

## Parish of St Ebbe with Holy Trinity and St Peter Le Bailey, Oxford Annual Reports 2021-22

### Electoral Roll

Sally Cooper

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#### Electoral Roll for St Ebbe's Central and Headington

Total in 2021 = 433

In 2022, 29 people were added and 69 people removed

Total in 2022 = 393

#### Mission Roll for Grace Church Cowley

Total in 2021 = 48

In 2022, 15 people were added and 6 people removed

Total in 2022 = 57

### Parochial Church Council (PCC) Report

Tim Dossor

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***(A fuller account is given in the Annual Report and Financial Statements 2021 available at [stebbes.org/apcm](http://stebbes.org/apcm))***

The PCC discussed and changed the pattern of meetings through the year; it now meets three times a year, and the local Committees meet in between these meetings. The main topics considered during the year were:

- Managing the Covid pandemic and its effect on church life.
- St Ebbe's Headington's relationship to All Saint's Highfield (the Headington parish in which it is situated).
- Approving updates to its policies on Safeguarding, Health & Safety, Data Protection and Finance.
- An Internal Review, led by the Churchwardens and another lay member considering the recommendations of the thirtyone:eight 'Independent lessons learnt review concerning Jonathan Fletcher and Emmanuel Church Wimbledon'. A thorough assessment of St Ebbe's governance, safeguarding and policies was made. The review welcomed input from anyone in the church or beyond, in addition to working through the specific lessons that the thirtyone:eight review laid out for the wider constituency and other churches.
- Lessons learned relating to safeguarding and governance were taken up immediately and the process of implementation continues. Part 1 of The Internal Review (lessons from the thirtyone:eight report) will be completed and reported to the PCC in 2022. Part 2 reviewing the culture(s) of St Ebbe's will continue in 2022.
- A Quinquennial Architect, Christian Randall of Conservation Architects Ltd, was appointed and surveyed the parish church.

The PCC was also concerned with staff appointments, finance, safeguarding appointments and Church of England matters, and received regular reports from subcommittees and congregation leaders.

At Central, the work to improve the west end rainwater drainage was completed early in the year. It became evident that rainwater was not the source of damp causing the floorboards at the west end to warp. A commissioned report led to installation of small gratings allowing airflow. Time will allow the floor to settle before being sanded, resealed and some floorboards replaced in 2022.

The church garden (deconsecrated churchyard) was re-planted and turfed, which has created an attractive environment for children to play and adults to chat after services, as well as a place for games and socialising midweek.

At St Ebbe's Headington the 'Clubhouse' (modular building) was refurbished, removing some internal walls and replacing some fixtures and fittings, to create a more pleasant and useful space, most significantly for children's groups on Sundays. Essential safety-related work to repair a leaking flat roof in the main building, rebuild a collapsed boundary wall in the garden and replace the accessibility ramp to the Clubhouse (and associated outdoor play surface) were identified. It is estimated that Headington will need to spend about £80,000 over the next five years on buildings and infrastructure.

## Deanery Synod

Sally Cooper

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The General Synod elections, postponed from 2021, took place this year. St Ebbe's had filled its 7 places in the Oxford Deanery and our representatives were able to vote for their preferred candidates standing for the House of Laity. Vaughan Roberts was elected to the House of Clergy.

At the latest of the two Deanery Synod meetings that took place this year, Prudence Dailey reported from General Synod and gave an introduction to how General Synod works. The Rev Mary Gurr spoke at the first meeting on the work of the Oxford Night Shelter and Ministry to the Homeless.

We are grateful to Prudence Dailey, the Lay Chair and to the Rev Anthony Buckley our Area Dean.

Other St Ebbe's members this year have been Georgina Bartlett, Julia Cameron, Jeff Hunter, Rahul Ravindran, Trevor Rayment and Penny Wearn.

## Safeguarding

Lizzie Ling

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The PCC and Rector (as Chair of PCC), has oversight and ultimate responsibility for safeguarding at St Ebbe's (alongside the PCC's legal responsibility as Trustees).

The Parish Safeguarding Officer (PSO) is responsible for overseeing safeguarding arrangements and ensure relevant guidelines are adhered to. The PSO supports the PCC and the Rector and gives independence (as someone who is not on staff or a member of clergy) to the system.

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Due to St Ebbe's size and complexity, the safeguarding team has grown and further developed over the last year. We now have the following safeguarding team members:

- A Parish/Church Safeguarding Officer (PSO) at each of our three bases: (Alison Willis (at Central), Weena West (at Headington) and Kendra May (at Grace Church Cowley));
- A Staff Safeguarding Lead (SSL) at each base: Lizzie Ling (C), Paul Bolton (H) and Ben Vane (GCC);
- A Safeguarding Administrator at each base: Cathy Terry, soon to be Lorraine Andrews (C), Jill Gascoigne (H) and Pascaline Levillain (GCC) to deal with admin relating to Safe Recruitment of volunteers (including DBS administration);
- A Safeguarding Support (Alyson Grove) to provide administrative support to the Rector and for more sensitive matters.

To ensure consistency across the three sites, a Safeguarding Committee operates, which comprises: Tim Dossor (as Minister (Operations)), the three PSOs and the three SSLs. The Safeguarding Support also attends meetings as needed.

In addition to the above, St Ebbe's works closely with the Diocesan Safeguarding Team and has retained the services of Christian Safeguarding Services for support and guidance in relation to casework.

We are so grateful to Ian Fry, who served as Central Staff Safeguarding Lead until his retirement in January 2022.

As these actions have been implemented in the PCC Safeguarding Policy, St Ebbe's has met our duties under Section 5 of the Safeguarding and Clergy Discipline Measure 2016 to have 'due regard' to the safeguarding guidance issued by the House of Bishops.

## Finance Review

Trevor Rayment and Helen Gerry

*(Full details included with annual accounts)*

	Central 2021	Cowley 2021	Headington 2021	Total 2021	Total 2020
<b>General Income</b>					
Voluntary Income	1,074,474	76,205	312,298	1,462,976	1,595,429
Other Income	100,424	1,928	10,420	112,771	106,246
Release from Funds		5,796	25,910	31,706	0
Support from Central		13,806		13,806	2,153
<b>Total General Income</b>	<b>1,174,897</b>	<b>97,735</b>	<b>348,627</b>	<b>1,621,259</b>	<b>1,703,828</b>
<b>General Expenditure</b>					
Mission Giving (UKMG/ OPSG/ other)	235,815	3,065	64,301	303,181	292,788
Staff (incl Quota and Housing)	791,264	80,027	267,579	1,138,870	1,077,253
Property costs	68,114	10,130	35,157	113,400	106,481
Support costs	52,325	2,769	10,493	65,587	57,234
Church Life/ Catering/ Bookstall (net)	11,359	1,722	9,361	22,442	17,453
Cowley Church support	13,806			13,806	2,153
Marlborough Road Mortgage				0	8,500
<b>Total Expenditure</b>	<b>1,172,683</b>	<b>97,713</b>	<b>386,891</b>	<b>1,657,287</b>	<b>1,561,862</b>
General Surplus/ Deficit	<b>2,214</b>	22	-38,263	-36,028	141,966
Restricted Funds and Other Changes	<b>-109,577</b>	23,024	-6,165	-92,717	-97,737
Net Movement in All Funds	<b>-107,363</b>	23,046	-44,428	-128,745	44,229

Our God has been very kind to us over recent years, providing just what is needed for his work through St Ebbe's and 2021 was no exception. In 2020, perhaps in response to the Covid Pandemic income was exceptional and running costs were smaller than in previous years. In 2021, our total funds including restricted funds have decreased by £128,745 in the year but when a depreciation charge of £149,292 from the Building for Growth Project is set aside it can be seen that the accounts are essentially balanced. Praise God!

**Considering St Ebbe's as a whole**, once Gift Aid is included, in 2021 we received regular gifts of £1,046k, which was a 2% increase on the previous year (£1,027k). We thank God for the commitment of our regular givers, many of whom have given for a great number of years and at significant personal cost, and particularly for those who have started to give regularly this past year. Our Gift Days in May and November are significant moments in the year and are necessary to meet the balance of our general expenditure and for specific new expenditure. This year £182k (2020: £220K) was given across our Gift Days. For Central this is smaller because targets were lower in 2021 due to high levels of reserves, for which we are full of thanks and gratitude.

Friends of St Ebbe's Trust (FoSE) have continued to support the student work at St Ebbe's, and we remain exceedingly grateful to FoSE for their ongoing support.

The core general expenditure (including Central, Headington, Cowley increased, from £1,561,862 in 2020 to £1,657,287 in 2021, largely due to planned increases in staffing related costs. In addition to the easily understandable spending to support church activities, there are additional items shown in the formal accounts which include other funds, a depreciation charge on the Building for Growth Project, pension provisions and transfers of funds from accounts for specific purposes. The result of these is that the accounts values of St Ebbe's as a whole decreased by £128k in 2021. This decrease is intentional because we seek to spend everything that the Lord gives for His work each year. Looking swiftly at each of the three bases in turn:

**Central Funds** for general operations were essentially in balance across the year for which we are full of thanks and gratitude.

**The Headington Restricted Fund** as a whole recorded a shortfall of £44,428 but the underlying shortfall on operations is in fact much smaller due to a backlog in Gift Aid claims occasioned by a change in accounting software during the year.

**The Cowley Restricted Fund** has fared remarkably well- the Lord has inspired His people to give so generously. The core costs are met by congregational giving with very modest support from the Central Congregation. Praise Him!

The Honorary Treasurer, Trevor Rayment, Sarah Bond (for Grace Church Cowley) and Tim Wilson (for Headington), have guided the PCC throughout the year, supported by our Finance Committee and with regular reports to Standing Committees, the local Committees, and the PCC. Day-to-day financial matters were handled by Bev Adam for Central and Rachel Browning for Headington. These accounts have been prepared by Helen Gerry as Finance Manager. We are very thankful for their care and attention.