

St Stephen's Ealing PCC – Annual Report of Trustees

# St Stephen's Ealing

The Parochial Church Council of the Ecclesiastical  
Parish of St Stephen, Castle Hill, Ealing

Also known as St Stephen's Ealing PCC

Annual Report and  
Financial Statements  
of the Parochial Church Council

for the year ended 31<sup>st</sup> December 2025

Vicar

The Revd David Baylor

## St Stephen's Ealing PCC – Annual Report of Trustees

### Aim and Purposes

St Stephen's Ealing Parochial Church Council (the PCC) has the responsibility of co-operating with the Incumbent – the Revd David Baylor – in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. The PCC is also responsible for maintaining the church buildings which include the hall and cottage for residential use. Similarly, they own and maintain a separate house in Drayton Gardens which was occupied by an assistant curate and her family through to 20<sup>th</sup> October 2025 and will house our next curate when her curacy begins in June 2026.

With a new vicar joining us at the start of 2025, we have been considering what it looks like for us to be 'Community growing in the love of Jesus' in this next chapter of our life together. As a community of faith within a wider parish community, our vision draws us in two directions: growing in love for God and one another within the church family; and inviting our wider parish community to share in that love also.

### Objectives and Activities

Aspiring for our whole parish community to grow in the love of Jesus, our Mission Action Plan for 2024-2030 outlines four key priorities as we bear witness to Jesus' love in our life together:

- Children and Young People – encouraging every under-18 to know Jesus and deepen their relationship with him
- Worship and Prayer – nurturing an attitude of attentiveness to God in all of life
- Discipleship – promoting whole life transformation as we grow in Jesus' love both individually and together
- Outreach – following Jesus' call to serve our community and make disciples, encouraging all who will to respond to Jesus by faith

Alongside these priorities, we cultivate social occasions which enable the church family and members of our wider parish community to nurture relationships with one another and reveal the love of Jesus to each other.

To enable and advance each of these objectives, we take seriously the need to maintain and develop our church fabric, providing physical spaces where people can connect with one another, and grow in their relationship with Jesus together.

### Achievements and Performance

Reflecting on the four priorities outlined in our Mission Action Plan, there is much for us to give thanks for over this last year. Each of the four priorities is taken in turn with some additional headers following.

#### *Children and Young People*

Dedicated groups for children and young people took place in 3 out of every 4 of our 10.30am services during the year. These Sunday groups are led by small but committed teams of volunteers co-ordinated by our Children's Worker and Youth Worker. In the first 10.30am service of every month, we hosted an All-age service. This service is traditionally less well attended than the 10.30am services with separate children's and youth groups, but with an active encouragement for children and young people to be involved in leading the service at Harvest Festival, we had 42 under-18s present, many of whom played a role in the service. It was a valuable reminder about the importance of opening up appropriate opportunities for our under-18s to serve in our life together.

Our Toddler group for 0-4s and their parents/carers – Shining Stars – has been well attended throughout the year, with guests coming almost exclusively from the wider community rather than the St Stephen's family. Each session begins with an extended time of free play, before everyone helps to tidy up for a closing time of Bible Stories, singing and bubbles. The team of staff and volunteers who serve pray weekly for those who attend, and are proactive in inviting them to events or services at key points of the Christian year (for example, Christmas, Easter and Mothering Sunday).

After a couple of years' break, this year we re-introduced a Light Party for 3-11 year olds on Hallowe'en. In addition to several St Stephen's families, we welcomed families from other churches in the local area and a couple of families who had no prior church connection. Taken together, our Nativity and Christingle services were also well

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attended. The earlier service that was introduced this year was attended by only a few families, but fulfilled the brief of being a quieter service more suitable for particularly young children. In future years, this service could potentially be offered as a SEND-friendly alternative to the more popular 4:30pm service.

Our young people have continued to meet on alternate Friday evenings, sharing a meal, discussing faith and having fun together. Known as 'Table Talkers' this group engaged keenly with the Alpha Youth course run in September-November which led to some very deep discussions about faith, all driven by the young people themselves. This group has welcomed young people from other church families too. Our young people have also engaged ecumenically with the REACH events across Ealing and Brentford which in 2025 included a fireworks night and silent disco.

In July 2025, our Vicar was nominated by the Bishop of London to take a small team on a national leadership programme focused on further developing our work with children, young people and families. The team – which comprised our children's worker (Morgen Edwards), youth pastor (Stephen Turner), youth volunteer (Jack Cahill), PCC member (Lily Cahill) and children's volunteer (Dexter Bradley) – attended the first of four 2-day residential in October. Here they learnt about the importance of having a clear sense of purpose in ministry, and the different ways that the 'success' of a ministry can be measured. They returned eager to put their learning into practice, with further learning residential planned up to April 2027.

### *Worship and Prayer*

St Stephen's values a breadth of worshipping tradition. In terms of Sunday worship, our 9am traditional Holy Communion service gathers around 40 adults most weeks, with average attendance increasing slightly during 2025. Our 10.30am informal worship service is more variable in style week to week, and though numbers varied throughout the year, average attendance was 60 adults and 26 children and young people. Our Summer Sunday services during the month of August combined traditions and congregations, and was well received. Attendance also rose significantly at Christmas, Easter and Harvest.

Our Sunday teaching programme is shaped by the Church year. During the 6-month period of festivals including Christmas and Easter, we followed the Church of England's set pattern of readings which in 2025 focused on the gospel of Luke. During the Summer period of 'Ordinary Time', we took the opportunity to journey through St Paul's first letter to the Corinthian church, reminding ourselves of the centrality of Christ's Cross in our life together, and exploring how we might respond to difference and disagreement in a way that honours Christ. These studies in 1 Corinthians stretched us (both congregation and preachers) but they gave us a helpful framework for thinking about what it means to be a local church today.

In terms of other services during the week, our Wednesday service of Holy Communion welcomed about 12 adults each week. Rather than a sermon, this service offers a valuable opportunity to learn from one another as we discuss the Bible together. We also hosted four services of Morning Prayer each week, two in person (Monday and Friday) and two online (Tuesday and Thursday). These services typically welcomed about 3-5 adults, and thought is being given to how we might further nurture these services of daily prayer within our community. Finally, our monthly prayer gathering met on the first Tuesday of every month to pray for our life together and the world around us. Attendance was usually around 10 adults.

There are currently 151 individuals named on our Electoral Roll which was completely revised in 2025. 93 of these individuals live within the parish, 12 individuals were added, and 34 were removed mostly through having moved away.

During the year, we celebrated four baptisms, all infants or young children and all regular members of St Stephen's. Our Vicar also had the privilege of conducting six adult baptisms at the Grove Community Church, a Bishop's Mission Order in our parish. There were no weddings at St Stephen's in 2025, but we held two funerals for long-standing church members.

### *Discipleship*

Many of our church family are involved in Connect Groups: smaller communities of church members who gather regularly during the week. Some Connect Groups have a particular subject interest (such as People and Planet

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who consider Christian responses to environmental concerns), and others a particular demographic (for example, POLO – Parents of Little Ones). Whatever their focus, they all have discipleship in common, with members committed to learning more about their faith and supporting one another as they follow in the way of Jesus.

These groups encourage discipleship throughout the year. In addition, there are times of the Church year that are oriented towards themes of discipleship, notably Lent where we offered three different activities, all grounded in encouraging a closer walk with Jesus. Various groups and individuals studied Rick Warren's 40-day devotional *The Purpose Driven Life*. Inspired by what they learnt in this book, the Daytimers Connect Group hosted a lunch for the whole church at Harvest as an expression of God's generosity. We also engaged with the Diocese of London's Lent series which considered Climate Justice through the lens of Christian discipleship. Our Vicar also developed a pattern of daily prayer and Bible reading suitable for the whole church family, young and old alike.

### *Outreach*

With the arrival of a new vicar in January 2025, this year has been one of discerning how best to engage our local community. We have continued to host various community groups and private parties in our church hall. We have also seen our work in St David's Residential Home flourish as the year has gone on, both at the monthly service of Holy Communion now attended by as many as 30 residents, and the more occasional Hymns of Praise which is equally well attended. Thanks are given to Sally Horattides and Pete Devereux who led these activities throughout the year.

During the year we also hosted three lessons for local schoolchildren as part of their Religious Education curricula. One lesson was with Notting Hill and Ealing High School, and two were with Woodlands Academy. As in previous years, Avenue House Preparatory School continued to use our building for their end of year and Christmas assemblies as well.

In June 2025, our curate organised a clothes swap event which was very well attended by church members and our local community. Any clothes left over were donated to one of our seven core mission partners – The Marylebone Project – which supports vulnerable women in the Capital. Our missions team maintains good relationships with six further core mission partners, who each received a share of 10% of our giving income throughout the year and promote their work to church members.

Our Christmas Fair was well attended as always this year, not only engaging some newer members of St Stephen's as stall hosts, but most significantly connecting with many members of our local community who may not otherwise come into our church building. Proceeds from the Fair totalled more than £3,600 which was given in support of the Gurnell Grove Community Grocery, a new (but long-delayed) community transformation initiative within our parish that is due to begin in 2026.

### *Deanery Synod*

Three members of the PCC sit on the Ealing Deanery Synod. These meetings provide the PCC with a link to other churches in our local area, sharing wisdom and experience as partners in the Gospel. It receives reports from the Diocesan and General Synods, and elects governors to church schools across the deanery. This year, the Synod received a presentation from the Mother's Union and explored Safeguarding, Mission Bids, and the Government's programme to stop drugs misuse known as Project ADDER.

### *Church Fabric and Buildings*

This year was a frustrating year for church buildings as various features began to reach the end of their working lives. A key success story is the digital projectors which though it took more than 6 months, were replaced in December 2025 with more robust models that will last a good number of years. Progress in other areas – notably the sliding doors in the church hall, the church forecourt, and the garden shed – has been slower while relevant permissions were sought. However, as we look to 2026, we are very close to being able to undertake the necessary works. Following completion of the groundworks in June 2024, the Entrance Improvement Project was paused while the funding situation was clarified. This situation is ongoing into 2026.

Our biannual 'Sleeves Up Saturdays' were well supported by our church family, providing wonderful opportunities not only to attend to maintenance and cleaning, but also to nurture relationships with one another.

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Regarding works on other church properties, the kitchen was replaced in the cottage occupied by our Premises Manager. We note our particular thanks to church member Kevin Ledwith who completed this work on the PCC's behalf. At the curate's house in Drayton Gardens, drainage problems unfortunately re-emerged and an extensive repair was undertaken. The bath also had to be resealed after water leaked through into the kitchen downstairs.

### *Other Activities*

Our drop-in café for over-60s ran throughout the year on Fridays during term-time, offering friendship and fun to a demographic that can experience high rates of loneliness and isolation. Average attendance was 15-20 with a wide variety of themes including a 'scone-a-thon', a visiting choir, garden bird watch, VE day, quizzes, fish chips and board games and discussion on the Christian festivals. At Christmas the team and church staff hosted a special tea for this group and other senior church members.

In February and March we hosted up to 14 guests as part of our commitment to the Ealing Churches Winter Night Shelter which works to take homeless individuals off the streets in the coldest time of the year and support them to find stable accommodation. This year, we hosted two nights a week across a 6-week period, ensuring continuity of support for guests when another church in the network had to reduce their involvement. We thank Sue Charlton for co-ordinating this special effort and for the various volunteers from St Stephen's and further afield who committed themselves to this ministry.

In April, we donated 78 Easter eggs to guests at The Marylebone Project. Then in May we supported Christian Aid Week, raising more than £2,673 through activities including baking and plant sales and a Sunday concert from the vocal group *Coro*. Later in the year, we were pleased to host a service with the Bishop of London Dame Sarah Mullally as part of Christian Aid's Christmas Appeal. This event attracted a good number of people from other local churches, offered the opportunity to view of poster exhibition charting Christian Aid's history, and raised over £900 for the charity.

At Harvest time in October, we made a financial gift and food donations to the Ealing Food Bank. And in December, we prepared 14 food hampers for local clients of Christians Against Poverty in the run-up to Christmas, blessing families who are working their way out of debt.

Finally, but not least by any means, we hold an eco-church silver award and are starting a journey towards the gold standard.

### **Financial Review**

A formal budget process was again followed during the year to assist with financial planning. Full details of the accounts are provided in the independently examined and signed-off Financial Statements.

Total receipts on ordinary unrestricted funds were £253,219, almost identical to last year. We saw a small 1.7% increase in Regular Giving (Stewardship) and Giving at services (including Gift Aid). £12,899 of one-off special donations and legacies plus increased Hall rentals at £56,698 (up by 9%.) gave our finance a welcome boost, though over £5k of the latter was through an unexpected one-off letting.

In the autumn, as usual, the Church asked all donors to review and update their giving pledges and encouraged new givers. The new Parish Giving Scheme, introduced in late 2024 has seen an uptake by 36 giving households with close to 50% of our monthly income now coming through that route.

Total unrestricted expenditure amounted to £226,389, a 3% reduction from the previous year. This provided the Christian ministry of St Stephen's Church, including the costs of two employee roles: Premises Manager and Communications Manager. It also included the contribution to the Diocesan parish share which largely provides the stipends and other clergy overheads (including housing). Our aspiration is to contribute a higher percentage than the amount requested in order to support less 'well-off' parishes; however, in a period of transition, we are not yet doing this again.

The St Luke's Hall Trust continued with their very welcome annual £40,000 donation into the St Luke's Restricted Fund (SLRF). This Fund had expenditure of £55,127, including:

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- an annual grant of £8,500 to The Grove Community Church
- the costs of our Children's Worker, Youth Worker and Worship Pastor, the second year these roles were fully staffed
- £5,430 of the preparatory fees for the car park work (from £15,000 earmarked)

This deficit was easily covered by surpluses from earlier years. It is our aim to move these salaries to the general fund over the next few years.

A new restricted fund was opened in 2022 for the special donations from St Luke's Hall Trust for the Entrance Improvement Project (SLPRF) – the final retention for the Enabling stage, and costings for the next phase (currently on pause) at £3,732 were fully covered by donations from the Trust. To date total spend has been just under £163,000.

Lent, Harvest and Christmas Appeals continued to be supported, as was Christian Aid and the Christmas Fair raising charity funds. And we made it a priority to continue to tithe 10% of regular giving to our Mission Partners using carried forward funds and a further £964 from the General fund. Together these led to the church giving over £38,000 in missionary and charitable giving to other organisations.

Expenditure during 2024, excluding the extraordinary building costs, was £286,125, fractionally lower than the previous year. Underspend on a range of budget lines allowed us to fund high maintenance costs of £21,898 without needing to drawdown on our maintenance reserve.

Overall, we report a net surplus for the year, across all accounts, of £11,404 – £26,831 unrestricted surplus and £15,427 restricted deficit (using up earlier surpluses). Increased letting income, legacies and special donations has allowed us to set aside £12.9k for Special projects.

The PCC has agreed that we should set aside £35,000 from this year's surplus in the General Fund and historic excesses there to boost the Maintenance reserve, recognising the costs ahead for the car park and other works ahead, whilst maintaining a healthy 'free' reserve in the General fund in line with our Reserves policy below.

After adding reserves brought forward at the beginning of the year, the balances carried forward at 31 December totalled £328,498 – of which £200,400 is Unrestricted (£136,030 in designated funds and £64,370 in the General fund); £33,320 Restricted and £94,777 Endowment.

Our reserves position is strong, and we plan to use some of these for essential building work, particularly the dividing doors and car park.

The PCC reports that we continue to operate as an ongoing concern:

- Our regular income is steady, hall lettings healthy and the St Luke's Hall Trust grant of £40k continues.
- We continue to be prudent in our expenditure.
- We continue to monitor finances closely on an ongoing basis.
- The PCC is confident that we can continue to meet our critical commitments.

### *Reserves policy*

The PCC aims to maintain a balance on free reserves of around two months' worth of average unrestricted expenditure, which is currently equivalent to £37,731 – with £64,370 in our General fund and not designated for specific future spend we are comfortably in excess of this.

The PCC has also considered a more cautious view, if we also included in our calculations all salaries covered by the Restricted fund, and potential liabilities maintaining a balance of £45,000 would be prudent, and again we are in excess of this.

### Safeguarding

The PCC has complied with the duty under section 5 of the Safeguarding and Clergy Discipline Measure 2016, in relation to having due regard to the House of Bishops' guidance on safeguarding children and vulnerable adults. We have adopted the Diocesan safeguarding policy and continue to review our processes according to best

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practice. Towards the end of 2025, the PCC appointed two new Parish Safeguarding Officers (subject to satisfactory pre-appointment checks) who will work together to further strengthen our safeguarding practice going into 2026. We express our thanks to Jen Whadcoat who has now stepped down from this role after 18 years of faithful service.

### Plans for Future Periods

As 2026 begins, we will be making some significant investments in our church premises. Plans to replace the forecourt gathered pace towards the end of 2025, and at the time of writing the PCC is in a position to go to tender. Once complete, the new forecourt will nurture greater openness and welcome to the local community and improve access into the church building. We will also be replacing the sliding door panels in the church hall, recovering our ability to divide the hall into different configurations and ensuring that children are contained and kept safe during their Sunday sessions. Alongside these investments in our building, we also want to review and improve the working conditions of our staff, upholding their health and wellbeing while in the workplace. We also want to provide further training for both staff and volunteers to ensure that we are all learning together as we contribute to our various activities in church life.

### Structure, Governance and Management

The method of appointment of PCC members is set out in the Church Representation Rules. The Council comprises the Incumbent, plus the following, who are elected at the Annual meetings: 2 Churchwardens, 3 Deanery Synod members, and 9 other members. All church attendees are encouraged to register on the Electoral Roll if eligible, and to stand for election to the PCC.

The Annual Meeting of Parishioners held in May 2025 failed to appoint new churchwardens when both Mary Ann Auckland and Ann Toley stepped down. These positions remained vacant through to the year end. In the meantime, the churchwarden role was reappraised by a small group of PCC members, and a new role description produced and agreed by the full PCC in December 2025. It is hoped that this new role description will be received more favourably by church members when fresh elections take place in May 2026.

The full PCC met on 7 occasions during the year. The average level of attendance throughout the year was 85%. Since May 2025, we have been trialling a hybrid approach to meetings with some members joining remotely which has enabled individuals to be 'present' where circumstances might otherwise make it difficult for them to attend. Notwithstanding some occasional technical challenges, this hybrid approach has been received positively and looks set to continue.

The PCC delegates certain aspects of its work to the Buildings Team and Finance Committee. These teams each report to the full PCC through the Churchwardens (or Incumbent while vacant) and Treasurer respectively.

The Standing Committee consists of the Clergy, Churchwardens, Treasurer and one PCC member. Responding to the casual vacancies in the Churchwarden roles, two further members of the PCC were appointed in September 2025 to ensure good representation. The Standing Committee can, where necessary, take emergency action on the PCC's behalf, conduct any business delegated to them by the PCC, and discern the agenda for upcoming PCC meetings.

The PCC employs a small staff team for day-to-day management of various aspects of church life. Our Premises Manager (Jack Cahill) ensures that the building is well maintained and manages hall lettings. He convenes the Building Team, and also acts as safeguarding administrator and lead recruiter. Our Communications Manager and Children's Worker (Morgen Edwards) undertakes a lot of our routine administration, manages our website and social media and leads our parents and toddlers' group (Shining Stars) in addition to Sunday groups for children aged 3-11. Finally, our Worship Pastor and Youth Worker (Stephen Turner) leads our sung worship and youth activities.

The Vicar serves as trustee of two further charitable organisations that are strongly connected to the PCC. First, as ex-officio trustee and chair of the St Luke's Hall Trust, which manages an endowment given 'for the religious

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and other charitable purposes of the Church of England in the Ecclesiastical Parish of St Stephen, Ealing.' The trustees are appointed by our PCC.

He is also a trustee of the Gurnell Grove Community Trust – the legal body for The Grove Community Church (GCC) – which serves the Gurnell Grove estate towards the north of the parish. As a Bishop's Mission Order, GCC operates independently of St Stephen's, but records of baptisms and confirmations are held by St Stephen's.

There were no Serious Incidents during the year that required a report to the Charity Commission.

### Reference and Administrative Information

St Stephen's Church is situated on the corner of St Stephen's Road and the Avenue, West Ealing. It is part of the Diocese of London within the Church of England. The correspondence address is:

St Stephen's Church, St Stephen's Road, West Ealing, London W13 8HD.

The Parochial Church Council (PCC) is registered with the Charity Commission (England and Wales) (No. 1133772)

Bankers:

Lloyds Bank, Direct Business, PO Box 1000, BX1 1LT

Barclays Bank, Leicester, LE87 2BB

Independent Examiner:

Valerie Steward, Greenfield Farm, 23 West Street, Hibaldstow, DN20 9NY

Website: [www.ststephens-ealing.org](http://www.ststephens-ealing.org)

## St Stephen's Ealing PCC – Annual Report of Trustees

*PCC members who have served in the period 1 January until 31 December 2025:*

<i>Incumbent</i>	The Revd David Baylor (Chair)	from 14 Jan 2025	
<i>Curate</i>	The Revd Ruth Robinson	to 5 Nov 2025	
<i>Churchwardens</i>	Mary Ann Auckland (Vice Chair, and Acting Chair to 14 Jan 2025)	to 18 May 2025	
	Ann Toley	to 18 May 2025	
<i>Representatives on the Deanery Synod:</i>	Liz Cooper		
	David Gillingham		
	James Morrow	to 27 Jan 2025	
	Carmela Amodio-Johnson	from 18 May 2025	
<i>Elected members:</i>	Xiaoe Li	to 18 May 2025	
	Jen Whadcoat(also Safeguarding Officer)	to 18 May 2025	
	Ewen McKinnon		
	Linda Rivans		
	Dinos Horattides		
	John Anniss		
	Lily Ledwith		
	Iain Paul		
	Corinne Fitch	from 18 May 2025	
	Ian Jamieson	from 18 May 2025	
	Ann Toley	from 18 May 2025	
	<i>Secretary (co-opted)</i>	Jane Maffett (Acting)	
	<i>Treasurer (co-opted)</i>	Jane Maffett	

Approved by the PCC on **DD MMM YYYY** and signed on its behalf by:

Revd David Baylor (Vicar and Chair)

Jane Maffett (Treasurer and Acting Secretary)