

St Gabriel's

THE CHURCH OF ENGLAND NewWine

St Gabriel's Church, Cricklewood



Annual Report

of the Parochial Church Council

April 2019 to April 2020

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INTRODUCTION

Welcome to our Annual Report.

You are invited to read more about the life of the wonderful and diverse community that is St Gabriel's.

This report outlines just a selection of some of the events and circumstances from the last year.

We hope that as you read, you will want to join us in giving thanks to God for his grace and life in our church family.

April 2020

CHURCHWARDENS REPORT

The last twelve months at St. Gabriel's has been a period of change, some aspects of which were expected, and others which came as a surprise. One major change was the retirement of our vicar, Jane Morris. Jane's last Sunday at St Gabriel's was Easter Sunday, 23 April 2019. Jane made a huge contribution to the church in the 14 years she was vicar and, to recognise this, we had a celebration for her on the following Saturday, 29 April. We heard from a number of different people, who have been part of St Gabriel's past and present, who shared memories, gratitude, thoughts and encouragement for Jane. Through the generosity of church members we were able to give Jane a greenhouse and plants for her new garden. We wish to note here our appreciation and thanks for all that Jane has done for St Gabriel's and for the difference she has made to so many people through her ministry. We wish her well in her new home in Ealing and for this next chapter in her life.



Jane's departure meant that we were without a vicar and therefore needed other people to take on a wide range of tasks and responsibilities. We were blessed in having a team of gifted preachers within St Gabriel's and in having a number of vicars and others in the local area who were generous with their time in supporting us. We are particularly grateful for the support of Steve Morris of St Cuthbert's, Helen Shannon of St Barnabas, Roy Hutchinson of St Peter's and Stephen MacLean of Cricklewood Baptist Church. In addition to the people who came to preach on Sundays, many members of the church stepped up to take on different roles in the time of the vacancy, allowing people to grow their talents and to try things out, sometimes for the first time. Although a busy period, this was a time of creativity and encouragement for many people as we all learnt and grew together.

Jane leaving also meant that we needed to find a new vicar and, the fact that she provided us with plenty of notice, meant that we were able to start this process swiftly. In line with the Church of England process we produced a Parish Profile, which offered an overview of the church and information about what we were looking for in our new vicar. All members of the church, of every age, were asked to contribute their thoughts to this Profile and it was published online via a website built specifically for this purpose. We placed adverts in the Church Times and on the New Wine website and shared the advert on social media. After two rounds of advertising which did not result in an appointment, and following a third round of advertising, we had an interview day on 4th October. Bishop Pete Broadbent, Andrew Teather (Area Dean), Marcus Liberman and Alison Ingram (Church Wardens) sat on the interview panel and were unanimous in the appointment of James Yeates as the new vicar of St Gabriel's. James's collation evening was held on 23 January, an opportunity for James and his family (his wife Susie and children Annalise, Zeke, Miriam and Bethany) to experience a St Gabriel's welcome and hospitality as well as completing the formalities of becoming our vicar.



James spent his first few weeks with us getting to know his way around St Gabriel's - how things work and who we are. He had the opportunity to meet lots of people and to take part in many of the activities being run in the church. However, the last Sunday services we were able to hold in the building were on 15 March. After this, Covid meant that all of our activities moved online. At this time the situation was changing constantly and decisions were having to be taken very quickly to ensure we were keeping people safe and complying with government and church guidance. One major event in our church diary, Totally Tropical, had to be cancelled at short notice. This was unavoidable and necessary in the circumstances but disappointing for many who had been looking forward to this evening of fun and fellowship. Likewise we were unable to hold our Annual Meeting as planned and therefore appointments to PCC and Church Warden roles have been rolled over until we are able to have an Annual Meeting. James's experience and knowledge of technology has been invaluable in helping us to move our services and other activities online. Using Facebook live, Zoom and YouTube we have been able to continue with our Sunday services, fellowship times and home groups. We give God thanks for the technology that has made this possible and the skills of James and others who have facilitated this. Recognising that a number of our church members are not online, and therefore are unable to access these resources, we set up regular phone calls with each person who is not online. This ensures that they can access help and support if needed and can keep up to date with news and events at St Gabriel's.



We continue to worship together, to be in fellowship, to support one another and to give thanks to God for His provision through this strange and challenging time. We don't yet know when life will return to any kind of normality but we continue to move forward with confidence that the church will continue to flourish and grow despite the fact that the doors are closed.

Marcus Liberman and Alison Ingram
Churchwardens

A YEAR IN THE LIFE OF THE ST GABRIEL'S PAROCHIAL CHURCH COUNCIL

The Church Council has legal responsibilities as Trustees for St Gabriel's finances, and as employer of church staff (other than clergy, who are employed by the Diocese). These responsibilities were included in our meetings, and there was a wide range of discussion on other topics throughout the year:

At James' first PCC, where we did various getting-to-know-each-other things. We were in groups and were asked to choose a word or phrase which summarises life at Gabriel's, and we came up with: brilliantly diverse and authentic, food, and vibrant! Behind that experience of church life lies the way we are led, the way we make decisions together, and what we include in our church life. The Church Council plays its part in setting some of these things in place. Here's a summary of topics from our meetings this year:

Finance and Development: PCC receives financial reports from the Treasurer and the Finance team throughout the year to help the Council can make informed decisions about using our finances. Keeping our building and equipment up to date and fit-for-purpose is an important part of our ministry and mission. Also, continuing activities and starting new ones often involves funding. Some financial discussions and decisions are here, others are under different headings below.

This year we:

- Agreed our Budget for 2020, including one off spending to come from the legacy money we still have, which is no longer put aside for developing the seraph space. It was not possible to produce a balanced budget without either doing this or cutting staff, which the Council decided would be detrimental to our mission.
- Agreed our Mission Giving for 2020, continuing to support a wide range of organisations and projects, increasing some and decreasing others, within our total Mission giving Budget based on last year's reduced income giving.
- Agreed to increase our charges for daytime activities and for Hall hire.
- Put plans for developing the seraph space on hold, following detailed costings of over £300,000 being much more than expected. The Council decided that to go ahead we would need a clearer focus on the detail of what we want to achieve, and the way in which we wish to raise the additional funds.
- Learnt from another local church about NCIL (Neighbourhood Community Infrastructure Levy), where Brent gives money for projects which benefit the local community. We applied for money to refurbish the serving area in church, renew our visual communication in church (we are currently using an old, dim projector), and at the church hall to refurbish the kitchenette area, replace the 2 large windows with double-glazed ones, replace the easy chairs and other improvements). Brent have agreed to all our plans, giving us £45,000.

Staffing: The Council discussed a ministry roles overview, seeing where there were overlaps and where more focus is needed going forward, as we know Dudley Hanciles will be leaving to begin ordination training in the autumn 2020. This is an ongoing area of discussion.

The Church Council had presentations from both Mariam Kizza and Debbie Thomas to tell us about their work. These reports were received with interest and encouragement as the Council recognised the hard work and effort being invested in our children and youth work and in our Debt Centre, including running the CAP Money Course for all.

Mariam's title was changed from Children and Youth Coordinator to Children and Youth Minister, and she was commissioned by Bishop Pete during a Sunday service. The Council gave thanks to God for the excellent work being undertaken by the staff team and for their commitment to their roles. PCC agreed unanimously to increase the pay of all staff, which had fallen behind over time.

Eco Church: This is a scheme London Diocese has bought into, and encourages churches to participate. It gives a questionnaire covering 5 areas (Worship and Teaching, Buildings, Land, Community and Global Engagement, Lifestyle), and provides a means of performing a self-audit and tracking improvements within church over time. PCC felt that this was a good thing for us to do - to see how we can do better in being eco-friendly.

Safeguarding: Ensuring the safety of everyone in St Gabriel's, especially children and people who are more vulnerable, is a key responsibility of the Council. In accordance with diocesan requirements, the Safeguarding policy was reviewed and agreed by the Council in May, and a Safeguarding Audit carried out. The Council talked through the Diocese of London's safeguarding processes. Safeguarding issues are reported to the Council as appropriate throughout the year. The Council expressed their gratitude to Judy Harrison, as Church Safeguarding Officer, for her work in this important area.

GDPR: The Council talked about people's information displayed in church. We will include a GDPR (General Data Protection Regulation) training time on a future agenda, both for people's safety and comfort (with what's shared) and to be compliant with legislation.

Vision / Investing In Our Future: We talked about areas we would like to invest in going forward, now we have James with us as our vicar. These include:

- Updating our vision and values. Firstly, discerning our values will be a corporate effort involving everyone in church, and a working group has started thinking about how can do that. Then we will develop our vision. The underlying idea is that for everything we do we look to our vision and values, asking ourselves 'Does the activity contribute to our Vision?'
- Refreshing and renewing our branding
- Developing our website, seen as key for attracting younger people
- Upgrading our contact database to make it easier to use

The Council agreed to use the legacy to provide the funds for these projects, to provide one off or short-term funding as a catalyst to growth. We look to use this generous gift wisely.

Membership of the Church Council in 2019-20 was as follows:

- | | | |
|----------------------------|---------------------|------------------|
| • Patience Asare-Tweneboah | • Marcus Liberman | • Christina Winn |
| • Sophia Ajani | • Christian Maleedy | • Winsome Spence |
| • Judy Harrison | • James Yeates | • David Vivian |
| • Alison Ingram | • Adam Dobrzynski | • John Wolffe |
| • Emma Francois (Bowes) | • Shelley Murray | • Kwesi Francois |

Sarah Broadbent (who is not a member of the Council) attended meetings as Treasurer.

The Council continues to give thanks to God for his provision for St Gabriel's in so many ways, including the variety of gifts people are willing to share by being on the Church Council. Meetings were chaired by Marcus Liberman and Alison Ingram during the vacancy, and by James Yeates from February.

Our PCC Secretary is *David Vivian*

DEANERY SYNOD REPORT 2019-20

There were 3 meetings during the year, covering a range of topics:

- Community Values was an evening hearing about how the Community of St Anselm, based at Lambeth Palace, brings young Christians together for a year-long immersion in monastic-inspired community life. Christians aged 20-35, from many countries, traditions and denominations, spend a year praying, studying and serving those on the margins, and aiming to be a symbol and place where God's desire for unity and reconciliation becomes reality. St James Alperton also shared some of their exciting work in the local area.
- Neighbours in Need was a discussion on how churches can help those in our communities who are affected most in the current climate of Local Authority cuts and Central Government confusion. We thought about how we can show and share God's love locally, when our resources are limited, and ways churches can support each other.
- Safeguarding - How can we create a safe environment for everyone in our Churches?



Our Deanery Synod Representatives are *Winsome Spence and Judy Harrison*

ACTIVITIES DURING 2019-20

Our regular activities included:

Little Angels - play and activities together for pre-schoolers with parents and carers

Community Night - a drop-in time for all, with refreshments and company

English Classes - a chance for local people to improve their English

Alpha - a chance to talk about big questions, and to hear about and discuss faith

Prayer Events - for local and worldwide topics, and a contemplative prayer evening

Small Groups meeting around the parish - for friendship, support,

Bible study, worship and prayer, including

Wednesday Fellowship in church for older people

Gabriel's Café - open for refreshments, and with plenty of toys for little ones



Boogie Angels - a fun music and movement time for pre-schoolers
 Thursday Worship - a short church time suitable for parents and carers with young children
 CAP (Christians Against Poverty) Money Course
 The Ark - after school church time for primary age children with parents
 Hope - regular youth evenings
 Welcome Lunches -for those new to St Gabriel's to meet others
 Sunday worship times (10.30am and 6.30pm) - some with all ages together,
 some with groups for children and youth

Our Sunday topics and themes included:

Wise up! Learning from the Letter of James

Windows on Faith

Sing a Psalm for Summer

Mission Unstoppable! Stories from Acts to inspire and empower us
 for Jesus's mission in Cricklewood

Jesus' coming

Our God is a God who speaks through fire!

The Heartbeat of God



Our one-off events included:

Open Church Day - with Tower tours, alongside Mapesbury Residents Open Gardens Afternoon

Festival Open Day - a day of activities, fun, food and music - inside and outside church

CAP (Christians Against Poverty) events - It's Magic! , Christmas meal

Christmas events - Carol Singing in the community, including in Mapesbury Dell,

Evening Carols, All Age Afternoon Celebration

Janani Luwum Memorial service



FABRIC REPORT 2019-20

There is always much to report from a year in the life of St Gabriel's, as much in its fabric (the building and grounds) as in its activities and ministries, as we consider that looking after our buildings and grounds enables and enhances our ministries.

As ever there are a number of **regular annual works** that ensure we are all safe, warm and our buildings are appropriately cared for. These include: Church and Hall fire safety, alarms, boilers, and gutters, and carpet cleaning.

There were a number of **smaller works** during the year:

- The north east fence blew down in a stormy wind, breaking all except one of the fence posts (which were rotten). The fence has been rebuilt, using the old double gates.
- The extractor fan in the men's toilet has been replaced
- The accessible church toilet was leaking and has been repaired
- A dislodged tile on the hall roof has been replaced after a small leak into the hall
- The outside tap by the church front doors was leaking badly and replaced
- The fence outside the kitchen was damaged in high winds, and has been repaired
- Items from the electrical survey in 2016 were completed in the church and hall, following strong recommendations from our recent insurance review by Ecclesiastical
- An electrical survey and an energy audit of the hall flat, with a new Energy Performance Certificate obtained
- A light has been put outside the kitchen to enhance the safety of those leaving the building in the dark

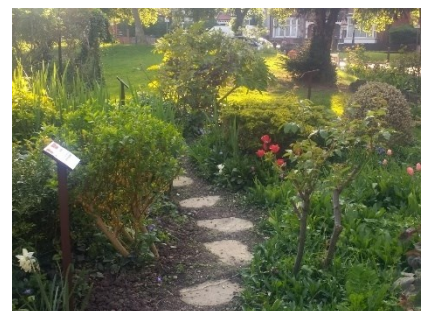
And some **larger works**:

- The wall by the drive entrance, damaged and cracked by tree roots, was rebuilt, the drive edging completed where the tree roots had left a gap, a new edging post inserted and the tree space tarmacked.
- The 2 diseased poplars taken down previously started sprouting in various places, in the grass and in the driveway, disturbing the tarmac. When we think the sproutings have stopped the tarmac will be repaired.
- 4 replacement trees were planted - 2 hornbeams (given by 2 families, remembering loved ones) and 2 cherries
- The hall has been redecorated externally and internally, and windows eased
- Part of the chimney on the Dar Al Islam building next to our hall fell onto the small back roof of the hall, smashing ridge tiles, many other tiles and the guttering. The Islamic Centre's contractor repaired our roof and took down their chimney
- The Vicarage had work done following a quinquennial inspection, and a new kitchen and other works during the vacancy - all done by London Diocese. We also did some redecoration inside before the Yeates family moved in.



Additionally in the grounds:

Before retiring, our previous vicar Jane went round the church grounds, completing many small jobs and leaving it very tidy and cared for. Many thanks to her for putting work into looking after our grounds all the time at St Gabriel's, making them a good place for local residents to walk through, sit in and enjoy. She also completed the new prayer garden, with signs that can be changed for different seasons of prayer.



We are so glad to be able to look after our buildings and grounds well, enabling them to speak well of God and his people here. Without our church, hall, grounds and vicarage we would be far more limited in the activities we could run and in how accessible we can be to the community around us. We thank God for his provision, and give thanks to all who have helped care for our buildings and grounds during the year.

ST GABRIEL'S MEMBERSHIP 2019-20

Rachel Ward is St Gabriel's Electoral Roll Officer

The Finance Team during 2019-20 was *Caroline Maleedy, Christian Maleedy, Debbie Thomas, Colleen Francis, Sarah Broadbent and James Yeates.*



FINANCE REPORT AND SUMMARY ACCOUNTS FOR 2019

How we work out our money in St Gabriel's

In St Gabriel's we look to cover our regular expenses with our regular income. Regular expenses are the running costs for our ministries and activities, on Sundays and during the week, engaging with our local community and showing faith in action, contributing to clergy and wider church costs, paying our other staff, heating and looking after our buildings and grounds, and giving for God's mission locally, in London, nationally and internationally. We set our sights high, and obviously need our income and outgoings to balance, which is a challenge to us.

In addition, we look to cover one-off projects from one-off gifts. In 2019 we used money previously given for one-off projects to fell the 2 diseased poplars in the grounds, rebuild the wall at the drive entrance destroyed by the tree roots and repair the tarmac where the tree was; to install a ladder in the clock room so the workings could be properly cleaned and annually maintained (not a simple job, given the narrow spiral staircase up the tower!); and complete the Prayer Garden.

So how did our money work out in 2019?

We don't receive any outside funds, so all we have is given by members and friends, together with hiring our Hall, rent from the Hall Flat, rent from the telecoms in the tower, and from our Café and activities.

Income: We had some new regular giving and some increases during the first half of the year, but St Gabriel's has a mobile population and some regular giving stops as people move away. Towards the end of the year over £1,000 of giving per month had stopped. Whilst there was some new giving, it was much less, so we had a Giving Month in October, highlighting our needs. People responded generously and new and increased giving over the year was over £700 per month. A great response - but still leaving us with less coming in each month all through the year.

Thank you to all who gave to St Gabriel's during the year.

Spending: We had a number of unpredictable one-off expenses in 2019, including repairing fences blown down in a storm; repairing the drive and planting new trees after felling the big diseased poplars; ads for a new vicar and decorating some rooms in the vicarage; and redecorating at the Hall. We used some of our legacy money for these and other costs we were not expecting. Thank God for his provision.

What does this mean for 2020?

So we can continue all we do in at St Gabriel's - worshipping God, serving our community and bringing others to know Jesus - we need to go on building up our regular income, so we can cover our regular costs, and meet new challenges as they arise.

In 2020 we will continue to use some of the legacy money for one-off spending, as we keep our buildings and facilities good for people to come into and enjoy.

Prayer: We can dare to pray that new giving will outstrip giving that stops, and that we cover all our costs. We can trust God to provide what we need.

Please pray, asking and trusting God to meet our needs. We want St Gabriel's to be all that God wants us to be, for his church and his name to be known in this area, so that more people will come to know him.

Income:

	2019	2018
Standing Orders	£ 75,530	£ 84,100
Offering baskets and Just Giving	£ 21,910	£ 20,610
One-off gifts	£ 9,990	£ 11,825
For our Christians Against Poverty Centre	£ 15,315	£ 9,235
Tax reclaimed	£ 24,115	£ 28,285
Café (<i>less specific expenses</i>)	£ 8,260	£ 7,350
Event income	£ 825	£ 750
Flat rent	£ 15,590	£ 15,590
Hall lettings	£ 13,510	£ 13,110
Service fees (<i>for weddings, funerals in church</i>)	£ 410	£ 980
Insurance claims	£ 400	£ 5,065
VAT reclaimed	£ 480	£ 450
Interest	£ 290	£ 155
Tower Telecoms	£ 14,300	£ 14,300
Other (2019:for Tower Telecoms Electricity)	£ 3,265	£ 220
Total Income	£204,190	£212,025

Spending - Ministries:

	2019	2018
Clergy and Area & Diocesan support (called the Common Fund)	£ 82,800	£ 80,600
Clergy expenses (includes house and office costs, training and conferences, travel and hospitality)	£ 950	£ 1,855
Sequestration (Vicariate costs during the vacancy)	£ 185	
Worship resources	£ 2,670	£ 3,480
Children and Youth Coordinator and expenses	£ 22,485	£ 22,060
Youth and Children's resources	£ 1,235	£ 680
Community Minister (half pay)	£ 3,690	£ 3,625
Community events and activities	£ 1,290	£ 1,075
Community give-away resources	£ 310	
Hospitality	£ 1,500	£ 1,235
Alpha (net cost), Coffee Angels, Welcome	£ 260	£ 170
Equipment	£ 225	£ 175
Training, consultancy and conferences	£ 105	£ 455
Leaving and other Gifts (mostly given)	£ 2,080	£ 260
New Vicar ads and expenses	£ 4,865	
Total Ministries Costs	£124,650	£115,670

Spending - Church and Grounds:

	2019	2018
Church Manager and expenses	£ 16,730	£ 16,290
Light and Heat and water rates	£ 11,350	£ 12,960
Insurance	£ 8,275	£ 8,535
Equipment (2018:included new dishwasher and insurance claims spent)	£ 1,015	£ 9,405
Accounting costs	£ 1,055	£ 910
Housekeeping (cleaning and materials)	£ 3,425	£ 4,045
Printing, postage, stationery	£ 3,045	£ 3,340
Telephone	£ 410	£ 585
Internet, website and licences	£ 1,530	£ 1,250
Maintenance and Works:		
Electrical works (including survey works, extractor, outside light)	£ 640	£ 2,190
Fence repairs	£ 1,855	
Fire safety, alarm	£ 495	£ 1,320
Heating	£ 1,030	£ 3,430
Clock (including clock room ladder and gear cleaning)	£ 1,750	£ 550
Tree felling (including tarmac repair)	£ 4,155	£ 1,190
Tree planting	£ 880	
Drive entrance wall (demolished and rebuilt)	£ 4,555	
Prayer garden	£ 440	£ 300
Gutter cleaning	£ 240	£ 265
Seraph Project (detailed plans and costings)	£ 15,670	
Other maintenance and works	£ 510	£ 6,475
(Total Maintenance and Works)	(£32,220)	(£ 15,610)
Total Church and Grounds Costs	£79,055	£ 72,930

Spending - Church Hall:

	2019	2018
Light and Heat and water rates	£ 1,415	£ 1,330
Insurance	£ 1,170	£ 1,370
Cleaning, including carpets	£ 865	£ 960
Equipment and WiFi	£ 370	£ 10
Flat costs	£ 610	£ 485
Opening and closing for hires	£ 525	£ 420
Maintenance and Works:		
Heating, plumbing and electrical repairs	£ 495	£ 320
Fire safety, alarm	£ 310	£ 720
Redecoration	£ 3,240	
Other maintenance and repairs	£ 160	£ 10,920
(Total Maintenance and Works)	(£ 4,205)	(£ 1,290)
Total Church Hall Costs	£ 9,165	£ 16,530

Mission Giving:

Each year we give away at least 12% of the previous year's giving income

	2019	2018
International Mission		
Stone family	£ 2,400	£ 2,400
Schools Project, Uganda	£ 2,000	£ 2,000
Open Doors	£ 600	£ 600
Tearfund	£ 825	£ 465
National Mission		
Church Pastoral Aid Society	£ 1,440	£ 1,920
New Wine	£ 330	£ 500
Evangelical Alliance	£ 150	£ 150
London and Willesden Area Mission		
Other Area Churches (through extra Common Fund)	£ 5,380	£ 5,240
Church Schools	£ 885	£ 855
Other (2018 London Diocese Homeless Appeal)	£ 180	£ 545
Local Mission		
Christians Against Poverty Centre*	£ 17,150	£ 15,665
Community Minister (half pay)	£ 3,690	£ 3,625
Other Mission Giving		
Bishop's and Vicar's Discretionary Funds		£ 320
Total Mission Giving (includes given for CAP Centre 2019: £16,780 : 2018: £13,165)	£ 35,030	£ 34,285

	2019	2018
Total income	£ 204,190	£ 212,025
Total spent	£ 247,900*	£ 239,415*
	* less £39,395 given previously	* less £28,835 given previously
	£ 208,505	£ 210,580



Stalls - Fairtrade and Books

(separate from the other figures in these accounts):

	2019	2018
Fairtrade		
Sold (in bank + cash tin)	£ 1,050	£ 1,670
Spent on stock	£ 1,169	£ 1,310
Given to Tearfund		£ 360
Bookstall		
Sold	£ 730	£ 890
Spent on stock	£ 711	£ 955
Spent on resources to give away, including Alpha	£ 11	£ 10

What money have we got for 2020?

At the end of 2019 our General Fund had £ 4,225

Our other Funds are:

Restricted funds:

Christians Against Poverty Centre Fund £ 4,205

Designated funds:

Legacy £ 101,210

Audio Visual Fund £ 1,000

Reserve Fund (for emergencies and temporary funding) £ 20,000

Sarah Broadbent

Treasurer