

Leader's Report – Ashley

Well where do I begin? Every year I seem to start by saying that this has been a year of massive change and transition so... 2015 has been a year of massive change and transition. However, it has also been a year of great growth and life.

The year saw X:site go from strength to strength, thank you to everyone who helped to make it thrive. It has also been a remarkable year for our youth. We were incredibly blessed to have Miriam with us, from Cheltenham Youth for Christ. Along with our brilliant kids' church leaders and helpers she really took our young people forward, with the highlights being a weekend away in Wales and the wonderful baptism service at the Lido. Miriam's year with us has continued to bear fruit and it has been wonderful to see our young people stepping into new roles within the fellowship.

Brilliant as Miriam was though we knew she would only be with us for a limited period and, as I mentioned at last year's AGM, we hoped that sooner or later we would be able to make a longer term commitment to our young people by employing a Youth Pastor. Your generous giving this year has now made this possible and I am delighted that Lindsey Power has agreed to take on this role and began officially at the start of February.

In July we held our first Family Fun Day in partnership with the Church in Warden Hill and I think even we were surprised at the positive response. We had hoped for around 300, perhaps 400 maximum, but a team of over 60 volunteers were able to bless around 700 folk from the local area. Huge thanks to everyone who took part and especially Angus Johnson for taking the helm on this project.

It has also been incredibly encouraging to see a growing partnership with the parish churches around us, as well as C3. Once again I was able to lead the Christmas services at St Christopher's for example. At the same time we prayerfully made the decision to step away from Trinity Cheltenham and become a church in our own right. Trinity had been a very important safe harbour for us in a time of great uncertainty over the last few years and I have no doubt that without Trinity's support, we would not have survived as a fellowship.

This shift in our connections was ratified at our beer and hymns night when we officially received our Bishop's Mission Order. I must thank the generous support of the churches across the Cheltenham deanery and all their leaders during the development of the BMO and particularly the ongoing welcome of the South Cheltenham Team of churches. For me personally I'm not sure I would have survived the process without the friendship and support of Revd Paul Wilkinson and I was very sad to see him and Jacqui Hyde move on during the year. This sadness has been tempered by the growing connection with Revd Nick Davies in the south side team and with Fr Richard in Up Hatherley. I look forward to developing these connections in coming years.

The detailed development and finalisation of the BMO threw an extra burden on our trustees and I am incredibly grateful for their hard work and diligence. It was an extremely busy year for them with more than double the usual number of meetings and Dick in particular working tirelessly behind the scenes to move everything forward. As Dick comes to the end of his term as a trustee I must say a very personal thank you to him for the way he has consistently supported me and given his all to keep CNC in the centre of God's purposes. I would also like to thank Roger Whyborn for all the hard work he put in during his year in post. In general all the trustees have had to deal with a high level of complexity in the past year and everyone at CNC should be grateful for their hard work.

Alongside the trustees, the Vision Group has really started to develop a coherent strategy through our church year. 2015 saw the first Burns Night, the pre-Alpha "Puzzling Questions" course, a great Christmas programme and, of course, the brilliant Family Fun day. But their work in 2015 has really been to look ahead to what God would have us do in 2016 and beyond and from that has come the Happiness Course over Lent, the Alpha Course after Easter, a programme to harness Spring Harvest post Easter and an expanded Family Fun day. We will also look at Luke's gospel and the book of Nehemiah in our Sunday services. The vision group are now starting to look at what we must do to prepare for the possible opportunities in 2017 and beyond, but more of that another time. A huge thank you to everyone on the Vision Group and particularly Dick Tallents and Carole Whyborn who are finishing their terms of office.

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It has been great to see so many of our members getting involved in transforming their neighbourhoods and networks and this is a central value for CNC, that one reason we exist as a fellowship is to empower each other to grow the kingdom of God in our everyday lives not just our Sunday church lives. Well done to everyone who made a difference through Street Pastors, CCP, Chernobyl Children and many other ministries, and well done to everyone who made a difference by simply being Jesus presence amongst family, friends and work colleagues.

For me I will take away from the year the memory of the baptisms at the Lido and the many connections at the Fun day, but most of all I will remember the incredible privilege of leading a small team of CNC members singing carols with the Spa Club,. This came about because the lady behind the bar at our beer and hymns night (with no church connections) was so excited to see what we did, and thought we were perfect to help celebrate Christmas with the group of around forty adults with learning difficulties that she volunteered with (the Spa Club). This is what happens when the church gets out of its buildings and takes the joy of the Lord with them. Long may we keep doing it ☺.

Trustees Dick Tallents

The Trustees' meetings over the past 12 months have been dominated by matters relating to the Bishop's Mission Order. In addition to the wording and scope of the order itself the Trustees have had to oversee the separation from Trinity Church and taking over the direct employment of Ashley and Lyndsay. These things have now, largely, been accomplished and the Trustees look forward to addressing more routine things in the year ahead. In becoming an independent church once again the role played in the past by Trinity Church (and Mark Bailey in particular) has become more apparent and CNC has a big debt to them. In future we will have to thank Chris Hughes for taking on a lot of the additional workload associated with operating the payroll for Ashley and Lyndsay.

The congregation should be made aware that, when taking back the employment of Ashley, we discovered that the salary we had been paying Ashley was considerably lower than the official C of E pay scale. This matter has now been addressed. Fortunately, in taking over the employment for ourselves, we have been able to make significant savings that have helped soften the effects of the salary increase.

To a large extent the past year has been about preparing for the future and, looking forward. We now need to implement the organisational structure as laid out in the BMO and also to set about building closer links with Up Hatherley Church and with the South Cheltenham Team Ministry (now under the leadership of Nick Davies).

In the past CNC (and in particular our Leaders) have benefitted from having recourse to the wisdom and oversight originally of Bishop David Pytches of FIAC and latterly of Mark Bailey at Trinity Church. In future Ashley will have closer links with the Gloucester Diocese and there will also be an advisory panel under the direction of Bishop Bob Evans giving guidance on the operation of the BMO. At this stage it is difficult to envisage what additional oversight might be required. In the summer some of the Trustees visited John Peters at St Mary's Church Bryanston Square. Those who attended were agreed that St Mary's would be an ideal church for us to partner with and were delighted that John has said that, should we need further oversight, he would be pleased to assist us. These links still need to be formalised. In all likelihood it should be little more than giving our leadership the facility to seek totally impartial advice from someone proven wisdom but with no direct connection to either CNC or the Diocese of Gloucester.

During the year Sue Brown, Chris Hughes, Angus Johnson, Neil Plant, Roger Whyborn and Dick Tallents have served as Trustees. We have each adopted specific roles within the Trustees – Sue looking after Safeguarding, Chris as Treasurer, Angus, Neil and Roger looking after Health and Safety/Risk Assessments and Dick as Chairman.

Roger has decided to step back from being a Trustee and Dick, by rotation, is now due to retire. We are now looking for two new nominations from the congregation for adoption as Trustees.

Vision Group - Frank Booth

The Vision Group's role is to review recent activities and envision future ones, to evaluate progress and identify spiritual priorities, to help develop church programmes and budgets, to think ahead. In terms of decision making, the Group sits under the Leader and the Trustees.

For 2015 the Group comprised six elected members Angus Johnson, Sue Fisher, Susie Tallents, Dick Tallents, Carole Whyborn and Frank Booth, plus Ashley and Lyndsay as staff. Dick and Angus are also trustees. Dick Tallents and Carole Whyborn are due to stand down at the 2016 AGM.

Among the many areas of church life which the Group has reviewed and discussed during 2015 are: youth work and Next Gen, church youth worker role, church Away Days, parish Family Fun Day and other special events, the CofE report on church growth, Spring Harvest, Alpha and Happiness courses, home groups, prayer groups and prayer events, and of course the BMO and our role in the Benefice.

Prayer - Ashley

Our year kicked off with a week of creative 24:7 prayer at the URC. Although at the time of a cold snap with snow and ice all around it was still very well supported and started to draw in members from the Church in Warden Hill too which became a basis for our working together later in the year.

The two daytime prayer groups have continued to meet and it has been extremely encouraging to know that everything the church does is set in the context of their prayers. Our monthly evening prayer meeting has had less of a good year, gradually dwindling to only a half dozen regulars. In the light of this we made the choice to re-set it on a Sunday evening and give each meeting a clear focus and contain it to an hour. We will continue to monitor the new time. Our PrayerNet email system has been very well used throughout the year and we have seen many answers to prayer.

Worship - Dave and Sarah Meade

Thank you to everyone who has worked so hard over the past year on the worship team. We have a wonderful and growing team working on words, PA and the music.

We have found our regular monthly practices to be good times of worship as well as opportunities to learn new songs and developing our skills in making music together. These evenings are also times of prayer – praying for each other and the worship life of the church. We appreciate that so many have made these evenings a priority over the last year.

We have been particularly excited this year to see so many of our younger people get involved with the worship, starting from just 5 years of age up to Next Gen! The Next Gen led service was a brilliant recent highlight. We have been blessed by their musical skills, energy and enthusiasm. We look forward to seeing their skills develop as they get more involved.

A current focus is on training and development. A group of 8 of us went up to Birmingham for a Worship Central training day in November, which was enjoyed by all. We have also had our first singing lesson with a singing teacher from Tewkesbury, Sue Perks. This first session was aimed at vocalists in the worship team and anyone singing in the Christmas choir and was a great evening. Sue is booked to come back in February for more focussed training for the singers in the worship team.

The Christmas choir was a great success again this year, it was fantastic to have so many young people involved in the choir and band, and we are very grateful for everyone's hard work in making the carol service

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such a special event. This year we were invited to sing carols and Christmas songs at the Spa club – everyone had a great time and the club members sang with great enthusiasm! A huge thank you to everyone who came along to sing, speak or play.

One of the great challenges of meeting in a venue we hire is that we must bring most of the equipment in each week. Most of the worship equipment has been kept at our house, which is fine, except when we have a Sunday off and still need to bring everything in anyway 😊. Because of the generosity of church members we have been able to buy some extra more portable PA equipment for use at smaller gathering, as well as creating a second PA set that can be kept at Martin's to be brought in by him.

We are grateful for every member of the worship team – words, PA and music – and enjoy working with them all. We are excited to see what God has in store for the next year as we push further into worship.

Mission & Community: Outreach (Hospitality and Evangelism)

Family Fun day – Angus Johnson

Saturday 11th July 2015 saw the first Family Fun Day, attended by an estimated 700 people, led by CNC and supported by a number of other organisations:

- The Parish Council who provided the Warden Hill Play Area
- The Borough Council provided expertise, assurance and advice
- The Church In Warden Hill provided the URC buildings and other resources, as well as bell ringing, church displays and refreshments stalls
- Emmanuel church – craft stall
- St Peter's, and St Philip and St James' (Leckhampton) churches - Badge Making and bread making
- South Cheltenham Youth Work - a tuck shop
- Youth For Christ - the sports activities and helped resource a prayer stall
- Gloucestershire Fire Brigade - a Fire Engine with crew
- PCSOs - two patrolled the site
- Lakeside Takeaway - hot dog and burger stall
- Mr Whippy - ice-cream stall

CNC also staffed stalls in bracelet making, face painting, paper craft, bouncy castle, prayer stalls, Billy Graham video, table tennis, first aid and central co-ordination.

Ahead of the event publicity was achieved primarily through 5000 leaflets being delivered, and supplemented by posters, internet, local newspapers and local radio.

The event was remarkable in a number of ways – 700 attended exceeding expectations, the number of volunteers: over 60, the co-operation and team working both in organising and delivering the event, and the short timescale the event was organised from idea to implementation in three months. The short timescale was possible because of the willingness and prayerfulness of the team, and the generous sharing of the Stroud Family Fun Day team. They provided materials, information, and first-hand experience, including CNC representatives in both committee meeting and delivering their own FFD event in May. We were also able to progress quickly from the expertise and assurance of Cheltenham Borough Council and One Church in Gloucester, both of whom delivered similar events.

Puzzling Questions – Ashley

We had a go at running the Puzzling Questions course and certainly enjoyed the process. It was a small group of people which allowed for a lot of freedom in the conversations. Although it would be fair to say that we hardly used the course material and only engaged with the course as a loose framework, it was still a very useful tool and we will keep it in our locker for the future.

Mission & Community: Care (Social Action, Mercy Mission)

Street Pastors – Dave Hatten

This year has been a very good one for our involvement with the Street Pastors.

We started 2015 with two Street Pastors, Dick Tallents and Sian Richards, and one Prayer Pastor and Prayer Coordinator Dave Hatten.

During the year, firstly Anne Green was trained and then in the autumn Melanie Martin. Both were commissioned in November. Sian has had to cut down on Street Pastors due to other commitments but remains as Prayer Pastor. So we now have three Street Pastors and two Prayer pastors which is really encouraging for a Church of our size.

There is always a need for more Street Pastors, as people move on or leave for health reasons, so if you want to know more about becoming a Street Pastor or Prayer Pastor please let one of us know. Also if you are free in the day and want to pray, the Street Pastors prayer meeting happens every second Tuesday in the month at St Matthew's Church at 10.30 am. Thank you to all who are involved with, or pray for Street Pastors and to Ashley for his support for all we do.

CCP (Foodbank) – Carole Whyborn

We support the Food Bank at County Community Projects (CCP), a Cheltenham based organisation which works with needy families and individuals across the County. We have links to CCP in that at least two of our members at CNC volunteer for them, as well as our regular food donations.

The food bank box is available every Sunday in the Coffee room, and we welcome donations of non-perishable food. The latest information I have is that items such as tinned vegetables are particularly welcome, but also pasta, breakfast cereals, and long life milk. Please do consider donating if you don't already do so; even one item a week will really help. If you find it easier, I am also happy to accept cash donations which I then use to buy food items.

We have also given again this year to CCP's annual Hamper Scamper appeal at Christmas. This year we contributed 15 hampers, made up by small groups or individual families, and I know that these have been very gratefully received. In total, CCP gave out 926 hampers across Gloucestershire – just to give some idea of the scale of the work they do.

Thanks to all of you who have donated throughout the year, and particular thanks to Annie for taking charge of the collections on Sundays when I have not been at church.

Chernobyl Children in Cheltenham – Fiona Brown



I have been working with Chernobyl Children Life Line for over ten years, and since coming to CNC, others in our Fellowship have also become involved.

In 2015, I was delighted that the Stewarts and the Fishers decided they would like to invite children from Belarus to stay with them. In addition, Natalya, the group leader, stayed with the Johnsons. They arrived in a group of ten children all of whom live in an area of Belarus still affected by the Chernobyl Nuclear disaster and in a difficult economic situation.

These children stayed in the Tewkesbury and Cheltenham area for four

weeks with various host families. The children had a fantastic visit this year with exciting outings such as West Midland Safari Park and, less exciting but equally important, outings to the dentist and optician. Martin, Sarah and I took them to Devon for three fantastic nights where they saw the sea for the first time ever; Belarus is a land-locked country. They spent hours in the water and now have some body surfing skills! A barbecue on the beach and then an adventure getting back to the carpark as the tide had come in finished a fantastic day. We always feel so privileged to be with the children at this once-in-a-lifetime experience.



After the trip, the group leader commented that she and their parents observed the benefits, not only in health, but also in confidence in maturity to all our young visitors. Our church generously gave a donation to the local link of CCLL for 2015. On behalf of the Tewkesbury link of CCLL may I say a huge thank you to the church for their generosity and prayers for the children during their visit.

If anyone is interested in hosting in the future, please talk to Fiona or other hosts.

Voluntary Sector Network – Gill Wyatt

In the last year the Voluntary Sector Network has met a few times in order to support and pray for each other in our work. It is difficult to describe the levels of stress involved in working for any length of time in this sector as it generally entails intensive work with people with highly complex problems. There are constant concerns over finance where voluntary organisations are dependent on short-term Local Authority contracts, and we are always aware that each person that we deal with needs more time than we really have to give. We therefore all valued the support that we received from each other.

In the last few months, most of those of us who meet regularly have had significant changes in our circumstances and some of us have been called into new phases in our lives. We have therefore all agreed to close the Voluntary Sector Network and to communicate any needs that arise by e-mail.

Mission & Community: Campaigning (Peace & Justice)

Germany - Ashley

In response to the unprecedented refugee crisis across Europe we developed a new connection through our CYFC youth intern, Miriam, to the church her father leads in Germany and particularly the opportunity to help them financially in their work with refugees. It was incredible to see CNC members raise over 10,000 euros in a matter of a few weeks to purchase translation equipment and a replacement minibus. We will continue to maintain this connection with Pastor Sven at EFG Ochsenfurt.

Children & Youth

Michelle Niblett

I took over the leadership of the kids and youth team last January. Over the course of the last year Neil Plant left the team but we have welcomed Becky to the Pebbles team, Joan to crèche and Chris Pleasant to Rock. I am very grateful to the team leaders for organising rotas and planning programmes and to all the helpers who, week by week, faithfully invest in the lives of our young people.

Summary in numbers

Group	Ages	Team Leader	No. of helpers	No. of kids
Crèche	Pre-school	Sarah Meade	7	6
Pebbles	Infant (4 – 7)	Sue Fisher	5	6
Boulder Gang	Junior (7 – 11)	Fiona Brown	4	6
Rock	Secondary (11 – 14)		3	8
Next Generation	14 - 18	Lindsey Power	1	6
			20	32

Highlights of the Year

- Having Miriam, our YFC intern, work with us for a year.
- Weekend away for Rock and Next Gen.
- Restarting 'Pebbles' as a separate group (last year it was combined with crèche)
- Initiating 'cappuccino church' for Next Gen.
- Greater involvement of the youth in church services.
- Families attending Spring Harvest.
- Baptisms at the Lido of 4 of our young people.
- X-site for 7 to year 7 alongside C3 and Pip and Jim's Leckhampton.
- Mum's the Word – a care for the family event for Mums.
- Appointment of Lindsey Power to oversee Next Generation.

Challenges of the coming year

- Lack of rooms for kids' work – at the moment we share rooms which is fine on warm dry days when we can go outside.
- We currently have small numbers of kids in each group but believe that teaching is best delivered wherever possible to small age-ranges of kids. As we prepare for growth we would like to maintain our 5 separate groups but with safeguarding requirements this means 2 adults need to be present for the younger groups. Consequently we need additional help for Pebbles and Rock so that each person on the rota only has to be used once a month.

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- Rock is our largest group of kids all at a significant developmental age, making choices about faith. We are prayerfully seeking someone who can take leadership of that team.

Working with young people is an amazing privilege. It is while we are young that opinions are formed. Statistically many people come to faith in their teens. Therefore we wish to continue investing in our young people, to disciple them in faith and to enable them to make disciples of others. Will you join us in this adventure?

X:Site – Joy Derby

Members from CNC have continued to be involved in X:site in the past year, both as leaders, helpers and children. Each session the children enjoy a couple of hours of Bible teaching, worship, reflection, crafts and prayer five times a year.

After the five 2014/15 sessions we had nearly 100 children on the email list, with 53 coming to the June meeting. There is a core of children who keep coming back, and several bring friends who are not linked to churches. It's really encouraging to see children coming from all over Cheltenham and a few from Churchdown/Gloucester. Children regularly come from all the South Cheltenham schools. We are building links with children's workers from other churches, some who have brought children along, some who are hoping to send us leaders. At the moment the majority of leaders are from CNC.

We are grateful to all those involved in this important work, teaching the Bible to the youngsters in a fun Christian environment outside of church.

Pastoral Care - Ashley

Networks

Networks allow members to initiate groups based around their passions and gifts. Networks come and go, they operate for a season, sometimes briefly and sometimes for much longer.

We have 7 networks operating as traditional style small groups (Core networks) just as we had at the start of last year, but they are not all the same groups we had then. Some have closed, some have joined together and some new ones have begun. We expect to see these groups increase as the church continues to grow. We have over 80% of our members in a core network.

CNC is very intentionally shaped around day-to-day pastoral care being picked up by Network leaders (particularly the 'core' networks), thank you to the whole fellowship for the way you care for each other.

In addition to the Core Networks we have:

Over the course of the year both The Voluntary Sector Network (VSN) and Full Circle (support network for those caring for aging parents) have decided they have reached the end of their season and have chosen to stop meeting. They are still available to offer support and advice on an as needs basis. Many thanks to Susie Tallents, Gill Wyatt and others for all your hard work with these.

Balancing this we have recently seen the start of the Meeple Network (Geeky Board Games), and the Geek Club (all things nerdy) and Exhale (a daytime Bible study group mostly for parents with young children).

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And we continue to see lots of life in other existing networks:

- RockNet and NetGen (midweek discipleship groups for 11-18 year olds)
- Tuesday and Saturday Prayer Networks
- Between the Lines (Bookclub)
- King's Krafts
- Old Farts Fitness Club (OFFC)
- IHA-UDP (Ethiopia charity) Supporters

We try and notice needs in our church family but sometimes we miss them. Please don't ever suffer in silence, asking for help is a gift to others because it gives them an opportunity to put into practice the love of Jesus. If you ever need any support of any kind give Ashley a call.

Training

(Spring Harvest) – Sue Brown

On 28th March 2015 a group of 43 adults and children from CNC went to Spring Harvest at Minehead in Somerset. We spent 6 days (5 nights) at the Butlins site in Minehead, along with several thousand other Spring Harvesters.

Spring Harvest offers bible teaching, worship celebrations, prayer opportunities and a wide variety of seminars to suit everyone including church leaders. There was a seminar programme for those searching in the faith or had no faith at all and wanted to find out why we were all there. Each year Spring Harvest holds a programme for those with learning difficulties at either Minehead or Skegness.

Our bible study (based on a passage from Ephesians) was led by Dr Paula Gooder – who is Theologian in Residence at the Bible Society. Worship Central, with Nick Herbert, led the big top celebration. Spring Harvest also has an all age family celebration and a more reflective time of worship for those who prefer a quieter time. The day started with The Big Start setting the theme for the day with an all age feel, very lively but not for everyone. The After Hours programme runs each night from 10.30pm, if you can stay awake, and has a variety of speakers comedians and bands to end your day off. And just about everything else happened in between. You could do as much or as little as you liked.

There is a sports programme for those of an energetic lifestyle. Butlins has an excellent indoor swimming pool, which lots of folk used every day. There are also several options for food and drink outside of the main dining room for those who didn't want to cook. Some went into Minehead town itself and went on the steam railway and walked along the wide sandy beach.

It is fair to say that there is something for everyone at Spring Harvest and if you would like more info talk to someone who was there, it was a really good time.

Ethiopia – Chris Hughes

CNC continue to host the annual conference for the aid work in Addis Ababa that we have been supporting for 26 years. The founder of the project Jember Teferra was with us again to give her first-hand report of what is happening.

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2015 was a year of enormous challenges. Jember's prime occupation is the leader and chief fundraiser for the "Birhan Social Development Institute". They are involved in teaching and training students in the methods that Jember has developed over many years for dealing with the gross poverty of the majority of the population of Addis. The courses are accredited by the Ethiopian government and the aim is to give as many young people the skills to replicate what Jember has been able to achieve. There are many obstacles to overcome with awkward local landowners & unthinking government officials but they manage to carry on. They have a good building with a well-equipped library.

The major challenge during the year was the very real prospect of the two aid projects (CBISDO & AHISDO) becoming insolvent and unable to continue, the position of AHISDO being particularly critical. They care for the needs of some 50,000 very poor people in many areas such as : health, education, sanitation, housing etc. so it was vital to do something urgently. Simon Paylor from CRED visited them in April and made some timely recommendations to try and get the finances back in order. They now each have good managers. When he went again in October he was able to report that the position of both had greatly improved and the managers of both were implementing better controls over finance etc. and he was pleased to say that it was well worth continuing to support them. We must pray that this improvement continues and is maintained.

Financial Report – Chris Hughes

The first thing to comment about last year's finances is that the income appears to have increased quite a lot to over £85000. However, two 'one-off' items need to be taken into account.

£3085 was transferred into the general account from the mission account leaving a separate mission reserve of £2000. All the mission expenses are now shown in the main balance sheet instead of separately as before. Everyone will remember the appeal for the refugees in Germany in the autumn. This raised almost £7500, including gift aid and is also included in the main figures. After taking these two items into account, income and expenditure were similar to 2014. This resulted in the balance in hand at the end of 2015 being approx. £650 higher. This is much better than in 2014 when the end of year balance was £2000 lower than the previous year. What is more encouraging is that this has happened despite the 2014 figure being inflated by a large one off donation of £5000. It has been achieved through increases in regular giving as well as several new people joining CNC during the year.

Because of this we have been able to fund several extra things :-

- An intern from Cheltenham Youth for Christ was sponsored for most of the year.
- We took over and paid for the " Family Fun Day" in the summer which was a public event for the neighbourhood around Warden Hill
- We were able to subsidise our first 'Burns Night' social event.

The latter two were very much outreach occasions where anyone from outside the church was welcome and both were a great success. We are starting 2016 by being able to employ a youth worker for around 5 hours a week.

Following our separation from Trinity, Ashley & Lyndsay became directly employed by CNC and we have taken on the PAYE duties ourselves, instead of using a payroll company as before.

We are still maintaining our previously stated aim of having an end of year balance of at least three times average monthly expenditure. This is a prudent measure to provide a reserve should we ever need it and also shows the Charity Commission, to whom we have to make an annual report, that our finances are in good order and well-managed.

Giving Group

– Carole Whyborn

As a Church, we at CNC have adopted as a principle that we will aim to give at least one tenth of our income to others. We have some regular giving commitments, which will be included in the Treasurer's report, and decisions about available funds over and above those are made by the Giving Sub-Group.

The group, which currently consists of Frank Booth, Sue Brown, Dave Hatten, and Carole Whyborn, meets four times a year, to consider one – off donations. They can make gifts of up to £500, to organisations or individuals involved in specific projects. A maximum of 25% of the gifts can be to organisations outside the Christian Church, and wherever possible we aim to give to organisations where there is a personal link to one or more CNC members.

The amount available to give during 2015 was £4,919, and the following gifts were made:

1st quarter

Festive – a Christian organisation working in sixth forms and FE Colleges	250
Jacob's Well	250
Chernobyl Children	500

2nd quarter

Tear Fund (Nepal appeal)	500
Mirren Derby (for Guide trip)	100

3rd quarter

Great Wood Camp (Scripture Union)	500
Beto Tavares – (Christian work in Brazil)	500
X-site	250
Cornerstone Centre	200
Infobuzz (work in Gloucester to support families of prisoners)	150
Asthma UK	100

4th quarter

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Donation to church in Germany to support work amongst refugees (as part of larger gift from CNC)	500
P and A (married couple from Trinity working with "Frontiers").	500
GARAS (work amongst refugees / asylum seekers in Gloucestershire)	150
Ian Davies (Christian work amongst refugees in Middle East)	150
Salvation Army	150

Please do ask one of us if you would like any further details. We would also welcome suggestions from CNC members about causes we can support; our next meeting is on March 8th.