

St Stephen's, Canonbury
17 Canonbury Road, London, N1 2DF
Registered Charity Number: 1131839

Exploring Faith – Sharing Hope – Growing in Love

Annual Report and Financial Summary 2019

Annual report and financial statements of the Parochial Church Council of St Stephen's Church, Canonbury, for the year ending 31st December 2019.

Introduction and administrative information

St Stephen's is a Church of England Church in the London Borough of Islington in the Stepney Episcopal Area of the Diocese of London. The correspondence address is 17 Canonbury Road, London, N1 2DF. The Parochial Church Council (PCC) is registered with the Charity Commission, registered Charity No. 1131839. The method of appointment of PCC members and all issues of governance are set out in the Church Representation rules. All regular attendees are encouraged to register on the Church Electoral Roll and stand for election to the PCC.

In 2018 PCC members have been:

Rev. John Beauchamp – Vicar and chairman

Rev. Margaret Evans – SSM (Ex-officio Until September 2019)

Janice Emslie - Church Warden

Fola Faleti – Deanery Synod member

David Ainger – Deanery Synod member

Lindsay Newcombe – General Synod member

Suzanne Roberts – elected member from 24th March 2019 and deputy chair

Ralph Dunham – Treasurer and elected representative

Rufin Batota-Mpeho – elected representative until 24th March 2019

Timothy Muller - elected representative until 24th March 2019

Elizabeth Ainger – elected representative from 24th March 2019

Elizabeth Evans – elected representative from 24th March 2019

Sarah Strang – elected representative

Len Chalkley – elected representative

Katie Melville – - elected representative

Natalie Beauchamp – elected representative from 24th March 2019

Mary Thomas – elected representative

William Smart – elected representative

Joy Faulkner-Mpeho – elected representative from 24th March 2019

Rachel Woolf – elected representative from 24th March 2019

Activities and objectives

The PCC has the responsibility of co-operating with the incumbent to promote in the ecclesiastical parish the whole mission of the church, pastoral, social, evangelistic and ecumenical. It also has maintenance responsibility for the Church building and halls. When planning our worship and activities the PCC and incumbent take into account the Charity Commission's guidance on public benefit, specifically the guidance for the advancement of religion.

The PCC takes seriously its duty to safeguard children and vulnerable adults within all of its activities and to report any suspected or disclosed abuse appropriately. The PCC complies with its duties under the 'Safeguarding and Clergy Discipline Measure 2016' and strives to make the church a 'safe' and inclusive environment for all who attend.

Church attendance

Following a full review of the Electoral Roll there were 96 members at the time of the 2019 annual meeting. The average attendance at Sunday services was 52 adults and 10 children and the average at a mid-week Communion was 6 adults. We also welcome children for baptism, read the banns of marriage for couples from the parish and, when invited, conduct the funerals and marriages of parishioners and those with a connection to St Stephen's.

PCC meetings in 2019

At the start of 2019 John Woolf was PCC Secretary, after the annual meeting Joy Faulkner-Mpeho became secretary. The PCC met 8 times during 2019 including a PCC day. Agenda items have included:

Staffing issues, appointments and salaries; Various building issues and projects; The Vicar's study leave; Church weekend away in 2020; Mission Action Plan implementation and review; Pre-school work project; Church notice boards; Issues regarding volunteer management at Manna; relationship with St Mary's Eritrean Orthodox Church.

As regular items on the agenda we have received:

Quarterly management accounts and approved a budget for 2020; Reports from Manna and Urban Hope Management Committees; Reports from Deanery Synod representatives; Health and Safety updates; Safeguarding reports; Reports from other sub-committees – Mission Giving, Staffing, Buildings; Reports from Vicar and Church Wardens.

Minutes of all meetings are taken and approved. The PCC appoints members to its sub-committees, both from within the PCC and the wider congregation, and requires them to report regularly to the full PCC. Terms of reference are set out for sub-committees. The PCC offers its grateful thanks to Janice Emslie for serving as sole church warden during the year.

Vicar's report

2019 began with a number of projects that had been long in the planning being completed and our building moving in many ways into the 21st century. The steel and glass handrails and balustrades were fitted to our new York stone steps and equal access ramps, bringing, as we hoped, a contemporary flavour to the Victorian façade of the building. In January an extensive programme of repairs and maintenance was completed following the 2016 quinquennial report, ensuring that the Church and halls are in good condition for the future. Then in the Spring and summer we were able to complete the two carbon reduction projects supported by the Cloudesley Charity 500th anniversary environmental grants. An 18KW solar panel array on the Church south roof and LED lighting throughout the halls and the Church. Together these projects have reduced our CO2 output by approximately 15 tonnes a year (about 50% of our previous output), which, along with switching to a green energy supplier, has greatly reduced our environmental impact. I thank the buildings committee and all who have worked over a considerable period of time to see these projects completed. We also offer our thanks to the Cloudesley Charity for providing funding of over £150,000 towards these and Islington Council's 'Community Energy Fund' for contributing 50% of the cost of the Church lighting.

In the late spring and summer I was away from the parish for 3 months study leave, reading, reflecting and writing in the area of disability and diversity in ministry. With time away in the USA at the Centre for Action and Contemplation conference with Richard Rohr, time in Arizona with our daughter and extended time in London reading, researching and writing, this was a fruitful and productive experience. I am looking forward to sharing my thinking with others in the diocese in 2020 and hopefully seeing London take steps towards a more inclusive and supportive attitude towards people with disabilities as contributing members of congregations and as ministers. There is though a long way to go and much to do to create real opportunity and greater representation in the diocese and the wider church. I would like to thank all those who took on extra responsibilities and supported the continuing ministry of the church during my absence.

St Stephen's has continued to be a busy place. The Manna staff and volunteers have welcomed many hundreds of people looking for support and safety and a friendly community. As in previous years, the amount and variety of need has continued to increase, placing ever greater demands on all involved in the project. In 2020 Manna will mark its 30th anniversary, a testimony to St Stephen's commitment to supporting the homeless and vulnerable around us.

In January Anna Herold began working with Urban Hope and it has been exciting to see how her work with young women has developed. In the summer Joel Williams left the project after 6 years as youth and community worker but many more years as part of Urban Hope as a child and teenager. We thank Joel for his time and devotion to Urban Hope. K'Journ Johnson will be our new youth worker in 2020. Urban Hope's work in schools and clubs and drop-ins has continued to offer unconditional care and support and new opportunities to many of the children and young people of this area.

In November our two year pre-school childrens work project came to an end and Lois Gallagher stepped down from her role as childrens worker. We have learned a lot over this time about welcoming and creating space for children in our worship and community and we look forward to continuing to develop this work in 2020. I thank Lois for her partnership in this project, for all she has delivered for our children and the whole church and for the times

of reflection and exploration that we have spent together. We also thank The Bishop of London's Mission Fund for their support.

As Lois stepped down, the Sunday School team needed new leaders and helpers and a number of people have committed themselves to this work for which I am very grateful. We have also seen a revitalised Dreams group with a group of year 6 young people joining and sharing their vision for what they want Dreams to be. I hope we can continue to develop St Stephen's as a truly 'all-age' community in which all people regardless of their age are valued and encouraged to contribute.

St Stephen's also provides support and hopefully the impetus for members to be active in the local community. Some good examples of this are the work of Christian Dennys and Margaret Evans with 'Canonbury Responds,' which this year has initiated a second 'Street Association' project as well as organising a debate on the issues of climate change, the St Stephens members who form the management committee of the Almorah Road Community Centre under the leadership of Sandy Dennys-McClure, where they have developed the Centre to be a busy and flourishing hub of community support and activity, and church members who are active in the work of the Canonbury Society and its efforts to create community cohesion in the conservation area and beyond. It would be good to identify and respond to more opportunities for us to be active and supportive within the Canonbury community.

We have seen some joyful times during the year. The wedding of Max Hurd and Jenny Cousins in August and new additions to the church family with the birth of Adele Husser and Ionic and Corinthian Carson-Strang. It has also been a joy to welcome a number of new members to our worshipping community during the year.

I thank all our church officers who work hard behind the scenes and with the PCC and its subcommittees to ensure that we fulfil our obligations as a church and charity. Particular thanks go to Janice Emslie who has been sole Church Warden this year and has borne the responsibilities and burdens of this role with great grace and humour. My thanks to Suzanne Roberts who has been lay chair of the PCC, chairing this and the Standing Committee in my absence, as well as fulfilling the important task of safeguarding officer. Thanks to Ralph Dunham and the finance team for keeping our finances on track and thanks to Natalie Beauchamp for managing lettings this year and earning us a stunning £43,000 in the process. Natalie is stepping down from this role in 2020 after more than 3 years. And my thanks to all who take a part in the governance of the church as PCC members, UHMC and MMC members and serving on other subcommittees and groups.

It is good to have a strong team of people who help to lead worship and preach and speak in the morning and evening services. Thank you to all of you for the time and thought you put into this ministry. In 2019 a significant birthday for Margaret Evans meant that she moved from being licenced assistant curate to having 'Permission to Officiate.' In some ways this is a technical change but it does also mark a sense of the turning of the 'seasons' of life and ministry that come for all of us. It is right at this time to thank Margaret for her 25 years of ordained ministry at St Stephen's as well as looking forward to all she will continue to contribute in this new capacity.

Our morning services have included series' on The Beatitudes, Friends of Jesus and Holy Waiting. The evening services have studied books by Rowan Williams, Sam Wells and Muthuraj Swamy as well as following a Creationtide series. Key to our worship is our music and as ever I thank our musicians who contribute so richly to our services. Those who offer welcome and hospitality are important as well so thank you to all sidespersons and Sunday coffee makers and to our flower arrangers who also contribute their skills to our worship each week.

2019 has had its challenges. The PCC and Standing Committee has had to face some difficult issues and I hope that in 2020 we can find new ways of moving forward and resolving these problems.

I think we end 2019 though with a number of challenges for 2020: the struggle to staff and sustain the number of things that we currently do; the need to really think through where mission and evangelism sit in the life of St Stephen's; the need to think about how we offer opportunities for personal spiritual exploration and growth; the need to build a new creativity into all that we do to enable us to keep moving and be relevant in the 2020s; the need to be a cohesive and united church that owns a common vision across all of our work and ministry. 2020 is the year to develop a new Mission Action Plan and all of these challenges will feature in our discussions and reflection on what our MAP should contain. Everyone will be invited to contribute to this thinking and discussion.

A key verse in my study leave reflections has been 2 Corinthians 12:9. Paul has shared with the Corinthians that he has an illness, his 'thorn in the flesh.' Three times he has asked God to take this away but God's answer is: 'my grace is sufficient for you for my strength is made perfect in weakness.' There is a challenge in this verse for the whole church to ask its self: 'where are we placing value?' 'Are we looking for worldly value or recognising the God given value of weakness?' Maybe in the church's striving to be 'successful' and 'strong' we are in danger of losing sight of what is truly valuable, and in doing this face the danger of throwing out the very tools that God has given us in order to grow his kingdom. For God says: 'my strength is made perfect in your weakness.' Maybe in our reflection and seeking through 2020 we need to open our eyes to things that we might be passing by and ignoring. . Not things that the world values and promotes. Not things that would be called strong or successful or valuable. But rather the weak and imperfect things amongst us. The things that, if we allow them to, could very well be the means by which God's strength is renewed amongst us for 2020 and the future. Jesus came as a counter-cultural figure. He demolished much of the Jewish world view of his day. As we head into the political and social changes that 2020 and future years will bring, the church's calling to be a radical, counter-cultural community rings out ever more loudly. I think our challenge is to discover whether we can be this in Canonbury. A radical, counter-cultural community where strength is made perfect in weakness and value recognised in what others would call worthless. Come and join us and see where this adventure might lead.

John Beauchamp

Urban Hope

Over the last year Urban Hope has worked with a total of 286 young people aged 7 - 18 (Male:- 139 Female:- 146). Of the 286 young people we have worked with, we have mentored 26 young people, and worked with 156 young people in school and taken 24 young people away on a residential in the last year.

Over the past year we have said goodbye to Joel Williams. We thanked him for all his hard work and for supporting the Urban Hopefuls for many years. We held a celebration evening and were able to invite back a number of old Urban Hopefuls to show their appreciation.

We welcomed Anna Herold into the role of Youth & Community Worker with responsibility for working with young women. Anna has done a great job at supporting young women over the year and building programmes for them to engage in. Anna has built up the support in a local secondary school running a girl's group in the school and offering 1-2-1 support. Along with Solace Women's Aid, Anna has started a girl's group at Urban Hope every week. Anna has also begun to study a Certificate in Therapeutic Teaching with Caspari.

We have continued to run activities throughout the school holidays where young people were challenged and supported to try new activities. We have continued to partner with XLP and Snow Camp to offer some young people the opportunity to learn to ski or snowboard. We were able to support 4 young people on to Snow Camps Graduate Programme. This ran for 6 Saturdays starting in Mid-October.

Throughout the last year Urban Hope has continued to work in local schools and increase our presence. We are now working in the City of London Academy Highbury Grove and Canonbury Primary. Urban Hope continues to offer 1-2-1 support, group mentoring and a girl's group. Just before the summer we started our first transition group for year 6 students in Canonbury Primary who were going to be starting at the City of London Academy Highbury Grove in September.

Urban Hope's partnership with XLP has strengthened. We continue to work together to support young people in the City of London Academy Highbury Grove and they park their double-decker bus there every Wednesday. We are thankful to XLP for giving us spaces on Snow Camp's XL and Graduate programme.

We ended the year with a Christmas party where Urban Hopefuls, parents and friends came together. They enjoyed a cooked Christmas dinner, party games and a raffle. It was a great way to celebrate the end of a year with all ages joining together.

We would also like to take this opportunity to thank everybody that has supported the work of Urban Hope from our volunteers to all who have supported us financially over the last year. Without the support we would not have been able to achieve all that we have. We would like to thank Cripplegate, Breadsticks, Mercer's Charitable Foundation, Children In Need, and the Jones day Foundation for their continued financial support.

Mat Barber – Urban Hope Director

Manna

The Manna is St. Stephen's response to local homeless and excluded people, running three drop-in sessions a week (providing food, showers, laundry, postal service, one to one advice work and wellbeing groups) and an outing every Thursday.

The official rough sleeping statistics for Islington in 2019 reflect a significant increase of homelessness in the borough, and our day centre services which include showers and laundry services are a crucial support to many and have been well used over the last year. We continue to operate within a wider complimentary voluntary and statutory environment and through collaborative work with Islington's new NRPF worker. Multi agency support has produced strong outcomes for some difficult longstanding cases. The imminent departure of the UK from the EU also shaped our work in 2019 as we have informed and supported many clients to apply for Settled Status successfully. The ease of these applications has been noteworthy and a relief for many people uncertain and apprehensive about the process. Islington Council has also set up a Document Verification service for EEs and less chaotic clients and resettled EEs are encouraged to take up this service.

Kaaren Morris joined our staff team late in 2018 and has over 2019 brought a shrewd and thoughtful approach to Centre coordination, and has, in addition, promoted regular staff retreat time at an Anglican Retreat Centre in London. This attention to emotional wellbeing and spirituality has energized the Manna staff team at a time of increasing pressure on the frontline of social welfare. Our wider team is comprised of a diverse and effective army of volunteers and we are amazed how soon after one fantastic volunteer is no longer available for his/her role that another exceptional candidate appears and is able to plug the gap brilliantly!

Donations have continued to tumble in and stack up, keeping our volunteers busy and clients happy with the clothes and toiletries they need. Tuesdays continue to be very busy yet generally very relaxed sessions. Wednesdays are creative and quite hectic keywork wise, and Fridays continue to be the quiet corner of the week for a smaller group of street homeless and isolated individuals, escaping the bustle of busier services. After session on Fridays, Sarah Bristow, the new St Mungo's Outreach worker, has become a familiar face and willing advocate for those who wait behind for outreach support.

In the course of the year, staff have attended a range of training including Reflective Practice and Hoarding training. Our laundry service testifies to the necessity of upskilling in this area so we can identify and divert clients who want to use our laundry for hoarded clothes items that are never worn.

Small Groups

The Manna continues to run small activity groups to support clients holistically and assist individuals. The gardening group attracts new clients, enhancing social skills as well as gardening skills. This green fingered group also helps to strengthen the relationship between the wider community and The Manna. Locals often engage in conversation with Sam and comment on how lovely the garden looks. Sam ran a very successful volunteering Corporate Day in the summer. We are a musical project too but the Manna Singers has been on hold whilst attempting to find a suitable tutor. We had 2 fabulous sing along Christmas Carols at two of the December sessions and are planning to facilitate a regular sing along on Wednesdays in the Urban Hope room in 2020. Art has continued to thrive, now run by a variety of volunteers and tutors as Eva Bachmann our artist is studying for a MA, volunteers are currently helping to run the sessions during term time. Client art is exhibited in the hall

in our display cabinets. Poetry group also includes creative writing in order to expand the opportunity for Manna clients. Many contributed work to be read out at the Memorial service a very moving experience for clients who had lost their friends.

We facilitate a Women's Group and weekly wellbeing outings on a Thursday with trips to museums and group walks.

Culture Vultures, and The Rainy Day Club, have grown from strength to strength in this last year, as we have visited lunchtime concerts, RAA workshops, Anthony Gormley Exhibition, The Tate Modern and Tate British, The British Museum, Southbank Koestler Exhibition, The Hindu Temple at Neasden, the Walkie Talkie Sky Garden as well as Clissold Park for a Summer Picnic, Lucian Freud at RRA and a tour of St Paul's Cathedral. A regular group of isolated and homeless clients and volunteers trot along happily to widen their appreciation of culture, and some have a voracious appetite for Art while others enjoy the camaraderie over tea and biscuits most of all.

10mile Club: This activity offers a robust exercise combined with nature and some social interaction in a safe supportive group. Anne Cartwright has pioneered this initiative which attracts a fair number of regulars willing to tramp over new territory in all kinds of weather in sensible walking shoes. The value to mental health of exercise, fresh air and greenery hardly needs to be explained here. It is now a very popular part of the month, providing so much benefit to lonely, and isolated clients.

Key Work – Welfare Rights. There have been additional pressures this last year as Universal Credit increased its rollout to most of our clients, and the requests to login to UC accounts and decipher information is frequent from people without easy access to internet and poor digital skills. The need to support people to Tribunal with PIP appeals has also continued unabated, as has our 100% success rate in winning those cases. There has been some discussion about peer learning and disseminating PIP advocacy skills to clients, releasing some of the pressure on staff. We hope in 2020 to explore this further to see if it is workable in our unique Manna environment.

Manna Partnerships – CARIS Islington, Shelter from the Storm, St. Mungo's Outreach continue to collaborate with us for the benefit of our shared clients. We continue to work with Alcohol service Better Lives. We are grateful to all our funders whose confidence in the Manna services and the impact upon our clients is crucial to ensure our work continues. In addition, we receive from individuals and from St Stephens which strengthen our budget and the important relationships we have with our parish church and committed individual donors who support us.

We would like to thank the MMC, the PCC, our partners, staff team and volunteers for another year at The Manna and for all the support given to us as a project. May we continue by God's Grace to Shine in the darkness.

Kaaren Morris and Kate Moore – Project Workers

Pre-School Children's Project

2019 was the final year of St Stephen's pre-school children's project, which was a two-year pilot project beginning in November 2017. The project ended in October 2019. The Bishop of London's Mission Fund funding ended and Lois moved on to new employment.

The main bulk of the work was delivering Sunday school sessions on Sunday mornings for children aged 0-11. These alternated between Sundays where there were two groups, 0-5 and 6-11, and Sundays where there was one. This was in order to continue to run sessions for children throughout this age group with a reduction in volunteers.

We continued to follow material from Diddy Disciples, a resource for teaching children aged 0-5, adapting the material for over 5's. This follows the seasons and the church year, and makes use of singing, storytelling and role play to engage children in theology and spirituality.

We also ran a café-style play drop-in in the church halls on a Monday afternoon. This was attended by a few parents and children, but never quite took off in terms of numbers and was ended in May.

In March we ran a Messy Spring session in the church halls, delivering craft activities, a story and refreshments for families. This followed the themes of Mardi Gras (Shrove Tuesday) and Jesus going into the wilderness.

Lois ran a Gentle Parenting group at the Almorah Road Community Centre, which was attended by a small group of committed parents and babies under one. This was based on mindfulness approaches.

We continued to engage children in all-age Sunday services through the activities, worship and talks on offer.

In July we did our annual trip to the seaside, comprising five families and some of their friends.

In August and September, Lois ran a consultation and recruitment period in order to manage the transition from the funded project into mainstreamed volunteer-led work. She presented a report of the project to PCC and recruited some new volunteers.

From October 2019, the children's work was handed over to a volunteer team (six volunteers) who continue to use the Diddy Disciples material on Sunday mornings. Because of lack of capacity there is no longer a separate under 5's group, but younger children are invited to join Sunday morning sessions, accompanied by an adult.

Lois Gallagher

Sunday school

In 2019 Arezou, Dan Gleadall, Dave Titmas, John Wolfe, Joy Faulkner-Mpeho, Katy Evans, Lois Gallagher, Margaret Evans, Rachel Lindley and Sarah Strang have all been a part of the Sunday School team, and we are incredibly grateful for their energy and commitment to our children.

This year the Sunday school team was wonderfully led by Lois Gallagher until September when her role as pre-school children's worker ended, at which point Margaret Evans and Joy Faulkner-Mpeho took over shared leading of the group.

Recognising the increasing age gap of the between children in Sunday school and the differing needs within the group, in September we graduated a number of the Sunday School children as they reached year 6 and they moved up to the 'Dreams' young people's Sunday morning group. This has proved to be beneficial to all the children as each group is able to spend more time doing activities that they really enjoy.

During 2019 2 children were admitted into communion and the whole group spent time thinking about the last supper. Together Sunday school has travelled through the church calendar, alongside the under 5s group, guided by the Diddy Disciples resources. It's been wonderful to see how children have engaged with the sessions, particularly enjoying focusing on refugees during epiphany and on the environment during creation tide.

Joy Faulkner Mpeho & Sunday School Team

Dreams

This year we lowered the age of Dreams to those aged 10 and above. We now have a group of 8 young people who are part of Dreams. They are an amazing group of young people who are passionate and knowledgeable on issues such as the environment.

The young people have been active in looking at ways to be involved in the life of the church. This has included performing plays on First Sunday or reading during special services. A highlight of the year was when the young people asked if they could cook the breakfast for a first Sunday. They came early and made bread, pancakes, waffles, biscuits and muffins. It was great to have some of the parents also helping out. The food was well received by all. The young people would love to do this again.

Mat Barber – Dreams Leader

Elders

It is 2 years since the Elders began meeting to provide prayer support to John and Margaret in their ministry. Over that time we have been committed to pray for St Stephen's and for those in leadership as well as listening to our own stories, getting to know and supporting each other and celebrating together. The Elders try to meet monthly and create space and time to listen to God in prayer and silence. I have found this to be a useful and supportive group and am grateful for the commitment of all the Elders. It has been helpful to be able to reflect together and to hear different perspectives on different issues and challenges. Initially the elders committed to 12 months in this role but all have remained in the group now for 2 years. So 2020 is the time to reconstitute the group for another year or so. We will again be asking the whole congregation to nominate people to be asked to become elders and out of these nominations we will form a group that represents the breadth of age and diversity that is in the church. We will do this during Lent and hopefully commission a new group of Elders at Easter. My thanks to all our current elders: Janice Emslie, Bo Shepherd, Joy Faulkner-Mpeho, Rufin Batota-Mpeho, Susan Mokogwu, Will Smart and Lizzie Evans, and to Margaret Evans for supporting this group as well.

John Beauchamp

Pastoral Care Team

The Pastoral Care Team really stepped up during my study leave and worked hard to make sure that church members were looked after, particularly those who have been unwell or are now unable to get to church. Much of this work goes on quietly with little organisation but springs from the hearts of people who feel called to show God's love and care in action. Visits and phone calls keep people connected to the church community and prayer and ministry offers encouragement and comfort. Thank you to those who have been part of the pastoral care team during the year: Janice Emslie, Stephen Spencer, Bo Shepherd, Mary Thomas and Margaret Evans. And thank you to every member of St Stephen's who quietly offers care and support to others in the congregation. All of this is pastoral care that enriches our life as a church. If you know of church members who are in need or feel you need support yourself, please contact the team through me by phone or email.

John Beauchamp

Mission Action Plan

2020 is the year for developing a new Mission Action Plan for the next 5 years. Our current MAP was developed in 2016 but has been constantly modified and updated since then. Looking back on the MAP, we managed to fulfil quite a number of its aspirations in the first 2 years. We increased social events, ran the 2018 church weekend, explored principles of mapping, established an environmental responsibility group, began the pre-school childrens work project, relocated the church office, installed the new sound and video system and ran several discipleship/nurture groups. More recently we have completed the new steps and ramps, carried out the quinquennial work and actioned the carbon reduction programme. However, it has been difficult to sustain many of our MAP aspirations and as we work out our new MAP we need to see what lessons we can learn from this. Maybe on reflection our 2016 MAP was too crowded and ambitious. A simple MAP with just a few achievable and sustainable goals would possibly have been better, as we are already a very busy and committed church. We need to think more about our capacity and how we develop the MAP vision into concrete action and the place of the PCC and the wider congregation in this process. Mission Action Plans are good and it is no failure to only achieve a few of the aspirations. However, the MAP should be the road map for development and change that can be sustained as building blocks for the future rather than a series of 'one off' projects. As we develop our new MAP we need to reflect on our current MAP and learn from our successes and struggles. Everyone will be invited to contribute to the development of the new MAP so watch out for opportunities to get involved in the consultation process and let us know your thoughts and views.

John Beauchamp



Staffing Committee

The Staffing Committee and the PCC are deeply appreciative of the tireless work done on behalf of all of us by staff members. They keep the day-to-day life of St Stephen's, with the Manna and Urban Hope (guided by their respective Management Committees) on track.

At the close of 2019, the PCC employed 6 paid members of staff with 1 vacancy (3 full-time, 4 part-time), as follows:

Administration: Rose Mwesigwa (Administrator - Finance and Buildings Management)

The Manna: Kaaren Morris (Manna Project worker), Kate Moore (Manna Project Worker), Kemi Buraimoh (Manna Catering Co-ordinator)

Urban Hope: Mat Barber (Director, Urban Hope), Anna Herold (Youth and Community Worker - female).

Staffing changes during 2019:

Urban Hope: Joel Williams left in September. K'Journ Johnson has been appointed as Youth and Community Worker, to start on 6 January 2020.

The PCC approved post of (Administrator - Communications and Lettings) is currently vacant, as funding is not available. We are grateful to Natalie Beauchamp, who has been managing lettings of the halls and the church on a voluntary basis. This work has brought in valuable revenue through hiring of the halls and the church building. She ceased this role at the end of December 2019, and the Staffing Committee is now reviewing the church needs regarding Communications and Lettings.

Cleaning of the church and the halls has been done on a contract basis since February 2018. Shelley Nelson ended her cleaning role when she left Tick Tock in July 2019. Since September 2019 John Woolf has taken on the cleaning contract, working 10 hours a week.

Lois Gallagher completed her contract as Pre-school Children's worker at the end of September. This had been funded by St Stephens and the Bishop of London's Mission Fund.

Will Smart (tenant of the maisonette) did Care-taking duties, to an agreed Job Description, on a voluntary basis. However, Will left the Maisonette in January 2020 and the remaining tenants are covering the caretaking roles together.

Staff salaries are paid through either

- a) the PCC General Fund (administration, and contribution to costs at both the Manna and Urban Hope)
- b) funding through grants and from other organisations
- c) giving from supporters or
- d) fundraising activities.

In addition to our paid staff, our Volunteers are the lifeblood of St. Stephen's and our outreach projects. Many hours of unpaid work is done by so many church members and other local people (supporting Urban Hope and the Manna in particular).

On behalf of all church members, I would like to say a huge thank you to our staff, and all those who do so much on a voluntary basis, for their continuing commitment and work.

Katie Melville Chair, Staffing Committee (whose members are John Beauchamp (vicar), Lizzie Evans, Susan Mokogwu and Rachel Woolf)

Mission Support Group

The Mission Support Group is responsible for communication with our mission partners and for recommending and overseeing our 3 annual appeals.

Our longstanding mission partners are Tim and Rachel Green based in Kuala Lumpur with Interserve, Caroline and Geoff Shave based in Cape Town with Agape/CCFC and our ALMA Link church of St Stephen's Luanda.

We are encouraged by the regular contact we enjoy with the Shaves, the Greens and our friends in Angola. In 2019 St Stephen's gave £2,000 each from the PCC general fund to the Greens and to the Shaves.

2019 Appeals.

The Lent Appeal for the Bishop of London's Lent Appeal to combat Modern Day Slavery raised £712.50 including gift aid. We also increased awareness and interest in this national issue.

The Harvest Appeal was for Peace Direct to whom we sent £802.42, including gift aid, for the Centre for Peace building and Reconciliation in Sri Lanka. .

The Advent and Christmas Appeal was in aid of Street Storage - providing free storage to those experiencing homelessness - a new charity founded and led by our own Rachel Woolf. Including gift aid a total of £1,270 was raised.

Margaret Evans (retiring chair), Elizabeth Ainger, Rufin Batota Mpeho, Fola Faleti, Mary Thomas

Music and Musicians

Our musicians have continued to lead worship in the morning services at St Stephens'. We are blessed to have a wide number of musicians, and have this year been able to add the double bass-playing of Tom Barlow, and the piano-playing of Luke Ainger, for which we are grateful. It is also good to welcome Lois Gallagher back to the musicians rota now her pre-school childrens work has come to an end. Our able group of singers have come up with some special contributions on occasions, particularly making a wonderful contribution to Jeni and Max's wedding in August. It was good to be able to get a choir together for the carol service at Christmas this year. We have also trialled some experimental morning services with new liturgies and when we have used recorded music for worship and reflection rather than songs or hymns. Generally our morning services include a range of hymns and songs and it is good to keep the organ as a feature of our worship alongside the band. Evening services have on occasion had to go without music, but have usually included hymns and songs led by a single pianist. As of March this year, Katie Melville is taking over the rota duties. Our regular musicians are: Timothy Muller, Rachel Lindley, Katie Melville, Lois Gallagher, Luke Ainger, Tom Barlow, Ben Husser, Rachel Woolf, Katy Evans, Libby Senez and Sandy Dennys-McClure. We are always keen to hear from others interested in joining us as singers or instrumentalists.

Timothy Muller

Sidespersons

Despite having been the co-ordinator for the Welcomer/ Sides-person rota for a few years now it has only really just struck me as to what I believe is a crucial aspect of this role !! I know . Everyone is probably thinking " What took you so long Bo?" Anyway here is the revelation -and it is that I believe we need to be really good observers of what is going on during the services, and taking note of who may be feeling " out of place, isolated or just plain unfamiliar with what is going on!" Obviously it's also important to be friendly- without swamping visitors, and those who just want a service without any strings attached! Our loyal team of people on the rota are as follows. Fran and Vernon Trafford, Mary Thomas, Marian Coleiro, James Eddo, Bo Shepherd, Stephen Spencer and Stephen Thean. Also Joy Faulkner-Mpeho as an occasional helper, plus John Creyke. During the past year Luke Robertshaw left our team - due to moving North. Also Jide Fediora has stepped down from being a sides person. However we have just recruited Ralph Dunham . I am very grateful to all these people for being so willing and helpful. Special thanks to Luke and Jide.

Bo Shepherd – Sidesperson Co-ordinator

Maisonette Fellowship Group

The bible study group has had a consistent year looking through the Word for Today, produced by the United Christian Broadcasters. The short meditations have been a good way to promote discussion and build some community spirit within the small group. Usually we discuss as a group what relevant issues each has been facing over the past week and then we select a meditation that seems to broadly cover what the issues are. The group has remained at five regular attendees but plans are to go on to look at Alpha or Christianity Explored and for people in the group to bring friends that will hopefully become attendees at St Stephen's at some point. Outside of the time we spend discussing how to be supportive to each other and more like Jesus, we have had socials and gone to the theatre, the pub or for a Chinese.

Will Smart

Buildings Committee

Members: Richard Senez, Mike Dana, Will Smart, Sarah Strang and John Beauchamp

Church steps:

Following some slight alterations to the balustrade and railing design, these were approved and installed in early 2019. The church steps project has been signed off as complete. Some concerns have been raised regarding the maintenance requirements for both the stonework and balustrades. Organic debris left to collect on the steps can result in algae build-up over time (apparent in the autumn and winter) causing potentially slippery conditions when wet. Following recommendations from the installers/manufactures, these will be implemented moving forward.

Quinquennial Repairs:

The QI Repairs have been inspected by Carden & Godfrey and signed off in good order. Final payments have been made to the architects and the project has now been signed off as complete. The remaining items to pursue are the inspection to the church spire and replacement of the flat roof over the church hall link. (discussed later in this report). A report was sent to Cloudesley outlining the VAT rebates we received under the 'Listed Places of Worship Scheme' – The breakdown was circulated to the finance committee and associated refunds made to Cloudesley.

LED Lighting Upgrade:

The LED Lighting Upgrade project was completed in the church. There were some additions to the scope of the initial specification adding in the crèche. The project ran into a few issues due to manufacturer defects and improper specification. There was also a significant amount of re-wiring required for the lighting circuits in order to bring it in line with current regulations. Treadlighter however worked through these issues and completed the project utilizing the full contingency amount. 6 'Scenes' are available for use at any of the 3 lighting control panels which are:

- 1. Day time - no screen
- 2. Day time - with screen
- 3. Evening - no screen
- 4. Evening - with screen
- 5. Concert Setting
- 6. Atmos / Evensong / Midnight mass

Provisions for appropriate signage displaying this information within the church is under review.

Solar Panels:

The Solar Panel project has been completed. Treadlighter installed the 18kW system including panels, inverter, meter and monitoring unit. The project was delayed slightly due to the requirement for an additional asbestos report, however Cloudesley covered the additional cost and the project was completed without major issue. As part of the project, a new Energy Performance Certificate was completed and submitted. St Stephens has achieved a rating of 89 (D) which is typical of a building of our age and type. The system has been connected to an online portal where total power generated and exported can be viewed.

Details are as follows:

URL: <https://m.ginlong.com/login.html>

Login: vicar@ststephenscanonbury.org.uk

Password: 17canonburyrd

2020 Outlook

Church Spire Inspection:

Church architects C&G have arranged the structural inspection for 13th February. Following the submission and review of the report and recommendations, the BC will recommend to the PCC an appropriate course of action as required.

Hall Flat Roof Replacement:

The architect and builder identified this as potentially needing replacing during the QI inspection. C&G are pursuing a quote for these works.

Electrical Inspection:

The church is due for its 5 yearly fixed wire inspection.

Bin Store:

There are practical issues that have been reported and consideration need to be made to make the area more user friendly and to prevent others using it inappropriately.

Church Decoration and Improvement:

Church re-decoration/painting and improve facilities – additional toilet, servery area, more storage cupboards etc.

Richard Senez – Buildings Committee Chair

Health and Safety Report

Rose has maintained a general oversight of Health and Safety for our buildings and Janice, as Church Warden, has continued this during services and church events with support from Sides People. From a Health & Safety point of view we are pleased to report there were no significant incidents this year.

Our new fire alarm system had its first annual inspection and service in September 2019 and Fire alarm testing continues weekly on Fridays. Throughout the year general maintenance has been carried out to keep our buildings safe and fit for purpose and the kitchen undergoes a deep clean every 6 months and has maintained a 5-star food hygiene rating. As part of ongoing attention to health and safety, stocked first aid boxes and an incident log (and actions record) have been maintained. This was flagged with staff in the January 2019 staff meeting.

In May 2019 the PCC agreed a "St Stephen's Canonbury Key-holder Access Policy". The aim of the policy is to give guidance on accessing the Church and Halls and to help all users to work as productively and safely as possible while also supporting the sharing of facilities.

Through May and June, we also reviewed our procedures for notifying the police should we find anything on the premises that might relate to criminal activity. Police are notified (101 for non-emergency) at the earliest opportunity and their advice followed; meantime the person reporting to the Police will also inform the Vicar, or in the Vicar's absence the Church Warden(s).

In 2020 we hope to address the external bin storage, which is difficult to manage to ensure waste does not attract vermin, and ensure our building risk assessments are up to date.

Thank you everyone for keeping a level of safety awareness and reporting any concerns in order to keep St Stephen's a safe place to work and worship.

Rose Mwesigwa H & S officer; Suzanne Roberts PCC H&S representative

Islington Deanery Synod Report

The first meeting of the Deanery Synod took place at St Augustine's Highbury New Park on Thursday 14 March 2019.

The vicar Rev. Gabriel Antis welcomed the members and led the opening worship.

The main business of the Synod was Richard Cloudesley Charity. Melanie Griffiths made a presentation on the current review of Church grants. She said the last review was in 2013. The review allows two funding rounds in the year (Spring and Autumn) and is available for all Church of England congregations in the Borough of Islington for Funding Streams as follows:- a. Major Developments b. Capital and Major Developments c. Capacity Building d. Small urgent Projects. A total of £450000 is available with an average grant of £22066 a year, and over the past 5 years, 93 projects have been supported.

Another review is to be undertaken and will be done with the consultations of all interested parties. The result will be reported to the Review Group and the Grants Committee and recommendations to the Trustee Board. In this connection, a survey was carried out among the parishes and various suggestions were made: i) tackle urgent structural works and ii) matters arising from the Quinquennial Inspection reports. Other projects mentioned include preventative works and feasibility studies of developing major projects and Sustainability Projects.

In the feedback session, which followed Paul Zaphiriou asked, "when does a building become a church?" and "what does maintenance include and exclude?" Fola Faleti, applauded the Sustainability Project grants scheme and said we should be encouraged by the charity. John (Christchurch Highbury) noted how invaluable RCC grants were, for many churches seeking funding for major fabric repair projects.

The second business of the day was Capital Mass, presented by Angela Abzel. Capital Mass activities could be found on their website but she pinpointed 2 principal focuses of the organisation:- a. Refugees and the Homeless b. Affordable Credit, Money Management, Debit Advice, Campaigning and Supporting Universal Credit.

The third business of the day was "Christian Aid". Neil Roper gave a short history of the charity's work worldwide and the ongoing close relationship throughout the country. He highlighted the Christian Aid week (12-19 May). Lastly, Neil spoke of the activities taking place about Climate Change and the campaign to persuade banks other lending institutions to stop funding fossil fuel extraction, the campaign against the HSBC bank in particular.

After Neil's presentation notices followed. Susan Sorenson was appointed as Richard Cloudesley Trustee. The reports from the Diocesan and General Synods to be given later. The second Deanery Synod meeting held at St Stephen's Canonbury on Wednesday 26 June 2019. This was a valedictory Synod for Jess Swift who was Dean for 20 months. The meeting was a worship event led by Young People from around the Deanery. After the event, the meeting approved the appointment of Governors to some schools. Jess was presented with "Thank you gifts" for her role as the Dean. Her new parish is St Anne's Tottenham.

The third meeting was held at St James', Prebend Street, on Monday 9 December. Paul Zaphiriou the new Dean apologized for lack of agenda and papers. The AD stated that Bishop Sarah and the Archdeacon Liz were keen on young people's projects and that the Deanery should get involved and take seriously the appointment of School governors. The Bishop is also keen on safeguarding and wants the Rules to be displayed in every church and for Safeguarding Officers to meet with young people and ensure that they are happy. The AD advised that parents should not be given phone numbers or addresses of other children without permission.

The AD called the attention of the Synod to the change in the Church Representation Rules coming into effect on 1/1/2020 whereby APCMs must be held by 31 May each year rather than the current 30th April.

Bishop Sarah wants every Londoner to encounter the love of God as she was struck by the breadth of churchmanship and emphasised the Church is not about numbers but depth of faith.

The meeting broke into small groups to consider "Excellence". The feedback included: Failure of the Church to do anything about Climate Change; Drop-in Centres as an area of excellence. Excellence requires that what good practices are happening inside the churches be made known so they can be emulated or be made use of in other ways.

DAVID Ainger & FOLA Faleti – Deanery Synod Representatives

Church Wardens Report

At the beginning of 2019 we had solar panels installed on the church roof and LED lighting installed in the Church. We have benefited from both, cutting down the electric bill by 30%. The lights can be used on different settings to suit our church services and events.

Rose and I went on a fire marshal training course which was Beneficial to both of us.

I am grateful to Suzanne for her support and guidance over the last three years. I thank Rufin and Joy for their helpfulness and support too. Thank you to the morning welcoming team – Bo, Vernon and Fran, Marian, Mary T, James, and John C - for their support ensuring a warm welcome to all who arrive for the morning service, particularly any new-comers, and helping me with people that may be struggling or haven't been for a while.

Thank you to Katie for the refreshments rota and all the people that signed up for it.

Looking ahead we will be looking for two church wardens. My plan is to step down after three years. I will continue to support John B in a church warden assistant roll. If there is a need.

Janice Emslie – Church Warden

Safeguarding

As Church Safeguarding Officer I continue to be grateful for the Diocese of London Safeguarding Policy which gives a clear framework and direction for this work and to the PCC for being supportive of the implementation of the good safeguarding practices.

Throughout the year St Stephen's has continued to support vulnerable children and adults in the church, through The Manna and through Urban Hope as well as within the worshipping community and we have ensured appropriate procedures are being followed and records kept.

As in previous years, the new PCC in May 2019 adopted the Diocesan parish safeguarding policy as our own with a copy of the statement on display on the church and hall's noticeboards and re-appointed the Church Safeguarding Officer (Suzanne Roberts) and Children's Champions (Joy Faulkner, Lois Gallagher). The Diocesan annual Parish audit was completed in July and presented to the PCC in September.

In July 2019 the PCC, in line with the Charity Commission, approved specific Church of England guidance, passed the appropriate motions to delegate the responsibility to report Serious Safeguarding incidents to the Charity Commission, to the Diocesan Safeguarding Adviser and the Diocesan Secretary; while retaining PCC responsibility for reporting any other Serious incidents to the Charity Commission.

During 2019 we have reviewed our hall hire agreements in line with Diocesan policy and put in place guidelines for shared use of our hall and church space. As Safeguarding Officer, I have also met during the year with UH and Manna Project staff and with the leaders of our Sunday School work. These meetings, along with maintaining a standing safeguarding agenda item for PCC meetings are aimed at ensuring good safeguarding practices retain a high priority for us.

Suzanne Roberts – Safeguarding Officer

Finance Report

2019 was substantially less busy for the charity than 2018, due to the variety of projects that came to an end during the period, most notably in buildings work and the AV improvements. This had a financial impact; income was £451,475 (compared to £615,266 in 2018) and expenditure was £467,855 (compared to £630,173 in 2018).

The total income for the year 2019 was £451,475. This income was made up of restricted funds of £257,631; £89,927 of donations and grants to support the work of the Manna and Manna Welfare and £48,689 to support the work of Urban Hope. Other donations and grants were for specific projects and improvements within the Church such as Quinquennial repairs, new steps and balustrade, and environmental improvements. Unrestricted funds incoming amounted to £193,844 principally Church Giving and fees earned from property and Church activities. Contributions from Church members declined from £99,090 (Inc. Gift Aid) in 2018 to £91,269 in 2019, a decline of 8%. However, income from premises hire increased from £37,579 in 2018 to £43,493, an increase of 14%.

Expenditure for the year 2019 amounted to £467,855. Spending was £255,376 of restricted funds and £212,479 of unrestricted funds. The financial position at year end was £242,469 made up of £154,457 restricted funds and £88,012 unrestricted funds.

The Manna (including Welfare), Urban Hope and the General Church fund are all in excess of their stated reserves policy of 3 months expenditure; with the General fund holding at year end 8 months reserves, Manna 5 months and Urban Hope 9 months.

Budgets have been approved for 2020 by the PCC and management committees of each of the ministries. Manna raised grant income in excess of budget in 2019 and posted a surplus of £16,000. This surplus has returned the Manna level of reserves to a strong position. Urban Hope consciously ran down their level of reserves, but these still remain in a strong position. The General Fund budget for 2020 was passed by the PCC in June 2019. The PCC agreed to increase the contribution to the common fund to £75,000. There are no significant unfunded building or repair commitments in 2020 however prudent amounts of funds have been set aside as contingency.

This finance report is drafted at a time of enormous uncertainty for the charity, as for our communities, our country and the world. The pervasive impacts of the COVID-19 pandemic have effects that will be felt for many years across all levels of society, and St Stephen's is not immune. Since the end of the financial year under review, the Treasurer, Finance Committee and PCC have and will continue to review the 2020 budget, as will the various subsidiary activities, to adjust financial activities as necessary to ensure the financial security of St Stephen's Canonbury.

The finance team is John Beauchamp, David Coffey (Gift Aid), Timothy Muller, Will Smart and Libby Senez. I would like to thank them for their help and support over the last year and for the coming year. The rest of the support team within the Church comprises Rose Mwesigwa (Church Administrator and Bookkeeper), Anne Cartwright (Manna Treasurer), Kate Durkin (Urban Hope Treasurer), Matt Barber (Urban Hope Operations Manager) and Katie Melville (Staff). Thank you so much for all your work this year.

Ralph Dunham – Treasurer