

Addison Street, Accrington, BB5 6AG

**St. John's
Accrington
with
St. Augustine's
Huncoat**

***“God's
Open
House”***



Bolton Avenue, Huncoat, BB5 6HN

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The Bishop of Blackburn

The Rt Revd Julian T Henderson

Dear potential applicant,

Ministry in the Diocese of Blackburn

Thank you for your enquiry about a vacant post in the Diocese of Blackburn, the Church of England in Lancashire. We believe God wants His Church to grow, and so are looking for gifted and prayerful clergy with a heart for the Gospel and mission, who have the energy and enthusiasm to implement Vision 2026, *Healthy Churches Transforming Communities*. You can read more about Vision 2026 overleaf.

Almost all of our parishes have Vision Champions who have volunteered to work with their clergy and lay leadership in keeping the Vision on the PCC and congregation's agenda. The Vision is about a radical change of culture, in which we engage in new ways in making the unchanging Gospel of Jesus known in our communities.



The spiritual, physical and emotional health and the ongoing development of our clergy is very important to us.

Please be assured of my prayers as you consider whether to make an application.

+ Julian

Bishop of Blackburn

Living in Lancashire

Lancashire people are known for their warmth and friendliness and those who are new to the area find it to be an easy place to make friends. There are excellent transport connections and the surrounding countryside is spectacularly beautiful. For those with children, the Diocese has over 180 church schools including 10 high schools; the vast majority are rated as Good or Outstanding.



+Geoff Pearson
Bishop of Lancaster

Our call to Mission

As a Diocese we are fully committed to the breadth and diversity of the Anglican tradition. Traditionalist, evangelical, catholic, progressive, Eucharistic, charismatic – we don't care what the label is. As long as you are passionate about sharing the Good News of Jesus Christ and long to make new disciples, there is a place for you in the Church of England in Lancashire.



+ Philip North
Bishop of Burnley



VISION 2026

The year 2026 marks the centenary of the formation of the Diocese of Blackburn. In the ten years leading up to our centenary, Vision 2026 is a plan to turn around the long-term trend of gradually declining attendance. Our vision is for the growth of God's kingdom, not just of his church. Our vision is to develop healthy churches which transform their communities, a vision in which making disciples for Jesus Christ and pursuing social justice sit side by side.

Our vision has had a long gestation. When the Vacancy in See occurred in 2012 we began to look at how we were going to move forward as a diocese. On his arrival, Bishop Julian spent his first year visiting every member of the clergy in their homes and visiting all the parishes of the diocese. At the end of that first year, Bishop Julian shared his reflections and the vision began to become clearer. It was shared with the diocesan family in the deaneries and in a number of local events and unanimously adopted by the diocesan synod.

The first year was spent in prayer with the Vision 2026 as the focus. 2016 has seen the Vision develop, with parishes nominating Vision Champions who were commissioned in Preston Guild Hall along with Churchwardens in the presence of 1,600 people. As a diocese with our Vision, we are willing to face the cost of change; and in prayer we see the grace and power of God which can alone bring renewal and growth. We are committed to work together (clergy, laity, church schools, diocesan staff and the cathedral) to deliver Vision 2026 by:

Making disciples of Jesus Christ

- Knowing the Scriptures better through reading, teaching, preaching and study
- Praying with greater depth and urgency for the Kingdom of God to come
- Giving generously of our time, talents and money to the cause of Christ

Being witnesses to Jesus Christ

- Sharing the Gospel of salvation with confidence
- Holding regular enquirers courses in as many local churches as possible
- Showing God's love in action through projects that meet a local human need
- Offering thorough and accessible Baptism preparation and follow-up
- Planting or renewing 50 new strategic congregations by 2026

Growing leaders for Jesus Christ

- Supporting and equipping the current leadership for today's context
- Enabling missional leadership in every Christian community
- Liberating lay leadership for greater participation
- Creating the varied patterns of Sunday and weekday worship necessary to welcome all kinds of people, especially the newcomer
- Prioritising work among children, young people and schools to raise up a new generation for Christ

The Diocesan Vision Prayer:

Heavenly Father, we embrace Your call for us to make disciples, to be witnesses and to grow leaders. Give us the eyes to see Your vision, ears to hear the prompting of Your Spirit and courage to follow in the footsteps of your Son, our Lord and Saviour Jesus Christ. Amen

Where we are

St. John's with St Augustine's Parish is located to the east of Accrington that is between the towns of Burnley and Blackburn with excellent transport links to Manchester via the A56/M66 and the rest of Lancashire via the M65. The town of Accrington has large supermarkets eg Tesco, Asda, Lidl and Aldi and excellent public transport links.

The Parish can be divided into 2 distinct areas; St John's and Huncoat.

St John's Church is within walking distance of the Accrington town centre with local shops and a garage near to the church on the main road including a newsagent, general grocers, Vauxhall dealership, hairdressers and tanning salon as well as take away food outlets.

Housing near St John's church is mainly terraced with some semi-detached and detached housing that is mainly owner occupied or with private landlords.

There is a Roman Catholic Church and a Methodist Church nearby with other Anglican churches in and near to the town centre.

St. John's with St. Augustine's C.E. Primary School faces St John's church on the north side. A recent Ofsted inspection described it as "A good school".

Near to St John's church is Peel Park County Primary School, a successful and popular school, rated Outstanding in all areas by Ofsted.

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St Augustine's Church is located in the village of Huncoat whose local amenities include; a pharmacist, newsagent and take-away. There is a train station and a regular bus service to Accrington and Burnley.

In Huncoat there is terraced housing, some socially rented housing, some privately owned terraced housing but many semi-detached and detached houses (including those on small modern estates) which serve commuters to and from Manchester, Blackburn and Preston.

New housing (500 homes) is planned on the site of the old Huncoat Power Station just outside of the parish boundary but still in the village.

At the opposite end of Huncoat there is a Roman Catholic chapel of ease.

St Augustine's Church serves a static traveller community approximately ½ mile away.

Huncoat has its own County Primary School with Nursery, also rated 'A good school by Ofsted'.

Huncoat has its own Community Centre.

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The parish is ranked 1,024 out of 12,599 parishes (ie in the bottom decile) for multiple indices of deprivation (2015 data).

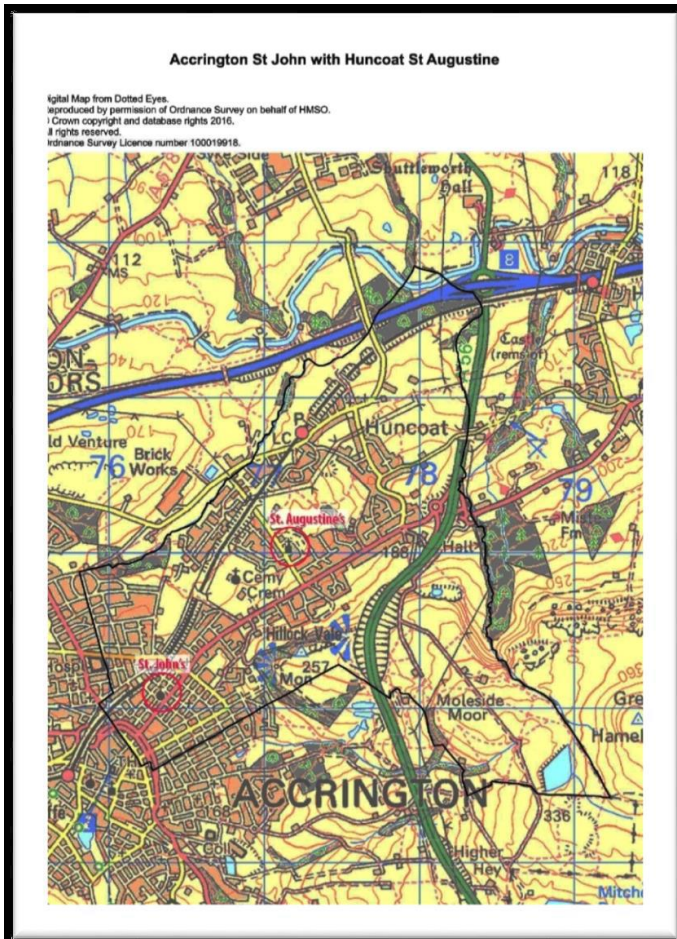
There are two sheltered housing schemes in the parish.

Accrington's crematorium and a large graveyard is located within the parish.

Serving the church primary schools in the parish is a large, extremely successful C of E high school in Accrington (St Christopher's).

There are many large employers in both parts of the Parish, many on Huncoat Industrial Estate about ½ mile from St Augustine's Church.

Map of the parish showing the proximity to the M65/A56.



Demographics

Population 9,100

Age spread

0-4 600

5-15 1,200

16-64 5,850

65+ 1,400

Ethnic mix

91% British, 1% Irish, 2% Other white, % White and Asian, Pakistani 4%, others 1%.

Other Faith mix

Christian 68%

Muslim 5%

No religion 20%

Religion not stated 7%

Educa'n background of pop.

28% have no qualification, 5% other, 15% level 1, 17% level 2, 13% level 3, 17% degree level or above.

Employment

Routine Occupations 17%, Semi routine occupations 18%, Lower managerial, administrative and professional, 17%

Who we are

As a parish we are actively on board with the Diocesan Vision 2026. Despite not having a priest for some time we have completed the Vision 2026 course and the integral Healthy Churches Audit. Our scores are below (where A = excellent, F = significant area for development):

- C for Worship,
- F for Vision (our New Mission Action Plan is currently being compiled with the help of the Archdeacon),
- C for Leadership and Collaborative ministry,
- F for Active Discipleship,
- C for a strong sense of Community and
- F for Outward Focus.

During our Crossroads Mission (September 2016) we hosted events which brought us new contacts.

We had a celebration in the Pals Chapel that was broadcast by the BBC's Radio 4 Sunday Worship.

Our Wednesday morning service in the Pals Chapel (St John's) is growing as is our Wednesday evening Praise and Play service (St Augustine's).

We had a large confirmation service in November 2016 with 4 adults and 14+ children.

We have many baptisms annually in which the three-person strong lay leadership team (including one of our two lay Readers) do the preparation. Our follow up team keep in touch for 4 years after the services.

Our joint Mothers Union has over 40 members who enjoy linking up with other M. U. groups.

The St Augustine's Toddler group are working on becoming Toddler Praise with 12+ adults and 14-36 children.

St John's and St Augustine's Primary School has a weekly church service on Wednesday morning to which parents are actively welcomed. We also have some links with Huncoat and Peel Park county primary schools.

The Head of Music at St Christopher's High School brings the school choir to St John's for performances.

Deprivation Index

Average IMD 31%

Child Poverty

22%

Main Issues

Single parenthood

Unemployment benefit claims

Housing mix

2700 Owner occupied.

550 Social rented housing.

850 Private rented housing.

Patron

Bishop & Team Rector of Accrington

Electoral Roll 2016

141

Age profile of the worshipping community

Age	number
0-17	20
18-69	65
70+	50

Occasional Offices - 2016

Baptisms St. J's - 24
St. A's - 9

Weddings St. J's - 2
St. A's - 1

Confirmation

Adult Candidates 4
Under 16 Candidates 15

We have active members of Cursillo at St Augustine's church.
(<http://www.blackburncursillo.org/>).

A Lent course was run in the Parish teaching the Lectio divina method of reading Scripture. This took place after the service at St Augustine's and in a parishioners home on Wednesday afternoons for St John's Congregation. Both congregations are looking to develop their Bible Study groups.

We have two Church Wardens and two Lay Readers in the Parish with many people serving on a rota in each church who read lessons, lead prayers, serve at the Altar, take responsibility for the music, clean the church and welcome people every week.

Although both churches have excellent organs, our organists have moved areas or died leaving us to support our singing in services with an excellent CD system.

St John's has a screen fitted for multi – media events (Accrington Pals Events) but parish produced booklets are used for all services in both churches.

Brownies and Rainbows groups meet weekly on a Monday evening in term time in St John's School. They continue through to Guides who meet at the nearby Cambridge Street Methodist Church.

Both churches have successful Junior Churches which meet in the respective vestries during Eucharistic services during term time.

St John's Church hosts a Messy Church approximately 3-4 times annually.

Our Buildings

St. John the Evangelist Church

St. John the Evangelist Church was built 1864 — 1870 to the design of the architect Henry Macaulay. It was consecrated in 1870 by Bishop Fraser of Manchester. Inside is a nave with one aisle: transepts, chancel and a south east tower with a spire. The unusual three-stage spire is very much a feature of the landscape and can be seen from miles around.

The church can seat approximately 600 and is the largest church in the Accrington Deanery. As such it is often used for civic events and services. The building contains The Accrington Pals Chapel that was constructed in 1992 and contains the Pals Drum that was used as troops marched between villages in France during the 1914-18 War. Designs are being finalised for a commemorative stained glass window to be installed in the Chapel, paid for by Heritage Lottery Funding.

The last quinquennial was undertaken in 2013 and the majority of the urgent work identified has been completed. However significant expenditure will be required on the church spire in the not too distant future. A number of years ago the PCC agreed in principle to reordering the main church space to be more suitable for both community and church use. An updated feasibility study and 're-imagining designs' are still required.

St. Augustine's Church, Huncoat

St. Augustine's Church was founded in 1886. The congregation met in the Old School Room (demolished in the 1980s) from 1886 to consecration of the church on 30 November 1909 (St Andrew's Day). St Augustine's is the only Anglican church in Lancashire dedicated to St Augustine of Hippo.

St. Augustine's Church in its picturesque setting, used to be called, 'The Church in the Fields' because of its situation. This beautiful old building still faces open fields and has a fantastic view over to Longridge and the Ribble Valley on the one side and Pendle Hill and the Hodder valley on the other. Inside is a nave with aisle, chancel and Lady Chapel along with a tower. There are many decorative stained glass windows. The church seats approximately 200 people.

A quinquennial inspection has been undertaken in summer 2017 and we are awaiting the results. Community activities take place in the nave of the church where the chairs are rearranged to provide appropriate space.

Funerals

Total St J's: 4

Of which 2 were in church and two at the crematorium

Total St A's: 3 all of which were at the crematorium – 3

Normal weekly attendance

adult	St. J's - 39
under 16	St. J's – 6
adult	St A's – 32
under 16	St. A's - 8

Festivals

Easter

Communicants: St. J's - 48

St. A's -30

Attendance: St. J's – 58

St. A's - 40

Christmas

Communicants: St. J's -18

St. A's - 20

Attendance: St. J's – 28

St. A's -32

Our Services

St. John's Church Sunday

8.30am Holy Communion (1st, 3rd)

9.30am Family Communion (2nd, 4th)

9.30am Service of the Word (1st, 3rd)

Junior Church during 9.30am service each Sunday (term time)

Wednesday

9.10am School Service (term time)

10.00am Holy Communion

Joint Eucharist 10.00am on the 5th Sunday at alternate churches

Our Finances

God has been good and we have been able to pay our Parish Share request of c. £18,000 in full for 2016. However, St Augustine's has some historic arrears but have been assured of help from the Diocese in sorting this and have managed to pay their full share for the last few years.

In order to support full-time ministry, the Diocesan Finance Committee has agreed to phase in the £20,000 per annum additional share request over a four-year period, increasing at £5,000 per annum once our new priest is in post.

In spring 2017, the PCC met with the Diocese Stewardship Advisor. Following this meeting, we have recently set up a subcommittee of the PCC to look at all aspects of our finance. We don't feel in a position at this present time to run a full-blown Stewardship Campaign but feel it is necessary to review our finances at both churches.

We have decided to take the "soft" approach of reviewing our finances and presenting our findings to the wider congregation in a series of fact finding posters and media. Our first initiative was to publicise how much it costs to run our churches per week, the second will be to show our weekly income, the third will show the comparison between the two, the shortfalls (if any) and ways in which we can address these and factor in the additional increase in parish share that will come with the appointment of a new priest.

St Augustine's Church Sunday

10.00am Family Communion (1st, 3rd)

10.00am Service of the Word (2nd, 4th)

Junior Church during Eucharist service each Sunday (term time)

Wednesday

6.30pm Praise and Play

Friday

9.30am Morning Prayer

Finance returns

St. John's

2016	£
Parish Income	34,176
Tax Efficient Planned Giving	17,489
Amount per person per week	9.00
Parish Expenditure	28,574
Parish Share Assessed	12,024
Parish Share Paid	12,024

St Augustine's

2016	£
Parish Income	17,450
Tax Efficient Planned Giving	6,253
Amount per person per week	6.00
Parish Expenditure	17,093
Parish Share Assessed	6,407
Parish Share Paid	8,032

Where we are going – Our Vision

Our Mission Action Plan was last updated in 2011, but we have recently set up a small sub-committee of the PCC to relook at our vision objective's moving forwards over the next few years.

What (under God's Grace) would we like to be like in three years' time?

- Both churches to be (at least) half-full
- Both congregations working 'hand in glove'
- A choir (people's/community style is OK)
- Different service styles
- To continue changing and adapting ourselves to what God is doing
- Mid-week service(s) specifically aimed at children/young people
- To play a significant part in the life of the community around us, where our buildings are a base for helping those in greatest need eg 'Sure Start centre' and we are reaching out to the local nursing homes.
- Plans for re-developing/ordering St John's church.
- Helping people move on in their Faith, whatever stage they are at (including more links with Cursillo)
- Actively preparing the next generation for leadership.

First Initiatives

As a starting point it was agreed that we should make contact with our local schools starting with St. John's with St. Augustine's and Huncoat Primary and discuss ways in which we can work together more closely.

We agreed to put together a questionnaire that could be circulated to all parents at each school to get feedback on the provision of a midweek activity based Messy Church or praise and play.

For St. John's it would be starting afresh, for St. Augustine's it would be more in the promotion of the existing midweek Praise and Play service.

It was agreed that we should focus on two or three objectives that we felt were achievable within a short timescale rather than looking to longer term objectives at this time.

Some of the areas discussed were:

- baptism follow up,
- visits to those whose names appear on the electoral roll but have stopped coming to church,
- liaison with local schools and residential homes
- possibility of setting up a community peoples choir at St John's
- possibility of transforming the toddler group into Toddler Praise at St Augustine's

What we offer

- A lay leadership team that has maintained a worshipping community at two churches over a significant length of time without an incumbent.
- A lay leadership team that is committed, willing to learn/adapt, to develop spiritually and to encourage greater stewardship.
- Currently there is no appointed vicarage (the previous building located outside of the parish having been recently sold) and you will have the privilege in being involved in the selection process of a property. The new vicarage will ideally be located within the parish, meets your needs and complies as far as practicably with the 'green book' guidelines.
- A parish which has paid its parish share request in full in spite of being without an incumbent for three years.
- A church school with a Christian head teacher who is fully committed to working with our church (St John's).
- A parish is located very close to excellent motorway/trunk road links (especially to Manchester/Preston/East Lancashire/West Yorkshire)
- The Pals' Chapel and its 'hook' into the wider Accrington/East Lancashire.
- Office duties are currently carried out by a small team of volunteers at each church.

What we seek

- Someone with a love for God and for all people who is willing to take the church forward in line with Vision 2026 and our developing Mission Action Plan.
- Someone who is enthusiastic, approachable and has a good sense of humour!
- Someone who has experience with working schools, families and young people.
- A strategic thinker who identifies areas for development and can carry the people with them in addressing these.
- Someone who is open to different styles of worship.
- Someone who has an open approach and policy to baptism.
- A vibrant individual with the experience and leadership skills to manage willing volunteers and enhance cooperation between individuals and groups.
- Above all we need a person of God, a good communicator who can lead us by example as we prayerfully seek God's way forward.

Appendix 1 Our links into the Community

Schools

Our community includes three primary schools (one with a CoE foundation and two community). The Ofsted ratings of all three schools are either good or outstanding.

St John with St Augustine's Church of England Primary School

School Assembly (St. John's with St. Augustine's) is held once a week in St. John's church lead by teachers, clergy and pupils on a rotational basis. Parents are encouraged to attend.

We have three parishioners on the school of governors and two parishioners who help voluntarily with listening to the children's reading.

Information from the school website



We wish our children to have special and happy memories of their time at St John with St Augustine's and value highly the positive relationships we have built between children, parents, staff, governors and our neighbouring communities.

Children get one chance with their education and at St John with St Augustine we want this to be the best. There is a driving determination to ensure that pupils and adults in the school reach their full potential. Dance, school visits and musical opportunities are a core element of our curriculum. We also offer a breakfast club every morning, have close links with the toddler groups, parish, and offer after school activities. Learning is celebrated and openly admired. We work and learn together with you, and go that extra mile to make families' lives better and brighter.

We have a lot to be proud about at St John with St Augustine. We have well-resourced, spacious rooms and attractive learning environments. The extensive school playgrounds are currently being developed to support learning, providing an attractive and safe environment for all children to enjoy. The school is a happy, stimulating and caring place and we expect very high standards of behaviour and good manners throughout the school.

St Christopher's Church of England High School, Accrington

St. Christopher's CE Secondary School is situated in our neighbouring parish of St. Mary Magdalene's but maintains close links with our parish. For example, the school choir has supported numerous BBC broadcasts held at St. John's and continues to support our annual PALS service each year. We have PCC representation on the board of governors (currently elected as chair of governors).



Information from the school website

St Christopher's High School in Accrington has been judged to be 'good, with a number of outstanding areas' by Ofsted while the Statutory Inspection of Anglican and Methodist Schools (SIAMS) has rated the school as 'outstanding' in all areas.

Head teacher Richard Jones said: “Taken together these inspection reports provide a very positive and helpful evaluation of our church school.

The school was rated ‘outstanding’ in personal development, behaviour and welfare, and 16 to 19 study programmes, and ‘good’ in leadership and management, pupil outcomes and the quality of teaching, learning and assessment.

Lead inspector Will Smith said school leaders are ‘determined in their ambition to ensure that pupils blossom into thoughtful, caring and responsible citizens’ and the head teacher leads ‘with openness, drive and humanity’.

Ofsted said the personal development of pupils is at an ‘extremely high standard’ and their conduct is ‘exemplary’ and their report identified a number of strengths including the ‘clear Christian vision’, the leadership of the headmaster, senior management team and the director of spirituality.

Ofsted also said the school is a ‘caring community’ where pupils flourish as ‘children of God’. The chairman of the governing body, said: “As a parent your overriding priority is for your child to attend a school which is safe and so it is gratifying to read that, ‘the work the school does to keep pupils safe is exemplary’ and that pupils ‘thrive within a culture of harmony and respect.’”

Other community links

Links with Hyndburn Council – the vestry at each church is used as a polling station. Hyndburn Council makes an annual donation to St. John’s church for the upkeep of flowers in the PALS chapel.

Links with the East Lancashire Regiment, British Legion, Toc H, Uniformed organisations and Hyndburn Council for the annual Accrington Pals memorial service held at St. John’s in February each year.

Local amenities

There is a community hospital (plus minor injuries unit) – Victoria Hospital.

There is a sheltered housing scheme (Friar Court, Dowry Street), a nursing home (Mapleford, Bolton Ave) and two residential care homes (Greycroft, Queens Road and Addison Court, Addison Street)

Business - Commerce – Industry

Taskers –Home Furnishing Retailer (Queens Road)

Harrisons - Wholesalers (Queens Road)

Huncoat Industrial Estate – Various companies and manufacturers

Marshall’s & Hansons Brick Works (Whinney Hill Road, Huncoat)

Park Royal Quarry (Whinney Hill Road, Huncoat)

Appendix 2 – more photos of the buildings



St. John the Evangelist Church Accrington



Appendix 3 – more photos of the buildings



St. Augustine of Hippo Church, Huncoat



Appendix 4 Mothers' Union



The Mothers' Union is a thriving group in our church community, with approximately 25-30 members attending our monthly meetings. They boast a variety of guest speakers, giving talks on lots of different topics (both religious and otherwise), and also arrange numerous outings and socials throughout the year. They also work to raise money for the Mothers' Union Caravan and other projects, and they collect toiletries to go to hospitals.

The Mothers' Union meets on the first Thursday of every month between 7:30 and 9:30pm.



Appendix 5

Junior Church – St. John’s

Our Junior Church meet every Sunday morning during the main church service (at 9:30am) and has a weekly attendance of between 6 and 12 children. It exists to give the younger members of our congregation an opportunity to explore the Bible readings from the service in a way that is more accessible to them. During their time together, the children take part in activities, as well as doing arts and crafts linked to the readings of the day.

Junior Church is for children aged 3-16 years and they meet in the vestry at the start of the service.



Appendix 6

Messy Church – St. John’s

Messy Church gives people of all ages and walks of life an opportunity to worship and pray in alternative ways, through crafts, writing, seed planting, baking, painting, songs and worship. Messy Church aims to provide an opportunity to worship in a fun, friendly and 'messy' way, in order that whole families are able to pray and worship together in a way that is accessible for all of its members.

Messy Church happens 3-4 times a year, and has an attendance of between 8 and 30 children, parents and carers.

Appendix 7

Brownies – St. John’s



Brownies is a group for girls. They strive to have fun while developing confidence and self-esteem through having new experiences and learning new skills. They also spend time thinking about the community and learning about the wider world.

Brownies is for girls aged 7-10, and has an average attendance of 16. They meet once a week during term time, although additional activities during the holidays may be organised.

Appendix 8

Rainbows – St John’s



Rainbows is a group for young girls, aged between 5-7 years. Rainbows aims to teach its members about the value of friendship and learning, as well as teaching them valuable communication skills. Through completing activities and taking part in outings and trips, girls will earn badges and make friendships with their fellow rainbows as well as learning and having fun.

Rainbows meet every Monday evening in term time between 6:00 and 7:00pm, and has an average attendance of 8 people.

Appendix 9

Toddler Group – St. Augustine’s



Toddler Group happens each week and provides a safe and secure meeting place for children (and indeed, carers) to interact with each other in a Christian environment. The children will undertake a variety of activities including arts and crafts, singing, writing and games.

The Toddler Group group meet every Wednesday morning between 9:30am and 11:30am and has an attendance of up to 30.

Appendix 10 Junior Church – St. Augustine’s



Our Junior Church meet every Sunday morning during the main church service (at 10:00am) and exists to give the younger members of our congregation an opportunity to explore the Bible readings from the service in a way that is more accessible to them. During their time together, the children take part in activities, as well as doing arts and crafts linked to the readings of the day.

Junior Church is for children aged 0-12 years and has an average attendance of up to 10 people. They meet in the vestry at the start of the service.

Appendix 11 Praise and Play – St. Augustine’s



Praise and Play takes the form of a short worship service aimed at young children and their parents. It provides a worship service for those who, for one reason or another, may not be able to attend the Sunday service at St Augustine's, and also allows our younger members to grow in fellowship with one another and learn more about God and what being a Christian means for their life. It has an average attendance of 30 (10 adults and 20 children).

Praise and Play happens every Wednesday between 6:30-8:00pm. A Eucharistic service takes place on the 3rd Wednesday of every month.

Appendix 12

Our website

