

# 269 th ANNUAL REVIEW

Thanks to your support, the Charity has enjoyed another excellent year.

Although regular donations from parishes continue to ease, this loss has been offset by stronger income from services of welcome and other special events, and by an increase in the value of our stock market investments. We have continued a robust grant making policy, thanks to the generosity of people throughout East London and Essex, supported by investment income and a modest degree of capital drawdown that our trustees believe will not detract from secure long-term growth in the value of our various funds. We have made great progress in tackling a variety of issues related to provisions of our governing instrument of 1917, and these new arrangements have come into force as from 1<sup>st</sup> April 2017. Here is a summary of the grants we made during 2016/17:-

Widows & Dependants	72	Clothing	33
Emergency & Compassionate	8	Children	102
Retiring Clergy	12	Births	3
Higher Education	17	Interviews & Educational Visits	17
Archdeacons' Block Grants (1 per Archdeaconry)			

We are immeasurably grateful to a number of very generous individuals, several truly wonderful parishes, and a variety of highly supportive grant-making trusts. We take seriously the requirement to strike a balance between the needs of today's clergy and those of tomorrow. Our aim is to avoid drawing down too much from past generousities in order to remedy any shortfalls in current income. To do this, we need to engage realistically with far more parishes – please study the analysis of donations and note the huge variation between one place and another. A further £10,000 to £20,000 income through regular giving each year would see us in the clear. To achieve this in today's increasingly competitive world of fund raising we need your help. In particular, a Development Officer is needed to carry forward the necessary strategic planning that constantly eludes the current officer team, who are inevitably embedded in the here and now.

On behalf of the officers and trustees, I would like to pay a tribute to Rev. Paul Haworth who retired as our Secretary in January 2017 after twenty five years of service to the Charity. His wise counsel and common-sense approach has led to the charity being in a good position to continue to serve the needs of the clergy and their dependents for the foreseeable future, especially in negotiating our new governance structure with the Charity Commission. Although I had originally agreed to act as Secretary to succeed Paul, I have now decided that it would be better for me to remain as Treasurer to the Charity, and so we are delighted that Rev Canon Martin Wood has agreed to be our Secretary and was appointed on 1<sup>st</sup> December 2017.

All that remains is for me to invite you now to read this abridged version of our Annual Report addressed directly to you: our supporters, beneficiaries, and friends.

*Paul Greenland*

the Revd Paul Greenland,  
Treasurer and Hon. Secretary to the Essex Clergy Charity  
Corporation from February 2017 to 30<sup>th</sup> November 2017  
on behalf of the Officers and Trustees of the Charity

## **Essex Clergy Charity Corporation ~ a Report from the Trustees for the year ended 31st March 2017**

The Trustees are pleased to present a summary of their report and financial statements for the year ended 31st March 2017.

### **Structure, governance and management**

#### *Government of the Charity*

Following a review of our Governance, and with the approval of the Charity Commission, our Trustees who acted in the year have, from 1<sup>st</sup> April 2017 become trustees, but in the year to 31<sup>st</sup> March 2017, they acted as general trustees, giving general guidance and support to the core officers who carry out the day-to-day duties. An annual meeting of Trustees ('Court of Audit') took place in the autumn of 2016, when policy matters were reviewed and the annual accounts (as signed off at a Special General Court of Trustees a few weeks beforehand) were adopted for publication. As from 1<sup>st</sup> April 2017, the annual meeting was of Trustees, and a formal meeting of trustees was held in September 2017 to approve the accounts to 31<sup>st</sup> March 2017. After a time of worship we share a buffet lunch that doubles as an open meeting with our local representatives - ideally two from each Deanery, one a member of the clergy and the other a lay person, who help us by encouraging local support and alerting the officers to potential beneficiaries. We then divide into three groups according to Episcopal Area. Brief reports are received from the Deaneries and there is further scope for general discussion on topics relating to the work of the Charity.

Trustees and Trustees who have served during the year under report and subsequently are noted inside the back cover of this booklet. Correspondence to any or all of them may be addressed through the Hon. Secretary. They are recruited through the network of parishes and episcopal areas with the intention of maintaining a range of specialised skills among the governing body. Although there is no formal induction and training process, the officers of the Charity are readily available to provide advice to Trustees on any aspect of our operations.

## **Objectives and activities**

### *Scope and function of the Charity*

The Essex Clergy Charity Corporation was founded in 1747 and re-constituted by Act of Parliament in 1917, following the creation of the Diocese of Chelmsford in 1914. Our prime purpose is to provide financial assistance to "poor clergy" throughout the diocese. We aim to ensure our grants continue to reach those in greatest need, without imposing a burden of extensive paperwork.

At the start of the school year we make a general round of payments to help with the cost of bringing up children, and an annual award is made to the Archdeacons' holiday assistance funds. Widow(er)s of Chelmsford diocesan clergy receive a Christmas grant, and all clergy and their surviving dependants may be considered for immediate assistance (grants or loans) to help with exceptional expenditure occasioned by sickness or accident.

We also address issues faced by single people and those whose own parents are now among their dependants. We can help all who are licensed within the Diocese of Chelmsford, whether self-financing or on the Church Commissioners' payroll, single or married, with dependants or without.

Our support for such clergy extends into retirement and continues after death to provide grants for surviving spouses & dependent children. By this means we maintain links with all who have served here even if they retired to other places. Those who move into this diocese without a qualifying appointment are not reckoned as 'Essex Clergy' for our purposes, even if granted 'Permission to Officiate'; nor can we assist anyone not ordained.

### *Public benefit*

The Charity has fully complied with its obligation under section 4 of the Charities Act 2006 to have regard to the guidance on public benefit published by the Charity Commission. Although our beneficiaries constitute a defined set, their work touches upon the life of the whole communities represented by the Diocese of Chelmsford. Church of England clergy are expected – and, in some instances, legally required – to respond to the pastoral and social needs of all who live within their parish. This may include members of other faiths and those with no visible evidence of religious observance. At the service of welcome held for a newly-arrived parish priest, leaders from the local community step forward to offer a few words of greeting. They will look forward to working in partnership with the new minister, and it is important for the clergy to receive affirmation in their broader civic role, with freedom from acute financial concerns that may arise through illness or other personal distress.

## **Financial review**

### *Accounting and investment policies*

At a Special Meeting on 11th May 2010 the Trustees approved the appointment of Sarasin & Partners as investment managers and at the same time approved changes to the investment policies. These included a greater focus on capital appreciation and the removal of an income target. This implies that the financial statements will now show lower income, with the excess of expenditure over income being covered by a part of the total capital appreciation.

As our investment managers' focus has changed to lower income generation, we are using more capital appreciation to finance our grant giving. We will therefore need to draw down cash from the investment portfolio from time to time. This tends to be mainly in advance of the summer grants to clergy families, so that under the new regime, in general, cash balances are likely to be lower at the year end.

Policies in place during the year under report were as follows:

### *Reserves policy*

The level of expenditure should be set at a level such that, in the long term, the assets of the charity are maintained in real terms, thus preserving grant making capability for future beneficiaries.

### *Investment policy*

The Trustees of the Charity intend that the real value of their assets be maintained and enhanced over the long term by investment in a portfolio comprised of equities, fixed income stocks and cash, offering periodic income distribution and scope to tap into accumulated capital growth on occasions where this can be done without favouring the interests of present beneficiaries at the expense of future beneficiaries over the longer term.

### *Ethical policy*

We look to our investment managers to pursue a socially responsible investment policy. We encourage them to favour organisations that act with sensitivity towards the communities within which they operate, and display a good track record in terms of employment practices, corporate governance, environmental practices, and respect for humanity. We wish to avoid investments that would bring us into conflict with the ethical ethos of the Church of England. In particular, we want to avoid drawing any significant

income from tobacco, pornography, armaments, gambling or alcoholic beverages.

### *Risk assessment policy*

The trustees examine the major risks that the Charity faces in each financial year when preparing and updating future plans. The Charity has developed systems to monitor and control those risks to mitigate any impact that they have on the operations of the Charity in the future - our 'blue skies' thinking reaches out to a risk horizon of 2027.

We have successfully implemented a number of internal checks (e.g. anti-fraud) to deliver full compliance with public expectations, and the annual exchange of ideas and opinions during the course of the Annual General Meeting and Trustees meetings is valued by all concerned. The Trustees have encouraged the officers to continue codifying their systems of monitoring and control, to secure compliance with best practice within the charitable sector.

### **In conclusion**

In recent years we have become the charity of choice at inductions and other services of welcome, and for this (and much other practical support and encouragement) we thank our Bishops, Archdeacons and Rural/Area Deans. We are especially grateful for the growing number of donations from other special occasions such as Deanery Confirmations, first celebrations of Holy Communion by newly ordained Priests, and thanksgiving for a ministry that has closed through retirement or death. Good work, too, by the representatives appointed by each Deanery (see list at the end of this report and please help us fill any vacancies!). We are also grateful to PCCs, individuals (many of whom are able to Gift Aid their contributions) and a range of charities and trusts who enable us to make particular grants, e.g. in support of those suffering from ill health. Our core team of officers works hard to ensure that grants are made with care and sensitivity to those who need them most, following the guidelines set by the trustees and subject to the formal definitions laid down in the Charity's instrument of government. Well done, everybody!

### **Statement as to disclosure of information to auditors**

In so far as the trustees are aware:

- there is no relevant audit information of which the charity's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

## **Statement of trustees' responsibilities**

The trustees are responsible for preparing the annual report and the financial statements in accordance with applicable law and United Kingdom Generally Accepted Accounting Practice. Law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year which give a true and fair view of charity's financial activities during the year and of its financial position at the end of the year. In preparing financial statements giving a true and fair view, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

## **Auditors**

Messrs LB Group was confirmed as current auditors of the charity by resolution of the governing body assembled for the 2013 Court of Audit, and were reappointed at the Annual General Meeting held on 3<sup>rd</sup> October 2017.

the above report is issued with the approval of the governing body  
by the Revd Paul Greenland

Hon. Treasurer and Acting Secretary (February to November 2017) to the  
Essex Clergy Charity Corporation

*Our emergency and compassionate payments are made without reference to specific income levels, but we do bear in mind our charitable objective: relief of poverty. In the year under report, such grants were typically in the range £100 to £1000 and were available to help with sudden and unforeseen circumstances such as accident or illness. This means that we have been able to help some clergy with dependent parents as well as those with dependent children.*

*In the year under report we wrote cheques ranging from £100 to almost £1000 to help with the costs of bringing up children. These payments favour those with limited family income (i.e. not exceeding "stipend and a half" or thereabouts) with further grants for those with virtually no other income apart from stipend. We also provided the Archdeacons with several thousand pounds towards holiday grants made at their discretion.*

*We aim to bank all donations within a few days of receipt and issue acknowledgements immediately. Should you find that a cheque you have sent us has not been debited within a month of despatch to the Treasurer, please let us know so that we can investigate.*

## **FIVE YEAR SUMMARY**

Years ending 31 March	2013 £	2014 £	2015 £	2016 £	2017 £
Regular Income					
Donations	23,507	26,067	33,585	35,479	36,079
Investment income	20,991	20,214	20,220	20,142	20,724
Other Fundraising Activities	0	0	0	4,241	0
	<u>44,498</u>	<u>46,281</u>	<u>53,805</u>	<u>59,862</u>	<u>56,803</u>
Regular Expenditure					
Charitable Activities - Grants	61,926	53,264	57,013	58,005	60,195
Administration					
General	0	0	0	0	0
Support Costs	0	0	658	599	190
Governance	2,170	2,487	1,751	2,881	2,883
Income generation costs	1,713	1,702	1,675	2,246	1,758
Total Administration	<u>3,883</u>	<u>4,189</u>	<u>4,084</u>	<u>5,726</u>	<u>4,831</u>
Total Expenditure	<u>65,809</u>	<u>57,453</u>	<u>61,097</u>	<u>63,731</u>	<u>65,026</u>
Gain/(Loss) on Investments	<u>58,943</u>	<u>22,533</u>	<u>53,889</u>	<u>(40,921)</u>	<u>70,495</u>
Market Value of Investments					
Unrestricted - main fund	556,290	580,057	627,623	581,957	639,939
Restricted	21,504	20,270	22,054	20,646	23,110
	<u>577,794</u>	<u>600,327</u>	<u>649,677</u>	<u>602,603</u>	<u>663,049</u>

**ESSEX CLERGY CHARITY CORPORATION**  
**GENERAL FUND**  
**INCOME & EXPENDITURE: YEAR ENDED 31 MARCH 2017**

	£	2017 £	2016 £
<b>Incoming Resources</b>			
Income Tax Recovered	983		2,131
Concert Income, less expenses	0		4,241
Donations	35,096		33,348
Investment Income and Interest	20,724		20,142
		<u>56,803</u>	<u>59,862</u>
		<b>56,803</b>	<b>59,862</b>
<b>Resources Expended</b>			
Grants:			
Widows and Dependants	9,189		8,875
Emergency and Compassionate	16,900		16,650
Clothing	4,850		4,300
Children	14,420		14,730
Higher Education	7,900		3,500
Retiring clergy	6,000		8,000
Education visits	1,100		1,950
Cost of Dinners	190		599
Other costs	1,594		2,246
	<u>62,143</u>		<u>60,850</u>
<b>Management &amp; Administration</b>	2,883		2,881
		<u>65,026</u>	<u>63,731</u>
<b>Net (Outgoing)Resources</b>		<b>(8,233)</b>	<b>(3,869)</b>
<b>Net Gain/(Loss) on Investments</b>		<b>70,495</b>	<b>(40,921)</b>
<b>Net Movement in Funds</b>		<u>62,272</u>	<u>(44,790)</u>
<b>funds brought forward</b>		<u>641,016</u>	<u>685,806</u>
<b>Funds as at 31 March 2017</b>		<u>703,288</u>	<u>641,016</u>



# ESSEX CLERGY CHARITY CORPORATION

## BALANCE SHEET AS AT 31 MARCH 2017

	£	2017 £	2016 £
<b>Fixed Asset Investments at market value</b>		<b>663,049</b>	<b>602,603</b>
<b>Current Assets</b>			
Bank Accounts - current	7,130		15,926
- deposit	4,855		4,076
Central Board of Finance deposits	25,853		15,854
Debtors	3,000		3,425
	<u>40,838</u>		<u>39,281</u>
<b>Current Liabilities</b>			
Creditors	599		868
<b>Net Current Assets</b>		<u>40,239</u>	<u>38,413</u>
<b>Net Assets</b>		<u>703,288</u>	<u>641,016</u>
<b>Funds</b>			
Unrestricted - General		673,971	658,184
Restricted		29,317	26,313
		<u>703,288</u>	<u>641,016</u>

These abridged financial statements are based on the full statutory accounts, which include an unqualified auditor's report.

Copies of the full statutory accounts are obtainable on application to the Hon Treasurer.

*We're an **ACTIVE** charity in need of **DONATIONS** !*

from individuals: clergy and laypeople...

from PCCs, Synods, Chapters, Trusts, Philanthropic bodies...

from lively local initiatives (coffee mornings, quiz nights, etc.)...

from major initiatives

## ANALYSIS OF DONATIONS 2016/17

Any items not included in the above year (ending 31 March 2017) will appear in next year's report.

An asterisk indicates a donation received in connection with a special event such as the inauguration of a new ministry.

The number of churches in each deanery is shown in columns headed by a cross †

Parish contributions that have been combined by deaneries may not be recognisable individually.

### BARKING EPISCOPAL AREA £6,279 (£7783 previous year)

<b>BARKING EPISCOPAL AREA</b>		<b>* - induction or special donation</b>			
	<b>No.of Churches</b>			<b>No.of Churches</b>	
<b><u>Barking &amp; Dagenham 1</u></b>				<b><u>Newham 5</u></b>	
				Deanery	245
Becontree St Cedd	250			East Ham*	282
Becontree South*	300			E Ham w Upton*	70
Marks Gate St Mark*	309			Straford St John*	611
other churches	0			Clergy	0
Clergy	0			Laity	0
Laity	0				27
	13	859			1208
				<b><u>Redbridge 7</u></b>	
				Wanstead, St Mary & Christchurch	100
<b><u>Epping Forest 2</u></b>				Barkingside St George	100
Chigwell Row	40			Barkingside Holy Trinity	60
Upshire St Thomas	50			Iford St Alban	5
Loughton St John*	231			Woodford SS Mary & Phillip	100
Chigwell Row*	108			Woodford Bridge St Paul	440
Theydon Garnon*	501			Wanstead St Mary & Christchurch*	450
Waltham Holy Cross*	67			Other Churches	0
Fyfield St. Nicholas*	456			Clergy	0
Stanford Rivers St Margaret*	201			Laity	0
Clergy	0				
Laity	0				22
	19	1654		<b><u>Waltham Forest 8</u></b>	
				Other Churches	
<b><u>Harlow 3</u></b>				Clergy	0
Great Hallingbury	75			Laity	0
Little Hallingbury	115				24
Old Harlow St Mary	50				0
Latton	50				
Hatfield Heath*	372				
Harlow TC with Parndon*	641				
Other Churches	0				
Clergy	0				
Laity	0				
	15	1303			
<b><u>Havering 4</u></b>					
Other Churches	0				
Clergy	0				
Laity	0				
	23	0			

## BRADWELL EPISCOPAL AREA

£11,963 (£8,951 previous year)

BRADWELL EPISCOPAL AREA		£			
<b>Brentwood 9</b>				<b>Maldon &amp; Dengie 12</b>	
Shenfield St Mary		70		Cold Norton	110
South Weald St Peter		250		Althorne	25
South Weald St Peter*		563		Purleigh*	280
Ingatestone*		373		Maldon*	276
Shenfield St Mary*		474		Woodham Mortimer*	163
Other Churches				Woodham Walter*	224
Clergy				Other Churches	0
Laity				Clergy	50
		21	1730	Laity	190
					21
					1318
<b>Basildon 10</b>				<b>Hadleigh 13</b>	
Billericay Christ Church		100		Leigh On Sea St Margaret	200
Great Burstead		200		Hadleigh St Barnabas	100
Pitsea St Gabriel*		376		Leigh on Sea St Aiden	100
Other Churches		0		Leigh on Sea St Clement	100
Clergy		0		Canvey Island*	726
Laity		0		Other Churches	0
		19	676	Clergy	0
				Laity	0
					15
					1226
<b>Chelmsford North 11a</b>				<b>Southend 14</b>	
Roxwell		215		Prittlewell St Stephen	139
Chelmsford Cathedral		2250		Thorpe Bay St. Augustine	50
Gt & Lt Leighs & Lt Waltham		50		Westcliff St Saviour	350
Chelmsford St. Andrew		75		Westcliff St Peter	200
Boreham		15		Westcliff St Saviour*	1209
Other Churches		0		North Shoebury*	162
Clergy		347		Westcliff on Sea*	263
Laity		0		Other Churches	0
		16	2952	Clergy	5
				Laity	0
					14
					2378
<b>Chelmsford South 11b</b>				<b>Thurrock 15</b>	
Chelmsford South Deanery		190			50
Stock Harvard		650		East & West Tilbury	100
Other Churches		0		Grays	250
Clergy		0		Grays North	143
Laity		0		Chafford Hundred*	0
		19	840	Other Churches	0
				Clergy	0
				Laity	0
					19
					543
				<b>Rochford 16</b>	
					300
				Rayleigh	
				Other Churches	0
				Clergy	0
				Laity	0
					16
					300

***PLEASE HELP US TO MEET OUR EMERGENCY CALLS!***

*All gifts from tax payers can be magnified through gift aid.*

In circumstances where the offering passes through the local church accounts before being directed to the Charity, the PCC is able to reclaim tax on contributions from identifiable individuals within a gift-aid relationship.

**COLCHESTER EPISCOPAL AREA**

**£9,781 (£8,216 previous year)**

<b>Witham 17</b>	†	<b>Colchester 20</b>	†
East Mersea	140	Aldham	100
West Mersea	420	Marks Tey	100
Layer Marney	50	Lexden	380
Tolleshunt D'Arcy	100	Wivenhoe	100
Wickham Bishops *	253	Colchester, St Luke	110
Layer Marney *	251	Wivenhoe *	125
20 other churches	0	18 other churches	0
Clergy	0	Clergy	0
Laity	0	Laity	0
	26		23
	<u>1299</u>		<u>915</u>

<b>Hinckford 18</b>		<b>Dunmow &amp; Stansted 23</b>	
Liston & Borley	50	High Easter	3
Great & Little Tey	100	Great Dunmow	100
Birdbrook	100	White Roding	50
Greenstead Green	100	Little Bardfield *	343
Alphamstone	25	Stansted Mountfitchet	50
Wakes Colne	100	21 other churches	0
Halstead *	440	Clergy	0
Earls Colne *	200	Laity	0
30 other churches	0		0
Clergy	0		0
Laity	0		0
	38		26
	<u>1115</u>		<u>546</u>

<b>Braintree 19</b>		<b>Harwich 24</b>	
Black Notley	199	Mistley & Manningtree	195
Braintree, St Michael	45	Ramsey, St Michael *	90
Sisted w Bradwell *	331	14 other churches	0
Rayne *	119	Clergy	0
10 other churches	0	Laity	0
Clergy	0		0
Laity	0		0
	13		16
	<u>694</u>		<u>285</u>

The Hon Treasurer is always delighted to respond to enquiries about how to favour the work of the Charity through a bequest.

A further source of help comes from gifts to mark special occasions such as anniversaries of ordination ~ thank you to those of you who have been led to help us in this way.

Your fund-raising ideas and offers are always welcome!

<b>Saffron Walden 26</b>			<b>Other Donations</b>				
Saffron Walden		370				1000	
Newport		50	JA Swire Charitable Trust			450	
Wicken Bonhunt		100	Essex Community Foundation			5000	
Wimbish		30	Perry Watlington Trust			0	
Great Chesterford		50	Clergy			623	
Littlebury		30	Laity			0	
Clavering		100	Legacies				
Strethall		50				7073	
Henham		50					<b>Churches</b>
Widdington		50	<b>Summary:</b>	<b>Churches</b>			
Hadstock		25	Barking & Dagenham		13	859	
Berden		75	Epping Forest		19	1654	
Arkesden		75	Harlow		15	1303	
Chrishall		40	Havering		23	0	
The Sampfords		50	Newham		27	1208	
Chrishall*		174	Redbridge		22	1255	
Other Churches		0	Waltham Forest		24	0	6279 143
Clergy		0	Brentwood		21	1730	
Laity		500	Basildon		19	676	
	34	1819	Chelmsford North		16	2952	
<b>St Osyth 27</b>			Chelmsford South		19	840	
Great Clacton, St John		350	Maldon & Dengie		21	1318	
Frinton		100	Hadleigh		15	1226	
Other Churches		0	Southend		14	2378	
Clergy		0	Thurrock		19	543	
Laity		0	Rochford		16	300	11963 160
	16	450	Witham		26	1947	
			Hinckford		38	1017	
			Braintree		13	531	
			Colchester		23	1595	
			Dunmow		26	433	
			Harwich		16	1989	
			Saffron Walden		34	1819	
			St Osyth		16	450	9781 192
			other donations			7073	
						35096	495

When making comparisons, please bear in mind the effect of changes in deanery boundaries, also the effect of special services/collections.

This report can be viewed at our website: [essexclergycharity.org.uk](http://essexclergycharity.org.uk)

It can also be made available in alternative formats such as large print, audio, drama, etc., and/or other languages as may be appropriate.

***We are a fully accessible Charity!***

**DEANERY  
REPRESENTATIVES**

**Clergy**

**Laity**

Barking Episcopal Area

BARKING & DAGENHAM	vacancy	Ian Reid 41 Sheringham Drive BARKING IG11 9AL
HAVERING	vacancy	Lynne Bennett 37 Montrose Avenue Gidea Park Romford RM2 6RH
NEWHAM	David Haokip The Vicarage Buxton Road East Ham LONDON E6 3NB	John Meadway 4 Glebe Avenue WOODFORD GREEN IG8 9HB
REDBRIDGE	Richard Wyber 7 Mornington Close WOODFORD GREEN IG8 0TT	vacancy
WALTHAM FOREST	vacancy	vacancy
EPPING FOREST and ONGAR	John Fry 2 Slade End Theydon Bois EPPING CM16 7EP	vacancy
HARLOW	Brian Surtees 13 Bowes Drive ONGAR CM5 9AU	vacancy

Bradwell Episcopal Area

BRENTWOOD	vacancy	David Tee The Old Rectory Rectory Chase Little Warley BRENTWOOD CM13 3EZ
BASILDON	vacancy	Sarah Law The Rectory Rectory Road Pitsea BASILDON SS13 2AA
CHELMSFORD (NORTH)	Jane Anderson The Vicarage St Augustine's Way Springfield CHELMSFORD CM1 6GX	Derek Girdler 45 Micawber Way CHELMSFORD CM1 4UG
CHELMSFORD (SOUTH)	Terry Brown The Vicarage 1 Glebe Meadow Great Waltham CHELMSFORD CM3 1EX	Christine Horton Midway 20 Sussex Close Boreham CHELMSFORD CM3 3ED
MALDON & DENGIE	Stephen Carter All Saints Vicarage Church Walk MALDON CM9 4PY	Peter Manley The Vicarage Fambridge Road Althorne CHELMSFORD CM3 6BZ
HADLEIGH	Anthony Rose St George's Vicarage 89 Rushbottom Lane BENFLEET SS9 4DN	Claire Littlejohn 41 Southwold Crescent BENFLEET SS7 5SR
SOUTHEND	Lee Mullen St Saviour's Vicarage 33 Kings Road WESTCLIFF-ON-SEA SS0 8LL	Margaret Harvey 39 Rochester Drive WESTCLIFF-ON-SEA SS0 0NJ
THURROCK	vacancy	vacancy
ROCHFORD	Nick Rowan St Michael's House 13 Sir Walter Raleigh Drive RAYLEIGH SS6 9JB	vacancy



Colchester Episcopal Area

WITHAM	vacancy	vacancy
HINCKFORD	Margaret H King The Rectory Great Henny SUDBURY CO10 7NW	vacancy
BRAINTREE	Tim Barnes The Vicarage St Peter's in the Field Bocking BRAINTREE CM7 9AR	Anne Tee 9 Clairmont Close BRAINTREE CM7 1HS
COLCHESTER	Caroline Martin 3 Helen Ewing Place COLCHESTER CO2 8WS	vacancy
DUNMOW & STANSTED	Paul Wilkin 5 St John's Road Stansted Mountfitchet BISHOP'S STORTFORD CM24 8JP	vacancy
HARWICH	Vacancy	Nigel Dyson Bentley Manor Little Bentley COLCHESTER CO7 8SE
SAFFRON WALDEN	Michael Lovegrove Craigside 8 Beck Road SAFFRON WALDEN CB11 4EH	Anthony Gold School House Widdington SAFFRON WALDEN CB11 3SF
ST OSYTH	David Lower, St. Paul's Vicarage 7 St Albans Road CLACTON-ON-SEA CO15 6BA	Wendy King 17 Larkfield Road Great Bentley COLCHESTER CO7 8PX