

Email sent from Trevor Mapstone to church members on 29th January 2019

Dear Emmanuel

Important information about Emmanuel finances and staff

I am writing to everyone on our church membership list with some important information about Emmanuel's finances and the church's staff team.

You may recall that last September the PCC began to review planned spending for 2019, including our financial contribution to the Diocese (the Parish Support Fund), funding for global mission and the church's staffing establishment, in light of a reduction in income from giving in the year to that point. A Change Management Team was appointed to consider changes to Emmanuel's staffing establishment. The process aimed to determine how the church could continue to deliver ministry in line with our vision in a way which was financially affordable.

The process was very thorough and included a formal consultation with all staff employed by the PCC. I know that many of you were praying for the staff and their families and for the PCC. It was very difficult for our staff and their families to be dealing with this over the Christmas period and I am very grateful to them for their grace and patience and for their ongoing commitment to their ministries. If you were at any of our amazing Christmas services, you will be able to testify to the amazing dedication and professionalism of our staff

Finance update

At the beginning of this year, we learned that income in the final quarter of 2018 was well above what had previously been projected.

There had been further responses to the Gift Day in October 2018, and it also appeared that a number of givers had increased their pledges, but without having returned a pledge card. This means that we are likely to have ended 2018 with a balanced budget, and not the large deficit we were previously anticipating.

This is very good news and something for which to praise God. The updated giving information enables us to plan a budget for 2019 which will enable the church to support and sustain our ministry and mission, although we will be spending less than in 2018. Thank you to everyone who gave, and has pledged to give, so generously. We are not out of the woods yet and need to think carefully about planning for the next three years. We continue to be prudent in all decisions about expenditure.

Staff changes

During the consultation process, Mandy Gower, our church administrator, and Lucinda Hasell, our communications manager, resigned their posts to take up new jobs elsewhere. They go with our love and sincere thanks. It has been wonderful working with them and I know that

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many of you will want to thank them personally. We will miss them both and wish them well in their new posts.

On 15th January, the PCC concluded the process and approved the following staffing establishment:

One full time Music and Worship Ministry Coordinator (Stuart Burke)

One full time Youth Ministry Coordinator (Mike Rutt)

One full time Children's Ministry Coordinator (Becky Frost)

One part-time Young Families Ministry Coordinator (Clare Fillingham)

One part-time Operations Manager (Caz Heath)

One part-time Church Administrator (vacant)

We will be advertising for a new Church Administrator shortly.

The part-time administrator role which was held by Anne Brown will cease. We are very grateful to Anne for her long service in this post and wish her well in the future.

I am very grateful to the PCC for the careful and prayerful way in which they have worked through this process, which involved several extra meetings over the autumn term. I am especially grateful to our churchwardens, David and Wendy, and to the members of the Change Management team for giving so many hours to work with me to reach this conclusion.

Selling a house

You may also remember that the PCC decided to sell one of the houses we own (11 Hurst View Road) so that we can be certain that the cost of building the Emmanuel Centre is covered, and we can strengthen our reserves to pay for anticipated major repair work to the church. The house remains on the market and we would appreciate your prayers for a speedy sale.

Grace and peace,

Trevor

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