

THE PAROCHIAL CHURCH COUNCIL OF THE
ECCLESIASTICAL PARISH OF ST MARY, HANWELL
ANNUAL REPORT FOR THE YEAR ENDING 31ST
DECEMBER 2024



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
Curate	Revd Stephanie Alvis (from June 2024)
Permission to Officiate	Revd Helen Cosstick
Ordinand	Alison Ingram
Churchwardens	Gareth Bevan Tim Barnes (to May 2024) Helen White (from May 2024)
Deputy Churchwarden	Adam Bush
PCC Secretary	Beryl Bevan
Treasurer	Chris Cosstick
Deanery Synod Rep	Edsel Jodhan
Elected Members	Camille Adams Beryl Bevan Kate Bush Chris Cosstick Neil Davies Anna Fernandes Hannah Foxcroft (until May 2024) John Hennessy Lydia Martin (until November 2024) Philip Phelan Lesley Schroeder (from May 2024) Dave Sebuyira (until May 2024) Helen White (until May 2024)
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, Coffee & Cake and our annual Pantomime.

General Statistics

Church membership

As at 31st December 2024 there were 140 People on the Church Electoral Roll. Of these 67% were resident in the parish. Of the total Electoral Roll, 59% were female and 41% were male.

Occasional Offices

During 2024 there were 8 baptisms and 1 wedding in church, and the clergy conducted the funerals of 11 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 26th May 2024 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 72%.

In June 2024 we were joined by our Curate Revd Stephanie Alvis, following her ordination at St Paul's Cathedral. Stephine will service her curacy with us over 3 years. Following a recruitment process we appointed Lee Dewsnap to our newly expanded role of 'Worship Director', Lee started in June, and we also appointed Hannah Haaland as our Digital Manager from May.

Tim Barnes stood down having served as church warden for 6 years (the max term) and Helen White was elected to the role. Gareth Bevan was re-elected as Church Warden. Chris Cosstick has continued in his role as treasurer and Beryl Bevan in her role as secretary.

Review of the year

2024 is set against the backdrop of the rapid growth seen since mid-2021(24%) with all of the kingdom joys and logistical challenges this has brought. We've actively sought to consolidate the growth we have seen by creating appropriate structures including investment in staff and team, and to set ourselves up to sustain continued growth into the future.

Guided by our vision 'to be transformed by Jesus, and to transform the world with Jesus' we have continued to invest significant time and resource into our discipleship programmes (both what we teach on a Sunday and what we offer mid-week across both digital and in person platforms), alongside serving our local community and mission partners in practical and financial ways.

We have continued to be blessed by a stream of new people attending services and finding different paths into becoming part of our church family.

This has been against a backdrop of continued building issues with our tower and spire as detailed in the Churchwardens fabric report.

'Transformed by Jesus'

Discipleship

- In 2024 we saw our number of mid-week groups grow to 6 regular groups by the end of the year, meeting in person, online and connecting via WhatsApp. Groups have studied a mix of their own choice of material and whole church resources. In the Autumn we had over 50 people reading and studying Richard Rohr's 'Falling upward'.
- We have continued to take a breadth of approaches to discipleship including a successful season of Lent and Advent podcasts, alongside traditional Sunday teaching, a highlight of which was our Autumn series on 'Identity'.
- In 2024 we also ran an Alpha course once again, and for the first time 'The Marriage Session' from Care for the Family, aimed at resourcing married couples in their relationships.
- We took our first church group to 'Spring Harvest' at Butlins in Skegness after Easter. 14 of us of a mix of ages enjoyed the worship, teaching and fun together.
- Our work with under 16s on Sundays alongside the 10:30am service has continued to grow. We saw 9% more children and young people on average at our groups than in 2023, and we have nearly regained our pre-pandemic levels of under 16s.
- Our **Summer Sabbath** took place as usual - a key rhythm and season of intentional rest in our church activities.

Church Family Events

- We continued with our regular patterns of **Sunday Brunches** and **BBQs** ensuring we had a social event on offer every other month to help us to intentionally get to know one another better and make new connections.
- We have continued to hold **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 continued with our **‘both/and’ ‘online and in person’ approach to worship** on Sundays with the Online @9 and the 10:30am in church, and Mid-week Communion. There is an increasing level of overlap in the way that people choose to worship with many adopting a ‘mix and match’ approach, alongside those who primarily attend one service.
- **Easter and Christmas** ran a full range of services, including a return to 2 Christingle services to allow even more people to enjoy them, 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. Their leader, Mark Tate, came to speak to us in September to share what has been happening up on the Grove.
- **Coffee and Cake** has become a firm feature at the Hall each Tuesday morning, providing a space for our local community to enjoy hospitality and a warm welcome.
- Due to the closure of the Bernard Sunely Hall ahead of repairs we have provided a home for **Cubs** and **Beavers** at the Church Hall, and the **Squirrels**, and local Nursery **‘Sticky Fingers’** in the Parish Room at church. This means our church building is now in use 7 days a week.
- 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** at the Hall.
- This year’s **Pantomime** (Aladdin) had a record-breaking year for ticket sales - the entire run sold out before opening night! It continues to bless the participants and local community in equal measure. 2024 was also the year the St Mary’s Players voted to stop being a separate entity from church, and now our Pantomime is a St Marys Church area of ministry and mission and overseen by the PCC.
- In May we welcomed in hundreds of local people to our third annual **‘History Weekend’**
- We have continued to support **Ealing Foodbank** throughout the year, and at **Harvest** we made donations of food and toiletries.
- For the first time, we had a church team run Ealing Half Marathon to raise funds for Ealing Churches Winter Night Shelter, raising many 1000s of pounds.
- We ran a summer of **open afternoons** once again in 2024.

Growth

One of the continued defining features since mid 2021 has been numerical growth. 2024 brought modest growth in Sunday attendance (around 3% increase). This equates to around 28% growth since pandemic restrictions ended in the middle of 2021, and we are now 23% bigger than we were pre-pandemic (2019).

Much work has gone on ‘behind the scenes’ on structures and teams (and will continue to do so) to support and sustain this growth, which we hope will allow for a new season of growth in the year ahead. The growth in numbers participating in mid-week groups is one example of where we have created more capacity and structure to help people belong and grow.

Safeguarding

Our Parish Safeguarding Officer, 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 17 DBS checks carried out in 2024.

There will be 7 DBS renewals scheduled to be carried out in 2025

We have had 1 incident to report to the Diocese Safeguarding Team in 2024

Conclusion

2024 has been a year of continued consolidation of growth, our focus on discipleship, and growth in our staff team to enable all these things to continue. This is building a solid foundation to sustain further growth and ministry and mission in the years ahead.

The other 'foundations' to address going forward will be of a brick and mortar variety as we look to repair the tower and spire and make plans to replace the Arks, work towards becoming carbon net zero by 2030, and ensure our buildings remain fit for what God is calling us to.

The key to all of the above will be continued prayerfully exploring, and obedience to, what God calls us to next. As the Psalmist reminds us "*Unless the Lord builds the house, those who build it will labour in vain.*" Psalm 127:1

Rev Andrew Dand
Incumbent and Chair
March 2025

Financial review for the year ended 31st December 2024

Overall income: £231,622

Regular income was boosted by increased giving (+£4,712) and higher hall lettings (+£10,475).

Income from Sticky Fingers Nursery (*displaced from the Bernard Sunley Hall during roof repairs*) amounted to £21,450. This money has been credited to a church improvement fund following a PCC decision that the funds should not be used to cover regular church expenditures.

Exceptionally, grants of £21,262 were received during the year-from the Diocese (£16,033 to *offset costs incurred on the tower repairs and the measured survey*) and St Mary's Players (£5,229 for *new hall curtains and lighting*).

Additionally, we were able to reclaim VAT on building repairs amounting to £6,842

We are indebted to the trustees of the William Hobbayne Charity for their annual grant of £7,500, which was added to the Fabric fund.

The annual pantomime generated funds of £4,377 from ticket sales, the first time this has been included within the church accounts following the winding up of the Players as a separate entity. The balance of their funds amounting to £2,500 has been credited to a Panto reserve fund to be used in the event of a production being cancelled.

Our thanks are due to all who support the church through their giving via the planned giving scheme, card readers or the online giving platform.

Overall expenditure was £3,362 higher £193,253

General Fund expenditure was £7,227 higher than in 2023 due to a higher common fund payment and the appointment of a new Musical Director during the year.

Fabric fund expenditure was £7,176 lower - £26,683 to effect further repairs and to undertake a measured survey of the building. The cost was met from the Fabric fund, with Diocesan assistance towards the cost.

The cost of our new Digital Manager amounted to £2,450 charged to the Digital manager fund and church improvement fund.

Our programme of improvement works at the church hall continued with new curtains for both halls, repairs to the perimeter fences and new racking for costume storage.

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

Fabric Fund -balance carried forward £12,860

Grants from the Diocese and the charity of William Hobbayne amounting to £23,790 plus VAT recoveries of £6,842 enabled us to cover fabric related expenditures of £26,683.

Reserve Fund-balance carried forward £40,000.

The reserve fund was topped up by £10,000 this year by a transfer from the Hall fund.

General Fund-includes all church activities excluding the hall and had a deficit of £26,614. This deficit was covered by a transfer from the Hall fund.

Hall fund-the balance carried forward, after covering the General fund deficit and increasing the Reserve fund, was £24,270.

Looking ahead to 2025

We start the year in a healthy position, mindful that we will need to set aside funds for our application to the National Lottery Heritage fund, for urgent boiler replacement should the ageing church boilers fail again, and for much needed improvements to the church sound system.

Chris Cosstick
Treasurer
March 2025

Report on the fabric, goods and ornaments of the church for 2024

Prepared for the Annual Parochial Church Meeting on 18th May 2025 (as required under the Church Representation Rules para II 9d)

As Churchwardens our property responsibilities, on behalf of the PCC, include the buildings, plant and fabric and contents of the Church and Church Hall. We completed the annual terrier and inventory check in the autumn of 2024 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 to the exterior needs to be on-going. The church is inspected by an architect every 5 years with the next inspection due in 2027.

In 2023 issues with the flint cladding on the tower were identified and netting installed in two areas to hold it in place. Monthly inspections were made (from ground level using binoculars) during 2024 and there were no further reports of falling masonry.

But in December after a full inspection of the netting by Vitruvius, the company that installed it, it was discovered there has been a deterioration in the condition of the stonework especially around the mounting points for the netting. Subsequent advice has been that the area to the south and west of the tower should be fenced off for reasons of public safety. This was implemented after Christmas and will remain in place until emergency work on the tower and steeple can be carried out.

Work towards a Heritage Lottery Grant bid to pay for this is ongoing and has included a number of surveys of the building during the year, to help us towards costing the necessary works. To aid us with this we commissioned a Measured Survey of the whole building, the cost of which was covered by a grant from the Diocese.

Our future planning still needs to consider a permanent extension to the Parish Room, to replace the 2 temporary huts – the Ark and the Cabin. So the Lottery Grant bid will include the cost of design work for this.

Improvements to the church lighting were carried out throughout the year resulting in all the lights in the Parish Room and the lights in the chancel being replaced with LED versions.

Major work carried out in the church hall in the last year has included replacement of some of the fencing plus repairs where required and the replacement of the curtains in the main hall. 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 reduce our upkeep costs.

Gareth Bevan & Helen White, Churchwardens

March 2025