to a Living Countryside'. The ACORA group are now tackling the issues, for the Diocese, raised in this document.

The Group are seeking to bring to the attention of the parishes new models of ministry. Plans are being made for a conference to explore the opportunities that Local Ministry teams and the Local Non-Stipendiary Ministry scheme can bring to a parish.

Work is still continuing on many of the other issues raised by 'Faith in the Countryside'. The Revd. Brian Robinson continues to represent the Diocese on the Groundwork Trust and at regular meetings with other Diocesan ACORA Officers.

The Ven. David Woodhouse The Revd. Brian Robinson

BOARD OF MINISTRY

While focusing on Ministry the work of the Board will always be diverse with most of the activity carried out by the constituent Committees.

Several strategies have been implemented to enable Board members to be better informed and more aware of the work being done:

* *Deanery representatives* have been given the opportunity to join a constituent committee if they wished to do so. Two members took up the offer.

* *At each Board meeting* a small team from two constituent committees have made a short presentation on their work. They were then subjected to rigorous questioning by Board members. This innovation has proved very successful and has stimulated much useful discussion.

* *The Chairman and Secretary of the Board* intend to visit each of the constituent committees in turn hopefully to mutual benefit. Their visit to the committee meeting of the Readers' Association seemed to be appreciated by both parties. The next visit will be to the LNSM Council.

Together with the Cathedral, the Board has instituted a Ministry Lecture. The inaugural lecture was given last September by the Bishop of Akure. Another Lecture, with Professor John Polkinghorn, FRS is planned for this year and it will become an annual event.

In December the Board discussed the Turnbull Report. Some concern was expressed about the status of ABM and clergy training in the future. The views expressed were sent to the Archbishops for consideration during the review of the Report.

LNSM

The Diocesan pilot scheme is now fully operation. The first 10 participants (7 women and 3 men, 7 GUML and 3 LMT parishes) are undergoing the first year training schedule and will be going forward to an ABM selection conference in June.

READERS and CME

In February, a new venture in CME took place,

Readers licensed in the last two years had a joint training day with clergy involved in Post-Ordination Training. The theme addressed was 'Spirituality'. It proved to be a very useful and successful event.

Consideration is being given to formulating an appraisal scheme for Readers similar to that in operation for clergy. Development work is underway.

LMT

There continues to be a steady increase in the numbers of parishes enquiring about LMTs. While the definition of an LMT is determined by specific criteria, it has been identified that there is a need to define collaborative ministry as some parishes consider that they exercise a team approach to shared ministry but do not have a recognised, trained or commissioned GUML or Local Ministry Team.

Clergy Appraisal and JWC

These have been brought together under one new committee.

New Appointments.

The Diocesan Communications Officer, the Revd. David Marshall, and the Adviser for NSM, the Revd. Alan Litton, have both been active in developing their new roles.

David Woodhouse
Chairman.

PASTORAL COMMITTEE

In September 1994, Diocesan Synod approved a policy presented to them by the Pastoral Committee on how to achieve savings in Full-Time Stipendiary Posts. Before the year 2000, 30 Full-time Stipendiary posts have to be saved, 13 of them being of Incumbent Status. The Bishop asked Deaneries to discuss the proposals made by the Pastoral Committee and make a response to them before the end of November. The difficulties and pain involved in performing such a task were recognised by the Committee, and it is grateful to those deaneries that have been able to see their way forward in making the required saving before

the year 2000. As well as clergy numbers issues, the normal work of the Pastoral Committee continued throughout the year.

Within the Liverpool Archdeaconry, consultations with the Wavertree parishes regarding a Group Ministry are bearing fruit, and within that group further consultations have been continuing about a united benefice of St. Thomas and St. Bridget's. The Committee is also mindful of the support needed by parishes when their buildings become difficult to manage. For example the congregation of St. Margaret's Toxteth has asked for help to talk through what options are open for the future of its building and a working group is being set up to explore this. Talks continue about St. Peter's Aintree and the future of the building and how the parish can be helped to face the future.

The Clergy Numbers issue has brought a sense of union within deaneries as they elect Deanery Pastoral Committees to discuss, not only how to save posts, but also talk together about ministry in their area and how best parishes can be served in the future.

Within the Warrington Archdeaconry St. Ann's Warrington has finally been declared Redundant and the building sold to a Rock Climbing/Leisure company. The work goes on to provide the new building next to St. Ann's School within the residential area of the parish. Proposals have been sent to the Church Commissioners to establish a Group Ministry instead of the Padgate Team. Four new Benefices will be created instead of one, with Incumbencies instead of Team Vicar posts. It is hoped that this will be completed by May/June 1996. The Ditton Team are looking at the future of their Team, and talks are going on with the Sub-Committee. Consultations continue in the Aspull/New Springs area of Wigan regarding a new benefice. The parish of Lydiate St. Thomas is hoping to provide a new meeting room and car park opposite the Church in Church Lane, providing facilities desperately needed by the church. Proposals are, therefore, in hand to deconsecrate part of the graveyard extension (which can't be used for burials because of flooding) to give the required land on which to build, if permission is granted by the Local Authority. The Warrington Sub-Com-

mittee hold their meetings at different venues around the Archdeaconry which helps the members to get to know the areas they have to discuss. It is hoped that Liverpool Archdeaconry will also follow this pattern when it begins to meet in the evening next year.

Thanks needs to be extended to all the members of the Pastoral Committee for the difficult work they have to do.

Establishment Committee

The Establishment Committee has met infrequently during 1995. The reason for this stems from the work which has been going on in connection with the reduction in full-time stipendiary posts, and necessary discussions in other forums, (Pastoral Committee, Synod, Bishop's Staff Meeting) on how the reduction in Assistant Staff would be handled and what appropriate criteria needed to be used to achieve the necessary savings. It is anticipated by the Committee that a new list will be circulated during the first half of 1996. As always, the Committee is very grateful to Mr. Henry Ashcroft for his sterling work as statistician and his production of the Establishment List.

Redundant Churches Uses Committee

Only two items have concerned this Committee during 1995. St. Ann's Warrington, which work is now complete, and Christ Church Waterloo. The result of the public hearing was that Christ Church would be restored by the Historic Churches Conservation Trust (Redundant Churches Fund). Work would continue by the Trust to acquire the necessary funds to complete the work.

Margaret Sadler
Secretary

THE BOARD FOR MISSION AND UNITY

1995 began with newly elected members taking up their places on the Board, following the elections of the previous autumn. With this in mind, some time was spent at the Board's first meeting of the year briefing the new members and helping them to play their part in the life and work of the Board.

As in previous years, Board members have been encouraged to do this by getting involved in the work of the Board's Departments as well as attending main Board meetings. This is because it is a feature of the Board that much of its work is carried out in its constituent departments. The detailed work of those departments is reported below. It is thanks to the willingness of the Board's members to put their time and talents into the work of these departments as well as to the main Board that so much has once again been achieved. Consequently, it is pleasing to report that the Board has been effective in its service of individual parishes, our Diocese and also the wider church.

In serving the Church, the Board is committed to working closely with our ecumenical partners. In furtherance of this aim, the Board's Ecumenism Department has continued its valuable contribution. The Board has also maintained its close working links with MARCEA as well as with national church bodies and mission agencies, through the Home and Overseas Department and World Mission Forum.

Through these links the Board has, as always, picked up matters of national and international concern and promoted them locally at both diocesan and parish level. So, for example, during 1995 the Board was involved with work on Christian Aid's 50th Anniversary; the 'Joining Hands Across The World' initiative; General Synod's 'One percent campaign for overseas aid and development', the 'One Race' study pack dealing with racism and discrimination; the ecumenical decade of Churches in solidarity with women, and Church planting.

The Board began its working life early in 1986 following decisions taken by the Diocese in the autumn of 1985. Thus 1995 has been the Board complete its first decade. Individual people and parishes, our diocese and the wider Church are all richer for the work that the Board has done in those ten years. It is thanks to people of vision, enthusiasm and commitment who have worked on and through the Board that much has been achieved in furthering the causes of Mission and Unity. God being our helper, the people of the Board will continue that work just as effectively through the Board's second decade.

Development for Mission

The group set up by the Bishop of Liverpool to review the work of the team and the half time post of Lay Training Officer reported in January. The Group, Chaired by the Revd. Richard Capper, paid tribute to the 'very good and solid foundations' laid by the team and recommended that 'at a minimum the team continues to have three members (two and a half posts)'. The Revd. Di Williams left the team during the year to become Anglican Chaplain at Lancaster University. Chris Peck, Team Leader, was away on sabbatical for four months exploring the concept of sacred space as part of a Master's degree at Chester College.

208 people completed the Foundation Course and 197 started a new year in September, in addition to those doing the Discovering the Bible Course, Healing Course and the Worship - Then and Now Course. The programme 'On Your Doorstep' which takes tried and tested courses out to parishes was launched. A process for developing a follow-up course to the Foundation Course was set in motion. A course in Spirituality was launched which has proved to be very popular. Sandra Wellington ran a Making Faith Work Course, a Working with Faith Course (with Ken Storey from MitE) and was instrumental in setting up a Faith and Work Network.

In addition team members were involved in leading parish weekends, days and PCC away days, PCC meetings, Deanery Synods and preaching, setting up a variety of short modular courses, training Local Ministry teams and setting in motion the recruitment and training of LMT trainers, helping with the training of group leaders for Lay Swanwick, work in Risley prison and meeting with individuals, in addition to other work much of which is carried out in collaboration with other Diocesan Departments. We welcome on to the Team the Revd. Stephen Gough, Vicar of St. David, Childwall who as half-time Team Member replaces Di Williams.

Home & Overseas Department

The department has continued to oversee the various diocesan and parochial links with the worldwide church. We are trying to update our list of people in the parishes who have worked overseas

and have contact with local Christians in various countries in the world. We hope in this way to be able to provide the names and addresses of people who can attend parish meetings and preach in support of our links. We would be grateful for any information under this heading which could be sent to us. Personal experience and enthusiasm count for a very great deal in infecting others with a genuine concern for our brothers and sisters in different countries and different circumstances.

The biggest initiative during the year was taken by our World Development Officers, Michael Wolfe and Paul Dawson. Resolutions approved at the September Diocesan Synod called for a renewal of commitment to the world-wide church and especially to development work. Following this, a large pack of ideas for projects and initiatives was circulated to every parish. We are just a little worried that the very comprehensiveness of this pack might have overwhelmed the clergy receiving it, and we hope that by now many lay people have asked what happened to it, and offered to take it away and interpret it.

In this connection, part of the resolutions before the Diocesan Synod was a proposal for a World Church Link in every parish - a lay person with the enthusiasm to develop awareness of the world church in the local context, and to publicise different parts of the church's work overseas. We hope that many parishes are appointing such a person, and that incumbents will channel information received through them. Such areas of interest, whether they come through missionary society links, through personal involvements overseas of church members or through the Diocesan PIM Partnership with Akure Diocese in Nigeria. The one thing of which we are quite sure is that any parish which has no broader dimension is missing out on the challenge and vigour of world Christianity.

Lay Swanwick Planning

Lay Swanwick 1995 was entitled *All Are Called*, and was concerned with aspects of ministry, particularly the ministry of lay people. Unusually, we had two keynote speakers, Dr. Yvonne Craig of the Board of Education at Church House, Westminster, and Canon Bob Langley from Newcastle

Diocese. They did not see their brief as providing all the answers, but rather helping people to recognise that their ministry was to be worked out as much in the world at large as in narrowly 'churchy' contexts.

The underlying theme of the weekend, as expressed by Canon Langley, was the need for a Church which is open to the world in two ways: in taking seriously the experience which its members bring to their worship and learning, and in being prepared to step out and be alongside non-members in an unconditional way. In the latter we might risk losing our Christian identity, but what we are doing lies at the heart of our incarnational faith.

Preparations for our 1996 weekend, *Flowers in the Desert*, are well in hand. The theme is the journey of faith, and our speaker will be the Rt. Revd. Dr. Richard Harries, Bishop of Oxford. It is becoming necessary to plan our weekends two years ahead in order to obtain speakers. For 1997 we will welcome the Rt. Revd. Dr. Laurie Green, Bishop of Bradwell, in the Diocese of Chelmsford. The theme will be *Images of God*.

Ecumenism

Recent work has been gearing up for the publication and discussion of *Called To Be One*. This is the outcome of a process initiated by Churches Together in England in 1993 to identify what 'visible unity' might mean and how it might be reached. The next 12 months provide an opportunity to respond locally to some of the challenges which this puts to the Church of England. At the heart of the process is the recognition by the churches in England that 'they cannot preach the good news that God was in Christ reconciling the world to himself, and expect to be believed, while they are not reconciled to one another.'

During the past year we have welcomed Fr. Anthony Hodgetts as Ecumenical Officer for Merseyside and Region Churches in succession to the Revd. Bob Andrews. We have also sought to follow up one of the recommendations of the Churches Together in England Forum, suggesting that the training of clergy and lay people needs an 'ecumenical transfusion', before and after Ordination in the case of the clergy. We continue to see

our role as supporting and working to remove obstacles to Local Ecumenical Partnerships whatever their shape or purpose, and we are always willing to offer help and encouragement where we can.

Evangelism Team

In this, its first full year, the Evangelism Team has been active across the Diocese; almost every Deanery Chapter and some Deanery Synods have been visited, and there has been frequent input at the Diocesan Synod.

All three team members have been involved in the preparation and carrying through of the Springboard Mission. Janet Arnold organised and ran a Children's Training Day in faith sharing (Hidden Treasurer); Peter Jordan and Christopher Gray co-ordinated the Area Planning Groups for Springboard and led workshops at the Lay Training Day. Christopher also gave a good deal of time to liaising between the Springboard Team, Diocesan structures and area groups.

During the year, Janet has been involved in a number of Children's Mission; in training and advising children's ministry leaders; and in preparing an audit.

Peter has worked in training and reviewing of mission strategy in over a dozen parishes. He has had a number of speaking engagements; is involved in planning missions at Burscough, Ravenhead and Litherland (this last on an ecumenical basis); and has helped with weekends for parishes.

Christopher has produced a Small Church Audit in collaboration with Kath Rogers (Resources) and Sandra Wellington (Lay Development) and has begun to facilitate the audit in the first couple of parishes. He has had a number of speaking engagements and has been involved in training and advising for mission. He is a key member of the Decade Support Group and has piloted the Church Planting Strategy for the Diocese through the Diocesan Synod.

In addition, all three members of the team were extensively involved in the Clergy and Lay-clergy Conference in September.

Companion Diocese (Partners-in-Mission)

LIVERPOOL - AKURE

Liverpool Diocese hosted the Bishop of Akure and Mrs. Gbonigi in September; in August a group of young people from Akure Diocese had enjoyed a programme here organised by the Diocesan Youth Officer, Richard Turner and his colleagues. Bishop Gbonigi was able to take part in the 1995 Conference of Clergy and Laity; he and Mrs. Gbonigi made many visits through the Diocese. The PIM Team is grateful to all who hosted our visitors.

At the invitation of the Bishop of Liverpool, a priest from the Diocese of Akure, the Revd. Canon Julius Oyet is here for a year's placement at St. Mark's Kirkby, devoting some of his time to promoting the Link. Bishop David and Grace Sheppard described their visit to Akure at a special event in the Cathedral when many photographs, transparencies and artefacts were displayed. A video which asks what the Link can mean to us has been prepared by the Diocesan Communications Officer, David Marshall; it was shown to Diocesan Synod in March 1996 and is available. A prayer cycle, from Akure, with detailed intercessions for the Diocese of Akure has been made available.

Bishop David and Bishop Michael have asked that from the collection at Institutions a tithe is offered to assist towards the cost of representatives of the Diocese of Akure visiting us. We are very grateful for this support.

The PIM Team continue to be represented at the annual national conference on Companion Diocese Links. Two exhibitions for Primary Schools are being organised. Books for Vining Provincial Theological College in Akure and for the St. Matthias High School are being collected.

As Board Chairman, I take this opportunity of thanking the above contributors, together with their Department and Team members, for their sterling work during the year 1995. The Board has been greatly blessed by the enthusiasm, dedication and skills of competent colleagues. Long live Mission and Unity!

Michael Wolfe, BMU Chairman.

BOARD FOR SOCIAL RESPONSIBILITY

The principal 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.

Planning & Implementing Change

Work set in motion by the 1994 'mini-review' of the internal workings of the Board continued to be prominent. Attention was given to a re-affirmation of the aim and key tasks of the Board, a job description for the Board Chair, modifications to the terms of reference of other committees, and the complementarity of the 'prophetic' and 'pastoral' dimensions of the Board's work. A strategy paper - 'BSR future shape and direction' was adopted. This envisaged a new emphasis on community development-based work, a development of social issues-based work and a closer integration between the two.

A residential meeting of the Board at Foxhill in February provided an induction for new (and existing) members and helped to shape priorities for the next 18 months.

During the year the role of local committees in relation to BSR workers assumed greater importance - not least because of the implications of new Charity Law.

Comings and Goings

Ute Jaeckel arrived at the end of 1994 and settled in to the new post of Team Leader and Development Officer of the Board, with a brief which includes exploring possible new avenues for Board work.

Marie Trubic, a Church-related Community Worker based in Everton, moved to a new post at the start of the year. A review of the post carried out in autumn 1994 had affirmed the value of Marie's work, but pointed up serious deficiencies in some of the local arrangements for supporting her work. As a result, a decision was taken not to seek a replacement in the post. Sadly, Marie's house (purchased as the BSR's financial contribution to the project) was immediately subject to vandalism. The house subsequently had to be sold

at auction at a significant loss to the Board. Rosemary Walker left her post in Wigan when her husband moved to new work in Surrey. Ruth Byworth took over as acting Chair of the Board in July.

Advisers and Workers

In Wigan, Sue Clugston dealt with over 150 referrals, many of them requiring help with family and other relationship problems, and others presenting difficulties with housing and homelessness, bereavement, adoption, pregnancy, debt, etc. As with all the members of the Team the work of volunteers - including volunteer counsellors - is vital.

In Bootle, Val Davies continued to run a counselling service staffed by local volunteers who are professionally qualified counsellors. Again, they deal with a wide range of problems, including relationship difficulties, bereavement, people suffering abuse, victims of rape and sexual assault and carers of people under the Community Care plan. Both Val and Sue are additionally involved in a range of other local initiatives and groups.

Andy Heber, the South Liverpool Deanery Social Worker, saw an increase in referrals to the Halewood Listening Ear scheme. A team of 16 listeners drawn from local churches assist in the work. The scheme gained national recognition in August when it was featured as an example of good practice in an article in the social work magazine 'Community Care'. Andy has also been involved with pastoral care and other teams in the deanery, and has supervised social work students on placement from Liverpool John Moores University.

Ruth Reed has continued to run well-attended Retreats for people with learning disabilities and their carers. She has worked to develop local leadership, so freeing her to look for opportunities for new work in the diocese. In 1995 the project celebrated 10 years of ministry with a service in the Cathedral attended by 200 people, with people with learning disabilities taking part.

The Marriage and Family Life Adviser, Marion Pope, ran Parenting Familiarisation sessions with the help of a grant from the Department of Health. Parenting programmes are now underway in 10 parishes in the diocese. The year also saw an increasing interest in services to celebrate marriage - often including a renewal of marriage vows. The

report of the General Synod BSR's working party on the family 'Something to Celebrate' brought requests to lead discussions on the Church's response to the realities of family life today.

The Science Adviser, Ursula Shone, continued to promote the 'First Thursday' series of discussions on science and religion. She played a major role in the development of an 'Environmental Forum' programme (see below).

Social Issues

The publication of 'Something to Celebrate' led to much interest (including that of the media) and provided a platform for discussions all round the diocese about issues of family life. The Board's own research project (with MiTE) on the 'family-friendliness of the workplace' was completed, with publication in 1996.

An 'Environmental Forum' was launched, in conjunction with the ACORA group, with a major event at Knowsley Hall. Over 60 senior people from local government, environmental groups, farmers, Trades Unions, business people etc. attended. The aim of the Forum is to explore value issues behind aspects of environmental policy.

'Jesus in the City' UK Congress in Liverpool had a significant involvement by BSR Staff. This was a major event bringing together hundreds of Christians with a concern for the gospel and urban life.

The Board continued to monitor developments under the Single Regeneration Budget and the housing and homelessness policies of local authorities.

Resources

Most of the Board's budget is salaries, and much of our funding is from sources outside the Diocesan budget. The Board has recognised that approaches to funding which may have been appropriate in the past may not be so appropriate in the changed funding climate which has affected the whole of the voluntary sector. 1995 was a difficult year financially for the Board. Fortunately, the worst scenarios were avoided, but a very careful eye continues to be kept on finance.

The Revd. Keith Maudsley, Executive Officer.

URBAN PRIORITY AREAS COMMITTEE

The Committee exists to monitor and advise upon ways in which UPA communities are experiencing change, and ways in which the Boards and Committees of the Diocese take account of the needs of UPA communities, building on the issues brought to attention in 'Faith in the City'.

The 'Urban Hearings' programme continued, with Hearings taking place in Knowsley. Interest from outside the Diocese led to work being done to facilitate 'Urban Hearings' elsewhere. The Committee continued to monitor the findings of the Hearings.

Responses from other Diocesan Boards were received regarding the implications for UPAs of work in progress and/or planned.

1995 saw the 10th Anniversary of 'Faith in the City'. A service in the Cathedral was held to mark the occasion. Media interested included contributions to radio documentary programmes.

A report by the Bishops Advisory Group on UPAs was published entitled 'Staying in the City'. The report considered the question of UPAs nationally 10 years on from 'Faith in the City'. The Committee looked at the report.

A new index of deprivation to identify UPA benefices came into being. The Committee monitored developments and implications for this diocese.

Regular reports were received about applications to the Church Urban Fund (these applications are dealt with by the UPA Priorities Panel). The Committee considered appropriate ways of implementing a scheme to evaluate CUF projects.

The Revd. Keith Maudsley, UPA Officer.

RESOURCES DEPARTMENT

The Department has had more changes in personnel this year with the ordination of the Senior Resources Officer, Mr. Bill Forster. The remaining Resources Officer, Mrs. Kath Rogers has taken over this role and was joined by Mr. Graeme Pol-

lard in July. Mrs. Kim Stanley also joined the department late in 1994 as part-time Covenant Officer following a review of the Diocesan Covenant Administration system.

During the year the department has supported 8 parishes in completing Christian Responsibility Programmes. Presentations to a further 17 have resulted in 9 parishes planning programmes for 1996 and 1997.

The work of the department has been promoted with presentations at the Area Deans Meeting, Deanery Synods and Diocesan Clergy Conference.

27 parishes were assisted with Capital Fund Raising advice.

9 parishes were assisted with Financial and Budget preparation advice.

3 Parishes were assisted with Mission Assessment Programmes and a further

4 with parish planning days.

A number of training opportunities during the year were provided. Four Covenant Conferences were held to which 218 people attended from 124 Parishes. Also three Treasurer Support evenings were held especially for UPA Parishes. Seventeen covenant audits were undertaken on parishes within the diocesan scheme.

The department has worked closely with the Department of Evangelism and Department of Laity in producing a Mission Audit pack for small churches.

Continued support for parishes in the area of Utility cost reduction has been provided. Also preparation and planning work relating to the Charities Act and new accounting regulations has been carried out and will continue throughout 1996.

Kath Rogers, and Graeme Pollard
Resources Officers.

PARSONAGES COMMITTEE

1995 was a difficult year for the Parsonages Committee as it sought to control expenditure on both Repairs and Improvements within a limited budget

and against a background of reducing support from the Church Commissioners.

Repairs:

Expenditure on Parsonage in 1995 totalled £258,000 including 37 Quinquennial Repairs at a cost of £122,000. Regretfully, financial constraints have meant it has not been possible to catch up with the backlog on Quinquennial Inspections despite additional generous provision from the Board of Finance. Nevertheless, the Committee is determined that the issue of increasing costs of Quinquennial works is addressed and a full review of Parsonage procedures is to be undertaken early in 1996.

Improvements:

The total amount spent on improvements in 1995 was £70,000 including grants from Marshalls Charity of £26,000.

Empty Houses:

The problem of protecting empty houses during an interregnum continues to be a worry. Wherever possible, the Parsonages Committee seeks to find suitable temporary caretakers and are grateful for any suggestions Churchwardens and PCCs may have. However, it is essential that all such occupancy should be on a proper basis and any proposal should be discussed with the Parsonages Secretary before any arrangement is made.

New Houses:

During the year construction work commended on replacement vicarages at Childwall All Saints and Kirkby St. Chad.

Sale of the former parsonage house at Toxteth St. Bede was completed and the proceeds are to be used for improvements to the Toxteth Christ Church House.

It was also agreed that the houses at Walton St. Aidan and Kew St. Francis, both of which are considerably below Green Book Standard, should be replaced.

Mrs. Jackie Duck
Deputy Diocesan Secretary
Finance and Property