

With 55 people in attendance, the proceedings were opened at 6.30pm. After sung worship, David Baylor (Vicar), prayed.

ANNUAL MEETING OF PARISHIONERS

This meeting opened at 6.40pm and was chaired by David Baylor, Vicar.

DB spoke about not having churchwardens for the past year but that he was pleased to announce that there would be three people standing today to become a churchwarden team to share the tasks and responsibilities and invite a broader range of perspectives and skills to the role. DB highlighted that this is becoming more common up and down the country.

Due to legalities only two people can be appointed to the office of churchwarden. These two will stand as ex-officio on the PCC and Standing Committee. The other will serve as assistant warden and not routinely join the PCC but will join with the Standing Committee as part of their regular pattern of meeting with the vicar. The nominees will be appointed together as a team tonight and soon after the meeting they will meet together to discuss who will stand for office and this meeting is effectively adjourned, to be finished at a café time meeting to confirm these appointments.

There were three nominations to the churchwarden team:

Nominee	Proposer	Seconder
Sanjay Joshi	Dinos Horattides	Chris Irwin-Childs
Kevin Ledwith	Mary Ann Auckland	James Harvey
Lily Cahill	Corinne Fitch	Monika Scott

A show of hands was invited by those in attendance. All agreed apart from two abstentions.
This first meeting closed at 6.46pm.

ANNUAL PAROCHIAL CHURCH MEETING

David Baylor (Vicar) was Chair of this meeting which opened at 6.46pm.

1) Apologies

Apologies were received from the following: Tim Edwards, Pete Devereux, Andrew Whadcoat, Ann Toley, Dinos Horattides, Peter and Mary Sandison, Ruth Hall, James Harvey, Sam Harniman.

2) Minutes of Meeting held on Sunday 18th May 2025.

Proposal to approve the minutes of the Annual Meeting of Parishioners and of the Annual Parochial Church Meeting held on Sunday 18th May 2025.

Proposed by Corinne Fitch; Seconded by Murray Langton.

The meeting agreed unanimously. They were signed by Vicar as an accurate record of that meeting.

3) Matters Arising

None.

4) Report of Electoral Roll Officer

(verbal update provided by Morgen Edwards, Electoral Roll Officer)

At the 2025 meeting the Electoral Roll was 152. After 1 removal and 2 additions our total is now 153.

5) Elections to the PCC and Deanery Synod

David thanked the Church Council for their service over the past year, particularly those retiring: Liz Cooper, Linda Rivans, Ewen McKinnon, David Gillingham, Dinos Horattides and Camilla Amodio-Johnson.

This year there were 3 full-term vacancies to the PCC and 3 full-term vacancies to the Deanery Synod. The following people were proposed:

Nominee	Proposed by	Seconded
Sam Harniman	Morgen Edwards	Stephen Turner
Sara Pinto	Corinne Fitch	Morgen Edwards
Lucy Harding-Wyatt	Marni Allen	James Harvey
Carmela Amodio-Johnson (Deanery Synod)	Sally Anniss	Ann Toley
Liz Cooper (Deanery Synod)	Mary Ann Auckland	Ian Jamieson
Ewen McKinnon (Deanery Synod)	Morgen Edwards	Iain Paul

There being no other nominations, the above were declared elected to the PCC and Deanery Synod.

6) Report on Church Fabric, Goods and Ornaments

The Annual Report on the Church fabric, goods and ornaments, in absence of Churchwardens was provided by Jack Cahill as Premises Manager, which had been approved at the last PCC meeting.

DB drew out some key points:

Entrance Improvement Project – this was approved by the PCC in 2022 and was to be funded entirely by St Luke's Hall Trust. Enabling works were carried out in 2024. In 2025 the cost for the project rose and could no longer be covered in full by St Luke's Trust. It was therefore agreed that the project be suspended indefinitely until a way to fund the works can be worked out.

Car Park – this has now deteriorated significantly. Works were originally agreed by the PCC before lockdown but they were put on hold to coincide with the EIP. The work now urgently needs to be done. The job was put out to tender to 5 companies. Two have responded and the buildings team will be meeting to discuss the best way forward. The plan is to have the works started and hopefully finished over the summer, but ideally before this winter.

Sliding Doors – the doors in the church hall over the last 12/18 months have become unusable and must be replaced. Quotes were received and a company chosen to do the works. This is also anticipated to happen during the summer so that come September we have safe and adaptable spaces for our children's work on Sundays and other groups during the week.

Questions and comments were taken from the floor

Q. What needs doing to the car park? Is St Luke's funding this?

A (offered by Ian Jamieson). The substrate failed some 6 years ago and the surface has deteriorated. All the paving will be removed and the top 30-60 cm of the carpark will be removed, filled in and put back with delineated pathways and parking spaces. The cracked walls will also be removed and replaced with railings.

The PCC can cover ~50% of the cost from reserves. With the Entrance Project suspended, the balance will be funded by St Luke's Hall Trust.

Q. 26DG (curate's house) What costs are there to get the property ready for our new curate?

A. Nothing major needs to be done as a lot of these works have been done previously. The banister has been repaired and there are some other minor repairs that need to be done but the cost is not significant. The property has also been vacant. It was hoped that the property would be let out between curacies however with the previous curate leaving later than originally planned and the change in Tenancy Law the Diocese did not want the property tenanted.

DB asked if anyone had a spare washing machine or dishwasher that they were looking to pass on as these are needed for 26 DG.

Alison Ingram our new curate will be moving in in a few weeks.

Q. Would it be possible to place signs on/in the carpark and to make visible the uneven surfaces for those coming in to or leaving the church?

A. Jack Cahill will look into this.

Q. Are there plans to replace the front doors now that the EIP has been paused indefinitely?

A. While no firm decisions have been made yet, it is recognised that the front doors need attention.

7) Safeguarding

This is usually covered under the Annual Report and whilst it is still included in there, DB wanted Safeguarding to be highlighted as it is a really important matter. It is a matter of mission and how we handle it affects how people perceive and view the church. Not just our church but the wider church.

We now have two Parish Safeguarding Officers, Karen de Sa and Nicole Stokoe. They bring expertise from both professional and recreational backgrounds and will be working as a team.

Since last year there have been no serious incidents of a safeguarding, or indeed any, nature that need to be reported to the statutory authorities or the Charity Commission and the PCC has complied with all corresponding guidance from the House of Bishops.

Thanks were given to Jen Whadcoat for all her hard work over her years as PSO.

8) Annual Church report including report from Deanery Synod

This was signed off by the PCC on 11th May 2026 and was made available ahead of this meeting..

9) Finance Report for 2025

Jane Maffett, Treasurer, presented this report. The Independent Examiner, Val Steward, signed off the accounts so the Annual Report could be presented at APCM. The report was accepted by all and can now be uploaded to the Charity Commission and the Diocese.

She used a powerpoint to highlight:

Our spending which is roughly £300,000 per year.

Mission – roughly £38,000 from appeals and including tithe 10% to our seven Mission Partners.

Common Fund – roughly £100,000. This increases with inflation. We reduced our giving Common Fund last year during the vacancy, but this year are slightly over as the PCC feel SSE is in a position to offer more. This covers our clergy, clergy housing, curate, training and support from the Diocese.

Staff - £80,000 covering five roles, Communications Manager, Children's worker, Premises Manager, Worship Leader and Youth Worker.

Premises running costs £24/25,000

Premises Maintenance £22,000

A small amount over which has gone into our reserves.

Income

A majority of our income comes from regular giving and gift aid. This equates to roughly £175,000.

Hall Lettings which was approximately £57,000 in 2025.

St Luke's Hall Trust - £40,000 which comes from interest on capital.

Giving Trend

2022/23 were good years but we have lost some people through death and moving away.

Letting income

This has gone up since 2022 when Jack Cahill started working here. 24/25 were good years thanks to one off opportunities like film crews.

Overall in 2025 there was a surplus of £11,000 although there had been an expected shortfall of £14,000.

Additional Income – we had legacies of £11,000 and £2,000 of special donations. These were banked into savings accounts.

Extraordinary Spends

We plan for £20,000 for regular maintenance per year. The average spent on this over the last 5 years has been £22,000. Examples of extraordinary spending include:

The parapet over the small hall - £20,000

Tree £4,000

Cottage – before JC moved in in 2022 £16,000 was spent. Last year the kitchen was finally done as well as some fireproofing.

Because of past savings SSE is now able to afford to replace the sliding doors in the main hall at a cost of £53,000.

£75,000 has been earmarked for the Car Park. St Luke's will fund the rest.

Looking ahead. as we are fully staffed, and have been for two years, the difference between income and expenditure is about £24,000. Income has not gone up but wages and cost of living has.

Some regular givers have not increased their giving in many years. 51% of our giving is coming through Parish Giving Scheme. We want to move our standing orders coming through Barclays to PGS and close the Barclays accounts.

We have moved from Data Developments software to Liberty Integrated Accounting. Gift Aid, Payroll, Budget Tracking and reconciliation.

Thanks to Finance Committee – Ann Toley, Corinne Fitch, David Baylor. Also Andrew Whadcoat and Chris Irwin-Childs have sat on the committee over the last year.

Thanks to Chris and Helen Irwin-Childs as Giving Co-ordinators. They are now stepping down from this role.

Thanks to those who count. And a big thank you to the church members who give so faithfully. Thanks to Val Steward our Independent Examiner.

Thanks were given to Jane Maffett for all her hard work.

10) Appointment of the Independent examiner

Val Steward has indicated she would like to continue.

Proposal: Val Steward continue as Independent Examiner for St Stephen's Ealing.

Proposed by Jane Maffett, seconded by Sanjay Joshi and all agreed.

Questions and Comments

C. Staff costs looks high but at the moment ~50% of that is covered by St Luke's Trust but if we did not have that income there would be a big hole. Those roles are vital and need to be funded.

JM – Trying to reduce our reliance on St Luke's to fund wages and bring the costs 'in house'. The St Luke's funds could then be used for building works.

Q. How much does Liberty Integrated Accounting cost?

A. £35pcm. Our software before was free but it cost us £65 pcm just to pay staff wages.

11) Vicar's Report

DB spoke about touring with a youth orchestra before university, falling ill and not being able to play with his cohort. Even though he was not able to play he felt a sense of everything clicking into place as his cohort played well. DB felt that he was still part of it all and still 'got to play'.

DB reflected on pastor and theologian John Wimber's line that '**everyone gets to play.**' Whatever their gifts, skills, resources or stage of life, everyone still has a part to play. No one is sidelined as when we come together, we *are* church rather than *doing* church. A blessing to one another and each reveal something of Christ.

DB highlighted that many at SSE have invested in the life of our church and it is what it is today because of all of us. The parish profile that was put together when DB applied for the role of vicar highlighted four 'important dreams for the coming five years:'

- Inspire more younger people to follow a faith journey
- Bring the love of Jesus to more people in the community and beyond
- Motivate more volunteers, especially from our younger members of the church, and
- Strengthen our stewardship of the environment by achieving a Gold Award from Eco Church

All the above dreams are about faith being passed on, with two clearly highlighting younger generations and we have seen that in two areas over the last year. A big highlight for DB was last year's All Age Harvest service where those under 18 were encouraged to take part in some way. They did this by singing, writing prayers, and serving on tech teams. There were 42 under 18s in church that week, most of them serving. Afterwards the Daytimers connect group were inspired to host a whole church lunch as an outworking of God's generosity and hospitality towards all his children. DB suggested that that day was a taste of what it can look like when everyone gets to play.

Ahead are more exciting things with a Confirmation service later in the year and a youth member has just been elected to the PCC. DB said that as we encourage and inspire younger people to get involved, to follow a faith journey we all have something to contribute. We all

have something to pass on no matter our stage in life. And we pass these things on in a spirit of openness. We don't pass the baton on and turn away. And we don't say 'you must only ever do it this way'. Instead, we watch, we cheer, and we urge one another on until the race is over, sharing in the whole journey.

DB offered three areas as we look ahead to the coming year.

- Teams
- Openness, and
- New possibilities

Teams: we aren't a collection of random individuals but a body, knitted together in Jesus through the Holy Spirit. We don't exist in isolation; we are a team and journey together.

We are a team of individuals who have different skills that can be used to bless God and each other. We can be good at the same thing as others and come together as a team of teams: Welcome team, prayer ministry, serving team etc... Doing this we support and learn from each other in the tasks committed to our charge.

DB thanked everyone for all they do to give of themselves to bless the wider community. He also spoke to giving definition and clarity to our teams. Sharing a mindset towards a shared commitment to growing gifts and skills together. And being attentive to those who are new so they also get to play.

Openness: DB spoke to being open to new ways and perspectives of doing things. Even tonight a Churchwarden team has been elected, rather than just two people, and we have a duet of Parish Safeguarding Officers. We also have a new Curate starting in June who DB has committed to passing on the faith he has received. DB also spoke about the sense of openness being reflected in the various building works that will be completed over the Summer, not least the car park. Where plans have been frustrated for whatever reason, we're now beginning to stretch back into openness.

New possibilities: DB told a funny anecdote about passed on knowledge. He highlighted that we are part of one holy catholic and apostolic church but that doesn't mean we are unchanging. The church adapts in every generation as it makes the love of Christ known. There are always new possibilities for sharing of the love of God in Jesus.

One possibility of this is the proposed weekday nursery that the PCC has agreed upon, in principle. This is not set in stone but is one possibility of how God is leading us to make his love known. This all begins with prayer. Prayer doesn't change things, God does.

There are current patterns of prayer at St Stephen's. DB has reflected on who engages with these and wonders whether they are the right pattern for our church today. There will never be a pattern that works for everyone all the time but what more or different could we do?

DB asked those in attendance to discuss briefly amongst themselves different or new ways SSE could come together in prayer. A number of ideas were brought forward after energetic discussion, including:

- Perhaps a prayer theme each Sunday
- A more diverse group leading prayers in services
- Prayer messaging online (but a reminder about confidentiality)
- 3 person prayer groups
- 24/7 prayer as we had a couple of years ago, or a weekend of prayer
- Teaching about prayer – many people find praying in a group scary
- Prayer for healing

Finally DB expressed how much he loves being vicar of SSE and is excited to see what God is going in our lives. In 2027 we will celebrate 40 years of being in our new building and will be marking this jubilee.

The meeting closed with the Grace at 8:10pm.

Signed as record..... Date.....

St Stephen's Ealing

Minutes of the continuation of the Annual Meeting of Parishioners held in St Stephen's Church Hall on Sunday 31st May 2026

The meeting was opened at 10.15am during the coffee time between Sunday services. It was chaired by David Baylor, Vicar.

Apologies were received from Kevin Ledwith and Lily Cahill.

DB thanked everyone for coming to this short meeting which continued on from the Annual Meeting of the Parishioners on Sunday 17th May 2026.

The main purpose of this meeting was to confirm which two of the newly appointed Churchwarden team would serve as officeholders. With Kevin Ledwith not standing for the ex-officio role, there were two nominations for two vacancies:

Nominee	Proposer	Seconder
Sanjay Joshi	Dinos Horattides	Chris Irwin-Childs
Lily Cahill	Corinne Fitch	Monika Scott

No voting was required. Sanjay and Lily were welcomed to their roles with applause.

DB indicated that with LC's new appointment, there was now a casual vacancy on the PCC. More would be shared about the process for filling this casual vacancy in due course.

The meeting closed at 10.19am.

Signed as record..... Date.....