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# Harnham Parish Churches Review of 2024

**We have much to celebrate and much to do to enable vision and a flourishing Christian presence in Harnham.  
'Making Jesus Known.'**

# Jesus said, “Peace be with you. As the Father has sent me, even so I am sending you.”

More than ever, we are aware of **cultural change** in politics, inflation, global trade and continuing conflicts, increased secularisation, the national churches’ reputation at an all time low due to historic safeguarding mistakes, and yet also a search for spirituality from younger generations. We are also aware of the continuing decline in our worshipping community. So, what gives us peace and confidence?

**We are all called and sent.** Called by and into the life of Jesus Christ and the family of the Church.

Why? To flourish, to love, to serve and to proclaim the good news of Christ’s transforming love.

So I wonder where you have seen new flourishing in your life, your church, your outreach in the community?

In the past year

**We have enabled people to flourish in all stages of life**, at a local level, through such a wide range of worship, preachers and fundraising events; through missional outreach to families; in welcoming new newcomers to our worshipping communities as well saying some sad farewells.

**We have continued to care deeply for our community** and all who have stepped into our open churches.

We have served our community, in hospital, in care homes, at home, through community teas, through governance, through the appointment process of a new headteacher, with a very positive SIAMS inspection at the Junior School; through pastoral care and community building. We have been pleased to welcome more baptisms and weddings.

**We have focussed on essential financial changes.** PCC members, wider members and our new treasurer have worked hard to ensure the parish has come out of deficit into surplus.

**Thank you for being a caring, serving, prayerful committed community of Christians.**

Looking to the future

**We must invest the gospel anew to each new generation.** This will involve a deeper commitment to be confident in our faith, to reach the young, people in the new housing, and those who see no need for a wider community or God. We will need to unite more often in our worship so that we can be released into missional opportunities with families and/or develop services and activities that are not Sunday-centric. This will mean enabling the Field View room to be a community hub, changing our Church buildings, and finding what enables people to flourish in life and faith. It will mean continuing to spend wisely and invest in specific mission and projects.

**Do read on to see how our priorities from the last year have come to fruition, and how the priorities**

**for 2025 currently stand so we can all play our part.** Revd Becky, Incumbent.

Harnham Parish Fun Day and Fete, St George’s tryptic, Wedding in St George’s.



# A year in figures.

0.5 distance from St George's to All Saints

1 Parish APCM, Vicar, New headteacher at Harnham C of E Junior School, Fun day and Fete, Twitter X

2 LLMs, Smart Meters installed, Churchwardens, School clubs, Children's workshops in All Saints', grants approved

3 Baptisms, Deanery reps. Square miles in parish! Foundation Governors

4 Church congregations, Energy metres

5 Weddings

6 PCC meetings

10 Percent reduction in photocopying! Interment of Ashes

13 Funerals

26 LED lightbulbs fitted in All Saints

30 Percent reduction in electrical energy use in hall & All Saints'

50 Percent reduction on energy use on hall due to solar panels

33 Average attendance at Messy Church

34 St George's attendance average

39 All Saints' worshipping community attendance

42 United 10am average attendance

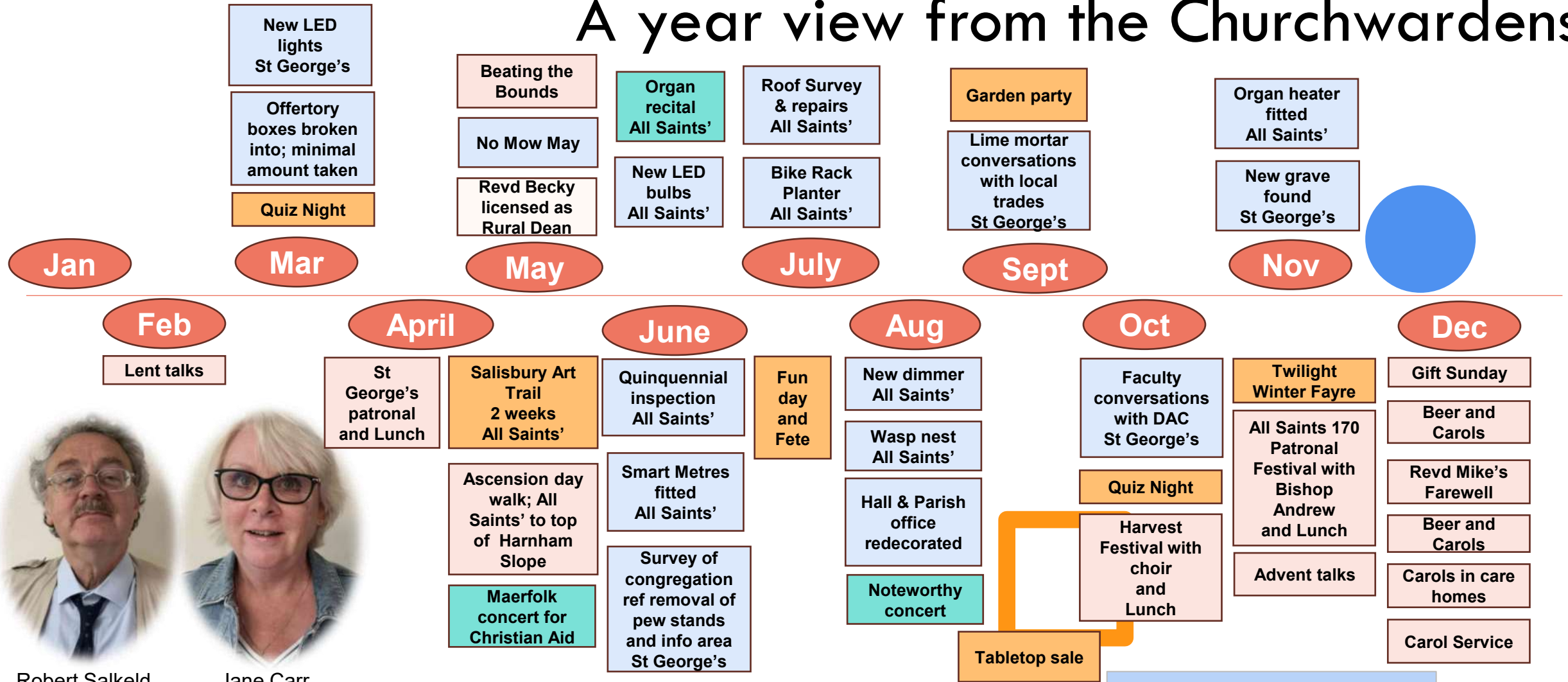
102 Electoral roll members

170 Age of All Saints – Celebratory service with Bishop Andrew





# A year view from the Churchwardens



Robert Salkeld

Jane Carr

**Daily** Open churches, season opening times

**Weekly** Sunday Services, Tues and Weds Prayers, Messy Church 10 times a year

**Special Seasonal** Harnham Junior School Services, Lent Talks with Compline, Eco Stations of The Cross, Maundy Thursday Foot-washing, Rogation, Harvest Services, Advent Talks, Carol & Nativity Services, Ecumenical Ecological prayer stations with the Roman Catholic congregation

**Occasional** Mothers' Union Service, Messy Church family workshops in All Saints

# Priorities identified by PCC for 2024

**Worship** that enables all ages, newcomers and long-standing Christians and draws on our strengths of inclusivity, range of approaches, pastoral care, creativity and music, and uses social media. Pastoral care for all in the community as we can provide.

**Engage well with younger people in Harnham.**

**Finance that supports a flourishing church**  
Ensure the budget prioritises churches and young people. Refocus on the best use of equipment we have; fundraising focussed on general income; reduction of costs.

**Buildings**  
Best use, remaining open for the community. Marketing the hall well. Ecological awareness.

**Continue to explore Diocesan Vision to enable our vision.**



# 2024 Glimpses of Worship

- Lenten Lectio Divina led by Revd. Mike
- Easter chicks
- Messy Church puppetry
- Bird song and Spire views at All Saints' Morning Prayer
- 'Come and Sing' Harvest choir led by Libby Poppleton
- 'I think to myself what a wonderful world'
- All Saints 170 Patronal Festival
- Bishop Andrew's 'What is God bringing to fruition in you?' and his song about saints on the guitar
- Bereavement Service with a special rendition of Rutter's Celtic blessing, with a choir
- Ecumenical Creationtide Prayer Walk with the Roman Catholic Congregations
- The timing of Safeguarding Sunday sermon after national events
- Evening prayer online
- Dolly Parton sing along at a burial of ashes service
- Guest preachers every first Sunday: 'Mission through'



10 Messy Church celebrations

## Worship: Messy Church



Messy Church Rocks!

**Messy Church** remains a vital part of our mission in Harnham. It is the most diverse congregation representing different ages, genders, social strata, and is supported by a core team of 4 and wider team of committed volunteers.

Messy Church has the highest number of young children between 6 months and 12 years attending any worship. All baptism families are invited along as part of their preparation.

Just a few comments from adults and children over the past 12 months:

'I cannot believe how many Dad's come along.'

'I love Messy Church.'

'My daughter really enjoyed this.'

A focus on the values of Messy Church as 'Jesus Centred' means we have explored who Jesus is, with the team reflecting together on various Bible passages and traditions before planning the activities.

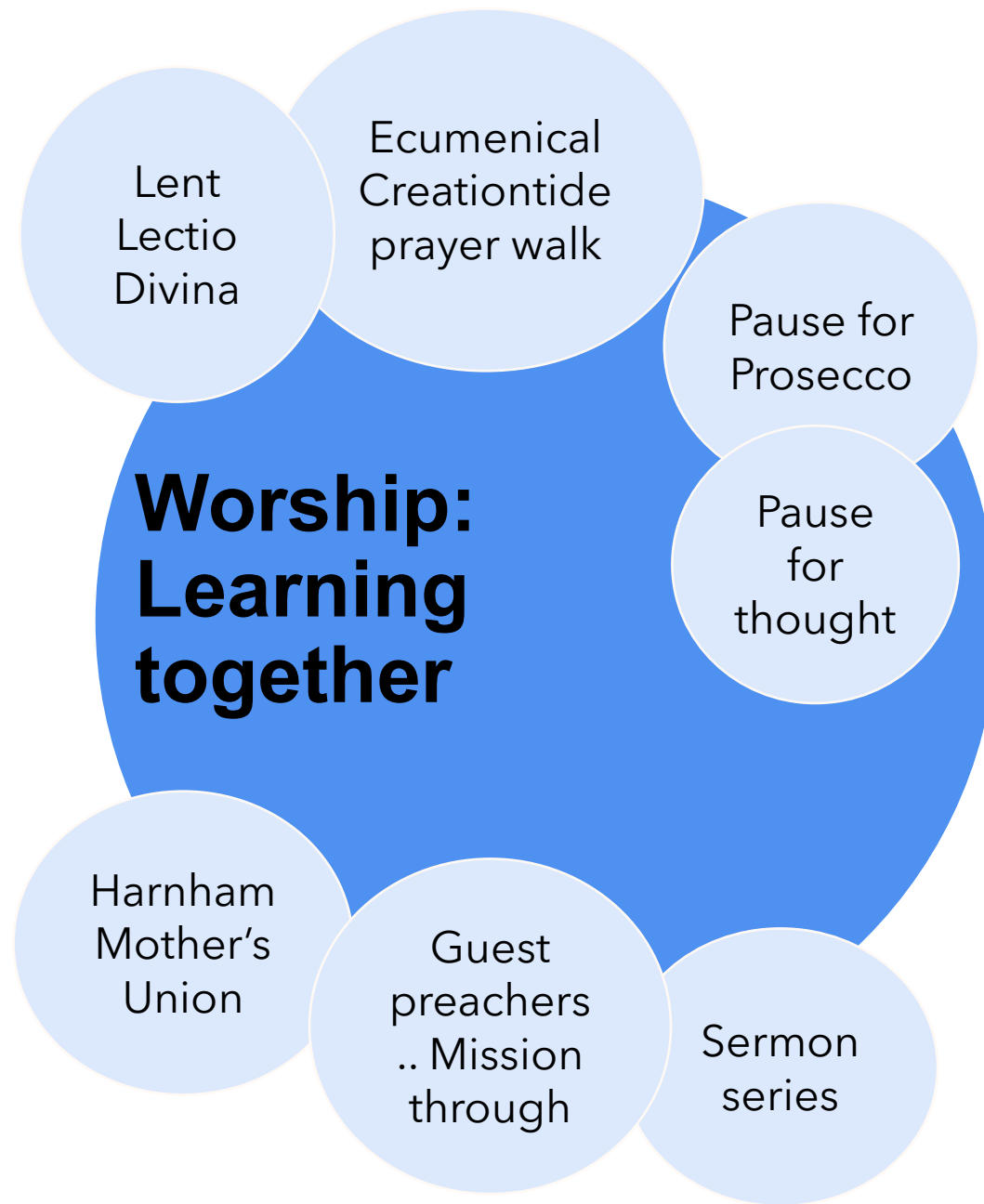
Worship is invigorating- puppets, drama, the new Lion Storyteller Bible readings, songs and all age participation.

Fellowship matters through shared crafts, and mealtimes.

In 2024 Messy Church members have supported the Messy Church take over of Mothering Sunday and the annual Christingle Service- which is such a joy- lights, music band, procession and interactive learning. It will make your Advent! Do come along on the second Sunday of December..

Some of the Messy Church team also help to run children and family workshops each half term.

**Next steps: Explore where children meet to provide space for refreshments and chat, invest in consultation with families concerning 4<sup>th</sup> Sunday / weekday worship possibilities.**



We all need fellowship and conversation about faith and the world so we can live well as Christians, reflecting more of the way of Christ...

### **Pause for Prosecco**

Interesting! Fun! Thought provoking! Just a few comments from the group of women who meet every month for fellowship, a drink, laughter and a greater understanding of how to live as Christians grappling with many different issues that life and the world bring. Numbers have grown over the last year to 18 ! Newcomers to church or visitors come along as it's such a welcoming group with varied topics for discussion. How about these questions to consider: Who for you has been a good role model of service? Why? Why do you think people believe conspiracy theories? How do Christians reveal the truth? The Quakers' Book of Faith and Practice says, 'Attend to what love requires of you'. What does love require of you?

**Pause for Thought** met regularly throughout the last year at the Rose and Crown. Spring themes we considered were 'Questions Jesus asked' and every Wednesday in November we considered the theme 'Generosity'. Our conversations have been wide-ranging and allowed people to speak honestly in a shared and safe space. This sense of trust opens the door to a greater fellowship and a deeper awareness of one's personal faith.

**Next new steps: Run 'Shape Course' and an exploring faith course.**





Campaign  
against Gender  
based violence.

# Harnham Mother's Union. Prayer Fellowship Action

Sudan Medical  
Link



Educational support in  
Malawi..

People often ask, “**What is Mothers’ Union**”?

.. a worldwide organisation whose aim is to make a difference, particularly to families, by Prayer, Fellowship and Action.

**Prayer** is central to all we do. **Fellowship** becomes more important as we grow older and less active, and under **action** we include sharing in the local projects of the MU as far as we are able.

We **fund raise** for the Mobile home holidays for families who need a break, for Salisbury Women’s Refuge and for the work of MU members in poorer countries. We also supply our link branch in Malawi with fertiliser for the food they grow for the sick and child headed families.

We **organise** a tea four times a year for people on their own which we enjoy as much as they do! As individuals we help in the Toddler Group, Messy Church, Prayer Bears and with pastoral care.

Recently our programme includes “**Awareness**” Meetings to enable our members, and visitors too, to learn about the work of other outreach charities; The Missing Persons’ Charity, Dentaid, Mercy Ships and the Salisbury/Sudan Medical Link.

Four new members joined our Branch last year which was a great joy. Sadly, three of our older members died making our membership 22 plus 3 not yet enrolled. No one needs to be a member to come to our meetings, all are welcome!

**Next year the Mothers’ Union will be 150 years old..... so watch this space!!**

Katharine Callard  
On behalf of the Committee.



The **Eco church** team has worked hard: regular articles in the magazine have challenged us to change our lifestyles and celebrate the earth; images and quotes about creation were placed in the churchyards for reflection and challenge; bird feeding continued; management of churchyards ensured a variety of grasses and wildflowers, and the parish Carbon Footprint was reported. Worship included Eco Stations of the Cross linked to the Pope's encyclical Laudate Si.

All Saint's Church and St George's Church now have silver Eco awards.

It is a privilege to be invited to host a Deanery Eco day, working alongside the Diocesan teams.

**Two Soups!** Each week in the Autumn, Winter and Spring we make and deliver 5 litres of soup to support the charity 'Encircles', who serve food to those in need, outside the Salisbury coach station. It has been noticeable that the queue for soup has grown over the last year. 'The variety of soups which we make has been much appreciated and I am most grateful to you for your help.' Bee Laws.

**Next steps:**

**Fair trade stalls held occasionally after united services**

**Harnham hosts a Deanery Eco event 31 May 2025**

Our visiting hedgehog on the field!





**Next steps: grant applications continue for work with young people; 'Workshop' regularity increases; new foundation governors**

**After-school club.** During the school Autumn term, I assisted Revd. Becky in planning and running an after-school club for a small group of children at our local Junior School. We considered the question of 'belonging' through games, crafts, activities and discussion: the things we have in common, what it means to belong and what we gain from belonging. We also considered whether we need permission to belong, whether belonging implies contributing and whether we curate a different 'self' in different situations. All big questions for any of us! A good time was had by all as well as providing an opportunity to help to build relationships between the children and adults in a new way. Katy Carter LLM.

**Harnham Church of England Junior School** Foundation Governance and worship is supported well by Revd Michael Camp as chair of governors, Revd Becky and Alan Blake, congregation member of St Paul's Salisbury as a foundation governor. Jean Ross and David Stone retired in July after many years as governors. Michael and Alan step down in August 2025. We are grateful for their massive contributions to the school and wider community. Helen Donolly was appointed the new head in July 2024. School Inspection of Anglican and Methodist schools inspected in November- The school's strengths were identified as

- School leadership is driving inspirational and vision focused decisions and improvements.
- Leaders effectively model the importance of the vision in promoting the flourishing of adults and pupils.
- The vision is lived out in deeply nurturing and caring relationships. Adults and pupils know that they are valued. They recognise the uniqueness of others and appreciate difference and diversity.
- Strong and meaningful relationships with the local church community impact positively and reciprocally on the lives of adults and pupils.
- Engaging and reflective collective worship, inspired by the school's vision, provides powerful opportunities for spiritual flourishing and personal development.

Revd Becky



Brympton  
House  
10 Communion  
services, coffee  
and chat, and  
carol service



Willow  
Croft  
4 Festival  
Services

## Making Jesus known through pastoral care

Harnham Croft  
10  
Communion  
services,  
regular visits

Home  
Communion  
and visits for  
those who  
cannot  
attend  
church!

Day Centre  
Remembrance  
service and  
visits

Hospital Visits  
Every 3<sup>rd</sup>  
Sunday  
Matt Stone LLM  
Regular visits to  
parishioners  
Revd Becky and  
Debbie  
Musselwhite

### ***Brympton House***

Communion is held once a month. Fellowship is meaningful with people sharing need for prayer and discussion on the gospel reading. Care given for those who cannot leave their flats or are bereaved.

### ***Brympton Day Centre***

This year we advertised for the day centre at our community teas and at coffee and chat. Revd Becky led a remembrance service and attends when she can.

### ***Hospital***

No one wishes to be in hospital. However, many still find themselves confined there and needing medical care. To visit these patients and listen to their stories is a privilege and, I hope, provides a sense of holistic care and spiritual renewal during times of illness. The parish continues to work alongside NHS chaplains to offer this important pastoral support while people are in need of hospital care.  
Matt Stone. LLM.

I serve the church visiting members of the community of Christians who for various reasons such as living dependently in nursing homes or at home having health and mobility problems and cannot attend church and/or need extra spiritual support. I try and make people feel that they are not forgotten that they are important value members of the church in Harnham. I ask if they have any requests to add to the prayers, and where possible I include people in choosing a bible passage and/or reading.

Up to 13 people have attended the monthly group for communion in Harnham Croft. Two of the monthly members requested a visit during the month in their room. Sometimes visiting family or friends may attend the group communion. Staff have also attended. I occasionally visit when a group is having a craft afternoon to get to know the residents and staff.

We are all called to serve God.

I feel that I did not choose but been directed to be an LPA by the Holy Spirit. It is very humbling and a privilege to help others to share their worries and hear their stories and just be still in silence. Prayer is an important part of being an LPA: to ask for guidance before visiting, prayers while I visit and to give my visit to the Lord after leaving.

## Making Jesus Known

**Debbie Musselwhite,  
Lay Pastoral Assistant**  
**‘serving, with the  
power of prayer’.**



### Monthly stats!

6 home visits

3 regular communion  
services

3 home phone calls  
Monthly communion  
in Harnham Croft

**What does it mean to serve the community through listening and prayer?**

**Listening** I try to attend the Community Teas provided every few months by the Mothers Union for those on their own. Once again this provides the chance to listen to people and to build relationships with those outside our immediate church family. Once a month I act as one of the 'hosts' at the Harnham Community Network 'Coffee and Chat'. Serving coffee is a great opportunity to show care for members of our wider community, to listen to people's concerns and to build relationships. Run in partnership with Harnham Community Network, these twice-weekly sessions offer a warm welcome to anyone to come along and enjoy a cup of coffee, a biscuit and a chat. Many guests are regular attendees, enjoying the opportunity to meet others. We continue to welcome new people, perhaps who are new to Harnham. I usually bake a cake to take along, which often prompts conversation! Judging by the noise level in the room at some sessions, there is plenty of chat going on!

**Care for our community** is also an important aspect of the prayers of intercession which are offered in our worship each week, when we pray not only for the wider Church and troubled areas of our world, but for our local community. Prayers are offered for those who live and work in Harnham and for our schools, as well as for activities which take place locally, ranging from our uniformed organisations to those who look after our local open spaces or participate in art and craft classes in our area.

# Making Jesus Known

**Katy Carter,  
Licenced Lay  
Minister  
'serving in the  
community,  
Harnham  
Junior School  
and the power  
of intercessory  
prayer'.**





### *Facebook*

1.6K views in the last year  
1,625 views in the last month  
95 followers  
Multi photo reach  
Highest reach = Messy Church, hall renovations, environment and Salisbury community.

**'I spend some quiet time in church regularly. It is very peaceful. Thank you for caring for the church so well.'**

**'I was so pleased the church was open. I was married here 30 years ago'.**

**'I found my decorator / gardener / from the magazine'.**

**'I love getting that little mag... I don't go to church but it's very helpful & I find it interesting'.**

### *Magazine*

370 print run  
8 collators  
24 deliverers  
1 hardworking editor  
Thank you Ian!

### *YouTube*

Regular evening worship with Matt, Julian, Katy, Mike and Jacqui.  
Lent, Thy Kingdom Come and Advent.  
Highest views 54  
109 subscribers

### *Twitter X*

1054 followers  
1 hard working editor who has been praised by the Diocesan Team for the wide-ranging content of the tweets. Thank you Liddy.

# Making Jesus Known

Magazine  
Facebook  
Twitter X  
YouTube  
Open Churches



Jacqui Brown. Parish Safeguarding Officer

**There are reporting forms in both churches and the Parish Hall.**

**Any concerns?**

**Contact**

**07909 648 309**

[safeguarding.harnhamchurches@gmail.com](mailto:safeguarding.harnhamchurches@gmail.com)

## Pastoral care through Safeguarding

**The Diocesan contact details:**

**01722 438651, option 3**

[safeguarding@salisbury.anglican.org](mailto:safeguarding@salisbury.anglican.org)

**From 5pm Friday - 10pm Sunday,  
Contact 31:8 for advice and to report  
Non urgent disclosures  
0303 003 1111.**

**Urgent disclosures dial 999 and  
report to the police and ambulance  
if required.**

Suzie Fitcher,  
head of Diocesan Safeguarding



**This year has highlighted how safeguarding is EVERYONE's concern and responsibility. NO-ONE is too important not to take it seriously.**

The Makin Report and the Jay Report have highlighted that the Church needs robust policies which support the victim/survivor and ensure that no-one is too important to be above reproach. Much was made in the national press of the General Synod's decision not to completely outsource Safeguarding to a completely independent institution. The Bishop of Salisbury and the Diocesan Safeguarding Team feel that the decision made was the correct one as a) no other organisation has a completely independent safeguarding team and b) they strongly feel that the Church must take responsibility for safeguarding and the actions of its members, rather than abdicating responsibility to an external team.

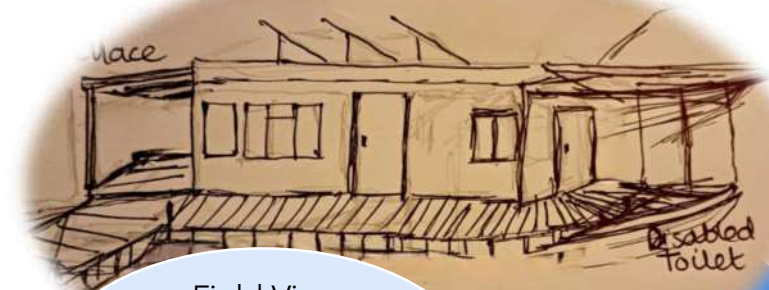
Within the Diocese, the Diocesan Safeguarding Team have started offering monthly updates and have commissioned several extra training sessions to promote the 'trauma informed approach' of managing safeguarding disclosures. They have also recruited extra staff to increase their capacity to deal with disclosures and support the parishes. Last year's independent audit of the Diocesan Team was very positive.

For obvious reasons, **safer recruitment processes, training and DBS checks** are more important than ever. I am grateful for everyone's efforts in these areas. No screening system is completely fool proof, but it is an accepted fact that these processes will deter many with malevolent intentions. Safeguarding concerns are reported to Revd Becky or me on a regular basis and as a team we take the necessary actions, with guidance from the Diocesan Team.

Locally, parishioners have been targeted by scammers; this appears to be a national problem as my mum's parish in Hertfordshire was reporting a near identical scam last week.

**Please do not buy any Amazon (or other) vouchers pertaining to be on behalf of Revd Becky.** Likewise, we do not want a 'free' non-existent grand piano which is offered every few months!

**Thank you** to those who have shared their concerns, which as a Parish we take seriously as part of our Christian care. On behalf of the PCC, I thank Jane Greenaway for her help, as she has now stepped back from the Deputy Safeguarding Officer role. I would also like to thank the PCC and especially Revd Becky for their help and support over the year. This role would be impossible without it.



# Parish Hall.

Field View  
Possible plans for  
future -trellises',  
ramp, disabled  
toilet

Redecorating  
toilets, office  
and hallways

New  
cupboards,  
boards, filing  
system in  
office

5 steps of  
cleanliness

New colour  
scheme  
throughout

Best use of  
storage in  
process

Systems  
review for  
bookings and  
fees in  
process

Cost  
reductions on  
heating and  
lighting and  
photocopying  
achieved

Site  
enhancement  
group  
working with  
community  
and Scouts

Removal of  
container,  
shed and  
inner fence



A SWOT analysis of the Hall was prepared. A grand effort was made to make good various hall works and to renovate the Parish Office. Thank you to all involved in this over the Summer 2024.

The PCC discussed at length the purpose of the Parish hall, site plans, and the hub project. It was decided that an additional £400,000 investment would not represent good value for money or community benefit. The original planned extension will not now be built.

The heat pumps and flooring were investigated as they were not level. Outside lighting was changed.

The Site Enhancement group continued to explore improvements to the boundaries and car parking. It was agreed that the container should be removed as it is no longer needed.

A grant for Solar panels was followed up by Charles Woodd and Richard Scott.

New bookings for the hall included a Line Dancing group and NHS providers. The Hall booking system was investigated, and hiring prices were reviewed.

Archie Price continued as the hall cleaner. The five step NHS approach to the cleanliness of the hall was introduced and action taken over what was noticed.

## Moving forward

- **The meeting room, now named Field View, will be the focus of a community hub**
- **This Field View Project could include a veranda, disabled access, and disabled toilet – the parish office could be moved to the storage room with renovations.**
- **New main doors and internal doors will be fitted to the hall**
- **At present the PCC will retain sole responsibility for the hub**



FWT is coming..  
Are you ready?

What is  
FWT  
anyway?

FWT is  
nearly  
here.  
Don't  
miss it!

# Building Community & Fundraising



Michael Turner

**The First Wednesday Talks** 19.30, on the first Wednesday of the month, germinated from an idea of Charles Woodd. It blossomed into the monthly feature in the church and community calendar.

Michael Turner led, with the principle drive to discover / uncover the gifts, talents and lives of Harnham residents and invite them to share them. There was a lot of curiosity, producing a bumper attendance at our first meeting 7 Feb. 2024 - Gary Price, the Cathedral's Clerk of Works, taking us well and truly behind the scenes of his working day.

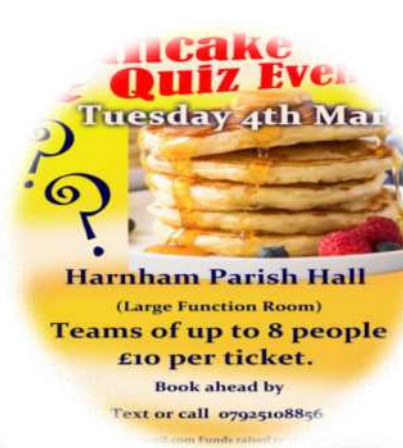
The speakers took us into the realms of how to: write your first novel; remember your forebears and their exciting times; arrange flowers; watch birds; take photographs; ring bells and chaplain a school. We had a visit from Wiltshire Creative (one of whom lives in Harnham !) "Putting on the Pantomime." They were so overwhelmed by the warm welcome we gave that they turned their presentation into something to take to other community groups too. The November FWT fell almost halfway between Dylan Thomas's birth and tragically early death, so 'Under Milk Wood' and a play by Saki were performed by the newly founded Rambling Harnham Players. The producer, who had craftily acquired his favourite acting parts, cunningly managed to miss the opening night but they and the understudies gave a magnificent performance - who needs a producer anyway? A rousing 'History of Carols' ended our first year.

Apart from the enthusiasm and expertise of our speakers, to whom we most grateful, the most memorable feature of FWT is the real community atmosphere of each gathering. There was a buzz of excited communal chatter and friendship at the interval when we met new people and talked to our fellow Harnham residents we had never spoken to before - exactly what we had hoped to achieve.

A slightly abridged programme is happening in 2025, with record numbers at our opening meetings of the year. Come and enjoy a real community evening!

*Huge thanks to Michael Turner, the social committee and Charles Woodd for their efforts in 2024.*

We put the **fun** into **Fundraising**!  
This was good community and  
faith building and played a key  
part in eradicating our deficit.



First Weds Talks, 2 Quiz nights, Open Garden, Twilight Winter  
Fayre, 3 weeks Arts' Trail, Table-Top Sale, Harnham Parish  
Fun day and Fete, Social Committee meals, Music recitals.



Matters to celebrate:

**Parish Giving** – even though we rely on few people, many people are still giving much.

**Fundraising** – this has been phenomenal. Thank you to all who have contributed with time, energy and money.

**Cost Reduction-** this was essential for the Parish to overcome its deficit.

Energy costs, photocopying, a review of hall building works.

**Grant applications-** have been successful for solar panels, hedges and are in process for Mission through youth / family work, Come and Sing projects.

**We are now in surplus.**



# Finance that supports a flourishing church

Matters of concern:

**Parish Giving** – due to changing numbers in the Parish, and the amount given, we rely on a few people who give most, and our giving does not cover our current share.

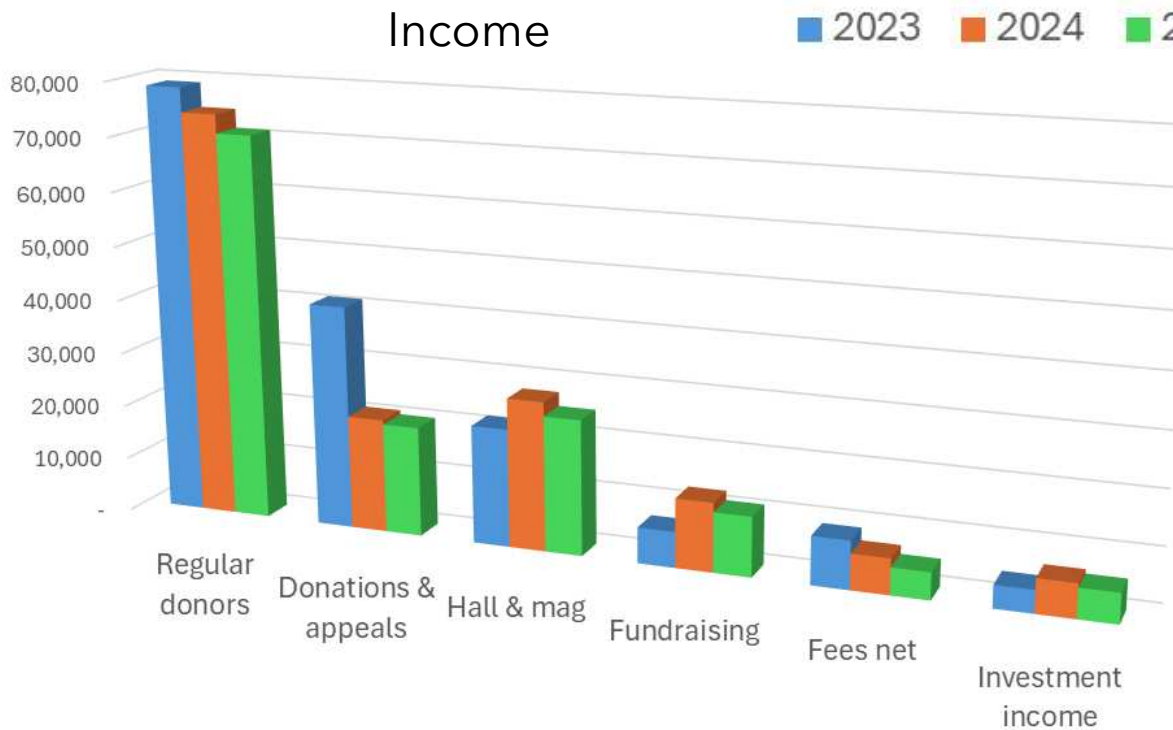
**Reserves-** the PCC has a policy of having three months reserves. We currently do not have this amount of money although we have recently received some legacies.

**Parish Share -** is essential for the Diocese to run well. In Harnham, it is currently too high.

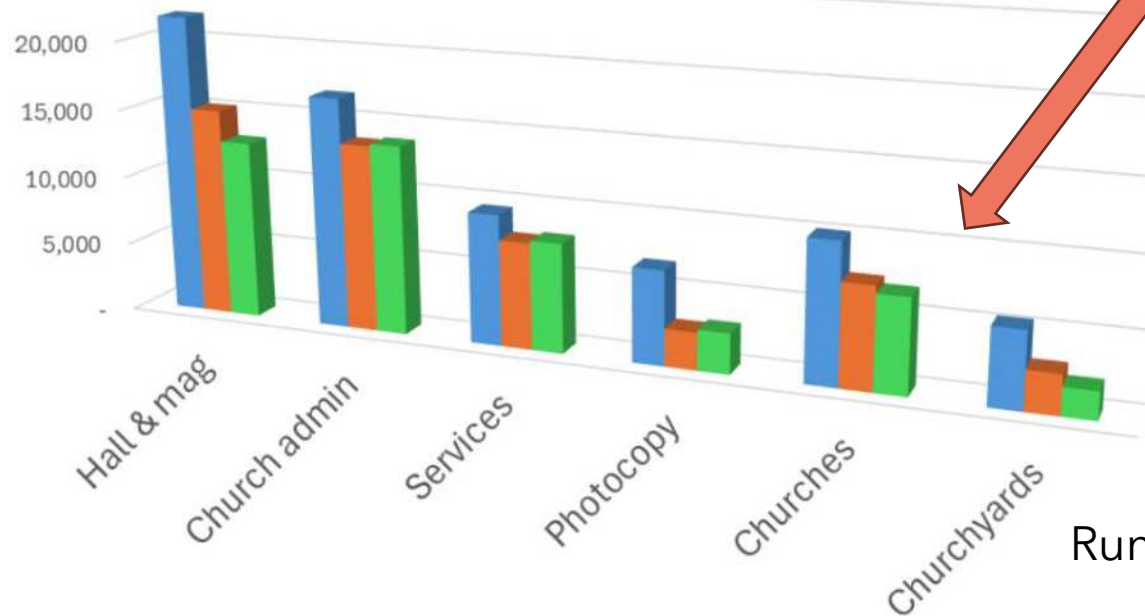
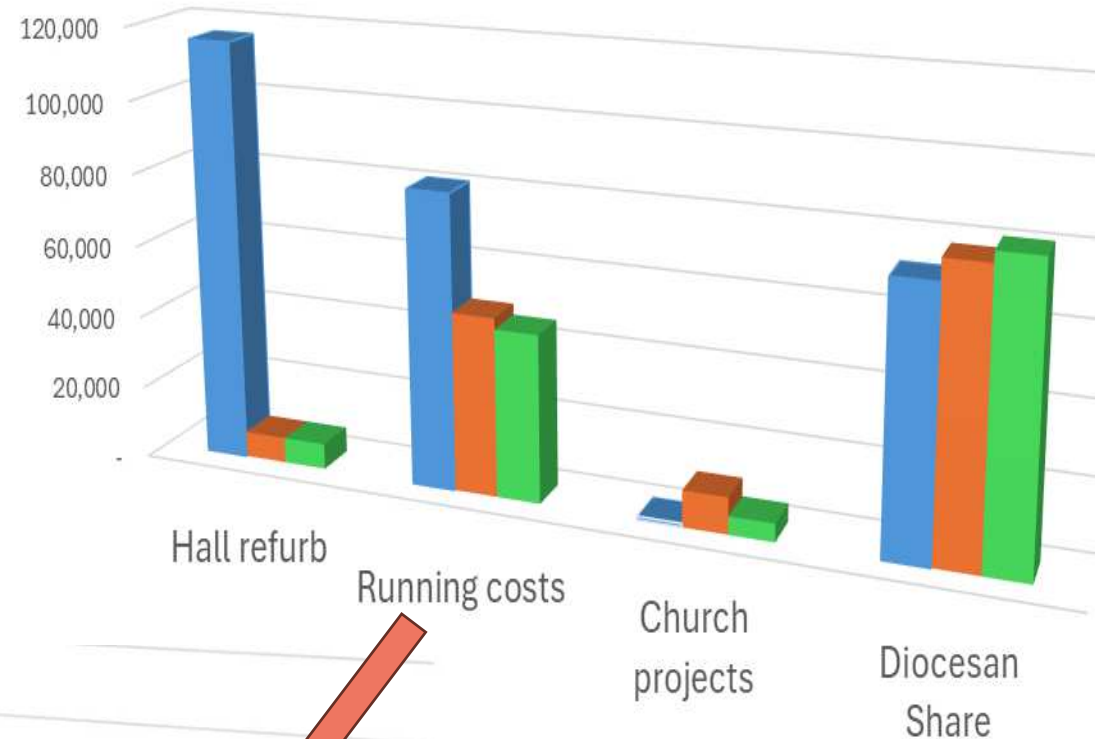


# Finance

## Income



## Expenditure



Running costs



All Saints'  
electrics,  
heating  
and  
buttresses

Hall  
electrics  
Including  
hand  
dryers,  
lighting

Hall Site  
and  
parking

Hall Field  
View  
community  
hub

St  
George's  
Lime  
plaster

Youth and  
family and new  
estate work

Administrative  
systems

**Financing the buildings and work of the parish**  
**New project choices**

# Goodbye

Our appreciation and thanks to



**Revd Mike**

**Linda  
(Jan 2025)**



**Revd Julian  
(May 2025)**



**Justin Welby  
Archbishop of  
Canterbury**

# Hello

Our welcome to



**Jane Carr  
New SG  
Churchwarden**



**Kate Mash  
New PCC lay chair**



**Helen Donolly  
Head of Harnham C of  
E Junior**



**Sophie Fergusson  
Curate, shared with  
the Cathedral (from  
July 2025)**



**Jacqui Brown and Annette Phillips  
New Messy Church worship leads**

**Temporary musicians  
(2025)**

**Kate Shrewsbury  
organist**

**Joyce Salkeld piano  
Revd Michael, Andrew  
Fisher, Revd Becky  
music group**





- Make the Field View into community hub.
- Work with local musicians 'Come and Sing'
- Continue to support HCN coffee and chat
- Work with Diocesan Growing Faith and discipleship team, and Mission Hubs
- Sophie as curate of Cathedral and Harnham

- Continue to work with Diocesan Eco team
- Fair trade stalls
- Messy Church stall at People in the Park, Salisbury transition city (2026)
- Update electrics in All Saints and hall



- Promote campaigns as part of Christian discipleship e.g. Sarum Concern for Palestine, Mother's Union campaigns against FGM, Sudan Medical Link, Harnham Junior school exploration of Courageous Advocacy.
- Support vulnerable with pastoral visits, listen to the excluded

- Continue to reduce costs e.g. systematic reviews of energy usage, making the best of hall resources and investing in necessary building work
- Ensure fair share, increase in parish giving scheme, wider community giving, build up parish reserves
- Rental of church buildings
- Mission to the new estates
- Use electronic systems for finance and admin
- Sustain fundraising

- Change Sunday-centric culture
- Shape Course- we all have gifts
- Refocus on families as gathering place, fun workshops and worship
- Refocus on enquirers
- Music and Mission
- Trial Safeguarding Hub

Jesus said to them  
again,  
"Peace be with you.  
As the Father has sent  
me, even so I am  
sending you."

