

Annual Report and Financial Statements for
Earley St Nicolas Church PCC

For the year ended 31 December 2016
Charity No: 1138037

Statement of Financial Activities (SOFA)

		2016						2015
All figures in £	Note	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total	Total
Income and Endowments from:								
Donations and Legacies	A1	112,500	7,667	120,168	-	-	120,168	121,053
Charitable Activities	A2	28,419	506	28,926	-	-	28,926	29,543
Other Trading Activities	A3	448	8,197	8,645	-	-	8,645	1,583
Investments	A4	90	-	90	8	2,044	2,142	1,787
Other		114	-	114	-	-	114	388
Total Income and Endowments		141,571	16,371	157,942	8	2,044	159,994	154,353
Expenditure on:								
Raising Funds	B1	13,827	86	13,914	140	-	14,054	11,765
Charitable Activities	B2	141,686	6,046	147,732	-	576	148,308	138,005
Other	B3	500	506	1,006	-	-	1,006	537
Total Expenditure		156,014	6,638	162,652	140	576	163,369	150,307
Net Gains/(Losses) on Investments		25	-	25	-	(9,616)	(9,591)	18,316
Net Income/(Expenditure)		(14,418)	9,733	(4,685)	(132)	(8,148)	(12,966)	22,363
Transfers between Funds		37,454	6,301	43,754	248	(44,002)	-	-
Other Recognised Gains/(Losses)								
Gains/(Losses) on Revaluation of Fixed Assets		-	-	-	-	-	-	-
Net Movement in Funds		23,036	16,033	39,069	116	(52,150)	(12,966)	22,363
Reconciliation of Funds:								
Total Funds brought forward				114,638	1,822	1,077,157	1,193,616	1,171,254
Total Funds carried forward				153,706	1,938	1,025,007	1,180,651	1,193,616

- ♦ The statement of financial activities includes all gains and losses recognised in the year.
- ♦ All income and expenditure derives from continuing activities.

Balance Sheet

All figures in £	Note	2016						2015
		Unrestricted	Designated	Unrestrict ed Funds	Restricted Funds	Endowment Funds	Total	Total
Fixed Assets:								
Tangible Assets	C1	59,532	-	59,532	105	-	59,637	36,750
Investments	C2	186	-	186	-	-	186	161
Total Fixed Assets		59,718	-	59,718	105	-	59,822	36,911
Current Assets:								
Debtors	D1	20,844	213	21,057	-	-	21,057	20,518
Investments	D2	-	-	-	-	530,469	530,469	540,085
Cash at Bank and in Hand	D3	43,988	33,198	77,186	1,833	494,538	573,557	599,380
Total Current Assets		64,833	33,411	98,243	1,833	1,025,007	1,125,083	1,159,984
Liabilities:								
Creditors: Amounts falling due within one year	E1	(4,255)	-	(4,255)	-	-	(4,255)	(3,278)
Net Current Assets or Liabilities		60,578	33,411	93,989	1,833	1,025,007	1,120,828	1,156,705
Total Assets less Current Liabilities		120,296	33,411	153,706	1,938	1,025,007	1,180,651	1,193,616
Creditors: Amounts falling due after more than one year		-	-	-	-	-	-	-
Provisions for Liabilities		-	-	-	-	-	-	-
Total Net Assets or Liabilities		120,296	33,411	153,706	1,938	1,025,007	1,180,651	1,193,616
The Funds of the Charity:								
Endowment Funds	F1						1,025,007	1,077,157
Restricted Income Funds	F2						1,938	1,822
Unrestricted Funds	F3						153,706	114,638
Total Charity Funds							1,180,651	1,193,616

Approved by the Parochial Church Council at its meeting on 12 March 2017

Neil Warwick (PCC Chair)

Peter Kemm (Churchwarden)

Notes to the Accounts

1. Accounting Policies

1.01. Basis of preparation and assessment of going concern

The accounts (financial statements) have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 and the Charities Act 2011.

The PCC consider that there are no material uncertainties about the church's ability to continue as a going concern.

1.02. Reconciliation with previous Generally Accepted Accounting Practice

In preparing the accounts, the PCC have considered whether in applying the accounting policies required by FRS 102 and the Charities SORP FRS 102 a restatement of comparative items was needed. No restatements were required. In accordance with the requirements of FRS 102 a reconciliation of opening balances and net income/(expenditure) for the year is provided with the net income/(expenditure) under previous GAAP adjusted for the presentation of investment gains/ (losses) as a component of reported income.

Reconciliation of Reported Net Income	£
Net income/expenditure as previously stated	4,046
Adjustment for gain on investments	<u>18,316</u>
2015 net income as restated	<u>22,363</u>

1.03. Funds structure

In 2013, the Vicar and Churchwardens received a bequest from Pat Dummer for £1m which is held as an expendable endowment fund. The trustees have decided to use the bequest to fund the building of the St Nicolas Centre, an exciting replacement for the ageing hall building. When expenditure occurs for the St Nicolas Centre, funds will be transferred from Endowment to Unrestricted to match the expenditure in the year.

The PCC has a second endowment, the Amos Sharp Fund, which can be used to purchase fixed assets for the Church. The capital sum of the endowment must be maintained in the long-term at the value of £10k.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donor or trust deed. The main restricted fund is the Sue Watson Memorial Fund which is to be used to purchase items visible in the church. In previous financial years, funds collected at events to be passed on to other charities were classified as restricted funds but these are now accounted for under designated funds.

Unrestricted income funds comprise those funds which the PCC are free to use for any purpose in furtherance of the charitable objects. Unrestricted funds include designated funds where the PCC, at their discretion, have created a fund for a specific purpose.

Further details of each fund are disclosed in notes F1 to F4.

1.04. Income recognition

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Legacy gifts are recognised on a case by case basis following the granting of probate when the administrator/executor for the estate has communicated in writing both the amount and settlement date. In the event that the gift is in the form of an asset other than cash or a financial asset traded on a recognised stock exchange, recognition is subject to the value of the gift being reliably measurable with a degree of reasonable accuracy and the title to the asset having been transferred to the charity.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank. Dividends are recognised once the dividend has been declared and notification has been received of the dividend due. This is normally upon notification by our investment advisor of the dividend yield of the investment portfolio.

Notes to the Accounts (continued)

1.05. Expenditure recognition

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis. All expenses including support costs and governance costs are allocated or apportioned to the applicable expenditure headings. For more information on this attribution refer to note 1.07 below.

Parish Share is accounted for when due to be paid.

Grants payable are payments made to third parties in the furtherance of the charitable objects of the Trust. In the case of an unconditional grant offer this is accrued once the recipient has been notified of the grant award. The notification gives the recipient a reasonable expectation that they will receive the one-year or multi-year grant. Grants awards that are subject to the recipient fulfilling performance conditions are only accrued when the recipient has been notified of the grant and any remaining unfulfilled condition attaching to that grant is outside of the control of the Trust.

1.06. Irrecoverable VAT

Irrecoverable VAT is charged against the expenditure heading for which it was incurred.

1.07. Allocation of support and governance costs

Support and governance costs are analysed in note G1. Governance costs are made up of costs relating to PCC meetings and training for PCC members and trustee insurance. Most support costs are allocated wholly to one category, apart from the cost of the Assistant Administrator which is split evenly between Charitable Activities and Fundraising.

1.08. Costs of raising funds

The costs of raising funds include depreciation, maintenance and running of the hall and any direct costs attributable to fundraising events or fundraising activities.

1.09. Charitable activities

Charitable activities include the cost of the Parish share, staffing the Parish Office, maintaining and heating the church, and providing church services.

1.10. Tangible fixed assets and depreciation

All assets costing more than £500 are capitalised and valued at historical cost.

Depreciation is charged on assets on a straight-line basis over their estimated useful life as follows:

- o Furniture, fixtures, fittings and equipment: 5 years
- o Improvements to the Fabric of Buildings: 8 Years
- o Church Hall: 15 years

1.11. Fixed asset investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. The statement of financial activities includes the net gains and losses arising on revaluation and disposals throughout the year.

The main form of financial risk faced by the charity is that of volatility in equity markets and investment markets due to wider economic conditions, the attitude of investors to investment risk, and changes in sentiment concerning equities and within particular sectors or sub sectors.

1.12. Realised gains and losses

All gains and losses are taken to the Statement of Financial Activities as they arise. Realised gains and losses on investments are calculated as the difference between sales proceeds and their opening carrying value or their purchase value if acquired subsequent to the first day of the financial year. Unrealised gains and losses are calculated as the difference between the fair value at the year end and their carrying value. Realised and unrealised investment gains and losses are combined in the Statement of Financial Activities.

1.13. Pensions

No pension funds were active in the fiscal year 2016.

Notes to the Accounts (continued)

A1: Donations & Legacies

All figures in £

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
Income from Standing Orders	75,279	20	75,299	-	-	75,299
Income from Envelopes	6,688	296	6,984	-	-	6,984
Donations to the Plate	3,896	-	3,896	-	-	3,896
Other Donations	4,697	4,092	8,789	-	-	8,789
Give-as-you-Earn	120	-	120	-	-	120
Special Appeals	357	2,546	2,904	-	-	2,904
Grants	-	-	-	-	-	-
Legacies	-	-	-	-	-	-
Gift Aid Recovered	21,464	713	22,176	-	-	22,176
Total Income from Donations & Legacies	112,500	7,667	120,168	-	-	120,168

A2: Charitable Activities

All figures in £

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
Income from Renting the Hall and Church	26,953	-	26,953	-	-	26,953
Church Fees	1,367	-	1,367	-	-	1,367
Magazine	-	-	-	-	-	-
Coffee	82	-	82	-	-	82
Miscellaneous	17	506	524	-	-	524
Total Income from Charitable Activities	28,419	506	28,926	-	-	28,926

A3: Other Trading Activities

All figures in £

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
Fairs	-	1,766	1,766	-	-	1,766
Fundraising Events	373	5,373	5,745	-	-	5,745
Fundraising Activities	-	1,058	1,058	-	-	1,058
Income from Rental of Property and Land	75	-	75	-	-	75
Bookstall	-	-	-	-	-	-
Total Income from Other Trading Activities	448	8,197	8,645	-	-	8,645

A4: Investments

All figures in £

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
Bank Interest	90	-	90	8	2,044	2,142
Total Income from Investments	90	-	90	8	2,044	2,142

Notes to the Accounts (continued)

B1: Raising Funds

All figures in £

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
Hall Expenditure						
Depreciation	5,853	-	5,853	140	-	5,993
Office Administration	2,125	-	2,125	-	-	2,125
Cleaning	3,055	-	3,055	-	-	3,055
Utilities	-	-	-	-	-	-
Insurance	1,375	-	1,375	-	-	1,375
Repairs	-	-	-	-	-	-
Telephone	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Other	1,159	-	1,159	-	-	1,159
Hall Expenditure Total	13,568	-	13,568	140	-	13,708
Fairs	79	86	166	-	-	166
Events	-	-	-	-	-	-
Bookstall	-	-	-	-	-	-
Fees	-	-	-	-	-	-
Magazine	-	-	-	-	-	-
Coffee	-	-	-	-	-	-
Sundries	-	-	-	-	-	-
Investment Management Costs	-	-	-	-	-	-
Other	181	-	181	-	-	181
Total Expenditure on Raising Funds	13,827	86	13,914	140	-	14,054

Notes to the Accounts (continued)

B2: Charitable Activities

All figures in £

	2016						2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total	Total
Parish Share	65,662	-	65,662	-	-	65,662	64,084
Staffing Costs	34,677	78	34,755	-	576	35,331	24,081
Training Costs	326	-	326	-	-	326	574
Travel Expenses	829	-	829	-	-	829	960
Building & Maintenance							
Church	845	-	845	-	-	845	1,571
Hall	374	-	374	-	-	374	669
Office	186	-	186	-	-	186	159
Grounds	1,374	-	1,374	-	-	1,374	1,093
Miscellaneous	41	-	41	-	-	41	624
Buildings & Maintenance Total	2,819	-	2,819	-	-	2,819	4,116
Church Running Costs							
Cleaning	2,120	-	2,120	-	-	2,120	1,775
Utilities	6,258	-	6,258	-	-	6,258	8,182
Insurance	1,212	-	1,212	-	-	1,212	1,367
IT	1,858	-	1,858	-	-	1,858	2,230
Support Costs	9,183	-	9,183	-	-	9,183	7,821
Gain/(Loss) on Asset Disposal	-	-	-	-	-	-	-
Bank Charges	72	31	103	-	-	103	72
Subscriptions	716	-	716	-	-	716	383
Church Running Costs Total	21,419	31	21,449	-	-	21,449	21,830
Marketing	2,182	-	2,182	-	-	2,182	2,368
Church Service Costs							
Altar Requisites	794	-	794	-	-	794	866
Flowers	1,409	-	1,409	-	-	1,409	1,857
Organ Tuning	85	-	85	-	-	85	300
Materials	210	-	210	-	-	210	541
Food	341	-	341	-	-	341	467
Miscellaneous	1,374	-	1,374	-	-	1,374	2,019
Church Service Costs Total	4,212	-	4,212	-	-	4,212	6,050
Grants	8,338	5,938	14,276	-	-	14,276	10,762
Church Groups	1,224	-	1,224	-	-	1,224	3,179
Total Expenditure on Charitable Activities	141,686	6,046	147,732	-	576	148,308	138,005

B3: Other Costs

All figures in £

	2016						2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total	Total
Governance	500	506	1,006	-	-	1,006	537
Other	-	-	-	-	-	-	-
Other Costs Total	500	506	1,006	-	-	1,006	537

Notes to the Accounts (continued)

C1: Tangible Assets

	Freehold Land and Buildings	Fixtures, Fittings and Equipment	Total
	£	£	£
Cost			
At beginning of the year	73,523	18,951	92,475
Additions	30,307	-	30,307
Disposals	-	(1,096)	(1,096)
Revaluations	-	-	-
Transfers	-	-	-
At the end of the year	103,831	17,856	121,686
Depreciation			
At beginning of the year	(40,315)	(15,410)	(55,725)
Disposals	-	1,096	1,096
Depreciation	(6,306)	(1,115)	(7,420)
Impairment	-	-	-
Transfers	-	-	-
At the end of the year	(46,620)	(15,429)	(62,050)
Net Book Value at beginning of the year	33,209	3,541	36,750
Net Book Value at end of the year	57,210	2,427	59,637

C2: Long-Term Investments

All figures in £

CBF Church of England Investment Fund

Long-Term Investments Total

Unrestricted	Designated	Opening Balance	New Investment	Divestment	Gain/Loss on Revaluation	Total
186	-	161	-	-	25	186
186	-	161	-	-	25	186

Notes to the Accounts (continued)

D1: Debtors

All figures in £

Prepayments and Accrued Income

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
Gift Aid Claim	13,365	213	13,578	-	-	13,578
Church Insurance	1,048	-	1,048	-	-	1,048
Hall Insurance	1,190	-	1,190	-	-	1,190
Hall Income	3,329	-	3,329	-	-	3,329

Other Debtors

House Deposit	1,913	-	1,913	-	-	1,913
Hall Legal	-	-	-	-	-	-
Photocopier	-	-	-	-	-	-
Trustee Insurance	(0)	-	(0)	-	-	(0)
Synod	0	-	0	-	-	0
Energy	-	-	-	-	-	-
Warwick Gas	(0)	-	(0)	-	-	(0)

Debtors Total

20,844	213	21,057	-	-	21,057	20,518
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D2: Short-Term Investments

All figures in £

Standard Life Investment	-	-	540,085	-	-	(9,616)	530,469
Short-Term Investments Total	-	-	540,085	-	-	(9,616)	530,469

D3: Cash at Bank and in Hand

All figures in £

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
HSBC Current Accounts	57,703	14,601	72,305	(248)	80,782	152,839
CCLA Deposit Account	(14,818)	18,301	3,482	2,080	10,000	15,563
St Nicolas Centre Deposit Accounts	-	-	-	-	403,756	403,756
Cash in Hand	1,103	296	1,399	-	-	1,399

Cash at Bank and in Hand Total

43,988	33,198	77,186	1,833	494,538	573,557	599,380
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E1: Creditors, Amounts falling due within One Year

All figures in £

	2016					2015
	Unrestricted	Designated	Unrestricted Funds	Restricted Funds	Endowment Funds	Total
Trade Creditors						
Utilities and Telephone	(0)	-	(0)	-	-	(0)
Other Trade Invoices	392	-	392	-	-	392
Accruals for Grants Payable	-	-	-	-	-	-
Taxation and Social Security	500	-	500	-	-	500
Other Creditors						
Expense Claims	255	-	255	-	-	255
Bankings	-	-	-	-	-	-
Payroll	1,833	-	1,833	-	-	1,833
House Rent	1,275	-	1,275	-	-	1,275
Creditors Total	4,255	-	4,255	-	-	4,255

3,278

Notes to the Accounts (continued)

F1: Endowment Funds

All figures in £

		Gain/Loss Inv	Other Gain/Loss	Opening Balance	Income	Expenditure	Transfers	Closing Balance
Pat Dummer Bequest	F1.1	(9,616)	-	1,067,157	2,044	(10,192)	(44,002)	1,015,007
Amos Sharp Fund	F1.2	-	-	10,000	-	-	-	10,000
Total Endowment Funds				1,077,157	2,044	(10,192)	(44,002)	1,025,007

F1.1. The bequest was received in 2013 to further the mission of the church. The capital can be expended and the majority of the balance is earmarked to be spent on building the St Nicolas Centre.

F1.2. The capital may be used to purchase fixed assets but must be rebuilt to £10,000. Any interest earned is transferred into general funds.

F2: Restricted Income Funds

All figures in £

		Opening Balance	Income	Expenditure	Transfers	Closing Balance
Sue Watson Memorial Fund	F2.1	1,825	8	-	-	1,833
Hall Blinds		245	-	(140)	-	105
Jubilee Centre, Zambia		(247)	-	-	247	-
Shelter Donations		(0)	-	-	0	-
St Nics with Sticks		(1)	-	-	1	-
Total Restricted Income Funds		1,822	8	(140)	248	1,938

F2.1. Fund to purchase items visible in the Church.

F3: Unrestricted Funds

All figures in £

		Gain/Loss Inv	Other Gain/Loss	Opening Balance	Income	Expenditure	Transfers	Closing Balance
Unrestricted		25	-	97,260	141,596	(156,014)	37,454	120,296
Designated								
St Nicolas Centre				5,000	12,356	(670)	-	16,685
Major Repairs Fund	F3.1			12,000	-	-	4,000	16,000
Jubilee Centre, Zambia				-	3,668	(5,968)	2,301	-
Christian Aid				303	-	-	-	303
Children's Society				75	348	-	-	423
Processional Cross				-	-	-	-	-
Total Unrestricted Funds				114,638	157,967	(162,652)	43,754	153,706

F3.1: Major Repairs Fund

In 2013, the PCC set up a Major Repairs fund to set aside funds to cover the expected costs of repairs and maintenance to the fabric of the church and its grounds. The amounts and expected maintenance dates are reviewed on an annual basis.

All figures in £

	Year	Forecast Cost	Opening Balance	Income	Expenditure	Closing Balance
Roof	2019	15,000	6,000	2,000	-	8,000
Quinquennial Report	2017	1,000	600	200	-	800
Decoration	2022	5,800	1,740	580	-	2,320
Hall Floor	2017	2,000	1,200	400	-	1,600
Boiler Replacement	2022	3,000	900	300	-	1,200
Car Park	2027	4,050	810	270	-	1,080
Other Maintenance	2017	1,250	750	250	-	1,000
Repairs Fund Total		32,100	12,000	4,000	-	16,000

Notes to the Accounts (continued)

G1: Support Costs

All figures in £

	Charitable	Fundraising	Governance	Total
Depreciation	-	5,993	-	5,993
Office	12,053	2,125	-	14,178
Finance	-	-	960	960
IT	1,858	-	-	1,858
Other	131	-	46	177
Total Support Costs	14,042	8,118	1,006	23,166

G2: Staffing Costs and Remuneration

All figures in £

	2016	2015
Salaries and Wages	18,874	14,269
PAYE Tax and NI	1,395	667
Pension Costs	-	-
Housing Costs	19,748	11,186
Total Staffing Costs	40,016	26,122



Open to God, Open to One Another, Open to the Community

Our mission:

We are followers of Christ
who believe and seek to demonstrate
that God is with and for all people

Sunday 12 March 2017

Meeting of Parishioners

and

Annual Parochial Church Meeting

The Parish covers an area of Earley and Lower Earley which lies between Reading and Wokingham. The area is primarily owner-occupied residential properties.

Correspondence for the PCC should be addressed to:

*Mrs Jennie Cox
PCC Secretary
The Parish Office
St Nicolas Church
Sutcliffe Avenue
Earley
RG6 7JN*

Church's Bankers

Cash and Short-Term Funds:

*HSBC
26 Broad Street
Reading
RG1 2BU*

Deposit & Investment Accounts:

*CBF Church of England Investment Fund: 62748300IJ
CBF Church of England Deposit Fund: 62748300ID*

Charity Status

The PCC completed individual charity registration in 2010 and is now registered under Charity Commission number 1138037 as "The Parochial Church Council of the Ecclesiastical Parish of Earley St. Nicolas".

The first thing I want to say is thank you. Thank you to everyone at St Nicolas for making it a great church community to be part of. What a great year we have had. This booklet is full of reports of the many good things that have happened in 2016. Our vision to be open to God, one another and our community leaps of the page.

We have also had some tough times, especially with the deaths of people in our congregation and families. Thank God we're alongside one another in those moments.

That all of this happens with you all volunteering your time and talents is amazing. I see more and more people involved and find this so encouraging.

All of this is built on the firm foundation of Christ and his love for us and for the world. We want to see more and more people come to know Christ as their saviour and friend, to experience life in all its fullness with him alongside.

As we look forward, we're confident we'll dig the foundations for the St Nicolas Centre in 2017. This will be exciting and challenging. Reading this booklet reassures me about the building of the St Nicolas Centre. Our Church and Hall are so much more than bricks and mortar. They are places where people meet with God and with one another and where community comes to life. And for more of that goodness is our prayer for the St Nicolas Centre.

The last thing I want to say is thank you.

Vicar

A handwritten signature in blue ink, appearing to read 'Neil', with a stylized flourish at the end.

Neil Warwick
Vicar

AGENDA APCM Sunday 12 March 2017

Meeting of Parishioners

- Election of Churchwardens
- Appointment of Youth Wardens

Annual Parochial Church Meeting

- Apologies
- Minutes of APCM 2016 (*see Appendix A for full minutes*)
- Matters Arising
- Report from Electoral Roll Officer
- PCC Secretary's Report on the Activities of the PCC and Youth Wardens
- Churchwardens' Report
- Chair's Report
- Treasurer's Report
- Stewardship Report
- Report from Deanery Synod
- Reports from St Nicolas Centre Groups
- Reports from Church Groups
- Election of Deanery Synod Members
- Election of Members of PCC
- Appointment of Sidesmen
- Appointment of Independent Examiner
- Any Other Business
- Closing Prayers

MINUTES OF MEETING OF PARISHONERS AND APCM HELD ON SUNDAY 13 MARCH 2016

Please see Appendix A at the back of this booklet.

REPORT OF THE ELECTORAL ROLL OFFICER

In accordance with Church Representation Rules, the St Nicolas Electoral Roll has been revised for 2017.

Total on the 2017 Electoral Roll	203
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Total number on the 2016 Roll	205
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Number of new names added	2
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Number of names deducted*	4
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* Names deducted as deceased – Phyllis May, Barbara Moir, Derek Northeast, Helen Terry

Jennie Cox, Electoral Roll Officer

REPORT OF PCC SECRETARY 2016/2017

THE PAROCHIAL CHURCH COUNCIL 2016/2017

Members of the Parochial Church Council (PCC) are either ex officio or elected at the Annual Parochial Church meeting in accordance with the Church Representation Rules, and are required, by the Parochial Church Council (Powers) Measure 1956, to co-operate with the Minister in promoting in the parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical.

During the year the following served on the PCC

Position	Name	Elected	Term Ends
Chairman	Revd Neil Warwick*	Ex-officio	
Clergy	Revd Libby Newman	Ex-officio	
	Revd Ben Kautzer	Ex-officio (joined July 2015)	
	Revd David Webster		
Licensed Lay Minister	Emma Major	Ex-officio	
Vice Chair	Shelagh McManus*	2013	2016
Churchwarden	Margaret Chalmers*	Ex-officio	
Churchwarden	Peter Kemm*	Ex-officio	
Treasurer	Richard Sedgwick*	App. confirmed 2015	
Secretary	Wendy Neale/Jennie Cox*	App. confirmed 2015	
Diocesan Synod Representative	Peter Jeal*	Ex-officio	
Diocesan Synod Representative	John Davies*	Ex-officio (Deanery Synod member 2014 – 2015)	
Deanery Synod Member	Miriam Barlow	Ex-officio 2015	2017
Deanery Synod Member	Anne Barnes	Ex-officio 2014	2017
Deanery Synod Member	Margaret Jeal	Ex-officio 2014	2017
Deanery Synod Member	Doug Walrond*	Ex-officio 2016	2017
Elected Member	Steve Brown	2014	2017
Elected Member	Robert Bryce	2016	
Elected Member	David Evans	2015	
Elected member	Julia Eversham	2014	2017
Elected Member	Julia Jones	2016	
Elected Member	John Louth	2015	2018
Elected Member	Ann Memmott	2016	
Elected Member	Lynn Terrell	2015	2018

* attends Standing Committee

YOUTH WARDENS – APPOINTED 2016

We are grateful to Daniel and Naomi who did a stint as youth wardens this last year but currently we don't have a formal role for them and it does appear to have come to a natural conclusion for the time being.

The PCC met on 6 occasions during 2016/2017. Topics under discussion included:

- The Pat Dummer Bequest
- St Nicolas Centre
- How the PCC can work better as a team, both in and between meetings
- A Big Agenda of priorities for the year
 - *Enhancing St Nicolas as a hub for the community*
 - *Nurture and support for members of St Nicolas*
 - *Stewardship of money, time and talents*
 - *Accessible services*
 - *Working with local churches to build a stronger community*
- Children and Young People's work
- Finance and Stewardship
- Buildings and Grounds
- Adult Discipleship
- Prayer Ministry
- Music at St Nicolas
- Pastoral Care
- Social justice and environmental issues
- Improving communications
- Encouraging and supporting volunteers
- Safeguarding

In addition, PCC Standing Committee met on 5 occasions to deal with routine matters on behalf of the PCC.

Jennie Cox, PCC Secretary

CHURCHWARDENS REPORT

2016 has seen a time of changes and spiritual growth at St Nicolas and as Churchwardens it has been an exciting and challenging time. However, without the network of support from within the Church, we would not have been able to fulfil our roles. So thank you to the Cleaners, the Welcome Team, the Eucharist Assistants, the Readers, the Prayer Team, the Tea Makers, the Flower Arrangers and the Gardeners (a special thank you to Charles who hung up his St Nic's gardening gloves this year after many years service) and all of those who have shown their support in so many different ways.

In May Libby was licensed as an Associate Priest having successfully completed her Curacy and we thank Libby for her decision to continue her ministry with us at St Nicolas.

Ben's Priesting Service was held in June at Reading Minster. We would like to thank Ben for his huge contribution to the Ministry at St Nicolas and also Jo for her continued support and involvement in it. Ted has become a very 'active' member of the congregation and has been a source of joy to many so a 'thank you' to Ted too!

The young people's ministry has continued to flourish under the auspices of their leaders. 'The Big Weekend' was a great success and included a trip to the Minster to attend Ben's Priesting ceremony (much to the delight of Ben who expressed his pride at seeing them in the congregation). The weekend was an eclectic mix of prayerfulness, teaching and celebration culminating in Ben leading his first Sunday Holy Communion Service and a barbeque afterwards. The Churchwardens sent a letter of thanks on behalf of the PCC to the organisers.

In late September, Emma stepped down from her role as leader of the 'Family and Children's Ministry', due to ill health. Noah's Ark and PPP are her legacy, as are God's Squad, Focus and Focus+, which have all become thriving groups under her leadership. Thank you, Emma, for your Christian love and dedication, stoicism and irrepressible enthusiasm, and also for your Ministry in the Church as a licensed lay minister.

The **Have A Light On** club ran for a week in October. It was an event organised as an alternative to Halloween and attracted many local children. The mix of Christian teaching, craft activities and organised fun was enjoyed by all and again our thanks go to the organisers. The work St Nicolas does with children (and vulnerable adults) necessitates that we meet the requirements for safeguarding and we are grateful that this is very carefully monitored.

We continue to be thankful for Pat Dummer's generous bequest to St Nicolas. Throughout the year Neil and the Churchwardens have continued to monitor closely the investments of her gift to ensure that they have weathered recent uncertainties in the financial markets.

The St Nicolas Centre project has gathered momentum and we are feeling a sense of anticipation and excitement as the planning stage reaches its conclusion and the construction work starts becoming a reality. The Fundraising, Build, Transition and Future Use teams have worked closely together and the team leaders have met regularly with Neil and the Church Wardens. The meetings are prayerfully led as we are mindful of the need to seek God's will in this process.

The Build Team, under the guidance of Charles Hubbard (whose expertise has been invaluable), have been dealing with the technical aspects of the proposed St Nicolas Centre. This has ranged from bat surveys to detailed costings and planning applications. Charles has played a major role in this, spending many hours in discussions with the Architects and liaising between them and the Build Team, Neil and the Church Wardens.

The Fundraising Team has worked tirelessly to raise additional money and has organised varied and enjoyable events throughout the year. These have included: an auction of promises, a quiz night (with a fish and chip supper), a Christmas Big Sing, a Barn Dance to name but a few. This has been a good opportunity to welcome new people into the Church and to strengthen our relationships with each other. The important and demanding task of writing grant applications has now begun.

The Transition Team has kept the hall users and the local community informed and the channels of communication open. Various options have been considered for the temporary relocation of the Montessori Nursery. Three local people responded to an invitation to discuss the building of the St Nicolas Centre at an Open Church evening in January.

The Future Use Team has been identifying organisations which may be interested in running community projects at The St Nicolas Centre. It is an important task, as we need commitment from each organisation before a grant application can be made.

So a big 'thank you' from the Churchwardens to all four teams and their leaders, for the generosity of their time, energy and expertise.

In November, after 12 years in the role, Wendy resigned from her job as Church Administrator in order to accept the offer of a full time job at the University. The Churchwardens would again like to express their gratitude to her for her unwavering help and support.

Jennie Cox replaced Wendy as Administrator in December, and we thank her for making such a seamless transition, under Wendy's guidance, into her new role. In the meantime Vicki became our new Assistant Administrator. Our thanks to both Jennie and Vicki for their efficiency in preparing for the APCM after such a short time in their respective roles.

Our Summer Fun Day on Saturday 16th July was a great success - highlights of the day being the Bake-off and Lego Build competitions. The following morning we 'Sang in the Sunshine' - an inspired idea from Neil to host a community worship time outside in the fresh air. Our thanks go to all of those who contributed in so many different ways on both of these days.

Maintenance of the Church and grounds has continued throughout the year and two smart, new notice boards have been erected at the front of the Church. Also, the inventory was updated in May.

The busyness of 2016 is a reflection of the growth of St Nicolas and is a testament to Neil's strong spiritual leadership. His vision for St Nicolas to become a hub for the local community, has given the Church a focus and a sense of purpose. It has been a privilege and a blessing to have been involved in the planning and decision making for the new St Nicolas Centre, in addition to continuing the 'normal' duties of a Churchwarden. We are very grateful to Neil for his encouragement and support during the past year.

Margaret Chalmers and Peter Kemm

Stewardship Group Report for 2017 St Nicolas Earley APCM

We have established an annual Stewardship Sunday in late November. In 2016 we had 65 responses, including 11 specifically to support the St Nicolas Centre project.

Actual receipts from regular (i.e. not including the St Nicolas Centre) committed giving in 2015 and 2016 were as follows:

	2016	2015
Gift Aided Committed Giving	£102,430	£95,826
Non-Gift Aided Committed Giving	£13,291	£14,894
Total Giving	£115,721	£110,720

Pledges for 2017 show a further increase in giving of about £4,500, most of which is Gift Aided, which will increase our total income from committed giving by £5,625 in 2017.

John Louth

READING DEANERY SYNOD ANNUAL REVIEW 2016

There have been five meetings of Reading Deanery Synod during 2016 held at the following churches:- *St Catherine of Siena and Calcot St Birinus Church; St Nicolas Church, Sutcliffe Avenue, Earley, RG6 7JN (x2); Greyfriars, Friar Street, Reading RG1 1EH ; and St Mary Magdalen Church, Kentwood Hill, Tilehurst, Reading RG3 1 6JD.*

Good News stories were heard from:-

- a) St Matthews, Southcote, on the development and success of work with children in that parish and the effects that door knocking and home visiting had had in this respect.
- b) St Agnes with St Paul and St Barnabas of the close working relationship that South Reading had built with Reading Borough Council (RBC), initially through an annual fun day which was a free community event run by local churches. Such was the confidence of RBC in the parish that it asked the parish to take over the running and management of the Whitley Wood Community Centre (WWCC). Also of a single man who had been channel hopping on his television when he stopped at the Trinity Broadcast channel, which led him to Jesus.
- c) The effects of the toddler group at New Hope Church not only on the toddlers but also on parents.
- d) Southlake and Woodley, St James and its street evangelism undertaken by working in the Woodley shopping precinct. The good news of this is that around 20 young people have now attended their first Alpha course. St James now has a sound proof and, more importantly, a waterproof roof.

This now enables worshippers to really focus on God, rather than watching out for leaks. Additionally Emmanuel church, from its beginnings as an after school club followed by a period of inactivity it reopened with around 18-20 children, of whom only 3 or 4 attended church. There was a plan to raise money for orphans but one girl, Lily, pleaded for money in aid of her grandfather who had dementia and had entered a residential home. By making cakes and other events £50 was raised. 'Back to Church Sunday' had been turned around as a 'Get out of Church Sunday'. Church members had been out and about in Woodley concentrating attendance at the Car Boot Sale to ask if people would like prayer and invite them to participate. There were activities of releasing helium balloons and a prayer tree for requests to be placed upon. In total 40-50 people, of various faiths or none, were reached that day.

A Deanery Mission Action Plan

This has been a major piece of work during 2016. Progress continued to be made with an analysis of feedback from parishes. The analysis revealed past blessings, current and future aspirations, challenges and obstacles faced by parishes as stated in the 105 pages of feedback received. Parishes had aspirations towards better and a more public use of resources, people, time and buildings whilst sharing theology. Synod members continued to have input to the development of the document through the three groups which worked intensely on it with the final version being approved by Synod at its November meeting. This is a living document which will be amended as needs and conditions change and evolve during its implementation and operation over time.

Parish Share

The Parish Share Committee reviewed the current scheme ensuring that everyone understood it. Other deaneries were consulted, but no valuable knowledge was gleaned. The next was calculating the strengths and weaknesses of the current scheme

The cost of clergy was a fixed sum and Synod's agreement regarding parishes with multiple churches. Questions arose as to the calculation and allocation of the deprivation allowance and the remainder, bearing in mind parishes overheads.

Mission was considered to be a priority area and ways of building this into the calculation were considered. This deanery is in a better financial position than many others and generally is well resourced. The big questions were how we raise money and how we spend it whilst aiming for mission orientated parishes.

Synod reached an agreement on this although recognizing that more work needs to be done in the future.

Joan Walker

Reading Deanery Synod Secretary

REPORTS FROM ST NICOLAS CENTRE GROUPS

St Nicolas Centre Build Group Report

Since last year's APCM the Build Group have continued to work with our Architects JBKS Ltd to produce final drawings to be able to make application to Wokingham Borough Council for detailed planning permission for the concept design as approved by the PCC.

In addition to formally appointing JBKS we have also appointed a firm of Cost Consultants to advise on overall budget costs and have had a number of preliminary updates during the year. Other specialists have also been appointed to the Team to include a Mechanical and Electrical Consultant to advise on heating and lighting, a Structural Engineer to advise on loadings, a Landscaping and Arboriculture Consultant, an Environment Consultant and a Health and Safety Consultant. In addition the Cost Consultants Ridge and Partners have been appointed as the overall Project Managers of the Scheme.

During the summer months in addition to regular meetings with JBKS and our other advisors we had on site meetings with the Area Planning Officer as part of the pre application process and also with members of the Diocesan Advisory Committee (DAC). The latter meeting was part of our application for a Faculty from the Diocese to undertake the project as designed. This approval was subsequently obtained.

Once the plans were finalised to the Build Group's satisfaction these were submitted to the PCC for final approval ahead of submission to Wokingham B.C and the application was submitted on 23 December 2016. At the date of this report (22 February 2107) we are still awaiting a decision from Wokingham but the signs are hopeful.

Currently we are working with our advisors to ' value engineer ' the projected costs to bring the scheme in to budget and to look at an orderly phasing of the building work to give sufficient time for fund raising activities. This work is ongoing and we will be able to report later once more detailed figures are available.

I would like to thank members of the Build Group for their help over the last 18 months and these are Karen Koefman, Jo Patnaik, Doug Walrond and Ben Kautzer.

Charles Hubbard

St Nicolas Centre Transition Team Report

The St Nicolas Centre Transition Team is responsible for managing the move between the current buildings and the new St Nicolas Centre. Our team members are Julia Jones and Wendy Neale (team leaders), Carol Miller and Robert and Jenny Bryce.

We'll be considering all options to ensure St Nicolas Church and the groups that use our church and hall can keep going while the building work is underway.

One of our objectives is to ensure our external hall and church users are kept informed and involved. We've invited all our hall users to come and talk to us, to discuss their requirements and answer any questions they may have, and we'll keep them posted as the project continues.

We also wrote to our neighbours to invite them to an open evening in January, prior to our planning application being submitted, so they too could hear about our plans and voice any concerns they may have. Although relatively few people came on the night, the feedback we had was on the whole positive.

It's likely the refurbishment and extension of the hall will be scheduled first and there will be a temporary building onsite (portacabin) to house those activities that normally take place in the hall. It will be of good standard with heating, toilet facilities, disabled access, and as we have a number of groups for children, meet OFSTED regulations. We're also looking into temporary storage solutions for all the "stuff" currently in the shed and hall – but only those things we can't function without...

One major task that we need everyone's help and co-operation with is the Great St Nicolas Clear Out. We're looking at start during this Easter holiday, and it'll be a great opportunity for anyone who has items stored in the sheds, hall or church to declutter. There's so much stuff that sits unused, "just in case". But temporary storage will be limited: so, if you have resources or items that you don't use of a regular basis, please be ruthless. Sell it, donate it to charity (and donate the proceeds to the St Nicolas Centre) recycle it or bin it. Look out for more info soon.

Wendy Neale and Julia Jones

St Nicolas Centre Fundraising Team

Report for APCM on our activities in 2016

The fundraising team for the St Nicolas Centre met for the first time in February 2016. We came together as a group of people interested in helping St Nicolas raise money for the St Nicolas Centre. The members of the team are: Emma Major, Jo Kautzer, Richard Munday, Jennie Cox, Julia Evesham, Julie Clift (resigned from team in summer 2016 but remains as a key supporter)

Aim of the fundraising team (Feb 2016)

The fundraising team agreed that the aim of the team is “to raise at least £200K, over the next 3 years, starting in March 2016”. This money will be used solely to fund the build project and the costs of the mission activities within. This will be achieved by:

- Developing a programme of fundraising activities which will be run by the team
- Encouraging other St Nicolas individuals and groups to organise fundraising activities
- Investigating, applying for, and hopefully obtaining, community and church grant funding for the build project and missional activities which will be undertaken inside the new building

There were a number of secondary aims of the fundraising team and its activities, namely:

- Engaging and strengthening St Nicolas Community through involvement in fundraising activities
- Encouraging current and future users to fundraise and have a stake in the project
- Raising the profile of St Nicolas in the Earley community

Current fundraising team strategy (September 2016)

The initial aim has evolved as the design process has continued. We ended 2016 with a strategy for raising the money for the St Nicolas Centre; this will be through four sources:

1. A bequest from a life long member of St Nicolas who died in 2013 and bequeathed £1M to "For the mission of Earley St Nicolas" to The Vicar and Church Wardens of St Nicolas Earley.
2. Fundraising events and challenges in order to raise £50,000 over 4 years starting in 2016
3. Donations from members of St Nicolas and community to raise £200,000 over 4 years from 2016
4. Applying for grants from local and national grant awarding bodies to raise £150,000.

When taken together with the Pat Dummer Bequest and the investment gains, this meets the current target of £1,400,000.

Achievements through 2016

We organised Auction of Promises, Summer Fun Day, a car wash by the young people, Harvest Quiz, Kids Christmas Party, concert by The Four Bones, the Big Sing; they were all well supported by members of St Nicolas and raised £7,255. Various groups including Noah's Ark, Board Game café, Craft and Chat, Halo Club and Montessori raised £490; and we received £3,787 in one off donations in 2016. Smarties tubes raised over £300, the recipe books raised over £660 (and there are still copies available if you want to buy more) and knitted toys raised £260. Through pledges made by the members of St Nicolas following Stewardship Sunday, £23,570 was raised, a special thank you for these generous donations. **In 2016 we raised £36,322.**

Aim for 2017

Our focus for 2017 is to organise four events a year, apply for grants once we have planning permission and to encourage the St Nicolas community to arrange their own fundraising activities. Perhaps you'll run a half marathon (good luck guys), or invite people round for a coffee morning, or give up coffee for lent; every penny helps!!

St Nicolas Centre Accounts

Report on Account Status to February 2017

As part of the reporting of the St Nicolas Centre, it is considered helpful for a summary of the accounts to be included showing a breakdown of the monies raised and spent. The accounts are shown to February 2017 rather than for the single year of January to December 2016, as preparing the accounts into an accurate format has been achieved only relatively recently, our thanks to Richard Cox for his efforts. As the accounts are to February 2017 then the figures are similar but not the same as those used in the main St Nicolas Church Accounts, prepared to December 2016. Below is a commentary on the figures provided in the St Nicolas Centre Report schedule.

The Fundraising team have done great work throughout 2016, raising to date a total of £36,837. A breakdown of the activities and monies raised is discussed in the Fundraising Team's report.

The income from the Pat Dummer and Vetivellu legacies, stands at £1,065,893. The money is invested with approximately 50% in an investment fund and 50% in savings accounts. The investment gain to date is £30,468; however this includes an investment loss on the fund of £9,616 in the year 2016. Money raised from bank interest stands at £3929.

This gives a grand total of money raised to February 2017 of £1,137,126. We have been spent to date a total of £71,027 on non-build activities:

- covering the rent of Ben and Jo's house, and allowed for future expenditure to 2018;
- for part of the salary for the administrator, Jenny, where she is working in the St Nicolas Centre communication role;
- on the purchase of the processional cross, appropriately replacing the damaged cross which was a gift from Pat Dummer;
- for insurance to cover the liability of the trustees should the investments suffer a financial collapse; and
- for the consultancy work by Footprints who provided services in 2014-2015 when we engaged with the St Nicolas congregation and the community.

Taking into consideration the money raised and this expenditure to date on non-build activities, this leaves us with £1,066,100 for the building of the St Nicolas Centre.

Grant applications are currently being prepared, and together with more fundraising activities and personal giving then we will reach our target of £1,400,000 needed to complete the build of the St Nicolas Centre.

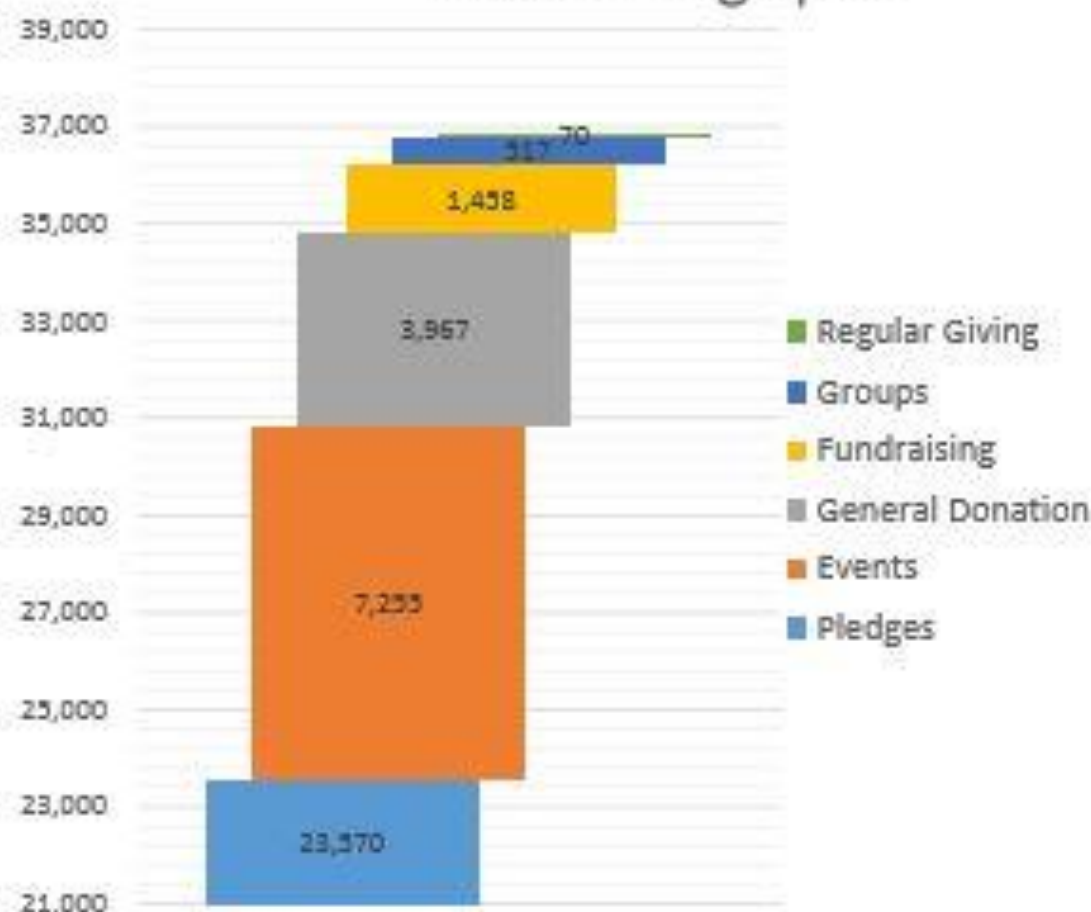
We have been actively employing architects and consultants in 2016 as discussed in the Build report, spending to date £46,681 from the build fund of £1,066,100.

St Nicolas Centre Fundraising & Expenditure Reporting - to February

Category	Income	Expenditure	Total
Events			
Summer Fun Day	1,766	(604)	1,162
Harvest Brunch	188	-	188
Quiz Night	764	-	764
Kids' Auction	217	-	217
Kids' Car Wash	126	-	126
Promises Auction	4,121	(10)	4,111
BBQ	280	(220)	59
4 Bones Concert	197	-	197
Xmas Party	138	-	138
Big Sing	293	-	293
Fundraising			
Cake Sales	159	-	159
Smarties Tubes	301	(63)	238
New Fivers	85	-	85
Recipe Book	661	-	661
Species	15	-	15
Knitted Toys	260	-	260
Crab Apple Jelly	40	-	40
Groups			
Board Game Cafe	20	-	20
Noah's Ark	293	-	293
PPP	40	-	40
Halo Club	145	-	145
Montessori	20	-	20
Grants	-	-	-
General Donation	3,967	-	3,967
Regular Giving	70	-	70
Pledges			
One-Off Commitments	23,020	-	23,020
Regular Commitments	550	-	550
Fundraising Total	37,734	(897)	36,837
Legacy Income	1,065,893	-	1,065,893
Investment Gain	30,468	-	30,468
Bank Interest	3,929	-	3,929
	-	-	-
Grand Total	1,138,024	(897)	1,137,126

Figure 1 - Figures to February 2017

Fundraising Split



Expenditure to February 2017:

Total Income including Pledges	1,137,126
Non-Build Expenditure incurred to Date	
Curate House Rental for 2015 and 2016	(30,551)
Communications by Church Administrator	(3,720)
Church Expenditure	(319)
Investment Insurance for 2014 to 2016	(1,497)
Consultancy fees - Footprints	(8,280)
Non-Build Committed Expenditure	-
Curate House Rental for 2017 and 2018	(26,660)
Total Non-Build Expenditure	(71,027)
Total Funds Available for Build	1,066,100
Building Costs incurred to date	
Architects Fees	(41,247)
Consultancy	(5,434)
Total Building Costs incurred to date	(46,681)
Total In St Nicolas Centre account at February 2017	1,019,419

REPORTS FROM CHURCH GROUPS

The reports are grouped under our Mission Priorities, shown in blue

Being sustainable – in resources and models of ministry

Buildings and Grounds Group

In the 2016-17 PCC year, the **Buildings and Grounds** group (**B&G**) has continued to move into a team of responders who come to the call of Vicki and Jennie in the office when items in the church or hall require repairing. Active members are: Peter Kemm, Tom Hardy, Roger Hepburn, Steve Brown, and our new member: Upendra Deshpande.

The B&G team is responsible for the up keep of the St. Nicolas Church building and hall structures (including fixtures, fittings and furnishings), and the church grounds; on behalf of the PCC, and on behalf of us all. The B&G team manages the necessary works within the budget delegated by the PCC.

There was no major item of work in the year 2016-17 but there were still lots of small but vital jobs carried out by the team, all going towards the smooth running of the church and hall:

- Side door to hall replaced under insurance, and then repaired due poor quality workmanship.
- Air block to toilet in church fixed.
- Locks fitted to office side of double doors between church and office corridor.
- New outdoor lights fitted either side of church entrance doors; these have been reported as being too dim so brighter bulbs are being investigated.
- Wifi booster installed.
- New broadband contract with BT signed; new contract provides superfast broadband, free phone calls, and better deal than the original contract. Hall phone line has been cancelled.
- Drain and surface area in bike parking corner cleaned.
- Trip hazard in paving slab by church door smooth out.
- Oven to cooker in hall repaired.
- Broken window pain in hall replaced.
- Finger guard fitted to the ladies toilets in the hall.
- Posts painted for the sign boards
- Fixed locks to the sheds.
- Fixed hall kitchen heater

Repairs are being kept to patch-up status in the hall, as there is no point in major expenditure on hall repairs when all will be removed or altered during the refurbishment for the St Nicolas Centre.

A special thank goes to Charles Searle, who has stepped back this year from being groundsman after more than 30 years of service to St Nicolas Church. Charles dedication to the care of the grass, trees and borders is much appreciated by us all, and is clearly reflected by the grounds being in such good order all year round. Philip Olney has kindly agreed to take over the role from Charles.

I would also like to thank each of the B&G team members and all those who have selflessly given of their time, in making repairs, in clearing, in cleaning, in supervising workmen, in fielding maintenance requests and in chasing the suppliers.

If you can help the B&G group, or know a friend who can help, in any way using basic DIY skills, please contact Peter Kemm.

Peter Kemm

Being rooted – in God through worship and prayer

Children's Work

This report covers the children's work undertaken at St Nicolas Earley in 2016, where "children" are defined as children under the age of 10 including toddlers and pre-schoolers. I will report on the work this year against the St Nicolas Mission Priorities.

Being Visible – well known in a noisy world

Each month we welcome over 90 individual children to one of the children's provisions at St Nicolas, be that God Squad on a Sunday Morning, People Prayers and Potatoes (PPP) on the first Sunday of the month at midday or Noah's Ark on a Monday Morning.

God Squad numbers have reduced this year as children have come of age to move into Focus, however the next crop of pre-schoolers is just over the horizon.

PPP continues to be a thriving service for families who appreciate the opportunity to worship together; we welcome anywhere from 30 to 50 people each month.

Noah's Ark has continued to grow through word of mouth with parents and carers recommending it as a friendly, welcoming and supportive place for children and their carers.

This year, under Miriam's leadership, we again ran the HALO club on three afternoons in October half term for primary aged children. The team of four adults and six young people shared the good news of Jesus' light with children from the local community. Again, the feedback was how much the kids enjoyed

the club and how much love and positivity they felt. Oh, and they all want to come again next year.

As shown with the full house at Carols round the Crib on Christmas Eve, St Nicolas is most known for our welcome to all and for being a safe and fun place to ask the big questions.

This is not just great affirming news for the children's work team but a real demonstration of the family atmosphere of the whole church.

Being Rooted – In God

Everything we do as a children's work team is rooted in God and His calling on our lives to work alongside children in their journeys of faith.

On a Sunday, we pray as teams before each session as well as praying with the children, in much the same way that the adults do in the main service.

The prayer element of Noah's Ark has been increasing in depth over the year with a growing number of parents and carers asking for specific prayer for their lives; this has been a delight and an honour to be a part of.

We now have specific prayer activities at PPP and are finding many families appreciate that opportunity to explore prayer together. We appreciate the prayer for children's work as part of the morning prayer and service intercessions and are thankful for the prayers of all those within the church who surround us with the support and strength we need as we prepare and run sessions.

Being Aware – Of God's Presence in the whole of life

God Squad caters for children aged between 3 and 10 years old; an extremely diverse age range in terms of ability, concentration and life experiences. We have seen the number of toddlers in the congregation and on the fringes of St Nicolas and are hoping that a space can be found for a crèche very soon.

Being Sustainable

This year is my last as children's work lead at St Nicolas; it has become clear that there is no one who will really well step into the role and therefore tasks have been allocated in the short term. The role of children's work lead will be reviewed regularly over the coming months to ensure that these important families and children are welcomed and nurtured.

Emma Major

God Squad and Focus

This year has seen a lot of changes for us. After Easter our children and young people moved up, meaning that each group's demographic changed dramatically.

God Squad have a diverse age group with an emphasis on the younger end of their age range, likewise Focus now has a slightly younger cohort with more boys than

we have had for while. Attendance in each group can vary between 4 to 12 members. A well prepared and flexible approach is essential.

Any change in your group requires you to review how you are meeting the childrens needs. Focus in particular have responded to these changes by choosing to leave the lectionary based Roots resource material, that God Squad are following, in favour of 'Mixing it up with the Simpsons' and recently progressing to 'Mixing it up with Harry Potter'. Both groups continue to be rooted in scripture, be age appropriate, creative and engage a variety of different learning styles. Our groups offer a safe and happy place to be. We learn about Jesus, share experiences and wonder together what his teachings mean for us and our community in the here and now. We play, act out, question, explore, create, get messy, get loud, get praying!

As in previous years the children and young people have embraced the opportunity to get involved in services. Esp Pentecost and Christmas...usually without a huge amount of rehearsal! To their credit they practice at home when they can or are brave enough to 'just join in and go for it' when they can't. They are brave. In addition our youngsters have camped out, fund raised, ice skated, watched and discussed film and baked. They have come on their own and brought friends.

Walking alongside our children and young people we have, at St Nicolas, a wonderful team of dedicated and gifted leaders and helpers. Our team has also seen changes and challenges this year.

Sarah Jane and Emma stepped down in 2016, with Claire hanging up her glue stick this Easter. You are and will be missed. Thank you and bless you for all you have done and all you have given us.

We welcomed Nicola, Naomi and Sue to Focus. Rod stepped up as a Focus leader for the 2017 spring term, with Eleanor preparing to join Julie and Lynn as God Squad leader after Easter. We have much to be thankful and joyful about. Our youngsters are growing in faith and understanding and as they grow, we do too.

Julia Jones

Focus+

We have 8 members of the Focus+ group and generally have 3 attendees on Sunday morning over at the vicarage. Sessions are relatively informal and we share what we've been up to and any particular stresses. Over the past year we have continued to use 'Urban Saints' material and have looked at New Testament characters, events in the life of Jesus and currently we're using the Kleer series of interactive video shorts to frame discussions.

Communication is via an Instagram group that was set up following a brain storming session and we've also made tentative links with the Brookside youth

and joined them on visit to Soul Survivor Watford in the Autumn. We are excited about the forthcoming trip to the Isle of Wight which will happen on 23rd to 25th June.

Focus Up

These events are run sporadically as a way of helping the children and young people to introduce their friends to church but also help the groups to gel in an informal and social way. The main event of the year was the St Nics Big Day out when we joined Ben at his priesting, played Laser Quest, ate chips, washed cars, camped out and spent time talking about the church as a body. We've also run an Ice Skating trip, and more recently a film night in church where we watched the Disney film Zootropolis and discussed the biblical themes in it!

Thanks

Andy Barlow

Prayer Ministry

We continue to pray regularly after the 10 am Eucharist with anyone who wants to share their joys, woes and worries with God. We are a small team of pray-partners and we welcome volunteers to join the team. Please see Neil or Robert Bryce if you feel that taking part in the Prayer Ministry could be a part of your walk with Jesus.

Robert Bryce

Music at St Nicolas, 2016

Music at St Nicolas continues to flourish. Sunday worship is led mainly from the organ, with occasional excursions to the piano when the music demands it, and with regular contributions from the instrumentalists of the Music Group and the voices of the Singing Group. This wealth of resources enables us to use music from a variety of traditions and to maintain our commitment to making our music inclusive. We have continued our occasional series of articles in the Newsletter exploring some of the hymns that we sing.

The **Music Group**, now led by Helen Warwick and Sally Head, has played regularly at Everyone Together services.

Peter Durrant continue to lead the **Singing Group**, which now numbers fourteen singers, and which rehearses weekly on a Wednesday evening. The Group sang at ten Sunday services during the year, as well as on Ash Wednesday and Maundy Thursday, at the Service of Remembrance on All Souls Day, and at the Carol Service in December. In April the Group hosted a very successful training session for local church choirs run by the Royal School of Church Music.

Peter Durrant

Being aware – of God's presence in the whole of life

Adult Discipleship Report 2016-2017

May the God of our Lord Jesus Christ, the Father of glory, give you a spirit of wisdom and revelation as you come to know him, so that, with the eyes of your heart enlightened, you may know what is the hope to which he has called you (Ephesians 1:17-18).

What is AD for?

Jesus compared faith to a fig tree. He saw it as a living, growing, fruit bearing entity- something that needs to be fed, watered, nurtured to stay alive and grow. The Adult Discipleship Group attempts to provide opportunities for the adults within St Nicolas to feed and nurture their faith and so become better disciples of Christ, achieving a richer faith life, drawing closer to God. To this end, we organise the Home Groups; as required run Open Door Retreats and courses for those new to the faith; deliver Advent and Lent talks.

We are always seeking ways of enabling people to enrich and deepen their faith. As ever, organising these sorts of things requires that there are people who have the time and commitment to make them happen. We continue to pray and ask for your prayers, for God's guidance in this.

Home Groups

In the spring of last year Ben Kautzer took on the role of Home Group Co-ordinator, bringing fresh ideas and thoughts to how we develop home groups; thank you Ben. During the last twelve months two Home Groups have voluntarily split to create four groups, thus creating much needed spaces for new members. Now we now have 9 Home Groups, with a combined total of 80 members, which meet at varying times and days of the week, on a fortnightly basis. It's hoped to create more Home Groups in the coming year. We have tried to promote the benefits of Home Group ministry within St Nicolas, and will continue to do so. It is testimony to the time, thought and effort that Leaders put in to their Groups, that the Home Groups continue to thrive in the way they do. Many thanks to all those who give their time in this way.

The material that is studied during HG meetings being interesting and challenging is another key ingredient to people's appreciation of Home Groups. It's important that the material continues to engage its audience, so feedback is very much welcomed. A big thank you to Lindsey Sharpe for her collaborative efforts with Ben this last year to provide very interesting material, including for our first sortie into books from the Old Testament.

Home Group material 2016 -2017

In the Summer Term: *'The Book of Jonah*

Autumn Term: *The Book of Ephesians - adapted by Lindsey and Ben from Tom Wright's book 'Paul for Everyone'*

Spring Term 2017: *'Elijah – Living Courageously in a Fearful World* - material devised and written by Ben and Lindsey.

Caring for and supporting each other

A very important aspect of Home Groups is the mutual care and support that members offer each other. During the past year, invaluable and sterling support has been given by various Home Groups to their members going through difficult times.

Advent and Lent Talks

During Lent and Advent, members of the Adult Discipleship group have offered deeply interesting talks and reflections that give in-depth teaching on aspects of our faith, in a way that is just not possible during a service.

People

The members of the Adult Discipleship Group are: Margaret Brown, Steven Brown, Ben Kautzer, Emma Major, Libby Newman and Neil Warwick. A personal 'thank you' from me to them for their time and commitment. Sadly the pressure of other commitments has meant that Miriam Barlow has stepped down from the Adult Discipleship group. Thank you Miriam for all that you did within the group, particularly in relation to the Open Course.

As mentioned previously, it's a delight that Lindsey continues to offer her skills and time to the Home Group ministry.

Please do talk to any of the members of the group if you have ideas about Adult Discipleship that you think might be helpful.

Libby Newman

Group for Justice, Peace and the Environment (JPEG)

The St Nicolas Justice, Peace and Environment group reports to PCC and is responsible for highlighting social justice and environmental issues to PCC and the congregation, and encouraging each other to be informed and involved.

We do this in response to three of the Church of England's Five Marks of Mission:

- To respond to human need by loving service
- To seek to transform unjust structures of society, to challenge violence of every kind and to pursue peace and reconciliation
- To strive to safeguard the integrity of creation and sustain and renew the life of the earth

Our priorities for 2016 have been:

- **Building relationships with Muslims in our communities.** Most of this has been done informally. We were struck by a comment from Mona Siddiqi, the Muslim academic and broadcaster, when she came to speak at Reading University last year. She said the best way to build relationships

with those of other faiths is to work alongside each other on a project. We hope that more cooperation will develop when the St Nicolas Centre is up and running, perhaps beginning with café sessions with English conversation.

Increasing awareness and involvement of church members in:

- **Israel/Palestine and establishing a Kairos Community.** The reading Kairos Community was launched in January 2017, with an endorsement from Bishop Andrew. The purpose is to stand alongside our Palestinian brothers and sisters, in response to an appeal from Palestinian Church Leaders in 2009. The group is not officially affiliated to St Nicolas, but there are several members who are from our congregation.
- **Campaigning for peace.** Ben led a very helpful service on Peace Sunday and is planning another for Hoy Week.
- **Local issues. Communicare,** one of the charities St Nicolas support from our Outward Giving, continues to flourish and is very well-used. They are looking for more volunteer advisors at the moment. Wendy went out with **Street Pastors** in Reading town centre one weekend and we had a speaker from them one Sunday. **The Food Bank** is in high demand. Emma Major organised a Reverse Advent Calendar, which involved several families collecting items each day in Advent to give to the Food Bank.
- **Jubilee Centre and Christian Kings Church.** Another group from our church visited Zambia in July and were very encouraged by all that is happening and particularly by the flourishing of projects that were set up in conjunction with St Nicolas two years ago.
- **Climate change.** Christian Concern for One World and the Diocese of Oxford will be running a course entitled *Care for Creation*, beginning soon. If anyone is interested in attending, please let me know and I will put you in touch with the organiser.
- **Response to the refugee crisis and racism.** Alison Oldach organised another appeal in the summer for Samara's Aid and sent some more boxes of clothes for refugees in Syria and Afghanistan.

In the first quarter of the year we concentrate on Fairtrade. After the success of the clergy's distribution of mince pies before Christmas at Earley Station, plans are afoot to 'love bomb' the same commuters with Fairtrade treats during Fairtrade Fortnight. We will also be encouraging friends and family to use Fairtrade products during the fortnight and beyond.

Next quarter - April to June - we will major on Christian Aid Week. Please let Marjory Codling know if you have ideas or would like to help with supporting



this very worthwhile charity. We do welcome and value your ideas and input on Christian Aid and on everything that we are involved with.

Lindsey Sharpe

Being visible – well known in a busy world

Communications Report for APCM 2017

We continue to be busy and thriving in our mission of being Open to God, Open to One Another, Open to the Community.

Our website and other social media outlets have enabled us to successfully promote our Church Services and events. To-date we have 174  Facebook likes and 119  Twitter followers. Of course, a few well-placed posters, mainly on the Earley Green Noticeboards, and word of mouth are still vital to our communications approach.

The weekly Sunday Sheet has had a complete facelift. The front page clearly lists this and next week's Sunday services, rotas and information about the week ahead, freeing space inside for more prayers and notices.

The monthly newsletter and weekly Sunday Sheets are both very well received. We get many complimentary remarks, which is so encouraging when producing the material. It gives us a real sense of satisfaction and pride to know our members look forward to the next publication and enjoy reading all that's going on at St Nicolas and the community.

The St Nicolas Centre continues to be a huge part of growing St Nicolas. We have met with neighbours to keep them informed of developments and we eagerly await planning permission to be granted. Unfortunately, the project is financially short and we are not going to be able to complete the St Nicolas Centre as quickly as we had hoped. We do have a dedicated fundraising team to help us on our way to achieving our goal.

The Fundraising team are going to have a section in the newsletter each month to keep everyone up to date with fundraising events, your fundraising initiatives, totals raised and how we are doing heading towards our target.

Peter Kemm has set-up CAF (Charities Aid Foundation) Giving which is now accessible on our website. CAF is an easy and secure way of getting donors and sponsors to donate to the St Nicolas Centre online. CAF will process credit card, PayPal and CAF account donations. Also, CAF will calculate and pay Gift Aid, an all-important extra donation for just being a UK tax payer.

Tasks for 2017/18

Helen Warwick and I are planning to develop a section on our website devoted to the

St Nicolas Centre. We intend to have information about the bequest from Pat Dummer, our plans for the St Nicolas Centre, how to get involved and how to donate. I'm sure as we develop the website more ideas will emerge, watch this space....

Thank Yous

- Elaine Spratling for her superb work as newsletter editor
- Roy and Shirley Pyall – the St Nicolas collating team
- Val Robinson for all her help and support
- Margaret Chalmers for being there when we don't always know where to turn
- Peter Kemm who replies very promptly to our urgent e-mails and texts
- the many others who have helped and been a support over the year

Jennie

Being open – and easy to engage with

Pastoral Care APCM Report

The pastoral care team at St Nicolas continue to provide support, visits and home communion for those who are housebound or in need, whether on a short or long term basis.

The work of the team is focussed around the values of the church as a whole:

Rooted in God Through Worship and Prayer

The Prayer Chain at St. Nicolas is open to members of the congregation and community as a whole and provides confidential ongoing prayer support as well as prayer in ad hoc situations. It has recently been part of the Praying For Others Workshops.

Wednesday Space, a monthly service of Holy Communion especially for people living with dementia accompanied by their carers, has been running for over a year. At a recent review it was agreed to amend it to run on major festivals, in the between times looking at working alongside other groups locally providing support and social events in this area.

Being Visible

Plans are currently underway for a Parish Prayer Walk to be held in September which will be open to the community as a whole to join with us as we walk the boundaries of the parish, stopping regularly to pray for those living and working locally. This year it is proposed to add in a new dimension especially for the young people of the parish.

Open and Easy to Engage With

The pastoral care team continue to provide care and support to members of the parish – whether through home communions, telephone contact or visits as well as monthly communion at Liberty of Earley House. This is not well publicised at the moment and we plan to expand this.

The Board Game Café is now running fortnightly for a morning of games, chat coffee and cake open to all.

Aware of God's Presence the Whole of Life

We continue to ensure that anniversaries of baptisms, weddings and bereavements are remembered by cards sent from the church. There are also plans this year to start an annual baptism celebration when all those who were baptised in the previous year will be invited back to church and will be prayed for in the service and then share in celebratory refreshments.

Sustainable

As we stress every year, we are reliant on those members of the church who give their time so generously to help others in their time of need, and on members of the congregation letting us know when there are people who would benefit from our support.

It is an honour and privilege to be involved in this ministry and to witness the difference that it can make to people's lives.

Safeguarding APCM Report

St Nicolas church takes seriously its responsibility to keep people safe, and in doing so we follow the safeguarding suggestions and guidance of legal requirements and good practice from the Diocese and Oxford and the national church.

The child protection and vulnerable adults policies are currently under annual review.

Following the guidance of the Disclosure and Barring Service there are now 47 volunteers who require clearance all of which are complete except for 8 which are currently in process through the Church's Agency for Safeguarding and 4 who are under their 5 yearly review this year

All children and young people attending Sunday Clubs are now required to complete registration forms each year and weekly registers are in place

Risk Assessments continue to be reviewed for all necessary activities on and off site.

ELECTION OF SIDESMEN 2017

Definition:

Sidesman - (Church of England) an assistant to the churchwarden; collects offerings of money in the church

In St Nicolas terms, those people on the Welcome Rotas

8.00am services: Jean Beck, Sheila McManus, Shirley Pyall, Audrey Wilks

10.00am services: Uki Abu, Anne Barnes, Andy Barnes, Gillian Bullimore, Marjory Codling, Betina Edgington, Sally Head, Julie Hird, Nick Hird Christine Horsburgh, Charles Hubbard, Kate Hubbard, Margaret Jeal, Peter Jeal Tracey Minell, Wendy Neale, Jane Olney, Philip Olney, Christine Seal, Lynette Simpson, Elaine Spratling, Julie Cliff



Dear Lord

Thank you for St Nicolas Church and all that it is and all that it means to me and to our community.

We thank you for your many blessings that remind us that you are with us.

We thank you for the people around us.

We pray for your continued blessing on the life of St Nicolas and our community.

Amen

