

Christian Police Association



Annual Report 2021

(Published November 2021)

Introduction to the 2021 Annual Report from CPA President

Deputy Chief Constable Paul Netherton OBE [Ret'd]



2021 has been a very different year for many of us but this year has brought some big changes to me in particular. At the end of last year with the second wave of Covid approaching I worked directly with the Home Office to help with the Brexit transition and the continuing Covid crisis. After this, it was time to hand in my truncheon, whistle and warrant card and retire from the police - and yes I am old enough that I got a whistle and truncheon when I joined!! Therefore this will be my last year as the CPA president and at the Leaders Conference in November 2021 I will be handing on my role to Chief Constable Pam Kelly who I am sure will do a fantastic job taking the CPA forward for its next chapter.

When I look back on my service one area that stands out has been my involvement in the CPA.

I will remember the friends I have made, the fun I have had and the fantastic work I have seen the CPA doing to support the Police service, day in and day out, across the UK. I am particularly proud of the Faith and Police Together initiative, the work of Street Pastors, ROC, CAP and other great Christian organisations and also the impact the Police Chaplains continue to make across the country. I always wanted to see the police not being afraid to walk into churches and asking faith groups for help to deal with the challenges they face in society and I wanted faith groups to work alongside the police. I have seen that happening over the past ten years and I hope this continues.

The CPA is been blessed with some great leaders and I particular want to thank Lee Russell for all his dedication and commitment to the CPA and for helping me over the past five years. He too is hanging up his hat and handing on the baton. On behalf of the CPA I want to thank him for all he has done. Not everyone is retiring and I am very grateful we have people like Marie Reavey and Tony Gale who continue work so tirelessly in supporting the CPA, the Faith and Police Together and all that we continue to do across the UK. I owe a particular thanks to Phil Skedgell (Vice Chair of Trustees) and my colleagues in the Devon and Cornwall CPA. They have been a fantastic support to me, praying for me, looking after me and making me laugh ... a lot!

The thing about the CPA is that it is an institution that has been around for so long and, therefore, it is bigger than any one individual. As a charity it will continue to grow, to adapt and change as the service changes and, as long as it holds to its principles of supporting colleagues and promoting the links with the wider church, it will continue to play an important part in policing over the next hundred and fifty years and beyond. I feel Christians could do so much more in telling everyone about the joy of being a Christian. Of course we focus on the importance of being saved and our future eternal life but, for me, being part of the CPA has been very much about friendship, feeling part of a very big family and the joy of Christianity and we should continue to celebrate this. The joy that Christ brings shines a light in us that others see and want to understand. Thank you for all you do in support of the CPA and the Police Service and continue to let the joy of Christ shine through you.

Paul Netherton OBE

Welcome from Chair of CPA Trustees Marie Reavey



2021 has been another year like no other. We were unable to hold our annual conference for the second year running and I for one certainly know I am missing the friendship and contact that our CPA conferences bring.

Zoom and Teams just isn't the same! As I write this I am hoping and praying that we will be able to gather safely for our Leaders conference in November 2021.

Throughout the pandemic many churches have risen to the challenge of supporting their communities and meeting some of the needs within them. Now more than ever the aims of CPA to be a bridge between the police and the Christian community and to see churches helping to reduce crime and anti-social behaviour are relevant to policing and society. Faith and Police Together is a great initiative to help us achieve our charitable aims and objectives. There have been some fantastic examples of churches working with the police throughout the last 12 months and I pray and hope that there will be many more in the coming months and years ahead.

I believe that Jesus calls us to be salt and light and extend his kingdom into our communities. Through his precious bride, the church, may we continue to bring good news to the poor, bind up the broken hearted, proclaim liberty to the captive and open the prisons of those who are bound. May we comfort all who mourn as we fulfil our mandate as children of God in a time where socio economic divides that have increased. Uncertainty for the future seems to be a guarantee leading to hopelessness, despair, anxiety and much more. I pray that every CPA member and every church across the land take their rightful place fulfilling the mission of Jesus. Bringing hope, love, joy, peace and restoration to those who need it.

It is a privilege to be Chair of our Trustees. CPA is a charity with a workplace mission and organisation that seeks to support all our colleagues; Christians, those of other faiths and those who profess no faith; within the police service. We intend to glorify the name of Jesus Christ, being his salt and light.

I pray that, as we enter 2022, each and every follower of Jesus in the police service and across this land would know the love of their heavenly Father and who they are as sons and daughters of the Most High God. That they would fix their eyes on Jesus every day being obedient to his call.

A/Inspector Marie Reavey

(Project Lead – Faith and Police Together)

www.FaithAndPoliceTogether.org.uk



Lee Russell MA– Executive Director – Christian Police Association

Here at the CPA, we have remained fully operation during the Covid crisis. With the Lord's blessing, we have seen continued growth during this unprecedented time. CPA is a National Voice for Christians in Policing and we honour the inspirational vision of our founder Catherine Gurney **OBE**. Our charity continues to operate in the majority of Police Service areas across the United Kingdom.

During 2020, and continuing into 2021, we found new and innovative ways of delivering our Mission and Vision, within the restrictions that the Covid Crisis brought. Whilst we had to cancel a number of our conferences, we moved online, and have had a great times of fellowship. Our Trustees continued to meet by video conference too. We also continued in our coordination of the International Day of Prayer for the Emergency Services.



We continue to build upon our branch network and we welcomed both the Civil Nuclear Constabulary and the MOD Police as a new CPA branches. Our relationship with Police Chaplains across the UK, and with our Emergency Services colleagues in Firefighters for Christ and the Christian Ambulance Network remain strong and vibrant.

Our continuing desire to engage 'community partners' of the CPA continues to encourage us with the tremendous support we have received from those partners. Debra Green **OBE** at ROC and Paul Blakey **MBE** at CNI continue to be such a support to us. Also, Good News For Everyone (formally Gideons UK) continue to be a very valued partner. A further example of support from our charity partners is that of The Naval and Military Bible Society and BeaconLight. Working with the CPA they have published a Police themed book called "Inner Struggles" by John Phillips. This book offers hope and comfort to those in times of need (see page 10 of this report).

This is my fifth and final Annual Report as Executive Director. It has been an absolute privilege to have been given the honour of being Executive Director of this superb charity. My thanks are extended to our President, to our Chair of Trustees, and to all our very valued Trustees, Regional Coordinators, Leaders, Members, Friends and Partners. I am grateful to our staff who have been inspiring in their support of the CPA during my time as Director. This collective Leadership team has been instrumental in helping deliver the Mission, Vision and effective operational management of our charity year on year. Chief Constable Pam Kelly will take over as President and Brian McCarthy will take over as Executive Director in late November 2021. I am so grateful that they have agreed to join this strong team that will take CPA forward into future years.

Finally, I wish to thank my wife, Trudy, who has given so much of her time and energy to the CPA during my tenure as Executive Director. She really has been excellent in all she has done in support of the CPA. Amazing leadership by women has been central to our charity since its inception in 1883. I believe Catherine Gurney would acknowledge that Trudy has followed in those traditions of selfless support to the CPA. As Trudy and I now step down from CPA, be assured that you will all remain in our hearts and our thoughts.

Lee Russell **MA**
Executive Director

Introducing our new CPA President and our new CPA Executive Director

Chief Constable Pam Kelly - Gwent Police



I would first like to start by thanking Paul Netherton for his leadership as President of the Christian Police Association. What an inspirational leader Paul is, both as a Christian, and as a leader in Policing. I am sure that you will all join me in wishing Paul a very happy and healthy retirement. Also, our Executive Director, Lee Russell, is leaving us. Lee has been the "glue" for the Christian Police Association, his passion to ensure that the CPA understands the role it plays in supporting our frontline Officers and Staff has been outstanding. His loyal service to the CPA and the Police Service as a whole has been hugely appreciated and we thank Lee for all his hard work and wish him and his wife Trudy the very best for retirement. Both Paul and Lee will be missed as we embark on the next part of the journey for the CPA.

I feel privileged to be the next President of the Christian Police Association at a time when the role of the CPA is as important now as it has ever been. Our Police Officers and Staff continue to work under immense pressure dealing with the COVID pandemic and ever increasing demand.

Our CPA mission to "*Support Christians in the Police Service*" and to "*To see churches and faith groups working together in every community to reduce crime and improve quality of life*" is crucial. We have a big part to play in making a difference in Communities and in Policing. I very much look forward to working with you all.

Brian McCarthy B.Eng.



I am greatly looking forward to taking over the Executive Director role from Lee on 29th November 2021. I joined CPA fifteen years ago and became a CPA Branch Leader in November 2008, the year that CPA celebrated our 125th anniversary. I can honestly say I have greatly benefitted from the friendship, support and mentoring that I have received as a result of being part of CPA. I never dreamed for one second that I would be a future national lead.

This is very much God's timing, and I realise that I am only holding the baton for a season, following in the footsteps of our founder, Catherine Gurney, who started the International Christian Police Association in 1883. I read the book 'A Beloved Lady' in preparation for my interview for the Executive Director position and was really pleased to learn that our goals haven't really changed that much in 138 years. CPA is still very much all about the wellbeing of our members and colleagues. I am keen to continue this excellent tradition and look forward to building on the capable leadership of Lee, to deliver the support and resources to Regional Co-ordinators and Branch Leaders, to help build and maintain thriving branches.

CPA across the UK

Why not think about joining the CPA and helping to support your local police officers and staff? We have an active branch in most areas across the United Kingdom. Visit our website where you can join online: www.cpauk.net

Finances

On behalf of the Trustees of the Christian Police Association, we express our grateful thanks to all those who give regularly to enable our Mission and Vision at the CPA. As a result of your giving, we have been able to achieve a number of important things during the last year as outlined in this report. We also want to thank Katy Harding (Chair of CPA Finance Committee) together with Evans Chisala (CPA Treasurer), Tony Gale (CPA Executive Support Manager) and Lindsey Monk (CPA Administrator) who are the core members of the finance team.

The voluntary giving that we have received has allowed us to:

- ◆ Support all our members and branches across the UK during the continued challenges caused by COVID and other significant policing issues during 2020 and 2021
- ◆ Welcome and support a significant increase in new members to our charity
- ◆ Establish new Branches.
- ◆ Work with partner charities to provide new literature to support operational officers and staff
- ◆ Work with Partner agencies to provide online support programmes for officers and staff
- ◆ Continue to be an active [founding] member of the Faith and Police Together project which is supporting policing priorities across the UK
- ◆ Provide training and resources to all our volunteer leaders across the UK
- ◆ Provide regular advice and guidance to National Police bodies on matters of faith pertaining to policing.

Once again thank you for your generosity and for your continued commitment and encouragement, all of which is greatly appreciated.

Quick facts

- **The majority of our income is received through the generous voluntary giving of our members.**
- **In recent years, we have been blessed to be included in a number of legacies from former members and friends of our Charity.**
- **75% of our expenditure is directly linked to operational activity in support of our members and our Mission and Vision.**
- **20% of our expenditure supports other operational running costs and growth.**
- **5% of our expenditure is required for our premises and other Legal/Governance issues.**

For full financial details, please visit the Charity Commission website.

Key National Updates

As explained by Lee Russell earlier in this Annual Report, CPA remained fully operational during 2020 and into 2021. However, things were very different and the majority of our work went online. Here are some of the examples of the amazing activity that has taken place since our last report.

During the Spring of 2021, we ran our first **CPA online Alpha Course**. We have had great feedback from this course which was run by Mike Quinnell and Paul Wright. A further course is taking place during Autumn 2021, run by Mike and Tony Gale. In addition, a number of our CPA Leaders trained with the **Kintsugi Hope** charity to deliver online programmes focussing on health and well-being. Claire Hamilton-Dean, Tony Britten and Paul Pountain were instrumental in working with Patrick Regan and his team at Kintsugi Hope to develop this for police officers and staff. Again, further programmes are continuing in 2021. Our sincere thanks go to Alpha and to Kintsugi Hope for supporting CPA with these programmes.

Across the world, first responders and supporters came together for an **International Day of Prayer for the Emergency Services** in June 2020 and 2021, coordinated by the Christian Police Association. During these events we prayed across the UK and across the world. Our partners in the **Christian Ambulance Association, Firefighters for Christ** and the **International Christian Police Fellowship (ICPF)** – see [*International Christian Police Fellowship \(internationalcpf.org\)*](http://International Christian Police Fellowship (internationalcpf.org)) were instrumental in supporting this event. Neil Collin, was our key link with the ICPF and we thank him for all his hard work in support of these events.

The Met CPA continues to grow following its return to the National CPA charity. Their Leaders also kindly agreed to join the National CPA Trustee Board and have been superb in progressing Met CPA events and engagements throughout 2020 and 2021. It has been a pleasure to see our newest branches in the **MOD Police CPA** and the **Civil Nuclear Constabulary CPA** continue to develop and grow. Our valued partner at **Good News for Everyone (formally Gideons UK)** have continued to support all our branches with Force crested New Testaments.

Reverend Glynne James, Principal Police Chaplain for South Wales, and the first Police Chaplain in Wales, was recognised in the New Year's Honours list with the British Empire Medal (BEM) for dedicating more than six decades of his life to serving his country and community. All at the CPA add our congratulations to Glynne for this well-deserved recognition.

Reverend James is pictured here receiving the BEM from the Lord Lieutenant.



We continue to be so grateful for the support of our sister charity in **CPA Northern Ireland**. Whilst their annual Bible Week had to be postponed due to Covid in 2020 and 2021 we are so looking forward to its return in 2022. Since our last report, Sam Donaldson – CPANI President has stepped down (see page 8). We pass on our thanks to Sam for all his stewardship and friendship to everyone across CPANI and CPA (UK).

Our Leadership Network



We are so blessed by our network of volunteer Trustees and Leaders across the United Kingdom, supported by our team of CPA Staff. We are so grateful to those who have stepped forward as some of our current leaders look to new roles or to retirement, since our last Annual Report. As outlined earlier, Chief Constable Pam Kelly is taking over the Presidency of the CPA, and Brian McCarthy is stepping into the Executive Director role. Sam Donaldson stepped down from the Presidency of CPA Northern Ireland in 2021. Jonathan Middleton has kindly agreed to take over this role. Heather Flanigan continues in her role in the leadership team of CPA NI and is also a valued UK CPA Trustee.

Across England, Northern Ireland, Scotland and Wales we continue to enjoy the support of local Branch Leaders and their local CPA Leadership teams who deliver our Mission and Vision across the UK. Their tremendous efforts have allowed our charity to remain at the forefront of being a National Voice for Christians in Policing.

The generosity of our members allows for the CPA to have a team of staff who work across the UK in support of our volunteer leaders. We want to give special thanks to this team who give so much of their energy and time, giving so much more than what they are contracted for. This "central team" – Lee, Tony, Lindsey, Gillian, Jim, Mike and Pete have been instrumental in supporting our volunteer Trustees, Regional Coordinators and local Branch Leaders across the UK. They also tirelessly serve our CPA Members, Friends and Community Partners.

Allan Spencer remained a key volunteer member of our CPA Editorial Team for a number of years after he stepped down as CPA Assistant Director. Allan is now stepping down from his volunteer role at the end of 2021. He will be missed very much for his excellent support to the preparation of On and Off Duty each month. He has our thanks and prayers for all his support over many years.

We send our prayers to all our Leaders, not only for all the exciting opportunities that retirement will bring to those who have stepped down, but also for those who have kindly stepped forward to take on those CPA leadership roles.

Further details of our Leadership team can be found on our website www.cpauk.net

A National Voice for Christians in Policing since 1883

Working Together

On behalf of our charity we thank all the **Police and Crime Commissioners** and **Chief Constables** across the United Kingdom for recognising and supporting the work of the CPA as a staff support group in their locality. We extend special thanks to Zac Mader and all at the **Police Federation** for their ongoing support to all staff support groups. The CPA, in common with other Police Service staff support groups, seeks to make an active and positive contribution within the workplace for the benefit of everyone across the wider policing family. The Police Federation has been instrumental in bringing staff support groups together to work side by side on a wide range of policing issues. With the steadfast support of the Police Federation a very strong and effective strategic partnership of staff groups continues to grow.

We are grateful to the **College of Policing**, **National Police Chiefs Council** and the **Superintendents Association** for recognising the value our charity brings to policing.



We recognise the amazing contribution that **Police Chaplains** give in support to policing across the UK. We greatly treasure our friendship with the Police Chaplaincy UK network.

We are really grateful for our partnership with **Firefighters for Christ** and the **Christian Ambulance Association**. These organisations provide excellent support to our Emergency Services colleagues and we hold them in high regard.

(Helen Yousaf has very kindly allowed us to feature her original artwork [copyright] in support of all emergency services. We encourage you to visit her online gallery at www.helen-yousaf-art.com)

Police Charities UK

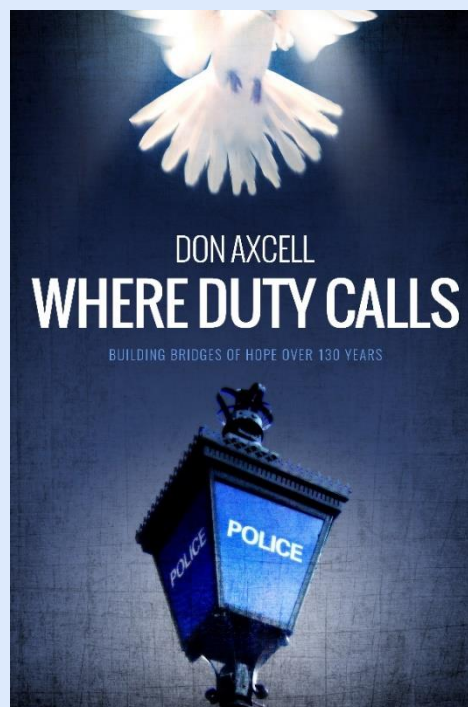
The Christian Police Association is part of a network entitled Police Charities UK (www.policecharitiesuk.org). The purpose of this network is to act as a reference guide to anyone who may need to access the services of these various UK Police Charities.

Charities have been established across the United Kingdom to serve officers and staff in a number of ways, such as those in need of rehabilitation if they have suffered injury or violence on duty. The CPA was the first of a number of charities set up by our founder, Catherine Gurney, and those charities are still active today as part of Police Charities UK.

As a charity, we believe that Christians can make a real impact in actively linking with their local policing teams to offer both prayerful and practical support in helping them to meet the needs of their local communities. We seek to encourage joint projects and work with other Christian charities who have similar aims. Just one of the examples of this is the Faith and Police Together project mentioned earlier in this report.

Want to know more about our history?

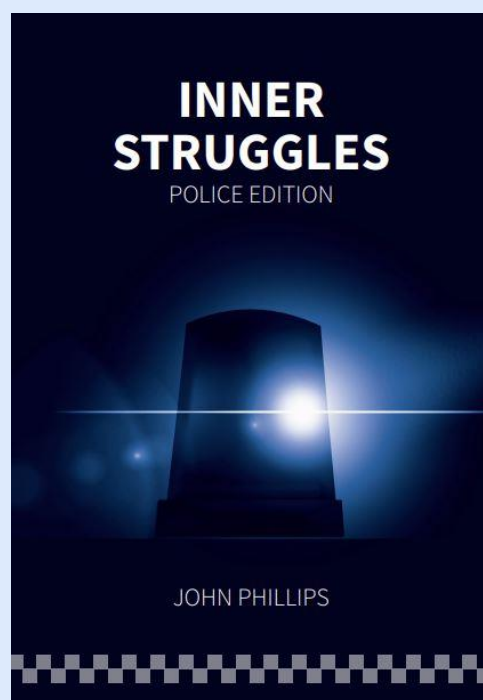
Founded in 1883 by Catherine Gurney OBE, the Christian Police Association has branches in the majority of police areas in the United Kingdom, as well as maintaining links with similar groups overseas through the International Christian Police Fellowship. The Police Convalescent Homes also founded by Catherine Gurney, are now known as Rehabilitation or Treatment Centres. They are located at Flint House in Oxfordshire, St Andrew's in Harrogate, and at Castlebrae, Auchterarder in Scotland. Catherine also founded Police Orphanages and schools, whose ongoing work is continued by the Gurney Fund in the south and through the St George's Police Trust in the north. The CPA remains an active voice for Christians in the Police and it is Catherine's tradition of practical Christianity that the CPA continually aims to promote. For an engaging and informative history of the CPA, we would commend you to read retired CPA Executive Director Don Axcell's authorised history of our charity.



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New CPA Sponsored Book published in 2021: "Inner Struggles" – Police Edition

As outlined by our Executive Director (page 4), our continuing desire to engage 'Community Partners' of the CPA continues to encourage us with the tremendous support we have received from those partners. An excellent example is how two of our charity partners, The Naval and Military Bible Society and BeaconLight worked with the CPA to publish a Police themed book called "Inner Struggles" by John Phillips. This book offers hope and comfort to those in times of need. Lee Russell, who worked with the author on this Police edition said "*I was so grateful to John Phillips, the team at BeaconLight and The Naval and Military Bible Society for their amazing support in bringing this Police Edition to fruition. I was humbled to read the testimonies that many of our CPA members sent to me for use in the book. They were a privilege to read and they were both moving, and inspirational. All those who contributed have my personal thanks, and I hope that this book will be a real benefit to those who read it*"



Our Mission and Vision

Our priority areas of work, which underpin our Mission and Vision, have been encapsulated in the simple mnemonic: **P.O.L.I.C.E.**

Prayer Organisation Leadership Innovation Communication Engagement

OUR MISSION is to:-

- Be a National Voice for Christians in Policing
- Encourage and support Christians in the Police Service
- Communicate, in words and action, the truth, message and hope of the gospel of Jesus Christ to colleagues and the community we serve
- Build bridges between the Christian community and the Police

OUR VISION is to:-

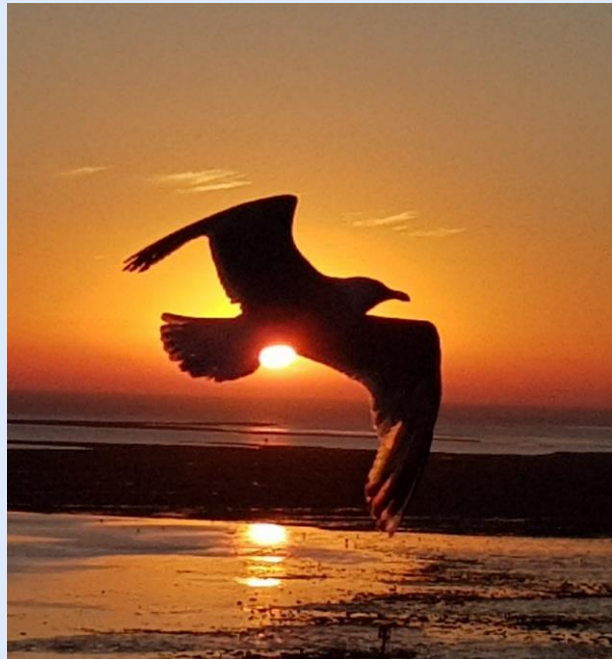
- Be a national charity which actively leads on issues relevant to Christians in Policing
- Have an active and growing branch of CPA in every Police Service in the UK and every Christian in the Police Service to fulfil their potential in Jesus Christ
- See colleagues and those we serve to know Jesus Christ personally
- Support the Police and churches working together in every community to reduce crime and improve quality of life

Prayers

We pray for communities and for their support as they helped to save lives by observing the restrictions that we have all faced over the last year. We pray for all the Police family – officers/staff and their loved ones. Police Officers and staff are continuing to work 24/7 to protect and serve us all.

We pray for all our CPA members, Friends and Community Partners, for their continued mutual support in bringing the message, truth and hope of the Gospel to all we met during the difficult and unprecedented times we have been in.

We pray for all those in the NHS and all those who have worked tirelessly to save lives during the pandemic. Please continue to give them the skills, resilience and resources to care for the sick. Strengthen them, that through their work many will be restored to health.



We pray for those who are sick or suffering and those who have lost colleagues or loved ones, may they find comfort and healing. Amen

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