



# **Annual Reports 2020**

## **the unitarians**



# The 92nd 2020 Annual Reports

General Assembly of Unitarian and Free Christian Churches  
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# Team Reports

## Photographers:

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

**Cover Image / design:** This Ain't Rock'n'Roll.

## Presidential Team Report

**General Assembly President  
2019-20**  
Celia Cartwright



This year's report is not easy to write. Having remained as President by default, there having been no AGM at which a motion to accept our new President, Anne Mills, was possible, I am still holding the badge of office safely in Cumbria. I will do so until we find a way to hold an AGM and I can, with delight, pass the baton of the presidency to Anne who I know will be a fine and worthy President of this wonderful denomination.

My term of office should have ended in April 2020, but sadly the Covid19 pandemic overturned all our plans. My last four presidential appointments were cancelled and though I still hope to be able to get to FUSE (The Festival of Unitarians in the South East), Godalming, the LDPA (London District) meeting and to Dublin, I have no idea when this will be possible.

The rest of my year was splendid. I visited congregations throughout the UK - Scotland, Northern Ireland, England (N, S, E & W) and finally Wales, where neither floods or pandemic managed to prevent a splendid couple of days meeting, greeting, being entertained and leading worship. I have always loved my Unitarian family and during 2019 and a little bit of 2020, I found the

warmth, kindness, and generosity of spirit (and food!) was alive and well. We may be small in number but we are huge in love. I shall treasure my memories well.

Since March 2020 I have been isolating. I cannot risk being ill. I have family responsibilities and have seen first-hand the effect of Covid19: the death of two friends; three friends who have contracted the illness and are still struggling with long-covid months after they fell ill; both my children working with the public, in caring for the elderly and in working with the sick. So my actions as President have been few. Ministry has been in the form of a daily blog on my Facebook page and I have kept in contact with the Executive Committee when possible. I have also taken a few Zoom services and taken part in meetings.

From my home in Cumbria, I wish you well. Please take good care of yourselves, stay safe and well, take care of each other and don't put yourself or others at risk.

**Celia Cartwright**

## General Assembly Presidential Team Report



**General Assembly Vice President 2019-20**  
Anne Mills

This has been a most unusual year! As Vice-President, during 2019-20, I carried out 60 official engagements; from April to the end of November 2020, I carried out as many again—but differently! I am grateful to Celia and Sue for their efforts and support, particularly when they tried to arrange alternative Presidential installations, in March. Lockdown put an end to these plans, but I appreciated their concern and flexible approach. Many of my scheduled engagements melted away, but alternative arrangements were subsequently made. These have included conducting services, or contributing to them, and attending many formal and informal meetings. Strangely, I have been very busy, without moving from my armchair!

I had to learn about Zoom, very abruptly: a steep but successful learning-curve. My primary aim is to maintain contact, so I have striven to attend a variety of virtual services and other events, whenever possible, although this will never replace personal contact. I have also sent out messages of support, as appropriate, to individuals and groups. I am grateful to everyone in the Unitarian denomination who has provided the wealth of seminars offered; all have been of high quality and informative; their benefits will steer us through the challenges presented by our immediate future, when congregations have to reorganise and reassess. We must support and encourage smaller, struggling groups. We must ensure that ministers and church-leaders remain enthusiastic, but not overburdened. As we approach a period of change and improvement, positive attitudes will be necessary. May 2021 bring us all hope, energy and determination!

**Anne Mills**

## Chief Officer's Report



**General Assembly Chief Officer**  
Elizabeth Slade

Exactly one year after beginning my role as Chief Officer we closed up Essex Hall for the office-based staff to start working from home, just ahead of the first national lockdown due to the coronavirus pandemic.

I am grateful for the visits, meetings and Zoom calls that I had made in my first year that enabled me to go into this long crisis with a good web of relationships and understanding of the current status of the movement – although of course the more I learn, the more nuance and depth I see that there is to learn.

It's clear that there will be no 'back to normal', for the Unitarian and Free Christian movement, or for wider society – too much has changed. It's unlikely that there will be a clear moment when we are 'through' the pandemic, and the economic and social impact will last for years.

We need to find our path within this new context – considering the outside impact, and that on our congregations. Many chapels have struggled through the loss of rental income and other sources of funding, shining a light of the lack of financial resilience in our movement.

We will need to think differently about money, how it flows, and how congregations become sustainable. We have also found many unexpected upsides – online worship reaching more people, the ability to have meetings without the hours of train travel, and a refocusing on what matters most.

The national response to the pandemic has naturally prioritised people's physical health, particularly of those who are more vulnerable to the effects of coronavirus, through lockdowns and social distancing, and for many people this has had a negative impact on their mental and spiritual health – on top of the grief and loss that so many people have experienced.

As the risks around physical health reduce as the virus comes under control, there will be a great need to invest in rebuilding spiritual health in our communities - not just to reconnect with our own congregations, but to understand what is needed by those around us. The past year has been hard for all of us, but even more so for those without the support and strength offered by being part of a spiritual community.

## Liz Slade



Unitarians and Free Christians can play a role in leading this renewal of spiritual health – at the local level, by offering support to those nearby, and in more widely in public dialogue helping to show the value that spiritual community can offer.

With more than half of the British public not seeing themselves as belonging to any religion, and with two-thirds never attending ordinary religious services (according to British Social Attitudes data), there is a large spiritual gap in our culture. Our charitable object is centred on ‘promoting a free and inquiring religion’, and for much of our history we have been focused on the ‘free and inquiring’ part as more people were already actively religious; this spiritual gap means that we now also need to engage with many people on the ‘religion’ part too, offering a way into a religious life that meets people where they are.

Of course, it’s important that our doors are always open to those who already know the value of a spiritual life, and are coming to us from other faith groups. The Unitarian and Free Christian support for LGBT+ people has been particularly important for many who have not been made welcome by other

religions because of their sexuality. But if we see spirituality as a universal part of being human, then those who do not see themselves as religious will also be suffering spiritually from the effects of pandemic – and from all else in today’s culture that dishonours our spiritual lives.

The poet John O’Donohue writes “The reductionism and fragmentation of our culture has relegated the sacred to the margins. Yet ironically this very process has only intensified the spiritual hunger that people feel.”

My hope is that our own post-pandemic renewal as a movement will come from us finding new ways to draw on our traditions in order to meet this spiritual hunger.

The branding and communication work that has unfolded through this year to help us reach more people has shown us that we must build on the strength of the diversity within our movement, rather than focus on the differences in how we gather and worship. Through all my conversations with people across our movement, it’s clear that there is an underlying commonality of purpose, even if the language of our varied

theologies can bring to the surface the differences of our many spiritual paths. My belief is that focusing on this oneness, while holding open the space for all the different perspectives we bring, will give us the strength to find our future path as we emerge from the pandemic, and ensure that we rebuild with unity.

I’m so grateful for the creativity, resilience, adaptability and support of all of our members, leaders, the Executive Committee, and the staff team, as we have navigated this difficult year together.

**Elizabeth Slade**

# Our Trustees



**Marion Baker (Convenor)**

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



**Sir Philip Colfox**

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



**Rev Jim Corrigan**

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

## Our Trustees



**Hilda Dumpleton**

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



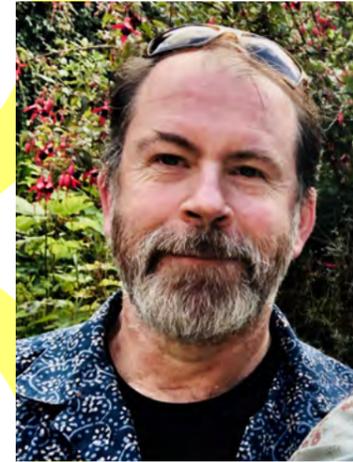
**Peter Hanley  
(Honorary Treasurer)**

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



**Robert Ince**

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



**Rev Jo James**

Jo is minister of Mill Hill Chapel, Leeds, where he has a particular interest in theology of emergence, mental health & wellbeing, social justice, environment, creative arts and interfaith conversation. Before training for the ministry at Oxford he worked as an actor for over twenty years including work on radio, TV & film as well as at the RSC & National Theatre. Jo is married to Ann, a ceramic artist, they have two young children.



**Rev Lynne Readett**

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



**Rev Dr Rob Whiteman**

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

# Trustees' Review

## Executive Committee



### EC Convenor Marion Baker

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

#### Object

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

#### Achievements and performance

This has been an exceptionally challenging year for so many people, and the impact on the Unitarian and Free Christian movement is significant. In spite of the difficulties the coronavirus pandemic has brought us all, there are many seeds of change that have been able to grow in this last year which can strengthen our movement in the long term.

One is our ability to connect more easily with each other now that so many people are more comfortable using videocall technology. We have seen new connections, relationships and initiatives grow that wouldn't have been

possible if they had relied on people meeting in person.

There have of course been great losses too – there are few people in our movement who have not been touched by grief and loneliness as a result of the pandemic.

Many congregations have had a significant loss of income, and have been finding new ways to fund their activities, or in many cases have scaled back what they can afford to offer their communities.

These challenges will help us as a movement to focus on what's needed for a thriving collective future.

The overarching thread for the Executive Committee this year, in the pre- and post-pandemic parts, has been 'creating the conditions for healthy congregations, and working collaboratively to develop a spiritual culture in the UK'. This has allowed us to explore the difficult questions of how we operate, what our focus should be, our role in the transformation that is needed for our movement to move out of decline and into a flourishing future.

Strategic plans were reviewed in light of pandemic, and while the manner in which we work has changed in the last year, the main threads have remained relevant.

#### Developing leadership capacity

We are glad that the training the GA supported, 'The art of hosting spiritually healthy communities' went ahead before the pandemic hit. 40 leaders from across the movement spent three days together exploring ways to host the conversations that matter, by exploring what it means for our communities to be rich in spiritual health.

Both the processes that were learnt and the ideas that were harvested are already helping to shape and strengthen our future, and we hope to continue investing in leadership.

#### Gathering online

Our 2020 Annual Meetings had to be cancelled, and instead we created Being Together – three days of online workshops, discussions, and worship. Alastair McIntosh, the Quaker academic and activist was our keynote speaker, on 'The Revolution Will Be Spiritual', and there were workshops to share ideas on models of ministry, community outreach, communication, safeguarding, family ministry and innovation in worship, as well as opportunities to connect in virtual coffee breaks, a poetry workshop, and break-out rooms for discussion. Each day started with a meditative practice, there were several contemplative Heart & Soul gatherings each day, and we closed with collective worship led by Rev Bob Janis-Dillon.

We were glad to welcome Judy Ryde of the Bath Unitarian Fellowship to lead a workshop on 'Using our privilege' based on her research into whiteness in the caring professions. The unfolding of the Black Lives Matter protests in the US and UK this year prompted much soul-searching in our movement, not just in how we recognise our privilege as a predominantly white movement, but also in our history, where as well as abolitionists we have many who benefited from the transatlantic slave trade, and many of us still benefit from this in our buildings and funds. We commend the Hibbert Trust on their renewed focus on examining their historical ties with the slave trade, and we are glad to see that our best attended online gathering of the year was the session led by Rev Winnie Gordon and Rev Kate Dean, 'Let's Talk About Race', with over 175 participants.

#### Members during the year:

Marion Baker (Convenor), Sir Philip Colfox, Rev Jim Corrigan, Hilda Dumbleton, Peter Hanley (Hon Treasurer), Robert Ince, Rev Jo James (from May 2020), Rev Lynne Readett, Rev Matthew Smith (until Jan 2020), Rev Dr Rob Whiteman

#### Staff Support:

Liz Slade (Chief Officer),

## Trustees' Review

For many people, Being Together was the start of their experience with online worship, and we have seen so much innovation in this throughout the year, with over 40 congregations delivering online services and gatherings. One silver lining of the pandemic is that people have been able connect in worship with congregations far away, and we look forward to supporting the continuation of online worship even when it is safe to return to our buildings.

In May, we hosted 'Ministry in a Time of Pandemic', a series of workshops exploring how to use ritual in online gatherings, self care for spiritual leaders, imagining the post-pandemic future, and tending to grief in our communities. Thank you to all the leaders for sharing their expertise, and holding space for exploration, and to the hundreds of people who took part.

### **Navigating pandemic**

We conducted a survey of congregations in April 2020 to ascertain the impact of pandemic across the movement – thank you to the 70+ congregations who responded. We heard that congregations valued communication from Essex Hall, and we reflected this in our continued development of the Uni-news email newsletter, as well as Simon Bland and Melda Grantham's work in keeping congregations informed of the ever-changing guidance on how chapels can meet safely. We also heard that there is financial concern for many congregations as a result of pandemic, and we are keen to provide support in enabling congregations to clarify their mission and purpose, and to develop their strategies for their long-term sustainability.

We are grateful for the leadership shown by the Wood Green Trust in making funds

available, in collaboration with the GA, to ensure that ministers and worship leaders have access to good quality cameras, microphones and lighting, to help the creation of meaningful online worship experiences. We are also excited by the creativity in our movement that was highlighted by the Wood Green Trust's award for new initiatives for growth.

### **Expressing ourselves**

In early 2020, we began working with This Ain't Rock & Roll, who help cultural organisations and causes to express their identity, with a steering group of volunteers from across our movement, in order to develop a renewed identity, including a new GA website, leaflets, and web and print resources for congregations. The work went back to our historical roots as well as looking to what is needed from us now and in the future, to enable more people to belong to spiritually healthy communities. Rather than developing a one-size-fits-all design, we recognise the importance of enabling congregations to express their own unique identity, and this work will support congregations in this in 2021.

### **Sharing Unitarian thinking and writing**

We were delighted that the Lindsey Press published two new books. 'Seeking paradise: A Unitarian mission for our times' by Stephen Lingwood, a pioneer minister in Cardiff, and 'Life's Journey', a guide for conducting rites of passage, by Rev Daniel Costley, in Kent. We thank the authors for their considerable work and thought in creating these books, and to the Lindsey Press panel for editing, producing, publishing, and promoting them. Thanks also to Audrey Longhurst on the staff team for ensuring that books could still be shipped to readers despite Essex Hall being closed.

We are also glad to share the many blogs written by Unitarian leaders, as ways of sharing our movement's thoughts and actions with the wider world.

### **Welcome to new ministers**

This year saw the exciting milestone of the first student graduating from the new Unitarian College. Congratulations to Rev Stephanie Bisby, and also to Rev Michael Allured who studied at Harris Manchester College, Oxford – we welcome them to our Roll of Ministers and wish them well in their path into ministry.

We welcome Arek Malecki, Lynda Hart and Robin Hanford who began their ministry training this year.

### **Change in our communities**

We are sad that Hindley and Kidderminster congregations have taken the decision to start the process of closure. Even when it is the right decision for a community to take this route, it is always sad to see the doors close.

We congratulate the congregations that reported an increase in their membership in 2019-20, and acknowledge the steps that congregations have taken to maintain and deepen connection and support with members through the upheaval of pandemic.

We are inspired by the success of Heart & Soul gatherings in their move from in-person small group contemplative gatherings to meeting on Zoom. Thanks to Jane Blackall for spearheading this development, and to Laura Dobson, and Rev Mark Hutchinson for their leadership in enabling many hundreds of people to gather together throughout this year. Another successful new community this year is the Unitarian and Free Christian Bible

Studies Group – thanks to Francis Elliot-Wright for starting this initiative, and the team who support it running week to week.

We will be paying close attention to how the shapes of our communities develop in response to the change we've all experienced this year.

### **Youth and safeguarding**

We already had plans to review the GA's Youth strategy this year, and the impact of pandemic brought change much more quickly than anticipated. A new community of leaders of local youth programmes emerged from the workshop on family ministry at Being Together, and has continued meeting to share ideas and support each other in developing ways to deepen their congregations' offer to families. A group of young people has also been meeting to develop a new way for teenagers to gather online, resulting in the launch of Bad Coffee Club. Before the pandemic hit, we were thrilled by the experience of UniFest in November 2019, in partnership with Unitarian College and the Nightingale Centre, where 74 participants took part in programming for all ages, including intergenerational activities, allowing adults to benefit beyond being there solely as chaperones. We are excited to see an evolution to an online gathering, Cloud 9, for Spring 2021.

The EC commissioned an audit of the GA's safeguarding practices, from the church safeguarding specialists 31:8. The results of this audit are guiding a review of our culture, systems, and processes, including the need to move away from a 'compliance' approach to safeguarding, towards supporting the development of a culture that always puts people's safety and wellbeing at the heart of what we do.

## Trustees' Review

### Finances

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

The results for the year were impacted by the change in activities and events due to Covid-19. A large legacy of £800,000 divided between the General Assembly and the Nightingale Centre resulted in a surplus for the year before investment movements of £579,169. As a result of market conditions, the value of investments fell by £381,590. The net assets of the charity at 30 September 2020 were £9,537,065.

We are grateful to the Essex Hall Trust for offering us an interest-free loan early in the pandemic, when they realised that the GA finances would be impacted by the sudden drop in the value of our investments as a result of pandemic.

We were glad to award £17,775 to congregations via the Sustentation Fund that provides financial support to ministers' stipends, and we are grateful to the British & Foreign Unitarian Association for their generosity in the support of excellence in ministry via the Ministers' Stipend Augmentation Fund.

The Finance Group of the EC has continued to meet this year - Marion Baker, Philip Colfox, Peter Hanley (Chair), Robert Ince, and Rev Rob Whiteman, with David Joseph and Liz Slade from the staff team -, in support of the in-year budget planning process, and taking a longer term look at financial sustainability for the GA.

### Financial Review

After making appropriate enquiries, the Trustees have a reasonable expectation that the Charity has adequate resources to continue in operational existence for the foreseeable future. For this reason, they continue to adopt the going concern basis in preparing the financial statements. Further details regarding the adoption of the going concern basis can be found in the accounting policies.

### Reserves policy

The General Assembly's reserves policy is to hold sufficient free reserves, not restricted by their purpose or by virtue of endowment, to ensure that it is able to service its annual budgeted expenditure and to ensure that its risks in relation to its pension obligations are mitigated.

### Principal funding

The General Assembly's funding is derived mainly from voluntary income from within the Unitarian movement, income generated from its charitable activities predominantly, courses including the activities of the Nightingale Centre, and the Annual Meetings plus income from investments.

### Financial risk management

The Trustees have assessed the major risks to which the Group and the Charity are exposed, in particular those related to the operations and finances of the Group and the Charity, and are satisfied that systems and procedures are in place to mitigate exposure to the major risks.

The main risk to the Charity is the level of members, particularly in light of challenges to congregations from the financial and social impact of pandemic. The Charity monitors

membership numbers closely and steps are being taken to maintain membership numbers.

### Future generations

We are overwhelmed by the generosity of those who have left significant sums to the GA and Nightingale Centre as legacies, in gratitude for how the Unitarian and Free Christian movement has influenced their lives. These gifts allow us to invest in ensuring we are able to make the same kind of impact on future generations.

### Statement of Trustees' responsibilities

The law applicable to charities in England & Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Group and the Charity and of their incoming resources and application of resources, including their income and expenditure, for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles of the Charities SORP (FRS 102);
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards (FRS 102) have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group will continue in business.

The Trustees are responsible for keeping adequate accounting records that are

sufficient to show and explain the Group and the Charity's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Charity and enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the Group and the Charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Group's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Disclosure of information to auditor

Each of the persons who are Trustees at the time when this Trustees' report is approved has confirmed that:

- so far as that Trustee is aware, there is no relevant audit information of which the charitable group's auditor is unaware, and
- that Trustee has taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable group's auditor is aware of that information.

### Auditor

The auditor, James Cowper Kreston, has indicated his willingness to continue in office. The designated Trustees will propose a motion reappointing the auditor at a meeting of the Trustees.

# Our Volunteers



## Local Leadership – Supporting Congregations

### Local Leadership

**Members during the year:**

Louise Rogers (Chair),  
Margaret Robinson (Secretary & LEAP),  
Winnie Gordon (WSC), Nicola Temple  
(HSS), Howard Wilkins (BAG)

The Local Leadership Strategy Group has not met this year. We were anticipating changes to the GA's governance structure during the year, and then the Covid pandemic impacted on much of our work.

The online version of 'Help is at Hand' has been completed and will be available via the new GA website in 2021.

**Louise Rogers**



## Summer School Convenor Jane Blackall

### Mission statement (amended extract):

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

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

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

It is our hope that participants will be inspired and challenged by their experience of HSS to develop and promote religious education

## Hucklow Summer School

### Members during the year:

Jane Blackall (Convenor), Michael Allured, Louise Baumberg, Kate Brady McKenna, Nicola Temple

### Staff Support:

Audrey Longhurst

activities back in their own congregations and communities.

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

### Achievements

This year's Hucklow Summer School was planned, as usual, in the previous Autumn and opened for applications in January 2020. The panel were excited about our theme – 'Speaking the Truth in Love: Having the Courage of our Convictions in a Post-Truth Age' – and delighted by the team of speakers and group facilitators we had lined up to explore this timely topic.

However, we had only just held our annual 'Facilitator Summit' to hone the group facilitation skills of our team, at Cross Street

## Local Leadership – Supporting Congregations

Chapel Manchester in late February, when the Covid-19 pandemic began to loom on the horizon.



The artwork for the planned 2020 Summer School - 'Speaking the Truth in Love'

By late April we had taken the decision, with regret, to cancel this year's in-person Summer School at the Nightingale Centre. Instead we held a week of online events, free of charge and open to all, in the same August week when we had been scheduled to meet in Great Hucklow.

We were delighted to present worship led by Kate Brady McKenna and Michael Allured, and talks by Louise Baumberg, Ann Peart,

Stephanie Bisby, Bob Janis-Dillon, and Linda Hart. Although we were, of course, very sad not to be able to hold Summer School as usual, this did give us an opportunity to showcase the quality of what we offer to a much wider audience.

Over 150 people pre-registered for access to the Zoom events and most nights we had over 70 households joining us. The talks were recorded and uploaded our new YouTube channel, as well as being released in podcast form as in previous years, so many more can access and revisit them. Links to the audio and video are available on our website at [www.hucklowsummerschool.co.uk/talks/](http://www.hucklowsummerschool.co.uk/talks/).

The feedback we got about the talks – especially from those who had never had a chance to come to Summer School before – was overwhelmingly positive and quite a number told us that they were keen to attend in-person when we are in a position to return to Great Hucklow. Given the ongoing uncertainty around Covid-19 the panel are currently considering a range of possible options for Summer 2021.

**Jane Blackall**



The Summer School Team at the Facilitation Summit

# Local Leadership – Supporting Congregations

## Buildings Advisory Group

### Members during the year:

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

### Staff Support:

Simon Bland

### Historic Consultants:

John Goodchild, Graham Hague, Judy Hague, Mark Pearce

During the year the Building Advisory Group (BAG) continued to be open for business, conducting all of its business by email. No physical meeting of the group took place.

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

The purpose of the Group this year, as previous ones, was to respond to requests for advice from various Unitarian places of worship and other denominational buildings. Requests are usually submitted via Essex Hall. However, there have been no requests during this period.

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

Gregson Trust: BAG is represented by Mike Barber and Mark Pearce.

We continue to look for a new Convenor as well as augmenting the membership of the group to broaden and deepen our expertise on offer.

In the absence of a Convenor, Mike Barber continues to act as 'Caretaker', fielding any new enquiries, as they come in.

**Mike Barber**



Meadow Unitarian Chapel, Godalming

## Worship Studies Course (WSC)

### Members during the year:

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

### Foundation Step:

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

Since our last report, the Foundation Step began in three districts. However, due to Covid19, the London District course has been in abeyance since March 2020. Participants have continued to hone their skills, taking services via Zoom, as have participants from the Merseyside and Yorkshire District courses, which both completed before lockdown. The WSC Team agreed to accept assessed conduct of worship of Zoom services, provided all the assessment guidelines are followed. All in-house District level WSC Foundation Step training has effectively been in abeyance, due to the circumstances of the Covid19 lockdown, and risk of spreading, in line with Government guidelines for meeting.

### Intermediate and Advanced Steps:

Registration on the WSC presently has fifteen students on the WSC Intermediate Step and seven on the Advanced Step, with seven students enrolled on the USC. In the last year two students have completed the Advanced Step.

We are grateful for the support of the GA in the cost of running the Intermediate and Advanced Step as they continue to subsidise the expenditure. We are also aware that the WSC Tutors continue to give much of their time and efforts to this endeavour for very little remuneration. In fact, their remuneration has not risen in over 10 years although the time and efforts to mark work, attend meetings, update the curriculum and refresh the course has increased.

The Worship Studies Course Team met twice this year, once in person and once via Zoom, with most in attendance and all the Tutors sending in their reports prior to the meeting. Much was discussed about the contribution the WSC makes to the Movement and the importance for congregations of having a good support of lay worship leaders.

## Local Leadership – Supporting Congregations

### Future Plans:

With our continual efforts to bring our best to training for the denomination's needs, both presently and for tomorrow, the WSC Team has been in discussion with Helen Mason, Director of Unitarian College, and Rev Ant Howe, its Ministry Tutor. One of the discussion topics is a move for the (WSC) Worship Studies Course to amalgamate under the aegis of Unitarian College. The WSC welcomes this direction.

A new and evolving aspect of the WSC in this last year, has been our work with Unitarian College. In agreement with Unitarian College and the competencies requirements set by the Ministry Strategy Group, the WSC now includes four ministry students on the World Religions module, utilising the excellent teaching and wealth of experience of the WSC Tutors for the future benefit of our denomination.

Working together, there are also plans for an online version of the Foundation Step, more important than ever in this present climate of Covid19.

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

If you would like more information about the WSC or the USC please contact Rev Sue Woolley, Course Administrator.

**Rev Sue Woolley**

## Ministry

### Ministry Strategy Group

#### Members during the year:

Rev Sarah Tinker (Interim Chair), Rev Daniel Costley, Jane Couper, Helen Mason, Rev Lynne Readett (EC Link)

#### Staff Support:

Simon Bland (Ministry & Congregational Support Officer), Liz Slade (Chief Officer)

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

The Ministry Strategy Group (MSG) holds oversight of Unitarian ministry training, with on-going responsibility for the GA's Roll of Ministers and for the work of ministers in congregations. The group met four times during the year covered by this report, twice in person and twice online.

MSG works closely with Simon Bland, our Ministry & Congregation Support Officer, whose commitment to our congregations

and their leaders, and awareness of the wider charitable sector, are invaluable to us all. The work of our group, our colleges and our ministers was of course affected by the pandemic that continues to challenge every organisation. We commend the rapid development of skills by our congregational leaders, moving to online worship, social meetings and small groups.

#### Ministry Training

Our ministry training colleges also adapted speedily to alternative forms of delivery in response to the pandemic and have ensured that high training standards are maintained whilst in-person meetings have been curtailed. The nature of ministry in our society was already changing and rapid learning has taken place throughout our movement over the last year about new forms of digital ministry and worship. We recognise that there is much more to understand about what lies ahead for congregations and their leaders.

Reviewing the competencies document, which shapes our ministry training, began this year in order to better reflect the current challenges of ministry and new online ministry developments. Work continues on



Participants at the Unitarian College Orientation Weekend held in February 2020

## 2

### Ministers admitted to the Roll with Probationary status

this, with crucial involvement of the colleges tasked with delivering the curriculum.

It has been heartening to see the continued enthusiasm and commitment with which ministry students have been undertaking their studies over the last year, despite the changed circumstances they faced. The colleges and their tutors are ensuring that the agreed competencies for ministry are fully covered, assessed and recorded within the ministry training curriculum. During the year, work progressed on improving our mentoring scheme for ministry students, led by Rev Michael Dadson, and on guidance for ministers in their probationary years and for the congregations they work with. It is vital that our congregations are aware of their duty of care towards all paid leaders, as well as volunteers.

An interesting quick survey discovered that many of our ministers are involved in external chaplaincy settings, mostly as volunteers. Is this a form of outreach that Unitarians could further develop?

#### **The GA Roll of Ministers**

The Strategy Group is responsible for overseeing the Rolls of Ministers and Lay Pastors, ensuring that high professional standards are maintained. Considerable work has been done on updating the Guidelines document, dealing with the relationship between Ministers and congregations. We hope that the Ministerial Fellowship's work on a new Code of Conduct for Ministers can link in with Guidelines.

#### **Other Work**

MSG recognises a clear need for training, guidance and support for all congregational leaders and for a review of leadership and governance in our Movement. We also

# 4

## **Ministers admitted to the Roll with Full status**



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

The Hibbert Trust has generously agreed funding up to 2026 for the annual Ministry in the Making (MiM) retreats, bringing together newly qualified Ministers and students from our colleges. The decision to fund specific training on conflict resolution every five years within the MiM structure is particularly welcomed.

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

**Sarah Tinker**

## **Ministry**

### **Interview Panel**

#### **Members during the year:**

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

#### **Staff Support:**

Simon Bland (Ministry & Congregational Support Officer)

The Interview Panel joined our entire Movement in lamenting the death of David Dawson in May 2020. David's positive approach and his commitment to high standards in worship and in congregational life made him an ideal panel member. We are grateful for his years of selfless sharing of wisdom and his warm and generous musical accompaniment to numerous ministerial candidates, which helped steady the nerves of many a candidate delivering worship in the imposing chapel at Harris Manchester Oxford. We greatly miss his good sense, his wide experience in education and incisive yet kindly interviewing style. Our sympathies go to David's family and friends.

The Panel reports to the Ministry Strategy Group (MSG) and looks to the Strategy Group and the Executive Committee as to its current and future ways of working. The Panel relies upon much-appreciated essential guidance and administrative support from Essex Hall Staff.

The Interview Panel continues to review its working practices on a regular basis, aspiring to professional standards in all our work for our Movement. We aim to give clear and helpful feedback to candidates if

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

In July 2020 we held our usual Ministry Inquiry Day, online for the first time. Inquiry Days provide an opportunity for people at all stages of their journey towards ministry to ask questions and consider possibilities.

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## Ministerial students in training in the academic year to Summer 2020



New Ministers:  
Rev Michael Allured  
& Rev Stephanie Bisby

We also welcome email queries, which can be followed up in a phone conversation, or in an informal chat at the Annual Meetings. Our Movement needs more professional Ministers, and yet it is not a path for everyone, and there are many other forms of leadership needed, both paid and voluntary.

In January 2020 the Interview Panel recommended that Arek Malecki be offered a place at Unitarian College (UC). Several students are expected to complete their studies by the Summer of 2021.

Panel members were pleased to recommend that Stephanie Bisby and Michael Allured be welcomed onto our Roll of Ministers with probationary status following completion of their portfolios and successful vivas in Summer 2020. Stephanie and Michael are the first students to have completed training under the new competency based system. Their vivas were conducted online, with independent academic input from Dr Mel Prideaux, Associate Professor of Religious Studies at the University of Leeds and Professor Bill Mander, Professor of Philosophy at Oxford University. Our thanks to our viva panel members and congratulations to these two exemplary students. An

additional new element at the end of training will be the start of independent learning plans to guide our future Ministers during their probationary years.

During the academic year to the Summer of 2020 eight students were in training:

**Harris Manchester College, Oxford:** Michael Allured, Melda Grantham (until Jan 2020) and Robin Hanford.

**Unitarian College:** Stephanie Bisby, Jane Blackall, Rory Castle Jones, Laura Dobson, Melda Grantham (from Jan 2020), Elizabeth Harley, and Arek Malecki (from Sep 2020).

The Revs Claire MacDonald, Andy Phillips, Shabby Webster and Rob Whiteman were confirmed as Ministers with Full Status on the Roll during this year.

Our January 2021 interviewing process has been delayed until March and it is yet to be decided if interviews can safely be held in person.

We continue to seek contributions to our Ministerial Students Fund, providing essential grants for students in training, administered

by Essex Hall Staff. As a Movement we are committed to ensuring that students receive some assistance with the costs of training but the financial support offered to students is still inevitably modest. We are also grateful to congregations for their support of our students, by offering placements and preaching opportunities, and all those making generous contributions to the funding of our colleges, both independent charities.

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

**Sarah Tinker**

## Visibility

### Lindsey Press

#### Members during the year:

Catherine Robinson (Convenor),  
Rev Dr Maria Curtis

#### Staff Support:

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

Two new books were published under the Lindsey Press imprint in April 2020: *Seeking Paradise: A Unitarian Mission For Our Times* by Stephen Lingwood ("a thought-provoking work of theology which raises issues of relevance to the whole of the Church", to quote a review in *Progressive Voices*); and *Life's Journey: Creating Unitarian Rites of Passage* by Daniel Costley ("a boon and a blessing to all celebrants seeking to construct meaningful rites of passage" -- Rev Sue Woolley).



These books would have been launched at the General Assembly's 2020 Annual Meetings, but the cancellation of the event – in response to the Covid-19 pandemic – resulted inevitably in lower than expected sales of these and all Lindsey Press titles.



David Dawson

Altogether 890 books were sold in the financial year 2019–2020, compared with a total of 1,122 in the previous year. But thanks to the invaluable support of Audrey Longhurst, it was still possible to continue ordering books direct from Essex Hall throughout the lockdown – a route that is preferred by many of our readers, and one that yields a greater profit for the GA than do online sales via Amazon.

The pandemic had a particularly acute impact on the Panel when David Dawson, the Convenor since 2015, died of Covid-19 in May. David's wise advice and dedication to the cause of Unitarian publishing were greatly valued and are deeply missed. His death has created a vacuum which the remaining members of the Panel are actively considering how to fill.

Our remit, thematic scope, media, and ways of working are under review, and any resulting new directions will to some extent determine the future composition of the Panel. Meanwhile we are exploring the idea of commissioning a collection of essays about eco-spirituality from a Unitarian perspective; and we are committed to publishing a new collection of original worship material written by Rev Cliff Reed, with the working title *Sunlit Smoke*, in time for the actual or virtual Annual Meetings in 2021.

**Catherine Robinson**

## Penal & Social Affairs

#### Members during the year:

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

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

From 45,000 in 1992, the number of prisoners in the UK, including those detained in conditions described as "prisons" under Immigration Act powers, reached its highest figure in 2019 and fell to 86,000 in 2020. In 2019, your Panel concluded that the rise in prison numbers over the years reflected general social problems and was able to extend its title and remit to include social affairs.

After issuing a flurry of seven articles to *The Inquirer* in the previous year, the Panel had only two articles, on *Mental Illness in Prisons* and the *Problems of DNA Evidence*, published by the time of the Covid pandemic lockdown in March 2020. The Panel did, however, publish two detailed *Issues Papers*, one on *Food* and the second on *Housing*. The regular newsletter of criminal justice, *Human Rights, prisons, immigration and social problems*, *PSAP News*, is now in its 36th edition and is published online to the PSAP Network of more than 350 Unitarians. The lockdown, of course, brought personal meetings of the Panel to an end and it has taken some



months to learn about, develop and make use of meetings online by Zoom.

For decades, the Panel has also organised each year a quality lecture at the GA Annual Meetings and hopes to make a further contribution in the coming year.

Like many Unitarians, the Panel continues its concern about falling numbers attending Unitarian chapels and churches, now made much worse by the Covid pandemic. The Panel is aware that, in 2018, 43 million people gave money and services to UK charities (see CAF UK Giving 2019). About 20% of the total of £10billion was given to religious charities. The other recipients can be described as "social responsibility" including overseas aid, medical research, children, the homeless and animal welfare.

The PSAP is of the view that the Unitarians have a proud tradition of social responsibility and action which, if brought to the attention of UK's givers to charities can give a religious underpinning to their giving. The Panel believes more Unitarians should become involved in social responsibility and action and that this in itself would attract more people to our Unitarian gatherings. The Panel plans to expand the current work of the PSAP beyond newsletters, articles for *The Inquirer*, detailed issues papers and annual GA presentations by encouraging every Unitarian church, chapel and meeting to establish a social responsibility group. The Panel also plans to make greater use of online video such as Zoom and, by promoting Unitarian social responsibility projects nationally, as we have with drugs issues in the recent past, to publicise the Unitarians to those in the UK who give so generously to social responsibility charities and so attract them to join us.

**Bruce Chilton**

# Wales

## Welsh Department

### Members during the year:

Alun Wyn Dafis (until Jul 2020), Elaine Davies (co-opted, to Oct 2019), Hilda Dumbleton, Tony Foster (Chair to Jun 2020), Rev Eric Jones (life member), Megan Jones Roberts (to Oct 2019), Rev Cen Llwyd, Julie Nedin, Manon Richards (co-opted to Jun 2020), Morwen Thomas, Rev Wyn Thomas (Chair from Jun 2020)

### Staff Support:

Melda Grantham (Secretary)

This past year can be neatly divided, with the first 6 months being in the pre-pandemic era, and then from March, the world as we knew it changed overnight. Many of the plans that had been made in the first half of the year were disrupted or no longer relevant, and we were forced to re-evaluate our priorities. The main initial concern was to focus on what the congregations needed to support them as they navigated a whole new set of circumstances.

The survey carried out by the GA in April showed that many were feeling overwhelmed by the lockdown and were just hoping for a return to 'normality' as soon as possible.

However, a second survey carried out by Unitarians Wales in August painted a very different picture, with the vast majority having a vision of being thriving and relevant in today's world and recognising that they would need to make changes if their vision were to be realised.



Members of the Welsh Department with GA Chief Officer Liz Slade

The pandemic has offered opportunities to make changes, with several congregations venturing into the world of live Zoom services, pre-recorded meditations on social media, as well as some opening the doors of their buildings to meet physically, whilst observing strict Covid19 rules. This has involved considerable effort on their part, but those who have offered Zoom services all report greater attendance figures at services and have gone on to arrange many very well-attended social events online as well.

Unitarians Wales have been able to offer up-to-date advice regarding the legislation, as well as adapting to Zoom meetings ourselves. One benefit of this change is that we can now meet more frequently, without the cost and inconvenience of travelling.

The National Eisteddfod, which we had planned to attend in August, was cancelled and, following the successful GA Art of Hosting event in February, we have been inspired to offer an online version for Wales next February. Also coming up soon will be a new website, governance training for the congregations and a television programme about the radical history of Unitarianism in Wales and how this heritage informs and influences what we do today. We have learnt in the last six months how essential it is to be flexible, but also to value our connectedness to each other, and to take advantage of every opportunity, whenever or however it comes our way.

**Melda Grantham**

# Youth

## Youth Panel

### Members during the year:

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

### Staff Support:

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

## GA Unitarian Youth Programme Update

So, what's happening with the General Assembly Unitarian Youth Programme?

2020 has not played out as imagined. In April, following advice from the National Youth Agency and Public Health England, we made the hard decision to cancel all planned residential weekends until judged safe to resume again. This, as you can imagine, was a difficult decision as our events are much loved and, for many, are an integral part of the Unitarian calendar.

However, undeterred by the current situation, we have used this time, I believe wisely, to reflect upon our arrangements and assess whether they are meeting the ever-changing needs of our participants. What has become evident is that we greatly need to embrace differentiation and broaden our offering.

To some extent this was already happening before the pandemic. Both Junior Weekend and UniFEST saw the introduction of adult programming to compliment that of the children. This introduction represents our desire to take a more holistic approach in seeking to meet the needs of the whole family unit from toddlers to grandparents. This is something I plan to develop further and look forward to the opportunity when it is safe to do so.

However, as positive as this development has been, it's still within the residential framework which, during an extended period of restrictions, is ineffective in terms of meeting participant need.

So like many Unitarian groups, we have been exploring the potential of the online space and, to date, it's been an extremely positive and fruitful experience with a number of new initiatives emerging.

For me, the most exciting is 'Bad Coffee Club.' It's an online group created by young people for young people. They see themselves as holding a safe and relaxing space for people to meet, have fun and live life to the full.

We've also established an online support group for congregational youth leaders to get creative, share ideas and develop new inter-congregational initiatives. The culture is extremely playful and supportive. Participants vary in outlook, experience and capacity making it a rich and stimulating environment with each seeking to develop a form of youth and family ministry in harmony with their setting.

There is so much more to tell from planned national online youth events, potential partnerships with Religions for Peace, the introduction of the Our Whole Lives (OWL) programme to the UK and explorations into young adult ministry but, alas, the word count is against me...

I would however like to mention one more development. This time has also provided us with an opportunity to reflect not only on what we do but also how we do it. More than ever, we want to get better at creating safe and enabling spaces which facilitate rich conversations. Conversations which nurture trust, confidence and the free expression of hope, need and desire. Our hope is that relationships will grow and together, in our own way, we'll act on what emerges and bring about human flourishing.

If you'd like to get in contact please feel free to do so. I'm always very keen to chat.

Let's create our own space, have a conversation and see what emerges...

**Gavin Howell**

Email: [ghowell@unitarian.org.uk](mailto:ghowell@unitarian.org.uk)



## Nightingale Centre - Great Hucklow

**Members during the year:**  
 Marion Baker (Chair), Dot Hewardine, Karen Hicks, Cathie Masztalerz, Richard Merritt, Colin Partington (Financial Secretary), John Rowland, Michael Tracey (Secretary)

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

The Committee, together with the Manager and Staff, continued to explore possibilities for future developments which would offer improved facilities for guests, an increase in the variety of events which can be offered at the Centre and additions to our green credentials.

We were delighted by the grant-funded willow project in the front garden created in the Spring.

In particular, we looked at developing further our green credentials with ideas including

providing a charging point in the car park for electric vehicles available for guests and local people on a Pay-As-You-Go basis.

Then along came Covid-19 and in March we were obliged to close the Centre due to the Pandemic lockdown which covered the whole of the UK. The lockdown, initially expected to be fairly short-term, affected everyone at a personal level and, of course, businesses, including those in the hospitality sector, were hit very hard by having to close to paying guests. The Management Committee responded quickly to the closure following carefully the Government's requirements and advice and also the sound advice from the General Assembly's HR Consultants, 'Personnel Consultancy Ltd,' for which we were, and continue to be, very grateful.

Through the Government's furlough scheme we were able to continue to pay all our staff whilst they were unable to work. People with bookings during the closure were advised



Images from the centre

The Willow Project

that they could transfer their deposits to a future date or have a full refund. Some guests opted to donate their deposits to the Centre mindful of the effects that lack of income would have on the Centre's finances. We are grateful to them as our main goal is to keep the Centre viable for the time when we can re-open fully. We are especially grateful to David Warhurst who started a 'Fighting Fund' to secure the future of the Centre which had reached over £26,000 by the end of the financial year.

To the many individuals, Congregations, District Associations, and other groups who have supported the Centre either by donating to the Fund, transferring or donating their deposits or sending messages of appreciation and support, we give our grateful thanks.

As time passed and the lockdown continued, members of the Management Committee responded to changing lockdown rules

extending the furlough scheme for the staff and continuing to contact guests. Each time the situation changed we carefully considered the rules on making hospitality venues Covid Secure. We planned a phased return of staff to undertake a full risk assessment and to put in place measures which would enable us to re-open for some smaller groups. As the financial year ended at the end of September 2020, we were hopeful of being able to have some guests at the Centre before Christmas. Sadly, new lockdown rules have forced us to abandon that plan, but we are hopeful of reinstating it early in 2021.

To our loyal Staff, led by Manager Stella Burney, and our loyal guests, we say a big 'thank you!' The hard working members of the Management Committee, led by Marion Baker, will continue to do whatever it takes to ensure the Centre is ready to re-open as soon as it is safe to do so. We look forward to welcoming you all back in 2021.

**Dot Hewardine and Richard Merritt**

# Annual Meetings



## Annual Meetings 2020



We reluctantly took the decision to cancel the 2020 Annual Meetings because of the coronavirus pandemic and the need to prioritise the wellbeing of our participants over the desire to come together physically.

Instead, we organised Being Together: A Three Day Virtual Gathering for Spiritual Connection, held via Zoom on 7-9 April 2020. We offered a space of togetherness, hope, inspiration and support during strange and difficult times.

With online talks, workshops, ritual, and sharing circles, people were able to come together in heart and mind at a time when we are isolated in body. The gathering was loosely divided into three categories: spirituality, wisdom and connection.

Highlights included:

**Spirituality:** 'Let's Talk Soul' with Rev Bridget Spain; Rev Ralph Catt's Loving Kindness Meditation; Laura Dobson's Hildegard von Bingen meditation; Qi Gong with Max St John; Shana Begum's Calming Meditation; and Mindfulness Compassion Meditation with Richard Bober.

**Wisdom:** Dr Judy Ryde's white privilege workshop; Yad Vashem reflections with Rev Dr Rob Whiteman; 'Seeking Paradise' book launch with Rev Stephen Lingwood; panel discussions on communications, models of ministry, community outreach, innovation in worship, congregations and culture; and training sessions in governance, safeguarding and for treasurers.

**Connection:** Heart & Soul circles coordinated by Dr Jane Blackall; a fantastic Disco social night; and youth and families connection time.

The Keynote Talk was given by writer, academic and activist, Dr Alastair McIntosh with the title 'The Revolution Will Be Spiritual'.

You can watch videos from Being Together here: <https://www.youtube.com/channel/UCNKHWNVhvQxTVcSnPh9Vdsw>

# **Our Finances and Organisation**



## Annual Meetings 2020 Accounts

Summary of Financial Results	2020	2019
<b>Income</b>	<b>£</b>	<b>£</b>
Accommodation Fees		77,672
Conference Fees		16,692
Group Registration		4,347
Donations to Meetings	<b>10,943</b>	14,153
	<b>10,943</b>	112,864
<b>Expenditure</b>		
Discounts - Accommodation		9,023
Discounts - Bursary		12,169
Discounts - Conference Fee		2,352
Discounts - Retired Ministers		1,462
Postage and Printing		2,598
Pre-AGM Expenses	<b>464</b>	830
Receptions & Social		1,030
Room Hire and Audio Visual	<b>4,220</b>	8,301
Speakers and Fees	<b>820</b>	2,815
Sundries	<b>1,547</b>	872
Travel		370
Van and Bus Hire		1,446
Venue Account	<b>78</b>	69,422
Youth Honoraria & Expenses		798
	<b>7,128</b>	113,488
Balance: Surplus / (Loss)	<b>3,815</b>	(624)

## GA Financial Summary – Income

### Finance Manager

David Joseph



#### Overview

Like many organisations the General Assembly was affected by the Covid-19 lockdown which had an impact on our activities and our finances. Our income streams were not particularly vulnerable to the lockdown and we were able to make some savings in expenditure. The fall in the investment markets did however adversely affect investment valuations resulting in unrealised revaluation losses of £347,515. This affected the result for the year (Net Movement in Funds) turning an operating surplus into a deficit of £81,307.

#### Income

Total income for the year was £1,023,833, up £273,736 on 2018/19. This included an unexpected legacy estimated at £400,000 at the year-end. Fees and grant income (from Essex Hall and the British & Foreign Unitarian Association) amounted to £269,352 (2017/18: £250,425). During the year, the GA received several legacies (including the large legacy) totalling £459,265 (2018/19: £4,000). Other operating income includes revenues from Live Giving, book sales and investment income.

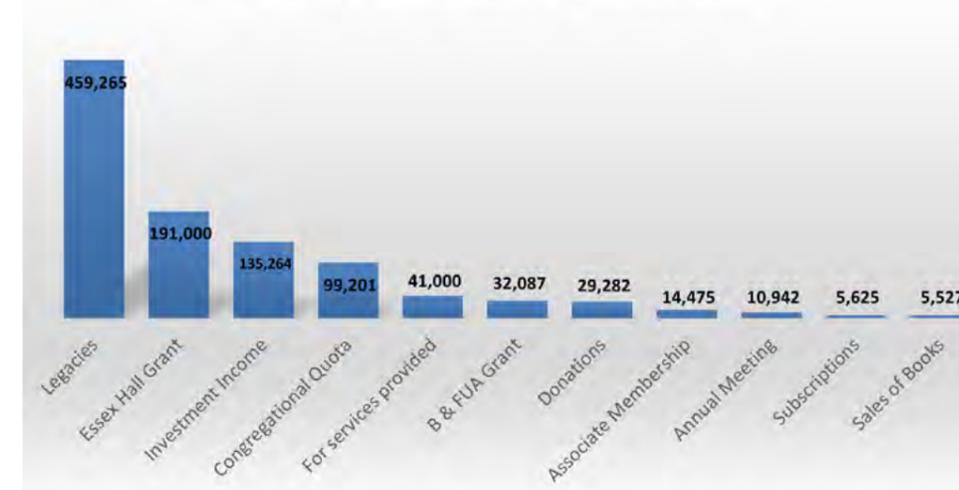
**Grants from Essex Hall Trust and B&FUA** The Essex Hall Trust grant, gifted accommodation and management fees charged to the Trust amounted to £226,000. The gift-in-kind of free office space included in this sum is valued at £111,000. The B&FUA grant was £32,087 (2018/19: £37,352).

**Loan to the GA** The GA is grateful to the Essex Hall Trust for providing an interest-free loan early in the pandemic when it was clear that the GA would be affected by the fall in investment valuations.

**Investment Income** was £135,264 (2018/19: £165,776), down £30,512 due to a fall in dividend returns in the latter part of the year.

**Unrealised losses** The GA's investments fell in market value at the year-end resulting in unrealised net losses of £347,515 since the beginning of the year.

#### Where the money came from



## CA Financial Summary – Expenditure

The General Assembly expended £757,625 (2019: £914,320) in the year ending 30th September 2020. This includes expenditure from programme activities, grant payments, the Annual Meetings, as well as administration expenses. There was a fall in expenditure of £156,695 against 2019. The biggest saving was from Annual Meeting costs (£106,352) resulting from cancellation of the event due to Covid-19. Other major savings were in Strategy Programme costs, administration and governance as many activities were adapted to be delivered online.

Strategy Group Programme includes the Local Leadership, Visibility and Ministry strategy groups as well as the Welsh and Youth Programmes and cost £190,874.

Strategy Group Committee costs were £5,297, down by £3,854 on 2018/19 (£9,151).

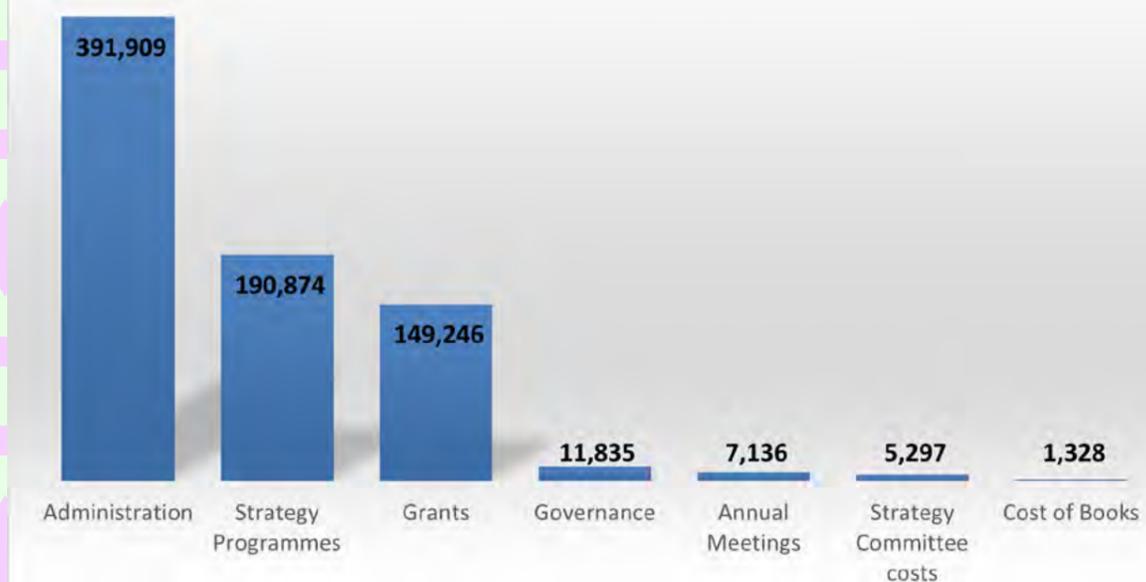
Grants paid amounted to £149,246 (2018/19: £85,026). The grants programme saw an increase of £64,154 in payments.

Administration costs were £391,909 (2018/19: £422,451), an overall reduction of £30,542.

Governance and EC activities amounted to £11,835 (2018/19: £22,540). Savings arose because of activities moving online.

**Long-term liability** This arises from the General Assembly's participation in the staff pension scheme and represents the amounts payable to the Pensions Trust under the deficit funding agreement. It has been actuarially calculated and shown in the balance sheet at £52,219. (30 September 2019: £68,674).

### Where we spent our money



## Balance Sheet

	2020	2020	2019	2019
	£	£	£	£
<b>Fixed assets</b>				
Tangible Assets		58,281		60,364
Investments		5,679,850		6,130,081
Investment property		150,000		150,000
		<u>5,888,131</u>		<u>6,340,445</u>
<b>Current assets</b>				
Stocks	8,296		3,393	
Debtors	494,151		137,616	
Investments	-		25,935	
Cash at Bank and in hand	185,059		106,664	
	<u>687,506</u>		<u>273,608</u>	
Creditors falling due within one year	<u>(224,573)</u>		<u>(97,077)</u>	
<b>Net current assets</b>		<u>462,933</u>		<u>176,531</u>
<b>Total assets less current liabilities</b>		<b>6,351,064</b>		<b>6,516,976</b>
Creditors falling due after more than one year		(52,219)		(68,674)
<b>Total net assets</b>		<b>6,298,845</b>		<b>6,448,302</b>
<b>Charity funds</b>				
Endowment Funds		805,997		863,006
Restricted Funds		2,564,430		3,232,744
Unrestricted Funds		2,928,418		2,352,552
<b>Total Funds</b>		<b>6,298,845</b>		<b>6,448,302</b>

## Income and Expenditure Report

Where the money came from	2019-20	2018-19
<b>Income from Donations &amp; Legacies</b>	£	£
Legacies	449,265	4,000
Associate Membership fees received	14,475	15,128
Subscriptions from Related Charities	5,625	7,835
Community Appeal	440	16,48
Annual Meeting Special Collection	-	5,884
Sundry donations and other income	28,842	22,369
Essex Hall Accommodation and Grant	191,000	197,000
B&FUA Grant	32,087	37,352
Transfer from Sustenation Fund	-	-
	<u>731,734</u>	<u>291,216</u>
<b>Income from Charitable Activities</b>		
Furtherance of GA Objects	165	31,704
Annual Meetings Income	10,942	112,864
Congregational Quota	99,201	98,861
Sales of Books	5,527	10,676
<b>Income from Other Trading Activities</b>	41,000	39,000
<b>Investment Income</b>	135,264	165,776
	<u>1,023,833</u>	<u>750,097</u>
<b>Where we spent our money</b>		
Cost of Books	1,328	6,636
Grants Paid and Payable	149,246	85,026
Annual Meetings	7,136	113,488
Strategy Group Programme activities	190,874	255,028
Strategy Group Committee costs	5,297	9,151
Governance	11,835	22,540
Administration costs	391,909	422,441
	<u>757,625</u>	<u>914,320</u>
<b>Net Incoming Resources</b>	266,208	(164,223)
Gains/ (losses) on investments	(347,515)	325,510
<b>Net Movement in Funds</b>	<u>(81,307)</u>	<u>161,296</u>

## The Nightingale Centre Financial Summary

This past year has been especially challenging in having to close in March and is unlikely to re-open before April 2021. Our finances are holding up due to:-

- Generous donations to the Centre, especially the Fighting Fund established by David Warhurst - standing at over £26K at the end of the financial year.
- The Government Grant and Furlough Scheme
- Barleycrofts Rent income.

Our Annual Accounts have changed slightly this year in that the Auditors have

recommended that Barleycrofts is viewed as an investment, and hence the rent income now appears under Investment Income.

At the end of the financial year our readily available cash is at about £134K, and this is not changing much each month due to rents, furlough, grants, and donations. This should easily take us through to April without the need to realise some of our long-term investments, which currently are valued at £180K, down by £20K on their peak value. Overall, the Centre will survive.

**Colin Partington MBE**

## Income and Expenditure Report

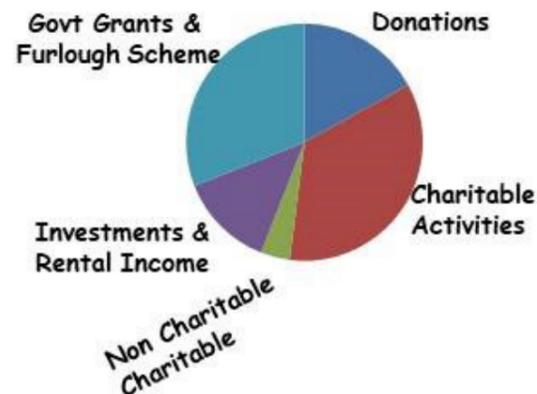
Where the money comes from	2019-2020	2018-2019
	£	£
Donations	40,361	24,495
Charitable Activities	82,733	300,567
Non-Charitable Activities	9,193	33,397
Investment and Rental Income	30,783	21,202
Government Grants and Furlough Scheme	72,741	0
<b>Total incoming Resources</b>	<b>235,811</b>	<b>379,661</b>
<b>Where we spent the money</b>		
Providing the Services - Charitable	318,236	371,324
Providing the services - non-charitable	35,456	41,372
Governance Costs	870	1,020
<b>Total Outgoing Resources</b>	<b>354,562</b>	<b>413,716</b>
<b>Net Incoming resources</b>	<b>(129,034)</b>	<b>(25,499)</b>
Gains/losses on investment assets	(10,283)	8,556
<b>Net Movement of Funds</b>	<b>(139,317)</b>	<b>(16,943)</b>

## Balance Sheet

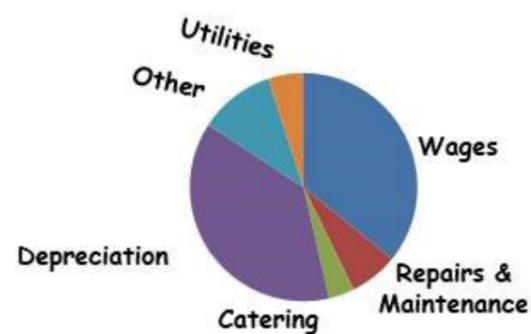
Total Assets of The Nightingale Centre as at 30 September 2020

	2020 £	2020 £	2019 £	2019 £
<b>Fixed Assets</b>				
Tangible Assets	1,982,748		2,100,502	
Investments	193,135		128,418	
		2,175,883		2,228,920
<b>Current Assets</b>				
Stocks	414		1,343	
Debtors	9,387		43,689	
Cash at Bank and in hand	194,443		246,041	
		204,244		291,073
<b>Current Liabilities</b>				
Creditors falling due within one year	(66,633)		(77,465)	
<b>Net Current Assets</b>		137,611		213,608
<b>Total Assets</b>		2,313,494		2,442,528

## Income



## Expenditure



## Governance

### The General Assembly of Unitarian and Free Christian Churches

**General Assembly of Unitarian and Free Christian Churches**  
Registered Charity No 250788

**The Nightingale Centre**  
Registered Charity No 242256

The General Assembly :

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

**The objects of the General Assembly:**

#### Preamble

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

#### Object

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

To this end, the Assembly may:  
Encourage and unite in fellowship bodies

which uphold the religious liberty of their members, unconstrained by the imposition of creeds; Affirm the liberal religious heritage and learn from the spiritual, cultural and intellectual insights of all humanity; Act where necessary as the successor to the British and Foreign Unitarian Association and National Conference of Unitarian, Liberal Christian, Free Christian, Presbyterian and other Non-Subscribing or Kindred Congregations, being faithful to the spirit of their work and principles (see appendix to the constitution), providing always that this shall in no way limit the complete doctrinal freedom of the constituent churches and members of the Assembly;  
Do all other such lawful things as are incidental to the attainment of the above Object.

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

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

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

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

## The Nightingale Centre

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

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

### The objects of the Nightingale Centre:

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

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

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

## Being a Charity

### Advantages

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

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

### Responsibilities

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

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

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

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

## Our Staff

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

Chief Officer	Elizabeth Slade	ESlade@unitarian.org.uk
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### PROGRAMME STAFF:

Ministry & Congregational Support Officer	Simon Bland	SBland@unitarian.org.uk
Welsh Department Secretary	Melda Grantham	MGrantham@unitarian.org.uk
Youth Coordinator & Safeguarding Lead	Gavin Howell	GHowell@unitarian.org.uk

### SUPPORT STAFF:

Operations Manager	Andrew Mason	AMason@unitarian.org.uk
Administrator (External)	Audrey Longhurst	ALonghurst@unitarian.org.uk
Communications Officer	Rory Castle Jones	RCastleJones@unitarian.org.uk

### FINANCE

Finance Manager	David Joseph	DJoseph@unitarian.org.uk
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### VOLUNTEER

Rosemary Ruston	Associate@unitarian.org.uk
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### The following were members of the Essex Hall Trust Staff during the financial year:

Lee Warren	Caretaker
Hepzi Lewis	Cleaner

# Our Members



## Our Members

### Honorary Members

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

In accordance with rule 4 of the Constitution of the General Assembly the following persons, having contributed not less than £30 each to the funds of the Assembly in the financial year 2019-20, are **Associate Members** of the General Assembly. Names of Honorary Members and Full Members who have subscribed not less than £30 each during the financial year are also mentioned.

Aaronson J Miss	Calderara B Mrs	Dolso C Ms	Harrison M Mrs
Adkinson EB Miss	Cann HA Mr	Dyson-Jones E Ms	Hartley LJ Mrs
Abram S Mr	Carter J Rev	Edwards J Ms	Hartley R Mr
Allured M Mr	Cartwright CM Rev	Egloff U Dr	Hastie WJ Mr
Arthur D Mr (Dec'd)	Chilton CD Mrs	Elder RC Mr	Haughton DP Ms
Ashworth J Mrs	Chilton GEB Mr	Faiers ME Mrs	Hennis MJ Mrs
Atkinson JM Mrs	Cockroft BS Rev	Foggo K Ms	Hewerdine AJ Mr
Attfield R Prof	Cockroft L Rev	Ford JM Ms	Hewerdine C Ms
Aylmer V Mrs	Code, R Mr	Fordham E Mr	Hewerdine DC Mrs
Baker M Mrs	Coldwell AH Mr	Foster K Miss	Hewis H Mrs
Barber JM Mr	Colfox P Sir	Foster MC Miss	Hewis P Rev
Barwick S Mrs	Constable E Ms	Fowler AM Miss	Higgins M Mr
Beck R Mr	Cook JMM Mrs	Gabriel S Rev	Hill AM Rev
Beckham A Mr	Copley DW Mr	Gaines REF Mr	Hill M Mrs
Bennett DE Miss	Copley H Mrs	Gienke M Mr	Hills A Rev
Birtles E Rev	Cordingley L Mr	Gillman DE Mr	Hills E Mrs
Blair J Mr	Corrigall J Rev	Godfrey PB Rev	Hird JL Dr
Boeke J Rev	Costley D Rev	Godfrey S Mrs	Hoskins DG Mr
Boeke R Rev	Costley JE Mrs	(Dec'd)	Howarth J Mrs
Boyce S Mrs	Cotterill K Mr	Greenwood C Mr	Howarth M Mr
Boyle B Dr	Cotterill S Mrs	Hague G Mrs	Hughes D Mr
Boyle D Ms	Crompton DF Mr	Hague HR Mr	Hughes M
Bradley A Rev	(Dec'd)	Hague J Mrs	Ince R Mr
Bradley J Rev	Crompton J Mrs	Hanford R Mr	Ingold J Dr
Brooks B Mrs	Crosskey KSM Dr	Hanley K Mrs	Isaac AB Mr
Brown AHO Mr	Cupper AM Mr	(Dec'd)	Isaac RB Mr
Brown I Mr	Darlison JW Rev	Hanley P Mr	Janes JA Mrs
Brown R Mr	Dawson C Mrs	Hardy S Dr	Janis-Dillon RG Rev
Buckle D Mrs	Dawson D Mr	Harris LA Ms	Johnson KJ Mr
Buckle R Mr	(Dec'd)		Johnson PF Rev
Buckley D Mr	Day JM Mr		
Burns C Ms	De Silva M Mr		

# Congregational Contributions

1 October 2019 to 30 September 2020

Jones A Dr	O'Connor F Rev	Sampson PW Mr	Wagner E Mr
Jones A Mrs	Omar B Mr	Sanders N Dr	Walker F Rev
Jones B Mrs	O'Neil SE Mrs	Scott A Mr	Warhurst DE Mr
Jones JE Rev	Oulton RA Mr	Scott G Mrs	Warhurst H Mrs
		Scott JA Mr	West J Mrs
Kay H Mrs	Parsons H Mrs	Shaw D Rev	West MG Mr
Kenyon B Mrs	Partington C Mr	Shaw E Mrs	Whitell M Rev
Kenyon NA Mr	Partington J Mrs	Seccombe JA Mrs	Wightman R Rev
Kerr DG Dr	Paxton MRH Mrs	Sellman J Ms	Wilcox A Mrs
King L Ms	Payne B Mrs	Short A Mrs	Wilkie C Mrs
Kirk M Rev	Peace DI Mr	Silk JF Mrs	Wilkins H Mr
	Peart A Rev Dr	Silk PA Rev	Wilkinson JS Rev
Lake M Mrs	Pebody I Dr	Simmons J Mrs	Williams DA Prof
Laycock BA Mrs	Pennington AC Mr	Sinclair A Mrs	Williams J Dr
Lingwood S Rev	Percy A Mrs	Skelton R Mrs	Williams S Mr
Lloyd GD Mr	Perry MP Miss	Slaven S Ms	Williams WM Mrs
Lodge S Mrs	Price DD Mr	Smith CF Mrs	(Dec'd)
Ludbrook B Ms		Smith J Mr	Wilson AM Mrs
	Quest P Ms	Smith KJ Mr	Winder JR Mrs
Maguire M Mrs		Smith MF Rev	Woodman J Dr
Mansfield J Miss	Ramage RW Mr	Somerville S Ms	Woolley S Rev
Mardle-Moss K Mr	Ratcliffe M Mrs	Soulsby P Sir	Wykes DL Dr
Marks B Mr	Rathbone B Mrs	Storey D Mr	Wykes E Dr
Martin C Ms	Raymond G Mrs	Sykes J Ms	
Mason GH Mr	Raymond S Dr		Zucker D Mr
Mason H Ms	Reed CM Rev	Teagle JJ Mr	
Masztalerz C Ms	Reed P Mrs	Teagle SM Mrs	
Maud G Mr	Rees AM Mr	Temple N Ms	
McAuley D Mr	Rees C Mrs	Thompson C Ms	
McClelland A Rev	Reynolds A Rev	Thompson J Miss	
McClelland J Rev	Richards J Mrs	Thursfield A Mrs	
Merritt H Mrs	Richards JCT Mr	Tinker SM Rev	
Merritt R Mr	Richards W Mr	Tombs S Miss	
Midgley C Rev	Roberts WM Mrs	Tomlin JR Mrs	
Midgley J Rev	Robinson M Ms	Tomlin MJ Mr	
Mills C Mr	Rogers J Mrs	Tucker A Mr	
Mills R Mr	Rogers L Ms		
Mitchell SCF Ms	Rowland J Ms	Usher A Mrs	
Moore TJ Mr	Ruston AR Mr	Usher GR Rev	
	Ruston J Ms		
Newsam C Mr	Ruston M Mr	Varley L Mrs	
Nuttall M Mrs	Ruston R Mrs	Varley RJ Mr	
	Rycroft K Mr	Voegeli I Mrs	
		Voegeli R Mr	

England (and Isle of Man)	Quota Members	£
Ainsworth	4	140
Altrincham	31	1,085
Ansdell (Lytham St Annes)	0	0
Ashton in Makerfield	44	1,540
Atherton	43	1,505
Banbury	0	0
Bath	7	245
Belper	16	560
Billingshurst	9	315
Birmingham New Meeting	20	700
Birmingham Hollywood	69	2,415
Blackpool	10	350
Bolton Bank Street	35	1,225
Bolton Chorley New Road	9	315
Bolton Egerton	30	1,050
Boston	5	175
Bradford	20	700
Bridgwater	11	385
Bridport	13	455
Brighton	51	1,785
Bristol Brunswick	12	420
Bristol Frenchay	15	525
Bury	46	1,610
Bury St Edmunds	12	420
Cambridge	34	1,190
Chatham	6	210
Cheltenham and Gloucester	19	665
Chester	5	175
Chesterfield	10	350
Chorley	10	350
Cirencester	11	385

Coseley	0	0
Coventry	2	70
Cradley	10	350
Crewkerne	9	315
Croydon	39	1,365
Cullompton	6	210
Dean Row	60	2,100
Denton	10	350
Derby	3	105
Ditchling	15	525
Doncaster	17	595
Douglas (Isle of Man)	3	105
Dover	4	140
Dukinfield	30	1,050
Eccles	46	1,610
Evesham	18	630
Framlingham	11	385
Godalming	39	1,365
Great Hucklow	6	210
Great Yarmouth	5	175
Hale Barns	14	490
Hastings	12	420
Hinckley	34	1,190
Hindley	5	175
Horsham	26	910
Hull	18	630
Hyde Fellowship	2	70
Hyde Flowery Field	0	0
Hyde Gee Cross	0	0
Ipswich	34	1,190
Kendal	50	1,750

Kidderminster	25	875
Knutsford	51	1,785
Leeds	34	1,190
Leicester	32	1,120
Lewes	1	35
Lincoln	12	420
Liverpool Gateacre	18	630
Liverpool Sefton Park	22	770
Liverpool Toxteth	5	175
London Brixton	16	560
London Golders Green	39	1,365
London Hampstead	84	2,940
London Kensington	57	1,995
London Lewisham	6	210
London New Unity	102	3,570
London Stratford	5	175
Macclesfield	16	560
Maidstone	6	210
Manchester Chorlton	19	665
Manchester Cross Street	32	1,120
Manchester Gorton	3	105
Mansfield	35	1,225
New Mill	4	140
Newcastle under Lyme	18	630
Newcastle upon Tyne	15	525
Newport (Isle of Wight)	0	0
Northampton	5	175
Norwich	57	1,995
Nottingham	9	315
Oldbury	3	105
Oldham	12	420
Oxford	34	1,190
Padiham	41	1,435
Plymouth	32	1,120
Portsmouth	39	1,365
Rawtenstall	5	175
Richmond	29	1,015

Rivington	20	700
Rochdale	19	665
Scarborough	4	140
Sevenoaks	28	980
Sheffield Fulwood	36	1,260
Sheffield Norfolk St	56	1,960
Sheffield Stannington	20	700
Shelf	12	420
Shrewsbury	23	805
Sidmouth	5	175
Southampton	14	490
Southend	5	175
Southport	5	175
St Albans	0	0
Stalybridge	10	350
Stockton	15	525
Stourbridge	6	210
Styal	20	700
Taunton	13	455
Tenterden	9	315
Torquay	0	0
Trowbridge	7	245
Urmston	18	630
Wakefield	10	350
Warrington	15	525
Warwick	17	595
Watford	8	280
Whitby	6	210
Whitefield (Stand)	30	1,050
Wirral	22	770
Woodhall Spa	1	35
York	44	1,540

<b>Scotland</b>	<b>No.</b>	<b>£</b>
Aberdeen	16	560
Dundee	11	385
Edinburgh	65	2,275
Glasgow	38	1,330

<b>Wales</b>	<b>No.</b>	<b>£</b>
Aberdare	20	700
Alltyblaca *	2	0
Bangor	5	175
Cardiff	11	385
Cefn y Coed	18	630
Cellan *	1	0
Ciliau Aeron *	0	0
Cribyn *	3	0
Cwmsychbant *	3	0
Cwrtnewydd *	4	0
Felinfach *	1	0
Lampeter *	9	0
Llandysul *	3	0
Llanwnnen *	5	0
Nottage	4	140
Pontsian *	3	0
Prengwyn *	4	0
Swansea	7	245
Talgarreg *	6	0
Trebanos	15	525
Wick	0	0
<b>Total:</b>	<b>2,810</b>	<b>£96,810</b>

**Notes on congregational contributions:**

\* No payment was received from churches in South Wales for the last return. The churches in South Wales pay collectively via the District Treasurer. The contribution for each congregation is as notified to us. Membership numbers for each congregation have not been provided and we have therefore used a previous year's figures as an estimate.



# the unitarians

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