

Annual report

2018-19



A look back over the past year at St Paul's

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Vicar's letter

Adam Rylett

I wonder what has been significant for you in the last year. What will you remember 2018-19 for, what has changed in your life? A new life, a new job, a new school, or even a new country, maybe the loss of someone close, or perhaps it seems like nothing at all has changed for you. As I reflect on the last year I am struck by the faithfulness of God, to St Paul's in a year of great change and to myself and my family as he has guided us to Kingston. Whatever the last year has held for you, I hope that you too have been aware of the faithfulness, kindness and love of God in every situation at home, work and church.



And so, in this report we give thanks to God for that faithfulness in every area of the life of our church, from Rainbows to Evergreens, covering a community of people diverse in age and background, united by his love; worshipping, praying and serving together. But we must also give thanks to the many people who have also been faithful in love and service of God and his church in this place, for the volunteers and leaders, for the church wardens, the PCC and the staff team.



St Paul's is truly a body where every piece plays its part and this report should honour the whole.

However, our annual report should not just draw us to look to the past, but also to the future. God's faithfulness over the last year should give us hope for the future; seeing the things that he has called us to in the past should give us vision for the opportunities he still has planned for us. And as I have prayed about the future over the last six months, I have been drawn to two seemingly contradictory verses.

See, I am doing a new thing! Now it springs up; do you not perceive it? I am making a way in the wilderness and streams in the wasteland. (Isaiah 43:19)

'Stand at the crossroads and look; ask for the ancient paths, ask where the good way is, and walk in it, and you will find rest for your souls.' (Jeremiah 6:16b)

How can the Lord be doing a new thing *and* calling us to walk the ancient paths at the same time? I believe that he is reminding us that the path of discipleship is not new, **come near to God and he will come near to you** (James 4:8a). The question is will we walk in that path, devote ourselves to the Word, to prayer and worship, and to being discipled and discipling others in community? Because the Lord is doing a new thing, he is alive, he is creative, he is dynamic; that is what he does!

We have so much to be thankful for within our church community, but I long to see God making a way in Kingston, pouring out streams of his living water, bringing healing, life and light wherever it goes, seeing his lost daughters and sons awakening to his love and coming home to him; that they too may know his faithfulness to them.



Church Warden's Report

Fiona Cole & Steve Procter

Well that's been an interesting year! The report published for the Annual Parochial Church Meeting for 2017/ 2018 acknowledged we would be saying farewell to Simon Coupland and that plunged us into an interregnum. So for part of this year we were without a vicar and therefore your Church Wardens have decided for one year only to write a "Church Wardens Report" rather than the traditional "Fabric Report".

The PCC appointed us as "Parish Representatives" to work with the Archdeacon and our church Patrons to appoint a new vicar. There can often be a long period between vicars but as a PCC we rose to the challenge of a short interregnum! A PCC subgroup was appointed to write the Parish Profile and Person Specification. It was a frenetic time. Some fantastic background work was undertaken and a great Profile produced but this could not have been achieved without the feedback from over 100 church members and the massive prayer support that swung into action as the church prayed for the individual we knew God had chosen for us. If that wasn't a sufficient challenge then our Youth Pastor Jen Burtenshaw resigned to follow God's calling into teaching as well as setting up home with her new husband. Special thanks to Helen Kirk, Mark Louw, Lesley Bell and Fiona de Quidt on the PCC subcommittee and to Caroline Dennis plus Jen Burtenshaw for organising prayer gatherings. And of course Caroline for her support in producing the Parish Profile and organising Adam's Induction and Institution Service.



Thanks too for The Leadership Programme run by Dale Kirk which galvanised all our group leaders across different areas of ministry to challenge their thinking and equip them with new skills and insights.

So here we are one year later with Adam, Gen and the Rylett family in the vicarage and Charlie Auton joining as our new Youth Pastor on 1st April. Phew!

Our boilers also decided to present us with a challenge and so we completed the installation of a new heating system which although not yet tested by a severe winter is already showing savings on our heating costs. Next up was coordination of the repairs and refurbishment of the vicarage between the Couplands moving out and the Ryletts moving in.

Looking forward our lighting system has started to develop some issues - we just managed to avoid Adam's installation by candlelight! It will require work to bring it back up to full functionality. Maintenance in the church building has been on a fairly low level DIY basis but there is always a significant "To Do/wish" list including such areas as the pathway and the ramp into the church.



Two BIG CLEAN events kept the cobwebs at bay but perhaps the most significant project moving forward is a critical look at the space we currently occupy in the church and possible opportunities, developed for us by Soji Abas. All the issues we know are irritating like the inadequate kitchen/servery and toilet provision falls under the scope of this.

Finally, from both of us a HUGE thank you to everyone who pitched in, cleaned, helped and, prayed through this year.

Kidzone

Lizzie Cronin

A huge thank you is due to all the leaders and helpers who run the Sunday morning groups and the other activities that we run for primary school aged children. All leaders and helpers are DBS checked and undertake safeguarding training. We have also benefitted from some of the Hungry teenagers helping in various ways as part of their Duke of Edinburgh award scheme.



The Sunday morning groups for those aged 11 and under are as follows: **Little Fish** for babies and younger nursery school age children and **Bubbles** for older nursery school age and reception age children—both these groups meet in the rooms at the back of church. The older children meet down at St Paul's School in 3 groups; **Splash** for years 1 and 2, **Xstream** for years 3 and 4 and **Vision** for years 5 and 6.

HangOut, our monthly youth club for kids in school years 3-6 continues to be popular with 25-35 kids usually attending. The club is aimed at St Paul's

kids and their friends and we hope to provide an environment where they can build friendships and learn more about what following Jesus means. There are a variety of activities including football, Wii games, crafts (the edible crafts are very popular) and face and nail painting that the kids can enjoy. Take-away pizza is eaten and there is a short faith based talk at the end of the evening. We have had a good variety of speakers including some from our youth group who have been well received.

Our summer **holiday club** for primary school aged kids took place in August. The theme was Teambuilders and we looked at various characters from Jesus 'team' and thought about what qualities make a good team player when following Jesus. 71 kids came to the club, mostly from the local community. We had an excellent team of helpers, including a junior team from Hungry who were great! The club ran for 5 mornings and enjoyed outside activities, crafts, Bible stories, puppets, worship, games and fun. A taste of the holiday club experience was given to those who came to church on the following Sunday for the holiday club service.



We are keen that our groups should be open and welcoming to all kids whatever their particular needs and we have a small team of helpers who are available to offer support to any child who would benefit from it. This team is led by Joy Sanderson, who is a qualified teacher and has experience in this area. Our fully equipped **sensory room** is available for use at any of our sessions. The sensory room is also used by the local schools during the week who value having this facility available for their additional needs children.

Please speak to Lizzie if you would like to join the team, we always need more helpers in various capacities.



Youth 11-18's

Adam Rylett

The last twelve months could have been a turbulent time for the young people of St Paul's with the departure of our sorely missed Youth Pastor, Jen Bertenshaw in September 2018. But thanks, in no small part to Jen and the dedicated team that took over from her, it has been another year marked by joy and growth.



Sunday morning Hungry meetings continue to be well attended and enjoyed, so much so that at the end of the autumn term it was decided that the group would multiply to accommodate the numbers, with years 7-8 meeting together and years 9-11. This plan is also looking forward to next September, when a new cohort will join increasing the numbers and the opportunities for community even further!

Since January we have had a monthly youth social in order to continue the build on the relationships within the whole group, and a weekly youth Alpha session on Sunday evenings. These have been well attended and have continued to promote a good group identity and deepen the groups understanding of living in relationship with Jesus.



In August 2018 a group went to the Soul Survivor summer festival and had a fantastic time, an even larger group are intending to go in August 2019, although this will sadly be the last Soul Survivor summer event. However small groups have continued the link through the year by visiting Soul Survivor in Watford for their Saturday evening celebrations.



We are excited about the coming year and praying that God will continue to strengthen the group and draw us deeper into relationship with him and his church. And we are delighted by, and thankful for, the arrival of our new Youth Pastor, Charlie Auton, at the beginning of April 2019; we pray that he settles in well with the group and the church and that God will continue to guide and bless us together.

Rainbows and Dads do Rainbows

Lizzie Cronin & Ian Hunt

Rainbows continues to flourish, despite some struggles with helper numbers. We lost some of our key team members, but they have been gradually replaced by others from St Paul's and from the Rainbows groups as parent helpers. We are keen to have good teams of committed helpers as we aim to reflect God's character and grace to those who attend the groups.



Our four weekly groups each have a different character and cater for different age groups. Our sensory room is open on Wednesday and Friday mornings and is especially appreciated by those who have children with additional needs. We continue to give prayer blankets to families who have just had a new baby. These gifts are knitted with prayer by members of St Paul's and given with an explanatory card. They are appreciated and cherished by those who receive them and are a way to let people know how much God loves them and their children.

In October we held a Fun Day, opening the church to the local community, offering various stalls and activities, some free of charge, and serving refreshments. St Paul's School ran a popular woodwork activity. The money raised was split between Moment-um Children's Charity in memory of one of our Rainbows children, and Rainbows. This money allowed us to replace our broken bubble tube in the sensory room and buy a new market stall for our activity area. In November InTime Photography made their annual visit. This firm is run by Kans, one of our original Rainbows mums, who is excellent at getting good pictures of wriggling children! She also donates 25% of what she makes to Rainbows. In March we had a visit from the King's College Hospital Oral Health team who give free, friendly advice about how to look after little teeth. Katy Simpson, of Katy's Fitness, also paid us a visit to offer free 'Mummy MOTs' to our families.

Our **Rainbows Xtra** services continue to be popular with 50 to 60 families coming each time. These take place twice a term; there is a short service aimed at pre-schoolers and based around a Bible story told with puppets. This is followed by refreshments with fun activities for the children. We have a prayer station set up where people can light a candle or write a prayer request and the Rainbows team are available to offer prayer ministry to those who would like it.



Dads do Rainbows is run by dads for dads every month, including during school holidays when most other toddler groups are closed. It's on a Saturday so most working dads can come and has become a regular meeting point for some. We think normalising dads looking after kids helps bring an understanding in families of the demands of each others job and creates more harmony. It also creates an environment where dads can simply hang out and know the children are safe. We have built a contact list of about 90 dads who we email before each session and attendance has been consistently around 40 families. We also have a flyer which lists every session for the year and often plug Dads do Rainbows at the weekday sessions. The numbers provide a good buzzy atmosphere with enough social and anonymity as people require. We play music over the PA system so that there is never a lull to silence. The relaxed format is geared to allow a dad to turn up totally unprepared and be taken care of—we provide breakfast of bacon sandwiches, coffee, tea, snacks, juice.

The team is a core of 4 and we aim to grow the team over this year to allow the sessions to run smoothly and give chance to provide some form of ministry. We're working on how best to communicate the 'why' behind the group, beyond it being a playgroup for dads.

Worship

Lis Vernon

The worship team consists of those who lead the worship at the 10.30am and 6.30pm services (and any other church meeting as required) by playing instruments and singing, and those who operate our sound desk.

Worship leaders prepare during the week prior to Sunday they actually lead and if they are scheduled to lead at a 10.30 service, songs are chosen and ready to practise with a band on the previous Monday evening. They endeavor to be intentional in choosing appropriate songs to lead the congregation. Sometimes songs will be on a theme such as the greatness of God, holiness, the Names of Jesus, the cross ... or about our heart response to our God ... discipleship, surrender, service. Song choices are not 'random' or dependent upon the worship leaders favourite song of the moment!



Our overall aim is to serve God and the church by seeking to be **'God focused, Christ centered and Spirit-led'** in what we do. At basic level, this means remembering that this is about God, for God and to God (rather than musical performance, although we value musical competence highly), centered on Christ and what He has done for us through the cross and being led by the Spirit, seeking to follow His leading as we prepare for worship and as we lead it.

We are so grateful to each musician and singer for the time they put into preparing for worship: learning and practising songs on their own and with their bands, arranging songs and harmonies, considering how best to play a song to convey its message meaningfully and to make it as musically accessible as possible (not necessarily easy!). We thank and appreciate those who operate the sound desk for us on a weekly basis. For his expertise in this area, and for training those operating the sound desk we are indebted to the talents of Rik Simpson and greatly appreciate his knowledge and ability in this challenging technical area.

Grateful thanks and appreciation are also extended to the church's pianist Tim Qualtrough who covers the sung worship each week at the 9am service.

We seek to maintain links with other churches in Kingston and attend celebrations and



meetings where possible. The worship team welcomed Lou Champion from Kingsgate to a meeting in January where she shared with us some of her expertise in leading worship.

Our Christmas services were once again a great joy and blessing and we are grateful to Tim Qualtrough for playing at 'Carols around the Piano' and for Lizzie Cronin who organized and led the choir of adults and children for 'Carols by Candlelight', so ably accompanied by Alec Bound on the keyboard and Rachel Louw on cello.

Anyone expressing an interest in joining the worship team would need to: have a commitment to St Paul's; love for God and love of worship; be musical competent (if playing an instrument) and/or an ability to sing in tune; and to be able to work with others and give and receive feedback, as appropriate. Please do speak to Lis to find out more.

Women's Ministry

Caroline Swallow

The Women's Ministry has enjoyed another busy year!

This year's Walk took place in May when 14 ladies, led by Isobel, headed off to Windsor on the train to enjoy the Changing of the Guard, a lovely sandwich lunch in the sunshine, then a walk in the Great Park and across to Eton and back by the river. In June Les and Rose organised another Pause for Thought evening on the theme of Recognise and Release with four prayer stations and a worship session facilitated by Lis Vernon. In July, 25 of us went on the vintage



Routemaster bus to Wahaca in Wimbledon for a very enjoyable meal. Cake and Craft continues its termly sessions, now led by Gill Campbell, where those of us who enjoy craft get together in the church for a chat and tea and cake. There are also two thriving book groups – the Friday one is full but the Thursday morning one does have some spaces – speak to Bronwen Christie if you are interested in joining.

The highlight of our year was, as in previous years, the Women's Weekend away in October at the Oasts Retreat Centre in East Sussex, where

once again we were fortunate with the weather. We were also supremely fortunate in our speaker, Hils Grew of Holy Trinity in Cheltenham who led us in a very powerful exploration of 'Faith – What are you expecting?' Basing her sessions on Numbers 13 (when Moses sent out 12 spies to Canaan; but only Joshua and Caleb trusted in God and believed the Israelites could take possession of the land) she showed us that we needed to drop our "human sized" glasses and put on God's "heavenly sized" glasses instead. Only then will we get the full perspective and be able to use our faith, which is like a magnet which attracts the activity of God. Her message was really powerful and impacted all of us. For the first time prayer stations were set up in the chapel offering a peaceful space for reflection, much appreciated by those who enjoyed it. The team is currently



planning a return visit to the Oasts during May 2020.

Our final activity for this year was a Brunch in March, at which Jennifer Rees-Larcombe spoke to us about the Changing Scenes of Life – it was wonderful to host her again and over 70 women came to hear her.



We have said goodbye to four of the team this year as Deb Baker, Heather Coupland, Louise Thomas and Helen Zandbergs have gone to St Richard's – we miss them and would like to record our thanks for all they have done for the Women's Ministry over the years. The team has welcomed new members Jacqui Bolton, Gill Campbell, Nicky Croft and Maggie Millar in their place and we look forward to another year of helping the women of St Paul's grow in their relationships with God and each other.

Pastoral Care

Fiona de Quidt & Isobel Johns

We would like to say a huge “thank you” to everyone in the church family who has taken the time and trouble to show care and concern to those around them. This may have been through offering a listening ear, a comforting hug, a prayer, practical support or a mixture of all these. Sometimes all people need, is just to be noticed or heard when they are going through a tough time; this may then need to be followed up with more specific pastoral care.

It is always a challenge in a large church like St Paul’s to make sure that nobody is missed who needs support. The various networks, such as the small groups, men’s and women’s ministries, Rainbows etc, are vital as a first point of contact. People are far more likely to share their needs or concerns within existing friendships. However, we are aware that there will always be some folk who fall outside these networks.

We are always grateful to be alerted to needs which may not have been picked up elsewhere, or to help with more difficult situations. (Whenever necessary, we liaise with Lizzie Cronin, Church Safeguarding Officer for Children; Fiona is Safeguarding Officer for Vulnerable Adults).

During the past year visits have been made to individual homes, local hospitals and care homes; lifts arranged to church and to medical appointments; meals cooked and shopping done. Christmas hospitality has also been offered to folk who would otherwise have been at home alone. This was much appreciated by all.

Fiona takes communion to a couple of people who are housebound, usually on a monthly basis. She is always happy to arrange this, whether those concerned are members of St Paul’s or not. Please let her know if you, or someone else, might appreciate this. She also takes a monthly service at Galsworthy House Nursing Home and offers pastoral care to a number of guests living there.

Thanks to donations to the church Pastoral Fund, we have been able to support a number of people with specific short-term needs. We are also able to make referrals to the Kingston Foodbank, which offers food to local people in crisis. Please speak to Caroline Dennis, Lizzie Cronin or Fiona de Quidt if you need more information. Please also remember to leave any donations for the Foodbank in the church office, or in the box at the back of church.

We always need more people to serve on the driving rota for Sunday services! This valuable ministry enables those who would not otherwise be able to come, to attend the 9am or 10:30am services. We also need **occasional help during the week** to assist with GP and hospital visits. You should be aware that anyone helping with these activities needs a current safeguarding check (DBS). Please speak to us, or the church office, if you are interested in finding out more.



Prayer

Fiona de Quidt & Elaine Brain

“I don’t pray because I’m into prayer; I pray because I’m into Jesus; so we talk. I don’t believe in the power of prayer; I believe in the power of Jesus; so I ask him for his help. A lot.” Pete Greig, from “Dirty Glory”

PRAYER FOR OUR NEW VICAR:

Before and during the Interregnum, we held a series of prayer evenings to bless Simon Coupland on his way; and to pray about the selection of our new vicar. After a time of worship, there was an opportunity to reflect



and pray at various prayer stations, before joining together in corporate prayer. We prayed for the process, as well as for the candidates; seeking God’s will for our new Incumbent. Our prayers have been abundantly answered with the appointment of Adam Rylett. Please do continue to pray for him, Gen and their children in their first year at St Paul’s.

PRAYER MINISTRY: We are particularly grateful to Jane Sunkersing, who co-leads Prayer Ministry, and who is so faithful and constant in prayer for St Paul’s. With her support, we held a Prayer Ministry Training morning in September, which was open to the whole church. Teaching and some fun practical sessions were facilitated by Lesley Bell and Fiona de Quidt. There was also an opportunity to “Listen to God” for each other which was greatly appreciated.

Prayer Ministry is offered every Sunday at all our services (except 8am). This is an opportunity to receive prayer for yourself, or for someone else, in total confidence. The team are delighted to listen to God on your behalf, asking Him for words of blessing, encouragement and healing for the person being prayed for. If you have a heart for prayer and are interested in joining the team, please speak to Fiona, Lesley, or Jane.

DEEPER: Run by Elaine Brain, Deeper continues to be a monthly opportunity for silent contemplative prayer, open to all. We meet in church on Saturdays (usually mornings). Using a variety of approaches, according to personal preference, we meditate and meet with God in candlelit silence for 30 minutes. This is followed by a time of optional sharing, during which a theme very often becomes apparent. It is an individual experience yet within a supportive group setting. Anyone new to this type of prayer is welcome and given some teaching on the methods.

PRAYER ROOM: Adam Rylett created a Prayer Room in the upstairs “Oceans” room for Lent. This was also made available to the local community. Various stations invited us to draw close to God; to simply “be” in his presence; as well as to reflect and pray in the run-up to Easter. Those who came and found space, peace, encouragement and blessing.



Small groups

Dale Kirk

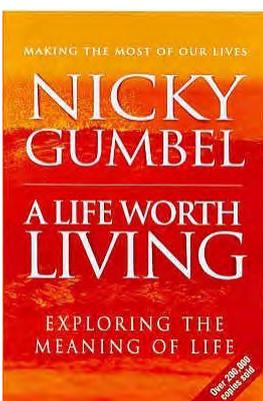
Our current vision for small groups is to create groups in church which help us:

- Go deeper in our relationships with each other and with Jesus
- Create safe places of welcome where strong relationships can develop
- Meet the needs of the world around us - locally and internationally through our mission partners
- Think about shared topics and themes important to the church.

Our vision for small groups was developed by the small group leaders in 2018 and continues to be the foundation of why and how small groups operate in St. Pauls. It is a collective vision and a growing reality that it is shared and owned by the small group leaders. We will review and update our vision as we interpret feedback from the congregational survey and seek God about the future. Small groups have always been a key approach in how the church has grown and engaged with the world.



Currently we have 11 small groups operating in church and people's homes with around 130 people involved on a weekly or fortnightly basis on different days. Some groups have a specific audience (For example, The Tuesday Group, Movers & Shakers, Oasis etc) other groups have a mixed audience of people with different backgrounds and ages. There is consistent feedback about the support and encouragement people get from the groups. This year we started one new group and welcomed several new members. We have a few people wanting to join a group who will be invited to groups starting after Easter.



In September 2018 while in interregnum, the small groups were encouraged to follow the same theme looking at Philippians and with Nicky Gumbel's book – A Life Worth Living. This provided a shared focus and collective approach through a period of significant change. At other times each group has decided what theme to follow, but they all involve studying the Bible, praying together or exploring a book.

We want to create some form of welcome information point about small groups in St Paul's (a notice board etc). We are looking at how we can use ChurchSuite and the website for people to join a small group that meets their needs. This will mean people are not waiting for the small group coordinator or the church office for information. If you want to join a small group you can find out about them on the church website, on the My ChurchSuite app or by emailing smallgroups@stpaulskingston.org.uk. If you would be interested in leading or hosting a small group please email us.

Please pray for the small group leaders who open their homes each week, prepare materials and try to support and care for the different needs of their groups – our leaders do a fantastic job and give abundantly of their time and energy.

Evergreens

John Yates

Evergreens is a group where over-55s, from both outside and inside the church community, can come together for activities, enjoyment, fellowship and support. Our core activity is the monthly gathering for two hours on the first Tuesday of every month, when 50-60 people meet in the church to hear an interesting presentation from an outside speaker, followed by a substantial tea. In addition, we organize, on a termly basis: outings, lunches, quizzes and theatre trips.

Autumn Term 2018	Spring Term 2019	Summer Term 2019
4 Sept 2.00 pm "The Story of Greyfriars Bobby and other mysteries" Reflections on my eccentric Scottish family Rae Fison de Quilh	8 January 2.00 pm 29 th Birthday Party for Mark's Musical Singing	7 May 2.00 pm "Parables in Antiquity" John Collins/Wangman/Dick Alderson/Prof. Cooley The world of Oxford
2 October 2.00 pm "Blessed are the Cheese-makers" John Francis	5 February 2.00 pm "History of the RNLI" David Richmond-Coggan RNLI volunteer speaker	21 May 1.00 pm Outing to Strawberry Hill Home and Gardens Minibus (max of 15 people)
16 October 10.15 am Autumn Outing: Holly Lodge Centre, Richmond Park Minibus (max of 15 people)	19 Feb 12.00 pm Soup, Bread and Cheese Lunch (with a post-lunch musical recital)	4 June 2.00 pm "Kidnap and Kibnappers" The Sept Warren Blockett, Surrey Police
6 Nov 2.00 pm "The Other Side: Coumber Memorable" Germany's post WW2 culture of apology and atonement Angela Findlay	5 March 2.00 pm "The Campaign for Women and Female Suffrage" Mark Pearsall, The National Archives, Kew	18 June 2.00 pm Outing to HHS Wisley Minibus (max of 15 people)
20 Nov 1.00 pm Winter Outing: Garsons Farm for Christmas shopping Minibus (max of 15 people)	19 March 2.00 pm Quiz: Mark Gibbs	2 July 12.00 pm Evergreens Summer Lunch (with a post-lunch musical recital)
12 Dec 12.00 pm Christmas Lunch: Coumber Wood Golf Club	2 April 2.00 pm "Having fun with Poetry and Limericks" Jane Colgate	

It has been another very good year for Evergreens. We have seen membership increasing to 89 - the highest it has ever been; a strengthening of the committee roles and responsibilities; the development of an excellent team of helpers and a continuously improving quality of speakers. A different room layout for the presentations and the organization of the tea that follows the monthly talks, with people now sitting around tables, has noticeably improved opportunities for conversation and interaction.

The teas and lunches prepared in the church kitchen by Rosanna Day and Lin Lyons and their team, are of the highest standard and on three occasions the lunches have been followed by musical recitals by professional musicians. Isobel Johns continues to do an excellent job organizing the home pick-up minibus service for our less-mobile members.



Highlights of this last year have included the splendid Christmas lunch at Coombe Wood Golf Club (attended by 75 people), the powerful talk by Angela Findlay on 'Germany's post WW2 culture of apology and atonement' (attended by 70 people), and the popular quizzes organized and led by Mark Gibbs. In addition, there have been minibus outings to Holly Lodge and Garsons Farm. A very successful enrichment activity was the visit to the British Museum led by the Rev. Simon Coupland to see the permanent exhibition of Anglo-Saxon artefacts.

We are also grateful to the PCC who have continued to make the support and development of Evergreens one of the annual Mission Action Plan priorities.

Our challenges for 2018/2019 include increasing the participation in the Friday Fellowship Group facilitated this year by Isobel Johns and Lesley Bell. Although the membership of Evergreens is open to people of faith and non-faith, we are keen to provide opportunities for members to explore issues relating to faith and their own spiritual journey.

Finally, we will continue to encourage younger members of the church to join the committee and become involved in the organization of Evergreens as part of building for the future. We will also continue to build the membership of Evergreens and to improve the quality of the provision that we offer. If you are reading this and know of a family member, neighbour or friend who you think would enjoy coming to Evergreens - please encourage them to do so. Please help us, as a church community, to build Evergreens together.

Outreach/Mission

Adam Rylett

In many ways it is easy to produce a report on mission for the church, in other ways it is hard; because mission is everything that we do as the people of God and as a church. That can be in our homes, neighbourhoods, schools, offices, clubs... wherever God has called us to be, even when we meet together! So in many ways you, yes you the reader, are the best person to tell us what God has been doing as part of his mission through you this year, and short of that then I encourage you to read the whole of this document to see what mission looks like at St Paul's, but



other things include:

A leadership course; organised and ran by Dale Kirk and attended by many in the church exploring how God might be calling them to use the gifts that God has given them to grow as leaders both in his church and in the mission fields he has called us to.

Our continued commitment to steward the resources that God has put under our care to protect creation and encourage conservation through reduction and reuse.

To support others in mission through our links with KCAH, working with the homeless in Kingston; Oxygen, working with marginalised young people; The Joel Project, bringing hope and community; Paul & Helen Hutchinson (WEC), bringing the Good News of Jesus to some of Britain's hopeless places; FRRME, working for reconciliation in the Middle East; Insight, taking the Gospel into the schools of Kingston; Hope Health Action, providing medical care and much more in Haiti and beyond; Lunchbowl, feeding the hungry in Kenya; MAF, flying mission and aid to some of the remotest parts of the world; CSW, supporting persecuted Christians; the Bakiga Lodge funding mission and conservation through tourism; and sending two members of our congregation away on short term projects: Emma Croft and Pippa Coupland.



Safeguarding

Fiona de Quidt & Lizzie Cronin

The PCC is committed to the safeguarding, care and nurture of everyone within St Paul's Church. Lizzie Cronin is Parish Safeguarding Officer for Children; Fiona de Quidt is Parish Safeguarding Officer for Vulnerable Adults. They are responsible for ensuring that everyone at St Paul's, whether paid staff or volunteer, who works with our children, or with our vulnerable adults, completes a DBS check and receives appropriate safeguarding training. In addition, we ask all volunteers who work with our children to provide additional information about their previous experience; as well as taking up references. Extra checks are also made with respect to our volunteer drivers.

In the past year we have processed 37 DBS checks. And 55 Safeguarding training courses have been completed or are in progress. An Annual Safeguarding Audit is also undertaken to ensure everything is kept up to date.

We are grateful for the support and advice of the Diocesan Safeguarding Team, to whom we refer any queries about situations as they arise. A copy of the Southwark Diocese Safeguarding Policy, "A Safe Church" can be found on our website: <https://stpaulskingston.org.uk/about/>

Relationship courses

Andrew & Kate Greenstock

Our marriage, for both of us, is the closest relationship we have in life. It is also the place where the most pain can happen. 21st century science has an explanation for this - it is all about connection. We form deep emotional attachment bonds with our life partner. Many of us are barely conscious of these bonds. But when they're threatened, by anything from difficult life events, to just a raised eyebrow from our partner, they can trigger a 'fight or flight' reaction. As we learn about these bonds, we also learn something about God's love for us and the ways he and we respond when that bond is under pressure.

For the fourth time this year we are running the Hold Me Tight relationship course at St Paul's, for seven Wednesday evenings starting on 8 May. We do this with a great course team from the community and other local churches.

In the course we dig in to how these bonds work, through one to one, confidential, conversations in couples. Therapists - entirely optional - are available if we get stuck. Men find the approach particularly helpful, because the model we use looks

A poster for the 'Hold Me Tight Relationship Course'. The title 'Hold Me Tight' is in a large, white, serif font on a dark blue background. Below it, 'Relationship Course' is in a smaller, white, sans-serif font. The dates 'Wednesdays 7-10pm' and '8 May - 26 June 2019' are listed. The location 'At St Paul's Church, Kingston Hill, KT2 7SF' is also included. The cost is '£85 total cost per couple (Concessions £25)'. Contact information 'To register or for more info email us at holdmetightkingston@gmail.com' is provided. On the right side, there is a photograph of two hands forming a heart shape. Overlaid on the photo are several quotes in white text: 'It's a good chance to create space for connection in a relationship.', 'We unpicked a pattern we'd been in for years', 'It has given us a map for the future', and 'It has turned our marriage around!'. The logo 'Connected for Life' is at the bottom right of the photo.

objectively at the relationship, and explains the mechanics of what is happening in the brain and body as a relationship thrives or comes under stress. It is highly pragmatic and practical.

Enough from us - we leave you with words from couples about the course last summer. How could this course benefit *your* marriage?

- ⇒ *"An amazing course to invest in your marriage. Really gets to the heart of repetitive arguments and solutions to change that pattern."*
- ⇒ *"It provides a new language and framework. Helps to understand express and address loneliness, and disconnection within a relationship."*
- ⇒ *"So pleased to now know the reasons why we kept having similar arguments and can see the bigger picture."*
- ⇒ *"We now have the tools to discover the deeper emotions behind everything"*
- ⇒ *"The presenters are engaging, open, articulate and very aware of their audience and the potential impact of the course material and exercises"*
- ⇒ *"We are already more open, more understanding of each other, and so feel safer."*
- ⇒ *"I didn't know what i was expecting but our relationship has notably improved during the course."*
- ⇒ *"I got way more than I hoped."*
- ⇒ *"You offer something that is hard to find."*
- ⇒ *"Not intimidating in any way - try it."*
- ⇒ *"We are not going to continue to have some of our 15 year long fights :-) :-)"*

Contact Andrew or Kate to find out more!

St Paul's School

Sarah Urry & Maggie Millar

The PCC appoints foundation governors whose role is to uphold the school's Christian ethos. The vicar is one, along with Sarah Urry (Chair of Governors), Beverly Thompson (Vice Chair), Daphne Gibbs, Claudia Huwendiek, Ian Hunt, Jo Hayman, Francesca Clarke and Ed Perry.

We were delighted to welcome Adam Rylett to the team shortly after his appointment in the autumn term and were most grateful for his help supporting the PCC to appoint Ed Perry early in the spring term. As well as the serious business of school governance, the governing body continues to have an open, warm and fun relationship with the senior leadership team and staff. Adam's collective worships are already very popular!

St Paul's School continues to go from strength to strength as an all through primary school, now with classes in all seven year groups. The school has recently had an OFSTED inspection resulting in an overall rating of Good, with Outstanding judgements in "personal development, behaviour and welfare" and "early years provision". We were all delighted with this result which reflected the hard work and commitment of Kevin Edmonds and his staff. It was particularly delightful that the report highlighted the great respect, tolerance and kindness pupils show towards others and also the outstanding quality of the Early Years provision, which has been achieved in only 3 years. In the summer term we will face another inspection—this time it is the Statutory Inspection of Anglican and Methodist Schools (SIAMS) which is held every 5 years. Daphne Gibbs, along with Ros Randall, the school's RE lead, have been leading our preparation for this inspection.

Once again we have enjoyed a strong relationship between the church and the school. The Church Wardens closely involved the school in the process of appointing our new vicar with members of the governing body involved in showing candidates around the school. The teaching of Religious Education has been a key focus for governors to experience this year in preparation for our SIAMS inspection. RE lessons, collective worship and RE events have been a part of our "governor of the month" visits. The school was again an integral part of the PCC Mission Action Plan and members of the congregation continue to support the children. The school continues to raise funds for Hope Health Action with the Deputy Head, Nicola Luker, being a driving force in this after her visit to Haiti last year.

Maggie Millar, Joy Sanderson and her team continue to support the school Bible club. Formerly known as JC Club, this Friday lunchtime activity has been relaunched this year as 'Lighthouse'. Open to children in years 3-6, each session comprises a craft activity, game, Bible story and prayer time. The Borough of Kingston benefits from the input of Insight, a Christian Schools Work Trust whose workers support local schools in a number of ways including taking RE classes, leading collective worship and helping with Bible Clubs. Anne Underwood worked with Lighthouse at St Paul's until taking maternity leave and her place has been taken by Mike Straker. Sadly they had to say goodbye to a large number of enthusiastic Year 6 girls who left in July but they now have a lively cohort of children mainly from years 3 and 4. Please pray that more will join. Mike, Joy and Maggie feel appreciated and welcomed by the Head Teacher and staff as they go in week by week and they also value the prayers of members of St Paul's Church in support of this outreach activity.



St Paul's Church, Kingston Hill

Charity Registration No. 1132023

Annual Report
and
Financial Statements
of the
Parochial Church Council

for the year ended 31st December 2018

Incumbent:

Revd. Adam Rylett
St Paul's Vicarage
33 Queens Road
Kingston Upon Thames
KT2 7SF

Bank:

Royal Bank of Scotland Plc
1 Redheughs Avenue
Edinburgh
EH12 9JN

Independent Examiner

Robert Rouse FCCA
James Worley & Sons
9 Bridle Close
Kingston Upon Thames
KT1 2JW

Parochial Church Council of St Paul's, Kingston Hill Annual Report for 2018

Administrative information

St Paul's Church is situated on Queens Road in Kingston upon Thames. It is part of the Diocese of Southwark within the Church of England. The correspondence address is The Parish Office, St Paul's Church, Queens Road, Kingston upon Thames KT2 7SF.

Under the terms of Section 3 of the Parochial Church Council (Powers) Measure 1956 and the Church Representation Rules 2006, the PCC is a body corporate and as of 7th October 2009 has been a charity registered with the Charity Commission as required by the Charities Act 2011 (Registered Charity no. 1132023).

During the year the following served as members of the PCC:

Incumbent:	Rev. Dr Simon Coupland (Chairperson)* Rev. Adam Rylett (Chairperson)**
Assistant Minister:	Rev. Fiona de Quidt (Parish Safeguarding Officer)
Reader:	Ms Lesley Bell
Churchwardens:	Ms Fiona Cole Mr Stephen Procter (Vice Chairperson)
Diocesan Synod Representatives:	Mr Peter Watson
Deanery Synod Representatives:	Mr Soji Abass Mr Don Blevin Ms Ruth Ruse*** Mr Cyril Sunkersing Mr Peter Watson
Elected Members:	Ms Sangeeta Atwal Ms Avril Beith**** Ms Joanna Brayton**** Ms Sarah Jarvis***** Mr Andrew Kenyon Ms Helen Kirk Mr Mark Louw Ms Sarah Mack***** Ms Jo Orrell (PCC Secretary) Mr Peter Sanderson***** Mr Derek Strathearn (Treasurer) Mr Richard Vernon*

In addition, the following attended some or all meetings but without voting rights:

Ms Jen Burtenshaw (Youth Pastor)
Ms Lizzie Cronin (Children's and Family Worker,
Parish Safeguarding Officer)
Ms Caroline Dennis (Church Administrator)
Ms Lis Vernon (Minute taker)

*Until June 2018

**From November 2018

***Until November 2018

****From April 2018

*****Until April 2018

Structure, governance and management

Membership of the PCC is determined under the Church Representation Rules and consists of certain ex-officio members (the incumbent, assistant minister and reader), the Churchwardens and members of the Deanery, Diocesan or General Synods and nine members of the church who are elected at the Annual Parochial Church Meeting (APCM). From 2017, elected PCC members were appointed for a 3-year term, with one third coming to the end of their term each year. Deanery Synod members are all appointed for

three years; Churchwardens annually. All church members are encouraged to consider standing for election to the PCC or to nominate others, and we aim to have a balance of skills, background and experience where possible.

The PCC is responsible for a wide range of matters affecting the work and ministry of the church, including compliance with health and safety and disability legislation and the protection of children and vulnerable adults. In their capacity as trustees, members of the PCC are responsible for the stewardship of funds and for the appropriate accounting and reporting of the parish finances. The PCC works to ensure that each member is equipped to fulfil their role.

On election, new members of the PCC are given an induction pack which includes their roles and responsibilities, the PCC's agreed policies and procedures, guides to different aspects of the PCC's work (including faculties, the relationship with the church school, the role of a trustee, and a copy of the diocesan safeguarding policy, 'A Safe Church'), and the most recent minutes. An existing PCC member is allocated as a mentor to them during their first few months. At the first meeting of the new PCC, the vice chair, secretary, and treasurer are elected; and a deputy treasurer, electoral roll officer and minute taker appointed. The Churchwardens, Secretary and Treasurer are encouraged to attend courses run by the diocese on their particular work.

The PCC has appointed two Safeguarding Officers who are responsible, with the incumbent and the PCC, for ensuring the safety of children, young people and adults that may be vulnerable within our community and during our gatherings and activities. The current safeguarding officers are Rev. Fiona de Quidt and Lizzie Cronin. Both Safeguarding Officers attend relevant training for these roles, as do the clergy, Churchwardens, and Administrator. The PCC has adopted the Southwark Diocesan policy 'A Safe Church' and implements any necessary changes to procedures and practice on an ongoing basis. This policy is reviewed and renewed annually, and training has been provided for volunteers working with vulnerable adults and children. The Safeguarding Officers also carry out an annual Safeguarding Self-Audit and the findings are reported to the PCC, with an Action Plan drawn up if necessary.

The church administrator has been designated as the responsible person with regard to fire safety and ensures that the fire extinguishers are maintained annually. Health and safety risk assessments and fire risk assessments are undertaken at regular intervals, as is testing of the lightning conductor, electrical systems, gas boiler and Stannah stairlift.

The PCC employs a Children's and Family Worker, working 40 hours per week, a full-time Administrator, working 35 hours per week, and until September 2018, a half-time Youth Pastor, working 20 hours per week. We pay a retained pianist who works 2 hours per week, and employ two cleaners for 2.5 and 3 hours per week respectively. The PCC has in place the relevant policies, procedures, contracts and job descriptions for these posts and auto-enrolment pensions for the staff. Full-time and half-time staff members have an annual appraisal and a PCC link who provides ongoing support.

There are a number of groups which report to the PCC and whose members are responsible for specific areas of the church's activities:

Standing and Finance Committee

This committee is made up of the Incumbent, Assistant Minister, Churchwardens, PCC Secretary and Treasurer. It has power to transact the business of the PCC between its meetings subject to any directions given by the Council. The committee meets prior to each PCC meeting to consider outstanding issues and plan the PCC Agenda.

Fabric group

This group exists to ensure that the fabric of the church building is properly maintained and that the findings of the quinquennial inspection are acted upon. It reports to the PCC after each meeting. The membership is agreed by the PCC in May each year.

Mission group

Each year the church supports partner organisations in mission work in Kingston, the UK and overseas through prayer and financial giving. The PCC has delegated authority to the mission group to agree the distribution of the mission funds and report this to the PCC. Membership of this group is also agreed by the PCC in May each year.

Staffing Committee

This committee consists of the Incumbent, Churchwardens, and two or three other members of the PCC, one of whom is currently the Chair. Its role is to answer to the PCC for the recruitment, retention and management of staff employed at St Paul's, and to provide personal support for those staff through regular meetings and in their annual appraisal with the incumbent.

Risk management

The PCC has reviewed the strategic and operational risks it faces. The major risks identified and steps taken to mitigate these risks are as follows:

- *Property fire or theft.* Insurance cover is maintained against both these risks. Fire inspections are carried out annually by a suitably qualified and experienced professional and fire extinguishers are tested and replaced as advised. The lightning conductor is also inspected and tested every three years, the electrical circuits every five years and portable appliances every year.
- *Misappropriation of funds.* The budgeted expenditure for each year is approved by the full PCC. The Standing and Finance Committee operates a system of controls including analytical reviews and segregation of duties that are designed to mitigate against any potential for the misappropriation of funds. The amounts of cash held at any one time are not material to the Parish. Two signatories are required for all cheques. All matters involving unbudgeted expenditure in excess of £1,000 are put to the full PCC.
- *Revenue falling below committed expenditure.* The level of giving is carefully monitored throughout the year, and the financial situation (income and expenditure) is reported quarterly to the congregation through the church news sheet. Any anticipated deficit is addressed through a review of committed expenditure and by drawing the congregation's attention to the need for increased giving.
- *Allegations of inappropriate behaviour against persons acting on behalf of the parish.* All new employees are subject to a careful recruitment process. Through the Diocese, the parish conducts DBS checks on all those involved in ministry to children, young people and vulnerable adults; and follows the guidelines set out in 'A Safe Church' for all activities and in responding to allegations.

Public benefit

The members of the PCC are aware of the Charity Commission guidance on public benefit, and are confident that by promoting the work of the Church of England in the parish of Kingston Hill it provides public benefit by:

- providing facilities for public worship;
- pastoral care for both its members and others, including the sick and the bereaved;
- the teaching of Christianity through sermons, courses and small groups;
- the occasional offices (baptisms, thanksgivings, weddings, wedding blessings, funerals, memorial and bereavement services) for members of the local community;
- leading collective worship in schools, and putting on holiday clubs during school holidays;
- running groups for pre-school children and their carers, as well as a number of additional events for families;
- providing an over-55s club open to all in the community;
- building community for and supporting young people;
- supporting other charities in the UK and overseas;
- promoting Christian values and service by members of the Church in the community, to the benefit of individuals and society as a whole.

Objectives and Activities

The primary objective of St Paul's PCC is the promotion of the Gospel of our Lord Jesus Christ according to the doctrines and practices of the Church of England. The PCC has the responsibility of co-operating with the incumbent in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

The main objectives of the PCC can be summed up under the heading "Outreach, Discipleship and Fun". That is, we aim:

1. to share the good news of Christ through any appropriate means including personal witness, public preaching, Alpha courses, and service to the community; also by our gifts and our prayers to equip and encourage others who are called to share the gospel;
2. to encourage and challenge one another to grow in our personal walk with God, through personal prayer and Bible study, through church attendance and membership of small groups; through giving, service and ministry to others;
3. to have fun together as the people of God, coming together for social activities and events which are enjoyable and at which outsiders are made welcome.

In working to achieve these objectives, the PCC oversaw the following developments during 2018:

- It was with a mixture of sadness and joy that St Paul's said farewell to Rev. Simon Coupland and commissioned him for his next ministry at St Richard's Ham, where we look forward to continuing our relationship with him and making new friends to share in the work of the Gospel.
- Appointment of a new incumbent. The PCC, with the Bishop and the patrons, oversaw the appointment of a new incumbent during the year who could lead the church in mission and minister alongside the community of St Paul's.
- Rainbows, Mini Rainbows and Rainbows Kingsnympton continued to thrive. Baby Rainbows is smaller than it sometimes has been, but Dads do Rainbows (held on a Saturday morning once a month) continued to enjoy significant growth. Rainbows Xtra, bringing the toddler group and church closer

together, became a regular feature, expanding from Christmas and Easter to include other regular sessions looking at different Bible stories.

- Evergreens expanded its programme for those at the other end of the age spectrum by offering additional activities for the over 55s. As a result there are now often two Tuesday afternoon sessions each month, and many members come from outside the church.
- The church's relationship with St Paul's School continued to flourish, with a number of church members involved as school governors, running extra-curricular activities and helping with class activities.
- The HangOut, a monthly meeting for children in Key Stage 2, continued to prove popular.
- Despite the loss of our Youth Pastor in September our youth ministry has proceeded and even continued to grow thanks to a dedicated team of volunteers.
- A number of churches from across Kingston continued to hold joint evening celebrations over the course of the year.
- Church members again ran the marriage course Hold Me Tight, which proved popular with people from the church and local community.
- The women's ministry continued to put on a range of much appreciated events: breakfasts, meals, walks, book groups, Cake and Craft afternoons, and another very popular women's weekend at the Oast Houses in East Sussex.
- A number of visiting speakers reported on the work of the mission partners we support financially.
- We continued to seek to reach out to and bless our local community, including our annual bereavement service for any who have lost loved ones.
- We also have a collection box for the local Foodbank in church each week, together with a collection point for recycled batteries.

Volunteers

All the above objectives and achievements rely on the enormous contribution made by church members as unpaid volunteers in the activities of the church. The PCC, itself comprised mainly of volunteers, acknowledges with thanks the crucial importance of the time and skills provided by so many church members to enable the ministry of St Paul's to flourish.

Achievements and performance

Review of the year

The full PCC met six times during the year with an average level of attendance of 89%. Committees met between meetings and minutes of their deliberations were received by the full PCC and discussed where necessary.

The PCC continued to oversee the life, work and mission of the church, including a reminder of the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion. The PCC gave consideration at the first meeting of the newly appointed Council to its remit and purpose, as set out in the Church of England's Representation Rules. We also considered a wide range of issues, including the following (by no means an exhaustive list):

- The completion of the new heating system providing both increased effectiveness and efficiency.
- A new website to provide a welcoming online presence for St Paul's church, where both members of the community and those considering joining can receive information.
- The Leadership course planned and led by Dale Kirk, enabling members of the community to consider the calling on their lives as leaders in God's Church.
- The search for, and appointment of, a new incumbent for the parish; including approving the parish profile and parish representatives.
- Working with the staff team and the church wardens to maintain parish life and worship during the vacancy.
- Develop a continuing relationship with St Richard's Ham.
- The PCC approved the recruitment of a full time Youth Pastor to be appointed in 2019.
- At the request of the Diocese of Southwark, the PCC approved a list of all those who were authorised to administer Holy Communion.
- We received reports on Safeguarding at St Paul's and renewed our adherence to the Safe Church policy. We also approved a Fire Safety review and a newly written Health and Safety policy.
- The voluntary contribution to Southwark Diocese, known as the Parish Support Fund, was discussed and an unchanged contribution of £150,000 for 2019 was agreed.
- We received reports on Deanery Synod meetings.

As in previous years, the PCC worked harmoniously and well together over the year, with good levels of attendance and participation in meetings. There continues to be a good balance of new and experienced members on the council, and at the first meeting the new council shared holy communion together. The positive working relationships are undoubtedly helped by the practice of holding a Saturday morning breakfast prior to each meeting of the council, where we eat together and pray together. Our committees (staffing, fabric and mission) served us well and reported on their meetings to the full council. At every meeting the PCC examines our financial position, and a close watch was kept on the finances this year,

the PCC identified a possible shortfall in funds at the end of the year and instigated a successful stewardship drive, for which they are thankful to a generous God and his generous people.

Financial review

- We finished the year with a Surplus of £6,570 on the General Fund with income of £315,996, expenditure of £313,899 and net transfers from other funds of £4,473. For further analysis of church income and expenditure see notes 2 and 3 of the Financial Statements.
- The largest expenditure of the PCC was once again the parish share of £150,000 paid to the Diocese. This amount covers the housing, stipend and pension costs of the incumbent and also a standard sum for diocesan central costs, clergy training and a contribution to national church funds. It should be noted that this makes the church a net contributor to the Diocese of Southwark, and means that we are in effect funding the mission of another parish in the Diocese.
- Under our policy of giving at least 10% of our General Fund income (before grants) to mission and relief charities, this giving amounted to £30,000. It included support for Helen & Paul Hutchinson in their work for WEC, Oxygen, Insight, working in Kingston schools, and eight other mission and relief agencies working at home and abroad. We also supported two members of St Paul's who are spending a year working with Christian relief agencies in Haiti and South Africa respectively. See note 12 of the Financial Statements.
- It is our policy to invest our funds' cash balances with the CBF Church of England Deposit Fund.
- The Church Hall in Park Road is let to One Nine Seven Limited who are running a nursery school from the premises under a full-repairing and insuring lease which was renewed in February 2011 for a 15-year period. The fabric of the building is in a satisfactory condition and is maintained by the tenant under the terms of the lease. Income from the Hall is used in the Parish as agreed by the trustees of the Church Hall Trust, who are appointed by the PCC.

Reserves policy

It is PCC policy to aim to maintain a balance on its General Fund which is sufficient to enable payments to be made when they become due and to enable current activities to continue in the short term, should funding fall. The PCC aims to have balances equivalent to 3 months' of budgeted General Fund expenditure. In 2019 this amounts to £80,518. The closing balance this year of £77,187 falls short of this and the PCC will keep both the policy and its implementation under regular scrutiny.

Future Plans

1. In 2019 and subsequent years, the PCC aims to build on the initiatives undertaken in the past in furtherance of its stated objectives.
2. We will revisit the churches vision and our Mission Action Plan in light of what we feel God is calling us to in this season and set new goals to build on all that he has been doing here.
3. We look forward to our new Youth Pastor starting, building on the work of Jen Burtenshaw, further integrating young people into the life of St Paul's and reaching out to those in our community.
4. We will continue in a life of worship, prayer and obedience, seeking to spur one another on in the whole of life to know the presence of God through his Holy Spirit and make known the Good News of Jesus.
5. To ensure that, while we continue to trust in God for the provisions we need for his service, we are good stewards of the financial resources that are entrusted to us and that St Paul's has a secure footing on which to move forward.
6. Review the use and condition of our buildings in order to ensure that they are fit for purpose today and in the years to come.
7. To consider how we relate to our mission partners in Kingston and beyond and increase the impact of their mission and ministry on the life and faith of the people of St Paul's

Signed on behalf of the PCC by the Rev. Adam Rylett (Chairperson) on 26th March 2019



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Independent Examiner's Report to the Parochial Church Council of St Paul's Church, Kingston Hill

I report to the members of the Parochial Church Council (PCC) on my examination of the financial statements of St Paul's Church, Kingston Hill for the year ended 31 December 2018 which comprise the Statement of Financial Activities, the Balance Sheet and related notes.

This report is made solely to the members of the PCC, as a body, in accordance with section 145 of the Charities Act 2011. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in this report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for my work, for this report, or for the opinions I have formed.

Responsibilities and basis of report

As the trustees of the charity you are responsible for the preparation of the financial statements in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the church's financial statements carried out under section 145 of the Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

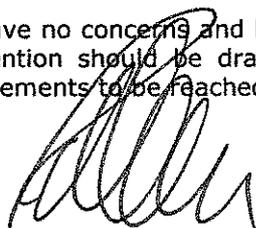
An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the financial statements. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the financial statements present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

Independent examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

- accounting records were not kept in respect of the church as required by section 130 of the Act; or
- the financial statements do not accord with those records; or
- the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.



Robert Rouse
FCCA

James Worley & Sons
9 Bridle Close
Surbiton Road
Kingston upon Thames
KT1 2JW

26th March 2019

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

STATEMENT OF FINANCIAL ACTIVITIES

For the year ended 31 December 2018

	Note	Unrestricted Funds		Restricted Funds £	TOTAL FUNDS	
		General £	Designated £		2018 £	2017 £
Income						
Voluntary income	2(a)	298,178	950	34,999	334,127	300,411
Activities for generating funds	2(b)			2,798	2,798	315
Income from investments	2(c)	27	52	107	186	117
Income from church activities	2(d)	17,791		11,656	29,447	33,786
Other incoming resources	2(e)	-	-	-	-	480
Total Income		315,996	1,002	49,560	366,558	335,109
Expenditure						
Church activities	3(a)	313,899	10,650	43,670	368,219	331,352
Raising funds	3(b)	-	-	351	351	0
Total Expenditure		313,899	10,650	44,021	368,570	331,352
Net income/(expenditure)		2,097	(9,648)	5,539	(2,012)	3,757
Transfers between funds		4,473	-	(4,473)	-	-
Net movement in funds		6,570	(9,648)	1,066	(2,012)	3,757
Total funds brought forward		70,617	12,797	19,393	102,807	99,050
Total funds carried forward		77,187	3,149	20,459	100,795	102,807

The notes on pages A-10 to A-14 form part of these financial statements

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

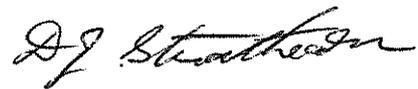
BALANCE SHEET
at 31 December 2018

	<i>Note</i>	2018 £	2017 £
Fixed Assets:			
Tangible	5	-	-
Current Assets			
Debtors and prepayments	7	12,959	15,981
Short term deposits		32,286	32,127
Cash at bank and in hand		71,276	68,201
		116,521	116,309
Liabilities:			
Creditors: amounts falling due within one year	8	(15,726)	(13,502)
Net Current Assets		100,795	102,807
Total Net Assets		100,795	102,807
Parish Funds			
Unrestricted			
General fund		77,187	70,617
Designated	10&11	3,149	12,797
Total unrestricted		80,336	83,414
Restricted	10&11	20,459	19,393
Total Parish Funds		100,795	102,807

Approved by the Parochial Church Council on 26th March 2019 and signed on its behalf by:



The Revd. Adam Rylett (Chairperson)



Mr Derek Strathearn (Treasurer)

The notes on pages A-10 to A-14 form part of these financial statements

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS

For the year ended 31 December 2018

1. ACCOUNTING POLICIES

Basis of preparation

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' "true and fair view" provisions, together with FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP(FRS102)). The financial statements have been prepared under the historical cost convention. They do not include the accounts of church groups that owe their affiliation to another body, nor those that are informal gatherings of church members.

Funds

Restricted funds must be spent on restricted purposes and details of the funds held and the restrictions provided are shown in notes 10 and 11. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund. Where there is no separate investment, interest is apportioned to individual funds on an average balance basis.

Unrestricted funds are general funds which can be used for PCC ordinary purposes and designated funds are amounts set aside by the PCC for fixed assets or a future project.

Income

Planned giving, collections and donations are recognised when received. Tax recoverable is recognised when the income to which it relates is received. Grants and legacies are accounted for when the PCC is entitled to the amounts due. Interest is accrued and all other income, including church lettings, is recognised when it is receivable. All income is accounted for gross. The value of voluntary help received is not included in the accounts but is described in the PCC's annual report.

Expenditure and liabilities

Liabilities are recognised as soon as there is a legal or constructive obligation and settlement is probable and quantifiable. Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish support fund contributions are accounted for when due. Amounts received specifically for mission are dealt with as restricted funds. All other expenditure is generally recognised when it is incurred and is accounted for gross. All administration costs are deemed to support church activities and are classified as support costs in note 3(a).

Fixed assets

Consecrated and beneficed property is not included in the accounts in accordance with s10(2)(a) and (c) of the Charities Act 2011.

Movable church furnishings held by the vicar and churchwardens on special trust for the PCC and which require a faculty for disposal are inalienable property, listed in the church's inventory, which can be inspected (at any reasonable time). All expenditure incurred during the year on consecrated or benefice buildings and movable church furnishing, whether maintenance or improvement, is written off as expenditure in the financial statements.

Fixed assets are stated at cost less provision for depreciation. Equipment used within the church premises is depreciated on a straight line basis over 4 years. Individual items of equipment with a purchase price of £1,000 or less, or if fully funded by specific donations, are written off when the asset is acquired.

Current assets

Short-term deposits comprise cash held on deposit with the CBF Church of England Funds.

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2018

	Unrestricted	Restricted	TOTAL FUNDS	
	Funds	Funds	2018	2017
	£	£	£	£
2. Income				
2(a) Voluntary income				
Gift aid donations	186,819		186,819	178,209
Tax recoverable	50,100		50,100	49,392
Other donations	32,597		32,597	27,540
Collections at services	6,765		6,765	12,558
Gift day	4,672		4,672	9,275
Sundry donations - catering & miscellaneous	1,437		1,437	1,234
Grants: General & Heating system renewal	9,535	29,100	38,635	16,448
Listed Places of Worship Scheme - VAT	7,203		7,203	1,064
Donations, appeals and Legacies		5,771	5,771	4,660
Tax recovered on gift-aided appeals & donations		128	128	31
	299,128	34,999	334,127	300,411
2(b) Activities for generating funds				
Fundraising events & activities		2,798	2,798	315
	-	2,798	2,798	315
2(c) Income from investments				
Interest	79	107	186	117
2(d) Income from church activities				
Church lettings	15,468		15,468	17,390
Fees for weddings & funerals	1,212		1,212	700
Church groups income		11,656	11,656	14,569
Outreach events receipts	1,111		1,111	1,127
	17,791	11,656	29,447	33,786
2(e) Other incoming resources				
Profit on disposal of fixed asset	-		0	480
TOTAL INCOME	316,998	49,560	366,558	335,109
3. Expenditure				
3(a) Church activities				
Missionary and charitable giving:				
Church overseas:				
- missionaries and mission societies	6,500		6,500	7,500
- relief and development agencies	8,500	3,645	12,145	11,702
Home missions and other UK Charities	15,000	1,077	16,077	15,000
Parish relief and other gifts	896	2,834	3,730	1,646
	30,896	7,556	38,452	35,848
Ministry: Diocesan Parish Support Fund	150,000		150,000	150,000
Clergy expenses	1,717		1,717	2,132
Vicar search (2017 Curates housing)	1,085		1,085	2,347
Visiting clergy & deanery expenses	144		144	80
Childrens' and youthwork costs	42,791		42,791	47,471
Outreach costs	2,033		2,033	2,521
Church groups costs	-	8,775	8,775	8,783
Upkeep of services	8,258		8,258	8,548
Church running expenses	21,319		21,319	20,866
Church & vicarage maintenance	10,611		10,611	9,323
Heating system renewal	21,400	26,000	47,400	0
Equipment purchases	1,687	839	2,526	9,964
Travel costs	0	500	500	637
Training courses & conferences	815		815	1,924
Support costs: staff	25,608		25,608	25,034
stationery and office	3,785		3,785	3,474
External Examination	2,400		2,400	2,400
	324,549	43,670	368,219	331,352
3(b) Raising funds				
Mercy Ships & Fun Day expenses		351	351	-
TOTAL EXPENDITURE	324,549	44,021	368,570	331,352

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2018

4. STAFF COSTS	2018 £	2017 £
Wages and salaries	64,445	67,036
Social security costs	2,182	2,251
Pension & life insurance costs	3,673	3,534
	<u>70,300</u>	<u>72,821</u>

During the year the PCC employed full time an administrator and a children's & family worker and part time a youth pastor, pianist and two cleaners. All the staff are enrolled in the Pension Builder 2014 Scheme of the Church Workers Pension Fund for lay staff. The scheme is administered by the Church of England Pensions Board. The scheme is a defined contribution scheme. It is a multi-employer scheme under Section 28 of FRS 102. Pension costs during the year amounted to £3,352 (2017: £3,227).

The Vicar and Assistant Minister, members of the PCC, were reimbursed expenses amounting to £1,717 (2017: £2,132). No other payments were made to PCC members.

5. FIXED ASSETS		Office, audio and kitchen equipment £
<i>Tangible assets</i>		
Cost	At 1.1.2018 and 31.12.2018	12,620
Depreciation	At 1.1.2018 and 31.12.2018	12,620
Net Book Value	At 1.1.2018 and 31.12.2018	<u>-</u>

6. ANALYSIS OF NET ASSETS BY FUND	Unrestricted Funds £	Restricted Funds £	Total £
Fixed Assets	-	-	-
Current Assets	92,142	24,379	116,521
Current Liabilities	(11,806)	(3,920)	(15,726)
	<u>80,336</u>	<u>20,459</u>	<u>100,795</u>

7. DEBTORS	2018 £	2017 £
Unrestricted funds:		
Tax recoverable	11,626	13,491
Prepayments and accrued income	1,333	2,490
	<u>12,959</u>	<u>15,981</u>

8. LIABILITIES:	2018 £	2017 £
Amounts falling due in one year		
a) Unrestricted funds:		
Accruals for goods and services	5,509	5,641
Payroll	3,689	3,998
Other creditors	2,608	2,925
	<u>11,806</u>	<u>12,564</u>
b) Restricted funds:		
Accruals for goods and services	3,920	729
Other creditors	-	209
	<u>3,920</u>	<u>938</u>
Total Liabilities	<u>15,726</u>	<u>13,502</u>

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2018

9 CHURCH HALL

St Paul's Community Hall Trust which holds and manages the Hall in Park Road is a separately registered charity and is connected to the PCC in that the PCC appoints the trustees. During the year ended 31 December 2018 the PCC received grants totalling £38,635 (2017: £14,847) from this charity.

10 FUNDS

Designated:

The Church Repairs Fund is for major repairs & renewals to the church building.

Restricted:

The Pastoral Fund is for the pastoral needs within the ministry of St Paul's.

The Rainbows Fund is for the work with the young families of the parish.

The Church Repairs Fund is for major repairs & renewals to the church building.

The Music Fund is for the purchase of music equipment used in worship in the Church.

The Minibus Fund is available for the provision of transport for church activities.

The Chair Fund is for the replacement of the church chairs which were purchased in 2010.

Specific collections are those amounts received by the church for particular appeals, charities, missions or relief agencies (see also note 12).

11 SUMMARY OF FUND MOVEMENTS

	Balance at 1 January 2018	Incoming resources	Resources expended	Transfers between funds	Balance at 31 December 2018
	£	£	£	£	£
Unrestricted:					
General Fund	70,617	315,996	(313,899)	4,473	77,187
Designated: Church Repairs Fund	12,797	1,002	(10,650)		3,149
	83,414	316,998	(324,549)	4,473	80,336
Restricted:					
Pastoral Fund	11,656	557	(2,834)		9,379
Rainbows Fund	3,426	13,680	(10,318)	(4,473)	2,315
Church Repairs Fund		29,108	(26,000)		3,108
Music Fund	2,865	16			2,881
Minibus Fund	679	2	(500)		181
Chair Fund	767	4			771
Specific Collections		6,193	(4,369)		1,824
	19,393	49,560	(44,021)	(4,473)	20,459
Total	102,807	366,558	(368,570)	-	100,795

ST. PAUL'S KINGSTON HILL PAROCHIAL CHURCH COUNCIL

NOTES TO THE FINANCIAL STATEMENTS (continued)

For the year ended 31 December 2018

12 GRANTS

Missionary Societies and Charities	<i>Note</i>	2018	2017
<i>Tithed grants from PCC Funds</i>		£	£
General Fund			
Helen & Paul Hutchinson		5,000	5,000
Insight		5,000	5,000
Oxygen		4,000	4,000
Christianity Solidarity Worldwide		1,000	1,000
Joel Community Trust		2,000	2,000
Kingston Churches Action on Homelessness		4,000	4,000
Foundation for Relief and Reconciliation in the Middle East		1,500	2,500
Tearfund			1,500
Hope Health Action		3,500	3,500
MAF (UK)		1,000	1,000
The Lunchbowl Network		2,000	
Bakiga Lodge Expansion appeal		500	
Emma Croft		250	
Pippa Coupland		250	
TOTAL TITHED GIVING FOR THE YEAR	<i>(a)</i>	<u>30,000</u>	<u>29,500</u>
 <i>Sundry Grants</i>			
General Fund			
Parish relief and gifts		896	771
		<u>896</u>	<u>771</u>
Restricted Funds			
Pastoral grants		2,834	875
Rainbows grant: Momentum Children's Charity		500	
		<u>3,334</u>	<u>875</u>
Specific Collections & Grants			
Tearfund		278	2,147
Tearfund - Zimbabwe			231
Kingston Churches Action on Homelessness		2,500	2,147
Mercy Ships		489	
Hope Health Action		378	117
Southwark Ordinands Fund		577	
Water Aid			60
		<u>4,222</u>	<u>4,702</u>
TOTAL GRANTS FOR THE YEAR		<u>38,452</u>	<u>35,848</u>

(a) The PCC makes grants to missionaries, missionary societies, charities and relief agencies totalling at least 10% of its total General Fund's income excluding grants. These payments are decided on annually.

