

REPORT ON CHRISTIAN AID TRUST PROGRAMMES FOR 1999

Introduction

The majority of readers will already be aware of the general objectives and current programmes of the Trust (based on the 1997 Trust policy document). However, we make no apology for appending a summary of these to this report as a reminder to those who have not seen them before and for the information of new readers.

In keeping with its long-term focus the Trust continues to support and develop all the programmes listed in the objectives summary and has widened this significantly during 1998 and 1999 as described in more detail below.

As always we continue to **carefully** (and prayerfully) consider a wide range of potential additional programmes which complement existing programmes and fit in with the objectives of the Trust.

Detailed Report on Main Trust Programmes

Those who are less than familiar with the detailed programmes of the Trust should commence by reading the "Trust Objectives" statement, which gives detailed background to items 1. to 6. below.

1. Gateway School, Harare, Zimbabwe

In view of the continuing deterioration in the general economy of Zimbabwe we are most pleased (and relieved) to find that we can still make the same upbeat comments regarding the current state of the school as we did in this section of our report last year.

The school seems to be going from strength to strength despite all the problems currently besetting Zimbabwe. Pupils and staff are largely being retained despite the inevitable problems associated with the high local inflation (more than 60% per annum) and currency depreciation and morale is high.



General view of Gateway Secondary School

Some of the Trustees of this Trust were pleased and honoured to be invited to attend a ceremony in August 1999 whereby the staff of the school unanimously dedicated themselves to follow a Vision Statement and a Mission Statement setting out the objectives of and standards for the school. For your interest these are reproduced below:

Vision Statement for Gateway School

That Zimbabweans of all races shall have a saving knowledge of Christ Jesus with principled well-rounded characters, equipped to fulfil their potential, build the nation and impact the world for the glory of God. For we are God's workmanship, created in Christ Jesus to do good works, which God prepared in advance for us to do.

Mission Statement for Gateway School

- We aim to promote the gospel.
- We seek to demonstrate the character of God by our conduct and relationships.
- We are committed to providing value for money and godly stewardship.
- We develop staff so that all our activities are characterised by professionalism and excellence.
- We promote and encourage both healthy competition and co-operation.
- We develop godly self worth, initiative, leadership and self-discipline.
- We value and care for each individual student, member of staff and their families.
- We are committed to strengthening the family and involving parents where appropriate.

We wonder how many schools in Europe or the U.S.A. would be able to persuade their staff to unanimously dedicate themselves to such a set of standards. In some respects we have much to learn from those whom we are assisting in the third world!

The school continues to be very appreciative of the support of the Trust, which continues to become a more important feature of their budget as our bursary programme continues to expand. Unfortunately the rate of this expansion has not been as great as we would have wished as we have found it difficult to locate sufficient suitable candidates from the government schools with which we are in contact. We shall be attempting to address this problem during the coming year by intensifying our publicity in the schools with which we are already in contact and expanding the number and range of schools from which we are attempting to draw pupils.

The bursary programme currently supports 22 children on academic scholarships, 16 children of full time Christian workers in Zimbabwe (who could not otherwise afford suitable education for their children) and one adult on the school's teacher training programme. In general these children are all performing well in academic terms and are retaining a high level of Christian commitment. We continue to have high hopes for the future leadership potential to be realised.



Students of Gateway School supported by the bursary programme on their way to their annual interview with the Trustees



Gateway School secondary school classroom

During the year the Trust fulfilled the objective expressed last year of assisting the school in obtaining two second hand buses for the transport of pupils, one of which was funded entirely by the Trust. We are currently assisting the school in obtaining a further, smaller bus to meet continued expansion of this need.

The Trust also continues to assist the school in the selection and sourcing of books and other materials for their general educational needs and development.

In addition the Trust was able (through our connection with the Trailblazers organisation) to provide the school with a much needed music teacher (an urgent need when the previous incumbent had to return to the U.S.A.). Originally we expected that she would merely “bridge the gap” with a one year contract, but we are delighted to report that she has been so happy in her work here and has fitted into the school so well, that she is renewing her contract for the academic year 2000 (at least).



Trustees handing over a bus supplied by the Trust to Gateway School

Finally we are pleased to report that the “special needs” section of the school continues to function well and remains much in demand. The chosen operational method of integrating the special needs children with the general school to the greatest possible extent is a very demanding format, but continues to serve the needs of these disadvantaged children very well and amply justifies the extra costs and efforts that it necessarily entails. The Trust continues to assist in the provision of equipment and resources for this section of the school on an ongoing basis.

2. Batonga Relief Project

We are pleased to report that the administrative and organisational problems mentioned in our last report have now all been resolved and the project is rapidly advancing.

During the European summer the trustees spent a good deal of time holding a number of meetings with those who had been involved in the early stages of the project. During this time we were extremely pleased to secure the services of Neville Berkhausen to oversee the implementation of the project on the ground. Neville is an ex-member of the Rhodesian special forces and thus well able to endure the rigours occasioned by



Trustees inspecting land rover purchased and refurbished by CAT for the project

regular visits to this remote territory to adequately oversee the implementation of the project on the ground, but at the same time he is sensitive to the culture and needs of the local people and is fluent in a number of local languages. He is also a committed Christian.

Neville has undertaken a complete tour of the project area on foot and produced a most useful report on the needs and possibilities. He has also secured the support of the local people for this project by interacting with them in this intimate manner.

In accordance with the methodology the Trust decided to adopt following this report, a complete hydrogeological survey of the area by the leading local experts in this field was commissioned by the Trust. This survey recommended refurbishment of three existing boreholes – which had fallen into disrepair due to their faulty construction (see notes on this project in the Trust objectives statement) and the drilling of a number of further boreholes.

Quotes for this work have been obtained and a suitable contractor selected. Equipment is to be moved into the area and drilling work will commence in January 2000. We expect the resultant boreholes to be literally a life giving resource during the next dry season commencing in May 2000.

The Trust has purchased a second hand Land Rover in Zimbabwe for use by Neville in overseeing the project and arranged for this to be reconditioned and suitable toughened. He is currently making good use of this vehicle to pay regular visits to the area to supervise the preparation for the drilling works.

3. Construction and Equipping of Chinoio Clinic

The construction of this clinic still continues.

The target date for completion was October/November 1999, but this target was not met due to the continuing economic unrest in both Zimbabwe and Mozambique, bankruptcy of the original building contractors (fortunately occasioning no loss to the Trust) and delays over the importation of building materials into Mozambique (mainly due to our refusal to pay the bribes demanded by local officials).



Construction of Chinoio clinic and mission

Work has also been greatly hampered by the incapacitation of our “man on the ground” for this project, Granville-Johnson. He is a wonderful man who, together with his late wife, has devoted the greater part of his life to missionary work in remote parts of Africa. Unfortunately his wife died unexpectedly last year (probably as a result of a mutant form of tick-bite fever contracted on an expedition in Mozambique) and, no sooner had he recovered enough from this to take up his duties again, than he suffered from a severe back injury – again on an expedition in Mozambique. He

has only recently been able to resume work in the field and his presence has been sorely missed.

It is now hoped that building works for the clinic will be completed in April 2000.

However, even in its unfinished state the building is already proving a useful resource to the local community who are already using it as a communal meeting place and for church gatherings. The four missionaries envisaged for this facility have already been deployed locally and their wives (who are nurses) already provide local medical help in an area where this would not otherwise be available. Clearly the extent of what is possible will be greatly enhanced following completion of the building next year.

The rigours of the rough terrain have taken their toll on the Land Rover supplied by the Trust last year and we are currently researching the possibility of providing a Land Cruiser for this demanding terrain.

4. Saltmine Trust and Trailblazers

Saltmine trust is a UK based charity mission organisation founded and led by Dave Pope, one of the trustees of this Trust. It provides music, worship and drama teams to churches and other Christian organisations in the UK. These teams work with local churches in schools, pubs and prisons to communicate the Christian message. The Trust provides support for this Saltmine outreach.

Several years ago Saltmine established a separate initiative, Trailblazers, to become more involved in welfare and relief projects outside the UK and to raise the profile of the needs of the third world. The Trust is pleased to be heavily involved in supporting the Trailblazers programme and is grateful for the support of Trailblazers with Trust projects in Africa (see below).

In conjunction with Trailblazers the Trust supports a number of relief and training projects in India, mostly in the Bombay area:

Jacobs Well

This is a project, which takes destitute women off the streets and installs them in a small residential and training facility where they are trained to design and manufacture garments. The first course runs over a six-month period, during which time the girls are taught fundamental needlework skills. The second, which runs for twelve-months, is a more comprehensive training programme, involving patternwork, measurements, advanced stitchwork and seaming. There are currently 30 women undergoing training in the project and the standard of work is very high.

Girls who have undergone basic training in the above programme (or who already have the necessary skills) learn to make a more expensive range of garments in



Trainee at Jacobs Well facility

“The Company” – an extension of the basic Jacobs Well programme. It is this organisation which manufactures the garments seen on the Trailblazers catwalk (see below).

This part of the programme is developing well but further work and effort needs to be applied to the development of marketing channels and outlets. We shall attempt to address these defects during the coming year.

Just Prospects

This is a workshop using “Silk Screening” to produce cards for various occasions (Birthday, Christmas etc.). It provides employment and skills training for young men from the streets and slums who would otherwise have no sustainable income.

Paperworks

Paperworks is another workshop project producing useful items made from pulped waste paper. Once again employment and skills training for young men from the streets and slums is furnished. During the current year a new range of higher quality, higher value items e.g. picture frames, clocks, picture mirrors, candlestick holders etc. have been developed. Merchandising of these items in Europe is under way, but further effort and emphasis needs to be exerted in this area. Again we shall attempt to address this during the coming year.



Trainee worker at Paperworks facility

Aruna (Bright Morning Sun)

This work has been established around the notorious Falklands Road “red light” area. Two girls Jill (a nurse from the UK) and Dejal (an Indian girl who was formerly a lab technician) are the active workers in the project.

There are between 40,000 and 60,000 commercial sex workers in the area covered by the project. Jill and Dejal have befriended many girls working in the area by offering them health advice and counsel.

Girls usually begin their trade between 12 and 13 years of age. They normally meet this fate either as a result of being sold by their families who are desperate for money, by being kidnapped by pimps or by being sold from Hindu temples after having been given as offerings.

Around seven at a time are looked after by a “madam” who prepares them for work, the youngest often being put on display in cages. The girls spend at least two years working to pay off their debt to the madam who bought them after which they are considered free. Things do not normally work out in this way though, after two years the girls are normally so damaged physically and mentally that they are unable to leave.

We hope to help Aruna to acquire suitable premises in the area to establish a daily “drop in” centre where the girls can receive counselling, AIDS awareness training and have some fun with painting, printing and other forms of craft training. We would also like to assist them in forming links with churches and other local organisations to which girls can be referred.

Purnata Bhavan (Place of Wholeness)

This project is situated some three hours drive east of Bombay in the hill country so as to be free from the pollution, business and danger of the city.

Purnata Bhavan is a refuge for families and individuals who are at risk. For example women who are found to have AIDS are ostracised and put on the streets. The project hopes

to provide for them by teaching them skills in tailoring and jewellery making etc. At the same time they receive counselling to help them to come to terms with their disease and education on diet and personal hygiene.

The site currently has one residential unit able to house 30 people and a complex designed to facilitate a medical centre, skills training workshops and a recreational area. As further funding becomes available the intention is to build three further residential blocks on the site.



General view of Purnata Bhavan facility



Trustee with child at facility

As noted above Trailblazers is involved in raising the profile of the needs of the third world throughout the UK and in motivating individuals to help, not only by monetary giving, but also by making available their time and skills. During the past year this objective has mainly been pursued by means of a number of exhibitions combined with clothes shows, featuring professional models on a catwalk (using garments manufactured by Jacobs Well – see above), food shows, featuring the preparation of typical regional foods and also the use of drama and music teams. These events have been extremely successful in recruiting volunteer workers with literally hundreds of serious enquiries having been received during

1999. One event in which the Trust actively participated was a week long “Out of Africa” exhibition at All Souls Church, Langham Place, London during the spring of 1999.

As well as recruiting workers Trailblazers has also been active in raising funding for third world needs. In June 1999 Trailblazers organised a sponsored climb to scale the 19,340 mount Kilimanjaro (the highest free-standing mountain in the world). Despite heavy rains and much suffering from altitude sickness the entire team of twenty climbers reached the summit – a rare feat! The climb raised a total of more than £60,000 net of all expenses and these funds will go to a number of programmes, the majority being projects sponsored by this Trust in sub-Saharan Africa – a wonderful example of the way in which two very different charitable organisations can complement each other!



Base camp for 1999 Kilimanjaro climb

Trailblazers plan to hold another sponsored Kilimanjaro climb in June 2000 and to expand the range of activities of this kind with the Biscay Challenge in autumn 2000. The Biscay Challenge will be an exciting sponsored sail from Plymouth to Gran Canaria via the western approaches and the Bay of Biscay organised by Challenge Adventure Sailing (the organisers of the BT Global Challenge race) and designed to raise the profile of UK based mission agencies.

5. Churches in Eastern Europe and elsewhere

The Trust continues to support a number of Chaplaincies of the Inter-Continental Church Society, mainly in Eastern Europe. At the present these comprise Chaplaincies in Leipzig (100% support), Warsaw (100% support), Kiev (50% support), Lille (33% support), Poitou (33% support), Prague (from 1.4.2000) (33% support), Freiburg (from 1.9.2000) (33% support) and Lithuania (from 1.7.2000) (33% support).

This work continues to fare well, particularly the chaplaincies in Leipzig and Kiev.

6. Lay Training

Unfortunately this work has suffered a major setback this year as a result of the failure of the Diocese of Europe to gain approval for their dedicated ordinand training programme. However, this problem has recently been overcome with the assistance of new distance learning courses from theological colleges in the UK and work now continues on developing the remainder of the non-ordinand training course. This should be largely completed during 2000, but the Trust is currently consulting with the Bishop as to how our assistance might be extended to enable effective control and administration systems for these courses to be established.

7. Lindy Park School, Marondera, Zimbabwe

The Trust has established a scholarship programme here, which is intended to operate along very similar lines to the programme established with Gateway School. This programme should commence in January 2000 (the new academic year in Zimbabwe).



Lindy Park School campus

During the year the Trust provided a significant part of the funding for a swimming pool for the school. Far from being a luxury this is actually a very much needed facility during the hot summer months! This has now been successfully completed.



Trustees checking finalisation of swimming pool at Lindy Park school

8. Gatehouse Training Centre, Marondera, Zimbabwe

This rural facility has been established to train widows and single mothers to support themselves through spinning, weaving, finger weaving, painting and production of tapestry like products hand made on a special hand held sewing machine. The latter, in particular, show considerable commercial promise. Predictably the life of a woman alone, particularly if she has children, is very hard in this type of environment. However, during our visit in August 1999 we saw a number of women being given new hope, confidence and pride in their ability to earn a living and support themselves and their families.



Workers and trainees at the Gatehouse facility

We felt that the greatest priority for Gatehouse was to employ a business manager to systematise the purchasing of materials and equipment and, even more importantly, the production and merchandising of finished products. Currently this function is in the hands of the centre manager, a white Zimbabwean lady who is excellent at teaching and counselling the trainee women, but inexperienced in the necessary business operations. A suitable business manager has been located and the Trust has agreed to sponsor a substantial part of the costs for a trial period of one year.



Trustees meeting with leader of Gatehouse project and a prospective business manager



Worker learning the craft of hand spinning in the Gatehouse project

9. Mhondoro School, Zimbabwe

This is a private school under the auspices of the Presbyterian Church in a rural area approximately one and a half hours drive (largely over dirt roads) from the capital, Harare.

The headmaster is a committed Christian as are many of his staff, although (unlike Gateway School) it has proved impossible to employ 100% Christian staff due to cost constraints and lack of availability of suitable teachers.

The trustees of the Trust visited the school during May 1999 and determined that the most pressing need of the school was for new and additional textbooks.

At that time children were typically sharing one textbook between four children, making study difficult and the life of books very short. In spite of these difficulties pupils have been achieving quite good academic results with a fair number of



Trustees meeting with Headmaster and chaplain of Mhondoro school

O-Level passes being gained. The Trust arranged for the purchase and supply of a range of suitable textbooks, which has met this pressing need.

The trustees visited the school again during August 1999 and were able to spend more time, meeting with the headmaster and staff and evaluating the needs and potential of the school. In general, it has good buildings, largely funded by American donors, but unfortunately these donors have not provided necessary equipment to enable these buildings to be used. The Trust did not feel it was right to become involved in the supply of such equipment at present, but it was agreed that there was a need for a higher concentration on practical skills training in the school. Consequently the Trust has agreed to fund the electrification of a workshop and to provide some equipment for the school's craft block. This work should be completed during the first quarter of 2000. As can be seen from the inset photograph the boarding and sanitary facilities at the school are in need of improvement, but the trustees did not feel it was right to become involved in funding this at the present time.



Typical pupils washroom at Mhondoro school

10. Centre Bethel Afrique

This is a haven and training centre for widows, orphans and AIDS victims in Burkina Faso. A wonderful French lady who has dedicated her life to this venture manages the centre. The Trust has supported 50% of the cost (on a one-off matched funding basis) of equipping the centre with simple sewing machines and cloth and materials for the manufacture of garments for use in the local community.

11. Luis Palau

The trust supported a mission to the Cote d'Azur by this famous South American evangelist. Unfortunately the project was less successful than we would have wished due to the last minute closure of the proposed venue, the 'Theatre de Verdure' in Nice. However, we did manage to hold a very well supported gathering for local businessmen, which brought more than 60 people to the Lord. The visit also served to introduce Luis Palau to the needs of the Cote d'Azur and to introduce him to the trustees of the Trust. We are currently planning a further visit to the Cote d'Azur by Luis Palau in 2001.



CAT trustees meeting with Luis Palau on his visit to the Cote d'Azur

12. Refurbishment of Holy Trinity Church, Cannes

This is the chosen place of worship for three of the trustees of the Trust and is therefore very much on our hearts.

At the end of 1998 we were fortunate to institute Ian Barclay, the well-known preacher, writer and Bible teacher at Holy Trinity as the chaplain. He immediately set about clearing out and re-invigorating the church and it seemed appropriate to us to redecorate and re-equip it at the same time (especially as it had not been redecorated since it was built more than 25 years ago). This work was beyond the financial resources of Holy Trinity and therefore the trustees agreed to step in and fund this work on the basis that the church would repay approximately one third of the budgeted cost over a one year period.

We are pleased to report that the refurbished building is magnificent. The whole aspect has been lightened and most visitors and regular members have commented very favourably on what has been achieved. Attendance at the church has doubled (and is still growing) and a close and strong fellowship is developing. We also enjoy a good relationship with a local English language radio station, Radio Riviera, where we have regular broadcasts.

We are also pleased to report that Holy Trinity is now able to return rather more than the amount promised to the Trust as its contribution to the work.

13. Timothy Project

This year the Trust has launched a major new initiative – the Timothy Project. The aims of this project are twofold. Firstly we plan to address the perceived current dearth of Christian Leadership by training new leaders alongside experienced and established leadership and secondly we plan to provide needed assistance to hard pressed Christian leaders. We consider that the Biblical relationship between Paul and Timothy (hence the name “the Timothy Project”) should serve as an example for fostering and developing Christian leadership. With careful selection of appropriate parties, and ongoing monitoring, evaluation and appraisal we consider that our aims will be met, leaders and trainees will be enriched and the Kingdom made stronger.

To serve these ends the Trust has established an office in the UK to receive applications for leaders requesting support and from prospective assistants, and to administer the project generally.

The response so far has been most encouraging. Applications have been received from a number of highly respected Christian leaders and also from a number of suitable persons wishing to offer themselves as assistants. To date a number of Timothy figures have been allocated and placed in the field with an enthusiastic reception. The feedback to date is very encouraging indeed, even those who do not wish to apply for a Timothy believe that the idea is excellent and that it fulfils a real need.

THE OBJECTIVES AND PROGRAMMES OF THE CHRISTIAN AID TRUST

The objectives of the Trust are:

- A. Christian Mission world-wide, but with special emphasis on deprived areas (primarily the third world and the eastern block), teaching and leadership.
- B. Relief of poverty and need in the third world.
- C. Christian development and education.

The Trust gives expression to these objectives by funding a number of projects and programmes in conjunction with other (usually Christian) organisations which have complementary experience and resources.

The approach is hands on. The Trustees meet visit all major projects prior to inception, make regular return visits and meet regularly with the leaders of the other organisations involved. We do not simply disburse funds to other charities. We believe that the costs and trouble involved in this approach are amply justified by the elimination of unsuitable projects and the waste of resources within those projects. Such waste of resources is prevalent in charitable work, see, for example, previous experiences in project 2. below.

However, a further objective is to reduce administrative costs to an absolute minimum. None of the Trustees is paid any salary or fees and indeed do not usually seek to reclaim any expenses of travel etc. incurred on Trust business. Furthermore the Trust does not pay for any office or employees (these facilities being provided by the founding Trustees). During 1997 **all** the costs of operating the Trust (which were met by the Trust) were just over 2% of the total amount disbursed by the Trust and less than 2% of its income.

The current Trustees are David and Pauline Sinclair, the founding Trustees who provided the capital base of the Trust, Janet Simpson and Dave Pope who is also a director and/or trustee of a number of other substantial charities including Spring Harvest, Saltmine and Trailblazers.

Presently the Trust objectives are mainly being enacted through the following programmes:

1. Gateway School Project, Harare, Zimbabwe

The Gateway School provides primary and secondary day education to a mix of black and white children. It is staffed entirely by committed Christians and attempts to express and inculcate Christian values in and through its teaching.

The Trust initiated and funds a bursary programme to support the children of needy black families through the school. The programme selects able children from government schools by examination and interview and establishes the genuineness of the need. It is hoped that this programme will raise up leaders in business and politics who are both well educated and have Christian values.

the Trust also supports a teacher training programme to provide well trained local teachers (both black and white) for Gateway and other local schools, provides educational equipment, personnel and materials not easily available in Zimbabwe and supports the work of the school with handicapped and other special needs children.

The Trust is committed to long term funding for this programme.

2. Batonga Relief Programme, Zimbabwe

The Batonga tribe originally inhabited the banks of the Zambezi river, but were displaced on construction of the Kariba dam to a location some 200 km from the shores of the lake. Their new home has no surface water for most of the year, inadequate underground water which is accessible to the tribe and insufficient rainfall to support agriculture. They have no accessible medical facilities. Not surprisingly they are malnourished and suffer from all the diseases usually caused by this and poor water supplies. More than one third of the adult population is blind (or nearly so).

Another large charitable organisation funded the drilling of boreholes to provide clean water several years ago. Unfortunately this work was not supervised and the boreholes were not lined and quickly collapsed rendering them useless.

The Trust is working with local Christian organisations to fund and resource a three-stage programme for bringing help to these people. The first stage is to provide clean water with some surplus for irrigation by drilling properly constructed boreholes. This stage of the programme is currently underway. The second stage will be to construct a local church with accommodation to provide a necessary resource for stage three of the programme. The pastor appointed will (hopefully) be a local who will also help to educate the Batonga in new methods of agriculture more suited to the dry climate. The third stage will be a mobile medical facility probably based on a military surplus ambulance which will pass through the area periodically using the church accommodation as a staging post (the nearest small town is 85 km distant and there are only poor dirt roads).

The Trust is committed to funding this project for at least a five-year period.

3. Construction and Equipping of a Mission and Clinic in Chinoio Mozambique

The mission building is designed to support work of mission and outreach amongst local people in this rural area of Mozambique and also to support a number of churches which have already been established in the area by the Apostolic church of Southern Africa. Four missionaries will be housed in the facility.

The clinic is designed to provide basic medical facilities for local people who presently have virtually no medical care.

4. Relief Projects in India and elsewhere in conjunction with Trailblazers.

Trailblazers is a relatively newly established satellite of The Saltmine Trust (itself a long established Christian resources organisation) which has the objectives of mission, training and relief of poverty in the third world. These objectives are extremely complementary to those of the Trust. Consequently the Trust has decided to assist in funding Trailblazers programmes.

Presently this is mainly centred in India where people are taken off the streets and trained to make goods which are saleable in the first world. Premises used for training and manufacture are also used for mission and community purposes and to provide medical facilities for the local community. Trailblazers resources personnel and materials for the projects and assists in the eventual marketing. All profits are ploughed back into the development of the project.

Trailblazers is now also starting to play a significant part assisting with the work of the Trust in Africa and the Trust is fully committed to providing funding and developing its work with that organisation over the long term.

5. Establishment of Churches in Eastern Europe and Elsewhere.

The Trust has a long-standing relationship with The Intercontinental Church Society ("ICS") and works closely with ICS in establishing new chaplaincies in Eastern Europe in particular, but also in other parts of the Diocese of Gibraltar. In addition to the establishment of such chaplaincies the Trust plays a role in their ongoing development and funding until they can become entirely self supporting (usually three to seven years from inception).

6. Lay Training in the Diocese of Europe

The Diocese of Gibraltar is extremely large. There are insufficient financial resources available to enable all needs of ministry, mission etc. to be fulfilled by paid ordained ministers. In an attempt to address this need the Trust has funded a major training programme established by the Diocese in order to train and equip members of the laity within the Diocese to fulfil these needs. The programme has been extremely successful with more than 70 students being enrolled during the first year. The Trust is committed to funding this programme for at least five years.

7. Saltmine Millennium Initiative

Saltmine is a UK charitable organisation involved in providing both personnel and material resources for the development of churches in the UK. Saltmine teams also support the work of Trailblazers in the Third World. Saltmine has just begun a major recruitment programme to provide extra resources for programmes with a millennium theme. The Trust has agreed to partially support this work on a matched funding basis over the next three years.

In addition to the above the Trust supports a number of lesser and one off initiatives and the process of careful evaluation of potential new ventures continues.