

EXPERIENCE LIFE



APCM
2020

Tuesday 20 October 2020
7pm

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AGM 2020 AGENDA

Opening Prayer

Annual Meeting of Parishioners (Vestry Meeting)

- 1 Minutes of last meeting (25 April 2019)
- 2 Matters Arising
- 3 Election of Churchwardens
- 4 Admission of Churchwardens by Mark Melliush, on behalf of the Arch Deacon

Annual General Meeting

- 1 Apologies
- 2 Notification of Matters of Any Other Business
- 3 Minutes of last AGM (29 April 2019)
- 4 Matters arising from the same
- 5 Treasurer's Report and Accounts
- 6 Appointment of Auditor
- 7 Election of PCC member
- 8 Election of Deanery Synod members
- 9 Chairman's Report
- 10 Any Other Business
- 11 Questions

Closing Prayer

MINUTES OF 2019 APCM

The Parish of St. John's with St. James' West Ealing

Minutes of the Annual Meeting of Parishioners and Annual Parochial Church Meeting held on Thursday 25th April 2018 at 8pm at St. John's Church.

Attendance: Richard King (Chair), Rhianna Lambrou (Minutes) and 64 others. Also Trevor from the Deanery.

Annual Meeting of Parishioners

1. Welcome, Bible Reading and Prayer

Richard King welcomed those present to the Parish AMP and APCM and read from 1 Thessalonians 1: 2-5 with the theme of thankfulness for each other. He opened the meeting with a short time of open prayer.

2. Election of Churchwardens

The Annual Meeting of Parishioners elects Churchwardens. The election is open to all who live in the parish and all who are on the electoral roll of the parish. There were three nominations for churchwarden:

Nomination	Proposed	Seconded:
Paul Hagger	Kathy Baxter	John Quinn
David Miller	Alan Reynolds	Godfrey Rust
Lois Sheard	Sarah Beattie	Cyrtue Kounde

Each candidate was invited to speak briefly on what they thought they could offer in the post. An election was held by ballot. Paul Hagger received 44 votes, David Miller 20 votes and Lois Sheard 55 votes. So Lois and Paul were elected. Richard thanked them for their service and asked those present to lend them their prayer and support.

Annual Parochial Church Meeting

1. Apologies for absence:

Apologies were recorded from Allan Logan and Steve Taylor

Richard introduced Rhianna as PCC Secretary and thanked her for her work during the year.

2. Minutes of 2018

Proposal: That the minutes of the 2018 AMP/APCM be approved and may be signed by the Chair.

Proposed: Glenna Archibald

Seconded: Paul Hagger

All in favour with no abstentions

3. Report on the proceedings of the PCC and the activities of the Parish

Paul Hagger spoke of the past year as a time of major change. He was thankful to St James people for all their positive contributions. It had also been a time of leadership change with Peter Mackenzie and Caz Dunk moving on and with Mark Melliush coming as interim Priest in Charge next month as we seek a long-term leader. Lois Sheard expressed thanks to all during the interregnum. Everyone had stepped forward. So many people had done so many things.

Report on the St James site

Lois had spoken to the Archdeacon and updated the meeting on developments with St James' site. The Bishop of London has now signed the closure document. The Diocese will be discussing options for the site. They intend to have a worship area on the redeveloped site rather than selling it. They will come to talk to us when they are farther forward with plans. Meanwhile we would be developing our mission plan. It was clear from prayer walks and feedback that we feel a call to support a new work in the west end of the parish, possibly with others. We will be involved in the development. There are also upcoming Deanery plans and Willesden plans for our area which will be developed. Mark Melliush will have the opportunity to input into deanery plans. There are plans for a worshipping community in the St James area. Last year we were not in a position to undertake development but now we have several options. The Archdeacon will be coming to talk to us. We need to continue to pray including further prayer walks. St James Church hall will be open on May 23rd as a polling station if there is an election.

Asked if we could be any clearer about what type of redevelopment it would be and our part in it, Lois said that we would have a better idea when the Archdeacon comes back to us.

Safeguarding statement

Our Parish Safeguarding Officer, Paul Salter, had produced a written report which had been circulated. He was obliged to make a public statement in relation to the House of Bishops' guidelines. He said that we are confident that our parish activities during the year have had due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. There were no questions from the floor.

Paul was thanked from the chair for all his hard work.

4. Electoral Roll Report

Alan Reynolds our Parish Electoral roll Officer gave us the figures for the new electoral roll which had had to be compiled from scratch this year as it is the 6th year. There are now 208 people on the roll. About 25 people did not make the deadline but could be added afterwards. Alan apologised to Michelle Brooks who had submitted in time but not been listed. She would be counted as on the list. Alan said that most of the people who were no longer on the roll from St James had ceased worshipping there during the previous six years. Richard thanked Alan Reynolds for all his work on the Electoral Roll.

5.

5. Report on the proceedings of the Deanery Synod

Ian Gibb spoke briefly about the work of the Synod e.g. electing church school governors and administering the Deanery Missionary Fund. There had been a very good presentation on the work of a memory café.

Richard thanked Ian and Graham for their work.

6. Finance report

Presentation of audited accounts to 31 December 2018

John Quinn our Parish Treasurer presented the audited accounts for 2018, noting income of £371,000 and expenditure of £340,000 resulting in a surplus of £31,000 in 2018. The surplus on day today activities was £4,000. Our assets in houses and equipment were £834,000, with restricted funds standing at £43,000 and unrestricted at £208,000. Slides were shown with the breakdown of income sources and expenditure elements. John expressed his thanks to Kay Foster and Liz Major for their hard work on accounts throughout the year.

The 2018 accounts were accepted by the meeting as a true record without dissent.

Re-appointment of auditors/independent examiners

Proposal: That, as in previous years, the auditors/examiners for next year's accounts are to be Munday Long & Co Limited, Registered number: 4108613. Registered office: 66-68 High Street, Northwood, Middlesex, HA6 1BL.

Proposed: John Quinn **Seconded:** Liz Major

Abstentions: 0 **In favour:** All present

Asked whether a gift day was scheduled John replied that we were waiting until Mark starts and can be involved. Richard thanked John Quinn and the Finance Team for their work during the past year.

7. Report on the fabric, goods and ornaments of St John's and of St James'

Paul Hagger presented a report on the maintenance of the fabric of the parish's two church buildings which, this year, had mainly been general maintenance. We have been working with neighbourhood teams regarding the St James site. He thanked the FIM committee for all their work, Pete Hobbs and Ray Smith for overseeing work on St James' fence and Maureen, Ray and Linda for their work on the garden. There were plans for new flooring in the lounge and soundproofing in the crypt.

8. Sharing of peace/ expressions of gratitude/worship

There was a time of sharing the peace after which, members moved around thanking people for the things they do. Then Amy and Godfrey led in a time of worship, which reflected the styles of both St John's @10 and Café Church. There was thanks and applause for all those who lead us in worship.

9. Election of PCC members for 2019/20 and filling of Deanery Synod vacancies

Voting at the Annual Parochial Church Meeting is open only to those on the electoral roll of the parish and it elects lay members to the PCC.

6.

There were 17 nominees for 15 places on PCC, so there was a ballot. The following were duly elected:

Nomination	Proposed	Seconded:
Kathy Baxter	Paul Hagger	John Quinn
Richard King	David Poynton	Godfrey Rust
Rhianna Lambrou	Heather Wadsworth	Adlyn Shirley
James Lazarus	Linda Smith	Stuart Smith
Allan Logan	Olutoyin Peters	Susan Ross
Lynn Martinez	Rhianna Lambrou	Alan Reynolds
David Powlson	Richard King	Linda Smith
John Quinn	Lois Sheard	Rhianna Lambrou
Alan Reynolds	Sarah Beattie	Marion Taylor
Susan Ross	Christine Conacher	Mark Sheard
Godfrey Rust	Richard King	Christine Conacher
Paul Salter	Lois Sheard	David Walton
Alan Simpson	Mark Sheard	Amy Yeoh
Linda Smith	James Lazarus	Lois Sheard
Warren Wing Wan Tan	Valerie Lechler	Amy meh yen Yeoh

The Parish is entitled to elect four lay representatives to the Deanery Synod. Those elected are ex-officio on the PCC. Deanery Synod Elections take place every three years and this is the second year of the three year term. The following were elected to the remaining places:

Nomination	Proposed	Seconded
Deborah Gray	Liz Major	Catherine Patterson
Catherine Patterson	Isabel Glebocki	Deborah Gray

10. Questions and Comments

Questions and comments were invited from the floor. Lynn asked whether we were likely to get a curate this year. Lois replied that we would not get anyone this year as we would not be in a position to train. Judy Callister asked why we had not advertised for an incumbent. Paul explained the proposal and process that had led to our inviting Mark Melliush to be Priest-in-Charge for 2 years. Lois added a point about the opportunity to mentor a younger leader into post who could remain long term. Glenna spoke about diversity and consultation. Paul mentioned that the Church is the most culturally diverse organisation in the U.K. Lois said she would be happy to talk to Glenna about any concerns afterwards. Maureen asked why we had purchased a video camera. Paul Salter explained that due to consent and safeguarding issues it had been bought so that all recording would be done within the guidelines. Alice said she thought Mark coming was a good idea and would he be coming to talk to us about his role? Lois said that he

was looking forward to meeting with us and wanted to hear our stories and what we have to say. Heather asked if we could communicate the developments regarding St James site to the whole church congregations so we can all get behind it in prayer, which was agreed. Mary Lazarus asked how we would go about finding a new vicar. Lois replied it would be through the same process, using the Parish Profile. David Conacher asked about appointing a new children's worker and Paul said that the PCC had agreed in principle to replace the job. Pete Hobbs told the meeting there was to be a clear-up of all the rubbish on St James' site on Saturday 27th April and asked for volunteers.

Thanks were given to Lois and Paul for all their service as our wardens and they were presented with plants. Rhianna expressed the meeting's thanks to Richard for all his hard work as Lay Chair during the interregnum.

11. Commissioning and Closing Prayer

The meeting was over time so the new PCC was not commissioned at this time. The Lords prayer was said by all and people prayed for the parish and our work around their tables.

MESSAGE FROM MARK

Friends,

This APCM, happening as it is in Oct 2020 feels slightly odd. Normally we would be reflecting back together and giving thanks to God for his goodness and then looking forward together to all that he has in store for us for the coming year. This has all changed.

2019 was a year that brought lots of change and it was the plan that we would be building on that change and setting out a new and developed vision together for 2020. Whilst this wasn't possible to do for this year I hope that the process can start early next year.

Perhaps what this year has shown us is the importance of a ministry like the Soup Kitchen that has fed so many people in what has turned out to be a time of crisis. Perhaps going forward we could think about raising a team from within our church family to serve this amazing ministry that is hosted within our building.

Olivia Brown, our Children's, Families and Youth Pastor, has shown herself to be so great at what she does and after many months of searching for her I hope that you will agree that we really did find just the right person to help our children and young people as they grow in their faith. Olivia is looking to build on the good work that Messy Church had done and the relationships that SNIPs had built. Sadly this hasn't been possible yet but will develop in the coming months. Huge thanks go to so many of you who have volunteered and supported Olivia in this important ministry

Amy Tan blessed so many of us with the gift of worship but knew that she wanted to do more and sadly left us to step into a new ministry at HTB. We have yet to replace Amy but I hope that we can find a new worship leader early next year in 2021.

We celebrate the relationships that we have through Living Water Arabic Church and Myanmar Church who help us as a church reflect our local diverse community. Of course this is also reflected through Cafe Church who run a beautifully unique and different outreach opportunity.

I pray that from here forward we can work together to create a new and loving future that reflects our saviour Jesus. Thank you for your willingness to help us build a new future.

We pray for our church to continue to grow in its diversity and reach as we work together with other Ealing churches to raise one voice that lifts our saviour Jesus high.

Mark Melluish

Priest in Charge

TREASURER'S ANNUAL REPORT ON 2019

Aims and purposes

The PCC of St. John with St. James West Ealing has the responsibility of co-operating with the incumbent, (Rev Mark Melluish the priest in charge from 12 May 2019) in promoting in the ecclesiastical parish the whole mission of the Church: pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for the church building of St. John Ealing Dean and as well as other church properties. Until November 2019 the PCC was also responsible for the upkeep of St James church building in St James Avenue.

Objectives and activities

The PCC members and trustees recognise their responsibilities towards public benefit under the requirements of the Charities Act 2011. The PCC remains committed to enabling as many people as possible to worship with us and to become part of our parish community.

When planning our activities for the year, we have considered the Commission's guidance on public benefit and, in particular, the supplementary guidance on charities for the advancement of religion. In particular, we try to enable ordinary people to live out their faith as part of our parish community through:

- Worship and prayer; learning about the gospel; and developing knowledge and trust in Jesus.
- Provision of pastoral and practical care for people living in the parish.
- Missionary and outreach work.

To facilitate this work we have maintained the fabric of our church buildings.

Achievements and performance

Services

The Parish offers a range of services each week and over the course of the year that our community find both beneficial and spiritually fulfilling. All are welcome to attend our regular services. The following parochial congregations meet on a regular basis:

- Our morning service- St John's at 10,
- Café Church – an informal evening service of worship, teaching and discussion
- During 2019 Messy Church was also a monthly opportunity for families to do things together.

Church attendance

The average weekly attendance counted during October 2018 for the parish was 214 including 34 children. This has been reported in the Annual Diocesan Return.

Electoral Roll

In accordance with Church of England policy, a new Electoral Roll was created in 2019 and has been reviewed this year. The Electoral Roll prepared for last year's Annual Meeting, stood at 208. The number will be revised prior to this year's meeting.

Use of facilities by other congregations

As well as our parochial congregations, the Myanmar Christian Fellowship and Living Waters Arabic Church use the buildings on a weekly basis.

Pastoral care

Pastoral care provided by clergy and laity were made available to all the public of West Ealing, through prayer, exposition of God's word, through practical expressions of the love of Jesus and the provision of the occasional offices (weddings, funerals, baptisms).

Practical and financial support for other organisations

Regular practical and financial support were provided to:

- Ealing Soup Kitchen
- Ealing Churches Winter Night Shelter
- The Hub, ministering through food, hot drinks, advice and friendship

Other than Ealing Churches Winter Night Shelter these organisations use our buildings regularly, usually weekly. Ealing Soup Kitchen and The Hub are hosted by the parish and run by a charity, Ealing Soup Kitchen. Further afield the PCC financially supports the Diocese of London and work overseas, including the work of relief agencies.

Maintenance of the church buildings

St John's Church building is maintained on an on-going basis to facilitate its use in support of the mission and ministry of the parish. The PCC also maintained St James church building until responsibility for the upkeep and redevelopment of this building reverted to the Diocese in November 2019

PCC meetings

The PCC met in January, February March, April, May, July, September, October and November 2019. It received reports from fabric and finance committees, Youth Management Team, World Outreach Committee and Deanery Synod. Particular attention was paid to resourcing and finances, including recruitment, stewardship of resources to address the budgeted deficit and maintenance and refurbishment of church buildings.

During the first part of 2019 the parish remained in interregnum and the PCC actively engaged with the churchwardens in the preparation of a parish profile and in discussions with the Bishop about future structure, clergy leadership and a new model of doing local church in the future. The first stage of this has been the appointment of Rev Mark Melliush as our priest in charge for the next 2-3 year period. It is a period of some considerable change for us all and the PCC remains committed to engaging actively and positively with this process

Volunteers and donors

The PCC is grateful to all in the church and wider community who gave of their time, talents and money to assist with its work during the year especially during this time of interregnum.

Plans for Future Periods

In order to continue to fulfill its purpose of promoting the mission of the Church and serving all the people of West Ealing, the PCC makes on-going plans to achieve the following goals:

- Growing disciples of Jesus
- Continuing to develop the gifts and ministries of all its members;
- Effective stewardship of church resources and financial stability.

Structure, governance and management

The Parochial Church Council (PCC) is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure. It is registered with the Charity Commission as The Parochial Church Council of The Ecclesiastical Parish of Saint John with Saint James, West Ealing, Registered Charity Number 1130295.

The method of appointment of PCC members is set out in the Church Representation Rules January 2017 Edition. The PCC comprises up to 15 elected members. Clergy, Churchwardens and Deanery Synod members are ex-officio on the PCC. Newly elected members of the Council are encouraged to attend an induction course run by the London Diocese.

The PCC meets at least six times a year. A Standing Committee consisting of the Incumbent, two Church Wardens and at least two elected members is appointed annually and has the power to transact the business of the PCC between meetings subject to the directions given by the Council.

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishop's guidance on safeguarding children and vulnerable adults.

Risk Management

The trustees recognize that effective risk management is essential in achieving the Charity's objectives. Risk management is considered as an integral element of all decision making and identifying appropriate procedures to ensure that risk levels are acceptable in each case. The Trustees believe that it is important to develop and enhance the approach in risk management, to ensure it remains fit for purpose.

Parochial Church Council 2019

Membership

The following people served as members of the PCC and trustees for the period 1 January 2019 until 31 December 2019 unless otherwise noted.

Parish Appointments

Mark Melliush (Priest in charge of the Parish of St John with St James (from 12th May)

Lois Sheard (Churchwarden)

Paul Hagger (Churchwarden)

Mark Sheard (member of Archbishops' Council ex officio)

PCC Lay Vice Chair

Richard King (until 14 May)

David Powlson (from 14 May)

PCC Treasurer

John Quinn

PCC Secretary

Rhianna Lambrou

Electoral Roll Officer

Alan Reynolds

Deputy Churchwarden (until 14 May)

Alan Simpson

Standing Committee

Paul Hagger

Lois Sheard

Richard King

John Quinn

Rhianna Lambrou (until 14 May)

David Powlson (from 14 May)

Deanery Synod Members

Ian Gibb

Graham Worsfold

Deborah Gray (from 25 April)

13.

Catherine Patterson (from 25 April)

Elected PCC Members

Kathy Baxter (resigned 19 November)

Richard King

Rhianna Lambrou

James Lazarus

Allan Logan

Catherine Patterson (until 25 April)

David Powlson

John Quinn

Alan Reynolds

Godfrey Rust (resigned 19th November 2019)

Paul Salter

Alan Simpson

Linda Smith

Lynn Martinez (from 25th April)

Susan Ross (from 25th April)

Warren Tan (from 25th April)

Administrative Information

The Parish of St. John with St. James West Ealing is situated in the London Borough of Ealing and the W13 Postcode and has one building licensed for public worship, namely the Parish Church of St. John Ealing Dean (located on Mattock Lane) The parish is part of the Diocese of London (Willesden Episcopal Area) within the Church of England. The correspondence address is The Parish Office, St. John's Church, Mattock Lane, West Ealing, London, W13 9LA.

Bankers and Independent Examiners.

The Parish CAF bank accounts were used for St Johns and St James during 2019.

The Independent Examiner is: Munday Long and Co, Alton House, 66/68 High Street, Northwood, Middlesex,

HA6 1BL.

Payroll Services are provided by: Jacob, Cavenagh and Skeet, Chartered Accountants, 5 Robin Hood Lane, Sutton, Surrey, SM1 2SW

Financial Review

This review is provided at the Parish level. All the figures in the review have been rounded to the nearest £1000.

The total income for the Parish of St John with St James in 2019 was £314,000 (2018: £371,000). This consists of £234,000 from donations including £33,000 of recovered Gift Aid, £75,000 from lettings and rent and £5,000 from other sources. The PCC is grateful to all those who contribute financially to the work of the parish without whose generosity we would be unable to serve the community of West Ealing effectively.

The total expenditure for the Parish in 2019 was £308,000 (2018: £340,000). The major elements of this were £92,000 on contributions to the Diocese towards clergy pay, housing and central costs, £86,000 on staff costs, and £58,000 on the church buildings.

Overall there was a surplus in 2019 of £6,000. This is a much better outcome than the original budget for 2019 of a deficit of £41,000. The main changes were firstly that our maintenance costs were less than expected as a result of less routine work being done and the project to replace the lounge carpet being re-scoped and delayed to 2020 (£24,000) and secondly our staffing costs were less than expected as we did not replace the Families and young children worker who had left at the end of 2018, our youth worker who left in the summer of 2019 and Snips staffing was reduced. (£27,000). £4,000 of this cost reduction was offset by the appointment of a New Wine Discipleship Year student in September.

The 2019 figures include £10,000 of St James related costs and £1,000 of St James related income. The Diocese took full responsibility for the building in November 2019 so there will be no further St James related costs or income.

The parish owns a house in Brunner Road which is currently let to provide income to support our charitable activities. The value of the house was assessed by Northfields Estate Agents at the end of 2019 as £650,000. This is £25,000 more than the value they assessed the property at in 2018. Both the rental value of this property and the potential revenue from the sale of this property would be increased if upgrades were carried out to the kitchen and bathroom.

The PCC has a 27/97th share in a property in Coldershaw Road. The property is being let commercially until such time as a new curate is appointed to the parish. This has been valued at £750,000 at the end of 2019 which is unchanged from the previous valuation. The Parish share of this is £209,000.

The total funds available at the end of the year were £1,119,000. This is £34,000 more than at the end of 2018. The funds consist of £887,000 of fixed assets (property, equipment and investments), £231,000 of current assets of which £18,000 are restricted funds. The Parish also has an endowment of £26,000.

Looking forward the staff costs in 2020 are expected to be £31,000 more than in 2019 assuming that all existing posts remain filled and allowing for increases in pension costs. The main increase results from the appointment of a full time Children, families and youth Pastor.

The existing letting of the property in Brunner Road will end in March 2020. After some refurbishment work the house will be used to accommodate the Children, Families and youth Pastor. The PCC's contribution to the Diocese for 2020 will be £82,000. This is £12,300 less than the original plan as it was agreed with the Bishop that we did not need to pay the housing element of the contribution during the time when the St John's vicarage was being used by an incumbent of another parish.

The PCC policy is that all staff directly employed by the Parish will be paid at least the London Living Wage.

The PCC has taken all the necessary steps to comply with the pensions regulations for its staff. The People's Pension has administered pensions for the employees at St John with St James from March 2016. The pensions are defined contribution pensions so they do not result in a long term pension liability for the parish. The PCC carried out the mandatory auto re-enrollment process for its employees during the first half of 2019. (This takes place every 3 years).

The PCC holds part of its cash in an account with Virgin Money which provides a greater interest rate than those available in its CAF Bank accounts. The Parish CAF bank accounts were used for St John's and St James in 2019.

In 2017 the church opened an account with CAF bank to be used solely in support of Acts 435. Acts 435 is a charity through which individual donors can give to specific people in need.

This account has been used less than was anticipated and its ongoing use will be reviewed during 2020.

Reserves Policy

The PCC reserves policy is to hold a balance of current unrestricted funds equivalent to at least three months of day to day payments. This amounts to £80,000 at the current level of expenditure.

The PCC has a policy of putting all unrestricted legacies and large donations (over £10,000) to one side in designated funds to be spent as determined by the PCC rather than just adding them to the general day to day fund. At the end of 2019 this major donations designated fund held £82,000. The general fund currently holds £188,000 of non-fixed assets.

Funds held as custodian trustees on behalf of others

The PCC does not act as a custodian trustee for the assets of any other charity.

Approved by the PCC on 10th March 2020 and signed on their behalf by

David Powlson

John Quinn

PCC Vice-Chair

PCC Treasurer

CHURCHWARDENS REPORT

The last couple of years have been a time of considerable change for St John's. 2019 continued in this vein and so does 2020 not least because of the current pandemic. The APCM itself was due to take place in May 2020, but for Covid-related reasons is only taking place now.

We have tried to cover the appropriate period in writing this, but it has sometimes made sense to cross date boundaries for the purposes of reporting.

Interregnum and new leadership

The parish was still in interregnum at the time of our last APCM in April 2019. As wardens, we had worked with the PCC to finalise the parish profile document and in discussion with the Bishop about future structure, clergy leadership and a new model of doing church. This resulted with the appointment of Mark Melliush, Senior Pastor at St Paul's Ealing as our priest in charge, to work with us on these issues and importantly to help identify our next long-term incumbent (and to provide them with mentoring support). At that time, we were anticipating the arrival of Mark who, with the backing of the PCC, was formally appointed as priest in charge in May 2019 by Bishop Pete.

The second half of 2019 saw this new chapter starting to take shape as Mark stepped into this new role. This is something which, under his leadership, we are now all seeking to work out together. It is an exciting time to be part of this church family and no doubt we all need some grace and patience as we start to find new ways to share the good news in our community.

Buildings

St James church building and vicarage

During most of 2019 we continued to care for St James church building as we worked with the diocese to return it to their care. During this time, we were ably supported by several volunteers in keeping the building in good order and preparing it for handover. This included creating an inventory of every fixture and fitting, item of value and all church records thus ensuring that each item's destination is recorded for future reference or retrieval. Thanks to Pete Hobbs and Ray Smith who visited the building every week alongside Reza to ensure that it was secure.

November 2019 finally saw the official transfer of the responsibility of the building to the diocese. Responsibility for St James vicarage, 23a Culmington Road also reverted to the diocese at that time.

St John's vicarage

As Mark remains living at St Paul's vicarage, the parish does not currently need use of our own vicarage (23 Culmington Road) to house our clergy. We are pleased that it has been providing a home for another Diocesan clergy family since September 2019.

St John's church

As a PCC, we had been aware for some time that we needed to refresh our church building and as a first step in autumn 2019 we developed plans for refurbishing our lounge including plasma screens and fully glazed West doors with a similar fully glazed door planned for the South aisle in due course. The faculty (planning permission) process has been Covid-affected but is now almost complete. If you have been in church recently for one of our live services, you will have seen that there have already been some lighting changes. Detailed plans will now be put in place for the rest of the work.

We hope that in time we will be able to refresh and redecorate our main worship space.

Alongside this, all the regular maintenance and general repair work has continued (Covid permitting). At the end of 2019, Maddie Stewart joined as our church cleaner, working with Nina, Reza, and Gary to ensure that our building is clean and welcoming for everyone who comes inside. Thanks to all their hard work we have been able to start to welcome back the organisations that use our building during the week into a Covid-safe environment.

During 2018 and 2019, there was a growing problem of anti-social behaviour in the streets around our building. We met with residents and worked with Reza and Gary to put some changes in place to help this, including fencing off the Broomfield Road entrances to the Crypt, which was completed earlier this year. You may also have seen that there is new fencing surrounding the

garden, and both entrances to the main garden are now gated. All the changes seem to have had a positive effect on the local environment and we have had good feedback from our neighbours.

The garden itself continues to be a blessing and we are grateful to the small and dedicated team who give of their time and expertise to keep it all looking so lovely.

Other properties

Work was planned to update our Brunner Road property during 2019 and early 2020 but this again has been delayed as the pandemic meant that the current tenants were unable to move out. This work is now planned for 2021. Our Coldershaw Road property is in good order and is also currently let commercially.

Thank You

An APCM is an appropriate point to say thank you. We have really appreciated the prayers, encouragement, and practical support from so many of you over these last months.

Particular thanks go to:

- o The Fabric and Maintenance Committee: Ray Smith, Pete Hobbs, Nick Hitch, Lynn Martinez
- o Gary Fenton, Reza Pirnia, Nina McMahon and Maddie Stewart
- o The St James team: Rhianna Lambrou, Pete Hobbs, Catherine Patterson, Cathy Quinn (what a spreadsheet!) and Ray Smith.
- o The Gardening team: Ray and Linda Smith, Maureen Brook and Jane Morris
- o The Lawnmowing folk: especially Jane Morris who has done the lion's share of mowing this year.
- o The PCC: We know that some PCC members have already stepped down or will be doing so at the APCM. Several had specifically joined to provide support during the period of interregnum. We especially valued the support of the PCC during the interregnum and the open, prayerful and constructive way the committee approached those important discussions.

Finally, it is a privilege and a joy to serve as your churchwardens, a role which amongst its varied responsibilities gives a wonderful perspective on the way in which God continues to bless and enrich our church community- often in such unexpected ways.

We look forward with anticipation to what God has planned

Paul Hagger/Lois Sheard Church Wardens

ELECTORAL ROLL

Anyone who lives in our parish or worships with us regularly can join our Electoral Roll. Then they can vote at the annual meeting and stand for election to the PCC, Deanery Synod etc.

At our last annual meeting in April 2019 there were 207 people on our Electoral Roll. After some late applications (and an audit) last year's number went up to 219.

Since then four people have died. We also had one new application – in a normal year we might expect more, but this was not a normal year! The Electoral Roll closed for applications on 4th October and, subject to corrections, there are now 216 people on our Electoral Roll.

Alan Reynolds/Electoral Roll Officer

SAFEGUARDING

Causes for Concern

- There has been **one reported cause of concern** since the last APCM in April 2019

Safeguarding Training & DBS Checks

- **All members of the PCC** have completed their safeguarding training
- **63 members of the Parish** have completed their safeguarding training
- **48 members of the Parish** have been **DBS checked**

PCC Actions 2019-2020

- 9/7/19 – PCC approved & adopted the **'Guidelines for working with Vulnerable Adults'**
- 19/11/19 – PCC agreed the **'Delegation(of the) Reporting of Serious Incidents to the charity commissioner**
- Between April 2019 & October 2020 the PCC has **received & noted nine Safeguarding Reports** prepared by the Parish Safeguarding Officer

Going Forward

- 28/7/20 – PCC approved the **'Parish Safeguarding Self Audit', 'The Safeguarding Action Plan'** for 2020 & **'The PCC Safeguarding Policy Statement'** for 2020, all of which were sent to the Diocese
- It should be noted that **all actions from the previous Audit were met** & the Action Plan for 2020 contains a **single target**, the review of safeguarding training & DBS checks during 2020-21

Paul Salter/Parish Safeguarding Officer

EALING DEANERY SYNOD REPORT

Representatives

Our lay church representatives for this last year have been **Ian Gibb, Debbie Gray, Catherine Patterson** and **Graham Worsfold**. Our Clergy are also members of Deanery Synod.

All meetings are open meetings and the deanery has a website where upcoming meetings, previous minutes and annual accounts can be found.

Meetings

As with most things covid-19 has affected our meetings. We last met physically together on 13th February 2020 at All Saints Church, Ealing Common when our main topic was the **Ealing 19**.

Deanery Plan. Our discussion was led by our Area Dean, Revd Steve Newbold, vicar of St Stephen's church Ealing. Ealing Deanery consists of 33 parishes and 37 church buildings of which 1 was recently closed (St James, West Ealing) and 1 is not regularly used for worship. It was stated on the front page of our Deanery Plan that "a strong characteristic of the deanery is a long held desire to work together, across boundaries, traditions and denominations. This runs deep and we jointly run several compassion ministries - the longest of these (**Ealing Soup Kitchen**) is now over 40 years old." We were interested to hear that a key area of the Deanery Plan was to see new ministries developed on the **St James church, West Ealing** site. There were lots of other potential new initiatives across our deanery.

On 6th November 2019 Synod met at St Joseph the Worker church Northolt where the topic was "**Community in a post-Brexit World**" with the speakers Alison Tsang from Capital Mass and Jenny Sinclair from "Together for the Common Good". At that meeting we elected one representative as **School Governor** for each of the following schools, Ealing Fields High School, Edward Betham CE Junior School and Christ the Saviour CE Junior School Ealing. The School Governor for the latter elected was our own **Alan Reynolds!** It was also reported that Revd Caz Dunk had moved on to a new job in the Chichester Diocese.

On 2nd July 2019 Synod met at St George's church Southall and received a report from **General Synod** and made allocations from the **Deanery's Mission Fund** with 8 grants of between £1,000 - £2,000 made to various deanery churches.

Next Meeting

Our next meeting will be held on Zoom on Tuesday 13th October when our main topic will be "**Eco Church - what can we do in a socially distanced world**" which will be led by Revd Dr Dave Bookless, vicar of St Mary's church Norwood Green.

Graham Worsfold

ST JOHN'S 2019

CHURCH FAMILY LIFE

A message from Olivia Brown, Children, Families and Youth Pastor

When I moved to Ealing back in January to begin my role at St John's, I never would have expected to have gone into a nationwide lockdown two months later. The last 6 months have stretched and challenged me greatly, but I have enjoyed being creative and exploring new ways of developing the children's and youth ministry, particularly online. As we begin to return to 'in-person' ministry, I will be gently changing things across the ministries, as we re-brand and bring in exciting new things. I really hope you enjoy some of the new changes and embrace the changes with the knowledge that my hope and vision for the children and young people of St John's is to encounter Jesus and for their lives to be transformed!

St John's Kids and Pre-school

Summary: Since lockdown, we have been connecting in two main ways: online video calls and weekly Sunday teaching videos. These methods of ministry have had varying degrees of success over the past six months; they started well with many children and families engaging with both. Over time, we've seen a decrease in the amount of families connecting online as many are getting 'tired' of online activities. It has become clear that face-to-face ministry is something that many would like to start again soon.

The Diocese of London have released guidelines on how to re-introduce children's and youth ministry back into church ministry. The guidelines are available on the Diocese of London website. With the guidelines in mind, I anticipate a phased approach to ministry, with a mix of digital and gathered meetings, dependent on trialling and Covid-19 restrictions.

Plan

1. Online Sunday Teaching Videos for St John's Kids and Pre-school

2. Weekly Google Meet Sessions:

- Year 2, 3&4 on Monday's at 4:30pm
- Year 5&6 on Tuesday's at 4:30pm

3. Plan for in person Sunday Children's Ministry

- We would like to begin a phased approach to bringing children's groups back by bringing back Year's 1-6 first. After we have safely and successfully re-introduced our primary school children, we will then look at bringing back our preschool aged children (aged 3-4).
- We hope to trial the first in-person Sunday group on Sunday 8th November 2020 (dependant on local restrictions).
- Along with bringing back the children's groups, we are rebranding the whole kids ministry.

- We will be changing the names of all the groups and will no longer be using the name 'Buzz Groups'. Instead, we will be calling our Sunday Kids Ministry 'St John's Kids' and 'St John's Pre-school'. For reference, the new names are based around the theme of light and encouraging the children to be 'Shining Lights for Jesus.'

Vision for Sunday Children's Ministry:

'At St John's Kids and Youth, our desire is to see all of our young people and children discover their identity as a child of God. Our vision is to see our children and young people become followers of Jesus and grow in their discipleship and faith. We want them to feel loved, valued and known by St John's and the whole church family. We meet both on Sundays and Mid-week, and are planning to expand our ministry even further, so watch out for news and updates. We want all our ministries to thrive and be a part of the bigger picture of the building of the Kingdom of God, to change the lives of those living in Ealing and beyond.'

-Current description on the church website



Crèche Age: 0s-2s Little Stars Age: 3 Years- Reception Sparklers Age: Year 1-2

Lasers Age: Year 3-4 Embers Age: Year 5-6

Long-term plans to consider in 2021:

-Toddler Group (potentially on a Thursday morning)

-After School Outreach Kids Club (potentially on a Tuesday late afternoon)

-Easter/Summer Holiday Clubs

St John's Youth

22.

Summary:

St John's Youth have been meeting regularly on an online platform during the majority of the lockdown, both on Sunday mornings and Wednesday evenings. This has been a great way to engage with the youth on a weekly basis and get to know all of them more over the past 8 months. N.B my time commitment to youth ministry is $\frac{1}{4}$ of my working week compared to $\frac{3}{4}$ for children's ministry. This means I've been able to spend more time than initially anticipated to the youth ministry.

Working with Izzy Cole (Youth Pastor at St Paul's) has been invaluable, as it has increased my youth work capacity and has allowed the young people to meet with other young Christians and join in with other youth work activities. Izzy is also a brilliant youth pastor who is passionate about young people and is deeply relational. It's been a joy to serve alongside her.

I also anticipate a phased approach when returning to in-person youth ministry

Sunday's- Younger Youth Service

Where: St Mellitus Church

When: Younger Youth Sundays at 5pm-5:45pm

What: A 'Youth Style' service with teaching, ministry and some fun.

We are currently seeing about 20 young people (with about 6-8 from St John's) across the three churches attending this service on a regular basis.

This is a temporary arrangement until we are able to return to Sunday morning youth, however, this is not currently possible as we do not have enough volunteers to successfully run the group.



Photo from Younger Youth Service (no faces in pictures for Safeguarding purposes).

Mid-week- Wednesday Night Youth

23.

We will continue to meet online via Google Meet until we have an appropriate location to meet in person where social distancing measures can be observed.

Other Long Term Goals:

- Youth Mentoring
- Assigning volunteers/staff to mentor young people (meet for ice cream in public space or be a point of contact for prayer/advice)
- Designated Discipleship Year student to invest in youth
- Youth Socials, Weekend's Away and Youth Summer Camps

Volunteering for St John's Kids and Youth- Essentially, in order for us to resume our Sunday Children's groups, we are in need of some more volunteers. We have an incredible team at St John's Kids who faithfully serve in the children's ministry, however, due to various reasons, we need more volunteers to serve on a bi-weekly, tri-weekly and monthly basis.

If you're interested in volunteering, then please email me at olivia.brown@stjohnsealing.org.uk. You will receive guidance and training and will be working alongside some brilliant volunteers. In addition, we will provide guidance on how to be Covid-compliant and will provide face shields for all our volunteers.

CAFE CHURCH 2020

The Café Church community has continued to meet and support one another in various ways through this unique year. At the time we had to close CC was drawing 50-60 people together each Sunday in the Lounge. One way or another most of the regular members have kept in contact, and in general have come through the pressures and risks of lockdown quite well.

We send out a weekly email, drafted by Jon Gulley incorporating news, prayer requests and encouraging and sometimes pleasingly eccentric reflections based on a 'Bible personality of the week'. Our Zoom meeting at 6 each Sunday has been attended by about 20 people at some time, with typically a dozen each week and it's become a close, supportive gathering. We settled into a format of 15-30 minutes chatting and news sharing, then a reflection from someone which might be their personal story, thoughts on a matter of interest, something devotional (we've used a few different liturgies), maybe written themselves or taken from elsewhere, usually with a bible reading or two. That's followed by reactions from others and discussion: the focus is ensuring everyone can share and be listened to. We usually finish around 7.15, pulling together prayers from the evening's news and issues.

In the summer weather we had an informal "Walpole Welcome" in the park at 5pm for those who aren't comfortable online to see some familiar faces. Similar numbers and mostly different people from the Zoom. It was not a "service": Charles Jobson wrote a poem for us most weeks, Guitar George occasionally sang a song, Jane brought some cakes - a way of keeping in touch.

Outside of that there has been plenty of one-to-one contact in the normal ways, for some through the Soup Kitchen whose work has been just brilliant. From time to time people are able to help one another practically. We thought that losing the dynamics of the weekly café, face to face meeting, music and sometimes mayhem might cause CC to lose identity, but that hasn't happened - in some ways it has enabled us to get to know one another more - and Zena can join us from Idaho every week rather than just on her occasional visits! We'll probably be the last group to get back together in the church building because of our very social café nature, but we

expect to keep one or two new things going and look forward to doing so and coming back as an even stronger community than before.

David Conacher, Jon Gulley, Linda Harvey, Godfrey Rust, Steve Taylor, co-ordinating team

ST JOHN WITH ST JAMES PAROCHIAL CHURCH COUNCIL
STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDING 31 DECEMBER 2019

	Note	Unrestricted funds £	Unrestricted Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
Income and endowments:	2						
Donations and endowments		223,794.27	-	4,297.50	-	228,091.77	271,207.61
Church activities		58,840.24	-	-	-	58,840.24	77,018.27
Other trading activities		-	-	-	-	-	-
Investment income		20,397.35	-	-	-	20,397.35	16,897.96
Other income		7,884.37	-	(1,403.41)	-	6,480.96	6,074.71
Total income and endowments		310,916.23	-	2,894.09	-	313,810.32	371,198.55
Expenditure:	3						
Raising funds		-	-	-	-	-	19.98
Church activities		299,339.42	3,000.00	5,341.74	-	307,681.16	339,989.02
Total expenditure		299,339.42	3,000.00	5,341.74	-	307,681.16	340,009.00
Net income before gains / (losses) on investments		11,576.81	(3,000.00)	(2,447.65)	-	6,129.16	31,189.55
Gains / (losses) on investment assets	6	25,000.00	-	-	3,249.72	28,249.72	4,735.44
Net income/ (expenditure)		36,576.81	(3,000.00)	(2,447.65)	3,249.72	34,378.88	35,924.99
Transfers between funds	5	-	-	-	-	-	-
Other recognised gains / (losses)							
Gains / (losses) on revaluation of other fixed assets	6	-	-	-	-	-	(6,959.00)
Net movement in funds		36,576.81	(3,000.00)	(2,447.65)	3,249.72	34,378.88	28,965.99
Reconciliation of funds							
Total funds brought forward	9	954,409.64	87,737.89	20,432.98	22,873.36	1,085,453.87	1,056,487.88
Total funds carried forward	9	990,986.45	84,737.89	17,985.33	26,123.08	1,119,832.75	1,085,453.87

**ST JOHN WITH ST JAMES PAROCHIAL CHURCH COUNCIL
BALANCE SHEET AT 31 DECEMBER 2019**

		Total 2019 £	Total 2018 £
Fixed assets:			
Tangible assets	6a	211,277.12	208,763.00
Investment property	6a	650,000.00	625,000.00
Investments (shares)	6b	26,123.08	22,873.36
		<u>887,400.20</u>	<u>856,636.36</u>
Current assets:			
Debtors	7	44,025.68	45,426.94
Cash at bank and in hand		203,584.01	193,851.93
		<u>247,609.69</u>	<u>239,278.87</u>
Liabilities:			
Creditors (amounts falling due in one year)	8	15,177.14	10,461.36
Net current assets		<u>232,432.55</u>	<u>228,817.51</u>
Total net assets		<u>1,119,832.75</u>	<u>1,085,453.87</u>
Funds:			
Unrestricted (including Designated)	9	1,075,724.34	1,042,147.53
Restricted	9	17,985.33	20,432.98
Endowment	9	26,123.08	22,873.36
		<u>1,119,832.75</u>	<u>1,085,453.87</u>

Approved by the Parochial Church Council on 10 March 2020 and signed on its behalf by:

**David Powlson
PCC Lay Vice Chair**

**John Quinn
PCC Treasurer**

The notes following the balance sheet form part of these financial statements.

**ST JOHN WITH ST JAMES PAROCHIAL CHURCH COUNCIL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2019**

1. ACCOUNTING POLICIES

Basis of financial statements

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) 'Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011. The financial statements have been prepared under the historical cost convention **except for investment assets which are shown at fair value**. There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Fund accounting

Endowment funds are funds, the capital of which must be retained either permanently or at the PCC's discretion; the income derived from the endowment is to be used either as restricted or unrestricted income funds depending upon the purpose for which the endowment was established in the first place.

Restricted funds comprise (a) income from endowments which is to be expended only on the restricted purposes intended by the donor and (b) revenue donations or grants for a specific PCC activity intended by the donor. Where these funds have unspent balances, interest on their pooled investment is apportioned to the individual funds on an average balance basis.

Unrestricted funds are income funds which are to be spent on the PCC's general purposes.

Designated funds are general funds set aside by the PCC for use in the future. Project funds are designated for particular projects for administration purposes only. Funds designated as invested in fixed assets for the PCC's own use abated in line with assets' annual depreciation charges in the SOFA. Designated funds remain unrestricted and the PCC will move any surplus to other general funds.

Income and endowments

All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably. Planned giving, collections and similar donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is entitled to the use of the resources, their ultimate receipt is considered reasonably certain and the amounts due are reliably quantifiable. Dividends are accounted for when declared receivable, interest as and when accrued by the payer. All income and endowments are accounted for gross.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources. Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment, but not accrued as expenditure. The diocesan parish share expected to be paid over is accounted for when due.

All other expenditure is generally recognised when it is incurred and is accounted for gross.

Fixed assets

Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.

Equipment with a purchase price over £1,000 is depreciated over 4 years at the rate of 30% for each of the first 3 years and 10% in the final year. All expenditure incurred in the year on items of capital expenditure of £1,000 or less is written off as incurred.

**ST JOHN WITH ST JAMES PAROCHIAL CHURCH COUNCIL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2019**

2. INCOME AND ENDOWMENTS

	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
Donations and legacies:							
Offerings		11,595.66	-	-	-	11,595.66	12,088.15
Special Offerings	B	25.85	-	3,760.00	-	3,785.85	3,523.17
Envelopes		3,075.70	-	-	-	3,075.70	4,298.00
Standing Order Donations (Gift Aid)		110,792.88	-	-	-	110,792.88	123,771.88
Donations via Trusts and GAYE		35,569.30	-	-	-	35,569.30	33,982.36
Single donations (Gift Aid)		7,776.20	-	-	-	7,776.20	15,855.90
Income Tax Recoverable		32,939.58	-	537.50	-	33,477.08	37,881.29
Donations for Snips, Quackers and Tots, Tea and Toast		1,414.39	-	-	-	1,414.39	3,029.79
Other Donations		20,604.71	-	-	-	20,604.71	36,777.07
		223,794.27	-	4,297.50	-	228,091.77	271,207.61
Church activities:							
Fees (net)		1,032.00	-	-	-	1,032.00	527.00
Church Lettings		4,584.00	-	-	-	4,584.00	4,970.00
Non-Church Lettings		30,965.50	-	-	-	30,965.50	46,006.75
127 Coldershaw Road - Rent		20,400.00	-	-	-	20,400.00	20,400.00
Quiet Days, Events and Courses		118.27	-	-	-	118.27	441.20
Hospitality		-	-	-	-	-	44.90
Snips income (excluding donations)		1,740.47	-	-	-	1,740.47	4,628.42
		58,840.24	-	-	-	58,840.24	77,018.27
Other trading activities:							
		-	-	-	-	-	-
Investments:							
33 Brunner Road - Rent		18,600.00	-	-	-	18,600.00	15,608.00
Interest Received		1,797.35	-	-	-	1,797.35	1,289.96
		20,397.35	-	-	-	20,397.35	16,897.96
Other income:							
Weekend away receipts		7,840.00	-	-	-	7,840.00	1,800.00
Children's Work & Youthwork		-	-	-	-	-	271.92
Deanery Grant for Encounter Life Youth Project		-	-	(1,792.05)	-	(1,792.05)	2,000.00
Other income		44.37	-	-	-	44.37	-
VAT Reclaimed		-	-	388.64	-	388.64	2,002.79
		7,884.37	-	(1,403.41)	-	6,480.96	6,074.71
Total income and endowments		310,916.23	-	2,894.09	-	313,810.32	371,198.55

**ST JOHN WITH ST JAMES PAROCHIAL CHURCH COUNCIL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2019**

3. EXPENDITURE

	Note	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
Raising funds:							
ChurchDesk fees		-	-	-	-	-	19.98
		-	-	-	-	-	19.98
Church activities:							
<u>Grants (Missionary and Charitable Giving)</u>							
A							
Church Overseas:							
-Mission Partners		2,550.00	-	-	-	2,550.00	5,200.00
-Relief & Development Agencies		3,228.55	1,000.00	120.00	-	4,348.55	2,800.00
Home missions & other Church Societies		5,760.80	1,000.00	-	-	6,760.80	7,228.00
Diocesan Quota (other area parishes)		8,280.00	-	-	-	8,280.00	-
Other Charitable Giving		8,745.29	1,000.00	-	-	9,745.29	9,581.71
Total Grants		28,564.64	3,000.00	120.00	-	31,684.64	24,809.71
<u>Activities directly relating to the running of the Church</u>							
Diocesan Quota (own costs)		82,800.00	-	-	-	82,800.00	112,800.00
Pastoral, SNIPs salaries+employer's NI+pensions		35,932.98	-	-	-	35,932.98	47,558.88
Clergy & pastoral staff - expenses/training		2,294.52	-	-	-	2,294.52	2,932.45
Visiting Speakers		365.00	-	200.00	-	565.00	137.10
Parish houses	C	8,900.72	-	-	-	8,900.72	10,958.61
Caretaker & cleaning+employer's NI+pensions		24,873.17	-	-	-	24,873.17	22,247.28
Garden		-	-	-	-	-	1,262.20
Light & heat		12,547.17	-	-	-	12,547.17	16,363.83
Water		913.26	-	-	-	913.26	1,442.56
Insurance premiums		14,761.83	-	-	-	14,761.83	12,369.71
Annual Servicing		7,374.71	-	-	-	7,374.71	5,324.94
Repairs & Maintenance		3,868.31	-	600.00	-	4,468.31	11,091.56
Church Equipment		2,970.30	-	-	-	2,970.30	4,747.27
Depreciation		-	-	-	-	-	903.90
Church parking permits		240.00	-	-	-	240.00	-
Worship		5,289.67	-	300.00	-	5,589.67	3,100.23
Evangelism		1,654.51	-	170.00	-	1,824.51	1,869.33
Miscellaneous	D	2,432.75	-	426.20	-	2,858.95	3,444.97
Children's & Youth Work/Sport		4,552.03	-	-	-	4,552.03	6,079.60
Weekend away		12,203.34	-	3,525.54	-	15,728.88	2,800.00
Snips (excluding salaries + employer's NI)		1,197.00	-	-	-	1,197.00	2,288.78
Messy Church at St John's		569.23	-	-	-	569.23	768.77
		225,740.50	-	5,221.74	-	230,962.24	270,491.97
<u>Church Management & Administration</u>							
Administration salaries+employer's NI+pensions		32,031.81	-	-	-	32,031.81	30,323.36
Administration staff expenses/training		-	-	-	-	-	17.90
Payroll Administration		1,112.40	-	-	-	1,112.40	1,542.00
Office Equipment & Depreciation		1,077.48	-	-	-	1,077.48	60.29
Communications		2,759.48	-	-	-	2,759.48	3,377.14
Stationery, post, photocopier		4,149.30	-	-	-	4,149.30	3,255.72
Computer Supplies & Depreciation		1,503.81	-	-	-	1,503.81	3,230.93
		42,634.28	-	-	-	42,634.28	41,807.34
<u>Governance costs</u>							
Preparation of tax return for 2017		-	-	-	-	-	480.00
Examination fees		2,400.00	-	-	-	2,400.00	2,400.00
		2,400.00	-	-	-	2,400.00	2,880.00
Total expenditure		299,339.42	3,000.00	5,341.74	-	307,681.16	340,009.00

**ST JOHN WITH ST JAMES PAROCHIAL CHURCH COUNCIL
NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDING 31 DECEMBER 2019**

4(a) STAFF COSTS

	2019	2018
	£	£
Gross salaries and wages	82,264.80	91,895.84
Employer's NI	2,291.62	2,479.23
Pensions	2,129.85	1,342.49
Total staff costs	86,686.27	95,717.56

The charity operates a defined contribution pension scheme for qualifying employees. The average monthly number of employees during the year was 6 (2018 - 7). No employee received emoluments (excluding employer pension costs) of more than £60,000. No remuneration was paid to key management personnel. (Clergy are paid by the Diocese of London.)

4(b) PCC MEMBERS' REMUNERATION AND EXPENSES

No PCC member received any remuneration from the PCC. The only expenses paid to PCC members were expenses incurred in other roles, not as PCC members. The priest-in-charge received expenses of £154.60 for telephone and hospitality.

4(c) DONATIONS BY PCC MEMBERS AND RELATED PARTIES

Donations by PCC members and related parties without conditions amounted to £68,166.00.

4(d) RELATED PARTY TRANSACTIONS

Alan Reynolds and Alan Simpson are trustees of Ealing Soup Kitchen. In 2019 the PCC gave Ealing Soup Kitchen a grant of £2,600 (2018 - £2,600). Revd Mark Melluish joined the PCC on 12 May 2019; he is a trustee of Tearfund. £460 of the grants made by the PCC to Tearfund was made after he joined the PCC.

5. ANALYSIS OF TRANSFER BETWEEN FUNDS

There were no fund transfers.

6. FIXED ASSETS

6a. Tangible assets:

	Freehold house	Investment property	Equipment	Total
	£	£	£	£
GROSS BOOK VALUE At 1 Jan 2019	208,763.00	625,000.00	29,290.39	863,053.39
Revaluation during year	-	25,000.00	-	25,000.00
Additions during year	-	-	3,591.60	3,591.60
Less: Disposals	-	-	-	-
GROSS BOOK VALUE At 31 Dec 2019	208,763.00	650,000.00	32,881.99	891,644.99
DEPRECIATION & IMPAIRMENT At 1 Jan 2019	-	-	29,290.39	29,290.39
Charge for year - General fund	-	-	1,077.48	1,077.48
Movement in provision for impairment	-	-	-	-
Less: Depreciation on Disposals	-	-	-	-
DEPRECIATION & IMPAIRMENT At 31 Dec 2019	-	-	30,367.87	30,367.87
NET BOOK VALUE 31 Dec 2019	208,763.00	650,000.00	2,514.12	861,277.12
NET BOOK VALUE 31 Dec 2018	208,763.00	625,000.00	-	833,763.00

St John's owns an equity share (27/97ths) in 127 Coldershaw Road, with the Diocese owning the remaining equity share. The house was revalued at £750,000 as at 31 Dec 2019 giving a St John's share of £208,763. The historic cost (in 1984) of St John's share is £13,500. St John's has a 100% equity share in 33 Brunner Road. The house was revalued at £650,000 as at 31 Dec 2019. The historic cost (in 2007) is £350,000.

The valuation of 127 Coldershaw Road was carried out by Northfields Estate Agent, 130-132 Northfield Avenue, West Ealing, London, W13 9RT and that of 33 Brunner Road by Northfields Estate Agent, 1 Albert Terrace, Ealing, London, W5 1RL.

6b. Investments

Endowment fund:

	£
Market value at 1 Jan 2019	22,873.36
Revaluation gain/(loss)	3,249.72
Market value at 31 Dec 2019	26,123.08

7. CURRENT ASSETS

Debtors:

	Unrestricted funds	Designated funds	Restricted funds	Endowment funds	Total 2019	Total 2018
	£	£	£	£	£	£
Gift Aid - HMRC	32,908.89	-	537.50	-	33,446.39	37,850.60
Sundry debtors and prepayments	10,579.29	-	-	-	10,579.29	7,576.34
	43,488.18	-	537.50	-	44,025.68	45,426.94

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8. LIABILITIES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
Accrued expenditure	12,771.06	-	102.10	-	12,873.16	8,721.13
HMRC (PAYE and NI) and pensions	1,337.11	-	-	-	1,337.11	1,740.23
Redirected monies	966.87	-	-	-	966.87	-
	<u>15,075.04</u>	<u>-</u>	<u>102.10</u>	<u>-</u>	<u>15,177.14</u>	<u>10,461.36</u>

9. FUNDS

	Balance at 1 Jan 2019 £	Income and endowments £	Expenditure £	Gains/ losses £	Transfers £	Balance at 31 Dec 2019 £
Unrestricted						
General fund	954,409.64	310,916.23	299,339.42	25,000.00	-	990,986.45
Designated						
Major donations	85,000.00	-	3,000.00	-	-	82,000.00
Church equipment & facilities	537.89	-	-	-	-	537.89
Buildings & capital reserve - St John's	2,200.00	-	-	-	-	2,200.00
	<u>87,737.89</u>	<u>-</u>	<u>3,000.00</u>	<u>-</u>	<u>-</u>	<u>84,737.89</u>
Restricted						
Building - St James	-	500.00	500.00	-	-	-
Organ fund	1,000.00	-	300.00	-	-	700.00
Children's ministry	3,815.36	-	-	-	-	3,815.36
Film club	871.44	-	-	-	-	871.44
Quackers	1,211.66	-	-	-	-	1,211.66
Miscellaneous	13,534.52	2,394.09	4,541.74	-	-	11,386.87
	<u>20,432.98</u>	<u>2,894.09</u>	<u>5,341.74</u>	<u>-</u>	<u>-</u>	<u>17,985.33</u>
Endowment						
Northfield Hall Trust Fund	22,873.36	-	-	3,249.72	-	26,123.08
Total all funds	<u>1,085,453.87</u>	<u>313,810.32</u>	<u>307,681.16</u>	<u>28,249.72</u>	<u>-</u>	<u>1,119,832.75</u>

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10. ANALYSIS OF NET ASSETS

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £
Fixed assets	858,763.00	2,514.12	-	26,123.08	887,400.20
Current assets	147,298.49	82,223.77	18,087.43	-	247,609.69
Liabilities (amounts falling due in one year)	(15,075.04)	-	(102.10)	-	(15,177.14)
Total net assets	990,986.45	84,737.89	17,985.33	26,123.08	1,119,832.75

A. GRANTS

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
CMS (Dave Bookless)	1,950.00	-	-	-	1,950.00	2,400.00
Matthew Pye	-	-	-	-	-	2,000.00
Christmas & Other Gifts Mission Partners	600.00	-	-	-	600.00	800.00
<u>Mission Partners</u>	<u>2,550.00</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>2,550.00</u>	<u>5,200.00</u>
Child sponsorship (partly by Cafe Church)	180.00	-	120.00	-	300.00	300.00
Great Lakes Outreach	1,000.00	1,000.00	-	-	2,000.00	1,500.00
Tear Fund (inc disasters)	2,048.55	-	-	-	2,048.55	1,000.00
<u>Overseas Relief & Development Agencies</u>	<u>3,228.55</u>	<u>1,000.00</u>	<u>120.00</u>	<u>-</u>	<u>4,348.55</u>	<u>2,800.00</u>
Area Church Schools	910.80	-	-	-	910.80	1,128.00
Evangelical Alliance	250.00	-	-	-	250.00	500.00
Grants to other churches	-	-	-	-	-	1,000.00
Persecuted Church	2,000.00	1,000.00	-	-	3,000.00	2,000.00
Ealing Soup Kitchen	2,600.00	-	-	-	2,600.00	2,600.00
<u>Home Missions & Other Church Societies</u>	<u>5,760.80</u>	<u>1,000.00</u>	<u>-</u>	<u>-</u>	<u>6,760.80</u>	<u>7,228.00</u>
Cafe Church other away giving	95.29	-	-	-	95.29	102.59
Other giving	8,650.00	1,000.00	-	-	9,650.00	9,479.12
<u>Other Charitable giving</u>	<u>8,745.29</u>	<u>1,000.00</u>	<u>-</u>	<u>-</u>	<u>9,745.29</u>	<u>9,581.71</u>
Total Grants excluding Diocesan Quota	20,284.64	3,000.00	120.00	-	23,404.64	24,809.71

B. SPECIAL OFFERINGS

The following amounts were given for the purpose indicated:

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
Photocopying	25.85	-	-	-	25.85	21.90
Donations for weekend away	-	-	2,610.00	-	2,610.00	40.00
Alpha Income	-	-	-	-	-	51.07
Café Church	-	-	360.00	-	360.00	360.00
People in need	-	-	170.00	-	170.00	-
Restricted gifts	-	-	620.00	-	620.00	3,050.20
	<u>25.85</u>	<u>-</u>	<u>3,760.00</u>	<u>-</u>	<u>3,785.85</u>	<u>3,523.17</u>

C. PARISH HOUSES

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
33 Brunner Road Maintenance, Insurance, Legal	1,421.97	-	-	-	1,421.97	2,483.63
33 Brunner Road letting expenses	2,831.80	-	-	-	2,831.80	2,138.00
Vicarages Maintenance	443.43	-	-	-	443.43	2,049.77
127 Coldershaw Road Maintenance & Insurance	554.32	-	-	-	554.32	714.81
127 Coldershaw Road letting expenses	3,649.20	-	-	-	3,649.20	3,572.40
	<u>8,900.72</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>8,900.72</u>	<u>10,958.61</u>

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D. MISCELLANEOUS EXPENDITURE

	Unrestricted funds £	Designated funds £	Restricted funds £	Endowment funds £	Total 2019 £	Total 2018 £
Church Flowers	-	-	-	-	-	5.00
Bank charges	120.00	-	-	-	120.00	120.00
Communion Supplies	201.25	-	-	-	201.25	424.95
Leaving Gifts and Celebrations	25.00	-	-	-	25.00	34.08
Gifts for parishioners	338.00	-	-	-	338.00	37.94
Deanery Synod	40.00	-	-	-	40.00	40.00
Occasional offices	4.50	-	-	-	4.50	-
Baptism & confirmation	-	-	-	-	-	116.93
Events	744.95	-	-	-	744.95	794.88
Sequestration expenditure	(341.15)	-	-	-	(341.15)	341.15
Parish leadership team	-	-	-	-	-	251.00
Christians Together in Central Ealing	50.00	-	-	-	50.00	50.00
Hospitality	1,250.20	-	426.20	-	1,676.40	1,229.04
	<u>2,432.75</u>	<u>-</u>	<u>426.20</u>	<u>-</u>	<u>2,858.95</u>	<u>3,444.97</u>

EXPERIENCE LIFE

