

Parish of St Ebbe
with Holy Trinity and St Peter Le Bailey
Oxford

Vision Day &
Annual Church Meeting

(including meeting of Parishioners)

Saturday 27th April 2019
at St Ebbe's Church, Oxford

*Coffee from 9:45am, Vision Day starts 10:00am,
Annual Church Meeting 12:00 noon, close 12:45pm*

Annual Parochial Meeting Agenda

1. Church Life Reports
2. Official Business
 - a. Election of Churchwardens (Meeting of Parishioners)
 - b. Minutes of Annual Meeting on 28th April 2018 (*attached*)
 - c. Formal Reports (Electoral Roll, PCC, Fabric, Deanery Synod, Safeguarding) (*attached*)
 - d. Presentation of Financial Statements (*summary attached*)
 - e. Elections to PCC (4 vacancies)
 - f. Appointment of Auditor

*A full set of Annual Reports and a copy of the Annual Accounts
are available in St Ebbe's church*

St Ebbe's Church, Oxford
Minutes of the Annual Parochial Church Meeting held on Saturday 28th April, 2018 at 11:45am (following a Vision Day 10am-11:30am)

About 120 attended the meeting
Apologies for absence were received from Anna Gittins.

Vaughan Roberts opened the meeting in prayer

1. Church Life Reports

Vaughan encouraged everyone to read the reports and thanked all those involved in the work of St Ebbe's in many and various ways.

2. Official Business

a. Election of churchwardens

Paul Taylor and Al Cory were standing again as Churchwardens. As there were no other nominations, Vaughan declared Al and Paul elected.

b. Minutes of Annual Parochial Church Meeting, dated 19th April, 2017

These were approved as an accurate record of last year's APCM.

c. Formal reports

The Electoral Roll recorded 389 names, an increase of 10 from last year.

Vaughan directed everyone to the formal annual report on the proceedings of the PCC and to the statements and reports required to be presented to the APCM.

d. Presentation of financial statements

Trevor Rayment, on behalf of PCC, thanked those who had given to the church and asked people to pray for those involved in managing the finances.

Looking back

Andy Menary reported that the PCC had received £2.8m over the year, more than £1m up from the previous year (due to the building project). The general fund had a shortfall of £75k. This was because regular income had reduced, and expenditure increased. Increased outgoings were associated with out of the building expenditure and a gift to Magdalen Road Church. This had meant that money had been taken out of reserves. Since the accounts (year to 31st Dec 2017), the Dale Close property had been sold and gifts received, covering the year end shortfall on Building for Growth. £35k was still needed (in addition to that committed) for the completion of the building work.

The Headington accounts included expenditure of £60k for building work.

Looking forward

Trevor reported that there was need for increased regular giving to provide both for ongoing expenditure and the church plant. Over time, it was also necessary to rebuild the reserves. In the shorter term, money was needed for repairs to the church and for the leak in the Pennyfarthing roof.

At the Central May Gift Day (20th May) £90-95k would be targeted. At the Headington Gift Day (6th May) it was hoped that there would be an increase in giving of 20%, and £30k to cover staff restructuring.

Proposed work on the Central kitchen could require raising a further £100k. A gift of £50k earmarked for the kitchen had been received, and it was suggested that, if the work was carried out in 2 phases, some work could start soon. People were encouraged to make the PCC aware of their views on this.

The Littlegate Trust needed a further £150k to purchase and make serviceable the Cowley building.

There was a request to increase regular giving, notifying the finance team before the PCC meeting on 14th May, and to review finances in advance of the Gift Days.

In response to questions, it was mentioned that current giving to FoSE was lower than in recent years.

e. Elections to the PCC and Deanery Synod

Richard Mortimer had stood down from the PCC. Jeff Hunter and Suzanne Wilson Higgins were both willing to serve on the PCC for a further three years. Nominated to replace Richard was Matt Davidson. As the number of candidates was not greater than the number of seats to be filled, the candidates were declared duly elected. The Deanery Synod vacancy will be filled by the PCC.

f. Appointment of Auditors

Trevor proposed that Wenn Townsend once again be appointed as auditors; Paul Taylor seconded this and all were in favour.

The meeting ended with a song, a prayer and the grace at 12.40pm

Parochial Church Council (PCC) Report

(Extract - Full report included within annual accounts)

The full PCC met seven times during the year. The major new subject for discussion was an opportunity to plant a church in the Cowley area of Oxford, the practical and financial implications and the appointment of a minister to lead the church plant. Progress with the planning for a refurbished and extended Church Centre kitchen were considered **during the year and approved at the PCC's first meeting of 2019. The PCC was also** concerned with staff appointments, finance, safeguarding appointments and Church of England matters, and received regular reports from sub-committees and congregation leaders.

It has been a relatively quiet year for senior staff changes, the most notable being Dave Reid leaving Headington at the beginning of the summer after nine years to join Lymington Rushmore Holidays. Along with Helen, Timothy and Rachel he leaves with our deep gratitude and very best wishes. Leon Catallo joined the Headington team in September and we are delighted that he, and his wife Charlotte, have returned to **St Ebbe's. Becky Lee, who left in the summer following husband Matt's ordination, made a** significant contribution to our ministry amongst students and will be missed, but has been ably replaced by Helen Hambling. We also said good bye to Kate Phillips, who has served us in various capacities since joining as an apprentice in 2014, most recently ministering to our postgraduates. She left in the summer but retains close ties as she, along with Alex and Euan, are now our mission partners in East Asia. We welcomed Nancy-Page Lowenfield **as Postgraduate Worker. Headington's Children's Worker, Laura** McKee, left in May with our thanks and best wishes and, with a re-arrangement in responsibilities, Hannah Craig moved from being an apprentice to the new post of **Children's Ministry Coordinator**. In September the Headington congregations were delighted to welcome back a former apprentice, Tom Midgley, as Student and Youth Worker.

As usual, we had a large turnover of apprentices during the summer, with five staying for a second year and eight joining us. Those leaving us have moved to many different **pastures; we hope and pray that they found their time at St Ebbe's beneficial – we most certainly did. We also welcome this year's new apprentices. In a large church it is too easy** to take for granted all that they do, so we warmly record our thanks and appreciation here.

Sunday is the main opportunity for us to meet together – during term-time we have eight services, including three **at St Ebbe's Headington, and OAK (Oxford Asian Koinonia). A major aspect of our Sunday services is attention to the preaching of God's word, and**

during the year we appreciated series in Galatians, Acts, Isaiah and Ecclesiastes amongst others. Our buildings are very well used during the week, with an activity nearly every day, including hosting the South Central Gospel Partnership Ministry Training Course on **Tuesdays, Mum's & Toddlers Groups on Wednesdays (Sparklers in the city centre & Splat in Headington)** and Thursday Afternoon Fellowship. Students meet during the week for Focus, iFocus/Explore (internationals) and Conversation (language students), and our weekly postgraduate ministry (Thesis).

Week-night clubs are also held for children and teenagers. Many adults are members of regular fellowship groups and, for 20s and 30s, Roots meets each week for Bible study, **prayer and encouragement (20s & 30s group at Headington)**. Our annual children's Holiday Bible Clubs were once again well attended and appreciated, as were similar one-day events during half-term breaks.

Our ministry to children, youth and their families has continued to grow and develop over the year. On average over 220 children/youth attend our Sunday groups each week, in addition to those attending mid-week clubs and holiday clubs. We are so very grateful for all the leaders who care for and teach in these ministries.

Week by week we continue to seek to grow in the knowledge of God, to increase our depth of fellowship and unity and to proclaim the gospel. We have held a variety of events throughout the year to enable people to hear the good news of the gospel, some tied to particular ministry areas, and some for the whole church family to engage with.

Chairman of PCC: Vaughan Roberts (Rector).

Elected members of the PCC: Susan Berry (PCC Secretary), Graham Collins, Al Cory (Churchwarden), Matt Davidson (from April 2018), Anna Gittins, Phillip Goh, Edward Heywood-Lonsdale, Robert Horner, Jeff Hunter, Richard Mortimer (to April 2018), Trevor Rayment (Hon. Treasurer), Georgina Smallman.

Representatives on the Deanery Synod (and thereby also on PCC): Julia Cameron, Simon Neal, Paul Taylor (Churchwarden), Penny Wearn, Suzanne Wilson-Higgins. Also Jonathan Anelay as member of Oxford Diocesan Synod (to July 2018).

Fabric Report

Alastair Cory & Paul Taylor

This is the report of the Churchwardens on "the fabric of the Church and the articles appertaining to it" under Section 5 of the Care of Churches and Ecclesiastical Jurisdiction Measure 1991. For a record of the properties held by the church, and of the contents of the church building, and for a full account of the work done in the last year, reference

should be made to the Terrier, Inventory and Logbook, which are available in the church office.

Following completion of the Building for Growth project in the main church building, we await completion by Benfield and Loxley of minor defects (snagging) works following the end of the first year after works. When these are completed that will allow us to release the remaining retentions.

In May 2018 Heritage Roofing (Oxford) undertook repairs to the church roof, replacing cracked, worn and missing tiles and slates.

The Quinquennial Report commissioned in December 2016 made a recommendation to address the condition of the low brick wall around the chestnut tree in the churchyard. During the autumn that wall has been demolished and all the debris removed so that it no longer presents a danger to children playing in the churchyard.

The Churchwardens would like to express their thanks to all who came to help on the work parties during the autumn to start the work of clearing up the churchyard following **its use as a builder's yard during the Building for Growth project. Special thanks to** Hannah Bossers for planning and organizing those sessions. Further work is still required to restore the garden and fulfil the terms of the planning conditions, mainly the planting of a few trees and shrubs.

We should also record and express our thanks for the gift of a wooden picnic bench for the churchyard, in loving memory of Pat & Gerald Phipps.

The long-standing problem of providing suitable shelter for buggies has been resolved by the installation of a substantial awning to cover the paved area between the churchyard and the church centre. This was provided and fitted by Deans Blinds in February 2019.

A serious roof leak in the Church Centre above the office has been repaired by Mo Hill.

The issue concerning the warping of the new oak floorboards at the west end of the church has still to be resolved. Work is in progress to improve the drainage of rainwater in the vicinity of the west wall in an attempt to reduce the humidity in the area below the flooring at the west end.

The kitchen planning group has continued to meet and has presented plans for the approval of the PCC which has now appointed contractors to carry out the work of refurbishing the existing kitchen and converting the old crèche room into a dishwashing and storage area. The work is to be carried out over the course of summer 2019.

We should like to offer our thanks to all those who have helped to maintain and clean the church premises over the last year. We should also like to appeal to any members of the congregation with DIY and/or gardening skills to help on future work parties.

The Oxford Deanery Synod has met four times since the last ACPM. At the June meeting **at St John's Hall Church, Kidlington**, there was a presentation on the Deanery visit to the Holy Land earlier in the year.

The September meeting was the annual joint meeting of the Oxford and Cowley **Deaneries. It was held at St Clement's Church and the main business of the evening was a** presentation by the Diocesan Generous Giving Advisor, Jonathan Farnhill.

In November the Deanery Synod met at St Philip and St James, the home of the Oxford Centre for Mission Studies. Its director, Paul Bender Samuel, led a presentation on the work of OCMS, and the Lay Chair of the Deanery Synod, Prudence Dailey, gave a talk about the Prayer Book Society.

The most recent meeting of the Synod took place in February in the Pennyfarthing. **Pete Wilkinson gave an excellent presentation on what goes on at St Ebbe's, and then Rev** Jennifer Brown (Science Missioner & Research Associate, Ian Ramsey Centre for Science and Religion, Oxford University) spoke on the subject of effective dialogue on Science and Faith matters.

Safeguarding

Ian Fry

In line with national guidelines, this year saw the quality and quantity of safeguarding training required by the Diocese undergo large-scale change. In close collaboration with the new Diocesan Safeguarding Team we have sought to implement the new requirements in an orderly fashion. Thus far 117 staff, apprentices and volunteers have completed the new training process.

Parish Safeguarding Officer: Our current PSO, Ros Clark, will be standing down from Easter. She has performed her role with calm efficiency and has been of great help. We are delighted that Alison Willis will be succeeding Ros in September. In the interim, Ian Fry will be acting PSO.

(Full details included with annual accounts)

St Ebbe's Oxford - Financial Summary to 31st December 2018

£	Central	Headington	Total	Year Change £	Year Change %
General Income					
Voluntary Income (including Gift Aid)	1,025,947	305,032	1,330,979	93,409	8%
Other Income	84,551	5,059	89,610	(7,288)	-8%
Total General Income	1,110,498	310,092	1,420,590	86,121	6%
General Expenditure					
Mission Giving (UKMG, OPSG, other)	164,437	57,193	221,630	(28,653)	-11%
Staff (incl. Quota and Housing)	688,172	200,952	889,124	(72,895)	-8%
Property costs	61,735	15,866	77,601	18,335	31%
Admin & Fees	52,353	14,415	66,768	5,421	9%
Cowley Church Plant running costs	2,511		2,511	2,511	
Marlborough Road Mortgage	15,000		15,000	0	0%
Total General Expenditure	984,208	288,426	1,272,634	(75,280)	-6%
Catering & Activities - net income (cost)	(10,002)	(5,552)	(15,555)	9,317	-37%
Underlying Surplus / (Deficit)	116,288	16,113	132,401	170,718	
Exceptional items - Net Income/(Expense)	8,237	(3,150)	5,087	101,908	
General Fund Surplus / (Deficit)	124,525	12,963	137,488	272,626	
Building Funds					
Income	189,774		189,774		
Expense	(110,962)		(110,962)		
Gross building fund	78,812		78,812		
Add back capitalised expense	0		0		
Net Building Fund (before depreciation)	78,812		78,812		
Other Funds & Changes					
Other Restricted Funds net movement	8,110		8,110		
Pension Fund Provision Adjustment	79,000		79,000		
Valuation adjustments on investments	(5,667)		(5,667)		
Depreciation	(145,211)		(145,211)		
Revaluation Church Centre & Dale Close	5,000		5,000		
Net Movement in All Funds	144,569	12,963	157,533		

The above is a summary extracted from the full audited accounts, copies of which are available from the Church Office or our website stebbes.org

Our God has provided wonderfully for our needs. Taking a long view of our accounts it is clear that the Lord has provided each year just what we have needed to do his work. The financial account shows this, but the numbers are a little complicated.

The General Fund (including Headington) showed a surplus of £137,488 in 2018 before the accounting impact of pension fund adjustments and depreciation are included. This

must be compared with a deficit of £135,138 in 2017. The deficit in 2017 arose from the one-off additional costs incurred whilst we were meeting out of the main building during the Building for Growth project. The PCC agreed to meet these costs from reserves and at the start of 2018 the reserves were £55,000 below target. At the end of 2018, reserves have been replenished and £60,000 has been committed to essential works on Cowley and the main building downtown leaving an unallocated surplus of *ca* £10,000. The Lord has **provided for the needs of St Ebbe's** – praise him!

The Headington Restricted Fund recorded a surplus of £12,963. (In 2017 there was deficit of £66,026 largely due to expenditure on the heating and the new office spanning two financial years.) The surplus arises from the timing of some staff changes, but mostly **because of the Lord's loving provision at the November Gift Day.**

The vast majority of our income comes from **the faithful regular giving of God's people.** In 2018, the Lord inspired his people to increase both regular and one-off gifts to meet the challenges at Headington and to prepare for planting a new congregation at Temple Cowley.

Once Gift Aid is included, in 2018 we received regular gifts of £921,479, which was a large increase on the previous year (£813,420). We thank God for the commitment of our regular givers, many for a great number of years and at significant personal cost, and particularly for those who have started to give regularly this past year. Our Gift Days in May and November are significant moments in the year and are necessary to meet the balance of our general expenditure and for specific new expenditure. This year £237,586 (2017: £173,900) was given across our Gift Days, including £35,000 designated for Building for Growth, for which we are full of thanks and gratitude. This allowed the PCC to commit to employing a minister and apprentice for Temple Cowley. Funds have been provided in the year to repay the shortfall on the reserves, and to pay for future essential building **works (preparatory works at Temple Cowley and drainage for the St Ebbe's building).**

Friends of St Ebbe's Trust (FoSE) have continued to support the student work at St Ebbe's, and we remain exceedingly grateful to FoSE for their ongoing support.

Our total expenditure across all Funds in 2018 of £1,610,551 (2017: £2,793,480) is no longer greatly affected by buildings projects but does include £145,211 for depreciation on our new works (2017 nil). The provision for pensions, which had increased in 2017 (by £59,000) has been reduced in 2018 by £79,000. Our core general expenditure (including Central, Headington, Cowley and student ministry) fell by £75,280 to £1,272,634. In 2019, general expenditure is expected to rise because of the new congregation at Temple Cowley. Exceptional items in 2018 included income from the past sale proceeds of an oak chest which can now be accounted for, and gifts for the Cowley church plant, less

payments for repairs at 81 Marlborough Road, the church roof and Pennyfarthing roof, final costs of the new Headington heating system and the commencement of repairs at Cowley.

The opportunity of planting a congregation at Temple Cowley has reminded us that money is given to share the good news of Jesus and build new congregations, and appropriately our greatest costs are to pay people to minister this good news, either directly or indirectly.

We are committed to paying 19% of our previous year's regular income as grants to support the work of the gospel overseas and 6% within the UK. For 2018 a total of £199,162 (2017: £204,746) was given away as grants for this work. We also raise one-off collections for special causes (e.g. Harvest Offerings).

The Honorary Treasurer, Trevor Rayment, and Tim Wilson (for Headington) have guided the PCC throughout the year, supported by our Finance Committee and with regular reports to Standing Committee, Headington Committee and the PCC. Under the direction of our Church Manager, Andy Menary, all day-to-day financial matters are handled by Bev Adam for Central and by Rachel Browning at Headington. We are thankful for their care and attention.