



Meeting: Police Chaplaincy UK AGM

Venue: Teams

Date: 17th July 2025

Attendance

Balbir Seimar – West Midlands
Benjamin Snuggs -
Stephen Walters - Avon & Somerset
Ian Morris - Heddlue Dyfed-Powys
Andy Paget - Avon & Somerset
George Hadley – Bedfordshire
Stephen Trott – Northamptonshire
Nicky Skipworth – Thames Valley
David Fiddy – Wiltshire
Ceilia Ramnath – South Yorkshire
Lloyd Denny – Bedfordshire
Suresh Nesaraatnam – Thames Valley
Louis Spring – Hertfordshire
Dawn Warwickshire

Roderick Keefe – West Midlands
Adam Woodhouse – Greater Manchester
Mike Birmingham – TVP
Julie Wearing – Humberside
Jo Tatum – Nottinghamshire
Shirley Dudfield – Leicestershire
Agyare Wiseborn – West Midlands
Ghislaine – Devon & Cornwall
Tony Strike – South Yorkshire
Lisa Marie Taylor – Hampshire & Isle of Wight
Dudley Martin – West Yorkshire
Matthew Hopley –
Derek Pamment – South Yorkshire
George – Suffolk

Apologies

Linda Taylor, Stephen Hensley, Dick Johnson, Richard Brooker, Steve Walters and Khadija from West Midlands Police

Minutes from 2024 AGM

The minutes from the AGM which took place in 2024 were approved and ratified as a true and accurate record of the meeting.

Introduction

The Chair thanked everyone for joining the meeting tonight and gave a special warm welcome to Deputy Chief Constable Ben Snuggs of Thames Valley Police who is our National Police Chief Council Portfolio Lead for Chaplaincy.

DCC Ben Snuggs thanked everyone for their hard work across chaplaincy as it is a vital role you play as a calming presence, '*Keep calm and think Chaplain*'. You are part of our fabric supporting our colleagues in difficult times and having chaplaincy connected to us is a powerful contribution. There is a momentum behind what's happening in Chaplaincy in the country, and I know Matt ably represents you to call out what is important in the Chaplaincy support network and supports you individually, but of course to support and herald and champion Chaplaincy across policing as he does so well presenting at the National Police Chiefs Council, Chief Constables and Council meetings and more.

The plans he presents for the future of chaplaincy are really exciting, so I just wanted to say thank you, it's a privilege to work alongside you and I'm really excited by the opportunities that there are for chaplaincy and if I can play a small part in supporting you in being a champion for what you do, and in particularly the value you add for which that I have personally experienced, I know we will be better and stronger and far more resilient as a result.

DCC Ben Snuggs left the meeting.

Reports

We have published our Impact Report which will be uploaded to the Charity Commission and should be available in the next few days.

The Chair said, it was his absolute privilege to be able to speak to you as the Chair of Trustees, and it's a role that he has held for just under three years and takes seriously both for the governance and responsibility that we hold together to steward this charity.

In a way that keeps chaplaincy at the heart of policing. This past year has been a year of steady, faithful progress, less about dramatic change, and more about quiet strengthening. This is fitting for an organisation like ours, where presence, consistency and care are at the centre of everything that we do.

As a Board, our focus this year has been supporting stability, sustainability and strategy. This includes strengthening our governance structures to ensure we're accountable, transparent and well run, reviewing key policies and processes so they reflect the diverse context our chaplain serving and of course supporting our National Chaplain, Matt in his leadership of the charity and offering him space to lead, room to grow and support the vision with encouragement where the road has been tough and for this, Matt, on behalf of the whole Board, we thank you for your wisdom, for your humility and your calm guidance. This year you brought steadiness and depth to a role that holds real, and emotional strategic weight and we are very, very appreciative of all that you do.

One of the most significant developments this year has been the rewriting of our national induction course. The board has strongly supported creation of a training experience which is inclusive, practical and truly reflective of the chaplaincy landscape that we now inhabit. This course will help new chaplains find their feet with confidence and will ensure that forces continue to see chaplaincy as a professional, credible and trusted resource. We have worked hard to clarify and communicate our identity of Chaplains UK which exists to support and resource chaplaincy teams across the country, not to replace local expression but to connect it, affirm it, and strengthen it, whether that's through national events, shared learning policy guidance, or simply being a visible advocate for chaplaincy in national policing conversations. We are here to serve and to support and as Chair one of my personal priorities has been ensuring that our Trustee team reflects our values to champion, promote inclusion, openness and collaboration. I'm grateful to all the Trustees for their time and wisdom with the challenges faced and all our volunteers (*and I know we don't always agree and that's healthy!*), but we are united in our beliefs that chaplaincy matters deeply, and the police chaplains have a vital role to play in the future. We still have much more to do. We know that chaplaincy provision remains uneven across the country. We know that pressures on policing are intent, and we know that many chaplains serve sacrificially without with little recognition or support. That's why the work of this charity matters not just structurally, but spiritually. We are here to say you are not alone, you are part of something bigger, and your presence makes a difference. So, as we look to the year ahead, I want to thank every chaplain team, every chaplain, every team leader, every lead chaplain, every chaplaincy coordinator, every supporter and friend who has contributed to this shared vision. Thank you.

I want to thank Matt again, and I want to thank my fellow Trustees for their wise stewardship and their continued commitment. Let's continue to build a chaplaincy which is grounded, generous and ready to meet the needs of policing today and my sincere thanks to each of you for everything you do every single day.

Rev Matt Hopley

Many of you will probably have engagement with charities outside of Police Chaplaincy UK, where you may well have a Trusteeship or a role within those organisations and the leadership of these charities takes a lot of work and effort. So to each member of the Board, my personal appreciation goes to each of you and a particular shout out to Dom, you go well above and beyond with the incredible amount of time and energy that you put into this, I get your emails from all times of the '*day and night*' as he's prepping and organising and we could not do this without our key volunteers.

I have taken time to look back over the last 12 months to give you a flavour of where my role has evolved and continues to be evolve in the role as CEO to the charity and as National Police Chaplain which are wrapped into each other although there are very distinct differences. To give you a flavour of some areas from a strategic development perspective around the vision and strategy and it's great that we're in a position to have a 10,000 word document that's come together called the '*Gold Standard Document*' which is currently being refined by one of the partner organisations before it goes out to print in a magazine style to make an easy reference guide to refer to. The document talks about the past, talks about the current position, but it absolutely talks about what the future looks like for Police

Chaplaincy and it's been great to be able to share this with Chief Officers over the recent months. We're really excited for what lies ahead and we have had some brilliant opportunities around engagement sessions to be able to be out and about talking about the things that we're doing.

Two particular-ones of note are the National Police Chief's Council which meet quarterly where I was invited to share this in person at their gathering to talk about the future of Police Chaplaincy UK and importantly, I was encouraged to talk about the welfare of our Chief Officers who need your support so please reach out and please encourage them when you see them. It's a tough job that they do.

The other area that I had the opportunity to present more recently was at the Chief Officer Day for Superintendents upwards, again an important group around leadership and as a national engagement perspective. This time last year, the tragic events unfolded in Southport and the ripple effect was felt across the country where we were invited to the National Gold Leadership Team to help bring some direction around welfare from our chaplaincy teams and the dynamic support we could offer officers and staff.

We had the Air India crash, some of you may have known about it being referred to as op-Prybank and the impact this had on nationals and UK citizens, but also from a disaster victim identification perspective and the humanity of how we cared for people. We grieve with those for their loss of so many significant people.

The chaplaincy was represented and presented at the OK Well-being Conference for the first time. I was at the break conference, where they train and support our family liaison officers, particularly around road traffic collisions. The National Police Association conferences have been involved from a faith perspective along with the National Association of Muslim Police officers, the Christian Police Association, the National Jewish Police Association conference, so it's great that I've been invited to speak and to be involved in these areas as well.

There's lots of services and events that I'm invited to go to, like Care Police Survivors and National Police Memorial Day, where I had the honour of leading the service for the first time in September last year, attending on behalf of all of you and the National Police for PC Rosa Prize's funeral as well: the RUC service over in Belfast and the 7/7 Memorial service, where I was able to be there recently with lots more which take place in local forces where I can support you and it's been good to be there for this.

PCUK, have been on the road, we've been doing various exhibitions and events, talking and promoting the Police Chaplaincy from Emergency Services Shows, Superintendents Association, The Association of Police and Crime Commissioners and Chief Officers Teams and it has been great to do this. There's been other national associations where I have been invited to attend their conferences along with being invited to spend time with the Policing Minister, Dame Johnson and I will be going to see her again in September, to talk about chaplaincy and the incredible work that you do as volunteers and how it's led within forces and how there's lots of room for us to do so much more and she's very supportive of where we're at and what we are doing.

There are some future developments that we're working on in Scotland which are quite exciting and as chaplaincy evolves with an appreciation for the difficulties around chaplaincy for the police service of Northern Ireland, historically around faith and beliefs, is pending and chaplaincy for PS is going to happen, which is quite a significant moment.

We aim to make sure that officers, staff and volunteers receive chaplaincy support and I have been privileged to work alongside Chief Constables, Superintendents, lead chaplains and volunteer chaplains. For the future, we are working hard to think from a charity perspective where we bring in finances and as part of my gifting I am able to talk to some partners we have on board.

We are in the stages of looking at how partner organisations can support us like IBM have been one of the companies who are supporting us now. We're in advanced conversations with Axon around some support from them whether it's finances or goods and services to support us as a charity.

A printing company called PSL are supporting us, and we also have other great partnership work happening behind the scenes, where we can promote other organisations and they can promote us. Police Charities UK - it's worth a look at their website as we're involved with all the charities that are on there who are doing some great things as well. Some of the challenges that we face, I can speak about and represent the chaplaincy on the ground, and where strategically there's opportunities we can take up.

We are very aware of the spending review for policing and the impact this has had on police leadership, where they're now having to make decisions around workforce expenditure, what those reductions might be, sale of estate assets, that all has an impact on the welfare of our officers and staff and it breeds uncertainty.

So, centrally being a part of those conversations, it's a bit like sitting in air traffic control, knowing what's coming in so I can try and distil and cascade information, which is important and emphasising chaplaincy's involvement in those areas and continuing to be involved with things around operational readiness.

Some of you may have heard the term or operation name, 'Operation Puma', which is a police and military partnership around the international tensions that are taking place. I'm involved in those conversations around potential welfare provisions that we may need to stand up significantly in the event of circumstances unfolding in the UK as well.

Gavin Stevens, whom some of you may or may not even know his name - he is the Chair for the National Police Chief's Council and his colleague Gemma Standard, who's probably the most senior member of staff in policing who between the two of them continue to open doors for me, which opens doors for you, (previously Maggie Bride, who is our portfolio lead). We're grateful for the support that Maggie has given to us as she is now acting Chief at Gloucestershire.

To each of you, as volunteer chaplains and for those of you who lead our chaplains, thank you for your commitment, your time, your energy and thank you for the considerate messages that we received from time to time and praying for us or encouraging us in the work that we're doing as a Board, **we do value each and every one of you. Thank you!**

The Six Gold Standards for Police Chaplaincy

Don't worry if you have not heard of the six gold standards as some of you maybe didn't get to conference last year or maybe you've not had the information cascaded through your league chaplains yet. Don't worry, you've not missed out as it hasn't formally been sent to print.

The printed document goes out for review to key stakeholders and in August it will be cascaded.

- 1) The document talks about being the chaplains being an integrated resource and how our chaplaincy teams are equipped as a resource and being integrated throughout the force, delivering meaningful pastoral and spiritual care and that how they serve during poignant occasions.
- 2) The document talks about our inclusive provision and how our chaplaincy teams reflect diverse cultures, faiths and beliefs of policing and the policing family and the communities we serve.
- 3) The document talks about our agility and collaboration and how the chaplaincy team is an agile resource. Being integrated throughout the force, delivering meaningful pastoral.



Integrated Resource



Our Chaplaincy Team is equipped, resourced, and integrated throughout the force delivering meaningful pastoral and spiritual care, and serve during poignant occasions.

Inclusive Provision



Our Chaplaincy Team reflects the diverse cultures, faiths and beliefs of our policing family and the communities we serve.

Agility and Collaboration



Our Chaplaincy Team is an agile resource who assist with incidents and matters involving our force, the communities we serve, and collaborate regionally and nationally.

Engagement and Influence



Our Chaplaincy Team is engaged across the force and contribute as people of faith and as those interested in the successes of both policing and the communities we serve.

Ambassadors



Our Chaplaincy Team are ambassadors for policing and act as two-way conduits between policing and the communities we serve.

Leadership and Coordination



Our Chaplaincy Team is managed and coordinated by a Lead Chaplain who collaborates as an operational resource, providing valuable leadership, particularly during times of instability and crises.

'Engagement and Influence Police Chaplaincy' is to engage across the force and contribute as people of faith with those who are interested in the success of both policing and the communities we serve.

'Ambassadors' is for our chaplaincy teams to act as ambassadors for policing as a two-way conduit between policing and the communities we serve.

'Leadership and Coordination' who our chaplaincy teams are managed by and coordinated by.

Steve Chaplin: collaborates with operational resources and provides valuable leadership, particularly during times of instability and crisis. Our thoughts are with Steve, who is the lead chaplain to Waven and Somerset, and is responding to a major incident right now, which I'm sure we will be reading about in the next few hours online. Our thoughts with Steve and his team as they respond in this time of need.



I will be coming out to visit you all and will meet with whoever the Chief Officer in your portfolio is and your Lead Chaplain. Hopefully, I can meet with some of our volunteers as well and we'll review these six standards. We'll work out where you sit as a force on those, and we'll continue to buddy you up so you can share your knowledge and learning with other forces, or maybe you have an area where you may need some growth and development and if so, we can buddy you with someone who can help. We will review in 12 months' time to gauge where we're at with the material we are producing and also thinking about the personal development of our chaplains, which gives us a really good idea of the areas we need to be focusing on.

GOLD STANDARDS FOR POLICE CHAPLAINCY

"CHAPLAINS ARE GREAT
ON-RAMPS FOR ALL
WELFARE PROVISIONS"

Bringing
Chaplaincy
to the heart
of Policing.

Introducing the Health Passport
a unique, conversational-based
tool designed to help review each
Police Chaplain's progress,
highlighting areas that are
flourishing and identifying
opportunities for development.

"THEY BRING LIGHT IN
THE DARKEST OF TIMES"

www.PoliceChaplaincy.uk



Context

Vision

Consistency

Preparedness

I am sharing with you the Gold Standards Document which gives a sense of, we're a light in the darkness, and we're also an on with all kinds of care, not just religion for the religious, as maybe the perception, it's how being deeply rooted in our faith that we can support people, walk with them, and also help them on-board into specialist care, maybe for counselling, trauma support and psychological support and so on. This gives you an idea this is a magazine with content which helps to really stretch people's thinking around what chaplaincy is about.

We may have some people in leadership roles in policing who don't fully understand chaplaincy, and this will give a good insight to it. The context to chaplaincy is good and it has vision in there where it talks about the consistency of chaplaincy, which we'd like to breed from force to force, but leaving space for the uniqueness of chaplaincy in each of your settings, and encourages this sense of preparedness, considering what might unfold across the UK.

My thanks go out to the Trusteeship which is currently made-up of lead chaplains and volunteer chaplains, and we are looking to bring in a Superintendent or above to become a co-opted Trustee to join the board.



The Voice of National Policing sits on our board, but we also need your help and support. I know that there are really gifted people across our volunteer base in Police Chaplaincy UK and to continue with our growth in the future and what PCUK looks like, we need great skill sets to join us.

You might have some fantastic skills and abilities, whether you're in communications, an awesome photographer, a blog writer, a podcaster, or you might be somebody who has got real skills around writing policies, procedures and governance documentation. We need your support because the Trustees cannot do this alone. We do not have paid staff or contracted staff and it's down to us, as a Board to make this happen. So please, in the coming weeks and months, as you hear our asks to come out centrally from Police Chaplains UK be ready to step into these moments.

This might sound like a bit of an odd request, but if you've got some good quality photographs of chaplains in action, whether it's you or one of your colleagues out and about doing chaplaincy, would you please send them in to us? We'd love to make sure that the Gold Standards Document has got brilliant photographs in there! I'll pop my e-mail address up on screen at the end of this presentation where you are welcome to e-mail them directly to me.

Do you have good quality picture of Chaplains in action?



You are all welcome to come to the National Police Memorial Day this year which is being held in Coventry on 28th September 2025 at 2pm – see below QR code. It would be lovely to see you if you want to come and you are more than welcome to sign up and if your lead chaplain isn't on the call, please give them a nudge to encourage them to be there and let's model what honouring those who deserve to be honoured looks like.

If you don't need to use QR codes, you can just search for the National Police Memorial Day, and you will be able to log on and register to get your ticket this way. My e-mail address and contact number are shown below where you are welcome to reach out to me.

Please do send in those photos and anything that you wish.



Registered charity no.
1179754 & SC048982

Police Remembrance Trust

Patron: His Majesty The King



National Police Memorial Day
Coventry Cathedral
Sunday 28th September 2025, 2pm

The event is open to all to attend
- please register via the QR code



#NPMD25



Matthew Hopley
National Police Chaplain
matthew.hopley@npcc.police.uk
07900 608 457

Scan to save contact
straight to your mobile



You are more than welcome to reach out to Dom as the Chair, or you can come directly to me as we are here to support, and we want you to know that there's an open door to each of us and to the rest of the Board and we thank you all for everything that you do.

Chair thanked Matt for his presentation.

Financial Reporting

The Chair advised that the financial reports were shared in our Impact Statement by our new Treasurer and we are grateful to have her on board.

We finished the year with just over £10,000.00 in the bank account with the year before in 2024 being a conference year and was one of our bigger income and outgoing years.

As it says in a report, Police Chaplaincy UK receives no national funding and the only time that we generate any form of income is through the activities that we do, whether that be training or conference. Matt's role is funded by the National Police Chief's Council, so that's separate to us when it comes to finances and any money that we do have normally goes on producing things, whether it's handouts of Flyers, resources that you use, paying expenses for our Trustees, travelling to be able to go to event to promote chaplaincy and things like that. These receipts and accounts are in the annual report and we'll give everyone a very brief idea of what we get up to from a financial perspective but we fall well below the threshold for audit although we do normally have them looked at by a another member from another charity, but our accounts are drawn up by a professional accountants called Streets Accountancy, who are based in Lincolnshire and would like to use again, so if there's any objections to using Streets Accountants again please let me know now or we will be using them again next year.

We had a-number-of vacancies for lead chaplain trustees, which only lead chaplains were invited to stand, so some of you may have been unaware. We are made-up of volunteer chaplains and lead chaplains. Those lead chaplains can be volunteers or paid chaplains, and a third of our board stands down each year. We had four vacancies to fill, and I need to give my thanks to two of our outgoing lead chaplains on behalf of the Board.

My first thanks go to [Khadija from West Midlands Police](#) who stepped down from the Board at the end of her term of office this year. A massive thanks to Khadija for all that she did during her time on the Board as she brought her wisdom to our to our meetings and we will sorely miss her from the Board this this time around.

I also thank [Christine who was the lead chaplain to Wiltshire Police](#). Christine has moved on to a new job within the NHS working as family liaison. She was no longer eligible to be a Board member of Police Chaplains UK, and we will miss her extremely as well because her wisdom and her contribution to the Board was greatly appreciated.

To Khadija and to Christine, my absolute thanks for all that you gave to Police Chaplains UK. Wiltshire Police will have big shoes to fill Christine for your position there and I know that they will be looking to recruit a new chaplain over the coming months.

We had a great response from our lead chaplains for the vacancies which went to uncontested nominations, so we did not need to go to election.

Elected to the Board was:

Steve Walters from Avon and Somerset Police

Stephen Trott from the Northamptonshire Police

Dawn Fair Kettle from Warwickshire Police

Myself, who was due for re-election from Hampshire and the Isle of Wight Constabulary and Julie from Humberside

Our thanks to all of those who put themselves forward for standing and it was fantastic to see a good turn out and to have some new blood on the Board and we look forward to working with these new members going forward.

Nicky from Thames Valley Police advised that TVP is going to be hosting in a sense the visit from the President of the USA and Mrs Trump between 17th September 2025 and 19th September 2025 and we're doing our own version of mutual aid, which will take a considerable response from the chaplaincy. If there is anybody within what they regard as, breach of Windsor, where it's going to all be based, I'd be very happy to hear from you / them, if you and your force can spare you or any of the chaplains that you work with, please do get in touch.

Chair Thanked Nikki and advised if you don't have Nicky's details you can come in via Police Chapters UK, which can sometimes be a little bit easier, then feel free to do that. Unfortunately, this does clash with the Emergency Services Show, so many from the National Board will be in Birmingham.

Nikki advised that she did the mutual aid equivalent a number of years ago when Mr Trump visited and she was able to come up for a few days then and it is well worth getting involved if you can do so.

Closing Comments

The Chair thanked everyone for their time this evening and the AGM for 2025 drew to an end.

Thank you and goodnight.

