



**ST MARY'S
CHURCH
EALING**

St Mary's Road
Ealing
W5 5RH

**Annual Report and Financial Statements
of Parochial Church Council
for year ending 31 December 2024**

OBJECTIVES and ACTIVITIES

St Mary's Church was the historic parish church of Ealing. Following changes to the demography of the Borough, especially in the 19th century, St Mary's is now one of a number of Anglican churches in the London Borough of Ealing. It is within the Willesden Area of the Diocese of London, and in the Archdeaconry of Northolt and the Ealing Deanery.

Our vicar of more than 25 years, Revd. Steve Paynter, left St Mary's in January 2024 and so St Mary's has spent most of 2024 in a vacancy without a full-time incumbent.

St Mary's PCC adopted a strapline in September 2017 and, further to adoption of that strapline, approved and adopted a new Mission Action Plan (MAP) for 2020-2025 to help us to identify what God wants St Mary's to do in 2024:

Our Vision at St. Mary's is:

Love God, Serve People, Make Disciples.

We aspire to be a people:

- Who love God with all our heart, soul, mind and strength and care for his creation,
- Who serve people, loving our neighbour as we love ourselves and,
- Who make disciples of all peoples, baptizing them and teaching them to follow Christ

In 2024, the PCC prepared a Parish Profile as part of the vacancy process. Preparation of the Parish Profile was informed by a process of the PCC listening to God through the congregation and identified our priorities for the future.

- Developing our worship to engage with a diverse church family.
- Developing our youth provision.
- Developing our home groups and midweek offering.
- Maintaining and developing mission in the community.
- Encouraging people to offer their time and energy (as they are able) to support St Mary's family and outreach activities.

As part of the Diocese of London, St Mary's also aims to move forward with the Diocesan priorities of becoming a younger, safer and more racially just Church.

ACHIEVEMENTS and PERFORMANCE

LOVE GOD

Worship

We thank God for

- All who serve by contributing to our worship at St Mary's: at the front—in leading, preaching, reading, praying and music; behind the scenes in setting up the worship area and on the technical side; welcoming the congregation at the start and with refreshments afterwards.
- All who attend our services, praying that they might meet God.

We are particularly grateful to our Worship Leading and Adult Learning Group of Revd. Wai Meng Chow, Revd. Alex Volossevich, Licensed Lay Minister Jonny Baker and Lay Commissioned Minister Angela Barnfather for their extra work in 2024 to enable the normal service schedule at St Mary's to continue more or less as normal in our vacancy. We were also delighted to welcome a number of visiting preachers and speakers to some of our Sunday morning services to bring God's word.

The principal act of worship is at 10.30am each Sunday morning and includes each month a “Whole Church Communion” service (for all ages), Holy Communion (on one other Sunday), and two Morning Prayer services. The average attendance on an average Sunday morning [one which is not a major festival or contained in a peak holiday period] is about 100 adults (16+) and about 50 children and teenagers (younger than 16) with a wide spread of ages, experience and ethnicity. Prayer support is again being offered during many morning services.

Musical worship in the morning services is a combination of traditional hymns and more modern worship songs led by the music groups (leaders Yoshiko Endo and Neil Latchman) or from the organ, piano, keyboard or recorded music as appropriate. In 2024, we welcomed Barry Phillips-Devaney to lead worship from the guitar at the morning service on the third Sunday of the month.

For those seeking a more reflective style of worship, we have continued to conduct a number of Taizé-style evening services and also Celtic services on the first Sunday evening of the month at 6pm. On the second and fourth Sundays of the month, when the morning service is a Service of the Word, we have offered a 6pm Holy Communion service for a smaller but regular congregation. Grace holds services every second Saturday, exploring more contemporary forms of worship and reflection.

Two infants (under 1), seven children (1 to 4) and two adults have been baptised at baptism services. One wedding took place at St Mary’s. There were four funerals at St Mary’s and another two funeral services were conducted (on behalf of this church) at a crematorium or cemetery. In addition, a member of the clergy baptised an individual at home and conducted a wedding including that individual at home because the individual was too ill to come to church.

In addition to the monthly evening prayer meeting being offered on the third Tuesday of the month in 2024, a prayer card / bookmark was produced and a monthly prayer breakfast was organised for the first Saturday of the month to pray for St Mary’s during the Vacancy.

Services were offered for Ash Wednesday, Palm Sunday, Maundy Thursday, Good Friday (meditation in the afternoon) and Easter Day.

Creationtide was observed in September with Revd. Tina Rapson, Creation Care lead for the Willesden Area, preaching on 15 September.

A harvest celebration was held on 6 October with food being collected for Ealing Foodbank.

Remembrance Sunday was observed on 10 November with Revd. Andrew Corsie, Willesden Area Director of Ministry, Mediation and Restorative Practices Lead, preaching on reconciliation. A bereavement service was held at 3pm on 17 November.

A number of special services were held over Advent and Christmas. A COSMOS Nativity took place on 15 December in the morning (not livestreamed). On the evening of 15 December, there was a carol service with congregational singing and a couple of items offered by a choir led by Barry Phillips-Devaney. A crib service was offered on 24 December together with a midnight communion and then there was a 10.30am service on Christmas Day.

Youth and Children

We thank God for

- Our children and young people; their parents and carers; all who serve as leaders and helpers to help our children and young people to grow into the knowledge and love of Jesus; and all in the congregation who welcome the children and young people into our church and encourage the leaders and helpers.

The children and teenagers participate in a structured programme of activities appropriate to their age. St Mary’s allows children and young people who have not been confirmed but who have received appropriate preparation to receive communion.

Children’s and Youth Worker Apprentice Charis Eldrid was commissioned on 8 September with the volunteers who lead and help with our children’s groups.

A bake sale was organised on 6 October to raise funds for youth club activities.

SERVE PEOPLE

We thank God for

- The initiative of those who discern a need and how it can be met; and
- all who volunteer at and with St Mary's to serve our communities both locally and globally.

Outreach

A monthly **Free Family Dinner** was offered in the church hall to September 2024, reaching out to families who are struggling financially to provide a dinner and some social interaction and also to make connections. 20-30 people (including children) have been attending.

South Ealing Community Food Cupboard (SECFC) was set up with the focus of reducing food waste and the associated carbon emissions. SECFC operates in the old vestry and flower room, access from outside; 1 - 3 pm on Mondays (except bank holidays). Surplus food from various retailers that would otherwise go to landfill is supplied to SECFC (e.g. via Felix Project) and SECFC also now receives a large pallet of fresh fruit and vegetables from a large wholesale market in East London. Both sources are delivered to us free of charge, the former by DHL and the latter by a public-spirited retailer. The food is made available to anyone and everyone from the local area. Sadly, the current financial climate means that the offer of free fresh food is much appreciated by many of those who make use of SECFC.

Babies and Toddlers Group meets on Tuesday mornings in the church hall with regularly 20 to 30 adults or more and accompanying children.

Polygonian Friends meets on Wednesday lunchtimes in the church hall to provide opportunities for people of all ages to socialise over refreshments. Membership is currently around 28—40.

Youth Club runs twice monthly on a Tuesday evening between 6.30pm – 8pm. The children are encouraged to engage in games and there is also always food available. For the 2024/2025 academic year, the numbers have steadily grown and on average 15 young people now attend with a mix of half already attending churches and the other half invited by their friends to be part of our youth club.

Racial Justice

Ethnic diversity in the parish of St Mary's is below the average for London Diocese with 30.4% of the population who are UK minority ethnic. However, this is still a significant proportion of the community. St Mary's commemorated Black History Month in October and has set up a working group to develop our response further.

Overview of Mission at St Mary's

St. Mary's is a "Missionary Church," showing real concern for the well-being of our local community, and the wider world through prayer, giving, and involvement.

Each month a different society is the focus of particular attention and prayer, and most are represented by a Mission Secretary from within our congregation. A mission notice board in the Polygon gives information about important aspects of mission. Speakers are invited to speak about mission and their particular society at St Mary's from time to time.

The mission societies and individuals supported by St Mary's are chosen to cover a range of needs, locally ("Mission in Ealing" - Ealing and more generally in London), in this country and overseas while keeping the number restricted so that we can focus on each society at different times. With some societies, we are fortunate to have a more personal link through a link mission partner who keeps us informed of their work and whom we can support in prayer as well as financially. Support for mission societies at St Mary's is co-ordinated by the Mission Support Committee.

Mission at St Mary's in 2024

The particular societies and people we supported in this way in 2024 are:

- A Rocha (a Christian conservation charity based in Southall);
- Bible Society;
- Christians against Poverty - a debt counselling service which advises individuals on management of their money and debts and also offers courses and workshops on relevant topics;
- Christian Aid;
- Church Army;
- CMS – link mission partners Ben and Katy Ray working with people with disabilities in Tanzania – with See Ability First International (SAFI) promoting livelihoods for people with disabilities in Tanzania;
- Interserve – link mission partner Christine Morris working as an educational specialist in India helping children with special educational needs such as dyslexia, who would otherwise be put to one side and also working to train other teachers in many areas of India, especially rural areas
- Prison Fellowship;
- SAT-7, a Christian satellite TV network broadcasting Christian programmes into 100 million homes across the Arab, Persian and Turkish speaking world;
- TEARfund; and
- Ukraine - Alison Giblett based in Kyiv, Ukraine with CMS; as this has been her home and community since God called her to Kyiv in 2004, she has remained in Ukraine since the start of the war in 2022 (following guidance from CMS and her local pastor); with her church, she continues to seek to offer practical, spiritual and emotional support to people whose lives have been torn apart by the war, in Kyiv and beyond. £995.79 was raised for the Temple of the Living God church in Ukraine from a concert at St Mary's on 7 December and our carol service on 15 December.

Relationship with other local churches and organisations in 2024

As well as organisations overseas and the rest of the UK, St Mary's is keen to support mission more locally, working with other churches and organisations, financially and / or with volunteers

- City Harvest – collects nutritious surplus food from all segments of the food industry including restaurants, grocers, manufacturers, wholesalers, hotels and caterers and distributes it to organisations that provide meals to vulnerable people including homeless shelters, soup kitchens, centres for veterans, and organisations that assist people with alcohol or drug addictions;
- Dementia Concern - supports people with dementia and their carers to live as independently as possible;
- English classes (including “craft and conversation” classes and outings) for female immigrants based at St. John's, Southall – now associated with the interfaith work in Southall and considered a model for other organisations to follow;
- Oxford Kilburn Youth Trust (OK Club) – works in the Kilburn area with refugees and others (including youth) in the local community – support from St Mary's includes two members who have been trustees for a number of years;
- the Soup Kitchen at St John's West Ealing – provides hot drinks, hot meals and other sustenance (including clothing and consumables) for homeless or poorly housed people – together with six other churches, St Mary's provides a rota of volunteers. St Mary's also hosted a fundraising concert on 6 July organised by Angela Hailstone which raised £1,100 for Soup Kitchen.

St Mary's also works with a number of other local churches and organisations:

- West London Leaders is a group of 130+ church leaders, youth leaders, ministries, charity leaders, church administrators, churches together representatives and volunteers from a huge variety of different Christian denominations. meet together around four times a year to connect relationally, hear updates and news, pray together and to collaborate. They have an annual rhythm including prayer focus (i.e. prayer walk or 24-7 prayer, Thy Kingdom Come), profiling and supporting key ministries which aid social transformation.
- Arising from West London Leaders, a collaboration with youth workers and leaders from other churches in Ealing has given St Mary's young people the opportunity to engage with youth from different churches and those who do not attend church by attending events such as a football event with players from Brentford FC talking about their faith, a fireworks night, and a silent disco.
- Ealing Deanery comprises all the Church of England parishes and organisations in the London Borough of Ealing with 33 churches, five Church of England schools and five chaplaincies. The Synod brings together representatives from all the churches in the deanery three times a year.

Other links with the local community

Hiring of the Church buildings and the Polygon, managed by Isobel Peaty, provides opportunities for outreach to our local community, as well as an income to help with maintenance costs.

MAKE DISCIPLES

Ourselves

We thank God for

- Opportunities to learn more about God the Father, Jesus the Son and the Holy Spirit in small groups; the desire for such opportunities; and opportunities to get to know one another and to build relationships.

Many people read the bible on their own. It is appreciated that many people may now prefer to access their Bible reading materials online.

Two home groups meet for Bible study, prayer and support and there is also a support group for those who have lost someone they love.

In view of the demands of the Vacancy, no Lent courses were offered centrally in 2024. A four-week Christian basics/refresher course "Hope Explored" was offered in the summer and a nine-week course "Discipleship Explored" in the autumn. Those attending the Discipleship Explored course will, with other interested members, form the basis of two new Encounter groups in 2025. After the Sunday morning services, people are encouraged to stay and socialise with refreshments of tea, coffee and biscuits prepared and served by a number of different teams with volunteers of a wide range of ages.

A buffet lunch and informal send-off with contributions from the children took place after the morning service on Sunday 7 January to say farewell to Revd. Steve and Jennie Paynter. A bring and share lunch and summer party was held after the morning service on Sunday 30 June and we were pleased that the Bishop of Willesden the Rt Revd Lusa Nsenga-Ngoy joined us to preach at the service and then to chat to people after the service.

Parish Survey and Profile

The PCC agreed that we wanted to listen to the whole congregation to seek their views about what matters to them at St Mary's to prepare a Parish Profile for the advertisement for a new vicar. Everyone on the email distribution list and attending services at St Mary's was invited to

complete a survey anonymously regarding who we are, where we feel God is leading us and who should join us as our next vicar. Around 60 written responses were received, and further consultation took place with those present at publicised communion services on Wednesday 17 April and Sunday 21 April.

The youth and children were also consulted and some of their quotes included in the Profile.

A photoshoot took place during and after the morning service on Sunday 12 May to provide photographs for the Profile and also for the new website.

REFERENCE AND ADMINISTRATIVE DETAILS

Church office:	St Mary's Church, St Mary's Road, Ealing, LONDON W5 5RH
Vicar:	The Revd Steve Paynter to 30 January 2024 Vacant from 31 January 2024
Principal bank:	CAF Bank Limited (online bank)
Independent examiner:	Maria Bob, FCCA
Investment managers:	Church of England Board of Finance
Inland Revenue (Gift Aid) reference:	XN22839
Charity Commission registration number:	1132026
Environmental Body enrolment number:	984068

STRUCTURE, GOVERNANCE & MANAGEMENT

The membership of St Mary's

All those associated with St Mary's are encouraged to register on the Electoral Roll and attend the Annual Parochial Church Meeting. There were 214 people on the revised Church Electoral Roll prepared for the 2024 APCM. Wei Hei Kipling served as Electoral Roll Officer.

The PCC

The Parochial Church Council (PCC) is responsible for working with the clergy to promote, within the parish and beyond, the mission of the Church: pastoral, evangelistic, social and ecumenical.

St Mary's has been in a vacancy since 31 January 2024 and so the PCC is working with the Bishop of Willesden to secure the appointment of a new incumbent. The vacancy was advertised in July with interviews in September, but no appointment was made. The Bishop was happy that the process itself worked, and that St Mary's is simply waiting on a gift from God. The worst outcome would be to appoint the wrong person. The vacancy will be readvertised in January 2025.

The PCC manages the church's finances and is also responsible for the maintenance and management of the church building, associated buildings and churchyard (which are, in law, the property of the incumbent). It also owned two properties – 38 Airedale Road, and Flat 16, Gerrards Court – which are vested in the London Diocesan Fund; 38 Airedale Road was sold in 2024 with the proceeds invested until the time is right to purchase another property.

Some members of the church are members of the PCC by virtue of their office, or because they are members of other bodies, in accordance with Church Representation Rules. The remainder are elected at the Annual Parochial Church Meeting.

In 2024, the PCC met twelve times in person with two of those meetings each taking place over two evenings. This increase in the number of meetings in 2024 over a normal year was primarily due to the requirements of the vacancy process. The following served as members:

Ex-officio members:

Vicar	The Revd Steve Paynter to 30 January 2024 Vacancy from 31 January 2024
Assistant Vicar	The Revd Wai Meng Chow (SSM) The Revd Alex Volossevich (SSM)
Licensed Lay Minister	Jonny Baker
Lay Commissioned Minister	Angela Barnfather
Church Warden(s)	Ruth Wheeldon
Members of London Diocesan Synod	July 2024 Revd Alex Volossevich, Antje Whitehurst
Members of Deanery Synod	Wei Hei Kipling, Brian Everett To January 2024 Jennie Paynter From April 2024 Antje Whitehurst

Elected Members:

Anthony (Tony) Chambers	Julia James
Marijana Cranmer (re-elected 2024)	Wayne Leighton
Steve Cripps	David Morrow (to April 2024)
Pat Ealey (from April 2024)	Tom Russell (to April 2024)
Cliff Gardiner	Wilma White
Anna Hawes (from April 2024)	Antje Whitehurst (to April 2024, then Deanery Synod)
Charlie Hawes (to April 2024)	
Nigel Houghton	

The Vicar was Chair until he left in January 2024. Julia James was elected Lay Vice Chair in January 2024. Wei Hei Kipling was appointed PCC Secretary and David Morrow as PCC Treasurer (to April 2024). No PCC Treasurer was appointed after the 2024 APCM and so the responsibilities of PCC Treasurer were taken by churchwarden Ruth Wheeldon with support from Chair of Finance Robert Kipling and bookkeeper Hazel Neaverson. (As Robert Kipling's wife Wei Hei Kipling is PCC Secretary, it is not good governance for Robert Kipling to be PCC Treasurer or even a PCC member.)

The PCC is a corporate body established by law; it operates under the Parochial Church Council Powers Measure 1956. The PCC is now registered with the Charity Commission, as required by the Charities Act 2006.

The PCC is required by law to appoint a **PCC Standing Committee**, which has power to transact its business between meetings, subject to any directions it may give. During 2024, the members of the Standing Committee were: Steve Paynter (to January 2024), Tony Chambers (from April 2024), Steve Cripps (from January 2024), Charlie Hawes (January to April 2024), Julia James (from January 2024), Wei Hei Kipling, David Morrow (to April 2024), Ruth Wheeldon and Wilma White

Teams:

The detailed life of the church is overseen by a number of Teams, which are set up by and make recommendations to the PCC. During 2024 the Teams were as follows:

- **Carbon Net Zero** (Chair Steve Paynter to January, then Wei Hei Kipling) – responsible for developing a Net Zero Carbon Action Plan, including a Heat Decarbonisation Plan, to

reduce the Carbon emissions of the Parish of St. Mary's, Ealing to NET ZERO by 2030, the team has not been active in 2024 because of the requirements of the vacancy

- **Comms** (Chair: Naomi Clarke to July; then Wei Hei Kipling) – responsible for reviewing and developing St Mary's communications including our branding, website and use of the ChurchSuite platform for collection, storage and use of data.
- **COSMOS - Children of St Mary's on Sunday** (Co-ordinator Marijana Cranmer) – responsible for the teaching and encouragement of children on Sunday mornings
- **Fabric** (Chair: Steve Paynter to January; then Brian Everett) – responsible for our buildings, checking them; planning, organising and in some cases carrying out necessary works.
- **Finance** (Chair: Robert Kipling) - responsible for monitoring of expenditure, checking of the initial draft accounts and the draft annual budget, and promoting the stewardship (planned giving) scheme.
- **Grace Facilitation** – responsible for co-ordinating the Grace Service and associated activities.
- **Health & Safety** (overseen by the churchwarden(s)) – responsible for the health and safety policy at St Mary's including review and implementation
- **Mission Support** (Chair: Christine Goldsmid) – responsible for co-ordinating and inspiring support for Christian mission at home and overseas and making recommendations for the distribution of monies given by church members for mission.
- **Racial Justice** (Chair: Wei Hei Kipling) – set up in October and responsible for developing a St Mary's response for Racial Justice
- **Vacancy** (Chair Ruth Wheeldon) – responsible for developing and implementing a strategy to prepare a Parish Profile involving consultation with the St Mary's family for advertisement of a new incumbent
- **Worship Leading and Adult Learning** (chairing of this group was shared) - responsible for the main Sunday worship and growth to Christian maturity of church members
- **Youth Steering** (Chair: Marijana Cranmer) – set up in December and responsible for supporting the Youth Worker Apprentice in her role and making decisions about youth related matters.

HOW WE DO WHAT WE DO

Staff and Volunteers

We rejoice and thank God and our current volunteers

- for the range of activities St Mary's currently has. Together these ensure the efficient running of the church, support for our church family, caring for our buildings and grounds and reaching out to our neighbours and the wider community. We would say that "The glass is half full" - though we do have our committed volunteers, it would always be useful to have more for the many activities that St Mary's would like to offer.

The vicar was paid a stipend by the Diocese, to which the Church pays a full contribution. The Children's and Youth Worker Apprentice is paid by the Diocese, to which the Church pays a full contribution. The church administrator employed by the church is paid from the Parish finances. One musician who is not a member of St Mary's leads worship on a monthly basis and is paid a fee for this.

All others contributing to the life of St Mary's (including the assistant vicars (SSM), licensed lay minister, lay commissioned minister, Churchwarden, Treasurer, PCC secretary, the other musicians

and COSMOS leaders) are volunteers. A list of volunteer teams contributing to the life of St Mary's is attached as Appendix 1.

Communication and Social Interaction

St Mary's used a number of ways of enabling communication and social interaction in 2024

- In 2024, the Comms group arranged development of a new website with web developer Mark Wardell and, as part of the website development, reviewed the St Mary's "branding" across both digital and other media with a new branding being authorised by the PCC before the new website went "live" on 2 July. The website is kept up to date with information about the church, its staff and services at www.stmarysealing.org.uk.
- The ChurchSuite digital platform – an online collection of tools and databases designed to support all the aspects of running a church – continued to be trialled with the trial including the setting up of arrangements for those members of the congregation who prefer a more paper-based interaction.
- A notice sheet is prepared every one or two weeks – a paper copy is made available at church and a digital version is sent to everyone on the email distribution list (from 17 May via the ChurchSuite platform).
- A St Mary's YouTube channel enables St Mary's content, in particular the livestreamed morning service each week, to be broadcast on the internet
- Remote meetings, particularly organisational meetings, can be facilitated using zoom video conferencing.
- Some use is made of the St Mary's Facebook page and group.
- A letter to the congregation is written every so often by one of the leadership team and sent to everyone on the email distribution list with paper copies made available at church.
- Information about the Vacancy process is displayed on a noticeboard in the Polygon.
- Information about the church and its services has also been displayed on noticeboards around the church as appropriate.

Buildings

We thank God for

- Our buildings and grounds for what they are used for and for our Fabric and Gardening teams for their care, dedication and hard work in looking after these his gifts.

Regular servicing and maintenance of heating, emergency lighting, fire alarms and extinguishers, lightening conductor, gutters and down pipes continued throughout the year. Recommendations in the 2023 Quinquennial report were followed up. In particular, a structural survey of the tower was completed and necessary works highlighted are due to be undertaken during 2025.

The sale of 38 Airedale Road was completed at the end of May 2024. The net proceeds have been invested pending the PCC decision to use these to purchase a new staff property when the time is right.

During the year the Diocese, at its expense completed a major refurbishment of the vicarage including a new kitchen and bathrooms, heating and boiler and a complete redecoration.

During August the London Borough of Ealing carried out works to 3 tombs and re-erected a Celtic cross these works needed on health and safety grounds. They also repaired a damaged brick pillar located where Baillies Walk joins Ranelagh Road.

FINANCIAL REVIEW for 2024

We thank God for

- Those at St Mary's who give generously of their money and of their time to enable the life of St Mary's in all its many activities to continue.

St Mary's has a healthy level of reserves but at the current level of income any fabric projects are being funded from reserves and legacies.

At the end of 2024 net current assets were £960,000:

- £735,000 from the sale of 38 Airedale Road during 2024
- £225,000 general reserve

£805,000 of the net current assets are held in the CBF Deposit Fund which is currently earning around 4.5%.

The PCC has expressed the view that at least £75,000 should be retained in the general reserve. This makes provision for expenses which cannot be funded from income or for emergencies. The PCC plans to purchase another property in due course and the budget for this will take into account the impact on the general reserve.

The accounts show unrestricted fund income and expenditure in 2024 both at £205,000. In 2023 unrestricted fund income exceeded expenditure by £6,000. To get a better understanding of our finances these figures are adjusted to exclude legacies, fabric projects, one-off costs and depreciation.

	2024	2023
Unrestricted fund income	205,000	210,000
Legacies	-26,000	-20,000
Adjusted income	179,000	190,000
Unrestricted fund expenditure	205,000	204,000
Narthex	-5,000	-27,000
38 Airedale Road sale costs	-13,000	
Depreciation	-3,000	-3,000
Adjusted expenditure	184,000	174,000

Regular giving to St Mary's via the stewardship scheme has been falling each year from 2020 (£145,000) to 2024 (£93,000) due to a fall in the number of members and in particular some of the larger donors leaving. There has not been a stewardship renewal in this period while there was additional fundraising for the Polygon refurbishment, but costs have increased with inflation. There is a need for a higher level of income to cover our running costs and to limit the depletion of our reserves.

RISK STATEMENT

Safeguarding has always been and will continue to be right at the top of this church family's agenda and is regularly raised at PCC meetings. A notice about safeguarding at St Mary's was given out at the morning service on Sunday 17 November and a service focusing on Safeguarding was planned for early 2025. St Mary's has complied with our duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016 (duty to have due regard to House of Bishops' guidance on safeguarding children and vulnerable adults). In accordance with the recommendation of the Diocese of London, the PCC has adopted the PCC Safeguarding Policy Statement with Marijana Cranmer as Children's Champion and Steve Cripps as Church Safeguarding Officer (including responsibility for vulnerable adults and for Disclosure and Barring

Service checks) and Julia James as Deputy Church Safeguarding Officer. By complying with best practice, the risks of unsuitable people being involved with children or vulnerable adults are minimised. The hiring agreement for organisations using our buildings includes a requirement for those organisations that work with children to abide by the PCC Safeguarding Policy.

In the absence of an incumbent, data protection at St Mary's and our compliance with the requirements of the General Data Protection Regulations 2018 have been overseen by the churchwarden and the PCC Secretary in consultation with Charlie Hawes (PCC member to April 2024).

The PCC has Parishguard insurance cover with Ecclesiastical Insurance.

The major risks to which the PCC is exposed, as identified by the PCC, have been reviewed and systems have been established to mitigate those risks. Those risks are reviewed on a periodic basis. A Health and Safety Policy was approved by the PCC in December 2023

Appendix 1

Teams of Volunteers contributing to the life of St Mary's

- **Babies & Toddlers Team** (co-ordinator Jan Saunders) – see page 4
- **Carbon Net Zero** – see pages 3 and 9
- **Coffee Rota** (co-ordinator Darren Quinton) – responsible for refreshments of tea, coffee and biscuits after the Sunday morning services – see page 6
- **Communion Administration Team** – responsible for administering bread and wine at communion services – see page 3
- **Comms Group** – responsible for reviewing and developing communication, both electronic and physical – see pages 9 and 10
- **COSMOS – Children of St Mary's on Sunday – and Youth** (Co-ordinator Marijana Cranmer)– see pages 3, 4,6, 7, 9 and 11
- **Deputy wardens team** – responsible for good order at services – see page 3
- **Ealing Soup Kitchen – St Mary's Team** (co-ordinator Angela Hailstone) – see page 5
- **Fabric Committee** – see pages 9 and 10
- **Finance** – see pages 9 and 11
- **Free Family Dinner-** see page 4
- **Gardening Work Party** (Co-ordinator: Cliff Gardiner) – see page 10
- **Grace Facilitation Group** – see pages 3 and 9
- **Health & Safety Group** –see pages 9 and 12
- **Home Group Leaders** – each home group (see page 6) has one or more leaders who is responsible for co-ordinating the activities of the group and Home Groups are co-ordinated overall by Alex Volossevich
- **Mission Support** – see pages 4 and 9
- **Music Groups** – responsible for musical worship at Sunday morning services – see page 3
- **Polygonian Friends Team** (co-ordinator: Wayne Leighton) – see page 4
- **Prayer Support Group** (co-ordinator Suzanna Rust)- responsible for providing prayer support, particularly at morning services – see page 3
- **Projection Team** – responsible for looking after the projection / screen system and livestream at Sunday morning services – see page 3 and 10
- **Sound Desk Team** – responsible for looking after the sound desk at Sunday morning services – see page 3
- **South Ealing Community Food Cupboard** (co-ordinators Martin Standen / Wayne Leighton)– see page 4
- **Worship Leading and Adult Learning Group** – see pages 3, 6 and 9

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

**Report & Accounts
for the year ended 31st December 2024**

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Statement of Financial Activities

For the year ended 31 December 2024

	Notes	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
Income and endowments from					
<i>Donations and legacies</i>	2a	131,375	28,079	159,454	179,301
<i>Other trading activities</i>	2b	33,575	-	33,575	36,148
<i>Investments</i>	2c	33,760	-	33,760	28,793
<i>Charitable activities</i>	2d	5,938	-	5,938	6,423
<i>Other income</i>	2e	-	-	-	-
Total income and endowments		204,649	28,079	232,727	250,665
Expenditure on					
<i>Raising funds</i>	3a	22,908	-	22,908	8,491
<i>Charitable activities</i>	3b	182,299	28,890	211,189	228,189
Total expenditure		205,207	28,890	234,097	236,680
<i>Gains/(losses) on investment assets</i>	6	600	-	600	2,257
Net income/(expenditure)		42	(811)	(769)	16,242
Transfers between funds		(811)	811	0	-
Net incoming/(outgoing) resources after transfers		(769)	0	(769)	16,242
Other recognised gains/losses	5	(10,000)	-	(10,000)	-
<i>Gains/(losses) on revaluation of fixed assets</i>	5		-		35,000
Net movement in funds		(10,769)	0	(10,769)	51,242
Total funds brought forward at 1 January 2024		1,393,255	328	1,393,581	1,342,339
Total funds carried forward at 31 December 2024		1,382,487	328	1,382,815	1,393,581

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Balance Sheet at 31 December 2024

	Notes	2024 £	2023 £
FIXED ASSETS			
Church Owned Properties			
38 Airedale Road			755,000
16 Gerrards Court		380,000	380,000
Assets for Church Use			
Pew Benches		8,000	10,000
Electronic Organ		-	-
Sound System		-	-
Liturgical Furniture		7,808	8,784
Video System & Screens		-	-
Hassocks		-	-
Tangible fixed assets	5	395,808	1,153,784
Investments	6	26,845	26,245
TOTAL FIXED ASSETS		422,653	1,180,029
Current assets			
Debtors and prepayments	8	29,065	17,311
CBF Deposit Fund		805,000	105,000
Cash at bank and in hand		158,734	135,075
		992,799	257,386
Creditors: amounts falling due within one year	9	(32,637)	(43,832)
Net current assets		960,162	213,554
NET ASSETS		1,382,815	1,393,583
FUNDS	7		
Restricted funds	10	328	328
Unrestricted funds - designated	10	735,000	-
Unrestricted funds - general	10	647,487	1,393,255
		1,382,815	1,393,583

Approved by the Parochial Church Council on **14 May** 2025 and signed on its behalf

Julia James

Lay Vice-Chair as St Mary's is in a vacancy

The accompanying notes form a part of these financial statements.

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Notes to the Financial Statements for the year ended 31 December 2024

Note 1- Accounting policies

1a Accounting convention

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) - Charities SORP (FRS 102) as amended by Update Bulletin 1, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Practice as it applies from 1 January 2015. The accounts (financial statements) have been prepared to give a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn. As St Mary's is a small charity under Charities SORP (FRS 102) as amended by Update Bulletin 1 we have not prepared a cash flow statement.

The financial statements have been prepared under the historical cost convention as modified by the inclusion of investments at market value and the revaluation of fixed assets. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their affiliation to another body, nor those which are informal gatherings of church members.

1b Funds accounting

Funds held by the PCC are:

Unrestricted funds - general funds which can be used for PCC ordinary purposes

Restricted funds - a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest; b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of the year is carried forward as a balance on that fund.

1c Incoming resources

All incoming resources are accounted for gross.

Voluntary Income

Collections are recognised when received.

Planned giving receivable is recognised only when received.

Income tax recoverable on Gift Aid donations is recognised when the income is recognised.

Grants and legacies are recognised when the PCC is legally entitled to the amount due.

Income from investments

Dividends are accounted for when due and payable. Interest entitlements are accounted for as they accrue.

All other income

All other income is recognised when it is receivable.

Gains and losses on investments

Realised gains are recognised when the investments are sold.

Unrealised gains and losses are accounted for on revaluation on 31 December.

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Notes to the Financial Statements for the year ended 31 December 2024

1d Resources used

Resources expended are accounted for on an accruals basis and are accounted for gross.

Grants

Grants and donations are accounted for when paid over, or when awarded where the award creates a binding obligation on the PCC.

Church Activities

The diocesan parish contribution is accounted for when paid. Any parish contribution unpaid at 31 December is provided for in these accounts as an operational (though not a legal) liability and is shown as a creditor in the balance sheet.

Liabilities

Liabilities are recognised as soon as the legal or constructive obligation arises.

1e Fixed Assets

Tangible fixed assets

Consecrated and beneficed property of any kind is excluded from the accounts by s.96(2) of the Charities Act 1993.

Movable church furnishing held by the Vicar and Churchwardens on special trust for the PCC and which require a faculty for disposal, are accounted for as inalienable property unless consecrated. They are listed in the church's inventory which can be inspected. For inalienable property acquired prior to 2002 there is insufficient cost information available and therefore such assets are not valued in the accounts. Individual items acquired since 2002 have been capitalised in the accounts and depreciated over their useful economic life (see note (d)).

All expenditure on consecrated or beneficed buildings and individual items costing under £5,000 are written off in the year they were incurred.

Depreciation

Depreciation is calculated to write down the cost of tangible fixed assets, excluding freehold properties, over their expected useful lives. The rates generally applicable are:

Pew Benches & Liturgical Furniture	4% straight line
Electronic Organ, Screens, Sound & Video System, Hassocks	10% straight line

No depreciation is provided on freehold property as it is the PCC's policy to maintain these assets in a continual state of sound repair. The useful economic life of these assets is so long and residual values so high that any depreciation would not be material. These assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.

Investments

Investments are stated at market value at the balance sheet date.

1f Current Assets

Amounts owing to the PCC at 31 December in respect of fees, rents or other income are shown as debtors, less provision for amounts that may prove uncollectible.

Short-term deposits include cash held on deposit either with the CBF Church of England Funds, or at the bank.

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Notes to the Financial Statements for the year ended 31 December 2024

Note 2 - Income and endowments

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
2a Donations and legacies				
Planned giving				
Gift Aid donations	69,462	17,882	87,344	105,225
Tax recoverable	18,450	4,603	23,053	27,278
Other Giving	5,011	2,402	7,413	20,082
Collections at services plus tax recoverable	4,101	-	4,101	4,068
Sundry donations plus tax recoverable	8,378	3,191	11,569	2,650
Legacies	25,974	-	25,974	20,000
	131,375	28,079	159,454	179,301
2b Other trading activities				
Church & hall lettings	33,575	-	33,575	36,148
Fundraising events	-	-	-	-
	33,575	-	33,575	36,148
2c Income from investments				
Dividends (CBF Investment Fund)	729	-	729	717
Interest (Bank and other)	13,444	-	13,444	1,210
Rental income from 38 Airedale Road	-	-	-	8,865
Rental income from 16 Gerrards Court	19,588	-	19,588	18,000
	33,760	-	33,761	28,793
2d Income from Charitable activities				
Fees from weddings etc	2,065	-	2,065	3,379
Ancilliary trading	3,873	-	3,873	3,045
	5,938	-	5,938	6,423
2e Other income				
Grants	-	-	-	-
Grant - listed places of worship	-	-	-	-
Other Grants	-	-	-	-
	-	-	-	-
Total income and endowments	204,649	28,079	232,728	250,665

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Notes to the Financial Statements for the year ended 31 December 2024 (Cont'd)

Note 3 - Expenditure

	Unrestricted Funds £	Restricted Funds £	TOTAL FUNDS 2024 £	TOTAL FUNDS 2023 £
3a Expenditure on Raising Funds				
Ancillary trading	2,658	-	2,658	2,002
16 Gerrards Court letting costs	4,383	-	4,383	2,621
16 Gerrards Court running costs	2,753	-	2,753	-
38 Airedale Road sale costs	13,114	-	13,114	3,868
	22,908	-	22,908	8,491
3b Expenditure on Charitable activities				
Missionary and charitable giving:				
Overseas: Missionary societies		9,099	9,099	11,126
Relief and development agencies		6,859	6,859	9,164
Home missions and other church societies		12,932	12,932	12,004
Ministry costs:				
Diocesan parish contribution	101,420	-	101,420	96,553
Other clergy costs	30	-	30	1,137
Community outreach costs	-	-	-	-
Upkeep/refurbishment of properties	-	-	-	-
Insurance	7,364	-	7,364	8,045
Church utility costs	10,037	-	10,037	12,836
Cleaning	7,121	-	7,121	6,135
Church maintenance	9,179	-	9,179	12,627
Fees out	1,227	-	1,227	2,332
Upkeep of services	2,943	-	2,943	1,998
Administration	4,683	-	4,683	-
Support costs - parish training	559	-	559	30
Support costs - education	1,057	-	1,057	757
Church hall running costs & repairs	4,464	-	4,464	1,383
Narthex/creche refurbishment	5,030	-	5,030	27,224
Away Days & Christian Festivals	-	-	-	-
Lay Staff salaries	18,036	-	18,036	17,349
Printing, postage & stationery	1,910	-	1,910	1,467
Telephone	759	-	759	504
Website & computer costs	2,752	-	2,752	1,486
Independent Examination fee	350	-	350	700
Bank charges	399	-	399	356
Depreciation of fixed assets	2,976	-	2,976	2,976
	182,299	28,890	211,189	228,189
Total expenditure	205,207	28,890	234,097	236,680

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Notes to the Financial Statements for the year ended 31 December 2024 (Cont'd)

Note 4 - Staff Costs	2024	2023
	£	£
4a Wages and salaries	17,681	17,075
Social security costs	-	-
Pension costs	355	274
	18,036	17,349

4b Payments to PCC members

There were no payments to PCC members other than for reimbursed expenses.

Note 5 - Tangible Fixed Assets	Church owned Properties	Church equipment	TOTAL
	£	£	£
Cost or valuation			
At 1 January 2024	1,135,000	208,342	1,343,342
Additions	-	-	-
Disposals	- 745,000	-	- 745,000
Revaluation	- 10,000	-	(10,000)
At 31 December 2024	380,000	208,342	588,342
Depreciation			
At 1 January 2024	-	189,558	189,558
Provided in the year	-	2,976	2,976
Disposals	-	-	-
At 31 December 2024	-	192,534	192,534
Net book amounts			
At 31 December 2024	380,000	15,808	395,808
At 31 December 2023	1,135,000	18,784	1,153,784

At 1 January 2024 the PCC owned a freehold house (38 Airedale Road) and a leasehold flat (16 Gerrards Court). 38 Airedale Road was sold on 30 May 2024 for £745,000.

The balance sheet value on 1 January 2024 was £755,000.

The difference between the sale price and the balance sheet value is shown as a loss of £10,000 in the Statement of Financial Activities, Other recognised gains / losses.

The value shown for 16 Gerrards Court is an approximate valuation by an estate agent without viewing as at 31/12/23.

Note 6 - Investments

	£
CBF Investment Fund - Market value 1 January 2024	26,245
Disposals at carrying value	-
Purchases at cost	-
Net (Loss)/Gain on revaluation	600
Market value 31 December 2024	26,845

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING

Notes to the Financial Statements for the year ended 31 December 2024 (Cont'd)

Note 7 - Analysis of Net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Designated fund - property purchase	735,000	-	735,000
16 Gerrards Court (flat)	380,000	-	380,000
Church furniture	15,808	-	15,808
Investment fixed assets	26,845	-	26,845
Other current assets	231,752	26,047	257,799
Current liabilities	(6,918)	(25,719)	(32,637)
	1,382,487	328	1,382,815

At the end of the financial year, the PCC designated £735,000 from the unrestricted general fund for the future purchase of a property. The designation reflects the PCC's strategic objective to acquire a new property. This designation may be revised at the PCC's discretion in light of future developments or financial needs.

The designated fund is not segregated within the current account or deposit fund.

Note 8 - Debtors

	2024 £	2023 £
Gift aid claim	24,581	
Prepayments and accrued income	4,484	17,311
Other debtors	-	-
	29,065	17,311

Note 9 - Creditors: amounts falling due within one year

	2024 £	2023 £
Accruals and deferred income	6,918	18,564
Mission Fund	25,719	23,963
Other creditors	-	1,305
	32,637	43,832

Note 10 - Statement of funds

	Bal b/fwd 1 Jan 2024 £	Income £	Expenditure £	Transfers, other gains and losses £	Bal c/fwd 31 Dec 2024 £
Unrestricted Fund					
General fund	1,393,255	204,649	(205,207)	(10,212)	1,382,487
	1,393,255	204,649	(205,207)	(10,212)	1,382,487
Restricted Fund					
Mission	-	28,079	(28,890)	811	-
Vicar's Discretionary	88	-	-	-	88
Other Restricted	240	-	-	-	240
	328	28,079	(28,890)	811	328
Total funds	1,393,583	232,727	(234,097)	(9,400)	1,382,815

PAROCHIAL CHURCH COUNCIL OF ST MARY'S CHURCH, EALING**Notes to the Financial Statements for the year ended 31 December 2024 (Cont'd)****Note 11 - Donations to Outside Causes (Mission Fund)**

2023		2024	
£		£	£
	<u>CHURCH SUPPORTED</u>		
803	A Rocha	868	
101	Bible Society	751	
1,852	Christian Aid	2,613	
1,050	CAP Ealing	1,050	
1,667	Church Army	1,674	
1,774	CMS (Church Mission Society)	1,113	
1,979	Interserve	2,013	
2,500	Neema Crafts, CMS	0	
2,102	SAT-7	2,154	
60	OMF (Overseas Missionary Fellowship)	60	
2,705	Prison Fellowship	2,427	
2,805	Tearfund	2,650	
19,398			17,373
	<u>PCC ALLOCATED PAYMENTS Mission</u>		
600	Gifts to Linked Mission Partners	600	
500	Mission Partner Support, Interserve	380	
1,500	Neema Crafts, CMS	1,278	
300	Ukraine mission	450	
310	SAT 7	450	
0	Church Army	450	
3,210			3,608
	<u>PCC ALLOCATED PAYMENTS re Ealing Mission</u>		
679	St John's Southall English classes for immigrant women	650	
200	Soup kitchen (St John's Ealing)	0	
579	City Harvest	650	
579	Dementia concern	650	
879	CAP (Ealing)	2,118	
679	Oxford Kilburn OK Club	650	
0	Street Pastors		
3,595			4,718
	<u>SPECIAL EVENTS AND COLLECTIONS</u>		
3,383	Ukraine mission	996	
879	St Mary's Food Cupboard	946	
30	Christians Together in Ealing	0	
441	Childrens Society	648	
524	Turkey-Syria Earthquake appeal	0	
0	Crisis	253	
0	Christians against poverty	253	
0	Bishop's discretionary fund	95	
167	Diabetes UK		
167	BHF		
500	Salvation Army		
6091			3,191
32,294			28,890

INDEPENDENT EXAMINER'S REPORT TO THE PAROCHIAL CHURCH COUNCIL OF ST MARY'S EALING FOR THE YEAR ENDED 31 DECEMBER 2024

I report to the trustees on my examination of the accounts of the Parochial Church Council of St Mary's Church Ealing for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of St Mary's Church Ealing you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the Church's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1. accounting records were not kept in respect of the Trust as required by section 130 of the Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Maria Bob

Maria Bob, FCCA
Association of Chartered Certified Accountants
15 Beaconsfield Road
London
W5 5JE

Date: 10th of May 2025