

The Parish Church of the Good Shepherd
Sand Hill Farnborough GU14 8ER

**Annual Report
and
Financial Statements
of the
Parochial Church Council**

for the year ended 31 December 2024

Incumbent

Revd Thea Edwards
The Vicarage
45, Sand Hill
Farnborough
GU14 8ER

Banks

National Westminster Bank plc CAF (Charities Aid Foundation)

CCLA Investment Management Ltd (CBF Church of England Fund)

Cambridge and Counties Bank Charity Bank Ltd

Independent Examiner:

Mr Zachary Ramsden FCA

Registered Charity No 1127829

Administrative information

The Parish Church of the Good Shepherd is situated in Sand Hill, Farnborough, Hampshire. Together with the Parish of St. Peter's it forms the North Farnborough Group Ministry as part of the Diocese of Guildford within the Church of England. The church's patron is the Church Pastoral Aid Society.

The Parochial Church Council (PCC) of the Church of the Good Shepherd is a charity, registered with the Charity Commission as Registered Charity Number 1127829.

PCC members who have served from 1 January 2024 until the date this report was approved are:

<i>Incumbent:</i>	Rev'd Thea Edwards	Chair
<i>Wardens:</i>	Lance Nevill Karen Dawson	Lay Chair
<i>Representatives on the Deanery Synod:</i>	Malcolm Bardsley Alison Lake	
<i>Elected Members:</i>	Kay Bademosi Iris McKee Bev Marchment Michelle Minchin Derick Musonda Dianne Pickford Steve Reid David Riddlestone Steven Robinson Marian Rudall Doris Rudd Carole Speller Richard Troughton	(from 21.5.2024) (from 21.5.2024) Secretary (from 21.5.2024) (to 21.5.2024) Treasurer (to 21.5.2024)
<i>Co-opted Members</i>	Judith Hillary	(from Deaf church)

Structure governance and management

The Parochial Church Council is a corporate body established by the Church of England. The PCC operates under the Parochial Church Council Powers Measure.

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

The PCC members are responsible for making decisions on all matters of general concern and importance to the parish, including deciding on how the funds of the PCC are to be spent. New members receive initial training into the workings of the PCC. The PCC operates through a small number of committees, which meet between full meetings of the PCC.

The Standing Committee is the only committee required by law. It has power to transact the business of the PCC between its meetings, subject to any directions given by the Council. The Standing Committee consists of the Vicar, Wardens, Secretary and Treasurer.

The full PCC met six times during 2024, with the Standing Committee meeting eleven times.

Safeguarding

The PCC has a safeguarding policy and appoints a Safeguarding Officer who acts as a focal point for concerns. All key staff and volunteers working with children and vulnerable adults are recruited using Safer Recruitment principles and, where appropriate, are checked with the Disclosure and Barring Service. Clergy receive regular safeguarding training through the Diocese of Guildford and training is undertaken by other staff and volunteers as required. The PCC receives an annual report on safeguarding and reviews the safeguarding policy. Additionally, safeguarding is an item on the agenda of every PCC meeting.

Objectives and activities

The PCC of the Church of the Good Shepherd has the responsibility of co-operating with the Incumbent, the Revd Thea Edwards, in promoting in the ecclesiastical parish the whole mission of the Church, pastoral, evangelistic, social and ecumenical. It also has maintenance responsibilities for the Church of the Good Shepherd, Sand Hill, Farnborough and its grounds. The incumbent and the PCC have considered the Charity Commission's guidance on public benefit and, in particular, the specific guidance on charities for the advancement of religion.

Church attendance

There are 151 parishioners on the Church Electoral Roll, 29% of whom are resident within the parish. The average Sunday attendance at services across the year was 110 (2023-83). The October measure of 'usual Sunday attendance' was 98. These figures are for those attending in person but we also live stream on YouTube.

Review of the year

2024 has seen a year of gentle growth both in number of people joining our congregation from across the demographics, and growth in discipleship, as our preaching, prayer and organisational life look to be more defined by God's nature and mission in the world.

2024 included the introduction of new church values to frame and eventually steer our discernment and resourcing processes as we explore who God is calling us to be and what God is calling us to do as the Church of the Good Shepherd in this next season.

Review of the year (contd)

Follow Daily: we are devoted to following Jesus, becoming more like him and doing the things he did.

Care Deeply: we believe in Jesus' power to transform our lives and those around us in body, mind and spirit.

Share Boldly: we are committed to speaking about God's love and grace and enabling everyone to encounter Jesus for themselves.

Grow Courageously: we pray that God will increase our faith for the future, as we seek to build a joyful, intergenerational, diverse and safe church community that will thrive beyond our time.

Our outreach activities continue to provide help to those in our parish who are most in need, with the Olive Branch clothing exchange and Food Larder both faithfully available weekly, and No Questions Asked bags of food, on a monthly pattern.

Ministry to senior citizens is more popular than ever and the monthly 'Thursday Service' continues alongside other important outreaches such as 'Toddler Music Time', Messy Church, Deaf church, Youth Club and POD - a small group with a focus on discipleship for young people. With the increase in teenagers coming to church on Sunday morning too, we have introduced a new group for teens which is more discussion based and starts with toast!

We have baptised 4 young people and admitted 6 young people to communion as part of them taking their next step in discipleship.

All our mission and ministry is facilitated by a dedicated group of church members, many of whom hold multiple roles and have been serving for many years, complemented by our staff team.

We continue to pray that God will increase our faith and go ahead of us, as our good and gracious shepherd, and that his kingdom would come a little closer in the communities of Sandhill and Prospect through his power at work in us.

Financial review

During 2024, total donations to the Church of the Good Shepherd, increased by 4% to £232,727. Expenditure increased from £226,151 to £258,143 – a sign of increased ministry. Our Vicar was in post for the full year and our Community Worker returned from maternity leave. Inflationary costs also had an impact, especially on the cost of gas and electricity, as we reached the end of four year fixed term contracts in November 2023. Demand for our Larder increased, with fewer donations of food being received, leading to a substantial draw down on the Larder restricted Fund. The Church's 2024 contribution to Parish Share of £74,367 was met in full. At the end of the year the general reserves had decreased by £1,366. We transferred £10,000 into the Major Repairs designated fund as it has become apparent that we will need to replace the church boilers in 2025.

Reserves policy

The PCC's policy is to maintain a minimum balance on unrestricted funds of three months' expenditure. It is held to smooth out fluctuations in cash flow and to meet emergencies. The balance held at 31 December 2024 was £54,207 which equates to just under three months' budgeted expenditure for 2025.

Missions Policy

The church aims to give 10% of its donated and investment income to other local, national, and overseas mission organisations.

Independent Examiner's Report to the Parochial Church Council of The Church of the Good Shepherd, Farnborough

I report on the accounts for the year ended 31 December 2024 which are set out on pages 5 to 13.

Respective responsibilities of the PCC and Independent Examiner

As the charity's trustees, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act"). I report in respect of my examination of the charity's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent Examiner's Statement

The charity's gross income exceeded £250,000 and I am qualified to undertake the examination by being a qualified member of the Institute of Chartered Accountants in England and Wales.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination which gives me cause to believe that in, any material respect:

- the accounting records were not kept in accordance with section 130 of the Charities Act; or the accounts did not accord with the accounting records; or
- the accounts did not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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.

Zachary Ramsden FCA
Chartered Accountant
63 Deakin Leas, Tonbridge, Kent TN9 2JT

25 March 2025

Statement of Financial Activities

For the year ending 31 December 2024

		Unrestricted	Restricted	Total 2024	Unrestricted	Restricted	Total 2023
	Notes	£	£	£	£	£	£
INCOME FROM:							
Donations	2a	188,421	44,306	232,727	175,183	48,608	223,791
Investments	2b	8,549	-	8,549	5,587	-	5,587
Church activities	2c	12,768	-	12,768	13,987	-	13,987
Total income		209,738	44,306	254,044	194,757	48,608	243,365
EXPENDITURE ON:							
Church activities	3	200,904	57,239	258,143	184,493	41,658	226,151
Total expenditure		200,904	57,239	258,143	184,493	41,658	226,151
Net income/(expenditure) before transfers		8,834	(12,933)	(4,099)	10,264	6,950	17,214
Transfers between funds	11	1,600	(1,600)	-	-	-	-
Net movement in funds		10,434	(14,533)	(4,099)	10,264	6,950	17,214
Fund balances brought forward at 1 January 2024		190,573	31,936	222,509	180,309	24,986	205,295
Fund balances carried forward at 31 December 2024		201,007	17,403	218,410	190,573	31,936	222,509

The notes on pages 7 to 13 form part of these accounts.

Balance Sheet

At 31 December 2024

	Note	2024 £	2023 £
FIXED ASSETS			
Tangible fixed assets	7	5,422	4,368
CURRENT ASSETS			
Debtors	8	7,584	5,530
Cash at bank and in hand	9	209,854	220,355
		217,438	225,885
LIABILITIES			
Creditors - amounts falling due within one year	10	(4,450)	(7,744)
NET CURRENT ASSETS		212,988	218,141
TOTAL NET ASSETS		218,410	222,509
PARISH FUNDS	11		
Restricted		17,403	31,936
Unrestricted:			
Designated funds		146,800	135,000
General funds (free reserves)		54,207	55,573
	12	218,410	222,509

The notes on pages 7 to 13 form part of these accounts.

Approved by the Parochial Church Council on 25 March 2025
and signed on its behalf by:

Revd Thea Edwards
Incumbent

Bev Marchment
PCC Secretary

Notes to the Financial Statements

For the year ended 31 December 2024

1 Accounting policies

The PCC is a public benefit entity within the meaning of FRS102. The financial statements have been prepared under the Charities Act 2011 and in accordance with the Church Accounting Regulations 2006 governing the individual accounts of PCCs, and with the Regulations' 'true and fair view' provisions, together with FRS102 (2016) as the applicable accounting standards and the 2016 version of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP (FRS102)).

The financial statements have been prepared under the historical cost convention. The financial statements include all transactions, assets and liabilities for which the PCC is responsible in law. They do not include the accounts of church groups that owe their main affiliation to another body nor those that are informal gatherings of Church members.

Funds

Restricted funds represent a) income from trusts or endowments which may be expended only on those restricted objects provided in the terms of the trust or bequest, and b) donations or grants received for a specific object or invited by the PCC for a specific object. The funds may only be expended on the specific object for which they were given. Any balance remaining unspent at the end of each year must be carried forward as a balance on that fund. The PCC does not usually invest separately for each fund.

Designated funds are unrestricted funds which the PCC has earmarked for a particular purpose. The aim and use of each designated fund is set out in the notes to the financial statements.

Unrestricted funds are general funds which can be used for PCC ordinary purposes.

Income: Planned giving, collections and donations are recognised when received. Tax refunds are recognised when the incoming resource to which they relate is received. Grants and legacies are accounted for when the PCC is legally entitled to the amounts due. All other income is recognised when it is receivable. All incoming resources are accounted for gross. The value of gifts donated for the Larder is calculated by valuing the parcels given out and deducting the costs of items purchased.

Expenditure: This includes all expenditure incurred in meeting the church's main objectives and includes all costs in support of those objectives. Grants and donations are accounted for when paid over, or when awarded, if that award creates a binding or constructive obligation on the PCC. The diocesan parish share is accounted for when due.

Fixed assets

Consecrated and benefice property is not included in the accounts in accordance with s96(2)(a) of the Charities Act 1993.

Moveable church furnishings held by the Incumbent and Churchwardens on special trust for the PCC, and which require a faculty for disposal, are inalienable property, listed in the Church's inventory, which can be inspected (at any reasonable time). For anything acquired prior to 2000 there is insufficient cost information available and therefore such assets are not valued in the financial statements.

Equipment used within the church premises is depreciated on a straight line basis over 5 years. Individual items of equipment with a purchase price of £1,000 or less are written off when the asset is acquired.

Notes to the Financial Statements (continued)

For the year ended 31 December 2024

2 Income

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
a Donations				
Planned giving:				
Gift aid donations	126,719	8,914	135,633	122,551
Income tax recoverable	33,126	2,200	35,326	31,520
Other planned giving	20,101	2,203	22,304	17,889
Legacy	1,000	-	1,000	-
Collections at services	2,196	-	2,196	1,655
Grants	-	500	500	7,250
Donations/appeals etc	5,279	14,644	19,923	21,394
Value of food given for Larder	-	15,845	15,845	21,532
	188,421	44,306	232,727	223,791
b Investments				
Bank and other interest	8,549	-	8,549	5,587
	8,549	-	8,549	5,587
c Church activities				
Bookstall	232	-	232	245
Church hall lettings	8,959	-	8,959	10,969
Fees	925	-	925	402
Miscellaneous	2,652	-	2,652	2,371
	12,768	-	12,768	13,987
TOTAL INCOME	209,738	44,306	254,044	243,365

Notes to the Financial Statements (continued)

For the year ended 31 December 2024

3 Expenditure

	Unrestricted funds £	Restricted funds £	Total 2024 £	Total 2023 £
Missionary and charitable giving:				
Overseas				
Mission organisations	10,973	1,127	12,100	10,273
Relief and development agencies	3,500	-	3,500	2,950
Home mission	3,350	-	3,350	3,000
Secular charities	750	-	750	650
	18,573	1,127	19,700	16,873
Ministry:				
Diocesan parish share	74,367	-	74,367	71,679
Other ministry costs	20,756	211	20,967	14,023
Larder	-	41,651	41,651	36,887
Office expenses	1,185	-	1,185	1,398
Church and hall running expenses	16,615	-	16,615	14,135
Church and grounds maintenance	9,502	-	9,502	8,724
Bookstall	218	-	218	324
Salaries and pension	58,300	14,250	72,550	60,786
Training costs	1,135	-	1,135	164
Special events	253	-	253	1,158
	182,331	56,112	238,443	209,278
Total expenditure	200,904	57,239	258,143	226,151

4 Staff costs

	2024 £	2023 £
Salaries	68,605	54,973
National Insurance	-	780
Pension costs	3,945	5,033
	72,550	60,786

During 2024 the PCC employed a parish secretary, a Pioneer Community Worker and a Youth and Children's Minister, none of whom earned £60,000 or more. The Pioneer Community Worker, the Youth and Children's Minister and the parish secretary were reimbursed for expenses incurred in carrying out their duties.

Notes to the Financial Statements (continued)

For the year ended 31 December 2024

5 Pension Scheme

The Church of the Good Shepherd participates in the Pension Builder Scheme section of the Church Workers Pension Fund (CWPF) for lay staff. The Scheme is administered by the Church of England Pensions Board, which holds the assets of the schemes separately from those of the Employer and the other participating employers.

The CWPF has two sections - the Defined Benefits Scheme and the Pension Builder Scheme which has two subsections - a deferred annuity section known as Pension Builder Classic and a cash balance section known as Pension Builder 2014.

Pension Builder Scheme

The Pension Builder Scheme of the CWPF is made up of two sections, Pension Builder Classic and Pension Builder 2014, both of which are classed as defined benefit schemes. The Church of the Good Shepherd participates in the latter section.

Pension Builder 2014 is a cash balance scheme that provides a lump sum which members use to provide benefits at retirement. Pension contributions are recorded in an account for each member. Discretionary bonuses may be added before retirement, depending on investment returns and other factors. The account, plus any bonuses declared is payable, unreduced, from age 65.

There is no sub-division of assets between employers in each section of the Pension Builder Scheme.

The scheme is considered to be a multi-employer scheme as described in Section 28 of FRS 102. This is because it is not possible to attribute the Pension Builder Scheme's assets and liabilities to specific employers and means that contributions are accounted for as if the Scheme were a defined contribution scheme. The pensions costs charged to the Statement of Financial Activities in the year are contributions payable (2024: £3,945; 2023: £5,033).

A valuation of the Pension Builder Scheme is carried out once every three years. The most recent scheme valuation completed was carried out as at 31 December 2022. For the Pension Builder 2014 section, the valuation revealed a surplus of £8.5m on the ongoing assumptions used. There is no requirement for deficit payments at the current time.

The legal structure of the scheme is such that if another employer fails, Church of the Good Shepherd could become responsible for paying a share of that employer's pension liabilities.

6 Trustees

None of the PCC members was paid any remuneration or received any benefit from an employment with the charity but, where appropriate, were reimbursed out-of-pocket expenses. 10 (2023 – 11) trustees were reimbursed a total of £9,263 (2023 - £4,323) during the year for expenses incurred on behalf of the church. Donations received from members of the PCC and their related parties amounted to £65,752 (2023 - £57,190) in the year.

Notes to the Financial Statements (continued)

For the year ended 31 December 2024

7 Fixed assets for use by the PCC

		Church Equipment £	Total £
Actual / deemed cost	At 1 January 2024	28,339	28,339
	Additions	4,270	4,270
	Disposals	(575)	(575)
	At 31 December 2024	32,034	32,034
Depreciation	At 1 January 2024	23,971	23,971
	Disposals	(575)	(575)
	Charge for the year	3,216	3,216
	At 31 December 2024	26,612	26,612
Net Book Value	At 31 December 2024	5,422	5,422
	At 31 December 2023	4,368	4,368

Church equipment comprises office equipment, two video projectors, a sound desk, hybrid services equipment, worship area chairs and kitchen equipment.

8 Debtors

	2024 £	2023 £
Income tax recoverable	4,620	3,461
Prepayments and accrued income	2,293	136
Other debtors	671	1,933
	7,584	5,530

9 Cash and bank accounts

	2024 £	2023 £
Charities Aid Foundation current account	14,797	33,322
Nat West current account	675	28,047
Cambridge and Counties Bank 95 day access	68,294	65,345
Cambridge and Counties Bank 60 day access	14,055	13,507
CBF Deposit Fund	61,981	29,474
Charity Bank 1 year fixed term account	50,000	50,000
Cash in hand	52	660
	209,854	220,355

Notes to the Financial Statements (continued)

For the year ended 31 December 2024

10 Creditors

	2024	2023
	£	£
Amounts falling due within one year:	<u>4,450</u>	<u>7,744</u>

11 Statement of funds

Restricted funds

	Balance at 1 Jan 2024	Incoming resources	Resources Expended	Transfers	Balance at 31 Dec 2024
	£	£	£	£	£
Larder	14,440	28,929	41,651	-	1,718
Banner workshop	454	-	-	-	454
Youth and Children's Minister	15,000	14,250	14,250	-	15,000
Church for deaf people	306	-	75	-	231
Mission Fund	1,600	1,127	1,127	(1,600)	-
Spring Harvest	136	-	136	-	-
	31,936	44,306	57,239	(1,600)	17,403

The Larder Fund is for the provision of food and essential household items to people within the local community.

Unrestricted funds

	Balance at 1 Jan 2024	Incoming resources	Resources Expended	Transfers	Balance at 31 Dec 2024
	£	£	£	£	£
Designated funds:					
Development fund	95,000	-	-	-	95,000
Major repairs fund	40,000	-	-	10,000	50,000
Mission fund	-	-	18,473	20,273	1,800
	135,000	-	-	30,273	146,800
General funds:					
Free reserves	55,573	209,738	182,431	(28,673)	54,207
	190,573	209,738	200,904	1,600	201,007

Notes to the Financial Statements (continued)

For the year ended 31 December 2024

11 Statement of funds (continued)

Funds are held in the Development Fund to provide for the future development of the church's ministry and it is anticipated that these will be used up over the next five years as we build up our regular giving to meet the cost of employing a Youth and Children's Minister.

The Major Repairs Fund is being built up so that funds are available when major repairs are required to our buildings.

12 Analysis of net assets by fund

	Unrestricted Funds £	Restricted Funds £	Total 2024 £
Fixed assets for church use	5,422	-	5,422
Current assets	199,979	17,459	217,438
Current liabilities	(4,394)	(56)	(4,450)
Fund balance	201,007	17,403	218,410

13 Mission and charitable giving

Overseas mission

Crosslinks / Arise - Debbie and Alan Burt	6,050
Operation Mobilisation (OM) - Jenny and Nihad Shihadi	6,050

Relief and development agencies

Giving Hope to Turkey	1,700
Open Doors	900
Tearfund	900

Home mission

BSL Translation	350
Christian Deaflink	50
Church Pastoral Aid Society (CPAS)	900
Connect Christian Counselling	650
Signs of God	300
The Triangle	1,100

Secular charities

Step-By-Step	750
	<u>19,700</u>

Additionally, special offerings have been taken up for Children's Society, National Deaf Children's Society and Step by Step.