

THE UNITED METHODIST CHURCH UK MISSION AREA

2022 AGM & UK MA CONFERENCE REPORT

Saturday 12th November 2022

1000-1330 hrs. via Zoom

District Superintendent Reverend L. Chigwizura

CHARITY NUMBER:116989

COMPANY NUMBER: 10351537



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Programme

Notice and Agenda of the UK MA Conference and AGM to be held on Saturday 12th November 2022 via Zoom Virtual Platform 1000- 1330 hrs.

Please remember to take breaks from your screens every often during the Conference

<u>Time</u>	<u>Event</u>	<u>Facilitator</u>
0930-1000	Registration	Secretariat & Media
1000-1015	Devotion	DS Rev L. Chigwizura
1015-1020	Organisation of Conference & 2021 Minutes	DS Rev L. Chigwizura, Ms S. Ng'anjo and Mrs T. Mupfumira
1020-1040	Superintendent's Address to the Conference	DS Rev L. Chigwizura
1040-1055	Trustees' Report	Mr G. Mataranyika
1055-1115	Lay Leaders' Report	Mr L. Chinodzama Mrs J. Sibanda
1115-1135	Connectional Ministries Report	Mrs G. Nyabereka Mrs A. Mutyora
1135-1150	Board of Trustees Report	Mr Z. Magomo Mr O. Ndagurwa
1150-1210	Committee on Superintendency Report	Mrs K. Manyika Mrs E. Mashiri
1210-1215	Stretch break	
1215-1230	District Committee on Ordained Ministries Report	Rev A. Mutanho
1230-1250	Committee on Finance Report	Mr X. Gombakomba Ms P. Makunike Mr S. Chipuka
1250-1320	Elections	DS Rev L. Chigwizura
1320-1325	Closing Remarks	DS Rev L. Chigwizura Lay Leaders
1325-1330	Closing prayer and Benediction	DS Rev L. Chigwizura

Thank you all for attending

Minutes of the 2021 AGM & MA Conference

held on 13/11/2021 on Zoom

Attendees

Mission Area Superintendent: Reverend Lizzy. Chigwizura (Chair)

Central Charge Pastor: Rev Agbeth Mutanho

South Charge Pastor: Pastor K Mudambanuki

Mission Area Leadership

Charge Delegates

Organisations Delegates

See appendix MA01 for full attendance register

Conference started at 0955 hrs.

1.Devotion: DS Rev L. Chigwizura

Opening prayer: Rev Mutanho

Readings: Acts 23 v11 and Acts 28 v1-6

Hymn: What a friend we have in Jesus?

We are on a Mission

2021 was not an easy year lives were lost, families were destroyed, but we held on to our faith.

At the island of Marita Paul lit the fire and was bitten by a snake- We need someone to light the fire in UK MA, in our families in our jobs and in our lives. To keep us going we need to keep the fire burning.

However, we should be aware that if you keep the fire burning you can be targeted, you will encounter obstacles but with God on our side we can be victorious. God will not let anything happen to us until his mission is accomplished.

Let no obstacle stop us from accomplishing God’s mission. If we encounter obstacles, let us keep on holding on to our faith.

2.Welcoming of delegates

1.1 To comply with GDPR, the Associate Lay Leader advised all that the meeting was being recorded and all delegates were asked to display their full names. Delegates were encouraged to use the chat to write their questions and secretariat would notify the chair. She acknowledged the presence and welcomed all delegates, Mission Area officers, Charge lay leaders, Trustees, ZEAC and ZWAC Lay leaders. The DS acknowledged and welcomed the ZEAC and ZWAC all Pastors and their spouses. DS Rev T Musona from Mutasa Nyanga district and DS Rev Jairous Mafondokoto from Masvingo district.

3. Organisation of conference

3.1 The Associate Secretary explained the ground rules and how the bar for the Conference was set.

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3.2 Resolutions Committee was presented as Mrs. J Munyaradzi from Central Charge, Miss Faith Chingwena from Midlands Charge, and Mrs Mvere from North Charge. The secretary.

3.2 The Conference’s Agenda was adopted as per the programme.

4. District Superintendent Address – Reverend L. Chigwizura 1052 hrs

Chaired by DS Rev Mafondokoto

4.1 The chair pointed out that the DS’s key note address is a sign of official opening of the Conference and it gives direction and summary of work done in the year. No discussion but just a word of appreciation is enough.

4.2 The District Superintendent Reverend L. Chigwizura presented her address to the Conference.

4.3 The DS was appreciated for her work in the MA and all Charges within her short time in the UK.

4.4 The Committee on Nomination presented and adopted at 1104hrs

4.5 DS address and Committee on Nominations and Lay leadership development report was accepted at 1104 hrs.

5. Confirmation of 2020 Conference minutes and matters arising

The Secretary presented the 2020 AGM and MA Conference minutes.

Minutes accepted as a correct record.

5.1 Matters arising

Point 9.5 It was asked if a follow up was done on the choosing of a conveyor to be used by the charity. BOT chair advised that this was done

The 2020 AGM and MA Conference minutes were adopted at 1120hrs

6. The Chair of trustees Address - Mr. G. Mataranyika 1121hrs

The trustee chair presented his address to the AGM and Conference.

- *A concern was raised stating that the report appeared to be the chair’s address and not a report by all Trustees. It was pointed out that the report was shared with the Trustees and they all had an opportunity to contribute to the report.*
- *It was pointed out that the report should be a Trustees’ Report and not the Chair’s address and Signed by Board of Trustees. However, the trustee’s chair highlighted that in previous years the chair presented an Address to the AGM and a report was sent to the Charities Commission and Companies house.*
- *A concern was expressed to the fact that there was a contrast of interest as most of the trustees were members of the MA Executive. The Trustees chair responded by stating*

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that this will be looked into and recommendations will be brought to the next AGM next year.

Recommendations:

- That Midlands and Central Charges be allowed to give Rev J C Banda and Rev K M Marange £5,000.00 respectively as Retirement Awards as agreed by their respective Charge Executives. **Adopted**
- That Leroy Reid & Co to be re-appointed as our external auditors for the 2021 financial year. *It was pointed out that the charity had been using the same auditors for a number of years, so a question was asked if the charity was still within the permissible audit time limits to retain the same auditors. **The recommendation was adopted with an addition that that this be reviewed during 2022 and Trustees to come up with a recommendation is there is a need for change.***

Chair of Trustee Address accepted at 1144hrs

7. Lay Leaders’ Report – Mr. L. Chinodzama 1145hrs

Correction: page 25 Salary Review Task Force

The process has completed and CoS will table the report to Conference..... Should read.... The process has completed and CoS presented the report to the MA Executive and this will be presented at the 2022 Annual Meeting.

- *A question was asked if the UK MA was going to discuss and take a position on the protocol of reconciliation. The ZEAC was asked to respond and he said, he thinks that the UK church should discuss and have a collective position, and he said Zimbabwe has not taken a position as year. He encouraged the UK MA to discuss openly research and get answers.*

Recommendations:

1. Mr. Jabulani Gumbodete to be the Ambassador for United Methodist Church UK for Zimbabwe with effect from January 1, 2022, but we will review our compatibility at 2023 MA Conference. **Adopted**
2. Anthony Collins (British Methodist Church) to be appointed as our Legal Advisors (Chancellor) with effect January 1, 2022, but we will review our compatibility at 2023 MA Conference. **Adopted**

The LL presented the Safeguarding report

Recommendations:

1. For the Conference to pass the 2021 Safeguarding policy following its review. **Deferred to the 2022 Annual Meeting**
2. We recommend Athena Program Safeguarding with care and Creativity consultancy as our Independent Safeguarding officer/Legal firm to be employed by the church for advice as well as to have an overall oversight of Safeguarding structures and processes in the church to ensure compliancy is being adhered to and to support the safeguarding team when difficult cases arise leading to legalities needing to be addressed, but we will review our compatibility at 2023 MA Conference. **Adopted**

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- Concerns were raised that the Safeguarding policy had not been circulated to the local churches, no timeframes or consultation were done.
- An independent board needed to advise with a way forward.
- A need for lay training on DBS need was raised as a concern.

Lay leaders report Adopted at 1231 hrs.

8. Connectional Ministries- Mrs. G. Nyabereka 1232 hrs.

The CM chair tabled the report and delegates watched a video clip showing some of the work done by UK MA in Zimbabwe.

CM was applauded for doing the good outreach work in Zimbabwe.

Recommendations:

1. Our charges have been twinned with some districts in Zimbabwe and most of the projects are ongoing. We have an Outreach objective to assist two mission hospitals, [One in ZWAC and one in ZEAC], with medication and equipment. We therefore recommend that we have one Sunday collection we donate towards this course.
 - *It was pointed out that in order be inclusive, all districts in ZEAC and ZWAC should be considered instead of focus on one or two districts only.*
 - *It clarified that Sunday offering cannot be designated to different courses; therefore, it was suggested that a special collection be done after the normal Sunday collection and this will then be channeled towards this course.*

Recommendation Adopted with the above clarifications.

The CM report was adopted at 1244 hrs.

9. Board of Trustees (BOT) Mr. O. Ndagurwa 1245 hrs.

- Media team leads were presented as Ranga Chivasa Facebook, Zoom Braman Sekete and Website Lincoln Dokwani
- *A concern was raised over the Media History and Archives committee being reported under CM and BOT. A response was given advising that a recommendation will be put forward so that at the next elections the committee be split so that Media reports under CM and History and Archives to report under BOT.*

Recommendations

1. A review of the website service and the provider to assess how effective it is in meeting our developing needs as it serves as a source of information, emails publication and, and informative publications. *The BOT Associate further explained that a recommendation will be made at the 2022 Annual meeting.*

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- *It was explained further that the ineffective of the Charity’s website is because we do not use it effectively because no information is coming from locals– therefore moving to another provider will not be much use. **Adopted***
- 2. Our records are stored in individual lap-tops, USB memory sticks, paper, emails which may not be accessible over the years. We therefore recommend that there be a One -Drive for storage of all local, charge and MA levels for historical information, under BOT, to ensure safe storage and can be expunged when required over the years. **Adopted**
- 3. that where Pastor in Charge is also the District Superintendent (DS) MA contribute 25% of Rent and Bills. *And Where the DS is overseeing* other Charges without Pastors, the MA BOT Board shall sit and agree on a proportionate manner of sharing the same. **Adopted**

BoT report was adopted 1305 hrs.

10. Committee on Superintendency Mrs. K Manyika 1306 hrs.

Report was chaired by DS Rev Musona

- It was suggested that the church combined events and Revivals to lessen Pastors’ congested calendars.
- The Clergy was applauded for working hard especially in these times of Covid-19 pandemic.
- DS Rev Mafondokoto appreciated COS’s facilitation of the Covid-19 allowances being sent to Pastors in Zimbabwe and he pointed out that this has been very useful to the rural pastors.
- Volunteer who donated a car to the Pastor was appreciated and it was pointed out that the car was a donation to the Pastor’s family and not the Charge.
- Clarification was sought on the inclusion of Rev Sakutombo in the report – To be clarified in DCOOM report.

Encouragement/ Emphasis

1. That no programs involving Pastors be held on Mondays at all levels as Mondays are the Pastors’ Day off. This will be reviewed throughout the year and subject to review if there are any concerns noted.
2. That church members only contact Pastors during core working hours 10am to 10pm for everyday church business to give our Pastors adequate time to rest. Emergency issues such as bereavement and illness will still be attended to outside the core hours. Other admin issues can be referred to the respective Lay leaders.
3. That for 2022, part time Certified Lay Minister route is used to fill ministerial gaps while we are waiting for alternative routes. – To be discussed under DCOOM report

Recommendations:

1. Pastoral fund support – currently only covers retired and rural Pastors in Zimbabwe. Needs assessment of rural Pastors and retired Pastors in Zimbabwe and in UK will be undertaken annually to determine specific areas of need for each year, also taking into consideration the amount raised. **Adopted**

COS report was adopted at 1355 hrs.

11. District Committee on Ordained Ministries Report (DCOOM) Rev Mutanho 1355 hrs

- DCOOM chair explained that Rev Sakutombo retired as a member of the British Methodist church, therefore his membership is retained at the British Methodist church.
- The DCOOM chair explained that Clergy membership is retained at (Board of Ordained Ministries) BOOM through the register, and he further explained that there are differences on what is on record with BOOM journals and what is known by the UK church therefore, the inclusion of Pastors without appointment in the Conference report was so that this could be corrected.
- DS Rev Musona further explained that the DCOOM report is normally forwarded to BOOM and then passed on for discussion in the Clergy Session/ Executive Session at the Annual Conferences in Zimbabwe, and this is only a privy for members of the Clergy and not up for discussion by laity.
- *A question was asked why Rev Marange was not included as a retiree-* It was explained that Rev Marange is now living in Zimbabwe and is receiving his retirement package in Zimbabwe.

The DCOOM Report was adopted at 1408 hrs.

12. Committee on Finance (COF) Report – Mr. X. Gombakomba 1409 hrs.

- Appreciated all COF team members from local churches to MA
- For the second year in a row the Annual Report and Financial Accounts for the year 2020 were audited and filed with the Charities Commission and the Companies House on time.
- There was an increment of 3% increment in the total donated income.
- Gift aid refund- good source of income for and MA £ 333K was claimed from HMRC and £76 663 is from 2020 which was received this year. There was a small drop. Chair encouraged all to join and complete the Gift Aid forms. As only 19% of church membership have signed up the declaration forms.
- There was an increase in harvest thanksgiving income compared to 31 October 2020
- MA made overseas payments of nearly 50K showing the church's Charitable work and this will be shown in the financial report to be submitted to the Charities commission.
- The COF chair encouraged all to be familiar with the correct procedures when sending money abroad.

The Conference secretary read out the internal auditor's opinion.

The treasurer presented the Treasurer's report.

- COF team was appreciated for being able to submit books in time for second consecutive year.
- The two Charges that had not remitted their Harvest were encouraged to do so as soon as possible.
- *Asked if the church receive an external audit report?* COF chair advised that the external audit report was available on the Charities commission website.

Recommendations:

1.To address and improve key internal controls for overseas payments as highlighted by the external auditors, the Committee on Finance presents and recommends to the UK Mission Area Conference 2021 the approval of the Overseas payments policy

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A concern was raised that if all the approval was done at MA level this might be overburdening MA COF team and cause a delay of funds to be sent out to the beneficiaries it was suggested that this be done at Charge or local church level. The COF chair pointed out that this was an important area, and all Charge COF teams, and MA CM are aware of what needs to be done and explained that it was being controlled at MA because auditing is done at MA level and there is no delay in processing the funds or reaching the beneficiaries.

Recommendation **Adopted**

The Associate COF chair presented the 2022 budget.

Correction on page 109 it should read Budget 2022
2022 Budget was adopted without any discussions

CoF report Adopted at 1448 hrs

13. Voting for candidates to Ministry DS Rev Chigwizura 1453 hours

Delegates voted and results were as follows:

Mr Keith Sengwayo 91%
Mr Nesbert Mhondoro 97%
Mrs Bridget Vumbunu 86%
Mrs Wadzanayi Mupaya 94%
Mr Charles Shamu 90%

14. The Resolutions Committee read out the 2021 MA Conference and AGM agreed resolutions.

15. Closing Remarks

MA LL Mrs J. Sibanda

- MA Associate LL thanked the DS for chairing the Conference, the visiting DSs, Conference Lay Leaders, all Boards chairs for taking part.
- She encouraged all to limit time spend on Zoom.
- Applauded COF for filing the Charity’s accounts on time to Companies house and Charities commission.
- Congratulated candidates to ministry- for being accepted for interviews to BOOM.

Conference LL Mr S. Mafunda

- Appreciated the DS for chairing the Conference, thanked the UK MA church for the good work and partnership work with circuits in Zimbabwe and all the donations. He pointed out that he was impressed with safeguarding measures and would hopefully invite MA during laity week to talk to Zimbabwe about Safeguarding.
- To shorten the report, he explained that the report structure should flow therefore once the DS and Lay leaders mention the Mission statement, vision, the four pathways and obituary these should not be included by other boards.

Visiting DSs- DS Rev Mafondokoto

- Thanked DS Chigwizura for chairing the Conference, thanked the delegates for the work and the transformation that has taken place in the last few years. To thank all UK churches

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- Thanked the twinning of Zimbabwe Circuits with UK local churches with Zimbabwe Circuits especially the rural churches, he gave an example of the help being given to build a parsonage at Nyajena circuit in Masvingo.
- Appreciated all the work being done by all committees and appraised the quality of reports produced for the Conference.

MA Lay Leader gave vote of thanks on behalf of COS

16. Notices- DS Rev Chigwizura

- Rev E. Maposa has received his 6-month ministerial visa and will be travelling to Scotland shortly.

The Conference business concluded at 1545 hrs with a prayer and benediction from DS Rev Mafondokoto

Minutes compiled by MA Secretariat

Secretary: Ms. Sarah Ng'anjo

Associate Secretary: Miss Tariro Dengezi

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THE UNITED METHODIST CHURCH



District Superintendent's Report

TIME: 1000HRS

DATE: 12 NOVEMBER 2022

VENUE: ZOOM



1. INTRODUCTION

The visiting DS's: DS T Musona and DS J Mafondokoto, MA Lay leaders Mr. L. Chinodzama and Mrs J Sibanda, Connectional Ministry Director Rev A Mutanho, All Pastors here and Mission area leadership. All delegates present I greet you all in the name of the Father the Son and the Holy Spirit. It is my pleasure to take this opportunity to report what the UK Mission Area has attained from our last Conference to date through the Grace of the Almighty God.

2. THEME

“Be still and know that am God” Psalms 46 vs 10 (NIV)

3. VISION

Our vision as U.K Mission Area is to be a continuously transforming church in U.K Mission Area, that claims higher ground spiritually, physically, socially and morally.

4. MISSION

The U.K Mission area church is committed to making disciples of Jesus Christ through nurturing, outreaching, witnessing, and networking for the transformation of the world.

5. CORE VALUES

- Do no harm- by avoiding evil of every kind.
- Do good of every possible sort to all mankind.
- Stay in love with God- by following His commandments as espoused in the Holy Bible.
- Experiential Christian life- living a -life that is guided by the Holy Bible. ∞ Social responsibility- Being part of the society and contributing to the well-being of the society.

6. Four Focus Areas

- Developing Principled Christian Leaders.
- Congregational Development.
- Eradication of poverty
- Improving Global Health

7. PROMONTIONAL OF EPISCOPAL VISION (BEB)

B- Bringing more people to Christ- each member to bring at least one person to Christ.

E- Ebenezer 2014 has been and gone, we need to relive Ebenezer experience intensify our effort in education and evangelism

B- Building /buying head offices, parsonages, and sanctuaries.

8. OBITUARY

The period under review, some members of the laity and Clergy have lost their beloved ones in the UK and back home in Zimbabwe. Those lost have passed on to eternal Glory and may their souls rest in peace. To the members left behind, may the Lord and His comforting mercies be upon bereaved families and the church at large.

9. STATE OF THE MISSION AREA

We thank God that COVID-19 restrictions have been lifted as we are now meeting physically. Caution needs to be taken even though restrictions have been lifted COVID-19 is still not yet over. May we remain vigilant as Mission Area and continue to take all precautions to safeguard each other as children of God.

UK Mission area has all generations in its membership from infants to Elderly. This diversity has shown the continuity and the future potential of growth. We also thank God for enabling the opportunity for people to migrate, which has given a lot of people in the UMC an opportunity to come to the United Kingdom. This offered the UK Mission area an opportunity to grow as all charges are seeing an influx of people coming to join the church. We pray for the Children and Youth Ministry to have their own Pastor as to have more time with them, you can see this in the CM report.

The UK Mission area is doing a wonderful job by looking back home. Works of charity are being done in Zimbabwe.

Scotland UMC have successfully managed to have the 6 months appointments. Rev. E Maposa came December 2021 and went back in May 2022. Rev V Maposa came in August 2022 and she will be going back early January 2023 as Rev. R Nyakuengama will be expected to be coming in January 2023. It is my wish as a leader that Scotland will be having longer term appointments soon.

We want to thank God that the UK Mission area have successfully purchased two parsonages for South and Midlands charges.

10. ADMINISTRATIVE MATTERS

Meetings with the leaders of the district boards and committees were successfully as per plan and I want to thank you all for showing commitment in attending the meetings with punctuality.

BOARD / COMMITTEE	NUMBER OF MEETINGS
MA Executive	7
Lay leaders	3
COS	4
Trustees	3

DCOOM	2
Pastors	3
Boards Plenary	2

11. CHARGE CONFERENCES

Four charge conferences were successfully chaired except Scotland and Midlands. I want to thank Rev. A. Mutanho for chairing the Scotland and Midlands charge conferences. There was evidence of great work and commitment with quality reports presented.

12. SOCIATAL MEMBERS

Mission area RRW, MUMC and UMYF successfully hosted their conferences on the 13th of August 2022 and elections were also conducted accordingly. Thank you, my colleagues, for helping to conduct the elections.

13. DISTRICT CONFERENCE

2021 Annual conference was successfully done on Zoom

14. MISSION AREA HIGHLIGHTS AND FINANCIAL MATTERS

Charges are doing wonderful work through the twinning system. Renovations of parsonages and sanctuaries are taking place. Paying of school fees for the less privileged, groceries and drilling of boreholes to mention just a few of the great mission works been done by the Mission Area. I want to express my gratitude to all charges and your leadership with a special mention going to South and Midlands charges for purchasing of the parsonages. We pray for the rest of the charges who are in the process of doing the same. We had a total harvest of £230 601.85 and €16 280. Praise be to God and again all appreciation to the Mission Area.

Nherera Sunday was observed and £10 535.80 was raised which has been remitted to Zimbabwe. Funds were also raised towards Zimbabwe hospitals which shall be send soon when all the charges have remitted to the Mission area.

We want to thank our Ambassador Mr Gumbodete for being there for us in Zimbabwe.

15. EVENTS OUTSIDE THE CHARGES

A total of 3 funerals were attended. Weddings and 3 roora days for our church members were also attended on invitation.

16. SOCIETIES REVIVALS

MUMC had their end of 2021 revival in November.

UMYF and RRW had their revivals which were spiritually uplifting

MUMC will be having their end of year revival from the 25th to 27th of November which we are praying and expecting it to be uplifting.

17. CLEGY MATTERS

We thank God for keeping His Shepherds in this hardship situation of high cost of living.

Pastor Mudambanuki has completed the student journey. Now we are looking forward to his ordination MAKOROKOTO, AMHLOPE, CONGRAGULATIONS.

18. ITENERATION

In 2021 visits to all the charges except Central charge were done under a programme **Meet Your DS**. In 2022 again 5 Charges except Central Charge had a programme DS Mobile College which were successfully done.

Preaching and teachings were given in all 6 Charges when invited. Also preached twice to Canada and twice to Australia.

I also managed to pray with charge and local Lay leaders in the whole Mission Area.

DS inaugurations were attended on Zoom for DS's H. Zisengwe and H. Magomo's inauguration. Cabinet meetings on Zoom were all attended. I want to thank the Bishop for allowing the use of Zoom, (although some were face to face meetings) and this enabled easy attendance to these important meetings.

19. CONCERNS

Several issues of concern have not been solved:

1. It has been a challenge to have local Pastors without violating the laws of the country. As a law-abiding church, we have to make sure that everything we do is within the laws of the country. Therefore, it is my prayer that the Lord will help us to identify the best way to merge the running of the church as UMC with the laws of this country.
2. It has taken time for Pastor's salaries review to be affected as it remains my priority as well to consider the Pastor and family welfare. I want to thank the leaders for coming up with the idea of having Anthony and Collins as our Chancellor. I hope this is going to help when consulted.
3. North Charge needs a full-time pastor as agreed in the last conference. My prayer is that the Lord will help us make this happen as this will help the North Charge to grow in numbers and spiritually when they have a full-time pastor.

20. APPRECIATION

My appreciation goes to all charge leaders in the Mission area and their congregations.

All Mission Area Leaders for the great commitment.

All Pastors and their spouses

Special mention to Rev. Makina who is always there when the need arises in the North Charge.

The family who gave me the vehicle to use in the ministry.

My Spouse and family for their support in the ministry.

Bishop and Cabinet for the spiritual and moral support always rendered.

God the Almighty for the guidance.

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Humbly submitted by:

Rev. L Chigwizura

UK Mission Area District Superintendent

‘Kuti Muchienda neni, kuti Muchindisimbisa handizoty madambudzo kana basa richi konja.’

Committee on nominations and lay leadership development

INTRODUCTION

The cabinet representative DS Rev Musona, DS Rev Mafondokoto and visiting team, Rev Mutanho, DCOOM Chair, and spouse, Mai P Mudambanuki our district worker na Baba Pastor Mudambanuki, M.A Lay leaders; Mr L. Chinodzama and Mrs J Sibanda, MA officials and the Conference at large, I take this opportunity to greet you all in the name of the Father, the Son and the Holy Spirit Amen. It is my pleasure to take this opportunity to report what we, as MA attained by the grace of the almighty God during the period under review.

ELECTIONS

There were no MA elections or gap filling done during the time under review, however organisations elections were conducted accordingly. MA elections or new leadership will be conducted at this 2022 MA Conference.

Elections in charges and locals were done accordingly and the charge conference reports proved that great work was done towards leadership development through lay trainings.

APPRECIATION

- All pastors and charge leaders for the great work being done towards leadership development.
- The MA executive members for the unwavering support towards uplifting and accomplishment of the church’s vision. Thank you all for the good work done in the last two years.
- The almighty God for the wisdom and guidance as we handle this heaven bound obligation.

We continue to pray for the team spirit bearing in mind that despite the prevailing social and economic challenge, our motto is that naJesu Zvinoita

Humbly submitted by:

Rev. Lizzy Chigwizura

UK Mission Area District Superintendent

Trustees Report

1. Salutation and Introduction

The District Superintendent Rev L Chigwizura, members of the clergy and your spouses, fellow Trustees, Mission Area executive members, delegates, ladies, and gentlemen, we bring you warm greetings and welcome you to this Annual General Meeting which as you all know is also our Mission Area Conference. It is with great humility that we are given this opportunity to address you today as UMC (UK) Charity Trustees and share with you the work done during the year under review and our thoughts for the future.

2. Overview

We are grateful that during the course of the year, we started witnessing signs that we were slowly getting out of the COVID 19 pandemic. Although the Church has rightly continued to urge caution to its members and to its programmes; that people are now meeting face to face for Worship Services and Revivals give us hope that the worst is past us. This year has been a very busy and taxing one for the Trustees in that there were some very challenging issues that needed to be addressed. We are thankful to God that as we prepare to handover to new Trustees at the end of our term there will be no outstanding matters to deal with.

3. Work Done

- (i) Webpages on both Charities Commission and Company House are up to date
- (ii) Records of minutes, Trustees' records i.e., DBS etc are being kept by both our Trustees secretariat and the administrative secretary at the head office.
- (iii) The Trustees Annual Report and Charity Accounts were filed in good time well before the set deadline by Companies House (30th September) and Charities Commission (31st October). Our utmost gratitude and appreciation go to our Councils on Finance at the various levels i.e., Local, Charge and MA for making this happen, not forgetting our external auditors Leroy Reid & Co for their part in ensuring that this is achieved.
- (iv) Worked in conjunction with our Solicitors Anthony Collins LLP. in ensuring that the issue of Retirement Awards due to retired Pastors i.e., Rev J C Banda and Rev K M Marange was successfully resolved. The two subsequently received £5,000.00 each from their respective Charges. We would like to thank CoF and Committee on Superintendency for their cooperation.
- (v) The Trustees had to hire a Safeguarding consultancy (Christian Safeguarding Services) to help in the case that was brought against the Charity from one of its members. The member had channeled their grievances which were of a safeguarding nature through the Charities Commission who in turn demanded answers from the Trustees. We thank our Safeguarding team for their professionalism and diligence in handling the case. We are happy to report that the Commission were happy with our processes and explanations and the case against the Charity was dropped.
- (vi) Provided adequate staffing of Level 1 users in regard to the Home Office Sponsorship Management System.

4. Looking Ahead

- (a) Training for Trustees – we feel that this important programme has to be slotted together with other training schedules and should be targeted not only to the Trustees but also to the general membership.
- (b) More ways be found for strengthening the harmonious working relationship between the Trustees and the Executive as their roles are complimentary and not contradictory.
- (c) We feel there has to be a concerted effort in looking at ways of optimizing Trustees functions in moving some of the Church programmes forward including but limited to policies review etc.
- (d) Now that we are registered as a recipient of Gift Aid and that significant amounts have been received so far, it is our considered view that this should put the Church on a strong financial footing and that these funds could help further the Ministry.
- (e) It is noted that visas for Pastors on Sponsor’s Licence end on 14/01/2024 and we would urge that preparations and consultations by the responsible agency, commence now to ensure that we have no future gaps in pastoral provision.

5. Recommendations

(i) Renewal of Sponsor’s Licence –

- a) Whereas the Licence start date is 24/10/2019
- b) Whereas the Licence end date is 23/10/2023
- c) Whereas the Licence renewal opening date is 26/07/2023
- d) Whereas Pastors’ visa end date is 14/01/24

We therefore recommend that preparations for our Sponsor’s Licence renewal commence now to ensure that the application is launched on the renewal date i.e., 26/07/2023.

(ii) We recommend the review of all policies annually by the respective agencies. These policies should be dated and have review dates. A composite list be kept by the Church BOT and the Charity Trustees.

(iii) The issue of reviewing our governing document and trustees’ composition has been topical for some time now. Your Trustees attempted to address this matter with little success. We therefore recommend this review be done preferably by say, Strategic Committee which could be mandated to co-opt and speak to those whom they feel to be resourceful. This committee should be tasked with submitting a report together with recommendations on a way forward at the 2023 AGM.

(iv) We recommend that Leroy Reid be appointed as external auditors for the 2022 financial year.

6. Gratitude

We thank God for the opportunity granted to us to serve as Charity Trustees for the 2021-2022 term. The enormity of some of the challenges we faced and their peaceful and successful resolution points us to say, ‘It can only be God and thank you!’

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To the DS Rev L Chigwizura, thank you for your wise counsel and your stabilizing and calming effect. May the Lord continue granting you Solomonic wisdom as you lead this, Church.

Last but by no means least we want to thank the membership for your trust in us. It is our hope that we served you the best we could and to your high expectations.

G T Mataranyika

For and on behalf of UMC (UK) Charity Trustees

Lay Leaders’ Report



Mr. Law Chinodzama



Mrs. Joseline Sibanda

Salutation

Reverential DS Reverend Lizzie Chigwizura *and spouse Mr. Chigwizura*, the visiting District Superintendents, Zimbabwe Annual Conference officials, UK MA Pastors and spouses, Trustees, members of the UK, Scotland and RoI Charities, Leaders of the UK/RoI Mission Area, Charges and Locals, distinguished members of this conference, guests, ladies, and gentlemen today here present. We express our warm greetings to you all as we share with you the lay leaders’ work done in the UK MA in the year 2022. Now that we hit another milestone last year, there is no befitting time such as this to gather and reflect on our grinds and toils throughout the year gone by. We welcome you all to this MA UK Conference 2022 and let this position be the benchmark upon which our steadfastness is measured. May we continue to thank God for the provision of opportunities that we all have.

1. **Introduction:** we bring you Holy greetings in the gracious name of Christ Jesus in these very unusual and challenging times. We do give all thanks to God for easing the challenges of CoVid-19 cases in the UK, we are witnessing significant drops in new positive cases, hospitalisations, and deaths. It is our considered view that we are out of the woods.
2. **Our core values**
 - (a) Experiential Christian Life-living a life that is guided by Holy Bible.
 - (b) Love your God as exposed in the Bible.
 - (c) Social Responsibility- being part of Society and contributing to the well-being of the society
 - (d) Do good - of every possible sort to all mankind.
 - (e) Do no Harm- by avoiding evil of every kind.
3. **Mission:** “The United Methodist Church UK Mission Area is committed to making disciples of Jesus Christ through outreaching, witnessing, and nurturing for the transformation of the world”
4. **Theme:** Psalms 46¹⁰, “Be still and know that I am God.”

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5. **Laity Theme:** 2 Tim 1 v 8-12 Rise Up-Reveal God’s grace

6. **Our Vision:** We continue to center our efforts on building *‘A vibrant church spiritually empowered and fully equipped for its mission.’*

7. **Condolence Messages**

Many of us here lost our beloved ones over the course of the year due to various causes. On behalf of the church, we express our heartfelt condolences to all those who lost their beloved ones in the U.K., Zimbabwe, and elsewhere across the globe. May the Conference observe a minute of silence in respect of our members who passed on:

- i. Mrs. Dadirai Chingono (10 January 2022) Nottingham
- ii. Mr. Richard Maumbe (13 April 2022) Northampton
- iii. Mrs Lenny Chopamba (10 July 2022) ROI
- iv. Mr. Langton Dzirutwe (29 July 2022) Newcastle
- v. Mr. Carl Mwaitirwa (02 September 2022) RoI

8. **Four focus areas**

i. **Leadership development** the church will put a lot of emphasis on training in the form of training, seminars, and workshops in all our Locals, Charges, and at the MA level. These pieces of training will make us develop principled Christian leaders. Online Zoom several teachings were carried out across the MA. Christian education pieces of training were held online. All these activities were undertaken during the current year under review to empower our leaders in their many roles. We recognise academic achievements attained by both clergy and laity members.

ii. **Congregational Development** we foresaw bringing in more souls to Christ this year through revivals and bringing vibrancy through active participation of the junior church, the UMYF, the teen church, and the young adults. The praise choirs sung by individuals and couples and Midlands Charge MUMC Choir have helped to reignite the ministry of the church as we recover from the covid-19 pandemic. We continue to witness congregational development through souls won to Christ, spiritual growth, nurturing programs, and increased financial performance.

iii. **Poverty Alleviation** Topics on empowerment were taught in locals, Charges, and MA. The MA is committed to reducing poverty in its community and beyond by assisting those in need. The MA through CM is going a long way in supporting the lives of the most vulnerable in Zimbabwe. Some of the pastors in rural districts are receiving support from the MA and associated home links. Most locals are twinned with other rural circuits in Zimbabwe. The Connectional Ministries report will elaborate on the initiatives being done toward mission work.

iv. **Global Health** We encourage our members to live healthily in their respective communities. The MA continues to provide health-related assistance to residents of the community and beyond. Our Health and Welfare Committee teams have been active in spreading Covid-19 awareness through various forums by WHO guidelines. We continue to encourage members to adhere to the 4 pillars of COVID-19, which are: Sanitise, Mask-Up, Social distancing, and Vaccination.

9. **General State of the Church in the Mission Area**

DS and conference we are happy to report that UK MA UMC is alive, healthy in ministry, growing, and doing great exploits as we continue to make disciples of Jesus Christ for the transformation of the world. We celebrate the resumption of in-person worship services across the MA and this has helped to rebuild spiritual routines and rekindle Christian relationships. The second half of the MA year has seen improved worship service attendance and

participation in Charges and locals. We want to applaud all locals that have adopted the combination of virtual and physical to cater to some of our members who are not yet attending in-person services. The church is claiming higher ground spiritually, financially, physically, and socially. Face-face sermons, mid-week prayer bands, sacraments, and revivals are taking place across the area. Uplifting face-to-face Charge/MA revivals are spiritually uplifting. The attendance and thirst for the living word are overwhelming. Weddings, visits to the needy, etc, are taking place during the period under review. Allow us DS and the conference to say a big thank you to Midlands and South Charges for putting the front foot forward in purchasing properties, praise be to God. We are grateful to God as we celebrate together what the church has achieved during the period under review. The spiritual, numerical, geographical, and congregational growth witnessed in the MA in the period under review is the testimony of growth, nothing but growth that is deep-rooted in The United Methodist Church Theology, Articles of Faith, and Doctrines. For all these glaring works of grace, we give glory to God.

COVID-19 Opening and managing church buildings

The situation across England is that while coronavirus is present in most communities, we have a population where previous infections and the national vaccination program means the majority of people have some immunity. Levels of immunity do vary individually and some people will continue to be significantly vulnerable to the virus and its potential long-term effects. The removal of the remaining restrictions holds out the hopeful prospect of the end of the pandemic but will nonetheless raise concerns for some. While we are in the phase of moving from a pandemic to an endemic situation, the pattern of worship may decide to continue some precautions based on their own circumstances to protect others and themselves. Within the Church, we believe that everyone is known and loved individually by God and that as many members within one body we are called to be responsible to and for one another, respecting the more vulnerable whose suffering is our suffering (1 Cor 12¹²⁻²⁷). Health and Safety teams and their Church leaders are navigating their local situations, conscious of their environment, their community, and the vulnerable within it. Local feelings about activities and risk will vary, but referring to the last issued risk assessment document is a useful way to ensure there is a clear rationale for any additional measures that are put or kept in place. Where there is an expectation around large revivals, often involving many who would not visit places of worship regularly, there is a particular challenge and good communication is key to managing expectations. In every, situation there is likely to be a range of feeling about risk, both to ourselves and to others, that will need to be accommodated by our locals in a way appropriate to each of them. We recognise the continuing difficulty in deciding on the measures needed in some situations, but Health and Safety and Lay leaders can all be asked for help and advice. It is strongly urged that the approach to differences of opinion is above all pastoral and that the help and support of lay leaders is sought if and when that is helpful. We are happy to report that we made some steady strides in achieving our set targets. Even when church buildings have eventually opened, it is now the new normal rather than business as usual. We feel spiritually uplifted because of various face-to-face revivals organised during the reporting period. Regarding current and future situations with COVID-19, we refer and rely on our competent Health and Safety team for guidance.

10. The Charity and CLG: We reserve the privilege of this report to our colleagues the Trustees’ team.

11. General Conference postponed until 2024

The much-awaited 2022 General Conference of the United Methodist Church was once again deferred to 2024. We now have it that the Judicial Council now has to make a ruling whether the 2024 GC is the postponed 2020 GC or a 2024 regular session. (The

fall docket has now been posted on the JC website). Important questions to ask are e.g., who will be the delegates to the 2024 General Conference? Where does this leave the African United Methodists? What are the options before them? etc. These questions will now have to be answered by the Judicial Council.

Key Highlights:

Harvest

2020	2021	2022
£228, 046.50	£252, 414	£230, 601.85
€11, 330.00	€16, 342	€16, 280

Despite the uncertainty and financial hardships caused by the Russia-Ukraine war, Covid-19, and Coast of Living Adjustment, our members have continued to demonstrate their Macedonia spirit of giving. During the year under review, we saw the area celebrating a harvest of £230, 601.85, and €16, 280.

Episcopal projects

Covid-19 Allowances for Pastors

2020	2021	2022
	£8, 020.00	500

We are concerned with the poor income and meager allowances for some rural Pastors in Zimbabwe. This year, 2022, we cumulatively raised £?

Pastoral Appeal Sunday

2020	2021	2022
		US\$11, 710

We remitted US\$11, 710 for our rural and retired Pastors in Zimbabwe.

Rural Pastors Car Fund

2020	2021	2022
		2,410

In the year under review, we cumulatively raised £?

Nherera Sunday

2020	2021	2022
	13, 322.73	10,534.62

We remitted to designated recipients a total of US\$11,280.

Zimbabwe hospitals

2022
1,025.55

We have a total of £1,025.55

Organisations

We have done the elections, and the Church is happy

Twinning programs with circuits in Zimbabwe

- i. Paying Pastors' allowances
- ii. Buying land to build Parsonages and church buildings
- iii. Renovations of parsonages and sanctuaries
- iv. Buying school uniforms for less privileged children and paying their school fees
- v. Buying motorbikes for pastors in rural areas etc.

This initiative embraces and is intended for the whole community, not only for the UMC children.

For a full report on twinning please see the CM report. We appreciate the entire CM Teams at all levels who are in the driving seat for this initiative.

- i) **Meetings** – We continue to hold our meetings virtually. We realise that the virtual way of doing business is giving us good results with the added benefits of cost-cutting and time management among others.

Administratively

We attended the MA administrative meetings as follows:

Date	Committee	Venue
Jan 22	MA Boards & Executive meeting	Virtual
Jan 28	MA Executive meeting	Virtual
Feb 5	MA Annual Meeting	Virtual
Feb 19	MA Executive meeting <i>proposal for resuming f2f worship</i>	Virtual
Mar 22	MA Executive meeting	Virtual
April 8	MA Executive meeting	Virtual
May 12	MA Executive meeting <i>guidance for resuming f2f worship & clergy staff vehicles presentation</i>	Virtual
May 14	Area Laity Academy	Virtual
June 3	MA Executive meeting	Virtual

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June 10	MA Executive meeting <i>Safeguarding Policy</i>	Virtual
June 25	MA Boards & Executive meeting	Virtual
July 28	MA Executive meeting <i>Safeguarding Policy</i>	Virtual
Oct 17-23	Laity Week Activities	Virtual
Oct 29	Pre-Conference report; a plenary session	Virtual

We attended charge conferences as follows:

Date	Charge	Venue
Saturday, October 8	South	Virtual
	North	Virtual
Sunday, October 9	Central	Virtual
	RoI	Virtual
Saturday, October 15	Midlands	Virtual
	Scotland	Virtual

The spiritual welfare of the Church

We attended the following

Date	Activities	Venue
January 1-14	15 days of prayer and fasting	Virtual
January 15	Prayer and fasting revival	Virtual
January 29 - 30	UMYF Revival	Virtual
March 14-20	RRW Week	
April 8	Holy Week	
April 15-17	Easter revival	Virtual
April 22-23	MUMC Retreat	

July 15-17	RRW Revival	Blackpool
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The year under review presents celebrations and challenges:

Celebrations

- i. **The bishop** for an appointment of Reverend Violet Maposa on 6 months business ministerial visa to Scotland. It is time for Scotland to use their charity for this program of bringing pastors as the current registration being used is for England and Wales.
- ii. **Charge Conferences** that all went on well, thanks to our DS Reverend Chigwizura, clergy, and laity together.
- iii. **Gift Aid scheme for Charities.** This year we received £89,972.92
- iv. **2021 Audit.** For the third year running, we are happy to report that the 2021 Audit was completed and on time. Audited Accounts are now filed with both Charities Commission and Companies House. Thank you CoF Teams.
- v. **Salary Review Task Force.** This was completed and passed by MA Conference at Annual Meeting 2022, see CoS report.
- vi. **Parsonage purchases.** Two of our Charges, South and Midlands Charges purchased parsonages.
- vii. **Laity Week Activities.** We held a successful Laity Week Program with facilitators at Charge/Local levels presenting teachings on topical issues as outlined below;
 1. *How can we be unashamed of our faith in Christ in an antagonistic secular world?*
 2. *Arise and shine, how can we rise and shine in circumstances we are facing as Christians in the diaspora?*
 3. *What is God's grace and how can it be revealed in our present life, and what programs can we do to reveal God's Grace? How the power of God's grace empowers and enables us to be agents of Jesus Christ*
 4. *"The Big Tent Church", and 'stay in the continuing UMC"', what do these terms mean exactly to the UMC?*
(ii). Do the disaffiliations going on currently in the USA UMC Churches have any impact on the UMC Church in Africa? Any insights?

The MA topic (4 i & ii above) was not presented on Tuesday, October 18. It will be presented later this year when both the presenter and dates allow.

Challenges

- i. The absence of pastoral care across the whole area is real, especially during a time when our church members are facing many challenges due to the pandemic and life in general.
- ii. The church's website is underutilised. The content to read on the website is inadequate. Charges/locals should publish their activities on the website for our members and visitors to browse and get information. We are experiencing a high volume of Zimbabweans migrating to the UK and their point of contact should be the website. Digital evangelism is the new norm in getting new members to the kingdom of God, but we are behind on this. The review of our website service and the provider to assess how effective it is in meeting our developing needs as it serves as a source of information, emails publication, and informative publications is a work in progress with BoT, see the full report
- iii. North Charge, we regret this desperate situation. This is worsening North Charge's spirituality, perception, and stability. In the immediate term, a CLM will be employed to serve for 6 months. We are recommending smart sustainable ways to achieve

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ministerial supply to the whole of MA. We remain supportive of North Charge having full pastoral services. See CoS report

- iv. Continuous drop of membership across the whole area.

Below herewith are our objectives set out for 2021-2022

Program	Objectives	Achievements
Core business	<p>Administration</p> <ul style="list-style-type: none"> - Continue using the dashboard to ensure prompt & consistent record of tracking data & activities & trends of Church business. - Facilitate payments and acquisition of resources as necessary and appropriate. - Provide all necessary support and guidance to ensure enhanced moral and sensible attainment of Church expectations. <p>2. Supervision of Boards</p> <p>3. Standardised process Ensure all Church decisions are recorded and standardised for GDPR reasons:</p> <p>Communication Ensure information is timely and prudently disseminated both ways to ensure harmonisation of programs and information sharing</p> <p>Integration Promote intra and inter Church interactions and involvements</p>	<ul style="list-style-type: none"> - Continued with the use of Dash Boards - Attended all meetings and kept tracking record - Support adopted programs and policies put in place by the CM, CoF, CoS, and BoT i.e., all committees - To ensure that the church email domain supplied for all official communication is effective - Use of WhatsApp groups for Lay Leaders and M.A Executive to complement other formal means of communication already in place e.g., emails and phone calls Encourage Locals/Charges to work together.

<p>Church Growth and Congregational Development</p> <p>Church structure</p>	<p>1. Review & re-organise Church structures –ensure adequate worship environment is provided fairly to all.</p> <p>2. Laity Week and Laity Sunday – provide a proper framework, programs, teachings & support for the development of a Church, thereby promoting Laity empowerment & participation in the day-to-day business of the Church.</p> <p>3. Property acquisition – Encourage respective organs of the Church to prudently deploy their resources and within the law</p> <ul style="list-style-type: none"> • To find and present an informed and accurate view of the current state of our Church in view of: • -Effectiveness of Ministry • -Costs of running the existing structure • -Cost reduction 	<p>Rise Up! And Reveal God’s Gift (II Tim. 1⁸⁻¹²) “Lay Leaders Rise Up: Doing Ministry by Doing the Work of God</p> <p>The newly appointed Building Committee brought new ideas and options of types of property e.g., Midlands/South Charges bought Parsonages (cash).</p> <p>The Church has evolved over the years, and changes have taken place over the years from the last re-structure and the need to effectively serve members’ needs. CM is, therefore, revisiting the structure through:</p> <ul style="list-style-type: none"> - Consulting and gathering statistics throughout the year for an informed and accurate opinion of the state of the Church. -Consultations with stakeholders, focus groups, and Leadership will be wide, with frequent and relevant zoom calls taking place if needed. <p>The final report and recommendations will be in place in time for the 2022 MA Conference.</p>
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<p>Worship</p>	<p>1. Integration – support the increased participation of Church members and involvement of all in worship sessions.</p> <p>2. Church Vibrancy – encourage the use & adoption of instruments and acceptable practices to ensure belonging by all</p> <p>3. Stewardship & Temperance – promote programs that enhance dignifying and healthy worship practices and the well-being of the Church members.</p>	<p>- Much emphasis was placed on J.S.S, teen church & U.M.Y.F. There is still a lot of work to do in this area to come up with programs that attract teens and UMYF to develop an interest in Church activities.</p> <p>-Efforts are still underway to equip coordinators for JSS, teen church & UMYF to make these groups more visible in worship and church programs</p> <p>- We participated in and supported the Stewardship & Temperance programs. -Encouraged and supported such teachings on Temperance and giving during Sunday School</p>
<p>Strengthen ties with ZWAC/ZEAC</p>	<p>Support the Rural Pastors’ Car Fund. CoVid-19 Pastors’ Allowances.</p>	<p>-Encouraged lay leaders and willing members of the Church to contribute to the fund. Charges/locals responded positively through budgeting for the Rural Pastors’ Car Fund. -The Church raised a significant amount of money towards the CoVid-19 Pastors’ Allowances.</p>
<p>Charity Commission and Companies House Compliance</p>	<p>Meet submission of information deadlines</p>	<p>-We worked with all stakeholders to submit Audited Books of Accounts, yet again on time, for the third time. - The 2021 Audited Accounts are filed with both Charities Commission and Companies House Accounts and annual returns, UNITED METHODIST CHURCH (UK) - 1169890, Register of Charities - The Charity Commission -All charge CoF Teams worked closely with and abided by the M.A CoF Dashboard.</p>

About candidates to Ministry, see CoS report.

Compliance-

- a) We rally behind the BoT and Media teams to lead and guide us and adhere to policies to ensure safety and protection.
- b) We remain compliant with our Charity regulations and this includes ensuring that all leaders and Pastors are DBS-checked.
- c) The vehicle policy for Pastors is now in place

Performance of Boards and Committees

- A. **CoS:** We have a very hardworking committee whose commitment to the welfare of our DS and all our pastors and employees is unquestionable. They made PPR reports to charge easily, by training them on a standard format, which captured all relevant information and reduced questions during circuit charges. Keep it up Mrs. Manyika/Mashiri and team, we acknowledge and appreciate the sterling work you do.
- B. **CoF:** Our Finance committee handled the charity finances very well. Every week they update (via the Finance WhatsApp platform) detailed and very clear updates of transactions. Wherever they get the time to do that – only God knows. We want to commend them, most sincerely, for designing a very useful and easy-to-use form for use requisition forms. The training(s) that they offer to the finance personnel in the charges/locals empowered them and ensured greater transparency and uniformity in handling and reporting church financial statements. We thank you for sharing the format that is used for reporting and thank you for working hand in hand with auditors to ensure the implementation of audit recommendations at each charge/local. We salute your diligence Mr. Gombakomba/Makunike/Chipuka and your team.
- C. **BoT:** We acknowledge with gratitude the work you have done and are doing in the MA. Monitoring parsonage acquisition taking place throughout the MA and ensuring that all church assets are maintained properly is not an easy task given the prevailing environment. Thinking through the vehicle policy is not easy, but thank you. We also trust you will continue to monitor the completion of the parsonage acquisition in Central Charge for 2023. Thank you very much Mr. Magomo/Ndagurwa and your teams for your sterling efforts.
- D. **CM:** You are the heartbeat of the church in the MA and indeed your thoroughness in planning programs, your timeous reminding of pending events, and your effective communication skills, made the work of everyone else manageable. The mission and vision of the UK MA for the year were achieved. Thank you very much Reverend Agbeth Mutanho, CM chairs Mrs. Nyabereka/Mutyora, and the entire CM team. Your wisdom and guidance are highly valued even beyond CM. You really made our work easy. We acknowledge the sterling work done by our organizations - MUMC, RRW, UMYF, and Children’s Ministries.

Charge Highlights:

Midlands Charge

- Covid19 still affecting us, albeit to a lesser extent than the previous year. We saw the Lord’s healing power on members of our church who contracted Covid and fully recovered. This year we celebrated the return to physical church gatherings in all our five locals. We have, also maintained zoom platforms for vulnerable members who are not yet able to attend church services physically. We have also continued to use online platforms for other church programs and meetings when its deemed appropriate.
- As Midlands Charge, we are very pleased to have successfully purchased our own parsonage 65 King Edward Street Darlaston. We thank God for enabling us to realise this long-term goal for our Charge, Ebenezer!
- Parsonage renovations work was successfully completed, and Pastor in Charge has moved into parsonage at end of September 2022.

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- Safeguarding, as Charge we had no reported safeguarding cases reported for the year under review. WE held Charge Lay Preacher refresher and Safeguarding training programs.
- Secure Data Storage, we have purchased our own Charge's central data repository (OneDrive) system for our documentation. OneDrive data storage training sessions for Charge and Locals have been undertaken and all Church data is now securely stored at this central repository.
- We continued to grow the pool of local lay preachers. A number of aspiring lay preachers have been recommended by local churches to be trained as Lay preachers.
- We have held our first physical Charge revival gathering since Covid19 lockdown on 10th September in Wolverhampton.
- Our outreach program in Zimbabwe has touched many souls and continues to bring people to Christ. As a Charge we have supported outreach program supporting in Masvingo district covering: Nyajena, Gutu Chepiri, Zaka East, Chirumhanzu, Gaza Chambuta
- Our Charge Harvest total was £54 663.32 against a target of £55 000.
- We have remitted £800.00 towards the Zimbabwe rural car fund.
- As a Charge our Pastor's workload is very high and there is urgent need for additional pastoral support in our Charge.

South Charge

1) The acquisition of a parsonage at 111 Whitelands Road, High Wycombe on 26 November 2021 and subsequent occupation by the Pastor in charge and family on 24 August 2022 after undergoing renovations, is one of our greatest gifts from God. The charge leadership visited the parsonage on 14 September to witness this blessing. Our heartfelt gratitude to men and women, past and present, far too many to mention, who dreamt about this project, kept the faith and continued working tirelessly until we got hold of it. We also would like to thank the DS Rev Lizzy Chigwizura and the MA Lay leader Mr. Law T Chinodzama for your visit to be with us on the day and to bless the house. Ebenezer!!!

2) We celebrate a bumper harvest of £65,486.53 against the backdrop of a harsh economic environment and a high cost of living. Mwari ngavakudzwe

3) We congratulate our Pastor in Charge, Pastor Kudzanai H Mudambanuki on completing his 2 years of probationary membership and now awaits ordination as an elder of The United Methodist Church. Such is God's doing. Makorokoto makuru.

4) We welcome and celebrate all new members who joined us from different places during the year under review and congratulate those that successfully went through different stages of their membership status in the church.

5) Twinning projects with the Zimbabwe Episcopal Area circuits were successfully completed. See CM report for more information. We also raised £500 for Covid support and £910 for Rural Pastors' Car Fund

6) All our locals resumed face to face worship services. However, attendances are still low as some are preferring to attend virtually.

7) Assessments to MA fully paid for the year and audits are up to date

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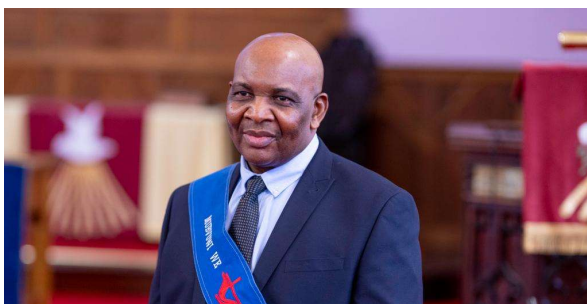
Mrs Abigail Kamutero
Central Charge Lay leader



Mr. James Kapumha
Central Charge Associate Lay leader

Central Charge

- Bumper harvest of £78,048.30 - target was £80k. Mhururu kumatenga
- We had 4 weddings in total, two in Zimbabwe and two in the UK. Luckson Humure and Rev Tryphine Mukwena; Zvikomborero Dyrakumunda and Ashock Mushonga; Tariro Dengezi and Herbert Mupfumira; Nomsa Chizhowezha and Calm Mandizvidza
- Paid our full assessments for 2022 to MA £31,000
- Paid £1500 towards Zimbabwe rural car fund
- Discussions are at an advanced stage in regards to the acquisition of our parsonage
- We had a very successful face to face church service to recognise and celebrate our over 70s
- The Lait week was well observed. Attendance was good and we were spiritually uplifted.



Mr. D Mwandimbira
North Charge Lay leader



Mrs. Rugare Mojapelo
North Charge Associate Lay leader

North Charge Challenges

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1. We acknowledge with great sadness the misfortunes some of our members have experienced to this point in the year in the form of bereavement, sickness, financial, and other social problems.
2. Resident Pastoral support The Charge is really struggling without a resident Pastor. Reduced visitations to pray for the sick and where members have lost their family members has seriously impacted the church. We however extend appreciation to our Pastor in Charge DS Rev Chigwizura as we have felt her presence ever since she joined us. She has reached out to the bereaved and the sick. We are however aware of the demands on her time which will get even more pressured when we are now fellowshipping face to face. It is our key priority to continue highlighting this need for us as a Charge as it is having severe impact on membership spiritual development and support in times of need.
3. UMYF activity- the participation and engagement of UMYF in our church is a worry as not consistent across all our locals. We will continue working with local areas to support activity in this age group.
4. Training -Not having Lay training has impacted in the effective undertaken of some offices as office bearers needed guidance on expectation of role. Some members have managed to attend various training either on MA or other Charge platforms but having in our Charge is a key priority for the coming year, 2023.

ACHIEVEMENTS

1. We continue to work very well with our Pastor in Charge, DS Chigwizura and as stated earlier, her presence is really felt within the charge.
2. We have been blessed with weddings and new babies in the Charge.
3. We had a successful Harvest festival- record breaking £24 592.00.
4. Managed to hold all administrative meetings for both the locals and charge as per the calendar.
5. Attended all MA meetings which we were invited to attend.

No Assessments to go MA until we have been given a Pastor

We wish to highlight the position taken by the Charge which has been communicated to the Mission Area that North Charge will continue to withhold any Assessments to MA until the charge has been given a Pastor.



Mrs Charity Tsambwa
ROI Charge Lay leader



Mr. Kidwell Mwaitirwa
ROI Charge Associate Lay leader

ROI Charge

- Attended and participated in all MA Boards and Committees meetings as scheduled.
- All organisations held successful spirit lifting revivals which we attended.
 - RRW: 11-12 June 2022.
 - MUMC: 13-19 June 2022.
 - UMYF: 29-30 January 2022.
 - MUMC Revival: 1st October 2022, where two full members were confirmed.
- As a Church we raised €365 for the Rural Pastors Allowance. Other noteworthy collections, which will be reported upon by the relevant committees, include but not limited to €515 for the Pastoral Appeal Fund, €450 for Hospital Contributions and €750 for Nherera Sunday.
- ROI is twinned with Huyuyu circuit in Murewa District and we managed to assist with 150 bags of cement for the construction of their church, which is progressing very well.
- ROI has been blessed with new membership from recent arrivals relocating from Zimbabwe and also from within the Irish borders.
- 2022 Harvest collection of €16280, surpassed our target of €15 000.00
- We are holding once a month face-to-face church services (post covid-19 lifting of restrictions), where attendances are improving. Our zoom services are also helping reach out to those who are resident in other areas/countries and not able to attend their own services. We have a member resident in Uganda who regularly attends our services.
- We are up to date with our assessments.
- Our Trustees' submissions to Charities Association Ireland are up to date (Sept 2021). The next reporting period is October 2021 to September 2022.
- We observed Laity week, which was well attended.
- All office bearers are Guarded vetted (DBS equivalent).



Mrs Memory Sanyanga
Scotland Charge Lay leader



Mrs Charity Mudiwa
Scotland Charge Associate Lay leader

Scotland Charge

- 1 UMC Scotland faced so many challenges due to Covid pandemic. Despite the challenges, God has been faithful and his presence has been felt in the Scotland church.
- 2 The Bishop appointed Rev V Maposa to provide Pastoral support until December and another Pastor has been appointed for January 2023. The church is grateful and would like to thank Bishop’s office, DS’s Office and MA leadership for your support. As Scotland charge, we have agreed to continue with 6 months visa and to have a Pastor for a longer period from 2024.
3. Our church attendance turn has improved due to Pastoral care.
4. Our Charge Conference was also a success but Scotland to work towards PVG/DBS Compliance.
5. Patterns of worship: We are meeting face to face for Sunday service and Revivals. Section meetings, organization meetings and all administrative meetings remain virtually.
5. Covid 19 allowance money contributed so far is £120. Hospital funding £110. Rural car fund £100. COVID Appeal and Rural Car fund will be remitted to MA by 30 Oct. It appears a lot of members have joined home link groups to support Pastors (back in Zimbabwe) from their local villages and not contributing towards the Covid allowance and rural fund despite encouragement from Lay leaders.
6. The Laity Week was successful, fruitful and spiritually uplifting.

Budget proposal

Stationery & Administration includes conference material and office @ £15	£500.00
MA Office Rent Only	£1,500.00
Laity Activities	£250.00
Chancellor - legal services	£480.00

Budget proposal

Zimbabwe Annual Conference - DS Flight ticket return	£850.00
Per Diem - DS Travel to ZEA for 5days in Zimbabwe	£654.00
Per Diem - Main delegate to ZEA	£664.00
Lay delegate's travel to ZEA	£850.00
UK greeting both ZEAC and ZWAC Conference	£1,000.00
Delegates' reg to the	£3,076.92
Total	£9,824.92

Observations

- i. We are running charities that are not linked but our activities are linked e.g., we invite people to the UK on England charities but they proceed on to work in Scotland.
- ii. Pastors on sponsor licence visas expire on January 2024. For us to achieve a smooth transition for pastors by January 2024, we need to process their visas by Dec 2023.
- iii. That there is a lack of clear information on what's happening in the denomination or open discussion on matters of our faith. There are many more questions about human sexuality and disaffiliation happening, and these questions have made it clear that there is a lot of confusion and misinformation in the church about this topic, and the Church has geared up to go in different directions.

Recommendations

- i. To ensure that we are together as MA. We need to link our various charities.
- ii. To start the process of the engagement of the next recruitment of pastors starting by May 1, 2023.
- iii. To have teachings on iii above as soon as possible.

Looking Ahead, the Bible is an incredible source of guidance, hope, and peace in whatever circumstances we face. Covid-19 has changed the landscape we live in and created huge uncertainty. But the God we worship is one whose love can be relied upon. We hope that this will be a source of hope in this winter's darkness.

Appreciation

Allow us to express our appreciation as follows

1. Bishop and Cabinet-for giving us 2 pastors on The Sponsor License Program and an Elder who is in Scotland on 6 months ministerial business visa.
2. DS Chigwizura, spouse, and DCOOM Chair for prayers and guidance throughout the year, and for galvanising the MA.
3. MA Executive, MA leadership at large, Charge Lay Leaders, and Charge and Local Leadership
4. The wider church membership for your love and commitment to the UMC.

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5. Our Levels 1 and Level 2 Officers for keeping us updated on all Home Offices updates and doing all the applications and completion of forms as and when required by the Church.
6. ZACs treasurer for acknowledgement receipt of funds that the MA sends Zimbabwe.
7. Lastly on behalf of all church leadership, to thank our families for bearing with us during our call of duty.

Conclusion

With perfectly noble intentions, we may have by omission and/or commission inadvertently misjudged, offended and been overzealous, both in deed and word. Yet we must with all the decency of well-mannered believers, take utmost responsibility for our deeds, ‘... confess our faults...’ James 5v16 and apologise for all our shortcomings. Otherwise, it has been a humbling experience to serve the church in the office of Lay Leaders in the time that we have been in office. We thank you all. Happy Christmas and a prosperous year ahead.

God bless you.

Law Chinodzama & Joseline Sibanda
MA Lay Leaders 2021-2022

Safeguarding Report

<p>Training and Education</p>	<p>With liaison and support from the Athena Care safeguarding agency to offer training, consistent information and support to all Safeguarding Officers and Stakeholders at MA, Charge and Local level.</p> <p>Safeguarding Training Day</p>	<p>Some Charges managed to arrange Safeguarding trainings to equip their leaders and Charge personnel. These Training sessions were found to be very insightful and educative and enhanced knowledge and understanding of UK policies and legislation in relation to Safeguarding work to maintain compliancy with UK Law.</p> <p>At MA level training still to be planned for incoming leadership and to be achieved by February 2023.</p>
<p>Continous Safeguarding Policy Overview</p>	<p>To continually enhance understanding of different aspects of the Safeguarding policy to empower congregants throughout the MA and to review policy as some aspects in policy are outdated.</p>	<p>The UK MA Safeguarding Policy was effectively and successfully reviewed by our provisioned Safeguarding consultancy agency (Athena Consultancy Agency).</p> <p>UK MA Safeguarding Policy is now uploaded on the UK UMC MA Website and free for all to use and to refer to for guidance and direction for all safeguarding enquiries.</p>
<p>Disclosure and Barring Service Checks (DBS)</p>	<p>For all leadership post holders to have valid DBS Checks certificates as part of the church’s compliancy requirements.</p>	<p>DBS Verification of leaders in the MA has been a slow process. Some Charges still yet to carry out the DBS verification of church leadership.</p> <p>To date 94 leaders in the UK MA have had renewed DBS authorisations.</p> <p>Breakdown of authorised DBS Certificates per leadership Charge are as follows:</p> <p>MA Clergy – 2 MA Lay leaders – 2 Trustees – 4 (14 Trustees in total have valid DBS’s however some applied through their locals/ Charges hence figures counted within Charge figures) Midlands Charge – 35 leaders South Charge – 32 Leaders North Charge – 2 Central Charge – 0 Ireland – 16 leaders Garda/ DBS Checked Scotland – Processes to vet still being finalised.</p> <p>Awaiting authorisation – 2 Processing – 2 Awaiting ID Checks – 5</p>

<p>Liaison and management of church committee Teams with regards to safeguarding concerns.</p>	<p>For the safeguarding team to work closely with all church committees and be incorporated as ex-officio members in church committees across the board in the likelihood of safeguarding concerns and or grievances.</p>	<p>Some leaders and people are still skeptical about the safeguarding processes and its purpose in the church hence some committee chairs and leaders still not happy to incorporate the safeguarding procedures in their day-to-day functioning.</p> <p>The safeguarding teams at all levels have however been called upon for advice and guidance in most instances where safeguarding concerns were raised.</p> <p>Where liaison with independent safeguarding specialists or The Charities Commission was required, this was effected and carried out within timescales set aside.</p>
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Budget Proposal

£6000 - for training programs using Athena Consultancy Agency. First batch of training for leaders and safeguarding leads targeted for February 2023.

£2000 – For the yearly policy review to update on current policy and procedures as guided by UK Legislation

Summative Budget Proposal Requested - £8000

Recommendations:

To change the DBS Verification Company and find a more compatible and flexible agency that allows for easier working for us as UMC to achieve our goals of DBS compliancy.

Report Compiled by:

Mrs T Chambara (MA Safeguarding Chairperson)

Mr. W Bera (MA Safeguarding Associate Chairperson)

Connectional Ministries (CM) Report

Psalms 46¹⁰, “Be still and know that I am God.”

Highlights

NURTURING

1. 14 January 22 – Had a successful 10days prayer and fasting at MA and days shared with charge, local and churches.
2. 8-13 Feb 22 – Held a successful Christian Education week at MA with following topics:
 - a) Bible Study Preparation [Dr Bishau, Zimbabwe]
 - b) How to Conduct/Deliver a Bible Study & Sunday school facilitation [Rev Chiomadzi, USA]
 - c) Christian parenting in the UK and values for young adults.
 - d) Structuring church programs to ensure right balance between family & church program for church members [avoid overloading members].
 - e) Awareness and eliminating Stigma and prejudice amongst church members (e.g., mental health, addictions, sexual bias, etc).
 - f) Church procedures & Protocols & Time management & changes to church traditions & produce guidance for MA.
3. **Sunday School Bible /Study Classes are being conducted throughout the Mission area.**
 - Book of 1st & 2nd Corinthians. Being studies across the entire Mission Area.
 - Provided study Guides on the book of Corinthians
4. **Held Lay Preachers Training Covering & Addressing**
 - 1) Sermon preparation, presentation/delivery, relevance, etc.

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MUMC held a lay training for 2022-2023 leaders

Had a bumper Harvest - **£226,927.15 & € 16,280.00**

CHARGE	2021	2022
CENTRAL	£81,035.00	£78,048.30
MIDLANDS	£52,763.00	£54,663.32
NORTH	£27,402.00	£24,592.00
REPUBLIC OF IRELAND	€16,342.00	€16,280.00
SOUTH	£86,899.00	£65,486.53
SCOTLAND	£4,315.00	£4,140.00
TOTAL	£252,414.00 & €16,342.00	£226,927.15 & €16,280.00

5. Worship Programmes

- Teachings on Order of Worship, use of Music & Instruments & Prayer was held.
- MA is holding worship sessions fortnightly

OUTREACHING MINISTRY

- Nherera collection was £10,535.80 and has been sent to the designated recipients.

CHARGE	2021	2022
CENTRAL		£3,293.00
MIDLANDS		£1,965.55
NORTH		£730.00
REPUBLIC OF IRELAND		£602.75
SOUTH		£3,649.00
SCOTLAND		£294.00
TOTAL	£13,322.73 and €1,205	£10,535.80 [added £1.50 from 2021]

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2. Twinning Programmes with churches in Zimbabwe are getting on very well across UK and all our charges / local churches have embarked on projects.

The following are the work being done by UK local churches and organisations

- a. Paying Pastors' allowances in different rural churches.
- b. Buying Parsonage stand.
- c. Building Parsonages and churches at different circuit.
- d. Renovations of personages and Churches
- e. Buying school uniforms for less privileged children.
- f. Paying school fees for less privilege.
- g. Buying motor bikes for pastors in rural areas
- h. Buying groceries/ food hampers to the elderly and Mutemwa leprosy centre
- i. Sinking boreholes
- j. Donating grinding meals to rural churches
- k. Solar electricity installation
- l. Donating laptops and printers

HOSPITAL APPEAL FUNDS

CHARGE	2022
CENTRAL	£915.55
MIDLANDS	£975.00
NORTH	£
REPUBLIC OF IRELAND	€ 530
SOUTH	£550.00
SCOTLAND	£60.00
TOTAL	

WITNESSING

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1. We had a successful Prayer and Fasting programme from the 1st-14th of January 2022. We concluded with a Prayer and fasting Revival on the 16th of January with powerful sermons by DS Risinamhodzi, Pastor Magomo and Elder Machando as our Guest preachers. We had a total of 550 participants on Zoom.
2. 10th - 14th April 2022 - spirit filled Holy week Sessions were held in all charges and local churches.
3. 15-17 April 2022 - Successful Easter Revival was well attended. Zoom 700 gadgets plus face book
4. 5 Intercession sessions were held for revivals, trainings, calendar events, church growth and development at MA level, Charge and Local levels are having sessions as well.
5. 27-29 May 2022 - Lone Parents Workshop/Retreat was held.
6. MUMC Retreat was held
7. RRW held physical 3 - day Revival at Blackpool [Britannia hotel]
8. All churches have returned to physical worship [church service]

CHILDREN AND YOUTH MINISTRIES

Teachings held addressing:

1. UMYF participation & retaining our youth in church.
2. JSS participation in church Sunday services
3. Teachings/Discussions on Christian relationships for young adults.
4. Promote use of Resource tools (Syllabus) for JSS & Sunday School facilitators.
5. Teachings on Taboo subjects (Sexuality, drugs, addiction, mental health)
6. 30- 5/July 2022 -Family Retreats were held at charge and local level this week
7. CYM [Teen, JSS UMYF] are given opportunities to participate at all revivals [RRW, Easter, MUMC, UMYF] and most church services.

HEALTH AND SAFETY

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1. Had a session on Monkey pox.
2. Completed UMC Guidance - Face to face church service which is already in use

YAM

1. YAM has been actively involved in charity fundraising -; participated in the Heart foundation marathon in Leeds, London, Bristol [May 2022]

CHARGES/ LOCALS and ORGANISATIONS OUTREACHING MINISTRY ACTIVITIES OF SUPPORT TO ZIMBABWE

Our special thanks go to our Ambassador Mr Jabulani Gumbodete for facilitating our twining programmes, projects, and activities in Zimbabwe

1. MA RRW supported the Women's Retreat Centre Barrington School project by installing a 5.2 KVA Solar System worth US\$4591.45 and purchasing an HP479f Laser Jet Printer worth US\$700.
2. MA MUMC donated laptops

REPUBLIC OF IRELAND (ROI)

1. Twin Church Contribution: Chitowa-Hoyuyu 150 bags of cement, cost €2,100
2. RRW supporting 3 rural pastors in Marange District with allowances @150 USD/month
3. paying School Fees for one Secondary School pupil from ROI Twin Chitowa-Hoyuyu €500

Scotland Church/Charge

1. RRW is fostering a child in Murewa, Student fees, Uniforms and Stationery.

MIDLANDS CHARGE

1. The charge supported pastors with allowances.

Birmingham Church

2. 20 Nyajena children being fostered by BUMC congregants- fees & uniforms

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3. wheelchair donated to disabled Nyajena resident
4. mobile phone purchased for Nyajena church
5. 36 food hampers donated to Nyajena for Christmas Dec 2021
6. Land acquired for church n parsonage
7. Parsonage construction underway-due to start roofing.

Bristol Church

1. Grinding mill purchased for Chirumanzu
2. Housing for grinding mill constructed
3. Bristol RRW fostering 3 children in Matebeleland, Mashonaland & Manicaland

Coventry Church

1. 45 Gutu JSS children received Christmas presents & letters from JSS Dec 2021
2. Borehole & solar panel installed at Gutu
3. Grinding mill purchased for Gutu
4. Housing for grinding mill constructed
5. 3 children at Gutu fostered by families- uniforms & fees
6. RRW fostering 1 university of Zimbabwe student- fees, accommodation & food.

Crewe Church

1. purchased motorbike for clergy at Zaka East
2. complimentary bicycle given by Zimbabwe shop for quick purchase of motorbike benefitting clergy
3. Crewe RRW fostering 3 children in Zimbabwe

Wolverhampton Church

1. clergy motorbike repair
2. Wolves MUMC paid for roofing repairs and skirting of parsonage
3. church & parsonage repairs including plastering & painting.
4. RRW fostering 5 children at Gaza Chambuta with fees, uniforms & stationary

CENTRAL CHARGE

Nottingham Church

1. Donated a total of £2992.02 (**including £1000 from the Charge**) (equipment of us\$3710) towards completion of Mutambara South Parsonage completion.
2. Donated 35 Food Hampers to widows and widowers of twinning Circuit Mutambara South total \$1070
3. Paid a total of £1068.27 towards fees for children at Mushawevana Orphanage in Marondera
4. All locals twinned with six circuits in Zimbabwe and in total the whole charge has donated £11,489 towards the following:
 - Hatfield** – Mutsago Circuit in Marange District– roofed the church
 - Northampton** – Chimukoko circuit in Mutoko Mudzi – are building the parsonage, also Dendera circuit with pastor's allowance
 - Luton** - Chirumhanzu Circuit in Masvingo – are building the parsonage and assisted with pastor's allowance
 - Oxford** – Chizawana Circuit in Makoni Buhera– Drilling a boreholeThe charge contributed £4,808 to support the above projects

Hatfield Church

1. Pastor's allowances arrears paid - £685
2. Laptop, printer & laptop bag for the church- £579.19 (donated by Hatfield leaders)
3. Mutsago Local Church roofing - £6,360.00 (donated by Hatfield UMC)

Luton Church

Chirimhanzu Twinning Project –

1. Monthly payments £50 x 6 months = £300.00
2. Foundation £3000
3. Member Donation - \$150 + 20 bags of cement
4. 1 mobile phone for Pastor

Northampton

1. Chimukoko Twinning £2000

Oxford

1. £850 towards completion of the borehole

Leicester

1. One Section from Leicester is paying school fees for 2 school children
2. Donated 55 Hampers to Gwanda UMC vulnerable families £1031.29
3. Bought Christmas Shopping for the girls' families

SOUTH CHARGE

South Charge (Chelmsford, London, Portsmouth, RRW projects bought Christmas hampers for 20 families from Pfungwe circuit.

Slough Church

1. Slough have bought Solar for the parsonage and have paid \$2,562; \$150 as labour cost for the installation for Tandi circuit Makoni-Buhera
2. School fees for severely underprivileged students in several schools within Tandi circuit
3. RRW contributed £350 towards food hampers for the elderly in Tandi Circuit

Chelmsford Church

1. Chelmsford RRW paying fees for 2 children at Mutasa Nyanga Circuit
2. Have completed Mutemwa water project repairing water pipes.
3. Church fencing job completed \$2146
4. Donated food hampers worth £200 to Honde Circuit.
5. RRW paid for hampers for the elderly \$200.
6. A level school fees and uniforms for 2 students \$320

7. London Church

1. Paid Solar at Nyamuzizi Circuit Mutoko-
2. Paid allowance for pastor for the whole year \$2379.
3. Installed Solar Systems to parsonage \$3590.
4. Fenced the parsonage \$1225
5. RRW curtained the parsonage \$510
6. RRW bought food hampers \$280 and Paying fees for two university students, 1 from ZEAC and 1 from ZWAC.

Portsmouth

1. Finished the project of getting electricity installed at Pfungwe UMC Murewa. connecting electricity \$600
2. 5 benches bought (each bench is an 8-seater and padded \$1 200
3. Paid school fees for the whole year for 10 children who are in grade 1 and come from underprivileged families. \$450
4. Donated medication of \$915 each to Guwa Rural Health centre, Chiwere Clinic and Dindi Mission clinic in Zimbabwe
5. Twinning programs – assisted Pfungwe with electricity tubing

CM Executive Programmes

Key Area	Objectives	Achievements
1. Planning and administration	<ol style="list-style-type: none"> 1. To upgrade Zoom account to accommodate 1000 participants. 2. To have the MA calendar ready by the annual meeting. 3. To work with Charge Connectional Ministries to consolidate the CM structure throughout the year. 4. Collate and record accurate statistics 5. Inclusion of English services. 	<p>Zoom link was upgraded to accommodate 1000 gadgets.</p> <p>Draft calendar was ready at annual meeting.</p> <p>Held a successful lay training at MA</p> <p>Statistics are collated in locals, more trainings needed though</p> <p>English services at all locals still in progress and hope to start soon.</p>
2. Communication	<ol style="list-style-type: none"> 1. To work hand in glove with MA Superintendent, MA Leadership, Organisations and Charge CM Chairpersons 	<p>Communication is being done mostly on WhatsApp, phone calls and zoom meetings.</p> <p>Information continues to be cascaded from MA to Locals</p>
3. Ministry enhancement	<ol style="list-style-type: none"> 1. To continuously evaluate and look for opportunities to enhance our Ministry. 2. Ensure UMYF programmes are supported throughout the MA. 	<p>YAM is now on its feet and all locals who have had elections were encouraged to staff this committee.</p> <p>Organisations programmes are fully supported</p>

Nurturing

KEY AREA / PROGRAM	OBJECTIVES	ACHIEVEMENTS
<p>Christian Education</p>	<p>To foster progressive and continuous development of Christian values & beliefs.</p> <p>To enhance membership understanding of Christian faith and Christian way of life.</p> <p>To Coordinate Christian Education programs.</p> <p>Work with CYM, & Organisations to support the formation of Christian disciples.</p>	<p>Held Christian Education Week with teachings (8-13 Feb) 2 days held at MA and the rest of the programs were held at Charges & Locals in response to requests to have more sessions at Locals & Charge Levels. Topics covered at MA were:</p> <ol style="list-style-type: none"> 1) Bible Study Preparation [Dr Bishau, Zimbabwe] 2) How to Conduct/Deliver a Bible Study & Sunday school facilitation [Rev Chiomadzi, USA] <p>Topics Covered at Charges and Locals were:</p> <ol style="list-style-type: none"> 3) Christian parenting in the UK and values for young adults. 4) Structuring church programs to ensure right balance between family & church program for church members [avoid overloading members]. 5) Awareness and eliminating Stigma and prejudice amongst church members (e.g., mental health, addictions, sexual bias, etc.). 6) Church procedures & Protocols & Time management & changes to church traditions <p>Children & Youth Ministries Teachings were held at Charge & Local Church Levels:</p> <ol style="list-style-type: none"> 1) JSS participation in Church Sunday Services and Church School has steadily improved in all Charges. JSS have been given platforms in Local Churches and Charge gatherings to participate in Sunday Services and Church School. We continue to urge parents to promote Shona speaking to JSS members at home. 2) Resource tools (Syllabus) for JSS & Sunday School facilitators have been cascaded to all Charges and Locals.

KEY AREA / PROGRAM	OBJECTIVES	ACHIEVEMENTS
		<p>3) UMYF participation & retention in Local Churches has been a challenge post pandemic and requires particular focus and attention at all levels.</p> <p>Church School Bible Study Classes have been conducted throughout the Mission Area.</p> <ol style="list-style-type: none"> 1) Book of 1st & 2nd Corinthians is being studied across the entire Mission Area. 2) Study Guides on the book of Corinthians have been cascaded to Charges and Locals. 3) Training Sunday School Teachers & providing resources was done during Christian education week. 4) Sunday Church School sessions are now being conducted during physical church gatherings as all our Charges have returned to physical church Sunday services. <p>Held Organisations Week programmes as calendared:</p> <ol style="list-style-type: none"> 1) UMYF Week held as calendared. 2) RRW Week held as calendared. 3) MUMC Week held as calendared. <p>Held Lay Preachers Training at Charge level Covering & Addressing: Sermon preparation, presentation/delivery, relevance, etc.</p> <p>Held Teaching Programmes at Charge & Local Church levels covering topics on:</p> <ol style="list-style-type: none"> 1) Post pandemic adaptation, mental health, support groups. 2) Teachings on Christian Beliefs, Spiritual growth, sacraments, prayer etc. 3) Teachings on leadership qualities, leadership values, leadership culture

KEY AREA / PROGRAM	OBJECTIVES	ACHIEVEMENTS
		<p>4) Teachings and training held covered: Knowing God's word, maturing in our spiritual lives & obedient to God's word, (b) Spending time with other believers, encouraging one another, (c) what keeps believers from thriving.</p> <p>5) Teachings and training covered: (a) Safeguarding training, (b)Worship & intercessory prayers sessions, (c) Lay preachers' seminar, (d) Teaching and sermon on faithful stewardship, Held Pre-harvest kickoff service as Charge.</p>
Membership Care	<p>To promote unity and fellowship for all (new & existing members, all age groups, all races).</p> <p>Promote devotion to fellowship, spiritual growth, prayer & hospitality.</p> <p>Nurturing the whole person and creating conducive worshipping environments.</p> <p>Work with CYM, Organisations, Lone Parents, to support the needs of individuals of all ages and families.</p>	<p>1) Lone Parents Workshop/Retreat held as calendared.</p> <p>2) MUMC Retreat held as calendared.</p> <p>3) Statistics gathering & training of statisticians done at charge level to ensure uniform gathering of statistics. Collection of statistics in some of our locals require more effort.</p> <p>4) Promotion of and attendance of Section meetings requires particular focus as attendance in some sections has been low. In most cases Section meetings are still held on zoom platforms.</p> <p>5) Continued to support membership through all seasons of life; bereavement Support, celebrations support, mental health awareness across all our Charges.</p>
Stewardship & Temperance	<p>To promote spirit led & holistic stewardship (to care of & to give ourselves & our resources with compassion for all God's people).</p>	<p>Held Stewardship & Temperance Month as calendared (July). Held training session at MA level on 29th July, these covered:</p> <p>Church protocol: Covering: (a) Church protocol. (b) Effective time management in services; how to fit our services into allocated time: Presented by DS Rev Mafondokoto.</p> <p>Stewardship of Time: Covering:(a) Decongesting church programs to encourage healthy family relationships: (b) Serving the Lord & family, number of church positions for one person & impact on family and church, recycling of church leaders. Presented by Miss P Makunike.</p>

KEY AREA / PROGRAM	OBJECTIVES	ACHIEVEMENTS
		<p>Church finance: Covering: How church money is spent in the UK UMC; How much is spent on charitable activities, how much is spent on running costs, Importance of assessments, & need for charitable giving to fund these activities. Presented by Mr M Mzee & Mr X Gombakomba.</p> <p>Topics covered at Charges and Locals are given in table at the end.</p> <ol style="list-style-type: none"> 1. Stewardship & Temperance: Good Stewardship & Temperance of self and family, Community & Church. The importance of Stewardship & Temperance in our Christian lives & what the bible says about it. [Held at Charge Level]. 2. Nurturing: Teachings on bringing Souls to Christ & Outreach & Witnessing. Evangelism, love & forgiveness. Knowing God’s word, maturing in our spiritual life and being obedient to his word. [Held at Local Church Level]. 3. Worship: Giving as a form of worship. Teachings on tithing, pledges, offerings and thanksgiving. [Held at Local Church Level]. 4. Stewardship of UMYF: (a) UMYF Ten years from now; how do we encourage our young people to remain active within our church. (b) Youth: Covid has impacted our youth; Youth not participating in church any more as before, where they used to go for sports gala and camping. Covid has an impact on our youth. [Held by UMYF]. 5. Spiritual Growth: Rising from spiritual apathy, complacency and lukewarmness: What prevents us (believers) from thriving. [Held at Local Church Level]. 6. Fellowship: (a) Spending time with other believers, encouraging and fellowship with one another; share love, laughter, pain & sorrow. (b) Escape never touches the root cause, God wants to heal the cause not just relieve the symptoms of our emotional pain. [Held at Local Church Level]. 7. Temperance [MUMC]: Abstinence {alcohol, drugs, pornography, etc. [Held at MUMC]. 8. Temperance [RRW]: Addition to social media; balancing time between family, church programs, social media. [Held at RRW].

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KEY AREA / PROGRAM	OBJECTIVES	ACHIEVEMENTS
		<p>RRW, MUMC and UMYF held lay trainings for 2023 leaders</p> <p>MA Harvest Thanksgiving breakdown for 2022:</p> <ul style="list-style-type: none"> • Midlands Charge £54 663.32 • North Charge £24 592.00 • South Charge £65 486.53 • Central Charge £78,048.30 • ROI €16 280.00 • Scotland £4 670.00
Worship	<p>To promote vibrant worship in church services.</p> <p>Promote singing and learning UMC Hymns for all age groups.</p>	<p>Worship continues to thrive in our locals both in our online platforms and physical church gatherings, including monthly worship sessions.</p>

Outreach

KEY AREAPROGRAMME	OBJECTIVES	ACHIEVEMENT
Membership Care	<p>Provide emotional, social and financial support to fellow church members and local community during happy times and sad times</p>	<p>Charges continue to support members during all occasions adhering to contributions as per church policy.</p>

<p>Community Involvement</p>	<p>Charges to participate in their community. Encourage youth and JSS to give back to Zimbabwe</p>	<p>Charges are participating in their local UK Race for Life and Ireland Great Pink Run events raising money towards breast cancer research. Charges have been donating to food banks, Donating food hampers to the homeless This initiative can be rolled out next year as were did not start early enough to collect these funds.</p>
<p>Sporting and recreation</p>	<p>Promote healthy living, habits, and wellbeing</p>	<p>Sports Galas were done at charge and local levels. Some Charges have managed to encourage group fitness activities by creating programmes such as walking, jogging and online Zumba sessions to get everyone involved.</p>
<p>Restricted funds Twinning activities with churches in Zimbabwe</p>	<p>To Identify centers/hospitals and institutions needing assistance locally and abroad To be assist in activities and project in Zimbabwe</p>	<p>£10, 534.30 raised Funds were received quite late to MA a requisition has been raised so far and these are going to be sent to Zimbabwe and split between Homes of Hope and Fairfield orphanages. Hospitals Funds raised £ ----- we requested materials needed by hospitals and a list was given by Mutambara and Dindi hospitals. Items are yet to be purchased for the two hospitals. Charges/locals twinning activities Midlands Charge Midlands Charge/ Masvingo District Twinning Birmingham/ Nyajena- Masvingo -20 Nyajena children being fostered by BUMC congregants- fees & uniforms -wheelchair donated to disabled Nyajena resident -mobile phone purchased for Nyajena church -36 food hampers donated to Nyajena for Christmas Dec 2021 -Land acquired for church n parsonage</p>

		<p>-Parsonage construction underway-due to start roofing.</p> <p>Bristol/ Chirumanzu Masvingo</p> <p>-Grinding mill purchased for Chirumanzu -Housing for grinding mill constructed -Bristol RRW fostering 3 children in Matebeleland, Mashonaland & Manicaland</p> <p>Coventry/ Gutu Chepiri - Masvingo</p> <p>-45 Gutu JSS children received Christmas presents & letters from Coventry JSS -Borehole & solar panel installed at Gutu -Grinding mill purchased for Gutu -Housing for grinding mill constructed -3 children at Gutu fostered by Coventry families- uniforms & fees -Coventry RRW fostering 1 university of Zimbabwe student- fees, accommodation & food.</p> <p>Crewe/ Zaka East- Masvingo</p> <p>-purchased motorbike for clergy at Zaka East -complimentary bicycle given by Zimbabwe shop for quick purchase of motorbike benefitting clergy -Crewe RRW fostering 3 children in Zimbabwe</p> <p>Wolverhampton/ Gaza Chambuta- Masvingo</p> <p>-clergy motorbike repair -Wolves MUMC paid for roofing repairs and skirting of parsonage church & parsonage repairs including plastering & painting. -RRW fostering 5 children at Gaza Chambuta with fees, uniforms & stationary.</p> <p>ROI</p> <p>-Chitowa-Hoyuyu 150 bags of cement, cost €2,100 - RRW supporting Zimbabwe 3 rural pastors in Marange District with allowances @150 USD/month and paying School Fees for one Secondary School pupil from ROI Twin Chitowa-Hoyuyu €500</p>
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		<p>Central Charge Nottingham /Mutambara South Donated a total of £2992.02 (including £1000 from Central Charge) (equipment of us\$3710) towards completion of Mutambara South Parsonage completion. -Donated 35 Food Hampers to widows and widowers of twinning Circuit Mutambara South total \$1070 -Paid a total of £1068.27 towards fees for children at Mushawevana Orphanage in Marondera Hatfield UMC/Mutsago Circuit -Mutsago Local Church roofing - £6,360.00 (donated by Hatfield UMC) Luton/Chirimhanzu -Monthly payments £50 x 6 months = £300.00 -Foundation £3000 -Member Donation \$150 + 20 bags of cement -1 mobile phone for Pastor Northampton/Chimukoko -Chimukoko Twinning £2000 -Hospital Appeal £200.75 Oxford -£850 towards completion of the borehole Leicester/ Gwanda -Donated 55 Hampers to Gwanda UMC vulnerable families £1031.29 -Bought Christmas Shopping for the girls' families South Charge Slough/Tandi circuit Makoni-Buhera -Slough have bought Solar for the parsonage and have paid \$2,562; \$150 as labour cost for the installation. -School fees for severely underprivileged students in several schools within Tandi circuit o RRW contributed £350 towards food hampers for the elderly in Tandi Circuit. Chelmsford/Mutasa Nyanga Circuit</p>
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		<p>-RRW paying fees for 2 children. -Have completed Mutemwa water project of repairing water pipes. -Church fencing job completed \$2146 -Donated food hampers worth £200 to Honde Circuit. -RRW paid for hampers for the elderly \$200. A level school fees and uniforms for 2 students \$320.</p> <p>London/Nyamuzizi Circuit Mutoko -Installed solar o Paid allowance for pastor for the whole year \$2379. -Installed Solar Systems to parsonage \$3590 o Fenced the parsonage \$1225 o RRW curtained the parsonage \$510. -RRW bought food hampers \$280. -Paying fees for two university students, 1 from ZEAC and 1 from ZWAC.</p> <p>Portsmouth/ Pfungwe UMC Murewa -Finished the project of getting electricity installed. connecting electricity \$600. -5 benches bought (each bench is an 8-seater and padded) \$1 200. -Paid school fees for the whole year for 10 children who are in grade 1 and come from underprivileged families. \$450 South Charge (Chelmsford, London, Portsmouth, Slough)</p> <p>-RRW projects bought Christmas hampers for 20 families from Pfungwe circuit. \$245 o Portsmouth collected £110 for Ukraine Refugees.</p> <p>MA RRW managed to support the Women's Retreat Centre Barrington School project by installing a 5.2 KVA Solar System worth US\$4591.45 and an HP479f Laser Jet Printer worth US\$700.</p>
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Witnessing

KEY AREA/PROGRAMME	OBJECTIVES	ACHIEVEMENTS
1.Revivals	1.Spiritual growth and bringing new souls to Christ	<ul style="list-style-type: none"> -We had a successful Prayer and Fasting programme from the 1-14th January 2022 and concluded with a Prayer and fasting Revival on the 16th January with DS Risinamhodzi, Pastor Magomo and Elder Machando as our Guest preachers. We had a total of 550 participants on Zoom. -Our Holy week was quite spirit filled at charge levels from 10 to 14th April 2022:(see more details on Charge highlights to follow) -We had an uplifting Zoom Easter Revival with invited Guest preachers from Zimbabwe, DS Risinamhodzi, Rev Chaplain Kamupira and our local guest preacher Mai Vumbunu which was held from 15 to 17th April 2022 -All revivals and witnessing programmes were widely advertised and this was evidenced by a high turnout. More details will be on organisations and Charge witnessing reports. The Zoom platform is greatly promoting maximum participation globally. -All charges and Locals are supportive in the publicity of Programmes. -All events were fully attended with more than 300 participants on most events and above 700 participants on the 17th of April 2022 -Easter Revival. Managed to reach out to people from other denominations. -Locals were encouraged to give congregants opportunities to share their testimonies at local levels after the Easter Revival. This could not be facilitated during the Revival for confidential reasons since the programme was streamed live. -All organisations were allocated slots to participate during the Easter Revival 2022. This was greatly appreciated as it created a good platform for nurturing high talent within the congregants in the MA. -Charges are successfully organising prayer meetings for bereaved families. More details are recorded in charge reports. -Intercessions are being held at MA, Charge and Local levels during any church events and programmes i.e., revivals, trainings, calendar events, church growth and development and whenever need arises. RRW held fast and prayer sessions fortnightly

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		<p>RRW held Mubatanidzwa Observed RRW, MUMC and UMYF weeks RRW held a very successful Blackpool Physical Revival - 15-17 July RRW charges visited and spent time with District Worker Held a successful MUMC MA End of year Revival Nov 2021 MUMC Midlands Choir was guest during our Easter Revival in 2022 Actively participated during our beginning of year fasting program Held a successful Daventry Retreat virtually which received very positive feedback. RRW joined in which was encouraging. Observed the MUMC which was a great success.</p>
2.Leadership Development	Provide training and encouraging people to accept Jesus and create room to share own faith and leading programmes	We had a very successful lay training, which was led by our CM at MA Level. Presentations used during the training sessions were cascaded to respective charges and locals to the benefit of all congregants.
3.Congregational Development	Encourage charges and locals to reach out to non-church goers	All charges and Local witnessing teams continue to reach out and encourage non-church goers to come to Christ. The online services is playing a pivotal role in as far as spreading the word is concerned during these challenging times of the pandemic.
4.Intercessory and prayer teams	Encourage prayer warriors to fast and stand in the gap during revivals and praying for church spiritual growth and unity.	Intercession prayers continues to be successfully held regularly on suggested prayer points and during Revivals for God's intervention.
		<p>MA Witnessing Team are having great impact in Charges and Locals as evidenced below. ROI: Had a successful 15-day prayer and fasting combined with Scotland on some days Spirit filled holy week combined with Scotland on 2 of the days. Intercessory prayer sessions every Sunday before service and whenever needed Working with Nurturing team supporting the sick and the bereaved. And in weekly prayer meetings every Wednesday.</p>

		<p>Attended and participated in MA programs.</p>
		<p>NORTH CHARGE Members shared testimonies of how God is working miracles in their Charge and Local Church and Section levels Held the first Big Sunday on 09/04/22 Had a variety of sessions throughout the Holly week. These were facilitated at MA, Charge and Local levels respectively. Concluded the week with the Easter Revival from 16/04/22 – 17/04/22</p>
		<p>MIDLANDS CHARGE Joined the Mission Area planned Holy week sessions Day 1 & day 15. At charge level our sessions were 5, 9 & 12. The Average gadgets were 117. Day 5 Topic- Deliverance of the body soul and spirit by Rev Mucherera. Day 9- Hope by Mr Nyagato, day 12 The unleashing of the spiritual gifts of the Holy spirit in us by Rev Nyarota. Had a Spirit filled Easter Revival whereas Charge we hosted Maundy Thursday, preacher Mr Chidemo average number of gadgets was 107. Visitors joined us during the easter revival and local sessions during the Holy week. All locals are taking part in the joint praise & worship session 1st Sunday of every month. We take turns as locals to lead the prayer sessions. We are now doing a joint session with the Nurturing Cluster starting with worship and praise then intercessory prayers. All locals are participating in Rumuko sessions daily and weekly in their locals. Ongoing, locals are having Rumuko every Sunday from 6 to 7 am.</p> <p>Coventry New Year Methodist/UMC revival held successfully with UMC having Mai Rev Mazumba as Guest preacher & 155 gadgets logged on to zoom. Prayer marathon at the end of service led by Mrs F Jinga, Mrs Nyatsuro and Mr C Jinga. Days of fasting and evening services held prior to this led by Mrs Sarupinda, Mrs Chimbwanda & Methodist congregants. Ash Wednesday held at Charge level led by DS Rev Chigwizura on Wednesday 2 March</p>

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		<p>Organised well-attended revival on 22/8/21, with 100 gadgets logging in. Members were blessed with teaching on 'Pulling Down Strongholds' by Rev Maforo. Guest choir from South Africa sang uplifting songs.</p> <p>Cross-over prayer session held on 31/12/21- 01/01/22, with 40 gadgets logged in. Powerful sessions were delivered, and touching testimonies given.</p> <p>Held 15-day prayer and fasting programme at the beginning of the year. Congregation benefitted from topics provided.</p>
		<p>SOUTH CHARGE</p> <p>Held a successful half night cross over service over zoom with over 110 gadgets logged on</p> <p>Participated in the planning of the 15-day prayer and fasting programme which was held at the Mission Area I and charge level.</p> <p>Continued with Prayer and fasting which was ended with a big Sunday on the 23rd of January 2022 with vibrant preachers from local and abroad.</p> <p>During the rest period people were encouraged to have a complete fast every Friday which was broken with a service in the evening. The services were led by locals.</p> <p>As South Charge held Holy week services from Monday 11th April to Thursday 14th April. The services were very rich and were mostly led by clergy.</p> <p>Held a spirit filled face to face revival on the 3rd of July.</p>
		<p>SCOTLAND</p> <p>Attended the 15 -day prayer and fasting programme and managed to combine with ROI on some of the days from the 2nd of January to the 14th of January.</p> <p>The 1st of January and the 15th of January was held at Mission Area level.</p> <p>Attended the Easter revival at MA level.</p> <p>Held a new year half night revival with Rev E Maposa</p>

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		<p>Held a revival with the theme Devine Protection with Rev Bobo and Rev E Maposa (13/03/22)</p> <p>Scotland and ROI were combined on some days of the revival</p> <p>CENTRAL CHARGE</p> <p>Supporting all Mission Area activities</p> <p>Supporting all Charge programmes and activities</p> <p>Led the charge in a super charged Holy ghost filled cross over service into 2022.</p> <p>Praying for and leading in the 15-day New year prayer and fasting program.</p> <p>Held a successful Ash Wednesday led by our Pastor in Charge</p> <p>Very successful and God led and spirit filled Holy week which we led as witnessing at Charge level with guests from Zimbabwe and ROI.</p> <p>Coming together as witnessing team to pray for church activities as and when possible. This was led by locals each time taking it in turns, which meant everyone was included.</p>
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Specialised Ministries

Children & Youth Ministries

Programme	Objectives	Achievements
Training	Offer training, consistent information and support to key CYM Stakeholders at MA and Charge level.	Trainings were held in charges and locals
Family Retreat	This year it is being held at charge level	Successful retreat held across all the charges with varied attendance levels. Note. Greater participation needed across all church levels to maintain the momentum

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CYM engagement at MA revivals	For children and Youth to feel included in the activities of the Church especially at MA Level.	We managed to facilitate participation at all mission are Revivals through paring of Charges. Well done to all
Nurturing and supporting Junior Youth (12-19)	Work with the Youth to support transition from JSS to UMYF and to grow spiritually in an age focused way.	The English service Program has helped our youth to engage. More work and streamline programs still need to be done
Nurturing and supporting - JSS and 12 - 19 years groupings.	Continue to nurture and support JSS and teen members in spiritual growth looking at appropriate topics to cover in the syllabus.	Syllabus was distributed and is being useful in some charge areas. More work needs to be done to ensure we offer enough training to all stakeholders

Young Adult Ministry

KEY AREA	OBJECTIVES	ACHIEVEMENT/ PROGRESS
1. Forming a Christian Conscience	<p>Offer religious education programs that connect contemporary life issues to the teachings and traditions of the UMC Church.</p> <p>Provide seminars and discussion groups to examine the relationship of faith to work, including ethics in the workplace.</p>	<p>We had a Finance investment presentation, and we have a lot of positive feedback from participants.</p> <p>Young adults' attendance and participation has increased with our members actively participating in topics organised by RRW MUMC, CYM.</p> <p>YAM members are actively participating in church conferences, council and charge administration meetings</p>

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	<p>Support and facilitate scripture study groups and small groups for married couples and single young adults</p> <p>To facilitate programs for Young Adults looking for a serious relationship and future marriage.</p>	<p>During the period of October 2021 to November 2022 we have witnessed seven marriages across UK mission area.</p> <p>We held culture, marriage, finance investment and mental health seminars.</p>
2, Educating and Working for Justice	<p>To enable young couples to meet and network with other couples</p> <p>To have get together where teachings and discussions are held</p>	<p>South charge had a meet up activity in Dedham Vale which was open to all charges. The activity was successful members engaged in boat rowing activities, had dinner at a local restaurant and went to visit Mubvuwi who was unwell</p> <p>We have young adults who are local preachers</p> <p>One of our members participated in a half marathon for British heart foundation</p>
Developing Leaders for the Present and the Future	<p>To develop mentoring relationships, include the following: Establish a committee to connect older and younger adults in like professions in mentoring relationships.</p> <p>To mentor young youth in different aspects of life and Christian journey</p> <p>To work hand in glove with advisors.</p>	<p>Three YAM members have successfully published books and are on sale via online platforms, some have graduated with top classes and buying houses.</p> <p>A small group has been formed to encourage young members to do business in UK and Zimbabwe and is very active and very fruitful. Businesses have been formed.</p> <p>Our advisors are actively involved in all our programs and have been giving us guidance and have been very supportive in our group.</p>

Health and Safety

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OBJECTIVES	Activities/Topics	Achievements
Promote healthy living	a) Organise exercise and healthy eating challenges b) Disseminate information on the following topics: 1) preventing obesity 2) Mental wellness 3) Mindfulness 4) Sexual health	Activities and teachings were done in local churches and organisations, including: 1) Day retreat and mountain climbing - ROI 2) Mindfulness – Scotland 3) The power of believing and sobriety – Slough 4) How to discover hope when depression seem to be winning – Portsmouth 5) Promoting healthy eating
Raise awareness about common and serious health conditions	a) Diabetes b) Cancer (e.g., Breast, bowel and prostate) c) Cardiovascular d) Renal diseases e) Depression and bipolar f) Anxiety g) Substance abuse	Most local churches and organisations focused on mental health education as this was highlighted as a concern following lockdown and effects of COVID. Common themes that were discussed include: 1) anxiety 2) depression. Some local churches also managed to raise awareness about chronic medical conditions, focusing on 1) common cancers (prostate and breast) 2) Diabetes Cardiovascular diseases
Raise awareness about screening programmes and vaccines	a) General medical screening programmes (PAP smear), bowel screening, mammography b) Promote COVID vaccination	c) Breast cancer screening was extensively discussed in RRW meetings Primary course and boosters of the COVID vaccine were promoted
Develop strategy for health emergencies e.g., pandemics	Participate in designing a COVID recovery plan	Guidance in response to the COVID pandemic was updated in line with prevailing trends in the country, taking note of our own peculiarities.

Encouragement

1. The next office holders to be equipped with formal first aid training at the start of the year. This should apply across the board, from MA to locals.

History and Media

Program Area	Program Goals	Outcomes
Media:	To be a team that responds to the communications and publications needs of umcuk.org throughout our term of office	-We consistently published live and recorded calendared events, on our Facebook Platform, provided coverage of Zoom based meetings, updated website information, published worship services and the Worship Hour. -We actively reviewed our media performance in action to raise the quality of performance for intended purpose as a committee. n line/ -Policies remained accessible on the Website while new policies were posted in our term of office there was none in this passing second year.
Media Training	To ensure our staff are up to date with current trends through regular training	We published and attended media training flighted through Zoom platform from Zimbabwe in March 2022
History and Archives	-Publish Mission Area and Charge history events on website. -Observe Heritage week	Some charges have sent in updates of their locals to inform website users understand our journeys as locals and charges. Published and reminded the mission of the important historical events
Reaching out and visibility	To use our media platforms to spread the word and our exploits Locally and internationally throughout our term of office	Worship hour continues to rise with more local content and reduced diaspora input. One charge participates on the program once monthly. Ongoing Sunday Service Streaming on our Facebook platform

		Outreach mission work has been published on our website and more works from the pairing activities will continue to be published on our website and other media platforms
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Charge Highlights

Central Charge

1. Bumper harvest
2. RRW doubled the MA projects set target
3. **Congratulations for a new-born preaching point - Cambridge**

Republic of Ireland

4. Had a harvest revival week which was very successful evidenced by the results- exceeded their target
5. Had a great church retreat day which was the first-time to meet in person
6. A Republic of Ireland day of prayer
7. Have welcome pack with relevant contacts and important information about the church for new members and visitors.

MIDLANDS

1. Bumper harvest
2. Have Junior church leadership at charge and local levels which is working hand in hand with adults' leadership.
3. **Congratulations for a new-born preaching point - Cardiff**

South charge

During CYM week

1. **Had very rich topics which catered all groups:**
2. The Teens led the Parent-Teen 'Big Talks' during family retreat.
3. The boys had a father -Boy Talk
4. Girls had a Mother Daughter talk
5. Parenting a British Child.
6. Challenges faced by young adults when they communicate with Older Adults in church
7. Well done for a bumper harvest.
8. **Bought 60 bibles and 61 hymn books for all the teens in South charge.**

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Scotland

1. We have been having guest preachers every 4 weeks.
2. We are doing a fasting and praying day every Wednesday led by sections.
3. RRW is paying fees and providing uniforms for an orphan in Zimbabwe.

North Charge

1. Exceeded harvest target
2. During CYM week, they had a **Dad Come Dine with Me**.

Membership

The table below shows 2022 memberships

CHARGE	Full member	Probationer	2022 Total
CENTRAL	402	255	657
MIDLANDS	405	171	576
NORTH	167	180	347
ROI	37	29	66
SCOTLAND	35	27	62
SOUTH	354	263	617
TOTAL	1 400	925	2 325

ORGANISATIONS MEMBERSHIP

2022 RRW membership

Charge	Active Full Members	Non-Active Full Members	Probationers	Badged	Deceased
Central	133		52	3	1
Midlands	90	7	32	5	
North	62		36		
ROI	21		3		1
Scotland	11	1	7	3	
South	111	9	36	8	

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Total	428	17	166	19	2
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MUMC membership

CHARGE	2019-20			2020-21				2021-2022			
	F	P	T	F	P	A	T	F	P	A	T
Central	50	47	97	49	48	-	97	45	37		82
Midlands	53	5	58	56	19	-	75	59	24	-	83
North	32	14	46	34	17		51	33	19	-	62
South	31	39	70	30	28	-	58	29	29		58
Scotland	3	5	8	3	5		8	4	5		9
Rep Of Ireland	6	11	17	6	11	-	17	6	11	-	17
TOTAL				178	128	-	298	176	125		301

2022 UMYF membership

Charge	Full Members	Probationers	Total
Central	-	-	157
Midlands	61	115	176
North	6	46	52
ROI	3	12	15
Scotland	4	6	10
South	6	72	78
Total	80	251	488

2023 CM Budget

Nurturing	Stewardship and Christian education	£1 000
Outreach		£2 000

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Witnessing	MA Easter Revival venue, Preachers and catering	£5000 +£2 000
CYM	2023 Family Retreat catering and speakers [at MA level]	£3 000
YAM		£500
H & S	First aiders training	£1 000
UMYF	Revival and other activities	£5 000
Media and History		£3 250
TOTAL		<u>£22 750</u>

Proposal

- a) Our objective of reviewing/ restructuring of charges was not achieved, therefore, we propose that this objective be carried over to the next term.
- b) We propose that MA celebrations be organised during the next term

Recommendations:

1. **Allocate Funding/resources for dedicated personnel to work with UMYF, i.e., dedicated Youth Pastors, to focus on Youth at Local & Charge levels.**
2. **Review token of appreciation for invited preachers and speakers – [Please see the table below]**

Description	2020 -2022	Proposed/ Reviewed
Invited guest preachers from Zimbabwe for an all-day virtual gathering/revival / lay training	\$100	\$150
Invited choir from Zimbabwe for an all-day virtual gathering/revival / lay training	\$100	\$200
Invited [choir] solo [one singer] from Zimbabwe for an all-day virtual gathering revival / lay training	-----	\$70

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Invited guest preachers/ speakers from Zimbabwe for a normal 2-hour church virtual service / lay training	\$50	\$70
Local based preachers/ speakers for a normal 2-hour church virtual service within the UK Mission Area. The area also includes Australia, USA and Canada	£50	£50
Local based preachers/ speakers for a normal 2-hour church physical service gathering /revival / lay training within the UK Mission Area.	£50	£50 plus transport
Local based preachers/ speakers for an all-day church physical service gathering within the UK Mission Area.	£100	£100 plus transport

NB: The amount does not include members of the clergy

- 3. Review the agency which we are using to send money [some locals are travelling long distances to collect money]**
- 4. Media and History reports to CM then Archives to BOT**

Compiled by

CM Chairperson: Mrs G Nyabereka

Secretary: Mr R Chivasa

Nurturing: Chairperson Dr U. Mupambirei

Outreach: Chairperson - Miss Olga Kanyoka

Witnessing: Chairperson - Mrs C. Tsambwa

YAM: Chairperson: Mr. P. Zisengwe

CYM: Mr N Mapfeka

Health and Safety: Chairperson Dr F Chinaka

MUMC Chairman: Mr T Muchenje

RRW: District worker Mrs P Mudambanuki

UMYF: President: Mr Ranga Chivasa

Statisticians: Mr Eneas Nherera

History and Media Team: Mr T Mazarura, Mr R Chivasa, Mr B Sekete, F Muyambi, E Chinyerere, L Dokwani

Associate: Mrs A Mutyora

Associate: Mr D Mutepfa

Associate: Miss M. Mutasa

Associate Mrs Lillian Ndumba

Associate: Mrs S. Nyamusenga

Associate: Miss M. Nyamunda

Associate Ms R Mawema

Associate: Mr Kanjanda

Associate Mrs D Mutanho

Associate: Miss Olga Kanyoka

Mrs Rutendo Sibanda

Board of Trustees (BOT) Report

Introduction

Our task is to be good stewards of Church resources, acquire property on behalf of the wider Church and making sure all policies are working for the wider church. Also looking at how we can

prudently make investments where resources permit. It is with utmost humility that we come before you presenting what we managed to achieve during our 2 years in office.

Please see below our Achievements

Key area	Objective	Achievements
Pastors' accommodation	Making sure accommodation for Pastors are fit for purpose and well maintained.	We have successfully managed as a church to provide accommodation for all our pastors Please summary below with all the details.
Purchase of Parsonages	-To work with Charges purchasing Parsonages as agreed at last year's MA Conference. Support Central and North Charges in their bid to purchase parsonages by promoting the buy a brick project.	During our 2 years in office DS and conference we thank God to report to you today that we managed to buy 2 properties which are now in the name of our church. Again, see summary below with all the information.
Oversee, supervise, and maintain Church property	a. To ensure that all congregational insurances are renewed and up to date. b. Update asset registers and perform asset audits c. Now that we have our first parsonage, to make sure it is well insured d. To ensure reserve funds are declared and audited on an annual basis	We are happy to report this has been achieved All our parsonages are insured See below table showing the reserved funds per charge
Reopening of Churches and gatherings	To make sure all our venues are Covid-19 compliant before we use them. Work with Health and safety in making sure all is in place as the Gvt are now lifting some on the restrictions.	We worked well in conjunction with our colleagues in the Health and Safety committee in ensuring a safe transition from full zoom to face to face Sunday services and also revivals are

		held in the safest manner which really worked well.
Investment strategy for UMC (UK)	Develop alternative investment options	Still outstanding
Transport for Pastors	The loan option was approved by the Executive and now working together with CoF on the Technicalities so that we remain compliant.	This has been achieved and we are happy to report to this conference. Please see summary below for more information and the appendix for the Vehicle and transport provision Policy.
Virtual Meetings	To facilitate safe online worship activities. -As agreed, all meetings and revivals will be done virtual - we continue be working with H/S and the Media team to make sure this is done safely	Continued to highlight adherence to the online policies in close liaison with the Media team. DS and Conference, we have attended all meetings where we have been invited. We would like to salute the BOT team from Charges and MA, we cannot recall the number of consultative meetings we held to be where we are now, though it is still work in progress but we have achieved and satisfied with where we are at the moment.
Communication Compliance	To build and encourage effective Flow of information amongst all Charges and within MA. To have 3 policies in place: a) Building Policy b) Data Retention Policy Review Disposal Policy	We maintained good communication with all stakeholders at all levels and the flow of information. Data retention Policy, One drive has been tested and is working well in Midlands, Our Media Team will be rolling some dates for MA and Charges training on one drive

Summary notes

Parsonages:

The BOT deliberated in one of our meetings and agreed that we go ahead with the purchase of Parsonages as it was already in motion

This is also in line with the book of Discipline which state that the church should provide a Parsonage for the Pastor.

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The removal of the Parsonages was going to also cost the church in providing an office and also make it difficult for our Pastors who will be coming on sponsor licenses to find accommodation.

We resolved to keep providing the Parsonages where we possibly can without the Pastors expected to pay rentals.

The Church will now be meeting the cost of Council tax in the councils where Pastors have to pay and a bonus to the church in city councils where the Pastor is exempt from paying.

Where are we now

DS and conference we are happy to report that the acquisition of our 2nd Property, the Midlands charge parsonage was completed, all went well and all the renovations which were being done are now complete and the Pastor in charge has now moved into the property.

Making this our second Property in the UK. We would like to thank the Midlands Charge BOT team and the entire Charge for working together and tirelessly to achieve this.

Also, we are happy to report that South charge Pastor in charge has also moved into the parsonage after some renovations were done.

DS and conference join us as well in thanking the South Charge BOT and the entire Charge for working together to make this happen.

DS and Conference, we are happy to report that Central Charge is at an advanced stage in their bid to buy a Parsonage, they initiated the buy-a-brick initiative for this cause. **See recommendation.**

Allow us DS and conference to report that our very own RRW are on the move to acquire a property as well and we are supporting them in this cause, who knows very soon it will be the MUMC and UMYF joining in.

Still, on that note, North charge has also started the initiative and we hope soon they will be joining in

We are drawing your attention to the Parsonage/accommodation Policy in the appendix BOT01

Rented Parsonages Our Central Charge Pastor in Charge resides at 34 Fox Hollow Oadby LE2 4QY

We are happy DS conference to report that the Pastor is happy in his accommodation, a very big thank you to Central charge BOT

Vehicles for Pastors

After our last presentation to the conference, we sat down after considering all that was raised in the annual meeting, we revisited one of the options, Leasing cars

Lease cars: Skoda Kamiq which is the latest of Skoda and looks fit for purpose, with the distances travelled by our Pastors, we will go for a middle size engine.

we came up with the following.

1. Skoda Kamiq Monte Carlo 110 manual
 - £2,476.12 upfront Inc VAT
 - 36-month agreement
 - 10,000 miles per annum
 - £275.12pm Inc VAT.

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It comes with full maintenance packages, including servicing and tyres and this car will be available in February next year if we put in our request this month
This will give our pastors 24hr use of the vehicles but comes with a benefit in kind tax implication of roughly £120 per month, but no expense to the Pastor on vehicle maintenance.

Use of own vehicle

- This option is still available as it has served us so well.
- Like always the church will pay 45p per mile travelled and no other extra costs.
- The vehicle owner is expected to make sure the car is road worthy and complies with their insurance policy terms and conditions

We refer you to the Transport/ Vehicle Policy Appendix BOT02

Fixed Assets 2022

Item code	Name	Type	Value	Address	Quantity
SCFA01	House property	3- bed residential	£350 000	111, Whiteland Roads, High Wycombe HP12 3EJ	1
MCFA02	House property	3 bed residential	£207 697.80	65 king Edward street WS10 8TN	1

Movable Assets Register 2022

<u>ASSETS REGISTER</u>							
<u>Asset Description</u>	<u>Serial No</u>	<u>Date acquired</u>	<u>Location</u>	<u>Initial Value</u>	<u>Open Bal</u>	<u>Ann Dep</u>	<u>NBV</u>
					<u>2021</u>		<u>2021</u>
				£	£	£	£
Office desk	UMC Lei001	17/05/2016	Leicester	199.00	139.40	14.90	139.40
Filing cabinet	UMC Lei002	17/05/2016	Leicester	119.00	79.40	9.90	79.40
Exec Chair	UMC Lei003	17/05/2016	Leicester	99.00	63.40	8.90	63.40
Desktop	UMC Lei004	18/05/2016	Leicester	418.98	225.60	11.88	225.60
Elect kettle	UMC Lei005	18/05/2016	Leicester	20.00	8.00	3.00	8.00
Office curtains	UMC Lei006	22/07/2016	Leicester	694.70	517.46	44.31	517.46
Olympia pump action air pot	UMC Lei007	22/07/2016	Leicester	100.00	32.00	17.00	32.00
Laptop	UMC Lei008	14/06/2016	Leicester	379.99	159.99	55.00	159.99
Boardroom Furniture	UMC Lei009	24/10/2019	Leicester		1517	378.00	1512.00
Camera	UMC Lei010	2019	Media		115.00	20.00	115.00
Laptop HP	UMC Lei011	06/07/2020	Secretariat				529.00
Laptop - Lemovo		18/04/2019	Media		599.00	89.85	509.15
Laptop - Dell		04/12/2020	Finance	536.00	536.00		536.00
TOTAL							4 426.40

Reserve Funds 2022- MA and Charges

	Free General Reserves	MUMC/RRW/ UMYF	Gift Aid	Building Fund	TOTAL 2022 YTD
MISSION AREA	123,467	124,845	238,302	-	486,614
SOUTH CHARGE	356,463	60,820	-	337,952	755,235
CENTRAL CHARGE	296,051	46,267	-	3,767	346,085
MIDLANDS CHARGE	555,000	93,136	-	12,508	660,645
NORTH CHARGE	213,897	56,629	-	4,104	274,630
TOTAL RESERVES - 30 Sept 2022	1,544,879	381,697	238,302	358,331	2,523,209

Central Charge Petition

Re: Central Charge Petition to MA For a Loan to purchase Parsonage

Whereas Central Charge Church Council met on 17 September 2022 and observed that house prices continue to rise as interest rates have been on the increase and continue to rise, at the same time Central Charge efforts to raise cash for Parsonage purchase will take time,

And

Whereas Central Charge Church Council accepted the recommendation from Charge BOT and Parsonage Task Force to combine the money raised so far with a loan from Mission Area to purchase a Parsonage

And

Whereas Central Charge Church Council agreed to spend a maximum of **£300 000.00** on parsonage purchase

And

Whereas Central Charge has a deposit of **£74 294.65** from its reserve funds

And

Whereas Central Charge has **£65 607.00** available for property acquisition as 80% of Gift Aid Funds as per 2019 MA Conference Resolution

And

Whereas Central Charge currently pays monthly Parsonage rental of **£1 395.00**. The said rental amount shall as a starting point be directed to MA towards loan repayment.

Central Charge humbly petitions the Mission Area Conference for a loan of **£160 000.00** to add to the above-stated funds to purchase our parsonage.

Central Charge makes a commitment to this conference to repay the loan within a period of 10 years. Our Charge COF team will work on a comprehensive repayment plan to be agreed upon by all our local churches.

Recommendation:

1. DS and Conference, the Annual meeting agreed for our Pastors to find their own accommodation, from where we are now, we would like to ask this conference to rescind this and allow the church to provide accommodation as we are driving to now.

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Appreciations

We would like to thank all the BOT teams for all charges for the work done and being done in the acquisition of Church properties.

DS, Pastors & MA executive we thank you for your support.

The church at large, your commitment to the church is much appreciated.

Our spouses, thank you for allowing us to attend meetings and making noise in your comfort zones.

May God Bless you all.

Report compiled by:

Chairperson: Mr. Z. Magomo & Mr. O. Ndagurwa

Associates: BOT’s South Charge, Central Charge, Midlands Charge, North Charge, Scotland and Media Team.

Media & History Archives Report

Overarching Goal: To remain a media platform that shares the United Methodist Church UK Mission Area’s fellowship exploits, provides mission area’s administrative information and to continues to build the mission area’s history.

Program Area	Program Goals	Program Action Plans	Timeframe	Outcomes
Media:	To be a team that responds to the communications and publications needs of umcuk.org throughout our term of office	<ul style="list-style-type: none"> -Continue making publications as requested by the key administrative centers real time. -Ongoing quarterly review of the performance of all platforms to ensure we are meeting the organisation’s needs efficiently. -Publishing all UMC UK MA policies after they are passed through the organisation’s Trustees real time 	<ul style="list-style-type: none"> Real time Quarterly Real time 	<ul style="list-style-type: none"> -We consistently published live and recorded calendared events, on our Facebook Platform, provided coverage of Zoom based meetings, updated website information, published worship services and the Worship Hour. -We actively reviewed our media performance in action to raise the quality of performance for intended purpose as a committee. n line/ -Policies remained accessible on the Website while new policies were posted in our term of office there was none in this passing second year.

Media Equipment	To achieve the best possible audio and visual presentations in our publications.	<p>-Budgetary estimate for equipment and staff travel is Cameras, Videos, Streaming, Travel etc. £3250x2 from CM and BOT</p> <p>-Utilise advertisements, sponsorships, and promotions on our platforms as a source of income towards the church’s work which includes equipment.</p> <p><i>Approach Christian business owners in our midst for sponsorships and advertisements to sponsor identified rural churches with media equipment and installing solar energy systems to run media equipment being a light in our generation through media systems. The uses are endless education.</i></p> <p><i>Choosing circuits - to work from the bottom up, identifying the list in MA and building these up.</i></p>	<p>When public meetings and events resume</p> <p>To begin in the 1st quarter</p>	<p>-While requested resources were approved, we did not purchase the items as it was not purposeful before returning to public worship</p> <p>-Advertisement and sponsorship orientated drive was not pursued due to absence of major publicity events</p>
Facilitating access to MA Policies	To receive and publish new and reviewed policies as they come from BOT via the Trustees	<p>-Review Media Policy and Guidance</p> <p>-Emphasise the importance of publishing a disclaimer on all our platforms to protect our teams from confidentiality and other legal claims.</p> <p>-Cascade the disclaimer through all levels from</p>	<p>1st Quarter</p> <p>1st Quarter</p> <p>1st Quarter</p>	<p>-Policies remained accessible on the Website while new policies were posted in our term of office there was none in this passing second year.</p> <p>-Online Voting remains our most effective media initiative that has been adopted by the church world-wide</p> <p>Disclaimers published in view of legal threats for publishing</p>

		MA to the section through the leadership structures		inappropriate images intended or unintended during our live publications,
Media Training	To ensure our staff are up to date with current trends through regular training	-Holding refresher courses for all publicity platforms: Zoom, Facebook and the website in the first quarter -Participate in seminars beyond our borders and initiate such events that improve our performance in this dynamic role.	1 st Quarter 2021 and beyond	We published and attended media training flighted through Zoom platform from Zimbabwe in March 2022
History and Archives	-Publish Mission Area and Charge history events on website. -Observe Heritage week	-Follow-up Charges who have not yet sent in their history accounts for publicity on the website -Request leadership photos of all levels from all organisations and leadership levels for publicity on our website -Receive Heritage week and on Heritage Sunday	1 st quarter 22 nd to 28 th May 22 Aldersgate Day 24 th May 2022	Some charges have sent in updates of their locals to inform website users understand our journeys as locals and charges. Published and reminded the mission of the important historical events
Reaching out and visibility	To use our media platforms to spread the word and our exploits Locally and internationally throughout our term of office	-Encourage respective CM program leaders to utilise Praise and Worship sessions every Sunday from 4-5pm Sending weekly reminders to CM so we have participation from every local (nurturing the spirit of worship through media) -Continue Streaming one Sunday Service every week including	Through out the year	Worship hour continues to rise with more local content and reduced diaspora input. One charge participates on the program once monthly. Ongoing Sunday Service Streaming on our Facebook platform Outreach mission work has been published on our website and

		<p>CM requested revivals and ensure each local gets live streaming coverage at least one, through advance information dissemination.</p> <p>-Celebrating our outreach and mission work by publishing exploits of Mission Area work locally and internationally</p> <p>-Maintaining our relationship with churches abroad to develop positive synergies</p>		<p>more works from the pairing activities will continue to be published on our website and other media platforms</p>
Budget Proposal:	To receive approved budget for equipment acquisitions	<p>From CM: £3250.00</p> <p>From BOT: £3250.00</p>	Once the pandemic weather allows	Budget approved and request for renewal in the coming term
Safer information storage	To adopt a safe information storage platform for the whole mission area.	To implement the approved recommendation for safe storage of data	1 st December 2022 to 31 st March 2023	<p>-One-Drive is now fully operational for the Midlands Charge as a pilot project. It is now going to be rolled out throughout the Mission Area in the following approach:</p> <p>and then to charges beginning</p> <p>-1st December 2022 Mission Area Boards</p> <p>-January 2023 South Charge, Central Charge and North Charge</p> <p>-February 2023 Scotland Charge and Republic of Ireland</p> <p>-We aim to complete the roll-out and attention to training needs in the operation by the end of March 2023</p>
Committee	Request conference	Present recommendation to	2021 Conference	Recommendation approved. CM and BOT to decide format

effectiveness and reporting platforms review	to ensure the roles are split to ensure reporting to one committee	Mission area conference	e in November 2021	although we recommend that the two committees be 1. Media and History (CM) 2. Archives (BOT)
Platforms Support	Efficient application for the Mission Area’s purpose of advancing the gospel	Website: ongoing annual subscription to website provider through BOT Facebook: ongoing use for live events, services, events publicity and sharing community events Zoom: most used, ongoing application for meetings, elections, trainings, conferences, services	Daily	-The website remains underutilised: Digital Evangelism: on a weekly basis we get 10 requests for local churches information from prospective members. Such requests cannot be answered because the information is not on the website. With a wave of migration into UK the request for local churches is on the rise. This source of getting new members is not yet fully utilised as long as relevant information is not posted. -We are utilising Facebook well bit can do better in terms of advertisements and fund raising -Zoom is the most utilised platform for meetings services trainings and fellowship

We thank CM and BOT for working together with us despite the challenges of reporting to two committees and the need to attend both meetings at the same boards time. It is our hope that the overarching goal remain in all areas where the combined purposes will be We wish everyone more energy in the new upcoming office.

History, Archives, Media, and Communications Team:

Mr. Tafadzwa Mazarura Team Lead; Miss Felicity Muyambi Team Secretary; Mr Enock Chinyerere Technical Support; Mr Blaman Sekete Zoom Lead; Mr Rangarirai Chivasa Facebook Lead; Mr Lincoln Dokwani: Website Lead

Committee on Superintendency (COS) Report

Introduction

The Church’s ministry delivery had changed dramatically during the pandemic. We thank God that this year, the situation improved, and we have started going back to some form of “normalcy.” Our Pastoral team have been very adaptive to the changes and have gone out of their way to resume physical worship, visitations and pastoral work while still making use of virtual platforms for some of the activities. While returning to physical activities has been a welcome step, this has put some strain on the Pastoral team as the level of virtual activities has not reduced significantly. We continue to encourage synchronising/reviewing of calendar items to reduce the pressure on our Pastors.

Sponsors Licence

Our licence was issued on 24 October 2019 and expires on 23 October 2023. The issuing of a Sponsors Licence to UMC UK brings with it close scrutiny from the government. Our employment records, practices, policies and procedures can be inspected by UK Visa and Immigration at any time. Receiving Gift Aid from the government also brings scrutiny. It is essential that our employment practices, policies and procedures are compliant. At times the law conflicts with Church procedure i.e., how we do things in UMC and/or how we do things in our Zimbabwean culture. When there is conflict, the law of the land takes precedence. We are happy to report that we remained compliant throughout the year. We are now in the final 12 months of our current licence and preparing for renewal of our sponsor’s licence. License renewal is not automatic and what may have been seen as delays by COS and the executive in processing agreed recommendations, were concerted efforts in liaison with all committees to ensure that we were compliant in everything we did.

Pastors on Sponsors Licence

Pastors have now completed a full year and a half. Their appointments have served the UK MA very well and their presence has made a significant difference to ministry. They have brought us more in touch with the Church in Zimbabwe. We are thankful to Bishop Nhwatiwa for these appointments. Costs permitting, more ordained Pastors would be welcome as the workload is still heavy. The current contracts expire 31 December 2023 and plans need to be put in place for visa applications for 2024.

Staff Pastor Parish Relations (SPPR) Week

Was held successfully from Mon 27 Jun to Sun 3 July 2022 starting with a combined Mission Area Teaching. Professor Rudo Mutasa (guest presenter) gave an informative presentation on Fostering Unity between the Pastor and the Parish and within the Parish. Local Churches and Charges discussed “How well do we know and understand our Pastors?” and “Now that we know and understand our Pastors responsibilities what can we do differently?” The topics were a real eyeopener. The week ended with Pastoral Appeal Sunday and a total of £6,938.47 was raised. We thank all who gave in what was once again a difficult period with rising costs and financial pressures. Remittances have not been made to Zimbabwe as not all funds have been remitted to MA.

A milestone for the UK Mission Area

Pastor K. Mudambanuki has successfully completed his training and will be ordained during the ZEA Annual Conference. This is a first for South Charge and for the UK MA and will go down in history. We are proud of this attainment and we are happy and excited that after a long,

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hard journey this has finally happened. We give thanks to God, who makes things beautiful in his own time, as we congratulate Pastor Mudambanuki on this milestone achievement. We extend our thanks to clergy, family and laity who have supported and made this possible and we continue to pray for God’s blessings to be upon Pastor Mudambanuki and family.

Allow us to present our achievements

Key Result Area	Objective	Action Plan	Achievements
1. Ministry Effectiveness	Review DS and Pastors’ work to foster a strong ministry.	<p>a. Evaluate the effectiveness of the ministry in liaison with Clergy and Charges.</p> <p>b. Review Clergy itineraries and feedback from the Parishes.</p> <p>c. Encourage Clergy to adopt personal continuous development and keep abreast of developments in the calling and ministry.</p> <p>d. Implement Pastor evaluation system</p> <p>e. Ensure adequate ministry resource by exploring ways of filling identified and agreed ministerial gaps.</p>	<p>DS’s & Pastors have been highly visible and effective in all areas across the UK MA. Appreciation has been expressed for the work they are doing across the entire MA. Additional Pastoral support is required in all areas.</p> <p>Travel has now increased with the easing of the pandemic. Concerns remain over the high number of meetings especially for DS as her workload is heavy.</p> <p>Training was not held this year due to the congested calendar</p> <p>Pastor evaluation system is being implemented. Charges have reported that members are happy with the Pastoral support. The entire Pastoral team is highly visible, very effective and much appreciated.</p> <p>Task force put in place 10.06.22 to look at interim solution. Agreed on CLM route for 6 months. Support has now been agreed for Midlands, North, Central Charges and ROI.</p>

			Scotland – 6-month visa - Rev E Maphosa came 26 th Dec, left 3 rd May. Rev V Maposa arrived 4 August.
2. Pastor Parish Relations	Work with SPPR Committee and PAC to improve effectiveness of the ministry and foster good relations between Pastor and the Parish/Laity	<p>a. Encourage SPPR committee and PAC to work closely with their Pastors and the Parish/Laity</p> <p>b. Deal with Pastor Parish issues timeously.</p> <p>c. Meet with SPPR Committee at least 3 times a year for updates and feedback.</p>	<p>SPPR teams have a good working relationship with their Pastors. They have done a splendid job in working closely with their Pastors and supporting them.</p> <p>Some delays were experienced due to unfamiliarity with new requirements, systems and procedures</p> <p>Objectives meeting 19/01/22 Progress meeting 15 06/22. End year meeting 27/10/22</p>
3. Welfare of DS and Clergy	To care for and support the Clergy	<p>a. Ensure suitable accommodation for Pastors in consultation with the Charges</p> <p>b. Carry out annual inspections with BOT.</p> <p>c. Support DS and Clergy in times of need.</p> <p>d. Hold prayer sessions with DS</p> <p>e. Encourage Pastors to take annual leave and rest break as per employment contract.</p>	<p>South Charge parsonage repairs were completed and Pastor moved into the Parsonage. Midlands acquired a parsonage and Pastor moved into the new parsonage. Central Charge is raising funds for purchase of a parsonage.</p> <p>Not yet done</p> <p>Not achieved</p> <p>Pastors day-off Mondays were observed and members encouraged to call Pastors between 10am and 10pm. Annual leave application process and documentation is now in place to manage Pastor and</p>

		<p>f. Ensure Pastors have a break when chairing Zoom meetings which are over 4 hours.</p> <p>g. Monitor and process travel claims timeously.</p> <p>h. Work had in hand with BOT to ensure clergy vehicles are made available.</p>	<p>staff annual leave. Leave is being taken</p> <p>On-going</p> <p>Travel claims were processed timeously</p> <p>From options available, Pastors chose option to use their own vehicles and get the 45p per mile allowance. Lease available as well. BOT finalising policy.</p>
4. Immigrant Pastors Monitoring System	Evaluate, update and monitor track and record attendance system	<p>a. Work with Charge SPPRC to evaluate and update system.</p> <p>b. Charge SPPR to record pastors' attendance and submit the record to Sponsors Licence Level 2 user at Head office</p>	<p>Track and record system was improved and is now working well.</p> <p>Charge SPPR teams up to date with recording</p>
5. Clergy Development	Identify Pastors training needs, design and implement training programme to cover mandatory and developmental training needs.	<p>a. Consult Pastors and other boards to identify training needs.</p> <p>b. Design training programme</p> <p>c. Implement training programme</p>	Pastors were consulted but training did not take place due to congested calendar
6. Pastoral Appeal	Raise funds to support needs of rural and retired UMC Pastors.	<p>a. Observe SPPR Week Mon 27 to Sun 3 July with relevant teachings.</p> <p>b. Actively promote Pastoral Sunday and aim to surpass last year's collection of £8,763.44.</p> <p>c. Ensure funds are remitted</p>	<p>SPPR Week was held successfully from Mon 27 Jun to Sun 3 July with a topic at MA level and discussion topics for Charges and locals.</p> <p>2022 Pastoral Appeal Sunday raised £6,945.47. Funds have not all been remitted to MA.</p>

		and acknowledgement received	Received acknowledgement of funds remitted to Zimbabwe \$11,710.00 for 2021 Pastoral fund. Rural and retired Pastors received \$50 each
7. Human Resources Management	To be fully compliant with Employment law and follow employment guidelines	<ol style="list-style-type: none"> a. Review current employment policies practises and procedures. b. Ensure filing is up to date for UKVI inspection c. Develop Pastor evaluation system 	<p>Reviewed as required throughout the year</p> <p>Filing is up to date</p> <p>Still under development</p>
8. Employee Salaries and Benefits Review	To ensure remuneration packages are equitable.	<ol style="list-style-type: none"> a. Present Task Force report to Annual Meeting b. Implement agreed policy c. Evaluate annually 	<p>Task force report was presented and adopted 5th February 2022 at Annual Meeting. Agreed Pastors to be paid their salaries in full and be given the responsibility to pay all their bills including parsonage. Bill thresholds to be agreed based on actual average bills.</p> <p>Implementation was delayed as the changes affected current contracts and conditions which needed to be revised accordingly. South Charge and Midlands also moved their Pastors into the new Parsonages.</p>

Charge Highlights

Central Charge

- Celebrated Rev Mutanho’s BIG birthday as a Charge
- Pastoral Appeal £2497.80 raised and remitted

South Charge

- Pastor moved into Parsonage 24 August 2022
- Pastor Mudambanuki will be ordained in December.
- Candidate remains in good standing
- Pastoral appeal £2259.00 raised and remitted

North Charge

- Ministerial gap needs to be filled ASAP

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- Despite busy schedule, DS supports and attends church and social events physically when the need arises.

Midlands

- Glory to God. Midlands have purchased a Parsonage and Pastor moved in 1 October 2022
- Meet monthly with Pastor for prayers
- Pastoral Appeal £1204.85 raised and still to be remitted

Scotland

- Welcomed Rev E Maphosa who came 26th Dec and bade him farewell. He left 3rd May
- Rev V Maposa arrived in August and has worked hard in the short time she has been here.
- Rev V Maposa’s 6 months end in January.
- 6-month visas to continue for 2023 in consultation with the bishop
- In 2024 looking at bringing Pastors for longer periods
- Pastoral Appeal £170.00 raised and remitted

ROI

- Pastor Mudambanuki has been working very hard to provide Pastoral care to the ROI Church. There were a lot of bereavements in the ROI Church this year and the Pastor has been our pillar of support. We thank God for him!
- Attended and celebrated Pastor Mudambanuki's birthday virtually.
- Raised £577.84 for Pastoral Appeal and remitted
- Visited Pastor Mudambanuki and family to pray and appreciate them for what they do for the ROI Church.

Pastoral Appeal Sunday Collection

Charge	2015	2016	2017	2018	2019	2020	2021	2022
South	£1,861.16	£3,249.13	£3,182.30	£3,685.50	£2,533.39		£2,665.00	£2,259.00
Central	£948.02	£1,295.27	£1,503.00	£1,776.00	£2,004.49		£2,640.00	£2,497.80
Midlands	£717.52	£608.89	£842.14	£920.00	£910.00	1540.00	£1,910.00	£1204.85
North	£555.64	£302.97	£342.23				£720.00	£229.35
Scotland					£115.00	EUR245	£200.00	£170.00
ROI					£47.00	EUR2000	£628.44	£577.47

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TOTAL £	£4,085.34	£5,572.26	£5,770.67	£6,382.13	£5,609.88	£11,488.00	£8,763.44	£6,938.47
Total \$							\$11,710.00	

*Noted another drop in figure for 2022 maybe attributable to financial pressures

* Gaps will continue to be filled as we find more information

Concerns

- All Pastors are generally overworked and need additional support.
- North Charge and ROI pastoral support issue is long overdue
- Pastors opted to use their own vehicles but option to have a lease vehicle may need to be taken up due to the increased travel, travel distances and upcoming winter months
- Candidates to Ministry passed by conference are yet to start officially. We were unable to produce a document outlining the process of Pastors appointment in the UK. Thanks to DCOOM Chair we now have a draft document that is now being reviewed.

Recommendations

- That recommendation for Pastors to pay for their own accommodation be revisited as Pastors in two Charges have moved into Parsonages. (Refer to BOT report)
- That role of HR and COS be separated due to the increased workload, expertise required and to improve relations between DS and COS.
- That all pastors are paid according to the revised salary structure.
- That Admin Assistant is awarded a Cost-of-Living Adjustment in line with current national awards
- That Pastoral Appeal funds include retired Pastors in the UK subject to needs assessment in line with the laws of the land.
- Background - 2020 Conference passed a resolution to "Employ Pastors coming from Zimbabwe on a 3-year fixed term contract to allow for itinerancy." (Recommendation was for 2 years but conference agreed 3 years). Conference made this decision due to the previous itinerancy issue in the UK. The current 3-year contracts expire 31 December 2023. Executive reviewed the current situation, considered the items below and agreed to bring two recommendations to conference.

6a - Start the visa application process for two new Pastors for 2024 in consultation with the Bishop

OR

6b – Renew the current two visas for a 2nd 3-year term (maximum 6 years) in consultation with the Bishop

Considerations	6a New visas for new Pastors	6b Renew visa for current Pastors for a 2nd 3-year term (Max 6 years)
Itinerancy (System of church organisation in which Pastors are sent to local churches by the Bishop and are regularly rotated from one local to another)	Conference was concerned about itinerancy as UK previously had an itinerancy issue. This option will allow for itinerancy.	Will allow for itinerancy within the UK subject to appointments. Bishop is aware of the need for itinerancy.

Costs to MA (Excl cost to Charge)	£31,868.00 (based on 4 adults, no children included, includes cost)	£15,329.00
Cost implications	Costs were taken into consideration when the resolution was passed in 2019	UK is facing an economic downturn/recession and possible drop in income
Pastors Welfare	Will open opportunities for other pastors	Takes a long time for Pastors to settle in. Pastors arrived during the pandemic and lost almost a year of normal physical activities. Pastors are only just settling into some semblance of normalcy and now face prospect of moving again.
Church stability	Church will not grow if we change Pastors just as Pastors have settled in	Church is stable and will grow if we have the Pastors for 2 x 3-year terms
Fears	3 years not enough time to settle in	After 6 years, Pastors will be eligible to apply for indefinite leave to remain. After 6 years, Pastors will no longer be the responsibility of the Church. If they choose to remain, they will remain but without an appointment.
Visa length	3 years	Options 3 years plus 3 years 3 years plus 2 years 3 years plus 1 year

Appreciation

We thank the Lord for leading and guiding us throughout the year. DS Chigwizura, DCOOM Chair, Pastor Mudambanuki, fellow leaders and Charge SPPR teams for your help and support during our two-year tenure. You were with us during our difficult moments. Thank you all for bearing with us as we navigated through unfamiliar territory and were sometimes not quick enough to respond to the various issues that needed attention. It has been our pleasure to play our part in supporting ministry and we have grown spiritually and in wisdom and understanding. “Kuita basa rake pano kwakatibatsira.”

Report compiled by.

Chairpersons – Mrs Karen Manyika & Mrs Elizabeth Mashiri

District Committee on Ordained Ministry (DCOOM) Report

Introduction /Salutation

The DS Rev Lizzy Chigwizura and spouse, honourable guests, pastors and spouses, MA Lay leaders Mr L Chinodzama and Mrs J Sibanda, Executive members, and all delegates here present, I greet you all in the name of the Father, Son, and the Holy Spirit, Amen. It is our pleasure and honour to seize this opportunity to present our UK MA DCOOM report to this august gathering.

Obituaries

As District committee on Ordained Ministry of the UK Mission Area of the United Methodist Church Zimbabwe Episcopal Area we are saddened to report the names of our colleagues and clergy family members who left us during the period under review. However, in the midst of all the heartrending news and uncertainty due to the ravaging Covid 19 pandemic we are comforted by the promises of God enshrined in His Word (The Bible) which remind us that there is no better place to be than in our heavenly home Psalms 23 vs 6, John 14 vs 2. We pray that the Comforter the Holy Spirit continues to comfort all the grieving hearts so that they may be renewed in faith to a level where hope rises to meet God's promises.

No.	Name of Deceased	Relationship	Date
1	Mbuya Bishau	Mother to Rev D Bishau's mother	10/03/2022
2	Sekuru Mtetwa	Father to pastor Mtetwa	27/03/2022
3	Rev Elias Mutasa	ZWAC Clergy	09/04/2022
4	Rev Livingstone Dozva	ZEAC clergy	02/05/2022
5	Rev Edith Dozva	ZEAC Clergy	31/05/2022
6	Mr Edmond Mashavire	Spouse of ZEAC clergy	12/06/2022
7	Sekuru Chiwanga	Father in-law to Rev Murauro	12/01/2021

1. Membership Table

1.1.Elders on appointment

No.	Name of Elder	Appointment	Sex	Marital Status
1.	Rev. Lizzy Chigwizura	District Superintendent/ Midlands Charge	F	M
2.	Rev. Agbeth Mutanho	Central Charge	M	M
3	Rev Violet Maposa	Scotland Charge	F	M

1.2 Provisional Member

No.	Name of Elder	Appointment	Sex	Marital Status
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1.	Kudzanai Mudambanuki	South Charge	M	M
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1.3 Lay Ministers

No	Name	Sex	Charge assignment	Marital status	Type of assignment
1	Keith Sengwayo	M	Central Charge	Married	CLM
2	Nesbert Mhondoro	M	Midlands	Married	LCM
3	Bridget Vumbunu	F	North Charge	Married	CLM
4	Charles Gwinyai Shamu	M	Republic of Ireland	Married	CLM

1.3 Retirees

	Name of Elder	Host Charge	Sex	Marital status
1.	Rev J.C. Banda	Midlands Charge	M	M

1.4 Other clergy within the Mission area

No	Name of Pastor	Appointment
1	Rev Shepherd Makina	Not on appointment
2	Rev Blessing Mukoyi	Not on appointment

2. Achievements

a. We managed to hold the following pastors’ meetings as tabulated below:

No.	Date	Venue
1	16/11/2021	ZOOM
2	14/12/2021	ZOOM
3	3/02/2022	ZOOM
4	19/April 2022	ZOOM

3. Joys

- i. We celebrated the weddings Rev Triphene Mukwena and Mr Luckson Humure (who is our member in the UK).
- ii. Rev Kudzanai Mudambanuki for successfully sailing through BOOM ordination interviews. We are now looking forward to his ordination during the upcoming Annual Conference.

4. Recommendations

1. We recommend the following candidates for appointment as local pastors. They have satisfied the requirements for joining ordained ministry as local pastors.

No	Name	Sex	Academic Qualifications	Marital status
1	Keith Sengwayo	M	-BA Theology	Married

2	Nesbert Mhondoro	M	- B. Ed - B. A. Theology - Diploma of Higher Ed (Biblical Studies), - Pip in Church Ministry - Certificate of Education	Married
3	Bridget Vumbunu	F	- B.A. Theology, Religion, and the Bible. - Diploma In Religious Studies (UZ)	Married
4	Wadzanai Mupaya	F	B. Sc Hons. in Midwifery	Married
5	Charles Gwinyai Shamu	M	- B.A. Honours in Administration - Certificate of Education	Married

5. Appreciation

1. We want to appreciate the resident Bishop E. K. Nhwatiwa and cabinet for appointing us to serve in our various appointments.
2. The UK Mission Area Superintendent for the spiritual and moral support.
3. Our laity for all the financial, spiritual, and moral support they always give us in the Lord's work.
4. The District Leadership and Committee on Superintendency for your support.
5. All UK MA Pastors and your spouses for a job well done during the period under review.
6. Bishop and Cabinet for appointing Rev Edmore Maposa to serve Scotland on six months visa. He served his tenure and returned to Zimbabwe. We are grateful to him for his contributions and services during his time among us.
7. We are grateful to Bishop and cabinet for appointing Rev Violet Maposa to serve Scotland on the six months visa appointment.
8. We heartily appreciate the excellent work being done by D.S. Rev. Lizzy Chigwizura. We thank you for your spiritual leadership and your effort to always be available for us when we needed you.
9. Lastly, we say, Ebenezer thus far the Lord has taken us.

Humbly submitted by -

Chairperson - Rev. Agbeth Mutanho

Secretary - Pastor Kudzanai Mudambanuki

District Superintendent – Rev Lizzy Chigwizura

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Committee on Finance (CoF) Report

Committee on Finance Report



UK Mission Area Conference

Executive Summary

This finance report aims to provide this UK Mission Area Conference 2022 with a summary of the financial information and performance to 30th September 2022 YTD.

As Committee on Finance, we lament the difficult times and traumas lived by the people during the past few years of the Covid-19 pandemic. We also acknowledge and note the challenges we are still going through as we deal with the aftermath of this devastating virus. Yet, despite the challenges and life-changing experiences we have gone through together in our communities, the church, its members, and donors have shown tremendous spiritual and financial resilience.

Notwithstanding our financial endurance and sterling efforts, total donated income fell considerably while charitable expenditure is beginning to rise as we start to enjoy a semblance of normality since the lifting of the covid restrictions by the government.

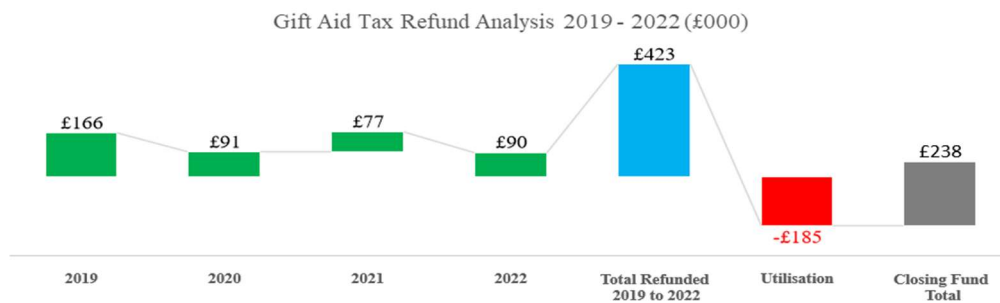
Financial Highlights:

Incoming Resources

The primary general income sources were as follows:

- ❖ £663,945 from donated income
- ❖ £223,000 from Harvest Thanksgiving income
- ❖ £89,973 from Gift aid tax refund - 28 new Gift Aid forms were signed this year

The graph below shows the gift aid cash flow timeline since the inception of the recovery process.



Restricted Income

- ❖ £10,534 from donations towards Orphans Fund
- ❖ £5,734 from donations towards Pastoral Fund

Expenditure

Every penny is essential for the effective operation of the church, so we work from carefully drawn budgets that identify where and how we spend our income.

Total expenditure to 30 September 2022 was £353,190. This was committed to the following main cost lines: direct charitable activities, capital investments, rent, staff costs and other costs.









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- ❖ £70,840 was paid for staff costs and other benefits
- ❖ £49,410 was spent on overseas payments in support of charitable initiatives abroad
- ❖ £206,000 Capital investment, being the purchase of Midlands Charge parsonage. This commitment followed last year's £350,000 investment on the first UK Mission Area acquisition of a residential property in South Charge, also for use as a parsonage.

Cash Balances

The total funds held as cash in hand/bank as of 30 September 2022 was £2,523,000, of which £381,697 was for Organisations (RRW/MUMC/UMYF) (2021: £2,606,628). The reduction in the cash balance was a combination of depressed inflows and capital expenditure.

Headline Financial Summary to September 2022 YTD

	SEPT 2021 YTD	SEPT 2022 YTD	VARIANCE	RAG
 Income	£689,949	£663,945	-£26,005	🚩
 Expenditure	£295,457	£371,228	£75,771	🟢
 Harvest Income	£267,334	£223,002	-£44,332	🚩
 Gift Aid Income	£76,663	£89,973	£13,310	🟢
 Orphans Fund	£13,320	£10,534	-£2,786	🚩
 Pastoral Fund	£8,765	£5,734	-£3,031	🚩
 Overseas Payments	£42,435	£49,414	£6,979	🟢
 Cash Balance	£2,606,628	£2,523,209	-£83,419	🚩

Achievements Against Plan

1. Budget Administration

We managed to keep church operations supported financially. There was an increase in unbudgeted expenditure this year compared to previous years. However, we ensured we received prior approval from the executive committee for all unbudgeted spending according to the church's financial policy and procedures.

2. Compliance and Monitoring

i. External Audit

The Annual Report and Financial Accounts for the year to 31st December 2021 were audited and filed with the Charities Commission and the Companies House before the submission deadlines.

The full set of the audited 2021 Annual report and Accounts are in a public domain, so they can be accessed by visiting the Charity Commission website.

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The sterling efforts of all the members of the finance board and other boards at the local church, Charge and MA were immense again this year. As a result, we maintain a clean bill of health regarding our recent filing history.

ii. Statutory Payments to HMRC and Pensions

We continue to timely file and pay all our statutory costs to HMRC for PAYE & NI and staff pension deductions.

iii. Internal Audit and Control

All our financial records have been audited up to the 3rd quarter 2022 for most locals and charges. We continue to work hard to improve our internal control systems so that they are sufficient and robust enough to support the church's expectations and those of our external auditors and other regulatory bodies.

3. Training

No UK Mission Area finance-led training workshop was held this year. However, some Charges and local churches had various training events focusing on local needs, including gift aid refresher courses.

Financial Overview

Post Covid-19 Pandemic

The UK Mission Area's financial performance remains subdued compared to the periods before the Covid pandemic.

Since the uplifting of Covid-19 restrictions, the church has begun to see some green shoots through increased general donations from members in this latter part of the year, although the average weekly physical attendance numbers are still lower than pre-covid periods.

As the UK CoF team, we continuously engage with all Boards to achieve favourable results from collectively formulated objectives. We have also been blessed with capable and reliable Charge finance representatives who see it as their duty to make the team function as it should, right from the local church. This firm discipline has helped us achieve fantastic results over the past few years. We pray and long for this strong partnership to continue and be etched in all our mindsets.

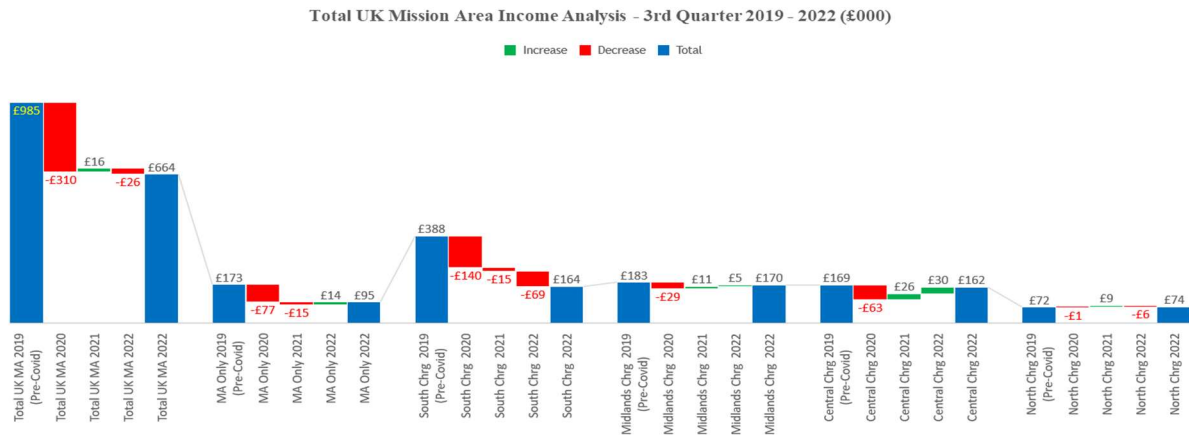
Despite the highlighted challenges, the church retains a solid financial backing from its loyal members to advance its charitable objectives.

Incoming Resources

The UK Mission Area witnessed an overall decrease in general income donations this year compared to the same period last year.

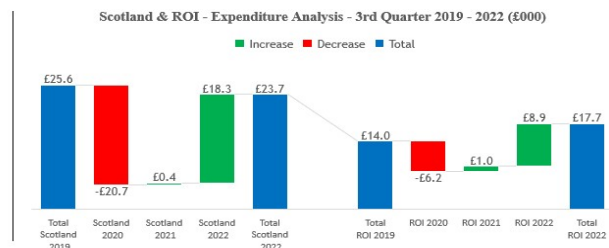
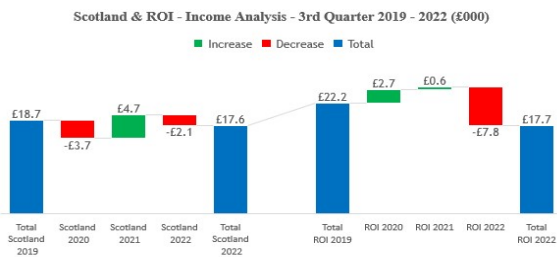
Total donated income to 30 September 2022 was £664,000, a 4% reduction compared to the same period in 2021: £685,000.

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Income analysis by Charge shows a diverse set of performances where Central Charge, Midlands Charge and MA enjoyed increases of 22%, 3% and 17%, respectively. On the other hand, North and South Charge suffered drops in their income of 7% and 30% respectively. This analysis is in comparison to how their performances were last year.

Scotland UMC and ROI UMC witnessed a decrease in their incoming resources compared to the same period last year. There was a decrease of 11% (£17,600) and 30% (£17,686) for Scotland and ROI, respectively, compared to 2021: £19,746 and £25,440.



They both experienced high levels of expenditure this year to September 2022 YTD: £23,671 (Scotland) and £25,376 (ROI), compared to £5,351 and £8,822, respectively, for 2021. This was mainly owing to an increase in costs associated with clergy personnel support in Scotland. In ROI, the increase was due to their MA assessment budget payment this year and overseas twinning programme funding.

Gift Aid Income

This year, we successfully claimed and received a total refund of £89,973 for Gift Aid tax from the 2021 qualifying donations (£76,663:2021 for qualifying 2020 donations), representing a tidy 17% (£13,310) increase from 2021.

Contributing to the recovery increase was an 8% increase in signed forms from 328 in 2021 to 356 in 2022. This allowed us to process 4 years' worth of backdated claims from the newly signed forms.

Therefore, the total tax refund through gift aid stands at £423,385, of which £185,095 has been utilised.

Much work still needs to be done for the church to realise optimal gift aid income benefits. Therefore, we continue to implore church members to obtain a form from your finance teams and sign it if your tax status now allows you to.

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It would be remiss not to mention the Coventry Church finance team who held a training session from which a respectable 14 new declaration forms were signed.

The table below shows gift aid statistics by local church to date

Local /Charge	Average Membership	Signed Forms 2021	Signed Forms 2022	New Forms 2022	Signed Forms as % of Membership	Gift Aid Income 2019-2021 (£)	Gift Aid Income 2022 (£)	Total Gift Aid Income 2019-2022 (£)	80% Utilisation Parsonage Acquisition (£)	Total Designated Reserves Gift Aid (£)	Available for Parsonage Acquisition (£)
Chelmsford		29	29	-		35,413	5,942	41,355	(28,330)	13,025	-
London		27	28	1		56,001	10,482	66,484	(44,801)	21,683	-
Slough		17	18	1		33,723	8,080	41,802	(26,978)	14,824	-
Portsmouth		1	5	4		-	2,399	2,399	-	2,399	-
South Charge	442	74	80	6	18%	125,137	26,903	152,040	(100,110)	51,930	-
Leicester		27	27	-		11,108	3,973	15,081		15,081	12,065
Hatfield		14	15	1		7,637	4,171	11,808		11,808	9,446
Luton		13	13	-		7,000	2,431	9,431		9,431	7,545
Northampton		20	20	-		14,886	3,110	17,996		17,996	14,397
Nottingham		13	13	-		6,966	3,002	9,968		9,968	7,974
Oxford		4	4	-		4,633	316	4,949		4,949	3,959
Central Charge	490	91	92	1	19%	52,231	17,002	69,233	-	69,233	55,386
Birmingham		20	20	-		27,129	6,233	33,361	(21,703)	11,659	-
Bristol		25	25	-		28,897	4,425	33,322	(23,118)	10,204	-
Coventry		14	28	14		24,566	9,214	33,780	(19,653)	14,128	-
Crewe		5	7	2		6,026	4,056	10,082	(4,821)	5,261	-
Wolverhampton		30	31	1		19,615	7,407	27,022	(15,692)	11,330	-
Midlands Charge	482	94	111	17	23%	106,233	31,335	137,568	(84,986)	52,582	-
Leeds		40	43	3		31,773	10,703	42,476		42,476	33,981
Sheffield		14	14	-		8,000	1,285	9,285		9,285	7,428
Manchester		15	16	1		10,051	2,745	12,797		12,797	10,238
North Charge	273	69	73	4	27%	49,825	14,733	64,558	-	64,558	51,646
Total	1,687	328	356	28	21%	333,425	89,973	423,398	(185,096)	238,302	107,032

Harvest thanksgiving

The table below provides a consolidated overview of the harvest thanksgiving income trend over the covid period, with 2019 acting as a fair benchmark for performances before Covid-19 stroke. We expect to return to these 2019 levels of income as things begin to move to normality again.

All the Charges experienced a dip in their harvest thanksgiving income this year. Although some local churches reported increases compared to last year, the accumulated figures for Charges depict decreases across all four main Charges.

HARVEST ANALYSIS	2019	2020	2021	2022
SOUTH CHARGE	£117,368	£94,471	£86,899	£65,698
% Increase/(Decrease)		-19.5%	-8.0%	-24.4%
CENTRAL CHARGE	£73,826	£68,169	£81,790	£78,048
% Increase/(Decrease)		-7.7%	20.0%	-4.6%
MIDLANDS CHARGE	£57,805	£46,363	£53,033	£54,663
% Increase/(Decrease)		-19.8%	14.4%	3.1%
NORTH CHARGE	£21,663	£22,378	£27,487	£24,592
% Increase/(Decrease)		3.3%	22.8%	-10.5%
TOTAL HARVEST	£270,662	£231,381	£249,209	£223,002
% Increase/(Decrease)		-14.5%	7.7%	-10.5%

Overall, the UK Charges' harvest incomes decreased by 11% to £223,002 compared to £249,209 for the same period last year. This can again be blamed on the remnants of Covid effects and how the church members become accustomed to behaving financially.

Scotland and ROI UMC harvest figures were consistent with last year's, with a notable 8% increase in Scotland numbers.

HARVEST ANALYSIS	2019	2020	2021	2022
Scotland	£6,448	£8,522	£4,315	£4,670
% Increase/(Decrease)		32.2%	-49.4%	8.2%
ROI	£11,138	£9,517	£13,810	£13,838
% Increase/(Decrease)		-14.5%	45.1%	0.2%

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Expenditure

Total charitable and support costs increased by 20% for the period to 30 September 2021 to £371,230 (2021: £295,460). The increase was the result of the lifting of Covid restrictions by the government. Lifting covid restrictions has allowed the church to resume most of the charity works that had been put on hold. It has also permitted church gatherings to resume, notably the RRW Blackpool convention. Pastoral care to the church members has also been restored, thereby increasing the costs of clergy travel within the UK Mission Area.

Working in Partnership for public benefit



The strategy and purpose of our organisation affirm our commitment to working in partnership with overseas charitable organisations, including churches. We aim to deliver the best possible outcomes for people in disadvantaged communities and societies wherever they are in the world.

According to the objects of the church, partnership working allows us to evangelise to people far and wide, prevent or relieve poverty, relieve sickness and financial hardship, and promote good health in societies.

Overseas expenditure

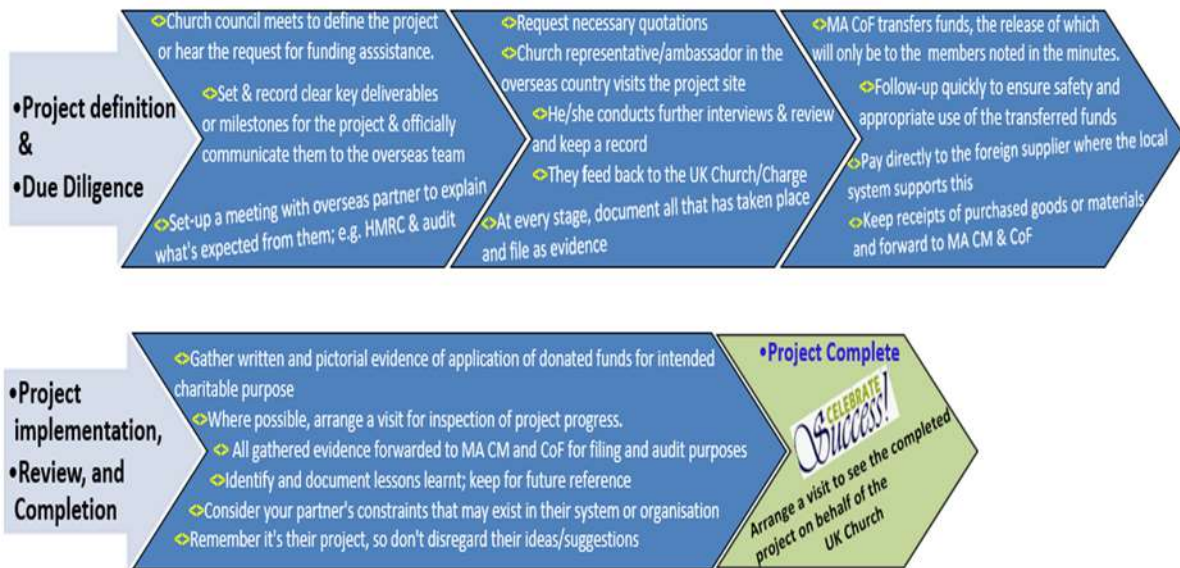
Total overseas expenditure increased by 5% for the period to 30 September 2022 to £49,400 (30 September 2021: £47,137).

These funds were invested into projects ranging from assisting with the construction of decent homes for rural-based clergy members in Zimbabwe, provision of clean water to deprived communities, provision of scarce medicines for the underprivileged rural populations, and funding specific needs to orphanages in the East and West Conferences of the United Methodist Church.

It remains the responsibility of the church executive to demonstrate and, when requested, to provide evidence that they took reasonable steps to meet HMRC’s criteria on charitable transactions with overseas organisations.

When used in conjunction with the overseas payment policy, the process flow diagram below will help the church meet HMRC expectations pertaining to foreign projects funding.

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Know your donor

It is usual for some donations to the church to have conditions attached to them; therefore, it is essential that the church council/executive is sufficiently satisfied that it'll be able to meet those conditions before accepting any such donations.

Establishing the following facts before accepting a donation from a donor is vital to the church.

1. Whether the person or linked person or entity gains a financial advantage from the donation to the church.
2. Whether one of the main or sole purposes is to obtain a financial advantage directly or indirectly from the charity for the donor or linked person.
3. Have any public concerns been raised about the donor or their activities? If so, what was the nature of the concerns and how long ago were they raised?
4. What was the outcome of the regulator investigation, if any, was commissioned?
5. Would any adverse publicity about the donor have a damaging effect on the church's reputation?

Reserves policy

General reserves are set according to the church's reserves policy.

Our reserves policy aims to ensure that the church maintains sufficient cash reserves and readily realisable assets to enable it to withstand the impact of a possible drop in income for any reason or an unplanned increase in general operational expenditure. In addition, general reserves, as they are not restricted to or designated for a particular purpose, will help ease financial pressure while necessary adjustments are being made to the church's operations.

General Reserves (Unrestricted)

Reserves are maintained at a level that enables the church to manage financial risk and short-term income challenges.

According to church policy, general reserves are set at 25% of total expenditure. This reassures stakeholders that the organisation is efficiently run and provides the overall financial resilience required by the church for its operations. Reserves are established in times of abundance for times of economic hardship.

As of 30 September 2022, the general reserve balance was £2,523,210 (30 September 2021: £2,606,628). Of the £2,523,210 reserves, £1,544,880 was Free General Reserves and £978,330 designated funds as listed in the table below

Designated (Earmarked) Funds (Unrestricted)

Designated funds are unrestricted funds that have been earmarked and separated by the conference or Charges/Locals for special projects or future use.

Gift Aid tax refunds and Disaster Emergency Fund (DEF) were approved to be kept in a designated fund reserve account. In addition are the Building Funds that have been held for some time now in Local and Charge bank accounts to facilitate the acquisition of immovable properties.

DEF was authorised and approved to be calculated at 5% of the Charge assessment. Therefore, it will be paid through Charge assessment and recorded into the designated fund in the Mission Area books.

As of 30 September 2022, the UK Mission Area designated fund balance stood at £978,330: £238,302 (Gift Aid), £358,330 (Building Fund) and nil (DEF)

General Reserves Analysis	Designated Reserves					TOTAL
	Free General Reserves	MUMC/RRW/UMYF	Gift Aid	Building Fund	Disaster Emergency Fund	
Reserves as at 01 Jan 2022	£1,234,326	£358,306	£333,425	£680,571	£0	£2,606,628
Net Movement	£310,553	£23,391	£-95,123	£-322,240	£0	£-83,419
TOTAL RESERVES - 30 Sept 2022	£1,544,879	£381,697	£238,302	£358,331	£0	£2,523,209

The Disaster Emergency Fund remains nil due to the financial impact of the Covid pandemic on church finances.

Restricted funds

Restricted funds are donated for a particular purpose, the use of which is restricted for the purposes specified by the donor or as identified at the time of a public appeal.

The table below shows the total restricted funds as of 30 September 2022. We have experienced a continuous fall in Pastoral funds in the last two financial years. The Orphans Fund saw a considerable increase in 2021 and then fell in 2022 by 21% to 10,534. These adverse movements can be attributed to the impact of covid on personal finances.

Restricted Fund Analysis	Pastoral Funds			Orphans Funds		
	2020	2021	2022	2020	2021	2022
Fund Account Balance as at Q3	£11,396	£8,765	5,733.62	£7,690	£13,320	10,534.30
% Increase/Decrease	0%	-23%	-35%	0%	73%	-21%

Risk Management

Through the MA Executive, the trustees are responsible for identifying the risks to which the charity is exposed and ensuring appropriate written procedures, policies, and internal controls are in place to provide reasonable assurance against fraud and error.

The significant risks to which the charity is exposed have been identified as safeguarding the charity's assets and ensuring funds are applied for charitable purposes according to set objectives and financial

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plans. Internal control systems and strategies have been implemented to mitigate these risks. Income and expenditure are monitored through budget setting and are periodically compared against actual performance. Quarterly internal audits are performed throughout the year, which allows for regular monitoring of critical risks and the effectiveness of internal control systems.

Annually, the executive reviews the church's approach to risk and recommends changes or improvements to critical processes and procedures.

Appreciation

Focusing on financial dialogue never leaves enough time to appreciate the solid efforts that go into preparing and presenting the annual accounts and the general in-year management of the financial resources by our UK MA CoF officers.

The finance team's work ethic was impeccable and unrivalled again this year, so thank you very much for all the sacrifices. You went above and beyond, and we do not doubt you will continue to do so until the end of this financial year or your term of office.

RECOMMENDATIONS

We recommend to this Conference the approval of the following policy documents:

1. Committee on Finance Policies and Procedures - Version No. 04_2022, together with the proposed amendments in [Appendix CoF01](#)
2. Reviewed Gift Aid Policy and Guidance - Version CoF v.1.2_Nov 2022

Version:	CoF v.1.2_Nov 2022
Date approved by:	MA Executive/Trustees
Date approved:	12 Nov 2020
Ratified by:	UK Mission Area Conference
Date ratified:	14 Nov 2020
Review date:	12 Nov 2022

3. Reviewed Overseas Payments Policy - Version CoF v.1.1_Nov 2022

Version:	CoF v.1.1_Nov 2022
Date approved by:	MA Executive/Trustees
Date approved:	27 October 2021
Ratified by:	UK Mission Area Conference
Date ratified:	13 November 2021
Annual Review date:	12 November 2022

Internal Audit report - 3rd Quarter to 30 September 2022

'A vibrant Church spiritually empowered and fully equipped for its mission.'



United Methodist Church (UK)

Charity Number 1094560P

Ethel Road, Evington, Leicester, LE5 5ND. Tel: 0116 2101790

INTERNAL AUDIT REPORT TO THE EXECUTIVE OF UNITED METHODIST CHURCH UK MISSION AREA

On behalf of MA internal auditors, I have examined the financial statements of Mission Area United Methodist Church UK for the period from **1 January 2022 to 30 September 2022**, presented to me by Mr S Chipuka, the MA Treasurer. The financial statements consisted of Receipts and Payments accounts and the related schedules.

These financial statements were prepared under the historic cost conversion basis and in accordance with the accounting policies of the United Methodist Church, UK Mission Area, and in the order set out in the Statement of Recommended Practice (SORP).

Responsibilities of the Executive

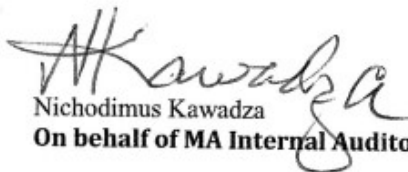
The Church Executive is responsible for the maintenance of proper accounting records and preparation of financial statements in accordance with the requirements of the Book of Discipline of the United Methodist Church and in accordance with the Charity Commission guidelines, and in compliance with Statement of Recommended Practice (SORP).

Responsibilities of the Internal Auditors

Our responsibility is to audit the accounting records in accordance with the established audit practices and procedures. Our audit includes an examination of evidence related to the amounts stated in the financial statements. Our audit also includes seeking explanations and conducting assessments on the use of the available resources. We report on whether the financial statements represent cash transactions conducted during the period, and if proper accounting records have been kept. We also report on any significant matters requiring adequate attention.

Audit Opinion

In my opinion **the financial statements represent the true financial transactions conducted during the period 1 January 2022 to 30 September 2022**. They have been properly prepared from accounting records kept in accordance with the United Methodist Church (UK) methods and procedures, and the Charity laws of England and Wales. Any matters requiring further consideration have been communicated to the Committee on Finance.


Nichodimus Kawadza
On behalf of MA Internal Auditors

Dated: 6th November 2022

Income and Expenditure Report - 3rd Quarter to 30 September 2022

INCOME AND EXPENDITURE REPORT - 3RD QUARTER TO 30 SEPTEMBER 2022								
	GENERAL FUND	DESIGNATED FUND	MUMC	RRW	UMYF	ORPHANS	PASTORAL	TOTAL
Voluntary Receipts								
UMC100 Assessments North Charge	10,250.00	0.00	0.00	0.00	0.00	0.00	0.00	10,250.00
UMC110 Assessments Midlands Charge	33,000.00	0.00	0.00	0.00	0.00	0.00	0.00	33,000.00
UMC120 Assessments Central Charge	17,500.00	0.00	0.00	0.00	0.00	0.00	0.00	17,500.00
UMC130 Assessments South Charge	31,000.00	0.00	0.00	0.00	0.00	0.00	0.00	31,000.00
UMC140 Assessments Scotland	2,500.00	0.00	0.00	0.00	0.00	0.00	0.00	2,500.00
UMC150 Assessments ROI	2,483.00	0.00	0.00	0.00	0.00	0.00	0.00	2,483.00
UMC162 Assessments UMYF	200.00	0.00	0.00	0.00	0.00	0.00	0.00	200.00
	96,933.00	0.00	0.00	0.00	0.00	0.00	0.00	96,933.00
Receipts from Church Activities								
UMC300 Harvest	100.00	0.00	0.00	0.00	0.00	0.00	0.00	100.00
UMC302 Orphans Fund	0.00	0.00	0.00	0.00	0.00	6,511.30	0.00	6,511.30
UMC303 Pastoral Fund	0.00	0.00	0.00	0.00	0.00	0.00	3,006.47	3,006.47
UMC311 Travel and hospitality	8,574.54	0.00	0.00	0.00	0.00	0.00	0.00	8,574.54
UMC314 Building Fund Income	122,711.46	0.00	0.00	0.00	0.00	0.00	0.00	122,711.46
UMC316 Outreach Support-Income	25,828.96	0.00	0.00	0.00	0.00	0.00	0.00	25,828.96
	157,214.96	0.00	0.00	0.00	0.00	6,511.30	3,006.47	166,732.73
Receipts from Investments								
UMC400 Interest Received	6.31	0.00	0.00	0.00	0.00	0.00	0.00	6.31
	6.31	0.00	0.00	0.00	0.00	0.00	0.00	6.31
Other Receipts								
UMC600 Gift Aid Tax Recovery	0.00	9,534.56	0.00	0.00	0.00	0.00	0.00	9,534.56
	0.00	9,534.56	0.00	0.00	0.00	0.00	0.00	9,534.56
Organisational Receipts								
MUMC701 MUMC	0.00	0.00	5,090.00	0.00	0.00	0.00	0.00	5,090.00
RRW700 RRW	0.00	0.00	0.00	27,563.61	0.00	0.00	0.00	27,563.61
UMYF702 UMYF	0.00	0.00	0.00	0.00	640.00	0.00	0.00	640.00
	0.00	0.00	5,090.00	27,563.61	640.00	0.00	0.00	33,293.61
Church Activities Costs								
UMC800 Salaries & Benefits	70,837.44	0.00	0.00	0.00	0.00	0.00	0.00	70,837.44
UMC803 Rent	1,080.00	0.00	0.00	0.00	0.00	0.00	0.00	1,080.00
UMC807 Telephones and IT	592.50	0.00	0.00	0.00	0.00	0.00	0.00	592.50
UMC813 Business Travel (Volunteers)	1,080.53	0.00	0.00	0.00	0.00	0.00	0.00	1,080.53
UMC816 Outreach Support-Expenditure	24,582.94	0.00	0.00	0.00	0.00	0.00	0.00	24,582.94
UMC819 Sage Payroll Support	495.28	0.00	0.00	0.00	0.00	0.00	0.00	495.28
UMC820 Professional Fees	4,005.93	0.00	0.00	0.00	0.00	0.00	0.00	4,005.93
UMC832 BOT	907.11	0.00	0.00	0.00	0.00	0.00	0.00	907.11
UMC833 Connectional Ministries	5,344.38	0.00	0.00	0.00	0.00	0.00	0.00	5,344.38
UMC835 Finance	820.20	0.00	0.00	0.00	0.00	0.00	0.00	820.20
	(109,746.31)	0.00	0.00	0.00	0.00	0.00	0.00	(109,746.31)
Management Fees								
UMC900 Bank Charges	441.24	0.00	0.00	0.00	0.00	0.00	0.00	441.24
	(441.24)	0.00	0.00	0.00	0.00	0.00	0.00	(441.24)
Organisational Payments								
MUMC1001 MUMC	0.00	0.00	269.12	0.00	0.00	0.00	0.00	269.12
RRW1000 RRW	0.00	0.00	0.00	9,194.86	0.00	0.00	0.00	9,194.86
	0.00	0.00	(269.12)	(9,194.86)	0.00	0.00	0.00	(9,463.98)
Fund Transfers	84,986.34	(84,986.34)	0.00	0.00	0.00	0.00	0.00	0.00
	84,986.34	(84,986.34)	0.00	0.00	0.00	0.00	0.00	0.00
TOTAL SURPLUS/DEFICIT	228,953.06	(75,451.78)	4,820.88	18,368.75	640.00	6,511.30	3,006.47	186,848.68
Funds brought forward								
Money	92,690.59	233,315.68	14,435.27	80,178.95	6,401.10	1.50	1.75	427,024.84
Debtors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Creditors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Net Assets/Liabilities	341,637.85	80,438.36	0.00	0.00	0.00	0.00	0.00	422,076.21
	434,328.44	313,754.04	14,435.27	80,178.95	6,401.10	1.50	1.75	849,101.05
Funds at 30 September 2022								
Money	113,945.85	238,302.26	19,256.15	98,547.70	7,041.10	6,512.80	3,008.22	486,614.08
Debtors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Creditors	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Other Net Assets/Liabilities	549,335.65	0.00	0.00	0.00	0.00	0.00	0.00	549,335.65
TOTAL AT 30 SEPTEMBER 2022	663,281.50	238,302.26	19,256.15	98,547.70	7,041.10	6,512.80	3,008.22	1,035,949.73

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Budget Variance Report - 3rd Quarter to 30 September 2022

BUDGET VARIANCE REPORT - 3RD QUARTER TO 30 SEPTEMBER 2022					
	Annual Budget	Budget YTD	Actuals YTD	Variance	
Voluntary Receipts					
UMC110 Assessments Midlands Charge	31,000.00	23,250.00	33,000.00	9,750.00	Paid to Dec 2022
UMC120 Assessments Central Charge	31,000.00	23,250.00	17,500.00	(5,750.00)	
UMC130 Assessments South Charge	31,000.00	23,250.00	31,000.00	7,750.00	Paid to Dec 2022
UMC100 Assessments North Charge	20,500.00	15,375.00	10,250.00	(5,125.00)	
UMC140 Assessments Scotland	2,500.00	1,875.00	2,500.00	625.00	
UMC150 Assessments ROI	2,500.00	1,875.00	2,500.00	625.00	
UMC141 Assessments RRW	500.00	375.00	0.00	(375.00)	
UMC160 Assessments MUMC	500.00	375.00	0.00	(375.00)	
UMC142 Assessments UMYF	200.00	150.00	0.00	(150.00)	
	119,700.00	89,775.00	96,750.00	6,975.00	
Receipts from Church Activities					
UMC300 Harvest	38,500.00	0.00	100.00	100.00	
	38,500.00	0.00	100.00	100.00	
Receipts from Investments					
UMC400 Interest Received	0.00	0.00	6.31	6.31	
	0.00	0.00	6.31	6.31	
	158,200.00	89,775.00	96,856.31	7,081.31	
Church Activities Costs					
UMC800 Salaries	111,810.00	83,857.50	70,837.44	(13,020.06)	Clergy vacancy - North Charge
UMC803 Rent	1,500.00	1,125.00	1,080.00	(45.00)	Head Office Rent
UMC813 Travel (Volunteers)	2,000.00	1,500.00	81.76	(1,418.24)	Covid restrictions, hence underspend
UMC819 Sage Payroll Support	1,500.40	1,125.30	995.28	(130.02)	Payroll & Paxton Software Costs
UMC820 Professional Fees	4,500.00	3,375.00	7,139.68	3,764.68	HR & Safeguarding Consultancy fees
UMC832 BOT	4,600.00	1,661.10	907.11	(753.99)	Outstanding website costs
UMC833 Connectional Ministries	5,000.00	2,500.00	2,669.40	169.40	
UMC835 Finance	1,459.60	1,094.70	820.20	(274.50)	
UMC806 Office running costs & Admin	1,000.00	750.00	592.50	(157.50)	
UMC808 UK Conferences & BOLA	250.00	187.50	0.00	(187.50)	
UMC824 ZEA Conferences	7,100.00	0.00	0.00	0.00	
UMC834 Committee on Superintendency	2,200.00	0.00	0.00	0.00	
UMC820 Legal Services	480.00	480.00	540.00	60.00	
Charity Trustees - Training	1,500.00	0.00	0.00	0.00	
DCOOM	280.00	0.00	0.00	0.00	
	145,180.00	97,656.10	85,663.37	(9,343.15)	
Reserves & Management Fees					
UMC900 Bank Charges	700.00	525.00	441.24	(83.76)	
UMC902 Audit Fees	9,120.00	0.00	0.00	0.00	
General/Management reserve	3,200.00	0.00	0.00	0.00	
	13,020.00	525.00	441.24	(83.76)	
TOTAL SURPLUS/(DEFICIT) AT 30 SEPT 2022	(0.00)	(8,406.10)	10,751.70	(2,345.60)	

Proposed Financial Budget 2023

Financial Budget 2023					
	Notes	2020 Budget FYI	2022 Budget	2023 Budget	% Increase/ decrease
Assessment Income					vs 2020
UMC110 Assessments Midlands Charge		33,850	31,000	38,500	14%
UMC120 Assessments Central Charge		33,850	31,000	38,500	14%
UMC130 Assessments South Charge		33,850	31,000	38,500	14%
UMC100 Assessments North Charge		25,000	20,500	25,000	0%
UMC100 Assessments Scotland		3,500	2,500	3,000	-14%
UMC150 Assessments ROI		3,500	2,500	3,000	-14%
UMC140 Assessments MUMC		1,300	500	500	-62%
UMC141 Assessments RRW		1,500	500	500	-67%
UMC142 Assessments UMYF		500	200	200	-60%
Total Assessments		136,850	119,700	147,700	8%
Receipts from Church Activities					
UMC300 Harvest (15%)		37,000	38,500	40,000	8%
UMC201 Revival Offering		4,500	-	2,300	-49%
Gift Aid Income		-	-	30,000	100%
Total Receipts from Church Activities		41,500	38,500	72,300	74%
Total Incoming Resources		178,350	158,200	220,000	23%
Church Activities Costs					
UMC800 Salary costs		85,800	111,810	132,500	54%
UMC803 Rent - Head Office		1,500	1,500	1,500	0%
UMC806 Office running costs & Admin		3,300	1,000	550	-83%
UMC808 Conferences & BOLA		5,500	250	250	-95%
UMC813 Business Travel Costs		6,400	2,000	1,500	-77%
UMC824 ZEA Conferences	1	6,160	7,100	5,744	-7%
UMC832 Board of Trustees	2	3,430	4,600	2,215	-35%
UMC833 Connectional Ministries	4	21,300	5,000	14,625	-31%
UMC834 Committee on Superintendency	3	12,660	2,200	37,910	199%
UMC835 Finance		2,100	2,960	2,640	26%
UMC820 Legal Services		500	480	480	100%
UMC820 Human Resources		5,000	4,500	4,500	-10%
UMC900 Bank Charges		600	700	700	17%
UMC902 Audit Fees		7,200	9,120	9,120	27%
Safeguarding - Training & Other Costs		-	-	2,500	100%
Trustees Training		-	1,500	1,500	100%
DCOOM		-	280	280	100%
General/Management reserve		7,470	3,200	1,485	-80%
Contingency		3,500	-	-	-100%
Disaster Management Fund		5,930	-	-	100%
Total Resource Expenditure		178,350	158,200	220,000	39%

NOTES:	
1. Zimbabwe Episcopal Area	
Travel & Business Expenses (DS, Delegate), and ZEA Conferences Admin	5,744
2. BOT	
Head Office - Phone & Broadband	803
Website maintenance & Zoom & One drive	550
Zoom & One Drive	862
Total	2,215
3. Committee on Superintendency	
New 2024 VISAs**	31,860
Other CoS Costs, including cabinet meetings	6,050
Total	37,910
** Funding for VISA applications and associated costs for the 3 yearly clergy staff cycle will be drawn from Gift Aid funds to ease impact on Charge Assessment	
4. Connectional Ministries	
MA Easter Revival	5,250
CM Clusters, including CYM & YAM	4,875
First Aiders training	750
UMYF Revival and other activities	3,750
Total	14,625

SUBMITTED BY:

UK Mission Area Committee on Finance

Mr X Gombakomba
Miss P Makunike

UK Mission Area Treasurer

Mr S Chipuka

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Appendices

MA01 Attendance Register for AGM and 2021 MA Conference

CM01 2023 Draft Calendar

BOT01 Accommodation Policy

BOT02: Vehicle Policy

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MA01 Attendance Register for AGM and 2021 MA Conference

	Mission Area	South Charge	Central Charge	Midlands Charge	North Charge	Scotland	ROI	Observers
1	DS Rev L. Chigwizura	Pastor K. Mudambanuki	Rev A. Mutanho.	Mr I. Chigwizura	Mr. D Mwandimbira	Mrs M. Sanyanga	Mr C Shamu	Rose Ndoro
2	Mr L. Chinodzama	Mrs P. Mudambanuki	Mrs E. Mutanho	Miss F Chingwena	Ms R Musekiwa	Ms C Mudiwa	Mr K Mwaitirwa	Nyakudirwa
3	Mrs J. Sibanda	Mrs L. Chandigere	Mrs A. Kamutero	Mrs M. Mutare	Mrs B Vumbunu	Mrs M. Kahlari	Lisa Jeyacheya	Joyce Makoni
4	Ms S. Ng’Anjo	Mr F. Mutsipa	Mr J. Kapumha	Mr S. Chikukwa	Mr D. Mutepfa	Mr T Sibanda	Mrs K Katsande	Mrs E Chiimba
5	Miss T. Dengezi	Mr S. Musafare	Mr S. Betsva	Mrs E Kapfumvuti	Mr C. Kashiri	Mr Sanyanga	Mrs E. Kwenje	M. Zvobgo
6	Mr X. Gombakomba	Mr T. Hungwe	Mrs P. Nyakatawa	Mr T Mhondiwa	Mr T Karimazondo	C Nyamanhindi	Mr A Mugauri	Rosaline Mpofo-
7	Ms. P. Makunike	Mr P. Chiza	Mrs J. Sarupinda	P. Nyamakanga	Mrs T Makadzange		Milly Bangidza	Invited Guests
8	Mr S. Chipuka	Mr W. Kanjanda	Mr M. Munyebvu	Mrs N. Godoka	Mrs P Murefu		Mrs H. Mutamiri	DS. Mafondokoto
9	Mr J. Chimera	Mrs. S Mfiri	Mr H. Kuhudzewe	Mrs M Andrews	Mr O Murefu		Mrs R. Muwaniri	DS Musona
10	Mr Z. Magomo	Mrs MMwanaka	Mrs M. Muponda		Mr M Kajese		Mrs C. Jeyacheya	Mr S. Mafunda
11	Mr O. Ndagurwa	Mrs M. Nyachengwe	Mrs J Munyaradzi	Mrs P. Chinomona	Mrs M Mvere		Mr M. Tsambwa	
12	Mrs K. Manyika	Mr F Makunike	Mr Z. Mataruka	Mr J Mataranyika	Mr C Manyeza			Rosaline Mpofo
13	Mrs E. Mashiri	Mrs C Chivasa	Mr D Mudede	Mr A Chikomo	Mr L. Mundenda			AshleyChigumadzi
14	Mrs G. Nyabereka	Mr M Chidewu	Mrs T Gomani	Mr Adal Soko	Mr J Marange			Ms R Ndengeya
15	Mrs A. Mutyora	Miss M Mutasa	Ms T Nyambayo	Wadzanayi Mhondoro	M Murape			Dairai Mberi
16	Mrs T. Chambara	T. Ushe	Ms E Binga	Mr K. Sengwayo	C Chagumaira			Mr T Sithole
17	Mr Lincoln Dokwani	Mr N Kawadza	Mrs P Chipuka	Mutsa Majecha	J. Murape			Mr G Chisango
18	Mr R. Chivasa	Lillian Mutasa	Mr T Muzorewa	B. Chingwena	LP Murapa			Ms E Boka
19	Mrs N. Mhizha	T. Mujuru	Mr P Nyaruwa	Maureen Zvinoera	Givie Chitengu			Ms P Maziriri
20	Mr N. Mhondoro	T. Kanjanda	Mr S Dziruni	Henry Muhlalu	Mrs A. Mupazviripo			Anna Chiremba
21	Dr F. Chinaka	Kudakwashe Kawadza	Mr M Kanyoka	Fran Sekete	Mrs N Kajese			Jairos Fusire
22	Mr G. Mataranyika	T. Chirewa	Mr R Maumbe	Wicheous Bera				Edith Chadzingwa
23	Mr N. Mapfeka	Olinder Chari	Mr W Terera	C. Nyasango				A. Maunga
24	Ms R. Mawema	Yeukai Zinyemba	Mrs P Murewa	M.Sengwayo				Doroth Chirewa
25	Mr T. Mazarura	Gloria Munetsi	Mrs E. Kadye	Mollyn Mzee				Tariro Gumbo
26	Mrs C Tsambwa		T. Chinodzama	Regina Manuel				Judith Mapswayi
27	Mr U Mupambireyi		T. Nyalaya	Elphas Gunguwo				TG Fusire
28	Ms F Muyambi		Y. Kamoto	M. Mzee				Violet Zidduch
29	Mr B Sekete		T. Mateta					Kuda sunduza
30	Miss O Kanyoka		C. Chagumaira					Anna Chiremba
31	E Chinyerere							Kuda Murape
32	Rutendo Sibanda							Mable Murape

CM01 2023 Draft Calendar

DATE	EVENT	VENUE
JANUARY		
Sun 1	New Year's Day	Worldwide
	15 days Prayer and Fasting	All
Sat 07	OPEN	
Sat 15	MA to conclude 15 days Prayer and Fasting	TBA
SUN 15		
Sat 21	MA Boards meeting	ZOOM
Sat 28-Sun 29	UMYF REVIVAL	TBA
FEBRUARY		
Sat 4	MA Annual meeting	ZOOM
Mon 6-Fri 12	Christian Education Week	
Sat 11	Christian Education	
Sun 12	Christian Education	
Sat 18	OPEN	
Wed 22	Ash Wednesday (Start of Lent, 40 days - Purple	
Sat 25	OPEN	
Sun 26	HARVEST LAUNCH	Local churches
MARCH		
Sat 4	OPEN	
Sun 5	Nherera Sunday	Local Churches
Sat 11	OPEN	
Mon13-Sun 19	RRW Week	All Charges/locals
Sat 18	RRW Activities	
Sun 19	RRW Sunday	
Sat 25	OPEN	
Mon27 the- 2ndApr	UMYF week	All
APRIL		
Sun 2 Apr	UMYF Sunday	
Sat 8	OPEN	
Sun 02	Palm Sunday	Local Churches
Fri 07	Good Friday	
Sat 08	Easter Saturday	
Sun 09	Easter Sunday	
Mon 10	Easter Monday	
Sat 15	OPEN	
Fri 28	World Day of Prayer	Local Churches
Sat 29	OPEN	
Fri 28-Sun 30	MUMC Retreat	TBA
MAY		
Sat 6	OPEN	
Sat 13	OPEN	
SUN 14	Looking back to Zim HOSPITALS Sunday	Local Churches
Mon 15-Sat 21	Heritage week	Local Churches
Sun 21	Heritage Sunday	Local Churches

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DATE	EVENT	VENUE
Fri 26- Sun 28	Lone Parents Retreat	TBA
JUNE		
Mon 29-Sun 4	Family Retreat	MA TBA
Sat 10	OPEN	
Mon 12- Sun 18	MUMC WEEK	All Charges
Sat 17	OPEN for MUMC Activities	
Sun 18	MUMC Sunday	Local Churches
Sat 24	MA Boards Progress	MA
Mon 26 -1	SPPR WEEK	All Charges/locals
Sun 2	Pastoral Appeal Sunday	All Charges/locals
JULY		
1-31	Stewardship and Temperance Month	All Charges
Fri 14-Sun 16	UK MA RRW Blackpool Revival	Blackpool
Sat 22	OPEN	
Sat - 29	OPEN	
Sun 30	Harvest Thanksgiving Day	All locals
AUGUST		
Thur 3-Sun 6	UMYF Camp	TBA
Sat 12	MA Organisations Madumba	TBA
Sat 26	OPEN	
Sun 27	Harvest Closure	All Local Churches
Mon 28-Sun 3	Children and Youth Ministries week	
SEPTEMBER		
Sat 2	OPEN for CYM activities	
Sun 3	JSS Sunday	Locals Churches
Sat 09	OPEN	
Sat 16	OPEN	
Sat 23	OPEN	
OCTOBER		
Sun 1	OPEN	
Sat 7	charge conferences	TBA
Sun 8	charge conferences	TBA
Sat 14	charge conferences	TBA
Mon 16 - 22	Laity week	Local Churches
Sat 21	OPEN for all Lay Activities	TBA
Sun 22	Laity Sunday	TBA
Sat 28	MA Boards Progress	
NOVEMBER		
Sat 4	OPEN	
Sun 5	Missions Sunday [Zim HOSPITALS Appeal]	All Locals
Sat 11	MA CONFERENCE	
Sat 18	OPEN	
Fri 24-Sun 26	MA MUMC Revival	TBA
DECEMBER		
	Zimbabwe West Annual Conference	

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DATE	EVENT	VENUE
	Zimbabwe East Annual Conference	
MON 25	Christmas	Worldwide
TUE 26	Boxing Day	Worldwide
JANUARY 2024		

BOT01 Accommodation Policy

The United Methodist Church (UK) Accommodation Policy

1. Purpose

The United Methodist Church UK is implementing this policy in an effort to ensure that all church / charity provided accommodation is safe and well-maintained.

The church requires occupants to abide by this policy and uphold The United Methodist Church UK Values. In conjunction with church policies, the following rules and guidelines are being implemented and apply to all employees staying at church / charity -provided accommodation. Continuous breach of this policy may result in the accommodation being withdrawn.

2. Scope

This policy applies to all United Methodist Church (UK) appointed pastors in church provided accommodation.

Accommodation & Benefits Table

Employee	Land line	Mobile phone	Electric & Gas	Accommodation Provision	Water	Council Tax	Internet & Broadband
Elder/Ordained Pastor +10yrs	Yes	Yes	No	Yes	No	Yes	Yes
Elder/ Ordained Pastor -10yrs	Yes	Yes	No	Yes	No	Yes	Yes
Elder/ newly Ordained Pastor – 5yrs	Yes	Yes	No	Yes	No	Yes	Yes
Provisional Elder	Yes	Yes	No	Yes	No	Yes	Yes
Local Pastor	Yes	Yes	No	Yes	No	Yes	Yes
Certified Lay Minister	No	Allowance	No	Part-time -No Full time-???	No	No	No

3.Responsibilities

As a condition, all pastors staying in a church / charity -provided accommodation must acknowledge their understanding and consent of this Policy and its corresponding expectations detailed in it through signing a copy of the acknowledgement form before commencing taking occupancy of the property.

4. Rules and Guidelines

4.1 Maintenance/Cleanliness -The Pastor is responsible for the care of the property in a good state of preservation and cleanliness.

Don't pour grease in drains (pour in glass or metal container and then throw away when cool)

Take out trash at least as per refuse collection schedule in the area

Clean up any garbage around house

Keep the area outside the house clean and free of garbage or unwanted items.

4.2 The Pastor is responsible for the cleanliness and proper usage of all appliances and utilities.

Faulty appliances or utilities should be reported to Charge BOT in a timely manner.

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4.3 Furniture – The church is responsible for provided essential household furniture.

4.4 Utility bills -Refer to table.

4.5 Damages to property due to negligence

The pastor will be responsible for damage to the property as a result of negligence. The cost to repay such damage will be assessed and will be deducted from the employee’s pay.

4.6 Safety Alarms: Our housing units are fitted with smoke and carbon monoxide detectors for your safety and in accordance with the law. **REMOVAL OR DISABLING OF THESE DEVICES IS FORBIDDEN.** Please notify Charge BOT if they are no longer working properly.

4.7 Be respectful to your neighborhood including observing quite hours and parking vehicles in demarcated spaces.

4.8 You must get permission from BOT before making any modifications to the house.

4.9 Period of Occupancy

Duration of occupancy is for the period of appointment for those who are permanently resident in the UK or for the period of the Sponsor License for those on sponsor license. **A grace period of one month may be extended.**

AGREEMENT

I, -----have read and understood The United Methodist Church (UK) Accommodation Policy and agree to take up occupancy under this policy.

Signature and date -----

Witnessing: Name ----- Signature and date -----

Representing Board of Trustees

Name ----- Signature and date-----

Witnessing: Name ----- Signature and date -----

BOT02 Vehicle Policy

The United Methodist Church (UK) Vehicle policy

Our Church / Charity car policy describes our guidelines for using church / charity cars. A “church / charity car” is any type of vehicle our church / charity assigns to employees to support their transportation needs for their jobs. Church / Charity cars belong to our church / charity and we want to make sure our employees use them properly.

Scope

This policy refers to all of our employees who are eligible to receive a church car and those who drive one as part of their daily job duties.

Policy elements

Employees who may be assigned a church car

Employees who are eligible to be assigned a church / charity car fall into two categories:

- Employees who use church vehicles as an indispensable part of their jobs

In most cases, our church / charity will determine which employees will be assigned church / charity vehicles.

Employees are permitted to drive their assigned cars outside of working hours, but they must always abide by this policy.

We retain the right to revoke or assign church / charity vehicles at our discretion.

Prerequisites to drive a church / charity car

Our employees are only allowed to drive a church / charity car if they:

- Have a valid driver’s license.
- Have a clean driving record. This means they mustn’t have been held at fault for a car accident, or arrested on charges of violating vehicle and traffic laws (e.g., Driving under the influence of drugs or alcohol).

Employees will need to complete a form and submit a copy of their driver’s license to be eligible for a church / charity vehicle.

Employees with disabilities

Employees with disabilities may also be eligible for church / charity cars and parking spaces. We’re also willing to make reasonable accommodations to facilitate their church / charity vehicle use. Employees who take medications that severely affect their sense of orientation, vision or reflexes may not be permitted to drive a church / charity car.

Driver’s obligations

We expect employees who drive church / charity vehicles to follow rules. They should:

- Drive safe and sober.
- Respect traffic laws and fellow drivers.
- If applicable, wear glasses or contacts when driving.
- Document any driving-related expenses, like fuels and tolls.
- Check their car regularly to ensure gas, tire pressure and all car fluids are at appropriate levels.
- Report any damages or problems with their assigned cars to Charge BOT as soon as possible.
- Avoid double-parking, blocking entrances and engaging in other traffic violations that may result in fines.

If employees have their driver’s licenses suspended or revoked, they must inform our [Charge BOT/ *Church Administration Assistant.*] We’ll reassign their church / charity car until they become eligible to drive in accordance with our policy

Employees who are fatigued and/or sick should avoid driving if they feel their driving ability is impaired. If sickness occurs during a business trip that requires the use of a church / charity car, employees should take regular breaks while driving or arrange for overnight accommodations, if needed.

Employees are not allowed to:

- Smoke inside of a church / charity car.
- Lease, sell or lend a church / charity car.
- Violate distracted driving laws by using a phone or texting while driving.
- Use a church / charity car to teach someone how to drive.
- Leave the church / charity car unlocked, unattended or parked in dangerous areas.
- Allow unauthorized people to drive a church / charity car, unless an emergency mandates it.

Accidents

If employees are involved in an accident with a church / charity car, they should contact our Charge BOT/ *Church Administration Assistant* immediately, so we can get in touch with our insurance provider. Employees shouldn’t accept responsibility or guarantee payment to another party in an accident without church / charity authorization.

Employees should follow legal guidelines for exchanging information with other drivers and call local police if accidents are serious.

Our church/charity’s obligations

Protecting the environment and saving costs

Cars are harmful to our environment and costly to use. We’ll try to provide employees with eco-friendly cars when possible. We also expect our employees to use their assigned church /

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charity cars sensibly, considering environmental impacts. Examples of instances when using church / charity cars isn't necessary:

- When public transport is easily accessible and faster.
- When business trips are far enough to warrant use of train or plane.
- When employees can complete a task without driving.

Disciplinary Consequences

Employees may be subject to disciplinary process in the event the policy is not followed. For example, minor offenses, like allowing unauthorized people to drive a church / charity.

Leased Vehicle

A Skoda vehicle above 1200cc has been approved by the BOT coming with maintenance

The employee and spouse to be the drivers

Insurance to be provided by the church

Fuel allocation as per church policy on agreed amount.

No modification to be made on the vehicle

Mileage is limited to 15000

The vehicle is open for the Pastor to use 24 hrs. This will also include agreed mileage

The Charge BOT will be responsible for the car

Where charges share the services of a pastor costs will be shared proportionally

Use of Personal cars for Church business

Employees can use personal cars and be paid £0.45 per mile as per HMRC guidelines.

Insurance and all Maintenance are met by the car owner.

Car Hire

We agreed to use Enterprise car hire and U-drive and provide the relevant paperwork to the church for accountability.

This is if the above 2 are not available. And is approved by the local BOT board.

Bus hire Policy:

The Local BOT will interpret this policy and will make decisions regarding unforeseen circumstances requiring a new determination of the rules.

- The bus is intended only for the use of legitimate church activities and will not be loaned.
- The bus will be for revivals, meetings, and other large gatherings where large numbers of people are going to.

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- The bus shall be hired with a driver when going for revivals who will take time to sleep not be attending the revival then drive the bus in the morning.
- For self-drive buses, all drivers must have a Class which by law allows them to drive Commercial vehicles and passengers.
- Costs for operating on a particular trip will be paid for by the hiring bus company, we will just pay for the hiring cost except for a self-drive.
- Seatbelt use is mandatory.

These policies and procedures may be amended at any time by Board of Trustees and the Church Council provided the amendment does not violate the laws of the land.

CoF01: Finance Policies and Procedures Review

FINANCE POLICIES AND PROCEDURES REVIEW

The table below contains a schedule of amendments proposed be made to the current Finance Policy and Procedures document, Version number 3_2019. This is either to align to the resolutions of past conferences that had not yet been updated or to just to ensure our finance policies are fit for purpose.

The next updated version to take to the End of Year Conference is **Version No. 04_2022**

Summary of suggested amendments/additions

	Current Topic/Section	Action	Comment
1.	Finance Policies and Procedures Document	Notes	<p>**Any amendments to the policy must be taken to the End of Year Conference for approval.</p> <p>If it is an urgent amendment without which the operations of the church would be significantly curtailed, the implementation can be approved by the MA Executive when the Conference is not in session. However, the amendment would still need to be taken to the Conference for ratification.</p> <p>Keep a version control to track all the amendments made</p> <p>**Current version number is Version No. 3_2019.</p> <p>**New version when 2022 Conference approves - No. 04_2022.</p> <p>**Latest policy document must always be in circulation and will be identified by the review date on its cover.</p> <p>If no changes have been made to the finance policy, a note must be included in the CoF conference report stating that a review of the finance policies has taken place, albeit without changes.</p> <p>**The Trustees' report accompanying the annual accounts must have a commitment statement to church policy compliancy monitoring and review.</p> <p>It's an expectation of the church/charity by the UK Charities regulator to provide reassurance that policies (finance or otherwise) are relevant and fit for purpose.</p>
2.	Staff Travel Advance payments	**New section Approved by the 2020 Conference	<p>** Add a section on payment of Travel Advance to the clergy staff as approved by the 2020 Conference.</p> <p>**Develop a new form with a declaration for the recovery of the advance in different scenarios, e.g., for year-end close-down process or when the employee leaves their employment before the end of the year or their contract duration.</p>

3.	Overseas Payments	**New section Approved by the 2021 Conference	**Reference to the stand-alone Overseas payments policy that was approved by the 2021 conference. **Include in the finance policy document the Overseas Payments Checklist Questionnaire, as it is the "to go to" document that summarises the main policy on one page. **It's a reference document for CM, CoF and Church councils at all levels to check process completeness before transfer funds abroad.
4.	Receipting of online banking credits/income	**New section and amendment of section header	**Issuing individual receipts for online transactions has become a massive undertaking as most donations are received through direct credit into church bank accounts. The external auditors confirmed that they will be satisfied with direct receipting into Paxton from the bank statements. The full details on how the new receipting system will work are in the section below. **Change the heading "Funds Received by Wire Transfer" to "Online Banking Transactions"
5.	Expense payment procedure	**New statement	**Add a statement to only accept claims supported by prior approval evidence when using own funds in anticipation for a refund later.
6.	Out of Pocket Expenses	Amendment	**Rename to EXPENSES FOR VOLUNTEERS (OUT OF POCKET EXPENSES), and add more details from Charity Commission guidance
7.	Annual Reporting	Amendment	a) Annual Report and Accounts. **Add deadline dates for filing the Annual report and Accounts to the Commission and Companies House
8	Financial Reporting	**New section	**Add Inter- church/company transactions
9	Gifts - Tokens of Appreciation etc.	**New section – Love Offering	**Add a new section on love offering
10	Petty Cash Fund	Amendment - Remove the section	Reimbursement of expenses must only be done through cheques or bank transfers; therefore, the petty cash section is not required in the finance policy document. We suggest removing completely.

The text highlighted in yellow represent what the policy currently states in those sections and will remain, while proposed additions or amendments are in unhighlighted dark text.

1. Expense payment procedure

1.1. To comply with HMRC requirements expenses reimbursement, will only be made on production of receipts or invoices, except in the limited instances specified below in which expenses are reimbursed by the way of fixed rate allowances for which receipts are not required.

1.1. You may claim the actual cost of expenses incurred wholly exclusively and necessarily in the performance of Church business. Ordinarily a claimant should only claim travel costs for themselves.

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Where a claim is made for multiple costs, all costs should be listed. You are expected to minimise costs without impairing the efficiency of the Church.

- 1.2. Expenses incurred on behalf of the Church are to be recorded in detail on a payment requisition form. All claims must be supported by receipts. Non-attachment of receipts will mean that the item(s) may be disallowed from the claim. Mileage claims do not require receipts unless fuel is being claimed for.
- 1.3. The claimant must sign the declaration on the payment form, and the form must be authorised under the procedures described under paragraph 2.
- 1.4. The form should be submitted within 60 days from the end of the month in which the expense is incurred. Completed forms are to be submitted to the appropriate Finance office for authorisation and payment.
- 1.5. No volunteer shall use their funds to pay for goods or services on behalf of the church (including RRW, MUMC, UMYF) without prior written approval from both the budget holder Board, RRW, MUMC, UMYF and the CoF Team at every administrative level of the church. Any claims not correctly approved will be rejected, and the finance chair shall promptly notify the claimant.

Late submission of forms may be entertained, where legitimate explanations for delays exist. Such explanations should be made available, in written form, to the treasurer.

2. EXPENSES FOR VOLUNTEERS (OUT OF POCKET EXPENSES)

Church volunteers, including trustees, aren't paid for the time they spend carrying out church business but should be paid for out-of-pocket expenses. These expenses could include the following:

- Travel (parking meters (but not parking/speeding fines), tube tickets, toll charges)
- postage and telephone costs if working from home
- essential equipment, such as protective clothing

The volunteers, including trustees, should provide receipts for their expenses. All items claimed should be itemised and described sufficiently on the payment requisition form.

If a volunteer receives any reward or payment other than expenses, they may see this as a salary and could be classed as an employee or worker. This then gives them some employment rights; therefore, to avoid this complication, the church shall pay only out-of-pocket expenses to volunteers.

The MUMC non-clergy advisors, RRW district workers, RRW non-clergy advisors and UMYF non-clergy advisors are volunteers. Therefore, these office holders shall not draw any allowances from church funds for holding these positions; only church/charity employees are paid allowances as outlined in their employment contracts. Like other volunteers, these office holders are reimbursed for specific, allowable, and documented expenses through the normal expenses claim process.

The only other additional payment to a volunteer, according to the policy, is a token of appreciation gift when invited to speak, train, or preach.

“Your charity could get into legal problems if you don't clearly distinguish between its paid staff and volunteers. It's possible for volunteers to claim they have the same rights as employees, including claiming unfair dismissal for example”

Source: Charity Commission Guidance - [How to manage your charity's volunteers](#)

3. ONLINE BANKING – INCOME

- 3.1 Traditionally, church donations have been given through physical plate collections at church gatherings, e.g., Sunday, Revival services etc. However, this has changed as most donors or church members now give their donations regularly through standing orders or direct credits/transfers directly into the church's bank account.

4. INCOME RECEIPTING

4.1 The treasurer must update the cash book with all the income received directly into the church bank account through online banking. There will be no requirement to issue written receipts for these transactions as the donor will have a transaction record on their bank statement should they be required to provide evidence to external agencies, for example, HMRC for Gift Aid. On the other hand, the church will also have sufficient evidence to support the receipt of funds from donors through the transaction reference number/reason for the donation, donor name, and the amount on the bank statement.

However, if the donor insists on receiving a written receipt for their online transfer, one can be issued as requested.

- 4.2 The treasurer must capture sufficient online banking transaction information when receipting income into Paxton/the accounting software to help establish a clear audit trail for each deposit received.
- 4.3 The external auditors have expressed their satisfaction that this process provides sufficient information to carry out their audits and to support HMRC audits of Gift Aid tax refunds.
- 4.4 For all cash donations, issuing receipts continue to be a requirement as that is the only way that donor details and a record of the donation can be captured in the church records.

4.5 ILLUSTRATION:

Below is a screengrab of a Paxton receipting screen for income paid directly into the church bank account.

The typical transaction types that the bank uses for online banking receipts are **Standing orders (SO)** and **Faster Payment In (FPI)**.

Eff. date	A/C	Account name	Value	Fund code	Reference 1	Reference 2
01/09/22	UMC204	Pledge	100.00	General	01SEP22AANOTHER	A Another
01/09/22	UMC203	Tithe	50.00	General	RP46527850961151	AN Other
04/09/22	UMC200	Sunday Offering	5.00	General	RP46599845003481	J Blogs

i. Reference 1

Copy and paste into Paxton the whole unique transaction reference number (e.g., [RP4652785096115100 204842](#)) as shown on the bank statement. Paxton will only accept the first 16 characters of this unique reference number.

Transactions that appear on the bank statement as **Standing orders (SO)** are usually not accompanied by the long unique reference number; therefore, for Reference 1, use the transaction date, followed by the whole/part of the donor's name (e.g., [01SEP21AANOTHER](#)).

ii. Reference 2

The donor's name (A ANOTHER) must be entered here.

5. ONLINE BANKING – PAYMENTS APPROVAL

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The authorisation instruction for online banking payments is the same as for cheques: two signatories to sign/authorise.

The CoF must provide a signatory mandate of at least 3 office holders for each bank account. The signatories must come from the following officers or boards: the Lay Leaders, the Committee on Finance, the Treasurer, the Connectional Ministries, and the Board of Trustees.

The Lloyds banking group has easy-to-follow guidance for setting up online banking payment approval instructions. The process can also be done by completing an online form or by ringing the online banking team directly on the telephone numbers provided on their [website](#)

Any new instruction, variation to an existing authorisation instruction, addition or removal of a signatory must be authorised by two of the authorised signatories on the list held by the bank.

6. LOVE OFFERING

Regardless of the nature of the charity, all charities can only spend money in pursuit of one of the 13 recognised [CHARITABLE PURPOSES](#), and must be for the public benefit; our charitable purposes are as outlined in our governing document. Spending money on activities outside of these 13 charitable purposes means that such expenditure is **not charitable** and may have severe tax and legal ramifications for the church and the individual.

The church has approved internal financial control procedures and policies to ensure it continues to operate within its recognised charitable parameters. For example, payments for recognition of the time and effort of invited preachers and training facilitators (token of appreciation), welcome gifts, etc., have prescribed payment thresholds according to approved conference resolutions and church policies and procedures. Disregarding these set instructions may cause the church to be alleged to be using the government subsidy payments (Gift Aid) and general funds inappropriately and may attract unnecessary audits by HMRC and Charity Commission.

- 6.1 Love offering (i.e., monetary gifts for activities that are not in the policies or to pay over and above what is allowed for in the Conference resolutions and policies and procedures) is not permitted when funded from church funds.
- 6.2 The church or organisations, such as MUMC/RRW and UMYF, must not solicit funds from members during church services, on recognised church platforms or premises if intended for love offering. When such funds are collected within church premises, they automatically become church funds. Therefore, the funds become subject to the provisions of the reigning policies and procedures when being expended and would require depositing into the church bank account within 72 hours.
- 6.3 No church member shall bank these funds (collected within the church premises) into their bank accounts and disburse from same as that is illegal, against church policy and tantamount to misuse or diversion of church funds.

7. FINANCIAL STATEMENTS

The treasurer shall report annually to the UK Mission Area Administration Board and to the respective conference as to all amounts received and disbursed during the year [Section 809 of the Book of Discipline of the United Methodist Church (2012 pg.547)].

In accordance with the Charities Commission Act (1993) and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102), the following shall be part of the financial reports that will be furnished to the Charities Commission and Companies House annually.

8. Annual Report and Accounts

The Annual report is a concise but comprehensive review of the activities of the charity organisation prepared by the trustees for each accounting year. The Regulations set out the basic requirements and more detailed guidance is given in Charities SORP (FRS 102).

Deadlines for filing the annual report and accounts

a. Filing Annual Accounts with Companies House

The annual report and accounts must be filed with the Companies House within 9 months of the end of the financial year, that is, by **30 September annually** for the UMC (UK).

i. Confirmation statement (annual return)

Your confirmation statement is due annually after either:

The date your company incorporated or the date you filed your last annual return or confirmation statement.

The confirmation statement must be filed before filing the annual report and accounts.

You can file your confirmation statement up to 14 days after the due date.

ii. Filing Company Tax Returns with HMRC

Complete a corporation tax return 12 months after the accounting period for Corporation Tax ends, that is, by **31 December annually**, even if no tax is due.

The church may incur a penalty if the tax return is late, or one has not been filled by the notification letter date.

b. Filing Annual Return and Accounts with Charities Commission

The annual report and accounts must be filed within 10 months of the end of the financial year, that is, by **30 October annually** for the UMC (UK).

The named person at the Charities Commission must complete an online Annual Return form on the website on the same day of filing the Annual Accounts.

9. INTER-CHURCH TRANSACTIONS

Accurate financial information ensures financial reporting integrity across the Mission Area and is essential for solid church business decision-making. The financial close-down process is fundamental to providing reliable and accurate financial accounting information to the executive, external auditors, and other agencies.

Consistent with our registration, the UK Mission Area is the unit/arm acknowledged by the Charity Commission and Companies' house. Therefore, it is the recognised unit/arm that is subject to external examination and review.

Within the church's structure are local churches, MUMC, RRW and the Charges. These units' financial records and transactions are pivotal for internal governance and reporting but not for separate independent external review.

The relationship that exists within these church structures gives rise to numerous inter-church transactions, where funds are transacted from one unit/arm to the other en route to the UK Mission Area (Local Church - to the Charge - to the UK MA). These inter-church transactions are not actual payments or income as accepted for consolidated financial reporting purposes; therefore, they must be eliminated/excluded from the annual financial position of the UK Mission Area.

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- 9.1 Inter-church transactions represent a large chunk of transactions annually and cause enormous work for the finance teams across the UK MA. In addition, they make the coordination and consolidation process of the year-end financial close-down very complex, slow and time-consuming.
- 9.2 The following cross-disciplinary approach will help the Committee on Finance team achieve optimal efficiency and improve the accuracy of the financial information required to produce the annual accounts. It also enhances morale in the MA-wide finance teams by cutting out unnecessary transactions.
- 9.3 All recognised restricted funds, e.g., Pastoral Fund, Orphans Fund, Disaster Fund, and other overseas payments, must be paid directly into the MA bank account from the Local Church. They must not pass through the Charge as that adds no financial value but create more unnecessary work.

Incidentally, passing these payments through the Charge significantly delays disbursement to the areas it's most needed.

9.4 ILLUSTRATION - ELIMINATION PROCESS:

PASTORAL/ORPHANS	Leeds UMC	North Charge	UK MA
Pastoral/Orphans Income	1,500	1,500	1,500
Pastoral/Orphans Expenditure	-1,500	-1,500	-1,500
OVERSEAS PAYMENTS			
	Slough UMC	South Charge	UK MA
Overseas payments - Income	500	500	500
Overseas Payments - Expenditure	-500	-500	-500
All the crossed-out transactions are inter-church transactions and must be eliminated during the consolidation process.			

10. STAFF TRAVEL ADVANCE PAYMENT

The UK Mission Area Year-end Conference of 03rd November 2019 passed a resolution to vary the travel claim policy by authorising clergy staff to be paid an advance payment to cover most of their monthly business travel costs ahead of travelling.

Business travel claims for the clergy staff are usually large and, by nature, recurring; therefore, the size of the costs can quickly become a cashflow problem for staff if funded in advance from disposable income.

In cases where the clergy staff member is an own car user (not a company car user), travel advance payments shall be paid at the beginning of the financial year (January) as follows, South Charge £600 and £300 for all the other charges. Every month this amount shall be topped up to the original advance payment upon submission of the correctly approved/signed travel claim form – *see the illustration below*.

Where staff use church-provided cars for business travel, the UK MA Executive shall determine the advance amount on a case-by-case basis. HMRC Advisory fuel rates shall be used to reimburse travel claims for company car users; therefore, they should be used when determining advance payments.

In both situations, the advance payment shall be circa 80% of the average monthly projected travel cost. Applications for advance payments shall be made on an approved advance request form below.

10.1 Actions - Employee

The employee must complete a "**Travel Advance Request Form**" annually in January to request an advance payment of their business travel costs. The form must be signed by the staff member requesting the advance and approved by the PPR/CoS before forwarding it to the Charge CoF for final approval and process the transfer funds into the UK MA account.

Please note that completing the "Travel Advance Form" does not preclude the employee from completing their monthly "Expenses Claim Form", as the two forms are different and serve a different purpose.

10.2 Actions – MA Committee on Finance (CoF)

The MA CoF shall process the advance payment into the employee's bank account upon receipt of correctly signed forms and funds from the employee's Charge.

10.3 Recovery/Premature recovery

As part of the year-end process, the CoF shall carry out a final reconciliation of the business travel account of each employee annually in December and before processing that month's payroll. The employee shall only be paid a balance of their December travel costs after deducting the full advance payment. The remaining balance shall be deducted from the employee's December salary if the December travel claim is insufficient to cover the advance payment recovery.

Suppose the employee leaves their employment before the end of the financial year. In that case, the CoF must fully recover the outstanding business travel advance through a payroll deduction from the employee's final salary payment.

10.4 ILLUSTRATION:

	1 st Jan xx	Feb	Mar	Apr	<through to>	Nov	Dec
Travel Advance Payment	£300	£0	£0	£0		£0	-£300
Monthly Claim	£0	£380	£250	£420		£444	£350
Claim reimbursement	£0	£380	£250	£420		£444	£50
Monthly Business Travel Float	£300	£300	£300	£300		£300	£0

The illustration above follows the usual travel reimbursement process, where employees are reimbursed in full for their travel costs in arrears. It also ensures the staff member has a monthly float of £600/£300 for business travel, depending on the Charge they are based.

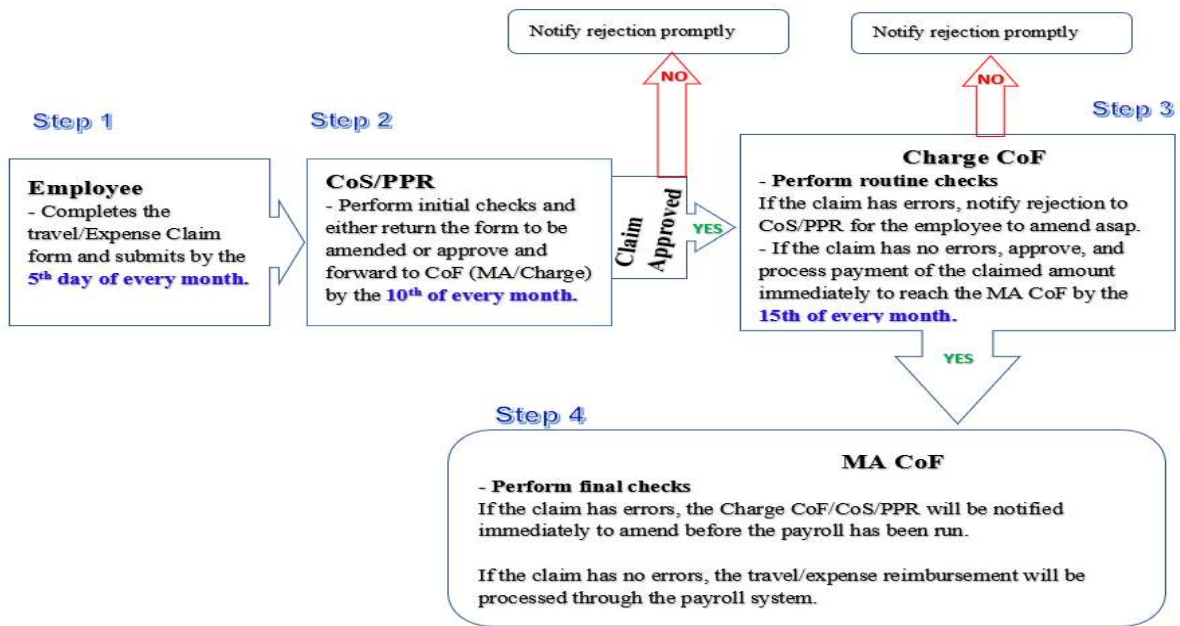
Note: For the advance payment scheme's intended purpose to be achieved, staff must submit their travel expenses claims by the 5th day of every month; they must not be banked or held back intentionally to be claimed in bulk in a few months.

10.5 Sample Travel Advance Request Form

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<u>TRAVEL ADVANCE REQUEST FORM</u>		
EMPLOYEE NAME:	
AMOUNT (in figures):	£	
AMOUNT (in words):	
By signing this form, I authorise the Committee on Finance (CoF) to fully recover the advance payment from my December travel claim as part of the year-end process. If any amount remains outstanding, I authorise recovery through payroll deduction from my December salary If the employer or I terminate my employment at any time during the financial year, I authorise full recovery of any outstanding advance payment from my final salary.		
REQUESTER'S SIGNATURE:	DATE:
AUTHORISED BY (Committee/Board):	
CHAIRPERSON:	SIGNATURE:	DATE:
VICE CHAIRPERSON:	SIGNATURE:	DATE:
FINANCE OFFICE USE		
APPROVED BY		
FINANCE CHAIRPERSON:	SIGNATURE:	DATE:

10.6 Monthly Staff Business Travel & Expenses payment flowchart



Please Note:

If the pastor incurs business travel costs for more than one Charge, they must complete two separate claim forms and forward them to the respective Charge PPR for approval. Business travel costs are not an assessed expenditure; therefore, each Charge must transfer the equivalent of its pastor's claim to the Mission Area monthly for reimbursement. If a circumstance arises that is not explicitly covered by this travel claim policy, the UK MA Committee of Finance (CoF) will recommend to the MA Executive a conservative course of action to deal with the issue or request an exception to the policy. The MA Executive must grant this recommendation or policy exception request before the implementation takes place.

10.7 Company car users - Advisory fuel rates

Source: <https://www.gov.uk/guidance/advisory-fuel-rates>

These rates only apply to employees using a company car (leased/purchased).

Use the rates when you either:

reimburse employees for business travel in their company cars or need employees to repay the cost of fuel used for private travel. You must not use these rates in any other circumstances.

Reimburse employees for company car business travel

If the mileage rate you pay is no higher than the advisory fuel rates for the engine size and fuel type of the company car, there will be no taxable profit and no Class 1A National Insurance to pay.

PETROL

ENGINE SIZE (CC)	MEAN MPG	FUEL PRICE (PER LITRE)	FUEL PRICE (PER GALLON)	RATE PER MILE	ADVISORY FUEL RATE
UP TO 1400	51.9	174.2 PENCE	791.9 PENCE	15.3 PENCE	15 PENCE
1401 TO 2000	44.1	174.2 PENCE	791.9 PENCE	18.0 PENCE	18 PENCE
OVER 2000	28.8	174.2 PENCE	791.9 PENCE	27.5 PENCE	27 PENCE

DIESEL

ENGINE SIZE (CC)	MEAN MPG	FUEL PRICE (PER LITRE)	FUEL PRICE (PER GALLON)	RATE PER MILE	ADVISORY FUEL RATE
UP TO 1600	60.7	185.2 PENCE	841.8 PENCE	13.9 PENCE	14 PENCE
1601 TO 2000	49.8	185.2 PENCE	841.8 PENCE	16.9 PENCE	17 PENCE
OVER 2000	38.8	185.2 PENCE	841.8 PENCE	21.7 PENCE	22 PENCE

Please ensure that the latest Approved HMRC Mileage and Advisory fuel rates are being used to reimburse travel costs, as that may affect the amount of tax due to HMRC.

10.8 Volunteers Travel Reimbursement Chart

Birmingham																				
£47	Bristol																			
£28	£47	Cambridge																		
£81	£92	£13	Chelmsford																	
£13	£59	£23	£68	Coventry																
£32	£76	£43	£109	£44	Crewe															
£61	£73	£11	£26	£48	£89	Hatfield														
£68	£115	£43	£110	£65	£46	£96	Leeds													
£27	£73	£23	£72	£15	£46	£52	£59	Leicester												
£68	£66	£17	£24	£56	£96	£15	£110	£60	London											
£50	£73	£11	£32	£38	£78	£12	£92	£41	£20	Luton										
£50	£94	£53	£127	£62	£21	£107	£27	£56	£114	£96	Manchester									
£32	£64	£16	£52	£20	£60	£32	£74	£19	£40	£21	£78	Northampton								
£32	£79	£25	£87	£30	£39	£67	£40	£17	£75	£56	£37	£39	Nottingham							
£41	£44	£27	£55	£35	£75	£36	£97	£46	£34	£36	£92	£28	£61	Oxford						
£86	£67	£38	£67	£79	£119	£55	£141	£91	£41	£55	£137	£75	£105	£47	Portsmouth					
£165	£208	£116	£241	£176	£135	£221	£126	£179	£228	£210	£124	£193	£157	£207	£251	Scotland				
£51	£98	£41	£106	£48	£42	£86	£18	£41	£93	£75	£22	£57	£23	£78	£124	£139	Sheffield			
£61	£55	£20	£38	£55	£94	£19	£110	£59	£12	£19	£112	£39	£74	£26	£39	£226	£93	Slough		
£28	£72	£39	£104	£40	£7	£84	£50	£40	£92	£74	£20	£56	£33	£90	£115	£139	£30	£90	Stoke	
£7	£50	£33	£85	£20	£27	£65	£69	£31	£72	£54	£45	£37	£33	£49	£94	£159	£46	£69	£23	Wolverhampton

Notes:

1. Calculation based on combined average AA running costs rate for petrol and diesel vehicles.
2. The average rate of £0.28 per mile is based on AA motoring rates
3. The rate £0.28 per mile must be used for destinations not catered for in the chart. The "From - To" mileage travelled must be clearly stated on the requisition form in such circumstances.

11. OVERSEAS PAYMENTS

This guidance must be used in conjunction with the stand-alone overseas payments policy.

Under no circumstance shall overseas payments be processed at any level other than the Mission Area. CoF Teams must be on hand to advise requesting boards, so they understand the correct procedure and channel for these transactions. The MA CoF Team must verify and keep an audit trail for each transaction processed.

The recipients of overseas payments should not be a pastor (except for exceptional circumstances) but a nominated member or members of the organisation's executive team. The nominated person or persons must be clearly identified in the council or executive meeting minutes.

Due Diligence Checklist Questionnaire

A checklist covers most of the questions that must be asked and answered during the due diligence process and subsequent processes throughout the life of the funding arrangement. However, the questions are not exhaustive, so boards are encouraged to provide more information to support payments where they can.

☒ Click on the *RED* box when the question/condition has been completed. All unchecked questions/conditions must be investigated further and explained before submitting a requisition.

<input type="checkbox"/> 1. Is the executive confident that the funds will be used only for purposes that fall within the church's charitable purposes and for public benefit?
<input type="checkbox"/> 2. Are appropriate procedures in place to ensure that the funds are only used as agreed by the executive/conference?
<input type="checkbox"/> 3. Does the charity/church's governing documents prevent the giving of money to the recipient?
<input type="checkbox"/> 4. Is the recipient a charity?
<input type="checkbox"/> 5. Where the proposed recipient is not a charity, has church executive ensured that: <ul style="list-style-type: none"> <input type="checkbox"/> a. reasonable steps have been taken to assess risks? <input type="checkbox"/> b. appropriate checks have been undertaken on the recipient to ensure that it is a suitable organisation for the charity to work with <input type="checkbox"/> c. the terms of the agreement require the recipient to comply with these restrictions <input type="checkbox"/> d. the payment does not give rise to more than incidental personal benefit?
<input type="checkbox"/> 6. Is the recipient based overseas? If so, is the church able to provide HMRC on request with: <ul style="list-style-type: none"> <input type="checkbox"/> a. information and/or supporting documentation about the recipient of the funding? <input type="checkbox"/> b. the specific charitable purpose for which the payment was given, how the decision to provide the payment was reached and guarantees/assurances given in relation to these? <input type="checkbox"/> c. the steps the church took to ensure the payment will be applied for charitable purposes (such as review of financial controls, record keeping and monitoring) <input type="checkbox"/> d. follow-up actions will be taken by the church to confirm correct application of the funds
<input type="checkbox"/> 7. What monitoring arrangements are in place, and will they be followed in practice?
<input type="checkbox"/> 8. What would the church do if things went wrong? Will it be able to? <ul style="list-style-type: none"> <input type="checkbox"/> a. suspend, withdraw, or require repayment of the funding? <input type="checkbox"/> b. respond to questions from staff, volunteers, members, donors, the public or the media? <input type="checkbox"/> c. submit a serious incident report to the Charity Commission where necessary?
<input type="checkbox"/> 9. Can the board/executive justify the payment as being in the church's best interests?
<input type="checkbox"/> 10. Was the decision to fund the recipient recorded in the minutes of an official executive meeting/conference?
<input type="checkbox"/> 11. Are the meeting minutes available, or can they be made available promptly on request?

PLEASE NOTE: A fully completed checklist questionnaire must accompany all payment requisitions above £500.00.

'A vibrant Church spiritually empowered and fully equipped for its mission.'