



Parish Nursing Ministries UK

Annual Report
2024

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A Note from Our Chair

I assumed the chairmanship of Parish Nursing Ministries UK (PNMUK) in October 2023, taking over from Debra Chand, who had ably steered the charity through a time of transition in the management team. Overseeing the handover from PNMUK founder Helen Wordsworth and the CEO Rosalyn Moore to Sue Bretherick and Anne Taylor, Debra maintained continuity and leadership for the charity through not only that time of change but also the three years of the COVID-19 pandemic. Debra's calm leadership and steady but light hand on the tiller created the conditions for Sue and Anne to take up their leadership roles. I joined a well-led leadership team that was asking the question:

What sort of organisation do we need to be to achieve our vision and mission in the years to come?

In its relatively short existence, PNMUK has made significant strides. We have trained and supported over a **hundred Parish Nurses** and parish nursing projects whose work has had a profound impact on the health and wellbeing of numerous communities across the UK. This impact sets PNMUK apart from many other healthcare charities, demonstrating the value and importance of our work.

Despite our small staff team, our achievements are a testament to our resilience and dedication. However, as our work has expanded, we have recognised the need for PNMUK to evolve and meet the increasing challenges and opportunities we face. As Sue articulates in her report, we are confronted with new hurdles – the changes in the healthcare environment, the nursing profession, the church, and society. We are, therefore, contemplating a comprehensive review of our governance and structure to ensure our agility in a rapidly changing world, demonstrating our commitment to continuous improvement.

We are also putting more structures in place to help us increase our base of regular supporters. But it's not just about raising regular income—it's about increasing awareness of the incredible work Parish Nurses are doing across the UK.

The ministry of the Parish Nurse is not a new idea – it has been around in one form or another since the first churches two thousand years ago. Bringing compassionate care to support those who are suffering, working for public health, and advocating for the care of the whole person, including the spiritual wellbeing of people in the community, is an ancient role in the local church. That we can do it today with professionally trained nurses working within their professional code of conduct is an even greater blessing. And we believe more people, in the church and society, need to know about it.

I look forward to helping the staff leadership team and the board of trustees steer PNMUK through this next phase in our existence. May I commend this annual report to you, and I hope you will be encouraged by the stories of what Parish Nurses are doing around the UK and the role PNMUK has played in helping them achieve this.

Steve

STEVE FOUCH
Chair of the Board

A Word from the CEO

Over the past year, we have intentionally focused on a few key areas to add healthy building blocks to the charity. We remain a charity that is on a clear development pathway, not only because of our natural organic maturing with time, but also because we posture ourselves to be responsive to the immense changes and challenges facing the nursing profession internationally.

The year saw a handover of the role of Chair of the Board of Trustees, a bold change, as Debra Chand stepped down and was replaced by Steve Fouch. Debra, a valued and experienced Chair, provided a stable and uncompromising presence, and her vast experience of the charity sector will be missed by PNMUK. However, we have gained fresh energy and expertise in the role from Steve Fouch, a longstanding board member with a full complement of organisational memory built up over the past 6 years.


In addition, three new trustees, all with personal experience of parish nursing, joined the Board. Their valued insight into parish nursing on the ground, adds tremendous value as we plan for the future of the charity.

Operationally, we focused on simplifying our systems, whilst maintaining the high standards that we need to ensure Parish Nurses and partners are supported well. This included initial implementation of a new robust CRM system that will offer central administrative support to expand effectively in the future whilst offering efficiencies in the present.

We continue to invest in our excellent staff team as they navigate new challenges presented by pressures on Parish Nurses. Three new regional nurse coordinators were appointed to ease capacity and strengthen our support offering to partner churches and Christian organisations, and we engaged a communications team to fill a gap and boost our engagement with our audiences through communication about the ministry of parish nursing.

I commend the PNMUK team to you. Each year presents new challenges. But the belief that parish nursing has impact, coupled with combining a beloved profession with a personal faith, continues to be evidenced in way our team rises to each challenge.

I trust you enjoy reading about the work in more detail in the pages that follow


SUE BRETHERICK
CEO



Company Information

Company Name:

Parish Nursing Ministries
UK

Registered Office:

The Hope Centre, 26 North
Street, Peterborough, PE1
2RA

Trustees:

Debra Chand - Chair
(Resigned Oct 2023)
Steve Fouch - Chair
Jonathan Edwards
Bob Brown
Joann Morse
(Resigned Jan 2024)
Glen Johnson
Joyce Fletcher
Amanda Allchorn
Barbara MacFarlane
Rev Damian Feeney

Chief Executive Officer:

Sue Bretherick

Bankers

Lloyds Bank

Registered Charity no.

1111680

Country of Registration

England and Wales

Registered Company number

5451295

Country of Incorporation

United Kingdom

Website:

www.parishnursing.org.uk



@parishnursinguk



@parishnursingministriesuknational



@parishnursinguk

Independent Examiners

Stewardship Account Examination
Services
1 Lamb's Passage
London
EC1Y 8AB

The Year in Numbers



92

Services actively supported during the year



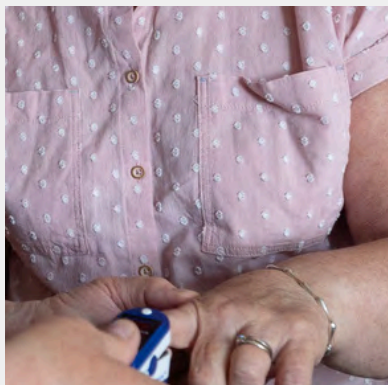
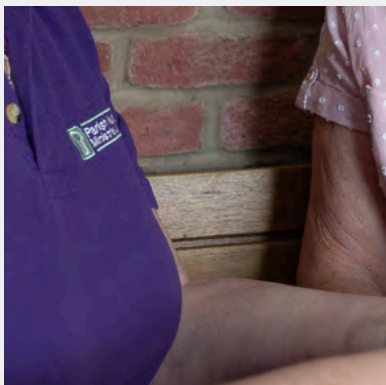
76

Nurses supported



13

New churches with Parish nurses



26

New Nurses Equipped



6

Partnership Events



89

Attending online info sessions



Trustees Report

Parish Nurses are registered nurses who are employed or appointed by the local church to lead whole-person health ministry. Parish Nursing Ministries UK is a charity that provides training, coordination, and resources to help and support this practice and does not employ parish nurses or provide care. The charity is led by a Board of Trustees (Volunteers) and employs a small central team; home based regional nurses, a small number of people paid for ad hoc inputs on a sessional basis and external contractors for specialist remits.

Objectives and activities

01

To promote community health across the UK by funding and training Parish Nurses, and supporting their education.

02

To advance the Christian faith in the UK by promoting Parish Nursing and supporting the establishment and training of Parish Nurse initiatives.

03

To support specific overseas Parish Nursing initiatives



All support, equipping and training offered by the charity continued to be subsidised and targeted. This ensured that the support offered was both affordable and effective. Costs were met by increased income raised through grants from Christian charitable trusts and foundations across the year.

We have continued to offer at least two parish nursing training programmes a year. This is the only programme available to aspiring Parish Nurses in the UK and is based on the international curriculum developed by the Westberg Institute and delivered throughout the world. This year we have trained another twenty-six Parish Nurses. Completion of the course is an essential requirement for nurses to set up a parish nursing service safely, as per the charity's quality assurance process.

— “

*“Quality of presentation and teaching was excellent especially at providing experiences and examples of Parish Nurse practice and spiritual care interventions”
~Course participant*

— ”



In response to ongoing demand, we continued to offer the Parish Nurse Assistants course, and trained seventeen Parish Nurse assistants alongside their lead Parish Nurse. Parish Nurse Assistants are not qualified Parish Nurses, but rather fill a complementary role within a parish nursing service by providing additional capacity support to the Parish Nurse. They also act as a useful link to further pastoral and practical support within the church/organisation.

Grant funding from the Hinchley Charitable Trust towards the salary costs of the Lead Educator, ensured that we were able to continue to meet our education objectives.

Seventy-two nurses, trustees, employees, and guest speakers gathered once again for the annual PNMUK Symposium in October 2023. This well-established event offered the support of a community of like-minded nurses in a role that can at times feel isolating, enhanced by reputable speakers presenting on topical issues and updates within the wider nursing profession. Hours towards required Continued Professional Development were provided for Parish Nurses, as was a time to reflect, re-charge and worship together.

I enjoyed my 1st Symposium. Getting to know PN's from across the country and the breadth of different, individual bespoke work has been interesting and valuable to me.

~ Parish Nurse, Symposium 2023

Well organised with an excellent balance of education, speakers, networking, worship and free time. Held in a wonderful setting with good food and hospitality.

~Parish Nurse, Symposium 2023



Bi-monthly partnership events covered a varied programme of topics, which included:

- Spiritual care of people with dementia
- Parish nursing model refresher for longstanding Parish Nurses
- Preventable deaths from asthma
- Telling your story in fundraising
- Spiritual care in parish nursing

Regular Communities of Practice for all Parish Nurses were offered regionally 4 times a year. These provide professional and peer support for Parish Nurses who attend. Hosted by each local Regional Nurse Coordinator, themes emerged from delivery on the ground throughout the year, that we were able to address responsively and in a timely fashion. For example, Parish Nurses are increasingly being presented with clients struggling with mental health challenges and queries, and so Mental Health Guidelines were developed by a focus group. This was led by the Parish Nursing Ministries UK Director of Nursing, drawing on the expertise of Registered Mental Health nurses who are also Parish Nurses. The outcome was a guidance document to clearly determine thresholds and pathways for Parish Nurses to ensure safe practice.



Our experience with Parish Nursing Ministries UK has been excellent. Our Regional Nurse Coordinator, in particular, has been an outstanding source of support, assisting us whenever we need it. Her knowledge and expertise have been invaluable, and we have full confidence in her ability to provide reliable advice.

Overall, we feel grateful to have such a dedicated and helpful partner in Parish Nursing Ministries UK, and we look forward to continuing our collaboration.

~ Church partner, commenting on partnership with PNMUK

Parish Nursing Ministries UK supported ninety-two partner churches over the year. Support given by the charity included detailed planning assistance through to setting up and accreditation for new parish nursing services, as well as offering ongoing support and re-accreditation for more established services. Church partners' annual contributions, and payments made for planning services, part-funded the Regional Nurse Co-ordinator posts and expenses. Further funding towards these costs was raised through charitable trusts and foundations on a region-by-region basis. Considering the ongoing cost-of-living crisis, all costs passed on to our partners remained subsidised. This is now under review for the year ahead.



‘Parish Nursing Ministries UK goes above and beyond to ensure that our Parish Nurses are well-supported through regular supervision sessions and continuous access to online courses and weekly reflections. These resources are invaluable for our nurses, providing them with the necessary tools and knowledge to provide top-notch care to our parishioners.’

Church partner, commenting on partnership with PNMUK

We are grateful for funding for a new role, that of Central Onboarding Co-ordinator. This dedicated role committed to supporting churches to plan and establish a new parish nursing service, successfully reduced the time taken for this process. This in turn proved critical in coping with the significant increase in the uptake of parish nursing as a result of successful promotion through Explore Online events.

The promotion of parish nursing across the UK was further boosted with the engagement of a communications lead for Parish Nursing Ministries UK, with support from the Benefact Trust making this possible. The foremost objective of the role is to ensure an accurate, engaging, and cohesive telling of the parish nursing story, through creative as well as traditional channels.

The website, social media accounts and branding all received targeted updates and improvements in the initial phase of implementing a new communications strategic plan. To date, the work done has shown a significant increase in traffic on official Parish Nursing Ministries UK social media sites (including the website), which shows promise for greater impact as we build on this.

We face an ongoing challenge in obtaining regular materials from parish nursing practice, as well as photos with recorded permissions. This continues to present a significant hurdle in proving the wider impact of parish nursing in communities, and specifically, in showing the impact of the role of Parish Nursing Ministries in supporting parish nursing across the UK. In order to mitigate the challenge, a more user-friendly data capture system will be introduced in April 2024, that will collate quantitative data from partner services.



Explore Online events, for individuals, churches and Christian organisations interested in finding out about parish nursing, remained an attractive offering in promoting the work. Over the year, eighty-nine people attended an online event, representing sixty-three different churches or Christian organisations. Of these, ten went on to set up a new parish nursing service in the year, others are actively fundraising before committing to planning, and still others are working through their church structures in determining whether parish nursing aligns with the overall local vision.



Work with farmers and farming communities expanded into a new region in the year; we now partner with the Farming Community Network (Northamptonshire, and Leicestershire), alongside our well-established partnership with the Warwickshire Rural Hub.

Parish Nurses attend farmers markets, engaging with and offering health support to farming communities.

We remained committed to promoting parish nursing in Wales, as funded by the Benefact Fund. The charity's focus remains on fostering our newly established relationships with interested churches and individual church leaders and nurses, as well as with Nurse leaders in Wales and Cytun Cymru (Churches Together in Wales), amongst others. Furthermore, an Explore Online event, with a dedicated focus on those living and worshipping in Wales, was held in November with the aim to expand the understanding of parish nursing to a wider audience.

Challenges through the year included an increase in regular one-one support requested by Parish Nurses and our partner churches. This was because the changes of recent years in the national healthcare system continues to put additional pressures on Parish Nurses for interventions outside of the parish nursing remit. 'Time' as an asset that Parish Nurses have to offer within the principles of whole person healthcare, is increasingly sought out and valued within their communities. However, it is in itself putting a new strain on the capacity of Parish Nurses on the ground.

PNMUK identified the need therefore, to advocate on behalf of Parish Nurses, where their line management and support structure was inadequate to cope with these new pressures. Going forward, we aim to improve setting out and managing expectations from all partners, when in the planning phase of a parish nursing service, in order to ensure a healthy and positive experience for both church and nurse right from the outset. It is our role to interpret the limits of parish nursing for both nurses and churches against the backdrop of external fallout from the strain the National Health Service is under. It is equally critical that we champion spiritual care and ensure confidence and competence in delivering this within the parish nursing model.



Challenges going forward include:

- working to increase diversity in funding sources.
- increasing funding for core costs to develop more efficient working practices around administration, HR, fundraising and comms.
- Digital literacy remains an area of growth.

Over the past three years, dedicated work has been completed on streamlining the accreditation system that PNMUK uses to support services. Nurses have welcomed the resulting update, as have most of our partner churches. The work done by PNMUK on our professional standards and accreditation system remains essential to Parish Nurses who work within the Nursing and Midwifery Council regulatory framework; this is required to be upheld in any context.

The Christian ethos, underpinning all the work of the charity, was actively upheld in practical ways. Prayer remained key across all internal working practices and was a regular feature at all meetings from Board meetings to staff meetings, as well as within focussed contexts.

As we take strides in continuing to develop as a charity within a profession under constant change and pressure, we recognise the need for a proportionate response to what we can deliver. Our main partners, the church, continue to prove faithful in championing the ministry effectively, as stories below evidence.



The charity has an active partnership agreement with the Westberg Institute of Faith Community Nursing (part of the Spiritual Care Association) in the USA. The agreement supports the use of the Westberg international curriculum for the Foundations course in parish nursing – the PNMUK parish nursing course curriculum is a vastly modified and contextualised version of this. In addition, we contributed to regular meetings, coordinated by the Westberg International Lead, of international parish nursing organisations throughout the year. Updates, innovative work practices and new projects, as well as internationally relevant nursing concerns were discussed and provided a useful source of information, encouragement, and support.

Public Benefit: The trustees have had due regard to The Charity Commission's guidance on public benefit at all relevant times.





CASE STUDIES & IMPACT

St Matthews Church, Sheffield



The Parish Nursing service is very active in its support to the local community, including supporting those who are homeless. There are regular drop-ins which have health prevention teams coming along.

Shared within monthly reporting, here is an example of practical intervention that takes place within St Matthew's Parish Nursing Service.

“We've connected with the diabetes prevention team and planned a market session to capture referrals to their service. We've also partnered with the lead pharmacist and primary care development nurses, and published an article in the local pharmacy bulletin to promote our blood pressure screening service. This led to a successful referral of a man for ambulatory monitoring, blood tests, and an ECG, followed by a GP appointment for treatment. We participated in a homeless prevention event at the council and a multi-agency meeting with the Department of Levelling Up to address increased violence within the homeless community. We are also supporting the new recovery café. Recently, a new client visited the Parish Nursing service for a short-term health condition. Observations revealed an irregular heart rate, which she had not disclosed due to her hospital phobia. The Parish Nurse assisted her in visiting an NHS walk-in centre.”

Warm Hub Initiative, East of England



A nearby church had commenced a warm hub session on Wednesdays to help people with heating costs. It was run by a group of church members who were deeply committed volunteers.

Around sixty people were turning up every week, many of whom were either homeless, or in poor accommodation, and/or had addictions of various kinds. Many had health challenges.

Funding was secured to invite a Parish Nurse to be present at the session once every month for the purpose of personal health advice and general health promotion.

The work ensured that healthy food is available, offered a health desk for individual consultations and blood pressure readings, encouraged covid and flu vaccinations, performed hand massages, and signposted people to local sources of support. Also, we have seen discussions and health quizzes around the tables on a particular health related subject each month as part of health and wellbeing promotion. These included skincare, mental health, foot health, etc. As a result, the guests receive various kinds of health advice relevant to their needs.

Both guests and volunteers received individual health consultations and signposting without appointments being necessary. This is of critical benefit to those who lead chaotic lifestyles and struggle to attend pre-booked appointments

Structure, Government & Management

Parish Nursing Ministries UK is registered as a company limited by guarantee (without share capital), company number 5451295 and registered as a charity, charity number 1111680. Its governing document is its memorandum and articles association.

The charity's trustees are also the directors for the purposes of the Companies Act. The Board of trustees administers the charity. The development and delivery of strategy, day to day management of the charity's operational activities is the responsibility of the Chief Executive Officer, ably supported by the Director of Nursing who supports operations and leads on nursing liaison and developments.

Reflecting a broad range of experience in the public sector, church leadership, charity fundraising, finance/business, NHS and health care professional leadership, the Trustees have contributed actively to all aspects of service development and delivery during the year. Through their contact with regional coordinators and Parish Nurses at meetings and at our Annual Symposium, the Trustees remain connected with the charity's work on the ground.

Trustees continue to meet quarterly to oversee the strategy, finance, and corporate governance of the Charity. Finance and the corporate risk register are considered at all meetings. In the coming year, efforts will be combined to recruit new trustees. Parish Nursing Ministries UK has neither custodian nor corporate trustees.

In October, Debra Chand stood down as chair of the board of trustees, having served as a trustee for 9 years; since 2020 as Chair of the Board. Steve Fouch stepped into the chair position, another longstanding trustee, and brings a fresh energy and focus to the governance of Parish Nursing Ministries UK.

This report has been prepared having taken advantage of the small companies' exemption on the Companies Act 2006.

Steve
STEVE FOUCH
Chair of the Board

Financial Review

Finance continued to be an area of growth in 2023/24. We ended the year with a total income on £212,896 and expenditure of £179,771 with total reserves carried forward of £137,513.

We remain committed to working towards more diverse income streams. This has been identified as key to sustainability and is essential to mitigate some financial risk within the charity. As we end the year, 51% of our income came from Trust and Foundation donations, with contributions from our church partners covering 27%.

Looking forward, we aim to run regular campaigns to encourage 'Mission Partners' – individuals or churches who wish to support Parish Nursing Ministries UK through a one-off donation or regular giving. There remains potential to expand our monthly donors from within the network of retired Parish Nurses, churches who previously hosted a parish nursing service, and other interested parties.

The costs of our inputs to our partners continued to be subsidised at an increasing rate. This is against the backdrop of a cost-of-living crisis which has affected many church finances, and significant inflationary increases. It was decided to keep all fees static again in 2023/24 due to the strengthening of our financial position, due to an increase in trust and foundation funding received over the course of the year. However, it is inevitable that PNMUK will be asking for a greater financial contribution against our activities, from our partners and nurses. This will be reviewed in the next fiscal year.

We remain grateful to our grant funders and to all our donors for their financial support, without which, we could not continue our work.

Financial Review

Income

In 2023-2024 our income had four sources. We remain committed to working towards more diverse income streams. This has been identified as key to sustainability and is essential to mitigate some financial risk within the charity. As we end the year, 51% of our income came from Trust and Foundation donations, with contributions from our church partners covering 27%, and additional funds from monthly donors.



Expenses

Due to improved income stability, Parish Nursing Ministries UK has been able to map out future plans effectively. The increased funding has been channeled into bolstering essential infrastructure aspects such as fundraising support and external communication proficiency.

Reserves Policy

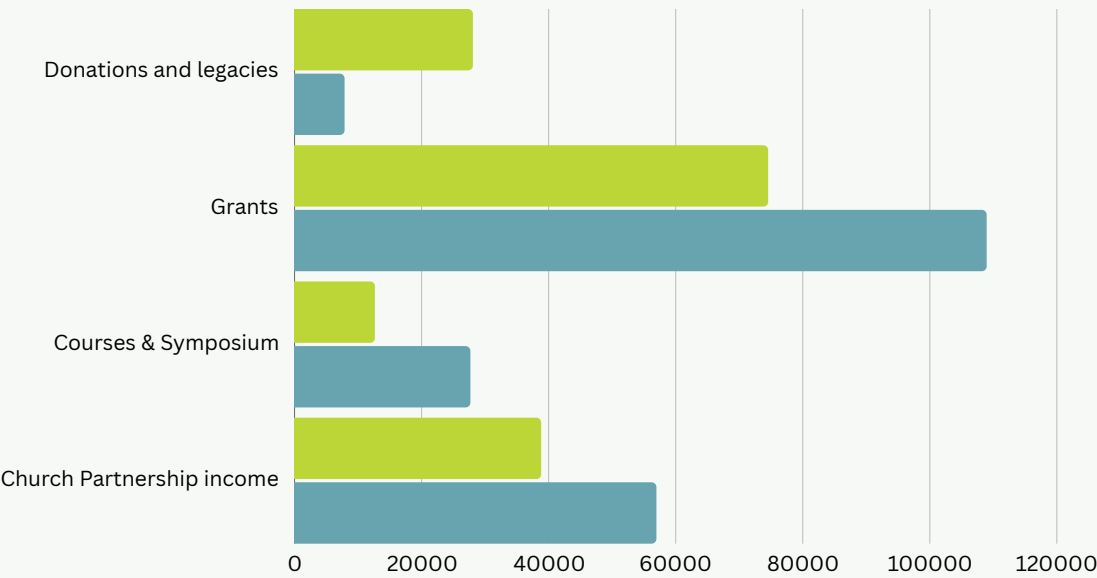
Our reserves policy was reviewed by Trustees in the year. It states that we would hold sufficient reserves to ensure our recurrent outgoings (salaries and rent) for a period of three months and any creditors can be paid. Our total reserves should not fall below £50,000. At the year-end unrestricted reserves were £80,794 and restricted reserves were £56,719.

Finances

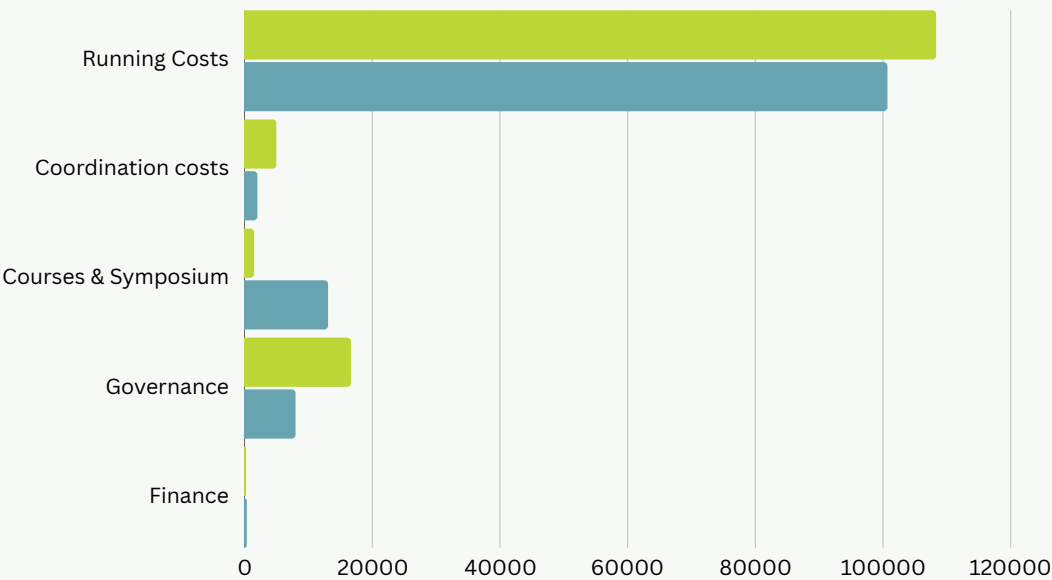
The Financial Statements can be found from page 20 of this report



Income



Expenditure





Thank You

As we wrap up another impactful year at Parish Nursing Ministries UK, we're filled with gratitude for the incredible support that propels our mission forward. This annual report stands as a testament to the strides together we've made, and we extend heartfelt thanks to all who have played a role in our achievements.

Our dedicated volunteers, generous donors, and committed team members form the backbone of our progress. Thank you for being part of the Parish Nursing Ministries UK family. Together, we're crafting a narrative of positive change. Here's to another year of collaboration, growth, and meaningful impact.



Parish Nursing Ministries UK

Independent Examiner's Report and Accounts
Year ended 31 March 2024

Stewardship 
Active generosity

1 Lamb's Passage, London EC1Y 8AB
www.stewardship.org.uk

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF
PARISH NURSING MINISTRIES UK
('the Company')

I report to the charity trustees on my examination of the accounts of the Company for the year ended 31 March 2024 on pages 27 to 35 following, which have been prepared on the basis of the accounting policies set out on pages 29 to 30.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5) (b) of the 2011 Act.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the Company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.


Sarah Crispin (Aug 19, 2024 08:21 GMT+1)

Sarah Crispin ACA
Stewardship
1 Lamb's Passage
London
EC1Y 8AB

Date: Aug 19, 2024

PARISH NURSING MINISTRIES UK
STATEMENT OF FINANCIAL ACTIVITIES
INCLUDING INCOME AND EXPENDITURE ACCOUNT
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
INCOME AND ENDOWMENTS FROM:					
Donations	3	14,609	108,953	123,562	103,784
Charitable activities	4	84,646	-	84,646	51,469
Other trading activities	5	66	-	66	230
Investments	6	4,622	-	4,622	594
Total income and endowments		103,943	108,953	212,896	156,077
EXPENDITURE ON:					
Charitable activities	7	104,942	64,889	169,831	120,849
Raising funds	8	9,940	-	9,940	10,874
Total expenditure		114,882	64,889	179,771	131,723
Net income/(expenditure)		(10,939)	44,064	33,125	24,354
Transfers between funds	15	(5,250)	5,250	-	-
Net movement in funds		(16,189)	49,314	33,125	24,354
Reconciliation of funds:					
Total funds brought forward		96,983	7,405	104,388	80,034
Total funds carried forward	15	80,794	56,719	137,513	104,388

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing operations.

The statement of financial activities also complies with the requirements for an income and expenditure account required by the Companies Act 2006.

The notes on page 29-34 form part of these accounts.

PARISH NURSING MINISTRIES UK

BALANCE SHEET

AS AT 31 MARCH 2024

	Note	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £	Total Funds 2023 £
FIXED ASSETS					
Tangible assets	10	1,153	-	1,153	989
		<u>1,153</u>	<u>-</u>	<u>1,153</u>	<u>989</u>
CURRENT ASSETS					
Debtors	11	9,374	-	9,374	9,986
Cash at bank and in hand	12	78,984	56,719	135,704	145,060
		88,358	56,719	145,077	155,046
CREDITORS: Amounts falling due within one year	13	(8,717)	-	(8,717)	(51,647)
Net current assets / (liabilities)		<u>79,641</u>	<u>56,719</u>	<u>136,360</u>	<u>103,399</u>
TOTAL NET ASSETS		<u>80,794</u>	<u>56,719</u>	<u>137,513</u>	<u>104,388</u>
FUND BALANCES	15				
Unrestricted Funds					
General funds		68,378	-	68,378	87,918
Designated funds		12,416	-	12,416	9,065
		<u>80,794</u>	<u>-</u>	<u>80,794</u>	<u>96,983</u>
Restricted Funds		<u>-</u>	<u>56,719</u>	<u>56,719</u>	<u>7,405</u>
		<u>80,794</u>	<u>56,719</u>	<u>137,513</u>	<u>104,388</u>

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 March 2024.

The members have not required the company to obtain an audit of its financial statements for the year ended 31 March 2024 in accordance with Section 476 of the Companies Act 2006 however, in accordance with Section 145 of the Charities Act 2011, the accounts have been examined by an independent examiner and their report has been included in these financial statements.

The directors (who are the charitable company's trustees for the purposes of charity law) acknowledge their responsibilities

- (a) ensuring that the charitable company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its net income or expenditure for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

The financial statements have been prepared in accordance with the provisions of Part 15 of the Companies Act 2006 relating to small companies.

The financial statements were approved by the Board of Directors and were signed on its behalf by:

Glen M Johnson
Glen M Johnson (Aug 15, 2024 20:01 GMT+1)

Glen Johnson

Date: Aug 15, 2024

Company number: 1111680

Charity number: 05451295

The notes on page 29-34 form part of these accounts.

PARISH NURSING MINISTRIES UK
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

1 Statutory Information

The charity is a charitable company limited by guarantee and is incorporated in the United Kingdom. The company's registered number and registered office address can be found on the Company Information page.

2 Accounting Policies

These financial statements are prepared on a going concern basis, under the historical cost convention.

These financial statements have been prepared in accordance with the "Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) ("the Charities SORP"), with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ("FRS 102"), with the Companies Act 2006 and with the Charities Act 2011. The charity meets the definition of a public benefit entity as set out in FRS 102.

The principles adopted in the preparation of the financial statements are set out below.

a) Going concern

The trustees (who are the charitable company's directors for the purposes of company law) have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The trustees have made this assessment for a period of at least one year from the date of approval of the financial statements. In particular the trustees have considered the charity's forecasts and projections and the possible implications should projected income and / or expenditure vary unexpectedly. The trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue to operate for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

b) Income

Income including investment income is recognised in the period in which the charity becomes entitled to receipt, the amount receivable can be measured with reasonable certainty, and receipt is probable. For the most part, income is generally recognised when it is received. Income is only deferred when the charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future period.

Income from donations includes:

Recoverable gift aid. This is recognised when the related donation is received. Gift aid that has not been recovered by the balance sheet date is included as a debtor.

Income from charitable activities represents income receivable from goods, services and facilities supplied in furtherance of the charity's charitable objects. It includes income from courses and symposiums and from Coordinators.

Investment income represents income generated by the charity's assets and includes income from bank interest.

c) Expenditure

Expenditure, including irrecoverable VAT, is recognised when it is incurred or, if earlier, when a legal or constructive obligation for a payment arises provided that it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Expenditure on raising funds comprises the costs incurred on professional fundraising fees.

Governance costs, which are included in expenditure on charitable activities but are identified separately in the notes to the accounts, includes costs associated with the independent examination of the financial statements, compliance with constitutional and statutory requirements and any other expenditure incurred on the strategic management of the charity.

d) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the trustees in furtherance of the general objectives of the charity. Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. Restricted funds are donations which are to be used in accordance with specific restrictions imposed by donors; they include donations received from appeals for specific activities or projects.

e) Tangible fixed assets

Items purchased or donated for the charity's own use are capitalised when the cost of purchased items, or the fair value of donated items, is more than £200 and the item is expected to benefit the charity over more than one accounting period. Depreciation is charged on a straight line basis so as to write down the value of each asset to its estimated residual value (if any) over its expected useful economic life. To achieve this objective the following rates of depreciation are charged:

Equipment	Over 5 years
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The carrying values of tangible fixed assets are reviewed for impairment in periods when events or changes in circumstances indicate that the carrying value may not be recoverable.

f) Pension scheme arrangements

The charity operates defined contribution pension schemes for its employees. Obligations for contributions to these schemes are recognised as an expense when the liability arises. The assets of these schemes are held separately from those of the charity in independently administered funds.

PARISH NURSING MINISTRIES UK
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

2 Accounting Policies (cont.)

g) Taxation

The company is a registered charity; it has taken advantage of the various reliefs from taxation available to charities and no tax is payable on the charity's income.

h) Exemption from preparing a cashflow statement

The charity has taken advantage of an exemption conferred by the Charities SORP and has not prepared a cash flow statement.

i) Critical accounting estimates and areas of judgement

The trustees do not consider that there are any material sources of estimation or uncertainty at the balance sheet date that could result in a material adjustment to the carrying values of assets and liabilities in the next reporting period.

3 Donations

	2024	2023
	£	£
Donations of cash and similar	13,470	28,074
Other grants receivable	108,953	74,555
Income tax recoverable	1,139	1,155
	<u>123,562</u>	<u>103,784</u>

4 Income from charitable activities

	2024	2023
	£	£
Course and symposium fees	30,545	12,647
Coordination income	54,101	38,822
	<u>84,646</u>	<u>51,469</u>

5 Income from other trading activities

	2024	2023
	£	£
Shop income	66	230
	<u>66</u>	<u>230</u>

6 Investment income

	2024	2023
	£	£
Bank interest	4,622	594
	<u>4,622</u>	<u>594</u>

7 Charitable expenditure

	2024	2023
	£	£
a Costs incurred directly on specific activities		
Staff costs	56,586	39,819
Course costs	3,287	1,503
Coordinator costs	4,652	4,980
Symposium costs	13,569	-
	<u>78,094</u>	<u>46,302</u>
b Costs incurred on support & administration		
Governance costs		
Independent examiner's fee	1,920	1,194
Other	-	448
	<u>1,920</u>	<u>1,642</u>
Staff costs	64,535	59,491
Rent & utilities	4,170	4,038
Insurance	1,239	1,278
Telephone & IT	4,979	2,428
Accountancy & legal fees	6,313	4,170
Marketing & communications	7,155	-
Other support costs	1,015	1,146
Depreciation of tangible fixed assets	411	354
	<u>91,737</u>	<u>74,547</u>
Total expenditure	<u>169,831</u>	<u>120,849</u>

PARISH NURSING MINISTRIES UK
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

8 Cost of raising funds

	2024	2023
	£	£
Fundraising costs	9,940	10,874
	<u>9,940</u>	<u>10,874</u>

9 Analysis of staff costs, the cost of key management personnel and trustee remuneration

	2024	2023
	£	£
Gross wages and salaries	115,520	96,826
Social security	890	371
Pension costs	1,709	1,537
	<u>118,120</u>	<u>98,734</u>

The average monthly number of employees during the year was 12 (2023: 10). Most of the charity's activities are carried out by volunteers.

No staff received salaries at a rate of more than £60,000 per annum.

The charity's key management comprise the trustees and the key staff named on the Company Information page. During the year key staff received employment benefits totalling £28,342 (2023: £25,357).

No trustees received employment benefits in either the current or preceding year.

10 Tangible fixed assets

	Computer Equipment £	Total 2024 £
Cost		
At 1 April 2023	3,757	3,757
Additions	575	575
At 31 March 2024	<u>4,332</u>	<u>4,332</u>
Accumulated depreciation		
At 1 April 2023	2,768	2,768
Charge for the year	411	411
At 31 March 2024	<u>3,179</u>	<u>3,179</u>
Net book value		
At 31 March 2024	<u>1,153</u>	<u>1,153</u>
At 31 March 2023	<u>989</u>	<u>989</u>

11 Debtors

	2024	2023
	£	£
Falling due within one year:		
Trade debtors	3,814	5,433
Tax recoverable	1,134	1,152
Prepayments and accrued income	4,426	3,401
	<u>9,374</u>	<u>9,986</u>

12 Cash at Bank and in Hand

	2024	2023
	£	£
Cash at bank with immediate access	135,704	145,060
	<u>135,704</u>	<u>145,060</u>

PARISH NURSING MINISTRIES UK
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

13 Creditors: liabilities falling due within one year

	2024 £	2023 £
Trade creditors	1,815	1,229
Taxation and social security	2,134	1,566
Accruals & deferred income	4,767	48,852
	<u>8,717</u>	<u>51,647</u>

In previous years, the Coordination income and some grant income was deferred. This treatment has changed for the current year in order to better fulfil the requirements of the SORP.

14 Pension commitments

During the year employer's pension contributions totalling £1,709 (2023: £1,538) were payable to defined contribution personal pension schemes. £413 in pension contributions were owing at the balance sheet date (2023: £nil).

15 Funds

During the year the movements in the charity's funds were as follows:

	Opening balance 2024 £	Incoming resources 2024 £	Outgoing resources 2024 £	Transfers in the year 2024 £	Gains and losses 2024 £	Closing balance 2024 £
<i>Designated Funds</i>						
Regional Nurse Coordinator Fund	5,250	-	-	(5,250)	-	-
Training, Development & Wellbeing Fund	3,815	27,680	(19,079)	-	-	12,416
	<u>9,065</u>	<u>27,680</u>	<u>(19,079)</u>	<u>(5,250)</u>	<u>-</u>	<u>12,416</u>
<i>General Unrestricted Funds</i>	87,918	76,263	(95,803)	-	-	68,378
	<u>87,918</u>	<u>76,263</u>	<u>(95,803)</u>	<u>-</u>	<u>-</u>	<u>68,378</u>
Total Unrestricted Funds	<u>96,983</u>	<u>103,943</u>	<u>(114,882)</u>	<u>(5,250)</u>	<u>-</u>	<u>80,794</u>
<i>Restricted Funds</i>						
Benefact Trust Grant	6,603	65,000	(28,171)	-	-	43,432
Regional Fund	-	15,750	(14,779)	5,250	-	6,221
Goodnews Evangelical Mission	-	7,000	(6,077)	-	-	923
Hinchley Fund	802	14,203	(10,005)	-	-	5,000
Central Onboarding Coordinator Fund	-	5,000	(5,000)	-	-	-
Anne French Memorial Trust	-	2,000	(857)	-	-	1,143
	<u>7,405</u>	<u>108,953</u>	<u>(64,889)</u>	<u>5,250</u>	<u>-</u>	<u>56,719</u>
Aggregate of funds	<u>104,388</u>	<u>212,896</u>	<u>(179,771)</u>	<u>-</u>	<u>-</u>	<u>137,513</u>

The transfers referred to above were made for the following reasons:

- a) From the designated Regional Nurse Coordinator Fund to the restricted Regional Fund to better reflect the nature of the income given to this fund.

Analysis of net assets by fund

The assets and liabilities of the various funds were as follows:

	<u>Unrestricted Funds</u>		<u>Restricted funds</u>	<u>2024</u>
	General funds £	Designated funds £	£	£
Tangible fixed assets	1,153			1,153
Debtors	9,374			9,374
Cash at bank and in hand	66,568	12,416	56,719	135,704
Creditors falling due within one year	(8,717)			(8,717)
	<u>68,378</u>	<u>12,416</u>	<u>56,719</u>	<u>137,513</u>

PARISH NURSING MINISTRIES UK
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

15 Funds (cont.)

In the previous year the movements in the charity's funds were as follows:

	Opening balance 2023 £	Incoming resources 2023 £	Outgoing resources 2023 £	Transfers in the year 2023 £	Gains and losses 2023 £	Closing balance 2023 £
<i>Designated Funds</i>						
Regional Nurse Coordinator Fund	-	5,250	-	-	-	5,250
Training, Development & Wellbeing Fi	-	7,117	(3,302)	-	-	3,815
	-	12,367	(3,302)	-	-	9,065
<i>General Unrestricted Funds</i>	77,658	74,405	(66,710)	2,565		87,918
Total Unrestricted Funds	77,658	86,772	(70,012)	2,565	-	96,983
<i>Restricted Funds</i>						
Benefact Trust Grant	857	48,088	(42,342)	-		6,603
Goodnews Evangelical Mission	1,273	11,250	(9,958)	(2,565)		-
Hinchley Fund	246	9,967	(9,411)	-		802
	2,376	69,305	(61,711)	(2,565)	-	7,405
Aggregate of funds	80,034	156,077	(131,723)	-	-	104,388

Analysis of net assets by fund

In the previous year, the assets and liabilities of the various funds were as follows:

	<u>Unrestricted Funds</u>		Restricted funds	2023
	General funds	Designated funds	funds	£
	£	£	£	
Tangible fixed assets	989			989
Stock	-			-
Debtors	9,986			9,986
Investments held as current assets	-			-
Cash at bank and in hand	94,387	9,065	41,608	145,060
Creditors falling due within one year	(17,444)		(34,203)	(51,647)
Creditors falling due after one year	-			-
Provisions for liabilities	-			-
Defined benefit pension schemes liabilities	-			-
	87,918	9,065	7,405	104,388

PARISH NURSING MINISTRIES UK
NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2024

15 Funds (cont.)

Restricted funds:

The Benefact Trust Grant is for the remuneration of a pilot role in the mid/northeast of England to enhance the current Regional Coordinator role, with associated costs of delivery. It is also for the remuneration of the current Regional Nurse Coordinator role in the mid/northeast with associated costs of delivery. Associated support and management costs are also allowed under this Grant

The Regional Fund is an accumulation of small grants towards Regional Nurse Coordinator salaries and costs across different regions in the UK.

The Hinchley Charitable Trust Grant is for the remuneration of the Lead Educator role along with associated costs of delivery (travel expenses, CPD, IT software & support and zoom licence). The Lead Educator leads on the delivery of the Preparation for Parish Nursing Practice course and contributes to the delivery of the Annual Symposium.

The Goodnews Evangelical Mission Grant is for the remuneration of Regional Nurse Coordinator salaries for the north/northeast of England with associated costs of delivery (travel expenses, CPD, marketing & promotion, management allocation)

The Central Onboarding Coordinator Fund was for the salary & costs associated with this role.

The Anne French Memorial Trust is for the Regional Nurse Coordinator salary and costs in the East of England, to develop parish nursing in this region

Designated

The Training, Development & Wellbeing Fund is the income made on courses and the symposium, that is then re-directed back into these categories, as well as towards CPD for the staff team.

16 Operating lease commitments

The charity has an operating lease for its office building. The minimum amount payable (until the next break clause and ignoring the potential effect of future rent reviews) in respect of this lease is as follows:

	2024 £	2023 £
Payments falling due:		
Within one year	900	3,600
Between one and five years	-	-
After five years	-	-
	<u>900</u>	<u>3,600</u>

During the year the charity was charged £3,600 (2023: £3,600) for its operating lease.

17 Transactions with related parties

During the year the charity:

- a) received donations totalling £1,908 (2022: £1,800) from related parties (which includes trustees, any other members of key management and anyone closely connected to them).
- b) paid expenses totalling £nil (2023: £448) for nil (2023: 1) trustee for travel & subsistence whilst carrying out duties associated with being trustees; reimbursements for expenses incurred when acting as agent for the charity or incurred when undertaking employment duties not connected with serving as a trustee are not included in this disclosure.

Except as disclosed in note 9 'Analysis of staff costs', there have been no other transactions with related parties during the year.

18 Members

Each member of the company commits to contribute if the charity is wound up an amount of £10.

PARISH NURSING MINISTRIES UK
DETAILED STATEMENT OF FINANCIAL ACTIVITIES WITH COMPARATIVES
FOR THE YEAR ENDED 31 MARCH 2024

	Note	Unrestricted funds				Unrestricted funds			
		General 2024 £	Designated 2024 £	Restricted 2024 £	Total 2024 £	General 2023 £	Designated 2023 £	Restricted 2023 £	Total 2023 £
INCOME AND ENDOWMENTS FROM:									
Donations	3	14,609	-	108,953	123,562	29,229	5,250	69,305	103,784
Charitable activities	4	56,966	27,680	-	84,646	44,352	7,117	-	51,469
Other trading activities	5	66	-	-	66	230	-	-	230
Investments	6	4,622	-	-	4,622	594	-	-	594
Total income and endowments		76,263	27,680	108,953	212,896	74,405	12,367	69,305	156,077
EXPENDITURE ON:									
Charitable activities:	7	85,864	19,079	64,889	169,831	55,836	3,302	61,711	120,849
Raising funds	8	9,940	-	-	9,940	10,874	-	-	10,874
Total Expenditure		95,803	19,079	64,889	179,771	66,710	3,302	61,711	131,723
Net gains/(losses) on investments		-			-	-			-
Net income/(expenditure)		(19,540)	8,601	44,064	33,125	7,695	9,065	7,594	24,354
Transfers between funds	15	-	(5,250)	5,250	-	2,565	-	(2,565)	-
		(19,540)	3,351	49,314	33,125	10,260	9,065	5,029	24,354
Other recognised gains/(losses):									
Gains/(losses) on revaluation of fixed assets					-				-
Actuarial gains/(losses) on defined benefit pension schemes	14				-				-
Other gains/(losses)					-				-
Net movement in funds		(19,540)	3,351	49,314	33,125	10,260	9,065	5,029	24,354
Reconciliation of funds:									
Total funds brought forward		87,918	9,065	7,405	104,388	77,658	-	2,376	80,034
Total funds carried forward	15	68,378	12,416	56,719	137,513	87,918	9,065	7,405	104,388