

Structure, governance and management.

The method of appointment of PCC members is set out in the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

Objectives and Activities

The PCC has the responsibility of co-operating with the Rector in promoting the whole mission of the Church within the ecclesiastical parish: pastoral, evangelistic, social and ecumenical.

It also has maintenance and safeguarding responsibilities for the Church Hall on Greenford Avenue, which is primarily let to community users, but also used for church activities and events, including the Ealing Churches Winter Night Shelter, our weekly play group Noah's Ark, and Make Lunch.

General Statistics

Church membership

As at 31st December 2020 there were 163 People on the Church Electoral Roll. Of these 70% were resident in the parish. Of the total Electoral Roll, 56% were female and 44% were male.

Occasional Offices

During 2020 there was 1 baptism and 1 marriage in church, and the clergy conducted the funerals of 16 parishioners (2 at St Mary's church).

Review of the year

The Annual Parochial Church Meeting (at which 4 new PCC members were elected), and the Annual Meeting of Parishioners (at which two churchwardens were elected) were held on Sunday 18th October 2019 in accordance with the Church Representation Rules and The Churchwardens Measure. The full PCC met 5 times during the year with an average attendance level of 83.7% In addition, we held a PCC vision morning in February at St Nicholas Church in Perivale.

During the year we had several changes of personnel in key roles. In June Revd Susy Dand joined us as Curate from St Thomas, Hanwell. Her licensing by Bishop Pete took place on Zoom and was live streamed to our Facebook page. Susy will serve as Curate until June 30th 2021.

Our Administrator Charlie Wheeler left in August to begin ordination training at Ridley Hall in Cambridge. Sophie Dand joined us in September as our new Administrator, joining Lucy Roques on our staff team.

Tim Barnes and Helen White continued in their roles as churchwardens.

2020 has been a year unlike any other as we felt the full force of the global Covid-19 pandemic here in the UK. Almost every aspect of church life has been affected on some level in a year where we have needed to innovate and radically rethink what worshipping together and undertaking mission looks like. We have been through two periods of National

lockdown in 2020, the first from 23rd March to 4th July, and then 5th November to 2nd December, where public worship was prohibited by law.

We have added a new lexicon of words and phrases to our lives with 'online worship', 'social distancing', 'pivoting', 'facemasks', 'in person', 'PCR tests' and 'Zoom' all becoming a familiar part of daily life.

In a year that has been extremely difficult on many levels, God has clearly been at work in the life of our church. Given sufficient time to reflect, we will see many positive impacts and changes to retain as we move forwards.

I shall divide my report into two halves, the innovations we have made, and then the things which have not been able to happen during 2020 as a result of the pandemic.

Sunday Worship

From the beginning of the first national lockdown we moved our Sunday worship online, using the 'Facebook Live' feature of our church Facebook account. This was the beginning of an adventure which would last the rest of 2020. We choose to try and embrace the new medium on it's own terms, rather than to replicate what we did in more normal circumstances, meaning a shorter focussed service (about 30mins) with dedicated time before and after for people to interact through the comments feature. 'Virtual coffee time' and 'questions of the week' soon became a highlight for many as we found new ways to share with one another what was going on..

Holy Week and Easter reflections and services were held entirely online during 2020.

We have engaged with many new people, and reconnected with old friends, through our online services, and many new people have joined our church family as a result. Even when we were able to return to service in our building we retained (unlike other churches locally) good numbers attending online.

In August we were able to return to worshipping in our church building with social distancing and other restrictions in place, alongside our online offer. In September we relaunched our Sunday offer with the 'Online @9' and the 10:30am 'In Church' with a view that people could 'mix and match' between the two. Our online service remained the place and this was where most people choose to gather on a Sunday morning.

In October we invested into upgrading our streaming technology and the Online@9 gained the capacity to have guest preachers join the service, the use of graphics on screen and upgraded sound and vision.

We relaunched our Family services in October, moving to the first Sunday of each month, giving our children an opportunity to worship inside our building.

Wednesday Communion restarted alongside Sundays in church and has been particularly helpful for those who have wanted to worship in church but avoid the larger number of people on Sunday and the associated Covid risks.

Junior Church and Youth

Both of these groups moved online with mixed success. Junior church online launched in September and now has a committed core group of children and leaders. We ran a small number of 'in person' Junior church sessions in the summer and Autumn terms.

Youth have struggled to engage online (with so much of their life, including school, having done so). But we were able to run some sessions 'in person' over the summer and beginning of Autumn terms.

Pastoral Care

During the first lockdown we were able to set up a comprehensive network for pastoral care, dividing people up into groups into which they naturally fell, and tasking a group of leaders to keep in touch on a regular basis through that time and facilitate help where needed.

Deliveries of service sheets, prayer resources, and daily bible readings have been made available through 2020 to those who have been unable to join us for online events.

Online Events and Ministries

Many other aspects of church life have moved online in 2020. Our **APCM** took place as a hybrid meeting based in church, with others joining online via Zoom. **PCC** has met on Zoom, as did the **Lent course** 'Prayer: Toolbox Talks' which we began in person.

Our Choir have been meeting via Zoom, and then 'in person' in small groups when restrictions have allowed. They have created recordings which we have used in reflections and Christmas services.

We moved into the world of **online giving**, both for our regular donations and for one off campaigns. We took part in **Tearfund's 'Big Quiz'** hosting the entire event on the Zoom platform with teams in their own 'breakout rooms'.

We augmented our live streamed Sunday content with a series of **pre-recorded reflections** throughout the year which has been well received and broadened what we could offer.

St Mary's Players Panto

Not deterred by the pandemic this year's panto 'Puss in Boots' took place on Zoom and provided some much needed fun and cheer to many across two performances. A recording was made available for people to watch online over the Christmas holidays.

Christmas

Against the backdrop of great uncertainty on the Covid front, and restrictions like not being able to sing in church, we took a hybrid approach to Christmas. '**Lessons and Carols**' became '**Carols @ Home**' on Zoom featuring a mix of live music plus pre-recorded content from the choir.

The Christingle took place online to a far smaller audience than in previous years, and featured a 'virtual congregation' of families who had dressed up to join in with telling the nativity story, and pre-recorded music from our band.

Christmas Day took place in church, and the service was live streamed at the same time.

The flip side of all that has taken place has been the impact on ministries and events that haven't taken place:

Make Lunch hasn't taken place in 2020, and a decision was taken by **Ealing Churches Winter Night Shelter** not to run for the 2020/21 season as it's multi-church model could not be delivered in a Covid secure way. We hope these ministries may restart in 2021. Similarly, **Noah's Ark**, our toddler group, hasn't run since the first lockdown in March, again we hope to restart in 2021 when possible.

The **Church Hall** has been closed to users for large parts of 2020, with the nursery returning last June, and some users briefly returned in the Autumn term. However, thanks to a grant of £10,000 and a £5,000 legacy we have been able to completely refurbish the kitchen to bring it up to standard for preparing food.

We were unable to run **Church Open Afternoons**, and popular Autumn events like the **Autumn Fair** and **Harvest Hog Roast** could not take place. **Ealing Half Marathon** was cancelled so we could not serve as a water station like previous years.

The Family Life Project (replacement of the 'Ark' buildings) has been paused after much progress had begun at the beginning of 2020, we hope to review our needs and restart this work in 2021

However, our support for **Ealing Foodbank** and the **Women's refuge** has evolved and through online giving we have been able to provide food, games table and smart TV to the refuge, and money and food donations to the Foodbank.

The Grow Course (diocese initiative) which we began so positively at the end of 2019 was postponed by the team running it and will return in a revamped format online in 2021. We will continue to complete the course next year.

Growth - we have seen many come to join our church family through 2020, but also seen many younger families move away. The lockdown and enforced pause in our lives has given a great many people chance to reflect on London life and all its challenges. We, like other churches, have seen many making big decisions to leave London, largely enabled by the rise of remote working, and less need to be situated close to a workplace.

Although we have kept records of numbers attending services in church and online it is difficult to make any meaningful comparison to previous years. Our anecdotal observation is that the vast majority of our church family have been able to stay connected and worship with us across the year, though not all - it is too soon to tell what impact the pandemic will have on our congregation numbers.

Financial review for the year ended 31st December 2020

Overall income - £146,869

Income excluding the Hall grant was £28,075 lower than 2019 of which £17,114 related to the hall.

Overall expenditure - £158,341

Expenditure for the year excluding the Kitchen refurb was £11,369 lower than 2019.

Hall kitchen refurbishment cost £14,777 of which £10,000 was funded by a grant and the balance from the Legacy fund.

Fabric fund The annual grant from the Hobbayne Charity of £7,500 was received and £2,908 paid out.

General fund (all income excluding the Hall) deficit This was £38,581 and was covered by £26,381 from the Hall fund and reducing reserves by £12,000

Hall fund the fund balance of £38,262 was utilised to cover the General fund deficit and a transfer of £2,500 to set up a recovery fund, primarily for technology spend in 2021, leaving a balance of £9,137.

Reserve fund Due to the impact of the pandemic, it was necessary to deplete the reserve fund by £12,000 to £15,000.

Chris Cosstick, Interim Treasurer

Safeguarding

Our Safeguarding Co-ordinator Maria Barnes, on behalf of the PCC states that it has, to the best of its knowledge, taken all reasonable steps to comply with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016.

There were 2 DBS checks carried out in 2020.

There will be 9 DBS checks/renewals to be carried out in 2021

We took part in the Past Case Review 2 process (PCR2). We have had 0 incidents to report to the Diocese Safeguarding Team in 2020.

Conclusion

2020 has been a year like no other, one marked by profound difficulty and suffering on many levels, but also by a renewed and deepened reliance on God. We have 'pivoted' and innovated in order to keep gathering to worship both online, and when possible, in church, and as the dust settles in 2021 I have no doubt that we will have learned much that can be taken forwards and shape new growth in the future.

Rev Andrew Dand
Incumbent and Chair
5th May 2021