

St Paul's Egham Hythe Parochial Church Council

Parish Church:

St Paul's Egham Hythe
in the Runnymede Deanery
Diocese of Guildford

Address:

St Paul's Egham Hythe
Thorpe Road
Staines
Middlesex TW18 3HJ
email: office@speh.org.uk
website: www.speh.org.uk

Incumbent:

The Revd Rosemary Hoad
email: vicar@speh.org.uk

Bank:

CAF Bank Limited
25 Kings Hill Avenue
Kings Hill
West Malling
Kent ME194JQ

Independent Examiner:

Moore Accounting Services Ltd
17 Warwick Close
Maidenhead
Berkshire SL6 3AL

On 1st July 2019 "The Parochial Church Council of the Ecclesiastical Parish of St Paul, Egham Hythe" was added to the Register of Charities as a separate entity, registration number 1184186.

The Parochial Church Council (PCC) has the responsibility of co-operating with the incumbent, Revd Rosemary Hoad, in "promoting in the parish the whole mission of the church, pastoral, evangelistic, social and ecumenical". The main church building and halls are located at St Paul's Church, Thorpe Road, Staines TW18 3HJ. This annual report and accounts cover the PCC's financial year January 2020 to December 2020.

Charity Registration Number: 1184186

Membership of the PCC

The membership is partly ex-officio and partly elected at the Annual General Meeting in accordance with Church Representation Rules. PCC members are usually elected for a three-year term of office. The 2020 APCM was delayed until October due to the Covid-19 pandemic, with PCC and Deanery Synod members continuing in their roles in the interim period. Membership from October 2020 was as follows:

Vicar/Chair of PCC	Revd Rosemary Hoad
Associate Clergy	Revd Sue Loveday Revd Janet Franck
Diocesan Synod	Revd Rosemary Hoad Steve Baynes
Deanery Synod	Steve Baynes (term expires 2023) Derek McGovern (term expires 2023)
Churchwardens	Steve Baynes (Lay Vice-Chair of PCC) Diane Oliver
PCC Members	Victoria Diplock (<i>term expires 2022</i>) Leigh Doe (<i>term expires 2022</i>) Richard Gilbert (<i>term extended to 2021</i>) Jackie McGovern (<i>term expires 2021</i>) Elizabeth Roshier (<i>term expires 2021</i>) Katharine Stearn (<i>term expires 2022</i>) Emma Sterry (Treasurer) (<i>term expires 2021</i>) Nicola Rule (<i>appointed 2020 - term expires 2023</i>)

The following appointments were made by the PCC:

Safeguarding Officer: Alison Hawkins
DBS Evidence Checker: Diane Oliver
Electoral Roll Officer: Derek McGovern

Foreword *(Revd Rosemary Hoad, Vicar)*

*“Remove the sandals from your feet,
for the place on which you are standing is holy ground.”
(Exodus 3:5)*

Moses encountered God in the strangeness of the burning bush. That reading was the subject of our first Sunday Zoom service at the start of the pandemic. I remember inviting people to take off their shoes, to recognise that as we met remotely to worship, scattered in our own homes, we were standing on holy ground.

At the burning bush, God called Moses to serve him in a new way. He wasn't that keen to go, arguing with God that others would cope better. And yet he went, and God was with him. We too have been called away from the familiar, into a strange land that begins at our own front door – holy ground.

It's still too soon to understand the long-term impact of the changes that began in March 2020 with the first lockdown of the Covid-19 pandemic. It's been a time of discovering how to be the body of Christ and serve our community when we're apart. It's been a time of loss, and a time of new life. It's been a time of learning new skills and trying to keep connected. It's been a time of having to depend on one another in new ways. There's been a movement inwards, both into the domestic space, and into the challenges each of us have faced in our own lives. There's been a costly generosity and a quiet determination, with strength in our vulnerability.

I am so grateful for the faithful and dedicated work of our churchwardens, Steve and Diane, who together with the other members of the ministry team (Sue, Janet, Graham, Nikki and Becky) and the PCC have dealt with all that has confronted us. There's been so much to adapt to, often at short notice, in areas that have been new to us all. We've not always had what we wanted, but have been given what we needed, with signs of life, a deepening of our prayer life, and reasons for hope along the way.

Overview of 2020 *(Revd Rosemary Hoad)*

In 2019 the PCC vision for the three key areas of hospitality, children and young people and deepening faith had begun to take shape. The new chairs in church had enabled the space to be more hospitable and flexible in serving different generations within the community, and 2020 started on an upbeat note as the PCC began to consider ways of further developing the way the church was used. These plans were brought to an abrupt halt in March 2020 when the first lockdown of the Covid-19 pandemic closed the church buildings overnight.

The initial challenges were to keep connected and support one another, and to see where the needs were in the community. WhatsApp, Zoom, iknow and Mutual Aid became part of our new vocabulary, with Steve doing an amazing job in getting things up and running. Packs and phone calls to support members of the church unable to access the technology were put in place.

With everyone stuck at home it didn't take long for people's creativity to emerge. Photos of Lego creations, baking, gardening and scenes from daily walks were shared on the WhatsApp group, and homemade palm crosses, rainbow stones and other goodies found their way into the weekly packs – carefully sanitised of course!

When the church could re-open there was much to be done, involving careful study of the government legislation and Church of England guidance, Risk Assessments, hygiene protocols and cleaning. Much of the practical work was undertaken by Diane on her own, as the only person allowed into the building in those first months.

There was much to grieve during those first few months, as the world faced so many deaths and other kinds of loss. As a church community we were deeply affected by the death of Ria at the end of June. The church was allowed to open for private prayer just in time for her to be brought to the church overnight before her funeral, and the number of people who came to pay their respects and who lined the streets was a testimony to the lives she had touched. Ria had such an impact at St Paul's in the short time she'd ministered here, raising our eyes to God, and challenging us to serve him in new ways. Her commitment to Christ through all her struggles continues to be an inspiration and a lasting legacy.

When worship in church resumed in July it was clear that the packs and on-line offerings needed to continue, and we began 'church three ways – on-line, in church, at home'. Over the following months, with the restrictions easing and then tightening again, we had to learn to be flexible and imaginative. Cheesy Church for the children on Zoom, Holiday at Home for those receiving packs over the summer, and a socially distanced outdoor service to commemorate 90 years since St Paul's Foundation stone, were some of the offerings. By the autumn it became a priority to work out how to be able to stream from the church. Thankfully the work done on the audio-visual system before lockdown gave a solid base for the additions needed. Recorded services were produced for Harvest and Remembrance, including input from the Music Group, the uniformed organisations and others.

It's been good to have new people joining Sunday Zoom worship, which has been blessed to have Becky singing live most weeks, as well as using other pre-recorded material including some from Fenella. A number of people have helped to lead the prayers and readings. It's also been good to have Night Prayer each Wednesday and Morning Prayer on a Saturday. The 24-hour prayer events have been important marker points, as we seek to pray together as a community of faith and seek God's vision as we move forward with him.

Membership

The complete revision of the Electoral Roll was in 2019. In October 202 there were 72 members of the electoral roll recorded.

Register of Charities

On 1st July 2019 "The Parochial Church Council of the Ecclesiastical Parish of St Paul, Egham Hythe" was added to the Register of Charities as a separate charity, registration number 1184186. Members of the PCC are trustees of the charity.

Parochial Church Council Report (April 2020-March 2021) *(Diane Oliver)*

The Covid-19 restrictions delayed the April 2020 APCM until 20th October, so the 2019-20 PCC continued through to that date, when Deanery Synod and Churchwardens were re-elected. The only change in PCC membership in October was the election of Nicola Rule, and the general continuity was helpful in dealing with the circumstances brought about by the pandemic. There were six meetings between April 20 and March 21, all held via Zoom. A PCC WhatsApp group was set up to allow for quick decisions where necessary.

Business meetings: *(May 20, July 20, September 20, November 20, January 21, March 21)*

Most meetings involved responding to and planning around lockdowns, safe re-opening and how to continue to worship, connect with one another and serve the community.

In May the Safeguarding Policy was agreed and adopted. The church and halls were closed for public worship and activities at this time, so discussions included planning towards re-opening when possible (private prayer in June, and public worship in July).

In July the finances were discussed, with the welcome news that the Diocese were offering support through a reduction in the parish share for the year. The guidelines for resuming public worship, canon law requirements and Risk Assessments were discussed, along with a fruitful discussion about the practicalities of how and when to move forward. A 12 noon Communion service was planned for Sundays, enabling the 10am Zoom service to continue, together with the packs for those unable to access worship in other ways.

In September, the PCC again responded to changes in guidelines. The Risk Assessment for the hall was circulated and discussed, considering how to accommodate hirers safely. Safeguarding protocols for Cheesy Church were noted. It was decided to resume using the fabric chairs in church, with rows of five enabling different household groupings being able to be accommodated while preserving the 2-metre spacing between households. The technology was discussed. Forward planning for the autumn was considered, while recognizing that it could be necessary to respond to changes at short notice.

The November meeting was in Lockdown 2. The continuing impact on finances was discussed. It was agreed to switch banks to avoid increased monthly fees. The Churchwardens had been licensed via Zoom. The additional technology was in place in church to allow recording and live-streaming, and the worship group had been able to record some music before the latest lockdown. Services were being put onto the church YouTube channel and shared via social media.

In January the year end accounts were presented. It was agreed that the work on the church roof be taken from the Rosewarne bequest, which would thus free up sufficient money to pay the outstanding money on the 2020 parish share. Changes in the Covid-19 guidance meant that decisions about the suspension of public worship were now a PCC matter, in consultation with the Bishop. Given the high rates of transmission of the new variant it was agreed to close the church until the end of February, with the situation kept under review.

The Church Development Plan was revisited, with the three key areas for development reaffirmed, and the February 24 hours of prayer to have a vision focus.

The March meeting included a further review of the Church Development Plan, and the PCC agreed to participate in a Diocesan vision day for PCC's in April. It was agreed to hold more 24hr prayer events, the next being over the Pentecost weekend. Given the way that the church has been changed by the pandemic the need to revisit the mission statement was noted. It was agreed to sign up to be a sight-loss friendly church, and to reinvigorate the Eco-church initiative with the aim of working towards the silver award. It was agreed to reopen the church, starting with an outdoor service on Palm Sunday, and a hybrid service on Easter Day.

Parish Safeguarding Policy Statement

At the PCC meeting held on 13th May 2020 the PCC of St Paul's Egham Hythe adopted the Church of England "Promoting a Safer Church" Policy Statement, national policies and Practice Guidance approved by the House of Bishops. This policy statement actively underpins all safeguarding work within the church.

The PCC is committed to the safeguarding, care and nurture of everyone within our community, and will ensure that we will

1. Adopt and implement the House of Bishops' safeguarding policy and practice guidance.
2. Promote and publicise the 'Promoting a Safer Church' policy statement and ensure all church officers have access to it.
3. Have a plan in place that sets out, in line with national and local priorities, how the policy will be put into action.
4. Ensure that any person who works with vulnerable groups is aware of and abides by national and local safeguarding guidance.
5. Review the policy regularly to ensure best practice.

"Promoting a Safer Church" sets out the Church of England's commitment to making the church a safer place for all. The Policies and Practice Guidance apply to all Church bodies and officers. All authorised clergy, bishops, archdeacons licensed readers and lay workers, church wardens and PCCs are required by section 5 Clergy Disciplinary Measure to have "due regard" to safeguarding guidance issued by the House of Bishops.

The Policy Statement, Policies, Guidance and Protocols are available to view on the diocesan website at www.cofeguildford.org.uk/safeguardingpolicy

Safeguarding and Inclusion *(Safeguarding Officer Alison Hawkins)*

Roles and responsibilities

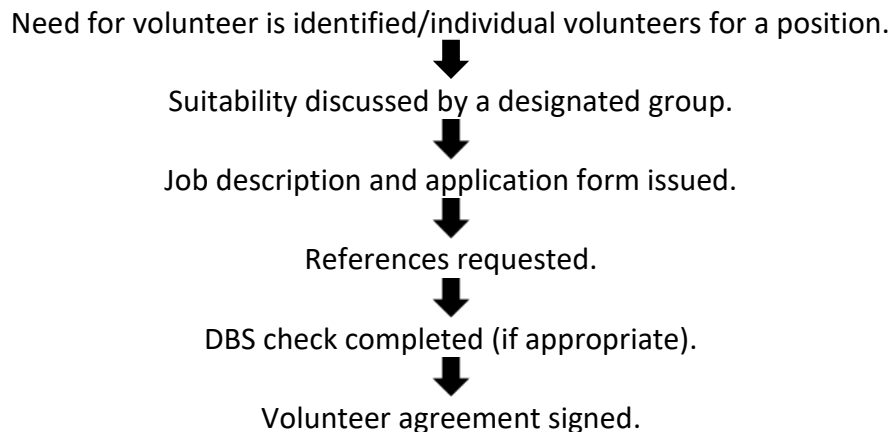
- Safeguarding Officer: Alison Hawkins
- DBS Coordinator: Diane Oliver
- Diocese: Jane Huttly

Actions taken April 2020-March 2021

- There were no safeguarding incidents this year
- Updating and managing DBS and safer recruitment
- Encouraging PCC to engage with on-line mandatory training
- Developing protocols for Cheesy Church on Zoom, and a review of the way livestreaming and technology is used.

Safer recruiting

Summary of safer recruiting process:



Churchwardens Report *(Steve Baynes)*

That was the year that was. Unprecedented, unpredictable, unforgiving and a year in which we have had to put our trust in God like no other.

Diane and I would like to take this opportunity to say thank you for the patience and grace that has been shared by the church family as we took on 2020. As much as we carry the title, the wardens are reliant on the church congregation's support and encouragement and that was abundant in 2020.

Our move from in church services to online was greeted with enthusiasm and a sense of adventure. The fact that we were able to meet and worship together, albeit virtually, was fundamental in allowing us to help shape this new space. Furthermore, the absolute determination that nobody would be left out ensured we were able to look outwards and support not just to those in our congregation but also our wider community.

We have also looked strategically forward as to how we can join with God's mission in the coming years. This has offered a glimpse of exciting times ahead despite the enormity of our ambition! Please pray for this as we seek to discover how best to put one foot in front of the other in this journey.

Diane's Fabric Report shows that although the church building has, in the main, been closed, she has been kept busy maintaining the fabric and grounds in excellent order.

Church Fabric Report (April 2020-March 2021) *(Diane Oliver)*

Mandatory services completed:

- Boiler – Vestry, Church and Hall (July 20). There was remedial work identified and completed with the church boiler to replace the seals. It needed subsequent attention after re-wiring work caused an abrupt power fail (Jan 21). The hall boiler had to have major work to extend/divert pipework as it was discovered that plumbing in the dishwashers had caused water to back-up into the boiler damaging components (Oct 20). So even though the heating has been on a fraction of the time, regular monitoring of the boilers identified issues which had to be rectified.
- CCTV serviced (Nov 20).
- Organ tuned and serviced / repaired (Dec 20).
- Lightning conductor tested (May 20).
- Fire extinguishers (March 20).

We installed additional wiring / cable to supply direct broadband connection in church to aid the use of technology for recording/streaming (Nov 20).

The church and grounds are maintained and monitored throughout the year, including reference to the Quinquennial completed in June 2017.

- The Eucalyptus tree was deemed too tall and dangerous in high winds and was felled to 4 feet. The lengths of tree trunk were placed to edge the verges, giving grass and plants protection from cars. At the same time, the Oak and Cherry trees were pruned. (Jun 20).
- The Northside garden was improved, and more shrubs planted.
- Vestry north and south low-level gutters cleared of leaves and debris (Nov 20). Metal gates re-painted black hammerite (Jun 20).
- Main notice board hinges repaired (Nov 20).

Hall kitchen hinges on meter access panel repaired/replaced (Dec 20).

Hall walls refreshed with same colour emulsion, cupboards tidied, thorough clean in readiness for re-hiring when permitted (Dec-Mar 20).

For Christmas the lighting was set up to be seen from outside the church, as we only had a service for Midnight on 24th December. The tower was lit from inside, a new Star was affixed to West window and fairy LED and solar lights were placed round several trees for the season. (28 Nov-07 Jan).

A major repair job that had been outstanding for several years and mentioned in two quinquennials was completed in February 21. This was to fix the sagging board in the ceiling of the Crossing and to inspect the spire void. Scaffolding had to be used as it was high level work (13m), however due to lockdown restrictions in place, it meant that there was no disruption to church services. The warped board had to be removed and replaced and affixed with extra batons to secure. The interior of the spire looks sound and nothing else of note (video and photos taken). As with a major repair comes a major cost. A fundraiser was set up and the whole cost (£2214) was covered by donations from the congregation and wider community.

Diocesan Synod *(Steve Baynes, Diocesan Synod Lay Member)*

Synod met three times during 2020 – once physically and twice remotely on Zoom. The March meeting took place at St Paul's Church, Woking on the weekend before the first lockdown. The 'Be Inspired' slot focused on mission initiatives in Molesey specifically around their night shelter programme. Alex Tear, Director of Education, outlined the content of the DBE's annual report 2019 with further presentations from a school head and youth worker. Clergy Wellbeing was discussed with breakout groups giving feedback about what abundant life looks like in ministry. Peter Coles, Diocesan Secretary, advised about Diocesan policy and available support in the emerging virus situation.

The July meeting was held on Zoom. As it was not possible to take votes and conduct business in accordance with the Guildford Diocesan Synod Standing Orders, the AGM of the Guildford Diocesan Board of Finance and other votes were deferred. The main topic for the meeting was the ongoing Covid-19 situation and how the diocese, deaneries and parishes best engaged with the challenges, synergies and opportunities. Nigel Lewis, chair of the DBF, presented on the economic impact the pandemic was having on the Diocese, with a possible deficit of £1.1 – £1.6m forecast for the year.

The last meeting of the year, held via Zoom on 14th November, included the AGM of the Diocesan Board of Finance. The budget for 2021, the parish share parameters and an additional £200k of parish fund support were approved. Bishop Jo gave an outline presentation on the Church of England Living in Love and Faith initiative. This piece of work looks at the challenges facing churches around LGBTI inclusion and has a training course to support it. The key aim of the course is to encourage discourse and discussion around this issue while understanding the variety of views that exist across the broader church.

The following motion about the Climate Emergency was brought to Synod by Peter Harwood and Alison Mouldon (Diocesan Environmental Officer) and agreed:

"That this Synod, following the motion passed by the Church of England General Synod in February 2020, declares that the global climate emergency is a crisis for God's creation, and a fundamental injustice, and therefore:

- (a) calls upon all parts of the Diocese of Guildford, including parishes, BMOs [Bishop Mission Orders], education institutions and the cathedral, to work to achieve year-on-year reductions in emissions and urgently examine what would be required to reach net zero emissions by 2030, through the creation of a cross-departmental Net Zero Working Group, to be chaired by a member of the Bishop's Leadership Team, in order that a plan of action can be drawn up to achieve such a target;
- (b) requests reports on progress jointly from the Diocesan Environment Group and the Net Zero Working Group every 3 years beginning in 2022; and
- (c) resolves to address progress toward net zero emissions, and report back to General Synod, every three years."

Runnymede Deanery Synod *(Steve Baynes, Deanery Synod Lay Member)*

Due to pandemic restrictions, the only Deanery Synod meeting held in person in 2020 took place at All Saints New Haw in March. Revd Craig Holmes, Director of Ordinands at

Guildford Diocese, and his colleague, Mrs Glynis Beazley, presented a talk on “Creating a Culture of Vocation”. There were also encouraging feedback reports on the second-round of 2019 grant allocations, with £150 given to St Paul Egham Hythe for an upgrade of large toddler group equipment and £150 to All Saints New Haw for Christian diaries to give away at their local Village Christmas Fair.

The June Synod was cancelled owing to the extended lockdown, but in October Synod met via Zoom, facilitated by St Mary Thorpe and hosted by St Paul Addlestone. Our new Archdeacon Ven Martin Breadmore attended, giving an introduction to himself and with a Q&A session as a focal point. Deanery Synod meetings are generally open meetings, and the minutes are available from the Deanery Administrator runnymededeanery@gmail.com.

The Deanery Growth and Strategy Group met once in early 2020, with a focus on the continuation of the Deanery Growth Fund and on brainstorming deanery-wide opportunities for mission. Revd Ben Beecroft, Vicar in Addlestone, was installed as Area Dean in September with thanks given to Revd Sandra Faccini for her work as previous Area Dean. 2020 also saw the Triennial Election of Deanery Representatives who were welcomed during the Zoom meeting in October. 2021 Open Synod dates were set as 4 March (Ottershaw), 8 June (Virginia Water) and 6 October (Chertsey).

Finance (*Emma Sterry, Treasurer*)

As always our aim is to meet our financial commitments from the generous donations of our community. 2020 held particular challenges as the global Covid-19 pandemic saw us having to take the unusual step of closing our doors for 4 months. The effect of this was some reduction in stewardship as people found their personal income impacted. Mothering Sunday and Harvest Festival services are traditionally well supported by the local community and these both had to be online pre-recorded. Although some online giving options have been put in place, not all have engaged with these new ways of giving, and so cash donations are down. As a parish we struggle each year to meet our ministry costs, and we are grateful for the support from the Diocese who this year applied a discount of £5,769 to our parish share account in response to the challenges to our income in lockdown.

Please get in touch with me or the parish office if you would like to find out more about how you can give to St Paul’s. Our website also has more information about regular giving and one-off donations. If you are an online shopper, please consider signing up to support St Paul’s with www.easyfundraising.com where a percentage of your purchase comes to St Paul’s from the retailer at no extra cost to you.

Planned Giving/Stewardship

Regular giving to St Paul’s enables the PCC to plan, and we are grateful to those who support ministry here so faithfully. In 2020 we had 5 members giving by standing order, 25 in the Parish Giving Scheme and 15 using planned giving envelopes. If you would like to join the Parish Giving Scheme you can find out more at www.parishgiving.org.uk (our details are Egham Hythe St Paul PGS 170617192). Please do consider joining those who support St Paul’s in that way, or contact us for more information about that or other ways to give.

Independent Examiner's Report to the members/trustees of St Paul's Church, Egham, Hythe.

I report on the accounts for the year ended 31st December 2020 as attached hereto.

Respective responsibilities of the Trustees and Independent Examiner

The charity's trustees consider that an audit is not required for this year under section 144(2) of the Charities Act 2011 (the 2011 Act) and that an independent examination is needed.

It is my responsibility to:

- examine the accounts under section 145 of the 2011 Act;
- follow the procedures laid down in the General Directions given by the Charity Commissioners section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Statement

My examination was carried out in accordance with the General Directions given by the Charity Commission.

An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the management committee concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in a full audit, and consequently I do not express an audit opinion on the accounts.

Independent Examiner's Statement

In connection with my examination, no matters have come to my attention

1. which give me reasonable cause to believe that in any material respect the requirements
 - to keep accounting records in accordance with s.130 of the 2011 Act; or
 - to prepare accounts which accord with these accounting records have not been met; or
2. to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



Moore Accounting Services
17 Warwick Close,
Maidenhead

7th April 2021