Annual General Meeting Report 2023



Growing healthy churches in relationship for God's Mission in the East of England

Welcome to New Ministers

Individuals who have either moved into EBA or taken on a new role since September 2022



Area 1

June Love King's Lynn
Lou Webber London Road

Area 2

Aubrey Cardy Thorpe le Soken

John Pulford Colchester
Shane Hughes Holly Lodge
Michelle Pratt Thorpe le Soken

Jim Ford Thaxted

Area 3

Tony Ashley Grays
Wayne Dulson Billericay
Gary Bott Billericay

Jane Wyndham Christ Church, Stock

Jo Hellenbrand Shoeburyness and Thorpe Bay

Tom Pender (MIT) Hadleigh
Thanos Velianitis Epping Green
Ian Smith Leigh Road

Alex Newens Hutton and Shenfield Union

Andy Smith Earls Hall

Area 4

Kim Downes (MIT) Centenary, March

Diana Parr Great Shelford

Wendy Wale Bar Hill

(MIT -Minister in Training)

Retirements

Andrew Croft, Beth Powney
Tony Mayes, Paul Stow
Peter Thomas, Charles Mather



Welcome to new Church

Church @ The Megacentre, Rayleigh, Essex

In Memoriam

Revd Thomas Lane—Retired Minister Mr Lew Dyer, Former Treasurer EBA

We give thanks for the lives and ministries of these faithful servants who have served us faithfully over the years.



TRUSTEE REPORT 2022

Eastern Baptist Association
Member of the Baptist Union of Great Britain
Registered charity no. 1089795
Company limited by guarantee registered in England no. 4221429
Registered office: 46 Churchill Road, Thetford, IP24 2JZ

www.easternbaptist.org.uk

Objectives and Activities

The Trustees believe that advancement of the Christian faith, particularly as expressed through the Baptist movement, is of public benefit as it encourages social cohesion, provides an ethical framework for life and works itself out in the sacrificial giving of funds, time and effort by church members and attenders for the good of their own community and beyond.

As part of their work and witness, the Baptist Churches in membership with Eastern Baptist Association deliver a wide variety of activities which benefit the general public. These activities include: -

- promoting the study of religious teachings, practices, and scriptures
- support of religious office holders e.g., ministers, deacons and elders of member churches.
- promoting prayer, praise and provision of training events.
- pastoral support to ministers and church congregations.
- contributing to the spiritual and moral education of children and young people and the provision of training to comply with the legal requirements regarding safeguarding.

The Mission Statement of the Eastern Baptist Association is:

"Growing healthy churches in relationship for God's mission in the East of England".

This mission statement is actively facilitated and fulfilled through eight areas of focus, we realise that each year we do not expect to fully succeed in implementing all eight areas but rather focus on two or three areas each year. The eight areas of our strategy are:

Growing Godly leaders.

Stewarding shared resources.

Enabling relevant training.

Encouraging healthy churches.

Exploring fruitful partnerships.

Sharing inspirational ideas.

Offering apostolic leadership.

Advocating transformational justice.

2022 began with us still facing challenges of the Covid-19 global pandemic. These challenges led us to continue offering a variety of ways to engage with activities that include, in person, via a virtual online platform, recorded and over the phone. As the year progressed more of the activities moved back to being in-person however additional options for people to engage are now considered as a matter of course meaning that our activities are accessible to a wider range of people.

Below are some specific examples of how some of our eight areas of focus have been achieved in this last year:

Diversity, Equality and Justice remained high on the Association's priority list throughout 2022, 'Magnify you the female minister' mentoring programme saw the end of the initial programme and we have been encouraged by the amount of those that took part who have now moved on to leadership positions in larger churches or other regional associations. The association is looking at ways this type of programme can be used in other areas of ministry.

Following the Racial awareness training session attended towards the end of 2021 the trustees considered what actions the associations could take and developed three questions that could be asked of churches. These questions require churches to consider the makeup of their own memberships and ask whether the leadership

reflects the diversity of the membership and encourages the churches to consider ways that this can change.

During 2022 the association launched a local network called BUEN which encourages churches to consider the environment and ways that churches can engage with environmental awareness. This had led some churches registering with A Rocha and signing up to Eco Church scheme.

The regional team put high priority in pastorally supporting ministers from churches and made every effort to contact each individual minister to support and encourage them in addition to individual contacts the association facilitated some walking retreats with time to reflect, walk and chat with one another.

Achievements, Performance and Developments

2022 as a whole has seen the regional team remain the same Revd Beth Powney as team leader and Revd Graeme Ross, Revd Gale Richards and Revd Claire Blatchford as regional ministers, During the year Graeme was granted a sabbatical and as the year closed Gale was granted hers which concludes in early 2023. Beth has indicated she will be retiring in 2023, the trustee board started to consider the way forward and decisions were made with regards to the role description and person specification of a new team leader. The process for this will happen in 2023.

Mrs Julie Eady continues as Finance officer, Mrs Hayley Beckett as Association Secretary and Mrs Diane Forsyth as Safeguarding Lead.

In September at our AGM there were also changes in our Trustee board.

Revd Barry Walton completed his term as Treasurer and the association appointed Mr Richard Lewis as his successor,

Three trustees completed their terms and were duly re-elected by the members. In addition, Mr Benjamin Plant was co-opted onto the council by the trustees. At the end of 2022 Revd Andrew Openshaw resigned from the trustee board due to geographical relocation and in the interim period up until the next AGM the trustees appointed Revd Adrian Ward as he successor.

The trustee board finished 2022 as below.

Revd Fiona Heddle - Moderator

Mr Richard Lewis - Treasurer

Revd Adrian Ward - Finance and Administration,

Revd John Goddard - Ministry,

Mr Andrew Wade - Communication,

Mrs Vicky Baker - Children and Families

Revd Sean Fountain - Healthy Churches

Revd Alan Brand – Justice Transformation

Revd Sandra Crawford as a co-opted member

Mr Benjamin Plant as a co-opted member.

Revd Beth Powney (RMTL) as an ex-officio member of council.

The membership of the Association at the end of 2022 was 172 churches. This includes the closure of Church 123 and successful applications of 'Transform.church' and Love Purfleet.

Finance

The EBA have continued to provide three full time and one half time Regional Ministers for the Association despite the continued backdrop of falling income from the main income source. Resources expended on charitable activities were £333,965 (2021: £368,283) including governance. £113,694 (2021: £140,319) was awarded in Home Mission grants.

Principal Funding Sources

The charity's main source of income are the payments from the Baptist Union for both Operational Funding and Mission Payments which are calculated according to a funding formula which is applied to the total amount re-

ceived by the BU for Home Mission from churches. Further income is received from investments, rental income and preaching fees.

In addition to these regular funding source, the association received £69,176 in May 2022 from the closure of Prickwillow Baptist Church to the General Fund. Additionally proceeds, £7,861, from the closure of Church 123 in March 2022 went to the Home Mission fund.

Principal Expenditure

The majority of expenditure is directly related to the provision of 3.5 Regional Ministers which Council consider the minimum needed to service the needs of all the EBA churches over such a vast area. Provision includes amounts to maintain the property portfolio to a good standard of repair. The Regional Ministry team is supported by a Company Secretary for governance issues, and a Finance Officer. We also employ an EBA Safeguarding Officer for 12-15 hours per week.

Loans to churches have now been discontinued. The year-end amount owed by four churches was £24,791 (2021: £34,291).

The Ministers Training fund and Lay Ministry Training fund support Bursary applications. In 2022 eight Bursary grants were awarded worth £3,562. The New mission initiative fund provided three project grants totalling £12,144.

Total funds at the year-end including unrestricted, restricted and designated funds were £2,219,937 (2021: £2,139,396). EBA did not have to draw on reserves in 2022 having a surplus of £80,541 (2021: deficit £94,963). Total cash held at the year-end is £360,754 (2021: £669,269) for all funds.

Going forward we project a General fund budget for 2023 with a deficit of £124,000, which is to say £2,384 every week. We consider this necessary and appropriate to support the work of the Association and in funding particular three and half Regional Ministers. We project and support similar annual deficits in subsequent years but recognise that this use of reserves to cover ongoing shortfalls has the following implications. Reserves spent in this way cannot then be used to fund other activities and projects now or in the future. In the long term it can take many years to rebuild reserves, again reducing future possibilities and unless the funding structure for Associations is significantly revised, or other income streams can be developed, at that level of expenditure non-capital asset reserves available for ongoing deficits and not required for other purposes will be exhausted by the end of 2023.

Fund Raising

The Charity does not actively fundraise but does receive from time-to-time unsolicited gifts and donations from the general public. The Trustees do not employ professional or outside agencies to fundraise on its behalf and as such does not consider it necessary to be part of a voluntary scheme or standard. Following a change in BU guidelines, EBA is exploring ways to raise funds specifically for our own purposes.

Property Matters

The Company Secretary and the Treasurer together with the Finance and Administration Task Group oversee the property portfolio for the EBA. The Thetford house continues as the RM manse for area 1. The Wickford property (Buchanan Gardens) is the RM manse for area 3. The RM Manse in Earls Colne, under the terms of the finance arrangement for associations the BU are giving the EBA a supporting manse allowance of £1,551 (2021: £1,498) per month The supporting rent allowance is now at market rate.

A new build property at Firethorn Court, Ely was purchased at a cost of £395K to accommodate the new part time RM. Cash reserves were used to support this purchase. The Melville Drive property tenancy ceased in August 2022 and this property was planned be sold to offset the Ely purchase. However, market fluctuations, caused us to re-rent it out from January 2023 to generate income to support ministry and governance costs. Moving forward, all properties continue to be reviewed annually to maintain the five-year plan for routine maintenance and planned refurbishment of the five EBA properties.

Governance

At the start of 2022 the Charity Risk Assessment was reviewed, the section added which relates to the pandemic was updated but remains as part of the assessment. Trustees have also reviewed the association safeguarding policy and the association complaints policy.

Ministerial Support

This year it was great to be able to hold our ministers conference in person for the first time since 2020. The conference was held in June at High Leigh Conference Centre with our new regional ministers, Claire and Gale taking the lead in the sessions. The Theme was 'walking together' and ministers explored what it means to walk together. The Regional Ministers have made it a priority to keep in contact with ministers from across the association via phone call, zoom calls and where possible in person. The regional team also provided a number of pre-recorded services on our YouTube channel for churches to make use of plus extra resources at Easter and Christmas.

Administration and Communication

The Association uses a variety methods of electronic communication methods, including a weekly prayer focus sent out by email, a MailChimp monthly bulletin and a weekly thought for the week. We also have a presence on Facebook as both a page and a community group which facilitates churches sharing events with other churches. 2023 will see a revamp of our website.

Church Support

The association continues to support churches when looking for a new minister and support churches who are not in a financial position to have a minister. The association also provides support for churches in developing policies that churches, as 'excepted charities' are required to have. In addition to this at our annual gathering the association ran a workshop on the responsibilities of trustees in a church context.

The association continues to work alongside the national Baptist Union in the recognition of people displaying skills and calling to take on the role of Minister. During 2022 the committee met with four candidates, two of whom were recommended onto training at college, two were affirmed as a Nationally Recognised ministers, two went forward to the national residential selection conference.

The Home Mission grants committee considered applications from nine churches and seven special ministries. Each application is considered on its own merit and if successful grants are awarded measured by an active mission action plan. The grants committee submitted its recommendations to the trustees and awarded grants to all churches and six of the special ministries these recommendations were agreed.

The Association recognises that churches look outside of their local area and often to other parts of the world to support organisations and individuals working with people or groups in other countries.

Ecumenical

The regional staff continue to relate to ecumenical structures in the region within the counties where they are based. Further Ecumenical work is supported by Denominational officers in the counties. This work is particularly important where Baptists are partners.

Risk Assessment

An annual risk assessment continues to take place in the areas required by the Charities Commission. This is completed at the beginning of each year.

Serious Incidents

There are no serious incidents that the Regional Ministers/Council are aware of that require reporting.

There have been no significant events affecting the Association's financial position since the end of the year. The trustees are aware of the current financial position and are taking steps to discuss and implement ways forward. There are no commitments or guarantees requiring disclosure.

Approved at Trustee Meeting 1 April 2023

EASTERN BAPTIST ASSOCIATION

OR THE YEAR ENDED 31 DECEMBER 2022	ACTIVITIES
IS FOR THE YEAR	INT OF FINANCIAL
ACCOUNTS FOR THE YEAR	STATEMENT OF FINANCIAL.

STATEMENT OF FINANCIAL ACTIVITIES	Notes	Unrestricted Designated Funds Funds £	Designated Funds £	Restricted Funds £	2022 Total Funds	Unrestricted Designated Funds Funds £ £	Designated Funds	Restricted Funds	2021 Total Funds
INCOME									
Grants and donations	(4	240,850	Œ	138,927	379,777	124,382	1	107,004	231,386
Investment income	en	34,729	,		34,729	41,934		'	41,934
TOTAL INCOME		275,579		138,927	414,506	166,316		107,004	273,320
EXPENDITURE			83						
Charitable activities	4	196,205	12,144	125,846	334,195	208,174	7,260	152,849	368,283
TOTAL EXPENDITURE		196,205	12,144	125,846	334,195	208,174	7,260	152,849	368,283
NET MOVEMENT IN FUNDS BEFORE TRANSFERS BETWEEN FUNDS		79,374	(12,144)	13,081	80,311	(41,858)	(7,260)	(45,845)	(94,963)
TRANSFERS BETWEEN FUNDS	11-12	197,626	(198,085)	459	1	52,456	(78,456)	26,000	'
NET MOVEMENT IN FUNDS FOR THE YEAR		277,000	(210,229)	13,540	80,311	10,598	(85,716)	(19,845)	(94,963)
RECONCILATION OF FUNDS TOTAL FUNDS AT 1ST JANUARY 2022		1,738,442	272,895	128,059	2,139,396	1,727,844	358,611	147,904	2,234,359
TOTAL FUNDS AT 31ST DECEMBER 2022		2,015,442	62,566	141,599	2,219,707	1,738,442	272,895	128,059	2,139,396

All the above results derived from continuing activities. There were no recognised gains or losses other than those stated above. Movement in funds are disclosed in notes 11 and 12 to the financial statements.

The notes on pages 11 to 21 form part of these financial statements.

ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2022

BALANCE SHEET

		2022		2021	
	Notes	£	£	£	£
FIXED ASSETS					
Tangible fixed assets	7		1,470,120		1,122,250
Investments	8		380,204		380,204
TOTAL FIXED ASSETS			1,850,324		1,502,454
CURRENT ASSETS		8			
Debtors	9	27,731		34,291	
Cash at bank and in hand		360,334		669,269	
TOTAL CURRENT ASSETS		388,065		703,560	
LIABILITIES					
Creditors: amounts falling due					
within one year	10	18,682		3,218	
NET CURRENT ASSETS			369,383	***********	700,342
TOTAL ASSETS LESS CURRENT LIABILITIES			2,219,707		2,202,796
Provisions for liabilities and charges	16		15		63,400
			ENGINEE AND A		
NET ASSETS			2,219,707		2,139,396

THE FUNDS OF THE CHARITY					
Unrestricted Income Funds	0.0		2,015,442		1,738,442
Designated Income Funds	11		62,666		272,895
Restricted Income Funds	12		141,599		128,059
TOTAL CHARITY FUNDS			2,219,707		2,139,396

The trustees consider that the charitable company is entitled to exemption from the requirement to have an audit under the provisions of Section 477(1) of the Companies Act 2006. Members have not required the charitable company under Section 476 of the Companies Act 2006, to obtain an audit for the year ended 31 December 2022. The directors acknowledge their responsibilities for ensuring that the charitable company keeps accounting records which comply with Section 386 and 387 of the Companies Act 2006 and for preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at 31 December 2022 and of its surplus for the year then ended in accordance with the requirements of Section 396 and which otherwise comply with the requirements of the Act relating to the financial statements as far as applicable to the charitable company.

The financial statements, which have been prepared in accordance with the special provisions relating to companies subject to the small companies regime within Part 15 of the Companies Act 2006, were approved by the board on 18th July 2-23 and signed on it behalf.

Richard Lewis

Trustee

The notes on pages 11 to 21 form part of these financial statements.

Eastern Baptist Association Annual General Meeting 1.45pm 24 September 2022 Bluntisham Baptist Church, High Street, Bluntisham, Cambs, PE28 3LD

Welcome

Fiona Heddle opened the meeting with a welcome and made everyone aware that the trustee annual report was included in the printed papers given on arrival and was available on the EBA website.

Signing of minutes from 2021

The Minutes from September 2021 were signed as a true record of the meeting.

Reception of Annual Report

Thanks, were offered to the Trustees and Regional Ministers for all they do in the running of the Association and the annual report was presented to the meeting for information.

Presentation of Financial Report for 2021

Barry presented the accounts; he highlighted the different funds available to the association and where the finance for the association comes from. He also highlighted that the expenditure for 2021 exceeded the income and this additional expenditure was made possible by the reserves held by the association. He pointed to a large expenditure for 2021 due to the purchase of a house for our 4th Regional Minister.

Fiona expressed thanks to Barry and Julie our finance team for the work done on the accounts.

Special thanks were also offered to Barry as this was his last responsibility as Treasurer before stepping down from the role.

Results of Election for EBA Trustees

Fiona expressed thanks to all who have served the EBA in the role of Trustee this year.

This year we have three roles to fill and over the last few weeks churches have been voting for the following.

Alan Brand, Sean Fountain and John Goddard as re-appointed members of the Trustee board.

The election closed at 12pm yesterday and all trustees were elected to the council.

Fiona then prayed for all the trustees.

Vote on Special Resolution

Special permissions were given to companies and charities during the pandemic to hold virtual meetings in order to keep the organisations running, these special permissions have now come to an end. In order that the EBA has flexibility in the future to hold meetings on a virtual platform we notified you of a change to our constitution to enable us to this. The changes have been notified to all members and are listed on the back page of the printed papers. We are able to vote on all 4 changes in 1 go.

That the existing Articles of Association of the Company be amended as follows:

The following wording be inserted as a new Article 10.3:

"A general meeting may be held entirely through telephone, video conferencing or other communications equipment, via a mixture of such communications equipment or with some people physically present at the general meeting whilst others are present via communications equipment."

Article 12.5 be deleted and replaced with the following wording:

"A resolution put to the vote of a meeting shall be decided on a show of hands (which can include via electronic means) unless ten representatives shall ask for a ballot of the representatives present at the meeting (such ballot can include voting via electronic means)."

The following wording be inserted at the end of Article 13.2:

"(both of which can include voting via electronic means)"

Article 21.3 be deleted and replaced with the following wording:

"At the discretion of the Moderator a meeting of Council may be held entirely through telephone, video conferencing or other communications equipment or with some people physically present at the meeting of the Council whilst others are present via communications equipment. If all of the Council members participating in the meeting of the Council are not in the same place, they may decide that the meeting of the Council is to be treated as taking place wherever any of them is."

Resolution was approved unanimously.

Welcome to New Ministers

It is always a privilege to welcome new ministers to the EBA these ministers have arrived to or moved churches within the EBA within the last 12 months. Fiona invited Beth as team leader to read the names and welcome them.

New Regional Ministers

Claire Blatchford and Gale Richards

Area I

Tom Madders Norwich Central

Neil Winterton Mundesley

Daniel Robson Garland Street (Youth and Families)

Area 2

Naomi Spriggs Springfield Park
Andrew Fitzgerald Colchester Road
Michelle Eversden Thomas Earls Colne

Sally Bates Frinton
Brenda Brundritt Ashdon

Gustavo Gubiani Bishop's Stortford

Hazel Hunting Rushmere

Area 3

Nick Braithwaite Chaplain, Basildon Hospital

Richard Shorter Upminster
Paul Wheeler MIT Rayleigh
Helen Semoh Chaplain

Vicky Baker Shoeburyness and Thorpe Bay (Children and Family)

Sean Fountain Brentwood Pholani Ncube Shotgate Andrew Marshall Westcliff

Michael Collins Chaplain, Megacentre

Jane Guest Avenue
Martin Wright Eastwood
Oliver McMullen Sockets Heath
Peter Lillystone Benfleet

Area 4

Carolyn Keats Godmanchester
Mark Burleigh Chaplain

Bob Adams Bethel, Swavesey Jason De Vaux Zion, Cambridge

We also give thanks for those who have retired during the last year

Revd Robert Green, retired from Garland Street Baptist Church in Bury St Edmunds and

Revd Neal Smith who retired from London Road Baptist Church, Lowestoft

In Memoriam

We take a few moments to reflect on Ministers and those connected to the EBA who have passed away during this last year, As Fiona read out the names she encouraged the meeting to thank God for their faithful service and pray for friends and family who mourn their passing.

Mrs Sue Hills-Retired EBA Administrator

Mr Keith Rawlinson Former Secretary Cambridge Baptist Association

Revd Richard Soar- Retired Minister (EBA Regional Minister)

Revd Rick Hughes- Retired Minister Revd Barry Vendy- Retired Minister Revd Peter Sampson- Retired Minister

Added to this list Revd David Taylor who passed away last week.

Welcome to New Churches

This year we have two new churches to welcome into membership. These are

Love Purfleet

Transform.Church.

Members were invited to introduce their church Claire Blatchford spoke on behalf of Love Purfleet. Purfleet is a town in the shadow of the Dartford crossing. A town that has seemly been forgotten. Love Purfleet are listening and working with the community who live there.

As no one from transform.church was able to present they had sent a video which was shown introducing themselves.

Claire then prayed for both new churches

Election of Treasurer

As already mentioned today marks the end of Barry's term as EBA treasurer. The EBA trustees bring to you the name of Richard Lewis a bio was circulated to members along with the information about new trustees Richard was unanimously voted in as Treasurer he will serve an initial term of three years.

Thenard was unanimously voted in as Treasurer he will serve an initial term of three

Close of AGM at 2.22pm

Looking Forward

INDUCTION



29.11.23

You are invited to the induction of Rev David Mayne as **EBA Regional Minister Team Leader**

2pm at Saffron Walden Baptist Church (CB11 3HD) followed by refreshments

Please RSVP to secretary@easternbaptist.org.uk





Safeguarding Training Level 2

4 November Dereham 4 November Dagenham

Level 2 and 3

7 October Barnwell (Fully Booked) 7 October Earls Hall 14 October Central, Chelmsford 25 November Billericay 13 January Hawkwell 16 March Springfield Park

Book with EBA Secretary

EBA Ministers' **Conference 2024**

Insights from the book of Ruth for ministry and mission

with Guest Speaker Rev Helen Dare

4-6 March at High Leigh Conference Centre easternbaptist.org.uk/event/ministers-conference-2024





Regional Team

Revd David Mayne - Team Leader and Area 1 (from 1 November 2023)

Revd Graeme Ross– Area 2 (until 10 October 2023) graeme.ross@easternbaptist.org.uk 07724 763020

Revd Claire Blatchford– Area 3 claire.blatchford@easternbaptist.org.uk 07934 651644

Revd Gale Richards— Area 4 gale.richards@easternbaptist.org.uk 07496 824462 Hayley Beckett, Association Secretary secretary@easternbaptist.org.uk 07876 220344

Diane Forsyth, Association Safeguarding Lead safeguarding@easternbaptist.org.uk
07735 860804

Fiona Heddle, Association Moderator moderator@easternbaptist.org.uk

Richard Lewis, Association Treasurer treasurer@easternbaptist.org.uk

Find us on Social Media











AGM Agenda 2023

Welcome

Signing of minutes from 2022

Reception of Annual Report

Presentation of Financial Report for 2022

Election of EBA Trustee

Welcome to New Ministers

In Memoriam

Welcome to New Churches

Update on Team Leader

Regional Minister Appointment Process

Close of AGM



Information about Adrian Ward the nomination for EBA Trustee

Adrian was voted onto EBA Council by the trustees as an interim appointment after the resignation and departure of Andrew Openshaw in December 2022. He is brought to the AGM as per our Governing Document for appointment for the full term of three years.

Adrian Ward

My name is Adrian Ward and I am currently serving as the minister of South Woodham Evangelical Church. I have been a Baptist minister for 19 years with pastorates in Desborough (Northamptonshire) and Huddersfield (West Yorkshire).

I am married to Dani and we have two grown up sons (and a dog called Barney!). We moved down to Essex in December 2020 and have enjoyed getting to know the local area and people and discovering all that God is doing in the church and community.

Before training for ministry at Regents Park College, I worked as a technical manager in the chocolate industry.

In addition to local church leadership my previous charity governance experience includes serving as chair of governors at a large secondary school; being a founding member of a multi-academy schools trust; serving as trustee of a community day-care centre and establishing a community café. I am also one of the EBA representatives on the BMS World Mission council of reference.

If elected to serve as an EBA Trustee I look forward to working with the team with the aim of encouraging and supporting churches, chaplains and pioneers in mission and ministry across the Association.