

Earley Trinity

2011

Annual Report



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WELCOME

Another year notched up!! Don't they race by! Welcome to our 2011 Annual Report. It provides a snapshot of life at Trinity, but this kind of report can't really show (and this doesn't) how God and His Holy Spirit are working in the lives of a growing number of people. Nothing dramatic has happened but it has been a year where quite a bit has gone on and I believe Trinity is generating, albeit slowly, but hopefully in the Lord's timing, a fresh strategic edge to what it does, and its identity and personality.

There has been a gradual increase in awareness and understanding of the vision, with its 6 areas of outward focus, but there is a long way to go. The plan for a Vision-to-Action Team (VAT) emerged which is exciting. This will be launched in 2012 and will facilitate the next steps of putting the vision into action. Some vision to action did happen in 2011.

Taking on a trainee Youth Worker in September was a big but important, and definitely the right step for Trinity to take.

My thanks and appreciation go to all who've kept Trinity on the move this year – many volunteers in various roles as well as paid staff, who frequently invest many, many hours above and beyond what might be considered even a generous donation of time. And they are the ones who've contributed the bulk of the information for this report. Many thanks for this too.

The song "Spirit Break Out" from Worship Central captures for me what I see slowly happening at Trinity and I would love to see this continue and develop in 2012. So, as we wrap up 2011 and head into a new year, can we be open to God's plans for us, can we discern His will and follow obediently as His disciples and be full of excitement about wherever He may lead us? If we follow Him, we will find life is whole, holy and full – which sounds pretty good!!

In Christ,

Jon Salmon
Minister
January 2012

OUR WORSHIP

Seeking to turn to God and praise Him in worship has continued to be a core desire and commitment. 2011 hasn't seen any dramatic change to either how we worship or our pattern of worship across the week, nor any real change in numbers worshipping, but there is a gradual sense that the Holy Spirit is inspiring and stirring us and this is really encouraging. The Presence of God services are the main development and they became part of the regular service pattern and take place every third Sunday evening in alternate months.

Music continues to be an important part of our worship and **Presence of God** has been one way of introducing new songs to Trinity. Much of the music for the 10am services continued to be chosen by the person leading the music that particular week and is chosen to fit in with the theme of the service as much as possible. A variety of musicians and singers will join the music leader from week to week depending on who is leading and what style of music is being used. The Trinity Band has also provided the opportunity for less experienced and some younger musicians to be involved in services. The Congregational Leadership Team, including key musicians, has started looking more seriously at how music can be used more effectively in our worship life. It is conscious that not all styles of music suit all people but believe it is the way the congregation use the music which is important rather than the music itself. We would encourage everyone to look at the way that they personally use the music at Trinity to worship God. There is a responsibility on the service and music leaders to encourage, facilitate and support this effectively.

The leading of Sunday services continued to be shared by members of the Congregational Team, together with an occasional visiting speaker at 10am, and, approximately one service per month, a visiting minister from the Methodist Circuit led either an 8am or 6pm service.

In the course of the year, the main **Christian festivals** were celebrated, including a joint daybreak service on Easter Day with St Nicolas' Church. There were several **parade services** and seed was sown for an **All Age Team** to have greater input into the design and delivery of all-age services. Nine infant and 2 adult **baptisms** were conducted in the year, with the infants, at least, being included in Trinity's **Cradle Roll**. We have introduced the presentation of a first Bible, or something age-appropriate, as part of the ceremony and, at the beginning of every term, details of family friendly events and services were sent to all families on the cradle roll with children under 5, to welcome and encourage them to come to these. Birthday cards were sent to all children under 3 years too.

In March Trinity hosted an ecumenical **Confirmation Service**, at which 12 were confirmed, including 8 from Trinity.

Worship has continued to be **Bible-focussed** too. In the first half of the year, a variety of topics was covered. The big project for the second half of 2011 was a **major series on the Gifts of the Holy Spirit**, with accompanying resource materials produced and available in hard or electronic versions. We started to **record sermons** to put on the church website. This was trialed in the second half of the year and will go live in early 2012. This will help the small groups and individuals follow up on topics and have the opportunity to catch up on material missed. Trinity also **read through the New Testament** in the year, with about 30 people completing the task. This was a great effort and each person received a certificate designed by one of Trinity's young people in year six. A group of 8, led by our Curate, has also been studying **John's Gospel** using material Trinity College, Bristol.

JUNIOR CHURCH continued to work hard, with a committed and loyal team of 23 teachers, helpers and teen helpers on the rota. Junior Church ensures at least 2 adults are on duty in each class per session. As ever, there is a severe shortage of leaders, and anyone who feels a calling to work with children, please approach the Junior Church. There were 5 classes including SOS (Something on Sunday, for the 13+ group, now every Sunday evening term time), and a Crèche was available for the under 3s. Numbers fluctuated but in the 5-7s and 7-11s the average was 6-8 children in a class. We had 4 Praise Parties – when all the year groups met together in the community centre for craft, stories, drama, games, refreshments and fun. The church partially subsidised 3 teachers to attend the Children's Ministry Conference in Eastbourne in early February, a place for learning new ideas, practices and inspiration.

Worship continued during the week. The **Nursery Service** had a tremendous year. In particular, the monthly lunches were always really popular. The highest attendance was 36 children and 29 adults. Normal services were usually a much more manageable 18-20 children plus accompanying adults.

It's particularly important to note that it's great to be able to welcome grandparents and the occasional Dad, and to see parents who still visit and keep in touch after their children go on to school, especially those we have been able to support pastorally. Nursery Service also enjoyed an annual picnic, an indoor sports day, a fantastic Nativity (with Jon playing the part of Joseph) and a Christmas party. There is a great team of committed people working on the Nursery Service, week in, week out.

The small but important **Wednesday morning Prayer meeting** continued, with Holy Communion taking place once a month. Numbers are consistently very low and this event needs some fresh thinking. The Saturday morning prayer meeting continued and is likewise consistently small but again serves an important purpose praying strategically for Trinity. Our 8 mid-week small groups with 70+ members also continued to meet and spent time worshipping God in a variety of ways. In addition, two of the local care homes continued to be visited monthly when Communion services were held.

OUR PRAYER LIFE

Commitment to prayer as a core part of our relationship with God continued in 2011. A growing number of people at Trinity are exploring prayer and growing consequently. Trinity's **Prayer Ministry Team** has worked hard and faithfully to encourage spiritual growth and pastoral care through prayer for individuals and the church family. Quiet mornings, called "Time Out with God", were held during Lent, Harvest and Advent and provided some inspiring prayer stations for personal reflection. The prayer chains, via email and telephone, continued to be well used, providing much needed prayer support for those who request prayer for themselves or others. Prayer ministry was offered in the Chapel after 10.00am services, but not taken up as much as hoped. However, feedback has been positive from those who received prayer and the Team will continue to provide this time for those who need it. A good team of Intercessors continued to lead a range of styles of prayer in services. The mid-week small groups have also explored prayer, so ensuring our prayer life is a daily exercise across Trinity. It is encouraging too that an increasing number of people take daily devotional notes, a popular one is UCB which many receive by email.

Some of the team have needed to stand down for reasons of their calling and commitment in other areas of worship or work. Special thanks go to them for their valuable prayer ministry over the last few years. It will be great to welcome our youth worker to the Prayer Ministry Team from January 2012 and it has been brilliant to have various children's groups and some of the small groups lead the intercessions.

OUR RELATIONSHIPS

Building relationships with each other, with our friends, family and colleagues who don't know Jesus yet, and with Jesus himself continued as a focus this year. Our **8 mid-week small groups** provide a great opportunity for building relationships with each other and Jesus week by week that go deeper than would otherwise likely occur. They provide a platform for discipleship. The groups are led by committed and faithful folk who deserve, next year, more support, equipping and encouragement. It is good to hear positive stories from group members about the value to them of being in a small group. Towards the end of the year, discussion began afresh on how to develop the pastoral system based on discipleship and small groups, but recognising within this the need to encourage and support those not in small groups. This will be worked on in 2012.

Work continued behind the scenes in shaping the plans for a **Community Chaplaincy Team** to work, in the main by listening, within Trinity and beyond, as a complement rather than competitor to other local listening services. Late in the year, the opportunity to begin some chaplaincy work in ASDA arose which will be explored fully early in 2012 and is an excellent opportunity to really give the Community Chaplaincy Team a role.

Other ways we've seen relationships maintained and developed are through the **Trinity Walking Group**. 2011 followed a similar pattern to previous years, with a monthly walk of about 4 miles, followed by a pub lunch. In May, a Trinity group of walkers enjoyed a week of glorious walking on and around Dartmoor and next year the walking holiday will be based in Dovedale. This group is always ready to welcome anyone wanting to take part.

There are various group activities that have bridged the gap between relationships within and those outside Trinity. They include the following:

The **Parent and Toddler groups** continued to meet in the Hall on Monday and Thursday mornings. Both groups have had a tremendous year. They are run independently by parents and are very well attended but Trinity folk have been more involved in running these groups and so relationships with parents have developed and this has helped develop interaction with wider church activities. Two leaders, Emma and Jill, will be moving on in 2012 and our thanks go with them. It would be really great to see church families with pre-school children coming along to these groups to help build further on this aspect of our outreach.

The **Chalfont Group** has continued to be a great success. Average attendance gradually increased during the year, with as many as 40 coming some weeks. The change from Chalfont Club to Chalfont Group a year or so ago may well have helped. An outside speaker, a cup of tea or coffee, and a raffle provide a stable weekly pattern, and the speakers who bring visual aids are very popular. The group organised some trips in the year

and services for key Christian dates in the calendar were held. A considerable amount of effort, once again, went into organising the programme and all are very appreciative of this.

Pilots had a tremendous year filled with fun and informative sessions. With Trinity Church's appointment of the trainee youth worker, September saw a new addition to the leadership of Pilots. Approximately 15-20 young people attended each week, the majority of which are between 6-11 years of age. Sessions had different themes including looking at fair trade, how to read the Bible, the Commonwealth and the real meaning of Christmas. 2012 will include more Bible study in the sessions. We will also arrange to go to the national Pilots event in the summer term.

2011 for **Youth Net** was a great year, not least because several members became Christians at the Summer Soul Survivor festival. Approximately 10-12 young people, aged 14-15 years, attended each week. A series of Bible Studies on family relationships, and the Christianity Explored course were completed in response to some of the young people becoming Christians. 2012 will explore some of the stories in the Bible and what they can mean for us today. We will also be attending the Soul Survivor festival again in the summer.

Since starting in September, the trainee youth worker quickly made a great deal of positive difference and it is encouraging that the youth work is becoming more joined up, with links developing with the children's work.

The **Boys' Brigade** company which had met for many years at Trinity finally had to close because it became clear that the lack of leaders couldn't be resolved. Attempts were made to get the members involved in other local companies. The involvement of Matt and Steph and Neville in leading the company in this last year is much appreciated.

Trinity has continued to maintain its relationship with **Churches Together in Berkshire**. The 2011 meeting was at Rose Street Methodist church in Wokingham, the highlight of which was an inspiring talk by Tim Clewer about "God's Big Society", reporting on the many social initiatives that Reading churches are involved with, largely through a constructive relationship with the council. In the course of the year, a good relationship has developed with the new County Ecumenical Development Officer, Louise Cole, who is responsible for the running of CTB. CTB conducted a routine review of Trinity during the year. This was a useful process and was very supportive with helpful recommendations which will be put to the January Church Meeting, and which are being worked on.

Churches Together in Earley and East Reading (CTEER) is another group Trinity continued to be involved with, particularly through Jon, the Minister, who is on the steering group. In 2011, CTEER decided to support two main areas of activity. One is a local community project in support of the 2012 Olympics in which Jon and a team at Trinity are playing a lead role, and the second is a workplace ministry project. The bulk of work on these will be in 2012 but in starting them CTEER is shaping a new way of working.

Trinity continued to be closely aligned with the local **Methodist Circuit** and continues to participate in the Circuit's preaching/service plan. The elected representatives from Trinity to the Circuit Meeting (which meets four times a year) are Margaret Stephens, Keith Waite and Tony Bonnett, who also serve as trustees of the Circuit. The Minister and Treasurer are also trustees. At the June meeting, the Rev David Ellis was warmly thanked for his leadership of the Circuit during the last eight years. He then left for a new appointment, following which the Rev David Shaw was welcomed as the new Superintendent Minister.

Trinity also keeps linked into the **URC Wessex Synod** and the various activities it promotes and attends meetings when possible. A number of Trinity folk had a great time at a URC organised "Steaming Ahead" fun day mid-year in Henley.

The new **Reading Deanery Synod** convened for the first time on the 8th May 2011, when clergy and laity were elected to various posts for the duration of this new Synod. Three further meetings took place. The first debated the ordination of women as bishops, and the majority were in favour, though provision for those against should be made. At the next meeting, the Reading Borough Council CEO, Michael Coughlin, spoke about "Unlocking Opportunities" based on what he saw as shared values between church and local government. The final meeting included a lively discussion on whether to sign up to the Anglican Communion Covenant and centred

around the extent to which such a covenant would tie the hands of local churches and/or lead to fragmentation of fellowship. Rebates on the parish share were expected because the deanery was able to pay all required of it.

Trinity's library was also useful in helping nurture our relationship with God. Forty three books were bought, covering most of the subject sections. Loans went up by about 50% on 2010 figures and the most popular sections were "About the Bible", "Prayer" and "Relationships". Although we live in an increasingly electronic age, it is good to note that messages of appreciation for the library were received by the librarian.

2011 was a year for consolidating and keeping the revamped **church website**, www.trinityearley.co.uk, up-to-date and current, after it was successfully launched in 2010. More information continues to be added regularly. During the year, the following was added: latest services information; weekly news; the monthly magazine; diary of events; schedule of daily readings (for the New Testament in a year challenge); schedule of Chalfont Group events; information about special events (eg Christmas tree festival). Recording and uploading sermons has been experimented with and this will go live early in 2012. Use of the website continued to grow and a reasonable number of enquiries were received via the website from the public about renting rooms and other information about the church.

OUR OUTWARD-LOOKING FOCUS

2011 saw the 6 key outward-looking vision areas identified through the vision process take root. These are i) **Tools for the Job** (all about discipleship and cuts across everything), ii) **Youth** (greatly facilitated by the appointment of a part-time **trainee youth worker**), iii) **Families** (to include all ages), iv) **Men's ministry**, v) **Workplace/Whole-Life Christianity**, vi) **Strategic use of the building** (again is cross-cutting). By the end of the year, some activities (eg running a marriage course) had started and so the process of putting vision into action began. Plans for a new Vision-to-Action Team (VAT) are to be put to the January Church Meeting. This will include individuals to lead each of the vision areas. The VAT will also include someone to head up Trinity's worship and someone to do likewise with prayer. The Leadership Team will also be part of the VAT.

By the end of the year, the potential for more joined-up activity as a result of the vision areas was becoming apparent. In the first half of the year, initial discussions were had with WBC in relation to i) Youth, about potentially working more closely with them, and ii) the potential for a Community Hub at the District Centre. About 20 Trinity members visited the new Community Hub at Finchampstead Baptist Church.

Initial attempts were made, in light of the emerging vision, to develop a mission statement and a logo. These will need pursuing afresh in 2012. The important need to communicate the emerging vision within Trinity was recognised and various vision casting meetings were held and written information produced but this process wasn't done as well as it might. However, by the end of the year, the vision areas were becoming much more a part of Trinity's life and conversation.

Trinity continued to support a variety of local, national and international organisations including **Traidcraft**. Monthly stalls were held after the 10am service and goods were provided for a monthly stall at St Barnabas' and occasionally elsewhere – The Green Fayre did very well again this year. It is good we can support the "Community" aspect of Trinity's aims "...serving the local and world-wide community". Sales grew encouragingly in 2011 with food sales of about £2,000 within Trinity and £900 elsewhere.

Trinity continued to be actively involved in **REinspired** which continued to deliver over 100 RE lessons in local schools. Trinity provides several volunteers and Trinity's Treasurer and Minister are trustees. REinspired has well and truly branched out. It published a book in the year, launched a website with downloadable lesson plans and is spending time seeking to disseminate and share what it does nationally and so help churches start a relationship with schools. A YouTube clip "introducing REinspired" shows a 7 minute video clip about this ongoing and exciting work.

Trinity held a **Christmas Craft Fayre** which the Mayor of Earley opened. This was a popular event with the local community. For the second year, Trinity also held a **Christmas Tree Festival** in the church which was also

opened by Earley's Mayor. There were 42 trees on display for two weekends and the intervening week. The trees were creatively and ingeniously decorated by many different local groups and businesses and were seen by several hundred adults and children who came to visit. The event raised £2,290.00 for the "Help for Heroes" charity. This was raised from entrance donations, individual donations from participating groups, the Christmas Entertainment Evening and money raised by Radstock Primary School at their Christmas events.

Trinity also supported financially various other local, national and international charities in 2011, including **Christian Aid, Retrak, Just Around the Corner** and **Reading Street Pastors** as well as REInspired.

The Trinity **wayside pulpit** was also in operation during the year, with various thought-provoking messages for passers-by.

Towards the end of the year, a local community project in support of the Olympics, was emerging under the CTEER umbrella which Trinity was taking the lead in. This is to bring local businesses and other community groups together to host a big screen showing of the Opening Ceremony. The intention is to start building a legacy of community activity in Lower Earley. By the end of the year, good progress had been made but the project was inevitably at an early stage of development.

OUR MANAGEMENT

Trinity continued to maintain its links with its parent denominations (see above). It also continued to maintain a **membership** system that manages to balance the requirements of the denominations. We welcomed 6 new members, 5 members were removed from the database, 3 moved home and 2 sadly died. Membership is 184, which is made up of 183 adults and one 16-18 year old, following confirmation in 2011. 68% of our members are female and 32% male. We also have 73 adherents and 65 children, giving an overall total of 322.

We held the requisite number of **Church Meetings and Church Council meetings**. Refreshments prior to the Church Meeting continued to be a success. There were one or two secret ballots during Church meetings. Although it did not take up a great deal of time, the completion and implementation of the New Constitution was a major concern. This was approved by Church Council and is due to be endorsed at the January Church Meeting. Implementing this will mean the Junior Church Coordinator and the Publicity Officer will become full voting members of Church Council. There will also be a need for other changes such as Trusteeship.

A few stewards were ordained as elders in 2011 and some consideration was given to whether stewards should automatically become elders. New stewards will now explore eldership as a possibility when considering nomination as a steward.

The pattern of Church Meetings and Church Council Meetings was changed for 2011 as an experiment. Although this caused no problems, the old pattern was returned to. Looking forward in 2012, it may become necessary to change the day on which Church Council / Church Meetings are held in light of vision initiatives.

The Property Committee has not met over the last year, since the Property Administrator left to return to South Africa. The work, largely care and maintenance, has been done by members of the Leadership Team assisted by others. Consideration was given to converting the disabled toilet by the front door to a small office to help ease cramped office space and facilitate a more open church but the need to keep the toilet was considered more important.

2012 will hopefully see a number of desired projects take place, such as the general refurbishment of the Church Hall, as well as the re-constitution of the Property Committee. This and other projects will need to respond to the implementation of the vision. The Property Committee will guide any work, drawing in volunteers where possible.

OUR FINANCE

Overview 2010/2011

This is the third year this Treasurer has compiled the Church Accounts and is pleased to report this is also the third year the church has generated a surplus. The surplus for 2010/11 was £1,486, but included £3,500 of mission giving from 2009/10, so a true picture is a surplus of nearly £5,000, or £10,268 over the past two years, and £10,950 over the three years. This has been achieved by the members by raising an additional £5,000 through fund raising events and control of our spending by the Finance Team and Church Council.

Review of Giving and Income

Annual income over-achieved the budget by £2,110 or 1.8%, due mainly to an increase in other giving (mainly donations to Trinity Church) and a 28% increase in Gift Aid. Standing Order giving didn't increase in the year as the budget had assumed, but held very much at the last year's level. Cash and Envelope giving were close to budget. Giving through Cash, Envelopes, Standing Orders, together with the Gift Aid, increased by £2,923, or 3.2%.

Overall income was down on the previous year by £1,270 due to the special effort made in 2009/10 to fund raise £15,000. In 2010/11, Church Meeting agreed a fund raising target of £5,000 and this was achieved.

Review Expenditure

As reported, the accounts include £3,500 of mission giving from 2009/10, which increased the mission expenditure by £7,000 over last year. Expenditure was up by £6,026 over last year and £5,374 over Budget.

Assessments were up by £2,140, or 3.5% and mission giving increased by £6,171, because it included some mission giving from 2009/10. Staff Costs increased by £1,302, 9.2%, due to increased hours worked by the Administrator, but administration and building costs were down £3,587, 13.0%, due to the replacement boilers in 2009/10 at a cost of £8,000. A colour photocopier/printer was purchased at a cost of £2,400. This saved £700 on rental costs over a 5 year rental period and putting all the cost into 2010/11, a year of surplus, will help the following four years' profit and loss accounts. Colour copying (4.5p per A4) is a lot more expensive than black and white (0.5p per A4). Church Council felt there would be a benefit in having colour available, but awareness of the cost is important. Twenty per cent colour usage was budgeted but ran at 36%, but this extra cost was covered by donations, and a reduction in overall use by reducing the number of magazines printed. A close review of costs will continue.

Gas, Electric, Water, Telephone costs to Trinity

Costs have risen substantially over the past three years, and will continue to rise into the future. To help offset these cost increases, a 2 year fixed price contract for gas and electricity was agreed with Southern Electric in June 2011. This meant a 10% increase in electricity, but a reduction in the gas price.

The telephone contract was also reviewed after a set price period and a 25% reduction in cost achieved. In the last 3 years, telephone costs have reduced from £1,315.84 in 2008/09, to £882.64 in 2010/11 this year, and will continue to reduce in 2012. Reductions were achieved by stopping the second line on the alarm system and the purchase of an upgrade to the system which stopped an expensive call out system.

The new boilers referred to earlier were installed in August 2010, with a promise of up to a 40% saving in gas usage. A 24% saving in gas usage was achieved and the building was always warm when needed. The current year's gas cost includes a carryover from last year due to estimated readings. The end of year readings were correct due to the change of suppliers.

The end of year electric reading was also correct and therefore shows a correct cost in the accounts following last year's £1,900 rebate, which occurred due to the repeated use of estimated readings. Electricity costs for the previous three years were, 2008/09 £3,167.88, 2009/10, credit of £442.26, 2010/11, £934.98.

Budget 2011/12 and our Trainee Youth Worker

The 2011/12 budget was agreed by Church Meeting, but did not include costs or income for a Youth Worker. Partial costs for this were included in the 2009/10 budget which provided a fund of £3,205 restricted for Youth Work. Church Council and Church Meeting approved the funding for a Trainee Youth Worker. £26,400 is required for three years to cover the costs of the trainee Youth Worker. This money needs to be raised. Whenever Trinity has committed to any large project, it has achieved its goals. If the full sum isn't raised through giving, extra fund raising activity will follow. The Treasurer believes the accounts are strong enough to take this decision. 2011/12 accounts will show all the Trainee Youth Worker's costs on a separate line and will be easily seen by all.

Reserve Policy

Trinity's reserve policy remains at 50% of annual turnover. At the end of the year, reserves were 25% of turnover. The Treasurer believes this still puts Trinity Church in a strong position, given its level of regular giving, no outstanding debt, and the unlikelihood of future large bills because it is a modern building.

Building Restricted Fund

Church Meeting agreed 2 years ago to transfer £3,000 per year to a Building Restricted Fund, this was carried out in 2010/11, and the fund now stands at £6,884.12. This is a reserve for any future large repairs and redecoration. The Hall is due to be redecorated soon and will be paid for from this fund. This reserve fund is in addition to the 25% reserve policy shown above.

General Fund

Used for the general day to day costs to operate the church, this fund went down in the 2010/11 year by £3,000, similar to the amount transferred to the Building Fund. It is important to keep this fund in a healthy position as it forms the greatest share of our general reserves. To do this, the church must maintain its surpluses each year and continue the trend of the past three years.

Manse 1 Strand Way

Church Meeting agreed to the Methodist Circuit using the Manse for their Superintendent for 3 years from 1 August 2011. The agreement included the Circuit spending £30,000 to replace the kitchen units, a new boiler, upgrade the two bathrooms and the downstairs toilet, replace all windows and doors, take down large trees and tidy up the gardens, plus other small jobs. This was achieved on time and at a total cost of £29,272.

Charity Registration

This process is now going into its third year. Receipt of a response from the Oxford Diocese should move this process forward. It should be possible to bring a final document for approval to the January 2012 Church Meeting, together with a 'Practices and Policies' document which includes policies not included in the New Constitution.

The Auditor's Report for the year follows this report.

Contributors

Many thanks go to all those who contributed to the content of this report. They are: John Goddard, Gordon Guile, Phil Hooper, Ann Baker, Gaynor Davies, Keith Waite, Lisa Waite, Suz Powell, Elaine Munday, Alex Robinson, David Paine, Tony Bonnett, Richard Cocks, Mandy Creed, Rosemary Reece, John Medcraft and Jon Salmon.