



**NATIONAL COMMITTEE  
2022 ANNUAL REPORTS**

**National Committee Members:**

Revd Canon Dr Emma Percy (Chair), Cath Williamson (Vice Chair), Revd Rosalind Rutherford (Vice Chair), Mr John Briggs (Treasurer), Ms Claire Creese\* (Secretary p/t), Revd Tracey Byrne (resigned 10 June 2022), Revd Yvonne Clarke, Dr Felicity Cooke, Lay Canon Jenny Humphreys (resigned 22 Nov 2022), Revd Dr Mary Kells, Revd Michèle Kitto, Mr Roger Neill, Revd Michael Smith, Lay Canon Lizzie Taylor, Revd Sally Wright. \*Not a trustee

**Membership Administrator (p/t):** Eve West

**Assistant to Treasurer:** Philippa J. Blackwell

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## REPORTS

### Accounts CIO to June 30, 2022 - separate document

*John Briggs, Treasurer*

### Membership Administrator

*Eve West (part time)*

At time of writing (mid-August) there are 573 'current' members on the WATCH database. This compares with 618 last year (682 in 2020; 774 at the end of July 2019 and 855 in 2018). There have been 28 new members. As noted in the past, at the time of the decision (2018) to move the membership subscriptions online to Charities Aid Foundation (CAF), it was anticipated that many members would choose not to renew. Numbers fluctuate in the year as people can join/leave/renew at any time, and there are always a number of lapsed members being followed up, a minority of whom renew. Those who communicate their resignation generally cite retirement or bereavement and, increasingly, reduced funds so the need to cut back on charitable giving. A small number feel either that WATCH's work is done or, the opposite view, that WATCH isn't doing enough. Both reasons perhaps suggest that communication to members is an area for development tied in to comms strategy. The 'follower' numbers on WATCH's social media platforms are considerably higher than paid membership supporters, though it also has to be said that some of the most stalwart financial supporters of WATCH's work aren't active online, and rely on information sent by hard copy.

Over 60% of members now support WATCH via CAF. Just over three-quarters of these subscriptions are tax-effective allowing WATCH to claim an additional 25p for every £1 donated. We cannot claim Gift Aid on existing standing orders and recurring PayPal instructions.

To encourage the tax-effective use of CAF and further reduce the cost of renewal administration, we continue to encourage members to set up a Direct Debit, rather than make one-off donations. **We are able to set up Direct Debits on behalf of members who don't wish to use the online interface** with CAF themselves. These supporters, and a small number of current members who still prefer to write a cheque, can request and return the 'offline' forms to: WATCH (Women and the Church), PO Box 75, Upper Rissington, Cheltenham, GL54 2XR.

Members who are in any doubt about what or how they give, how WATCH contacts them, or who have any further subscription questions, are encouraged to get in touch by email to [admin@womenandthechurch.org](mailto:admin@womenandthechurch.org) or by mail to WATCH (Women and the Church), PO Box 75, Upper Rissington, Cheltenham, GL54 2XR.

### Secretary

*Claire Creese (part time)*

The committee held five (four normally) business meetings: November online, January in person (Oxford Deanery), April in person (Stapleford, Cambridge), and two meetings in June, one online, one hybrid during the residential.

Strategic planning sessions (not part of business meetings) were held in each of the three in person meetings, including the residential (two-day) which resumed from 2019 after an interruption because of Covid. The residential provides the time and setting for substantive reflection on goals to

take place. A little over half the committee met at Hinsley Hall, Leeds, a lovely venue with an air of fresh largesse, though it had been booked at a time when there were more committee members living in the North than at present.

The committee had been holding online Zoom meetings for previous 20 months since the pandemic. These are more tiring than in-person meetings and considered less effective by many on the committee. By the end of 2021 the committee expressed the desire to resume in-person meetings as a matter of some urgency. This was mostly realized though with a number continuing to attend online for assorted reasons.

*Comings, or rather Goings.* Jenny Humphreys, WATCH's long serving committee member and representative on General Synod, diligent and careful scrutinizer of Synod papers, stepped down from the committee in November after the installation of the incoming Synod. Jenny's role as WATCH representative to Inclusive Church and serving on their governing body, has been assumed by Felicity Cooke. Tracey Byrne, elected in 2021, resigned in June. We wish her well in her new ministry. Tracey will be licensed as priest-in-charge of St John's Church, Carrington, Nottingham on 20<sup>th</sup> September, 7.30pm.

As of May, Graham Stacey, who provides professional support for WATCH's comms, ceased trading under Orange and Blue after 23 years, and now trades under Looping Curl.

*Governance* has been the recurring theme of the year and the emerging need to attend to a number of issues. To this end:

- Governance was added as a sixth strategy to the Strategic Plan
- A procedure for reporting incidents to trustees and approving related expenditures for legal advice was adopted.
- Regular meetings of the executive committee (EC) were instituted to assist in preparing agendas.
- The Committee refreshed its knowledge of the Constitution's rules on taking decisions during and outside of meetings of trustees (e.g., via email).
- Legal advice was sought on term limits in the Constitution for ex officio Officers (Chair, two Vice Chairs). Advice has been free of charge to date. But a reduced fee is agreed covering the solicitor's expenses (only) in anticipation of drafting proposed amendments to the Constitution in order to bring clarity to some areas.
- An application for WATCH to become a member of the National Council for Voluntary Organizations (NVCO) is in process. The NVCO provides support to charities including training for volunteer trustees. Membership is free at WATCH's current income level, and modest above an income of 30K.
- For more information on governance topics, see report on the Strategic Plan.

*Executive Committee.* After the Covid lock-downs and following on from when Emma Percy stepped aside as Chair (Nov 2020 – June 2021), it was important to connect organisational dots.

I gather that WATCH has operated in the past with an active EC. The Constitution has no provision for an EC as such which is typically made up of office holders (which does not limit others attending). WATCH's EC in practice serves in a supportive and advisory capacity. It does not take policy decisions, or other significant decisions, except when these have been delegated to it (or to ex officio officers of Chair and 2 Vice Chairs) by the committee as a whole. Having said that, holding regular EC meetings is a support to a Chair and a practical way to connect dots and try to stay on top of business.

In contrast, at the time when I joined the committee (2018), some EC members and others were meeting occasionally only to address particular matters arising (comms, AGM etc.) This rhythm moved work along but could also result in business not being taken up, or landing solely, and unsustainably, on the Chair's shoulders. Whilst it is understandable for volunteer availability to ebb and flow, I am grateful to the additional volunteer time offered this year and the establishment of a more regular pattern of office holders meeting in between national committee meetings.

The Constitution (2017) refers only ex officio office holders (Chair and 2x Vice Chairs, trustees by virtue of their office). Treasurer and Secretary are not named ex officio officers in order to attract persons willing to take on central roles, without necessarily taking on the legal responsibilities of trustees. Previous and current treasurers have in fact been elected trustees.

As others have observed, WATCH continues to transition at various levels (psychologically, administratively and governance-wise) from a single-goal campaigning organization to, in 2017, a legally constituted member-based charity, with a range of different projects on the go year-round. There is always pressure to do more. But a duty of trustees is to ensure projects are appropriately resourced, with volunteer time and goodwill being the priceless key elements.

My appreciation to Eve West (membership Administrator) and Philippa Blackwell (bookkeeping assistant to the Treasurer), who keep WATCH on the road behind the scenes. Thanks to Felicity for secretary-related ideas and nudges my way. To Michael Smith, for taking care of most Mailchimp postings. And to Graham Stacey for his ongoing technical, comms and AGM support.

Lastly, to Emma, for generously sharing her knowledge of the history of WATCH in relation to the Church of England and consistent support with regards my role on the committee.

## **General Synod**

*Felicity Cooke*

Delayed elections for General Synod were held in 2021 and the new Synod was inaugurated in November. WATCH supported a campaign, Inclusive Synod, organised by Inclusive Church. A breakdown of members in the new Synod suggested that there was a roughly 50/50 split between successful inclusive candidates and those who identified as conservative evangelical and non-affirming traditional catholic. Much of the campaigning focused on LGBT+ inclusion, but acceptance of ordained women's ministry also featured for candidates who signed up to the campaign statement: 'I am committed to equality for everyone, at all levels and roles within the church, regardless of gender, disability, ethnicity, socio-economic status, mental health or sexuality.'

Jenny Humphreys, a long-time WATCH member of Synod, retired as a trustee in 2021, and also from Synod. I was successful in the elections as a lay member for Ely Diocese so have taken over as coordinator of GS WATCH (from Anne Stevens) and as eyes and ears for WATCH, along with many others. Membership GS WATCH stands at around 80, and it was good to link up with WATCH friends in London and York.

Much of the focus in the inclusive agenda has been on sexuality, and this will continue as LLF takes its course. A vote on action yet to be determined will take place in February 2023. Synod is being revealed as quite polarised on this issue and outcomes are uncertain.

In the meantime, it is important for us at WATCH to keep issues for women in the church visible, against what might be seen as a prevailing mindset that somehow women are 'done'. One important element which may run counter to this perception is the long-delayed setting up of the Standing

Commission on the Five Guiding Principles. This came about as result of the (also long-delayed) work of the Implementation and Dialogue Group, on which Emma served as Chair of WATCH. The purpose of the Standing Commission includes, *inter alia*, disseminating good practice in relation to the implementation of the House of Bishop's Declaration and to consider how effectively the Declaration, including the Five Guiding Principles, is being promoted throughout the Church. Members were chosen by the House of Bishops and membership is said to be 'carefully balanced to ensure there is fair representation of theological viewpoints and a commitment from all to the Five Guiding Principles and mutual flourishing'. We welcome the appointment of Miranda Threlfall-Holmes to the Commission. Miranda is a long-time member and former trustee of WATCH.

Elections were held for central members of the Crown Nominations Commission (CNC) who are drawn from General Synod. Both inclusive and non-inclusive groups put up candidates and the vagaries of the Single Transferable Vote system in which a vote split between inclusive and non-inclusive candidates at 48%/52% led to a result in which the inclusive candidates were elected to a third of the places and non-inclusive to two thirds. Appeals have been lodged in some cases and the outcomes are awaited. Christina Baron and Vee Pinto, both GS WATCH members, were first elected.

Synod also voted on a motion to amend the membership of the Canterbury CNC so as to reduce the number of members from the Diocese to three and add five members from the Anglican Communion, on the basis that the current Archbishop of Canterbury spends only at 25% of his time on diocesan matters. This was approved despite reservations expressed by some members of Synod that it might mean that a women would never be put forward by the Canterbury CNC for appointment, because of a majority Anglican Communion churches do not accept the ordination of women.

The WATCH annual report on Developments in Women's Ministry was made available to Synod members at the February meeting, and the 2022 edition of Outlook at the July meeting. It is more difficult to ensure a good circulation of these publications at Synod than in the past as some of the arrangements in both London and York have changed in the aftermath of the pandemic and the resumption of in person meetings.

Emma and Rosalind attended the GS WATCH fringe meeting held at the July Synod meeting in York, and reported to members on the work of WATCH over the last year. Their presence was welcomed and their report was warmly received.

Many thanks to Jenny, and to Anne, for their watchful presence on Synod and sustaining GS WATCH over difficult times.



**Transformations Steering Group (TSG) & TRIG (Transformations, Research and Implementation Group.)** *Emma Percy and Yvonne Clarke (Cath Williamson to January 2022)*

WATCH has two members on TSG, currently Emma Percy and Yvonne Clarke. The TSG focuses on ordained women in the Church of England and how they can be best supported. ([Brief introduction, pdf.](#))

The Transformation Steering Group spent time in September considering what has been achieved over the last years as long-time member Liz Goddard stood down. This coincided with changes in the

National Church Institutions and we were all concerned as to how TSG would fit in. The planned joint meeting of TRIG and TSG did not happen in the autumn. The good news is that both TSG and Transformations Research and Implementation Group (TRIG) are valued. Bishop Ruth – Taunton and Bishop Chris Goldsmith Head of Ministry Division stressed the value of TSG and TRIG in bringing a constructive voice on matters relating to women clergy. So, in June the first meeting of a newly formed TRIG was held looking at how to ensure that issues affecting women were kept on the agenda.

The central church services are feeling under pressure due to the reorganisations and cut backs. We consistently encounter the problem of trying to agree national policies only to then be told that there is no mechanism to ensure that they are rolled out in the diocese. We worked hard on a national minimum family-friendly policy (including maternity leave), yet do not know how many dioceses have implemented it.

It is good to know that the role of TSG and TRIG is valued and will continue but frustrating to see how complex changing the culture is.

The issue of Harassment Policies is being taken forward by TSG, building on the original work of Cath Williamson.

TSG was key in organising an event for the women bishops at the Lambeth Conference. Yvonne Clarke attended as a WATCH representative. We helped pay for the wine.

## **Strategic Plan**

*INTRODUCTION.* WATCH's (2018) strategy recognised the changed landscape in which WATCH operates both in the Church of England and wider society, taking into account developments in the Church in relation to gender equality since the 2014 settlement and the limited resources of a relatively small-scale volunteer organisation.

In January 2022, the committee invited Hilary Ison to guide the sessions revisiting the strategic plan, neglected due since 2019 due to the necessary cancellation of annual residential meetings. A key initial step, she suggested, was acknowledging the trauma that the nation, church and individual committee members underwent during this period, and the ongoing heightened general sense of anxiety. Taking in this new reality and context 'at a gut level' would be essential for a grounded consideration of the future. Thereafter, Hilary encouraged the committee to go back to its founding documents as the starting point for reflection.

Whilst it's for the incoming Chair and committee to carry the work forward, a sixth strategy, Governance, was added to the plan at residential. Specific action goals are yet to be formally inserted. However, amending the Constitution for clarity, adopting a trustee Code of Conduct and other procedural related policies, have been advised and/or are under consideration. [Amendments to the Constitution are voted on by the membership of WATCH.]

The following are reports on actions taken to implement the five original 2018 strategies (and numbering) agreed for WATCH.

## ❖ **Strategy 1: Transparency & Accountability**

*To work for transparency and accountability in all areas of church life*

- **Statistics – Rosalind Rutherford**

WATCH continues to publish an annual report of the numbers and proportions of women in ordained ministry, based on an analysis of the Ministry Statistics produced by the Church of England Research and Statistics Department. We try to publish at a time where the report can be introduced at General Synod in February. The report is published on the WATCH website, at

<https://womenandthechurch.org/resources/a-report-on-the-developments-in-womens-ministry-in-2021/>

and we also print hard copies.

The figures show that the proportion of women in stipendiary roles in most dioceses has been rising, but still the highest proportion in any diocese remains 43%, a figure only achieved by one diocese (Ely). The report is also able to compare the proportions of male and female SSM and stipendiary clergy in different dioceses, although the numbers are affected by the proportion of SSM clergy as a whole in any diocese, nor do they show how many SSM clergy have a ministry based in a parish or in secular employment.

Diocesan websites are a source of some information, used for the numbers of men and women in senior roles. WATCH has also used questions asked in General Synod to find out numbers, ages and gender of ordinands.

We are aware that there are significant areas of data that are likely to show significant division between women and men, such as the number of those in house FOR Duty parochial posts, and those appointed as chaplains, but this data is not collected or published nationally.

We know that this analysis of data is valued by individuals and groups within the Church of England. Diocesan Advisers and Deans of Women's Ministry often use this data when discussing the position of women in their diocese, and we hope that this may also lead to dioceses auditing the numbers and proportions of women in roles that are not currently published nationally. Members of Diocesan Synods could also ask questions in synods to find out such information.

The most recent report included an analysis of the new General Synod.

WATCH is often asked why laity are not included in these figures. WATCH does not have the resources to collect the data and so is dependent on what is in the public domain, and in general, the involvement of laity in the Church of England is not counted, or given in detail.

We welcome suggestions of sources of good quality data, and also ideas of how to disseminate the report when it is published.

- **Transparency 2014 Settlement**

## ❖ **Strategy 2: Critique Five Guiding Principles**

*To critique the 5GPs to understand how they do and don't work*

- **Standing Commission on the House of Bishops Declaration on the Ministry of Bishops and Priests.**

[The Implementation and Dialogue Group, having submitted its report at the July 2021 GS, there is nothing further to report until the newly appointed Standing Commission takes up its work.]

- **5GPs Working Group – Felicity Cooke, Rosalind Rutherford**

The House of Bishops Declaration and the Five Guiding Principles (2014) still underpin the legitimised discrimination against women in the Church of England. The “official line” is that these are the means of continuing to live within a broad church, respecting the views of different groups, but the experience of most women when they come up against them, and Laity when they discover their views about women clergy being ignored, is that they are a “wound in the Church” or inexplicable discrimination. One of the issues WATCH finds is that it is only a very small minority of people both ordained and lay, who know what these documents say, and what the implications could be, and usually they only discover this after an action or event that leads them to question what is permissible (and then - why?!)

WATCH produced an introduction and guide to *The Five Guiding Principles* (21 pages) available to download on our website (Resources tab):

<https://womenandthechurch.org/resources/five-guiding-principles-an-introduction-and-guide/>

which gives a clear explanation of them and how they are intended to work. However, we know that it is also helpful to have a quick guide, which will cover the key points, so we are preparing a shorter (2? page) document aimed particularly at Church Wardens, and PCC members, although we hope it will also be useful by others. One reason why this matters is that we are noticing a pattern where an incumbent who does not agree with ordained women, encouraging a PCC to pass a Resolution shortly before his retirement, to “safeguard the nature of their church”.

The research on transparency has also highlighted the ways in which people join a church which is friendly and then discover, once they have made friends, that its clergy hold “headship” views and do not allow or encourage women to lead worship, or other groups. This is particularly significant for students and young women. So, we are producing a two-sided leaflet which can be posted on social media (etc.) on ~~things~~ what to look for when selecting a church that affirms and encourages women in all roles.

In July 2021 General Synod debated a Report of the IDG (Implementation and Dialogue Group) group. The most significant recommendation of this report was to set up a “Standing Commission to continue to examine how the House of Bishops’ Declaration and the 5 Guiding Principles are working in practice”. The Commission was only announced a year later, just before General Synod 2022. The members of this Commission are nearly all members of General Synod, and WATCH is pleased to see the Rev Dr Miranda Threlfall-Holmes is a member. However, the Chair of the group has stated that he hopes that the Commission will focus on encouraging good practice around the area of the 5 Guiding Principles. WATCH considers that while this is important, it is also necessary to name patterns of bad practice which we do know exist.

Since the death of William Fittall earlier this year, the role of Independent Reviewer has been vacant. The Standing Commission is not intended to replace the role of Independent Reviewer, but WATCH wrote to the Archbishops asking that instead of an individual a panel which includes women should be appointed.

❖ **Strategy 3: Broaden membership engagement and resources**

*To broaden our membership, both lay and ordained, through engagement and providing resource.*

❖ **Strategy 4: Develop Liturgy, Theology, Language – Mary Kells**

*To promote and encourage liturgy, theology and general language of the church which recognizes and affirms that women are made in the image of God.*

In support of WATCH's fourth aim, we were pleased to deliver a liturgy writing day on 26 March this year at Christ Church Deanery, Oxford and also online. Emma Percy hosted the event with Mary Kells and Sally Wright. As we were in Lent, the theme was *Wilderness*.

We began with worship, calling on God to accompany and inspire us as we entered into the liminal place of the wilderness and enabling us to discern what God was calling us to. We heard readings from chapters 16 and 21 of Genesis, where Hagar, the black slave woman of Abram and Sarai, becomes the first person to encounter God in the Hebrew Scriptures, and also the first one to name God: *El Roi*, the one who sees me. We reflected, in the address, on the differences between Hagar's two encounters with God – both of which occurred in the wilderness - and how they might apply to our own wilderness experiences, our own divine encounters.

WATCH Committee member, Sally Wright, gave two addresses on wilderness. In the first, she considered the wilderness as a place that human beings have not controlled and spoiled, with something to teach us, offering the opportunity to meet the wild God who created it. We were also encouraged to locate the wilderness, "with its endless potential for connection, nourishment and creativity" within ourselves.

In the second, we considered leaving the wilderness, and were encouraged to regard this too as a liminal space, a Holy Saturday where we could stop and reflect rather than rushing back into busyness.

Both addresses were followed by opportunities to write and to share our creativity together, a large selection of which was published in the latest edition of Outlook, and will be posted online under Resources.

In the closing plenary, we heard from Louise Stewart, Director, Multitude of Voices C.I.C, [www.multitudeofvoices.co.uk](http://www.multitudeofvoices.co.uk) who spoke about their exciting Inclusive Hymn project. <https://www.multitudeofvoices.co.uk/hymn-project/>

We will be holding further liturgy writing days so do check the WATCH website for details.

❖ **Strategy 5: Communications – Michael Smith (Rosalind Rutherford & Lizzie Taylor)**

*To devise and implement a communications strategy that includes all media*

As we emerged from the pandemic, much of the work continued via the website and social media. Whilst we know that there is a great deal of potential in terms of communication, we are heavily reliant on volunteers and there are only so many hours in the day! Our presence on Twitter and Facebook has continued and we're grateful to those who have signposted us to events and articles to share more widely.

Rosalind Rutherford continues to do an amazing job analysing the statistics from Ministry Division and writing the Annual Report on the Development in Women's Ministry. This is a key piece of work and the WATCH report has been widely quoted and referenced by Bishops and dioceses across the Church of England. Copies go to the House of Bishops and General Synod members in printed form as well as being available electronically via our website and social media pages.

We continue to monitor appointments and issues within the Church of England and comment and challenge where appropriate, most latterly we've raised questions of the elections to the Crown Nominations Commission (CNC).

- **Greenbelt**

WATCH returned to Greenbelt in 2022 in partnership with Inclusive Church. As a result of the pandemic, there had not been an on-site festival since 2019. We took the theme of 'Wake Up!' and asked people how they would describe the church they would like to be part of whilst reminding festival-goers that they; and us all are part of the church. It was good to be back on-site, although there remains the challenge of staffing the stand. Greenbelt is an important part of the WATCH calendar and we will be looking at how we can better engage with the festival in future years. We're really grateful to those who gave some of their Greenbelt time to help on the stand.

- **Facebook**

The WATCH Facebook page engages regularly with issues and events. Over 2000 people like the page, 78% of whom are women. Facebook posts vary but we draw people's attention to events that may be of interest, post obituaries, news and updates. We regularly reach over 3,000 people with our posts and attract a wide range of comments that are, in the main, positive. All website posts are automatically posted to WATCH's Facebook and Twitter feeds.

- **Twitter: @WATCH\_ACT**

Twitter, is generally, more of a challenging platform. Very much 'of the moment', it's easier for users to hide behind anonymity and to attract more trolls. That being said, on the whole, WATCH enjoys positive engagement with almost 7,000 followers. During the Lambeth Conference, WATCH was tagged a number of times. In particular this from the Bishop of Sherborne, Karen Gorham:



**Karen Gorham**

@bishsherborne · Aug 1

Brilliant dinner tonight for all the women bishops gathered @LambethConf Great to gather with those who have been role models for us overseas, the great campaigners in the @churchofengland and many of us following on @WATCH\_ACT @DioSalisbury pic.twitter.com/Tmeoled9p5



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WATCH is regularly mentioned and whilst we've not had periods of significant activity, we have used this platform to highlight events, articles and news from across the Church of England.

Across Facebook, Twitter and our website, we are often contacted directly by concerned individuals or those seeking advice privately. We respond as promptly as we're able to offer the support we can to both laity and clergy facing the challenges of everyday church life.

WATCH continues to be committed through its various communication channels to continue to affirm, challenge and transform the Church of England for lay and ordained women.

- **Outlook Magazine** Edition 39, Summer 2022 (32 pages, colour, A4)  
*Michèle Kitto, Editor*

With GS resuming in-person meetings, the magazine also resumed its normal publication date ahead of the [July] York GS. The committee needs to reconsider how to distribute hard copies at GS because changed logistics at Synod have reduced the number we can hand out.

### **Vice Chairs Report – Cath Williamson and Rosalind Rutherford.**

Cath Williamson and Rosalind Rutherford both took up the role of Vice Chair last year, Rosalind after election at the AGM and Cath being co-opted by the Committee to fill the second vacancy. The role of the Vice Chairs is to work collaboratively in supporting the Chair, and thus the work of WATCH. Together with the Treasurer and Secretary, and of course, Chair, we met to plan the agenda for Committee meetings, and deal with routine business or items that arose between meetings. In the last year, there were two items for which the VCs took joint responsibility as it was felt that this was appropriate.

WATCH is also invited to send representatives to other meetings and groups. In general it is the Chair who has been responding to such requests, but we have also given support where this worked better. Rosalind attended a Zoom meeting of progressive Christian groups in the spring, and attended the General Synod fringe meeting with Emma, as this was the first in-person meeting with members of the new Synod. Although WATCH cannot offer individual advocacy, individuals and

churches do approach us with questions or for advice when they feel that there is direct or indirect discrimination, and responding to such queries is shared between the Chair and Vice Chairs.

**Chair's Reflections** - *Emma Percy*      *To be delivered orally at the AGM.*

END