



**The Parish of
Kildwick, Cononley and Bradley**

Annual Report 2021

Welcome to the 2021 APCM report

This report is (or should be, anyway!) a report of our activities during 2020 – but the disruption caused by Covid and various lock-downs means that all boundaries are inevitably blurred.

The 2020 APCM took place in November of last year, so a pedant would suggest that this meeting is concerned with just over a month of last year. We can do a little better than that...

Sadly, the accounts for the parish have been delayed. They will be circulated as soon as possible.

**Agenda for the Annual Meeting of Parishioners,
to be held at 7.30pm
on Tuesday 18th May 2021**

1. Opening Prayer
2. Attendance and Apologies for absence
3. To elect four representatives of the parishioners as Churchwardens
4. Close of meeting

**Agenda for the Annual Parochial Church Meeting,
to be held on Tuesday 18th May 2021,
immediately after the Annual Parish Meeting.**

1. To receive a report on the revision of the Church Electoral Roll
2. To receive the Annual Report on the proceedings of the Parish Church Council for the year to date
3. To receive the Financial Statements of the PCC for the three churches for 2020
4. To receive a report on the fabric, goods and ornaments of the churches
5. To receive a report on the proceedings of the South Craven and Wharfedale Deanery Synod
6. To appoint an independent examiner to the PCC until the Annual Parochial Church Meeting in 2022
7. Vicar's remarks
8. Questions and discussion on matters of parochial or general church interest

*(If anyone wishes to raise a matter of any substance,
please inform the Vicar, Church Wardens or PCC Secretary
at least 24 hours beforehand.)*

To join this meeting by Zoom

Visit <https://us02web.zoom.us/j/88414986473?pwd=ZjlQdFhXdJJSb2piVjRmUjVKTjI5Zz09> (or: <https://tinyurl.com/5yvtbfc>)

The Meeting ID is 884 1498 6473 and the Passcode is 353658

To join on your telephone, dial 0208 080 6592
and use the Meeting ID and Passcode as above

**Minutes of the Annual Vestry Meeting of the parish of
Kildwick, Cononley and Bradley,
held remotely on Wednesday 11th November 2020.**

1. **Welcome and Opening Prayer:** Julie welcomed us to a very different Annual Meeting and opened with prayer, concluding with the Alternative Collect for the Last Sunday after Trinity: "Merciful God, teach us to be faithful in change and uncertainty, that trusting in your word and obeying your will, we may enter the unfailing joy of Jesus Christ our Lord."
2. a. **Attendance:** Julie Bacon, Christine Anderton, Albert Bonham, Joyce Bonham, Tim Chapman, Sylvia Clark, David Clarke, Elsie Clarke, Janet Clifford, Lesley Cooke, Jane Hall, Robert Hall, Sue Hargreaves, Anne Hunt, John Lancaster, Joan McCartney, Geraldine Sands, Andrew Symonds, Rod Tickner, Janet Wade, Sandie Walton, June Whitaker, Chris Wright, Jill Wright.
- b. **Apologies for absence:** Lois Brown
3. **To elect four representatives of the Parishioners as Church Wardens:** two nominations were received. Robert Hall was proposed by Janet Wade and seconded by Anne Hunt. Joan McCartney was nominated by Mary Peake and seconded by Lance Peake. There were no other nominations and Julie declared the two elected to serve for the coming session. She thanked them for their willingness to continue in office.

There was no other business for this meeting and Julie declared it closed.

**Minutes of the Annual Parochial Church Meeting of the parish of
Kildwick, Cononley and Bradley, held remotely on Wednesday 11th
November 2020.**

Attendance and Apologies for absence were the same as those for the Annual Vestry Meeting.

1. To receive a report on the revision of the parish's **Electoral Roll**. This report had previously been circulated and was received by the meeting.
- 2-5. The report on the proceedings of the **PCC**, the **Financial Statements**, the report on the **Fabric, Goods and Ornaments** of the churches and the report on the proceedings of the **South Craven and Wharfedale Deanery Synod** had all been previously circulated. There were no questions on any of the reports or statements and the meeting received them with grateful thanks to their authors.

6. **To elect three representatives of the laity to serve on the South Craven and Wharfedale Deanery Synod until 31st May 2023:** there were three spaces available. The current representatives present at the meeting all signified their willingness to continue, and so Julie declared Andrew Symonds, Janet Wade and Chris Wright elected. She thanked them for their willingness to continue to represent the parish at this level.
7. **To appoint an Independent Financial Examiner to the PCC until the APCM in 2021:** currently, the three churches have separate Independent Examiners. After some discussion, this item was deferred and Julie asked the Treasury Team to discuss the issue and bring a proposal to the PCC as to future practice. There was a question also about whether the Church of England's financial year runs from 1st March to 28th February or from 1st January to 31st December: this would be clarified.
8. **Vicar's Remarks:** the text of these is given at Appendix A.
9. **Questions and discussion on matters of parochial or general church interest:** none had been received before the meeting and none were forthcoming from the floor.

Julie thanked all those people and groups who had worked with her during the year: in particular she referred to the Cononley Building Project group, including Mary Peet and Carolyn Scarr. She was grateful to her retired clergy colleagues, particularly the Revd Peter Bannister (now in Cheltenham) and the Revd John Lancaster. Rod Tickner was a welcome addition to the team in his role as Reader. Julie was grateful to the members of the PCC. It had been no easy task to begin the work of forming a new parish, particularly in the current difficult circumstances. She thanked her Church Wardens, Joan and Robert, those who had offered her pastoral care and support during the last eighteen months and finally she thanked those who pray regularly and faithfully for the parish.

There was no other business and after thanking people for their attendance, Julie declared the meeting closed.

Appendix A

Vicar's Remarks

The last time I spoke at an annual meeting was 17 months ago, at the last annual meeting of the parish of Kildwick. At that time, I was more or less half-way through the 3 years for which I had been licensed as interim priest-in-charge of the parishes of Kildwick, and Cononley with Bradley. I find it amazing to think that this Friday will be the third anniversary of that licensing service.

A lot has happened since April 2019, much of which has been covered by the excellent report written by Jill Wright, our PCC secretary. The new parish of Kildwick, Cononley and Bradley came into existence as she reported on 1st September last year. My family circumstances last Autumn (when I had to help my parents to relocate from Northamptonshire to Ilkley, at the same time as my husband had heart surgery) meant that the special meetings to elect the churchwardens and PCC members for the new parish were delayed until January 2020. The PCC got straight on with the business of developing new structures to enable its mission and ministry to develop and flourish, only to be stopped in its tracks in March along with the rest of the country by the coronavirus pandemic. In her report, Jill has covered how the parish has responded since then. I am deeply grateful to PCC members for their willingness to engage with and adapt to new ways of meeting, via Zoom – it is not always easy and can be frustrating, particularly when we are trying to discuss important subjects, and I appreciate how everyone has been prepared to give it a go.

One of the subjects we have had to tackle has been what happens once this 3-year period of interim ministry comes to an end. Working this out has not been easy for a number of reasons, not least the delay caused to progressing work across the 5 objectives because of the pandemic. After due consultation, including with the PCC, the Bishop has invited me to undertake a further term of interim ministry of up to 12 months, and I have accepted that invitation. I will therefore be relicensed, via Zoom, tomorrow evening at 7.30pm, and it would be lovely if you are able to join us for that occasion. I've only had short notice of these arrangements, and so apologise to anyone who would otherwise have liked to attend but isn't able to do so. I would very much welcome your prayers, both for the relicensing, and for the period of extension, as I continue to work with the PCC and parish.

One of the major tasks that remains to be done is to help the parish to articulate its new identity, as the parish of Kildwick, Cononley and Bradley. This will help the parish to be clear on what it is asking of a new Vicar, and on the kinds of skills and experience that they will be looking for in that

person. We are now one parish with three church buildings, serving at least four communities – Bradley, Cononley, Kildwick/Farnhill and Cross Hills. Being a single parish doesn't mean that we have to sacrifice the identity of each of the churches. Being a single parish IS about developing closer relationships between the three churches, whilst continuing to worship and witness in each of the villages and communities we belong to. Last year at Kildwick's annual meeting, I said that it starts with prayer and worship. In a very real way, of course, the pandemic has hit these activities, curtailing our monthly prayer gatherings in each building in turn, and our joint 5th Sunday services. But on the other hand, the pandemic was also the impetus for a new parish Facebook page, and a new website for the three KCB churches, produced at top speed by Chris Wright, to whom I am very grateful. For the last 5 months or so I have been producing a weekly newsletter, as a way of keeping everyone across the three churches up to speed with plans in response to the pandemic, particularly when events have moved rapidly, around the reopening (and now once again reclosing) of our church buildings for private prayer and public worship. Each month I produce a booklet for Sunday worship and invite anyone and everyone to use it, either with me via the parish Facebook page or at home. Last Sunday we had our first Zoom service, attended by about 20 people from across our 3 churches. I hope that all threads can be woven into the beginnings of a pattern that shows what it means to be the parish of Kildwick, Cononley and Bradley.

I'd like to close my remarks by reminding us all, myself included, what the reason for all this is. When we are engaged in the detail of day-to-day business, we can easily get bogged down in minutiae. I hope it will be helpful if we raise our eyes a bit to regain the wider perspective.

The people of the churches of Kildwick, Cononley and Bradley are all part of God's people. Christians are people who have received with joy the good news of God's kingdom. We pray regularly that that kingdom will come on earth as in heaven, and we are witnesses to Jesus Christ's life, death and resurrection, through which we are called into new life as citizens of that kingdom. We want others to know that life-giving, life-changing good news, and to join us on our pilgrimage as the people of God. The church exists, not for its own sake, but for the sake of the world – the people outside it.

The challenges that we face in Kildwick, Cononley and Bradley are reflected in many other places – the challenges of a culture that is gradually losing touch with its foundational Christian story, and where there are distressingly low numbers of children and young people involved in church life. The vision of the diocese of Leeds (which of course is made up of parishes just like ours) is to see: Confident Christians; Growing Churches; and Transforming

Communities. We become more confident Christians as we explore and deepen our faith, and share it with others. We want to see our churches grow, because growth is a sign of life, and because it means that more people are coming to know God as revealed in Jesus Christ for themselves, and to find that new dimension to life that his followers enjoy. Working together to share resources, ideas and good practice is one way to make it more likely to happen. And if we grow, and as we grow, we will find that we are beginning to see transformed communities – communities with stronger connections and relationships, built on kingdom values of compassion, mercy and love.

The world in 2020 has been very different from what we imagined 12 months ago, and we have had to come to terms with wholesale changes to our daily lives. Our conversations are peppered with words like 'physical (or social) distancing', 'masks', 'hand sanitiser', 'shielding'. The shape, rhythm and structure of life has changed. We have experienced disruption and loss in many areas – and of course, some of us have lost friends and loved ones. Celebrations like weddings and baptisms have had to be postponed or radically scaled-back, and perhaps most cruelly of all, we have been separated from loved ones, even at times of crisis. These have been real hardships. But part of our calling as Christians is to be people of hope. On the virus front, there are signs of hope, with the development of rapid mass testing, and promising news of a vaccine. We give thanks and rejoice. Because this is who we are, and what we are called to do. In his first letter to the Thessalonians, Paul wrote:

16 Rejoice always,

17 pray without ceasing,

18 give thanks in all circumstances; for this is the will of God in Christ Jesus for you.

As the people of the parish of Kildwick, Cononley and Bradley, may these words shape and guide us in the months ahead. Rejoice...pray...give thanks.

Julie Bacon

**Annual Report for the Parish of Kildwick, Cononley and Bradley,
prepared for the Annual Parochial Church Meeting
to be held on Tuesday 18th May 2021.**

Reference and Administrative Information

The Parish of Kildwick, Cononley and Bradley (commonly referred to as KCB) is comprised of three communities centred on St John's, Cononley, St Mary's, Bradley and St Andrew's, Kildwick. In addition, St John's, Cononley is part of a Local Ecumenical Partnership with the Methodist Church. Revd Julie Bacon is the Interim Incumbent. In November 2020, her Licence as Interim Incumbent was extended for a period of up to a further twelve month period.

The parish is part of the Bradford Episcopal Area of the Diocese of Leeds within the Church of England. The correspondence address for correspondence from banks, utilities and insurance bodies is currently 15 Walker Close, Glusburn, Keighley BD20 8PW.

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure and is exempted from registering with the Charity Commission. Members of the PCC are either ex-officio, elected by the Annual Parochial Church Meeting (the APCM) and holding office for up to three years, or co-opted by the PCC for one year. Members of the Deanery Synod are ex-officio members of the PCC, holding office for three years; they are also elected by the APCM. Members of the Diocesan Synod are also ex-officio members of the PCC.

PCC members who served from 1st September 2019 until 18th May 2021 are:

Churchwardens:

Robert Hall
Joan E McCartney
(Two vacancies)

Deanery Synod Representatives:

Shirley Hoskins (*until 11th November 2020*)
Andrew Symonds
Janet Wade
Christopher Wright

Elected Members:

Lois Brown
Tim Chapman
Janet Clifford
Lesley Cooke
Jane Hall
Anne Hunt
Geraldine Sands
Jill Wright

*(The latter three will serve until
Deanery Synod elections in 2023)*

Sandie Walton was co-opted to serve on PCC at their meeting immediately after the Annual Meeting. She is eligible for election at this Annual Meeting.

Structure, governance and management

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and to stand for election to the PCC.

The PCC operates through a Standing Committee, together with five Teams which have met as required between full meetings of the Council. Members of the Standing Committee have been the Incumbent, the Churchwardens, Mrs Jane Hall, Mrs Janet Wade (PCC Treasurer) and Mrs Jill Wright (PCC Secretary). This Committee is required by law and has the power to transact the business of the PCC between its meetings, subject to any directions that may be given from time to time by the PCC. The Standing Committee also acts as the Finance Committee for the PCC. In addition to these responsibilities, the PCC has complied with its duty (under Section 5 of the Safeguarding and Clergy Discipline Measure 2016) to have regard to the House of Bishops' Guidance on safeguarding children and vulnerable adults. Mrs Geraldine Sands is the Parish Safeguarding Officer. The PCC adopted the Diocesan Safeguarding Policy in January 2021.

The PCC's objectives include the monitoring of all parish activities and it has continued to fulfil this requirement. As well as responsibility for the maintenance of the church buildings of St Andrew, St John and St Mary, the PCC also has responsibility for the Parish Rooms and the Hearse House at Kildwick.

Electoral Roll

Report appended below

Review of Activity from 12th November 2020 to 18th May 2021

The PCC has met four times since 11th November 2020, with an average attendance of 14. All of these meetings have been held on the Zoom platform. Much of our time was spent on ensuring the pastoral wellbeing of our congregations and communities, particularly during the last period of lockdown. One PCC member noted a "disconnect" between the community and the church and we have worked hard to remedy that. Pastoral care (overseen by the Incumbent and the Pastoral Team) has made good use of the telephone and the written word; Revd Julie Bacon has sent out a weekly newsletter and copies of that, together with the monthly magazine The Pinnacle, have been made available online. Paper copies have been sent to those without internet access. Good use has been made of the KCB Facebook page and website and also the local village Facebook pages for Kildwick and Farnhill and for Cross Hills and Glusburn.

Another major area of work has been that of Safeguarding. Geraldine Sands (Parish Safeguarding Officer), assisted by Andrew Symonds, ensured that all PCC members have a current DBS check and we have all been encouraged to undertake the National Safeguarding Team's Basic Awareness Course. Safeguarding is an item on every PCC Agenda and the PSO has drawn up and is beginning to implement an agreed Action Plan. A separate report from the PSO is included in this Trustees' Report.

Obviously, the Teams have been unable to operate as had been expected because of the lockdown restrictions necessitated by the pandemic. However, work has gone on where possible, particularly with regard to the care of the buildings and land. Bradley has not needed any major work since the last Annual meetings; Cononley is looking forward to using the newly refurbished building, with a safer path up to it. Work continues to find ways of repairing and restoring Kildwick's building. Tim Chapman (Vice Chair of Council) also chairs the small group working on putting together a bid for Heritage Lottery Funding. Much of the groundwork for this has been completed by Louise Brown, with assistance from others.

As well as keeping an overview of the parish's finances, the Treasury Team has spent time on trying to simplify the complex accounts for Kildwick and steady progress is being made here.

The Worship Team has kept pace with the ever-changing demands of lockdown and we were very pleased to be able to open all our church buildings on Easter Day this year. The service pattern has reverted to that in operation before the pandemic took hold and we welcome the arrival of Rod Tickner, a Reader now living in Cononley, to the Team.

Time has been spent discussing the vexed question of the lack of a Vicarage in the parish. The Churchwardens have taken on the responsibility of close liaison with the Diocese in the matter and we look forward to the early resolution of this problem.

As well as the day-to-day demands of PCC life, running through all our work have been the Interim Ministry Objectives set for us by the Diocese and updated in November last year. A paper published by the Incumbent in August 2020 laid out progress to date and the next steps needed in each of these five Objectives. Clearly, some of those Objectives have been partially achieved within the confines of the lockdown and further development can only take place once restrictions are lifted completely. There is still much work to do in developing and articulating a parish identity, and this is in hand. Work still needs to be done on securing the finances of the parish to enable it to maintain the appointment of a full time stipendiary Incumbent.

Both of these latter areas will form a part of the parish profile to be written after the completion of the period of Interim Ministry.

This year has been completely without parallel and has meant that we have had to find new ways of "being church" in the communities we serve. We have learned much of value, both technologically and spiritually. We have begun to learn what is important to keep or adapt and what we can let go. As the national church faces a continued uncertain future, and as Julie moves on and we face a vacancy, we need to continue to work at being the hands, feet and voice of our Lord in the communities we serve.

*Jill Wright
PCC Secretary*

**Report on Electoral Roll for
the Parish of Kildwick, Cononley and Bradley
May 2021**

The Electoral Roll for the parish of Kildwick, Cononley and Bradley stood at 96 at the last annual meeting in November 2020. Since then there have been four removals, two due to leaving the area and two due to death. We have had one addition. I have not been notified of any other alterations so the figure on the current Roll is 93.

*Christine Anderton
Electoral Roll Officer*

Churchwarden's Report on the Fabric, Goods & Ornaments of the Church 2020-2021

St John's Cononley and St Mary's Bradley

There have been no additions to the goods and ornaments of either church over the past year save that following the extensive works that took place to St John's last year new chairs have been purchased.

St John's.

There have been no substantial works following the alterations to the building completed last year. The tarmac path leading up to the Church has recently been re-laid. Also, the lightning conductor has been tested and some works undertaken to bring it up to standard.

St Mary's

Following the works to ease the maintenance of the area in front of the church last year our continued thanks go to Andrea Baxter for the work she has done keeping the garden area neat and tidy.

Much of the works identified in the Quinquennial report, received in December 2017, remain to be done. The condition of the exterior decoration is poor and needs attention when funds permit. Some slipped and missing roof tiles which caused a small leak into the Church Hall have been repaired and some of the rainwater goods also need repair.

Work on repairs to the south window remains to be completed and has been much delayed due to the lockdowns last year and this year. One window has been repaired and reinstated but the other is still out for repair. The contractors are now back working so it is hoped they will reinstate this as soon as possible.

Our thanks continue to go to Anne and John Hunt who often tackle minor repairs.

St Andrew's, Kildwick

There have been no additions or alterations to the fabric, fittings and ornaments in the church during the last year, apart from the obvious removal of papers, books, etc., to keep surfaces clear as per the instructions from the Diocese. The church was cleaned professionally before the service on 4th April, which was the opening up of our building again.

The guttering and downpipes have not been sorted out yet, but will be done during the summer, as will the electrical check and lightning conductor (Quinquennial Report from 2016). Again, this will be done later in the year.

The organ was serviced, as were the fire extinguishers and the boilers (after being condemned for not having the requisite vent) are now working. The clock was serviced and is now up and running after the lockdown.

Thanks, once again are due to Chris Wright for his hard work over the year, and also to John, Tim, Louise who are members of the "building group" specific to Kildwick's re-ordering project. We are in the process of putting together a bid for Heritage Lottery Funding, so watch this space! I know this is not really fabric and goods of the church, but when/if work starts, it will be.

The border on the South Side has been cleared and re-planted by a professional and we are grateful for the donation to make that part of the churchyard look cared for.

A big "thank you" to all our members who have been really kind and helpful to me as I try to get to grips with the job, it is much appreciated.

No proper noticeboard at the bottom of the steps yet, and I am looking into costs for a new one, but the board at the top is also in a very poor state, so maybe we need two new ones.

A couple of the gravestone crosses have been laid down as they were dangerous.

The Parish Room is requiring a dehumidifier running constantly, so this may need to be looked at this year.

Deanery Synod report – from August 2020

Activities of the Deanery Synod in the first part of the year were reported at the Autumn Parochial Meeting. It may be apt to begin this report with the Synod meeting in early August where the main topic of conversation was "What are we doing now that Lockdown is being relaxed?" Hindsight is a wonderful thing!! We did, though, have a chance at this meeting to thank retiring members of the Synod, including Shirley Hoskins who stepped down as one of our representatives.

On to November when the "BEAF" met – by Zoom, of course. The Bradford Episcopal Area Forum is an open meeting to which all Deanery Synod members are invited, along with all others who are interested. They are well run and feature varied and interesting topics. Well worth an evening – especially nowadays when there is no travelling required! A very positive outcome from this meeting came from one of the break-out groups where a priest from Keighley described the "Carol Board Hunt" that he had devised and which we successfully cloned in our three communities.

Shortly after this meeting, the Christmas Bean arrived. The Bradford Episcopal Area News is an electronic newsletter with material from across the Bradford area. It is a bit "Bradford Met"-centred, but there is much there that is useful to read. This Christmas Bean had, for example, news of 'The World of Jesus', an eight week online tour of the Holy Land by Gordon Dey (who really knows his stuff!). It is a fascinating tour of a land many of us will never manage to visit in person.

At a January meeting of the BEAF, the headline event was the licensing of some new Area Deans and their assistants. This is specially relevant to us as we approach our vacancy because it is these two who share with our Wardens the responsibility for our pastoral oversight. Mike Coe, from Ilkley is now our Area Dean and his assistant is our next door neighbour, Helen Collings of Sutton. I imagine that we'll be in fairly frequent touch with both of them as we look for our new vicar!

The February Synod meeting also featured beginnings. This was the first meeting for the new 3-year session of Synod. It was sad that only one of our three representatives was able to be present – though the meeting was largely administrative as we elected our new Lay Chairman, Standing Committee and Secretary. There were no significant changes. We were told of the approaching elections to Diocesan Synod. It is Deanery Synod members who vote in this election but any baptised member of the Diocese can stand for election.

And so we come up to date with the April BEAF. This focused on the signs of growth from dark places and we heard several inspiring stories of how well thought-out online services have gathered large followings. We heard, too, of the difficulties of churches in the deprived areas of the city, where so many of the congregations cannot afford or access online material.

Alongside these official meetings, there has been a regular supply of other input. Members of KCB have been attending a series of Diocesan seminars about the care and maintenance of our buildings. Other series of sessions are also available – including topics such as church grants and reviewing parish giving. It is very good to see that, despite all the difficulties of the pandemic, areas of church life are not just surviving, but are also growing and thriving.

Chris Wright

Safeguarding Report

The new Parish Safeguarding Officer came into post at the end of 2020.

A diocesan template has been used to review risks and progress with safeguarding children and vulnerable adults across the parish, with support and advice from the Diocesan Safeguarding Advisors.

All members of the PCC are committed to promoting safeguarding across the three churches and much progress has already been made in the individual churches, prior to the new parish coming into existence.

Some of the main actions that have happened recently include:

All members of the PCC have been DBS checked. This is necessary because of the regular work with children that normally takes place across the parish (mainly at St Andrews) and the fact that the PCC is the accountable body for this.

Other DBS checks have been initiated in line with the Church of England and national policy concerning who requires them.

Denominational accountability for safeguarding in the local ecumenical partnership in Cononley has been clarified through our vicar and the Methodist Church (this rests with the Church of England).

Safeguarding policies, posters and incident flowcharts have been circulated to the three churches, the latter two for display.

Safeguarding training and the recording of it has commenced, firstly with the PCC, but also with additional training for key people such as the safeguarding officer, lead recruiter, and pastoral visitors.

A virtual record of safeguarding issues and information has been initiated by the incumbent and the PSO.

The church wardens have acknowledged that any new activities within the three churches, whether physical or virtual, will be risk assessed and the assessment will be brought to PCC for consideration, including in relation to safeguarding issues.

We acknowledge that there will be an ongoing programme of work to deliver on national and Church of England safeguarding policies. Some of our short-term priorities include understanding the Church of England Safer Recruitment Policy better, and how it applies to the recruitment of volunteers, and looking at church premises hiring agreements in relation to safeguarding arrangements.

Geraldine Sands