

Stewardship Campaign—2022

St Lawrence Eastcote



Priorities for 2022 campaign:

1. Help members of the church community to take stock of their needs and priorities post-COVID19 / following major disruption
2. Introduce principles of Christian stewardship
3. Secure a pledge of enough resource (money, skills & time) to:
 - a. Return church building to use again
 - b. Have sufficient lay leadership in place to:
 - i. keep services of worship running and;
 - ii. have necessary due diligence in place to keep parish operating within CofE and legal requirements
4. Share information about initiatives in place so that:
 - a. members of worshipping community are informed and
 - b. can consider how they might contribute

Contents

Priorities for 2022 campaign:	3
A theology of giving	6
Taking stock: self-appraisal.....	8
Happy lives vs wonky lives.....	10
The value of church	11
Giving: people profiles and case studies	12
Work busy; time poor / socially poor	13
In transition	15
Around retirement.....	17
Established retirement	19
What is happening at St Lawrence's at the moment?.....	22
How can I join in?	22
Vision & Core values	23
Worship and liturgy	24
Congregational development and Pastoral Care.....	25
Administration and Finance.....	26
Premises and Fabric.....	27
Charity, Outreach and Evangelism.....	28
Governance and Compliance.....	29
What to do next: giving - time and talents.....	30
What to do next: giving - money	34
To set up giving using the Parish Giving Scheme:.....	37
To set up a Standing Order	39
Please complete a new Gift Aid form	41
Declaration: financial giving 2022.....	43

A theology of giving

‘You shall love the Lord your God with all your heart, and with all your soul, and with all your strength, and with all your mind; and your neighbour as yourself.’

Luke 10.27

Following God isn't primarily about obeying rules; its more about living the life of faith – working out how to follow Jesus. All the same, the fruit of that life are consistent with a pattern of love that it is possible to describe and trace.

The summary of the law given above is affirmed by Jesus and outlines what underlies the life of faith: recognition that God is God - and as such, God has a call on every aspect of our lives. Living a Christian life involves working out how to give expression to that commitment to love God with heart, soul, strength and mind.

In the Hebrew scriptures the recognition that God is Creator, meaning that all we have first belonged to God, is shown in the first fruits of the harvest being presented as an offering.

.... you shall take some of the first of all the fruit of the ground, which you harvest from the land that the Lord your God is giving you, and you shall put it in a basket and go to the place that the Lord your God will choose as a dwelling for his name.

... then you shall say before the Lord your God: ‘I have removed the sacred portion from the house, and I have given it to the Levites, the resident aliens, the orphans, and the widows, in accordance with your entire commandment that you commanded me; I have neither transgressed nor forgotten any of your commandments...’

cf. Deuteronomy 26.1-15

From this passage from Deuteronomy, it follows that the gift of the first fruits was shared with those who were in need and to maintain the religious cult.

The amount given as a tithe is common amongst different religions. We first see the rule of one tenth in Genesis (Genesis 14.18-20; Genesis 28.16-22). In Leviticus, Numbers and Deuteronomy, tithes of 10% of produce were given to service the Hebrew religion and to the poor. Jesus assumes that tithing will continue (Matthew 23.23), a position which was adopted by early church councils.

Rather than being a rule, the 10% tithe is a guide which expresses a more fundamental principle which is key to human flourishing:

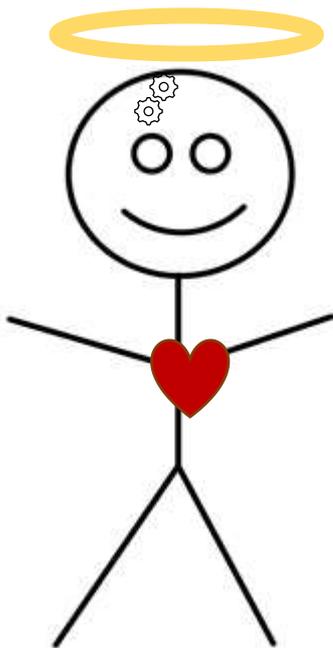
For all things come from you, and of your own have we given you.

1 Chronicles 29.14

Taking stock: self-appraisal

What difference might 'loving the Lord' with soul, heart, mind and strength make? Because God loves us, putting God first often co-incides with doing what is best for our well-being and flourishing.

Here, you are invited to think about your 'soul', 'heart', 'mind' and 'strength'. Write your responses on a sheet:



SOUL

Consider your sense of well-being:

Where is your relationship with God at the moment?
What is your quality of life like?

To make things better:

- What do you need to stop doing?
- What do you need to start doing?

HEART

What are you passionate about in life:
What gives you energy? What makes you happy?
What troubles you?

How is the state of your heart at the moment?

- Is there room in life for your passions and feelings?
- Are there obstacles that get in the way?

MIND

What thoughts tend to be in your mind most of the time – are they positive? Negative?

What has been formative of the way you think – education; community; relationships; faith; training; work?

What knowledge, skills and abilities can you draw on?

STRENGTH

Overall:

What are your personal strengths – what are you good at?

What do you serve with your strength: i.e. what do you give most energy and attention to?

What areas do you want to grow strength in?

SOUL

Thoughts and responses:

HEART

Thoughts and responses:

MIND

Thoughts and responses:

STRENGTH

Thoughts and responses:

Happy lives vs wonky lives

God doesn't command us to put our love for God first because God has anything personal to gain from this or because God wants to take away our happiness. Rather, there are many things that compete to take the first place in our lives that shouldn't have that place. God – in love – knows that this is not best for us and has plans for something better.

These things we put first can include – competing to have the best possessions: house, car, tech gadgets; feeling the need to perform particularly well at work with unwanted consequences for health and family relationships; having unrealistic expectations about what a relationship can bring in terms of meeting personal needs or a desire for happiness; being focussed on achieving excellence in one area: appearance, academic achievement, physical ability.

When the first place in life is given to work, possessions, to getting a relationship just right or this kind of excellence, life can readily get out of balance.

Recognising that in relation to God 'all things come from you and of your own do we give you' can help to keep things in perspective; it can help us to hold on to what is important to us a little less tightly. That can bring better balance in life but also happiness.

Regular giving is a discipline which can help keep our priorities in perspective. It gives expression to a belief that God commands the first place in human lives and helps keeps the other priorities in their right place so that a good intention and desire doesn't outgrow its place in life and become destructive. Giving can also help us to respond to the second part of the commandment, "Love your neighbour as yourself".

The value of church

People attend church for many different reasons. Some are looking for answers to questions about the meaning of their life. Some are committed to an education in a faith-based context for their children and are learning more of what Church life is about. Some seek companionship and company with the meaning this brings. Some want to be part of a community that has distinctive values so that they can find a way to live these alongside others. Some value quiet and space and encounter with God. Some want activities in a Christian setting for their children to be a part of – a distinctive voice and influence which is also enjoyable and fun. Some value the opportunity to reflect on what is happening around them and in their own lives through the lens of Christian tradition. Some know that their lives would be incomplete without knowing God – and the life and worship of church feeds this most essential part of being human. Some come to hear God's voice. Some come to serve others and make the world a better place.

There is no 'right' answer to what someone should be looking for in coming to church and in being part of a Christian community. All of the things listed above hang together – they can't be separated out, but are instead interdependent aspects of what it means to be 'church'.

Providing for these needs and experiences has obvious resource implications. Our two acre site has five buildings on it which serve it's mission, along with 1 Farthings Close in addition. The buildings and grounds need to be maintained and their use serviced. Before we even start to think about worship or pastoral care, there is administrative work that needs to be done, with personal and administrative data, bills to pay, contracts to maintain, communications, safeguarding, health and safety. The parish finance has its own due diligence attached and the parish has to operate in a wider legal framework and of due diligence.

These may not be the first things on someone's mind when they come to attend a quiet Eucharist on a Wednesday evening, or lunch club monthly on a Monday, but worship and outreach can't happen without the church plant being serviced. It makes sense therefore to make best use of that plant by being an active and engaging church community with lots going on, rather than servicing those activities becoming the focus.

So it takes money and time to keep the church running. If everyone gives a little, there is a multiplying effect. Perhaps unexpectedly, people who volunteer to help can find a lot of what they are looking for in the time that they give. What no-one wants is to be dumped on when they are generously seeking to meet someone else's need.

Giving: people profiles and case studies

Think about your self-appraisal in relation to the people profiles below. How might these inform your decision about how you take the next step to love God with all your soul, mind, heart and strength? How might they influence how you use your money, time and skills?

Below are a series of case studies designed to help you think through how being part of the life of St Lawrence's might enrich life for you – and the kind of giving which might fit with your circumstances.

You are invited to look first at the pages that fit best with the group that fits best for you:

- Work busy; time poor / socially poor p. 13
- In transition: home, work, relationships p. 15
- Around retirement p. 17
- Established retirement p. 19

Work busy; time poor / socially poor

Jonny and Jennifer

Jonny and Jennifer moved to Eastcote some years ago now and it is very much home for them. Both had been committed Christians since their teens, having attended and enjoyed Christian youth activities. Jonny had a technical job in a competitive and developing sector in Central London; Jenny worked at middle management level with background professional training.

Eastcote provides a reasonable quality of life and is a good context to bring up children. Jonny had decided to step back from the intensity of the company in Central London concerned that he wouldn't get time with his children and his quality of life less than ideal; reasonable progress made with paying the mortgage made this possible. Now family pressures are coming to the fore with aging parents and children in their teens. Jenny had decided to work part time to support the children.

Jonny and Jennifer feel some disappointment that St Lawrence isn't offering youth activities for their children, but recognise that there has been some disturbance in church life which needs to be worked through.

In the stewardship appeal, Jonny and Jennifer identify that there are clear plans to develop St Lawrence's life to improve its offer for children. Whilst they may not immediately benefit from this, they decide that others should and they are committed to the liberal outlook of the parish which provides a home.

Despite the prospect of rising interest rates, the couple decide to work towards giving 5% of their disposable income to the parish. Jenny offers to give 4 hours a week in addition to help the parish follow the requirements of GDPR regulations.

Jane

Jane has teenage children. Her partner works at senior management level in a large company. Whilst she is supportive of Jane's faith, it is not a priority for her. Jane works part time in an administrative role in a public sector organisation which allows her to support the children.

Lockdown was a real upheaval for the family with a change of routine at home and wider family relationships disrupted. Church attendance stopped and the children found other things to do which now demand additional time from Jane to support.

Jane came out of lockdown struggling to make sense of the place of her faith in relation to the rest of her life. Having lost routine and a place in the community, it is not obvious how to regain this. For the first time in many years, Jane is starting to miss the stimulation of other adults' company.

Having reflected on her quality of life through the exercises in the stewardship appeal, Jane develops a sense of conviction that there is something missing in the balance of her life. She

makes a commitment to herself by returning to regular worship just once a month, but to treat this as 'me' time, to work out how to be with God again and what this means for other parts of her life.

Recognising what she has received through the years in which she's been active in her faith and grateful that the church community has remained present to her, Jane discusses with her partner how they might give regularly to the parish's finances and they set up a direct debit through the parish giving scheme.

Justin

Justin moved into the Eastcote area with work and lives in a shared flat. His career is developing and his progression energises him. Justin started to come to St Lawrence's because he has a Christian background and was feeling a bit isolated; church was the obvious answer. He joined a church group with a mix of people who make a regular contribution to the parish's life through their activity and enjoys their company – the group is social at least as much as it contributes to the parish's ministry. His contact with group members leaves him feeling good and gives him confidence at work and in his relationships outside work.

Fr John contacted Justin to invite him to be part of one of the groups overseeing the parish's compliance with governance requirements. Whilst Justin didn't think that this group would be much fun, he recognised that no one else in his parish team was ready to join the governance group and that representation was needed, so said 'yes'. With time, Justin found that this new group exposed him to a set of people who had management experience through their work which he could then draw on as his own career developed.

Before the stewardship campaign, Justin hadn't realised that parishes were dependent on local giving by parishioners to maintain their existence. Justin started to think about how he could save a deposit for a house at the same time as giving regularly to the church. Having talked this through with a trusted friend, he decided to review the standing orders and direct debits on his current account. He cancelled the ones which were out of date and found that with these savings, he could give a reasonable monthly sum to the parish.

Peter

Peter had moved to Eastcote following the breakdown of a relationship. The change had been an upheaval for him and disorientating, but in St Lawrence's he had found a new church which offered stability and peace – available through being able to attend worship without much being asked of him.

As time went on Peter started to re-establish his life and regain his confidence. He was struck that getting to know people at church wasn't that easy – particularly with the lockdown constraints – and so decided to join the parish maintenance team.

Working with the team was fun and brought a sense of purpose. He was glad to get to know some other people better through conversations over weeding, cleaning and digging. Perhaps more importantly, the team gave him a sense of belonging and that he was 'giving back' for what he'd received.

Peter decided that as he started to explore new relationships, he wanted to maintain his commitment to St Lawrence's and also be a part of the church community. As worship

started up again after lockdown, he was able to bring experience of being a server which he'd gained as a child to serving at St Lawrence's. As time passed and he took on more responsibility, he noticed that leading worship felt like 'home' and decided to have a conversation with Fr John about exploring a call to ministry.

Giselle

Giselle knew St Lawrence's from her own childhood, having attended Sunday School with her mum and then Brownies and Guides. She'd had some time away from church as she made her own life choices and found a partner. Now she had her own children it was important to her that they understand the values that would give them the best chance to make the most of the opportunities in front of them.

Giselle knew other parents with children at the primary school and like them, was keen to get her daughter into the local Church of England secondary school. Not only was the school good with its academic record and behaviour, but it was important for Giselle that her children understood the Christian belief and belonging that was part of her childhood, whether or not they chose it for themselves.

Giselle started to attend St Lawrence with her children but found the experience a bit awkward. It was sometimes a challenge to make sense of the preaching and the Sunday School offer was much reduced from when Giselle had come to church. The Saturday evening was a much more relaxed service in which she and the children felt at home.

Giselle took her daughter to Young Church and stayed to see what the children there did. She enjoyed watching her daughter engaging in the activities, particularly with the interaction she had with the other children. Giselle also found that the messages that the leader gave made more sense than the preaching in worship and were easier to apply. She had noticed that St Lawrence's wanted more Young Church leaders, but felt that she would be out of her depth taking this on: Giselle wasn't a teacher and her experience of Sunday School was a distant memory.

Following the Stewardship Campaign, Giselle decided to contact one of the Young Church leaders to find out how she might be able to help, even if she couldn't lead a session herself. The Young Church leader was very reassuring: starting as a helper would mean that Giselle would just be supervising children as they engaged in activities, rather than leading herself. The Young Church leaders were very organised which meant that Giselle had a chance to think through the content of the session before attending.

As time went by, Giselle grew in confidence as a helper. When one of the leaders was away one week, Giselle agreed to explain the activity the group would be doing to the children, whilst another leader explained the story. Giselle felt that she was growing in her knowledge of the stories herself and that she now had a part to play at St Lawrence's where she felt at home and that she was making a much wanted contribution.

Around retirement

Tunde

Tunde had always worked in finance, having first qualified as an accountant and then taken on a series of management roles in the firms he had worked for. His family had high expectations for him: in addition to supporting his wife and beautiful children, he had to send money home to his parents who were increasingly dependent.

Having moved into Eastcote, Tunde joined St Lawrence. His faith had been important to him since his childhood. It was difficult to find a church that felt homely. Whilst the ritual and ceremony was familiar, there was something that just felt a bit 'flat' about a Church of England church and being in a white-majority church left him always feeling a bit on the outside.

With retirement approaching, Tunde would have a bit more flexibility. He couldn't give up work – the financial needs around him were too great for that – but he could work more flexibly and spend more time at home.

In response to the Stewardship Appeal, Tunde decided that he would have a discussion with the present treasurer, to see how he might be able to help. Tunde was surprised to find that the finances of the parish were dealt with by a team, who worked together with different roles; and that the accounts themselves were put together by an external accountant. He was struck that the treasurer role fell into several parts: troubleshooting day to day finance issues; working with members of the finance team to support their work and maintain a working overview to feed back to the PCC; and a more strategic role: helping to decide priorities and plan what the parish could afford when.

Tunde realised that he wasn't ready to be Treasurer, but that he could bring skills and time to the team which would allow others to take on some of the Treasurer roles. Working alongside others with a background in finance, Tunde found more of a sense of belonging here than he did in worship. As time went by, he realised the influence he was having in the parish's life – and this felt good.

David

David worked in senior management in a small to medium sized firm's Human Resources team. Retirement was looming – and with it, a sense of uncertainty. David and Elizabeth's children were now in their early 20s and whilst not entirely independent, at least had their own lives. Many 'opportunities' presented themselves to David as he looked forward to retirement: time for recreation and with friends; time with Elizabeth; time to address some of those projects he'd never got around to doing...

The mortgage was paid off, but retirement also offered the chance to travel and it would take a while to adjust to a significantly reduced regular income. Something else was on

David's mind. In his role in work he had a clear identity and sense of purpose; he was 'known' and was valued for his experience and wisdom. Leaving the company to retire would leave a 'hole' when it came to this kind of belonging.

David's mix of priorities meant that he wanted to limit the time he might offer St Lawrence's, but he felt that the skills and experience he had might be useful in the church. David arranged to meet with Fr John and talk through what he was thinking and feeling.

David was surprised to discover that there were plans for the parish meant that a business strategy was needed to work out financial viability for the plans, but also how a limited number of employed roles might work effectively and efficiently across a range of tasks. David agreed to be part of a small team working together on site development and a business plan, identifying stakeholders to support the work and building relationships with them. David saw that he could find a role for himself in this work which would allow him to feel he was contributing but which also offered enough stretch in new territory that was unfamiliar.

Elizabeth and David were now both in roles in the parish which carried some responsibility. Whilst in retirement, they had less income than they once had, they also had a strong conviction that they believed in the work being done and they could see its positive impact on others. David and Elizabeth thought carefully about how to support the parish financially and decided to set up an investment fund with some of David's retirement lump sum. Their plan was that a proportion of the fund's growth would go to the parish's work on a regular basis, whilst also providing for David and Elizabeth's future needs.

Established retirement

Eileen

Eileen's husband died some years ago. She found the vicar kind when he helped organise and lead his funeral; so when she began to feel isolated, Eileen started to attend church. She soon found friends and took on a number of tasks in church, mostly flowers and then cleaning.

Since then, Eileen has become less mobile. Whilst she can still drive her car, she knows that her reaction times are not so good, so she can see the end in sight for driving. Eileen would be prepared to take a lift to church, but doesn't want to be a burden.

Having done the exercises at the start of the Stewardship Booklet, Eileen identified that she was starting to feel a bit isolated again. She received an occasional phone call from a member of the ministry team, but felt she needed a bit more.

Eileen was interested to see that St Lawrence's was setting up new pastoral work which centred on befriending people who feel lonely. She was very grateful for calls during the COVID19 lockdown and had a list of people she phoned herself at that time.

Eileen was surprised to receive a phone call from the new pastoral group, who asked if she would be prepared to keep regular phone contact with a group of five people. With a short training session and some guidelines, Eileen was happy to take up this responsibility and soon found that she had new friends. The pastoral group also has a prayer list which they circulate by post and by email – she prays every morning and evening for the causes on the list. As well as keeping her in touch with what is going on, this gives Eileen a sense of purpose in her prayer life.

St Lawrence has been a lifeline for Eileen, even though she rarely gets to church any more. It is important to her that others can receive the same support, friendship and sense of belonging that she has had.

Eileen is on a State pension, so can't give very much, particularly with heating bills on the rise, but she saves a few pounds each week which go into a church envelope to make her contribution. Eileen wants the church to benefit from what she has when she isn't around anymore, so has agreed with her family and solicitor what arrangements should be in place after she dies.

Miriam

Miriam used to have several key roles at St Lawrence's, helping on the flower rota, in the sacristy team and with catering and organisation at fellowship events to make sure hospitality was on offer. It was a good way to keep up with friends and being at the heart of the church community brought a sense of satisfaction and purpose.

This was becoming more difficult for Miriam now. Arthritis was creeping into her joints and she was losing her strength. She used to be very organised and would organise others, but now this felt very stressful and sometimes she'd mixed up about what was happening. With a decreasing pool of volunteers to help out, some of the church activities she'd been involved in weren't happening anymore – that made her feel sad, but what could she do?

Miriam completed the exercise in the Stewardship booklet. She had used to be a teacher and missed contact with young people. She didn't see her grandchildren as much as she'd like and she didn't have the energy or strength to lead children's work in church.

One of the fundraising avenues the parish had taken was to use parts of the church space to support education. An 'intergenerational' project had been set up in which children from the local secondary school would meet with older members of the community, provide tea and cake, and both groups would share stories about their lives. The project was supervised by one of the support staff from the school who already knew the children.

Miriam enjoyed telling the children about how Eastcote used to be – the long walks and treks she used to go on with friends; how she'd met her husband. Miriam was interested to hear about the children's lives too: what they were doing at school, some of the pressure they were under and the way that they felt their parents didn't understand their needs. Miriam was particularly interested by one girl, who talked about her body image and the pressure she felt under to look and behave in a particular way.

Miriam had herself felt under pressure when she was young. She'd wanted to travel, but was told she needed to do something more conventional which would earn money. Miriam decided to buy some books on body image in adolescence and on the hopes and ambitions of young people and what happened to them. She suggested to Fr John that some of her peers might be interested in the young people's experience. Fr John agreed and suggested that Miriam start a book club meeting with coffee after the Thursday morning Eucharist to discuss her thoughts. Others were interested in what Miriam had to say and soon more people started to come along.

What is happening at St Lawrence's at the moment?

How can I join in?

To help the Parochial Church Council think about the different areas of church life and how they might best be developed, I've developed a series of hexagons each linked to a core function or activity in the parish.

The same hexagons are being put to use here so that everyone at St Lawrence's can be up to date with what is going on – and think through how they might contribute.



Vision & Core values

Achievements

- Vision day with PCC in November 2021 scoping a 5 and 10 year parish plan
- Mission Statement and Action plan for 2022-2027 distributed to congregation
- Values for the parish are included in the Mission Statement for clear expectations on how people should treat others and expect to be treated
- Communications strategy approved by PCC January 2022

Present focus – there are five things to achieve over the next five years:

- St Lawrence's mission is sustainable
- Most (85%) worshippers also become active disciples, shaping church life
- Core activities are up and running (discipleship, hospitality, governance, evangelism)
- Failed plant and site due diligence issues addressed
- Worshippers ready to support a realistic 2028-2033 development plan

Needs

- Significant improvement in congregational giving needed
- Additional administration support needed to deliver communications strategy for complex needs of worshipping community (website upgrade and maintenance, co-ordinating social media use, mailcomms, desktop publishing)

Stewardship giving requests

- **Giving of time and money** which is realistic for the parish's mission
- **Church Wardens** offer essential leadership and management in the parish – anyone with the ability to organise people and events and complete basic administration should consider this role, if they can spare 16 hours a week

Who to contact to offer help

- **Giving money:** complete the forms at the end of this booklet and / or speak to Phil Howe, Stewardship Recorder to discuss.
Email: philip.howe1@icloud.com; Mobile 07736 703015
- **Giving time & talents:** contact the people identified under the request
- **Volunteering to be a Church Warden:** contact Fr John to discuss.
Email: john.seymour@london.anglican.org; Mobile 0753 504 9710

Worship and liturgy

Achievements

- Access to worship maintained through COVID19 lockdown
- Livestreaming introduced in church
- Worship relocated following plant failure

Present focus:

- Maintaining worship with additional demands of meeting in hall
- Re-establishing the church as a place for worship

Needs

- £200,000 needed towards £400,000 works on church
- Additional regular volunteers to support set-up and pack-down in hall

Stewardship requests

- **Giving of time and money** which is realistic for the parish's mission
- **Volunteers** to help with set up of church hall

Who to contact to offer help

- **Giving money:** complete the forms at the end of this booklet and / or speak to Phil Howe, Stewardship Recorder to discuss.
Email: philip.howe1@icloud.com; Mobile 07736 703015
- **Volunteering to help with hall set up:** contact a Church Warden to discuss.
Sadie Wright; Email: sw342844@gmail.com; landline: 0208 868 7413

Congregational development and Pastoral Care

Achievements

- Progress with interim process has raised congregational awareness of the history of St Lawrence's and its problems
- Survey work has produced a clear set of shared aspirations for the future direction of parish
- Activities run have started to rebuild congregation's experience of working together (maintenance days, Alpha, Saturday evening services, Young church)
- Saturday evening service re-established
- Young Church established
- Following survey work on youth and families, PCC have approved appointment of FT children and families worker from 2028, pending funding and building congregational capacity to support this ministry

Present focus:

- Establishing commitment from a new core of individuals to lead pastoral ministry within congregation; appropriate training for them
- Parish completing Living in Love and Faith

Needs

- External training resource (offered by Willesden Area Training team)
- Leaders and helpers for Young Church to expand the group

Stewardship requests

- **Volunteers** further recruits to help with home visits and telephone calls to people who are isolated; taking Home Communion; leaders for prayer ministry in services
- **Volunteers** to expand Young Church offer to ages outside Y1-3

Who to contact to offer help

- **Volunteering to help with pastoral care:** take time to consider how you might be called to contribute to this ministry. Further information to follow ahead of asking for volunteers.
- **Volunteers to support and help lead Young Church** contact Sarah Taylor to discuss. Email: bandstaylor73@gmail.com; mobile: 07962 054272

Achievements

- Treasurer recruited through to April 2022 – work completed on future budgeting; treasurer's handbook being created for handover
- Office needs identified: overhaul of filing system; secure & accessible online data storage provision; printing facilities; IT upgrade
- Communications strategy developed – approved by PCC January 2022
- Successful launch of parish giving scheme (direct debit)

Present focus: Parish mission unsustainable with current level of resourcing; Admin & Comms burden is currently falling to priest and limiting his ability to undertake pastoral ministry, outreach and congregational development

- Fundraising for church works
- Stewardship – achieving significant increase in congregational giving
- Identify new Treasurer to start training from start of March 2022 and receive handover from end of April 2022
- Identify new PCC Secretary (post vacant since April 2020)
- Formulate role description for comms admin support (website/DTP/intranet)
- Creation of a grant fundraising group

Needs

- Treasurer
- PCC Secretary
- 0.2 – 0.4 Communications & data administrator
- Lead for grant fundraising group

Stewardship requests

- **Giving money** see forms at the end of this booklet
- **Volunteers** for roles of Treasurer, PCC Secretary, Grant fundraising lead

Who to contact to offer help

- **Volunteering to be Treasurer:** contact Fr John or Duncan Sykes to discuss.
Email: john.seymour@london.anglican.org; Mobile 0753 504 9710
Email: duncanstlawrence@gmail.com; Mobile 07970 916 358
- **Volunteering to be PCC Secretary:** contact Fr John to discuss.
Email: john.seymour@london.anglican.org; Mobile 0753 504 9710
- **Volunteering to be lead for grant fundraising group:** contact Fr John to discuss.
Email: john.seymour@london.anglican.org; Mobile 0753 504 9710

Premises and Fabric

Achievements

- Immediate safety issues addressed re: Scout hut and tree works
- Premises group split: Scott Boobier to lead on maintenance and Gerry Edwards on wider Fabric and Premises
- Maintenance team established for site cleaning, tidying (indoor & outdoor) and gardening tasks
- Redecoration and essential maintenance completed on 1 Farthings Close; failed boiler replaced; letting of property arranged under agents
- Works to reheat and relight church building tendered to M&E consultant; designs presented to congregation for consultation and are close being ready to tender to contractors

Present focus:

- Fundraising for church works before going to tender
- Faculty application for church works (i.e. gaining permission from Diocese to proceed)
- Advice & direction from parish Architect on redecorating church so this can go to tender with other church works
- Planning and budgeting for remaining quinquennial works which need attention, including Disability Access Assessment

Needs

- Volunteers for maintenance team always welcome
- Money to fund works identified in quinquennial inspection
- Project management time

Stewardship requests

- **Giving money** see forms at the end of this booklet
- **Volunteers** maintenance team; project management – church works and site development

Who to contact to offer help

- **Volunteering to support project management:** contact Fr John to discuss.
Email: john.seymour@london.anglican.org; Mobile 0753 504 9710
- **Volunteering to join maintenance team :** contact Scott Boobier to discuss.
Email scottboobier@aol.co.uk; Mobile 07712 042920

Achievements

- Community Audit undertaken by outreach group covering demographics, local needs, post COVID19 priorities
- Successful stakeholder outreach & engagement for sponsorship of Summer fair (local businesses)
- Programme of charitable giving maintained during lockdown (use of JustGiving)
- Additional charitable activities maintained e.g. Christmas boxes
- Fair-Trade officer now in role

Present focus:

- Extending Community Audit to identify areas of focus for development of parish mission (post COVID19); asset mapping exercise
- Deciding calendar of charities for parish to support
- Regaining lost status as a Fair-Trade church

Needs

- External consultant support to refine Community Audit (funded by Archdeacon):
 - Analysis of local community needs
 - To present pros and cons for a range of options for community use of parish facilities in relation to parish outlook and resources
 - To identify potential partners for grant funding bids
 - To make fit for presentation to funders

Stewardship requests

- **Suggestions for charities to support in 2022**

Who to contact to offer help

- **Preferred charities for parish support:** contact Jo Williams to discuss.
Email: jopwilliams6@gmail.com; Mobile 07940 584197

Governance and Compliance

Achievements

- Safeguarding policy renewed; improved; being implemented as groups resume post-lockdown
- Safeguarding officer established in post
- Hire agreements updated to reflect safeguarding & legal requirements
- Health and safety policy revised to include monitoring and feedback
- Health and safety committee meetings recommenced
- Required records (log book and terrier) up to date

Present focus:

- Building parish safeguarding team (across required roles)
- Re-establishing safeguarding committee with regular meetings
- Establishing data security
- Establishing compliance with GDPR regulations
- Securing tenure for Scouts on agreed legal basis

Needs

- Additional core member of Safeguarding team (Recruitment officer)
- GDPR officer (4 hours / week)
- Members of Health and Safety group
(bringing experience of writing & monitoring risk assessments)
- Parish Intranet

Stewardship requests

- **Volunteers** to support safeguarding officer as part of parish safeguarding team
- **Volunteer** GDPR officer

Who to contact to offer help

- **Volunteering to join safeguarding team as lead recruiter** contact Chris Edwards to discuss.
Email: chrismedwards@virginmedia.com; Mobile 0771 126 6644
- **Volunteering to be parish GDPR officer** contact Fr John to discuss.
Email: john.seymour@london.anglican.org; Mobile 0753 504 9710

What to do next: giving- time and talents

To make a decision about how you give to the parish from your time and your talents, go back to the self-appraisal you did on pp. 8-9.

1. Pause to think

Take time to consider:

- Your priorities for personal development and options for meeting these
- What you give most time to at the moment and how this fits with your priorities
- What you value in what you get from St Lawrence's – and what you might offer to support the life of the parish so that it can continue to provide what you seek
- What skills and abilities you have – and the matches present with the needs outlined on pp. 19-26

2. Formulate a commitment

Decide what you'd like to offer by way of a commitment.

Next, next take time to pray about this and sleep on it

3. Make contact with the person listed in this booklet to volunteer your help

Agree what to do next with the person you speak to / have contact with

4. Complete the form on the next page to let us know what you've agreed to do

Let the parish know what you've agreed to do. This step should only follow after you've spoken to the person leading the part of parish life you've expressed an interest in.

Please return the form to the parish office by Ash Wednesday, that is, 2nd March.

This information will be used to prepare information on all that has been offered by members of the congregation as part of the stewardship campaign.

(What you write on the form won't be followed up with you.)

Stewardship Campaign—2022

St Lawrence Eastcote

Time and talents

For my part in the 2022 Stewardship campaign, I have agreed to:

1.

To agree this I spoke with:

2.

To agree this I spoke with:

My name:

What to do next: giving - money

To make a decision about how money you will give to the parish, go back to the self-appraisal you did on pp. 9 & 12-20.

1. Pause to think

It might help to think about some numbers to help you to consider how much you might commit to give to meet the cost of St Lawrence's:

Last year, what was your average giving to St Lawrence's per month?

£

What was your gross income (i.e. before tax) per month?

£

What was your income after tax and paying for accommodation?

£

What would a half-tithe – i.e. 5% of your income- be?

A) of gross income

£

B) after tax /
accommodation

£

How do these half-tithes compare with the basic costs of providing St Lawrence's† when divided across each member of the electoral roll? :

The cost per month of having a priest, accommodation, training for members of the parish, pensions and support from the Diocese:

£ 35.50 /person

£ 70.00 /couple

The cost of the essential works on the church by repaying them over 5 years, with money to do similar works again in 25 years:

£ 60 /person

£ 120 /couple

† This doesn't include the cost of maintenance works on the hall or St Lawrence Centre, of parish employees, cleaners, insurance, electricity, gas or water etc.

1. Pause to think (continued)

- What are your priorities for your money at the moment? What do you want to achieve with it?
- What part does St Lawrence's play in your life and what value would you put on that compared with the other things you spend money on?
- What would you like St Lawrence's to be in the future – and what would you like to contribute to help the church to get there?
- How much can you realistically afford at the moment? Are there ways in which you waste money that you could save? If you can't give now, can you plan so that you can give in the future?

2. Formulate a commitment

Decide what you'd like to offer by way of a commitment.

Next, next take time to pray about this and sleep on it

3. Use one of the forms of giving outlined on the pages that follow to set up the payment you've decided to give:

- a. The parish giving scheme (preferred)
 - i. Online
 - ii. By phone
 - iii. By post
- b. A standing order
Post the form to your bank when complete
- c. By envelope
Available in church – to put in the collection
- d. To set up a legacy or to remember St Lawrence's in your will
Contact Duncan Sykes as Treasurer
Email: duncanstlawrence@gmail.com; Mobile 07970 916 358

4. Complete the Gift Aid form, rip this out of the stewardship booklet and return this to the Stewardship Recorder in the parish office

5. Only after you've set up your giving, let the parish know what you've decided to give.

This step should only follow after you've set yourself up on the Parish Giving Scheme or after you've completed and returned a standing order.

Please complete the form on the next page to tell the Stewardship Recorder how much money you've set up to give. If possible, return the form to the parish office by Ash Wednesday, that is, 2nd March.

This information will be used to prepare information on all that has been offered by members of the congregation as part of the stewardship campaign.

(What you write on the form won't be followed up with you.)

To set up giving using the Parish Giving Scheme:

Either:

- a) Follow this link: <https://www.parishgiving.org.uk/donors/find-your-parish/eastcote-st-lawrence-eastcote/>
- b) Telephone :0333 002 1271
(Monday to Friday 9am to 5pm)
- c) Use this QR code:



To set up a Standing Order

Tear out this sheet of the booklet, then:

Please send this form directly to your bank

St Lawrence, Eastcote Standing Order

Please complete in BLOCK CAPITALS and in black ink.

1. Account details

Your name and full address

Name and full address of your bank

--	--

Account number

Sort code

2. Details of existing Standing Order you wish to create or amend

Please pay to the Parochial Church Council of Eastcote Parish Church No1 Account

Sort Code: 40-11-58

Account Number: 60519642

Payment Reference

Amount

in Words and Figures

£

How often are payments made:

Weekly

Monthly

Quarterly

Yearly

Date of first payment (DD/MM/YY)

Date of final payment (DD/MM/YY)

OR until further notice

Please cancel previous standing order for

£

per week/month/
quarter/year

3. Confirmation Customer Signature(s)

--	--

If you need help with this form, please speak to Phil Howe, Stewardship Recorder to discuss.

Email: philip.howe1@icloud.com; Mobile 07736 703015

Please complete a new Gift Aid form

If you are giving by Standing Order, by Envelope or may give occasionally outside of the Parish Giving Scheme. Tear out this page of the booklet and return it to the Stewardship Recorder by 2nd March 2022.

Please return this form to the Stewardship Recorder
via the parish office

St Lawrence Gift Aid Declaration

If you are a UK taxpayer and eligible to Gift Aid your donation, please complete the declaration below. This will increase your gift by 25p for every £1 given at no extra cost to you or us. Thank you.

Please treat as Gift Aid donations all qualifying gifts of money made from the date of this declaration and in the past four years. I am a UK taxpayer and understand that if I pay less Income Tax and/or Capital Gains Tax than the amount of Gift Aid claimed on all my donations in that tax year it is my responsibility to pay any difference.

Full Name _____

Address _____

_____ Postcode _____

Signature _____ Date _____

NOTES

1. Please notify the church/PCC if you:

- Want to cancel this declaration
- Change your name or home address
- No longer pay sufficient tax on your income and/or capital gains.
Gift Aid is linked to basic rate tax, currently 20%, which allows charities to reclaim 25p for every £1 donated.

2. If you pay Income Tax at the higher or additional rate and want to receive the additional tax relief due to you, you must include all your Gift Aid donations on your Self-Assessment tax return or ask HM Revenue and Customs to adjust your tax code.

Declaration: financial giving 2022

Please tear this sheet out of the stewardship booklet and return it to the parish office

Note that this form contains no information to identify you; it will only be used to work out the amount pledged by the congregation. Any change to your giving should be made before you complete this form.

Please return this form to the Stewardship Recorder
via the parish office

Anonymous declaration

I have: (please tick all that apply:)

- Joined the Parish Giving Scheme (Direct Debit) by phone/online
- Set up a Standing Order and have sent this to my bank
- Decided to use the envelopes available in church
- Completed a Gift Aid form

Please indicate how much you have decided to give.

This will help the parish to plan and set its budget:

I have decided to give

£

every

- Week
- Month
- Quarter
- Year

