

Christian Police Association



Annual Report 2022

(Published November 2022)

Introduction to the 2022 Annual Report from CPA President

Chief Constable Pam Kelly QPM



What a journey! We as Christians are on our own personal journey and this year I have very much seen and appreciated the journey that The Christian Police Association has been on.

I would like to thank Brian and the team and all our local groups for not just their energy and work but also for the great impact that the Association is having on policing and in particular the support and prayer that is constantly being provided to our staff and communities.

Policing has had a tough time. It seems that every day in the media there is a negative story about policing. This without question is having an impact on our staff and especially those on the front line who are doing their very best every day to keep people safe. The Christian Police Association has been a constant support for staff, supporting wellbeing and prayer. This has been very much appreciated by all.

Christ is a "cornerstone" a constant light and guide. My delight is that through your support and constant prayer that the Christian Police Association will continue to be the support and light for Policing over the year ahead. With so many new officers and staff now in policing the Association is needed more than ever to provide support, build resilience through prayer and the strong visibility of the Association in forces.

May God guide you, energise you and give you peace and joy as you continue to be the "cornerstone" of the Christian faith in Policing, and may you be strengthened and motivated by the wonderful impact that you are having in so many ways.

Yours In Christ,

Pam

Pam Kelly **QPM**

Welcome from outgoing Chair of CPA Trustees Inspector Marie Reavey



2021 was an interesting year in terms of operations. Firstly, as with all sectors of the UK, we found ourselves adapting to the new normal of emerging into a world now operating with covid restrictions. As in 2020, we remained fully operational. We successfully continued 'home working' during 2021, making full use of internet meeting platforms to stay in regular touch through staff meetings, branch meetings with the wider membership,

and even international engagement with Christians in service around the globe. Restrictions continued to affect the charity's ability to engage with our members and partners in person.

However, the second half of the year saw a tentative return to business as usual, with a joint Emergency Services worship event in Birmingham attended by Christian Ambulance Association, Firefighters for Christ, Chaplaincy UK as well as CPA. November witnessed the first CPA Leader's Conference for two years, attended by almost one hundred CPA Leaders from around the UK. This was immediately followed by CPA exhibiting at a Churches Together Conference. All of which went off successfully with no incidents of infection.

The end of 2021 saw a change of two of the Executive members of the charity with President Paul Netherton retiring and being replaced with Chief Constable Pam Kelly of Gwent Police. Additionally, Executive Director Lee Russell retired and was replaced by former Trustee and Cleveland CPA Branch Leader, Brian McCarthy. This followed a recruitment process which involved the Executive, Trustees and Branch Leaders. The change of Executive leadership was ratified by the Trustees and blessed by the National Chaplain at the Leaders Conference in November 2021.

Brian McCarthy summaries some of our excellent achievements during 2022.

The end of 2022 will similarly see more change in the CPA leadership, as I stand down from the Chair of Trustees role. At the Trustees meeting in September, two excellent candidates in DC Mandy Godfree from Bedfordshire and Insp. Graham Norman from the Met CPA, were approved unanimously to take over the Chair and Deputy Chair roles respectively. Graham will take over from outgoing Deputy Chair of Trustees, Phil Skedgell of Devon & Cornwall. Mandy and Graham will be officially recognised on 21st November at the 2022 Leaders Conference.

It has been an honour and a privilege to represent and guide CPA on the national stage. Each of us in leadership hold the baton for a season only. I pass on this baton prayerfully and willingly as CPA moves into another season. May we as leaders continue to be Salt and Light to the U.K. police service.

Inspector Marie Reavey

Brian McCarthy BEng – Executive Director – Christian Police Association

I am pleased to say, 2022 has brought several successes to CPA. Probably the most exciting was to see the return of GMP to CPA at the National Conference in June. Our vision for the coming period is to Support, Empower and Encourage Christians in the Police Service (SEE) as I announced at the Leaders Conference in November 2021. This included the delivery of well received Alpha courses supported by ESM Tony Gale and Mike Quinnell, our Regional Co-ordinator for the Northern regions. While in a similar period, Norfolk Branch Leader Claire Hamilton-Deane worked with CPA partners Kintsugi Hope to deliver courses online.



In this vein, we are currently preparing a revised Guide to Branch Leaders, which will be launched at the 2022 Leaders Conference, and to enhance strategic support and pastoral support we have provided some cutting-edge online leadership and wellbeing resources to Branch Leaders through Right Now Media. The Leaders Conference will be aimed towards equipping Branch Leaders with up to the minute wellbeing inputs, Pointman leadership training and communications training to accompany the updated leader's guidance.

Despite Covid, we saw growth in new Members, Friends, and Community Partners. The Executive Support Manager (ESM) role for the CPA continued to realise efficiency and effectiveness improvements during 2021/22. Systematically revising processes to make them as lean as possible, including the set-up of Amazon Smile, the transfer of our email platform to Microsoft Exchange and a new integrated ChurchSuite member application form system.

Some other recent successes include the launch of MyChurchSuite, which allows members to remotely update their details and preferences on the ChurchSuite database from an app on their smartphones. Tony and Lindsey in the office have also set up a Square pay terminal, which has simplified the purchase of merchandise, as we recently experienced at the National Conference in Derbyshire; with a record number of items purchased. As a result, we are more prepared than ever, with several new items now available. Possibly, their biggest recent achievement is the implementation of new online Sage accounting software. This has resulted in a £100 per month saving on the cost of the software, and Tony and Lindsey are now able to deal with our accounts daily and invoice more effectively than ever.

The Charity's Coronavirus Action Plan has moved to business as usual. However, we have retained hybrid working with the office physically staffed a minimum of one day a week at present to deal with post and orders in timely fashion. Finances remain challenging, although we only experienced a loss of £11,009 against a planned overspend of £21,000 in 2021. Additionally, donations in 2022 so far have been encouraging despite the economic downturn and we hope we can reduce the overspend, and invest in growing our team of Regional Co-ordinators to increase support. At the time of writing the UK is firmly in double-figure inflation, which will cause us to prayerfully plan our way forward. Thank you for all you are doing, and tell us how we can support you more.

Brian McCarthy **BEng**
Executive Director

Note from incoming Chair of CPA Trustees DC Mandy Godfree



"What! Do you think a policeman has a soul?" The Constable who uttered those immortal words to a young Catherine Gurney whilst on routine patrol, could not have begun to have imagined how that day would ignite a fire that would burn through the ages.

When I think about CPA I think about the words from the book of John as he describes who Jesus is: *"The light shines in the darkness, and the darkness did not overcome it."* Christians have shone the light of Jesus on

Policing through the work of CPA for the last 140 years and it still burns bright. Policing has its difficulties, good press and bad. Chief Constables and Crime Commissioners come and go, departments reinvented but the steadfast Vision and Mission of CPA carries on. Each one of us being a new line in a story that is about to celebrate 140 years of being light in the darkness.

As I step forward to take on the immense responsibility of Chair of Trustees, I am acutely aware of the Spiritual giants who currently represent CPA as well as those who have gone before. I would like to thank my predecessor Marie Reavey for her unstinting and ground-breaking work not only in her capacity as Chair of Trustees but also through her work with Faith and Police Together, during what has been one of the most unprecedented periods in modern history.

I look forward to working with Chief Constable Pam Kelly, Brian, and the team in the celebrating what God has done through CPA over the last 140 years, and moving forward in a vision to strengthen Branches and support the supporters. There will always be challenges in Policing but *'we do not have a high priest who is not able to sympathize with our weaknesses, but who has been tempted in all things in the same way, without sin.'* There remains a story yet to write, it is my vision that we write it together with Christ at the fore.

DC Mandy Godfree

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 challenges caused by COVID and other significant policing issues during 2021 and 2022
- ◆ 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 Brian McCarthy earlier in this Annual Report, CPA has moved into business as usual, but retained a hybrid working style. Here are some examples of the amazing activity that has taken place since our last report.

During the last couple of years, Mike and Tony have continued to run a **Police themed online Alpha Course**. We have had great feedback from this programme. A further course is now planned, with a record number of over 20 applicants. In addition, a number of our CPA Leaders trained by the **Kintsugi Hope** charity, continue to deliver online programmes focussing on health and well-being. PC Claire Hamilton-Dean, Tony Britten and PC Paul Pountain were instrumental in working with Patrick Regan and his team at Kintsugi Hope to develop this for police officers and staff. PC Paul Pountain and Sgt Tim Fryett in Lancashire built on this success with an online 'Feeling Shattered' event in January 2022, which was attended by an incredible 130 officers, staff and partners. Patrick Regan and John Sutherland were guest speakers. Our sincere thanks go to ALPHA, John Sutherland and Kintsugi Hope for supporting CPA with these programmes.

Across the world, first responders and supporters came together for another **International Day of Prayer for the Emergency Services** in June 2022, coordinated by the Christian Police Association. It was a great opportunity to encourage and support colleagues across the UK and across the world. Our partners in the International Christian Police Fellowship (ICPF) – see www.internationalcpf.org were instrumental in supporting this event. Neil Collin, was our link with the ICPF and we thank him for all his hard work and support.

The Lord is adding to our number as Membership continues to grow almost daily. Our valued partner at **Good News for Everyone** (formally Gideons UK) have continued to support all our branches with Force crested New Testaments.

Our partners **Beacon Light** have created a new booklet called **Now what?** with excellent 'crime to Christ' testimonies, aimed at bringing hope to people in the police cells. Draft copies have been circulated to branches and 1500 copies have been pre-ordered by custody offices in Scotland, Norfolk & Suffolk, South Yorkshire, Leicestershire and Hampshire. Please let us know how many copies you would like.

We continue to be so grateful for the support of our colleagues in **CPA Northern Ireland**. The annual Bible Week finally went ahead in 2022 in the new venue of Port Stewart. CPANI President Jonny Middleton welcomed Executive Director Brian McCarthy and a number of previous CPANI presidents, including Sam Donaldson and Tom Davison.

2023 will mark the 140th anniversary of CPA. To mark this great milestone, CPA will celebrate in all four corners of the U.K. To start with, the National Conference will be hosted by Police Scotland CPA in Aberdeen from 17th to 19th May. Then the International Day of Prayer for the Emergency Services will hopefully be hosted in Gwent, Port Stewart will celebrate with us during bible week on CPANI's 139th year and we will finish this anniversary year with a special Leaders Celebration at High Leigh from 20th to 22nd November.

You responded to our '**Big Ask**' and a number of you stepped up to give £10 a month and received two 'blue-light' mugs each. If we attract enough donations, we will employ more Regional Co-ordinators to provide much needed support. Please consider what you can give to further this mission to support and sustain police and policing, for your benefit and the benefit of your colleagues both now and in the future.

Thank you for all you do. You are making a difference.

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 move on. As outlined earlier, Bedfordshire Detective Mandy Godfree is taking over from Inspector Marie Reavey as Chair of Trustees of the CPA and Met CPA Deputy Branch Leader, Inspector Graham Norman will take over from Devon & Cornwall's Phil Skedgell as Deputy Chair of Trustees. We also said goodbye to Gillian Anderson from her administrator role in CPA NI, as she returns to operational policing.

We say welcome to Adrian Bean as he steps up to officially lead the Branch at West Mercia. We say thank you for faithful service to Stephen Hinds as he lays down his Branch Leadership at Thames Valley Police to take on a Ph.D. We say welcome to John Clayton who is stepping up to leadership in TVP, and welcome also to Det. Sup't Tim Rowlandson and PC Ben Maher who are stepping into leadership at Hampshire. We also welcome Deputy Branch Lead Jackie Wilkinson of Kent and welcome to Phil Roberts, who will represent Durham at Leaders Conference for the first time in a number of years.

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" – Brian, 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.

We send our prayers to all our Leaders, not only for all the exciting opportunities that this new season will bring to those who have stepped down, but also for those who have kindly stepped forward to taken 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, The National Police Chiefs Council** and the **Superintendents Association** for recognising the value our charity brings to the entire policing family.

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

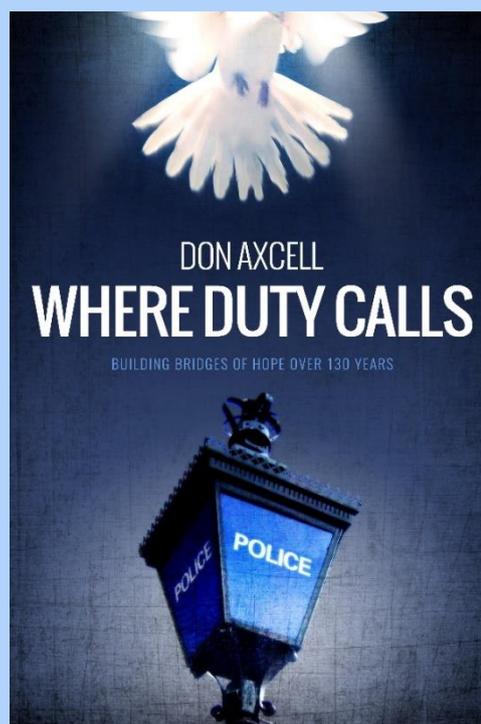
The Christian Police Association is part of a network entitled Police Charities UK (www.policecharitiesuk.org). The purpose of this network is to act as a reference guide to anyone who may need to access the services of these various UK Police Charities.

Charities have been established across the United Kingdom to serve officers and staff in a number of ways, for instance 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 the Police Charities UK network.



Want to know more about our history?

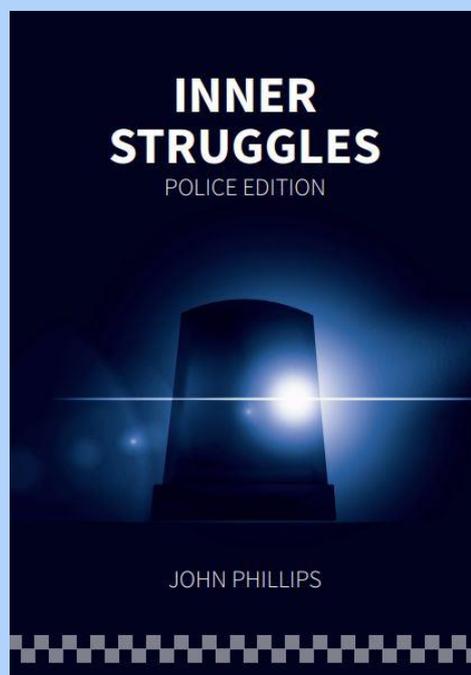
Founded in 1883 by Catherine Gurney OBE, the Christian Police Association has branches in the majority of police areas in the United Kingdom, as well as maintaining links with similar groups overseas through the International Christian Police Fellowship. The Police Convalescent Homes also founded by 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.



(©2016) DEAX Publishing
ISBN 978-09935964-0-7

CPA Sponsored Book published in 2021 – “Inner Struggles” – Police Edition

As outlined in last years Annual Report, 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 those in government and those who lead the national and international organisations who are currently reviewing the energy provision strategies, that they make wise use of resources and opportunities that we will be grateful for in this coming season.

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 in challenging circumstances.

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 meet.



Image by Fine Mayer - Pixabay

We pray for all those in the NHS and all those who have work tirelessly to save lives. 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

Registered Charity 220482 (England & Wales)
SCO43784 (Scotland)
103391-0 (Northern Ireland)

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