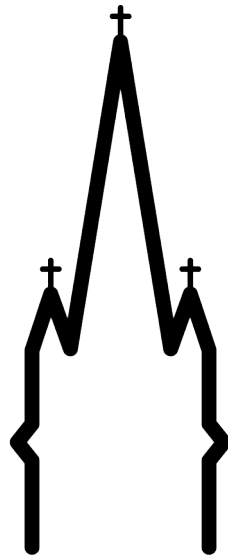


ST JUDE'S CHURCH, PLYMOUTH

Annual Report for the Year ending
31 December 2025



ST JUDES

PLYMOUTH

PAROCHIAL CHURCH COUNCIL
FOR THE APCM 26 APRIL 2026

CONTENTS OF THE FORMAL ANNUAL REPORT FOR ST JUDE'S CHURCH, PLYMOUTH

| PAGE | TOPIC |
|-------------|--|
| 3 | Administrative Information |
| 4 | Structure, Governance and Management |
| 4 | Objectives and Activities |
| 4 | Church Electoral Roll |
| 4 | Safeguarding |
| 5 | Review of the Parochial Church Council Year |
| 7 | Finance Summary |

ATTACHMENTS

Annual Accounts

Administrative Information

St Jude's Church is situated on a site it shares with its Upper Hall, Lower Hall, Church Cottage and Vicarage, on the corner of Beaumont Road and Tothill Road. It is part of the Diocese of Exeter within the Church of England. The Vicarage part of the site is the responsibility of the Diocese of Exeter. The correspondence address is: The Vicarage, Knighton Road, Plymouth PL4 9BU.

The Parochial Church Council of the Ecclesiastical Parish of St Jude is registered with the Charity Commission No. 1134316.

SPECIAL NOTES ON CHANGES FROM 2020. The newly revised "Church Representation Rules" on elections were formally adopted (Recorded in the October 2020 APCM Minutes) and relevant items on elections are below:

- i. That Churchwardens will be elected once for a maximum period of service of 6 years, previously 5 years, after which they must step down for at least 1 year.
- ii. That PCC members will be elected once for a maximum period of service of 3 years, previously annually for a maximum of 3 years, after which they must step down for at least 1 year.
- iii. That Deanery Synod Representatives are elected once for the three-year term of the Synod (i.e. a 'Trimester' which re-starts in 2023), being able to serve the Parish for two consecutive terms, after which they must step down for at least 1 Trimester.

Church Members who served on the PCC for the period from 1 January to 31 December 2025 were:

| | | |
|------------|--------------|------------------------|
| Incumbent: | Vacant | |
| Curate: | Vacant | |
| Wardens: | Rob Ponsford | <i>From April 2023</i> |
| (Max 2) | Jean Roper | <i>From April 2024</i> |

Churchwardens are now elected once for a maximum term of 6 years, after which they must step down for at least one year.

| | | |
|--|----------------|------------------------|
| Deanery Synod Representatives: | Jackie Yates | <i>From April 2024</i> |
| | Selina Tyrell. | <i>From April 2025</i> |
| <i>(Max 2 with Electoral Roll below 100)</i> | | |

Deanery Synod members are now elected once for the fixed 3 year term of the Deanery Synod being replaced every 3 years. The current trimester began in 2023 and will renew in 2026. They must stand down for 1 Trimester following two served.

| | | |
|-----------------------------|----------------|------------------------|
| PCC Elected Members: | Colin Macleod | <i>From April 2023</i> |
| <i>(Max 9 APCM to APCM)</i> | Debbie Macleod | <i>From April 2023</i> |
| | Gordon Cook | <i>From April 2024</i> |
| | Jayne Smart | <i>From April 2024</i> |
| | Julie Evans | <i>From April 2024</i> |
| | Les Roper | <i>From April 2024</i> |
| | Peter Hadden | <i>From April 2024</i> |
| | Tina James | <i>From April 2024</i> |
| | Denise Horne | <i>From April 2025</i> |

Elected PCC Members are now elected once for 3 years, after which they must step down for at least one year.

Co-opted PCC members (Max 2): None

Others entitled to attend and vote:

Licensed Clergy:

None

Licensed Readers:

None

Structure, Governance and Management

The method of appointment of PCC members is set out in the current edition of the Church Representation Rules. All church attendees are encouraged to register on the Electoral Roll and stand for election to the PCC under these same rules.

Objectives and Activities

St Jude's PCC has the responsibility of co-operating with the incumbent in promoting, in the ecclesiastical parish and into the City of Plymouth, the whole mission of the Church: pastoral, evangelistic, social and ecumenical. It also has the maintenance responsibilities for the Church, Upper Hall, Lower Hall and Church Cottage on the St Jude's site.

Church Electoral Roll

There were 72 members on the Church Electoral Roll at the 2025 APCM, 50 of whom were non-resident in the parish, 22 resident. (At the 2024 APCM there were 60 members on the Church Electoral Roll, 42 of whom are non-resident in the parish, 18 resident)

Safeguarding

St Jude's has always taken great care in ensuring it has had more than just a 'due regard' for safeguarding both children and vulnerable adults. The Parochial Church Council, its employees and officers have always been required to adapt to bring into operation current safeguarding good practice direction from statutory bodies such as the Church of England's House of Bishops guidance through the Diocese of Exeter Safeguarding Officers. Safeguarding is a standing item at every PCC meeting.

Review of the Parochial Church Council Year

The full PCC met six times during the year. The meetings were on the 14 January, 4 March, 10 June, 15 July, 9 September and 11 November. There were also Extra meetings on 26 January, 18 March, and 13 April. All meetings had an average attendance by the elected members (PCC, Deanery Synod representatives and Church Wardens) of 96%.

PCC minutes were publicly available throughout the year once approved at the subsequent meeting. Simplified agreed summaries of items of interest are produced soon after each meeting for distribution in the Church. At each meeting of the PCC, previous minutes are checked and approved and running accounts are presented by the Treasurer. Safeguarding is a standing item as well as a Health & Safety report, Human Resources and Sustainability.

Highlights and some significant areas of the Church's life covered during the year by the PCC on behalf of the Church.

14 JANUARY 2025

Church Microsoft account - Colin will maintain. Confirmed that the Church Wardens will liaise with CPAS for guidance, advice and support during the Interregnum. Service leaders have requested better access to contact details of others also involved in the service all personal contact details in compliance with GDPR. The Treasurer confirmed that the End of Year figures, as presented, will need a small adjustment before transferring to the Accrual Accounting format before approval by the PCC. The Finance Team report was presented and the PCC were asked to approve the draft Budget for 2025. Matters included the Energy Audit, minor issues in the Cottage and the safe disposal of needles dealt with during a litter pick. The H&S Officer is happy with the revised Health and Safety Policy document. . Fire Alarms are being checked weekly and the lighting checked monthly. The H&S Policy was accepted unanimously by the PCC. Wardens investigating guest Celebrants to take Holy Communion services. Young People- Confirmed that the Camp date is 23rd May 25.. Arrangements were discussed and confirmed on Tim and family last service. Hiring of the Church space. It was agreed that this needs to be on a case by case basis at the moment.

26 January 2025

Rob Miles of CPAS, our patrons. It is clear from that meeting that it will not be possible to stop the suspension of the patronage of St Jude's Church. CPAS would like to continue to be involved as we manage this process and will be seeking assurances from the diocese that this suspension will not cause any delay in appointing a priest-in-charge. CPAS plan to make a formal response to the diocese after their Trustees. The Archdeacon has been contacted requesting a meeting and we are awaiting her response.

4 MARCH 2025

Gordon Cook has requested the use of the Church in order to put on a concert in order to raise money for St Lukes Hospice. A request was received from Dean Blagdon who has requested the Hall to run a Falls Clinic. There is a requirement for a Church/Hall cleaner and there are 2 options, either direct employment of someone by the PCC or to use an Agency. Debbie gave a full and comprehensive overview of the restricted and unrestricted accounts. The Financial team recommended the PCC to consider sending £5,000 to the Diocese as a donation over and above our Common Fund payments. Discussion about the use of loose chippings on the drive to try to cut down on the mud being walked into the church as well as a possible purchase of matting to also try to keep the mud out. Mission Partnership Group have requested sending £500 to the DRC for the War Disaster Fund. Health and Safety – PCC agreed that this policy document is a working document and that the COSH list is pending. A policy for Tots Time fire evacuation needs to be reviewed. The H&S Officer will visit Tots Time and will be evaluated, confirm and assess and will provide recommendations to the PCC in due course.

18 March 2025 (Extraordinary Meeting).

PCC meeting with the Archdeacon's, Tuesday 18th March 2025 @ 7pm and with our Patrons CPAS attending on Zoom to discuss vacancy. Peter Haddon, along with the Chair and Churchwardens, have created a briefing document about St Jude's and PCC members had been invited to comment and suggest edits. Now this process is completed, it was proposed that Colin, as Chair, will bring together all the suggestions into a final document which will be sent to the Archdeacon, and copied in to CPAS, as part of our response to the suspension. All further agreed that this document will be useful for when we start the work on the parish profile for the recruitment of a new priest-in-charge.

13 April 2025 (PCC additional Meeting)

The PCC met to discuss detailed presentation of the pros and cons of employing a cleaner who is self-employed and another cleaner who would need to be line managed and employed directly by St Jude's PCC. A vote was asked for and the St Jude's PCC members present unanimously voted for the Candidate who is self-employed. Rob Ponsford was not asked to cast a vote.

10 June 2025

The Chair extended a warm welcome to Denise Horne as a new PCC member and Selina Tyrell as our new second Synod Representative. Tots Time, the evacuations are in place and the Muster Point is outside and all are aware. This will be documented and kept updated with the other policy procedures. A request was made at this point for St Jude's to promote the use of Bible reading notes. The new cleaner Jess seems to be getting on really well and is very efficient. She is aware of the lone working policy and the Health and Safety officer is keen to ensure that she is aware of hazard chemicals working etc. Rob Miles, our CPAS representative has offered to help support us during our period of Suspension of Presentation.

PCC Group Representatives were agreed. It was confirmed that Colin Macleod will continue the PCC. £5K was sent to the Diocese at the conclusion of the Next Era account. PCC has been asked to consider the removal or service of the Air EVO units. The running costs of the overhead heaters in the church were discussed and the PCC confirmed that for now, we will just leave them in situ. Fire Policy. This is a live document and the H&S Officer will add this electronically to St Jude's web page. A warning has been sent to all churches in this diocese regarding a man who has been preying on female clergy. A request for PCC to agree to support financially leaders at the camp for next year. Debbie read 2 thank you emails from the Arch Deacon and the Bishop of Plymouth where they both gave their gracious thanks for the donation of £5,000.

15 JULY 2025

The Bible notes, "Daily Bread" will be made available for new Christians in September. Jess will be contacted to check that she is using the correct products and will be asked to sign to confirm she is aware of the Lone working Policy. The shared PCC lunch with Rob Miles (CPAS) is arranged for the 7th September 25 after the morning service. The National Grid, Western Power and Plymouth Sparky have been organised to attend St Jude's Church on the 15th August 25 to change the Power Supply Unit for a smaller unit. Parish Profile we are awaiting the Arch Deacon Jane's presentation on this issue, as well as Rev Rob Miles' (CPAS) input, before deciding to confirming the working group. Rob (warden), he had spoken with all concerned and agreement was given for him to continue his Reader training online, assessed and supported by the Diocese of Derby. Policies- a question was raised whether all Policy documents were readily available. It was confirmed that they are in the Office and on line where appropriate. A need for an administrator and the role description to be formalised and the job role to be publicised within the Church family. Health and Safety- agreed amended Policy. This is a working document and Gordon is happy that this is up to date. John Curtis on the Ministry team for the Diocese has expressed an interest in hiring the Church for some training dates once a month for either a Saturday all day, or an occasional evening.

9 SEPTEMBER 2025

Warden will discuss with the Health and Safety Rep re ensuring the cleaner has understood the Lone Working policy and any other relevant policies. Bible Notes copies at the back of Church. Rob Miles (CPAS) visit to St Jude's was a really helpful meeting and there is a requirement to have a team in place of about 4, that will be able to work on the Parish Profile and to report back to the PCC, CPAS and Arch Deacon. Soft Touch Guidance. The H&S Officer will continue to monitor this Policy. Discussion about providing Holy Communion in homes. The Treasurer took the PCC through her balance sheet and explained that the next Era account is now closed. The Finance Team (FT) recommends that the funds are allocated to a separate "Building Fund" to avoid inflating the surplus in the General Account at the end of the year. PCC approve this recommendation. Administrator - The FT recommends an hourly rate of £14.00 per hour for a 8 hour week. The PCC approve this recommendation.

11 NOVEMBER 2025

Ian Turner presented the annual Safeguarding update for the PCC. Safeguarding Policy Statement, Responding to Safeguarding Allegations or Concerns, Use of Social Media policy signed off, with a further review due in 2 years. Discussed the risks of expressing opinions online which may inadvertently be thought to be the Church's opinion. The filming of the BB Presentation Evening raised the issue of family members filming and the need for the Service. The PCC reviewed the Action Plan produced by the Parish Safeguarding Dashboard.

Parish Profile The latest draft had been circulated to members before the meeting. Comments from Archdeacon Jane were awaited, Rob Miles (CPAS) had made some very helpful comments. Jess (our cleaner) met with Gordon and Jean re Lone Working and other policies. Jess always locks herself in and texts Jean to say she has left the building. It's thought there is an app that can be used which will be investigated. Wet Floor signs will also be purchased. the Hub will receive a Govt. Warm Spaces grant for this winter of £380. EDF finally migrated the church supply to a Small Business/Residential account which has enabled a 3 year fixed tariff. PCC members discussed the issue of sharp knives in the kitchen. It was concluded that, with children and young people not being allowed in the kitchen, on a risk basis the current situation was satisfactory but the issue should be included in future risk assessments, and the BB and GB leaders should be asked if they are happy.

Finance Summary

The overall income for the year was £115,166 with our expenditure slightly higher at £115,311. The very slight underspend was covered from our brought forward reserves, reducing our carried forward reserves by £145 to £83,707. Although this does not seem to be a significant in-year loss, we need to closely monitor income and expenditure in 2026 as we are committed to employing an administrator and finances will be at a pivotal point should we lose just one regular high financial monthly donor.

Without prior notice our electricity supplier for the Church building doubled both our kWh unit rates and monthly standing charges because the half hourly meter installed and our energy consumption was not within the large business range that necessitated this level of equipment. It took months to downgrade our meter and then months to convince them they had! But moving forward this should substantially reduce our electric bills in 2026.

Both the restricted funds held for the Next Era Project, and the Digital Mission fund have been completely spent during the year. The designated General Top-Up Next Era fund and Sutton Deanery Grant, end of year balances, would revert into the General account line for the start of 2026. The only restricted funds currently within our accounts are the Vicar's Discretionary Fund (currently managed by the Wardens) and the Community Hub Fund.

We took the decision to allocate £20,000 to a separate designated Building Fund due to the age of our buildings. This provides a pot of money that is easily monitored to carry out timely maintenance to try and prevent things like water ingress damaging the internal decoration.

The final Next Era retention bill, a sum of money held to ensure the contractors address any defects that arise after completion, of £14,066 was settled in January 2025. At the start of the year, we had £18,623 left of the £20,000 allocated from general account reserves to top up the NE fund, to cover any shortfall in the project costs. A refund of a VAT claim and a small donation reduced the final bill leaving £6,875.15 underspent on the forecasted Next Era contract costs.

When we were in the middle of the NE project the Diocese had asked parishes if they could consider increasing their Common Fund contribution to cover the shortfall in their budget. We could not help, at that stage, because we needed to ensure we had enough money to cover the actual contract costs. The PCC decided £5,000 of the underspent Next Era top up money, could now be sent to the Diocese to bless others as God had blessed us. This was a very unusual event according to the Diocesan Accountant, the Archdeacon and Bishop of Plymouth, who all sent messages of grateful thanks on receipt of this unexpected £5,000 additional donation to our Common Fund.

God's generosity can be seen in all that we have achieved within the refurbished building of St Jude's Church and the ever-increasing success of the weekly Community Hub now it meets in this space. Through God's generosity to us, we can be generous in return and bless others. St Jude's is a special place that seeks to live out Jesus' example as a beacon of light, not just in our local community, but within Plymouth, the Diocese of Exeter and maybe the higher echelons of the Church of England.

Approved by the PCC on 10th March 2026 and signed on its behalf by:

CI Macleod

Mr Colin Macleod (Chair)

DE Macleod

Mrs Debra Macleod (Treasurer)