



Minutes the meeting of Parishioners to elect Church Wardens held on Sunday 18th May 2025

Chair: Revd Andrew Dand

- Apologies for absence: Camille Adams, Jo Burley, Gilly and Bob Clarke, Helen Cosstick, Sue Cosstick, Pam Douglas, William and Mervat Hepper, Sally Jackson, Tim and Christiane Jenkins, Mildred Mansfield, Phil Phelan
- Minutes of the meeting of Parishioners held on Sunday 26th May 2024
These were agreed as an accurate record of the meeting. Proposed Gareth Bevan seconded Susan Powrie
- Matters arising if any
There were no matters arising
- Election of Church Wardens. Nominations were received from Gareth Bevan and Helen White. Both were duly re-elected
- Any other business
There was no other business

Minutes of the Annual Parochial Church Meeting (APCM) held on Sunday 18th May 2025

Chair: Revd Andrew Dand

- Apologies for absence – as above
- Minutes of the APCM held on Sunday 26th May 2024
These were accepted as an accurate record of the meeting. Proposed Carol Collison, seconded Mark Cosstick
- Matters arising
There were no matters arising
- Presentation of the Annual report
 - We have consolidated our growth and are now 23% bigger than pre-pandemic
 - We have a growing team with Stephanie, Lee and Hannah joining

- We have 6 mid-week groups running
- A number attended Spring Harvest
- We have grown in digital resourcing
- Schools work has increased
- A team ran the Ealing half marathon to raise funds for the Ealing Churches Winter Night Shelter
- The panto sold out and we had increased visitor numbers at Easter and Christmas

All this has been possible due to a team effort – time, skills, finances and prayers

It was noted that Maria Barnes is stepping down as our safeguarding lead after 10 years. Rachel Jones is taking on this role.

Chris Cosstick stepped in as interim treasurer and has held this role longer than was envisaged. He has brought clarity and transformation in our understanding of our finances. Sam Hext will be taking over this role

A question was asked regarding the Common Fund that we pay to the Diocese and what support we get for that.

It funds a full-time leader, curate and back up for roles such as HR, buildings and fundraising. The Diocese finances have shrunk post pandemic.

It was noted that the process to elect a new Archbishop of Canterbury is long.

This week we have had news about our building work. This has been a painfully long process, and prayers will be valued for the team. They are working with conservation experts and are hoping this unlocks different sources of funding. The first urgent work is to repair the flint to make it safe. The West facing panel is in the worst condition. It will be about 6 months' work, but they will make a tunnel in the scaffolding so that we can re-use the South West door.

We are also looking at much bigger projects to replace the Arks and how to become net zero by 2030.

- Presentation of Electoral Roll

Every six years a complete revision of the Electoral Roll takes place. This means everybody must re-apply. Last years ER figure was 140. The new figure is 109. It is usual for there to be a reduction on renewal. This is particularly pertinent this year due to the covid pandemic.

- Treasurer's report for the year ending 31st December 2024

- Income for 2024 was up considerably from 2023 - £232k vs £183k
- Church giving was £5k up and hall rentals £10k.
- The panto finances are in the church accounts for the first time
- Sticky Fingers Nursery joined in April and their rent was £21k
- We had a grant of £3k for the tower work
- The players transferred their remaining funds to use to improve hall lighting and put some aside in case we have to cancel the panto at the last minute.

- Regular giving with tax reclaimed was £93k
- The Hobbyane Charity annual grant to the fabric fund was £7k
- Grants from the Diocese were £15k and total hall lettings were £63k

- Expenditure was £193k. This is £2k more than 2023. We paid extra Common Fund up to £70k, but our energy costs were £5k down.

- The common fund payment is £80k for 2025.
- We had a surplus of £38k. This is due to the Stickies rent of £21k. It was decided not to spend this on ordinary church costs but put it aside as a church improvement fund.
- We budget to break even on the church and the hall costs.
- We have separate funds to keep track of spending. We have £12.8k in the fabric fund and we hold a reserve of £40k as per the Charity Commission recommendation.
- We ended the year with £115k which equals the money in our bank accounts.
- We are in a healthy position for 2025, We need funds for the Lottery contribution and cash in case the boilers fail again. David Cloud has fixed them twice already.
- We need to improve the sound system but we can't afford at this stage to spend a large sum we know where we are with building funds.
- The cost of flowers is part of the church running costs. It was noted that there is a legacy from Moira Rayner in a separate fund of £500 to be used over the next few years on Mothering Sunday.
- If the boilers do need replacing it will be about £20k for 'like for like'. We would prefer a greener alternative.
- We have had quotes for the sound system from £30k to £100k.
- We will need to pay our contribution for the lottery funding of 10%. This is likely to be £25k (the most we can apply for is £250k).

Chris thanked all for their support of money and time and particularly Derek Stoddart, Mervat Hepper, Yvonne Johnson, the Church Wardens and Neil Davies. Also the Hobbyane Charity and the Diocese.

- Appointment of auditor

We appointed Kevin Ogilvie of Charity Bookkeeping and Examination Services 5 years ago and he is willing to carry on. Proposed by Andrew Dand and seconded by Marie-Elise Howells. All in agreement.

- Election of PCC members

Each year a third of the PCC are re-elected. Camille Adams, John Hennessey and Chris Cosstick have finished their terms. There were 3 nominations: Camille Adams (standing for a second 3 year term), Marie-Elise Howells and Sam Hext

No election was necessary, and they were duly elected

The PCC has been looking at the right configuration. 12 lay members is hard to maintain. As the staff team has grown, the day-to-day work is undertaken there, and the PCC is much more focussed as Trustees with governance duties.

If everyone is at a PCC meeting there would be 20-22 people, which is too big to enable all to contribute.

The March PCC felt that to reduce the lay members from 12 to 9 will enable a more focussed team approach.

Resolution: From 2026 the elected members on the PCC will be reduced from 12 to 9 over the next 3 years. Proposed Andrew Dand Seconded Helen White. All in agreement.

- Noting of sides-persons

- Any other business

Sides-persons

10.30am service

Camille Adams; Nicholas Amarteifio; Kunle Babalola; Tim Barnes; Beryl Bevan; Kathy Broomfield; Adam Bush; Kate Bush; Carol Collison; Sally Jackson; Edsel Jodhan; Ken Lipscomb; Phil Phelan; David Simmons; Helen White

PCC members during 2024

Andrew Dand (chair) Camille Adams, Beryl Bevan, Kate Bush, Chris Cosstick, Neil Davies, Anna Fernandes, Hannah Foxcroft, (until May 2024) John Hennessy, Edsel Jodhan, Lydia Martin (until November 2024,) Phil Phelan, Dave Sebuyira, (until May 2024), Lesley Schroeder (from May 2024), Helen White (until May 2024)

Ex officio: Andrew Dand; Tim Barnes (until May 2024); Helen White (from May 2024); Gareth Bevan; Susy Dand; Stephanie Alvis (from June 2024)

Co-opted: Helen Cosstick;

Standing Committee during 2024

Camille Adams Andrew Dand, Tim Barnes, (until May 2024) Beryl Bevan, Gareth Bevan, Chris Cosstick, Helen White (from May 2024)