

**St Stephen's Church, Canonbury**  
**17 Canonbury Road, London N1 2DF**

**Exploring Faith – Sharing Hope – Growing in Love**

**Annual report and financial statements  
of the Parochial Church Council  
of St Stephen's Church, Canonbury,  
for the year ending 31<sup>st</sup> December 2018.**

**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

Suzanne Roberts - Church Warden

Janice Emslie - Church Warden

Fola Faleti – Deanery Synod member

David Ainger – Deanery Synod member

Lindsay Newcombe – General Synod member

Ralph Dunham – Treasurer and elected representative

Rufin Batota-Mpeho – elected representative

Timothy Muller - elected representative

Elizabeth Ainger – elected representative from 22<sup>nd</sup> April

Elizabeth Evans – elected representative until 22<sup>nd</sup> April, Co-opted from 14<sup>th</sup> May

Sarah Strang – elected representative from 22<sup>nd</sup> April

Len Chalkley – elected representative from 22<sup>nd</sup> April

Katie Melville – elected representative

John Woolf – elected representative

Natalie Beauchamp – elected representative

Mary Thomas – elected representative from 22<sup>nd</sup> April

William Smart – elected representative from 22<sup>nd</sup> April

Katy Evans – elected representative from 22<sup>nd</sup> April, resigned 10<sup>th</sup> September

### **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 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**

In 2018 there were 125 people on the electoral roll. The average attendance at morning services was 59 adults and 12 children. At evening services, the average attendance was 12 adults and the average at a mid-week Communion was 6 adults. At 'Messy Church' the average attendance was 13 children and 25 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 2018**

During 2018 John Woolf has been PCC Secretary. The PCC met 7 times during 2017 and spent a day away. Agenda items have included:

- Migration of 'Concrete' to The Salmon Youth Centre
- Elders team
- Revision of Mission Action Plan
- Richard Cloudesley 'Sustainable Churches' initiative
- Visit from St Stephen's, Luanda
- Implementing the General Data Protection Regulation (GDPR)
- Church weekend away
- Policy on accepting lottery funding
- Financial reports and annual accounts

As regular items on the agenda we have received:

- Quarterly management accounts and approved a budget for 2018
- 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, and copies displayed. 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 Suzanne Roberts and Janice Emslie for serving as church wardens during the year.

## Vicar's report

As 2018 comes to an end I come close to the end of my 4<sup>th</sup> year as vicar of St Stephen's. People often say that in their first year a new vicar can do nothing wrong, in their 2<sup>nd</sup> year they can do nothing right, but after that the opportunity to work within a church for growth and development begins to emerge. In 2017 and through 2018 this has certainly been the case as we have seen growth and development and change in a number of areas of our life as a church.

Towards the end of 2017 we appointed Lois Gallagher to head up our preschool children's work project. We began 2018 with a series of services we called 'Child in the Midst' in which we looked at the theology behind Jesus words that 'we must be like little children' if we are to enter the kingdom of God. By physically and spiritually putting children in our midst in these services, we began to understand how this is a call for all of us to approach God (as our baptism service says) with the 'Openness and trust of a child.' Lois's ministry in Messy Church, our Sunday pre-schoolers group, community parent support and special services has made us an open and welcoming church for families with young children and it has been wonderful to see new families join us during the year.

In January, the new elders group began to meet and offer prayerful support to myself and Margaret as well as helping to think through some of the issues we face as a church. We began by piloting the 'Praying Together' initiative before it was presented to the whole congregation. It has been wonderful to hear stories of how 'Praying Together' has been used by many of you and how it has provided a foundation that has supported and sustained people during the year. If you haven't used it yet there is a simple prayer time for morning, day-time and evening, together with a prayer for each week. Printed copies are in Church and it is on the website.

In our services we have explored a number of topics. In the mornings: humility and the way of the cross; prayer; people who met Jesus; and songs of Advent, as well as celebrating the festivals and following the lectionary readings from Mark. In the evenings: the Holy Spirit in the lives of Elijah and Elisha; the Gospel according to Mark; Colossians; signs and wonders in John and the cross. My thanks to all who lead and speak at our morning and evening services for your thoughtful and creative approach to sharing God's word. My thanks also to all those who help to run Sunday School and Dreams and offer welcome and teaching to the younger members of the congregation.

In the summer we welcomed a team of 8 from St Stephen's Luanda, including Pastor Emmanuel Da Costa and his wife, Mama Isabel Mendes, for a weeklong visit to London. We are grateful to all who offered accommodation for the group and particularly grateful to Suzanne and Rufin for organising the visit and the activities that the group enjoyed. Pastor Emmanuel is nearing his retirement (although he showed no waning of energy or enthusiasm for his ministry) and he brought a team of younger members of St Stephen's to introduce them to us and inspire us all to continue the link between our churches. It was wonderful to have the group enrich our worship with their singing and we were privileged to have Pastor Emmanuel preach to us on the Sunday before they left. With the wonders of 'Google Translate' and the hard work of Fernando Fumuassuka, who acted as translator, we managed to overcome language barriers and enjoyed a week of fellowship that was inspiring and enriching for all.

In October we welcomed Kathy Mohan, CEO of Housing Justice, to speak at our Homeless Sunday service when we heard about the increasing issue of homelessness in all of its forms. Then later in October we welcomed members of the Eritrean Orthodox Church at Archway to join us as we shared our different traditions of worship together. Their worship, with its Coptic origins, gives us an insight into the worship of the early church and we heard from Fr Shenouda about Eritrea and why so many refugees leave the country. We will be developing our partnership with St Mary's during 2019.

We ended October with the church weekend away at High Leigh Conference Centre in Hertfordshire. With our guest speaker, John Bell from the Iona Community, we thought about 'worship as a way of life' as well as there being plenty of time for relaxing and enjoying activities and fun time together. Thank you to the team who helped organise and administer the weekend.

In November we marked the centenary of the ending of the First World War by finding the names of all who lived in our parish or were members of St Stephen's who died between 1914 and 1918. Reading these 163 names during the service, hearing how young so many of them were and seeing where they lived in the parish was both a moving and shocking experience. My thanks to John and Rachel Woolf and Vernon and Fran Trafford for researching the names and some of the stories behind them.

As Advent began, we welcomed Bishop Ric Thorpe to conduct a Confirmation service. John Woolf and Daniel Gleadall were Confirmed and Marian Coleiro was welcomed into the Church of England. We of course ended the year with candles and carols and a Church beautifully decorated for our Christmas celebrations.

We have continued to support the mission of the church in other places with our support of the work of Geoff and Caroline Shave in South Africa and Tim and Rachel Green in South East Asia. We also supported the Bishop of London's appeal for homeless charities during Lent, an educational bursary fund at St Stephen's Angola at harvest, and young refugees and asylum seekers in London through the work of 'Young Roots' at Advent and Christmas. Thank you for your support of our appeals.

There have been a number of changes in our staff team during the year. Alex Elliott left Urban Hope after some 6 years in her post as administrator and fundraiser. Joy Faulkner left Urban Hope after some 10 years as Youth and Community Worker and more recently Co-director, Youth Work. Rachel Woolf left her post as Project Co-ordinator at the Manna after some 3 years in post. We thank Alex, Joy and Rachel for all they have done and brought to the life and ministry of St Stephen's but of course look forward to their continued contribution to our life and worship. It has been good to welcome Mathew Barber as Urban Hope Director and more recently Kaaren Morris as Manna Project Worker. We look forward to a 3<sup>rd</sup> member of the Urban Hope team starting work in early 2019.

This has been a busy year for work on the building with several projects being realised during the year. In the spring we built some new storage cupboards in the Church to house sound equipment, musical instruments, flower arranging resources and more. During the summer we installed a fire alarm system throughout the building and extra fire safety measures as well. In September we finally began rebuilding the front steps after several years of frustration and difficulty. The stone work is now complete and the handrails will be fixed in early 2019. The steps and ramps have transformed the front of the church and made access much easier for all. This has also meant that the portable ramp we have used for the past few years has become redundant. The ramp was given in memory of Tommy

Jaecker who died in 2005 aged 82. It bore the inscription 'Her courage inspired us all.' We are grateful to Tommy's family for this gift and the benefit it has brought to us over the years it has been in use.

In the Autumn we also began a programme of quinquennial repairs around the building with repairs to the roof, stone and brickwork, plaster, windows and much more. We were grateful to see this work completed before Christmas. We have also been working on a carbon reduction project with LED lighting installed in the halls, funding secured for LED lighting in the Church and plans submitted for solar panels on the south roof. When the project is completed in 2019, we will have reduced our carbon footprint by over 50%. For all these projects we are grateful to the Richard Cloudesley Charity for their support and funding as well as Garfield Weston and Islington Council's 'Community Energy Fund.' My thanks to Stuart Evans, Mike Dana and Rich Senez and to all on the buildings committee for work done to enable these projects. Particular thanks to Stuart Evans who is standing down as chair of the buildings committee after more years of involvement than he can remember.

This has all been achieved though alongside our ongoing work and ministry as a church. With Manna seeing an increasing need for supporting people in vulnerable situations and Urban Hope continuing to work with young people in clubs and schools, we are supporting close to 400 people each week. This places great demands on our staff and on volunteers as well, without whom these projects could not run. My thanks go to all who work in these projects for your ongoing commitment to this work.

We've celebrated some joyful moments this year as well. The births of Constantin Evans, Otterlie Balch and Stanley Senez and of course the unforgettable wedding of Rufin and Joy in October which was a wonderful mix of different cultures and traditions.

In June we gathered to celebrate the life of Sylvestre Price, giving thanks for his life of faith and his impact on the lives of many through Manna and his many friendships.

We have faced our challenges as well this year. Our income and financial planning being one of these. With a drop in our direct giving income the PCC had to make some difficult budget decisions for 2018. It has been heartening though to see some increases in income during the year. The finance team has also been working on adopting a new accounting and financial management system with 'cloud' based technology which we hope to see up and running in early 2019. My thanks to Ralph Dunham, Libby Senez, David Coffey and all on the finance team for all their work in keeping us on track this year.

A particular benefit this year has been Natalie Beauchamp's management of hall and Church lettings which this year has earned over £37,000, filling much of our financial shortfall. I thank Natalie for working to build links with the parish and local community through offering welcome and hospitality and of course thank her for all the help and support she gives to me to enable my ministry here.

In my last report I thanked Suzanne Roberts for serving as warden as she was due to stand down at the 2018 APCM. I was grateful to Suzanne for deciding to stand again for a further year but in 2019 she will be standing down after serving as warden for 3 years. I thank Suzanne for her support and wisdom in this role. It has been a delight to work with Janice Emslie as warden as well and I thank them both for all their hard work and support during the year.

It is a characteristic of St Stephen's that everyone can find a way of contributing to the life and worship of the church. There are multiple ways to serve and many of you do so with dedication and commitment week by week. So, without naming individuals, my thanks to all of you for being part of the St Stephen's community and bringing your unique and individual contribution to the work that God is enabling us to do.

In Colossians 3 we read these words:

Therefore, as God's chosen people, holy and dearly loved, clothe yourselves with compassion, kindness, humility, gentleness and patience. Bear with each other and forgive whatever grievances you may have against one another. Forgive as the Lord forgave you. And over all these virtues put on love, which binds them all together in perfect unity. Let the peace of Christ rule in your hearts, since as members of one body you were called to peace. And be thankful.

In this passage, Paul captures the early church's vision of the church being a radical and intentional community that seeks to work out what it means to live and work together through both joy and struggle. A community that has love rooted in forgiveness at its heart. In our society that is so much built on the need to attribute 'blame' this is still a radical model to live by. Jesus calls us to 'love one another as he has loved us,' in which he calls us to forgive and see value in all people whether we like them or not. In the increasingly divided society around us there is a need for this radical new way of life to be modelled and encouraged. A way of life that breaks down barriers, reaches across divides and seeks to reconcile differences. 2019 is a year when this is needed even more than in recent years. As Brexit opens up wounds and cracks in society, as divisions are exaggerated and difference highlighted, we need to be different. We need to be modelling and living by this radical vision of community given to us by Jesus and Paul, both in our life as a worshipping community and in our outreach to the community around us.

The church nationally and locally is in a unique position at this time to speak words of hope and create spaces for that hope to take root and begin to flourish no matter what the Brexit outcome eventually is. Let's pray that the church across our nation and we here at St Stephen's can be ready to take up that challenge. To live by these words from Colossians 3 and to bring them to life in the world around us as the year unfolds.

**John Beauchamp**

## **The 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.

Rough sleeping and PRS evictions continue to increase unabated in Islington during the last twelve months and our centre services have been well accessed throughout the year. The roll out of Universal Credit in Islington has adversely impacted many clients and has directly resulted in evictions from private rented accommodation. The practical aspects of Manna services such as showers, laundry, meals and benefits advocacy attracts clients in very real social need, and creates the opportunity to build trust and engagement and longer term solutions.

Our staff team is resilient, knowledgeable and committed to protecting a positive and empowering environment, and we have an ever-expanding team of volunteers. We have regular 'donations volunteers' who staff can rely on to source certain clothing and toiletry items throughout the year, we have ad hoc volunteers who come in at the last minute and we see 150-200 clients a week on average, with new faces presenting new challenges every week.

### **Small Groups**

The Manna continues to run small activity groups to support clients holistically and assist individuals to tap into their interests and gifts. Our gardening group has been working on new projects over the year including a Compost Heap among other wonders. Timothy Muller is successfully leading our Manna Singers – they sang at the Manna Memorial Service, Christmas dinner and other Manna events/services. Art is thriving with Eva Bachmann our Artist. Poetry is also provided each week by the very talented Stephen Watts who managed to ensure publication in an Islington Arts website of Manna clients' poetry; a tremendously uplifting moment for several individuals to see their work published. We also run a monthly Women's Group and weekly wellbeing outings on a Thursday with trips to museums and group walks.

In addition we have introduced two new activities, Culture Vultures, and The Rainy Day Club, the former being a monthly trip to cultural free events such as Music Recitals, often in churches, and the latter, a social get together in the church halls, playing board games and Table Tennis, over a cuppa and biscuits, when it's too miserable to go out anywhere. Physical activities have increased too with the introduction of the Ten Mile Club, offering a longer trek into the wilds of such places as The Chilterns, and Epping Forest.

### **Key Work – Welfare Rights.**

We continue to struggle with unfair and opaque decision making by DWP and a lot of time is absorbed by the annual Work Capability Assessments as well as advocating insistently for disability benefits such as PIP. Over the last year we have successfully supported 17 appeals at Tribunal level. We have a 100% success rate.

### **Staff Changes**

The Manna was sad to see a much-loved staff member Rachel Woolf leave in August. We wish her every success in her future career. We welcomed new project worker Kaaren Morris in late November to complete the team.

### **Manna Partnerships.**

The Jewish Volunteering Network provided festive snacks for our Christmas Dinner on 19<sup>th</sup> December. CARIS Islington, Shelter from the Storm, St. Mungo's Broadway, continue to collaborate with us for the benefit of our shared clients and Islington Council has now employed a Multiple Needs Worker and an NRPF worker to enhance their interventions with street homeless, many of whom have dual diagnosis (substance abuse and mental unwellness) and/or migrants excluded from mainstream support. We continue to work with CASA Alcohol service now renamed Better Lives.

We would like to thank the MMC, the PCC, and our Funders: Cripplegate Foundation, Cloudesley, Coop Community Fund, Prêt Foundation and numerous generous individual donors, 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.

**Kate Moore and Kaaren Morris**

## **Urban Hope**

Over the last year Urban Hope has worked with a total of 267 young people aged 7 - 18 (Male:- 150 Female:- 117). Of the 267 young people we have worked with, we have mentored 24 young people, and worked with 114 young people in school and taken 25 young people away on a residential in the last year.

Over the past year we have said goodbye to both Joy and Alex. We thanked them for all their hard work and 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 Mathew Barber into the role of Youth Work Director in July. Anna Herold became Youth and Community Worker (female) and Joel Williams took on the new role of Senior Youth Work Coordinator.

Joel continued to support young men who attend Urban Hope and he created a fun packed summer of activities where young people were challenged and supported to try new activities. One of these activities included taking young people for 2 days of snowboarding or skiing lessons through the organisation Snow Camp. Five young people took up the opportunity with two young people progressing further on the programme and starting to work towards a snowboard coaching qualification.

Throughout the year we have continued to build on the work of Urban Hope and strengthen our partnership work in the local area. We continue to work in St. Mary Magdalene Academy and run Chapel Club 1 day a week. We are also working one day a week in Highbury Grove Academy, where we mentor young people and run two lunch clubs for Year 7 and 8.

We have started to work in partnership with XLP and support an outreach project on the Marquess Estate.

We ended the year with a Christmas party where 42 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)**

## **Pre-school children's project**

In 2018 we ran six Messy Church services throughout the year: Lent, Easter, Summer, Harvest, All Saints and Advent. These consisted of craft activities, a themed story, prayers, and food and drink. Messy Church has been attended by church families mostly with younger children, as well as a few families from the local area who do not usually attend services at St Stephen's.

During the spring and autumn months, Lois ran a Gentle Parenting group at the Almorah Road Community Centre, during the week. This was a group to support parents and babies to navigate the first few months of their relationship, drawing on techniques from Mindfulness practices. The group was attended by various members of the local community with the babies, aged from 2 weeks to 9 months old.

Lois has been running a Sunday school session for children under 5 on at least two Sundays per month. We use Diddy Disciples for these sessions: a set of materials for babies and young children, written by Sharon Moughtin-Mumby. The sessions make use of singing, role play and visual aids to teach key themes from the lectionary and church year. Sharon wrote a session on Confirmation especially for us, which we used with both the under 5's and older Sunday school groups to help them enter more meaningfully into our December Confirmation service. This session will be included in the next Diddy Disciples book. During Advent we ran two hour-long sessions for the Reception classes from Rotherfield school. They explored the church with us, had a story and a song about Advent and made candle Christmas decorations. We have continued to explore all-age worship on the first Sundays of the month, thinking carefully about service content, children's participation and the layout of space to encourage children to take their place in our midst.

During Advent we worked hard to include children in our candlelit Carol service and Crib service. It is the second year running that we have run a Crib service on Christmas Eve, which was very successful, attended by St Stephen's congregation members with and without children, plus local residents who were new to us. We are grateful to the Bishop of London's Mission Fund for a 2<sup>nd</sup> year of funding for this project.

**Lois Gallagher – Pre-School Children's Worker**

## **Sunday school**

2018 has been a year of change for the Sunday school team. A few members have left: Fola Faleti and Bisi Fadiora stepped down after many years' service. Georgina moved away from London. Jane Thurlow stepped down after many years of helping. And in August, Rachael Owens and Simon Kallow left London for Belgium. This is six Sunday school volunteers altogether who have moved on from the team recently. Happily, Dan Gleadall, Katy Evans and Margaret Evans have joined us. Dave Titmas, Sarah Strang, Arezou and Rachel Lindley are still volunteering with the team.

Due to the changes in team members, Lois Gallagher has taken a more active role as part of her paid children's work, organising the rota and facilitating meetings to decide on session material and policies. However, she doesn't deliver sessions with the Sunday school team as she is usually running an under 5's session on a Sunday morning.

In 2018 we looked at stories of animals in the Bible, explored various themes of identity in Psalm 139, and learned about Baptism and Confirmation. The children chatted with John Woolf and Dan Gleadall about their decision to be confirmed and what that meant to them. The children then helped to lead the Confirmation service by bringing the Offertory.

Earlier in the year, a few children were admitted to Communion for the first time, and so John Beauchamp led a session on Communion. During Advent we explored the Magnificat and made Christmas decorations for the church. In July, we ran a Sunday school trip to Broadstairs in Kent to spend a day at the seaside. For the first time, families with under 5's were invited to join the summer trip. This worked really well and we had a lovely day. In October, we went to High Leigh as a church, and James and Hannah Moss led children's sessions on worship, looking at the lives of Moses, David and Paul.

**Lois Gallagher, Dave Titmas and the Sunday School Team**

## **Dreams**

This year at Dreams, 6 young people have attended the Sunday morning sessions, and also been part of the Church Weekend Away. Together we have looked through the Old Testament and looked at how it can relate to our lives today. We have wrestled with how we can find, appreciate and worship God every day. Looking for God in things all around us and exploring with each other how we all connect with God in different ways.

Weekly attendance is quite small at the minute which can be challenging. We are looking at ways that young people can engage with the main service at St. Stephen's and also have their own space on a regular basis where they can reflect on who God is to them. We have also supported some of the older members of Sunday School, helping them to get to know the leaders as they will eventually move up to Dreams.

**Mat Barber**

## **Elders**

The Elders group began meeting in February 2018 following nominations from the congregation and prayerful consideration by John and Margaret. The group is constituted to reflect the breadth and diversity of the St Stephen's congregation. Current elders are: Will Smart, Lizzie Evans, Susan Mokogwa, Joy Faulkner, Rufin Batota-Mpeho, Bo Shepherd and Janice Emslie. The group have met regularly with John and Margaret throughout the year. The purpose of the elders is to provide prayerful support for John and Margaret and to be a group who are committed to pray for the church and its ministry.

We have met to pray and worship together. We have shared our own journeys and challenges together and prayed for each other. We piloted and reflected on the 'Praying Together' initiative for several months before it was presented to the whole church during the year. We have thought and prayed about issues for celebration and issues of concern in the church. Some of us attended the 'Thy Kingdom Come' prayer event in St Pauls and we took part in the parish prayer walks in the summer.

In our prayer for each other we have been greatly encouraged by the blessings we have seen in changed circumstances and our personal growth. It was also a joy to be able to pray regularly for Joy and Rufin as they approached their wedding in October.

For me, the elders' meetings have been an oasis of prayer and encouragement in the midst of the challenges of ministry. I am grateful to each of the elders for their commitment to this group and its life of prayer and look forward to the group continuing to grow together in prayer and fellowship and support.

**John Beauchamp**

## **Pastoral Care**

Many people in St Stephen's offer pastoral care and support to others, informally and formally. There are strong groups within the church community in which care and support is shared as friendships develop. Lois's work with preschool children has developed the network of families with younger children and created a supportive group of people caring for their children. The use of social media creates a platform where many people share thoughts, experiences, prayers and more from week to week. Others visit, go for a coffee or chat to people about the challenges and joys that we all experience in life. Many of the newer members who have joined us recently have seen in us a friendly, open, accepting and supportive community that they would like to belong to.

During this year a small pastoral group was brought together made up of people who are already offering care to others so that we could more formally ensure that those who are ill or struggling for other reasons could be supported and cared for. Bo Shepherd, Stephen Spencer, Stephen Thean, Mary Thomas and Janice Emslie have come alongside John and Margaret to offer pastoral support particularly to some of our more elderly and unwell members. Thank you to this group for all they do.

Importantly though our aim is to continue to nurture a spirit of care and concern across the congregation. Making sure that we are all aware of each other and willing to walk alongside each other as we face the ups and downs of our lives.

**John Beauchamp**

## **Church Weekend Away**

In October a group of 60 adults and 20 children and young people spent a weekend at the High Leigh conference centre near Broxbourne in Hertfordshire. We were joined by John Bell from the Iona Community who led a weekend called 'Worship as a way of life.' John taught us how to sing together in harmony using many traditional songs from Africa and other countries. He talked to us about worship and about how sung worship is an important part of our Christian practice and tradition and how our worship can be inspiring, relevant and faith-sharing. He shared thoughts about how we use scripture today and how this should shape our life as the church. And he offered us encouragement to recognise the things we can do and do well but not to worry about things we feel we cannot do. John drew on his depth of spirituality and experience to share wisdom with us and challenge us to think about our own worship as a community in which all are encouraged to take part.

Lois Gallagher ran several sessions for younger children, James and Hannah Moss ran a series of lively groups for our primary aged children and Mat Barber and Mahla ran sessions for young people. There was also plenty of time to enjoy the facilities and grounds at High Leigh and on the Saturday evening we enjoyed a lively get-together for an interactive quiz and show.

The conference centre offered excellent accommodation, great food, a friendly welcome, helpful staff and a bar which proved very popular once the day's activities had come to an end.

Our thanks go to the team who helped organise and administer the weekend: Rachel Lindley, Rachel Woolf, Timothy Muller, Will Smart and Katie Melville. Once again, the collection taken at the weekend covered the cost and we are grateful to all who gave generously to support the weekend. We look forward to a weekend away in 2020.

**John Beauchamp**

## **Visit from St Stephen's, Luanda**

With a 20 year background to the association between St Stephen's, Luanda and St Stephen's, Canonbury, in July 2017 St Stephen's Luanda contacted us with a view to Rev Emmanuel Da Costa and a delegation of their young people (under 40's) visiting us in 2018; by the end of 2017 the PCC had agreed to support a visit, and Rufin and I had volunteered as visit organisers.

We met with Rev Sheenagh Burrell, Diocesan ALMA Coordinator, on 9<sup>th</sup> January and provisionally agreed a visit for May or June 2018 in which we could host 9 visitors and then with Domingos Massala in Angola, as our link person we worked away at all the practicalities: visas were secured, tickets bought, enough beds were found for people to sleep in when they arrived, and the programme was ready. Even the weather proved to be favourable to our visitors, although as hosts we found the, at times, 30 degrees heat a little hard to manage.

Our visitors were: Rev Emmanuel Da Costa and wife, Mama Isabel Mendes, Mr Lutezo Araújo, Rev Fernando Oliveira, Ms Sidonia Joaquim, Ms Teresa Ferreira, Mr Fernando Fumuassuka, Mr Adelino Mucano.

Thank you to the host families and to all who helped deliver the programme. We were also grateful to John Tasker, with his St Stephen's connections and current role as ALMA Twinning Officer, for his help with final planning pre-visit and supporting the Diocesan filming of an interview focusing on Pastor Da Costa's ministry in Angola.

During the week our visitors experienced the weekday ministry of St Stephen's in Manna and Urban Hope and met with John Beauchamp and others. They were able to find out about our parish and wider Islington and appreciate some of the challenges of working in such a diverse area. There was also time to visit sights across London and enjoy shopping and relaxing. They shared in worship with us on Sunday 8 and 15<sup>th</sup> June and Pastor Emmanuel spoke at our service on 15<sup>th</sup> June. Their visit also coincided with the ALMA Sunday service at St Paul's which they all were able to attend.

### **What did we gain?**

An insight into a different cultural expression of our shared faith, their joy in worship and a chance to hear more about the work and aims of the Youth of St Stephen's Luanda as they seek to make progress in spiritual and social areas of work despite the political and economic difficulties in their country. The major difficulties to furthering this work are material and financial although much of the cost is directly supported by youth members with better jobs and therefore better financial situations. And by way of passing on their thanks the group writes:

*From the deepest heart that we (St Stephen's, Luanda) thank you (St Stephen's, Canonbury) for the financial support you have given to us in the past. As result, some of our goals have been reached, and we would like to mention these achievements as follow:*

- 1. More than 5 young people have graduated. Present on the visit was Teresa Ferreira Teresa Ferreira, graduated in accounting and works as an accountant was a beneficiary for the financial support received from St. Stephen's Canonbury, London; she is also the coordinator of St. Stephen's Students' Association (NESE), a chorister and acolyte. In addition, we have young people who have graduated as Engineers and Nurses.*
- 2. The support given for the Young Women's group for fighting poverty program support. 5 sisters have their own businesses established.*
- 3. The financial support given to support the St. Stephen school, was used to purchase desks... for 8 class rooms.*

And so, thank you again to everyone involved in Luanda and London who made this visit possible. As a PCC we are now to consider how we progress our future links as twinned churches and our response to their request for ongoing help with their educational goals.

**Rufin Batota Mpeho and Suzanne Roberts**

## **Mission Action Plan**

Our Mission Action plan was first developed in 2016 with targets for 1 year, 2-3 years and 4-5 years, taking us to 2021. All MAPs are living documents that need to develop as the life and work of the church develops, so the MAP was redrafted in February 2018 and presented to the annual meeting.

The PCC feel that the values outlined in the MAP are still representative of our core values as a church community.

- Diversity and inclusion
- Theological and liturgical breadth
- Practically demonstrated love
- Risk taking and an openness to new ideas
- Commitment to learning and growing as followers of Jesus
- Engagement with the local community
- Speaking out for justice
- Working in partnership with churches and other local organisations
- Modelling and encouraging environmental responsibility

We seek to see these values lived out in every aspect of our life, work and ministry and see them as the key 'hallmarks' of what makes us distinctive as a worshipping and serving community.

Although the PCC has continued to pursue some of the aims of the MAP during 2018, it has found it difficult to be proactive in its approach to this. The PCC formed MAP task groups but these have struggled to meet and it has become clear that the busy lives of PCC and church members does not give time to devote to the development of all the MAP aspirations. So it has become apparent that it is necessary to scale down the MAP into just a few achievable goals for 2019-2021.

In 2018 the MAP aspirations we have achieved have been:

- Continuing to organise a number of social gatherings, concerts and events for church members and others.
- Holding our weekend away at High Leigh.
- Constituting a small pastoral visiting group.
- Offering continuing support for the work of Manna.
- Supporting Canonbury Responds and the 'Street Association' project in Elmore Street.
- Working to reduce our carbon footprint with funding from the Richard Cloudesley Charity.
- Continuing to develop our preschool ministry and supporting Lois Gallagher in this role with Messy Church, preschool Sunday groups, community parent support group and more.
- Continuing to support the work of Urban Hope.
- Distributing 'Season of invitation' fliers and Christmas invitations.
- Rebuilding the Church steps; installing a new fire alarm and fire safety equipment; completing the quinquennial repairs; installing LED lighting in the halls.
- Completing plans and securing funding for the installation of LED lighting in the Church and solar panels on the south roof in 2019.
- Undertaking a financial systems audit and making plans to adopt a new cloud-based accounting system across all aspects of the church.

The MAP will be redrafted and presented to the 2019 annual meeting reflecting the continuing work we are doing within these broad aspirations and specific projects and outlining our plans for continuing development over the next 2 years.

**John Beauchamp**

## **Staffing Committee Report**

The Staffing Committee and the PCC are deeply appreciative of the tireless work done on behalf of all of us by our 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.

The PCC currently employs 7 paid members of staff (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), Joel Williams (Youth and Community Worker - male). Anna Herold is due to join Urban Hope in January 2019 as Youth and Community Worker - female.

Staffing changes during 2018:

**The Manna:** Rachel Woolf left The Manna in August. Kaaren Morris joined The Manna in November 2018.

**Urban Hope:** Alex Elliott and Joy Faulkner left Urban Hope in May and July respectively, James Fawcett left Urban Hope in July, and moved Concrete from St. Stephen's to a base in South London. Mat Barber (Director Urban Hope) was appointed in July 2018. Krupa Abrokwa (Youth and Community Worker - female) joined Urban Hope in July, leaving in September 2018 finding it did not suit her.

Cleaning of the church and the halls has been done on a contract basis since February 2018. At present, Shelley Nelson is paid for cleaning for 6 hours a week, and does an additional 4 or 5 hours a week in lieu of a rental increase, prior to the TickTock sessions which she runs in the church halls. She has, however, given notice that she will leave in July, (to train as a primary school teacher).

Lois Gallagher is contracted as Pre-school Children's worker, funded for two years (from November 2017) by St Stephens and the Bishop of London's Mission Fund.

Will Smart (tenant of the maisonette) does Care-taking duties, to an agreed Job Description, on a voluntary basis.

We are grateful to Natalie Beauchamp who continues to manage lettings of the halls and the church on a voluntary basis. This work brings in valuable revenue through hiring of the halls and church building.

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 hard work.

**Katie Melville - Chair, Staffing Committee**  
**(other members are John Beauchamp (vicar) and Lizzie Evans)**

## **Mission Support Group**

The Mission Support Group advises the PCC on spending its mission support allocation and on choosing the causes for St Stephen's three annual appeals. The group is also responsible for nurturing and coordinating St Stephen's relationships with the people and organisations we support and for providing information and publicity for our appeals.

In 2018, St Stephen's gave £2,000 to Tim and Rachel Green working with Interserve in Kuala Lumpur and £2,000 to Geoff and Caroline Shave with Agape/Campus Crusade for Christ in Cape Town.

Over Lent and Easter we supported the London Diocese 'Tackling Homelessness Together Appeal' to which St Stephen's contributed £314.46. The Harvest Appeal raised £815 for ALMA education support projects in Luanda. Our Advent and Christmas Appeal was for Young Roots who work with refugee children and young people in the UK, Lebanon and Nepal and raised £1043.70. The recoverable gift aid has been added to these amounts.

**Elizabeth Ainger, Rufin Batota Mpeho, John Beauchamp, Margaret Evans, Fola Faleti, Mary Thomas**

## **Music and Musicians**

Worship at St Stephen's continues to be an important part of our services. We have a central core of musicians who provide worship in the morning services, usually six or seven songs depending on the type of service, which usually includes at least one 'traditional' hymn, sometimes using the organ. Worship is usually led from the piano with one or two singers, and we have been blessed this year with the addition of flute by Ben Husser and double bass by Tom Barlow. We are also blessed in having several talented female singers, although more would always be welcome.

The church weekend involved a lot of reflection on worship in the sessions led by John Bell. The musicians will discuss what emerged in a meeting soon and see how John's thoughts can inform our worship going forward. We continue to add new songs to the church's repertoire, and I hope that will continue. I also hope to include more children in the worship, and I will discuss that with Lois Gallagher. The evening service worship is usually led by myself (Timothy Muller), with the result that when I am away, some services have not had sung worship. Another source of regret was our inability this year to organise a choir to be part of the carol service, but we hope to include one in 2019.

**Timothy Muller**

## **Sidespersons**

The welcome team are as follows: Mary Thomas and Marion Coleiro; Luke Robertshaw; Vernon and Fran Trafford; James Eddo; Stephen Spencer and Stephen Thean; Jide and Bodunrin Fediora; Bo Shepherd. All the team are excellent, and really fulfil their duties welcoming new and old into the Church, and being aware of what is needed to make newcomers comfortable and connected to other Church members. Also doing a great job of helping to clear up after the Church service, and occasionally doubling up serving teas and coffees afterwards. Very little nagging required of my excellent helpers!! Thank you to you all.

**Bo Shepherd**

## **Maisonette Fellowship Group**

The fellowship group has had a consistent number of people over the past year. It would have been encouraging for there to have been more people coming however having had the number remain consistent has actually had other benefits; it has meant that the group has been able to get to know each other better and spend more time talking about issues and general everyday life in a safe environment. The bible study group has also had socials to a variety of places to broaden our friendships.

New changes to my working life have meant that bible study has become less regular and the current target to meet as a group is once every couple of weeks. The ideal future for bible study is to keep it going as a friendly place to talk about God and meet supportive friends. All are welcome in bible study, Christian's or anyone looking to find out more about God.

**Will Smart**

## **Buildings Committee Report**

The Buildings Committee members are: Stuart Evans, Mike Dana, Richard Senez, Will Smart, Sarah Strang and John Beauchamp. During 2018 we are pleased to report that we have seen several projects completed.

### **Storage cupboards in the Church**

Following faculty approval, storage cupboards were installed in the Church in the front left-hand corner.

### **Church steps**

The Church steps project that has been on-going for the past few years is close to completion. Graham Wright's design gives greatly improved access and enhances the Church frontage. Having obtained planning permission on appeal we eventually obtained faculty approval and were able to begin work in the summer. The stonework is now completed, and we are very pleased. We will be installing balustrade and hand rail. Buildings Control have asked for some modifications to the handrail and these have been incorporated into the design. The balustrades and handrail are being fabricated and will be fitted early in 2019. We are immensely grateful to Richard Cloudesley's Charity for their funding.

### **Quinquennial Repairs**

Mr Andy Burrell from Carden and Godfrey Architects carried out the Quinquennial Inspection of the Church and halls in 2017. His report highlighted a range of repairs to be carried out over the next few years. Mr Burrell produced a schedule of works in two phases. Richard Cloudesley's Charity agreed substantial funding towards the first phase and further funding was obtained from the Diocese by way of a grant and loan. The first phase of the works which includes exterior stonework and internal replastering is now complete. Unfortunately, due to circumstances beyond our control, this project experienced a significant budget overrun and will cost the PCC in the region of £10,000 more than anticipated. This amount will be paid from our reserves but will mean our needing to build up the reserves again over the next year. The work has also highlighted further repair work required on the tower which we will investigate during 2019.

### **Fire safety**

During 2017, a Fire Safety Officer inspected our buildings and highlighted a number of issues about our fire prevention and warning provision. With the help of a grant from Richard Cloudesley's Charity we carried out the work necessary. The Fire Alarm is now installed and working, and the weekly testing regime is up and running. Fire doors have been installed in the maisonette. Rich Senez has made registers of extinguishers and emergency lighting and an evacuation plan now on display. The Fire officer has visited and pronounced us to be compliant with the conditions of the enforcement notice.

### **Reducing our carbon footprint**

In 2017, Richard Cloudesley's Charity launched an anniversary grant fund to support projects that will reduce the carbon footprint of Islington churches. With the benefit of available funding, we began work on a number of projects

### **LED lighting**

LED lighting has been installed in the halls, corridors and kitchen and this has greatly improved the environment in all areas. Permission has been gained to install LED lighting in the Church under 'List B' which are improvements for which only the Archdeacon's permission is required. 50% funding will come from Richard Cloudesley and a further 50% from the Islington Community Energy fund administered by Islington council. Plans have been drawn up and we hope to see this work carried out in early 2019.

### **Solar Panels**

Plans have also been drawn up for the installation of solar panels on the south roof of the Church. This is hidden from view and so the panels will not be obtrusive or detract from the look of the Church. A faculty has been granted and the scheme will go to an Islington planning committee in March. The project will be funded by Richard Cloudesley and will be capable of generating up to 18kwh and being a substantial carbon and cost saving.

### **General repairs and improvements**

A range of general repairs and improvements have been carried out in 2018, including: renewing the mechanism for opening the hall roof windows; installing a new heater in the crèche; repairs to the drains; repairs to the hall roof; remedial work after lead theft and broken windows

**Stuart Evans, Mike Dana, Richard Senez, Will Smart,  
Sarah Strang, John Beauchamp**

## **Deanery Synod Report**

At our meeting (15 March), at St Marks Tollington, Maxine Morgan spoke about the Stepney Eco Conference that was later held on 28 April at St Paul's Old Ford. It was about how churches can make a difference in caring for God's creation. John Wilson updated the Synod on the motion of Disinvestment approved by the LDS, sent to the General Synod where it might be debated at either its July or Autumn meetings, he asked for assistance from anyone to take the issue forward. David Allen reminded us that caring for God's creation was one of the five marks of mission.

The meeting then considered a "Mapping Exercise" led by Bishop Ric, responsible for Church Planting and Growth. He told us that 1.6% of the population of England go weekly to a CofE church (6% to any church). He said Islington has a long history of church planting and it is important to continue it in the years to come. Mapping asks church members (and church) "Who are we connected with?" He said it did not matter if an attempted Church failed – the attempt was still worthwhile. His experience was that churches expected people to come to them. Churches should go to the people. Each church should ask "Who started us, why and when and how the membership has changed over the years. (St Stephen had its 150 years of history written in 1989). Parish boundaries are historic and people nowadays ignore them. John our vicar drew attention to the way the eastern boundary of St Stephen's runs besides the western boundary of St Jude's including former St Paul's, and the bulk of the Marquess Estate despite being closer to St Stephen's than St Jude's. It would be more sensible for the 2 parishes to work more closely together. DA thanked St Marks for hosting the Synod and the meeting ended at about 9 p.m.

On 20<sup>th</sup> June, the second meeting held at St Mary's Upper Street. It was an evening of prayer for our community and in response to the invitation by the Archbishop of Canterbury, to gather and pray "Thy Kingdom Come." The purpose was to play our part in asking for Renewal of nations and the Transformation of communities. The history of the church showed that hopes were realised and aspirations fulfilled when people got together and prayed. Parishes were grouped into five and each assigned a Mark of Mission.

The Five Marks of Mission were:

- a. To proclaim the Good News of the Kingdom
- b. To teach, baptise and nurture new believers
- c. To respond to human needs by loving service
- d. To seek to transform unjust structures of society, to change violence of every kind and to pursue peace and reconciliation.
- e. To strive to safeguard the integrity of creation and sustain and renew the life of the earth.

Our church, together with St James's Prebend Street, St Silas, St Mark's Middleton Sq., and Holy Redeemer, was given the Mission Mark 4. After opening worship and Prayer Stations set up according to the Mission Marks, the Synod undertook its usual business. The meeting closed at about 9.p.m.

The last meeting for 2018 was held at St James Prebend Street on November 6. Georgina Wright spoke to us on the topical issue of the UK leaving the EU. She enlightened us with her insight of the complexities of the issue. She asked the Synod to hold on to the truth and be ready for a protracted and an uncertain negotiation.

Marcia Sinclair was appointed our LDBS trustee, Seun Olateju nominated for Cloudesley, Fiona Maccorquoda appointed as governor to St Mark's School and Eric Sorenson to St Mary's School. Heather gave a feedback from the European Christian Environment Conference and Jill reported on the meeting of the National Deaneries Conference. The meeting adjourned at about 9.15pm.

**Fola Faleti and David Ainger**

## **Church Wardens' Report**

2018 felt like it was all about the building; as church wardens we aimed to keep the church fit for services while various works were happening. Of note there was the installation of cupboards for locking away the sound system and to provide extra storage; and then in early autumn the work on providing the new stepped and ramped access to the church was started along with attention to the internal plastering which needed removing and replacing due to damp. Both had to be finished and final cleaning done in time for Rufin and Joy's wedding – which they were.

Due to family circumstances Suzanne was less available for Sunday morning church warden duties so it was primarily Janice who ensured the church was ready for services each week and was grateful for the support from John C, Stephen S, Mary T, Rufin, Vernon and Fran who were very able assistant church wardens and also Bo, Marion, Luke on the Sunday morning welcoming team. The team aimed to ensure a warm welcome to all arriving for morning services and any newcomers or people unfamiliar with our services. As church wardens we also try to keep an eye out for anyone who looks like they may be struggling, or hasn't been around for a while.

Thinking ahead to 2019 we have a pressing need for someone to take on the responsibility of organising morning refreshments if this is to continue, and we will be looking for another Church Warden as Suzanne plans to step down after 3 years in the role (although happy to be a church warden's assistant with a remit for evening services if that helps).

**Janice Emslie and Suzanne Roberts**

## **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 and we have ensured appropriate procedures are being followed and records kept.

As in previous years, the new PCC in May 2018 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 and presented to September PCC. The main actions from our audit were to ensure all DBS checks remained current with checks renewed at 5 years as required - this has been achieved; and to work on revising our hall hire agreements in line with Diocese recommendations to ensure good safeguarding practices for all who use our buildings - we plan to bring in the new agreements for April 2019.

**Suzanne Roberts**

## **Health and Safety Report**

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

Following on from the September 2017 London Fire Brigade fire safety inspection, which had identified work needed to bring us up to current fire safety legislation standards, required works were carried out. We were re-inspected in November 2018 and passed as meeting all necessary requirements. Of note we had updated our fire safety signage and installed a new fire alarm. Fire alarm testing is now carried out weekly on Fridays.

Throughout the year general maintenance has been carried out to keep our buildings fit and safe for purpose with special care required during major contractor works; these included the provision of new stepped and ramped access to the church, LED lighting in the halls, and church internal re-plastering and roof works.

As part of ongoing attention to health and safety stocked first aid boxes and an incident log (and actions record) have been maintained; a trolley for moving stacked chairs was purchased; and ladder requirements and storage was reviewed with three A-frame ladders of varying heights now stored in store 3.

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 and Suzanne Roberts**

## Financial Report – St Stephens Canonbury 2018

The total income for the year 2018 was £615,266. This income was made up of restricted funds of £399,770; £65,826 of donations and grants to support the work of the Manna and Manna Welfare and £127,751 to support the work of Urban Hope. Other donations and grants were for specific projects and improvements within the Church such as Quinquennial repairs, a new Fire Alarm and fire safety improvements, and environmental improvements. Unrestricted funds incoming amounted to £215,496 principally Church Giving and fees earned from property and Church activities. Contributions from Church members declined from £111,901 (Inc. Gift Aid) in 2017 to £99,090 in 2018, a decline of 10%. However income from premises hire increased from £24,896 in 2017 to £37,579, an increase of 50%.

Expenditure for the year 2018 amounted to £630,173. Spending was £421,434 of restricted funds and £208,739 of unrestricted funds. However excluding the transfer of funds relating to winding up of the Concrete project and the transfer of all its funds to the Salmon Youth Centre, Bermondsey, restricted funds were in Surplus £25,537 and unrestricted funds in surplus £28,674. The financial position at year end was £258,870 made up of £192,064 restricted funds and £66,807 unrestricted funds.

The Manna (including Welfare), Urban Hope, Concrete and the General Church fund are all within their stated reserves policy of 3 months expenditure; with the General fund holding at year end 6 months reserves, Manna 5 months and Urban Hope 14 months.

Budgets have been approved for 2019 by the PCC and management committees of each of the ministries. The Manna will need to secure a significant increase in Grants and donations in order to meet their proposed expenditure in 2019 and have implemented a plan to address this challenge. This risk has been understood by the PCC. Urban Hope continues to be successful at attracting funds and expects to maintain a healthy financial position. The General Fund budget was passed by the PCC in November 2018 and financial support for both Urban Hope and The Manna has been set at £8,700, restoring the grant to previous levels as was the aspiration of the PCC in 2018. The Church will continue to contribute £70,000 to the common fund. Funding for a Pre-School children's worker with support from The Bishop of London's Mission fund continues in 2019. There are no significant unfunded building or repair commitments in 2019 however prudent amounts of funds have been set aside as contingency.

As agreed by the PCC it is the intention of the finance team to move the accounting onto a cloud based book keeping package in 2019. This should allow the book keeping to be shared amongst the team freed from the church office computer. We will also now have a secure back up of all our records.

Regular givers are being encouraged to use the Parish Giving service instead of donating directly to the church account, as the PGS collect the gift aid for us monthly. This reduces our administration and improves our cashflow, and so far uptake has been good. Hopefully by June 2019 75% of our regular giving should be via PGS.

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