



emmanuel
church
northwood

Annual 2024 Report of the Trustees of Emmanuel Church Northwood

Church edition

Activities of the Parochial Church Council
and the Financial Statements for the year ended

31 December 2024

Registered Charity No. 1132091

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1 Introduction

Emmanuel Church Northwood (ECN) is an Anglican Evangelical Charismatic church that has served its parish for over 100 years. In 2024, it held three Sunday services: traditional worship (9:00 am), informal worship with groups for children and young people (10:30 am), and contemporary worship (5:30 pm).

The church leadership consists of

Senior Leader	Rev. Tim Meathrel
Senior Leader	Kate Meathrel
Associate Leader	Rev. Dave Scott
Associate Leader	Rev. Nina Oskarsdottir
Curate	Rev. Christine Britton (until mid-2024)
Operations Manager	Jon Whitmarsh

1.1 Our Mission

A church of missional disciples seeking to love God and love each other; influencing our community, city, nation and world with the love of Jesus that we might see His Kingdom come.

1.2 Our Values

We believe that God is calling us to be...

- a church for our local community; focused on loving, serving and reaching those who don't yet know Jesus.
- a family of missional disciples who are bold and courageous, unafraid to take risks and step out in faith
- willing to follow God's leading and direction and to pay the price of being obedient to his call in the use of ourselves, our time and our resources.
- committed to the Word, the Spirit, worship and prayer.

2 Governance and Structure

The church's Parochial Church Council (PCC) operates under the Church of England and is a registered charity. The PCC follows Charity Commission guidelines on public benefit, engaging in various ministries for children, young people, and adults within the church, parish, and beyond. The membership of the PCC is given in the Appendix section 13.4.

The PCC are the Trustees for ECN and hence present this annual report along with financial statements for the year ending 31 December 2024, adhering to *Statement of Recommended Practice (SORP)* applicable to charities preparing their accounts in accordance with the *Financial Reporting Standard (FRS)* applicable in the UK and Republic of Ireland: SORP FRS 102.

The PCC trustees play a vital role in ensuring the church functions legally, ethically, and effectively. Compliance with charity law, safeguarding policies, and financial regulations is crucial, alongside maintaining the spiritual and community mission of the church.

2.1 Organisation

The church comprises of various teams and committees, some of which are sub-committees of the PCC, while others are not. The sub-committees play a vital role in supporting the PCC's responsibilities, managing assigned budgets, and furthering the church's vision. These sub-committees report directly to the PCC for oversight.

The PCC selects chairpersons in the first meeting following the Annual Parochial Church Meeting (APCM). While the chairpersons are typically PCC members, this is not always the case. Committee membership is not restricted to PCC members, and broader participation from the congregation is actively encouraged.

Tim Meathrel and the two wardens serve as ex-officio members of all committees. The chairpersons and staffing for each committee, are listed in the Appendix part of this document.

2.1.1 Standing Committee

This committee handles PCC business between meetings, following PCC directions.

2.1.2 Finance Committee

The Finance Committee oversees the finances of Emmanuel. It monitors income and expenditure, recommends budgets to the PCC, maintains appropriate financial controls and co-ordinates reviews of Christian stewardship and encouragement of efficient planned giving.

A financial report for the year 2024 is available in section 11.0.

2.1.3 HR Committee

The HR Committee acts as an advisory body to the PCC on the appointment and remuneration of non-clerical staff and other HR related matters.

2.1.4 Property Committee

The Property Committee works to ensure that church buildings, fabric and ornaments remain in good order. A formal report to the APCM is delivered each year and can be found in section **Fabric, Buildings, and Property**.

As well as overseeing the maintenance of the Church buildings the Property Committee oversees other properties owned by the PCC.

2.1.5 Risk Committee

The Risk Committee is in place to ensure Emmanuel is addressing its risks appropriately.

The risks to the church are divided into 8 'baskets': Finance, Safeguarding for Children and Vulnerable Adults, Key Compliance, Health and Safety, IT & Data, Staffing Matters, Strategic Planning and Volunteers.

The committee meets at least twice a year and works through each of the risk baskets at least once every 18 months. The risk basket holder is invited for that specific meeting. At all meetings there is also the opportunity to raise 'arising risks' which are reviewed and evaluated. During the meetings, the risk committee challenge the risk basket holder to identify any changes to the current scoring (increasing or decreasing the current risk to the church) and discuss new and current mitigation to confirm the risk is being addressed appropriately.

The current Risk Profile is given in the Appendix 13.11.

2.1.6 International Mission Committee

The IMC remains dedicated to fostering the church's engagement in the Great Commission, focusing on education, mission partner support, youth involvement, and integrating prayer for world mission into church life. A fuller report is available in section 7.2.

2.1.7 Eco Committee

The Eco Committee's main objective is to remind people of the story of God's Creation, its beauty and God's instruction to look after the planet and its people.

2.1.8 Safeguarding Committee

The Safeguarding Committee purpose and role is:

- To provide a lead on safeguarding children, young people and vulnerable adults within ECN
- To take the lead on developing and reviewing, on an ongoing basis, ECN's safeguarding policy, practice and evolving safeguarding strategy.

- To keep safeguarding policy and practices a high profile within ECN

The committee meets as required but at least four times a year and reports to the PCC monthly about any open cases or incidents after any personal details have been anonymised.

Further information about Safeguarding is found in section 8 **Safeguarding**.

2.2 PCC Report for 2024

Given the input of the various committees listed under Organisation, the PCC addressed various administrative, financial, and pastoral matters throughout the year in 10 meetings. Key topics included:

2.2.1 Church Leadership & Administration

- Appointment of Chris Nalder as Children's and Families Pastor and Becky Johnson as Caretaker.
- Formation of committees overseeing finance, property, safeguarding, and outreach.
- Changes to financial signatories and bank account authorizations.

2.2.2 Financial and Property Matters

- Served project encountered delays due to the need for a faculty.
- Some property maintenance and improvement works were held up due to the availability of contractors.
- A new Epson laser projector was approved (£25,000 budget).
- Financial budget 2025 approval, including Common Fund contribution.
- Consideration of the Ephesian Fund to support orthodox ministry within the Church of England.

2.2.3 Vision & Church Growth

- A new church vision was discussed, with meetings generating strong participation and a clear sense of direction.
- The start of an exciting new chapter for Emmanuel as the PCC agreed a new church vision which will be launched in 2025.
- Strengthened outreach programs, including "Worship & Wiggle" for toddlers, food bank support, and evangelism training.
- Decision to rebalance financial support towards local mission (shifting £10k per year from international mission until 2027).

2.2.4 Theological & Liturgical Discussions

- Ongoing debate on Living in Love and Faith (LLF), particularly regarding same-sex blessings and church governance.
- Decision to maintain current Holy Communion practices for another year.
- Concerns over Church of England doctrinal changes and potential implications for Emmanuel Church.

2.2.5 Safeguarding & Training

- Leadership safeguarding training conducted.
- Plans for more structured integration of small groups into church life.

2.2.6 Other Matters

- Rejected proposal to install a Vodafone telecoms mast on church land due to legal, aesthetic, and community concerns.
- Welcomed new mission partners (T&S) for a 2 ½ year term.
- Welcomed Graham & Janice Wilburn as long-term mission partners.
- Consideration of future financial sustainability and long-term donor planning

3 Church Vision

The PCC collaborates with the Senior Leader to fulfil the church's mission—pastoral, evangelistic, social, and ecumenical—and is responsible for church property maintenance. In 2019, ECN launched a vision focused on missional discipleship, loving God, each other, and the wider community. The vision emphasised:

- **Commitment** to Word, Spirit, prayer, & worship
- **Serving** the community & reaching non-believers
- **Courageous** discipleship, stepping out in faith
- **Obedience** in using time & resources

To achieve this, ECN aimed to:

- **Grow deeper** in our relationship with God and each other
- **Grow younger** placing a special emphasis on trying to reach children, young people and their families
- **Grow wider** in mission & evangelism

The PCC is dedicated to fulfilling the church’s vision through prayer, diverse activities, and new ministry investments. In 2024, the church organised numerous regular and special activities to achieve this vision, including:

- **Worship & Prayer:** Three Sunday services, monthly corporate prayer, and dedicated prayer ministry after services.
- **Pastoral & Community Support:** Small groups, English Language Cafe, Food Bank, Young Adults social group, Wednesday Fellowship, pastoral care, men’s, and women’s social events.
- **Children & Youth Work:** Babies and toddlers’ group, After School club, Rock Up Friday, Youth Night, Youth Hangout, Youth Evening Chill, Who Let the Dad’s Out, Sunday Children’s and Youth programmes, and school outreach.
- **Mission & Outreach:** Regular Alpha and Alpha follow up courses, UK and overseas mission work, community events, Talking Jesus and other training events and courses, and hosting conferences.
- **Compassion Initiatives:** The Compassion Fund to support those in need.

Additionally, a major focus in 2024 was **maintaining and improving church premises**, with a key objective being the completion of a building project to enhance facilities.

In the second half of 2024, consultations were held on ECN’s future, with a new vision set for **2025**. This vision is described in section 12.

4 Worship and Ministry

The ‘Statistics for Mission Return’ requires details of the numbers attending church in October, numbers attending during Christmas/Easter, information regarding the size of our worshipping community and electoral roll information each year. The last 2 years are shown below.

4.1 October Sunday Services

Across the 3 services the following was recorded for each Sunday:

2023	Sunday in Oct.	Adults	Under 18s
	1st	244	61
	2nd	213	64
	3rd	262	72
	4th	225	58
	<i>Totals</i>	<i>944</i>	<i>255</i>
2024	Sunday in Oct.	Adults	Under 18s
	1st	259	54
	2nd	277	56
	3rd	280	54
	4th	255	57

	<i>Totals + change</i>	<i>1071 (+127)</i>	<i>221 (-34)</i>
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Table 1: October Sunday Attendance

In October 2024 certain services were pre-recorded and/or live streamed – called ‘Church at Home’ by the Diocese. The best estimate of the number of people participating in these online services excluding those who had attended services in person was **149**.

4.2 Christmas Services

2023

Attendance record for special services NOT including Christmas Eve and Christmas Day:

- Congregation and local community: **1197** people
- Schools: **2453** children

Attendance record for Christmas Eve and Christmas Day: **680** people

2024

Attendance record for special services NOT including Christmas Eve and Christmas Day:

- Congregation and local community: **636** people
- Schools: **2400** children

Attendance record for Christmas Eve and Christmas Day: **559** people

4.3 Easter Services

2023: **268** people attended and received Communion on Easter Day.

2024: **265** people attended and received Communion on Easter Day.

4.4 Rites Performed

	Wedding(s)	Funerals performed in church- including memorial/ thanksgiving services	Funerals conducted in addition at the Crematorium	Infant(s) baptised	Thanksgiving services for young people	Thanksgiving services for adults
2023	1	8	7	1	6	2
2024	2	5	4	4	4	8

Table 2: Rites performed

4.5 Electoral Roll

2023: The number on the Ecclesiastical Electoral Roll was **336**.

2024: The number on the Ecclesiastical Electoral Roll was **339**.

The Electoral Roll Officer during **2024** was Jon Whitmarsh.

4.6 Small Groups

4.6.1 Vision and Values

The small group ministry is guided by the vision of ensuring "Every person connected"—emphasising the importance of connection with God and others for spiritual growth, wellbeing, and community witness. Small groups foster Fellowship, Formation, and Mission, bringing together individuals of diverse backgrounds to grow in faith and outreach.

4.6.2 Group Membership

Emmanuel Church has 18 small groups, structured as follows:

- 14 Home Group-style small groups meeting in homes/online
- 4 specialist groups: Oyster, Space, Contemplative Prayer, and Bible Journalling
- Most of the groups meet in person, some meet via zoom and some are hybrid.
- Meetings occur weekly, fortnightly or at less regular intervals and meet at various times and days of the week.
- Further details can be found on the church website: www.ecn.org.uk/small-groups.

4.6.3 Developments in 2024

- Membership remained stable with some joining groups and others leaving as they relocated, or their circumstances changed.
- A Contemplative Prayer group, formed from a Lent prayer initiative
- Two new Home Groups have been established, and several groups have welcomed new leaders and members.
- Space has been relaunched this year after wide consultation, now catering specifically to women with preschool children, meeting at Emmanuel with creche support. This has enabled the group to welcome new members and form a better missional pathway from babies and toddlers.
- In 2025 new groups and initiatives are being considered including shorter groups with an 8–10-week commitment and groups to target different life stages e.g. new parents or those at home during the day.

4.6.4 Strengths and challenges

- Groups provide excellent support for members, including those facing illness, bereavement, or unable to attend Sunday services as well as support for new parents and those getting married.
- We remain extremely grateful to all those who lead and host small groups for the excellent discipleship they provide as well as the community and friendship fostered in the groups.

- Those who are part of small groups can feel more connected into the life of Emmanuel and are more likely to serve in the church and show a deeper level of personal discipleship
- There are still many in the church family not in a group and the recruitment of new leaders is also a challenge.

4.7 Music and Worship Team

4.7.1 Reflections

The year was marked by significant growth and transformation across all three services (9:00 am, 10:30 am, and 5:30 pm). We welcomed new attendees, demonstrating the power of community outreach. While we experienced the departure of valued team members, we witnessed God's faithfulness in providing new volunteers, ensuring continuity and growth in our worship ministry.

4.7.2 Worship Team Values

A key highlight of the year was the September gathering of the worship team, which fostered unity and a shared vision. The team embraced core values that guided our ministry:

- **A Church Together** – Encouraging collaboration between those serving at the front and back of services.
- **The Heart of Worship** – Prioritising sincere worship over performance, ensuring a heart-led approach.
- **We Were All Lead Worshippers** – Encouraging every team member to actively participate in leading worship.

4.7.3 Support and Technical Developments

1. Assistance

We give a special thanks to Jane Smith for proofreading 9:00 am hymns and liturgy, and to Geoffrey and Siobhan Gale for their contributions in setting up ProPresenter during Matt's absence.

2. Technical Enhancements

The year saw significant investment in technology, including:

- **ME-U Unit added** – The ME Personal Mixing System enables musicians to manage their monitor mix effectively within the church environment. This innovation enhances overall efficiency by facilitating quicker setups, streamlined soundchecks, and reduced sound levels on stage. Consequently, the tech team can concentrate on optimising front-of-house sound and key performers, thereby improving stage setup efficiency and allowing for future expansion opportunities.
- **New Projector** – Replacing the previous unit after an unexpected failure.
- **Training and Development** – Growth in the 10:30 am tech team, with continued efforts to strengthen the 9:00 am tech team.

4.7.4 Looking Ahead

The focus for 2025 includes:

- Expanding both the worship and tech teams.
- Creating more opportunities for corporate worship beyond Sunday services.
- Strengthening our identity as a worshipping church and fostering deeper engagement within our congregation.

5 Pastoral Care

5.1 3rd Age Ministry

At Emmanuel, we strive to provide meaningful ministry and support to those in the '3rd Age' of life. Our Sunday services continue to cater to this group, alongside significant pastoral care provided by our pastoral and staff teams. The Wednesday Fellowship and Oyster Midweek Group remain our primary 3rd Age ministries.

5.1.1 Wednesday Fellowship

Wednesday Fellowship (WF) has continued throughout the year, providing friendship and fellowship for its ageing members. Attendance remains steady at 35-40 members weekly, sometimes exceeding 50. Meetings occur weekly on Wednesday afternoons during school terms, offering a mix of fun activities, hymns, talks, prayers, and guest speakers. For some attendees, WF functions as a midweek worship service. It also serves as an outreach opportunity, gently introducing the gospel to those who do not regularly attend church.

Pastoral care is integral to WF, as members often face health challenges and bereavement. The ministry is led by Tim, supported by a dedicated team consisting of Jan Fell, Jane Smith, Sallie Wood, Alison Saunders, Deirin Johnson, Hilary Jelly, Pat Pitt, and Diane Akers.

5.1.2 Oyster Midweek Group

Led by Ray Flux, the Oyster Midweek Group meets weekly on Monday afternoons in Betty's Room. It provides fellowship, Bible study, prayer, and refreshments for a committed group of seniors.

5.1.3 Sunday Services

We remain committed to offering services that accommodate all age groups. While 3rd Age members attend all three weekly services, the 9:00 am service continues to provide traditional worship. This service has seen growth in attendance and sung worship.

5.1.4 Pastoral Care

Pastoral care for the 3rd Age remains a priority. With increasing loneliness in society, we focus on crisis support and home visits, including home communion services. Our staff and dedicated teams ensure ongoing care for those unable to attend church.

5.2 Pastoral Work

5.2.1 Pastoral Ministry Overview

In 2024, Dave Scott led the Pastoral Ministry for the first half of the year. After that, Nina, Kate and Tim assumed leadership responsibilities identifying the need for improved processes and communication. The Senior Staff Team (Tim, Kate, Nina, and Jon) then reviewed pastoral care processes. Emmanuel's strong culture of care is evident in the extensive pastoral support occurring naturally through services, small groups, and friendships.

5.2.2 Pastoral Team

Pastoral work is primarily led by Tim, Kate, and Nina, supported by a dedicated team of 18 individuals providing varying levels of care. Additionally, many church members offer informal yet vital support within their networks.

5.2.3 Structure and Management

Pastoral needs are reviewed weekly in our Senior Staff operations meeting. Three key teams provide structured care:

- **Home Communion Team** (coordinated by Brian Cox) – Conducting services in four local care homes.
- **Visiting Team** (coordinated by Tim) – Offering support to older church members.
- **Bereavement Team** (coordinated by Jackie Madge) – Assisting those experiencing loss.

We extend special thanks to Alison Saunders for her past leadership in the Visiting and Bereavement Teams.

5.2.4 Nature of Pastoral Work

Most pastoral needs are met informally within church groups. However, our team actively supports over 40 individuals facing challenges such as bereavement, debt, relationship issues, health concerns, and mental illness. Where safeguarding is required, we liaise with Gill Denham, the Parish Safeguarding Officer (PSO).

5.2.5 The Freedom Course

The Freedom Course was held in Spring 2024, led by Dave, Keren Pollock, Lynne Burke, and Michael Davey. Four sessions were followed by prayer appointments, with around 15 participants.

5.2.6 Practical Support

Practical support is provided through church networks, as well as structured initiatives such as the Foodbank and Compassion Fund. In 2024, the Compassion Fund Team [Tim, Dave, Jan Fell, Judith Cox, Maria Pearkes, and Mark (Monty) Johnson] distributed around £2.7k to 11 recipients (8 church members and 3 from the local community).

6 Children and Youth Ministry

6.1 Children's Ministry

6.1.1 The Sunday Children's Groups

These include groups named Blaze, Shine, Sparklers, and Twinkle. They have successfully catered to up to 60 children weekly, supported by a minimum of eight team members and parent volunteers. The themed sessions over the three terms focused on exploring the Character of God, personal identity, and encounters with Jesus. While the involvement of church members in these groups has been encouraging, the departure of three to four key families has posed a challenge in finding suitable replacements.

6.1.2 Weekly Babies & Toddlers Group

This has provided a safe and stimulating environment for children under four and their caregivers. Due to its popularity, adjustments were necessary to accommodate the needs of mothers with infants. Judith, with support from Nina and a dedicated volunteer team, has coordinated these sessions effectively. The ministry has also benefited from occasional visits by Hillingdon Children & Family specialists and a partnership with Holy Trinity Primary School, where children assist under staff supervision.

A notable addition this year has been the monthly Wiggle & Worship sessions, which have fostered engagement through singing, dancing, and interactive Bible stories.

6.1.3 Monthly Who Let the Dads Out

These sessions have successfully attracted new fathers and male caregivers, providing opportunities for shared breakfast and play. Expanding into the hall for more active play has yielded positive feedback, and an outing to Ruislip Lido was well-received.

6.1.4 Rock Up Friday Clubs

These have drawn 20-25 older children monthly, offering a mix of sports, games, and crafts. This initiative has created anticipation among children and serves as an excellent opportunity for church members to invite friends. The ministry has organized various community-building events, including a Pizza Making lunch, Pancake Challenge, Family Picnic, and Easter Egg Hunt, all of which require significant time and effort from volunteers.

6.1.5 Summer Holiday Club

This was the first Holiday club at ECN for many years and was a 3-day event with the theme Treasure Seekers. It unpacked daily gospel nuggets through drama, team challenges, arts n crafts, sports, and key messages

6.1.6 Schools Work initiative

This spans six local primary schools, featuring the LionHeart After-School Club at Eastbury Farm Primary School, assemblies, and church visits. The positive feedback from schools during their Christmas Carol Services underscores the importance of prayer support for this work.

6.1.7 Other important events

- **Palm Sunday:** Family Picnic and Easter Egg Hunt trail through South Oxhey Woods.
- **Messy Good Friday:** Exciting morning of crafts, games, a 3-room Immersive Easter Experience, and an interactive Messy Good Friday message.
- **Trips Out:** Kew Gardens and Ruislip Lido.
- **Light Party:** A fun, Christian event away from Halloween.
- **Advent Interactive:** Light Trail with Prayer Stations event.
- **Family Events:** Carols Service and Family Nativity event at Christmas.

6.2 Youth Ministry

6.2.1 Regular groups

Youth Night began the year tackling some difficult topics including relationships and sexuality, with Q&A nights and open discussions. Youth Night has experimented with some more creative formats to explore relationship and encounter with God. Extatic Sunday mornings have been growing with the increase in visitors to the church. We explored famous books in the Bible such as Proverbs and James and key events such as The Resurrection and Pentecost.

The Evening Chill began in January 2024 and created a space for our older youth to meet over food after the 5:30 pm service. The Hangout grew into a real hub for our young people, with several young people joining us from Rock-Up Fridays.

6.2.2 One-off events

We had several one-off events from games - to socials - to our Youth Sleepover at church. Around 20 young people joined us for the weekend, with activities such as a worship session, games, karaoke and a movie night.

6.2.3 Parenting for teenagers

We also began the year with a Parenting for Teenagers course online. 7 parents/couples joined us on zoom, to explore this well-loved Care for the Family course.

7 Mission and Evangelism

7.1 Community Outreach

Through the year, we have seen growth at Emmanuel Church Northwood. New people are attending Sunday gatherings and various groups, which shows how the connection with the local community is increasing. In October 2024, the PCC agreed on a new strategy for evangelism at ECN for the coming years.

Here are some key highlights from 2024:

- **The English Language Café:** The English Language Café changed significantly in the spring of 2024. The new team and vision have led to an increase in numbers (20+ people every week), with more people joining our church family.
- **Schools' outreach:** Following years of growing relationships with our local schools, we had eight schools visit our church for the carol services or invite us to come for Christmas assemblies. It was a significant time with many good conversations with neighbours. This followed the first-ever prayer space at Hillside Junior in November 2024. In the week of March 31st, we then had a week fully booked by children in Reception and Year 4 visiting our Easter Experience at the church.
- **Holiday Club:** Over forty children attended the Treasure Seeker Holiday Club at ECN in August 2024, which was the first holiday club to take place at the church in many years.
- **Wiggle & Worship:** In September 2024, we started a new monthly toddler service following Babies and Toddlers on a Thursday. Children under 4, along with their parents/carers, are invited to stay on for a short service aimed at young children.
- **Christmas:** The impact of the outreach into the community and growing confidence within the church family resulted in more visitors attending Christmas services at ECN than we have seen in years.
- **Clothes Swap:** In October 2024, the Eco Church committee hosted a Women's Clothes Swap. We asked our congregations to donate clothes and invite their friends and neighbours to spend an evening swapping clothes. We also took the opportunity to share about the wonderful planet God has created for us and our responsibility to care for it. Over 700 garments and accessories were reused and recycled, and more than 70 people attended the event.
- **Socials:** To start implementing our new strategy for evangelism at ECN, there have been monthly socials hosted at the church, which offer opportunities for connection within the church family, as well as for newcomers to get connected and for friends to be invited.
- **Northwood HQ:** Following initiatives on the Northwood Patch and engagement at the HQ, more military families have joined ECN during their time in Northwood.

In addition to this, staff and volunteers host weekly and monthly groups to engage with the local community. These include the Lionheart afterschool club at Eastbury Farm School, the English

Language Café, Babies & Toddlers, the Foodbank, Rock Up Fridays for children, The Hang Out for youth, and Who Let the Dads Out?

7.2 International Mission

7.2.1 Vision and Strategy

The International Mission committee (IMC) remains committed to encouraging the church to fully engage in the Great Commission. Our strategy continues to focus on:

- Educating and equipping the congregation on the biblical mandate for global mission, especially to the "least reached" peoples.
- Supporting and resourcing Mission Partners through training and collaboration.
- Providing prayer, visits, and practical support to Mission Partners.
- Encouraging youth and young adults to engage in mission, including through short-term trips.
- Identifying, coaching, and mentoring those called to full-time mission.
- Integrating prayer for global mission into church life.

7.2.2 Review of 2024

- **Financial Planning:** In response to a reduced budget forecast, the IMC reviewed its long-term strategy and Mission Partner commitments. This led to a decision to focus on a smaller number of key Mission Partners while phasing out "Associate Mission Partners" and those previously supported.
- **Mission Partner Engagement:** Chair Colin Sheppard met with each Mission Partner to discuss their ministry and our future plans. The church remains committed to supporting its Mission Partners while encouraging a global mission perspective.
- **Worldwide Sundays (WWS):**
 - **January:** Focus on Operation Mobilisation (OM) and their mission to reach the 3 billion people who have never heard the gospel. CEO Matthew Skirton preached at all services.
 - **November:** Highlighted Wycliffe Bible Translators' work in making the gospel accessible in all languages. Phil King preached in the morning, and the afternoon session featured updates from all Mission Partners. The 5:30 pm service included a report on a mission trip to Finland with New Wine.
- **New Mission Partners:**
 - In **May**, Graham and Janice Wilburn were appointed Mission Partners for their ongoing work with OM ships.
 - In **November**, T&S were appointed Mission Partners for their work with OM in North Africa, supporting refugees.
- **Looking Ahead to 2025:**

- The church enters 2025 with **8 Mission Partners**, with 2 set to retire within the next 2 years.
- Mission Partners continue to receive support through small groups, weekly prayer emails, prayer at Sunday services, monthly church prayer meetings, and confidential prayer networks.

The IMC remains dedicated to strengthening the church’s engagement in global mission, ensuring sustained support for our Mission Partners, and encouraging more members—especially young people—to get involved.

The present list of supported Mission Partners is shown in the Appendix in Table 15.

8 Safeguarding

8.1 Safeguarding Strategy

ECN Safeguarding includes the following protocols:

1. The leadership of safeguarding policy and practice is distributed across a team of leaders, both clergy and laity.
2. We ensure that several members of this team are trained to Level 3, updated at least every two years.
3. This team meets at least every three months to consider safeguarding practice, training, risk assessments and ways of keeping this important subject high profile in the minds of the congregation.
4. Our practice is constantly reviewed and evolving to ensure any new risks are identified and addressed promptly.
5. Our policy too is reviewed, updated and ratified by the PCC annually.
6. Safeguarding awareness training is delivered to the whole PCC twice annually and a brief safeguarding report is a standing item at each monthly PCC meeting.
7. All children and youth leaders, and those working or volunteering with vulnerable adults, are required to undergo a Disclosure and Barring Service check.
8. We also require all PCC members to undergo the same check.

In 2024 the Safeguarding Committee have also reviewed the following policies:

- Annual review of Emmanuel Church Safeguarding Policy
- Use of Social Media
- Use of WhatsApp

More information can be found on the ECN website: www.ecn.org.uk/safeguarding-and-policies.

The members of the committee are given in Appendix section Safeguarding Committee.

8.2 Safeguarding Training

8.2.1 Material

Each session has been led by either PSO or deputy PSO using PowerPoint presentation that are continually being updated with different scenarios.

8.2.2 Events

- 24th January 2024, 24 people attended
- 11th March 2024, 57 people attended
- The PCC received training in July 2024

9 Fabric, Buildings, and Property

9.1 Maintenance

9.1.1 Planned Work

- Over the summer, we painted the Hall windows, main Reception, and Hall entrance, and fitted new fascia boards and lighting.
- We decorated two reception rooms at 64 Chester Road and replaced the lounge lights with LEDs.
- Gas safety checks were completed at 64 Chester Road, 4 Church Close, and Flat 6 Beeches House.
- Last month, Pinegrand serviced and carried out gas safety checks on our five church boilers.
- We ordered new threshold mats for key entrances and a large door mat for the Hall.

9.1.2 Reactive Work

- The boiler at 64 Chester Road was replaced after becoming uneconomical to repair.
- A roof leak at 64 Chester Road was repaired, and internal damage will be fixed once fully dry.
- The main Church kitchen boiler was serviced and repaired.
- Repairs were scheduled for faulty Reception lights, and 50% of failed emergency lights were replaced.

9.1.3 Quinquennial Inspection (QI) Update

- Bob Wilson stepped down as our QI surveyor.
- It is anticipated that a new QI surveyor will be in place for the next inspection in 2028.

9.2 Projects

9.2.1 Westgate Served

- We have secured Building Regulations approval for the proposal from Hillingdon Council and a supportive statement from our retiring QI surveyor. However, there have been technical issues with submitting a faculty application to the Diocese, which we are working to resolve.
- Bob Wilson agreed to draft a support statement for our faculty application.
- Once we secured approval and Bob's statement, we submitted the application for review.

9.2.2 Lounge Refurbishment

- We commissioned an acoustics report to assess the impact of replacing the current carpet with a non-slip hard floor and are now considering the best way forward.
- Plans also include installing two large wall-mounted screens to replace the projector screen.

9.2.3 Church Cabling / AV System

- The new projector was installed and proved a considerable improvement.

10 Deanery and Diocesan Relationships

A **Deanery Synod** is a key part of the governance structure within the Church of England, acting as a bridge between **parishes** (local churches) and the **diocese** (a regional area overseen by a bishop). It serves as a forum for discussion, decision-making, and collaboration among parishes in a specific **deanery** (a group of neighbouring parishes).

A **deanery** is a geographical grouping of parishes within a diocese. Our Harrow deanery is overseen by an **Area Dean** (now Rev. Matthew Stone), who is appointed to provide leadership and pastoral support to the deanery's clergy and parishes.

10.1 Purpose of the Deanery Synod

The Deanery Synod exists to:

1. **Encourage collaboration between parishes:** Share resources, ideas, and best practices to support ministry and mission across the deanery.
2. **Facilitate communication:** Act as a link between the diocese and the parishes, ensuring that diocesan policies, initiatives, and concerns are communicated to parishes and vice versa.
3. **Provide a forum for discussion:** Discuss local, diocesan, and national issues affecting the Church of England. This might include topics such as mission strategy, safeguarding, or financial matters.
4. **Elect representatives to higher levels of governance:** Members of the Deanery Synod vote in elections for the **Diocesan Synod** and **General Synod**, influencing the wider Church of England.

10.2 Membership of the Deanery Synod

Membership includes both **clergy** and **laity**:

- **Clergy:** All licensed clergy (e.g., Senior Leaders, rectors, curates) in the deanery are automatically members.
- **Laity:** Lay members are elected by their respective **parish Annual Parochial Church Meeting (APCM)**.

Each parish has a set number of lay representatives based on the size of its electoral roll. The list of ECN members is given in Appendix 13.5.

10.3 Responsibilities and Activities

A Deanery Synod typically:

1. **Meets regularly** (e.g., 2–3 times a year) to discuss matters of mutual interest.
2. **Supports deanery mission plans**, such as outreach projects or resource-sharing initiatives.
3. **Provides training and support** for clergy and lay leaders.

4. **Reviews and contributes** to diocesan decisions, such as the allocation of the **parish share** (the financial contribution each parish makes to the diocese).

10.4 Who Leads the Harrow Deanery Synod?

The Harrow Deanery Synod is chaired by:

1. The **Area Dean** is now Rev. Matthew Stone.
2. The elected **Lay Chair** of Clive Scowen.

They work together to set agendas, facilitate discussions, and ensure the smooth running of the synod.

10.5 Significance in Church Governance

The Deanery Synod is a vital part of the Church of England's synodical system:

- It allows for **local decision-making** while ensuring accountability to the wider church.
- It empowers parishes to have a voice at diocesan and national levels through their elected representatives.
- It supports the practical outworking of the Church's mission at the grassroots level.

10.6 Annual Report for 2024

The Deanery Synod met three times during the year, beginning each session with worship led by the hosts, who shared a profile of their mission and ministries before receiving prayers from the Synod. The hosts also provided refreshments. Reports were tabled or presented at each meeting by those elected to the Diocesan and General Synods.

The first meeting took place on 6 February at the London School of Theology in Northwood, focusing on "Engaging with our Communities." Rev. Julian Gadsby from the London Institute for Contemporary Christianity spoke on discipleship and the importance of making a difference in daily life. He introduced the 6 Ms of Discipleship: Model a godly character, Make good work, Minister grace and love, Mould culture, Mouthpiece for truth and justice, and Messenger for the Gospel. He emphasised the need to love one's neighbour, share Jesus with others, and live authentically. Noah Kelly from St Alban's North Harrow also spoke about the Willesden Area Ministry Experience Scheme.

The second meeting was held on 13 June at All Saints Harrow Weald, beginning in the Forest School. The Synod observed a minute's silence in memory of John Dolling, the long-serving Lay Chair who had recently passed away. Revd John Barker provided an overview of the church's activities, which encompassed the Forest School, the Pre-School, the Church Hall, and the Parish. Revd Dave Bookless, Head of Theology at A Rocha International, spoke about the ECO-Church programme, which had been running in England and Wales for eight years and had enrolled 7,000 churches. He outlined the five areas of the ECO-Church Survey required for parishes to receive awards: Worship and Teaching, Management of Church Buildings, Management of Church Land, Community and Global Engagement, and Lifestyles. Tom Johnson, Treasurer of St Alban's North Harrow, shared details of their recent solar panel installation project.

During this meeting, Clive Scowen was elected as Lay Chair, David Green as Treasurer, and Sarah Archer and Jon Lindsay-Scott as Clergy Representatives on the Standing Committee. Lay Representatives elected to the Standing Committee included Robert May, Toby Partridge, and Judith Shepherd, while Mike Still was appointed as the third Deanery representative on the Harrow Standing Advisory Committee for Religious Education. Matthew Szurgot, Head of School at Holy Trinity Northwood Church of England School, was co-opted to the Synod. The Deanery Accounts for 2023 were approved.

The third meeting took place on 23 November at St Jerome's Bilingual Church of England School in Harrow, focusing on "Growing Younger: Improving our Provision for Children and Youth in our Parishes." Members submitted questions in advance for a panel discussion featuring Sarah Agnew (Children and Families Ministry Advisor for the Diocese), Carol Sormaz (Children, Families, and Community Worker at Christ Church Roxeth), Andy Carson (Youth Worker at Christ Church Roxeth), and Harley Lloyd-Fix (Re:Generation Harrow Schools Worker). A summary of the panel's Questions and Answers was included in the meeting minutes for distribution to parishes.

11 Financial Information

11.1 Reserves Policy

Total unrestricted reserves as at 31 December 2024 amounted to £2,181,800 (**2023**: £2,032,800).

This included fixed assets (property) with a net book value of £1,925,000 (**2023**: £1,835,000), leaving free liquid reserves of £256,800 (**2023**: £197,800).

Of these free reserves £139,700 (**2023**: £90,000) has been designated towards specific areas of the Church's future work.

The PCC's policy is to hold only sufficient reserves to enable it to meet outgoings on a day-to-day basis, relying on the faithfulness of God to provide for our financial needs at Emmanuel, as He has done for more than 100 years. It is the aim of the PCC to hold reserves equivalent to three months of unrestricted outgoings.

11.2 Financial Review of 2024

The financial outturn for 2024 was a small surplus of £9.3K on unrestricted funds before property revaluation. "Giving" for 2024 was close to budget and, in addition, we received a substantial legacy from the estate of Jeanne Heath, which will be spent on refurbishment of the Lounge. As it was not possible to start this work in 2024, the PCC designated £36K from the legacy, with a view to financing this project in the next year or two. Income from interest payments and dividends increased but letting income fell somewhat. Money was drawn down from the Local Mission Fund (established with the Hackett legacy a few years ago) and grants were received from another charity and from the Archdeacon's Discretionary Fund to assist in financing the stipend and expenses for the Associate Vicar for Pioneer Evangelism.

Expenditure was below budget, principally because of an underspend of £20.7K by the Property Committee, which will be carried forward to 2025. We also made some modest savings on the salary budget and on several other budgets. The overall financial position of Emmanuel, as shown in Note 2 of the accounts, showed an increase of £9.3K in unrestricted funds, after taking into account transfers of £10K to designated funds to continue to build up a fund for replacement of capital equipment and property and £36K from legacy income, but before allowance for revaluation of property.

Unrestricted funds at the year-end consisted of net current assets of £257K and property assets of £1.925 million, representing the value of the two clergy houses – 4 Church Close and 64 Chester Road – and the flat at 6 Beeches House, which is classified in the accounts as an investment property, and has been valued at £475K, as it is currently let out on the open market. The vicarage is owned by the Diocese of London, although we are responsible for interior decoration.

Unrestricted giving (including legacies) to Emmanuel in 2024 rose to £516K (from £483K in 2023), including tax recoveries of £84K and legacies of £37K.

The graph below shows total giving to Emmanuel central over the last 20 years, with steady growth of giving to General Fund and notable peaks at the time of property refurbishment exercises. Other giving to mission has fallen but we continue to allocate significant resources to the support of mission partners from the main General Fund budget.

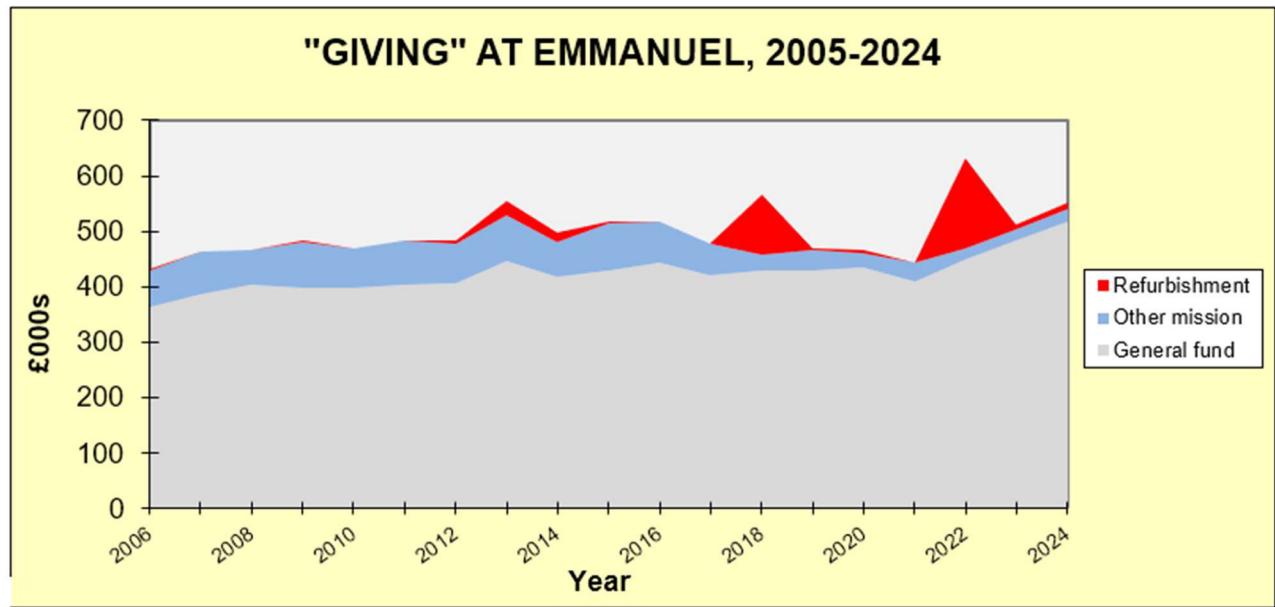


Figure 1: "Giving" over the years

The graph below, Figure 2, shows the annual surplus (or deficit) each year since 2005 on Emmanuel central (leaving aside revaluations of fixed assets). This averages out at a surplus of £4.3K a year.

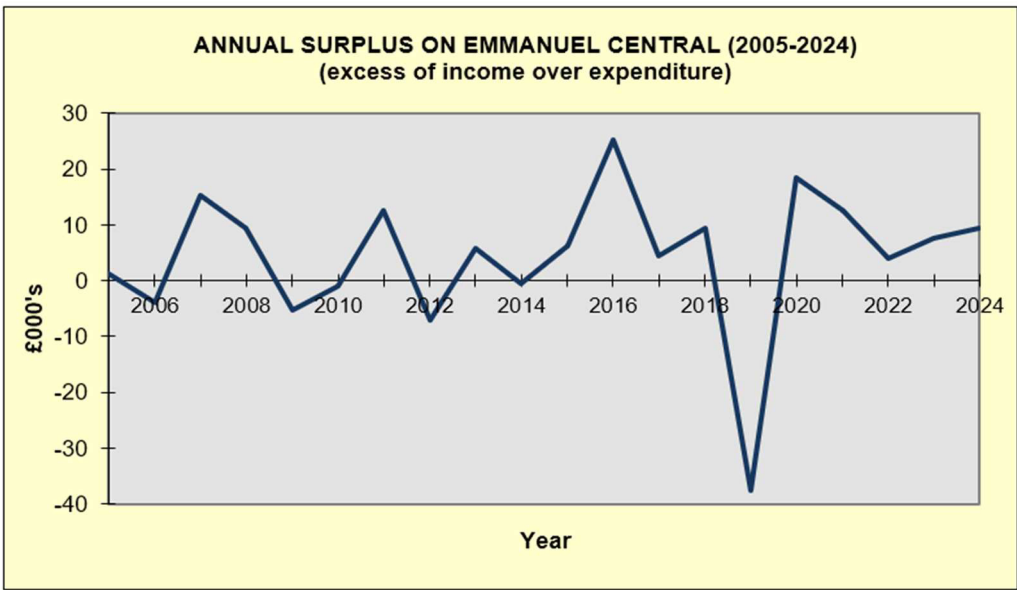


Figure 2: Surplus (or deficit) over the years

Total expenditure of Emmanuel unrestricted (and excluding designated) funds rose to £523K in 2024 (£508K in 2023). In addition, £67K was spent from restricted funds (£43K in 2023), of which £20K related to mission giving outside of Emmanuel, £4K to grants from the Compassion Fund, £3K to reimbursement of clergy expenses out of the Pratt Bequest, £27K from the Local Mission Fund to support the Associate Vicar for Pioneer Evangelism and £12K related to refurbishment (the new projector). The balance of designated funds now stands at around £140K.

Some 25% of Emmanuel Central total expenditure (£136K) went to the London Diocesan Common Fund¹ and 20% of total expenditure (£107K) was used for support of Emmanuel mission partners and other mission giving outside the budget. The remaining expenditure is split between ministry, premises and administration costs. The pie chart, Figure 3, below shows the way in which resources were used in 2024 by Emmanuel Central.

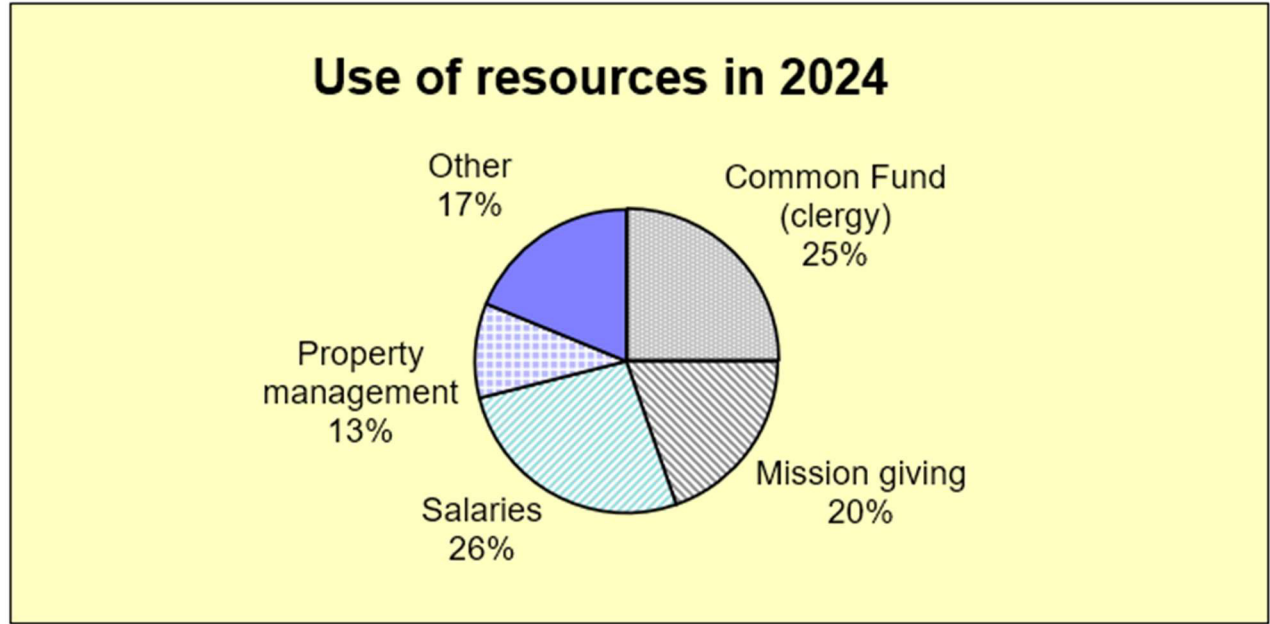


Figure 3: Resource Usage 2024

Mission partners and mission societies are supported out of amounts budgeted by the PCC from the general fund. The mission partner budget is allocated by the International Mission Committee. Further information is given in Note 11 to the accounts. In addition to these planned gifts to missions and other charities, church members may make gifts to the Donations Account for other charitable purposes. The Donations Account is maintained with separate bank and deposit accounts, and all resources given for specific purposes are treated as restricted funds to be utilised for those purposes and are not available for other use.

The PCC have set the budget for 2025 at £585K (£596K in 2024), including a carry forward of £21K of Property Committee budget. It is expected that this could give rise to a deficit of £22K, on the

¹ Emmanuel’s contribution to Common Fund in 2024 was £136,500, which was the deemed cost of our own clergy.

basis of income from giving rising by about 3% from the level in 2024. The expenditure includes an allocation of a further £10K to the capital replacement fund. However, some of the potential property projects for the year are expected to be financed with money taken from designated funds. With about 244 individuals on the electoral roll at the beginning of 2025, meeting the budget for 2025 (offset by other non-donation income such as investment income, rentals and lettings) would require about £200 per member per month on average. The Electoral Roll is currently being revised, and new figures will be available at the APCM. In 2024 there were 152 regular contributors to the FWO, many of whom represent couples, from whom we received an average contribution of £261 a month (including associated tax recoveries). That level of giving will need to increase if we are to cover our budgeted costs in 2025. It is also relevant to note that the distribution of gifts is very skewed, and a relatively modest number of generous givers provide a large proportion of the income.

The PCC continues to exercise careful stewardship in respect of general fund expenditure but believes that budgets in future years should be set to reflect the strategic vision for the parish and also to enable us to maintain the properties for which we are responsible. The Finance Committee continues to encourage the clergy to preach on a systematic basis about the need to submit our personal finances to the Lord, and to encourage church members regularly to review their giving. We remain confident that God is faithful and will provide the resources to finance his work in Northwood and beyond.

11.3 Statement of Trustees' Responsibilities

The Trustees are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period. In preparing those financial statements, the Trustees are required to:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles in the Charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements.
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations and the provisions of the trust deed. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Approved by the PCC on 25 March 2025 and signed on their behalf by the Rev. Tim Meathrel (PCC Chairman)

Signed 

11.4 Independent Examiner's Report

See overleaf.

Independent Examiner's Report to the Parochial Church Council (PCC) of Emmanuel Church Northwood

I report to the charity trustees on my examination of the accounts of the Emmanuel Church Northwood (the Church) for the year ended 31 December 2024.

Responsibilities and basis of report

As the charity trustees of the Church 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 Act and in carrying out my examination I have followed all applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

Since your charity's gross income exceeded £250,000, your examiner must be a member of a listed body. I can confirm that I am qualified to undertake the examination because I am a registered member of Association of Chartered Certified Accountants, which is one of the listed bodies.

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 Church 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 your attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


M D Yousaf FCCA

For and on behalf of Munday Long Associates Ltd
Chartered Certified Accountants
Alton House
66/68 High Street
Northwood
Middlesex HA5 1BL

Date: 25-03-2025

11.5 Church Accounts

EMMANUEL CHURCH NORTHWOOD

Financial Statements of the Parochial Church Council for the year ended 31 December 2024

Incumbent:

The Revd. Tim Meathrel
The Vicarage
Gatehill Road
Northwood HA6 3QB

Bank:

Barclays Bank plc

Independent Examiner:

Munday Long Associates Ltd, Chartered Certified Accountants
Alton House, 66 High Street, Northwood, HA6 1BL

EMMANUEL CHURCH NORTHWOOD

Statement of Financial Activities for the period from 1 January 2024 to 31 December 2024

	Notes	Unrestricted funds £000	Restricted funds £000	Endowment funds £000	Total funds 2024 £000	Total funds 2023 £000
<i>Income and endowments from</i>	3					
Donations and legacies		516.4	33.0		549.4	491.7
Church activities		39.8			39.8	40.6
Investments		26.1	10.4		36.5	32.1
Total income		582.3	43.4		625.7	564.4
<i>Expenditure on</i>	4					
Raising funds		1.7			1.7	12.1
Church activities		521.6	67.3		588.9	579.7
Total expenditure		523.3	67.3		590.6	591.8
Net gains/losses on investment assets					0.0	
Net income/expenditure before transfer		59.0	(23.9)		35.1	(27.4)
<i>Transfers</i>						
Gross transfers between funds – in		46.0			46.0	37.5
Gross transfers between funds – out		(46.0)			(46.0)	(37.5)
<i>Other recognised gains/losses</i>						
Gains on revaluation, fixed assets, charity's own use		90.0	3.5	2.4	95.9	21.4
Net movement in funds		149.0	(20.4)	2.4	131.0	(6.0)
<i>Reconciliation of funds</i>						
Total funds brought forward		2032.8	224.9	105.4	2363.1	2369.1
Total funds carried forward		2181.8	204.5	107.8	2494.1	2363.1

EMMANUEL CHURCH NORTHWOOD

Balance Sheet for the year ended 31 December 2024

		As at 31/12/24	As at 31/12/23
Fixed assets		£000	£000
Tangible assets	6	1450.0	1360.0
Investment property		475.0	475.0
Investments	9	256.5	253.6
Fixed assets		2181.5	2088.6
Current assets			
Stocks		0.6	0.6
Debtors	8	9.2	16.0
Cash at bank and in hand		313.3	275.2
Current assets		323.1	291.8
Liabilities			
Creditors: Amounts falling due in 1 year	10	10.5	11.5
Provision for liabilities and charges due within 1 year			5.8
Net current assets less current liabilities		312.6	274.5
Total assets less current liabilities		2494.1	2363.1
Amounts falling due after 1 year			
Total net assets less liabilities		2494.1	2363.1
Represented by			
Unrestricted - General Fund		1162.1	1152.8
Revaluation Reserve		880.0	790.0
Designated Fund: Refurbishment		139.7	90.0
Restricted - Pratt Bequest Fund		12.7	15.3
Restricted - Mission Fund		144.1	143.6
Restricted - Compassion Fund		2.8	6.5
Restricted - Local Mission Fund		44.9	59.5
Restricted - Refurbishment fund			
Endowment - Missionary Training Fund		107.8	105.4
Funds of the church		2494.1	2363.1

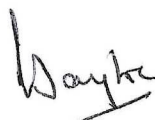
The notes on pages 36 to 47 form part of these financial statements.

Approved by the PCC



Rev. Tim Meathrel
Chairman of the PCC

Date: 25 March 2025



Chris Daykin FIA
Treasurer of the PCC

Date: 25 March 2025

EMMANUEL CHURCH NORTHWOOD

Cash Flow Statement for the year ended 31 December 2024

	2024		2023	
	£000	£000	£000	£000
Net cash from operating activities		0.4		(22.5)
Cash flows from investing activities				
Dividends, interest and rent from investments	34.8		20.0	
Proceeds from sale of:				
Tangible fixed assets				
Tangible fixed investments	3.0		3.0	
Purchase of:				
Tangible fixed assets for the use of the PCC				
Fixed asset investments				
Net cash provided by / (used in) investing activities		<u>37.8</u>		<u>23.0</u>
Change in cash and cash equivalents in the reporting period		38.2		0.5
Cash and cash equivalents at 1 January		275.1		274.7
Cash and cash equivalents at 31 December		<u><u>313.3</u></u>		<u><u>275.2</u></u>
Reconciliation of net income / (expenditure) before investment gains				
Net income/(expenditure) from SOFA		131.0		(6.0)
Adjustments for:				
Depreciation				
(Gains)/losses on investments		(95.9)		(21.3)
Dividends, interest and rent from investments		(34.7)		(20.0)
Decrease/(Increase) in debtors		6.8		23.9
(Decrease)/Increase in creditors		(6.8)		0.9
Net cash provided by/ (used in) operating activities		<u><u>0.4</u></u>		<u><u>(22.5)</u></u>
Analysis of cash and cash equivalents				
Cash in hand		20.4		15.6
Notice deposits (less than 3 months)		<u>292.9</u>		<u>259.6</u>
		<u><u>313.3</u></u>		<u><u>275.2</u></u>

EMMANUEL CHURCH NORTHWOOD

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

ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements:

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared under the Church Accounting Regulations 2006 in accordance with the Charities SORP (FRS 102) '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 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Charities Act 2011.

The Church constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared under the historical cost convention except for investment assets which are shown at fair value.

There are no material uncertainties about the charity's ability to continue. In these circumstances the financial statements have been prepared on a going concern basis.

Funds

1.2 Unrestricted Funds are funds at the discretion of the PCC that can be used as the PCC decides.

Designated Funds are funds which were available for use at the discretion of the PCC but where the PCC has formally set them aside, designating them for future purposes.

Restricted Funds are funds given for a specific purpose and can only be used for that purpose. The Restricted Funds are the Mission Fund, the Local Mission Fund (formerly the Hackett Fund), the Compassion Fund, the Pratt Bequest Fund and the Refurbishment Fund. Further details are given in Notes 5, 7, 11 and 12.

Endowment Funds are funds where the income may be used but not the capital. They may be restricted or unrestricted. Information about the endowment fund (the Missionary Training Fund), is given in Note 9. The Pratt Bequest Fund was released from being permanent endowment by the Charity Commission on 8 July 2019 and is now treated as a Restricted Fund.

Income and endowments

- 1.3 All income is recognised in the Statement of Financial Activities once the PCC has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.
- 1.4 Collections are recognised when received by or on behalf of the PCC. Planned giving receivable under Gift Aid is recognised when received. Giving through Charities Aid Foundation and similar trusts is recognised when vouchers received by Emmanuel are submitted to the trusts for payment or, for direct donations to other trusts, when those are transferred to the church.
- 1.5 Gifts to the General Fund for specific purposes are held to be used for those purposes only. Gifts for specified mission, the Compassion Fund or other charitable purposes are held in the Mission or Compassion Fund, all of the assets of which are regarded as owed to people and organisations outside Emmanuel. Gifts specifically for refurbishment are held exclusively in the restricted Refurbishment Fund.
- 1.6 Income from the Bookstall is accounted for gross, and is shown as income and endowments from church activities. Expenditure is shown as expenditure on church activities.
- 1.7 The income of Wednesday Fellowship and Baby and Toddler Club is shown as income and endowments from church activities and the corresponding expenditure as church activities.
- 1.8 Interest and dividends are accounted for when credited. Realised gains and losses are recognised when investments are sold. Unrealised gains or losses on the Endowment and Restricted Funds are accounted for on revaluation of the investments as at 31 December.
- 1.9 Rental income from letting church premises is recognised when due. Income from letting church houses is treated as investment income.

Expenditure

- 1.10 Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the PCC to that expenditure; it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.
- 1.11 The Diocese of London Common Fund is accounted for over the periods for which it is due. Any amount for the year which remains unpaid at 31 December is shown as a creditor in the Balance Sheet and any overpayment as a prepayment for the following year.
- 1.12 Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year-end are noted as a commitment but not accrued as expenditure. Grants to mission partners and societies which have been budgeted for, out of the General Fund are accounted as accruing over the year.

Fixed assets

- 1.13 Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. Moveable church furnishings are listed in the church's inventory (terrier), which can be inspected in the Parish Office.
- 1.14 Costs of refurbishment and development of the church and its associated buildings have been included as expenditure of the restricted or designated Refurbishment Fund and have been written off in the year.

EMMANUEL CHURCH NORTHWOOD

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

- 1.15 All expenditure incurred in the year on items of general fund capital expenditure under £5,000 is written off as incurred.
- 1.16 Equipment with a purchase price of £5,000 or more (other than items purchased from Restricted and Designated Funds) is depreciated on a straight line basis over periods as follows: Fixtures, fittings and equipment – 5 years
- 1.17 The freehold properties are shown at fair value. It is the church's policy to professionally revalue the freehold properties with sufficient regularity to ensure the carrying value does not differ materially from the fair value at the end of the reporting period. No depreciation is provided on freehold properties, 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 that any depreciation would not be material. In addition, these assets will be subject to annual impairment reviews. Provision will be made if there has been any permanent diminution in value.
- 1.18 Deposits include amounts held on deposit at Barclays Bank and CBF Church of England Deposit Funds with CCLA.

General

- 1.19 Figures are shown in the financial statements in thousands of pounds (£000) to one decimal place.

EMMANUEL CHURCH NORTHWOOD

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

2. STATEMENT OF FINANCIAL ACTIVITIES

Unrestricted funds by accountability centre

	Emmanuel Undesignated £000	Central Designated £000	Total 2024 £000	Total 2023 £000
<i>Income and endowments from</i>				
Donations and legacies	516.4		516.4	473.2
Church activities	39.8		39.8	40.6
Investments	22.4	3.7	26.1	22.2
Total income	578.6	3.7	582.3	536.0
<i>Expenditure on</i>				
Raising funds	1.7		1.7	12.1
Church activities	521.6		521.6	537.3
Total expenditure	523.3	0.0	523.3	549.4
Gains/ losses on investment assets				
Net income/expenditure before transfer	55.3	3.7	59.0	(13.4)
<i>Transfers</i>				
Gross transfers between funds – in		46.0	46.0	37.5
Gross transfers between funds – out	(46.0)		(46.0)	(37.5)
<i>Other recognised gains/losses</i>				
Gains on revaluation, fixed assets, charity's own use	90.0		90.0	
Net movement in funds	99.3	49.7	149.0	(13.4)
<i>Reconciliation of funds</i>				
Total funds brought forward	1942.8	90.0	2032.8	2046.2
Total funds carried forward	2042.1	139.7	2181.8	2032.8

In 2024 the PCC designated £36,000 from the legacy of the late Jeanne Heath and £10,000 from general budget towards future capital expenditure projects.

EMMANUEL CHURCH NORTHWOOD

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

3 INCOME AND ENDOWMENTS

	Unrestricted funds £000	Designated funds £000	Restricted funds		Endowment funds £000	Total funds 2024 £000	Total funds 2023 £000
			Mission*	Refurb.^			
<i>Income and endowments from:</i>							
Donations and legacies							
Planned giving	388.9		8.5			397.4	356.9
Collections and other gifts	6.5		10.0	10.0		26.5	19.7
Income tax recoverable	83.6		2.0	2.5		88.1	84.1
Legacies	37.4					37.4	31.0
	516.4		20.5	12.5		549.4	491.7
Church activities							
Fees	3.9					3.9	4.2
Bookstall	0.4					0.4	0.6
Lettings	23.8					23.8	24.8
Babies and Toddlers	2.2					2.2	3.1
Wednesday Fellowship	1.2					1.2	1.2
Other ministry areas	8.3					8.3	6.7
	39.8					39.8	40.6
Investments							
Interest (gross)	3.8	3.7	10.4			17.9	15.3
Rental income (gross)	18.6					18.6	16.8
	22.4	3.7	10.4			36.5	32.1
Other income							
Total income	578.6	3.7	30.9	12.5		625.7	564.4

* Mission Restricted, Local Mission Restricted and Compassion Fund Restricted

^ Pratt Bequest and Refurbishment Restricted

EMMANUEL CHURCH NORTHWOOD

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

4 EXPENDITURE

	Unrestricted funds £000	Designated funds £000	Restricted funds		Endowment funds £000	Total funds 2024 £000	Total funds 2023 £000
			Mission*	Refurb.^			
			£000	£000			
Expenditure on:							
Raising funds							
Investment management costs	1.7					1.7	12.1
	1.7					1.7	12.1
Church activities							
Missionary and charitable giving	83.8		23.5			107.3	110.4
Common Fund	136.5					136.5	135.0
Clergy and service costs							
Housing	6.8					6.8	6.2
Clergy expenses	5.2			3.0		8.2	10.6
Eastbury	0.1					0.1	20.2
Service maintenance	29.0					29.0	22.6
	41.1			3.0		44.1	59.6
Premises costs							
Property supervisor	21.5					21.5	16.3
Insurance	10.9					10.9	9.6
Heat, light, etc.	22.7					22.7	21.3
Maintenance Church & Hall	36.5					36.5	73.1
	91.6					91.6	120.3
Activities							
Youth and children's work	52.2					52.2	26.9
Family	1.0					1.0	1.1
Church weekend	0.8					0.8	0.8
Pastoral	4.0					4.0	2.1
Evangelism and outreach	23.1		27.4			50.5	28.1
Social action	1.0		0.9			1.9	2.1
	82.1		28.3			110.4	61.1
Support costs							
Administrative and secretarial wages, etc.	54.1					54.1	52.8
Printing, postage, stationery & telephone	13.7					13.7	22.0
Equipment maintenance & depreciation	2.2			12.5		14.7	2.7
Miscellaneous	7.4					7.4	9.3
	77.4			12.5		89.9	86.8
Governance costs							
Independent examination	3.1					3.1	2.9
Bookkeeper	4.2					4.2	3.6
Property valuation	1.8					1.8	
	9.1					9.1	6.5
Total expenditure on church activities	521.6		51.8	15.5		588.9	579.7
Total expenditure	523.3		51.8	15.5		590.6	591.8
Gains/ losses on investment assets							
Net income/expenditure before transfer	55.3	3.7	(20.9)	(3.0)	-	35.1	(27.4)

* Mission Restricted, Local Mission Restricted and Compassion Fund Restricted

^ Pratt Bequest and Refurbishment Restricted

The Common Fund is payable to the Diocese of London. This was the estimated amount of Emmanuel's "costs" in 2024, made up of the salaries, housing and indirect costs of our own clergy and our share of diocesan costs. Expenditure on heating, cleaning and other utilities and maintenance, which are relevant to these activities and to the letting of the hall and church, is shown under premises costs.

EMMANUEL CHURCH NORTHWOOD

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

5 STATEMENT OF FINANCIAL ACTIVITIES

Individual restricted funds

	Restricted funds					Total	Total
	Mission	Compassion	Pratt	Local Mission	Refurb	Restricted funds 2024	Restricted funds 2023
	£000	£000	£000	£000	£000	£000	£000
<i>Income and endowments from:</i>							
Donations and legacies	10.5			10.0	12.5	33.0	18.6
Church activities							
Investments	7.3	0.3		2.8		10.4	9.9
Total income	17.8	0.3		12.8	12.5	43.4	28.5
<i>Expenditure on:</i>							
Church activities	20.4	4.0	3.0	27.4	12.5	67.3	42.5
Total resources used	20.4	4.0	3.0	27.4	12.5	67.3	42.5
Net incoming/outgoing resources before transfer	(2.6)	(3.7)	(3.0)	(14.6)	-	(23.9)	(14.0)
<i>Transfers</i>							
Gross transfers between funds – in							
Gross transfers between funds – out							-
<i>Other recognised gains/losses</i>							
Gains/losses on investment assets							
Gains on revaluation, fixed assets, charity's own use	3.1		0.4			3.5	12.3
Net movement in funds	0.5	(3.7)	(2.6)	(14.6)	-	(20.4)	(1.7)
<i>Reconciliation of funds</i>							
Total funds brought forward	143.6	6.5	15.3	59.5		224.9	226.6
Total funds carried forward	144.1	2.8	12.7	44.9		204.5	224.9

EMMANUEL CHURCH NORTHWOOD

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

6 FIXED ASSETS

	Freehold land & buildings	Investment property	Fixtures, fittings & equipment	TOTAL
<u>Cost/Valuation</u>	£000	£000	£000	£000
Brought forward at 1 January 2024	1360.0	475.0		1835.0
Disposals				
Additions				
Revaluations	90.0			
Disposals				
Carried forward at 31 December 2024	1450.0	475.0	0.0	1925.0
<u>Depreciation and impairment</u>				
Brought forward at 1 January 2024	0.0	0.0	0.0	0.0
Charge for year				
Movement in provision for impairment				
Disposals				
Carried forward at 31 December 2024	0.0	0.0	0.0	0.0

Net value in accounts as at 31 December

2024	1450.0	475.0	0.0	1925.0
2023	1360.0	475.0	0.0	1835.0

Freehold land & buildings

Properties were valued at open market value with vacant possession by Neil Altman FRICS (in £000s) as at 31 December 2024

	31/12/24
4 Church Close	730.0
64 Chester Road	720.0
	1450.0

If these freehold properties had not been revalued, they would have been included at their purchase price. The house at 64 Chester Road was purchased for £1,400 on 31 December 1945. The house at 4 Church Close was purchased for £5,850 on 28 April 1969.

A terrier of movable church fixtures and furnishings is maintained and may be viewed in the Parish Office. Consecrated land and buildings and moveable church furnishings have been excluded from these financial statements by virtue of section 10(2) of the Charities Act 2011. They are insured for a sum of £22.94 million including contents.

Investment property

The flat, 6 Beeches House, is currently rented out on the open market through Robsons as agent and is treated as an investment. Having obtained a written valuation of the fair value of the flat at 31 December 2024 by a chartered surveyor, a value of £475,000 has been placed on the property as at that date by the trustees (2023: £475,000). If the investment property had not been revalued it would have been included at the historical cost of £385,000 from its purchase price in 2015.

EMMANUEL CHURCH NORTHWOOD

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

7 Balance Sheet for individual Restricted Funds as at 31 December 2024

	Restricted funds					Total Restricted funds 2024	Total Restricted funds 2023
	Mission	Compassion	Pratt	Local Mission	Refurb.		
	£000	£000	£000	£000	£000	£000	£000
Fixed assets							
Tangible assets	136.0		12.7			148.7	148.2
Investments							
Fixed assets	136.0		12.7			148.7	148.2
Current assets							
Stocks							
Debtors	0.1					0.1	1.4
Cash at bank and in hand	8.0	2.8		44.9		55.7	80.4
Current assets	8.1	2.8		44.9		55.8	81.8
Liabilities							
Creditors: Amounts falling due in one year							0.1
Provision for liabilities due within one year							5.0
Net current assets less current liabilities	8.1	2.8		44.9		55.8	76.7
Total assets less current liabilities	144.1	2.8	12.7	44.9		204.5	224.9
Total net assets less liabilities	144.1	2.8	12.7	44.9		204.5	224.9

8 DEBTORS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2024	Total funds 2023
	£000	£000	Mission	Refurb	£000	£000	£000
Other debtors	6.3		0.1			6.4	6.6
Prepayments	1.2					1.2	1.2
Accrued income	1.6					1.6	8.2
	9.1		0.1			9.2	16.0

EMMANUEL CHURCH NORTHWOOD

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

9 INVESTMENTS

	Unrestricted funds	Designated funds	Restricted funds		Endowment funds	Total funds 2024	Total funds 2023
	£000	£000	Mission £000	Pratt £000	£000	£000	£000
<u>Restricted/Endowment Funds</u>							
Investments in CCLA CBF Funds Pratt Bequest				12.7		12.7	15.3
Mission			136.0			136.0	132.9
Missionary Training Fund					107.8	107.8	105.4
			136.0	12.7	107.8	256.5	253.6

Pratt Bequest

The Pratt Bequest Fund is invested in the CBF Church of England Short Duration Bond Fund with CCLA. With the approval of the Charity Commission, this is now regarded as expendable endowment and is treated as a restricted fund rather than endowment.

The capital of 8,528 shares, with market value of £12,717 on 31 December 2024 (£15,331 for 10,591 shares on 31 December 2023), will be gradually reduced. The capital withdrawn (£3,000 in 2023 and 2024) as well as the income (£357 in 2023; £354 in 2024) is used towards the reimbursement of personal expenses of the clergy.

Missionary Training Fund

The Missionary Training Fund is invested in the CBF Church of England Investment Fund with CCLA. On 31 December 2024 capital of 4663 shares was held, with market value of £107,821 (£105,409 on 31 December 2023). The capital is retained intact and the income of £2,926 (£2,881 in 2023) is used to provide assistance to individuals engaging in short-term service overseas or in the UK, or to assist those thinking towards mission service to test their vocation and calling.

Following advice from the Diocese of London's Trust Department, the 4663 shares representing the Missionary Training Fund endowment were transferred into the name of the London Diocesan Fund (LDF) on 22 January 2019 and are now held by the LDF on behalf of the PCC of Emmanuel Church Northwood, with the dividend income being remitted to the PCC.

EMMANUEL CHURCH NORTHWOOD

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

10 CREDITORS: amounts falling due within one year

	Unrestricted funds £000	Designated funds £000	Mission £000	Restricted funds Pratt £000	Refurb.	Total funds 2024 £000	Total funds 2023 £000
Emmanuel sundry creditors							4.1
Emmanuel accruals	10.5					10.5	7.4
Provision for liabilities							5.8
	10.5	0.0	0.0	0.0	0.0	10.5	17.3

11 DONATIONS ACCOUNT

The Donations Account is used to channel giving to Emmanuel's mission partners at home and abroad, and to support mission societies and other agencies engaged in service, relief and evangelism.

In 2024 the PCC budgeted £83.3K for the support of Emmanuel mission partners and agencies. Most of this was financed from the General Fund and the rest from accumulated balances in the Mission Restricted Fund. Support for Emmanuel mission partners was provided as follows:

	£000
Steve and Sandie Davies (Operation Mobilisation).....	16.8
Sharon Morgan (Wycliffe Bible Translators).....	4.4
Kate and Phil King (Wycliffe Bible Translators).....	13.5
London City Mission	1.0
Fiona Bunford (Montgomery Heights).....	9.8
Church Pastoral Aid Society.....	10.2
Arab World Ministries	12.8
Mission Africa.....	3.2
OM Ships & Middle East	11.6
<i>Total support</i>	<u>83.3</u>

Gifts to the Donations Account, whether for the above budget or for other purposes, are included in the income under Restricted Fund General in the Statement of Financial Activities and in Note 3. Further details of the allocation of monies given through the Donations Account are available from the Donations Treasurer.

EMMANUEL CHURCH NORTHWOOD

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

12 REFURBISHMENT

	2024	2023
	£000	£000
<u>Income</u>		
Donations	10.0	10.4
Tax recoveries	2.5	0.2
Church activities		
Interest		
	12.5	10.6
<u>Expenditure</u>		
Refurbishment	12.5	11.8
NET SURPLUS (DEFICIT) FOR YEAR	0.0	(1.2)
Funds at start of year	0.0	1.2
Funds at end of year	0.0	0.0
Represented by:		
Bank accounts and deposits		95.0
	0.0	95.0
less: Liabilities		
Provision for retention on building works		5.0
Amount due to General Fund (designated)		90.0
	0.0	0.0

13 STAFF COSTS

	2024	2023
	£000	£000
Wages and salaries	136.3	105.2
Social Security costs	3.6	2.2
Pension costs	4.5	2.6
	144.4	110.0

None of the staff employed by the PCC were members of the PCC during the year. There were no employees who received emoluments (excluding employer pension costs) of more than £60,000. The average number of staff employed (full or part time) during the year was 7 (2023: 6).

The charity operates a defined contribution workplace pension scheme with NOW: Pensions for qualifying employees, which complies with the legislation regarding auto-enrolment.

All contributions due were paid over to the scheme during the year except for the December payroll, for which the pension contributions are shown as an accrual in creditors and paid in January.

EMMANUEL CHURCH NORTHWOOD

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

14 TRUSTEE REMUNERATION, RELATED PARTY AND OTHER TRANSACTIONS

The clergy, who receive their remuneration from the Church Commissioners and not from the PCC, received reimbursement of approved expenses from the PCC. In the case of the Senior Leader Tim Meathrel, Associate Leader Dave Scott, Associate Leader Nina Oskarsdottir and Curate Christine Britton (up to July 2024), accommodation was provided by the PCC at no charge.

The total amount of expenses reimbursed to the clergy in 2024 was £13,621 (2023: £15,513). This included rental, Council Tax and other expenses for Associate Leader Nina Oskarsdottir.

No other PCC members received remuneration or repayment of expenses (other than reimbursement of minor amounts expended on behalf of the PCC or church organisations), with the exception of the following:

- The wife of a PCC member is the Administrator. The PCC member concerned does not play any part in the decision-making regarding employment or staff remuneration.

Donations made by trustees during the year amounted to £116K before tax recovery (£119K in 2023).

15 FUNDS

	Unrestr icted funds	Designated funds	Mission	Restricted funds Compassion/ Local Mission	Pratt/ Refurb.	Endowment funds	Total funds 2024	Total funds 2023
	£000s	£000s	£000s	£000s	£000s	£000s	£000s	£000s
Tangible fixed assets	1450.0						1450.0	1360.0
Investment fixed assets	475.0		136.0		12.7	107.8	731.5	728.6
Current assets	127.6	139.7	8.1	47.7			323.1	291.8
Amounts falling due in one year	(10.5)	-	-	-	-		(10.5)	(17.3)
Funds at 31 December 2024	2042.1	139.7	144.1	47.7	12.7	107.8	2494.1	2363.1

12 Plans and Priorities

As was mentioned in section 3.0, we will propose a new vision for the church having spent many hours in prayer, thought and reflection. The new vision that has emerged is one of

Encountering
Restoring
Discipling
Sending

12.1 The New Vision

12.1.1 Encountering

We believe that God is calling Emmanuel to be a place of encounter. A church where people can encounter the true, living God. A church where we encounter each other as family.

12.1.2 Restoring

We believe that God is calling Emmanuel to be a church where lives, marriages, families, church, and community are restored. We long to be a church renewed in the power of the Holy Spirit where all people can experience love, hope and freedom.

12.1.3 Discipling

We believe that God is calling Emmanuel to be church family where everyone is discipled in the way of Jesus. We long to be a church of missional disciples, living out a wholehearted, risk-taking discipleship, shaping our lives and ministry on Jesus.

12.1.4 Sending

We believe God is calling Emmanuel to be a sending church. A church that equips and sends us all as disciples of Jesus to bring God's kingdom everywhere we go. We believe that God is calling us to be a storehouse which gives away what God has entrusted to us.

12.2 Making a Difference

We are seeking to be a church that is making a difference. We are seeking to be a renewed, growing, confident church where more people's lives are transformed by the love of the Father as they encounter Jesus by the power of the Holy Spirit.

We long to be a church where people from every nation and background find a home, a family, hope and freedom. We are seeking to be disciple making disciples, patterning our lives on Jesus. We long to be a church of missional disciples building God's kingdom in our homes, schools, workplaces, and social spaces.

We are seeking to be a church restoring individual lives and communities, impacting our city, nation, and world.

13 Administrative Information

Address Emmanuel Church,
High Street,
Northwood.
HA6 1AS

Telephone 01923 845200

Email: ecnooffice@ecn.org.uk

Website:..... www.ecn.org.uk

Bank Barclays Bank PLC
Leicester LE87 2BB

Independent Examiner Munday Long Associates Ltd,
66-68 High Street,
Northwood.
HA6 1BL

Charity Registration Number..... 1132091

14 APPENDIX

14.1 Senior Staff Team

Senior Leader	Rev. Tim Meathrel
Senior Leader	Kate Meathrel
Associate Leader	Rev. Dave Scott
Associate Leader	Rev. Nina Oskarsdottir
Curate	Rev. Christine Britton (until mid-2024)
Operations Manager	Jon Whitmarsh

14.2 Ministry Staff

Children’s and Families Pastor	Chris Nadler
Youth Pastor	Lucy Thampi
Worship Pastor	Matt Bird
Office Manager	Vanessa Bronnert
Bookkeeper	Lynette Leach

Caretaker

Becky Johnson

14.3 Church Wardens

Keren Pollock

From 2023 APCM

Sarah Groves

Until 2024 APCM

Ben Pearkes

From 2024 APCM

14.4 PCC Membership

The full membership of the PCC comprises, ex-officio, the Senior Leader, the other clergy, the Churchwardens, all Synod representatives and (if they wish to participate) a licensed lay minister, plus up to fifteen elected members of Emmanuel, as well as optional co-opted members.

- The PCC is elected at an APCM, usually held in April or May at Emmanuel.
- PCC members may not be employees of the PCC unless the Charity Commission gives permission.
- Appointment is governed by, and set out in, the Church Representation Rules.
- All on the Ecclesiastical electoral roll may stand for election to the PCC
- All elected members may serve up to two consecutive 3-year terms or a total of 6 years continuously before retiring.
- Retiring members can be re-nominated after a 1-year gap.
- Co-opted members serve up to the next APCM but can be co-opted again to the next PCC if required.

The following shows, Table 3, PCC membership, roles, and other attendees.

Details about Deanery Representatives are given in Table 4.

Member	No. of terms	Election Date	Role
Tim Meathrel			<i>Ex officio member & chairperson</i>
Dave Scott			<i>Ex officio member</i>
Chistine Britton			<i>Ex officio member until mid-2024</i>
Nina Oskarsdottir			<i>Ex officio member</i>
Catherine Brewer	1st term	2022	
Michael Davey	1st term	2022	
Emmanuel Nnatuanya	1st term	2022	
Colin Sheppard	1st term	2022	
Bonnie Chan	1st Term	2023	
Paul Cluett	1st Term	2023	<i>PCC Secretary from May 2024</i>
Giles Denham	1st Term	2024	<i>Appointed as laity vice-chairperson by the PCC after the 2024 APCM</i>

Member	No. of terms	Election Date	Role
Alice Johnstone	1st Term	2024	
Paul Bronnert	2nd term	Re-elected 2024	
Lynne Burke	2nd term	Re-elected 2024	
Nicola Davis	2nd term	Re-elected 2022	
Geoffrey Gale	2nd term	Re-elected 2023	
Pauline Smith	2nd term	Re-elected 2024	
Chris Daykin		Co-opted 04/24	<i>Church Treasurer, Ex officio member</i>
Keren Pollock			<i>Warden FROM 2023 APCM</i>
Sarah Groves			<i>Warden until 2024 APCM</i>
Ben Pearkes			<i>Warden from 2024 APCM & Deanery Rep.</i>
Brian Cox			<i>Deanery Rep.</i>
John Dolling			<i>Deanery Rep. but sadly died in May 2024</i>
Stephen Hall			<i>Deanery Rep.</i>
Josh Tate			<i>Deanery Rep. & PCC Secretary until May 2024</i>

Table 3: PCC Membership with roles

Key:

Elected = may stand in 2025 for re-election.

Elected = need to step down in 2025 from the PCC/Deanery since they have served two consecutive terms.

14.5 Deanery Synod

In the Diocese of London, lay representatives to the Deanery Synod are elected for a three-year term. At the end of this term, members are eligible for re-election and do not have to stand down automatically. There are no imposed term limits for serving on the Deanery Synod.

The number of lay representatives for ECN is 5. This number is based on factors such as the number of names on the parish's electoral roll. Elections occur every three years during the Annual Parochial Church Meeting (APCM), with the current cycle being 2020, 2023, 2026, and so on.

Representative	Last Elected	Next Election (unless resigns)	Comments
Brian Cox	2024	2027	
John Dolling	2021	-	Sadly died in May 2024
Stephen Hall	2024	2027	
Josh Tate	2023	-	Resigned in May 2024
Ben Pearkes	2023	2026	

Table 4: Deanery Representatives

14.6 Standing Committee

Person	Role
Tim Meathrel	Chairperson, Senior Leader
Giles Denham	Lay Vice Chairperson
Dave Scott	Associate Senior Leader
Nina Oskarsdottir	Associate Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Chris Daykin	Church Treasurer
Josh Tate Until May 2024	PCC Secretary
Paul Cluett From May 2024	PCC Secretary
Lynne Burke	PCC Representative
Paul Bronnert	PCC Representative
Jon Whitmarsh	Operations Manager - <i>Ex officio member attendee</i>

Table 5: Standing Committee Membership and attendee

14.7 HR Committee

Person	Role
Mirka Packard	Chairperson
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Chris Daykin	Church Treasurer

Table 6: HR Committee Membership

14.8 Finance Committee

Person	Role
Chris Daykin	Chairperson
Margaret Dolling	Donations Treasurer
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Giles Denham	Member
Nicola Davis	Member

Table 7: Finance Committee Membership

14.9 Property Committee

Person	Role
Giles Denham	Chairperson
Tim Meathrel	Senior Leader
Jon Whitmarsh	Member
Colin Sheppard	Member
Emmanuel Nnatuanya	Member
Roger Saunders	Member
Neil Altman	Member until 12 September 2024

Table 8: Property Committee Membership

A warm “thankyou” for Neil Altman’s work on the committee and activities during the years. As well as overseeing the maintenance of the Church buildings the Property Committee oversees the following properties owned by the PCC, as shown in Table 9:

Location	Status
64 Chester Road	Occupied by Christine Britton and her family until mid-year and then by Nina Oskarsdottir
Flat 6 Beeches House, High Street	Currently rented out on a commercial basis
4 Church Close	Occupied by Dave Scott and his family since 2018

Table 9: ECN PCC Owned properties

14.10 Eco Committee

Person	Role
Bonnie Chan	Chairperson
Tim Meathrel	Senior Leader
Keren Pollock	Warden
Ben Pearkes	Warden
Yan Yan Okamoto	Member
Blair Dooley	Member
Catherine Mayne	Member

Table 10: Eco Committee Membership

14.11 Risk Committee

Person	Role
Ben Pearkes	Chairperson
Tim Meathrel	Senior Leader
Sam Groves	Deputy chairperson
Sarah Groves	Warden to 2024 APCM
Karen Pollock	Warden
Nicola Davis	Member
John Dolling	Member until mid-2024
Geoffrey Gale	Member
Jon Whitmarsh	Operations Manager

Table 11: Risk Committee Membership

14.11.1 Risk Register

Risk Register	Notes
2 High Risks	Related to safeguarding and strategic planning
11 Medium Risks	including, but not limited to, the possibility of a financial deficit for urgent expensive repairs to our buildings and loss of key volunteers

25 Low Risks	
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Table 12: Risk Register (general)

14.11.2 LLF (Living in Love and Faith) Risk Register

An additional risk register was created in 2023, specifically related to the ongoing conversation in the wider Church of England regarding LLF:

LLF Risk register	Notes
3 High Risks	Relating to Safeguarding, Strategic Planning and volunteers
2 Medium Risks	Related to staffing matters
4 Low Risks	

Table 13: LLF Risk Register

14.12 Safeguarding Committee

Person	Role
Gill Denham	Chairperson; Parish Safeguarding Officer (PSO)
David Sinclair	Member
Jean Nunney	Administrator & Secretary
Tim Meathrel	Senior Leader
Dave Scott	Associate Leader
Nina Oskarsdottir	Associate Leader
Lucy Thampi	Youth Pastor
Chris Nalder	Children & Families Pastor
Jon Whitmarsh	Operations Manager
Ben Pearkes	Warden
Keren Pollock	Warden
Jan Fell	Member

Table 14: Safeguarding Committee Membership

14.13 International Mission Committee

14.13.1 IMC Members

Person	Role
Colin Sheppard	Chairperson
Jean Nunney	Secretary
Margaret Dolling	Donations Treasurer
Jon Whitmarsh	Operations Manager
Tim Meathrel	Senior Leader
Helen Alsop	Member
Clive Backhouse	Member
Mark (Monty) Johnson	Member

Person	Role
Graham Wilburn	Member
Chris Williams	Member

Table 15: International Mission Committee Membership

14.13.2 Supported Mission Partners

Person/ charity	Work
Steve & Sandie Davies	Works with Operational Mobilisation (OM) giving International and UK personnel support
T & S	Works with Operational Mobilisation (OM) helping refugees in N. Africa
Graham & Janice Wilburn	Supporting and working on Operational Mobilisation (OM) ships (started in 5/2024)
Phil & Kate King	Wycliffe - Phil in international translation service; Kate on the international executive
Sharon Morgan	Wycliffe - Mostly teaching at Moorlands College (finishing in 12/25)
Fiona Bunford	A nurse in a Zimbabwe orphanage
Mehrshad Rasaei	Supports Christians in the <i>Serving a Multiplying and Resilient Church</i> (SMRC) ministry
Tina Salom	Works with <i>Arab World Ministries</i> (AWM) in Madrid helping refugees (finishing in 06/25)
Jeremy & Rachael Nash	Mission Africa work within Chad (finished in 07/24)
CPAS charity	<ul style="list-style-type: none"> • Supports leaders in Anglican Churches • Outreach to children and young people • Church Patronage

Table 16: ECN Mission Partners