
THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF ST MARY, HANWELL ANNUAL
REPORT FOR THE YEAR ENDING 31ST DECEMBER 2023



Our Vision is ‘to be transformed by Jesus, and to transform the world with Jesus.’

Incumbent (Rector)	Revd Andrew Dand (chair)
Associate Vicar	Revd Susy Dand
Permission to Officiate	Revd Helen Cosstick
Ordinand	Alison Ingram (From September 2023)
Churchwardens	Gareth Bevan Tim Barnes
PCC Secretary	Beryl Bevan
Treasurer	Chris Cosstick
Deanery Synod Rep	Edsel Jodhan
Elected Members	Chris Cosstick Beryl Bevan (until May 2023) Frances Scott (until April 2023) Kate Bush (from May 2023) Anna Fernandes (from May 2023) Lydia Martin (from May 2023) Neil Davies Hannah Foxcroft Philip Phelan David Sebuyira Camille Adams John Hennessy Helen White
Safeguarding Officer	Maria Barnes

Structure, governance and management.

The method of appointment of PCC members is set out in the Church Representation Rules. All eligible 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 toddler group Noah's Ark, Warm Spaces and St Mary's Players Pantomime.

General Statistics

Church membership

As at 31st December 2023 there were 140 People on the Church Electoral Roll. Of these 63% were resident in the parish. Of the total Electoral Roll, 56% were female and 44% were male.

Occasional Offices

During 2023 there were 12 baptisms and 3 weddings in church, and the clergy conducted the funerals of 8 parishioners.

PCC & Key personnel

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 14th May 2023 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 76%.

In September we were joined by our Ordinand, Alison Ingram who will be placed with us for 3 years as part of her ordination training. In December Jozef Janik stepped down from his role as Musical Director after nearly 10 years in the role, but continues to serve as a volunteer as part of our music team.

Tim Barnes and Gareth Bevan were re-elected as Church Wardens. Chris Cosstick has continued in his role as treasurer and Beryl Bevan in her role as secretary.

Review of the year

2023 marks the first year since 2020 where we have been able to work in a 'post pandemic' way without restrictions and a first proper look at the emerging landscape of longer lasting changes such as working flexibly brought about by the past 2 years.

In 2023 we continued to keep central our vision 'to be transformed by Jesus, and to transform the world with Jesus in all we do. This has given us a year focused around making disciples and creating learning opportunities for as many as possible to allow the transformational love of Jesus to be at work in us.

It has been a year of consolidating what we have seen and learned over the previous years, refining, and investing into our approach in how we use digital tools alongside traditional ones, and working on our structures to support the growth we saw in 2022 and sustain it in 2023. We saw steady growth of our worshipping community (6% in year) and increased participation across most areas of church life.

'Transformed by Jesus'

Discipleship

- In 2023 we ran a range of centrally run resources with mid-week groups including a book study of John Mark Comer's '*The Ruthless Elimination of Hurry*', the Diocese's **Prayer Practices** during Lent, **Alpha** and the **Flipped: Life in the upside down Kingdom** with teaching across Sundays and mid-week groups to give opportunities to study the ideas in greater depth.
- We have engaged around 1/3 of all adults in church in a small group resource (excluding Lent reflections and Advent podcasts) since autumn 2022.
- We have continued to invest in digital tools for discipleship including **running groups via Zoom**, **daily audio reflections in Holy Week** via social media, and made our first foray into the world of **Podcasting in Advent**, clocking up over 700 downloads in Advent.
- The PCC adopted the CofE's **Children at Communion** policy which allows children who are not yet confirmed to receive communion, having first taken part in a preparation course. It has been a joy to see our first 'batch' of children take a fuller part in our worship through this and enjoy the family meal together.
- For the first time post pandemic we have had a **full year of Creche, Junior church and Youth** alongside our 10:30am service and have watched the number of under 16s steadily rise through the year
- Our **Summer Sabbath** took place as usual - a key rhythm and season of intentional rest in our church activities.
- In September **Bishop Lusa** visited us to confirm 5 adults and 5 young people and to admit 13 Children to receive Communion.
- Our Children and Youth team were invited to participate in a 2 year pilot project with the Diocese team to invest into them and help resource our work in this area.
- We gained our **Eco Church Silver** award and continue to look for ways to invest into our green credential including an 'eco baptism' where we used the water to water the church yard or our own gardens.

Church Family Events

- 2023 saw the additional of **Sunday Brunch** which we ran 4 times (including a ‘Coronation Brunch’) and we held two **BBQ’s** in the Summer and Autumn
- Another ‘new for 2023’ were 2 **welcome events** aimed at getting to know new people who have joined the church and to tell them more about what we do and how to get involved.

Worship

- We have continued our ‘**both/and**’ approach to worship on Sundays with the Online @9 and the 10:30am in church and are continuing to see the role of our Online service evolve, celebrating our 150th online service during the year.
- **Easter** and **Christmas** ran a full range of services spanning a breadth of worship styles and we consolidated our programme of traditional evening services with Candlemass, Pimm’s and Hymns and a Harvest Evensong joining the Easter Vigil and Carol Service.

‘Transforming the world with Jesus’

Mission and Outreach

- We have continued to financially support the **Grove Community** as mission partners.
- Our partnership with Stay Active to run a ‘**Warm Space**’ in response to the cost of living crisis ran through the early part of 2023 before becoming ‘**Coffee and Cake**’ a weekly coffee morning which has steadily grown across the rest of the year.
- We have continued to run longstanding areas of outreach such as **Noah’s Ark**, our popular toddler group, and hosted **Ealing Churches Winter Night Shelter** back at the Hall for the first time since the pandemic.
- The **Pantomime** (This year was Rapunzel), produced by St Mary’s Players, had a record-breaking year for ticket sales and continues to bless the participants and local community in equal measure.
- In May we welcomed in hundreds of local people to our second ‘**History Weekend**’ and unveiled a new plaque, recreating an earlier painted sign in an even earlier building commemorating William Hobbayne.
- Our relationship with our local women’s refuge came to a natural end, so at **Harvest** we supported **Ealing Foodbank** with donations of food and toiletries.
- We were able to run a summer of **open afternoons** once again in 2023.

Growth

One of the defining features since mid 2021 has been growth. While 2023 saw more modest gains the number of people we engage with on Sundays has **grown by another 6%** across the year. This has been largely, but not exclusively, driven by families and children. There is a cautionary note to us not to rest upon our laurels in this area of church life.

We are now a much larger church than we were pre pandemic, having **grown by 19% compared to 2019**.

2023 has seen us working behind the scenes on the structures to support and sustain this growth and this work will continue into 2024

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 12 DBS checks carried out in 2023.

There will be 2 DBS renewals scheduled to be carried out in 2024

We have had 0 incidents to report to the Diocese Safeguarding Team in 2023

Conclusion

2023 has been a year where we have consolidated new approaches to church life and growth and the beginning of start to see what God has in store for us next. We must resist the temptation to play safe or cease innovating.

We hope to appoint a new part time member of staff to help us grow our digital resourcing with grant funding we have received, and keep investing into our structures sustain us all in our journey of following Jesus and becoming more like him.

2024 will also see the beginning of a new project to replace the Ark buildings and address repairs to the spire and replace our ailing boilers with a greener alternative.

To do any of the above we will need to keep listening to God's leading *and* then following what he calls us to do. My prayer is that we continue to humbly keep following where he leads us in 2024.

**Rev Andrew Dand
Incumbent and Chair
March 2024**

Financial review for the year ended 31st December 2023

Overall income: £183,209 - *last year* £152,651

Regular income was boosted by increased giving (+£3,760) and higher hall lettings (+£6,773). Exceptionally, grants of £18,438 were received during the year- from London Borough of Ealing (£7,358 for new hall boilers, and £1,500 for Warm Spaces), the Diocese (£7,580 to offset professional fees incurred on the tower repairs) and the Ealing Deanery Mission Fund (£2,000 for digital mission).

The annual grant from the William Hobbayne Charity of £7,500 was added to the Fabric fund. A legacy of £2,000 was received and added to the Legacy fund pending a PCC decision on how the money will be spent.

Huge thanks are due to all who support the church through their giving via the planned giving scheme or our online giving platforms, and to all who responded to our request to increase giving to assist with funding the new Worship Director post.

Overall expenditure: £190,615 - *last year* £142,681

Problems with the stonework on the church tower have necessitated heavy remedial expenditures of £33,859 to effect repairs and to ensure the safety of those passing below!

The cost was met from the Fabric fund, with Diocesan assistance towards professional fees.

The PCC has adopted a Hall ECO strategy to improve energy efficiency and work has been completed for stages 1-4 including window repairs, new LED lighting, replacement of the old boilers and the adoption of a Hall users ECO charter.

The cost has been met from the Hall fund assisted by the grant from LBE Climate fund for the new boilers.

The church has continued to support mission activities as a funding partner for the Grove Community, operating the Noah's Ark toddler group, providing a meeting place-Warm Spaces and as an active host for Ealing Churches Winter Night shelter

Fabric Fund -balance carried forward £8,911 - *last year* £27,145.

The fund has been depleted due to the works on the tower. The next stage of the works-a full internal and external survey costing £10,745 will be funded by a grant from the Diocese Building fund.

Reserve Fund-balance carried forward £30,000.

The reserve fund was topped up by £3,000 this year.

General Fund-church activities excluding the hall-deficit £26,304.

This was covered by a transfer from the Hall fund.

Hall fund-the balance carried forward after covering the General fund deficit was £22,232.

Chris Cosstick

Treasurer

March 2024

Report on the fabric, goods and ornaments of the church for 2023

Prepared for the Annual Parochial Church Meeting on 26th May 2024 (as required under the Church Representation Rules para II 9d)

As Churchwardens our property responsibilities, on behalf of the PCC, include the buildings, plant, fabric and contents of the Church and Church Hall. We completed the terrier and inventory check in June 2022 and confirm that the silver and other possessions of the church are complete and in good order.

St Mary's Church is a grade 2* listed building and natural weathering means that specialist work needs to be on-going. The Diocese declined our application to complete remedial work on the Tower and Steeple by Stones Ltd. but insisted that, along with our need to consider a permanent extension to the Parish Room and to replace the 2 temporary huts (Arks 1 & 2), we consider longer term repairs to the church as required. With the assistance, both practical and financial, of the Diocese inspections were carried out on the Tower and Steeple and temporary repairs made as required. The initial inspections revealed two areas where the flint fascia was coming away and subsequently netting was fitted to secure these areas. Details of the costs involved can be seen in the financial report.

The Parish Room lighting has been replaced with LED alternatives throughout.

The church is inspected by an architect every 5 years. The last inspection was carried out on the 15 March 2022 and overall reported the church to be in good condition and well looked after. The priority items recommended in this inspection were undertaken.

Major work at the church hall consisted of a replacement of the boilers and the installation of LED lighting throughout as part of our eco planning. The cost of this was covered by a grant from Ealing Council. Further work towards making the hall carbon neutral will be carried out in 2024. The sanding and polishing of the hall floor is done on a regular basis by a member of the parish for material costs only.

The costs of maintaining the churchyard are billed annually in arrears to the Council with the work being done by volunteers for which no charge is made.

We continue to be fortunate to have many volunteers who help maintain our buildings and churchyard, as well as our dedicated teams of cleaners who keep the church looking beautiful. Their hard work and love significantly reduces our upkeep costs.

Tim Barnes & Gareth Bevan, Churchwardens

March 2024