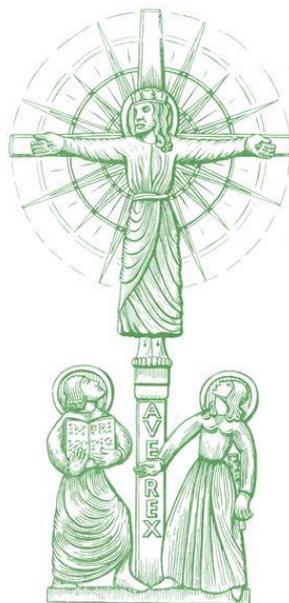




ST THOMAS THE APOSTLE
BOSTON ROAD, HANWELL, W7 2AD

**Annual Reports & Papers for the
Annual Parochial
Church Meeting
For year ending 31st December 2020**

**11:30am 23rd May 2021
In the church**



Our vision is to be a place of welcome to all, sharing the joy of our Christian faith, and building on over 80 years of service within our community using our gifts for the benefit of all people.

ANNUAL PARISHIONER'S MEETING & PAROCHIAL CHURCH MEETING Held on Sunday 23rd MAY 2021 IN THE CHURCH

Annual Parishioner's Meeting (Vestry Meeting) Agenda

1. Apologies for absence
2. The appointment of the Churchwardens 2021-2022

Annual Parochial Church Meeting Agenda

1. Appointment of Lizzie McLeod - Turabi as clerk to the meeting
2. Apologies for absence
3. The minutes of the Annual Parochial Church Meeting 2020
4. Matters arising
5. A report on the changes to the Electoral Roll
6. Annual Report of the Parochial Church Council for the Year Ended 31st December 2020 (Trustees' Report)
7. Receipt of Annual Accounts for year ended 31st December 2020 & Treasurer's Report, including:
Independent Examiner's Report
 1. 2021 Budget
 2. Statutory Financial Reports
Statement of Financial Activities Balance Sheet
Cash Flow Statement
Notes to the Financial Statements
8. Stewardship Report
9. Sidesmen, Mission and Worship reports
10. The Churchwarden's Report on the fabric, goods and ornaments of the church including Hall Report
11. PCC Secretary's Report proceedings and activities of PCC
12. A report on the proceedings of the Deanery Synod
13. To note current Deanery Synod representatives (serving the second year of their three year terms)
14. Election of Lay representatives to serve on the PCC
15. Appointment of an Independent Examiner for the 2021 accounts
16. Reports from Groups
17. Receipt of the Child Protection Policy to go to PCC
18. Any Other Business

The meeting shall formally close.

The first meeting of the newly elected Parochial Church Council (25th May) shall appoint:

A Lay Vice Chairman, A Secretary, A Treasurer, An Electoral Roll Officer, Members of the Standing Committee, Church Safeguarding Officer, Children's Champion, and co-opt up to two further members of the PCC as it sees fit.

Minutes of the Annual Parishioners' Meeting (Vestry Meeting) followed by the 100th Annual Parochial Church Meeting Held on Tuesday 27th October 2020 via Zoom

Annual Parishioner's Meeting (Vestry Meeting)

In accordance with the Church Representation Rules, the Vestry and Parochial Meeting is held immediately preceding the Annual Parochial Meeting. The sole purpose of this meeting is to appoint the Churchwardens for the following year.

Present:

Fr Robert Chapman (chair) and 24 parishioners.
The meeting began with a prayer.

Apologies for absence:

Annabel Crowe

Appointment of the Churchwardens 2019-2020

Leanda Homer and Gill Shaw are both stepping down as Churchwardens. Huge thanks to them for all their work.

The following nominations were made:

Lizzie McLeod-Turabi (proposed Fade Solanke Mitterer, seconded Kirsten Allen)
Chloe Mason (proposed Sue Cunningham, seconded Gill Shaw).

Both were approved unanimously.

The meeting was formally closed.

The 100th Annual Parochial Church Meeting

Present: Father Robert and 24 parishioners.

1. Apologies for absence

Annabel Crowe

2. Approval of minutes from last meeting

Approval of the minutes of the meeting held on 28th April 2019 was proposed by Wendy Robertson and seconded by Sheila Burt. The minutes were unanimously approved and signed by Fr Robert Chapman as an accurate record of proceedings.

3. Matters arising

There were no matters arising.

4. A report on the numbers entered on the Electoral Roll

There are 128 individuals on the roll; six have been removed and six added.

Father Robert thanked Alison Baxendale for maintaining the roll.

5. Annual Report of the Parochial Church Council

The Annual Report of the PCC for the year ending 31st December 2019 was received and accepted (copy attached). There were no questions.

6. Annual Accounts and Treasurer's Report

The Annual Accounts and Treasurer's Report for the year ending 31st December 2019 were received and accepted (copies attached). There was a question about the nature of legacies; it was explained that some are publicly announced while others are kept confidential, and that some are ring-fenced for particular purposes while others are not. It was noted that these legacies are of great importance to the church's finances.

Fr Robert expressed his deep gratitude to Caroline Lumb for her work as Treasurer. Caroline noted that Sheila Burt had continued to be very supportive. She stated that 2019 had been a good year financially for the church and stressed how fortunate we are to have the money from the mobile phone mast. Fr Robert urged parishioners to consider joining the parish giving scheme as it is efficient and provides the church with a stable income.

7. Church Wardens' Reports on the fabric, goods and ornaments of the Church and Church Hall

Gill Shaw reported that a lot of work had been done on the church building, while some repairs and reorganization had also been undertaken in the church hall. She noted that the English lessons that had taken place in the hall had now ceased and that the Scout group

no longer used the hall for Beavers or Cubs. Gill also expressed her thanks to Charlotte Carotenuto who had looked after the hall while Gill had been unavailable. Fr Robert also explained why Ealing Council had put bollards round the church hall car park. Fr Robert expressed his thanks to Gill and Leanda.

8. PCC Secretary's Report proceedings and activities of the PCC

The report was accepted (copy attached). There were no questions.

9. Report on the proceedings of the Deanery Synod

The report was accepted (copy attached). There were no questions. Fr Robert expressed his thanks to Nicholas Robinson and Colin Lomas and urged parishioners to read the report.

10. Election of the representatives to the Deanery Synod

Nicholas Robinson and Colin Lomas indicated their willingness to stand again. There were two further volunteers: Fade Solanke Mitterer (proposed Lizzie McLeod, seconded Kate Horn) and Charlotte Carotenuto (proposed Caroline Lumb, seconded Gill Shaw). Colin indicated his willingness to stand down to allow an alternative representative. Nicholas Robinson was proposed by Jessica Nelson, seconded Kirsten Allen.

Fade, Charlotte and Nicholas were accepted unanimously.

Fr Robert thanked all current and new representative.

11. Election of additional Lay representatives to serve on the PCC

There were four vacancies as Lay representatives out of a total of 14 allowed. The following nominations were made:

Pauline Britton – nominated Bev Tremayne, seconded Pauline Harrison

Gill Shaw – nominated Rose Davies, seconded Eileen Sinclair

Annabel Crowe – nominated Roger Grange, seconded Elaine Webb

Colin Lomas – nominated Sheila Burt, Andrew Lumsden.

Fr Robert thanked all those currently serving and willing to serve.

12. Confirmation/Appointment of Sidesmen

There are currently 17 sidesmen working in teams of four; their work is coordinated to Pauline Britton. Anyone interested in taking joining the team can talk to Pauline. Fr Robert thanked Pauline and all the sidesmen for their work.

13. Appointment of an Independent Examiner for 2020 accounts

Fr Robert explained that the church currently needs a qualified accountant to act as Independent Examiner due to levels of income but will not need one in the future.

Caroline said that she would like to continue working with Maria Bob, even once her status as a qualified accountant is not necessary. Caroline proposed Maria Bob's appointment as Independent Examiner, seconded Sarah Spillet, accepted unanimously. Fr Robert thanked Maria for her work.

14. Reports from Groups

Reports attached. There were no questions. Fr Robert noted the wide range of groups and thanked everyone involved in the groups. Keith Spillet noted how proud he was of the choir.

15. Receipt of the Child Protection Policy to go to the PCC

The Safeguarding policy adopted is the diocesan policy.

16. Parish Priest's Report

Report attached. Fr Robert thanked everyone for their contribution to the life and mission of the church, in particular the wardens, PCC and all of the groups.

17. Any Other Business

None. Thanks were expressed to Father Robert.

The meeting closed with the Grace at 9pm.

Signed.....

Date.....

The Electoral Roll as at April 2021

(no new additions since the APCM 2020)

1	Felicia	Adjei	65	Dorothy	Jones
2	Jon	Allen	66	Rachel	Jones
3	Kirsten	Allen	67	Doreen	Joseph
4	Cleo	Apostolou	68	Colin	Kelly
5	Gillian	Ashcroft	69	Emily	Lamb
6	Anna	Barber	70	Nicholas	Larsen
7	David	Barber	71	Everard	Lendor
8	Alison	Baxendale	72	Marion	Lewis
9	Pearl	Baxendale	73	Davina	Lindsay
10	Rose	Baxendale	74	Oswald	Lindsay
11	Caroline	Baxter	75	June	Lloyd
12	Pauline	Britton	76	Colin	Lomas
13	Davina	Brooks	77	Caroline	Lumb
14	Nigel	Brooks	78	Andrew	Lumsden
15	Stephen	Brooks	79	Daher	Maidaa
16	Leticia	Brown	80	Celia	Mason
17	Sheila	Burt	81	Chloe	Mason
18	Charlotte	Carotenuto	82	Daniel	Mason
19	Ivan	Carter	83	Elizabeth	McLeod Turabi
20	Sophie	Cash	84	Arda	Metcalf
21	Isobel	Chapman	85	Joseph	Metcalf
22	Sarah	Chapman	86	Stefanie	Metcalf
23	Noel	Chardon	87	Christopher	Michell
24	Annabel	Crowe	88	Julie	Michell
25	Keith	Cunningham	89	Anita	Milne
26	Susan	Cunningham	90	Sam	Mitchell-Innes
27	Jeffrey	Dawes	91	Jessica	Nelson
28	Rosemary	Dawes	92	Marion	Newlands
29	Sara	Doherty	93	Teresita	Newlyn
30	Daphne	Dorival	94	Cynthia	Noel
31	Estriana	Douglas	95	Rose	Noel
32	Leopold	Douglas	96	Matthew	Pickin
33	Adrian	Duce	97	Samuel	Pickin
34	Joan	Dyson	98	Lesley	Porter
35	Nicole	Edwards	99	Susan	Porter
36	Terez	Egho	100	Helen	Purcell
37	Norman	Everard	101	Stephen	Purcell
38	Olivia	Fennell	102	Dorothy	Reeves
39	Heather	Fernandes	103	Christine	Reynolds
40	Kirstie	Ferrett	104	Wendy	Robertson

41	Richard	Ferrett	105	Nicholas	Robinson
42	John	Gammon	106	Ann	Ross
43	Antoinette	George-Lendor	107	Alex	Russell
44	David	Gilbert	108	Alex	Shaw
45	Saul	Gilbert	109	Christopher	Shaw
46	Roger	Grange	110	Gillian	Shaw
47	Sue	Grange	111	Edna	Simon
48	Michelle	Griffiths	112	Angela	Sinclair
49	Benjamin	Harrison	113	Eileen	Sinclair
50	Michael	Harrison	114	Marie	Skull
51	Pauline	Harrison	115	Federera	Solanke-Mitterer
52	Camilla	Holroyd	116	Josephine	Spencer
53	Natalie	Holroyd	117	Keith	Spillett
54	Nigel	Holroyd	118	Sara	Spillett
55	Sarah	Holroyd	119	Tracey	Sugden
56	Leanda	Homer	120	Caragh	Taylor
57	Katherine	Horn	121	Janet	Taylor
58	Michael	Horn	122	Nicholas	Taylor
59	Will	Howson	123	Jane	Tozer
60	Meg	Howson	124	John	Tozer
61	Elizabeth	Hulme	125	Bev	Tremayne
62	John	Hulme	126	Victoria	Watkins
63	Stuart	Hutcheson	127	Elaine	Webb
64	Terry	Hutcheson	128	Linda	Williams

Annual Report of the Parochial Church Council for the Year Ended 31st December 2020

St Thomas Church is situated in Boston Road, Hanwell. It is part of the Diocese of London within the Church of England. The correspondence address is The Vicarage, 182 Boston Road, Hanwell, London W7 2AD. The Parochial Church Council (PCC) is a registered charity with the Charity Commission. The Parochial Church Council of the Ecclesiastical Parish of St Thomas the Apostle Hanwell. Registered No 1130519

The PCC members who served from year beginning 1st January 2020 until the date of this report were: Incumbent: Father Robert Chapman; Ass. Curate: Mother Susy Dand (ex officio left Parish 24th June 2020); Church Wardens (ex officio): Leanda Homer, Gill Shaw; both until 27th October then Elizabeth McLeod-Turabi and Chloe Mason from 27th October. Deanery Synod Representatives from APCM: Charlotte Carotenuto, Fade Solanke-Mitterer, and Nicholas Robinson (ex officio); Elected (lay representatives) PCC members:

To serve until APCM 2021 Bev Tremayne, Tracey Sugden and David Gilbert.

To serve until APCM 2022 Sue Cunningham, Roger Grange, Alison Baxendale, Kirsten Allen, Celia Mason & Angela Sinclair.

To serve until APCM 2023 Pauline Britton, Annabel Crowe, Colin Lomas and Gill Shaw. David Gilbert was elected Vice-chair of the PCC.

Caroline Lumb was appointed Treasurer and co-opted onto the PCC.

Jess Nelson served as non-voting PCC Secretary.

Structure, governance and management - Members of the PCC are either ex-officio or elected by the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. All Church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC.

PCC Committees:

Standing Committee inc. Finance

This committee is required by law and has powers to transact the business of the PCC between meetings, subject to the directions given by the Council. It also oversees the financial dealings of St Thomas' by monitoring income and expenditure, setting the budget, and stewardship. Members are Fr Robert Chapman, Mtr. Susy Dand (until 24th June), The Churchwardens, the Treasurer, and Sue Cunningham.

Church Buildings & Grounds Committee.

Attends to matters around the care of the church, and church hall and its fabric, building and grounds. Members are Father Robert Chapman, The Wardens, Nicholas Robinson, Alison Baxendale and Charlotte Carotenuto.

Mission and Advertising Committee

This committee meets to address how the Vision Statement might best be achieved and communicated within the church and wider community. The committee continues to look at matters relating to the financial support of ministry within the local church, to the community and the world. Members are, Sarah Holroyd (Chairman with a focus on the Financial support of mission), Fr Robert Chapman (Chairman with a focus on wider advertising and communication aspect of the committee), Caroline Lumb, Chloe Mason, and

Nicholas Robinson.

Youth Groups Committee

This draws together representation of all the youth group and the youth ministers at St Thomas' for mutual support and communication. Members are, Bev Tremayne (Chairman), Gill Shaw, Pauline Britton, Bev Tremayne, Charlotte, Leanda, and Father Robert Chapman.

Worship and Music Outreach Committee

Seeks to discuss the development of worship in the parish. Members are Father Robert Chapman, Keith Spillett DoM, David Gilbert, Roger Grange and Caroline Lumb.

Eco Group

This committee was formed during 2020 to ensure St Thomas' commitment and on-going engagement with environmental and green issues. Members are Father Robert, The Treasurer, Nicholas Robinson, Chloe Mason, Celia Mason, Lizzie McLeod-Turabi, and Pauline Britton.

Objectives and Activities

The PCC is led by and in co-operation with the Vicar, Father Robert Chapman, and has responsibility for both the pastoral and social mission of the Church within the Parish. It also has responsibility for the maintenance of the Church building and the Parish hall.

Church Statistics	2020	2019	2018	2017	2016	2015	2014	2013	2012
Electoral Roll	128	128	142	142	138	132	132	127	189
Weddings/ <i>Wedding Blessing</i>	0	1	1	1	1	3	2	1	1
Baptisms	0	3	7	7	6	12	3	4	4
Confirmations	0	3	8	0	6	9	0	6	6
Funerals	3	8	6	4	4	4	4	8	4
of which the numbers in church were	0	4	4	1	4	4	1	3	2

Review of the Year

The Coronavirus (COVID19) pandemic had an enormous impact on the activity of the Church and associated Groups. This impact cannot be understated, and is reflected in the reports below. The church even closed for Public Worship for two significant periods during the year from 18th March. The PCC met 4 times during the year, and a full summary of the business conducted is contained in the PCC Secretary's Report, but the summary as per Committees is as follows:

Church Buildings & Grounds Committee.

During this exceptional year the Church Building was temporarily modified in order to make it as COVID-safe as possible. Full risk assessments were done.

CES came and produced a new lighting scheme for outside which aims to be less light polluting but able to highlight features and be 'greener'. The scheme has been forwarded to London DAC for comments and Faculty.

During the year the rental on the aerials was up for renewal and we await the conclusions. On-going aerial maintenance is managed by Shared Access.

The Hall Roof is in a poor state of repair and the PCC will look to find a longer term satisfactory solution in consultation with the architect.

Quotes are continuing to be sourced for the repairs of the windows and re-pointing before work will begin in 2021.

Do to the very limited use of the buildings on-going maintenance has been minimal.

Mission and Advertising Committee

Over the year the Mission Committee has supported some continued to support very many charities, groups and crises that have arisen. This year this has included Mothers Union, British Red Cross, USPG, The Leprosy Mission, Ethiopaid, St Mungo's and Self-Help Africa. The Committee also makes regular donations to Ealing Street Pastors and Ealing Foodbank. A full list of donations can be found at Note 3a to the Financial Statements.

Youth Groups

The uniformed Youth Groups continue to be very popular and we would be able to offer places to more children if we had more leaders. The leadership of the Sunday School is done on a rota basis and this coordinated by Olivia Hewlett, Kirsten Allen and Bess Hulme and there are a number of volunteers helping to make this successful even in Lockdown with Zoom Children's Church.

The Scout group continues to thrive and met at Trumper's Way. They still remain affiliated to St Thomas'.

All our Girlguiding units began the year with great enthusiasm. The Guides even managed a weekend away in early March! Then everything stopped. We were not able to meet again until the Autumn! So all our groups Rainbows, Brownies, Guides and Rangers resorted to meeting on Zoom. This, of course, curtailed our activities but we were able to keep in contact with most of our girls. No residential trips were possible – 3 planned ones cancelled! The Autumn term saw the Brownies meeting again – outside at first and then for a few weeks we even managed indoors but only with a maximum of 15 girls. Then we were shut down again. So it was back to Zoom. Rainbows, Guides and Rangers had continued on Zoom throughout. We have lost quite a few of our girls but are pleased to say our Leaders are all still active and looking forward to 2021

Rainbows: Lydia with Marion, Angie and 3 Young Leaders; Brownies: Bev and Pauline with 2 Young Leaders; Guides: Bev, Natalie and Claire; Rangers: Natalie and Kirsty.

Bev Tremayne is sure numbers will pick up again once we are able to meet again in person. The Wednesday Tots Group, ceased due to the Pandemic in March 2020, and has, so far, not re-opened.

Worship and Music Outreach

In 'normal' times St Thomas' fully observes the Liturgical Calendar to mark the Church's holy days as well as three services on Sunday (8am BCP Said Mass, 10am Parish Eucharist, 6.30pm BCP Evening Prayer). The daily offices of Morning and Evening Prayer were said throughout the year remotely or in person. There are two regular midweek Said Masses on Tuesday and Wednesday. We are indebted to the fine band of servers, readers, sidesmen, those who lead the intercessions, who faithfully help with the Parish Eucharist. This pattern has been modified during the year to take into account the needs of worshipping community sometimes *in absentia*. Therefore, this year has seen Live-Streamed broadcasts and a new Sunday afternoon Children's Service sometimes in person sometimes remotely.

Mr. Keith Spillett is the Director of Music and is self-employed, as a consultant. Mr. Spillett continues to focus on developing the musical tradition of St Thomas' and widening its impact on the community. This has been immensely challenging this year, but his expertise in sound recording has enabled high quality live-Stream broadcasts and music to be heard in the absence of communal singing since 18th March.

Other events

The usual fundraising events have not taken place this year, but on-line events have happened such as quizzes and film nights.

Financial Review

Income received for Unrestricted Funds for the year was £94,596 (2019 : £312,944 including legacies of £196,545). Total Expenditure was £93,955 (2019 : £101,363).

Unrestricted Funds therefore increased by £641 to give a balance of £284,199 (2019 : £283,558). We are grateful to all those who have given so generously this year or continued to maintain Stewardship donations during a difficult year.

Total Restricted Funds' income was £6,145 (2019 : £2,189) and expenditure was £3,024 (2019 : £7,532). These funds increased by £3,121 to give a balance of £46,617 (2019 : £43,496).

Details can be found in the financial statements.

Reserves Policy

It is the PCC's policy to maintain a balance on unrestricted funds (if possible) which equates to approximately six months' unrestricted payments to cover emergency situations that may arise from time to time. The balance of £284,199 on unrestricted funds at the year-end exceeds this target.

Funds not required for continuing operations have been transferred to our account with the CBF Church of England Deposit Fund in accordance with the PCC policy and will be released as required for essential Church building repairs or other building projects for the Church or Hall.

Risk Assessment

The trustees have a duty to identify and review the risks to which the charity is exposed, and to ensure appropriate controls are in place to provide reasonable assurance against and error.

Safeguarding

The PCC, pursuant to section 5 of the Safeguarding and Clergy Discipline Measure 2016, has had due regard to guidance issued by the House of Bishops on matters relating to the safeguarding of children and vulnerable adults.

INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL OF ST THOMAS THE APOSTLE CHURCH, HANWELL FOR THE YEAR ENDED 31 DECEMBER 2020

This report on the financial statements of the Parochial Church Council (PCC) for the year ended 31 December 2020, which are set out on pages 11 to 20 is in respect of an examination carried out in accordance with the Church Accounting Regulations 2006 ('the Regulations') and s.145 of the Charities Act 2011 ('the Act').

Respective responsibilities of the PCC and the Examiner

As the members of the PCC you are responsible for the preparation of the financial statements; you consider that the audit requirement of the Regulations and section 144(2) of the Act does not apply. It is my responsibility to issue this report on those financial statements in accordance with the terms of the Regulations.

Basis of this report

My examination was carried out in accordance with the General Directions given by the Charity Commission under section 145(5)(b) of the Act and to be found in the Church guidance, 2006 edition. That examination includes a review of the accounting records kept by the PCC and a comparison of the financial statements with those records. It also includes considering any unusual items or disclosures in the financial statements and seeking explanations from you as trustees concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the financial statements.

Independent Examiner's statement

In connection with my examination, no matter has come to my attention:

- 1) which gives me reasonable cause to believe that in any material respect the requirements a) to keep accounting records in accordance with section 130 of the Act; and b) to prepare financial statements, which accord with the accounting records and comply with the requirements of the Act and the Regulations have not been met; or
- 2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the financial statements to be reached.



Maria Bob, FCCA
15 Beaconfield Road
London
W5 5JE
Dated: 14th of March 2021

ST THOMAS THE APOSTLE, HANWELL
INCOME AND EXPENDITURE 2017 - 2020 + BUDGET 2021

CL 20/03/21

	ACTUAL 2017		ACTUAL 2018		ACTUAL 2019		BUDGET 2020		ACTUAL 2020		BUDGET 2021	
	£	£	£	£	£	£	£	£	£	£	£	£
CHURCH INCOME												
Stewardship	40,111		44,225		40,815		43,000		41,667		42,000	
Tax Refund	11,072		12,172		15,108		12,000		10,894		11,000	
Cash	4,816		4,003		4,171		4,000		1,068		1,000	
Donations	1,130		6,248		2,092		1,300		1,526		2,000	
Fees	495		822		875		400		400		400	Funerals only
Fundraising	7,729		7,663		7,476		7,700		4,844		2,000	
Trident	718		657		691		650		533		400	
Friends	433		433		338		350		363		350	
Interest	66		121		289		250		109		100	
Insurance Claim			644									
Sale of asset					2,000							
Hall Contribution	3,600		3,600		3,600		3,600		1,500		1,800	Reduced hall income
TOTAL INCOME		70,170		80,587		77,455		73,250		62,502		61,050
EXPENDITURE												
Common Fund	58,984		60,701		62,317		64,236		64,236		64,236	
Expenses & Telephone	767		971		1,314		1,500		939		1,200	
Office Expenses	1,572		1,509		2,129		2,000		1,150		1,300	
Insurance	3,981		3,950		4,027		4,091		4,091		4,150	
Rates	469		451		480		480		87		150	Part refund 2020/new rate for church
Gas	2,389		2,835		3,709		4,000		2,148		2,500	VAT correction 2020
Electricity	1,105		1,270		1,235		1,400		738		1,100	
Organ & Piano Maintenance	3,000				120		60		0		60	
Director of Music/Organists	581		3,000		2,000		3,000		2,625		3,000	
Junior Choir Leader	330		10		0							
Organists' Fees			240		150		200		50		150	
Supplies	2,225		1,312		1,029		1,300		873		1,000	
Mission, Charities & Education	4,011		4,422		4,082		4,300		4,167		4,200	
Sundries	1,045		1,514		1,358		1,500		995		1,300	
Maintenance Reserve	4,011		4,422		4,082		4,300		4,167		4,200	
Fundraising Costs	2,962		3,421		3,197		3,300		2,246		500	
Independent Examiner's Fee	225		230		240		240		240		240	
Equipment/maintenance	163		2,502		0				47		0	
Bad debt from 2019					0				635		0	
Depreciation	1,645		1,645		802		802		802		802	
TOTAL EXPENDITURE		89,463		94,405		92,270		97,344		90,235		90,088
SURPLUS/(DEFICIT)		(19,293)		(13,818)		(17,813)		(24,094)		(27,733)		(29,038)
HALL INCOME		14,162		14,876		15,222		15,200		6,421		8,000 1 term closed & lower usage
HALL EXPENDITURE												
Cleaner	2,500		2,110		2,025		2,400		530		1,200	
Insurance	1,409		1,461		1,470		1,508		1,509		1,550	
Rates	190		148		223		230		140		230	
Electricity	898		858		1,004		1,100		635		700	
Gas	951		1,058		1,229		1,250		553		700	
Supplies	176		93		138		200		0		100	
Sundries	135		51		101		150		60		100	
Services & Admin	3,600		3,600		3,600		3,600		1,500		1,800	9m x £200
Equipment	211		97		200		200		50		0	
TOTAL EXPENDITURE		10,071		9,476		9,990		10,638		4,977		6,380
SURPLUS/(DEFICIT)		4,091		5,400		5,837		4,562		1,444		1,620
Exceptional Income												
Church Rent		26,300		26,300		26,300		26,300		26,300		31,700

Church Rent assumes increased income 1 mast from next installment. There may also be increase on 2nd aerial & back rent

PAROCHIAL CHURCH COUNCIL OF ST THOMAS THE APOSTLE, HANWELL							
STATEMENT OF FINANCIAL ACTIVITIES							
For the year ending 31 December 2020							
			Unrestricted	Restricted	Total Funds		
	Note	Funds	Funds	2020	2019		
		£	£	£	£		
INCOME							
Donations & legacies	2a	55,517	4,983	60,500	260,944		
Activities for generating funds	2b	5,376	1,000	6,376	8,167		
Inome from Investments	2c	981	161	1,143	1,625		
Church Activities	2d	32,721		32,721	42,397		
Other Income	2e				2,000		
TOTAL INCOME		94,596	6,145	100,740	315,133		
EXPENDITURE							
Church Activities	3a	90,058	3,024	93,081	105,698		
Raising Funds	3b	2,881		2,881	3,197		
TOTAL EXPENDITURE		92,939	3,024	95,962	108,895		
NET INCOME/(EXPENDITURE)		1,657	3,121	4,778	206,238		
TRANSFER BETWEEN FUNDS	5						
NET MOVEMENT IN FUNDS		1,657	3,121	4,778	206,238		
TOTAL FUNDS BROUGHT FORWARD	10	283,558	43,496	327,054	120,816		
TOTAL FUNDS CARRIED FORWARD	11	285,215	46,617	331,832	327,054		

PAROCHIAL CHURCH COUNCIL OF ST THOMAS THE APOSTLE, HANWELL				
BALANCE SHEET AT 31 DECEMBER 2020				
			2020	2019
			£	£
			Note	
FIXED ASSETS				
Tangible	6		1,604	2,406
CURRENT ASSETS				
Debtors and Prepayments	7		6,904	6,496
Short Term Deposits			270,224	269,082
Cash at bank and in hand			63,747	61,003
			<u>340,875</u>	<u>336,581</u>
LIABILITIES				
Creditors - amounts falling due within one year	8		(10,648)	(11,933)
NET CURRENT ASSETS			<u>330,228</u>	<u>324,648</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>331,832</u>	<u>327,054</u>
Creditors - amounts falling due after one year				
TOTAL NET ASSETS			<u><u>331,832</u></u>	<u><u>327,054</u></u>
PARISH FUNDS				
Unrestricted	10 & 11		285,215	71,976
Restricted	10 & 11		46,617	48,840
Approved by the Parochial Church Council on			<u>331,832</u>	<u>120,816</u>
and signed on its behalf by				
PCC Chairman				
Treasurer				
The notes on pages 16-21 form part of these accounts				

PAROCHIAL CHURCH COUNCIL OF ST THOMAS THE APOSTLE, HANWELL			
CASH FLOW STATEMENT for the year ended 31 December 2020			
	2020		2019
	£	£	£
Net cash from operating activities		2,743	200,806
Cash flows from investing activities			
Interest	1,143		1,625
Purchase of Tangible Fixed Assets for the use of the PCC	0		(3,208)
Net cash provided by/(used in) investing activities		1,143	(1,583)
Change in cash and cash equivalents in the reporting period		3,886	199,243
Cash and cash equivalents at 1 January		330,085	130,842
Cash and cash equivalents at 31 December		<u>333,971</u>	<u>330,085</u>
Reconciliation of net income/(expenditure)			
Net Income 31 December		4,778	206,238
Adjustments for:			
Depreciation charges		802	2,447
Interest		(1,143)	(1,625)
Decrease/(increase) in debtors		(408)	(4,613)
(Decrease)/increase in creditors		(1,286)	(1,620)
Net Cash provided by/(used in) operating activities		<u>2,743</u>	<u>200,826</u>
Analysis of cash and cash equivalents			
Deposits		270,224	269,082
Cash in hand		63,747	61,003
		<u>333,971</u>	<u>330,085</u>

PAROCHIAL CHURCH COUNCIL OF ST THOMAS THE APOSTLE, HANWELL							
NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 December 2020							
2	INCOME			Unrestricted	Restricted	Total Funds	
				Funds	Funds	2020	2019
				£	£	£	£
2a	Donations & legacies						
	Stewardship			41,667		41,667	40,815
	Income Tax recoverable			10,894	725	11,619	15,433
	Cash			1,068		1,068	4,586
	Donations			1,526	4,258	5,784	3,226
	Legacies			0		0	196,545
	Friends			363		363	338
				55,517	4,983	60,500	260,944
2d	Income from Charitable Activities						
	Fees			0		0	875
	Church Income			26,300		26,300	26,300
	Hall income			6,421		6,421	15,222
				32,721		32,721	42,397
2c	Other Trading Activities						
	Trident			533		533	691
	Fundraising			4,844	1,000	5,844	7,476
				5,376	1,000	6,376	8,167
2d	Income from Investments						
	Interest			981	161	1,143	1,625
				981	161	1,143	1,625
2e	Other Income						
	Profit on disposal of asset					0	2,000
				0		0	2,000
	Total Income			94,596	6,145	100,740	315,133

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 December 2020 (Continued)

3 EXPENDITURE		Unrestricted	Restricted	Total Funds	
		Funds	Funds	2020	2019
		£	£	£	£
3a	Church Activities				
	Missionary and charitable giving				
	Church Website	246		246	254
	Confirmation				92
	Ordination Buffet				200
	Hanwell Carnival Worksheets				10
	Hanwell Neighbourly Care				200
	Chalk 'A' board				222
	Leprosy Mission	200		200	200
	Ealing Street Pastors	120		120	120
	USPG	400		400	400
	Five Talents	200		200	200
	A Rocha	100		100	100
	Wycliffe Bible Translators				200
	Feed The Minds				200
	Hanwell Homeless Concern				200
	Mothers Union	200		200	200
	Mission Aviation Fellowship				200
	Medical Aid for Palestinians				200
	Ethiopaid	200		200	200
	Well Found	200	398	598	
	Churches together in Hanwell				100
	Red Cross	200		200	200
	St Thomas's Tots	32		32	251
	Internet	140		140	146
	Self Help Arica	200		200	200
	DEC Hurricane Idai				200
	Ealing Food Bank	60		60	150
	St Mungo's	52	148	200	
	Toilet Twinning	94	220	314	
	Christian Aid		229	229	
	Digital Collection Plate		321	321	
	Choir Robes		1,707	1,707	
	December Trident				640
		2,644	3,024	5,667	5,285
	Ministry:				
	Diocesan quota	64,236		64,236	62,317
	Clergy Expenses	554		554	1,314
	Vicarage Water Rates	385		385	376
	Church - running expenses				
	Insurance	4,091		4,091	4,027
	Gas	2,148		2,148	3,709
	Electricity	738		738	1,235
	Rates	87		87	104
	Supplies	873		873	1,029
	Church Maintenance	3,118		3,118	10,346
	Equipment	47		47	
	Depreciation	802		802	2,447
	Music	2,675		2,675	2,294
	Church Hall running costs				
	Hall Cleaner	530		530	2,025
	Maintenance	379		379	1,126
	Insurance	1,509		1,509	1,470
	Gas	553		553	1,229
	Electricity	635		635	1,004
	Rates	140		140	223
	Supplies				138
	Equipment	50		50	172
	Sundries				101
	Church Management and Administration				
	Office Expenses	1,150		1,150	2,129
	Sundries	2,475		2,475	1,358
	Independent Examiner's Fee	240		240	240
		90,058	3,024	93,081	105,698
3b	Raising Funds				
	Cost of events	2,881		2,881	3,197
	TOTAL RESOURCES EXPENDED	92,939	3,024	95,962	108,895

PAROCHIAL CHURCH COUNCIL OF ST THOMAS THE APOSTLE, HANWELL					
NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 December 2020 (Continued)					
4	STAFF COSTS			2020	2019
				£	£
	Wages and Salaries				
	No one was employed by the Church during the year.				
4a	PAYMENTS TO PCC MEMBERS				
	No payments or expenses were paid to any PCC member, persons closely connected to them or related parties.				
5	ANALYSIS OF TRANSFER BETWEEN FUNDS				
	There were no transfers between funds in 2020				
6	FIXED ASSETS			EQUIPMENT	
				£	
	GROSS BOOK VALUE	At 1st January 2020		13,941	
		Additions		0	
		Disposal of Equipment		0	
		At 31st December 2020		<u>13,941</u>	
	DEPRECIATION	At 1st January 2020		11,534	
		Depreciation for year		802	
		Disposal of Equipment			
		At 31st December 2020		<u>12,336</u>	
	NET BOOK VALUE	At 31st December 2020		<u>1,604</u>	
		At 31st December 2019		2,406	
	Church Buildings	Insurance Value		14,000,000	
	Equipment comprises	£			
		3,208	Printer		
		1,259	Digital Piano		
		5,320	Humidifier		
		1,600	Candle Votive		
		2,553	CCTV		
		<u>13,941</u>			
7	CURRENT ASSETS			2020	2019
				£	£
	Prepayments			1,079	1,251
	Other Debtors			5,826	5,245
				<u>6,904</u>	<u>6,496</u>

NOTES TO THE FINANCIAL STATEMENTS For the year ended 31 December 2020 (Continued)					2020	2019
					£	£
8	LIABILITIES					
	Amounts falling due in one year					
	Deferred Income			6,347		7,082
	Other Creditors			4,301		4,852
				<u>10,648</u>		<u>11,933</u>
9	FUNDS					
	The restricted funds comprise:-			£		
	Buildings			20,375		
	Mission and Charities			2,814		
	Hall Maintenance			63		
	Organ			7,133		
	Hearing Loops			1,227		
	Reredos			14,042		
	St Thomas Players			866		
	Dalmatics			98		
				<u>46,617</u>		
	The designated funds comprise			£		
	Church Maintenance			18,884		
	Hall Maintenance			17,904		
	Mission and Charities			4,277		
				<u>41,064</u>		
10	SUMMARY OF FUND MOVEMENTS					
	UNRESTRICTED FUNDS					
		GENERAL	LEGACIES			
		CHURCH	HALL			
		£	£	£		
	Brought Forward	40,757		205,435		
	Income	87,302	6,421	873		
	Expenditure	(81,916)	(3,477)	(1,466)		
	Transfers	1,500	(1,500)			
	10% Stewardship	(8,334)				
	(Surplus)/Deficit		(1,444)			
	Carried Forward	<u>39,309</u>		<u>204,841</u>		
		HALL	MAINTENANCE	MISSION & CHARITIES		
		£	£	£		
	Brought Forward	16,778	17,834	2,754		
	Expenditure	(319)	(3,118)	(2,644)		
	10% Stewardship		4,167	4,167		
	Surplus/(Deficit)	1,444				
	Carried Forward	<u>17,904</u>	<u>18,884</u>	<u>4,277</u>		
				TOTAL UNRESTRICTED FUNDS		
				£		
	Brought Forward			283,558		
	Income			94,596		
	Expenditure			(92,939)		
	Carried Forward			<u>285,215</u>		
	RESTRICTED FUNDS					
		MISSION & CHARITIES	HEARING LOOPS	DALMATICS	ORGAN	ST THOMAS PLAYERS
		£	£	£	£	£
	Brought Forward	2,154	1,223	98	4,982	866
	Income	3,683	4		2,151	
	Expenditure	(3,024)				
	Carried Forward	<u>2,814</u>	<u>1,227</u>	<u>98</u>	<u>7,133</u>	<u>866</u>
		BUILDINGS	HALL MAINT	REREDOS	TOTAL	
		£	£	£	£	
	Brought Forward	20,114	63	13,996	43,496	
	Income	261		46	6,145	
	Expenditure				(3,024)	
	Carried Forward	<u>20,375</u>	<u>63</u>	<u>14,042</u>	<u>46,617</u>	
11	SUMMARY OF ASSETS BY FUND					
				Unrestricted Funds	Restricted Funds	Total Funds
				£	£	£
	Current Assets			295,542	46,938	342,480
	Liabilities - amounts falling due in one year			(10,327)	(321)	(10,648)
				<u>285,215</u>	<u>46,617</u>	<u>331,832</u>

Accounting Policies

Basis of preparation

The PCC is a public entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations “true and fair view” provisions, together with FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)).

The financial statements have been prepared under the historical cost convention.

Incoming Resources

These are included in the Statement of Financial Activities (SOFA) when the PCC becomes legally entitled to the use of the resources and the inflow of economic benefit is probable and the monetary value can be measured with sufficient reliability.

Fundraising Costs - Funds raised from events and trading activities are reported gross in the SOFA, i.e. before any related costs that may have been deducted from the gross proceeds.

Grants and Donations - These are included in the SOFA when any preconditions preventing their use by the PCC have been met. For collections and planned giving this is when the funds are received.

Gift Aid Tax claims - These are included in the SOFA when the claim is received.

Volunteer help - the value of voluntary help received is not included in the accounts.

Rental Income – This is recognised when received.

Expenditure and Liabilities

Liability recognition – Liabilities are recognised as soon as there is a legal or constructive obligation and settlement is probable and quantifiable.

Assets

Consecrated and benefice property – In so far as consecrated and benefice property of any kind is excluded from the statutory definition of “charity” by Section 10 (2) (a) and (c) of the Charities Act 2011 such assets are not capitalised in the financial statements.

Moveable church furnishings - All items are included in the Church inventory.

Tangible Fixed Assets for use by the charity – These are capitalised if they can be used for more than a year and cost at least £1,000. They are valued at cost. Depreciation is calculated over four years.

Short Term Deposits – Includes cash held on deposit with the CBF Church of England Funds.

Funds

Unrestricted Funds – These represent the remaining income funds of the PCC that are available for spending on the general purposes of the PCC, including amounts designated by the PCC for specific purposes.

Restricted Funds – These are income funds that must be spent on restricted purpose and details of the funds held are shown in the notes to the accounts.

Stewardship Report

As at 31st December 2020 we had 67 Stewards (74 at 31st December 2019) who gave either by standing order, weekly envelope, the Parish Giving Scheme, or as one-off donations.

Gift Aid is very important to our finances as a rebate of the tax already paid on donations by our Stewards. We would therefore urge anyone who pays tax equivalent to the amount of their donations to fill in the simple declaration form. Please do ask for a copy.

If you attend St Thomas's on a regular basis, please join our Stewardship programme if you are able to do so. Please consider giving via the Parish Giving Scheme
info@parishgiving.org.uk

To set up a regular donation, please go to this link:

<https://www.paritygiving.org.uk/donors/find-your-parish/hanwell-st-thomas-hanwell/>

If needed our parish reference is St Thomas 23062346 | Hanwell London.

Please do contact me for further information if you are considering becoming a Steward.

Thank you.

Sheila Burt

Sidesman report

This last year has been a very different year for the sidesmen

Many of our sidesmen have been unable to fulfil their duties due to shielding

Those who have been available have done a fantastic job. It is not easy to smile at people through a mask

Duties included

Standing outside, greeting people at the door and reminding them to wear face masks and showing them to one if necessary

Directing people to communion

Counting the previous weeks money after it has had the necessary isolation

Generally seeing what needs doing and doing it

Mission Committee report

Many people have continued to give generously throughout the Covid crisis enabling the Mission Committee to send out this year's donations.

We have in return received some lovely letters of thanks and I would like to share some snippets from these with you.

Self Help Africa report "increasing harvest yields thus building better futures for their families." Feed the Minds and Five Talents say "projects enabling long term change for some of the poorest communities" and "confidence to earn, learn and grow," respectively. 'Nuhu has regained his mobility and independence "now I will be able to better care for my animals and land in Yangoji." ' thanks to his prosthesis from The Leprosy Mission's orthopaedic workshop in Nigeria.

Some projects are not running this year such as the winter night shelter so we have channelled those donations to St.Mungo's who are doing a lot of good work in this area.

The Food Bank has also been put under extra pressure this year so we have set up a monthly donation giving them a regular income.

In addition we have supported Wellfound, a Toilet Twinning project and the Toddler Group.

All of this has been facilitated by the sterling work of Caroline Lumb. Caroline has spent many hours tidying up the accounts, setting up on line payments and liaising with the

charities to ensure the money gets to the right place with speed and efficiency making my job so much easier.

We are always open to suggestions of new charities to donate to so please let us know if you have one in mind.

Sarah Holroyd

Director of Music Report January-December 2020

Following a musically successful 2019, 2020 was shaping up to be an eventful year, with several projects planned, including 'Messiah Choruses from Scratch', and a choral evensong collaboration with The Church of the Ascension in Ealing. Unfortunately, the year was to prove 'eventful' for undesirable reasons, during which public worship on church premises was suspended nationwide due to the Covid 19 Pandemic. Services 'went on line' and were streamed from the vicarage. Following several 'zoom meetings' between Fr Robert and myself, it was decided that the choir would try to record individual parts remotely at home, singing along 'karaoke style' to backing tracks that first Fr Robert, and subsequently myself, would source, recording their performances on smartphones, which I would then 'stitch together' in an edit to produce complete performances. This turned out to be highly successful, and we produced several multi-image video performances which were streamed as part of our service, and even managed to find their way into other church's streamed services too. We are fortunate to have two experienced audio engineers in the parish, one of whom has been a professional for over forty five years, so, when we were able to gain access to the church building again, we set up socially distanced recording sessions to lay down some of our repertoire with all the choir in the same space at the same time, which was quite a novelty by then, and the excitement surrounding that first session was electrifying! The choir quickly adjusted to being at least two metres away from everyone else, and the resulting recordings were then inserted into the live streams as part of Sunday worship.

When the church reopened for public worship, it was decided that although public singing was not permitted under government regulations, our recordings would be played through a 'beefed up' sound system, specially installed for the purpose by Andrew Lumsden. This system has been in use ever since. Perhaps the choir's greatest achievement has been the recording of the music for the concert of Nine Lessons and Carols that took place as usual the Sunday prior to Christmas. Choir members also recorded the readings, and a CD version of the event was produced, so people could sing their favourite carols in the comfort of their own homes, in a way they weren't allowed to do at the event. A copy of which was given to every family who attended the concert, as well as to anyone who wasn't able to be there due to shielding etc.

The CD seems to have been well received, and it was a highly uplifting experience for the choir to have been able to produce it.

From my point of view as Director of Music, I would like to publicly extend my heartfelt thanks to everybody who is involved in the musical life of our wonderful church, especially the choir and organists, without whom none of what we managed to achieve against the worst possible odds in 2020 would have been possible.

Hopefully the second half of 2021 will enable the situation to become a bit more like 'old normal' rather than 'new normal'. We shall see.....

Churchwarden's Report on the Fabric, Goods and Ornaments of the Church, Church Hall and Grounds for 2020

The Churchwardens, pursuant to section 50(1) of the Ecclesiastical Jurisdiction and Care of Churches Measure 2018, caused an inspection to be made of the fabric of the church and all articles appertaining to the church. Gill Shaw, recently retired Churchwarden, undertook the inspection. The content of this report, now delivered pursuant to section 50(2) of the 2018 Measure, has had regard to that inspection.

The Church and garden

The interior layout of the church looked very different in 2020 as arrangements were put in place to enable services to continue in a Covid secure way when permitted. A lot of chairs etc had to be removed and stored in the hall. We are very grateful to Andrew for his work in installing a wi-fi connection from the hall to enable live streaming of services.

The Children's Chapel was brought into use for the mid-week services and is a wonderful sacred space with the addition of a new altar table and bench seating. These were made by Jon in limed oak to match the original church pieces and look so good that some visitors to the church from the 20th Century Society did think that they were original! He also refashioned a collection box into a lovely stand for our new screen reader for card donations.

Following receipt of a legacy donation, we commissioned the making of a new set of Advent altar hangings and banners. These were expertly made by Shaun and look wonderful in their magnificent blue and pink.

We agreed to install lighting to illuminate the outside of the church and the paths and the company who will carry out the work ran a demonstration for us in March. We are currently still waiting for faculty approval of the scheme.

Routine maintenance works have been undertaken, the fire extinguishers were tested and fire blankets checked. The gas heaters were inspected and gas safety certificates issued in Jan 2021. There is one heater which needs further work. Rainwater goods and drains have been routinely inspected and cleared as required.

Over the course of a hot summer it became apparent to the telecom companies responsible, that increased ventilation was needed to the equipment in the tower. There have been some problems with door openings and at present we are waiting on proposals for the repair/replacement of the original doors opening onto the main roof and a better fixing to secure the access doors high up on the tower.

Thank you to everyone who regularly cleans the church, the silver, launders the altar linen, maintains and improves the lighting and sound systems, carries out maintenance works, jet washes the path and creates floral displays including the wonderful foliage archway and star to the main door for the Christmas services.

The gardens have been very well kept and improved by our long serving team of regular gardeners. We are grateful for all their hard work, the creative stuff, the mowing, hedge trimming, pruning, watering, sweeping up, litter picking and making the best compost in Hanwell which is a huge benefit to the well-being of the plants. Thank you to Jon & Jamie who took up and re-laid the uneven paving slabs to the path outside the front porch and repaired the wooden seat in this area.

Church Hall & grounds

Again due to Covid restrictions the hall had a fraction of its usual use in 2020. All voluntarily run groups with the exception of the Brownies did not meet at all from March onwards. There were some limited runs of opening for the zumba and children's dance classes and

the BBC hired the hall for one day in November to record the sitcom Motherland. Events that did take place in the first 2 months of the year were St Thomas Panto, Scout Group Quiz and 3 private parties only.

The fire extinguishers have been inspected and replaced as necessary and gas safety certificates obtained for the 2 boilers and the cooker. During the summer, four of the exterior doors and two interior doors were repainted.

Maintenance and repair works have been undertaken as and when problems have arisen. This has mainly been water ingress from the main roof due to blocked hoppers & its deteriorating state and plumbing works to the toilets.

Quotes were obtained from 3 roofing contractors for the works to either repair or to replace the asphalt roof covering with a new fibreglass one and these ranged from £10,000 for a repair to £25,000 for a new covering. Advice from the Church Architect however was that we could not proceed with replacing a whole element of the structure without complying with current Building Regulations in regard to insulation of the roof which will require an assessment of its structural integrity.

The Architect will be asked in the Spring to look at drawing up proposals for a scheme of works to provide a completely new roof structure, which can then be tendered.

Thank you to Charlotte for her work in looking after the hall especially when I was unwell at the beginning of the year and to Pauline for tirelessly sorting and taking away all the terracycling left at the hall by the community far & wide.

Chloe Mason, Lizzie McLeod-Turabi, and Gill Shaw

PCC Secretary report

PCC meetings in 2020 moved from in person to Zoom because of the Covid-19 pandemic. This did not adversely affect the meetings, which were well-attended and included vigorous discussion.

Unsurprisingly, discussion at the meetings tended to be dominated by the effects of the pandemic on the community and the church, and St Thomas' response to the pandemic and the changing guidance over the course of the year. Topics included how best to support parishioners, practically and spiritually, during the lockdown and the effect of the lockdown on church finances.

Reports on the proceedings of the Deanery Synod

Minutes of the meeting held at All Saints, Ealing Common on Thursday 13th February 2020

Welcome and worship

Revd Steve Newbold, Area Dean, welcomed everyone to All Saints; thanks were expressed for the hospitality today. Revd Rachel Marszalek, Vicar of All Saints, gave a short introduction. The church was built 115 years ago to commemorate the life of Spencer Perceval, the only Prime Minister to have been assassinated. He was an evangelical Christian, a man of integrity and faith committed to his marriage and family, and who worked alongside William Wilberforce to bring an end to slavery.

Today, the church has adapted to welcome all ages. A few rows of pews at the front have been removed to make space for a creche area, the children enjoying pitta bread and grapes at communion time. The altar table is brought down to the floor in front of the congregation.

Rachel led a time of sung worship and prayer.

Deanery Synod and General Synod elections

Julian Duffus, Lay Chair, commented that this year we have elections both for Deanery Synod Members and then for General Synod. As the newly elected Deanery Synod members are the electorate for the General Synod Julia stressed the importance of notifying the Diocese promptly of the outcome of Deanery Synod member elections. This is particularly important given the timeframe for APCMs having been lengthened, until the end of May. From 2020 it is possible to conduct General Synod elections via email

Deanery Mission Team

Revd Christopher Ramsay explained when the Archdeacon Triennial Visitation to a parish occurs, a Deanery Mission team also visit, listening to the PCC and asking questions. The Team are looking for new members, clergy and lay, across the various traditions to join the team. If anyone is interested, they should speak to Christopher or Steve Newbold asap.

Ealing Deanery Plan

Outline

Revd Steve Newbold began by explaining the beginning of a Deanery Plan commenced in January 2017 when Bishop Ric Thorpe helped Ealing Synod plot our parishes and activities on a deanery map. Since then, there had been much prayer and discussion with the clergy, developing ideas including a conference with the Bishop last October. The Bishop gave criteria to guide planning, including that no extra money is available, but it was not a cost-cutting exercise, but to ensure the best use of resources is made. We are encouraged to be creative!

Bishop Pete put together the Willesden Plan of the 4 deaneries, which was shared with Area Council. Bishop Sarah is also producing a Diocesan Plan to replace Capital Vision 2020.

The Deanery Plan continues emerging, developing and re-shaping as we add our contribution.

There are 3 areas: gaps – things to start doing; stop doing; and improve
Steve highlighted points on the plan in all 3 areas.

Clergy are named to take forward each item but others can join the team. Comments were invited as to maybe what shouldn't be on the plan or what could be added.

Initial reaction

Wonderful plan, work in progress.

Everyone can be involved.

Our chance to make a difference in our Deanery.

We should include in our Annual Reports.

What is an Eco Church - one where the members make environmental changes to the way they live. Assess what we are doing, also to look at what to stop too.

Lot of focus on youth, but perhaps nothing for older population.

Specifics

1.1 Example from Hillingdon Deanery – a church site has been sold and used to invest in one church. So stopping things is also important – can we do more here?

1.2 & 1.4 New builds - how to meet people at the earliest opportunity, to tell them of community activities. Fresh expressions – explore what we can do for these new residents. Communication to new Christians as to how church works – lots of members still don't know. Try to get leaders involved, there is a need to communicate, advertise.

Also concentrate on how welcoming we are – people like to be welcomed

Ambassadors – huge amount of rented property at Greenford Quay, transitory population.

How do we reach them? See 'Everyday Faith' - C of E discipleship campaign

1.7 Explore the future of ministry & mission in West Twyford – the local Vicar is to lead a discussion on the future.

1.9 Youth work, schools – Karen Greenidge-Silcott is the Youth Advocate. Can she be included or invited onto the team?

Youth provision – West Ealing for example. Should we have provision all in one church?

Youth – prayer, how we reach out to people. Social media – we go to them, not them come to us.

St Mellitus College - 28 February evening event to learn about social media

2.3 Parish boundaries – clergy probably think of their boundaries, but there could be more overlap of parishes, for leafletting for example. Steve said 90% of clergy do work across boundaries but legalities sometimes need to be worked through.

2.5 Resources, printing etc. happening in every parish but an administrator could be shared between some smaller churches, which could free up monies for use elsewhere.

4.2 Eco church – every church should be encouraged, not just St Mary Norwood Green but the wider church. It's about spirituality, nature, how we are living our lifestyle.

Nothing specific on SSMs – maybe work in secular world; live out our faith in the world.

Rachel M - lay ministry important that we work as a team. There is information about LLMs on the Diocesan website. We can also be asking the Bishop to commission people.

'Everyday Faith' as mentioned above; 'Reframe' – brilliant course, empowering – free. Held at All Saints. Christopher Ramsay – stop thinking 'I want my church to flourish' but think of flourishing of others.

Link to Deanery Plan - <https://ealingdeanery.org/deanery-plan/>

The October meeting was held on Zoom

Welcome and worship

Revd Steve Newbold, Area Dean, welcomed everyone to this last meeting of the Synod triennium. Revd Caroline Newbold read Psalm 8 and then we prayed.

Thank You

Steve Newbold thanked all those who were coming to the end of their three year term on Synod and also welcomed those who had recently been elected to this role. A new Synod in early 2021 would need to elect the Standing Committee (Lay Chair, Secretary, Treasurer and lay/clergy members).

School Governor Elections

Andrew Bickley's term as **Director at the Twyford CoE School Academy Trust** was about to come to an end. The post had been advertised across Synod and one nomination had been received – from **Andrew Bickley** who is keen to serve again. His nomination was proposed by Julian Duffus (St Peters Acton Green), seconded by Lolita George (St John's Southall) and unanimously agreed.

Eco Church – what can we do in a socially distanced world

Steve Newbold reminded Synod that the Deanery Plan which we had agreed in February 2020 made a commitment to promoting Eco Church across the Deanery. This ambition is being incorporated in the Area Plan and the Diocesan Plan 2030. To help us achieve our objective, Revd Dave Bookless (Vicar St Mary's Norwood Green) shared some thoughts and allowed space for us to reflect on our own practice.

Synod divided into small groups to discuss the presentation. Various points were made and ideas shared. All parishes were asked to think how they could further the ambition to promote Eco Church objectives.

Revd Dave Bookless ended the meeting in prayer.

As a result, a small group was set up in St Thomas', to investigate the EcoChurch concept, led by Lizzy Mcleod (izziemcleod@yahoo.co.uk).

Election of representatives to Deanery Synod

We currently have 3 representatives on the Deanery Synod who were appointed at the APCM in October 2020 for 3 years and are in the middle of their first term of office. Nicholas Robinson, Fade Solanke-Mitterer and Charlotte Carotenuto.

Election of additional Lay representatives to serve on the PCC

Three members of the PCC have reached the end of their 3 year term of service: Bev Tremayne, Tracey Sugden and David Gilbert. David and Bev are standing for re-election.

One third of the PCC is required to resign. Sue Cunningham has offered to resign and will seek re-election.

Celia Mason will resign as an elected member and it is the intention of the PCC to co-opt her.

There is room for one further candidate to stand for election as a lay representative on the PCC.

Appointment of an Independent Examiner for the 2020 accounts

Current Independent Examiner: Maria Bob FCCA

Reports from groups

January to December 2020

50+ Fellowship Group

The Over 50s group had several lunches at the beginning of 2020 which were well attended. There was a film show of “The Pyjama Game” and then Covid struck and further activity was curtailed.

Scouting Groups

Obviously 2020 was a challenging year for 7th Hanwell beavers, cubs and scout groups. All groups were in lockdown from March until the end of the year with a brief period in the autumn when we were able to meet in socially distanced circumstances. The groups are just opening again now and hoping that 2021 will be a better year.

Nevertheless, there is something to report in each section:

Beavers

The Beavers were due to take part in an activity weekend, which would have been a first experience of nights away from home, when the lockdown was announced in March. Unfortunately, the event had to be cancelled. We had low membership and the numbers dropped to just two for most of the year. There was limited activity but we have initiated a recruitment drive and expect to back up to as healthy number as we restart in spring 2021.

Cubs

The cubs were preparing for a number of spring activities before lockdown shut the groups down.

The cubs started meeting again after the summer holidays. The highlight of the year saw most of the cub pack hike from Cookham to the district camp site in December and celebrate with a barbecue just before the second lockdown was announced. The leaders ran virtual meetings through this lockdown and there were some fun activities – making ‘armpit fudge’ a highlight. This has maintained engagement and we are ready to restart in spring 2021.

Scouts

Scouts took part in the annual district ‘freezer camp’ in February and then were also affected by the lockdown. The leaders ran some great virtual meetings to keep the scouts involved and we believe this had a positive impact on many when they were otherwise stuck at home most of the time. The scouts also hiked to the district camp site in December – the older scouts hiking a longer distance to earn their food. Archery sessions planned for December were cancelled but are planned for spring and the group is in good shape as we come out of the lockdown in the spring.

Special thanks to all the leaders who have maintained their enthusiasm through testing times. We will all be glad to get back to proper outside activities. Scouting on zoom kept us going but it’s not the real thing.

Doug Rowe, GSL, April 2021

Reports from Girlguiding Units

2020 began as normal with Rainbows, Brownies, Guides and Rangers all taking part in a District Thinking Day celebration. It is always good to recognise that we are just a small part of the largest worldwide organisation for girls and women. The activities included games and crafts from different countries and also a short ceremony that traditionally includes a renewal of promises.

The Guides had a great residential weekend along with 2nd Hanwell (Methodist) Guides that included a day visiting many sites in London. We had a tour of the Houses of Parliament and got to go down Downing Street. The highlight of that was seeing the Prime Ministers cat ! One of the Guides (Thea) made her Guide Promise on the steps of No 10 – a memorable occasion !

After that everything came to a grinding halt ! We were no longer able to meet and life changed for us all. After a few weeks in lockdown all 4 groups (Rainbows, Brownies, Guides and Rangers) started meeting regularly on Zoom. Challenges were sent home to the girls and many badges were completed at home.

The Autumn term saw the Brownies meeting again – outside and first and then for a few weeks we even managed indoors but only with a maximum of 15 girls. Then we were shut down again. So it was back to Zoom. Rainbows, Guides and Rangers had continued on Zoom throughout.

We are pleased to be able to report that all our leaders are still keen and hoping that life will soon get back to normal.

Rainbows: Lydia with Marion, Angie and 3 Young Leaders

Brownies: Bev and Pauline with 2 Young Leaders

Guides: Bev, Natalie and Claire

Rangers: Natalie and Kirsty.

Unfortunately, due to Covid, we have lost quite a few members who have decided not to return. We do have girls waiting to take their places though, so we anticipate being back to full strength before long.

Children's Church

Due to the situation, no new members but a regular attendance of approximately 5 or 6 families. To adapt, we started off with zoom sessions run by Mother Susy and Father Robert and children had fun taking part in home tasks such as creating an Easter garden. As we were allowed to meet again by summer, Sunday School took full advantage of the good weather and church garden where Father Robert conducted the services. The children are thoroughly enjoyed being back in the church. Volunteers rotate in leading the children's activities and the children have started to be included in their service by being given roles for example singing, acolytes or reading. They have really taken to the new format and are developing a better understanding of the church services and love being a part of them.

At Christmas, the children enjoyed taking part in the nativity which was filmed for St Thomas' Facebook group . With thanks to all who made it possible, particularly Olivia, Paddy and Victoria for bringing it together and providing the music.

Panto 2020

Our pantomime, Snow White, written by Ben Crocker, was performed during the first week of January 2020. It was a wonderful show, directed by Caroline Lumb, choreographed by Anna Barber, with Keith Spillett as MD. Our cast of adults and children were, as always a delight to work with.

Participation in the panto is open to all children who are age 7 and above (school year 3). We hold a kick-off BBQ in late August/early September with a read-through and auditions later in the month. We are always happy to welcome new performers both adult and children.

We would be unable to put on the pantomime without the help and support of our crew, technical experts, costume designers and others too many to mention, who give up their time to make our show a success. We owe them all a huge debt of gratitude. We are also very grateful for the support of the parents of the young people and all those who organized the catering for our all-day rehearsals.

Due to the pandemic, we were unable to rehearse a show during the latter part of 2020 and there was no pantomime in January 2021.

We very much hope that as restrictions become less over the coming months, that we will be able to rehearse and stage a panto in 2022.

Sue Cunningham.

Receipt of the Child Protection Policy to go to PCC

The following policy was agreed at the Parochial Church Council (PCC) meeting held on 28 May 2019 to be adopted once available, thus, replacing the existing one. As it stands this Policy remains current.

In accordance with the Church of England Safeguarding Policy our church is committed to:

- Promoting a safer environment and culture.
- Safely recruiting and supporting all those with any responsibility related to children, young people and vulnerable adults within the church.
- Responding promptly to every safeguarding concern or allegation.
- Caring pastorally for victims/survivors of abuse and other affected persons.
- Caring pastorally for those who are the subject of concerns or allegations of abuse and other affected persons.
- Responding to those that may pose a present risk to others.

The Parish will:

- Create a safe and caring place for all.
- Have a named Parish Safeguarding Officer (PSO) to work with the incumbent and the PCC to implement policy and procedures.
- Safely recruit, train and support all those with any responsibility for children, young people and adults to have the confidence and skills to recognise and respond to abuse.
- Ensure that there is appropriate insurance cover for all activities involving children and adults undertaken in the name of the parish.
- Display in church premises and on the Parish website the details of who to contact if there are safeguarding concerns or support needs.
- Listen to and take seriously all those who disclose abuse.
- Take steps to protect children and adults when a safeguarding concern of any kind arises, following House of Bishops guidance, including notifying the Diocesan Safeguarding Adviser (DSA) and statutory agencies immediately.
- Offer support to victims/survivors of abuse regardless of the type of abuse, when or where it occurred.
- Care for and monitor any member of the church community who may pose a risk to children and adults whilst maintaining appropriate confidentiality and the safety of all parties.
- Ensure that health and safety policy, procedures and risk assessments are in place and that these are reviewed annually.
- Review the implementation of the Safeguarding Policy, Procedures and Practices at least annually.

Each person who works within this church community will agree to abide by this policy and the guidelines established by this church.

This church appoints Fade Solanke-Mitterer as the Parish Safeguarding Officer
Incumbent Fr. Robert B. Chapman
Churchwardens: Chloe Mason & Lizzie McLeod-Turabi