

Annual Report for the Parish of St Mary with St Richard, Northolt January - December 2018

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About our Parish

Aims

In law, the Parochial Church Council (PCC) is required to co-operate with the incumbent, The Rev'd Chris Hill, in promoting in the ecclesiastical parish the whole mission of the Church; pastoral, evangelistic, social and ecumenical.

Specifically, as a parish we aim to become a living and loving example of Jesus Christ in our community.

We are responsible for St Mary's Church building and churchyard, St Richard's Church building and land and by letting agreement the Northolt Village Memorial Hall and Memorial Trust Land.

Organisation

Members of the PCC are elected at the Annual Parochial Church Meeting (APCM) in accordance with the Church Representation Rules. During the year, we have had six meetings, with sub committees (Property, Social and Standing Committee) actively working between these meetings and reporting back to the PCC.

The minutes of all meetings (except those deemed by the council to be confidential) are available on request from the Chair or Secretary by those whose names are on the parish Electoral Roll. A summary of each meeting is published and made available in St Mary's within a few weeks of the meeting.

Presentation of the Electoral Roll

The number on the electoral roll at March 2018 was 98.

Every 6 years, all names on the electoral roll are removed and a new electoral roll is created. This was created for the parish of St Mary with St. Richard during February/March 2019. A number of names were no longer eligible to be on the electoral roll and those eligible but no longer worshipping were contacted to advise of the new roll. Following this, the current number on roll is 60.

Frances Johns
Electoral Roll Officer

Administrative information

St Mary's Church is located on Ealing Road, Northolt UB5 6AA

St Richard's Church is located on Sussex Crescent, Northolt, UB4 6DR

Northolt Village Memorial Hall is located on Ealing Road, Northolt UB5 6AA

Correspondence should be sent to the Rector:

St Mary's Rectory, Ealing Road, Northolt, UB5 6AA

Our PCC (2018-19)

The PCC of St Mary's with St Richard's Northolt are an elected team of parish representatives, who work well together, with the Rector, to make decisions in areas of worship, community and mission. We enable our Church to become a living and loving example of Jesus Christ in our community.

Ex officio members

Members who are on our PCC by virtue of their office.

Incumbent	The Rev'd Chris Hill
Churchwardens	Rosemary Conner (Stood down April 2018) Linda Laryea (Stood down April 2018) Abigail Orr (Elected April 2018) Ninus Khako (Elected April 2018)
Deanery Synod Representatives	Stella Ajoku (Elected April 2017) Sylvia Geraghty (Elected April 2017)

Elected Members

We are entitled to have 9 elected members on our Parochial Church Council. Members of the PCC are elected for a term of three years. Each year a third of the PCC members stand down, and a third are elected.

This year we have had 9 elected lay representatives, and no vacancies:

2018-2021	2017-2020	2016-2019	2015-2018
Pauline Byles	Pamela Badhan	Lynne Birch	Stan Conner
Stan Conner	Robin Griffiths	Nick Reeve	Frances Johns
Linda Laryea	Joshua Vale*	Matthew Johns	Pauline Byles

*In becoming Churchwarden, Ninus Khako created a casual vacancy in 2017-2020 term of office which was filled by Joshua Vale.

Co-opted members

Each PCC can co-opt to its membership a limited number of people to become members for the rest of the PCC year.

Frances Johns (PCC Secretary) and Rosemary Conner were Co-Opted to PCC for the year in May 2018.

Rector's Report

The world is constantly changing, and Northolt is no different. Where once stood a thatched village pub now stands a block of flats and a Sainsbury's Local. Where 100 years ago Northolt was a farming area with less than 900 residents, our parish alone (half of Northolt) now has a population of over 16,000 people. Now, Northolt is a large and busy place in which to live and work, but one constant is a Christian presence, and our wonderful St Mary's, at around 800 years old, stands as a reminder of that and the reality of God's love for Northolt.

An annual report encourages us to look back at the 12 months of 2018, and in doing so we look at our story and see God at work.

Worship is at the heart of all we do. We worship in the Anglo-Catholic tradition of the Church of England, and central to our worship is a weekly Eucharist on a Sunday at St Mary's. We have an active congregation serving in various ways to enhance our worship: from music, our serving team, welcome team, readers and many others. Our worship is truly participative, so please do feel able to be involved if you would like to be. Our Children's Church runs on all but the first Sunday of the month (which is a shorter all age Eucharist) and this wonderful work helps our children to engage in worship and faith development in their own space and in an age appropriate way.

In July we gathered in St Paul's Cathedral in great celebration as Jacque Shalloe was ordained Deacon. Jacque was part of our congregation for over 20 years and trained with us for the 3 years leading up to her ordination, during which time she led us in worship and preached regularly.

At St Mary's we follow the Church's liturgical calendar which gives our worshipping life a pattern and a rhythm through the year, including times of quiet and times of great celebration. Our Christmas and Easter Services were particular highlights in the year, although each Sunday is special and we work hard to welcome new and returning worshippers every week. It has been wonderful to have the opportunity to hear from visiting speakers during the year, who have brought their own challenges and encouragement of our own personal faith. We've opened St Marys weekly on a Wednesday morning for prayer and reflection with a service of Morning Prayer at the beginning of the day. Worship isn't just for Sundays or just for in church. We have a small team of people who ensured those who are housebound are visited regularly with communion. 2018 also saw 'pudding club' study a number of courses (including life on the front line, all about living your faith in your everyday life) and a Lent course on the BBC series Broken. Our 2018 Confirmation service saw Alice, Cathy and Ian confirmed in their christian faith and Bishop Pete asked us all to find ways to live out our christian life in our day to day lives.

Our pattern of worship on a Sunday morning reminds us that we meet with God in the reading of the Bible, in our celebration of communion and in each

other. Over the year the social and hospitality teams, as well as others, have enabled us to spend time with one another, meeting together, getting to know each other and seeing God in one another. As well as providing hospitality after our Sunday services, we have also enjoyed picnics during the summer and shared meals on special occasions. There are many other ways (often over food!) to meet up with one another, which can be a way of strengthening our church community and deepening our personal faith. As a church we have ensured people who have new babies or sudden illness have been cooked for on an ad hoc basis and this has been very appreciated.

As well as people supporting our parish life with prayer, time and finances, we have also supported a number of other charities over the year too. In May we celebrated Christian Aid week with a ‘Big Brekkie’, at Harvest (as well as throughout the year) we collected for the Ealing Foodbank and at Christmas all our services raised money for the Ealing Churches Winter Night Shelter.

Our two fairs, Summer and Christmas, have again been great successes, giving us opportunities to talk with many people who don’t normally worship with us. They have been wonderful times of fun for all ages and have raised a large amount of money. It has been particularly wonderful to have St Mary’s open during these events for people to enjoy our building and reflect on the peace it offers.

A recent Channel Four documentary described Northolt as ‘the place God forgot’. We don’t agree, and so have created ‘Love Northolt’ to begin to shout out the fact that we care about Northolt. We were fortunate to receive some funding from the deanery at the end of 2017 and used most of this money in progressing Love Northolt over 2018.

Using Love Northolt as a challenge as much as a statement, we have taken various opportunities through the year to speak with local residents and hear what is needed in our community. Our wonderful Summer fair provided such an opportunity. As people flocked to us for games, food, cakes and treats, we were able to speak to them and ask them what they loved about Northolt and what Northolt needed. Our Community Choir was relaunched at St Richard’s looking to build community through singing on the Racecourse estate, and towards the end of the year two new initiatives were launched to help meet some of those needs; The Memory Cafe and a monthly pub quiz in the Crown.

Our Memory Cafe began in November, in partnership with the Crown pub, as a place for people who would like some company or who are worried about their Memory. Led by Sylvia, it has proved to be a great success, with people commenting that it has been a place where new friends are found. The pub quiz was originally meant to be a one off in October, hoping that it would bring local residents and congregation members together for a fun evening out, with again the emphasis on creating community in Northolt. It proved such a success that this is now happening monthly and any money raised is being

used in support of the Memory Cafe.

Building a strong relationship with the Crown pub has been a really exciting development. Carol singing with a packed pub at Christmas time was a real highlight and fruit of this partnership and I look forward to this continuing. Over the next year I hope that we will find many more chances and ways to ask our community its needs and work out how we can work with the pub and other partners to build community and help people see Northolt is a place to love.

We have a responsibility to look after our buildings and I am grateful to the PCC and our property team, especially Matthew who chairs this, the Churchwardens Rosemary and Linda (who stood down at the APCM) and then Abi and Ninus who took on the role - a wonderful support to me and the parish. There is a full property report further down.

There have been no formal acts of Anglican worship in St Richard's over the last year, following the suspension of the 9am service due to my ill health. Over the year, the PCC has prayed and been thinking of St Richard's and how it might be used for worship and the community in the future. Towards the end of the year we ran a successful 'pop up' community carols event in St Richard's which attracted a number of people to come along. Over the year ahead I hope we will be committed to prayer, to seeking God and considering what's next for St Richard's.

Finally, we have worked with Andrew Corsie over the course of the year, thinking about our values as a parish. This work has been undertaken by the PCC in some structured times away from the parish, and also by members of the congregation over a number of weeks in the summer.

We felt it was important to understand our values, who are we, and the things that are important to us. There are of course many, but over the year we were able to get down to a few key values that were felt to be especially important at this time. These are Inclusive, Growth, Fun, Community, Compassion, Working Together, Forgiveness, God-Led, Sacramental, Sacrificial.

It has been clear in our work as a PCC that these values are displayed throughout a lot of what we do, and we are beginning to see ways in which we can build upon them for the coming year of 2019.

Thank you to you for reading this report, thank you to those who are part of our parish and our worshipping community, thank you to our PCC members, to our Churchwardens and to all who make St Mary's with St Richard's such a wonderful parish to be part of.

Rev'd Chris Hill
Rector and Chair of the PCC

Summary of the Parochial Church Council (2018)

Although the PCC have been looking at various aspects of the church over the year (finance and work required for example), we have also spent some time looking at how we view the church and community, our values, its mission and new things that can be implemented. These areas were also covered during a PCC Away Day which proved to be a very spiritual and fruitful day. One successful outcome, of course, was the start of the memory café which has proved very popular. We pray for its continued success to help those who are lonely in the local community.

The PCC cover various aspects of church life. With such an old building as St. Mary's, there is always a long 'to do' list in every area of the church – this is particularly the case with the property team who look after the fabric and maintenance of the buildings. Lots of work has taken place over the year at both St. Mary's and St. Richard's. Not everything is visually obvious but fire alarm systems for all the buildings have been installed, and floodlights and wires repaired at St. Mary's. It is also hoped that the path at St. Mary's will be replaced this year. Further details are covered in the separate property report. The PCC also receive regular reports from the social committee (who organise fundraising events, social events and provide additional support for services throughout the year) and the Deanery Synod representatives, to ensure the PCC are aware of all areas of the church. A working group was created to look at options in helping the PCC in its administration responsibilities.

With the introduction of the General Data Protection Regulation in May 2018, it was necessary for the PCC to review processes and security to ensure compliance. This is an on-going task for the PCC to manage, but sufficient processes have been put in place to ensure compliance.

The PCC continues to pray for and discuss God's will for our church, and we ask for His guidance as we continue to grow as a parish.

Frances Johns, PCC Secretary

Safeguarding

The PCC has complied with its duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to House of Bishops' guidance on safeguarding children and vulnerable adults.

We are committed to Safeguarding Children, Young People and Vulnerable Adults.

Our Safeguarding Officer is Kim Day Haynes and our Children's Champion is Sandra Russell. All eligible volunteers are checked under the DBS system and this is carried out by Helen Dimmock.

We are supported by the London Diocese Safeguarding Team and they can be contacted on 020 7932 1224

Treasurer's Report

Thank you to all who gave in any way in 2018 and to those who gave of their time and talents to keep our running costs as low as possible.

At the time of writing this report the accounts have not been audited so information regarding the income and expenditure has been provided on the next page.

At a PCC meeting in 2018 it was agreed to close the Halls Account and keep all church monies in one General Account.

The expenditure on hall maintenance is significantly greater than the income. Money carried over from previous years has been used to complete some long-standing repairs and those that had been identified in the Quinquennial. In 2018 11 people contributed to the Parish Giving Scheme. By the end of the year 7 people paid their giving by Standing Order. These are very helpful ways to give as a known regular income enables the PCC to set a realistic budget. We have lost 3 regular givers this year, but I am sure their giving will soon be covered by others.

Unfortunately we have needed to use £8,000 of the Restricted/Allocated Fund money in order to cover our costs over 2018. This money has been given to enable the church to embark on larger projects and should not be used to cover the running costs of the church.

As Members of the church it is important that we reflect on how we can ensure that our giving covers all of the day to day running costs of the church to enable additional funds to be used on developing the work of the church.

We are very fortunate to have regular lets in both halls as well as a growing number of casual lets, which will cover their running costs and also support the church running costs that are not covered by the congregation's giving.

I would encourage all those who pay tax to give through the Parish Giving Scheme which provides a monthly tax return with no additional work to Rosie our Stewardship Secretary. If you are a tax payer and give by another method please ensure that you complete a Gift Aid Form.

Pauline Byles
Treasurer

A note on the parish accounts:

The parish accounts are currently being finalised and examined.

When they are back with us they will be approved by the PCC and published.

<u>St Mary with St. Richard</u>		<u>General Account</u>	
INCOME / Expenditure 2018		Halls Account	
INCOME (Unrestricted)		EXPENDITURE (Unrestricted)	
Parish Giving Scheme	£9,831.55	Common Fund	£30,000.00
Tax Refund	£4,177.15	Adminstration	£1,315.68
Standing Orders	£2,690.00	Insurance Services.	£2,537.15
Planned Giving	£6,588.70	Maintenance	£610.70
Collection Plate.	£3,852.99	Priest Expenses	£2,608.20
Fundraising	£2,297.77	Visiting Priests Utilities.	£730.19
Donations	£3,831.42	Account Fee	£419.20
Books	£68.00	Fundraising Expenses	£3,302.63
Vergers, Stole Bishop's Fund.	£189.60	Hospitality	£60.00
		Brunch Church	£162.95
		Flowers	£194.89
		Music	£27.97
		Walsingham	£56.25
		Vergers, Stole Bishop's Fund.	£758.80
			£804.00
			£189.60
		Halls Expenditure	£1,099.17
		Cleaning	£345.00
		Cleaning Materials.	£226.86
		Maintenance.	£14,411.40
		Gardens.	£320.00
		Utilities	£1,255.46
		Utilities (Flat).	£1,432.88
		Utilities (Memorial).	£1,249.13
		TOTAL	£63,018.94
		INCOME (Restricted)	£63,018.94
		CCLA Investment	£4,448.78
		Funerals/Fees	£3,859.00
		Mission Fund	£2,005.00
		Charity.	£1,035.58
		Memory Café	£552.21
		TOTAL	£11,900.57
		EXPENDITURE (Restricted)	£4,767.45
		Graveyard upkeep	£2,270.00
		Mission Fund	£1,784.85
		Charity.	£563.40
		Memory Café.	£149.20
		TOTAL	£4,767.45
		Bank Balance 31/12/18	£309,733.95

The Fabric of the Parish

(a report from Churchwardens and Fabric Committee)

In 2018, the teams were able to get a lot of work completed on St Richard's and some emergency work carried out at St Mary's, but there is a lot still to do across all properties. During the year a comprehensive fire risk assessment was undertaken on each of our buildings by West One Fire Protection and the PCC have completed works on St Richard's and the Memorial Hall, and are awaiting faculty approval to undertake the necessary works at St Mary's. Health and Safety is extremely important to us, and over the year we have completed various repair works as and when needed to ensure the safety of each of our buildings. Comprehensive Risk Assessments will be carried out in each of our buildings in 2019.

All buildings are kept secure, and all property is listed in our parish inventories. Key holders are recorded, and all keys are signed for. Our properties and contents are fully insured by Ecclesiastical Insurance.

Over the year we have been made aware that the PCC owns a further property, the Guide Hut on the Racecourse Estate. We have begun talks with Northolt Guides regarding this and hope to resolve it this next year.

St Richard's Church

St Richard's has been in dire need of work for some time, and this year we were able to get a lot of it done. A sheet of stable asbestos (i.e. the type that won't cause any health issues) has been safely removed from a cupboard that used to contain batteries to run the building in case of a power outage, and a survey of the entire building has been completed to confirm this was the only asbestos in need of removal and to give a full picture of the asbestos content of the rest of the building.

The main entrance doors have finally been replaced, making the building more secure and making it easier for pushchairs, buggies and wheelchairs to enter the building. A new alarm system has been installed, along with external lighting with movement sensors to further enhance security, as well as make the building more attractive at night, especially to those who use it after dark. It is especially nice to see the St Richard's Church sign lit up and visible now. To comply with the fire risk assessment a fire alarm including push button points around the building has been installed, along with various other safety features.

The ceiling in the main hall has been repaired, and the kitchen has a new cooker hood with extractor fan, gas safety equipment and some new cupboard units. There were also a number of other repairs carried out that had been highlighted in 2016's Quinquennial Inspection (QI).

The nursery have undertaken some repairs to the fencing around the garden, and the vinyl floor in one of the downstairs rooms has been replaced by them with laminate flooring.

During these works an issue has been identified with some of the exterior concrete. We have received a structural engineer's report and are waiting on more advice and concrete testing to determine the next steps. We applied for and received a grant from the diocese to cover the cost of the survey and report.

St Mary's Church

Visitors to St Mary's will now be delighted at how visible the church is from the surrounding areas as the trees that previously surrounded it in Belvue Park have been removed. Coming up the path to St Mary's you can enjoy uninterrupted skyline views and can see across to the hills at Northala Fields. The high fence has been replaced by a much lower one, which still clearly delineates the property, but makes the church very visible to all.

The heating and electrics at St Mary's remain in need of replacement, but while some emergency repairs were being carried out to the electrics this year the heating was put on a timer circuit, so that it can be set to come on automatically without someone having to physically visit the church to switch it on. As a result, the church has been noticeably warmer this winter, but still has numerous cold spots throughout due to the old, inefficient heating.

The church underwent fairly comprehensive restoration in 2008, but the 2018 Quinquennial Inspection (also known as the QI) highlighted that the exterior of the building has degraded somewhat as a result of impervious (i.e. non-breathable) paint being used erroneously. While this hasn't caused any structural issues yet, it will need to be looked at urgently with our architect to ensure that it doesn't worsen.

The grounds team, led by Robin, have been diligently working away at the churchyard, cutting back ivy and weeds to reveal many graves that have been hidden for years, trimming some of the trees in the churchyard and generally making the churchyard a nicer and more accessible place.

The path leading up to St Mary's from the Memorial Hall carpark remains an issue – the crazy paving that was laid in the second half of the 20th century has become very uneven due to the tree roots underneath. The property team, churchwardens and rector are working with our architect to evaluate options for replacing the path and hope to have this completed over the next year to improve access to the church for all. We have highlighted various other needs to be looked at for St Mary's, including the heating system, the lighting and the sound system, as well as the need for a toilet, and hope to continue talks with the architect on these needs too.

Those attending services at St Mary's will have noticed that we now use a projector to make it easier for the congregation to see the words for readings, responses during the service and words for hymns. This is housed on the front pew, which we applied for a temporary faculty from the diocese for. This has been well-received and we will apply for a permanent faculty in the coming year.

The PCC have been investigating officially closing the Churchyard on the grounds that there is no longer any space for burials. This means that we will no longer legally be able to hold burials in the churchyard, which has been the case unofficially for some time due to space. We will still be able to inter ashes. The PCC have applied to Ealing Council for them to take over the maintenance of the churchyard (an option available to us in closing the churchyard). This process takes a year and should be completed in 2020.

The Memorial Hall

We continue to enjoy the use of the Memorial Hall on Sundays for Children's Church, after-service hospitality and various meetings through the year. Over the course of 2018 there have been necessary repairs made as well as installing fire detecting devices and other safety improvements following the fire risk assessment. The Hall is well used by external lets.

Abigail Orr & Ninus Khako - Churchwardens
Matthew Johns – Property team Chair

Deanery Synod Representatives' Report

It continues to be a privilege to represent our parish at the Ealing Deanery Synod. To know that we are walking together with other representatives from all the churches in our deanery and to help understand how we become involved in the decisions made in the wider church community.

There are four synod meetings that take place each year. They consist of talks from inspiring speakers, case studies of good practice and the formal voting processes that need to take place relating to the wider Church of England. The deanery also considers Mission Fund applications from churches (managed by Pathways, a local charity) towards Christian projects. We hope you will prayerfully consider attending at least one. You would be most welcome.

The Archdeacon's Visitation and Celebration Service at Holy Cross Church, Greenford in May was an opportunity to hear some wonderful singing from The Edward Betham C of E School choir and the Ealing Gospel choir (St Barnabus, Pitshanger Lane).

Archdeacon Duncan Green led the commission/admission of Churchwardens. Hearing both Abi and Ninus making their sworn declaration to faithfully and diligently discharge their duties in our parish is a reminder that we all need to work together to fulfil the vision God has given us.

Our July meeting at St Paul's Church, Ealing saw presentations from all the Mission Fund applicants. We heard lots of exciting and inspirational projects taking place in our deanery providing links with communities in need. Please do speak to us if you want to hear what other churches are doing to reach out and grow.

The focus on the October meeting at Christ The Saviour Church, Ealing was celebrating the eucharist service and sermon with The Bishop of London, The Rt Revd & Hon Dame Sarah Mullally. She outlined the importance of finding time for quiet prayer daily (prayer pattern) in order to build and deepen our relationship with God. The service ended with a Q & A session. Bishop Sarah stated that each parish should ask itself "what is God asking us to do", that we should share the hope we have found and to be creative.

Our thanks go to Reverend Steve Newbold, Area Dean and Reverend Caz Dunk, Assistant Area Dean for all their hard work, support and guidance.

It has been truly amazing to see God's work happening within the Ealing Deanery over the past year.

Please continue to pray for God's blessings on our Deanery Synod.

Deanery Synod dates for your diary:

Thursday 16th May 2019 7.30pm – St. Mary's Ealing, Archdeacon's Visitation
Tuesday 2nd July 2019 7.30pm – St. George's Southall, Mission Fund Awards
Thursday 17th October 2019 7.30pm – Being Church in a Post Brexit world

Sylvia Geraghty and Stella Ajoku
Deanery Synod Representatives

Volunteers

We would like to thank all who commit so much and work so hard to make our parish the loving, fun, inclusive community that it is. If you feel that you would like to have a go at doing something do have a chat with Fr Chris or a member of the PCC.